# LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION


## INDUSTRIAL AND PRODUCT DESIGN
IN THE GREATER SACRAMENTO SUBREGION

June 2025

# TABLE OF CONTENTS



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# SUMMARY

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

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

Key findings include:

- The Greater Sacramento subregion held 1,136 Industrial and Product Design jobs in 2023. These jobs are projected to increase by 2% over the next five years, adding 19 new jobs to the subregion by 2028.
- Over the next five years, Industrial and Product Design jobs are projected to have 129 annual openings across the Greater Sacramento subregion.
- Analysis of wage data shows that earnings for Industrial and Product Design occupations range from $0.41 below to $6.05 above the Sacramento City College's living wage of $21.17 per hour. (See Appendix B for additional information about FY 2024 changes to the living wage.)
- Analysis of awards data shows that postsecondary training providers conferred an average of 242 awards in Industrial and Product Design programs over the last three academic years. 21 of these awards came from community colleges.

Recommendations include:

- **The North Far North Center of Excellence recommends <u>not</u> creating new programs at this time**. There is currently an oversupply of awards in the area, and the majority of entry-level jobs in the career pathway do not meet the living wage standard for a single working adult.

# INTRODUCTION

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

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

These middle-skill occupations require more education and training beyond a high school diploma but usually less than a four-year degree:

- Industrial Engineering Technologists and Technicians (17-3026)
- Machinists (51-4041)

Students who transfer and earn a four-year degree could pursue the following high-skill occupations:

- Commercial and Industrial Designers (27-1021)

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

- Manufacturing and Industrial Technology (0956.00)
- Machining and Machine Tools (0956.30)

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

- Machine Tool Technology/Machinist (48.0501)
- Machine Shop Technology/Assistant (48.0503)
- Design and Visual Communications, General (50.0401)
- Industrial and Product Design (50.0404)

Industrial and Product Designers develop and design commercially manufactured products, such as cars, toys, and other appliances, using a variety of materials. Machinist and Industrial Engineering Technician jobs are an entry point into the career because the fabrication of models using multiple media is often required. Significant overlap exists with the skills of Industrial and Product Designers and Computer-Aided Design and Drafting (CADD/CAD). A labor market analysis of that career pathway in the Greater Sacramento region was completed in March 2025.

# OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for the studied occupations in the selected subregion and across the 22-county North Far North region and California.[1] The projected growth across the occupations is less than the average for the Greater Sacramento region.

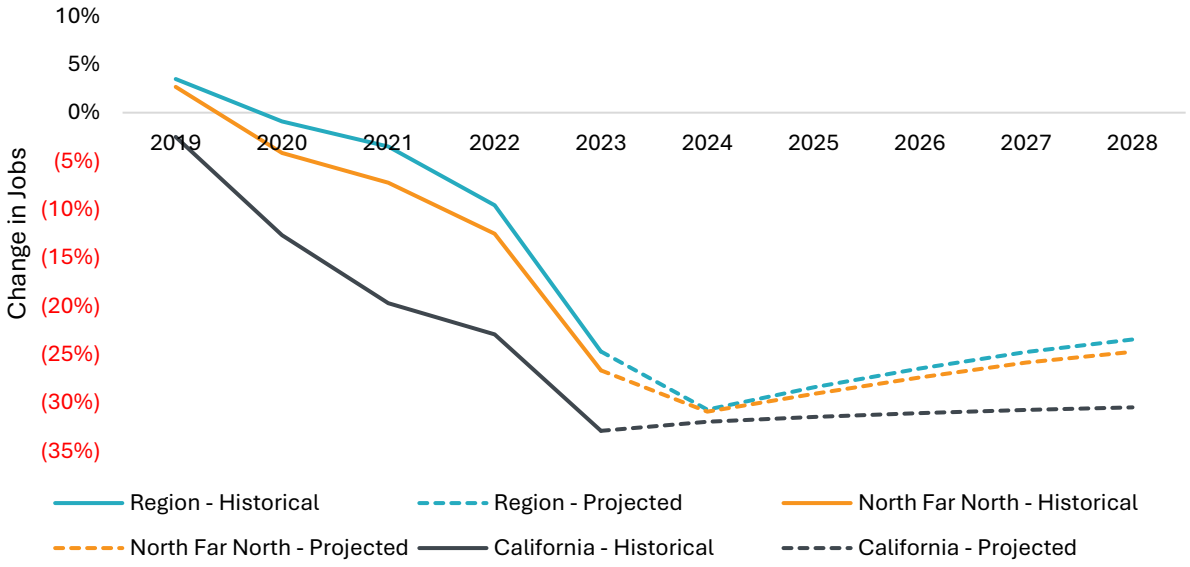
**Exhibit 1. Employment and projected demand, 2023-2028**

