2025

SHASTA-TEHAMA-TRINITY JOINT COMMUNITY COLLEGE DISTRICT PROFILE

Assessment of Postsecondary Educational Opportunities Aligned with Local Labor Markets

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INTRODUCTION

The North Far North Center of Excellence (NFN COE) has produced 12 community college district/college profiles to assist with collaborative efforts to enhance career education (CE) programs and facilitate alignment with labor market opportunities specific to each community college district's service area in the North Far North Region, which encompasses 22 counties stretching from the city of Sacramento north to California's border with Oregon. These district/college profiles present an assessment of labor market demand and the supply of community college awards (degrees and certificates) from programs aligned with the 12 sectors designated by the California Community Colleges Chancellor's Office (CCCCO).

District Profiled

The Shasta-Tehama-Trinity Joint Community College District (Shasta-Tehama-Trinity Joint CCD) serves as a key educational hub in Shasta, Tehama, and Trinity Counties, offering a broad range of programs to meet the diverse needs of students and the region's workforce. The district operates Shasta College, with its main campus located in Redding, along with four additional instructional sites in Tehama and Trinity Counties:

- Tehama Campus in Red Bluff
- Trinity Campus in Weaverville
- Intermountain Campus in Burney
- Health Sciences & University Center in downtown Redding

Through these locations, the district provides education and training opportunities that support student success, economic development, and community engagement throughout the region.

"Focus" Occupations

This analysis examines the extent to which district programs are meeting workforce needs through a sector-by-sector analysis that highlights "focus" occupations, middle-skill jobs aligned with district programs that either have robust employment demand or that pay above a living wage threshold, or that meet both criteria.

Requiring education and training beyond a high school diploma but less than a bachelor's degree, middle-skill jobs constitute an essential component of the overall workforce and are considered a vital component of a strong labor market since an insufficient number of middle-skill workers can substantially constrain economic growth. Moreover, these jobs are aligned with community college education and can provide pathways to stable, well-paid employment for students.

By highlighting "focus" occupations, it is possible to measure how effectively students are being prepared for career opportunities that match local labor market needs. Additionally, this type of analysis can be applied toward addressing critical workforce shortages through program development.

For comparison purposes, each profile provides a breakdown showing the share of middle-skill jobs alongside the share of below-middle-skill jobs (those requiring a high school diploma or less) and above-middle-skill jobs (those requiring a bachelor's degree or higher). The analysis presents the occupational titles and Standard Occupational Classification (SOC) codes assigned to the 796 occupations catalogued by the Bureau of Labor Statistics. Also provided are the Taxonomy of Programs codes associated with each community college program that align with these occupations.

A Well-Equipped Future Workforce

By highlighting the district's alignment with local economic needs, this report aims to provide a comprehensive look at how the district supports the prosperity of students and the broader North Far North regional economy. While regional reports produced by the NFN COE offer valuable insights for broad decision making, this series is designed to go a step further by focusing on individual districts and the counties which they serve.

By examining distinct characteristics of each district, these profiles deliver insights tailored to the specific educational and workforce needs of the communities in which the districts are situated. These important findings can inform future investments by community college districts and support strategies implemented through the Strong Workforce Program (SWP) Regional Plan, ensuring that students gain the skills and knowledge necessary to thrive in promising careers.

OCCUPATIONAL DATA ANALYSIS

Occupational Landscape

The district service area (Shasta, Tehama, and Trinity Counties) accounted for 103,179 out of nearly 1.7 million jobs in 2023, representing 6% of all jobs in the North Far North Region.[1] The number of jobs in the district service area is expected to grow by 7% through 2028, resulting in 14,012 projected annual openings.

District Service Area: Key Facts

103,179

Number of Jobs
in 2023

+7,580

5-Year Change
in Jobs through
2028

7%

5-Year Percent
Change in Jobs

14,012

Annual
Openings
(2023-2028)

10,654

Business
Establishments

245 of 796

Occupations meet or
exceed the Living Wage
($21.93/hour)

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[1] Labor market data presented in this profile is sourced from the economic modeling firm and job postings aggregator Lightcast. Data source: Lightcast 2024.3; QCEW, non-QCEW, and Self-Employed.

Historical and Projected Employment

Between 2018 and 2023, employment in the district service area (Shasta, Tehama, and Trinity Counties) increased from 99,879 jobs to 103,179 (Exhibit 1). Employment is projected to increase to 110,758 jobs by 2028, representing the addition of more than 7,500 jobs.

Exhibit 1: Historical employment and projected occupational demand in the district service area, 2018-2028
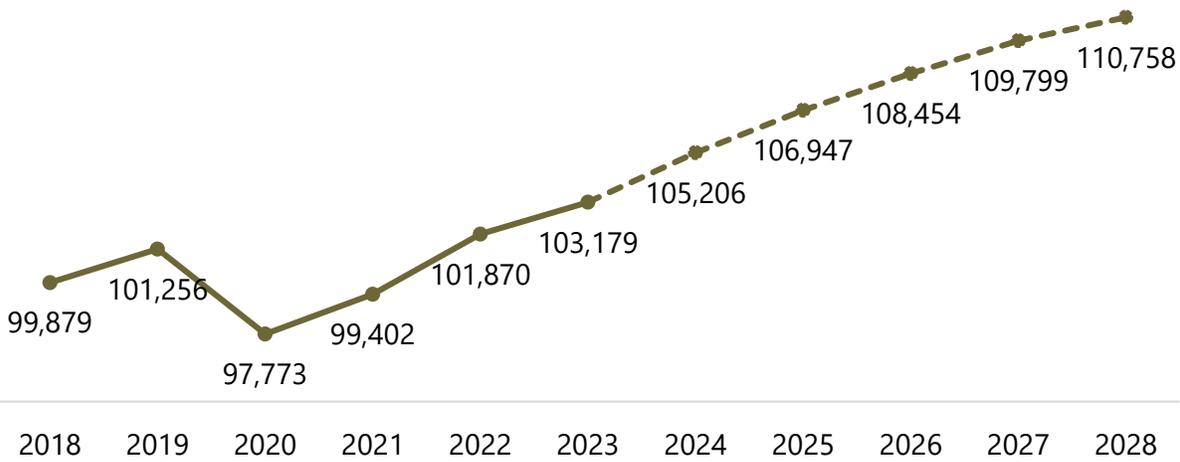
Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Jobs by Skill Level

Of the 796 occupations classified by the Bureau of Labor Statistics, 311 (39%) are middle-skill, 250 (31%) are below middle-skill, and 235 (30%) are above middle-skill occupations (Exhibit 2). In 2023, the 311 middle-skill occupations accounted for 47,696 out of 103,179 jobs, constituting 46% of the total workforce in the district service area (Shasta, Tehama, and Trinity Counties) (Exhibit 3).

Exhibit 2: Number of occupations by skill level
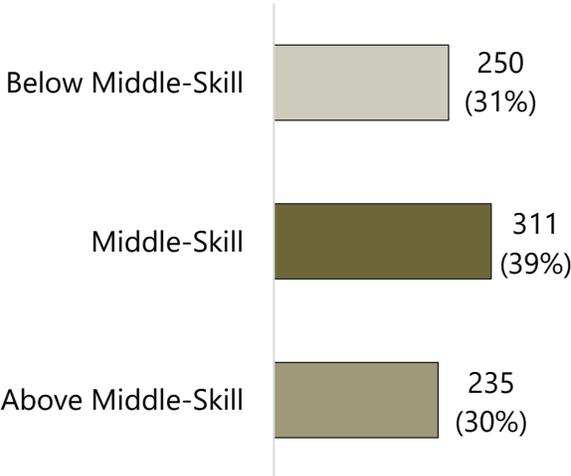
Exhibit 3: Share of 2023 jobs by skill level
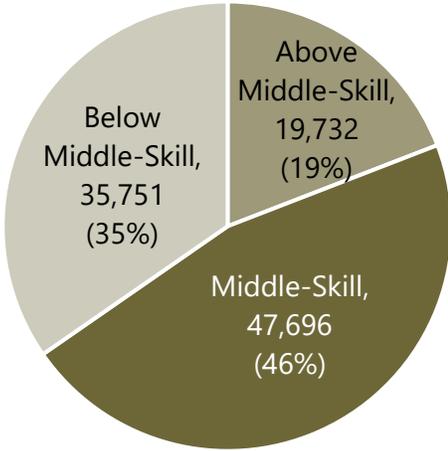
Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Focus Occupations

This section of the report highlights 171 "focus occupations," representing 21% of all occupations within the district service area that either meet or exceed the median number of jobs (based on sector) in the service area or surpass the living wage of $21.93/hour in Shasta County, or both. Collectively, these 171 jobs accounted for 46,040 jobs in 2023, making them a critical component of the district service area (Shasta, Tehama, and Trinity Counties) workforce.

