



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

**BUSINESS AND WORKFORCE
PERFORMANCE IMPROVEMENT INITIATIVE**



Strategic Possibilities Report
Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt,
Lake, Lassen, Mendocino, Modoc, Nevada, Placer,
Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter,
Tehama, Trinity, Yolo, & Yuba Counties

Public Administration

At-A-Glance



Center of Excellence, Northern California Region

Los Rios Community College District

September 2006



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Strategic Possibility Summary for Northern California Community Colleges

Careers in Public Administration

September 2006

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The Business and Workforce Performance Improvement Initiative is a grant-funded Project through the Economic & Workforce Development Network of the California Community Colleges. Our mission is to strengthen California's workforce and advance economic growth through education, training and job development.

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One of the most pressing issues facing the public sector is its aging workforce and progressively increasing rate of retirements. In northern California between 2006 and 2010, the workforce replacement needs are projected to soar to over 10,000 annually.

- Source: California State Employment Development Department & California Performance Review

Introduction

The purpose of a Strategic Possibility Report is to determine if the workforce needs of a particular industry warrant an organized response from local community colleges. Five main criteria are used to establish the value of a Strategic Possibility including: size, relevance, economic impact, high growth, and leveraging.

This report reviews the public administration industry, which is composed of three sectors: local, state and federal agencies. In general terms, government establishments, from all three sectors, set and enforce policy as well as administer, manage and oversee programs designed to serve the public. Many government establishments also provide goods and services at a free or economically low cost.

Industry Overview

The public administration sector is the largest industry in Northern California with one out of four working adults employed by a government establishment. Between 2002 and 2012, local government is projected to grow faster than the California state economy at 29.9%. The state and federal sectors are projected to grow at a more modest rate of 7.3% and 2.1%, respectively. Workforce replacement needs are also high. Based on a conservative estimate, approximately 4,000 state and 6,000 local employees are expected to retire on annual basis between 2006 and 2010.

Within the local and state sectors in northern California, excluding schools and hospitals, the seven largest occupational categories include:

SOC Code	Occupational Title	Sac MSA	Northern Mountains	All Other Counties
43-0000	Office and Administrative Support Occupations	31,840	1,690	7010
13-0000	Business and Financial Operations Occupations	22,960	740	2390
33-0000	Protective Service Occupations	15,150	3,460	7060
11-0000	Management Occupations	7,080	800	1970
17-0000	Architecture and Engineering Occupations	5,290	270	1590
21-0000	Community and Social Services Occupations	5,230	550	2640
19-0000	Life, Physical, and Social Science Occupations	5,030	2,120	2160

Four of the seven occupations are projected to grow at a rate faster than the northern California regional economy including: business and financial operations occupations, management occupations, architecture and engineering occupations, and community and social service occupations.

Even with a slow projected growth rate, all seven of the occupational categories have recruitment and retention challenges due to their size and high projected replacement rates.

Further, while many community colleges in northern California offer specific training programs related to the occupations above, such as criminal justice or business, not a single college offers a degree or certificate program that address the unique needs of the public administration industry.

Appendix B provides growth trends and economic impact data by MSA and Balance of State Areas as well as the list of existing community college programs related to the public administration sector in the northern California region.

Industry Training Needs & Challenges

In the next five years, over 40 percent of the U.S. workforce will reach retirement age and the number of workers in the age bracket of 35-44 will actually decline by 10 percent. In the government sector, the retirement trend is expected to progressively increase for the next twenty years, with a significant increase in retirement rates beginning as soon as 2010. Further, the public sector is likely to experience a higher rate of retirement than the private sector for the following reasons:

- the public sector has a higher concentration of workers above age 50, and;
- the retirement age in the public sector is trending downward due to availability of pension plans (80% of public employees have pension plans verses 50% of the private sector) and a shift in policy that allows state employees to retire at age 55 instead of 60.

Because birth rates slowed following the baby boom generation, fewer people are available for an increasing number of open positions. Additionally, because state and local agencies employ a larger percentage of college educated professionals, the challenge is recruiting and retaining applicants with the right skills set and educational background.

As the most experienced employees retire from the government sector, the industry will be challenged to retain the organization's knowledge in a systematic way as well as address the pipeline problem of recruiting and attracting new talent. Training needs exist in both preparing current workers for increased roles of responsibility and developing college programs that increase the pipeline of individuals entering the government sector.

Conclusion

With a high need for replacements due to an aging workforce, the public administration industry is approaching a silent crisis. Annually over 10,000 new workers will need to be recruited to maintain the current employment level. Our community colleges can play a role in meeting the region's workforce needs by developing degree programs that attract and prepare the next generation for the field of public administration. Additionally, contract education can play a role in developing training programs that address specific industry challenges, such as supervisory skills, leadership development, and succession planning.

To determine the depth and scope of the training needs of the public administration industry as well as the ability of the community colleges to respond, the following next steps will be incorporated in a full environmental scan report:

- Identify occupations with general education requirements, such as business and financial operations. These occupations are relevant to a degree program in public administration; specialized positions such as civil engineers or environmental scientists are not.
- Conduct primary research to determine the profile, projected growth and replacement rates of relevant, entry level occupations by MSA.
- Assess the skills, knowledge and competencies of these occupations, including any critical shifts in technology that are changing how the work is performed.
- Conduct industry interviews and focus groups to verify the research and assess future trends and implications.
- Benchmark current public administration programs across the state and country; identify best practices, models and methods of public administration degree programs.
- Conduct an internal scan of regional community colleges to assess resource requirements and barriers to developing a public administration program.

