

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

COMMUNITY AND SOCIAL SERVICE CAREERS IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)
Center of Excellence

SEPTEMBER 2023

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SUMMARY

The North (Greater Sacramento) of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled careers in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this analysis due to the lessened barriers for entry-level work, such as no formal education and fewer on-the-job training requirements.

Key findings include:

- The Greater Sacramento subregion held 6,988 community and social service jobs in 2022. More than 80% of these jobs are found in two occupations: social and human service assistants and social and community service managers.
- Over the next five years, community and social service jobs are projected to have 1,064 annual openings across the Greater Sacramento subregion.
- Analysis of wage data shows that two occupations earn an entry-level hourly wage greater than the single adult living wage of \$18.72 per hour. (See Appendix B for notes about the updated living wage).
- Analysis of job posting data revealed fewer job postings for associate-degree-only positions and that students with associate degrees will most likely compete against bachelor's degree holders for the same job.
- Awards data analysis shows that North (Greater Sacramento) training providers conferred an average of 69 awards (certificates and associate degrees) in Human Service (TOP code 2104.00) programs over the last three academic years.

Recommendations include:

- The North (Greater Sacramento) Center of Excellence recommends developing new programs related to community and social service occupations.
- The COE also recommends establishing dedicated bachelor's degree transfer pathways to support student career mobility opportunities.

INTRODUCTION

The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- These middle-skill occupations require more education and training beyond a high school diploma but usually less than a four-year degree:
 - Social and Human Service Assistants (21-1093)
- Students who transfer and earn a four-year degree could pursue the following high-skill occupations:
 - Social and Community Service Managers (11-9151)
 - Community and Social Service Specialists, All Other (21-1099)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Human Services (2104.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Human Services, General (44.0000)

Background

Written By: Warda Ali, ARC Student, Class of 2023

The community studies area of study is an applied sociology program that allows students to develop a foundation to explore social services, community development practices, and social justice efforts. This program fosters an environment for students to engage in critical academic exploration and development by preparing them to work in public, private, and non-profit community service organizations.

At the community college level, community studies is offered through an associate of arts (A.A.) degree and certificate program for students to gain the knowledge and skills necessary to seek a career related to this field or transfer to a four-year degree program. Upon completion, students can transfer to a bachelor's degree program associated with Community Studies or utilize their degree or certificate to enter the workforce through jobs in social service, education, mental health, community development, and community support programs.

Education & Career Pathways

Sacramento City College's (SCC) community studies degree and certificate programs prepare students to enter the workforce or transfer into a four-year degree program in a related area of study. In the Greater Sacramento area, the University of California, Davis offers a bachelor's

degree and graduate-level community and regional development programs. Beyond the Greater Sacramento area, students also have the opportunity to transfer into the community studies program at the University of California, Santa Cruz, and the urban and community studies concentration at California State University, Stanislaus. These bachelor's degree programs follow a similar path to the community studies program at Sacramento City College, guiding students to the various career fields that intersect with the multiple areas of study and their interests.

The career pathways most closely related to community studies programs include community development coordinator, community organizer or advocate, attorney, and non-profit administrator positions.

Entering the Workforce

Upon completing their degree or certificate pathway, students can access various employment and career advancement opportunities. In the Greater Sacramento area, students can step into multiple career fields depending on their level of educational attainment. Students with an associate degree or certificate in community studies can work in education, human services, human resources, mental health, and healthcare support services (Exhibit 1).

The broad scope of sectors broadens the job opportunities for students related to this field of study as they can apply their skills to various careers. Exhibit 1 lists job titles in four sectors: education, human services and human resources, mental health, and healthcare support services.

Exhibit 1. Community Studies Relevant Jobs Titles by Employer Sector

Education	Human Services and Human /Resources	Mental Health	Support Services in Healthcare
Paraprofessional Educator	Community Health Worker	Behavior Technician	Patient Advocate
School Mental Health and Wellness Clinician	Program Analyst	ABA Behavior Technician	Clinical Instructor
Health Educator	Community Project Managers	Social Emotional Learning Coordinator	Birth & Beyond Family Support Navigator

Employers, Experience & Earnings

The job titles listed in Exhibit 1 came from the companies and organizations provided in Exhibit 2. Organizations within the Greater Sacramento area offering positions that align with a community studies program include but are not limited to the Sacramento County Office of Education, Sacramento Covered, Center Point Inc., Alta California Regional Center, and WellSpace Health. Other organizations that are not listed but employ workers in related positions include Autism Comprehensive Educational Services (ACES), La Familia, and other faith-based and non-profit organizations.

