

# LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

## KITCHEN SUPERVISION AND MANAGEMENT

IN THE GREATER SACRAMENTO SUBREGION

NOVEMBER 2024

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# SUMMARY

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The North Far North Center of Excellence for Labor Market Research (NFN COE) prepared this report to provide an analysis of occupational demand and educational supply for occupations employed across the 22-county North Far North region.

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, with a primary focus on training that leads to living wage jobs in middle-skilled occupations. Pursuant to California Education Code §78015, labor market information (LMI) is required for all new career education certificate and degree program proposals, and the North Far North Regional Consortium (NFNRC) requires LMI to come from the NFN COE. This report should serve to satisfy those requirements.

Key findings include:

- The Greater Sacramento subregion held more than 22,000 kitchen management and supervision career pathway jobs in 2023. These jobs are projected to increase by 13% over the next five years, exceeding the statewide average by one percentage point.
- Over the next five years, kitchen management and supervision career pathway jobs are projected to have nearly 3,900 annual openings across Greater Sacramento.
- Analysis of wage data shows that workers in the career pathway earn \$0.77 to \$3.40 above Woodland's community college district living wage of \$17.08 per hour. (See Appendix B for additional information about FY 2024 changes to the living wage).
- Analysis of awards data shows that community colleges conferred an average of 54 awards in career pathway programs over the last three academic years.

Recommendations include:

- The North Far North Center of Excellence recommends moving forward with new program development and modification of existing culinary arts programs to meet regional workforce needs.

# INTRODUCTION

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The North Far North Center of Excellence (COE) was asked to provide labor market information for a newly proposed career education program at a regional community college.

This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- Food Service Managers (11-9051)
- First-Line Supervisors of Food Preparation and Serving Workers (35-1012)
- Cooks, Institution and Cafeteria (35-2012)
- Cooks, Restaurant (35-2014)

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

- Culinary Arts (1306.30)
- Nutrition, Foods, and Culinary Arts (1306.00)

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

- Cooking and Related Culinary Arts, General (12.0500)
- Culinary Arts/Chef Training (12.0503)
- Food Preparation/Professional Cooking/Kitchen Assistant (12.0505)
- Culinary Arts and Related Services, Other (12.0599)

# OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for the studied occupations in the selected subregion and across the 22-county North Far North region and California.<sup>1</sup>

