

TABLE OF CONTENTS

CHAPTER 1 Page 5

INTRODUCTION

1.1 Purpose of this Report 5

1.2 Overview of the Yuba-Sutter Region 6

1.2.1 Yuba-Sutter in the Regional Economy

1.2.2 Yuba-Sutter Commuters

1.2.3 The Future of the Yuba-Sutter Region

1.3 Outline of the Report 8

CHAPTER 2 Page 11

ECONOMIC AND DEMOGRAPHIC ANALYSIS:

Existing Conditions in the Yuba-Sutter Region

2.1 Demographic Characteristics 11

2.1.1 Sutter County Population

2.1.2 Yuba County Population

2.1.3 Age Distribution

2.1.4 Race/Ethnic Distribution

2.2 Labor Market Conditions 19

2.2.1 Civilian Labor Force

2.2.2 Civilian Employment

2.2.3 Civilian Unemployment

2.3 Economic Conditions 26

2.3.1 Per Capita Income

2.3.2 Income by Industry

CHAPTER 3 Page 31

NEW LABOR MARKET ENTRANTS:

Assessing Schools in the Yuba-Sutter Region

3.1 High School Graduates 31

3.1.1 Total Graduates

3.1.2 Standardized Testing

3.1.3 Every Student a Scholarship Foundation

3.1.4 Year-Round Youth Program

3.1.5 WorkAbility I

3.1.6 School-to-Career

3.1.7 Staff Development and Technology Center

3.1.8 California Technical Assistance Project

3.2 California Community Colleges 35

3.2.1 Yuba Community College

3.2.2 Butte Community College

3.2.3 Sierra Community College

3.2.4 Los Rios Community College District

3.3 Four-Year Public Universities 37

3.3.1 California State University, Chico

3.3.2 California State University, Sacramento

3.3.3 University of California, Davis

3.4 Private Colleges and Training Institutions 39

3.4.1 Embry-Riddle Aeronautical University

3.4.2 Chapman University

3.4.3 Aviation & Electronic Schools of America

3.4.4 Executive Flyers

3.4.5 Golden Gate University

3.4.6 Heald College

3.4.7 The Union Institute

3.4.8 University of Phoenix

3.4.9 Sierra West Academy

CHAPTER 4 Page 43

JOB TRAINING AND PLACEMENT AGENCIES:

Creating a Trained Workforce in the Yuba-Sutter Region

4.1 Federal Welfare Reform 43

4.1.1 Job Training and Partnership Act

4.1.2 California Employment Development Department

4.1.3 California Work Opportunity and Responsibility to Kids

4.1.4 North Central Counties Consortium

4.2 One-Stop Centers 46

4.2.1 Career Training and Education Center

4.2.2 Regional Career Center

4.3 Individual Job Training Programs	47
4.3.1 Tri-County Regional Occupation Program	
4.3.2 Yuba College Job Training Office	
4.3.3 Department of Rehabilitation	
4.3.4 Adult Education	
4.4 Individual Job Placement Programs	52
4.4.1 The Resource Center	
4.4.2 Employment Development Department	
4.4.3 CalJOBS	
4.4.4 WorkAbility II	
4.5 Agency Collaborations	54
CHAPTER 5 Page 57	
WORKFORCE AVAILABILITY IN THE YUBA-SUTTER REGION:	
Final Analysis	
5.1 Total Employment	57
5.1.1 Commuter Adjustment	
5.1.2 Proprietary Employment Adjustment	
5.1.3 Proprietary Job Adjustment	
5.1.4 Military Job Adjustment	
5.1.5 Workers with More than One Job	
5.2 Total Unemployment	60
5.3 Total Underemployment	60
5.3.1 Persons Commuting Outside the Yuba-Sutter Region to Work	
5.3.2 Persons Working Seasonally	
5.3.3 Persons Working Part-Time	
5.3.4 Persons Working More than One Job	
5.4 Newly Trained Labor Market Entrants	62
5.4.1 High School Graduates and Dropouts	
5.4.2 College Graduates	
5.4.3 Job Training Graduates	
5.5 The Available Labor Supply	65
5.5.1 Labor Market Entrants	
5.5.2 Unemployed Persons	
5.5.3 Underemployed Persons	
5.6 So Many Workers, So Few Jobs	66

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CHAPTER ONE

Introduction

During the last few years, rural Northern California has joined in the economic boom experienced by the nation as a whole. From 1996 to 1999, 42,400 jobs had been added to the economy, an increase of 7.0 percent. The unemployment rate dropped from 9.0 percent in 1996 to 6.6 percent in 1999. This is the greatest three-year employment expansion since 1987 through 1990.

The Yuba-Sutter Region, defined in this document as Yuba and Sutter Counties, have shared in this recent employment expansion, but not to the extent of Northern California as a whole. From 1996 to 1999, the Yuba-Sutter Region experienced a three-year increase in employment of 2,900, an increase of 6.2 percent. Again, this was the greatest three-year employment expansion since 1990, when the region led rural Northern California with 10,600 new jobs during the previous three years. However, three-year employment growth in the Yuba-Sutter Region has been falling throughout the 1990's.

It is important to understand why the Yuba-Sutter Region has not been growing as rapidly economically as Northern California as a whole. One reason is the lack of a four-year university to meet the increasing need of employers for a workforce that has earned college degrees. A look at the region's age distribution (section 2.1.3) shows a sharp decrease in the population of persons in their early twenties as these people search for higher education and higher-level employment elsewhere. Another factor is the current local employment distribution by industry, which tends to be more agriculture, retail, and military oriented in a regional economy that is characterized by increasing employment in light manufacturing and high technology.

1.1 Purpose of this Report

Technology and manufacturing firms tend to locate both near market centers and where there is an ample supply of adequately trained labor. While the Yuba-Sutter Region clearly is close to major markets, 35 minutes from downtown Sacramento and 120 minutes from downtown San Francisco, the general perception among corporate site selectors is that the available labor supply in Yuba and Sutter Counties is not adequately trained.

Indeed, local labor quality has been the primary stated concern of most site selectors who choose not to locate in the Yuba-Sutter Region, according to David Shirah, Community Coordinator for the Yuba County Regional Career Center. However, there is no document that identifies the potential supply of labor for high technology and manufacturing for the region, so site selectors have been making conclusions when there is a void of relevant information. Local officials believe that the local workforce is already well trained and over-skilled for jobs currently available in Yuba and Sutter Counties, in addition to the region's large unemployed and underemployed workforce with low labor costs and many opportunities for special training programs.

Therefore, the purpose of this report is to document training levels of the available workforce in the Yuba-Sutter Region, relying on available data and information rather than perception. In fulfilling its purpose, this document will attempt to

1. Identify the total number of skilled workers who are commuting outside the Yuba-Sutter Region to work.
2. Determine how many people comprise Yuba and Sutter County's current workforce, including characteristics such as age, race, and location.

3. Identify local services and collaboration available to outreach, screen, and train the workforce in the Yuba-Sutter Region.
4. Determine the approximate number and training level of the unemployed, the underemployed, and those entering the labor market.

1.2 Overview of the Yuba-Sutter Region

In order to understand this report and the purpose behind it further, an overview of the Yuba-Sutter Region, its economy, and how the economy interacts with the surrounding region is necessary. This section will provide a basic understanding of the Yuba-Sutter Region and where it stands in the regional economy of Northern California.

1.2.1 Yuba-Sutter in the Regional Economy

An examination of the potential labor market for manufacturing and technology is necessary because the Yuba-Sutter Region is very close to Sacramento, where technology and manufacturing are becoming increasingly important industries. The metropolitan area of Sacramento has grown from 1.49 million to 1.75 million people between 1990 and 1999. Total employment was over 842,000 and the unemployment rate was 4.1 percent in 1999.

This rapid growth is driven by local economic growth, and economic growth is expected to continue to drive rapid population growth in the future. The California Department of Finance expects the Sacramento metropolitan area to

exceed 2.5 million people by 2020.

Some of the richest farmlands in the nation surround Sacramento and as a result, the city is the Central Valley's leader in marketing, processing, and shipping for a wide variety of agricultural products. Most of the area's nonagricultural labor force works in manufacturing, services, and state and federal government. Principal manufactures include technology driven products such as transportation equipment, chemicals, electronic and computer equipment, and software.

Sacramento is also the transportation hub for the Central Valley of California. The Port of Sacramento operates a canal that connects to San Francisco Bay, allowing ocean-going ships to reach the city. The port handles more than 1.15 million metric tons of cargo each year and generates \$54 million in annual revenues. The recently expanded Sacramento International Airport, located between Sacramento and the Yuba-Sutter Region, carries hundreds of commercial and passenger flights a day. Several major highways connect to the Sacramento area, including Interstate 5, Interstate 80, and State Highways 99 and 70, both of which connect the city to the Yuba-Sutter Region. Amtrak also provides regular passenger service between Sacramento and Yuba City.

Population growth in the Yuba-Sutter Region was driven partially by local industry. Employment in agricultural services grew 86 percent between 1990 and 1997, with more modest employment gains in manufacturing,

Table 1.1 - Commuters in Counties with more than 100 Commuters from Yuba and Sutter Counties by Industry, 1989

	Butte County	Colusa County	Nevada County	Placer County	Sacramento County	Solano County	Yolo County	Other Counties	Total, all counties
Self-employed persons	78	46	30	0	99	75	62	32	422
Industry not specified	32	89	25	91	17	29	64	434	781
Ag., ag. serv., & mining	76	42	0	0	64	0	139	16	337
Construction	73	0	20	221	413	21	68	140	956
Manufacturing	172	143	50	431	246	0	88	63	1,193
Transp. & public utilities	52	32	0	81	337	0	98	28	628
Wholesale & retail trade	167	100	56	146	382	0	260	62	1,173
Finance, insurance, & real est.	0	0	20	0	166	0	24	7	217
Services	138	48	25	23	372	0	170	29	805
Federal civilian government	0	0	9	0	456	0	0	40	505
Federal military government	25	0	0	0	34	0	0	56	115
State and local government	132	0	23	20	451	20	79	16	741
Total	945	500	258	1,013	3,037	145	1,052	923	7,873

Source: 1990 Census of Population and Housing

retail trade, and services. However, population growth in Yuba and Sutter Counties has also been driven by growth in Sacramento. Traffic volume travelling between Sacramento and the Yuba City Urban Area on State Highway 99, at the Sacramento/Sutter county line, grew 15.4 percent between 1993 and 1998, reaching a level of 2,600 vehicles during the peak hour, and exceeding 25,000 vehicles per day on average.

1.2.2 Yuba-Sutter Commuters

Without a survey, it is difficult to assess the characteristics of the workforce in Yuba and Sutter Counties that commutes outside the region. All employment by industry and occupation, except for information published by the Bureau of the Census, is by place of work; that is, it only counts the people who actually work in the county.

According to the 1990 Census, 5,102 people from Yuba and Sutter Counties were commuting to work in the Sacramento area, 945 people were

Table 1.2 - Average Wage of Commuters from Yuba and Sutter Counties by Industry, 1989

	Total commuters	Average wage
Self-employed persons	422	\$ 23,881
Industry not specified	781	\$ 23,850
Ag., ag. serv., & mining	337	\$ 10,136
Construction	956	\$ 23,898
Manufacturing	1,193	\$ 22,448
Transp. & public utilities	628	\$ 29,207
Wholesale & retail trade	1,173	\$ 21,052
Finance, insurance, & real est.	217	\$ 15,708
Services	805	\$ 21,462
Federal civilian government	505	\$ 27,564
Federal military government	115	\$ 21,409
State and local government	741	\$ 29,899
Total	7,873	\$ 23,372

Source: 1990 Census of Population and Housing

commuting north to Butte County, and 1,826 people were commuting elsewhere in 1989. Of those who commute outside the region, there were over 1,100 people in each of three industry sectors: manufacturing, wholesale trade, and

Figure 1.1 - Distribution of Commuters from Yuba and Sutter Counties by County of Work, 1989