These companies and organizations have their own set of qualifications for employment, and educational requirements vary depending on the position, ranging from requiring a high school diploma or GED to a master's degree. Some employers require individuals to obtain a specific license or certification for employment, such as an Associate Clinical Social Worker (ASW) license from the California Board of Behavioral Sciences or an Associate Marriage and Family Therapist (AMFT), depending on the position and required duties.

Most companies and organizations offer benefits including medical, dental, and vision insurance, life insurance, a competitive salary with benefits and bonuses, paid holidays, time off, sick and bereavement leave. These general benefits will support program graduates in obtaining economic stability while working.

Exhibit 2. Community Studies relevant Employers, Work Experience & Job Benefits

Organization	Expected Levels of Education and Experience (varies by position)	Benefits Offered*
Sacramento County Office of Education	High School Diploma/GED.	Medical Insurance (Dental and vision included)
Sacramento Covered	Experience in engaging with individuals/families/students.	401(k)/403(b)
Center Point Inc.	Bachelor's degree in a related field.	Life Insurance
Alta California Regional Center	Master's degree in a related field.	Competitive salary, benefit plans, and bonuses.
WellSpace Health	Specific licenses or certifications (LMFT, LCSW, etc.)	Paid time off, holidays, sick leave, and bereavement.

*Note: Benefits depend on the job position, qualifications, and organization.

OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected growth for the studied occupations in North (Greater Sacramento)¹, North/Far North, and California.

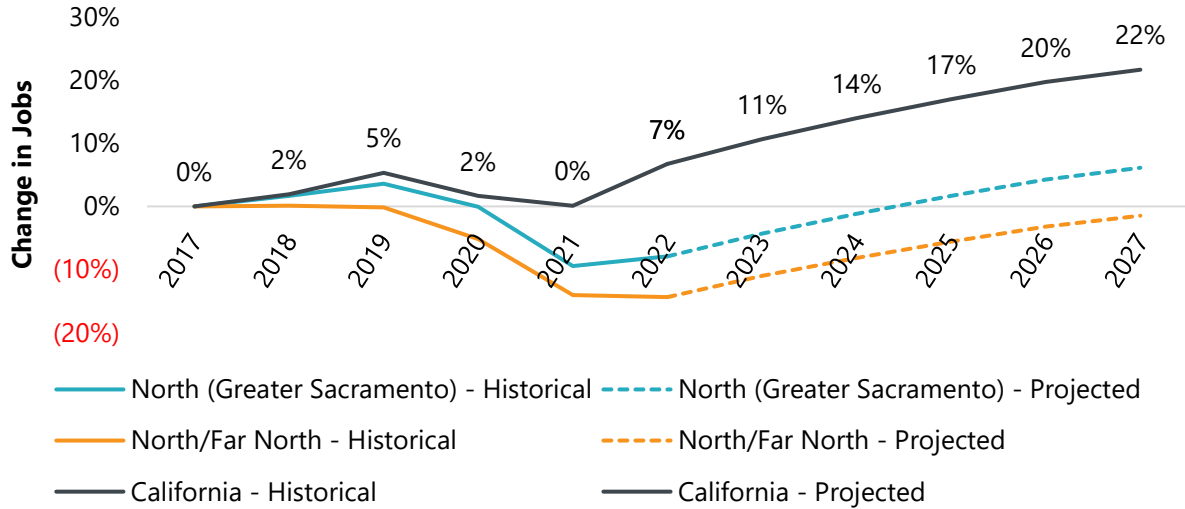
Exhibit 1. Employment and projected demand, 2022-2027

Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	2022-2027 Annual Openings
Social and Community Service Managers	1,965	2,261	296	15%	242
Social and Human Service Assistants	3,855	4,494	640	17%	597
Community and Social Service Specialists, All Other	1,168	1,297	129	11%	158
North (Greater Sacramento)	6,988	8,053	1,064	15%	997
Social and Community Service Managers	2,844	3,258	414	15%	347
Social and Human Service Assistants	5,470	6,362	892	16%	843
Community and Social Service Specialists, All Other	1,506	1,677	171	11%	205
North/Far North	9,820	11,297	1,477	15%	1,395
Social and Community Service Managers	30,288	34,435	4,147	14%	3,631
Social and Human Service Assistants	59,980	68,952	8,972	15%	9,044
Community and Social Service Specialists, All Other	14,552	16,074	1,522	10%	1,953
California	104,819	119,461	14,642	14%	14,628

¹ The North (Greater Sacramento) subregion covers seven counties, including El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Exhibit 2 compares the net changes in jobs between 2017 through 2022 and the projected changes through 2027. The rate of change is indexed to the total number of jobs in 2017.

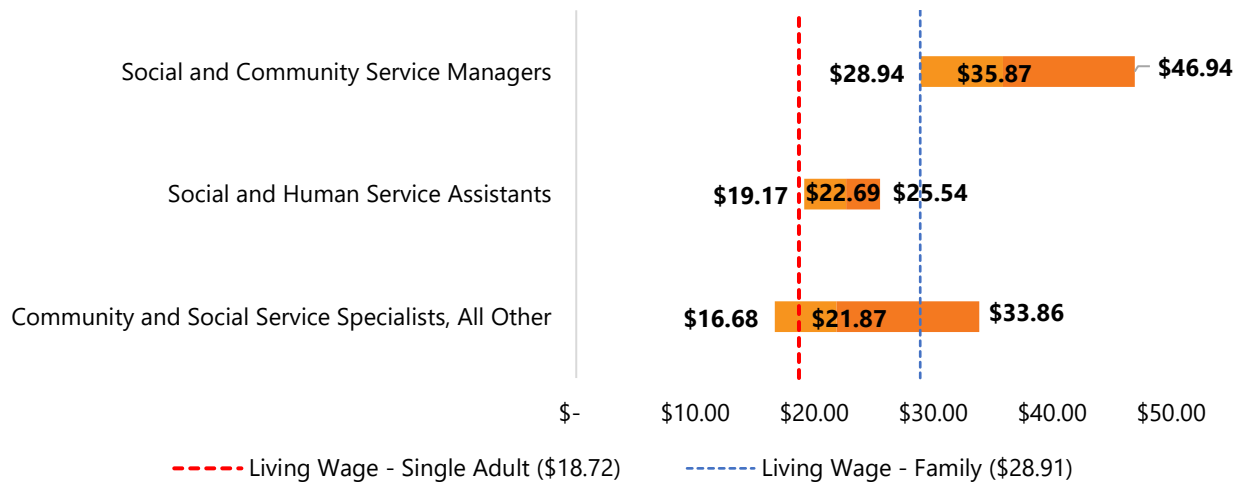
Exhibit 2. Changes in employment, 2017-2027



Wages

Exhibit 3 compares the 25th percentile, median, and 75th percentile hourly wages for the selected occupations to the Greater Sacramento living wage for one working adult (\$18.72 per hour) and a small family (\$28.91 per hour).^{2,3} Wage data comes from the [California EDD LMID Occupational Employment and Wage Statistics](#) program and represents the Sacramento MSA.

Exhibit 3. Hourly wages by occupation, 2022



² Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

³ A small family is defined as one working adult and one school aged child (between the ages of 5 and 12 years).

JOB POSTINGS

About Job Postings Analysis

This section analyzes recent data from online job postings. Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends. However, job postings differ from labor market demand; demand is based on projected annual openings. Job postings should be used to inform community college curriculum development and identify potential employers for targeted experiential learning opportunities.

Please note several limitations to analyzing and interpreting online job postings. Employers may post a position multiple times to increase the number of job applicants. Job postings may remain online after a business chooses not to fill a position. Employers may advertise one posting to fill multiple vacancies. And not all jobs are posted online.

The North COE identified 1,153 online job postings for the selected occupations in the seven-county Greater Sacramento subregion. Job posting data comes from Lightcast (formerly Emsi Burning Glass) and represents unique advertisements newly posted online during the last 12 months, from September 2022 through August 2023.

Top Employers and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Social and Human Service Assistants	506	44%
Social and Community Service Managers	474	41%
Community and Social Service Specialists, All Other	173	15%
Total Job Postings	1,153	100%

Exhibit 5 shows the top 10 relevant job titles with the most job postings.