References

CA Community Colleges Chancellor's Office, Inventory of Approved and Projected Programs

CA Employment Development Department, A Labor Day Briefing for California (2006)

CA Performance Review (<http://cpr.ca.gov/report/>)

CA State EDD LMID (www.calmis.ca.gov)

State Controller's Office, The California Economy Report (2001)

The Conference Board, Mature Workforce Facts (2006)

U.S. Department of Labor ETA – Occupational Outlook (www.doleta.gov)

U.S. Department of Labor, America's Dynamic Workforce (2006)

APPENDIX A: How to Utilize this Report

What is a Strategic Possibility

The California Community Colleges System has charged the Economic & Workforce Development (EWD) Network to strategically identify growing industries and occupations that have partnering potential for the college's programs. The EWD network aims to best serve our local communities by identifying industry sectors with empirically validated projected growth. Additional criteria to establish the value of a Strategic Possibility includes: relevance (to the community colleges), economic impact, the adaptability of colleges to respond, and the ability to build partnerships with workforce and industry leaders to create career paths and upward mobility.

A Strategic Possibility report identifies industries and occupations that meet some, but not all, of the aforementioned criteria. While a response may be appropriate for a specific college, a strategic response from multiple districts is not warranted. A Strategic Possibility that meets all of the stated criteria, thus warranting an organized response from regional community colleges, is then defined as a Strategic Opportunity. A full environmental scan may then be conducted to evaluate and suggest possible actions to ensure market responsiveness.

How to Use This Strategic Possibility Report

The Centers of Excellence within the Business and Workforce Performance Improvement Initiative of the California Community College Economic and Workforce Development Program have undertaken Industry Scanning to provide targeted and valuable information to community colleges on high growth industries and occupations.

This report, while not a full industry scan, is intended to assist the decision-making process of California community college administrators and planners in addressing local and regional workforce needs and emerging job opportunities in the workplace as they relate to college programs. The information contained in this report can be used to guide program offerings, strengthen grant applications, and support other economic and workforce development efforts.

This report is designed to provide current industry data that will:

- Define potential strategic opportunities relative to an industry's emerging trends and workforce needs;
- Influence and inform local college program planning and resource development; and
- Promote a future-oriented and market responsive way of thinking among stakeholders.

This Industry Scan included a review of the California Regional Economies Project reports and Employment Development Department (EDD) Labor Market Information (LMID) projections that cover the communities in this region, as well as many other sources as listed.

Validation of the Strategic Possibility

The data for this report were compiled from secondary sources such as LMID, U.S. Bureau of Labor Statistics, California Performance Review and various economic labor reports. The data was also validated by industry via informal discussions with Analysts from LMID and the regional WIB as well as human resources specialists and trainers within the government sector.

Data Limitations

Employment projections and replacement estimates are not available for occupations within the government sector. As such, estimates were based on government occupations with the largest size in May 2005 and cross walked to the same occupational category in all industries. A customized data set providing projection estimates for the government sector by occupation is necessary to develop an accurate full scan.

About Us - Description of BWPI

The Business and Workforce Performance Improvement (BWPI) initiative is focused on building the capacity of the colleges in the area of economic and workforce development to enhance their ability to deliver education and training services to businesses and workers in high growth industries, new technologies, and other clusters of opportunities.

The Centers of Excellence (COE) within BWPI provide information regarding workforce trends, increasing awareness and visibility about the colleges economic and workforce development programs and services, and building partnerships with business and industry.

The difference this will make to the colleges is that it will position them as THE workforce partners of choice to business and industry and ensure that college programs are current and responsive. This will contribute to the overall economic vitality of the communities in which they serve.

Important Disclaimer:

All representations included in this Environmental Scan product/study have been produced from a 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. The purpose of the Environmental Scan is to assist the California Community Colleges to respond to emerging market needs for workforce performance improvement. However, neither the Business and Workforce Performance Improvement Centers of Excellence, COE host college or California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon this study including components or recommendations.

APPENDIX B: Qualifying the Strategic Possibility

The Business and Workforce Performance Improvement initiative has identified five criteria to determine if an industry qualifies for a strategic response from local community colleges. Four of the five criteria, including size, growth, economic impact, and relevance, are reviewed in this section. Leveraging, the fifth criteria, will be reviewed in the full environmental scan report.

Size

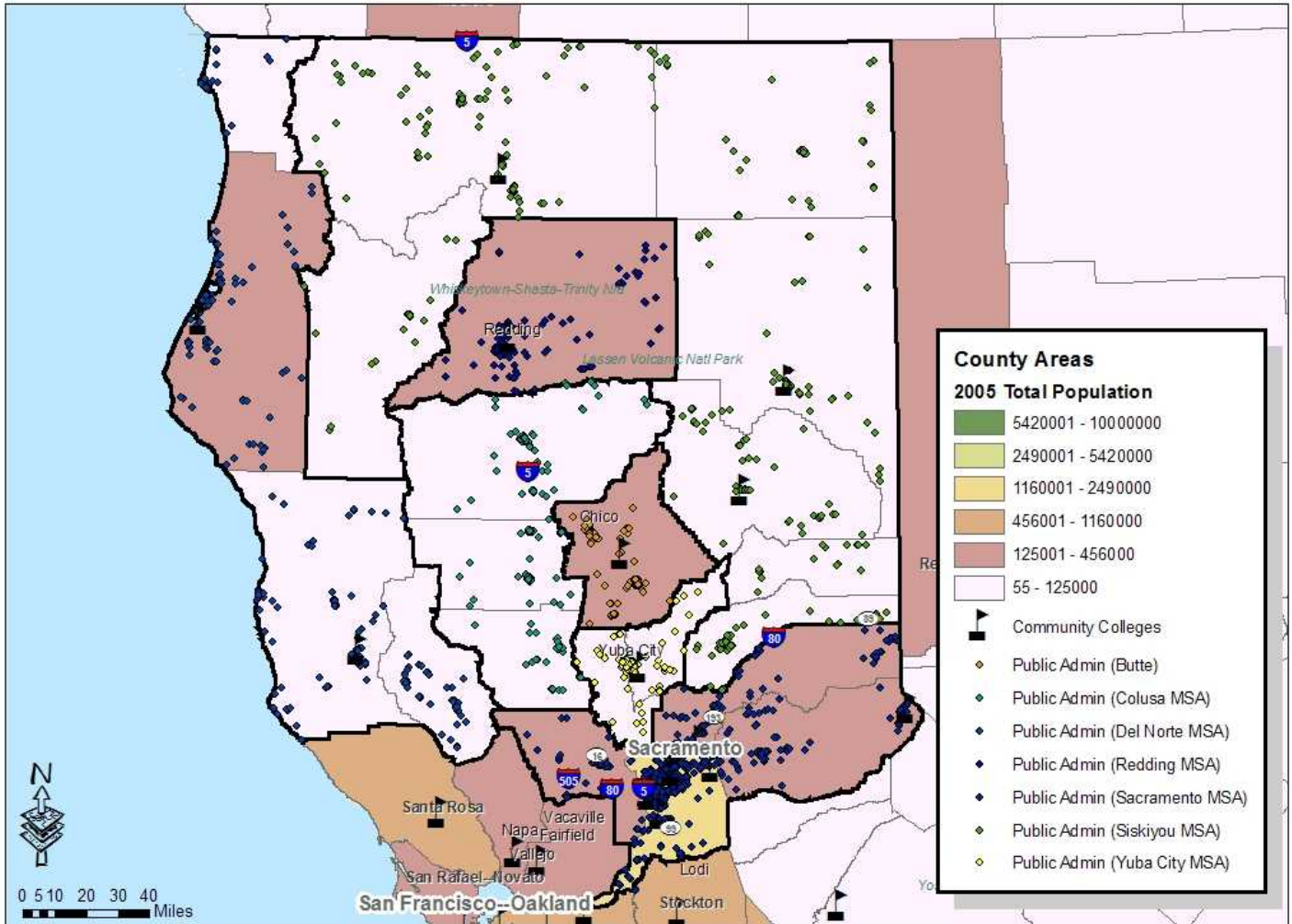
As shown in Table 1, one out of four working adults in northern California is employed by a government agency, which is significantly higher than the statewide average of 15.9 percent. Map 1 shows the total 2005 population and number of establishments for the new MSA and Balance of State Areas established by the Employment Development Department. In northern California, there are 3,915 government establishments of which 40 percent are located in the Sacramento MSA. It is also important to note that a significant portion of government employment is by schools and hospitals; in some areas, up to 45 percent.