| Occupation | 2023 Jobs | 2028 Jobs | 2023-2028 Change | 2023-2028 % Change | 2023-2028 Annual Openings |
|---|---|---|---|---|---|
| Industrial Engineering Technologists and Technicians | 117 | 124 | 8 | 6% | 14 |
| Machinists | 891 | 881 | (11) | (1%) | 99 |
| Commercial and Industrial Designers | 128 | 150 | 22 | 17% | 16 |
| **Greater Sacramento** | **1,136** | **1,155** | **19** | **2%** | **129** |
| Industrial Engineering Technologists and Technicians | 141 | 143 | 2 | 2% | 16 |
| Machinists | 1,129 | 1,140 | 11 | 1% | 131 |
| Commercial and Industrial Designers | 140 | 164 | 24 | 17% | 17 |
| **North Far North** | **1,410** | **1,446** | **37** | **3%** | **164** |
| Industrial Engineering Technologists and Technicians | 4,261 | 4,426 | 165 | 4% | 455 |
| Machinists | 21,921 | 23,119 | 1,198 | 5% | 2,510 |
| Commercial and Industrial Designers | 4,813 | 4,570 | (243) | (5%) | 370 |
| **California** | **30,995** | **32,115** | **1,120** | **4%** | **3,335** |

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

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

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



# OCCUPATIONAL EARNINGS

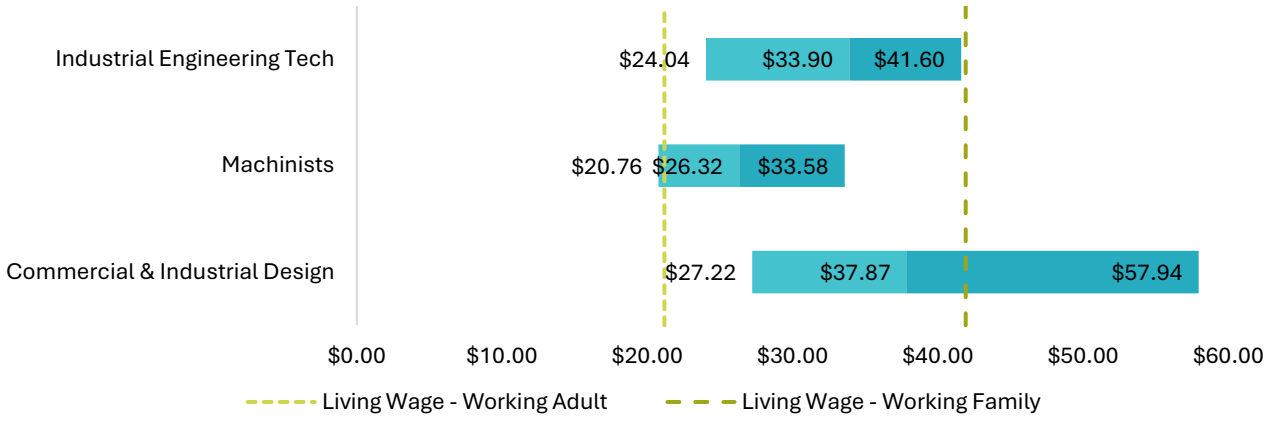
Exhibits 3 and 4 compare the percentile hourly earnings for the selected occupations to the living wage for a single working adult and a working family residing in the county of the community college district that requested this report.[2,3] For additional information about changes to NFN COE's living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

| Requesting College | Living Wage – Working Adult | Living Wage – Working Family |
|---|---|---|
| Sacramento City College | $21.17 | $41.91 |

**Exhibit 3. Hourly earnings by occupation, 2023[4]**

| Occupation | 25th Percentile Hourly Earnings | Median Hourly Earnings | 75th Percentile Hourly Earnings |
|---|---|---|---|
| Industrial Engineering Technologists and Technicians | $24.04 | $33.90 | $41.60 |
| Machinists | $20.76 | $26.32 | $33.58 |
| Commercial and Industrial Designers | $27.22 | $37.87 | $57.94 |

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




[2] Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.
[3] A working family is defined as one working adult and one infant (between the ages of 0 and 2 years).
[4] Please note that the 25th and 75th percentile hourly earnings are used to estimate entry-level and experienced worker wages.