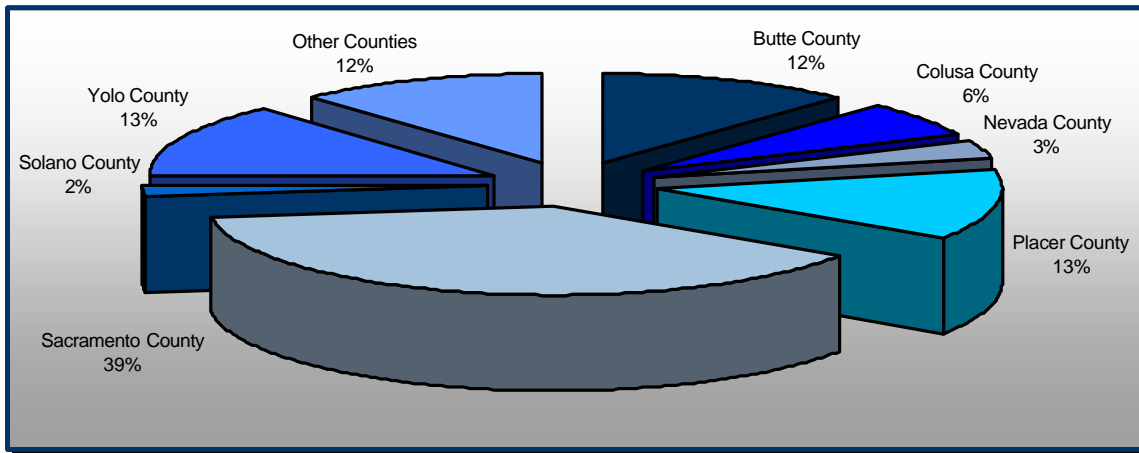


Figure 1.2 - Total Commuters from Yuba and Sutter Counties by Industry, 1989

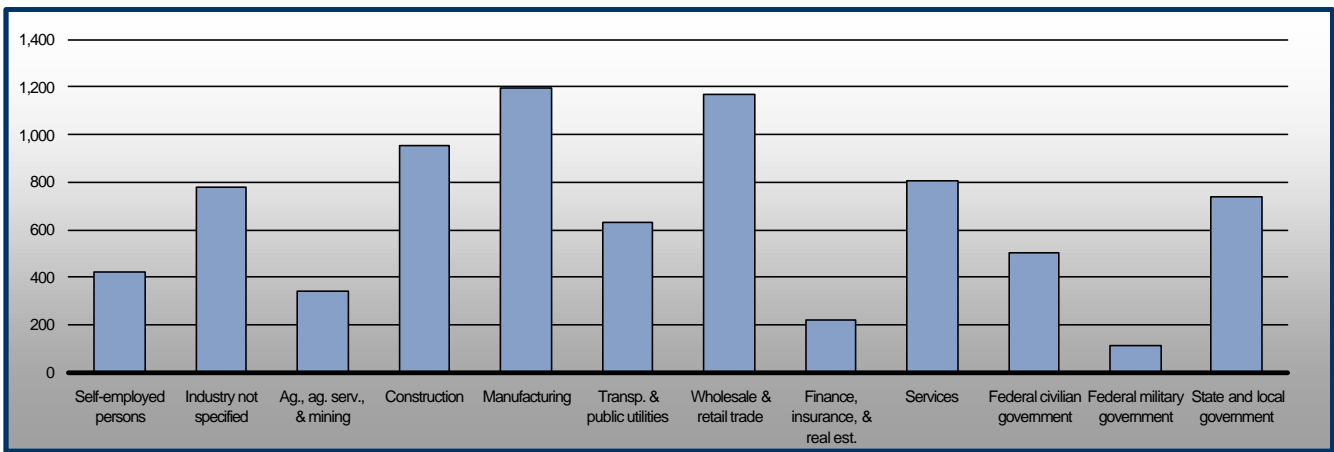
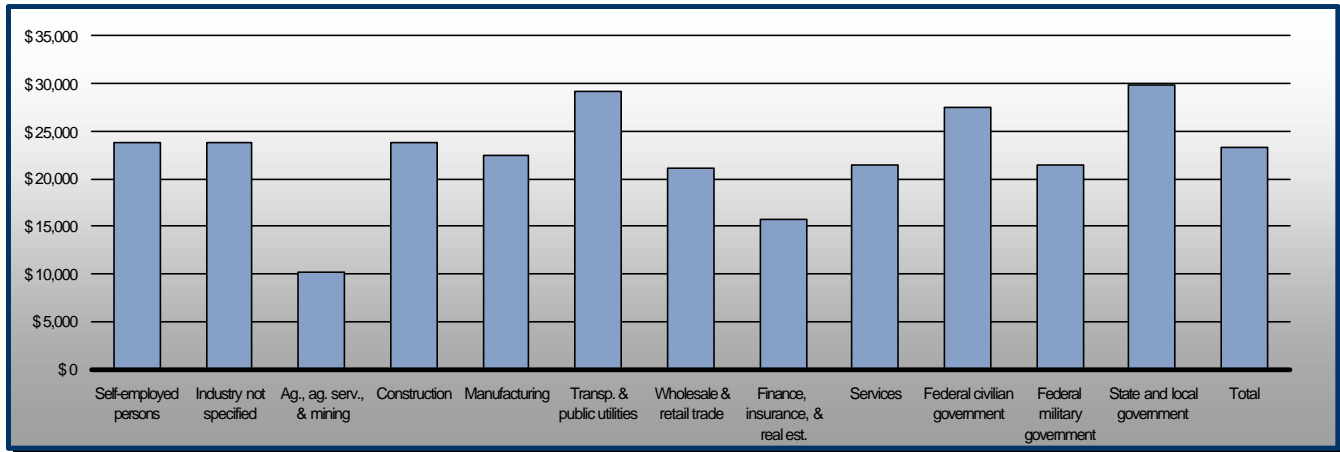


Figure 1.3 - Average Wage of Commuters from Yuba and Sutter Counties by Industry, 1989



retail trade. Over 800 people each commuted to construction and service sector firms.

The average wage reported in the census for commuters outside Yuba and Sutter Counties averaged over \$23,000. State and local government and transportation and public utilities had the highest average wage at over \$29,000 per worker. The average wage for federal civilian government workers commuting outside the region was also high at over \$27,000 per worker.

1.2.3 The Future of the Yuba-Sutter Region

In the future, population growth in Yuba and Sutter Counties is expected to be driven increasingly by growth in the Sacramento and Grass Valley areas and less by local industry growth. Much of the residential development expected to occur in the Yuba-Sutter Region in the next twenty years, comprising over 30,000 new units, is designed primarily for Sacramento and Grass Valley commuters. Assuming that the average household size of 2.5 persons remains unchanged, this new housing would add over 75,000 people. Many of these new residents will be commuters to Sacramento and Grass Valley, which would significantly tax the present roadway infrastructure.

Local officials believe that with the current plans for development, it would make more sense for some of the manufacturing and high technology firms who are located or looking to locate in the Sacramento or Grass Valley area to locate in the Yuba-Sutter Region. It would reduce commute time for many of their potential workers and quite likely draw others who are commuting to Sacramento but would rather work closer to home.

Therefore, a workforce study that analyzes the potential manufacturing and high technology workforce in Yuba and Sutter Counties is essential. It will help give potential employers the knowledge necessary in order to make an informed site-location decision. It will also give the local population insight as to why the local economic development community is currently pushing for business development in the manufacturing and high technology industries.

1.3 Outline of the Report

This report was designed to present a vast amount of different types of information in a logical and comprehensible manner. The following is a brief outline of the chapters contained within the report and the type of information each chapter includes.

Chapter two is included as a detailed overview of existing conditions in the Yuba-Sutter Region. It attempts to analyze local economic and demographic situation and includes analysis of current estimates of population, age and race distribution, labor market information, and income levels. This information represents a "benchmark" from which information in chapters three and four is analyzed in chapter five.

Chapter three attempts to identify the number and skill levels of new labor market entrants. It describes institutions of higher learning most accessible to the residents of Yuba and Sutter Counties and lists numbers of students by academic program currently in progress, when available. Chapter two also introduces job

training and placement programs available for new labor market entrants.

Chapter four looks into agencies and programs designed for unemployed and underemployed persons already in the local labor market, or adults who are beginning to participate in the labor market after a period during which they were not involved. It examines local job training and job placement organizations and determines, where available, the number of people who completed each program by type of training acquired. In the agency's and program's descriptive narrative, an explanation is included regarding how they collaborate with other agencies and programs in terms of management organization, funding, and clientele.

Chapter five is the final analysis of the Yuba-Sutter Region's total unemployed and underemployed population by skill level. It attempts to estimate, based on information collected in chapters two through four, the total number of unemployed and underemployed persons by level of training. It accomplishes this by comparing the training level of the local workforce to the training level required by the current set of jobs that are occupied in Yuba and Sutter Counties.

CHAPTER TWO

Economic and Demographic Analysis: Existing Conditions in the Yuba-Sutter Region

The Yuba-Sutter Region (defined in chapter one as Yuba and Sutter Counties in California) is a region of contrast and diversity. There are wide arrays of demographic characteristics and specialized economies within the region. These contrasts exist not only between the region and California as a whole, but also between the region and rural Northern California as well as between the region's two constituent counties.

The economy of the Yuba-Sutter Region is based on local agricultural production as well as the retail trade and government industry sectors. Based on the importance of local agriculture, which is seasonal by nature, the region suffers persistently from both high unemployment and large seasonal employment fluctuations. Overall, incomes are generally lower and fewer people of working age are employed.

However, despite this relatively downcast picture, the Yuba-Sutter Region is growing.

Technological industries of Sacramento are driving more growth than the local economy is producing. The region is becoming less rural and more urban. In addition, the California Department of Finance expects more than 55,000 new residents in the next twenty years. Value-added industries are becoming increasingly feasible as the local workforce in the region increases in number, experience, and training.

2.1 Demographic Characteristics

As of July 1, 1999, there were 137,700 people estimated to be living in Yuba and Sutter counties. The region has grown at an annual average rate of 1.2 percent between 1990 and 1999, slightly less than California's average rate of 1.4 percent.

Total Population is estimated for July 1 of each year by the California Department of Finance. Using two independent variables, the Center for Economic Development estimated population for sub-county areas. The center's starting point began with population projections by zip code from Conquest Market Data. Conquest Market Data published population by zip code in the Census of 1990 and made estimates for 1994 and projections for 1999. Population estimates for intermediate years, 1991 to 1993 and 1995 to 1999, were estimated assuming constant annual percentages from 1990 to 1994 and 1994 to 1999.

Zip codes were then sorted by county. Generally, zip code regions conform to county boundaries in Yuba and Sutter Counties. Populations for all zip codes were then added together for each year to get the

Table 2.1 - Shifting Populations of the Yuba-Sutter Region and Percent of Total Population

Community	1990 population	Percent of total	1995 population	Percent of total	1999 population	Percent of total
Total Yuba-Sutter Region	123,800	100.0 %	136,100	100.0 %	137,700	100.0%
Yuba City Urban Area	94,200	76.1 %	104,700	76.9 %	106,800	77.6%
Marysville-Linda	36,900	29.8 %	39,250	28.8 %	37,950	27.6%
Olivehurst	6,425	5.2 %	6,650	4.9 %	6,300	4.6%
Yuba City-Tierra Buena	50,800	41.0 %	58,800	43.2 %	62,600	45.5%
Small Communities	19,550	15.8 %	20,550	15.1 %	20,150	14.6%
Beale AFB	6,925	5.6 %	7,200	5.3 %	6,825	5.0%
Live Oak	6,925	5.6 %	7,350	5.4 %	7,400	5.4%
Sutter	3,150	2.5 %	3,350	2.5 %	3,370	2.4%
Wheatland	2,540	2.1 %	2,650	1.9 %	2,520	1.8%
Other Rural	10,100	8.2 %	10,900	8.0 %	10,750	7.8%
Sutter County	4,120	3.3 %	4,340	3.2 %	4,340	3.2%
Yuba County	6,000	4.8 %	6,550	4.8 %	6,420	4.7%

Source: Center for Economic Development

population estimates and projections from Conquest Market Data. These populations were divided by the county estimates of California Department of Finance from 1990 to 1999, resulting in a correcting multiplier for zip code data. Conquest's population estimates and projections by zip code were finally multiplied by this correcting multiplier, resulting in population estimates by zip code used in this report. This methodology essentially takes Conquest's estimated and projected distribution of population by zip code and matches it with the Department of Finance's estimates of total county population.

Growth in Yuba and Sutter Counties in the last decade was driven primarily by employment growth in Sacramento. The region is increasingly becoming a bedroom community for this fast-growing center for information and technology businesses.

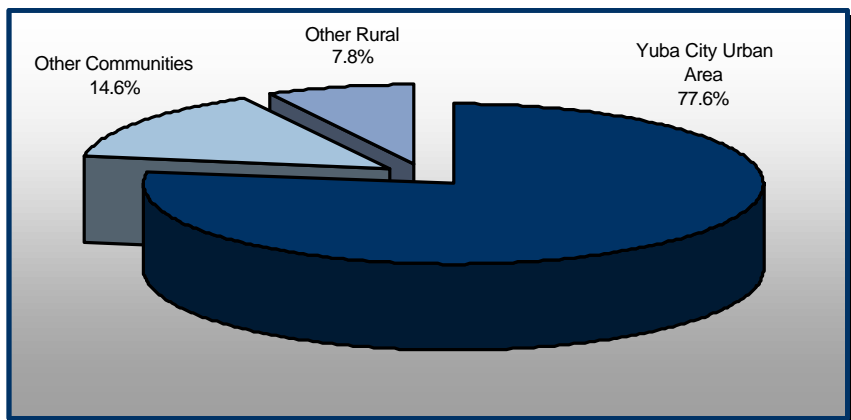
Over 77 percent of the population of Yuba and Sutter Counties resides in the Yuba City Urban Area. Urban areas are defined in the U.S. Census to include areas of continuous development that have a population of 50,000 or more. Geographic barriers, such as the Feather or Yuba Rivers, are not considered breaks in the continuity of

Table 2.2 - Shifting Populations of the Yuba-Sutter Region and Annual Percent Change

Year	Yuba City-Tierra Buena	Percent change	Marysville-Linda-Olivehurst	Percent change	Rural Sutter County	Percent change	Rural Yuba County	Percent change
1990	50,800	n/a	43,350	n/a	14,200	n/a	15,450	n/a
1991	52,800	3.9%	44,250	2.1%	14,500	2.1%	15,750	1.9%
1992	54,600	3.4%	45,200	2.1%	14,700	1.4%	16,100	2.2%
1993	56,200	2.9%	45,400	0.4%	14,850	1.0%	16,200	0.6%
1994	57,500	2.3%	45,700	0.7%	14,900	0.3%	16,300	0.6%
1995	58,800	2.3%	45,900	0.4%	15,050	1.0%	16,400	0.6%
1996	59,600	1.4%	44,600	-2.8%	15,050	0.0%	15,900	-3.0%
1997	60,100	0.8%	45,100	1.1%	15,150	0.7%	16,100	1.3%
1998	61,600	2.5%	44,450	-1.4%	15,100	-0.3%	15,850	-1.6%
1999	62,600	1.6%	44,250	-0.4%	15,100	0.0%	15,750	-0.6%

Source: Center for Economic Development

Figure 2.1 - Distribution of Population in the Yuba-Sutter Region, 1999



development. Thus, the Yuba City Urban Area includes the developed area in and around Yuba City, including Tierra Buena and the large developed area south of the city limits of Yuba City in Sutter County. Also included in the urban area are Marysville, Linda, and Olivehurst in Yuba County.

