



2025

MENDOCINO-LAKE 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 Mendocino-Lake Community College District (Mendocino-Lake CCD) serves as an educational hub in Mendocino and Lake Counties, offering a variety of programs to meet the diverse needs of students and the region's workforce. The district operates **Mendocino College**, with its main campus located in **Ukiah (Mendocino County)**. In addition to the main campus, the district maintains three sites: **Lake Center** (Lakeport, Lake County), **North County Center** (Willits, Mendocino County), and **Coast Center** (Fort Bragg, Mendocino County).

Through these sites, the district provides education and training opportunities that support student success, economic development, and community engagement across the predominantly rural region of California's Far North.

"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 (Mendocino and Lake Counties) accounted for 56,599 out of nearly 1.7 million jobs in 2023, representing 3% of all jobs in the North Far North Region.¹ The number of jobs in the district service area is expected to grow by 5% through 2028, resulting in 7,595 projected annual openings.

District Service Area: Key Facts



56,599

Number of Jobs
in 2023



+3,047

5-Year Change
in Jobs through
2028



5%

5-Year Percent
Change in Jobs



7,595

Annual
Openings
(2023-2028)



7,456

Business
Establishments



189 of 796

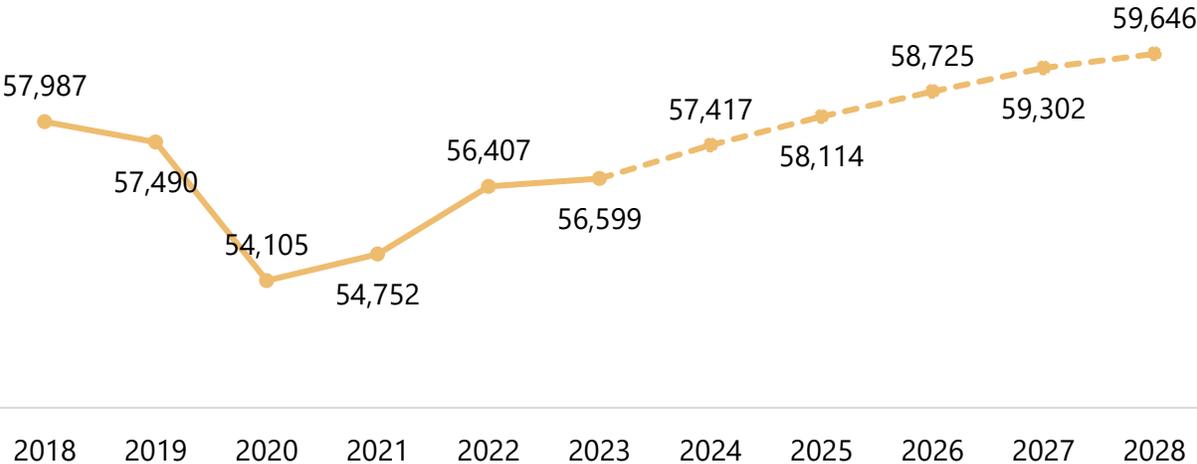
Occupations meet or
exceed the Living Wage
(\$23.08/hour)

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 (Mendocino and Lake Counties) decreased from 57,987 jobs to 56,599 (Exhibit 1). Employment is projected to increase to 59,646 jobs by 2028, representing the addition of more than 3,000 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 25,205 out of 56,599 jobs, constituting 45% of the total workforce in the district service area (Mendocino and Lake Counties) (Exhibit 3).

Exhibit 2: Number of occupations by skill level

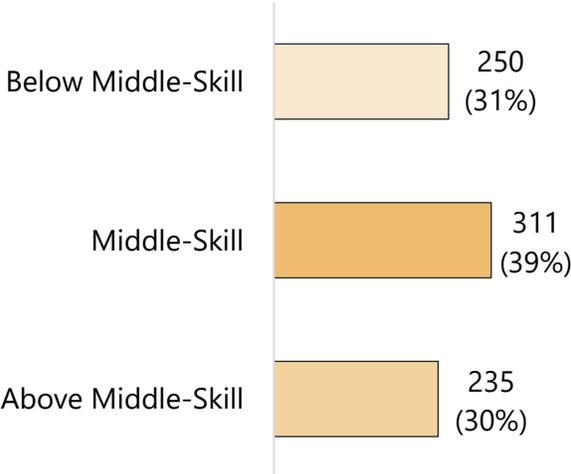
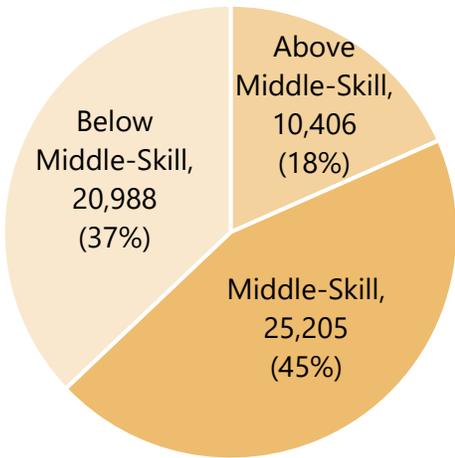


Exhibit 3: Share of 2023 jobs by skill level



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

Focus Occupations

This section of the report highlights 140 "focus occupations," representing 18% 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 \$23.08/hour in Mendocino County, or both. Collectively, these 140 jobs accounted for 23,540 jobs in 2023, making them a critical component of the district service area (Mendocino and Lake Counties) workforce.