# JOB POSTINGS

## About Job Postings Analysis

This section of the report analyzes recent data from online job postings. Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends. However, job postings are not the same as labor market demand; demand is based on projected annual openings.

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

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

The North Far North COE identified 466 online job postings for the selected occupations across the Greater Sacramento subregion. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from May 2024 to April 2025.

## Top Employers and Job Titles

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

**Exhibit 4. Job postings by occupation**

| Occupation | Unique Job Postings | Share of Job Postings |
|---|---|---|
| Industrial Engineering Technologists and Technicians | 216 | 46% |
| Machinists | 172 | 37% |
| Commercial and Industrial Designers | 78 | 17% |
| **Total Job Postings** | **466** | **100%** |

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

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

| Job Title | Number of Job Postings |
|---|---|
| CNC Machinists | 68 |
| Production Technicians | 54 |
| Machinists | 20 |
| Manufacturing Test Technicians | 18 |
| Manufacturing Technicians | 17 |
| Construction Equipment Technicians | 11 |
| CNC Mill Machinists | 11 |
| Packaging Line Operators | 10 |
| Product Designers | 8 |
| Lead CNC Machinists | 7 |

Exhibit 6 shows the employers with the most job postings for the selected occupations across the studied subregion. The number of job postings is listed in parentheses next to the company.

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

| Industrial Engineering Technologists and Technicians | Machinists | Commercial and Industrial Designers |
|---|---|---|
| Kelly Services (16) | Kelly Services (15) | Ford (23) |
| Siemens (11) | Crane (11) | Intel (5) |
| Bausch Health (9) | Aerotek (11) | Accenture (3) |
| PrideStaff (8) | Siemens (9) | |
| Aerotek (8) | Harris & Bruno International (7) | |
| Incubation Systems (7) | Kratos Defense & Security Solutions (7) | |

## Most Requested Qualifications and Skills

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

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

| Certification | Job Postings |
|---|---|
| Security Clearance | 30 |
| Commercial Drivers License (CDL) Class A | 5 |

Exhibit 8 shows the most requested specialized software skills for the selected occupations across the studied subregion. Specialized skills are those primarily required to perform specific tasks in an occupation. The skills occupations have in common with each other are marked in bold.

**Exhibit 8. Most in-demand specialized skills**

| Specialized Skills | | |
|---|---|---|
| **Industrial Engineering Technologists and Technicians** | **Machinists** | **Commercial and Industrial Designers** |
| Good Manufacturing Practices | **Machinery** | Product Design |
| **New Product Development** | Lathes | Prototyping |
| Hand Tools | Mills | **New Product Development** |
| **Machinery** | Tooling | Project Management |
| Forklift | Micrometer | User Experience (UX) |
| Mechanical Assembly | Calipers | Agile Methodology |
| Electronics | Grinding Machine | Marketing |
| Oscilloscope | Drill Press | Electrical Engineering |

Exhibit 9 shows the most requested common skills for the selected occupations across the studied subregion. Common skills are typically related to employability; these are skills that are prevalent across many occupations and usually include a mix of interpersonal attributes and soft skills. The skills occupations have in common with each other are marked in bold.

**Exhibit 9. Most in-demand common skills**

| Common Skills | | |
|---|---|---|
| **Industrial Engineering Technologists and Technicians** | **Machinists** | **Commercial and Industrial Designers** |
| **Problem Solving** | Mathematics | **Communication** |
| **Detail Oriented** | **Operations** | Innovation |
| **Communication** | **Detail Oriented** | Research |
| Packaging and Labeling | **Problem Solving** | **Problem Solving** |
| **Operations** | Teamwork | **Leadership** |
| **Lifting Ability** | Writing | Presentations |
| Time Management | **Lifting Ability** | **Detail Oriented** |
| **Leadership** | Adaptability | Customer Service |

Exhibit 10 shows the most requested software skills for the selected occupations across the studied subregion. Software skills are specific to any software tool or programming component used to accomplish tasks in a job. The skills occupations have in common with each other are marked in bold.