46,040
Number of
2023 Jobs in Focus
Occupations

5,975
Annual Openings in Focus
Occupations
(2023-2028)

45%
Share of Total Jobs in 2023

These focus occupations underscore their importance by comprising 45% of all jobs in 2023 (Shasta, Tehama, and Trinity Counties) and demonstrating strong growth potential, with 5,975 annual openings projected each year through 2028. By targeting these middle-skill jobs, this report highlights occupations that not only support economic stability and growth but also present significant opportunities for workforce development. This focused analysis provides a roadmap for addressing the labor market needs of the district service area, thereby contributing to subregional and regional competitiveness and the prosperity of students entering employment from community college programs.

171
Occupations

- Met Both Criteria — 62
- Met 2023 Jobs Criteria — 76
- Met Living Wage Criteria — 33
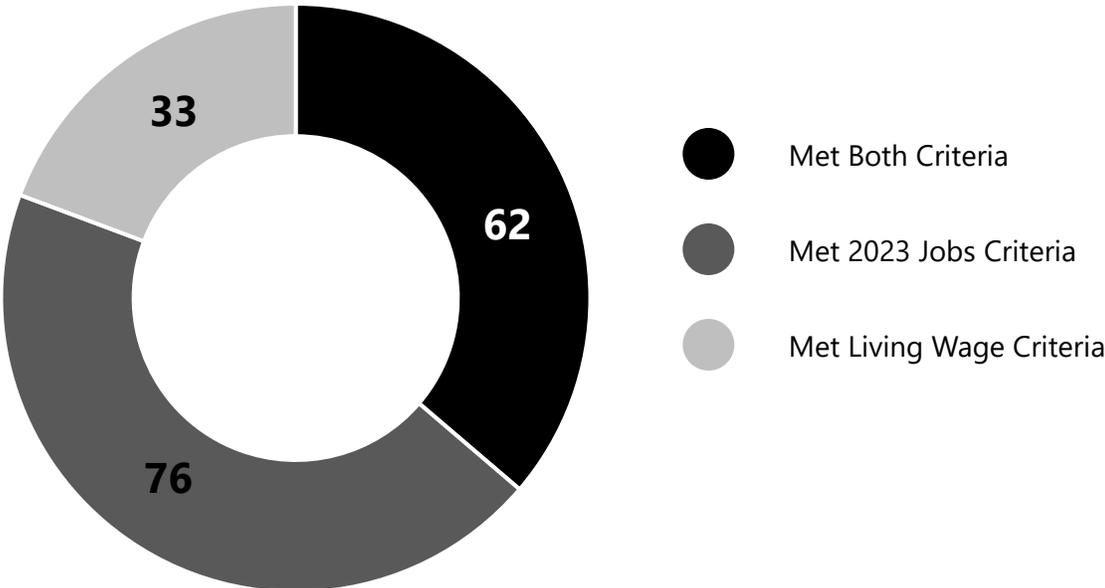
Focus Occupations by CCCCO Sector

The 171 focus occupations identified in this report span the 12 CCCCO sectors, with the Health sector accounting for 33 occupations, the most of any sector. The Health sector also had the highest number of jobs in 2023 (13,987), projected change in jobs (14%), and annual job openings (2,179). The Public Safety sector had the highest weighted entry-level hourly wage ($28.43) of all sectors. Exhibit 4 shows the sectors represented by these 171 occupations, sorted alphabetically by sector.

Exhibit 4: Current employment, projected occupational demand, and entry-level wages of focus occupations by CCCCO sector

Sector	Number of Focus Occupations	2023 Jobs	5-Year Change	5-Year % Change	Annual Openings	Entry-Level Hourly Wage
Advanced Manufacturing	16	1,118	131	12%	136	$23.61
Advanced Transportation and Logistics	19	3,987	241	6%	451	$23.09
Agriculture, Water, and Environmental Technologies	7	1,673	84	5%	234	$18.60
Business and Entrepreneurship	28	11,584	450	4%	1,334	$21.48
Education and Human Development	4	2,564	56	2%	353	$17.06
Energy, Construction, and Utilities	27	4,976	362	7%	534	$25.31
Health	33	13,987	1,975	14%	2,179	$22.51
ICT/Digital Media	9	561	40	7%	52	$26.18
Life Sciences and Biotechnology	4	406	36	9%	49	$19.61
Other/Unassigned	7	774	53	7%	118	$19.76
Public Safety	10	2,266	226	10%	259	$28.43
Retail, Hospitality, and Tourism	7	2,144	94	4%	276	$17.90
Total	**171**	**46,040**	**3,746**	**8%**	**5,975**	**$22.23**

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Exhibit 5 shows the 2023 job counts and annual openings for each of the 12 CCCCO sectors in the district service area. Health has the highest number of jobs (13,987) and openings (2,179), while sectors like ICT/Digital Media and Life Sciences and Biotechnology show the lowest.

Exhibit 5: Total number of 2023 jobs and annual openings by CCCCO sector in the district service area

Sector	Annual Openings	2023 Jobs
Advanced Manufacturing	136	1,118
Advanced Transportation and Logistics	451	3,987
Agriculture, Water, and Environmental Technologies	234	1,673
Business and Entrepreneurship	1,334	11,584
Education and Human Development	353	2,564
Energy, Construction, and Utilities	534	4,976
Health	2,179	13,987
ICT/Digital Media	52	561
Life Sciences and Biotechnology	49	406
Other/Unassigned	118	774
Public Safety	259	2,266
Retail, Hospitality, and Tourism	276	2,144

■ 2023 Jobs   □ Annual Openings

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

SUPPLY AND DEMAND COMPARISON BY CCCCO SECTOR

In this section, the number of educational awards (degrees and certificates) conferred, otherwise known as supply, by Shasta-Tehama-Trinity Joint Community College District is compared to the annual openings (demand) of the 171 occupations analyzed in this report by sector. Examining the supply in relation to demand is crucial to understanding labor gaps and areas of opportunity that can be addressed by educational programs throughout the local and greater region. Labor gaps are defined as the difference between supply and demand.

Among the 12 sectors, Health boasts the most substantial gap (2,038), followed by Business and Entrepreneurship (1,103), then Energy, Construction, and Utilities (532). In contrast, ICT/Digital Media shows an oversupply (-26).

Supply data reflects only community college awards and does not include completions from non-community college institutions, providing a partial view of the total workforce supply. Exhibit 6 shows the breakdown of annual openings compared to supply by sector.

Exhibit 6: Annual openings and awards conferred in the district service area, by CCCCO sector

Sector	Annual Openings	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)
Advanced Manufacturing	136	26
Advanced Transportation and Logistics	451	26
Agriculture, Water, and Environmental Technologies	234	78
Business and Entrepreneurship	1,334	231
Education and Human Development	353	93
Energy, Construction, and Utilities	534	2
Health	2,179	141
ICT/Digital Media	52	78
Life Sciences and Biotechnology	49	0
Other/Unassigned	118	42
Public Safety	259	259
Retail, Hospitality, and Tourism	276	70

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed and California Community Colleges Chancellor's Management Information Systems DataMart

ADVANCED MANUFACTURING

Employment Demand

1,118
Jobs in 2023

136
Annual Openings

Community College Supply

26
Awards

16 Advanced Manufacturing Occupations

171 Focus Occupations

7 met both criteria

8 met 2023 jobs criteria

1 met living wage criteria

Demand

In 2023 in the district service area, there were 1,118 jobs in the 16 focus occupations in Advanced Manufacturing. Exhibit 7 shows the annual openings and wage for each occupation.