23,540

Number of
2023 Jobs in Focus
Occupations

3,077

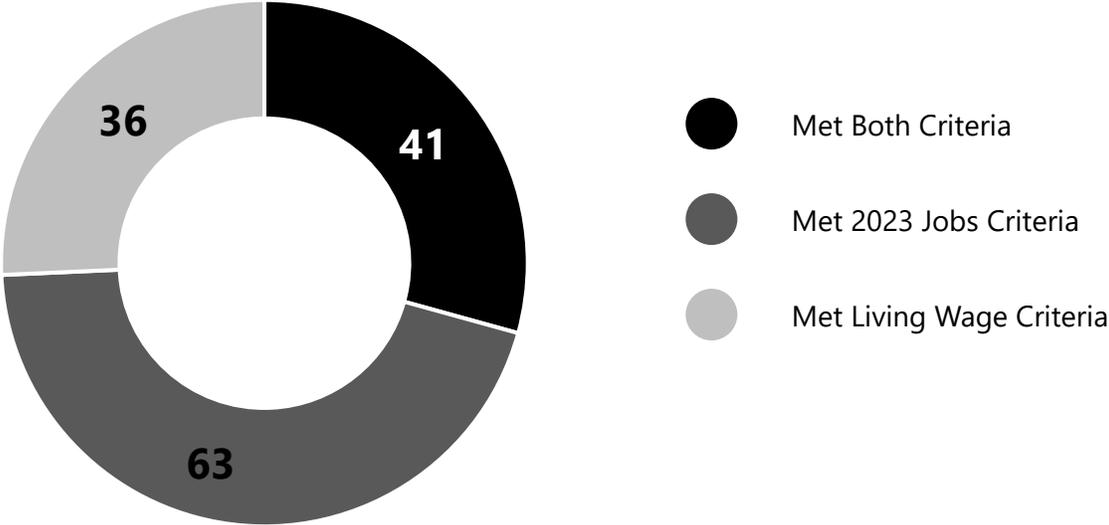
Annual Openings in Focus
Occupations
(2023-2028)

42%

Share of Total Jobs in 2023

These focus occupations underscore their importance by comprising 42% of all jobs in 2023 (Mendocino and Lake Counties) and demonstrating strong growth potential, with 3,077 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.

140
Occupations



Focus Occupations by CCCCCO Sector

The 140 focus occupations identified in this report span the 12 CCCCCO sectors, with the Health sector accounting for 26 occupations, the most of any sector. The Health sector also had the highest number of jobs in 2023 (7,891), the highest projected change in jobs (14%), and annual job openings (1,273). The Public Safety sector had the highest weighted entry-level hourly wage (\$29.94) of all sectors. Exhibit 4 shows the sectors represented by these 140 occupations, sorted alphabetically by sector.

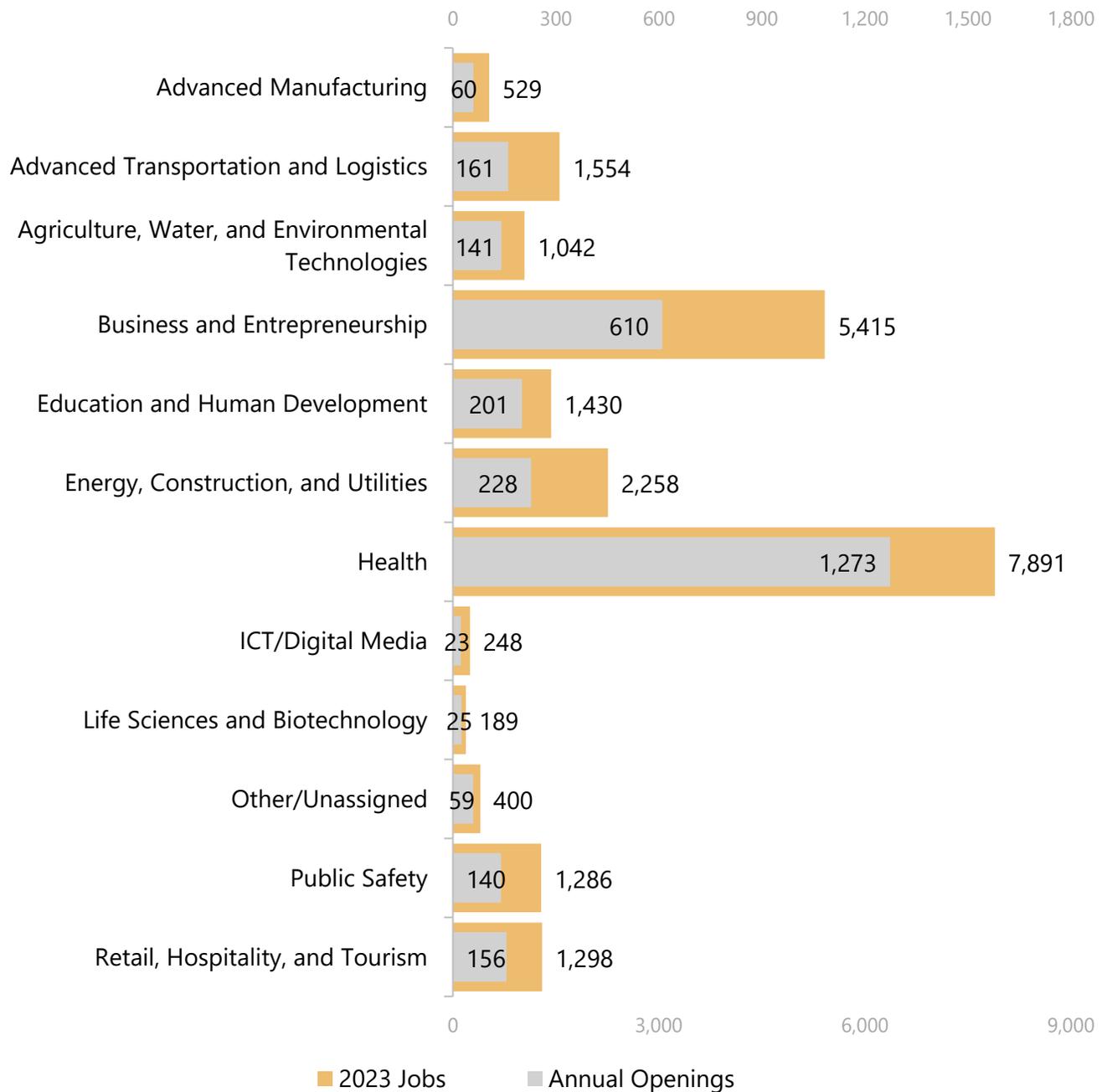
Exhibit 4: Current employment, projected occupational demand, and entry-level wages of focus occupations by CCCCCO sector