Exhibit 5. Top jobs titles

Job Title	Number of Job Postings
Directors of Social Services	47
Program Supervisors	46
Social Services Assistants	36
Community Programs Specialists	35
Outreach Specialists	28
Home Visitors	27
Case Management Assistants	26
Caseworkers	25
Case Managers	23
Care Coordinators	23

Exhibit 6 shows the top 10 relevant employers with the most job postings for the selected occupations.

Exhibit 6. Top Employers

Employer	Number of Job Postings
State of California	63
LifeSTEPS	48
International Rescue Committee	46
Kaiser Permanente	32
Alta California Regional Center	25
University of California	25

Employer	Number of Job Postings
Sevita	23
Sacramento LGBT Community Center	22
Volunteers of America	19
Sutter Health	17

Top Skills and Qualifications

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations.

Exhibit 7. Most in-demand certifications

Certification	Job Postings
Licensed Clinical Social Worker (LCSW)	42
Licensed Professional Clinical Counselor	23
Licensed Marriage and Family Therapist	10
Certified Alcohol and Drug Counselor	8
Registered Behavior Technician	7

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, essential, and software skills.⁴

Exhibit 8. Most in-demand skills

Specialized Skills	Common Skills	Software Skills
Social Work	Communications	Microsoft Excel
Case Management	Management	Microsoft Office
Psychology	Coordinating	Microsoft Outlook
Human Services	Leadership	Microsoft PowerPoint

⁴ Specialized skills are those primarily required to perform specific tasks in an occupation. Essential skills are typically related to employability. These are skills that are prevalent across many occupations, and include both interpersonal attributes and learned skills (aka "soft skills"). Software skills are specific to any software tool or programming component used to support a job.

Specialized Skills	Common Skills	Software Skills
Mental Health	Writing	Microsoft Word
Crisis Intervention	Advocacy	Zoom (Video Conferencing Tool)
Developmental Disabilities	Planning	Microsoft Access
Behavioral Science	English Language	Salesforce
Discharge Planning	Microsoft Excel	Microsoft Office 365
Community Outreach	Problem-Solving	Google Workspace

Exhibit 9 shows the number of job postings that listed a specific level of education as either a minimum or maximum educational requirement. For example, 106 job postings listed an associate degree as the minimum education requirement for a job, while 39 postings listed an associate degree as the max.⁵

Exhibit 9. Job postings by educational level

Education Level	Min Number of Job Postings	Max Number of Job Postings	Share of Min Job Postings
HS Diploma or GED	266	0	23%
Associate degree	106	39	9%
Bachelor's degree	355	117	31%
Master's degree	82	99	7%
Ph.D. or professional degree	18	25	2%

Further analysis of job postings reveals a pay differential across the job posting depending on the level of education required; higher wages are associated with bachelor's and advanced degrees. Exhibit 10 summarizes the median advertised salary for jobs requiring a high school diploma, associate degree, bachelor's degree, and beyond.

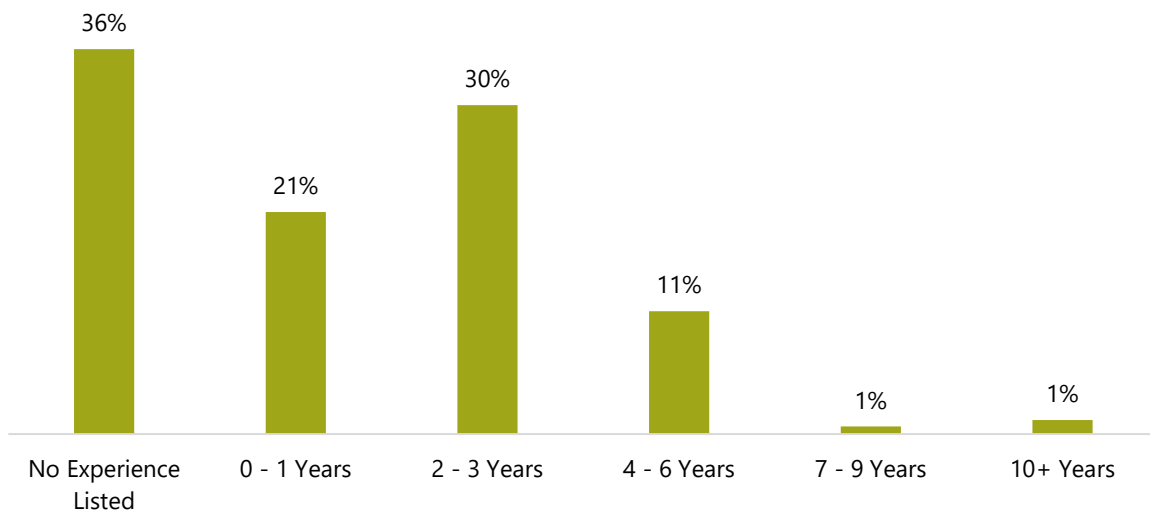
⁵ Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in exhibit 9 may sum to greater than 100%.