Exhibit 7: Current employment, projected occupational demand, and entry-level wages of focus occupations in Advanced Manufacturing

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	51-1011	First-Line Supervisors of Production and Operating Workers	286	31	34	$26.12
	49-9041	Industrial Machinery Mechanics	138	19	15	$27.45
	49-9043	Maintenance Workers, Machinery	51	8	7	$22.79
	17-3023	Electrical and Electronic Engineering Technologists and Technicians	43	5	5	$27.79
	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	45	1	4	$35.92
	49-9044	Millwrights	35	2	3	$28.34
	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	29	3	3	$28.31
2023 Jobs	51-4121	Welders, Cutters, Solderers, and Brazers	169	15	20	$19.94
	51-4041	Machinists	64	16	10	$19.51
	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	46	21	10	$16.75
	51-4199	Metal Workers and Plastic Workers, All Other	66	0	6	$15.61
	51-9161	Computer Numerically Controlled Tool Operators	39	7	5	$17.77

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	32	3	5	$20.89
	51-9141	Semiconductor Processing Technicians	32	1	4	$21.73
	51-9083	Ophthalmic Laboratory Technicians	29	(3)	3	$17.39
Living Wage	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	14	1	2	$25.88

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 497 awards annually across 13 programs aligned with all Advanced Manufacturing occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 26 awards were conferred each year, compared to 274 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Welding Technology, with an average of 20 awards annually. Approximately 9% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 8: Awards (degrees and certificates) from community college programs aligned with the Advanced Manufacturing occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Aeronautical and Aviation Technology (0950.00)	-	-	20
Computer Electronics (0934.10)	3	3	3
Electrical, Electronic, and Electro-Mechanical Drafting (0953.30)	-	-	1
Electronics and Electric Technology (0934.00)	-	-	41
Engineering Technology, General (requires Trigonometry) (0924.00)	-	8	10
Fashion Production (1303.30)	-	-	7

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Industrial Electronics (0934.20)	-	-	37
Industrial Systems Technology and Maintenance (0945.00)	1	1	8
Machining and Machine Tools (0956.30)	2	7	11
Manufacturing and Industrial Technology (0956.00)	0	48	64
Mechanical Drafting (0953.40)	-	9	13
Ocean Technology (1920.00)	-	0	0
Welding Technology (0956.50)	20	198	282

Source: California Community Colleges Chancellor's Management Information Systems DataMart

ADVANCED TRANSPORTATION AND LOGISTICS

Employment Demand

3,987
Jobs in 2023

451
Annual Openings

Community College Supply

26
Awards

19 Advanced Transportation and Logistics Occupations

171 Focus Occupations

11
met both criteria

3
met 2023 jobs criteria

5
met living wage criteria

Demand

In 2023 in the district service area, there were 3,987 jobs in the 19 focus occupations in Advanced Transportation and Logistics. Exhibit 9 shows the annual openings and wage for each occupation.

Exhibit 9: Current employment, projected occupational demand, and entry-level wages of focus occupations in Advanced Transportation and Logistics

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	350	26	41	$22.02
	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	346	33	36	$28.50
	43-5061	Production, Planning, and Expediting Clerks	177	19	23	$22.32
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	224	12	22	$23.34
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	191	12	19	$28.78
	53-3052	Bus Drivers, Transit and Intercity	69	26	16	$26.34
	53-2012	Commercial Pilots	90	13	13	$30.59
	11-3071	Transportation, Storage, and Distribution Managers	112	6	10	$32.93
	49-3092	Recreational Vehicle Service Technicians	63	6	8	$26.54
	13-1081	Logisticians	62	9	7	$30.57
	49-3011	Aircraft Mechanics and Service Technicians	63	6	6	$26.51
2023 Jobs	53-3032	Heavy and Tractor-Trailer Truck Drivers	1,503	56	176	$21.25
	49-3023	Automotive Service Technicians and Mechanics	525	5	50	$17.88
	49-3021	Automotive Body and Related Repairers	122	6	13	$20.03

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Living Wage	53-4041	Subway and Streetcar Operators	27	2	3	$34.13
	49-3052	Motorcycle Mechanics	25	1	3	$23.34
	53-2022	Airfield Operations Specialists	14	2	2	$25.10
	53-6051	Transportation Inspectors	13	2	2	$26.31
	53-4031	Railroad Conductors and Yardmasters	11	0	1	$31.06

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 318 awards annually across 14 programs aligned with all Advanced Transportation and Logistics occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 26 awards were conferred each year, compared to 120 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Automotive Technology, with an average of 12 awards annually. Approximately 22% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 10: Awards (degrees and certificates) from community college programs aligned with the Advanced Transportation and Logistics occupations

| Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Air Traffic Control (3020.30)	-	-	6
Alternative Fuels and Advanced Transportation Technology (0948.40)	-	-	0
Automotive Collision Repair (0949.00)	-	-	5
Automotive Technology (0948.00)	12	58	193
Aviation Airframe Mechanics (0950.10)	-	-	3
Aviation and Airport Management (3020.10)	-	-	1
Aviation and Airport Management and Services (3020.00)	-	-	2

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Aviation Powerplant Mechanics (0950.20)	-	-	3
Diesel Technology (0947.00)	6	13	33
Heavy Equipment Operation (0947.30)	8	49	49
International Business and Trade (0508.00)	-	-	15
Motorcycle, Outboard and Small Engine Repair (0948.30)	-	-	0
Piloting (3020.20)	-	-	7
Railroad and Light Rail Operations (0947.40)	-	-	1

Source: California Community Colleges Chancellor's Management Information Systems DataMart

AGRICULTURE, WATER, AND ENVIRONMENTAL TECHNOLOGIES
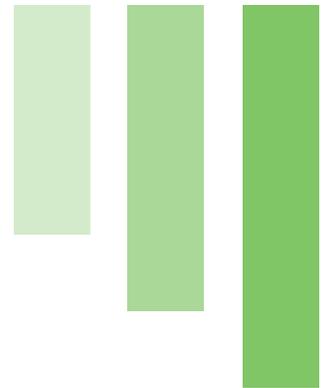
Employment Demand

1,673
Jobs in 2023

234
Annual Openings

Community College Supply

78
Awards

7 Agriculture, Water, and Environmental Technologies Occupations

171 Focus Occupations

1
met both criteria

6
met 2023 jobs criteria

0
met living wage criteria
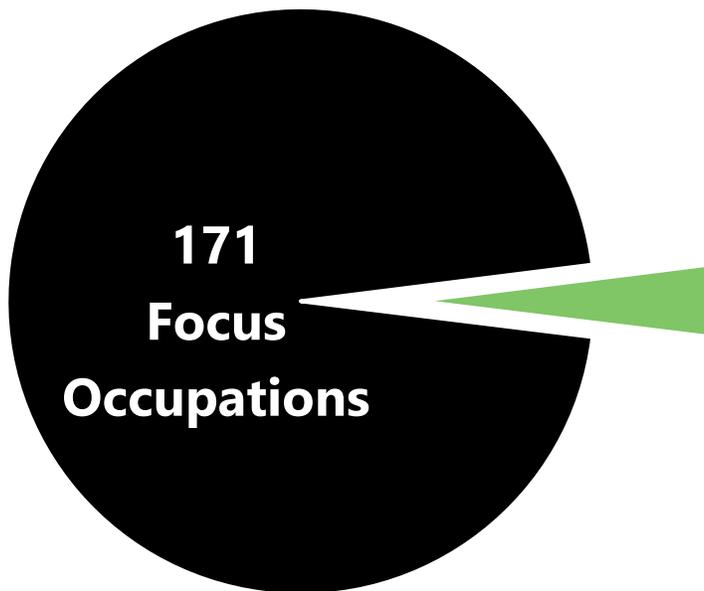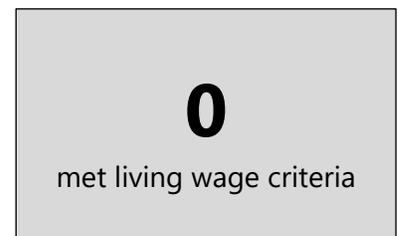
Demand

In 2023 in the district service area, there were 1,673 jobs in the 7 focus occupations in Agriculture, Water, and Environmental Technologies. Exhibit 11 shows the annual openings and wage for each occupation.

