



**2025**

**LASSEN  
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 Lassen Community College District (Lassen CCD) serves as an educational hub in Lassen, Modoc, and Sierra Counties, offering a variety of programs to meet the diverse needs of students and the region's workforce. The district operates **Lassen Community College**, located in Susanville, in northeastern Sierra Nevada.

Through this community college, the district provides education and training opportunities that support student success, economic development, and community engagement across the predominantly rural region of northeastern California.

## "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 (Lassen, Modoc, and Sierra Counties) accounted for 13,888 out of nearly 1.7 million jobs in 2023, representing less than 1% of all jobs in the North Far North Region.<sup>1</sup> The number of jobs in the district service area is expected to grow by 3% through 2028, resulting in 1,730 projected annual openings.

### District Service Area: Key Facts

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**13,888**

Number of Jobs  
in 2023



**+429**

5-Year Change  
in Jobs through  
2028



**3%**

5-Year Percent  
Change in Jobs



**1,730**

Annual  
Openings  
(2023-2028)



**1,292**

Business  
Establishments



**121 of 796**

Occupations meet or  
exceed the Living Wage  
(\$21.13/hour)

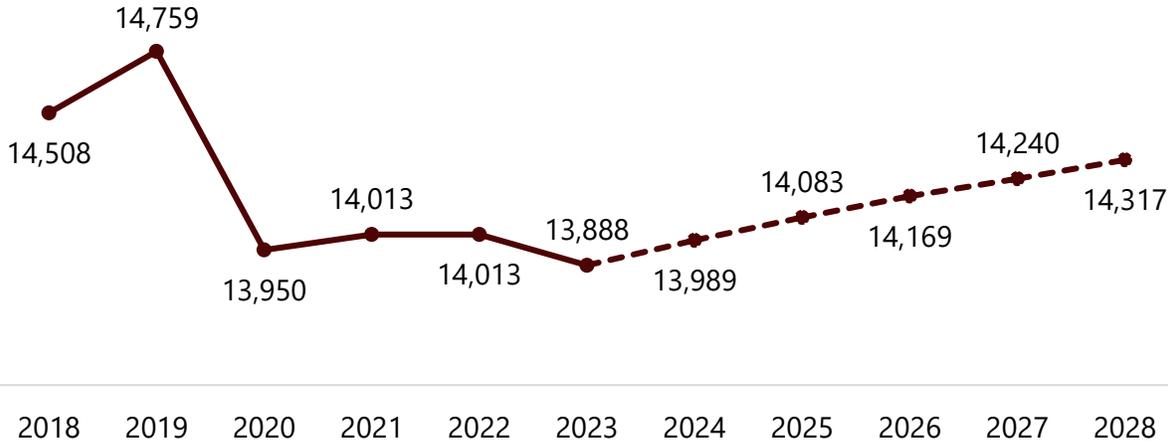
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<sup>1</sup> Labor market data presented in this profile is sourced from the economic modeling firm and job postings aggregator Lightcast. Data source: Lightcast 2024.3; QCEW, non-QCEW, and Self-Employed.

# Historical and Projected Employment

Between 2018 and 2023, employment in the district service area (Lassen, Modoc, and Sierra Counties) decreased from 14,508 jobs to 13,888, reflecting the impact and slow recovery from the Covid-19 pandemic (Exhibit 1). Employment is projected to increase to 14,317 jobs by 2028, representing the addition of more than 400 jobs.

**Exhibit 1: Historical employment and projected occupational demand in the district service area, 2018-2028**

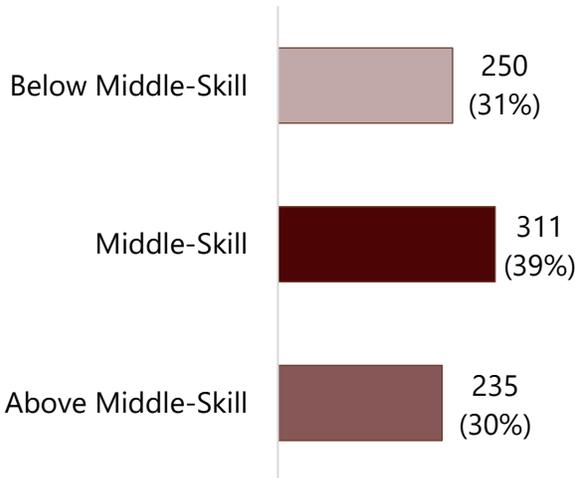


Source: Lightcast 2024.3, QCEW Employees, Non-QCEW Employees, and Self Employed

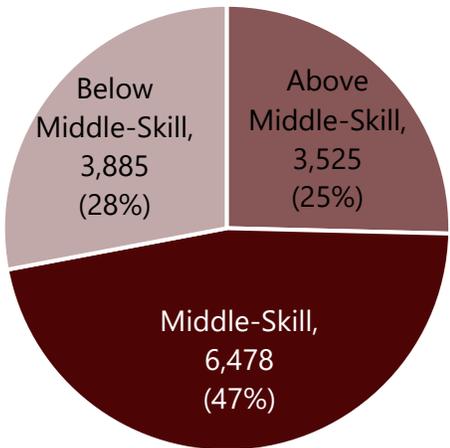
## Jobs by Skill Level

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 6,478 out of 13,888 jobs, constituting 47% of the total workforce in the district service area (Lassen, Modoc, and Sierra 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 83 "focus occupations," representing 10% 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 \$21.13/hour in Lassen County, or both. Collectively, these 83 jobs accounted for 5,696 jobs in 2023, making them a critical component of the district service area (Lassen, Modoc, and Sierra Counties) workforce.