Sector	Number of Focus Occupations	2023 Jobs	5-Year Change	5-Year % Change	Annual Openings	Entry-Level Hourly Wage
Advanced Manufacturing	12	529	51	10%	60	\$24.31
Advanced Transportation and Logistics	13	1,554	31	2%	161	\$22.89
Agriculture, Water, and Environmental Technologies	8	1,042	20	2%	141	\$16.72
Business and Entrepreneurship	21	5,415	115	2%	610	\$22.43
Education and Human Development	4	1,430	15	1%	201	\$18.31
Energy, Construction, and Utilities	20	2,258	73	3%	228	\$24.53
Health	26	7,891	1,113	14%	1,273	\$21.79
ICT/Digital Media	7	248	13	5%	23	\$24.46
Life Sciences and Biotechnology	5	189	22	12%	25	\$21.24
Other/Unassigned	7	400	16	4%	59	\$21.82
Public Safety	11	1,286	116	9%	140	\$29.94
Retail, Hospitality, and Tourism	6	1,298	0	0%	156	\$19.54
Total	140	23,540	1585	7%	3,077	\$22.24

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. Health had the highest number of jobs (7,891) and the highest number of job openings (1,273), while sectors like 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 Mendocino-Lake Community College District is compared to the annual openings (demand) of the 140 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 (1,234), followed by Business and Entrepreneurship (503); ICT/Digital Media shows the lowest gap (12).

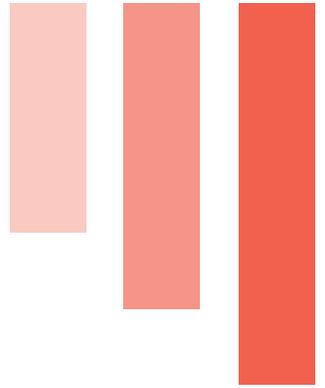
Supply data reflects only community college awards and does not include completions from non-community college institutions, providing a partial view of the total workforce supply. Exhibit 6 shows the breakdown of annual openings compared to supply by sector.

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

Sector	Annual Openings	Mendocino-Lake CCD 3-Year Average (2021-2024)
Advanced Manufacturing	60	0
Advanced Transportation and Logistics	161	8
Agriculture, Water, and Environmental Technologies	141	2
Business and Entrepreneurship	610	107
Education and Human Development	201	30
Energy, Construction, and Utilities	228	1
Health	1,273	39
ICT/Digital Media	23	11
Life Sciences and Biotechnology	25	0
Other/Unassigned	59	13
Public Safety	140	16
Retail, Hospitality, and Tourism	156	2

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

529

Jobs in 2023

60

Annual Openings

0

Awards

**12 Advanced
Manufacturing
Occupations**

140
Focus
Occupations

4

met both criteria

4

met 2023 jobs criteria

4

met living wage criteria

Demand

In 2023 in the district service area, there were 529 jobs in the 12 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	149	14	17	\$24.50
	49-9041	Industrial Machinery Mechanics	72	8	8	\$26.35
	49-9044	Millwrights	32	5	4	\$25.99
	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	22	4	2	\$33.36
2023 Jobs	51-4121	Welders, Cutters, Solderers, and Brazers	109	5	12	\$21.48
	51-5112	Printing Press Operators	32	3	4	\$19.22
	51-4041	Machinists	27	2	3	\$20.81
	51-9161	Computer Numerically Controlled Tool Operators	28	1	3	\$22.01
Living Wage	51-9011	Chemical Equipment Operators and Tenders	14	4	2	\$24.70
	49-9043	Maintenance Workers, Machinery	17	2	2	\$23.25
	17-3023	Electrical and Electronic Engineering Technologists and Technicians	17	1	2	\$29.64
	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	10	1	1	\$31.42

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 497 awards annually across 13 programs aligned with all Advanced Manufacturing occupations. There were no awards conferred at Mendocino-Lake Community College District (CCD), but there were 274 conferred in the Far North subregion. Approximately 55% of all awards in the North Far North region were conferred by other community colleges in the Far North subregion.

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

Program Name (TOP)	Mendocino-Lake 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
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)	-	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)	-	198	282

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

ADVANCED TRANSPORTATION AND LOGISTICS

Community College Supply

Employment Demand

1,554

Jobs in 2023

161

Annual Openings

8

Awards

13 Advanced Transportation and Logistics Occupations

4

met both criteria

5

met 2023 jobs criteria

4

met living wage criteria

140
Focus
Occupations

Demand

In 2023 in the district service area, there were 1,554 jobs in the 13 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	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	187	10	18	\$28.90
	43-5061	Production, Planning, and Expediting Clerks	69	9	9	\$23.76
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	64	3	6	\$25.71
	11-3071	Transportation, Storage, and Distribution Managers	58	2	5	\$33.59
2023 Jobs	53-3032	Heavy and Tractor-Trailer Truck Drivers	527	(8)	55	\$21.48
	49-3023	Automotive Service Technicians and Mechanics	246	(14)	22	\$17.88
	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	161	8	18	\$22.43
	53-3052	Bus Drivers, Transit and Intercity	86	12	14	\$20.21
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	89	3	8	\$22.01
Living Wage	13-1081	Logisticians	28	3	3	\$27.02
	49-3043	Rail Car Repairers	13	2	1	\$30.00
	53-2012	Commercial Pilots	11	1	1	\$32.38
	49-3011	Aircraft Mechanics and Service Technicians	15	0	1	\$27.26