Exhibit 11: Current employment, projected occupational demand, and entry-level wages of focus occupations in Agriculture, Water, and Environmental Technologies

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	19-4071	Forest and Conservation Technicians	429	14	56	$23.73
2023 Jobs	11-9013	Farmers, Ranchers, and Other Agricultural Managers	555	29	64	$15.50
	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	174	7	36	$18.53
	45-4011	Forest and Conservation Workers	181	9	35	$16.35
	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	141	10	21	$16.94
	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	129	9	15	$19.03
	29-2056	Veterinary Technologists and Technicians	64	6	7	$20.42

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 374 awards annually across 18 programs aligned with all Agriculture, Water, and Environmental Technologies occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 78 awards were conferred each year, compared to 210 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Agricultural Power Equipment Technology, with an average of 33 awards annually. Approximately 37% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 12: Awards (degrees and certificates) from community college programs aligned with the Agriculture, Water, and Environmental Technologies occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Agricultural Pest Control Adviser and Operator (Licensed) (0103.10)	0	1	2
Agricultural Power Equipment Technology (0116.00)	33	41	41
Agriculture Business, Sales and Service (0112.00)	4	30	38
Agriculture Technology and Sciences, General (0101.00)	20	50	79
Animal Science (0102.00)	6	23	32
Environmental Technology (0303.00)	-	-	19
Equine Science (0102.40)	-	11	12
Floriculture / Floristry (0109.20)	-	3	3
Forestry (0114.00)	4	11	28
Horticulture (0109.00)	2	9	17
Landscape Design and Maintenance (0109.10)	0	1	9
Natural Resources (0115.00)	8	15	47
Nursery Technology (0109.30)	-	0	1

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Parks and Outdoor Recreation (0115.10)	-	1	2
Plant Science (0103.00)	1	10	10
Veterinary Technician (Licensed) (0102.10)	-	-	29
Viticulture, Enology, and Wine Business (0104.00)	-	-	1
Wildlife and Fisheries (0115.20)	-	4	4

Source: California Community Colleges Chancellor's Management Information Systems DataMart

BUSINESS AND ENTREPRENEURSHIP

Employment Demand

11,584
Jobs in 2023

1,334
Annual Openings

Community College Supply

231
Awards

28 Business and Entrepreneurship Occupations

171 Focus Occupations

8
met both criteria

15
met 2023 jobs criteria

5
met living wage criteria

Demand

In 2023 in the district service area, there were 11,584 jobs in the 28 focus occupations in Business and Entrepreneurship. Exhibit 13 shows the annual openings and wage for each occupation.

Exhibit 13: Current employment, projected occupational demand, and entry-level wages of focus occupations in Business and Entrepreneurship

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	11-1021	General and Operations Managers	1,511	151	155	$33.41
	43-1011	First-Line Supervisors of Office and Administrative Support Workers	885	18	89	$24.15
	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	497	21	49	$22.70
	43-6011	Executive Secretaries and Executive Administrative Assistants	230	(4)	24	$28.15
	13-1028	Buyers and Purchasing Agents	166	9	17	$23.35
	11-3012	Administrative Services Managers	150	12	14	$32.36
	13-1031	Claims Adjusters, Examiners, and Investigators	188	2	13	$29.50
	13-1051	Cost Estimators	135	7	13	$29.00
2023 Jobs	43-9061	Office Clerks, General	1,609	49	205	$16.78
	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,204	24	141	$18.38
	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,040	19	126	$19.97
	43-4051	Customer Service Representatives	774	34	113	$17.08
	43-4171	Receptionists and Information Clerks	535	36	81	$16.40
	39-5012	Hairdressers, Hairstylists, and Cosmetologists	428	13	63	$11.68

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	41-3021	Insurance Sales Agents	440	32	43	$19.09
	39-5092	Manicurists and Pedicurists	197	30	31	$15.48
	41-9022	Real Estate Sales Agents	296	15	28	$19.70
	41-9099	Sales and Related Workers, All Other	152	6	21	$17.07
	43-9041	Insurance Claims and Policy Processing Clerks	209	(3)	19	$18.76
	11-9141	Property, Real Estate, and Community Association Managers	209	5	19	$20.18
	43-3071	Tellers	151	(31)	14	$18.14
	43-3051	Payroll and Timekeeping Clerks	130	(9)	13	$20.20
	41-1012	First-Line Supervisors of Non-Retail Sales Workers	149	(4)	13	$19.80
Living Wage	11-3013	Facilities Managers	94	8	9	$31.66
	13-2028	Property Appraisers and Assessors	91	3	9	$23.00
	41-9021	Real Estate Brokers	79	4	8	$22.62
	39-4031	Morticians, Undertakers, and Funeral Arrangers	23	3	3	$27.00
	23-2093	Title Examiners, Abstractors, and Searchers	12	1	1	$24.63

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 2,799 awards annually across 15 programs aligned with all Business and Entrepreneurship occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 231 awards were conferred each year, compared to 753 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Business and Commerce, General, with an average of 91 awards annually. Approximately 31% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 14: Awards (degrees and certificates) from community college programs aligned with the Business and Entrepreneurship occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Accounting (0502.00)	28	132	476
Advertising (0509.10)	-	-	0
Business Administration (0505.00)	86	252	1,406
Business and Commerce, General (0501.00)	91	153	329
Business Management (0506.00)	-	62	175
Cosmetology and Barbering (3007.00)	-	81	139
Customer Service (0518.00)	6	6	6
E-Commerce (Business emphasis) (0509.70)	-	1	1
Legal Office Technology (0514.10)	-	8	11
Management Development and Supervision (0506.30)	-	1	4
Marketing and Distribution (0509.00)	6	14	50
Mortuary Science (1255.00)	-	-	24
Real Estate (0511.00)	-	12	81
Small Business and Entrepreneurship (0506.40)	14	23	80
Tax Studies (0502.10)	-	8	17

Source: California Community Colleges Chancellor's Management Information Systems DataMart

EDUCATION AND HUMAN DEVELOPMENT

Employment Demand

2,564
Jobs in 2023

353
Annual Openings

93
Awards

4 Education and Human Development Occupations

171
Focus Occupations

0
met both criteria

3
met 2023 jobs criteria

1
met living wage criteria

Demand

In 2023 in the district service area, there were 2,564 jobs in the 4 focus occupations in Education and Human Development. Exhibit 15 shows the annual openings and wage for each occupation.

Exhibit 15: Current employment, projected occupational demand, and entry-level wages of focus occupations in Education and Human Development

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	25-9045	Teaching Assistants, Except Postsecondary	1,477	91	194	$17.26
	39-9011	Childcare Workers	664	(56)	109	$15.50
	25-2011	Preschool Teachers, Except Special Education	349	13	40	$16.65
Living Wage	25-2012	Kindergarten Teachers, Except Special Education	74	8	10	$29.00

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 1,194 awards annually across 13 programs aligned with all Education and Human Development occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 93 awards were conferred each year, compared to 362 in the Far North subregion. The only two programs at Shasta-Tehama-Trinity Joint CCD that conferred awards were Child Development/Early Care and Education and Family Studies, with an average of 83 and 10 awards annually, respectively. Approximately 26% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 16: Awards (degrees and certificates) from community college programs aligned with the Education and Human Development occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Child and Adolescent Development (1305.10)	-	24	52
Child Development Administration and Management (1305.80)	-	-	21
Child Development/Early Care and Education (1305.00)	83	314	1,030
Children with Special Needs (1305.20)	-	-	3

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Family Studies (1308.00)	10	10	10
Infants and Toddlers (1305.90)	-	-	18
Other Education (0899.00)	-	-	1
Parenting and Family Education (1305.60)	-	7	7
Recreation (0836.00)	-	4	15
Recreation Assistant (0836.10)	-	-	1
Sign Language Interpreting (0850.10)	-	-	29
Special Education (0809.00)	-	3	3
The School Age Child (1305.50)	-	-	4

Source: California Community Colleges Chancellor's Management Information Systems DataMart

ENERGY, CONSTRUCTION, AND UTILITIES

Employment Demand

4,976
Jobs in 2023

534
Annual Openings

2
Awards

27 Energy, Construction, and Utilities Occupations

171 Focus Occupations

14
met both criteria

10
met 2023 jobs criteria

3
met living wage criteria

Demand

In 2023 in the district service area, there were 4,976 jobs in the 27 focus occupations in Energy, Construction, and Utilities. Exhibit 17 shows the annual openings and wage for each occupation.