Table 1: Total Employment in the Government Sector (2005)

<i>County MSA</i>	<i>Total, All Industries</i>	<i>Total, Government</i>	<i>Percent of Total Ind.</i>
Butte	76,000	16,600	21.8%
Colusa, Glen, Tehama	32,940	8,600	26.1%
Del Norte, Humboldt, Mendocino, Lake	104,670	28,610	27.3%
Redding MSA	64,500	13,000	20.2%
Sacramento-Arden Arcade-Roseville MSA	887,400	224,000	25.2%
Siskiyou, Modoc, Lassen, Trinity, Plumas, Sierra, Nevada	67,920	20,980	30.9%
Yuba City MSA	44,700	11,500	25.7%
Total NFN Counties	1,278,130	323,290	25.3%
California	15,161,100	2,413,900	15.9%

Map 1

Government Establishments in the North Far North Region



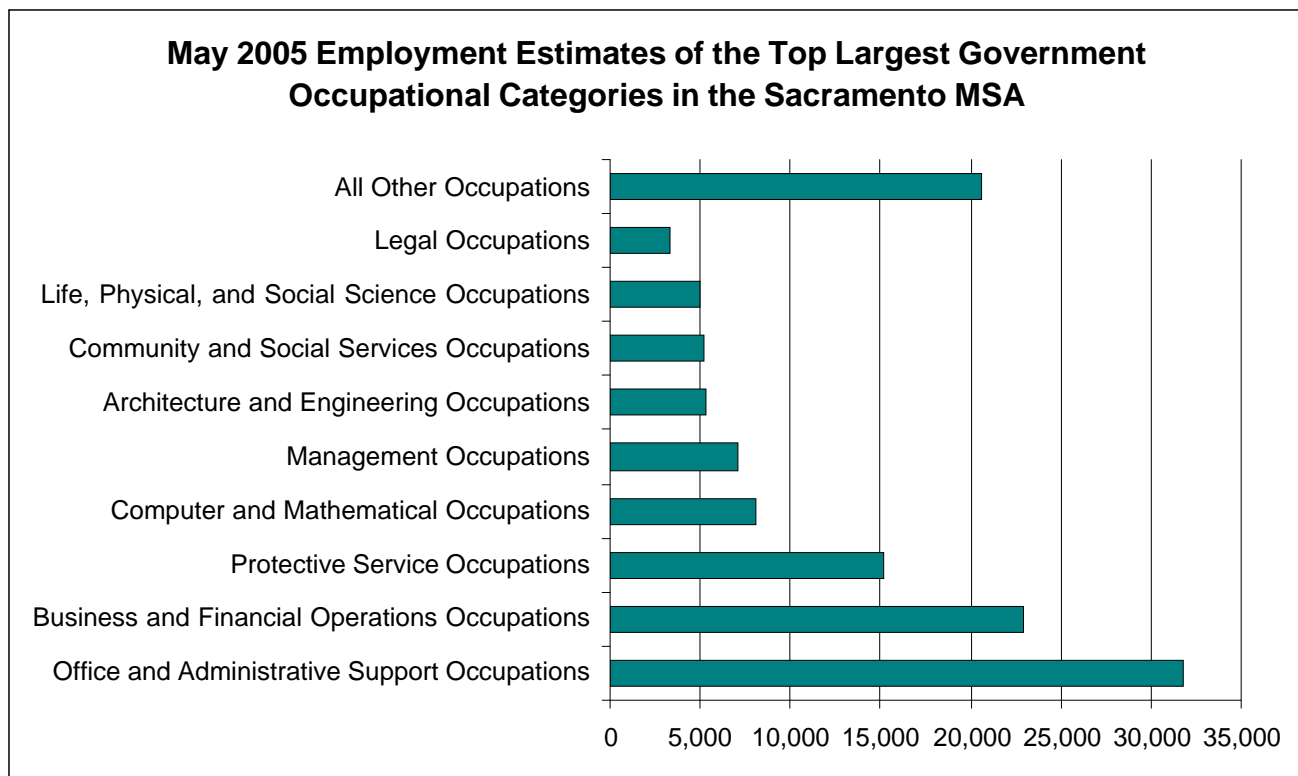
Economic Impact

The following tables provide May 2005 employment and mean hour wage estimates for the top occupational categories in the Government industry for the three regions that make up northern California: Sacramento MSA, Northern Mountains Region, and Northern Region. The data do not include employment estimates from schools or hospitals. Additionally, the top occupations for each major category are only included for the Sacramento MSA.