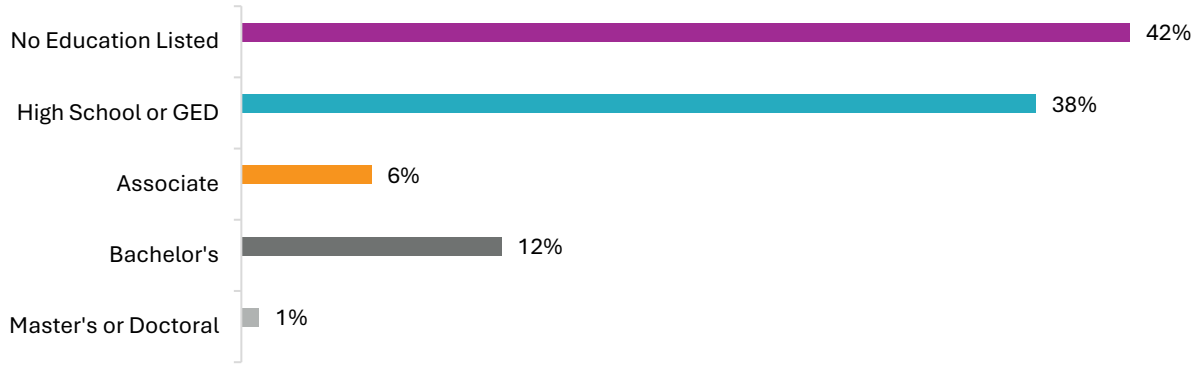
**Exhibit 10. Most in-demand software skills**

| Software Skills | | |
|---|---|---|
| **Industrial Engineering Technologists and Technicians** | **Machinists** | **Commercial and Industrial Designers** |
| **Microsoft Office** | Computer Numerical Control (CNC)/ G-codes | Figma (Design Software) |

| Software Skills | | |
|---|---|---|
| **Industrial Engineering Technologists and Technicians** | **Machinists** | **Commercial and Industrial Designers** |
| SAP Applications | Mastercam (CAD/CAM Software) | JIRA |
| Operating Systems | Fusion 360 (CAD Software) | Computer Aided Three-Dimensional Interactive Application (CATIA) |
| -- | Solidworks (CAD) | Adobe Creative Suite |
| -- | **Microsoft Office** | **Microsoft Office** |

Exhibit 11 shows the employer-preferred minimum level of education for job postings related to the selected occupations across the subregion. The majority of job postings requiring a Bachelor's degree or higher are for Commerical and Industrial Designers (85% out of 62 job postings).

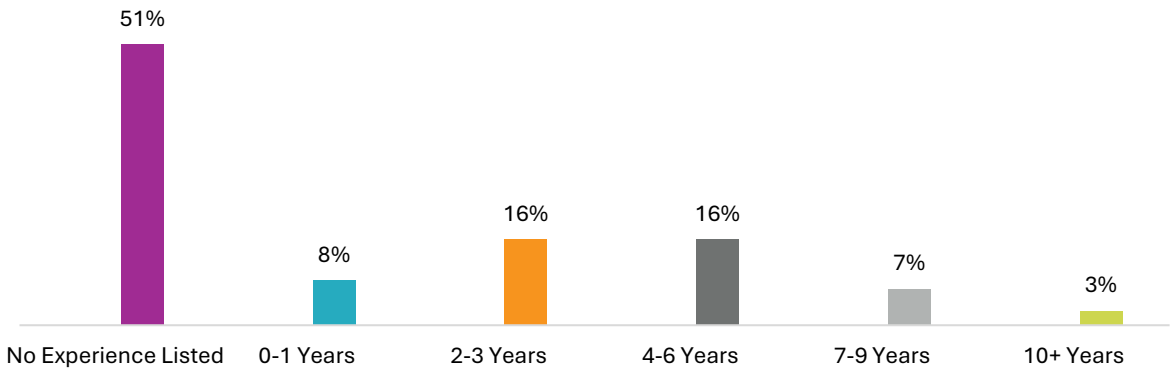
**Exhibit 11. Employer-preferred education levels for the studied occupations**




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

Exhibit 12 shows the employer-preferred minimum level of experience for job postings related to the studied occupations across the subregion.