Exhibit 17: Current employment, projected occupational demand, and entry-level wages of focus occupations in Energy, Construction, and Utilities

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	47-2073	Operating Engineers and Other Construction Equipment Operators	566	57	61	$28.06
	47-2111	Electricians	488	43	54	$26.11
	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	477	39	49	$31.04
	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	183	9	23	$22.24
	51-8031	Water and Wastewater Treatment Plant and System Operators	173	13	19	$25.87
	49-9051	Electrical Power-Line Installers and Repairers	159	29	19	$55.06
	47-4011	Construction and Building Inspectors	87	10	12	$27.57
	51-8013	Power Plant Operators	108	13	12	$47.51
	49-9052	Telecommunications Line Installers and Repairers	83	12	10	$29.66
	17-3022	Civil Engineering Technologists and Technicians	86	6	9	$24.30
	49-2098	Security and Fire Alarm Systems Installers	81	2	9	$23.54
	17-3011	Architectural and Civil Drafters	59	13	9	$24.70
	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	76	3	8	$23.26
	47-2071	Paving, Surfacing, and Tamping Equipment Operators	62	7	7	$33.58

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	47-2031	Carpenters	822	(11)	70	$19.70
	47-2152	Plumbers, Pipefitters, and Steamfitters	288	30	32	$21.24
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	249	32	29	$21.09
	49-9099	Installation, Maintenance, and Repair Workers, All Other	248	10	26	$17.90
	51-7011	Cabinetmakers and Bench Carpenters	177	8	19	$18.52
	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	163	14	19	$20.79
	51-8021	Stationary Engineers and Boiler Operators	111	4	13	$18.34
	47-2231	Solar Photovoltaic Installers	63	7	7	$21.31
	47-2211	Sheet Metal Workers	55	5	6	$20.99
	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	49	1	5	$18.96
Living Wage	19-4042	Environmental Science and Protection Technicians, Including Health	38	2	4	$23.61
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	14	2	2	$45.82
	47-5023	Earth Drillers, Except Oil and Gas	11	1	1	$22.64

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed
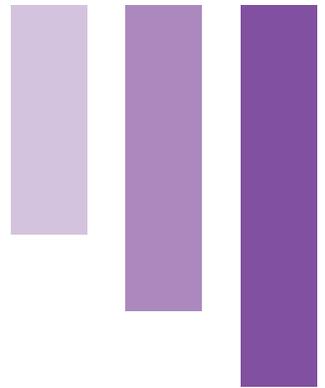
Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 623 awards annually across 16 programs aligned with all Energy, Construction, and Utilities occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 2 awards were conferred each year, compared to 111 in the Far North subregion. The only program at Shasta-Tehama-Trinity Joint CCD that conferred awards was Water and Wastewater Technology, with an average of 2 awards annually. Approximately 2% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 18: Awards (degrees and certificates) from community college programs aligned with the Energy, Construction, and Utilities occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Architectural Drafting (0953.10)	-	1	15
Architecture and Architectural Technology (0201.00)	-	-	24
Carpentry (0952.10)	-	13	182
Civil and Construction Management Technology (0957.00)	-	-	25
Construction Crafts Technology (0952.00)	-	11	20
Construction Inspection (0957.20)	-	0	4
Drafting Technology (0953.00)	-	20	36
Drywall and Insulation (0952.80)	-	-	79
Electrical (0952.20)	-	17	60
Energy Systems Technology (0946.10)	-	7	7
Environmental Control Technology (0946.00)	-	34	84
Mill and Cabinet Work (0952.50)	-	6	10
Painting, Decorating, and Flooring (0952.70)	-	-	0
Plumbing, Pipefitting and Steamfitting (0952.30)	-	-	30
Sheet Metal and Structural Metal (0956.40)	-	-	36
Water and Wastewater Technology (0958.00)	2	2	11

Source: California Community Colleges Chancellor's Management Information Systems DataMart

HEALTH

Employment Demand

13,987	**2,179**
Jobs in 2023	Annual Openings

Community College Supply

141
Awards

33 Health Occupations

171 Focus Occupations

9
met both criteria

17
met 2023 jobs criteria

7
met living wage criteria

Demand

In 2023 in the district service area, there were 13,987 jobs in the 33 focus occupations in Health. Exhibit 19 shows the annual openings and wage for each occupation.

Exhibit 19: Current employment, projected occupational demand, and entry-level wages of focus occupations in Health

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	29-1141	Registered Nurses	1,828	168	137	$49.13
	29-2061	Licensed Practical and Licensed Vocational Nurses	556	66	58	$29.11
	31-9091	Dental Assistants	277	3	39	$22.09
	29-1292	Dental Hygienists	169	2	12	$49.84
	31-2021	Physical Therapist Assistants	68	9	12	$29.19
	29-2099	Health Technologists and Technicians, All Other	122	14	11	$22.33
	29-2034	Radiologic Technologists and Technicians	128	10	9	$37.32
	29-1126	Respiratory Therapists	130	8	8	$34.92
	29-2043	Paramedics	58	6	4	$25.83
2023 Jobs	31-1128	Home Health and Personal Care Aides	6,480	1,279	1,298	$15.50
	31-1131	Nursing Assistants	904	135	165	$17.70
	31-9092	Medical Assistants	748	60	110	$17.93
	43-6013	Medical Secretaries and Administrative Assistants	775	34	89	$17.99
	21-1093	Social and Human Service Assistants	360	72	54	$16.80
	31-9011	Massage Therapists	126	17	21	$15.50
	29-2052	Pharmacy Technicians	236	(6)	21	$20.45
	31-9097	Phlebotomists	125	14	20	$18.68
	31-9099	Healthcare Support Workers, All Other	84	6	13	$18.03
	29-2053	Psychiatric Technicians	84	25	13	$19.96
	31-9094	Medical Transcriptionists	74	(8)	12	$17.60
	31-2022	Physical Therapist Aides	80	0	11	$15.51
	29-2072	Medical Records Specialists	111	10	10	$18.16
	29-2042	Emergency Medical Technicians	99	9	9	$19.56

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	31-9093	Medical Equipment Preparers	57	3	8	$20.74
	21-1094	Community Health Workers	59	10	8	$17.30
	29-2057	Ophthalmic Medical Technicians	60	5	8	$20.99
Living Wage	31-2011	Occupational Therapy Assistants	30	7	6	$33.58
	29-2055	Surgical Technologists	47	6	4	$33.14
	29-2032	Diagnostic Medical Sonographers	34	4	3	$45.17
	29-9099	Healthcare Practitioners and Technical Workers, All Other	26	2	2	$35.07
	29-2035	Magnetic Resonance Imaging Technologists	24	3	2	$39.43
	29-9021	Health Information Technologists and Medical Registrars	14	2	1	$28.04
	29-2031	Cardiovascular Technologists and Technicians	14	0	1	$24.60

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 2,309 awards annually across 29 programs aligned with all Health occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 141 awards were conferred each year, compared to 904 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Registered Nursing, with an average of 54 awards annually. Approximately 16% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 20: Awards (degrees and certificates) from community college programs aligned with the Health occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Administrative Medical Assisting (1208.20)	-	-	18
Alcohol and Controlled Substances (2104.40)	-	16	54
Certified Nurse Assistant (1230.30)	8	115	126
Community Health Care Worker (1261.00)	-	-	12
Dental Assistant (1240.10)	-	17	37
Dental Hygienist (1240.20)	10	10	27
Diagnostic Medical Sonography (1227.00)	-	-	7
Emergency Medical Services (1250.00)	2	41	79
Gerontology (1309.00)	-	-	13
Health Information Coding (1223.10)	-	6	10
Health Information Technology (1223.00)	20	20	39
Health Occupations, General (1201.00)	-	21	719
Home Health Aide (1230.80)	-	1	4
Licensed Vocational Nursing (1230.20)	11	108	153
Medical Assisting (1208.00)	16	16	63
Medical Laboratory Technology (1205.00)	-	-	12