**5,696**

Number of  
2023 Jobs in Focus  
Occupations

**671**

Annual Openings in Focus  
Occupations  
(2023-2028)

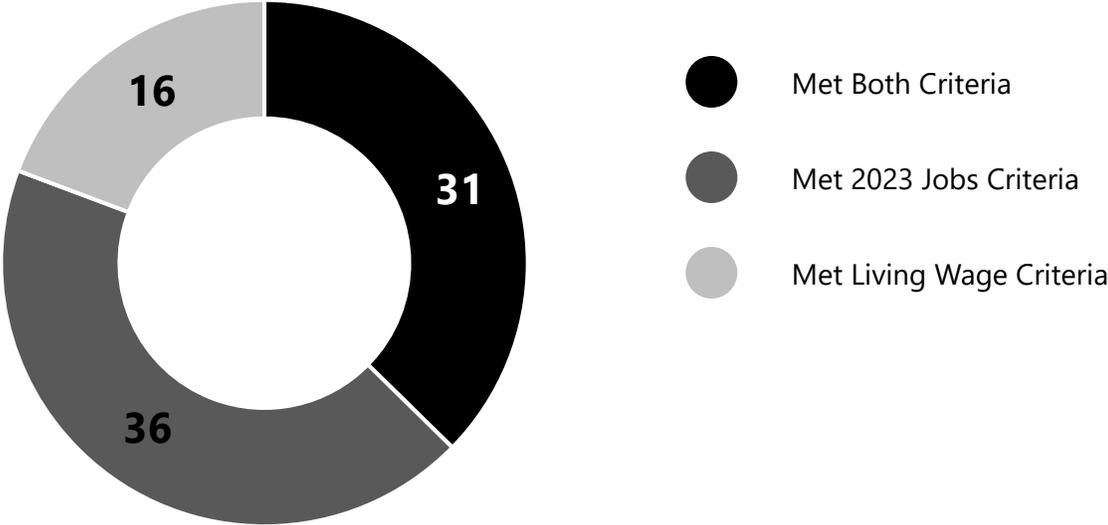
**41%**

Share of Total Jobs in 2023

These focus occupations underscore their importance by comprising 41% of all jobs in 2023 (Lassen, Modoc, and Sierra Counties) and demonstrating strong growth potential, with 671 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.

**83**

**Occupations**



## Focus Occupations by CCCCCO Sector

The 83 focus occupations identified in this report span the 12 CCCCCO sectors, with the Business and Entrepreneurship sector accounting for 17 occupations, the most of any sector. The Business and Entrepreneurship sector also had the highest number of jobs in 2023 (1,256). The Health sector had the highest projected change in jobs (17%) and annual job openings (189). The Public Safety sector had the highest weighted entry-level hourly wage (\$31.24) of all sectors. Exhibit 4 shows the sectors represented by these 83 occupations, sorted alphabetically by sector.

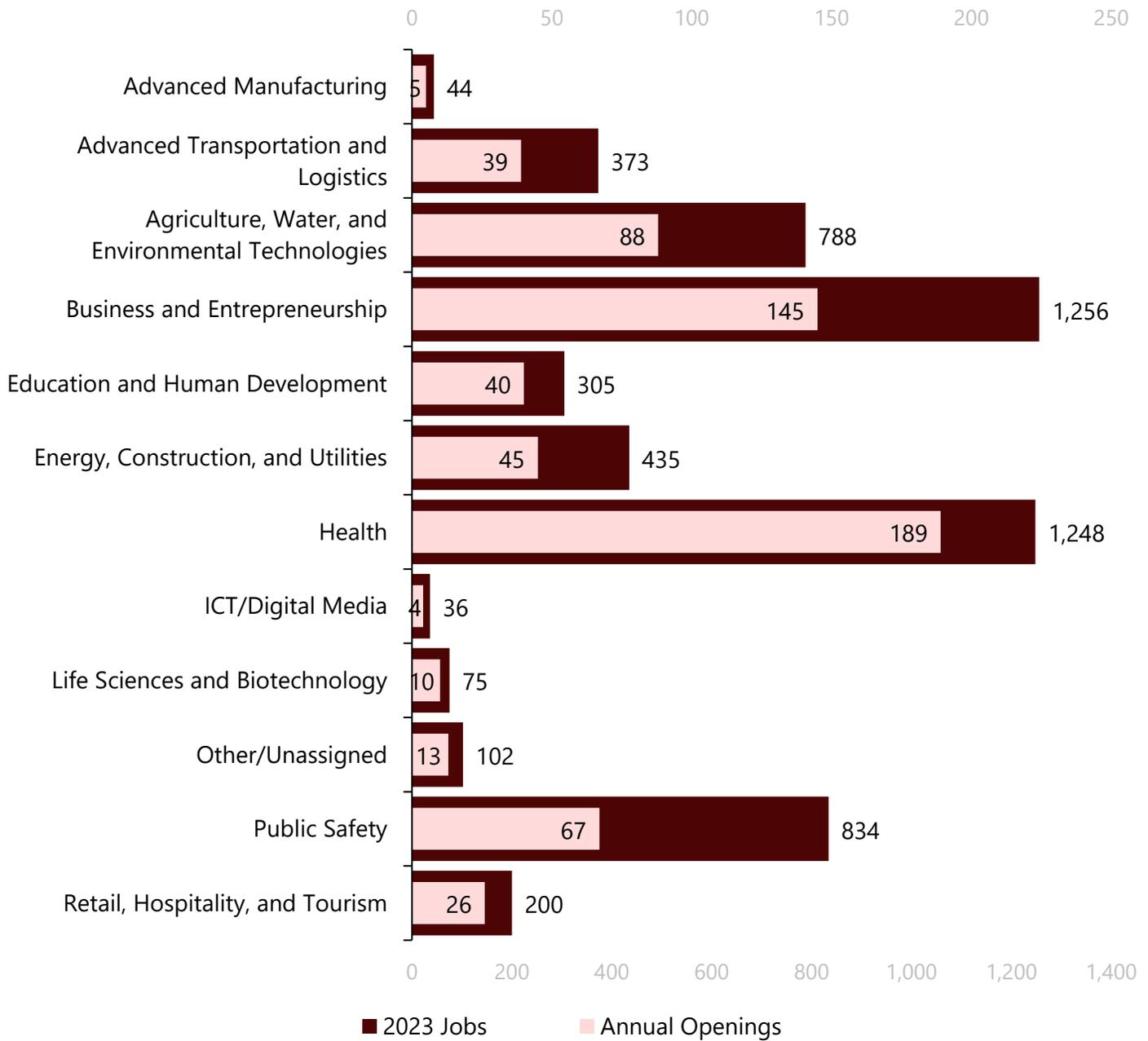
**Exhibit 4: Current employment, projected occupational demand, and entry-level wages of focus occupations by CCCCCO sector**