**Exhibit 1. Employment and projected demand, 2023-2028**

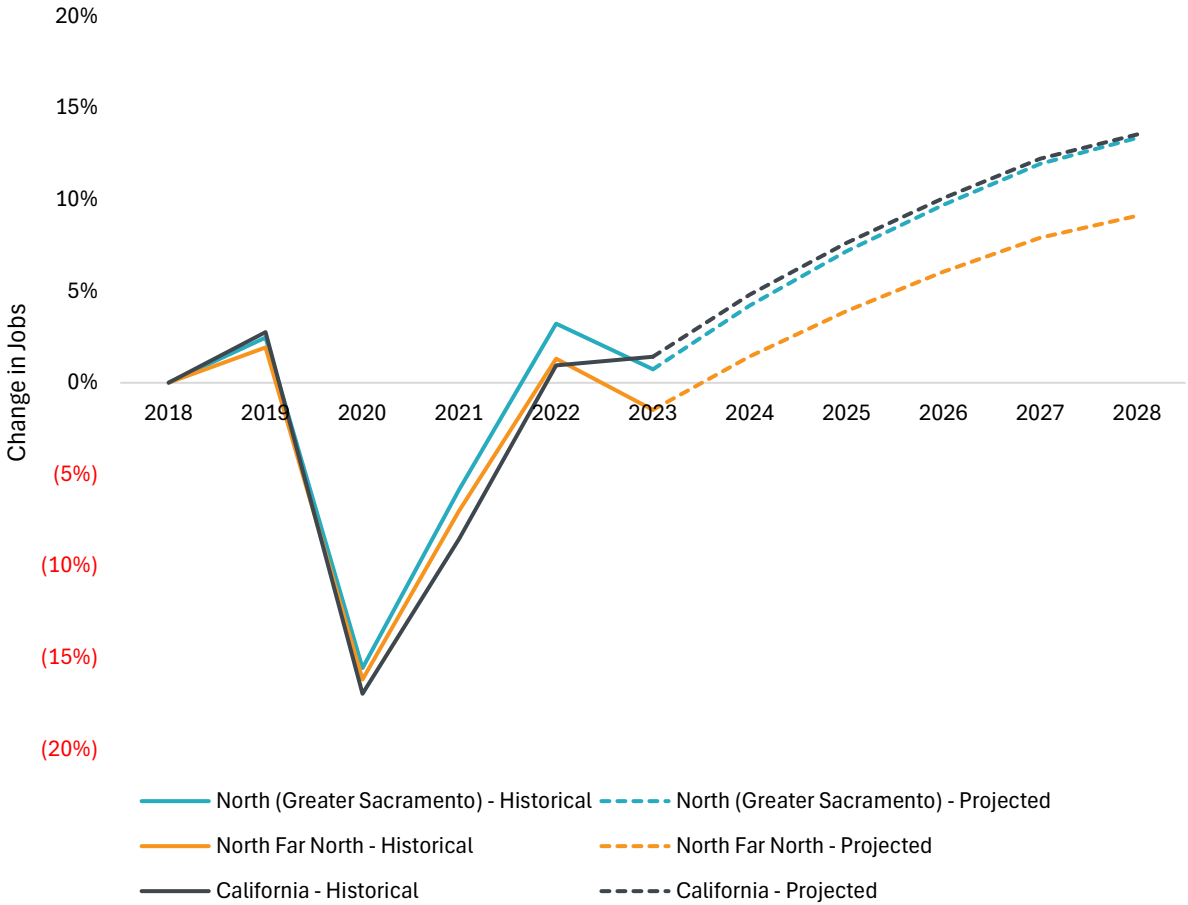
Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	2023-2028 Annual Openings
Food Service Managers	3,088	3,291	203	7%	393
First-Line Supervisors of Food Preparation and Serving Workers	8,130	8,953	822	10%	1,413
Cooks, Institution and Cafeteria	1,715	1,911	196	11%	311
Cooks, Restaurant	9,098	10,640	1,541	17%	1,780
<b>Greater Sacramento Subregion</b>	<b>22,032</b>	<b>24,794</b>	<b>2,762</b>	<b>13%</b>	<b>3,897</b>
Food Service Managers	4,055	4,263	208	5%	504
First-Line Supervisors of Food Preparation and Serving Workers	10,317	11,185	869	8%	1,747
Cooks, Institution and Cafeteria	2,446	2,721	275	11%	443
Cooks, Restaurant	11,833	13,561	1,728	15%	2,241
<b>North Far North</b>	<b>28,652</b>	<b>31,730</b>	<b>3,079</b>	<b>11%</b>	<b>4,935</b>
Food Service Managers	58,299	61,591	3,292	6%	7,380
First-Line Supervisors of Food Preparation and Serving Workers	126,195	138,824	12,630	10%	21,905
Cooks, Institution and Cafeteria	28,357	31,437	3,079	11%	5,105
Cooks, Restaurant	151,933	176,548	24,615	16%	29,449

<sup>1</sup> The 22-county North Far North is a dual region. It is represented by the North (Greater Sacramento) subregion that covers seven counties, including El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba, and the 15-county Far North subregion which includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity.

Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	2023-2028 Annual Openings
California	364,784	408,400	43,616	12%	63,839

Exhibit 2 compares ten years' worth of historical and projected annual changes in employment to the base number of jobs in 2018 for the selected subregion and across the 22-county North Far North region and California.

**Exhibit 2. Changes in employment, 2018-2028**



# OCCUPATIONAL EARNINGS

Exhibits 3 and 4 compare the percentile hourly earnings for the selected occupations to the living wage for a single working adult and a working family residing in the county of the community college district that requested this report.<sup>2,3</sup> For additional information about changes to NFN COE's living wage comparisons, see Appendix B.