Table 2.3 - Yuba-Sutter Region Population

Year	Population	Percent change
1990	123,800	n/a
1991	127,300	2.8%
1992	130,600	2.6%
1993	132,700	1.6%
1994	134,400	1.3%
1995	136,100	1.3%
1996	135,100	-0.7%
1997	137,300	1.6%
1998	137,000	-0.2%
1999	137,700	0.5%

Source: California Department of Finance, Demographic Research Unit

Figure 2.2 - Yuba-Sutter Region Population

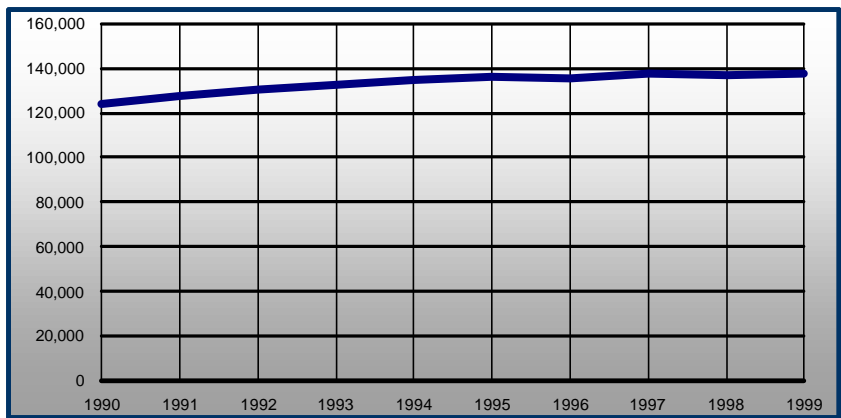


Figure 2.3 - Yuba-Sutter Region Population Annual Percent Change

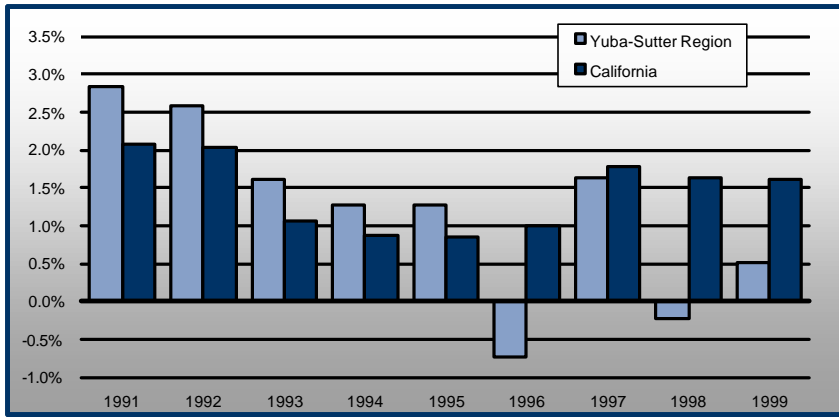
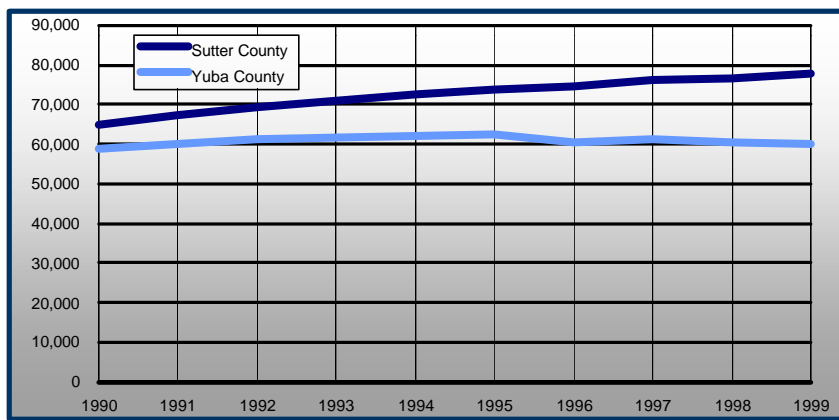


Figure 2.4 - Sutter and Yuba Counties' Population



2.1.1 Sutter County Population

Most people in the study area reside in Sutter County, which is home to 77,700 residents as of 1999. Sutter was also the fastest growing county in the 1990s, adding 12,700 people since 1990. With an annual average growth rate of 2.0 percent, Sutter was the eighth fastest growing

Table 2.4 - Sutter County Population

Year	Population	Percent change
1990	65,000	n/a
1991	67,300	3.5%
1992	69,300	3.0%
1993	71,100	2.6%
1994	72,400	1.8%
1995	73,800	1.9%
1996	74,600	1.1%
1997	76,100	2.0%
1998	76,700	0.8%
1999	77,700	1.3%

Source: California Department of Finance, Demographic Research Unit

Table 2.5 - Yuba County Population

Year	Population	Percent change
1990	58,800	n/a
1991	60,000	2.0%
1992	61,300	2.2%
1993	61,600	0.5%
1994	62,000	0.6%
1995	62,300	0.5%
1996	60,500	-2.9%
1997	61,200	1.2%
1998	60,300	-1.5%
1999	60,000	-0.5%

Source: California Department of Finance, Demographic Research Unit

county out of California's fifty-eight counties since 1990.

Over 80 percent of the population of Sutter County lives in the Yuba City Urban Area. Population growth in the county is attributed to growth in Yuba City.

Yuba City was the only place in Yuba and Sutter Counties to exceed the state's growth rate or to even come close to it between 1990 and 1999. Most of the population growth in the region occurred in Yuba City. Yuba City experienced 85 percent of the Yuba-Sutter Region's population growth and 93 percent of Sutter County's growth adding 11,800 residents. Yuba City grew 23.2 percent between 1990 and 1999, an annual average rate of 2.3 percent. This is well above the state's annual average growth rate of 1.4 percent for the same period.

Most of the commercial and residential development occurring in the Yuba-Sutter region is occurring in Yuba City. This growth is driven more by local planning priorities than by local economic forces. However, this trend is not expected to continue because the regional planning board, the Sacramento Area Council of Governments, considers Yuba and Sutter Counties to be one housing market. The board has agreed to the recent rapid development in Sutter County, but is now shifting its development priorities toward Yuba County (see Yuba County below).

Overall, rural Sutter County, which includes the rest of the county not included in the Yuba City Urban Area, grew 6.3 percent between 1990 and 1998. The two larger communities in rural Sutter County, Live Oak and Sutter, grew 6.9 and 7.0 percent. Most of rural Sutter County is irrigated agricultural cropland, and thus, most of the rural population outside these two larger communities is involved in local agriculture.

2.1.2 Yuba County Population

In contrast to Sutter County, Yuba County is the sixth slowest growing county of California's fifty-eight counties between 1990 and 1999. Growing at an annual average rate of 0.2 percent,

Yuba County has added 1,200 people since 1990 to reach a total estimated population of 60,000. Most of the new residents in Yuba County were added to the Yuba City Urban Area, adding roughly 900 people. However, despite this addition of residents, the urban part of the county did not grow faster than the rural part. Both grew at an annual average rate of 2.0 percent.

The Marysville-Linda-Olivehurst group of communities added another 900 people, growing 2.1 percent from 1990 to 1999. The annual average growth rate of 0.2 percent for this area is well below California's average of 1.4 percent.

Growth has been relatively stagnant in this area as a result of the planning area here reaching buildout early this decade: that is, all planned development has been built. More development is planned for this region as the Yuba City

planning area reaches buildout. The Board of Supervisors has approved approximately 18,000 units in two large specific plans in Linda and Olivehurst, with construction expected to begin in 2000. This would add approximately 45,000 residents to Yuba County in the next twenty years, resulting in an expected annual average growth rate of 2.8 percent.

Figure 2.5 - Sutter and Yuba Counties' Population Annual Percent Change

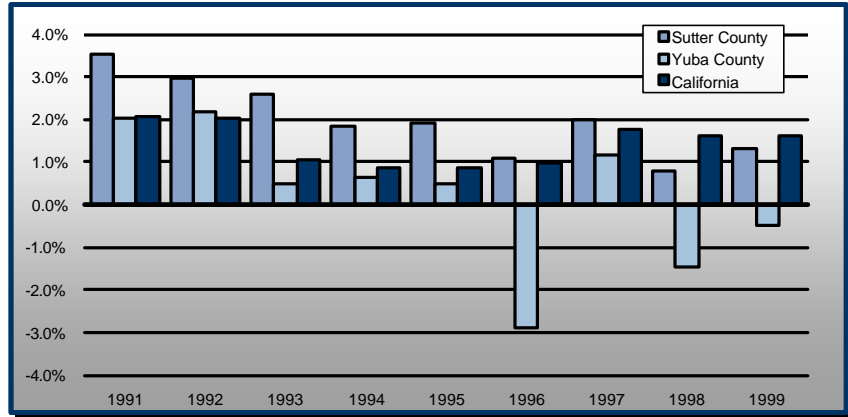


Figure 2.6 - Yuba-Sutter Region Percent of Total Population by Age, 1990

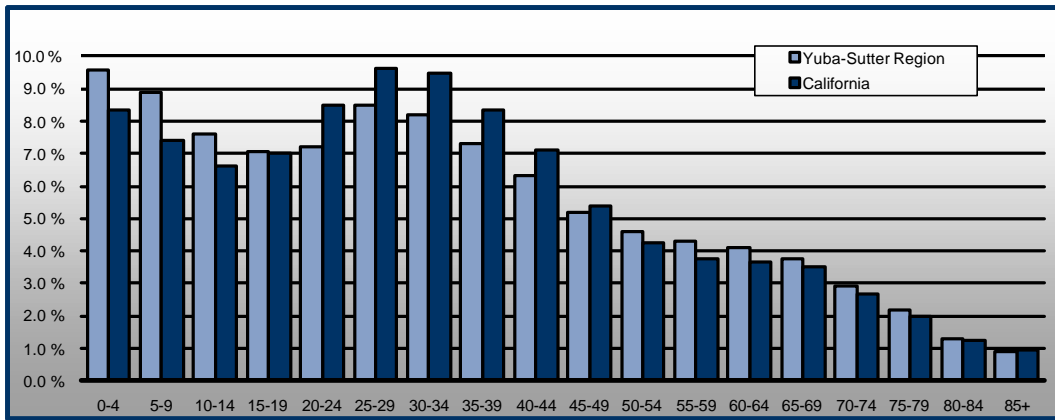


Table 2.6 - Yuba-Sutter Region Age Distribution

Year	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85+
1990	11,840	11,010	9,420	8,740	8,940	10,520	10,150	9,060	7,840	6,410	5,680	5,310	5,100	4,690	3,610	2,730	1,630	1,110
1991	12,230	11,270	9,970	8,840	9,080	10,360	10,530	9,390	8,400	6,470	5,880	5,350	5,200	4,750	3,820	2,790	1,710	1,270
1992	12,650	11,610	10,310	9,040	9,170	10,220	10,730	9,700	8,590	7,010	5,940	5,470	5,230	4,810	3,990	2,910	1,850	1,370
1993	12,770	11,820	10,730	9,180	9,290	9,820	10,890	9,950	8,760	7,230	6,240	5,520	5,210	4,800	4,160	2,910	1,950	1,470
1994	12,760	11,990	11,070	9,430	9,260	9,560	11,010	10,120	8,920	7,550	6,390	5,590	5,180	4,770	4,200	3,000	2,060	1,530
1995	12,690	12,130	11,320	9,790	9,180	9,450	10,830	10,310	9,180	7,920	6,480	5,760	5,210	4,800	4,250	3,050	2,120	1,620
1996	12,110	12,250	11,300	10,000	8,930	9,220	10,380	10,490	9,280	8,200	6,350	5,770	5,050	4,700	4,150	3,170	2,120	1,640
1997	11,810	12,600	11,630	10,330	9,070	9,250	10,180	10,650	9,590	8,340	6,820	5,780	5,150	4,690	4,140	3,310	2,190	1,750
1998	11,510	12,450	11,640	10,560	9,070	9,230	9,620	10,610	9,690	8,380	6,920	5,970	5,160	4,650	4,080	3,420	2,160	1,870
1999	11,440	12,290	11,730	10,800	9,260	9,130	9,290	10,620	9,800	8,500	7,160	6,110	5,220	4,650	4,070	3,400	2,240	1,980

Source: California Department of Finance, Demographic Research Unit

Yuba County has a slightly higher rural population than Sutter County and is considerably less dominated by agriculture. Rural Yuba County includes Beale Air Force Base, which houses approximately 6,825 people. The western quarter of Yuba County is dominated by agriculture, including the community of Wheatland with 2,520 people. The rest of rural Yuba County is located in the

foothills of the Sierra Nevada comprising ten small communities with 1,000 people or less dispersed among the hills.

2.1.3 Age Distribution

The distribution of population in Yuba and Sutter Counties by age varies slightly with that of California as a whole. In 1999, there were more

Figure 2.7 - Yuba-Sutter Region Percent of Total Population by Age, 1999

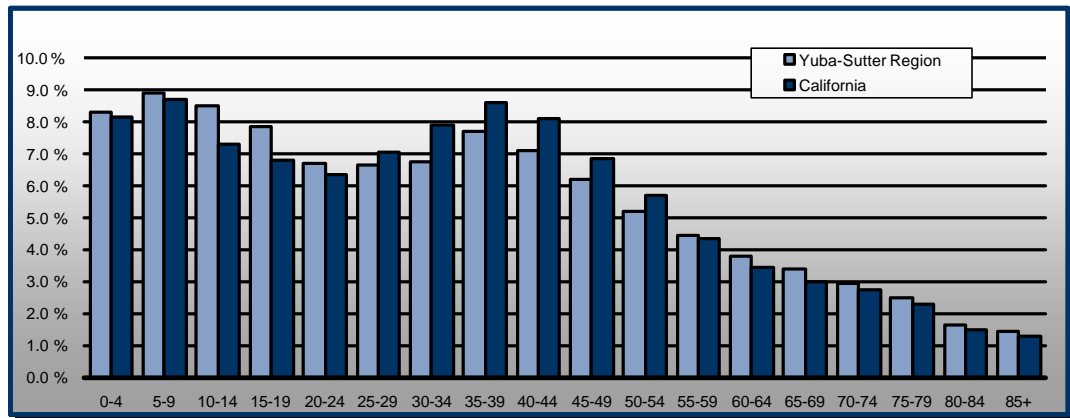


Table 2.7 - Sutter County Age Distribution

Year	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85+
1990	5,600	5,420	4,890	4,580	4,360	5,230	5,280	4,920	4,350	3,690	3,260	3,000	2,810	2,510	1,990	1,550	930	640
1991	5,840	5,530	5,170	4,770	4,510	5,170	5,450	5,090	4,640	3,760	3,410	3,080	2,890	2,590	2,080	1,600	970	750
1992	6,120	5,710	5,310	4,880	4,640	5,110	5,560	5,230	4,730	4,060	3,460	3,170	2,930	2,670	2,200	1,640	1,070	810
1993	6,260	5,790	5,530	4,980	4,850	5,000	5,640	5,340	4,840	4,240	3,670	3,230	2,990	2,710	2,320	1,660	1,140	910
1994	6,330	5,860	5,660	5,100	4,930	4,940	5,670	5,440	4,940	4,420	3,800	3,290	3,020	2,740	2,350	1,720	1,210	940
1995	6,400	5,920	5,770	5,290	5,050	4,910	5,590	5,510	5,120	4,580	3,870	3,460	3,090	2,800	2,400	1,760	1,280	1,000
1996	6,290	6,080	5,780	5,460	5,090	4,910	5,430	5,610	5,220	4,810	3,870	3,520	3,110	2,830	2,430	1,810	1,320	1,050
1997	6,130	6,340	5,950	5,590	5,190	5,000	5,350	5,710	5,370	4,860	4,160	3,550	3,200	2,860	2,470	1,920	1,340	1,120
1998	6,050	6,370	5,950	5,720	5,220	5,130	5,160	5,710	5,410	4,880	4,280	3,690	3,220	2,890	2,480	2,020	1,330	1,200
1999	6,070	6,390	6,000	5,810	5,330	5,190	5,090	5,710	5,490	4,970	4,440	3,800	3,280	2,940	2,520	2,020	1,380	1,290