**Exhibit 12. Employer-preferred job experience for the studied occupations**

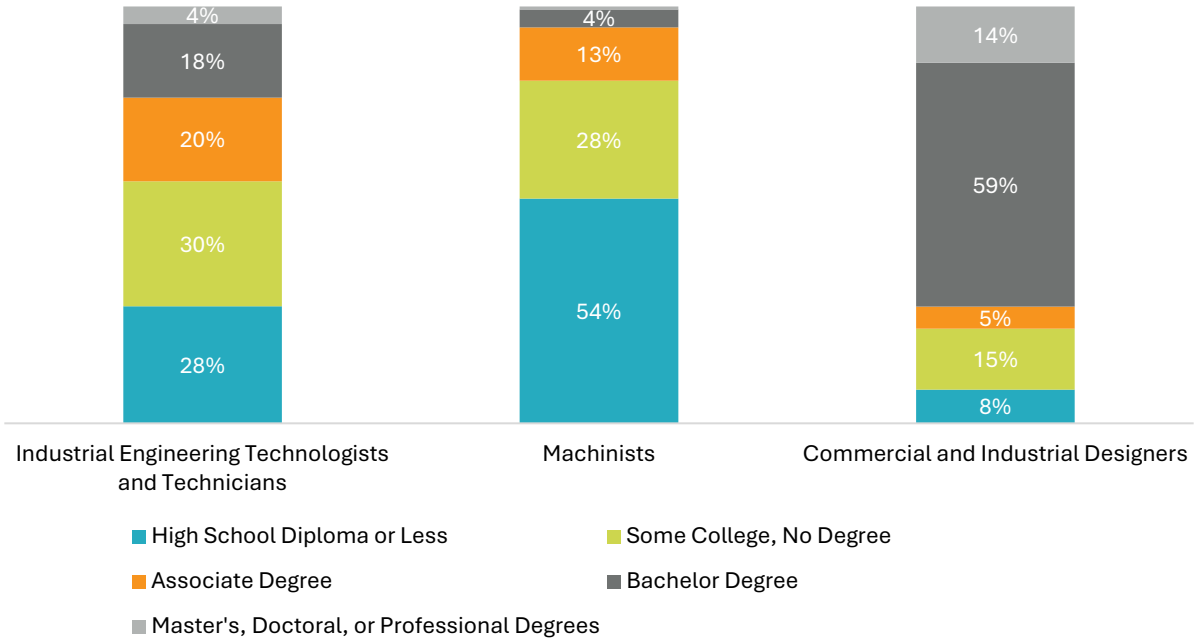



*Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.*

# EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 13 shows the educational attainment of the current workforce employed in the studied occupations across the United States.

**Exhibit 13. U.S. educational attainment for workers 25 years and older by occupation, 2019 and 2021**



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 14 shows the typical entry-level job requirement by occupation.

**Exhibit 14. Typical entry-level job requirements for the studied occupations**

| Occupation | Entry-level Education | Work Experience | On-The-Job Training |
|---|---|---|---|
| Industrial Engineering Technologists and Technicians | Associate's degree | None | None |
| Machinists | High school diploma or equivalent | None | Long-term on-the-job training |
| Commercial and Industrial Designers | Bachelor's degree | None | None |

# EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 15 shows the TOP and CIP codes for educational programs related to the selected occupations.

**Exhibit 15. TOP and CIP codes for training programs related to the selected occupations**

| TOP Programs and Codes | Aligned CIP Programs and Codes |
|---|---|
| • Manufacturing and Industrial Technology (0956.00) | • Machine Tool Technology/Machinist (48.0501) |
| • Machining and Machine Tools (0956.30) | • Machine Shop Technology/Assistant (48.0503) |
| • N/A | • Industrial and Product Design (50.0404) |

## Community College Supply

Exhibits 16 and 17 summarize the three-year average of certificates and degrees conferred by the selected subregion's community college programs relevant to the studied occupations. Sierra college did not grant any awards in Machining and Machine Tools (0956.30), and