Requesting College	Living Wage – Working Adult	Living Wage – Working Family
Woodland Community College	\$17.08	\$34.41

**Exhibit 3. Hourly earnings by occupation, 2023<sup>4</sup>**

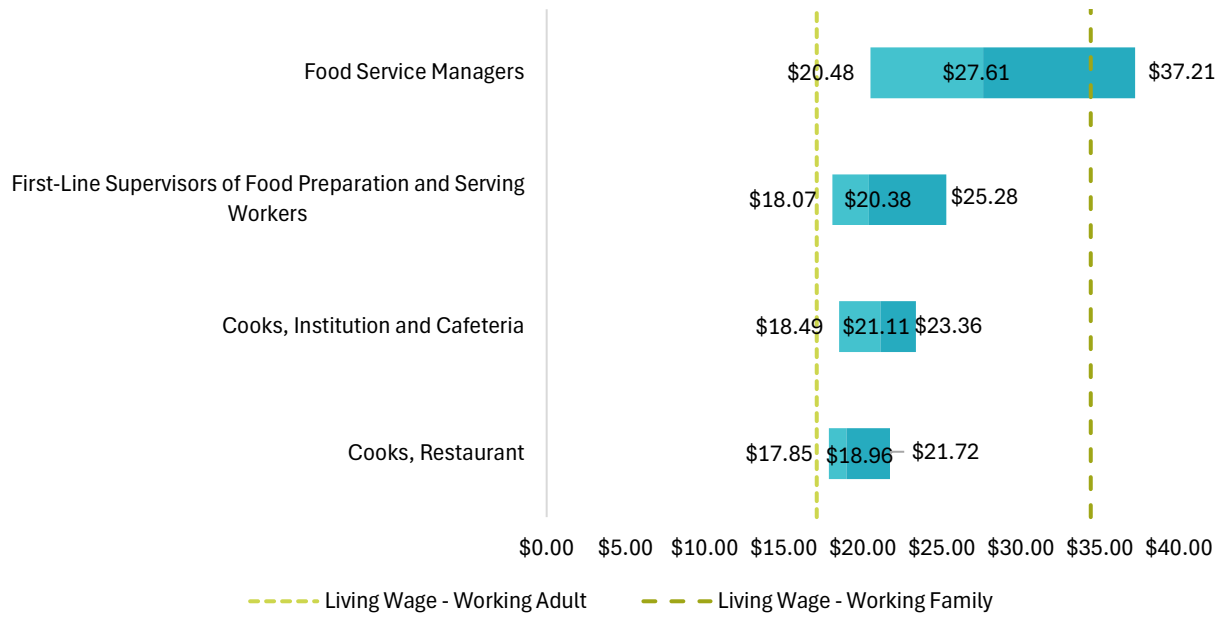
Occupation	25 <sup>th</sup> Percentile Hourly Earnings	Median Hourly Earnings	75 <sup>th</sup> Percentile Hourly Earnings
Food Service Managers	\$20.48	\$27.61	\$37.21
First-Line Supervisors of Food Preparation and Serving Workers	\$18.07	\$20.38	\$25.28
Cooks, Institution and Cafeteria	\$18.49	\$21.11	\$23.36
Cooks, Restaurant	\$17.85	\$18.96	\$21.72

<sup>2</sup> 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.

<sup>3</sup> A working family is defined as one working adult and one infant (between the ages of 0 and 2 years).

<sup>4</sup> Please note that the 25th and 75th percentile hourly earnings are used to estimate entry-level and experienced worker wages.

**Exhibit 4. Occupational hourly earnings vs. community college district's living wage**





# JOB POSTINGS

## About Job Postings Analysis

This section of the report 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 are not the same as labor market demand; demand is based on projected annual openings.

There are 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 post to fill multiple vacancies. And not all jobs are posted online.

Job posting analyses should be used to inform community college curriculum development and to identify potential employers for targeted experiential learning opportunities.

The North Far North COE identified 4,062 online job postings for the selected occupations across the Greater Sacramento subregion. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from November 2023 through October 2024.

## Top Employers and Job Titles

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

### Exhibit 4. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Food Service Managers	1,749	43%
First-Line Supervisors of Food Preparation and Serving Workers	1,451	36%
Cooks, Restaurant	855	21%
Cooks, Institution and Cafeteria	7	<1%
<b>Total Job Postings</b>	<b>4,062</b>	<b>100%</b>

Exhibit 5 shows the job titles with the most job postings for the selected occupations across the studied subregion.