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 Mendocino-Lake Community College District (CCD), an average of 8 awards were conferred each year, compared to 120 in the Far North subregion. The only program at Mendocino-Lake CCD that conferred awards was Automotive Technology, with an average of 8 awards annually. Approximately 7% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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)	8	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

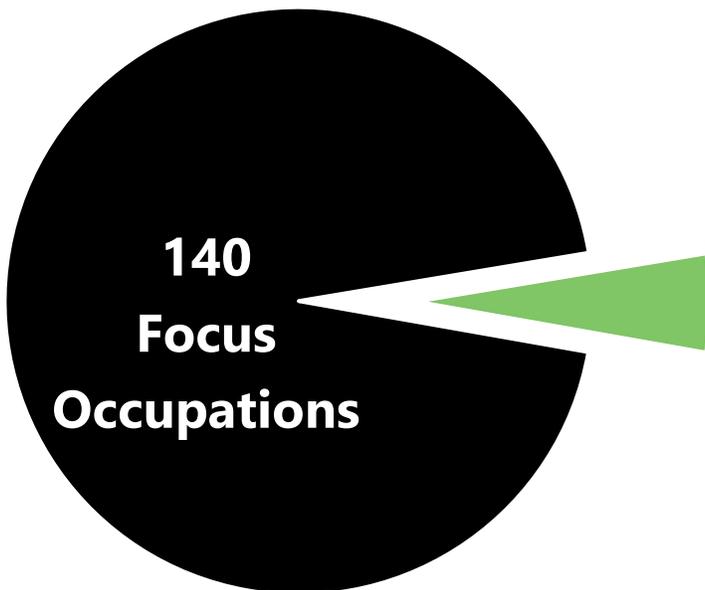
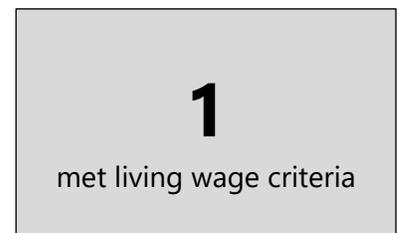
AGRICULTURE, WATER, AND ENVIRONMENTAL TECHNOLOGIES



Community College Supply



8 Agriculture, Water, and Environmental Technologies Occupations



Demand

In 2023 in the district service area, there were 1,042 jobs in the 8 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
2023 Jobs	45-4011	Forest and Conservation Workers	169	14	34	\$15.53
	11-9013	Farmers, Ranchers, and Other Agricultural Managers	339	(20)	34	\$15.50
	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	154	8	22	\$16.60
	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	142	8	16	\$17.35
	19-4071	Forest and Conservation Technicians	119	0	15	\$18.87
	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	63	5	14	\$16.30
	29-2056	Veterinary Technologists and Technicians	40	3	4	\$20.07
Living Wage	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	16	2	2	\$27.50

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 Mendocino-Lake Community College District (CCD), an average of 2 awards were conferred each year, compared to 210 in the Far North subregion. The only program at Mendocino-Lake CCD that conferred awards was Horticulture, with an average of 2 awards annually. Approximately 1% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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)	-	30	38
Agriculture Technology and Sciences, General (0101.00)	0	50	79
Animal Science (0102.00)	-	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)	2	9	17
Landscape Design and Maintenance (0109.10)	0	1	9
Natural Resources (0115.00)	0	15	47
Nursery Technology (0109.30)	0	0	1

Program Name (TOP)	Mendocino-Lake 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)	-	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

5,415

Jobs in 2023

610

Annual Openings

107

Awards

21 Business and Entrepreneurship Occupations

6

met both criteria

12

met 2023 jobs criteria

3

met living wage criteria

140
Focus
Occupations

Demand

In 2023 in the district service area, there were 5,415 jobs in the 21 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	777	55	75	\$35.85
	43-1011	First-Line Supervisors of Office and Administrative Support Workers	422	6	42	\$24.96
	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	273	3	25	\$23.35
	43-6011	Executive Secretaries and Executive Administrative Assistants	116	(6)	12	\$23.93
	43-3051	Payroll and Timekeeping Clerks	80	(1)	8	\$23.36
	11-3012	Administrative Services Managers	80	6	7	\$33.51
2023 Jobs	43-9061	Office Clerks, General	847	15	106	\$17.80
	43-3031	Bookkeeping, Accounting, and Auditing Clerks	596	(2)	70	\$20.24
	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	584	1	67	\$20.32
	43-4051	Customer Service Representatives	431	20	63	\$18.33
	43-4171	Receptionists and Information Clerks	240	13	35	\$16.78
	39-5012	Hairdressers, Hairstylists, and Cosmetologists	202	(13)	27	\$10.71
	41-3021	Insurance Sales Agents	131	16	14	\$20.87

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	11-9141	Property, Real Estate, and Community Association Managers	140	0	11	\$20.95
	41-9099	Sales and Related Workers, All Other	80	3	11	\$17.51
	41-9022	Real Estate Sales Agents	130	(3)	11	\$17.02
	43-3071	Tellers	89	(6)	9	\$18.51
	13-1028	Buyers and Purchasing Agents	88	1	8	\$22.83
Living Wage	13-1051	Cost Estimators	46	2	4	\$31.07
	11-3013	Facilities Managers	45	4	4	\$30.85
	13-1031	Claims Adjusters, Examiners, and Investigators	18	0	1	\$28.81