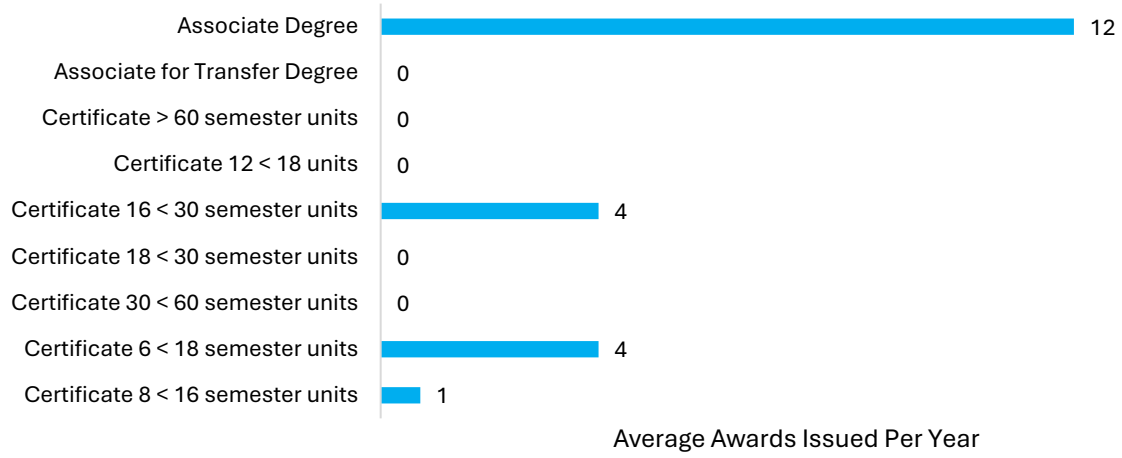
Sacramento City did not grant any awards in Manufacturing and Industrial Technology (0956.00) before the 2022-2023 academic year. It should also be noted that due to the significant in-person requirements of these programs, the supply of awards was significantly limited in the 2021-2022 academic year due to the COVID-19 pandemic.

### Exhibit 16. Average annual community college awards by TOP program

| TOP Program and Code | College | Annual Awards 2021-22 | Annual Awards 2022-23 | Annual Awards 2023-24 | 3-Yr Annual Awards Average |
|---|---|---|---|---|---|
| Machining and Machine Tools-0956.30 | Sierra | - | 7 | 3 | 5 |
| | **Subtotal** | **-** | **7** | **3** | **5** |
| Manufacturing and Industrial Technology-0956.00 | Sacramento City | - | 1 | 1 | 1 |
| | Sierra | 6 | 17 | 9 | 11 |
| | Yuba | 4 | 1 | 8 | 4 |
| | **Subtotal** | **10** | **19** | **18** | **16** |
| | **Grand Total** | **10** | **26** | **21** | **21** |

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

### Exhibit 17. Average annual community college awards by award type



## Other Postsecondary Supply

Exhibit 18 summarizes the three-year average of certificates and degrees conferred by non-community college training providers in the selected subregion. These programs have been relevant and related to the occupations studied. Please note that non-community college data often lags by one year.

**Exhibit 18. Average annual postsecondary awards by CIP program**

| Program - CIP Code | Provider | Annual Awards 2020-21 | Annual Awards 2021-22 | Annual Awards 2022-23 | 3-Yr Annual Awards Average |
|---|---|---|---|---|---|
| Machine Shop Technology/ Assistant (48.0503) | Charles A Jones Career and Education Center | 12 | 19 | 4 | 12 |
| | **Subtotal** | **12** | **19** | **4** | **12** |
| Design and Visual Communications, General (50.0401) | UC Davis | 202 | 209 | 216 | 209 |
| | **Subtotal** | **202** | **209** | **216** | **209** |
| | **Grand Total** | **214** | **228** | **220** | **221** |

# FINDINGS

This report focuses on three occupations in the Industrial and Product Design career pathway: Industrial Engineering Technologists and Technicians, Machinists, and Commercial and Industrial Designers.

*Occupational Demand*

- The Greater Sacramento subregion held 1,136 Industrial and Product Design jobs in 2023. These jobs are projected to increase by 2% over the next five years, adding 19 new jobs to the subregion by 2028.
- Industrial and Product Design jobs are projected to grow more slowly in the Greater subregion compared to the rest of California.
- Over the next five years, Industrial and Product Design jobs are projected to have 129 annual openings in the Greater Sacramento subregion

*Wages*

- Analysis of wage data shows that Industrial and Product Design occupations have entry-level hourly earnings that are $2.87 to $6.05 above the single working adult living wage of $21.17 per hour in Sacramento City's community college district.
- Machinists do not meet the living wage criteria.