**Exhibit 5. Jobs titles with the most job postings**

Job Title	Number of Job Postings
Shift Supervisors	489
Cooks	345
General Managers	313
Assistant Managers	274
Shift Leaders	269
Assistant General Managers	144
Prep Cooks	115
Restaurant Managers	92
Restaurant General Managers	65
Food and Beverage Managers	40

Exhibit 6 shows the employers with the most job postings for the selected occupations across the studied subregion.

**Exhibit 6. Employers with the most job postings**

Employer	Number of Job Postings
Starbucks	491
Taco Bell	160
Domino's Pizza	130
Marriott International	60
Del Taco	58
Panda Express	45

Employer	Number of Job Postings
Aimbridge Hospitality	41
Compass Group	37
Hard Rock International	36
Vail Resorts	36

### Most Requested Qualifications and Skills

Exhibit 7 shows the certifications most requested by employers for the selected occupations across the studied subregion.

#### Exhibit 7. Most in-demand certifications

Certification	Job Postings
ServSafe Certification	440
Food Handler's Card	329

Exhibit 8 shows the most requested specialized, common, and software skills for the selected occupations across the studied subregion.<sup>5</sup>

#### Exhibit 8. Most in-demand skills

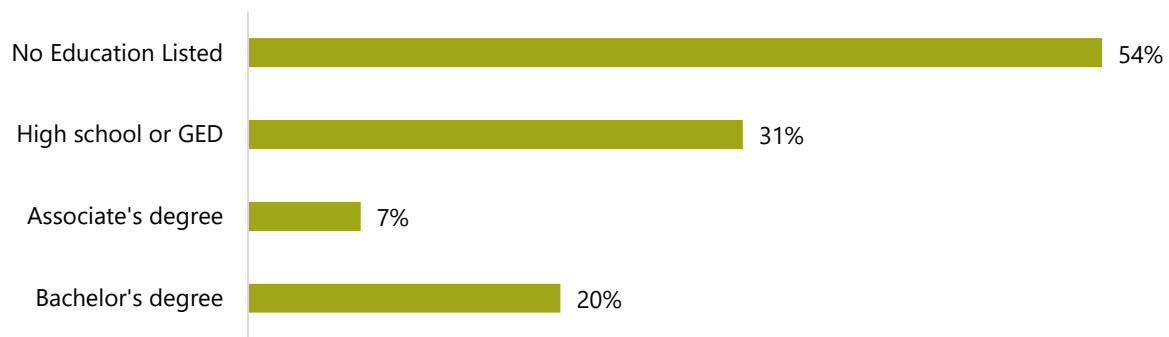
Specialized Skills	Common Skills	Software Skills
Restaurant Operation	Customer Service	Microsoft Office
Cash Handling	Communication	Microsoft Excel
Food Safety And Sanitation	Management	Microsoft Outlook
Cooking	Leadership	--
Retail Operations	Operations	--
Food Services	Cleanliness	--
Restaurant Management	Sales	--

<sup>5</sup> Specialized skills are those primarily required to perform specific tasks in an occupation. Common skills are typically related to employability; these are skills that are prevalent across many occupations and usually include a mix of interpersonal attributes and soft skills. Software skills are specific to any software tool or programming component used to accomplish tasks in a job.

Specialized Skills	Common Skills	Software Skills
Food Preparation	Sanitation	--
Marketing	Interpersonal Communications	--
Collective Bargaining	Influencing Skills	--

Exhibit 9 shows the employer-preferred minimum level of education for job postings related to the selected occupations across the subregion.