Source: California Department of Finance, Demographic Research Unit

Table 2.8 - Yuba County Age Distribution

Year	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85+
1990	6,250	5,590	4,530	4,160	4,580	5,290	4,870	4,150	3,490	2,720	2,420	2,310	2,290	2,180	1,630	1,180	700	470
1991	6,400	5,730	4,800	4,070	4,570	5,190	5,080	4,300	3,760	2,710	2,470	2,270	2,320	2,160	1,740	1,190	730	520
1992	6,530	5,910	5,000	4,160	4,530	5,110	5,170	4,470	3,860	2,950	2,480	2,300	2,300	2,140	1,800	1,260	780	560
1993	6,510	6,030	5,200	4,200	4,440	4,820	5,250	4,610	3,920	2,990	2,560	2,300	2,220	2,090	1,840	1,240	820	560
1994	6,420	6,130	5,400	4,320	4,330	4,620	5,340	4,680	3,980	3,120	2,590	2,300	2,150	2,030	1,850	1,280	850	590
1995	6,290	6,210	5,560	4,500	4,130	4,550	5,240	4,800	4,050	3,340	2,610	2,310	2,120	2,000	1,850	1,290	840	610
1996	5,820	6,170	5,520	4,540	3,830	4,310	4,960	4,880	4,060	3,390	2,480	2,240	1,940	1,870	1,720	1,360	810	590
1997	5,690	6,260	5,680	4,740	3,890	4,250	4,830	4,930	4,230	3,480	2,660	2,230	1,950	1,840	1,670	1,390	850	620
1998	5,460	6,070	5,680	4,840	3,850	4,100	4,460	4,900	4,280	3,500	2,640	2,280	1,950	1,770	1,600	1,410	830	670
1999	5,360	5,890	5,710	4,990	3,930	3,940	4,210	4,910	4,310	3,540	2,740	2,310	1,950	1,720	1,560	1,380	870	690

Source: California Department of Finance, Demographic Research Unit

Figure 2.8 - Sutter and Yuba Counties' Percent of Total Population by Age, 1990

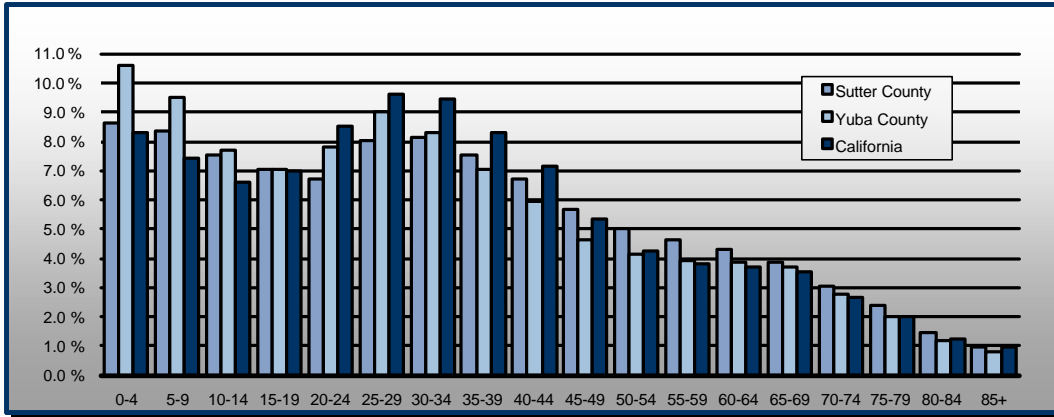
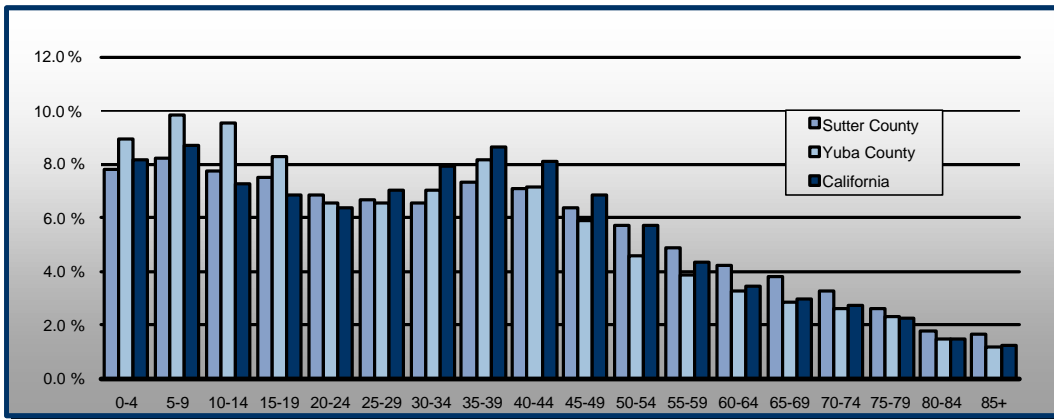


Figure 2.9 - Sutter and Yuba Counties' Percent of Total Population by Age, 1999



people in all five-year cohorts from birth to age 24 as well as age 55 and up. Cohorts between 25 and 49 years of age are lower in Yuba and Sutter Counties than in California.

In Yuba and Sutter Counties, 40.3 percent of the population is age 24 or younger, 34.4 percent are 25 to 49, and 25.3 percent are age 50 or older. By comparison, 37.3 percent of California's population are age 24 or younger, 38.5 percent are 25 to 49, and 24.2 percent are age 50 or older.

Age distribution was estimated using two independent variables, both of which are published by the California Department of Finance. Population estimates by age were published in 1998 based on the Department of Finance's population estimates by county at that time (which have since been revised). The age distribution, taken as a percentage of total population, was estimated from 1990 to 1997 and projected in 1998 and 1999. The percent of total population was multiplied by the current Department of Finance population estimates for July 1 of each year. This results in the estimates

of age distribution shown in tables 2.6 through 2.8. Figures were rounded to the nearest ten.

The age distribution shows that there are proportionately fewer people of working age in Yuba and Sutter Counties and higher proportions of children and seniors. This shows that some people are leaving the region as grown children, possibly to find work or attend college, while some are moving into the region as seniors and

Table 2.9 - Yuba-Sutter Region Racial/Ethnic Distribution

Year	White	Hispanic	Asian	Black	American Indian
1990	90,000	17,550	10,560	3,330	2,370
1991	91,840	18,380	11,280	3,420	2,380
1992	93,510	19,240	11,960	3,500	2,390
1993	94,370	19,870	12,550	3,540	2,360
1994	94,970	20,470	13,070	3,590	2,310
1995	95,600	21,040	13,600	3,650	2,210
1996	94,270	21,270	13,840	3,580	2,130
1997	95,090	22,000	14,400	3,630	2,170
1998	94,250	22,150	14,790	3,660	2,150
1999	94,140	22,470	15,290	3,660	2,140

Source: California Department of Finance, Demographic Research Unit

retirees. No study has been done to see if the people who are leaving at a young age are the same people who are entering the region to retire. Nonetheless, this shows that the region is generally a desirable place to live, but without enough employment and career opportunities to keep some working people there.

There is a difference in age distribution between Yuba and Sutter Counties, as well. Yuba County

has a greater proportion of children under 19 and adults age 30 to 44, while Sutter County has a greater proportion of persons age 20 to 29 and age 45 and older. Therefore, Sutter County has a greater proportion of younger and older workers and retirees, while Yuba County has a greater proportion of children and middle-age workers. No conclusions can be made regarding the preference of residence for working age adults. However, Yuba County appears to be the preferred place to raise children and Sutter County appears to be the preferred place to retire.

Figure 2.10 - Yuba-Sutter Region Percent of Total Population by Race/Ethnicity, 1990

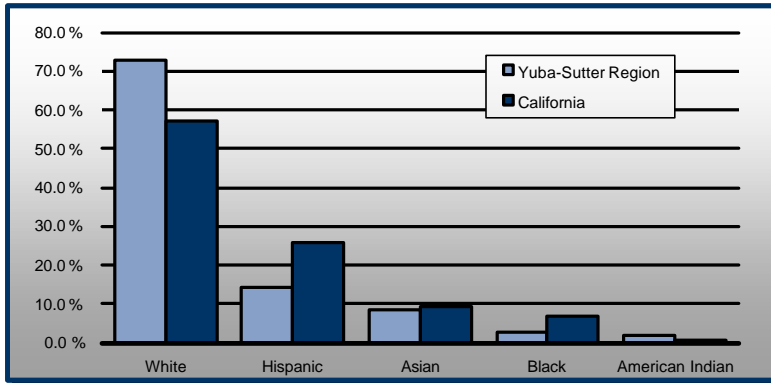


Figure 2.11- Yuba-Sutter Region Percent of Total Population by Race/Ethnicity, 1999

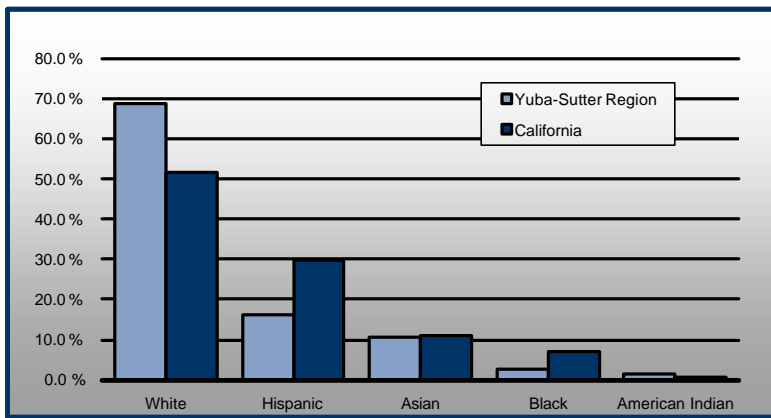


Table 2.10 - Sutter County Racial/Ethnic Distribution

Year	White	Hispanic	Asian	Black	American Indian
1990	46,620	10,730	5,830	990	830
1991	47,930	11,310	6,180	1,040	840
1992	48,990	11,860	6,500	1,090	860
1993	49,910	12,340	6,830	1,130	890
1994	50,490	12,760	7,070	1,180	900
1995	51,160	13,170	7,350	1,240	880
1996	51,400	13,500	7,560	1,260	880
1997	52,080	13,970	7,870	1,280	890
1998	52,210	14,140	8,120	1,330	890
1999	52,640	14,400	8,410	1,360	890

Source: California Department of Finance, Demographic Research Unit

The shift in age distribution between 1990 and 1999 is estimated by the Department of Finance to be due primarily to an aging population (figures 2.6 through 2.9). Peaks and valleys in the 1999 age distribution chart are appearing for age groups ten years older than they appeared in 1990. For example, people who were age 30 to 34 in 1990 are mostly age 40 to 44 in 1999. Yuba and Sutter County population by age peaks with persons age 25-29 in 1990 and with persons age 35-39 in 1999.

2.1.4 Race/Ethnic Distribution

The racial distribution in Yuba and Sutter Counties has a greater proportion of White and American Indian persons and a lesser proportion of Black persons than California as a whole. The region also has about half the estimated total proportion of the Hispanic ethnicity than California.

Population by race and Hispanic ethnicity is compiled by what the respondents themselves consider their primary ancestry. White, Black, American Indian, and Asian are racial designations while Hispanic is an ethnic designation that is often a mix of White, Black, and American Indian races.

The Hispanic population was separated from the four main racial groups because many Hispanic people associate their ancestry with their ethnicity, rather than their race.

The methodology for race/ethnic distribution estimates is the same as it is for age distribution. The California Department of Finance released estimates for race/ethnic distribution with their age distribution estimates in 1998. Percent of total was calculated for race/ethnic distribution estimates from 1990 to 1997 and projections were made for 1998 and 1999. This percent was

multiplied by the Department of Finance’s current estimates of total population by county, resulting in the estimates of population by race/ethnicity shown in tables 2.9 through 2.11.

While the Yuba-Sutter Region is much less racially and ethnically diverse than California as a whole, the region is more diverse than in Northern California as a whole. On average, 84 percent of the population in rural Northern California was White in 1999. Yuba and Sutter Counties, both individually and combined, had much lower percentages. Only 68.4 percent of the total population of Yuba and Sutter Counties were White, with not much variation between the two. Sutter County was 67.7 percent and Yuba County was 69.2 percent White.

Yuba and Sutter Counties have higher proportions of Hispanic and Asian populations than in rural Northern California, as well. Combined, 16.6 percent of the population of Yuba and Sutter Counties was Hispanic, while the average in rural Northern California was 9.7 percent in 1999. In addition, 11.1 percent of Yuba and Sutter’s population was Asian while only 3.1 percent of rural Northern California’s population were Asian.

As with all of California, the racial/ethnic distribution in Yuba and Sutter Counties has become less proportionately White, Black, and Native American and more proportionately Hispanic and Asian. Much of the local economy is dominated by agriculture and the number of Hispanic migrant workers has been increasing. Asian populations are large and continue to increase because large populations of South Asians immigrated to Yuba and Sutter Counties many years ago. This population, culturally, has more children than the average for the American culture, causing larger increases in population. Friends and relatives of former immigrants may also be moving to the Yuba-Sutter Region from their home country as well.

Table 2.11 - Yuba County Racial/Ethnic Distribution

Year	White	Hispanic	Asian	Black	American Indian
1990	43,380	6,810	4,730	2,340	1,540
1991	43,910	7,070	5,090	2,380	1,540
1992	44,520	7,380	5,460	2,410	1,530
1993	44,460	7,530	5,720	2,410	1,470
1994	44,470	7,710	6,000	2,410	1,410
1995	44,440	7,870	6,250	2,410	1,330
1996	42,880	7,770	6,290	2,320	1,250
1997	43,010	8,030	6,540	2,350	1,280
1998	42,030	8,030	6,670	2,310	1,260
1999	41,490	8,110	6,870	2,290	1,250

Source: California Department of Finance, Demographic Research Unit

Figure 2.12 - Sutter and Yuba Counties' Percent of Total Population by Race/Ethnicity, 1990

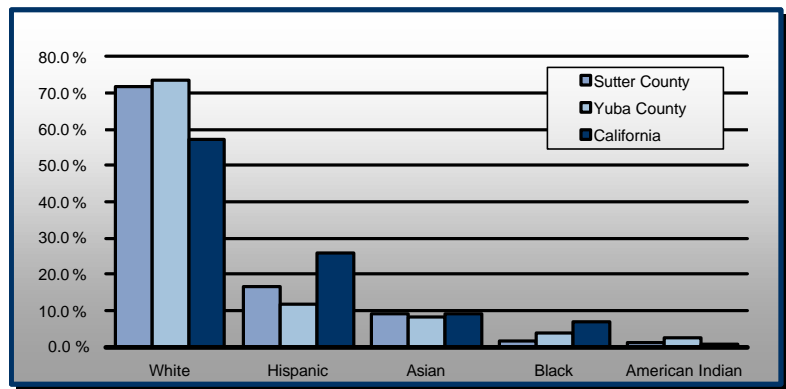
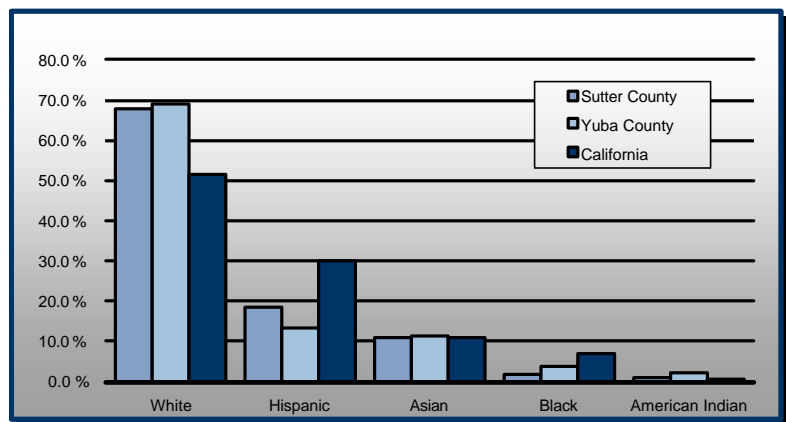


Figure 2.13 - Sutter and Yuba Counties' Percent of Total Population by Race/Ethnicity, 1999



2.2 Labor Market Conditions

This section discusses factors of the labor market in the Yuba-Sutter Region. Labor market factors include labor force, employment, and the unemployment rate.