Sector	Number of Focus Occupations	2023 Jobs	5-Year Change	5-Year % Change	Annual Openings	Entry-Level Hourly Wage
Advanced Manufacturing	3	44	4	9%	5	\$22.27
Advanced Transportation and Logistics	9	373	11	3%	39	\$23.56
Agriculture, Water, and Environmental Technologies	4	788	(94)	(12%)	88	\$20.33
Business and Entrepreneurship	17	1,256	22	2%	145	\$20.97
Education and Human Development	3	305	0	0%	40	\$15.09
Energy, Construction, and Utilities	11	435	21	5%	45	\$23.34
Health	15	1,248	211	17%	189	\$25.47
ICT/Digital Media	2	36	3	8%	4	\$25.72
Life Sciences and Biotechnology	3	75	3	4%	10	\$19.58
Other/Unassigned	3	102	(5)	(5%)	13	\$20.85
Public Safety	10	834	(89)	(11%)	67	\$31.24
Retail, Hospitality, and Tourism	3	200	10	5%	26	\$17.13
<b>Total</b>	<b>83</b>	<b>5,696</b>	<b>97</b>	<b>2%</b>	<b>671</b>	<b>\$23.29</b>

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 CCCC sectors in the district service area. Business and Entrepreneurship had the highest number of 2023 jobs (1,256) and Health had the highest number of job openings (189), while sectors like Advanced Manufacturing, ICT/Digital Media, Life Sciences and Biotechnology, and Other/Unassigned show the lowest.

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



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

# SUPPLY AND DEMAND COMPARISON BY CCCCCO SECTOR

In this section, the number of educational awards (degrees and certificates) conferred, otherwise known as supply, by Lassen Community College District is compared to the annual openings (demand) of the 83 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 (159), followed by Business and Entrepreneurship (123). In contrast, Advanced Manufacturing shows an oversupply (-4).

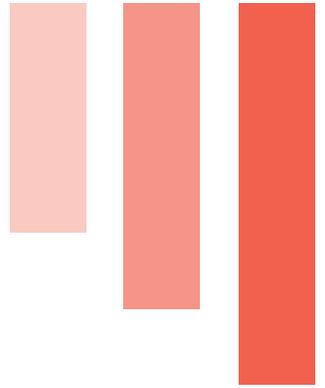
Supply data reflects only community college awards and does not include completions from non-community college institutions, providing a partial view of the total workforce supply. Exhibit 6 shows the breakdown of annual openings compared to supply by sector.

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

Sector	Annual Openings	Lassen CCD 3-Year Average (2021-2024)
Advanced Manufacturing	5	9
Advanced Transportation and Logistics	39	6
Agriculture, Water, and Environmental Technologies	88	8
Business and Entrepreneurship	145	22
Education and Human Development	40	4
Energy, Construction, and Utilities	45	0
Health	189	30
ICT/Digital Media	4	3
Life Sciences and Biotechnology	10	0
Other/Unassigned	13	8
Public Safety	67	27
Retail, Hospitality, and Tourism	26	0

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

# ADVANCED MANUFACTURING



## Community College Supply

### Employment Demand

**44**

Jobs in 2023

**5**

Annual Openings

**9**

Awards

**3 Advanced  
Manufacturing  
Occupations**

**83**  
Focus  
Occupations

**1**

met both criteria

**1**

met 2023 jobs criteria

**1**

met living wage criteria

# Demand

In 2023 in the district service area, there were 44 jobs in the 3 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	18	1	2	\$24.84
2023 Jobs	51-4121	Welders, Cutters, Solderers, and Brazers	16	2	2	\$18.05
Living Wage	49-9041	Industrial Machinery Mechanics	10	1	1	\$24.38

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 Lassen Community College District (CCD), an average of 9 awards were conferred each year, compared to 274 in the Far North subregion. The top-producing program at Lassen CCD was Welding Technology, with an average of 6 awards annually. Approximately 3% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen 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
Electrical, Electronic, and Electro-Mechanical Drafting (0953.30)	-	-	1
Electronics and Electric Technology (0934.00)	-	-	41

<b>Program Name (TOP)</b>	<b>Lassen CCD 3-Year Average (2021-2024)</b>	<b>Far North 3-Year Average (2021-2024)</b>	<b>NFN 3-Year Average (2021-2024)</b>
Engineering Technology, General (requires Trigonometry) (0924.00)	-	8	10
Fashion Production (1303.30)	-	-	7
Industrial Electronics (0934.20)	-	-	37
Industrial Systems Technology and Maintenance (0945.00)	-	1	8
Machining and Machine Tools (0956.30)	3	7	11
Manufacturing and Industrial Technology (0956.00)	-	48	64
Mechanical Drafting (0953.40)	-	9	13
Ocean Technology (1920.00)	-	0	0
Welding Technology (0956.50)	6	198	282