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 2,799 awards annually across 15 programs aligned with all Business and Entrepreneurship occupations. At Mendocino-Lake Community College District (CCD), an average of 107 awards were conferred each year, compared to 753 in the Far North subregion. The top-producing program at Mendocino-Lake CCD was Business Management, with an average of 43 awards annually. Approximately 14% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Accounting (0502.00)	36	132	476
Advertising (0509.10)	-	-	0
Business Administration (0505.00)	18	252	1,406
Business and Commerce, General (0501.00)	-	153	329
Business Management (0506.00)	43	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)	5	12	81
Small Business and Entrepreneurship (0506.40)	5	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

1,430

Jobs in 2023

201

Annual Openings

30

Awards

4 Education and Human Development Occupations

140
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 1,430 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	783	73	109	\$19.24
	39-9011	Childcare Workers	433	(68)	66	\$15.51
	25-2011	Preschool Teachers, Except Special Education	163	3	19	\$18.87
Living Wage	25-2012	Kindergarten Teachers, Except Special Education	51	6	7	\$26.00

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 Mendocino-Lake Community College District (CCD), an average of 30 awards were conferred each year, compared to 362 in the Far North subregion. The only program at Mendocino-Lake CCD that conferred awards was Child Development/Early Care and Education, with an average of 30 awards annually. Approximately 8% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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)	30	314	1,030
Children with Special Needs (1305.20)	-	-	3

Program Name (TOP)	Mendocino-Lake 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
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

Community College Supply

Employment Demand

2,258

Jobs in 2023

228

Annual Openings

1

Awards

20 Energy,

Construction, and Utilities

Occupations

140
Focus
Occupations

9

met both criteria

8

met 2023 jobs criteria

3

met living wage criteria

Demand

In 2023 in the district service area, there were 2,258 jobs in the 20 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	257	23	27	\$26.19
	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	258	6	24	\$30.75
	47-2111	Electricians	193	10	21	\$23.85
	51-8031	Water and Wastewater Treatment Plant and System Operators	138	6	14	\$27.24
	49-9051	Electrical Power-Line Installers and Repairers	71	7	7	\$48.51
	47-4011	Construction and Building Inspectors	49	4	7	\$25.69
	49-9052	Telecommunications Line Installers and Repairers	50	9	6	\$34.65
	51-8013	Power Plant Operators	51	4	5	\$31.52
	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	32	6	5	\$23.37
2023 Jobs	47-2031	Carpenters	572	(31)	47	\$20.00
	47-2152	Plumbers, Pipefitters, and Steamfitters	138	2	13	\$22.19
	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	80	10	11	\$20.72
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	100	4	10	\$20.40

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
2023 Jobs	49-9099	Installation, Maintenance, and Repair Workers, All Other	83	3	9	\$18.87
	51-8021	Stationary Engineers and Boiler Operators	57	5	7	\$18.07
	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	43	3	5	\$18.78
	51-7011	Cabinetmakers and Bench Carpenters	40	(2)	4	\$17.39
Living Wage	17-3031	Surveying and Mapping Technicians	20	2	3	\$24.44
	47-2071	Paving, Surfacing, and Tamping Equipment Operators	15	1	2	\$24.33
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	11	1	1	\$33.93

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 Mendocino-Lake Community College District (CCD), an average of 1 award was conferred each year, compared to 111 in the Far North subregion. The only program at Mendocino-Lake CCD that conferred award(s) was Mill and Cabinet Work, with an average of 1 award annually. Approximately 1% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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

Program Name (TOP)	Mendocino-Lake CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
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)	0	7	7
Environmental Control Technology (0946.00)	-	34	84
Mill and Cabinet Work (0952.50)	1	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

7,891

Jobs in 2023

1,273

Annual Openings

39

Awards

26 Health Occupations

Jobs in 2023

Annual Openings

140
Focus
Occupations

5

met both criteria

12

met 2023 jobs criteria

9

met living wage criteria

Demand

In 2023 in the district service area, there were 7,891 jobs in the 26 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	893	127	77	\$50.36
	29-2061	Licensed Practical and Licensed Vocational Nurses	177	21	18	\$31.30
	29-2034	Radiologic Technologists and Technicians	51	9	5	\$39.03
	29-1126	Respiratory Therapists	54	8	4	\$37.05
	29-1292	Dental Hygienists	57	(1)	4	\$49.63
2023 Jobs	31-1128	Home Health and Personal Care Aides	4,657	754	890	\$15.60
	31-1131	Nursing Assistants	328	43	58	\$20.06
	31-9092	Medical Assistants	323	36	50	\$18.30
	21-1093	Social and Human Service Assistants	276	35	37	\$19.80
	43-6013	Medical Secretaries and Administrative Assistants	284	21	35	\$17.61
	31-9091	Dental Assistants	157	(4)	21	\$22.95
	29-2052	Pharmacy Technicians	135	8	14	\$22.68
	31-9011	Massage Therapists	67	4	10	\$15.40
	31-9099	Healthcare Support Workers, All Other	55	5	8	\$20.23
	21-1094	Community Health Workers	63	7	8	\$19.76
	29-2042	Emergency Medical Technicians	58	8	6	\$20.09
	29-2072	Medical Records Specialists	64	7	6	\$18.66

Criteria Met	SOC	Occupation	2023 Jobs	5-Year Change	Annual Openings	Entry-Level Hourly Wage
Living Wage	31-2021	Physical Therapist Assistants	22	3	4	\$33.89
	31-2011	Occupational Therapy Assistants	22	2	4	\$38.50
	29-2055	Surgical Technologists	28	5	3	\$26.46
	29-2043	Paramedics	35	5	3	\$30.36
	29-2032	Diagnostic Medical Sonographers	25	4	2	\$44.43
	29-2053	Psychiatric Technicians	17	3	2	\$30.38
	29-2031	Cardiovascular Technologists and Technicians	18	2	2	\$45.31
	29-9021	Health Information Technologists and Medical Registrars	12	2	1	\$25.59
	29-9099	Healthcare Practitioners and Technical Workers, All Other	13	1	1	\$35.93