Exhibit 10. Advertised Salary by Education Level

Education Level	Median Advertised Hourly Salary	Number of Postings with Salary included	Share of Postings with Salary (out of 1,153)
High School Diploma or GED	\$22.40	180	15%
Associate degree	\$21.91	116	10%
Bachelor's degree	\$25.97	338	29%
Beyond Bachelor's	\$34.34	124	11%
All Education Levels	\$25.29	783	68%

Exhibit 11 shows the minimum level of experience employers prefer for related job postings in the Greater Sacramento subregion.⁶

Exhibit 11. Employer-preferred job experience

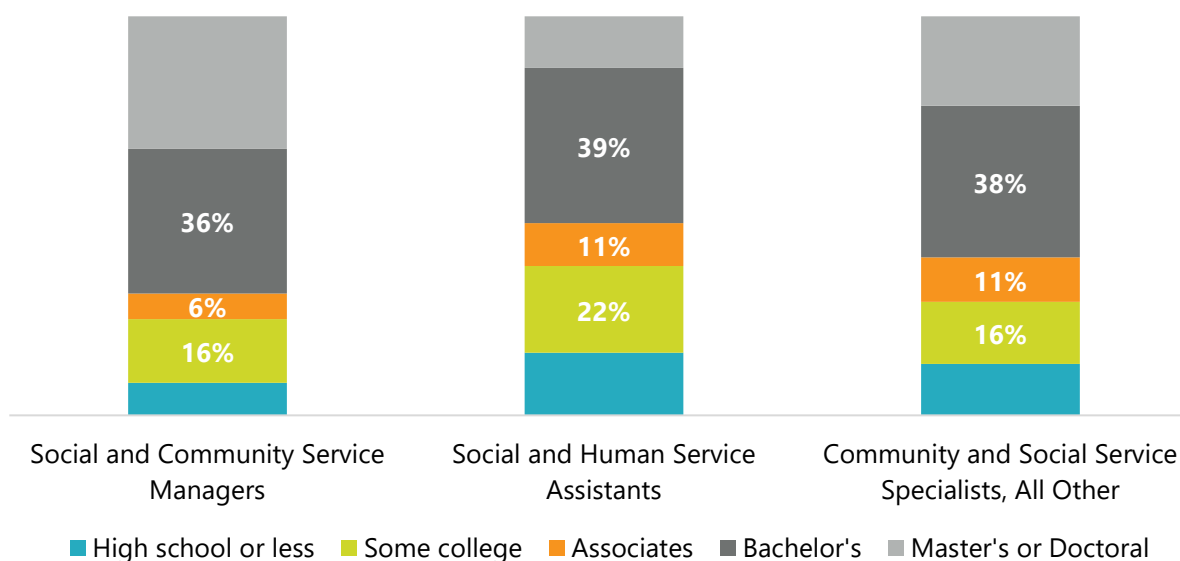


⁶ Employers may include more than one level of experience as a hiring requirement in a job posting. As a result, the values in exhibit 10 may sum to greater than 100%.

EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 12 shows California's educational attainment of the current workforce in the selected occupations.

Exhibit 12. California educational attainment for selected occupations, 2019



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 13 shows the selected occupations' typical entry-level job requirements.