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



# ADVANCED TRANSPORTATION AND LOGISTICS

## Community College Supply

### Employment Demand

**373**

Jobs in 2023

**39**

Annual Openings

**6**

Awards

### 9 Advanced

### Transportation and Logistics Occupations

**3**

met both criteria

**3**

met 2023 jobs criteria

**3**

met living wage criteria

**83**  
Focus  
Occupations

# Demand

In 2023 in the district service area, there were 373 jobs in the 9 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
<b>Both</b>	53-3052	Bus Drivers, Transit and Intercity	37	(1)	5	\$26.05
	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	44	3	4	\$27.70
	13-1081	Logisticians	23	1	2	\$32.60
<b>2023 Jobs</b>	53-3032	Heavy and Tractor-Trailer Truck Drivers	116	2	13	\$19.94
	49-3023	Automotive Service Technicians and Mechanics	69	4	7	\$20.63
	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	28	2	3	\$20.26
<b>Living Wage</b>	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	22	(1)	2	\$27.39
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	19	1	2	\$22.23
	11-3071	Transportation, Storage, and Distribution Managers	15	0	1	\$35.19

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

# Supply

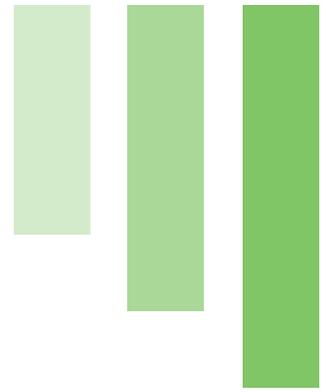
From 2021 to 2024, community colleges in the North Far North region awarded an average of 318 awards annually across 14 programs aligned with all Advanced Transportation and Logistics occupations. At Lassen Community College District (CCD), an average of 6 awards were conferred each year, compared to 120 in the Far North subregion. The only program at Lassen CCD that conferred awards was Automotive Technology, with an average of 6 awards annually. Approximately 5% of all awards in the Far North subregion were conferred by Lassen CCD.

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

<b>Program Name (TOP)</b>	<b>Lassen CCD 3-Year Average (2021-2024)</b>	<b>Far North 3-Year Average (2021-2024)</b>	<b>NFN 3-Year Average (2021-2024)</b>
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)	6	58	193
Aviation Airframe Mechanics (0950.10)	-	-	3
Aviation and Airport Management (3020.10)	-	-	1
Aviation and Airport Management and Services (3020.00)	-	-	2
Aviation Powerplant Mechanics (0950.20)	-	-	3
Diesel Technology (0947.00)	-	13	33
Heavy Equipment Operation (0947.30)	-	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

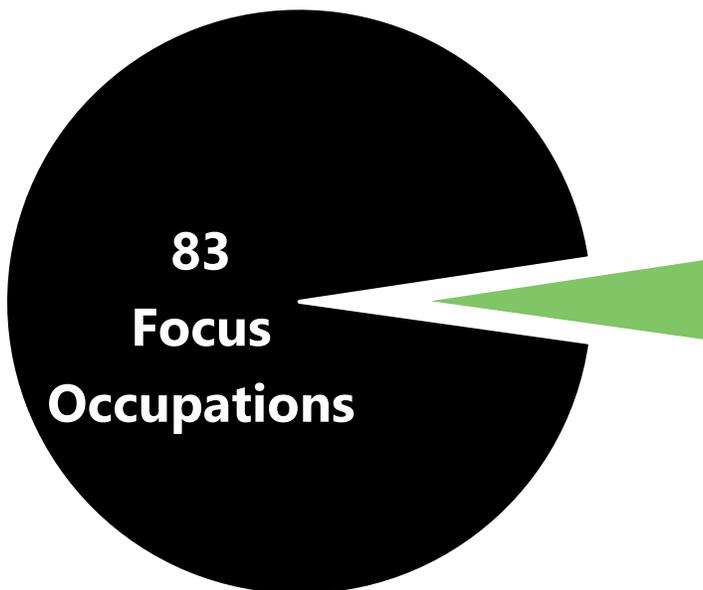
# AGRICULTURE, WATER, AND ENVIRONMENTAL TECHNOLOGIES



## Community College Supply



## 4 Agriculture, Water, and Environmental Technologies Occupations



# Demand

In 2023 in the district service area, there were 788 jobs in the 4 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	559	(74)	63	\$22.21
2023 Jobs	11-9013	Farmers, Ranchers, and Other Agricultural Managers	178	(13)	18	\$15.50
	45-2011	Agricultural Inspectors	25	(5)	4	\$16.75
	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	26	(2)	3	\$16.42

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 Lassen Community College District (CCD), an average of 8 awards were conferred each year, compared to 210 in the Far North subregion. The three programs that conferred awards at Lassen CCD were Agriculture Technology and Sciences, General (3), Animal Science (3), and Agriculture Business, Sales and Service (2). Approximately 4% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen 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)	-	1	2
Agricultural Power Equipment Technology (0116.00)	-	41	41
Agriculture Business, Sales and Service (0112.00)	2	30	38

<b>Program Name (TOP)</b>	<b>Lassen CCD 3-Year Average (2021-2024)</b>	<b>Far North 3-Year Average (2021-2024)</b>	<b>NFN 3-Year Average (2021-2024)</b>
Agriculture Technology and Sciences, General (0101.00)	3	50	79
Animal Science (0102.00)	3	23	32
Environmental Technology (0303.00)	-	-	19
Equine Science (0102.40)	-	11	12
Floriculture / Floristry (0109.20)	-	3	3
Forestry (0114.00)	-	11	28
Horticulture (0109.00)	-	9	17
Landscape Design and Maintenance (0109.10)	-	1	9
Natural Resources (0115.00)	-	15	47
Nursery Technology (0109.30)	-	0	1
Parks and Outdoor Recreation (0115.10)	-	1	2
Plant Science (0103.00)	-	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