2.2.1 Civilian Labor Force

The total civilian labor force in Yuba and Sutter Counties, combined, has remained relatively

Table 2.12 - Yuba-Sutter Region Annual Average Civilian Labor Force

Year	Labor Force	Percent change
1990	57,100	n/a
1991	58,600	2.6%
1992	58,300	-0.5%
1993	56,000	-3.9%
1994	56,900	1.6%
1995	55,800	-1.9%
1996	55,200	-1.1%
1997	56,500	2.4%
1998	56,300	-0.4%
1999	57,400	2.0%

Source: California Employment Development Department, Labor Market Information Division

Figure 2.14 - Yuba-Sutter Region Annual Average Civilian Labor Force

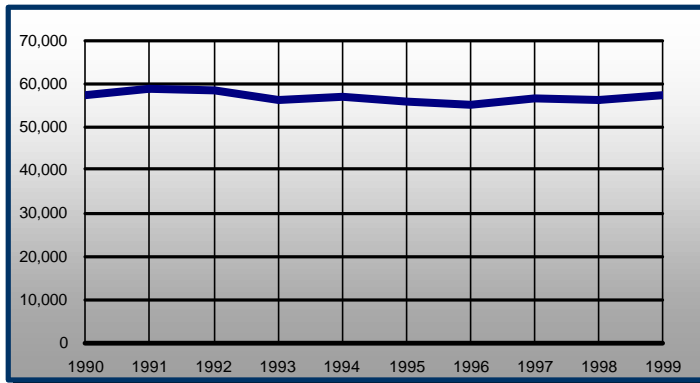


Figure 2.15 - Yuba-Sutter Region Civilian Labor Force Annual Percent Change

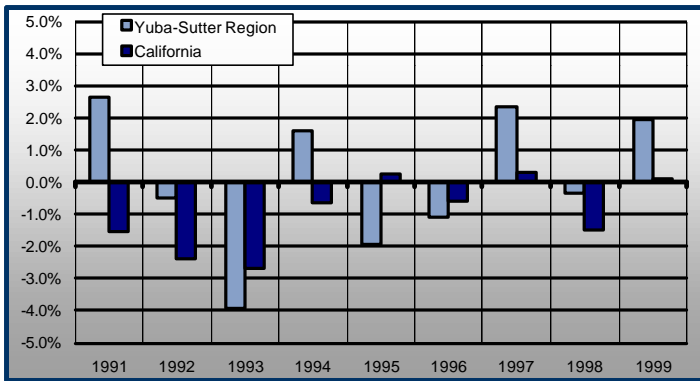


Table 2.13 - Sutter County Annual Average Civilian Labor Force

Year	Labor Force	Percent change
1990	34,200	n/a
1991	35,400	3.5%
1992	35,200	-0.6%
1993	33,800	-4.0%
1994	34,600	2.4%
1995	34,600	0.0%
1996	34,300	-0.9%
1997	35,400	3.2%
1998	35,300	-0.3%
1999	36,000	2.0%

Source: California Employment Development Department, Labor Market Information Division

Figure 2.16 - Sutter and Yuba Counties' Annual Average Civilian Labor Force

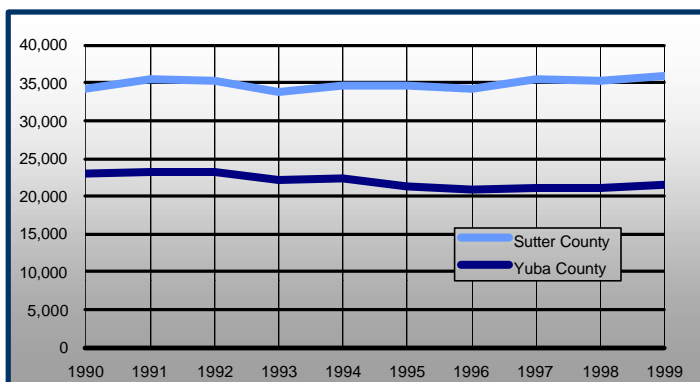


Table 2.14 - Yuba County Annual Average Civilian Labor Force

Year	Labor Force	Percent change
1990	22,900	n/a
1991	23,200	1.3%
1992	23,100	-0.4%
1993	22,200	-3.9%
1994	22,300	0.5%
1995	21,200	-4.9%
1996	20,900	-1.4%
1997	21,100	1.0%
1998	21,000	-0.5%
1999	21,400	1.9%

Source: California Employment Development Department, Labor Market Information Division

unchanged in the 1990s. Labor force growth was only 0.5 percent between 1990 and 1999.

Civilian labor force is the total number of people who are employed, actively seeking employment, or temporarily laid off and waiting to be recalled to work. Civilian labor force does not include active military personnel, resulting in the exclusion of employees at Beale Air Force Base. This measure counts all people who live in the specified geographic region, even if they work in a different region. The California Employment Development Department estimates civilian labor force monthly and calculates annual averages based on this data.

Civilian labor force as a percentage of total population is declining in the Yuba-Sutter Region. This is consistent with a statewide trend. As a percentage of total population, civilian labor force has dropped from 46.1 to 41.7 percent in the Yuba-Sutter Region and from 55.4 to 44.6 percent in California between 1990 and 1999. The differences in the percentages between California and the Yuba-Sutter Region is not of significance because of high military employment in Yuba County. In 1999, Sutter County labor force as a percentage of total population was 46.3 percent in 1999, while Yuba County's was 35.7 percent.

While civilian labor force remained steady in the Yuba-Sutter Region, the two counties are currently experiencing two separate trends. Labor force in Sutter County has grown 5.3 percent since 1990, while Yuba County's has declined 6.6 percent. This is because so much of the region's commercial and residential development has been occurring in Sutter County (see section on total population).

Monthly labor force experiences some slight seasonal fluctuation. August is the month with the highest labor force and January is the month with the lowest. Seasonal changes in labor force

Figure 2.17 - Sutter and Yuba Counties' Civilian Labor Force Annual Percent Change

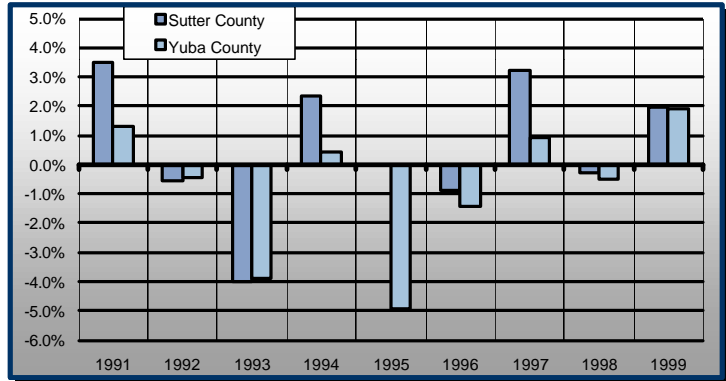


Table 2.15 - Yuba-Sutter Region Average Monthly Civilian Labor Force

Month	Labor Force	Percent change
Jan	55,010	n/a
Feb	56,110	2.0%
Mar	56,230	0.2%
Apr	56,320	0.2%
May	57,190	1.5%
Jun	57,810	1.1%
Jul	58,600	1.4%
Aug	59,210	1.0%
Sep	57,670	-2.6%
Oct	55,820	-3.2%
Nov	56,080	0.5%
Dec	55,490	-1.1%

Source: California Employment Development Department, Labor Market Information Division

Table 2.16 - Sutter County Average Monthly Civilian Labor Force

Month	Labor Force	Percent change
Jan	33,820	n/a
Feb	34,760	2.8%
Mar	34,850	0.3%
Apr	34,880	0.1%
May	35,250	1.1%
Jun	35,420	0.5%
Jul	35,540	0.3%
Aug	35,750	0.6%
Sep	35,000	-2.1%
Oct	34,140	-2.5%
Nov	34,790	1.9%
Dec	34,350	-1.3%

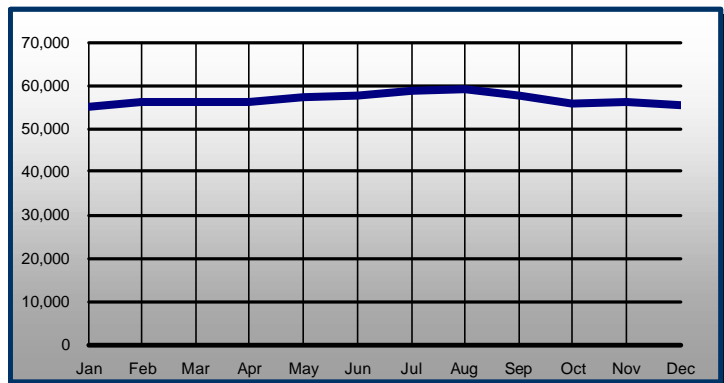
Source: California Employment Development Department, Labor Market Information Division

Table 2.17 - Yuba County Average Monthly Civilian Labor Force

Month	Labor Force	Percent change
Jan	21,190	n/a
Feb	21,350	0.8%
Mar	21,380	0.1%
Apr	21,440	0.3%
May	21,940	2.3%
Jun	22,390	2.1%
Jul	23,060	3.0%
Aug	23,460	1.7%
Sep	22,670	-3.4%
Oct	21,680	-4.4%
Nov	21,290	-1.8%
Dec	21,140	-0.7%

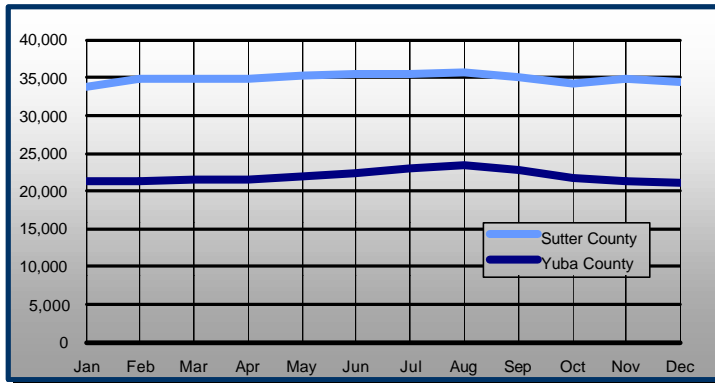
Source: California Employment Development Department, Labor Market Information Division

Figure 2.18 - Yuba-Sutter Region Average Monthly Civilian Labor Force



are related to seasonal job availability (see civilian employment). When an industry with seasonal employment is active, its workers are counted as part of the labor force. When it is inactive, its workers are not counted as part of the labor force unless they are actively seeking

Figure 2.19 - Sutter and Yuba Counties' Average Monthly Civilian Labor Force



other work or considered to be laid off and waiting to be recalled.

2.2.2 Civilian Employment

Between 1990 and 1996, California suffered through a very slow economy. In fact, every year saw decreasing employment. During those years, the state's employment level dropped 11.4 percent. Only recently has California's economy begun to rebound and has employment started to grow. In terms of employment, this downturn did not effect the Yuba-Sutter Region as much as it did in the state as a whole. During the same years, employment in the Yuba-Sutter Region dropped only 6.2 percent. The economy has bounced back quicker in Yuba-Sutter as well. Since 1996, Yuba-Sutter's employment has grown 7.0 percent while the state's grew only 2.9 percent.

Civilian employment is the total number of people working full- or part-time. It

includes both proprietors and employees. It includes people who have worked at least one hour for pay or profit each week of the month, or worked at least fifteen unpaid hours in a family business. Those who are on vacation, on leaves of absence, or involved in a labor dispute are also counted as employed. The California Employment Development Department estimates employment monthly and calculated annual averages based on the monthly data. Civilian employment does not include military workers.

Overall, between 1990 and 1999, civilian employment in the Yuba-Sutter Region increased 0.4 percent. Within the civilian labor force, employment in Sutter County grew 5.8 percent while employment in Yuba County declined 7.3 percent. Civilian employment is by place of residence, meaning that it counts the number of workers who live in the county rather than the workers who just work in the county. Therefore, the difference in employment growth trends in Yuba and Sutter Counties is primarily due to most of the region's population growth occurring in Sutter County.