The Top Largest Government Occupational Categories in the Sacramento MSA:

Sacramento, El Dorado, Placer and Yolo

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
00-0000	Total all occupations	124,580	25.66
43-0000	Office and Administrative Support Occupations	31,840	19.79
13-0000	Business and Financial Operations Occupations	22,960	26.82
33-0000	Protective Service Occupations	15,150	25.14
15-0000	Computer and Mathematical Occupations	8,090	31.59
11-0000	Management Occupations	7,080	42.61
17-0000	Architecture and Engineering Occupations	5,290	33.71
21-0000	Community and Social Services Occupations	5,230	25.99
19-0000	Life, Physical, and Social Science Occupations	5,030	30.13
23-0000	Legal Occupations	3,270	41.59



Office and Administrative Support Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
43-9061	Office Clerks, General	11,080	15.52
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	5,930	29.46
43-3031	Bookkeeping, Accounting, and Auditing Clerks	2,710	18.13
43-6011	Executive Secretaries and Administrative Assistants	1,580	22.78
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	1,540	24.58
43-9022	Word Processors and Typists	1,150	16.05
43-6014	Secretaries, Except Legal, Medical, and Executive	750	18.61

Business and Financial Operations Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
13-1199	Business Operations Specialists, All Other	11,640	25.84
13-2081	Tax Examiners, Collectors, and Revenue Agents	2,150	26.26
13-2099	Financial Specialists, All Other	2,070	26.66
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	2,020	25.67
13-2011	Accountants and Auditors	1,170	28.48
13-1111	Management Analysts	870	31.14
13-2031	Budget Analysts	500	29.85

Protective Service Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
33-3051	Police and Sheriff's Patrol Officers	5,080	25.87
33-2011	Fire Fighters	2,930	22.77
33-9099	Protective Service Workers, All Other	1,030	16.84
33-3021	Detectives and Criminal Investigators	600	29.9
33-1011	First-Line Supervisors/Managers of Correctional Officers	450	38.75
33-1012	First-Line Supervisors/Managers of Police and Detectives	350	47.81
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	130	33.04
33-2021	Fire Inspectors and Investigators	120	34.07
33-3031	Fish and Game Wardens	50	29.05

Computer and Mathematical Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
15-1051	Computer Systems Analysts	3,880	31.63
15-1099	Computer Specialists, All Other	1,840	30.38
15-2031	Operations Research Analysts	790	31.68
15-1032	Computer Software Engineers, Systems Software	480	39.53

Management Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
11-9199	Managers, All Other	1,910	34.25
11-1021	General and Operations Managers	1,420	53.66
11-1011	Chief Executives	840	50.54
11-3031	Financial Managers	540	39.57
11-1031	Legislators	360	29.07
11-3021	Computer and Information Systems Managers	360	42.71
11-9151	Social and Community Service Managers	290	36.97
11-9111	Medical and Health Services Managers	260	55.31
11-9121	Natural Sciences Managers	210	40.06
11-9041	Engineering Managers	200	46.48

Architecture and Engineering Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
17-2051	Civil Engineers	2210	35.83
17-2199	Engineers, All Other	710	36.23
17-3022	Civil Engineering Technicians	390	25.65
17-2071	Electrical Engineers	220	35.45
17-1011	Architects, Except Landscape and Naval	170	35.27
17-3011	Architectural and Civil Drafters	170	26.26

Community and Social Services Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
21-1092	Probation Officers and Correctional Treatment Specialists	1030	33.35
21-1014	Mental Health Counselors	820	25.53
21-1093	Social and Human Service Assistants	400	20.26
21-1011	Substance Abuse and Behavioral Disorder Counselors	320	23.02
21-1091	Health Educators	300	32.54
21-1029	Social Workers, All Other	240	23.27

Life, Physical, and Social Science Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
19-2041	Environmental Scientists and Specialists, Including Health	990	33.51
19-3051	Urban and Regional Planners	430	32.54
19-1031	Conservation Scientists	320	32.36
19-2099	Physical Scientists, All Other	280	32.98
19-3099	Social Scientists and Related Workers, All Other	250	30.48
19-1029	Biological Scientists, All Other	240	29.73
19-4011	Agricultural and Food Science Technicians	220	13.34
19-2042	Geoscientists, Except Hydrologists and Geographers	210	33.03