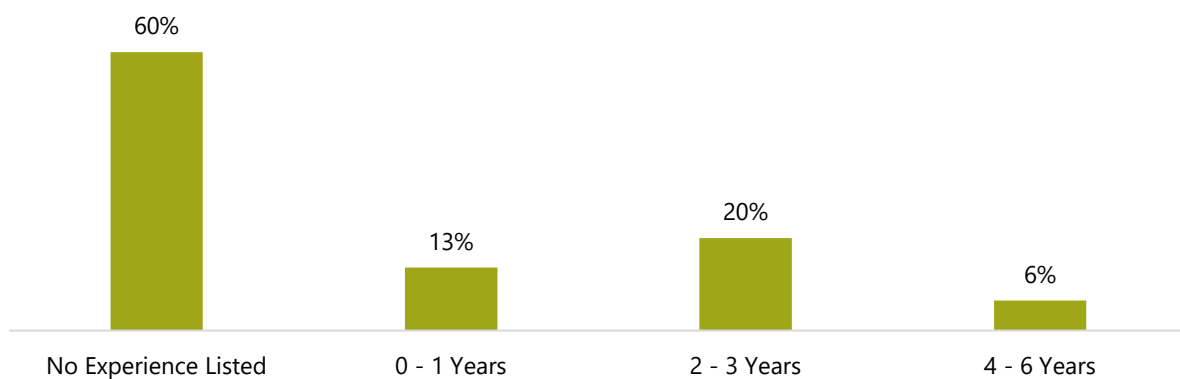
**Exhibit 9. Employer-preferred education levels for the studied occupations**



*Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.*

Exhibit 10 shows the employer-preferred minimum level of experience for job postings related to the studied occupations across the subregion.

**Exhibit 10. Employer-preferred job experience for the studied occupations**

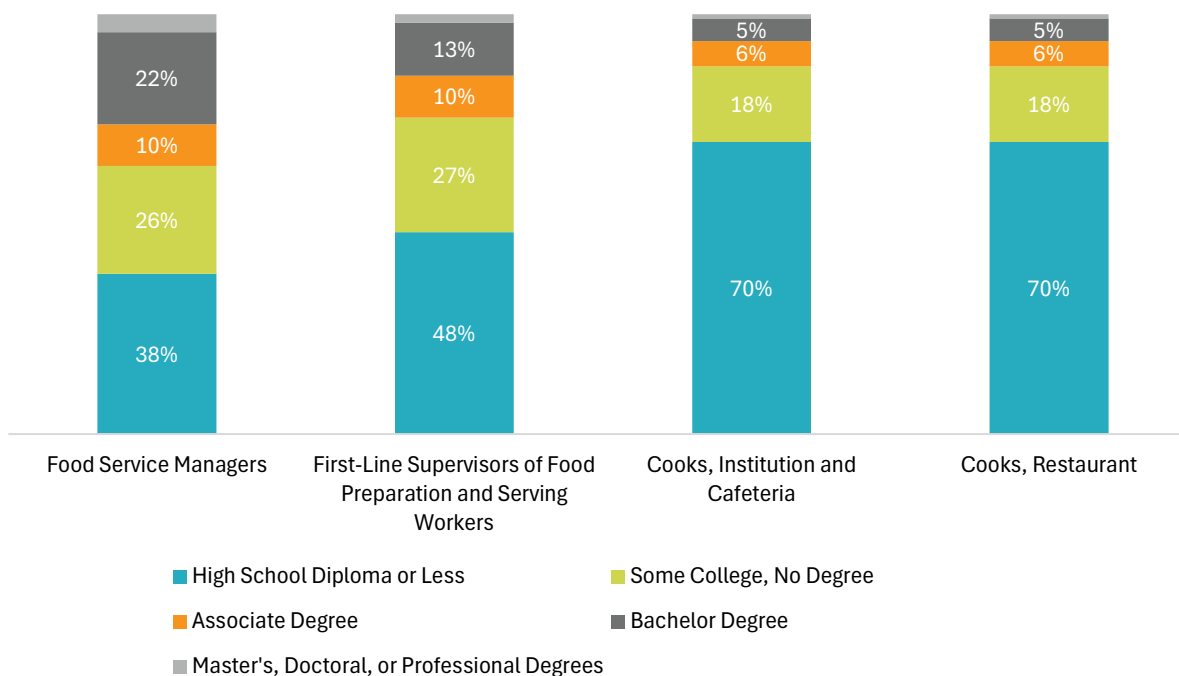


*Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.*

# EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 11 shows the educational attainment of the current workforce employed in the studied occupations across the United States.

**Exhibit 11. U.S. educational attainment for workers 25 years and older by occupation, 2019 and 2021**



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 12 shows the typical entry-level job requirement by occupation.