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Medical Office Technology (0514.20)	9	55	58
Nutrition, Foods, and Culinary Arts (1306.00)	-	7	30
Occupational Therapy Technology (1218.00)	-	-	16
Optical Technology (1219.00)	-	-	1
Other Health Occupations (1299.00)	-	-	15
Paramedic (1251.00)	-	179	188
Pharmacy Technology (1221.00)	-	-	12
Physical Therapist Assistant (1222.00)	11	22	43
Psychiatric Technician (1239.00)	-	-	11
Radiologic Technology (1225.00)	-	-	27
Registered Nursing (1230.10)	54	253	473
Respiratory Care/Therapy (1210.00)	-	17	29
Speech/Language Pathology and Audiology (1220.00)	-	-	33

Source: California Community Colleges Chancellor's Management Information Systems DataMart

ICT/
DIGITAL MEDIA

Employment Demand

561
Jobs in 2023

52
Annual Openings

Community College Supply

78
Awards

9 ICT/Digital Media Occupations

171
Focus
Occupations

4
met both criteria

2
met 2023 jobs criteria

3
met living wage criteria

Demand

In 2023 in the district service area, there were 561 jobs in the 9 focus occupations in ICT/Digital Media. Exhibit 21 shows the annual openings and wage for each occupation.

Exhibit 21: Current employment, projected occupational demand, and entry-level wages of focus occupations in ICT/Digital Media

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	15-1232	Computer User Support Specialists	168	14	14	$24.43
	15-1255	Web and Digital Interface Designers	74	5	7	$29.25
	15-1244	Network and Computer Systems Administrators	79	7	6	$34.51
	27-4011	Audio and Video Technicians	42	8	6	$26.89
2023 Jobs	27-2011	Actors	45	3	6	$15.55
	27-4021	Photographers	60	(5)	5	$15.51
Living Wage	15-1231	Computer Network Support Specialists	36	3	3	$26.56
	27-4014	Sound Engineering Technicians	27	2	3	$22.16
	15-1241	Computer Network Architects	30	2	2	$45.92

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 1,139 awards annually across 31 programs aligned with all ICT/Digital Media occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 78 awards were conferred each year, compared to 255 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Office Technology/Office Computer Applications, with an average of 48 awards annually. Approximately 31% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 22: Awards (degrees and certificates) from community college programs aligned with the ICT/Digital Media occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Animation (0614.40)	-	-	11
Applied Photography (1012.00)	-	4	43
Broadcast Journalism (0604.30)	-	-	0
Commercial Art (1013.00)	-	-	0
Commercial Music (1005.00)	-	7	45
Computer Graphics and Digital Imagery (0614.60)	-	-	4
Computer Information Systems (0702.00)	3	26	56
Computer Infrastructure and Support (0708.00)	1	25	108
Computer Networking (0708.10)	11	44	140
Computer Programming (0707.10)	-	-	104
Computer Software Development (0707.00)	-	-	20
Computer Support (0708.20)	-	2	18
Computer Systems Analysis (0707.30)	-	-	15
Database Design and Administration (0707.20)	-	-	18
Digital Media (0614.00)	-	3	65
Electronic Game Design (0614.20)	-	-	7
Film Production (0612.20)	-	-	19

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Geographic Information Systems (2206.10)	7	9	25
Graphic Art and Design (1030.00)	7	21	92
Information Technology, General (0701.00)	-	1	42
Journalism (0602.00)	-	4	28
Multimedia (0614.10)	-	9	44
Office Technology/Office Computer Applications (0514.00)	48	67	121
Other Information Technology (0799.00)	-	-	0
Radio (0604.10)	-	-	1
Radio and Television (0604.00)	-	13	33
Software Applications (0702.10)	-	-	22
Telecommunications Technology (0934.30)	-	-	7
Television (including combined TV/Film/Video) (0604.20)	-	18	32
Website Design and Development (0614.30)	-	1	14
World Wide Web Administration (0709.00)	1	1	5

Source: California Community Colleges Chancellor's Management Information Systems DataMart

LIFE SCIENCES AND BIOTECHNOLOGY

Employment Demand

406
Jobs in 2023

49
Annual Openings

Community College Supply

0
Awards

4 Life Sciences and Biotechnology Occupations

171 Focus Occupations

1
met both criteria

2
met 2023 jobs criteria

1
met living wage criteria

Demand

In 2023 in the district service area, there were 406 jobs in the 4 focus occupations in Life Sciences and Biotechnology. Exhibit 23 shows the annual openings and wage for each occupation.

Exhibit 23: Current employment, projected occupational demand, and entry-level wages of focus occupations in Life Sciences and Biotechnology

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	29-2018	Clinical Laboratory Technologists and Technicians	103	17	10	$22.52
2023 Jobs	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	177	12	23	$18.82
2023 Jobs	19-4099	Life, Physical, and Social Science Technicians, All Other	107	5	14	$17.46
Living Wage	49-9062	Medical Equipment Repairers	19	2	2	$23.36

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 45 awards annually across 3 programs aligned with all Life Sciences and Biotechnology occupations. There were no awards conferred by Shasta-Tehama-Trinity Joint CCD or in the Far North subregion.

Exhibit 24: Awards (degrees and certificates) from community college programs aligned with the Life Sciences and Biotechnology occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-24)	Far North 3-Year Average (2021-24)	NFN 3-Year Average (2021-24)
Biomedical Instrumentation (0934.60)	-	-	10
Biotechnology and Biomedical Technology (0430.00)	-	-	5
Laboratory Science Technology (0955.00)	-	-	30

Source: California Community Colleges Chancellor's Management Information Systems DataMart

OTHER/ UNASSIGNED

Employment Demand

774
Jobs in 2023

118
Annual Openings

Community College Supply

42
Awards

7 Other/Unassigned Occupations

171
Focus Occupations

1
met both criteria

4
met 2023 jobs criteria

2
met living wage criteria

Demand

In 2023 in the district service area, there were 774 jobs in the 7 focus occupations in Other/Unassigned. Exhibit 25 shows the annual openings and wage for each occupation.

Exhibit 25: Current employment, projected occupational demand, and entry-level wages of focus occupations in Other/Unassigned

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	23-2011	Paralegals and Legal Assistants	155	5	17	$22.37
2023 Jobs	39-9031	Exercise Trainers and Group Fitness Instructors	238	27	51	$15.94
	43-4031	Court, Municipal, and License Clerks	188	21	24	$21.38
	25-4031	Library Technicians	71	4	13	$18.76
	27-3091	Interpreters and Translators	64	0	7	$21.71
Living Wage	43-6012	Legal Secretaries and Administrative Assistants	48	(3)	5	$21.99
	27-3092	Court Reporters and Simultaneous Captioners	10	1	1	$23.70

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 289 awards annually across 6 programs aligned with all Other/Unassigned occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 42 awards were conferred each year, compared to 94 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Human Services, with an average of 23 awards annually. Approximately 45% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 26: Awards (degrees and certificates) from community college programs aligned with the Other/Unassigned occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-24)	Far North 3-Year Average (2021-24)	NFN 3-Year Average (2021-24)
Fitness Trainer (0835.20)	-	2	4
Human Services (2104.00)	23	64	144
Library Technician (Aide) (1602.00)	-	-	19
Other Engineering and Related Industrial Technologies (0999.00)	19	27	28
Paralegal (1402.00)	-	-	88
Technical Theater (1006.00)	-	1	6

Source: California Community Colleges Chancellor's Management Information Systems DataMart

PUBLIC SAFETY

Employment Demand

2,266
Jobs in 2023

259
Annual Openings

259
Awards

10 Public Safety Occupations

171 Focus Occupations

6
met both criteria

1
met 2023 jobs criteria

3
met living wage criteria

Demand

In 2023 in the district service area, there were 2,266 jobs in the 10 focus occupations in Public Safety. Exhibit 27 shows the annual openings and wage for each occupation.