## Community College Supply

### Employment Demand

**1,256**

Jobs in 2023

**145**

Annual Openings

**22**

Awards

### 17 Business and Entrepreneurship Occupations

**8**

met both criteria

**7**

met 2023 jobs criteria

**2**

met living wage criteria

**83**  
Focus  
Occupations

# Demand

In 2023 in the district service area, there were 1,256 jobs in the 17 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	143	14	15	\$33.45
	43-1011	First-Line Supervisors of Office and Administrative Support Workers	109	(2)	11	\$22.93
	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	60	12	8	\$22.26
	43-6011	Executive Secretaries and Executive Administrative Assistants	51	(8)	5	\$26.41
	13-1028	Buyers and Purchasing Agents	40	(2)	4	\$22.31
	11-3012	Administrative Services Managers	30	(1)	2	\$29.67
	43-3061	Procurement Clerks	25	(3)	2	\$21.24
	13-1031	Claims Adjusters, Examiners, and Investigators	32	(4)	2	\$30.06
2023 Jobs	43-9061	Office Clerks, General	217	3	27	\$16.01
	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	179	(5)	20	\$17.85
	43-3031	Bookkeeping, Accounting, and Auditing Clerks	149	2	18	\$18.76
	43-4051	Customer Service Representatives	67	8	11	\$16.77

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	43-4171	Receptionists and Information Clerks	45	7	8	\$15.80
	39-5012	Hairdressers, Hairstylists, and Cosmetologists	46	1	7	\$10.03
	41-9022	Real Estate Sales Agents	29	0	3	\$15.91
Living Wage	13-2028	Property Appraisers and Assessors	18	(1)	1	\$22.76
	11-3013	Facilities Managers	16	1	1	\$29.11

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 Lassen Community College District (CCD), an average of 22 awards were conferred each year, compared to 753 in the Far North subregion. The top-producing program at Lassen CCD was Business Administration, with an average of 21 awards annually. Approximately 3% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Accounting (0502.00)	1	132	476
Advertising (0509.10)	-	-	0
Business Administration (0505.00)	21	252	1,406
Business and Commerce, General (0501.00)	-	153	329
Business Management (0506.00)	-	62	175
Cosmetology and Barbering (3007.00)	-	81	139
Customer Service (0518.00)	-	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)	-	14	50
Mortuary Science (1255.00)	-	-	24
Real Estate (0511.00)	-	12	81
Small Business and Entrepreneurship (0506.40)	-	23	80
Tax Studies (0502.10)	-	8	17

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

# EDUCATION AND HUMAN DEVELOPMENT

## Community College Supply

### Employment Demand

**305**

Jobs in 2023

**40**

Annual Openings

**4**

Awards

### 3 Education and Human Development Occupations

**0**

met both criteria

**3**

met 2023 jobs criteria

**0**

met living wage criteria

**83**  
Focus  
Occupations

# Demand

In 2023 in the district service area, there were 305 jobs in the 3 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	198	6	25	\$15.82
	39-9011	Childcare Workers	71	(8)	11	\$12.78
	25-2011	Preschool Teachers, Except Special Education	36	2	4	\$15.67

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 Lassen Community College District (CCD), an average of 4 awards were conferred each year, compared to 362 in the Far North subregion. The only program at Lassen CCD that conferred awards was Child Development/Early Care and Education, with an average of 4 awards annually. Approximately 1% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen 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)	4	314	1,030
Children with Special Needs (1305.20)	-	-	3
Family Studies (1308.00)	-	10	10
Infants and Toddlers (1305.90)	-	-	18
Other Education (0899.00)	-	-	1

<b>Program Name (TOP)</b>	<b>Lassen CCD 3-Year Average (2021-2024)</b>	<b>Far North 3-Year Average (2021-2024)</b>	<b>NFN 3-Year Average (2021-2024)</b>
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

## Community College Supply

### Employment Demand

**435**

Jobs in 2023

**45**

Annual Openings

**0**

Awards

11 Energy,

Construction, and Utilities

Occupations

**83**

Focus  
Occupations

**5**

met both criteria

**3**

met 2023 jobs criteria

**3**

met living wage criteria

# Demand

In 2023 in the district service area, there were 435 jobs in the 11 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	76	1	7	\$25.84
	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	47	3	5	\$27.49
	51-8031	Water and Wastewater Treatment Plant and System Operators	42	2	5	\$22.39
	47-2152	Plumbers, Pipefitters, and Steamfitters	36	5	4	\$21.86
	47-2111	Electricians	32	1	3	\$21.75
2023 Jobs	47-2031	Carpenters	92	4	9	\$18.13
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	27	4	3	\$18.53
	49-9099	Installation, Maintenance, and Repair Workers, All Other	30	0	3	\$20.25
Living Wage	49-9051	Electrical Power-Line Installers and Repairers	20	3	2	\$43.48
	47-4011	Construction and Building Inspectors	15	1	2	\$25.86
	17-3022	Civil Engineering Technologists and Technicians	18	(3)	2	\$24.39

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. There were no awards conferred at Lassen Community College District (CCD), but there were 111 conferred in the Far North subregion. Approximately 18% of all awards in the North Far North region were conferred by other community colleges in the Far North subregion.