Figure 2.20 - Yuba-Sutter Region Annual Average Civilian Employment

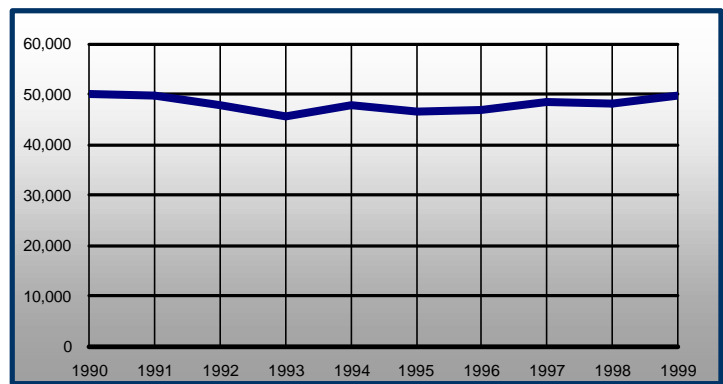


Table 2.18 - Yuba-Sutter Region Annual Average Civilian Employment

Year	Employment	Percent change
1990	50,000	n/a
1991	49,700	-0.6%
1992	47,700	-4.0%
1993	45,600	-4.4%
1994	47,700	4.6%
1995	46,600	-2.3%
1996	46,900	0.6%
1997	48,500	3.4%
1998	48,000	-1.0%
1999	49,800	3.8%

Source: California Employment Development Department, Labor Market Information Division

Figure 2.21 - Yuba-Sutter Region Annual Percent Change in Civilian Employment

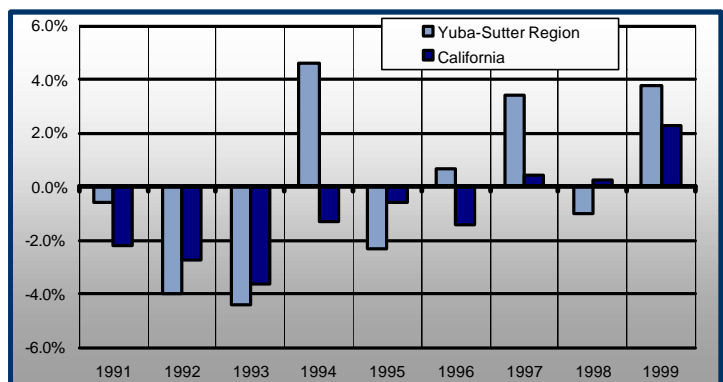


Table 2.19 - Sutter County Annual Average Civilian Employment

Year	Employment	Percent change
1990	29,500	n/a
1991	29,600	0.3%
1992	28,500	-3.7%
1993	27,400	-3.9%
1994	28,900	5.5%
1995	28,600	-1.0%
1996	28,900	1.0%
1997	30,200	4.5%
1998	30,000	-0.7%
1999	31,100	3.7%

Source: California Employment Development Department, Labor Market Information Division

Table 2.20 - Yuba County Annual Average Civilian Employment

Year	Employment	Percent change
1990	20,500	n/a
1991	20,100	-2.0%
1992	19,200	-4.5%
1993	18,200	-5.2%
1994	18,800	3.3%
1995	18,000	-4.3%
1996	18,000	0.0%
1997	18,300	1.7%
1998	18,000	-1.6%
1999	18,700	3.9%

Source: California Employment Development Department, Labor Market Information Division

Table 2.21 - Yuba-Sutter Region Average Monthly Civilian Employment

Month	Employment	Percent change
Jan	44,900	n/a
Feb	45,020	0.3%
Mar	45,520	1.1%
Apr	46,400	1.9%
May	48,360	4.2%
Jun	49,060	1.4%
Jul	50,580	3.1%
Aug	52,900	4.6%
Sep	51,130	-3.3%
Oct	48,920	-4.3%
Nov	47,520	-2.9%
Dec	46,610	-1.9%

Source: California Employment Development Department, Labor Market Information Division

Figure 2.22 - Sutter and Yuba Counties' Annual Average Civilian Employment

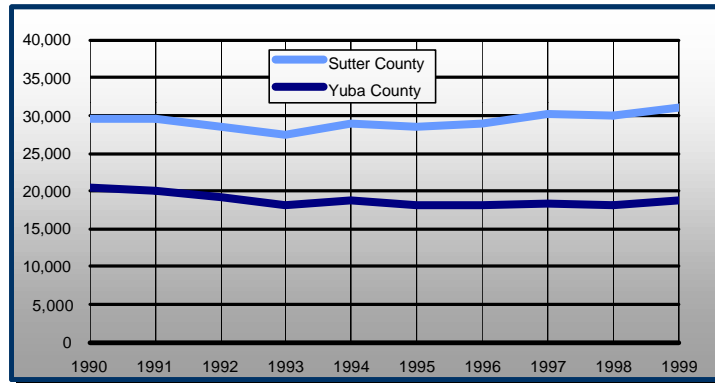
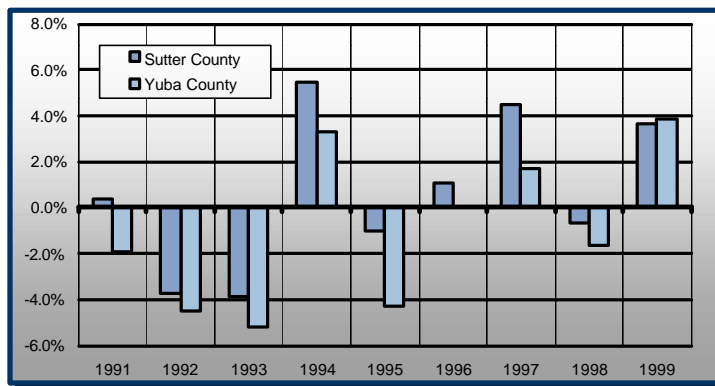


Figure 2.23 - Sutter and Yuba Counties' Annual Percent Change in Civilian Employment



Employment in Yuba and Sutter Counties is predominantly seasonal. There are 8,000 fewer people employed in the Yuba-Sutter County Region during the low month of January

than in the high month of August, a difference of 15.1 percent. The average seasonal fluctuation in rural Northern California is 7.8 percent. The fluctuation percentage is the same in both Sutter and Yuba Counties.

Fluctuations in employment in Yuba and Sutter Counties are caused by the agrarian nature of the local economy (see income by industry). Local agriculture is a leading driving force of the local economy. Northern California, with its

Figure 2.24 - Yuba-Sutter Region Average Monthly Civilian Employment



Table 2.22 - Sutter County Average Monthly Civilian Employment

Month	Employment	Percent change
Jan	27,330	n/a
Feb	27,390	0.2%
Mar	27,700	1.1%
Apr	28,240	1.9%
May	29,420	4.2%
Jun	29,850	1.5%
Jul	30,770	3.1%
Aug	32,180	4.6%
Sep	31,110	-3.3%
Oct	29,770	-4.3%
Nov	28,920	-2.9%
Dec	28,370	-1.9%

Source: California Employment Development Department, Labor Market Information Division

Table 2.23 - Yuba County Average Monthly Civilian Employment

Month	Employment	Percent change
Jan	17,570	n/a
Feb	17,630	0.3%
Mar	17,820	1.1%
Apr	18,160	1.9%
May	18,940	4.3%
Jun	19,210	1.4%
Jul	19,810	3.1%
Aug	20,720	4.6%
Sep	20,020	-3.4%
Oct	19,150	-4.3%
Nov	18,600	-2.9%
Dec	18,240	-1.9%

Source: California Employment Development Department, Labor Market Information Division

only operates between April and October on average.

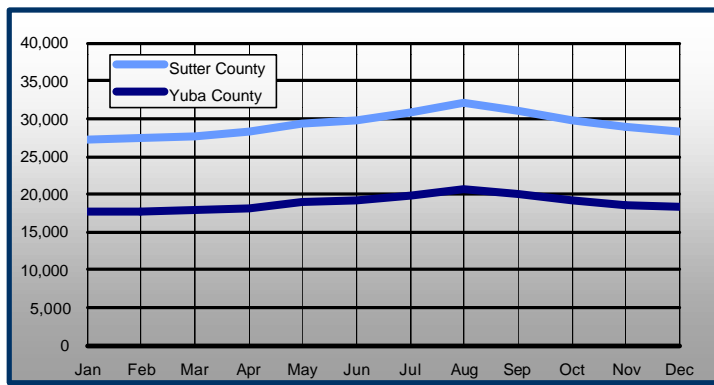
2.2.3 Civilian Unemployment

The most drastic difference between the Yuba-Sutter Region and California, as a whole, is the percentage of the labor force that is unemployed. During 1999, the annual average civilian unemployment rate in California was 5.8 percent. This is a sharp contrast with that of Yuba-Sutter's 1999 unemployment rate of 12.5 percent.

Unemployment is labor force minus employment. It is the number of people who are actively seeking work or who have been laid off and are waiting to be recalled to work. The unemployment rate is the percentage of the labor force that is unemployed. Often, people are unemployed for only a month or two, accounting for between four and six percentage points of the unemployment rate. Any unemployment above that level usually shows a chronic employment problem — that people are unemployed much longer than one or two months, on average.

In the years preceding 1993, unemployment rates rose steadily in the Yuba-Sutter Region to 18.6 percent. It has been fluctuating every year thereafter, but generally in a downward trend to 1999's rate of 12.5 percent. The civilian unemployment rate suggests that Yuba-Sutter's recovery from the recession of 1991 happened sooner than in California overall, but not as quickly (figure 2.26). California saw an increasing unemployment rate through 1996 with a high of 9.4 percent. This was before it began its quick recovery to its 1999 rate of 5.8 percent.

Figure 2.25 - Sutter and Yuba Counties' Average Monthly Employment



Mediterranean style climate, has a growing season of nine to ten months, leaving the agricultural industry dormant the rest of the year. As a result, the local agricultural industry

Table 2.24 - Yuba-Sutter Region Annual Average Civilian Unemployment

Year	Unemployment	Percent change	Unemployment rate
1990	7,100	n/a	12.4%
1991	8,900	25.4%	15.2%
1992	10,600	19.1%	18.2%
1993	10,400	-1.9%	18.6%
1994	9,200	-11.5%	16.2%
1995	9,200	0.0%	16.5%
1996	8,300	-9.8%	15.0%
1997	8,100	-2.4%	14.3%
1998	8,300	2.5%	14.7%
1999	7,200	-13.3%	12.5%

Source: California Employment Development Department, Labor Market Information Division

Figure 2.26 - Yuba-Sutter Region Annual Average Civilian Unemployment Rate

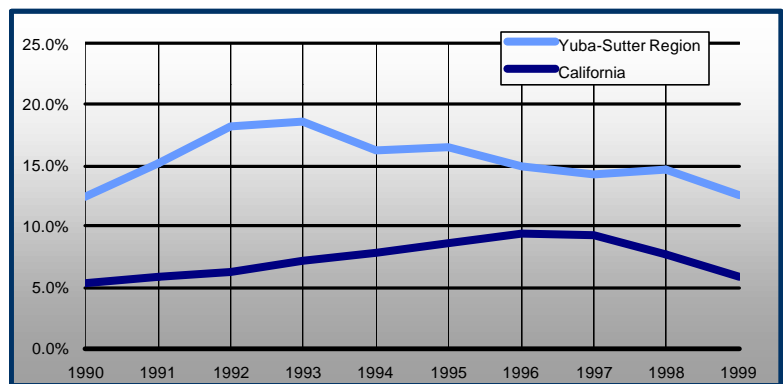


Table 2.25 - Sutter County Annual Average Civilian Unemployment

Year	Unemployment	Percent change	Unemployment rate
1990	4,700	n/a	13.7%
1991	5,800	23.4%	16.4%
1992	6,700	15.5%	19.0%
1993	6,400	-4.5%	19.0%
1994	5,700	-10.9%	16.4%
1995	6,000	5.3%	17.2%
1996	5,400	-10.0%	15.7%
1997	5,300	-1.9%	15.0%
1998	5,500	3.8%	15.7%
1999	4,800	-12.7%	13.2%

Source: California Employment Development Department, Labor Market Information Division

Table 2.26 - Yuba County Annual Average Civilian Unemployment

Year	Unemployment	Percent change	Unemployment rate
1990	2,400	n/a	10.3%
1991	3,100	29.2%	13.4%
1992	3,900	25.8%	16.8%
1993	4,000	2.6%	17.9%
1994	3,500	-12.5%	15.7%
1995	3,200	-8.6%	15.0%
1996	2,900	-9.4%	13.9%
1997	2,800	-3.4%	13.0%
1998	2,800	0.0%	13.4%
1999	2,400	-14.3%	11.4%

Source: California Employment Development Department, Labor Market Information Division

Analyzed separately, Yuba and Sutter Counties have slightly different rates of unemployment. Both of the counties' rates tended to move in unison, but Sutter did so at a consistently higher rate than Yuba County (see figure 2.28). Yuba and Sutter Counties had two of the highest unemployment rates in California in 1999. Yuba ranked forty-nine out of fifty-eight counties at 11.4 percent and Sutter ranked 52 with a 13.2 percent civilian unemployment rate.

The average monthly unemployment rate more dramatically shows the seasonal nature of the labor situation in the Yuba-Sutter Region. There is a 9.2 percentage point difference in the civilian unemployment rate between the high and low months of August and February. It fluctuates from a low of 10.6 percent to a high of 19.8 percent on average between 1990 and 1999. The region's low month unemployment rate of 10.6

Figure 2.27 - Yuba-Sutter Region Annual Average Civilian Unemployment

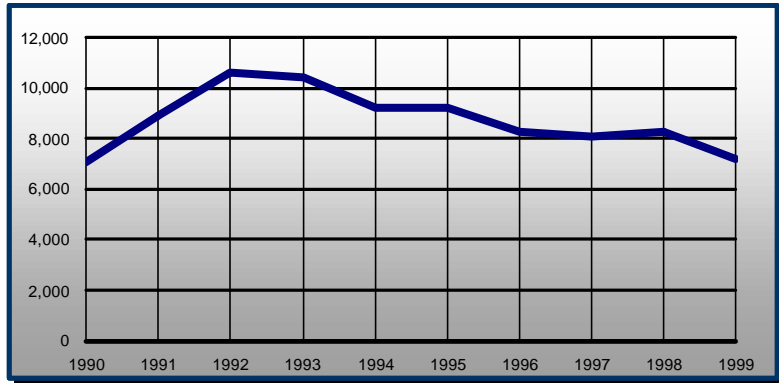


Figure 2.28 - Sutter and Yuba Counties' Annual Average Civilian Unemployment Rate

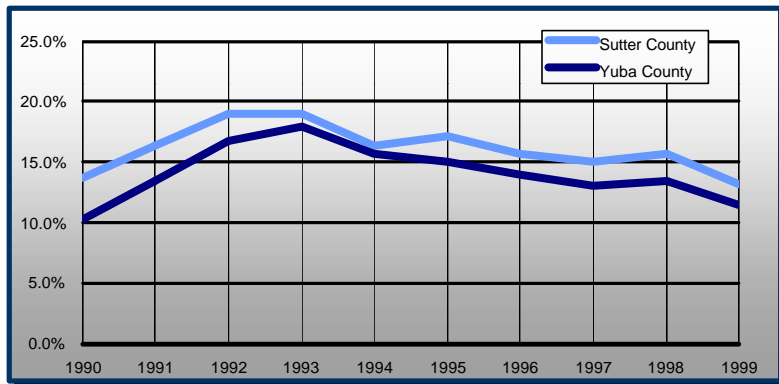
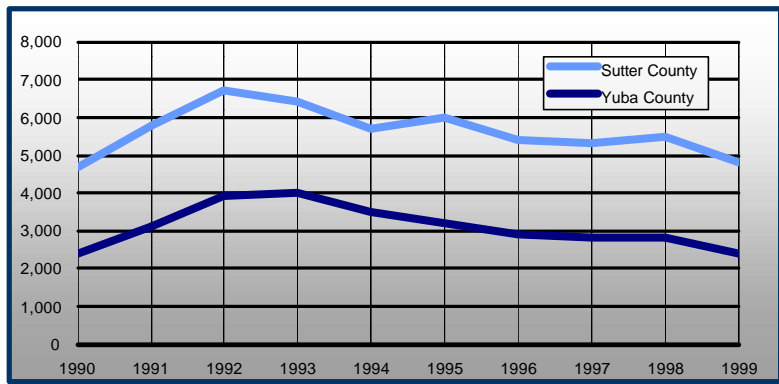


Figure 2.29 - Sutter and Yuba Counties' Annual Average Civilian Unemployment



percent is still 3.6 percentage points higher than California's low month.

Since Sutter County is more dependent on agriculture, its annual unemployment rate fluctuations are higher with an 11.2 percentage point difference between February and August, while Yuba County's unemployment rate only fluctuates 5.8 percentage points. Yuba County's economy is less dependent on agriculture, especially with the existence of Beale Air Force Base.