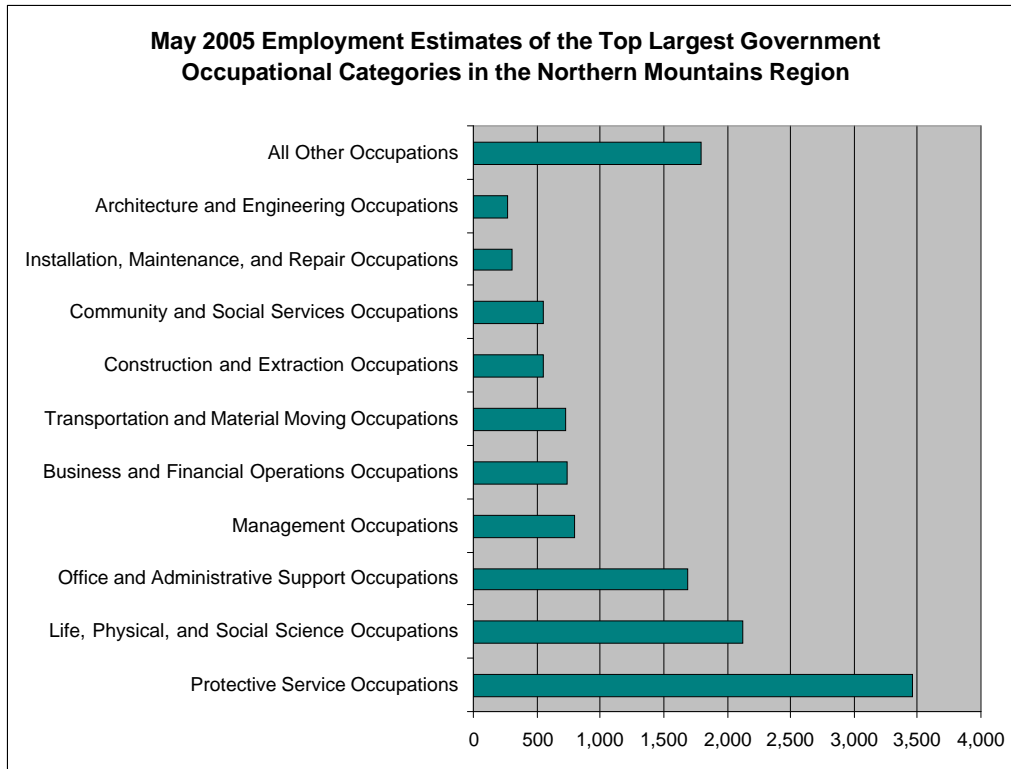
Legal Occupations in the Sacramento MSA

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
23-1011	Lawyers	1950	46.66
23-2099	Legal Support Workers, All Other	380	28.28
23-2092	Law Clerks	260	18.87
23-2011	Paralegals and Legal Assistants	240	26.94
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	230	51.18
23-1023	Judges, Magistrate Judges, and Magistrates	110	69.93
23-2091	Court Reporters	60	30.98

The Top Occupational Categories in the Northern Mountains Region:

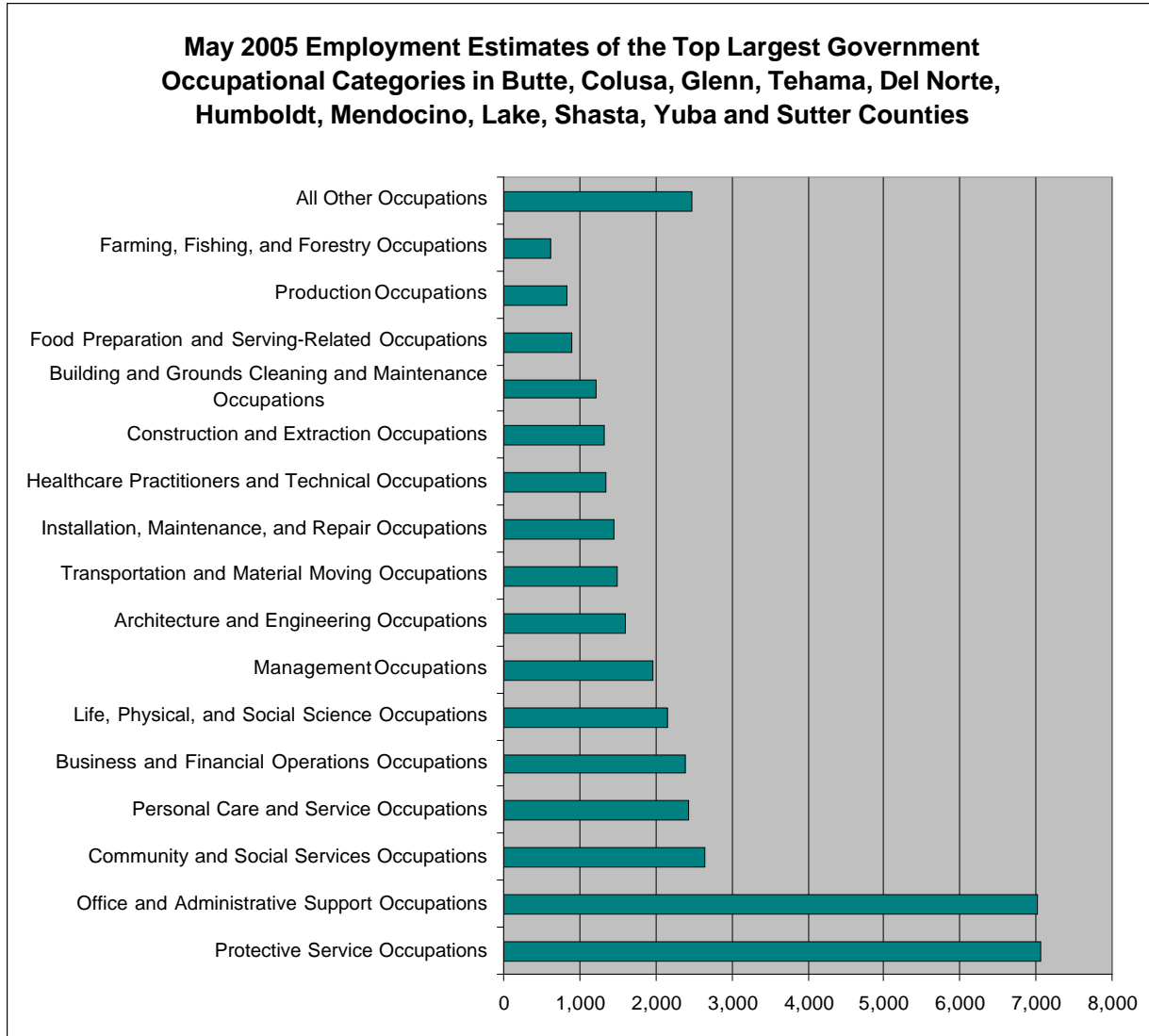
SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
00-0000	<i>Total all occupations</i>	13,020	21.68
33-0000	Protective Service Occupations	3,460	25.97
19-0000	Life, Physical, and Social Science Occupations	2,120	17.52
43-0000	Office and Administrative Support Occupations	1,690	15.88
11-0000	Management Occupations	800	31.11
13-0000	Business and Financial Operations Occupations	740	23.99
53-0000	Transportation and Material Moving Occupations	730	16.71
21-0000	Community and Social Services Occupations	550	22.54
47-0000	Construction and Extraction Occupations	550	19.86
49-0000	Installation, Maintenance, and Repair Occupations	310	20.8
17-0000	Architecture and Engineering Occupations	270	23.68