Exhibit 13. Typical entry-level job requirements

Occupation	Entry-level Education Requirements	Work Experience Requirements	On-The-Job Training Requirements
Social and Community Service Managers	Bachelor's degree	Less than five years	None
Social and Human Service Assistants	High school diploma or equivalent	None	Short-term on-the-job training
Community and Social Service Specialists, All Other	Bachelor's degree	None	None

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 14 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 14. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Human Services (2104.00)	Human Services, General (44.0000)

Community College Supply

Exhibits 15 and 16 compare the average number of certificates and degrees from selected Greater Sacramento community college programs over the last three academic years.

Exhibit 15. Annual average community college awards by program

Program - TOP Code	College	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
Human Services (2104.00)	American River	24	20	35	26
	Cosumnes River	23	12	19	18
	Folsom Lake	10	21	16	16
	Sacramento City	5	6	3	5
	Woodland	3	2	2	2
	Yuba	5	2	0	2
	Grand Total	70	63	75	69

Exhibit 16. Annual average community college awards by type, 2019-20 through 2021-22

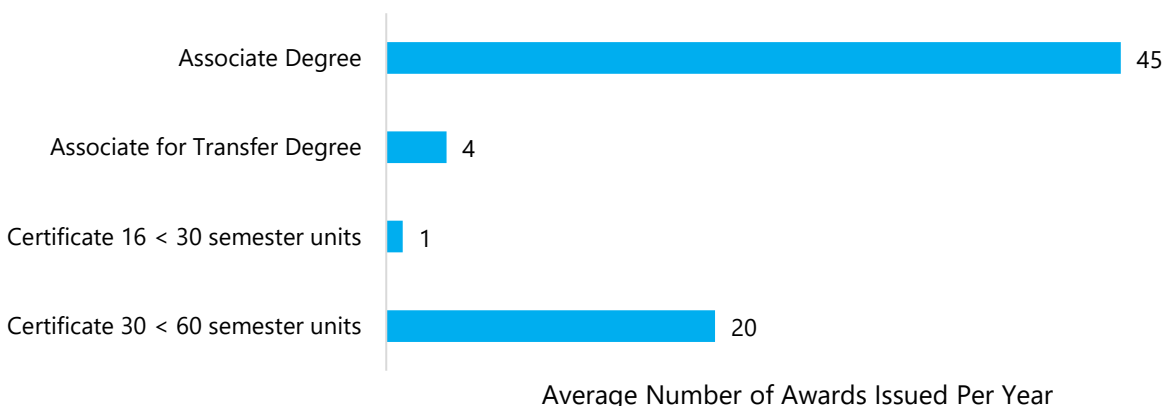


Exhibit 17 lists certificate and degree programs offered under the Human Services (2104.00) TOP code by Greater Sacramento community colleges. These programs are active or in revision as of July 24, 2023. Note: Yuba College's program was excluded from this list because it is inactive in COCI.

Exhibit 17. Human Services (2104.00) TOP code programs by college and title

College	Program Title	Award Offered
American River	Human Services	<ul style="list-style-type: none"> • Certificate • A.A. Degree
Cosumnes River	Human Services, General	<ul style="list-style-type: none"> • Certificate • A.A. Degree
Folsom Lake	Human Services Specialist	<ul style="list-style-type: none"> • Certificate
	Social Work & Human Services	<ul style="list-style-type: none"> • A.A. Degree • A.A.-T Degree
	Human Services Paraprofessional	<ul style="list-style-type: none"> • Certificate
Sacramento City	Community Studies	<ul style="list-style-type: none"> • Certificate • A.A. Degree
Woodland	Human Services	<ul style="list-style-type: none"> • A.S. Degree
	Social Work and Human Services	<ul style="list-style-type: none"> • A.A.-T Degree

Other Postsecondary Supply

No Human Services, General (44.0000) programs were identified in other postsecondary institutions in the Greater Sacramento area.

FINDINGS

This report focuses on three occupations in the community studies career pathway: Social and Human Service Assistants (21-1093), Social and Community Service Managers (11-9151), and Community and Social Service Specialists, All Other (21-1099).

Occupational Demand

- The Greater Sacramento subregion held 6,988 community and social service jobs in 2022. These jobs are projected to increase by 15% over the next five years, adding more than 1,000 new jobs to the subregion by 2027.
 - 83% of the jobs were concentrated in two occupations: social and human service assistants (3,855 jobs) and social and community service managers (1,965 jobs).
- Community and social service jobs are projected to grow at nearly the same rate in the Greater Sacramento subregion as in California.
- Over the next five years, community and social service jobs are projected to have 1,064 annual openings across the Greater Sacramento subregion.
 - 84% of the projected annual job openings (AJO) were concentrated in two occupations: social and human service assistants (597 AJO) and social and community service managers (242 AJO).