Figure 2.30 - Yuba-Sutter Region Average Monthly Civilian Unemployment



Figure 2.31 - Yuba-Sutter Region Average Monthly Civilian Unemployment Rate

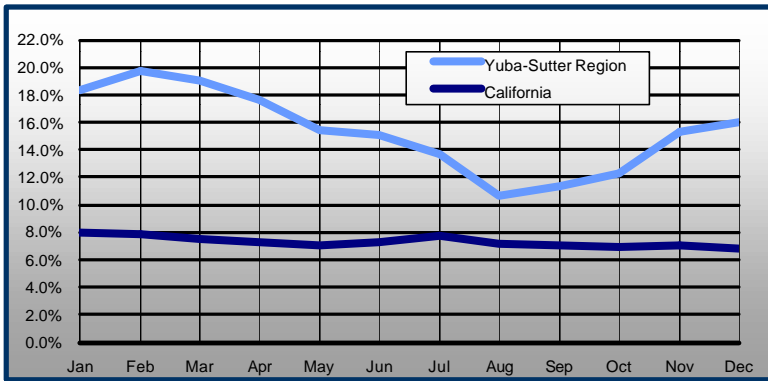


Figure 2.32 - Sutter and Yuba Counties' Average Monthly Civilian Unemployment

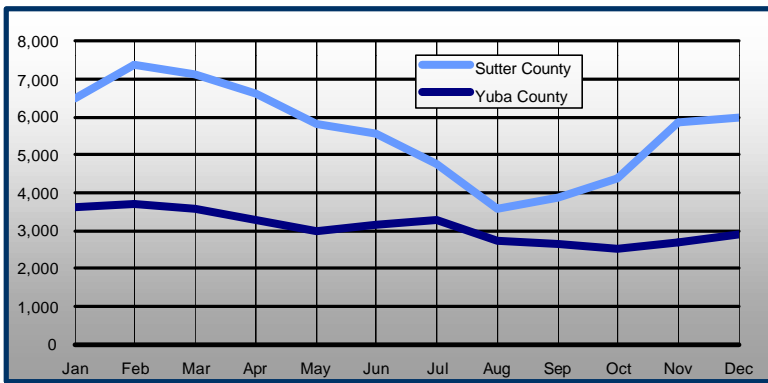


Figure 2.33 - Sutter and Yuba Counties' Average Monthly Civilian Unemployment Rate

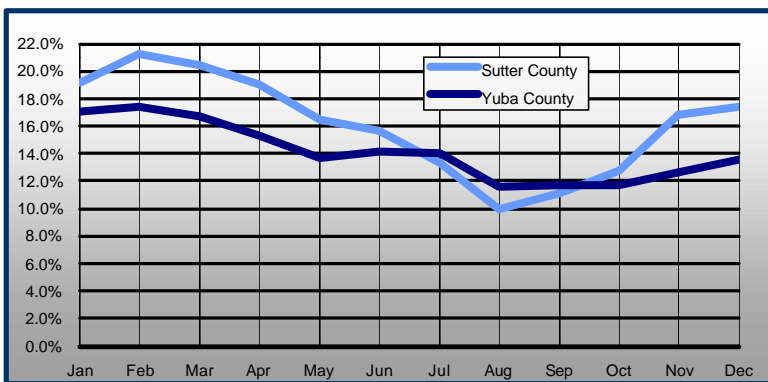


Table 2.27 - Yuba-Sutter Region Average Monthly Civilian Unemployment

	Unemployment	Percent change	Unemployment rate
Jan	10,130	n/a	18.4%
Feb	11,090	9.5%	19.8%
Mar	10,710	-3.4%	19.0%
Apr	9,920	-7.4%	17.6%
May	8,830	-11.0%	15.4%
Jun	8,730	-1.1%	15.1%
Jul	8,030	-8.0%	13.7%
Aug	6,300	-21.5%	10.6%
Sep	6,540	3.8%	11.3%
Oct	6,890	5.4%	12.3%
Nov	8,560	24.2%	15.3%
Dec	8,860	3.5%	16.0%

Source: California Employment Development Department, Labor Market Information Division

Table 2.28 - Sutter County Average Monthly Civilian Unemployment

	Unemployment	Percent change	Unemployment rate
Jan	6,510	n/a	19.2%
Feb	7,370	13.2%	21.2%
Mar	7,150	-3.0%	20.5%
Apr	6,640	-7.1%	19.0%
May	5,830	-12.2%	16.5%
Jun	5,560	-4.6%	15.7%
Jul	4,770	-14.2%	13.4%
Aug	3,570	-25.2%	10.0%
Sep	3,890	9.0%	11.1%
Oct	4,360	12.1%	12.8%
Nov	5,870	34.6%	16.8%
Dec	5,980	1.9%	17.4%

Source: California Employment Development Department, Labor Market Information Division

Table 2.29 - Yuba County Average Monthly Civilian Unemployment

	Unemployment	Percent change	Unemployment rate
Jan	3,620	n/a	17.1%
Feb	3,720	2.8%	17.4%
Mar	3,560	-4.3%	16.7%
Apr	3,280	-7.9%	15.3%
May	3,000	-8.5%	13.7%
Jun	3,170	5.7%	14.2%
Jul	3,260	2.8%	14.1%
Aug	2,730	-16.3%	11.6%
Sep	2,650	-2.9%	11.7%
Oct	2,530	-4.5%	11.7%
Nov	2,690	6.3%	12.6%
Dec	2,880	7.1%	13.6%

Source: California Employment Development Department, Labor Market Information Division

2.3 Economic Conditions

The following section discusses certain current economic conditions in the Yuba-Sutter Region. These include the average level of personal income of Yuba-Sutter residents and its distribution by industry sector.

2.3.1 Per Capita Income

Personal income per capita in the Yuba-Sutter Region is well below the state as a whole. Per capita income in the Yuba-Sutter Region was only 69.1 percent of that in the state as a whole. Per capita income growth, however, appears to be consistent with the state.

Per capita income is the total personal income earned by residents in the county divided by total population. Per capita income is estimated annually by the U. S. Department of Commerce, but the lag time is one-and-one-half years, so the latest available data is for 1997. It is estimated based on federal income tax returns by county.

Total personal income is all income from all sources. It includes not only wage and salary income as compensation for work performed, but it also includes proprietary income, dividends, interest, rental income, and government and non-government transfer payments which mostly include, but are not limited to retirement benefits, income supplements, and medical benefits.

There are several major factors impacting per capita income in the Yuba-Sutter Region. There are fewer proportions of workers, who generally have higher incomes than non-workers, in Yuba and Sutter Counties. In the Yuba-Sutter Region, there is a greater proportion of children, who generally earn no income, and a greater proportion of senior citizens, who generally do not work and only receive retirement income (see Age Distribution). In addition, employment as a percentage of persons who are working age (assumed to be age 20 to 64 in this study) is only 66.9 percent in the Yuba-Sutter Region, while in California as a whole, the percentage is 72.0. A substantial difference in per capita income between the Yuba-Sutter Region and the state is the fact that earnings per worker was only \$22,200 in the Yuba-Sutter Region, while earnings per worker in California as a whole was \$33,400 in 1997.

Within the region, Sutter County had a higher

income per capita, \$20,199 in 1997, than Yuba County with \$15,620. Yuba County has the larger proportion of children (see Age Distribution) and the lower employment as a percentage of working age adults (age 20 to 64) than Sutter County (Yuba County was at 59.7 percent in 1997, while Sutter County was at 72.1).

Table 2.30 - Yuba-Sutter Region Per Capita Income

Year	Per capita income	Percent change
1990	\$ 14,901	n/a
1991	\$ 15,736	5.6%
1992	\$ 16,332	3.8%
1993	\$ 16,517	1.1%
1994	\$ 16,671	0.9%
1995	\$ 17,217	3.3%
1996	\$ 17,748	3.1%
1997	\$ 18,183	2.5%

Source: U.S. Dept of Commerce, Regional Economic Information System

Figure 2.34 - Yuba-Sutter Region Per Capita Income

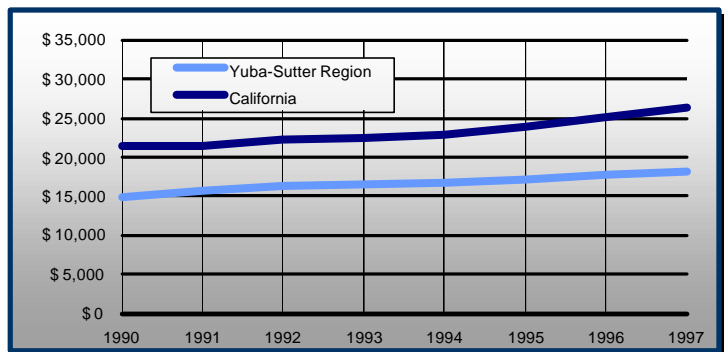


Table 2.31 - Sutter County Per Capita Income

Year	Per capita income	Percent change
1990	\$ 16,904	n/a
1991	\$ 17,898	5.9%
1992	\$ 18,663	4.3%
1993	\$ 18,947	1.5%
1994	\$ 19,208	1.4%
1995	\$ 19,579	1.9%
1996	\$ 19,929	1.8%
1997	\$ 20,199	1.4%

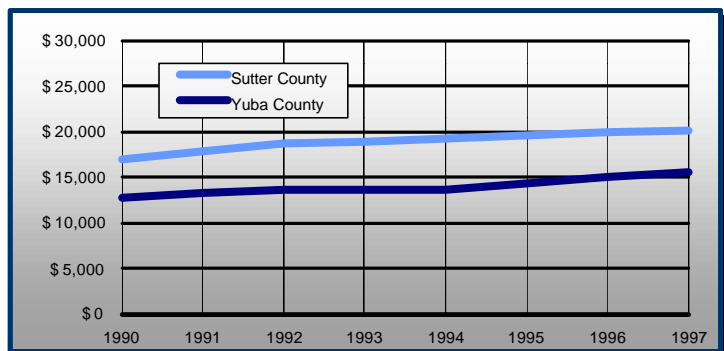
Source: U.S. Dept of Commerce, Regional Economic Information System

Table 2.32 - Yuba County Per Capita Income

Year	Per capita income	Percent change
1990	\$ 12,686	n/a
1991	\$ 13,291	4.8%
1992	\$ 13,672	2.9%
1993	\$ 13,711	0.3%
1994	\$ 13,680	-0.2%
1995	\$ 14,336	4.8%
1996	\$ 15,045	4.9%
1997	\$ 15,620	3.8%

Source: U.S. Dept of Commerce, Regional Economic Information System

Figure 2.35 - Sutter and Yuba Counties' Per Capita Income



2.3.2 Income by Industry

There are vast differences in the composition of the workforce of Yuba and Sutter Counties than in California, as shown by income by industry. There are much greater proportions of farming, agriculture services, and government income, and much fewer proportions of manufacturing, wholesale trade, and finance income in the Yuba-Sutter Region than in California. There are also substantially greater proportions of retail trade and construction income and fewer proportions of services income in the Yuba-Sutter region than in California.

Income by industry is the total earnings by place of work for the county. It is estimated annually by the U.S. Department of Commerce with a one-and-a-half year lag. The most recent data is for 1997. As with per capita income, it is estimated using federal income tax returns. The industries in table 2.33 are the industry divisions defined by the Standard Industrial Classification of 1987. There was no information available concerning income distribution by the North American Industrial Classification, which the U.S. Department of Commerce expects to use starting

Table 2.33 - Yuba-Sutter Region Personal Income by Industry

Year	Farm earnings	Ag. serv., forestry, fishing	Mining	Constr.	Manuf.	Transp. & public utilities	Wholesale trade	Retail trade	Finance, insurance, & real est.	Services	Govt. & public admin.
1990	72,144	21,890	6,600	97,756	76,335	72,225	50,545	122,595	35,427	218,958	317,530
1991	114,153	27,423	7,055	92,626	85,074	70,512	49,540	130,723	36,000	235,859	335,048
1992	125,955	30,549	6,471	90,673	91,738	75,635	47,173	133,510	40,025	258,058	342,919
1993	146,762	32,329	2,919	92,430	79,773	82,767	45,025	141,024	48,776	266,495	347,834
1994	134,018	37,665	4,360	99,409	84,188	86,216	43,323	150,704	48,005	275,337	349,175
1995	127,321	43,243	3,351	97,807	89,720	78,909	43,381	153,793	50,142	287,200	380,159
1996	117,613	45,668	3,207	98,479	110,627	81,359	39,120	156,921	52,298	296,853	380,262
1997	82,582	46,642	3,888	107,438	111,886	88,572	37,301	162,727	51,560	320,658	394,747

Source: U. S. Dept of Commerce, Regional Economic Information System

Figure 2.36 - Income by Industry, Percent of Total Income by Place of Work, Yuba-Sutter Region, 1990

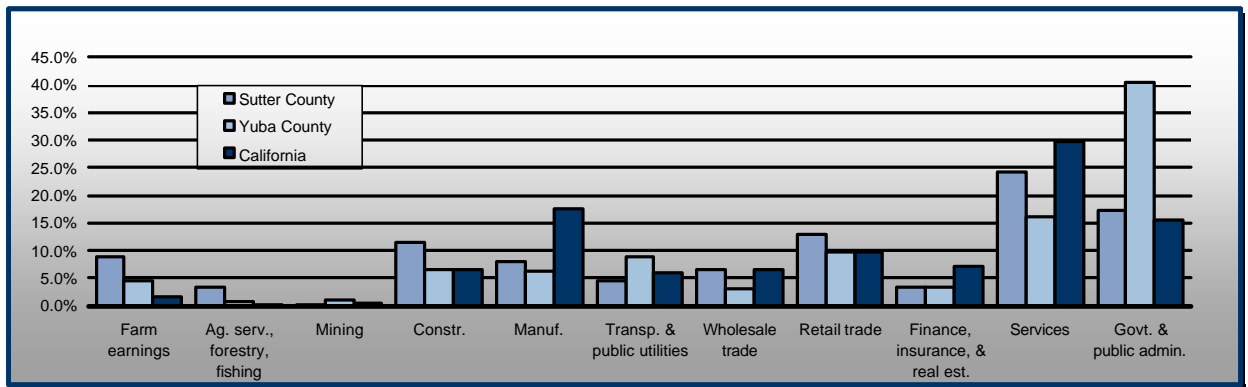


Figure 2.37 - Income by Industry, Percent of Total Income by Place of Work, Yuba-Sutter Region, 1997