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

<b>Program Name (TOP)</b>	<b>Lassen CCD 3-Year Average (2021-2024)</b>	<b>Far North 3-Year Average (2021-2024)</b>	<b>NFN 3-Year Average (2021-2024)</b>
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	11

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

# HEALTH

## Community College Supply

### Employment Demand

**1,248**

Jobs in 2023

**189**

Annual Openings

**30**

Awards

**15 Health Occupations**

Jobs in 2023

Annual Openings

**83**  
**Focus Occupations**

**3**

met both criteria

**8**

met 2023 jobs criteria

**4**

met living wage criteria

# Demand

In 2023 in the district service area, there were 1,248 jobs in the 15 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
<b>Both</b>	29-1141	Registered Nurses	256	45	24	\$49.75
	29-2061	Licensed Practical and Licensed Vocational Nurses	75	8	7	\$28.68
	31-9091	Dental Assistants	34	3	6	\$24.34
<b>2023 Jobs</b>	31-1128	Home Health and Personal Care Aides	411	87	84	\$15.57
	31-1131	Nursing Assistants	97	19	19	\$18.89
	31-9092	Medical Assistants	59	12	11	\$17.07
	43-6013	Medical Secretaries and Administrative Assistants	71	10	10	\$16.19
	21-1093	Social and Human Service Assistants	83	(2)	9	\$17.15
	29-2042	Emergency Medical Technicians	33	6	4	\$15.82
	29-2052	Pharmacy Technicians	31	2	3	\$18.18
	29-2043	Paramedics	23	3	2	\$21.00
<b>Living Wage</b>	31-9097	Phlebotomists	20	6	4	\$22.32
	29-1292	Dental Hygienists	21	3	2	\$45.60
	29-2034	Radiologic Technologists and Technicians	18	5	2	\$38.32
	29-1126	Respiratory Therapists	16	4	2	\$37.71

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 Lassen Community College District (CCD), an average of 30 awards were conferred each year, compared to 904 in the Far North subregion. The only program at Lassen CCD that conferred awards was Licensed Vocational Nursing, with an average of 30 awards annually. Approximately 3% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen 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)	-	115	126
Community Health Care Worker (1261.00)	-	-	12
Dental Assistant (1240.10)	-	17	37
Dental Hygienist (1240.20)	-	10	27
Diagnostic Medical Sonography (1227.00)	-	-	7
Emergency Medical Services (1250.00)	-	41	79
Gerontology (1309.00)	-	-	13
Health Information Coding (1223.10)	-	6	10
Health Information Technology (1223.00)	-	20	39
Health Occupations, General (1201.00)	-	21	719
Home Health Aide (1230.80)	-	1	4
Licensed Vocational Nursing (1230.20)	30	108	153
Medical Assisting (1208.00)	-	16	63
Medical Laboratory Technology (1205.00)	-	-	12

Program Name (TOP)	Lassen CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Medical Office Technology (0514.20)	-	55	58
Nutrition, Foods, and Culinary Arts (1306.00)	0	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)	-	22	43
Psychiatric Technician (1239.00)	-	-	11
Radiologic Technology (1225.00)	-	-	27
Registered Nursing (1230.10)	-	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

## Community College Supply

### Employment Demand

**36**

Jobs in 2023

**4**

Annual Openings

**3**

Awards

## 2 ICT/Digital Media Occupations

**83**  
Focus  
Occupations

**2**

met both criteria

**0**

met 2023 jobs criteria

**0**

met living wage criteria

# Demand

In 2023 in the district service area, there were 36 jobs in the 2 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	15-1244	Network and Computer Systems Administrators	16	0	2	\$29.28
	15-1232	Computer User Support Specialists	20	3	2	\$22.88

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 1,139 awards annually across 31 programs aligned with all ICT/Digital Media occupations. At Lassen Community College District (CCD), an average of 3 awards were conferred each year, compared to 255 in the Far North subregion. The two programs that conferred awards at Lassen CCD were Geographic Information Systems (2) and Computer Infrastructure and Support (1). Approximately 1% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen 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)	-	26	56
Computer Infrastructure and Support (0708.00)	1	25	108

<b>Program Name (TOP)</b>	<b>Lassen CCD 3-Year Average (2021-2024)</b>	<b>Far North 3-Year Average (2021-2024)</b>	<b>NFN 3-Year Average (2021-2024)</b>
Computer Networking (0708.10)	-	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
Geographic Information Systems (2206.10)	2	9	25
Graphic Art and Design (1030.00)	0	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)	-	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	5

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

# LIFE SCIENCES AND BIOTECHNOLOGY

## Community College Supply

### Employment Demand

**75**

Jobs in 2023

**10**

Annual Openings

**0**

Awards

## 3 Life Sciences and Biotechnology Occupations

**83**  
Focus  
Occupations

**1**

met both criteria

**2**

met 2023 jobs criteria

**0**

met living wage criteria

# Demand

In 2023 in the district service area, there were 75 jobs in the 3 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	18	6	3	\$25.05
		Life, Physical, and Social Science Technicians, All Other	34	(2)	4	\$18.23
2023 Jobs	19-4021	Biological Technicians	23	(1)	3	\$17.29

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 Lassen 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)	Lassen CCD 3-Year Average (2021-2024)	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



## Community College Supply

### Employment Demand

**102**

Jobs in 2023

**13**

Annual Openings

**8**

Awards

## 3 Other/Unassigned Occupations

**83**  
Focus  
Occupations

**1**

met both criteria

**2**

met 2023 jobs criteria

**0**

met living wage criteria

# Demand

In 2023 in the district service area, there were 102 jobs in the 3 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	17	1	3	\$22.68
2023 Jobs	43-4031	Court, Municipal, and License Clerks	66	(6)	6	\$21.11
	39-9031	Exercise Trainers and Group Fitness Instructors	19	0	4	\$18.29

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 Lassen Community College District (CCD), an average of 8 awards were conferred each year, compared to 94 in the Far North subregion. The only program at Lassen CCD that conferred awards was Other Engineering and Related Industrial Technologies, with an average of 8 awards annually. Approximately 9% of all awards in the Far North subregion were conferred by Lassen CCD.