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 Mendocino-Lake Community College District (CCD), an average of 39 awards were conferred each year, compared to 904 in the Far North subregion. The top-producing program at Mendocino-Lake CCD was Registered Nursing, with an average of 24 awards annually. Approximately 4% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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)	4	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)	-	108	153
Medical Assisting (1208.00)	-	16	63
Medical Laboratory Technology (1205.00)	-	-	12

Program Name (TOP)	Mendocino-Lake 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)	-	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)	24	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

248

Jobs in 2023

23

Annual Openings

11

Awards

7 ICT/Digital Media Occupations

140
Focus
Occupations

3

met both criteria

2

met 2023 jobs criteria

2

met living wage criteria

Demand

In 2023 in the district service area, there were 248 jobs in the 7 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	83	7	7	\$25.03
	15-1244	Network and Computer Systems Administrators	33	3	3	\$33.53
	15-1231	Computer Network Support Specialists	23	2	2	\$29.48
2023 Jobs	27-4021	Photographers	57	(5)	5	\$15.57
	27-2011	Actors	22	3	3	\$15.60
Living Wage	27-4011	Audio and Video Technicians	16	1	2	\$28.24
	15-1241	Computer Network Architects	14	2	1	\$36.83

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 Mendocino-Lake Community College District (CCD), an average of 11 awards were conferred each year, compared to 255 in the Far North subregion. The programs with the highest number of awards conferred at Mendocino-Lake CCD were Commercial Music and Digital Media, with an average of 3 awards annually (each). Approximately 4% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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)	3	7	45
Computer Graphics and Digital Imagery (0614.60)	-	-	4
Computer Information Systems (0702.00)	1	26	56
Computer Infrastructure and Support (0708.00)	-	25	108
Computer Networking (0708.10)	1	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	3	65
Electronic Game Design (0614.20)	-	-	7
Film Production (0612.20)	-	-	19

Program Name (TOP)	Mendocino-Lake CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Geographic Information Systems (2206.10)	-	9	25
Graphic Art and Design (1030.00)	-	21	92
Information Technology, General (0701.00)	1	1	42
Journalism (0602.00)	-	4	28
Multimedia (0614.10)	-	9	44
Office Technology/Office Computer Applications (0514.00)	1	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	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

189

Jobs in 2023

25

Annual Openings

0

Awards

5 Life Sciences and Biotechnology Occupations

140
Focus
Occupations

1

met both criteria

3

met 2023 jobs criteria

1

met living wage criteria

Demand

In 2023 in the district service area, there were 189 jobs in the 5 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	51	8	5	\$23.88
2023 Jobs	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	76	6	10	\$18.78
	19-4099	Life, Physical, and Social Science Technicians, All Other	34	2	5	\$20.98
	19-4031	Chemical Technicians	17	3	3	\$22.30
Living Wage	49-9062	Medical Equipment Repairers	11	2	2	\$23.38

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 45 awards annually across 3 programs aligned with all Life Sciences and Biotechnology occupations. There were no awards conferred by Mendocino-Lake 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)	Mendocino-Lake 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

400

Jobs in 2023

59

Annual Openings

13

Awards

7 Other/Unassigned Occupations

140
Focus
Occupations

2

met both criteria

3

met 2023 jobs criteria

2

met living wage criteria

Demand

In 2023 in the district service area, there were 400 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	63	(3)	7	\$26.49
	27-3091	Interpreters and Translators	35	0	4	\$24.39
2023 Jobs	39-9031	Exercise Trainers and Group Fitness Instructors	111	9	23	\$16.50
	43-4031	Court, Municipal, and License Clerks	97	12	12	\$21.44
	25-4031	Library Technicians	42	3	8	\$19.46
Living Wage	43-6012	Legal Secretaries and Administrative Assistants	32	(5)	3	\$23.87
	11-9131	Postmasters and Mail Superintendents	20	1	2	\$36.85

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 Mendocino-Lake Community College District (CCD), an average of 13 awards were conferred each year, compared to 94 in the Far North subregion. The top-producing program at Mendocino-Lake CCD was Human Services, with an average of 12 awards annually. Approximately 14% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake 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)	12	64	144
Library Technician (Aide) (1602.00)	-	-	19
Other Engineering and Related Industrial Technologies (0999.00)	-	27	28
Paralegal (1402.00)	-	-	88
Technical Theater (1006.00)	1	1	6

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



PUBLIC SAFETY

Community College Supply

Employment Demand

1,286

Jobs in 2023

140

Annual Openings

16

Awards

11 Public Safety Occupations

4

met both criteria

1

met 2023 jobs criteria

6

met living wage criteria

140
Focus
Occupations

Demand

In 2023 in the district service area, there were 1,286 jobs in the 11 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	315	47	35	\$35.85
	33-3012	Correctional Officers and Jailers	315	10	30	\$29.64
	33-2011	Firefighters	221	29	23	\$24.26
	43-5031	Public Safety Telecommunicators	52	7	7	\$25.44
2023 Jobs	33-9032	Security Guards	200	(2)	27	\$17.94
Living Wage	33-1012	First-Line Supervisors of Police and Detectives	47	9	5	\$48.02
	33-1021	First-Line Supervisors of Firefighting and Prevention Workers	48	7	4	\$37.23
	33-1011	First-Line Supervisors of Correctional Officers	40	2	4	\$50.39
	33-3021	Detectives and Criminal Investigators	18	4	2	\$37.40
	33-9021	Private Detectives and Investigators	18	0	2	\$25.14
	33-1099	First-Line Supervisors of Protective Service Workers, All Other	12	1	1	\$27.04

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 Mendocino-Lake Community College District (CCD), an average of 16 awards were conferred each year, compared to 709 in the Far North subregion. The two programs at Mendocino-Lake CCD that conferred awards were Administration of Justice (15) and Fire Technology (1). Approximately 2% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