**Exhibit 12. Typical entry-level job requirements for the studied occupations**

Occupation	Entry-level Education	Work Experience	On-The-Job Training
Food Service Managers	HS diploma or equivalent	Less than 5 years	None
First-Line Supervisors of Food Preparation and Serving Workers	HS diploma or equivalent	Less than 5 years	None
Cooks, Institution and Cafeteria	No formal educational	None	Short-term

Occupation	Entry-level Education	Work Experience	On-The-Job Training
	credential		
Cooks, Restaurant	No formal educational credential	Less than 5 years	Moderate-term

## 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 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

**Exhibit 13. TOP and CIP codes for training programs related to the selected occupations**

TOP Programs and Codes	Aligned CIP Programs and Codes
<ul style="list-style-type: none"> <li>Culinary Arts (1306.30)</li> <li>Nutrition, Foods, and Culinary Arts (1306.00)</li> </ul>	<ul style="list-style-type: none"> <li>Cooking and Related Culinary Arts, General (12.0500)</li> <li>Culinary Arts/Chef Training (12.0503)</li> <li>Food Preparation/Professional Cooking/Kitchen Assistant (12.0505)</li> <li>Culinary Arts and Related Services, Other (12.0599)</li> </ul>

### Community College Supply

Exhibits 14 and 15 summarize the three-year average of certificates and degrees conferred by the selected subregion's community college programs relevant to the occupations studied.

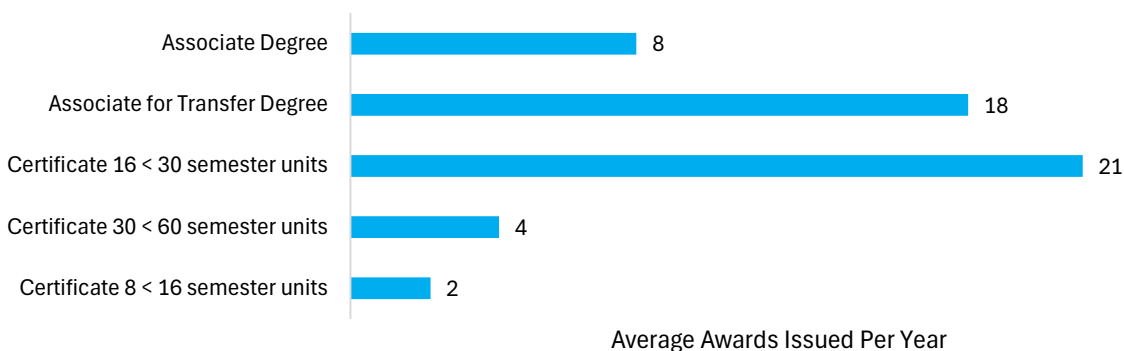
**Exhibit 14. Average annual community college awards by TOP program**

TOP Program and Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Culinary Arts (1306.30)	American River	4	13	18	12
	Lake Tahoe	--	3	2	2
	Woodland	10	6	11	9

TOP Program and Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
	Yuba	6	14	1	7
	<b>Subtotal</b>	<b>20</b>	<b>36</b>	<b>32</b>	<b>29</b>
Nutrition, Foods, and Culinary Arts (1306.00)	American River	10	5	2	6
	Cosumnes River	4	9	9	7
	Folsom	5	8	5	6
	Sacramento City	2	2	2	2
	Sierra	2	3	2	2
	Woodland	1	4	0	2
	<b>Subtotal</b>	<b>24</b>	<b>31</b>	<b>20</b>	<b>25</b>
	<b>Grand Total</b>	<b>44</b>	<b>67</b>	<b>52</b>	<b>54</b>

Note: Values in the table are rounded to the nearest whole number; however, subtotals and totals are calculated using unrounded values.

### Exhibit 15. Average annual community college awards by award type



### Other Postsecondary Supply

Non-community college institutions offer no related postsecondary programs in the Greater Sacramento area.

# FINDINGS

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This report focuses on four occupations in the kitchen management and supervision career pathway: Food Service Managers (11-9051), First-Line Supervisors of Food Preparation and Serving Workers (35-1012), Cooks, Institution and Cafeteria (35-2012), and Cooks, Restaurant (35-2014).