Exhibit 27: Current employment, projected occupational demand, and entry-level wages of focus occupations in Public Safety

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Both	33-3051	Police and Sheriff's Patrol Officers	518	67	55	$38.62
	33-2011	Firefighters	524	52	51	$24.26
	33-3012	Correctional Officers and Jailers	361	31	39	$28.16
	43-5031	Public Safety Telecommunicators	104	11	13	$23.48
	33-1012	First-Line Supervisors of Police and Detectives	79	12	8	$51.86
	33-1021	First-Line Supervisors of Firefighting and Prevention Workers	75	10	7	$35.55
2023 Jobs	33-9032	Security Guards	508	29	75	$16.22
Living Wage	33-3021	Detectives and Criminal Investigators	45	7	5	$43.18
	33-1011	First-Line Supervisors of Correctional Officers	30	5	4	$55.05
	33-9093	Transportation Security Screeners	22	1	2	$22.69

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 1,444 awards annually across 7 programs aligned with all Public Safety occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 259 awards were conferred each year, compared to 709 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Fire Academy, with an average of 212 awards annually. Approximately 37% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 28: Awards (degrees and certificates) from community college programs aligned with the Public Safety occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-24)	Far North 3-Year Average (2021-24)	NFN 3-Year Average (2021-24)
Administration of Justice (2105.00)	45	217	655
Corrections (2105.10)	-	-	5
Fire Academy (2133.50)	212	313	407
Fire Technology (2133.00)	2	51	191
Forensics, Evidence, and Investigation (2105.40)	-	0	0
Other Public and Protective Services (2199.00)	-	-	0
Police Academy (2105.50)	-	128	186

Source: California Community Colleges Chancellor's Management Information Systems DataMart

RETAIL, HOSPITALITY, AND TOURISM

Employment Demand

2,144	276
Jobs in 2023	Annual Openings

Community College Supply

70
Awards

7 Retail, Hospitality, and Tourism Occupations

171 Focus Occupations

0 met both criteria

5 met 2023 jobs criteria

2 met living wage criteria

Demand

In 2023 in the district service area, there were 2,144 jobs in the 7 focus occupations in Retail, Hospitality, and Tourism. Exhibit 29 shows the annual openings and wage for each occupation.

Exhibit 29: Current employment, projected occupational demand, and entry-level wages of focus occupations in Retail, Hospitality, and Tourism

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	41-1011	First-Line Supervisors of Retail Sales Workers	973	19	104	$17.40
	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	590	32	95	$16.82
	11-9051	Food Service Managers	268	13	33	$20.21
	37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	124	11	17	$17.40
	35-1011	Chefs and Head Cooks	103	10	15	$19.13
Living Wage	11-9081	Lodging Managers	68	4	8	$21.97
	53-2031	Flight Attendants	18	6	4	$26.81

Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

Supply

From 2021 to 2024, community colleges in the North Far North region awarded an average of 197 awards annually across 10 programs aligned with all Retail, Hospitality, and Tourism occupations. At Shasta-Tehama-Trinity Joint Community College District (CCD), an average of 70 awards were conferred each year, compared to 79 in the Far North subregion. The top-producing program at Shasta-Tehama-Trinity Joint CCD was Family and Consumer Sciences, General, with an average of 49 awards annually. Approximately 89% of all awards in the Far North subregion were conferred by Shasta-Tehama-Trinity Joint CCD.

Exhibit 30: Awards (degrees and certificates) from community college programs aligned with the Retail, Hospitality, and Tourism occupations

Program Name (TOP)	Shasta-Tehama-Trinity Joint CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Culinary Arts (1306.30)	11	12	50
Family and Consumer Sciences, General (1301.00)	49	49	49
Fashion (1303.00)	-	0	11
Fashion Design (1303.10)	-	-	8
Fashion Merchandising (1303.20)	-	3	10
Hospitality (1307.00)	3	3	5
Interior Design and Merchandising (1302.00)	-	-	15
Office Management (0514.40)	-	-	2
Restaurant and Food Services and Management (1307.10)	-	-	33
Retail Store Operations and Management (0506.50)	7	12	14

Source: California Community Colleges Chancellor's Management Information Systems DataMart

STRONG WORKFORCE PROGRAM DATA

CTE STUDENT COUNTS (2022-2023)

6,206	23,055	92,358
S-T-T Joint CCD	Far North	North Far North

CTE AWARDS (2021-2024 AVERAGE)

1,046	3,871	11,228
S-T-T Joint CCD	Far North	North Far North

SWP OUTCOMES SUMMARY: TOP PERFORMING PROGRAM AREAS

MEDIAN ANNUAL EARNINGS AFTER EXIT	Registered Nursing (1230.10)	$112,544
	Fire Academy (2133.50)	$112,262
	Fire Technology (2133.00)	$86,804
	Dental Hygienist (1240.20)	$80,316
	Forestry (0114.00)	$66,746
MEDIAN CHANGE IN EARNINGS	Registered Nursing (1230.10)	159%
	Heavy Equip. Operation (0947.30)	151%
	Ag. Power Equip. Tech. (0116.00)	140%
	Ag. Tech. & Sciences, Gen. (0101.00)	140%
	Fire Academy (2133.50)	94%
ATTAINED A LIVING WAGE	Registered Nursing (1230.10)	100%
	Fire Academy (2133.50)	97%
	Dental Hygienist (1240.20)	91%
	Health Information Tech. (1223.00)	87%
	Fire Technology (2133.00)	82%

RACE/ETHNICITY

Shasta-Tehama-Trinity Joint CCD
Far North
North Far North
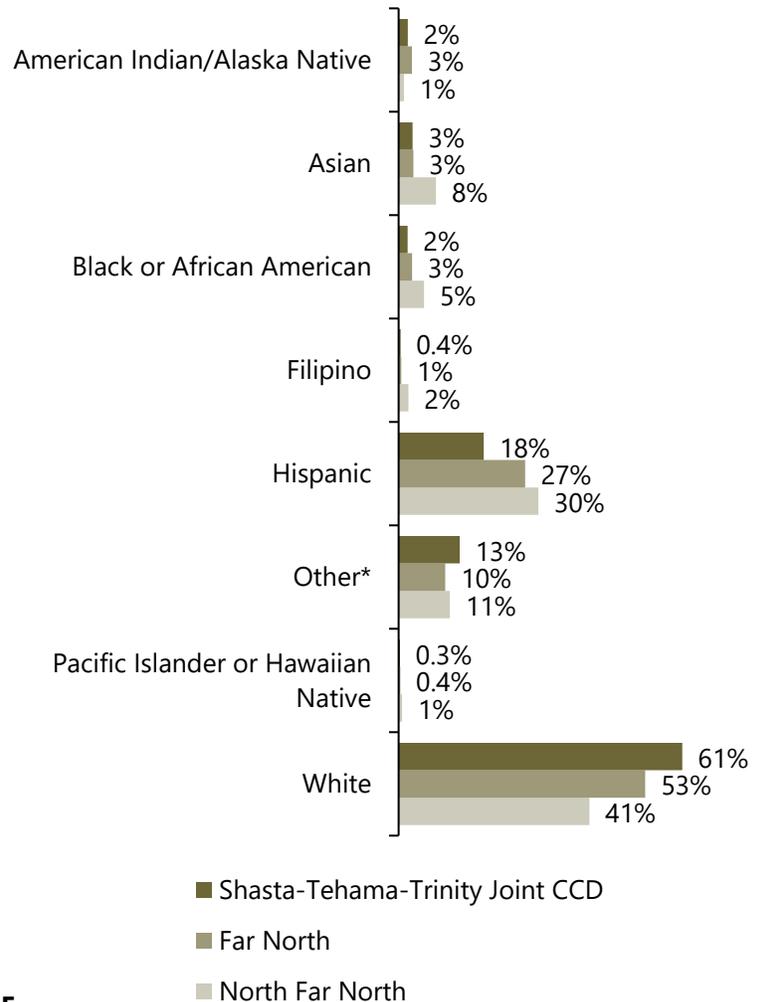
GENDER