Siskiyou,
U,
Modoc,
Lassen,
Trinity,
Plumas,
Sierra,
and
Nevada



The Top Occupational Categories in the Northern Region:
 Butte, Colusa, Glen, Tehama, Del Norte, Humboldt, Mendocino, Lake, Shasta, Yuba and Sutter

SOC Code	Occupational Title	May 2005 Employment Estimates	Mean Hour Wage
00-0000	Total all occupations	38930	20.46
33-0000	Protective Service Occupations	7060	22.78
43-0000	Office and Administrative Support Occupations	7010	15.67
21-0000	Community and Social Services Occupations	2640	20.6
39-0000	Personal Care and Service Occupations	2440	9.94
13-0000	Business and Financial Operations Occupations	2390	23.59
19-0000	Life, Physical, and Social Science Occupations	2160	22.26
11-0000	Management Occupations	1970	31.33
17-0000	Architecture and Engineering Occupations	1590	30.45
53-0000	Transportation and Material Moving Occupations	1500	18.84
49-0000	Installation, Maintenance, and Repair Occupations	1450	19.47
29-0000	Healthcare Practitioners and Technical Occupations	1350	26.47
47-0000	Construction and Extraction Occupations	1330	20.6
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1220	15.99
35-0000	Food Preparation and Serving-Related Occupations	890	10.58
51-0000	Production Occupations	840	21.09
45-0000	Farming, Fishing, and Forestry Occupations	610	12.86



Data Highlights

Among the Sacramento MSA, Northern Mountains Region and Northern Region, the following occupational categories have the largest levels of regional employment:

- Office and Administrative Support Occupations
- Business and Financial Operations Occupations
- Protective Service Occupations
- Management Occupations
- Architecture and Engineering Occupations
- Community and Social Services Occupations
- Life, Physical, and Social Science Occupations

Most of the occupations in the top categories are well paying positions with a mean hourly wage above the Sacramento regional average of \$18.75 per hour.

Growth

Historic Industry Growth

From 2000 to 2005, federal employment decreased by 11%, state and local employment grew by 7%, and 13%, respectively. Within counties, state employment varied the greatest. Shasta, Yuba and Sutter counties grew rapidly with an 18 to 36 percent increase in employment, and Butte, Colusa, Glenn and Tehama counties experienced a 10 percent decline in state employment.

Federal Government (NAICS 91)

County MSA	Annual Average Employment		Employment Change	
	2000	2005	Numerical	Percent
Butte	600	600	0	0.0%
Colusa, Glen, Tehama	660	620	-40	-6.1%
Del Norte, Humboldt, Mendocino, Lake	1,660	1,390	-270	-16.3%
Redding MSA	1,300	1,300	0	0.0%
Sacramento-Arden Arcade-Roseville MSA	15,500	12,700	-2,800	-18.1%
Siskiyou, Modoc, Lassen, Trinity, Plumas, Sierra, Nevada	3,070	3,420	350	11.4%
Yuba City MSA	1,600	1,600	0	0.0%
Total NFN Counties	24,390	21,630	-2,760	-11.3%
Total California	272,900	249,100	-23,800	-8.7%

State Government (NAICS 92)

County MSA	Annual Average Employment		Employment Change	
	2000	2005	Numerical	Percent
Butte	4,000	3,600	-400	-10.0%
Colusa, Glen, Tehama	490	440	-50	-10.2%
Del Norte, Humboldt, Mendocino, Lake	5,470	5,260	-210	-3.8%
Redding MSA	1,600	1,900	300	18.8%
Sacramento-Arden Arcade-Roseville MSA	94,000	102,300	8,300	8.8%
Siskiyou, Modoc, Lassen, Trinity, Plumas, Sierra, Nevada	3,810	3,460	-350	-9.2%
Yuba City MSA	1,100	1,500	400	36.4%
Total NFN Counties	110,470	118,460	7,990	7.2%
Total California	443,400	463,100	19,700	4.4%

Local Government (NAICS 93)

County MSA	Annual Average Employment		Employment Change	
	2000	2005	Numerical	Percent
Butte	11,700	12,400	700	6.0%
Colusa, Glen, Tehama	6,450	7,540	1,090	16.9%
Del Norte, Humboldt, Mendocino, Lake	19,080	21,960	2,880	15.1%
Redding MSA	9,200	9,800	600	6.5%
Sacramento-Arden Arcade-Roseville MSA	94,000	109,000	15,000	16.0%
Siskiyou, Modoc, Lassen, Trinity, Plumas, Sierra, Nevada	13,360	14,100	740	5.5%
Yuba City MSA	8,200	8,400	200	2.4%
Total NFN Counties	161,990	183,200	21,210	13.1%
Total California	1,601,800	1,701,700	99,900	6.2%

Projected Industry Growth

With the exception of the Redding MSA, federal government employment in the northern counties is projected to increase modestly at about a 2 percent rate. Overall, state government is projected to grow at 7.3 percent and local government at 29.9 percent. However, the projected growth rate for local government within the Sacramento MSA is skewing the total percentage for the northern California counties. As such, both state and local government employment represents a possible opportunity for colleges in northern California.