## *Occupational Demand*

- The Greater Sacramento region contained more than 22,000 kitchen management and supervision jobs in 2023. These jobs are projected to increase by 13% over the next five years, adding nearly 2,800 new jobs to the subregion by 2028.
- Over the next five years, kitchen management and supervision jobs are projected to have 3,900 annual openings across Greater Sacramento.

## *Wages*

- Analysis of wage data shows that kitchen management and supervision occupations have entry-level hourly earnings that are \$0.77 to \$3.40 above the single working adult living wage of \$17.08 per hour in Woodland's community college district.

## *Job Postings*

- In the last 12 months, there were 4,062 online job postings for kitchen management and supervision occupations across the Greater Sacramento subregion. Most job postings were for food service managers, (1,749 postings), followed by first-line supervisors of food preparation and serving workers (1,451 postings), and restaurant cooks (855 postings).
- Employers with the most postings include Starbucks (491 postings for predominantly shift manager positions), Taco Bell (160 postings), Domino's Pizza (130 postings), and Marriott International (60 postings).

## *Education and Training Requirements*

- Between 24% and 37% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Up to 38% of job postings required, at most, an associate degree.

## *Postsecondary Supply*

- All eight community colleges in the Greater Sacramento subregion offer degrees and certificates in programs related to the studied occupations. Over the past three academic years (2020-21 through 2022-23), these programs awarded an average of 54 certificates and associate degrees in culinary arts-related programs.



# RECOMMENDATIONS

### Supply Gap

- A comparison of occupational demand to educational supply suggests undersupply in the kitchen management and supervision career pathways. There are 3,897 projected annual job openings and 55 annual average awards conferred by community colleges across the Greater Sacramento subregion.

### Living Wage

- 100% of annual job openings are in kitchen management and supervision occupations that have entry-level hourly wages that meet or exceed the living wage of \$17.08 for a single working adult residing in the same county as Woodland's community college district.

### Education

- Two out of four occupations have educational training requirements that align with community college offerings (food service managers and first-line supervisors of food preparation and serving workers); 36% to 37% of workers in these occupations have completed some college or an associate degree as their highest level of education.

The North Far North COE recommends:

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

Program Modification	
<b>Move forward with program modifications.</b> <input checked="" type="checkbox"/>	<b>Program modifications are not recommended.</b> <input type="checkbox"/>

# APPENDIX A. METHODOLOGY AND SOURCES

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This report includes occupations identified by using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the O\*Net OnLine education crosswalk. This report's findings were primarily determined with labor market and educational supply data from the Bureau of Labor Statistics (BLS), Lightcast, and the California Community Colleges Chancellor's Office.

Data sources include:

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI). 2024. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator. 2024. <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 2024.4; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://lightcast.io/>.  
*(Notes: Occupational employment data are based on final Lightcast industry data and final Lightcast 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/>.

The Self-Sufficiency Standard for California. The Center for Women's Welfare at University of Washington. 2024. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. May 2023, 7<sup>th</sup> Edition. <https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/final-top-code-manual-2023edit-4-a11y.pdf?la=en&hash=28074BFE9915B49A7688B8BDEF0DB7E55FEB3A2C>

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

# APPENDIX B. EARNINGS AND LIVING WAGE

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## Occupational Earnings

Occupational earnings data comes from the Bureau of Labor Statistics' Occupational Employment Statistics dataset. It is collected from the employer's perspective, meaning that earning data is pre-tax and based on the place of the employee's work (rather than where they live). Occupational earnings are reported based on hourly income and include base rate pay, commissions, cost of living allowances, guaranteed pay, hazard pay, incentive pay, longevity pay, production bonuses, and tips. Occupational earnings do not include bonuses, reimbursements, overtime pay, relocation allowances, severance pay, etc.