*Job Postings*

- In the last 12 months, there were 466 online job postings in Industrial and Product Design.
- The three occupations within the Industrial and Product Design career pathway have many shared common skills, but few specialized skills or software skills in common.
- Industrial Engineering Technologists and Technicians and Machinists have many common employers, including Kelly Services, Siemens, and Aerotek, while Ford was the main employer for Commercial and Industrial Designers.

*Education and Training Requirements*

- Between 20% and 50% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Another 4% to 59% of workers in these occupations hold a bachelor's degree.
- The majority of job postings in the category require a high school diploma or less education (80%). However, employers typically prefer a Bachelor's degree for jobs related to Commercial and Industrial Designers (68% of the 78 job postings).

*Postsecondary Supply*

- Three community colleges in the Greater Sacramento subregion offer degrees and certificates in programs related to the studied occupations. Over the past three academic years (2021-22 through 2023-24), these programs awarded an average of 21 certificates and associate degrees in Industrial and Product Design programs per year.
- Local postsecondary training providers outside of community colleges also offer programs relevant to the studied occupations. Between the 2020-21 and 2022-23 academic years, these providers conferred an average of 221 awards in career pathway programs per year. Note that data for non-community college awards often lags by one year.

# RECOMMENDATIONS

*Supply Gap*

- A comparison of occupational demand to educational supply suggests oversupply in the Industrial and Product Design career pathway. There are 129 projected annual job openings and 242 annual average awards conferred by community colleges (21 awards) and other postsecondary training institutions (221 awards) across the Greater Sacramento subregion.

*Living Wage*

- Twenty-three percent of annual job openings in Industrial and Product Design occupations have entry-level hourly wages that meet or exceed the living wage of $21.17 for a single working adult residing in the same county as Sacramento City's community college district.

*Education*

- Two out of three occupations have educational training requirements that align with community college offerings. 20% to 50% of workers in these occupations have completed some college or an associate degree as their highest level of education.

The North Far North COE recommends:

| New Program Recommendation | | |
|---|---|---|
| **Move forward with the new program.** | **Proceed with caution** | **A new program is not recommended.** |
| ☐ | ☐ | ☒ |

# APPENDIX A. METHODOLOGY AND SOURCES

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

Data sources include:


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

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator. 2024. https://livingwage.mit.edu/.

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

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

Lightcast 2025.2; QCEW Employees, Non-QCEW Employees, and Self-Employed. https://lightcast.io/. (*Notes: Occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).*

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

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

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

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

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

# APPENDIX B. EARNINGS AND LIVING WAGE

## Occupational Earnings

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

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

## Living Wage

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

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

In October 2024, the NFN COE switched from the MIT Living Wage Calculator (last updated February 2024) to the University of Washington's Self-Sufficiency Standard (last updated March 2024; released September/October 2024). This change allows the COE to use living wage data that is aligned with the Chancellor's Office metrics. The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.[5]

## Comparing earnings to the living wage

Prior to the 2024-25 fiscal year, the NFN COE compared the 25$^{th}$ percentile hourly earnings of an occupation employed in the subregion to a subregional average living wage for a single, working adult (no dependents) residing in a county located in the North or Far North subregions.

Beginning October 2024, the NFN COE will compare the 25$^{th}$ percentile hourly earnings of an occupation employed in the subregion to the living wage for one single, working adult (no dependents) residing in

[5] Last revised: 10/29/2024. Changed living wage source from MIT to U of W.

the same county as the community college district that initially requested this report. This change aligns with the definition used by the Chancellor's Office to determine the proportion of students who attained a living wage after exiting the California Community College system in the Student Success Metrics (SM 802Sx) and Community College Pipeline (CP 802). The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.[6]

### Hourly Living Wage by Community College District Office County Location[7]

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

[6] Last revised: 10/29/2024. Changed from "median hourly earnings" to "25th percentile hourly earnings."
[7] Sources include: 1) The Self-Sufficiency Standard for California, The Center for Women's Welfare at University of Washington, https://selfsufficiencystandard.org/California/ and 2) State of California Department of Industrial Relations, https://www.dir.ca.gov/dlse/minimum_wage.htm. Table was last revised: 10/29/2024. Updated source data from MIT to U of W.

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

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



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