Federal Government (NAICS 91)

County MSA*	Annual Average Employment		Employment Change	
	2002	2012	Numerical	Percent
Butte	600	600	0	0.0%
Del Norte, Humboldt, Mendocino, Lake	1,510	1,550	40	2.6%
Redding MSA	1,300	1,500	200	15.4%
Sacramento, Placer and El Dorado	9,800	9,900	100	1.0%
Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama and Trinity	3,760	3,700	-60	-1.6%
Yuba City MSA	1,500	1,600	100	6.7%
Yolo	3,000	3,100	100	3.3%
Total NFN Counties	23,472	23,962	490	2.1%

State Government (NAICS 92)

County MSA*	Annual Average Employment		Employment Change	
	2002	2012	Numerical	Percent
Butte	4,100	4,500	400	9.8%
Del Norte, Humboldt, Mendocino, Lake	5,700	6,200	500	8.8%
Redding MSA	1,700	1,900	200	11.8%
Sacramento, Placer and El Dorado	87,400	91,100	3,700	4.2%
Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama and Trinity	4,420	4,500	80	1.8%
Yuba City MSA	1,200	1,200	0	0.0%
Yolo	20,800	25,200	4,400	21.2%
Total NFN Counties	127,322	136,612	9,290	7.3%

Local Government (NAICS 93)

County MSA*	Annual Average Employment		Employment Change	
	2002	2012	Numerical	Percent
Butte	12,300	13,000	700	5.7%
Del Norte, Humboldt, Mendocino, Lake	21,560	25,070	3,510	16.3%
Redding MSA	9,900	11,400	1,500	15.2%
Sacramento, Placer and El Dorado	97,500	139,400	41,900	43.0%
Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama and Trinity	21,680	25,880	4,200	19.4%
Yuba City MSA	8,400	9,000	600	7.1%
Yolo	8,400	10,300	1,900	22.6%
Total NFN Counties	181,742	236,062	54,320	29.9%

*Projection data with the new MSA and Balance of State Areas is not available

Projected growth rates are optimistic compared to current trends. As the housing boom helped accelerate the job market in many industries, it had little effect on the government sector. Even so, the government sector continued to grow modestly and within the last two years has gained considerable speed in adding new jobs. In California, year over growth ending July 2006 was up by almost 60 percent from 2005.

Projected Occupational Growth

The following occupational categories were selected based on the size of employment in the northern counties. Each category represents between 10 and 20 percent of the total employment in the Government industry, excluding schools and hospitals. Growth projections for the occupations within the government sector are not publicly available via the California Employment Development Department Labor Market Information Division. As such, the following tables provide projections for the occupation categories across industries, not just Government.

2002 – 2012 Private Industry Growth Rates For The Top Largest Government Occupational Categories

	Butte	Del Norte, Humboldt, Mendocino, Lake	Redding MSA	Sacramento, Placer and El Dorado	Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama and Trinity	Yuba City MSA	Yolo
Total, All Occupations	16.9%	15.0%	13.4%	24.3%	13.5%	17.0%	25.3%
Office and Administrative Support Occupations	7.6%	5.7%	6.4%	14.1%	7.3%	12.9%	13.4%
Business and Financial Operations	21.8%	21.8%	19.2%	20.8%	21.0%	29.8%	30.4%
Protective Service Occupations	9.4%	17.9%	14.8%	20.0%	17.2%	12.8%	25.4%
Management Occupations	18.3%	15.5%	16.4%	27.3%	17.1%	22.1%	30.3%
Architecture and Engineering Occupations	20.9%	11.7%	5.4%	19.9%	14.6%	40.0%	20.1%
Community and Social Services Occupations	11.6%	15.9%	12.3%	30.5%	22.8%	22.7%	34.7%
Life, Physical, and Social Science Occupations	12.3%	12.8%	13.4%	19.1%	9.0%	13.2%	20.8%

*Projection data with the new MSA and Balance of State Areas is not available

Data Highlights

- Office and administrative support as well as life, physical and social science occupations are projected to grow at a pace slower than the regional economy.
- Protective service occupations are projected to grow at the same pace as the regional economy.
- Business and financial operations and management occupations are projected to grow at a pace faster than the regional economy.
- Architecture and engineering occupations are projected to grow at a pace faster than the regional economy in the following areas: Butte, Northern Mountains Region, and the Yuba City MSA.
- Community and social service occupations are projected to grow at a pace faster than the regional economy in the following areas: North Coast Region, Sacramento MSA, Northern Mountains Region, Yuba City MSA, and Yolo County.

Relevance

The government occupations, largest in size and with the greatest projected growth, generally do not require an AA Degree, but rather require on the job training or a bachelor's degree. Thus, this industry represents an opportunity for community colleges to develop transfer programs or certificates that could give an applicant a competitive edge in the hiring process. The following is a summary of the training requirements for the largest government occupational categories:

- Most business and financial operations occupations require a Bachelor's degree, and a few require on-the- job experience.
- Most management occupations require a Bachelor's degree plus work experience.
- Most protective service occupations require work experience or one to twelve months of on-the-job training.
- Most office and administrative support occupations require on-the-job training and a few require post-secondary training.
- Most occupations of the life, physical, and social science category require a bachelor or master's degree. Technician related positions in this category require an associate's degree.
- Most occupations of the community and social services category require a bachelor or master's degree.
- Technician and drafting positions in the architecture and engineering occupational category require an associate degree or post-secondary education. Engineering positions require a bachelor's degree.

Existing Community College Programs

As shown in the following tables, 13 of the 14 community colleges in northern California are responding to the need for protective service occupations by offering certificate and degree programs in Administration of Justice, Fire Technology, Corrections, and Criminal Investigations. Additionally, all 14 community colleges in northern California offer business, finance, or management related certificate or degree programs.

Nine of the 14 colleges offer engineering or architectural related occupations. Five of the 14 colleges offer life or physical science courses and 11 of the 14 offer social science courses. However, not a single community college in northern California offers an associate degree in public administration.