The NFN COE reports on occupational earnings using percentile earnings. Percentile earnings are typically broken into 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup> (median), 75<sup>th</sup>, and 90<sup>th</sup> percentiles and are used to show the distribution of wages for workers employed within an occupation. For example, the 25<sup>th</sup> percentile hourly earnings for childcare workers employed across the North Far North (NFN) region is \$15.50. This means that in 2023, 25% of the North Far North's childcare workers earned up to but no more than \$15.50 per hour. Childcare workers in the North Far North have a 90<sup>th</sup> percentile wage of \$23.72, meaning that 90% of childcare workers employed across the region earn up to \$23.72 per hour. The Centers of Excellence use the 25<sup>th</sup> and 75<sup>th</sup> percentile hourly wages to estimate wages for entry-level and experienced workers.

## Living Wage

A living wage is the level of income one Adult working full-time must earn to meet their minimum basic needs where they live, all while being self-sufficient. The basic needs that factor into a living wage calculation include food, housing, childcare (for those with children), healthcare, transportation, broadband and mobile access, taxes, and other necessities (like clothing, personal care products, and household furnishings and supplies).

This report provides an estimate of the living wage for each community college district and uses the living wage for a single, working adult without dependents. A working adult is assumed to work 2,080 full-time hours, which is equivalent to 40 hours a week for 52 weeks per year.

In October 2024, the NFN COE switched from the [MIT Living Wage Calculator](#) (last updated February 2024) to [University of Washington's Self-Sufficiency Standard](#) (last updated March 2024; released September/October 2024). This change allows the COE to use living wage data that is aligned with the Chancellor's Office metrics. The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.<sup>6</sup>

## Comparing earnings to living wage

Prior to the 2024-25 fiscal year, the NFN COE compared the 25<sup>th</sup> percentile hourly earnings of an occupation employed in the subregion to a subregional average living wage for one single, working Adult (no dependents) residing in a county located in the North or Far North subregions.

Beginning October 2024, the NFN COE will compare the 25<sup>th</sup> percentile hourly earnings of an occupation

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<sup>6</sup> Last revised: 10/29/2024. Changed living wage source from MIT to U of W.

employed in the subregion to the living wage for one single, working Adult (no dependents) residing in the same county as the community college district that initially requested this report. This change aligns with the definition used by the Chancellor's Office to determine the proportion of students who attained a living wage after exiting the California Community College system in the Student Success Metrics (SM 802Sx) and Community College Pipeline (CP 802). The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.<sup>7</sup>

### Hourly Living Wage by Community College District Office County Location<sup>8</sup>

Region	Community College District	Location of District Office (County)	One Adult	One Adult + One Infant
Far North	Butte-Glenn	Butte	\$16.77	\$34.02
	Feather River	Plumas	\$15.11	\$32.84
	Lassen	Lassen	\$14.81	\$31.51
	Mendocino-Lake	Mendocino	\$17.06	\$35.70
	Redwoods	Humboldt	\$16.59	\$34.44
	Shasta-Tehama-Trinity Joint	Shasta	\$16.99	\$35.35
	Siskiyou Joint	Siskiyou	\$14.51	\$30.71
North	Lake Tahoe	El Dorado	\$22.11	\$44.25
	Los Rios	Sacramento	\$21.17	\$41.91
	Sierra Joint	Placer	\$23.92	\$46.86
	Yuba	Sutter	\$17.08	\$34.41
California	Minimum wage -- All industries, except fast food and healthcare		\$16.00	
	Minimum wage -- Fast food (effective April 1, 2024)		\$20.00	
	Minimum wage -- Healthcare (effective October 16, 2024)		\$18-23, depends on facility type	

<sup>7</sup> Last revised: 10/29/2024. Changed from "median hourly earnings" to "25<sup>th</sup> percentile hourly earnings."

<sup>8</sup> Sources include: 1) The Self-Sufficiency Standard for California, The Center for Women's Welfare at University of Washington, <https://selfsufficiencystandard.org/California/>; and 2) State of California Department of Industrial Relations, [https://www.dir.ca.gov/dlse/minimum\\_wage.htm](https://www.dir.ca.gov/dlse/minimum_wage.htm). Table was last revised: 10/29/2024. Updated source data from MIT to U of W.

**Funding Acknowledgement:** This report was made available through Strong Workforce Program funding from the North Far North Regional Consortium and the California Community Colleges Chancellor's Office Economic and Workforce Development Grant.

**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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FOR LABOR MARKET RESEARCH  
NORTH FAR NORTH

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