Wages

- Analysis of wage data shows that two community and social service occupations earn an hourly wage greater than the single adult living wage of \$18.72 per hour. Entry-level hourly wages are \$19.17 for social and human service assistants and \$28.94 for social and community service managers.
- Community and social service specialists have an hourly wage of \$16.68 below the subregion's living wage.

Job Postings

- In the last 12 months, 1,153 community and social service occupation job advertisements were posted online.
- Employers with the most online job postings in the last 12 months included the State of California, Life STEPS, International Rescue Committee, Kaiser, and Alta California Regional Center.
- 106 job postings listed an associate degree as the minimum education requirement, while 39 listed an associate degree as the max. This is important because 1) there are fewer opportunities for students with only an associate degree, and 2) students with

associate degrees will most likely compete against bachelor's degree holders for the same job.

- The advertised median salary was lowest for jobs requiring an associate degree at \$21.91 per hour, followed by \$22.40 for jobs requiring an HS diploma and \$25.97 for positions requiring a bachelor's degree.

Education and Training Requirements

- Two of the three studied occupations have a bachelor's degree as a requirement for a typical entry-level job: social and community service managers and community and social service specialists. A high school diploma is a typical entry-level education requirement for social and human service assistants.
- Between 22% and 33% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 36% to 39% of workers in these occupations hold a bachelor's degree.

Postsecondary Supply

- Six Greater Sacramento community colleges offer degrees and certificates in programs related to community and social service careers. These programs conferred an average of 69 awards (certificates and associate degrees) in Human Service programs over the last three academic years (2019-20 through 2021-22).

RECOMMENDATIONS

- A comparison of annual openings to average annual awards in the Greater Sacramento subregion shows an undersupply of workers in community and social service occupations.
 - Community colleges issued an average of 69 awards over the last three years. Other postsecondary training providers do not offer training related to the occupations.
 - There are 1,064 projected annual openings for these jobs.
- However, only two occupations have an entry-level wage above the subregion's living wage of \$18.72: social and human service assistants (\$19.17) and social and community service managers (\$28.94).
- The North (Greater Sacramento) Center of Excellence recommends developing new programs related to community and social service occupations.
- The COE also recommends establishing dedicated bachelor's degree transfer pathways to support student career mobility.

New Program Recommendation		
Move forward with the new program	Proceed with caution	A new program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI), 2023. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator, 2023. <https://livingwage.mit.edu/>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Lightcast (Formerly EMSI/Burning Glass) 2023.3; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. (Note: EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

APPENDIX B. GLOSSARY

Key Terms	Definition
Occupation	<p>Occupation refers to a category of jobs, careers, or professions that are similar regarding the work performed and the skills the workers possess. Workers who perform essentially the same tasks are in the same occupation, whether in the same industry. Some occupations are concentrated in a few industries, while others are found in many industries.</p> <p>Occupations differ from jobs in that jobs show the number of positions held in each occupation.</p>
Jobs	<p>A job is a specific instance of employment and includes any position where a worker provides labor for monetary compensation.</p> <p>Job numbers include employees (those who work for businesses) and proprietors (those who work for themselves). Full- and part-time jobs are included and counted equally (i.e., not adjusted to full-time equivalents). Data for jobs, or employment, are annual averages.</p>
Employment	<p>Employment refers to filled jobs, whether full- or part-time, temporary or permanent. The scope of "who" is counted as employed is noted in Appendix A. Methodology and Sources.</p>
Job Change	<p>Job change is the net increase or decrease of jobs over a given timeframe.</p>
Job Opening	<p>Job openings are the projected number of positions available for workers entering an occupation.</p> <p>Openings include growth and replacement job counts. Growth job counts are the positive change in the total number of workers employed. Replacement job counts are the estimates of new workers needed to replace workers permanently leaving the occupation.</p>
Percentile Wage (or wages)	<p>A percentile wage is the value of a wage at which a certain percentage of workers falls below. For example, a 25th percentile hourly wage of \$15.00 indicates that 25% of workers earn less than \$15.00, while 75% earn more. Percentile wages are specific to the geography shown in the report.</p> <p>The 25th-percentile and 75th-percentile hourly wages are used as a proxy for entry-level and experienced-level wages.</p>
Living Wage	<p>The living wage is the level of income a single, working adult with no children must earn to meet basic needs. The living wage is calculated using basic allowances for food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs and assumes full-time employment (40 hours per week, 52 weeks a year).</p>