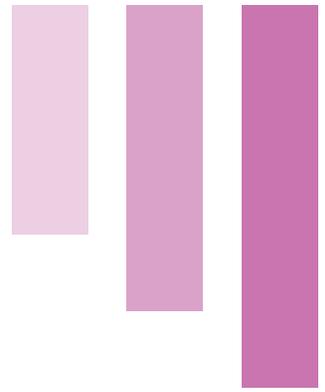
Exhibit 28: Awards (degrees and certificates) from community college programs aligned with the Public Safety occupations

Program Name (TOP)	Mendocino-Lake CCD 3-Year Average (2021-24)	Far North 3-Year Average (2021-24)	NFN 3-Year Average (2021-24)
Administration of Justice (2105.00)	15	217	655
Corrections (2105.10)	-	-	5
Fire Academy (2133.50)	-	313	407
Fire Technology (2133.00)	1	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

1,298

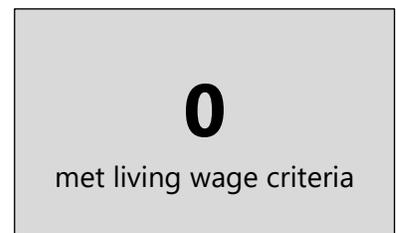
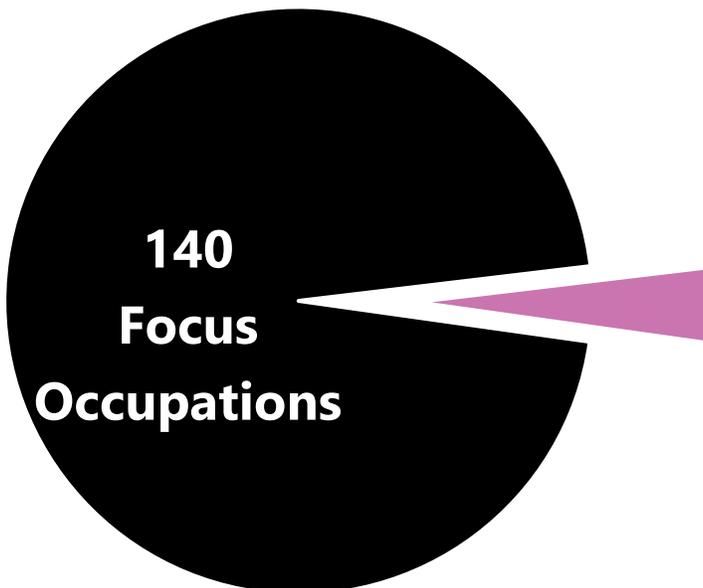
Jobs in 2023

156

Annual Openings



6 Retail, Hospitality, and Tourism Occupations



Demand

In 2023 in the district service area, there were 1,298 jobs in the 6 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
Both	11-9051	Food Service Managers	141	(4)	16	\$23.23
	35-1011	Chefs and Head Cooks	75	0	9	\$23.31
	11-9081	Lodging Managers	77	0	8	\$24.12
2023 Jobs	41-1011	First-Line Supervisors of Retail Sales Workers	551	(19)	54	\$18.40
	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	334	15	53	\$18.50
	37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	120	8	16	\$18.38

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 197 awards annually across 10 programs aligned with all Retail, Hospitality, and Tourism occupations. There were 2 awards conferred at Mendocino-Lake Community College District (CCD), compared to 79 in the Far North subregion. The two programs at Mendocino-Lake CCD that conferred awards were Culinary Arts (1) and Retail Store Operations and Management (1). Approximately 3% of all awards in the Far North subregion were conferred by Mendocino-Lake CCD.

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

Program Name (TOP)	Mendocino-Lake CCD 3-Year Average (2021-2024)	Far North 3-Year Average (2021-2024)	NFN 3-Year Average (2021-2024)
Culinary Arts (1306.30)	1	12	50
Family and Consumer Sciences, General (1301.00)	-	49	49
Fashion (1303.00)	0	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)	1	12	14

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



STRONG WORKFORCE PROGRAM DATA

CTE STUDENT COUNTS (2023-2024)

2,393	23,055	92,358
Mendocino-Lake	Far North	North Far North

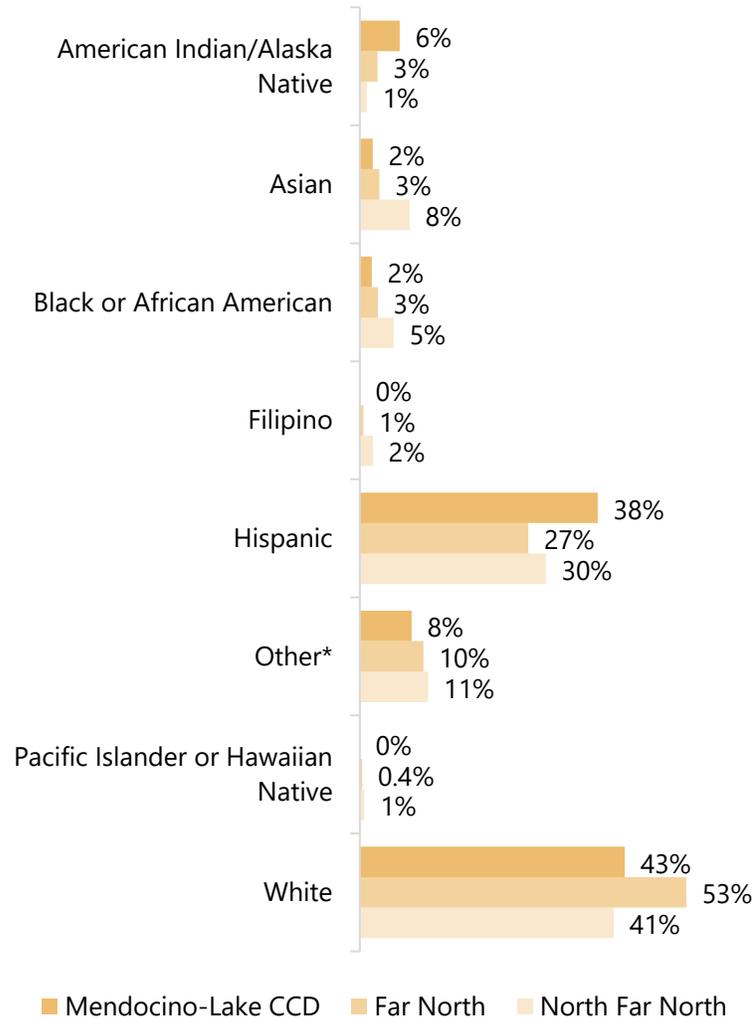
CTE AWARDS (2021-2024 AVERAGE)