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

Program Name (TOP)	Lassen CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-24)	NFN 3-Year Average (2021-24)
Fitness Trainer (0835.20)	-	2	4
Human Services (2104.00)	0	64	144
Library Technician (Aide) (1602.00)	-	-	19
Other Engineering and Related Industrial Technologies (0999.00)	8	27	28
Paralegal (1402.00)	-	-	88
Technical Theater (1006.00)	-	1	6

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

# PUBLIC SAFETY

## Community College Supply

### Employment Demand

**834**  
Jobs in 2023

**67**  
Annual Openings



### 10 Public Safety 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 834 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	33-3012	Correctional Officers and Jailers	357	(83)	27	\$32.89
	33-3051	Police and Sheriff's Patrol Officers	140	1	11	\$29.26
	33-2011	Firefighters	131	1	10	\$21.63
	33-1011	First-Line Supervisors of Correctional Officers	67	(15)	5	\$53.24
	43-5031	Public Safety Telecommunicators	24	0	2	\$21.30
	33-1012	First-Line Supervisors of Police and Detectives	29	0	2	\$43.11
2023 Jobs	33-9032	Security Guards	41	5	7	\$16.08
Living Wage	33-1021	First-Line Supervisors of Firefighting and Prevention Workers	22	1	1	\$31.90
	33-9093	Transportation Security Screeners	11	0	1	\$25.87
	33-3021	Detectives and Criminal Investigators	12	1	1	\$34.09

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 Lassen Community College District (CCD), an average of 27 awards were conferred each year, compared to 709 in the Far North subregion. The two programs at Lassen CCD that conferred awards were Fire Technology (14) and Administration of Justice (13). Approximately 4% of all awards in the Far North subregion were conferred by Lassen CCD.

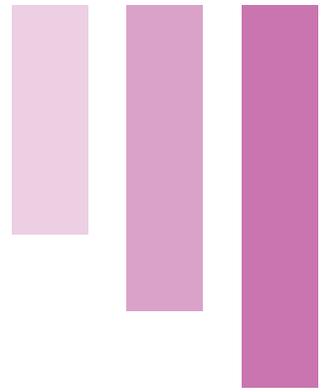
**Exhibit 28: Awards (degrees and certificates) from community college programs aligned with the Public Safety occupations**

Program Name (TOP)	Lassen CCD 3-Year Average (2021-24)	Far North 3-Year Average (2021-24)	NFN 3-Year Average (2021-24)
Administration of Justice (2105.00)	13	217	655
Corrections (2105.10)	-	-	5
Fire Academy (2133.50)	-	313	407
Fire Technology (2133.00)	14	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



## Community College Supply

### Employment Demand

**200**

Jobs in 2023

**26**

Annual Openings

**0**

Awards

## 3 Retail, Hospitality, and Tourism Occupations

**83**  
Focus  
Occupations

**0**

met both criteria

**3**

met 2023 jobs criteria

**0**

met living wage criteria

# Demand

In 2023 in the district service area, there were 200 jobs in the 3 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	113	9	13	\$16.98
	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	65	1	10	\$16.79
	11-9051	Food Service Managers	22	0	3	\$18.90

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. There were no awards conferred at Lassen Community College District (CCD), but there were 79 conferred in the Far North subregion. Approximately 40% of all awards in the North Far North region were conferred by other community colleges in the Far North subregion.

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

Program Name (TOP)	Lassen CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Culinary Arts (1306.30)	-	12	50
Family and Consumer Sciences, General (1301.00)	-	49	49
Fashion (1303.00)	-	0	11
Fashion Design (1303.10)	-	-	8
Fashion Merchandising (1303.20)	-	3	10
Hospitality (1307.00)	-	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)	-	12	14