Key Terms	Definition
	Beginning in 2023-24, NFN COE adopted the MIT calculations for a living wage better aligned to the economic conditions following the pandemic. For additional information, please visit https://livingwage.mit.edu/ .
Educational Attainment	Educational attainment is the highest level of education achieved by workers in an occupation. The data include workers aged 25 years and older.
Typical Entry-level Education	<p>The education level most workers need to gain employment in an occupation. Categories range from "no formal educational credential" and "high school diploma or equivalent" to "doctoral or professional degree." The types most relevant to community training are "some college, no degree," "postsecondary nondegree award," and "associate degree."</p> <p>The typical entry-level education may differ from the actual educational levels attained by workers employed in an occupation.</p>
Typical Work Experience	The relevant prior experience a worker needs to gain employment in an occupation. Categories include "5 years or more", "less than five years," and "none."
Typical On-The-Job (OTJ) Training	The level of on-the-job training a worker needs to obtain for competency in the skills required for an occupation. Categories include "none," "short-term (1 month or less)," "moderate-term (more than one month but less than 12 months)," "long-term (more than 12 months)," "apprenticeship," and "internship/residency."
Awards	Awards are the number of certificates and degrees conferred for a specific course of study each year. Awards count "papers" and, as a result, may be greater than the number of students who complete a program.

APPENDIX C. SAMPLE OF ENTRY-LEVEL JOBS

Of the 1,153 job postings, 372 specified a high school diploma or an associate degree as the minimum education level (though some employers may also include a preference for a bachelor's degree). These positions would be ideal for entry-level workers. Exhibit C provides a sample of the employers, job titles, and advertised wages that could be targeted for curriculum aligned to entry-level jobs in community and social services.

Exhibit C. Potential entry-level jobs by employer

Employer (Total job postings)	Job Title	Number of Postings	Advertised Hourly Wage
LifeSTEPS (16)	Program Coordinators	15	\$18.00-\$19.25
Sutter Health (16)	Case Management Assistants (Lvl II and III)	13	Level II: \$24.27 - \$31.54 Level III: \$26.69 - \$34.69
	Case Management Coordinators (aka Project Coordinator II, Case Management)	1	\$27.38-\$39.71
Sevita (13)	Program Supervisors	7	Unknown
	Directors of Adult Day Services (aka Program Supervisors of Adult Day Program)	4	Advertised Annual: \$33,280 Calculated hourly: \$16.00*
	Program Support Supervisors	1	Unknown
	Residential Program Supervisors	1	Advertised Annual: \$41,600 Calculated hourly: \$20.00*
International Rescue Committee (13)	Community Wellness Coordinators	5	\$25.51-\$27.09
	Case Aides	3	\$22.50-\$23.20

Employer (Total job postings)	Job Title	Number of Postings	Advertised Hourly Wage
	Youth Case Managers	2	Unknown
	Intensive Case Managers	1	\$28.01-\$28.90
	Caseworkers (aka Front Desk Case Workers)	1	Unknown
	Volunteer Aides (aka Volunteer & Donations Case Aides)	1	\$22.50-\$23.20
Sacramento Children's Home (14)	Home Visitors	10	\$18.19 - \$22.47 Hourly is dependent on location
	Independent Living Specialists	2	\$21.40 - \$25.27
	Family Services Coordinators	1	\$19.80-\$22.27

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COVID-19 Statement: This report includes employment projection data produced by Lightcast (formerly EMSI). Employment projections are developed using models based on historical data, which in this set of projections covers the period through 2021. Most input data, therefore, precedes the pandemic. Employment projections are long-term projections intended to capture structural changes in the economy, not cyclical fluctuations. As such, projections data are not intended to capture the impacts of the recession that began in February 2020. Cyclical fluctuations, like recessions, impact projections when they become part of the historical data set.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges, or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and
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