229	3,871	11,228
Mendocino-Lake	Far North	North Far North

SWP OUTCOMES SUMMARY: TOP PERFORMING PROGRAM AREAS

MEDIAN ANNUAL EARNINGS AFTER EXIT	Registered Nursing (1230.10)	\$129,552
	Horticulture (0109.00)	\$56,320
	Accounting (0502.00)	\$49,772
	Physical Therapist Asst. (1222.00)	\$44,244
	Culinary Arts (1306.30)	\$44,152
MEDIAN CHANGE IN EARNINGS	Automotive Technology (0948.00)	241%
	Registered Nursing (1230.10)	198%
	Small Business and Entrepreneurship (0506.40)	135%
	Info. Tech., General (0701.00)	51%
	Administration of Justice (2105.00)	46%
ATTAINED A LIVING WAGE	Registered Nursing (1230.10)	100%
	Culinary Arts (1306.30)	76%
	Physical Therapist Asst. (1222.00)	76%
	Automotive Technology (0948.00)	75%
	Horticulture (0109.00)	74%

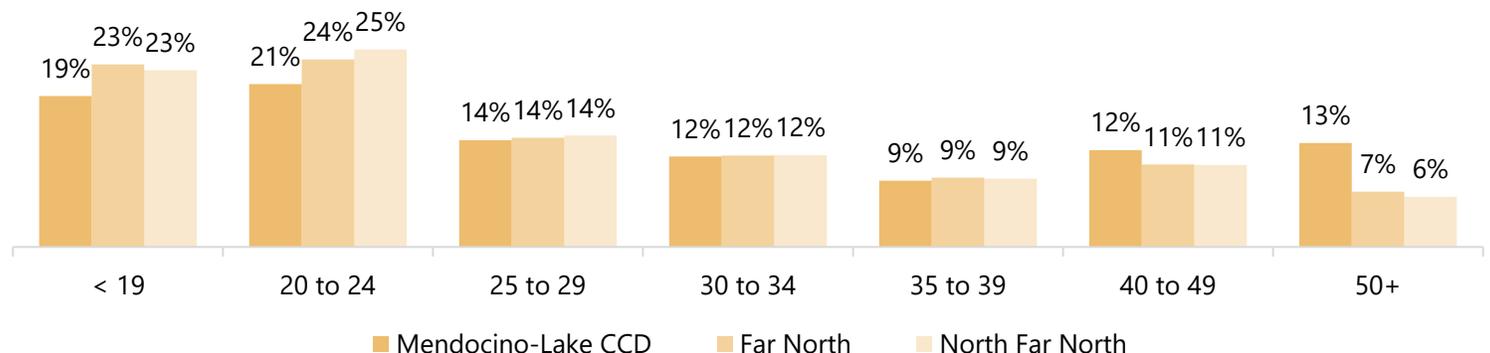
RACE/ETHNICITY



GENDER

	Female	Male	Non-Binary	Unknown/Masked
Mendocino-Lake	62%	37%	0%	1%
Far North	51%	47%	1%	2%
North Far North	48%	50%	1%	2%

AGE



CONCLUSION

This report identifies key focus occupations across each sector in Mendocino and Lake 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 Mendocino-Lake 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 140 focus occupations, which accounted for 42% of all jobs in 2023 and are projected to generate 3,077 annual openings through 2028. These occupations span 12 CCCC sectors, with Health representing the largest share (26 occupations), 2023 job volume (7,891), highest projected growth (14%), and annual openings (1,273), while Public Safety offers the highest entry-level wage at \$29.94 per hour.

Notably, all 12 sectors show a partial undersupply of educational awards relative to job openings. Among the sectors, Health boasts the most substantial gap (1,234), followed by Business and Entrepreneurship (503); ICT/Digital Media shows the lowest gap (12).

Two of the 12 sectors show no awards conferred – Advanced Manufacturing and Life Sciences and Biotechnology, suggesting areas where the district and workforce partners could consider focusing 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, 140 met one of the three criteria identified for this report, representing 18% of the total number of occupations in the BLS SOC system that qualified.

The 140 occupations analyzed in this report comprise 42% of all Mendocino and Lake Counties’ jobs in 2023 and 41% of its annual openings. Exhibit 31 visualizes the total number of occupations compared to those analyzed in this report by CCCC 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	12	12%
Advanced Transportation and Logistics	62	13	21%
Agriculture, Water, and Environmental Technologies	42	8	19%
Business and Entrepreneurship	101	21	21%
Education and Human Development	35	4	11%
Energy, Construction, and Utilities	113	20	18%
Health	101	26	26%
ICT/Digital Media	49	7	14%
Life Sciences and Biotechnology	8	5	63%
Other/Unassigned	102	7	7%
Public Safety	29	11	38%
Retail, Hospitality, and Tourism	50	6	12%
Grand Total	796	140	18%

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.



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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