	Female	Male	Non-Binary	Unknown/Masked
S-T-T Joint CCD	52%	44%	0%	4%
Far North	51%	47%	1%	2%
North Far North	48%	50%	1%	2%

AGE

Shasta-Tehama-Trinity Joint CCD   Far North   North Far North
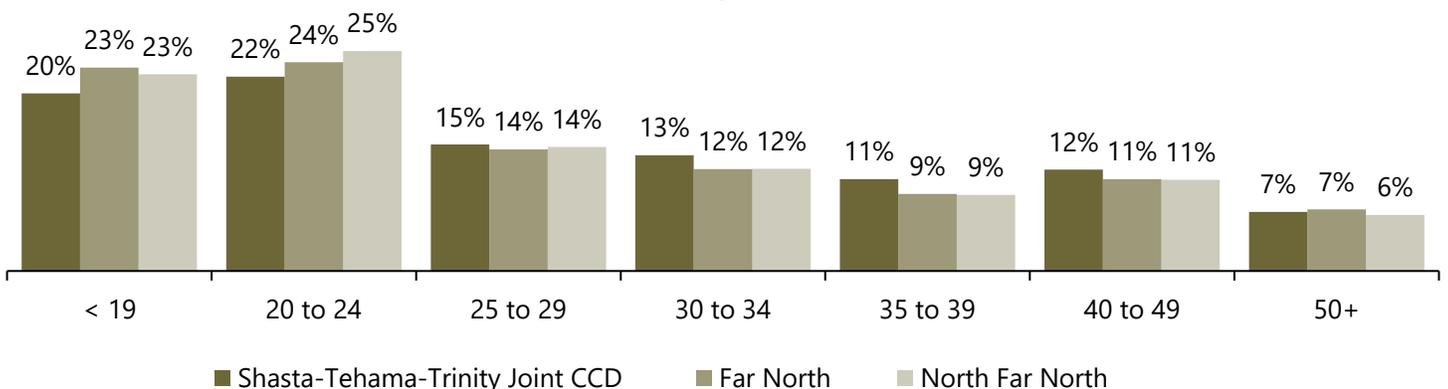
CONCLUSION

This report identifies key focus occupations across each sector in Shasta, Tehama, and Trinity Counties, analyzing both demand and supply data to illuminate workforce gaps. Demand data reflects 2023 job count as well as projected annual job openings through 2028, while supply data compares educational awards across Shasta-Tehama-Trinity Joint Community College District, the Far North subregion, and the North Far North region. Together, these insights offer a foundation for targeted workforce development interventions.

The occupational analysis emphasizes the critical role of the 171 focus occupations, which accounted for 45% of all jobs in 2023 and are projected to generate 5,975 annual openings through 2028. These occupations span 12 CCCCO sectors, with Health representing the largest share (33 occupations). The Health sector leads in job volume (13,987), projected growth (14%), and annual openings (2,179), while Public Safety offers the highest entry-level wage at $28.43 per hour.

Notably, one sector (as a whole)—ICT/Digital Media—shows a partial surplus of educational awards relative to job openings.

In contrast, sectors including Health; Business and Entrepreneurship; and Energy Construction, and Utilities show the largest award gaps, suggesting areas where community colleges and workforce partners can focus their efforts to align training with labor market needs.

It should be noted that not all occupations within each sector were studied in this report. Also, supply data does not include non-community college awards. Therefore, both annual openings and the number of awards conferred are undercounted.

When reviewing the data in this report, regional community colleges could consider the following questions:

- How is labor market data being utilized to guide the development of high-wage, high-demand academic and career pathways?
- How is your college ensuring that curriculum design aligns with evolving industry standards while embedding inclusive pedagogy to support success for all students?
- How is your college structuring new or existing programs to attract diverse student populations, foster persistence, and drive equitable outcomes?
- How is your college collaborating with local employers and industry groups to advance inclusive hiring practices?
- What insights has your college gained from previous outreach strategies (e.g., marketing campaigns, grassroots partnerships), and how can those approaches be leveraged to boost enrollment in high demand and/or high-wage career pathways?

APPENDIX A: BLS OCCUPATIONS VS FOCUS OCCUPATIONS

Of the 796 occupations classified by BLS, 171 met one of the three criteria identified for this report, representing 21% of the total number of occupations in the BLS SOC system that qualified.

The 171 occupations analyzed in this report comprise 45% of all Shasta, Tehama, and Trinity Counties' jobs in 2023 and 43% of its annual openings. Exhibit 31 visualizes the total number of occupations compared to those analyzed in this report by CCCCO sector.

Exhibit 31: Number of BLS Occupations vs. Number Analyzed in this Report by Sector

Sector	Total # of BLS Occupations	Total # of Occupations in this Report	% of Total BLS Occupations
Advanced Manufacturing	104	16	15%
Advanced Transportation and Logistics	62	19	31%
Agriculture, Water, and Environmental Technologies	42	7	17%
Business and Entrepreneurship	101	28	28%
Education and Human Development	35	4	11%
Energy, Construction, and Utilities	113	27	24%
Health	101	33	33%
ICT/Digital Media	49	9	18%
Life Sciences and Biotechnology	8	4	50%
Other/Unassigned	102	7	7%
Public Safety	29	10	34%
Retail, Hospitality, and Tourism	50	7	14%
Grand Total	**796**	**171**	**21%**

APPENDIX B: METHODOLOGY AND DATA SOURCES

Traditional Labor Market Data

This report uses labor market data on job growth, education requirements, and wages to identify occupations in the North Far North (NFN) region that provide economic opportunity for jobseekers.

The data sources used in this study include data from Lightcast (Datarun 2024.3), a labor market analytics firm that specializes in providing insights for workforce development, economic planning, and education. Lightcast compiles its regional and occupational datasets from a variety of federal and state sources. Among these are the Quarterly Census of Employment and Wages (QCEW), which offers detailed industry employment and wage data, and other critical sources such as the U.S. Census Bureau's American Community Survey (ACS) and Quarterly Workforce Indicators, the Bureau of Labor Statistics' Occupational Employment and Wage Statistics and Current Population Survey, and data from the Bureau of Economic Analysis. These combined resources provide comprehensive insights into employment trends, wage patterns, and industry-specific workforce characteristics across the region.

The traditional labor market data analyzed in this report includes:

- 2023 Jobs: the number of jobs by occupation in 2023.

- 2028 Jobs: the projected number of jobs by occupation in 2028. Projections are based on the assumption that past trends will continue into the future, including the assumption that the economy, during the projection period, will be at approximately full employment. Projections do not consider potential recessions or labor shocks, such as natural disasters or pandemics, and are intended to capture structural change in the economy over time.

- Change: the projected change in the number of jobs expressed as an actual number and a percentage.

- Average Annual Openings (Demand): the projected number of annual job openings. This figure is the sum of job growth and replacement jobs. Job growth is the result of job creation while replacement jobs are the result of retirements and workers leaving the field, creating the need to hire a replacement.

- Entry-level (25th percentile) Hourly Wages: the typical entry-level wages for an occupation; 25% of workers earn less than this amount and 75% earn more.

- Typical Entry-Level Education: represents the typical education level workers need to enter an occupation.

- Educational Attainment: the percentage of workers employed in an occupation by their highest level of education attained.

This report analyzed data for middle-skill occupations, which are defined as:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship

- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree

- All occupations that require a high school diploma or equivalent or no formal education but also require short- to long-term on-the-job training where multiple community colleges have existing programs

To identify career education (CE) programs, the North Far North COE used a crosswalk created by the Centers of Excellence to determine alignment between occupations and Taxonomy of Program (TOP) codes. From that list, we identified TOP codes for which student data was available in DataVista, a statewide data system supported by the California Community Colleges Chancellor's Office (CCCCO) that provides data on progress, success, employment, and earnings outcomes for California community college students.

TOP codes are used to categorize instructional programs offered at community colleges across the state. They are also used to organize and report on program offerings, which enables consistent tracking of enrollment, completion, and other performance metrics. Each TOP code represents a specific discipline or field of study, and colleges assign these codes to their programs to ensure alignment with state reporting requirements and to facilitate analysis of educational trends which aligns each program with a Classification of Instructional Programs (CIP) code.