Programs Related to Protective Service Occupations

College Name	Program Title	Certificate Units	Degree Units	Type of Degree
American River College	Fire Technology	35	35	A
American River College	Firefighter Recruit Academy	19.5		
Butte College	Court Personnel: Prelaw	30	48	S
Butte College	Administration of Justice		40	S
Butte College	Criminal Justice		21	S

Butte College	Fire Technology	26	30	S
College of the Redwoods	Administration of Justice	29	45	S
College of the Redwoods	Corrections	30	45	S
College of the Redwoods	Court Reporting	55		
College of the Redwoods	Basic Police Academy	34.5		
College of the Siskiyou	Administration of Justice	30	39	A
College of the Siskiyou	Fire/Emergency Response	15	33	S
Feather River College	Administration of Justice	27	27	A
Folsom Lake College	Administration of Justice		31	A
Folsom Lake College	Administration of Justice, Correctional	28	34	A
Lake Tahoe Community College	Law Enforcement	35	35	A
Lake Tahoe Community College	Criminal Justice Foundations	36	36	A
Lake Tahoe Community College	Corrections & Community Supervision	36	36	A
Lake Tahoe Community College	Fire Science	32	32	A
Lassen College	Administration of Justice	30	30	A
Lassen College	Correctional Science	40	40	S
Mendocino College	Administration of Justice	24	18	S
Mendocino College	Fire Control Technology			
Sacramento City College	Administration of Justice - Police Services	36	36	S
Sacramento City College	Admin of Justice - Correctional	36	36	S
Shasta College	Fire Technology		35.5	A
Shasta College	Administration of Justice		21	B
Shasta College	Firefighter I	21		
Shasta College	Firefighter II	26		
Sierra College	Administration of Justice - Law Enforcement		21	B
Sierra College	Administration of Justice - Courts		21	B
Sierra College	Administration of Justice - Corrections		21	B
Sierra College	Fire Technology	30	30	B
Yuba College	Law Enforcement		18	S
Yuba College	Corrections		21	S
Yuba College	Fire Technology	30	18	S
Yuba College	Special Investigator Basic	32		
Yuba College	Specialized Investigators Course	33		
Yuba College	Reserve Training Level 1	18.5		
Yuba College	Basic Police Academy	41.5		
Yuba College	Fire Technology Practicum	30		
Yuba College	Fire Fighter I Academy	26		

Programs Related to Management, Business and Finance Occupations

College Name	Program Title	Certificate Units	Degree Units	Type of Degree
American River College	Business Transfer		37	A
American River College	Management	24	33	A
American River College	Modern Management	27	38	A
Butte College	Business Administration		24	S
Butte College	Business Management	34	40	S
College of the Redwoods	Business and Commerce, General	45	45.5	S
College of the Redwoods	Office Technology/Office Computer Applications	45	45	S
College of the Siskiyous	Business Administration		21	A
Cosumnes River College	Finance		44	A
Cosumnes River College	Business, General: Transfer		33	A
Feather River College	Office Technology/Office Computer Applications	33	33	A
Folsom Lake College	Business, General: Transfer		31	A
Folsom Lake College	Management		43	A
Lake Tahoe Community College	Business: Finance		42	A
Lake Tahoe Community College	Business Management		44	A
Lassen College	Business Administration		42	S
Mendocino College	Business Administration		20	S
Mendocino College	Business Management	19	22	S
Sacramento City College	Business Management	21	42	S
Shasta College	Business Management		43	A
Sierra College	Business Administration		22	B
Sierra College	Management	22	22	B
Yuba College	Business Administration		21.5	S
Yuba College	Personnel Management	30	21	S
Yuba College	General Business	30	21	S

Programs Related to Architecture and Engineering Occupations

College Name	Program Title	Certificate Units	Degree Units	Type of Degree
American River College	Engineering, Transfer		70	S
American River College	Engineering Technology	41	41	S
Butte College	Drafting and CAD Technology	20	35	S
Butte College	Engineering		52	S
Butte College	Civil Engineering Technology	26	57	S
College of the Redwoods	Drafting Technology, Architecture	40	57	S
College of the Redwoods	Civil Design	38.5	49	S

College of the Siskiyou	Engineering		41	S
Cosumnes River College	Architecture	32.5	32.5	S
Cosumnes River College	Engineering, Civil/Mechanical		48	S
Sacramento City College	Engineering Design Technology	30	30	S
Shasta College	Architecture and Architectural Technology	31	41	A
Shasta College	Computer-Aided Drafting Technology	33	46	A
Shasta College	Civil Engineering Technology	38	41	A
Sierra College	Computer-Aided Drafting Specialist: Architecture	29	29	B
Sierra College	Engineering		35	B
Yuba College	Architecture Studies	27	18	S

Programs Related to Life, Physical and Social Science Occupations

College Name	Program Title	Certificate Units	Degree Units	Type of Degree
Butte College	Environmental Science		47	S
Butte College	Physical Science		18	S
College of the Siskiyou	Physical Science		22	S
Cosumnes River College	Environmental Sampling and Analysis	19.5		
Cosumnes River College	Environmental Health and Safety	18		
Cosumnes River College	Environmental Technology	42	38	S
Feather River College	Environmental Studies	16.5	37	B
Feather River College	Physical Science		36	S
Sierra College	Watershed Ecology	28	28	S

Programs Community and Social Science Occupations

College Name	Program Title	Certificate Units	Degree Units	Type of Degree
American River College	Social Sciences		18	A
Butte College	Social and Behavioral Science		18	A
College of the Siskiyou	Social Science		24	A
Cosumnes River College	Social Science		21	A
Feather River College	Social Science		18	A
Folsom lake College	Social Science		21	A
Lake Tahoe Community College	Social Science		27	A
Mendocino College	Social Science		18	A
Sacramento City College	Social Science		18	A
Sierra College	Social Science		18	A
Yuba College	Social Science		18	A

Degree Type. "A" indicates Associate in Arts, "S" indicates Associate in Science, and "B" indicates that both an Associate in Arts and an Associate in Science are available.

Cert Units. Number of core units and restricted electives required for a certificate. Expressed as semester units for all colleges except DeAnza, Foothill, and Lake Tahoe, whose listings are in quarter units.

Degree Units. Number of core units and restricted electives required for the major, and any closely associated prerequisites, in a degree program. Excludes general education and open electives. Expressed as semester units for all colleges except DeAnza, Foothill, and Lake Tahoe, whose listings are in quarter units.