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



# STRONG WORKFORCE PROGRAM DATA

## CTE STUDENT COUNTS

<b>1,519</b>	<b>23,055</b>	<b>92,358</b>
Lassen CCD	Far North	North Far North

## CTE AWARDS (2021-2024 AVERAGE)

<b>117</b>	<b>3,871</b>	<b>11,228</b>
Lassen CCD	Far North	North Far North

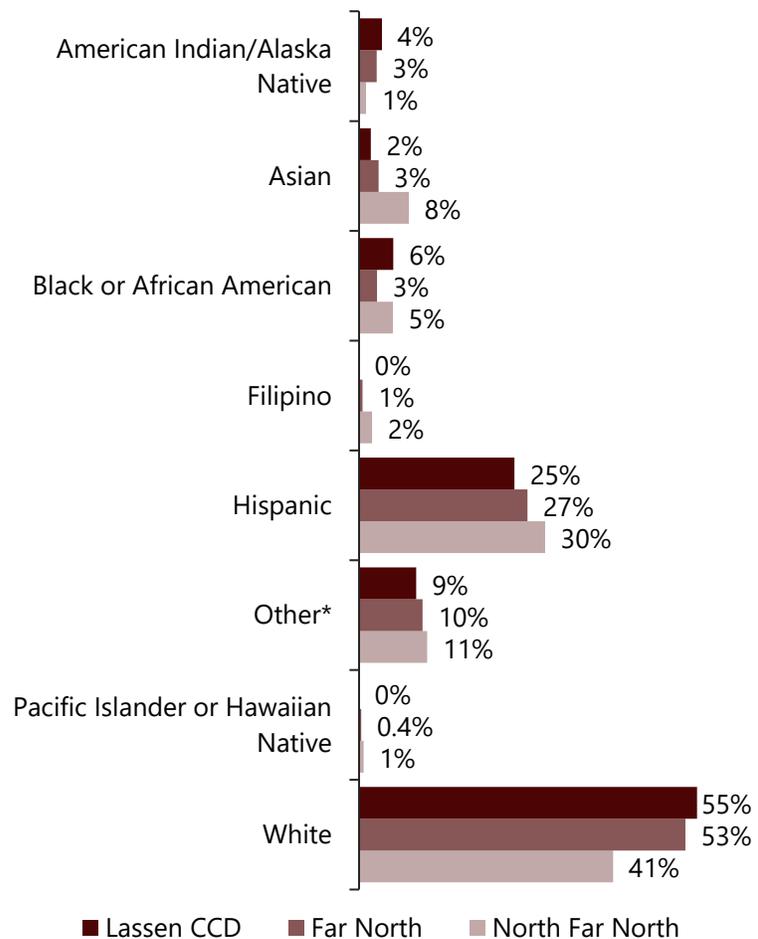
### SWP OUTCOMES SUMMARY: TOP PERFORMING PROGRAM AREAS

MEDIAN ANNUAL EARNINGS AFTER EXIT	Other Engineering and Related Industrial Tech. (0999.00)	\$167,268
	Administration of Justice (2105.00)	\$127,964
	Fire Academy (2133.50)	\$108,748
MEDIAN CHANGE IN EARNINGS	Fire Academy (2133.50)	166%
	Wildland Fire Technology (2133.10)	136%
	Administration of Justice (2105.00)	22%
ATTAINED A LIVING WAGE	Fire Academy (2133.50)	95%
	Other Engineering and Related Industrial Tech. (0999.00)	92%
	Administration of Justice (2105.00)	90%

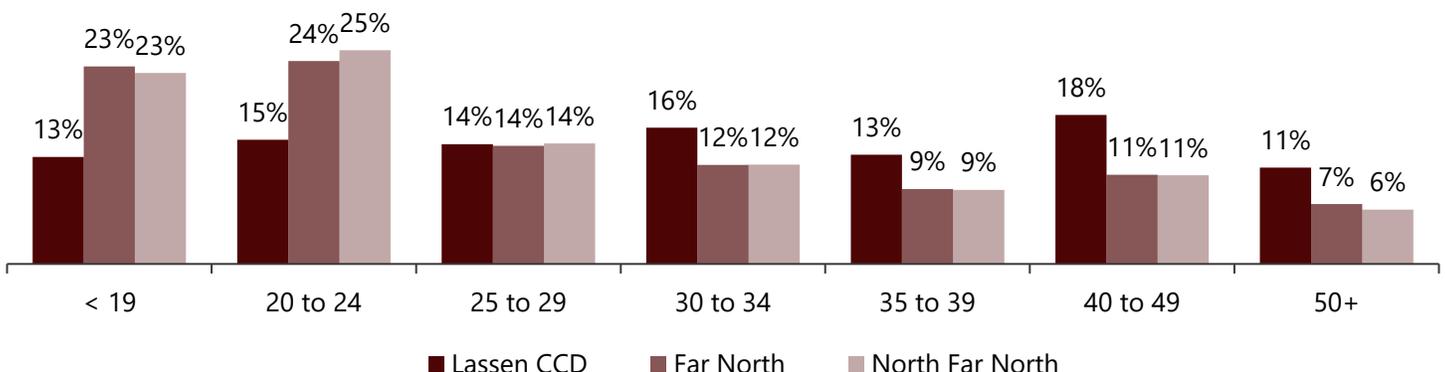
### GENDER

	Female	Male	Non-Binary	Unknown/Masked
Lassen CCD	25%	73%	0%	2%
Far North	51%	47%	1%	2%
North Far North	48%	50%	1%	2%

### RACE/ETHNICITY



### AGE



# CONCLUSION

This report identifies key focus occupations across each sector in Lassen, Modoc, and Sierra 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 Lassen 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 83 focus occupations, which accounted for 41% of all jobs in 2023 and are projected to generate 671 annual openings through 2028. These occupations span 12 CCCC sectors, with Business and Entrepreneurship representing the largest share (17 occupations) and 2023 job volume (1,256). Health had the highest projected change in jobs (17%) and annual openings (189), while Public Safety offers the highest entry-level wage at \$31.24 per hour.

Notably, 11 of the 12 sectors show a partial undersupply of educational awards relative to job openings. Among the sectors, Health boasts the most substantial gap (159), followed by Business and Entrepreneurship (123); Advanced Manufacturing shows an oversupply (-4).

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, 83 met one of the three criteria identified for this report, representing 10% of the total number of occupations in the BLS SOC system that qualified.

The 83 occupations analyzed in this report comprise 41% of all Lassen, Modoc, and Sierra Counties’ jobs in 2023 and 39% of its annual openings. Exhibit 31 visualizes the total number of occupations compared to those analyzed in this report by CCCCCO 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	3	3%
Advanced Transportation and Logistics	62	9	15%
Agriculture, Water, and Environmental Technologies	42	4	10%
Business and Entrepreneurship	101	17	17%
Education and Human Development	35	3	9%
Energy, Construction, and Utilities	113	11	10%
Health	101	15	15%
ICT/Digital Media	49	2	4%
Life Sciences and Biotechnology	8	3	38%
Other/Unassigned	102	3	3%
Public Safety	29	10	34%
Retail, Hospitality, and Tourism	50	3	6%
<b>Grand Total</b>	<b>796</b>	<b>83</b>	<b>10%</b>

# 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 (25<sup>th</sup> 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.



### **Important Disclaimers**

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. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

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