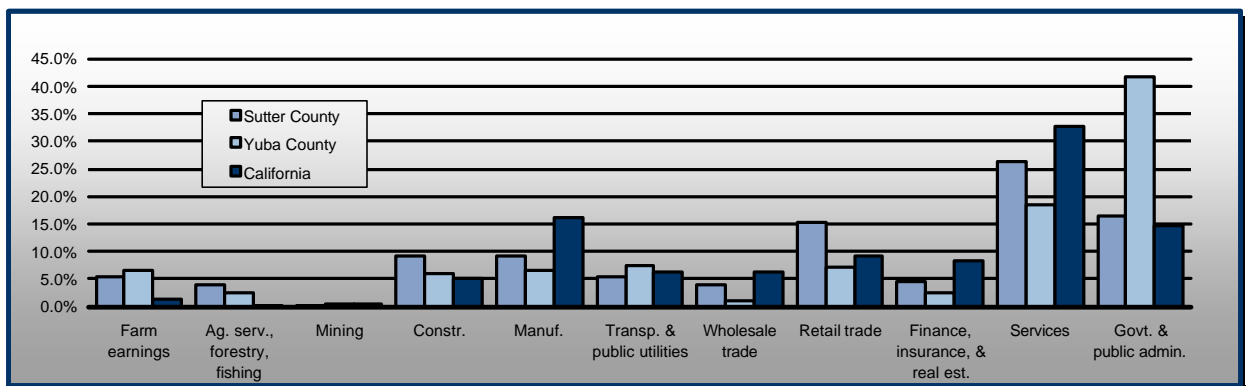


Table 2.34 - Sutter County Personal Income by Industry

Year	Farm earnings	Ag. serv., forestry, fishing	Mining	Constr.	Manuf.	Transp. & public utilities	Wholesale trade	Retail trade	Finance, insurance, & real est.	Services	Govt. & public admin.
1990	46,434	17,942	1,115	61,247	42,041	23,090	34,366	69,153	17,669	128,338	91,277
1991	73,783	20,539	1,158	61,129	55,258	24,546	34,436	81,469	20,250	141,943	99,359
1992	86,374	23,069	456	61,267	55,856	27,527	34,248	84,571	24,823	161,992	104,870
1993	103,102	22,031	667	62,248	51,640	32,427	34,590	94,332	33,263	169,876	106,780
1994	98,710	27,043	678	66,460	54,716	37,352	33,528	104,825	31,541	180,289	111,110
1995	96,338	31,647	678	63,922	52,716	38,393	34,189	107,346	33,385	185,660	115,331
1996	74,517	31,697	640	62,911	65,053	39,429	31,695	109,456	34,641	190,562	118,238
1997	41,523	30,768	1,350	69,630	70,355	41,839	30,640	116,697	34,930	201,483	125,861

Source: U. S. Dept of Commerce, Regional Economic Information System

Table 2.35 - Yuba County Personal Income by Industry

Year	Farm earnings	Ag. serv., forestry, fishing	Mining	Constr.	Manuf.	Transp. & public utilities	Wholesale trade	Retail trade	Finance, insurance, & real est.	Services	Govt. & public admin.
1990	25,710	3,948	5,485	36,509	34,294	49,135	16,179	53,442	17,758	90,620	226,253
1991	40,370	6,884	5,897	31,497	29,816	45,966	15,104	49,254	15,750	93,916	235,689
1992	39,581	7,480	6,015	29,406	35,882	48,108	12,925	48,939	15,202	96,066	238,049
1993	43,660	10,298	2,252	30,182	28,133	50,340	10,435	46,692	15,513	96,619	241,054
1994	35,308	10,622	3,682	32,949	29,472	48,864	9,795	45,879	16,464	95,048	238,065
1995	30,983	11,596	2,673	33,885	37,004	40,516	9,192	46,447	16,757	101,540	264,828
1996	43,096	13,971	2,567	35,568	45,574	41,930	7,425	47,465	17,657	106,291	262,024
1997	41,059	15,874	2,538	37,808	41,531	46,733	6,661	46,030	16,630	119,175	268,886

Source: U. S. Dept of Commerce, Regional Economic Information System

in 2000, as of the time of this report. Income in this section includes wage and salary income, as well as proprietary income. This is the income of people who work in these counties, regardless of where they live.

Income by industry shows how specialized the economy is currently in Yuba and Sutter Counties. Greater earnings levels in farming and agricultural services show that agriculture is very important in the region. In terms of agricultural output per capita, Sutter County was eleventh out of fifty-eight counties in the state in 1998, and Yuba County was seventeenth.

Greater earnings in construction, a factor limited to Sutter County, is a function of the local residential and commercial growth rate. As explained in the section of total population, local growth in Sutter County is outpacing the state as a whole. The local construction industry benefits tremendously from this kind of growth. Sometimes, greater earnings in construction are due to an agglomeration of regional construction firms. However, no such cluster exists in Sutter County.

In economic terms, there are two types of

industries in terms of how they provide income to the region. Value-added industries generate income through the value local companies add to products or services produced by local companies. Nonvalue-added industries add income through trade or redistribution from other areas. Generally, value-added industries earn more income for an area than nonvalue-added industries.

Lesser earnings in manufacturing show that the economy is less based on value-added products. Lesser earnings in services show that the economy is less based on value-added services. Therefore, the local economy gets much of its value through nonvalue-added distributions, of which retail trade and government are included. Lack of earnings in finance indicates the lack of a financial center in the Yuba-Sutter Region.

Greater earnings in retail trade, concentrated entirely in Sutter County, indicate that the county contains a regional retail market. The Yuba City retail market services the Yuba-Sutter Region plus Colusa County and parts of Butte and Nevada Counties.

Greater earnings in government, concentrated

Figure 2.38- Income by Industry, Percent of Total Income by Place of Work, Sutter and Yuba Counties, 1990

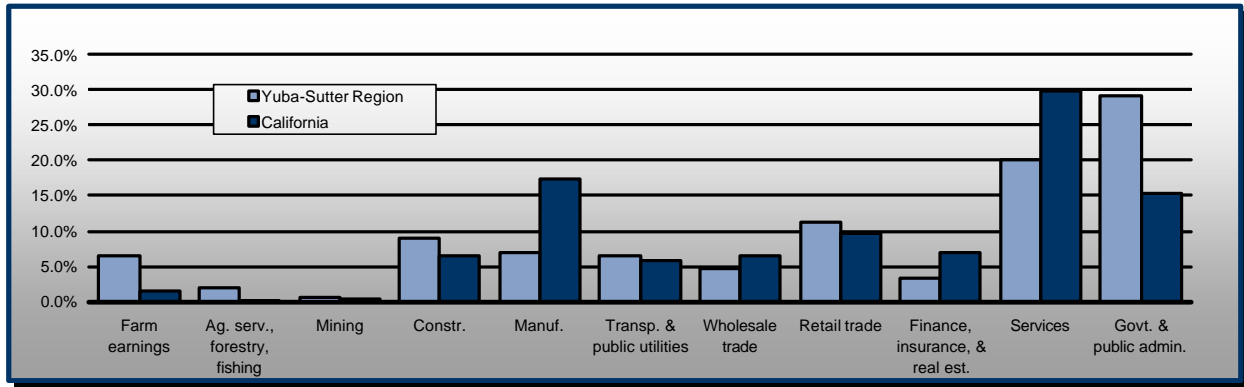
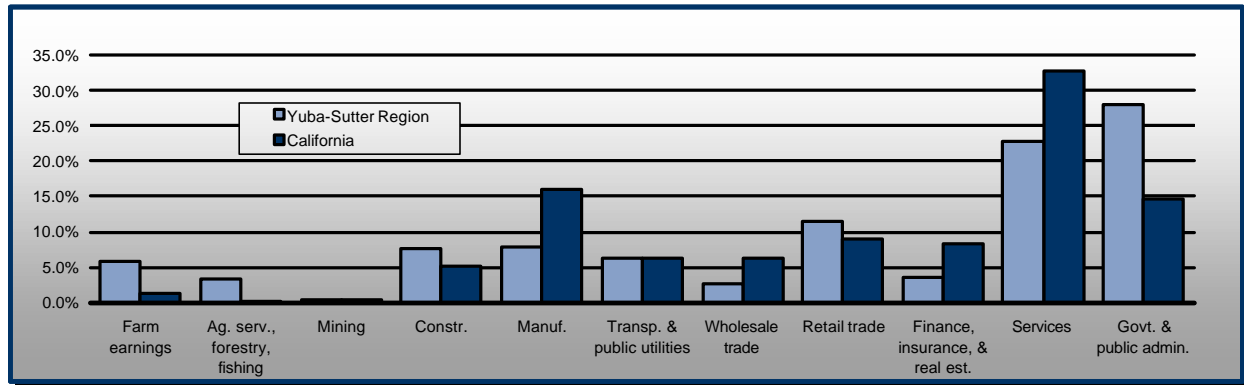


Figure 2.39 - Income by Industry, Percent of Total Income by Place of Work, Sutter and Yuba Counties, 1997



overwhelmingly in Yuba County, reflect the effects of the presence of Beale Air Force Base. In contrast to civilian employment in section 2.2, employment in this section includes military.

In summary, the economy of the Yuba-Sutter Region is based on local agricultural production as well as the non value-added industry sectors of retail trade and government. Value-added manufacturing and services are considerably less important.

CHAPTER THREE

New Labor Market Entrants: Assessing Schools in the Yuba-Sutter Region

This chapter addresses available programs for those who are entering the labor market in Yuba and Sutter Counties. It includes information on available programs for high school and college students in Yuba and Sutter Counties and identifies how many students are graduating and entering the labor market each year. When the appropriate information is available, this chapter reports the number of graduating and/or continuing students by training acquired.

This report treats graduating students as available new entrants into the labor market. It is assumed that students from Yuba and Sutter Counties consider this region their home and, assuming the availability of adequate jobs, that they would rather work in their home community than anywhere else.

3.1 High School Graduates

The following section discusses high school graduates and how they compete with California students as a whole in standardized testing. It also presents several programs designed to help teachers use technology in the classroom and to help students achieve their goals in college and in the workforce.

Figure 3.1 - Historical Number of Graduates in Yuba and Sutter Counties



3.1.1 Total Graduates

Over 1,372 students graduated high school in Yuba and Sutter Counties in 1999. This was the largest number of graduating seniors in the counties' history, breaking the 1995 mark of 1,283. Annual number of graduates is expected to continue to grow in the future, as well. In 2000, the number is expected to break 1,500.

There are six school districts with high schools in the Yuba-Sutter Region. The Marysville Joint Unified School District (Marysville JUSD) and the Yuba City Unified School District (Yuba City

USD) cover the Yuba City Urban Area. Marysville JUSD also covers the Yuba County foothills and Yuba City USD also covers rural Sutter County south of Yuba City. East Nicolaus Joint Union High School District (East Nicolaus JUHSD), Live Oak Unified School District (Live Oak USD), Sutter Union High School District (Sutter UHSD), and Wheatland Union High School District (WUHSD) cover the rest of the Yuba-

Table 3.1 - School Enrollment and Number of Graduates, High School Districts, 1999

School District	Elementary and middle school enrollment	9th grade enrollment	10 grade enrollment	11th grade enrollment	12th grade enrollment	Total graduates
East Nicolaus JUHSD	0	61	65	71	59	53
Live Oak USD	1,318	160	139	135	119	106
Marysville JUSD	7,173	759	790	639	577	368
Sutter UHSD	0	198	168	166	122	114
Wheatland UHSD	0	192	153	142	140	114
Yuba City USD	7,919	835	769	722	730	577
Sutter County Office of Education	155	42	34	36	47	5
Yuba County Office of Education	210	74	93	110	162	35
Total	16,775	2,321	2,211	2,021	1,956	1,372

Source: California Department of Education, California Basic Educational Data System

Sutter Region's rural areas. Of these districts, Live Oak USD, Marysville JUSD, and Yuba City USD also serve primary and middle school students.

The student populations of these school districts have widely varying ethnic backgrounds. Just over half are white with sizable proportions of Hispanics and Asians (see table 3.3). Graduation rates vary widely, as well, between 49 and 83 percent, with a regional average of 67 percent.

3.1.2 Standardized Testing

Over 270 of the Yuba-Sutter Region's high school graduates were eligible to be admitted to the California State University (CSU) or University of California (UC) systems, representing 77 percent of those who took the Scholastic Aptitude Test (SAT). Thirty-seven students scored above 1000 on the SAT, which is considered very well.

Under the Standardized Testing and Reporting (STAR) program, a standardized test, the Stanford Achievement Test, is administered to all students between grades two and eleven. Students in grades nine through eleven who scored above the national average in reading, math, and science are shown in Table 3.5. Over 1,600 high school student scored above the national average in reading, over 2,300 scored above the national average in math, and over 2,200 scored above the national average in science.

3.1.3 Every Student a Scholarship Foundation

There are several programs available to high school students in Yuba and Sutter Counties that increase their marketability for acceptance to college and for entry into the labor market, including the Every Student a Scholarship Foundation. Other programs discussed in following subsections include the Year-Round Youth Program in Yuba County (section 3.1.4),

Table 3.2 - Number of Graduates, High School Districts, 1991-1999

School District	1991	1992	1993	1994	1995	1996	1997	1998	1999
East Nicolaus JUHSD	40	40	41	41	51	36	48	58	53
Live Oak USD	64	95	100	88	97	78	79	96	106
Marysville JUSD	370	342	328	341	375	395	350	339	368
Sutter UHSD	80	63	62	64	90	84	139	109	114
Wheatland UHSD	95	101	96	70	99	91	102	108	114
Yuba City USD	473	448	510	504	554	520	528	507	577
Sutter County Office of Education	7	3	8	20	17	2	7	10	5
Yuba County Office of Education	n/a	n/a	n/a	n/a	n/a	n/a	2	20	35
Total	1,129	1,092	1,145	1,128	1,283	1,206	1,255	1,247	1,372

Source: California Department of Education, California Basic Educational Data System

Table 3.3 - Race/Ethnic Distribution of Students and Graduation Rate, High School Districts, 1999

School District	Percent American Indian		Percent Pacific Islander		Percent Hispanic		Percent Black		Percent White		Overall graduation rate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent			
East Nicolaus JUHSD	0 %	2 %	2 %	15 %	1 %	81 %				82 %	
Live Oak USD	1 %	12 %	0 %	47 %	0 %	41 %				83 %	
Marysville JUSD	6 %	19 %	0 %	18 %	3 %	53 %				49 %	
Sutter UHSD	6 %	8 %	0 %	9 %	1 %	76 %				79 %	
Wheatland UHSD	5 %	7 %	2 %	12 %	6 %	68 %				56 %	
Yuba City USD	1 %	14 %	2 %	26 %	3 %	54 %				76 %	
Sutter County Office of Education	1 %	8 %	0 %	25 %	5 %	58 %				n/a	
Yuba County Office of Education	7 %	6 %	1 %	10 %	3 %	72 %				n/a	
Total Yuba-Sutter Region	3 %	15 %	1 %	23 %	3 %	54 %				67 %	

Source: GreatSchools.net

Table 3.4 - College Eligibility of High School Graduates, 1999

School District	UC/CSU eligible graduates	No. seniors taking SAT	No. scoring above 1000 on SAT	AP credits per 100 juniors and seniors
East Nicolaus JUHSD	30	12	1	n/a
Live Oak USD	8	6	0	n/a
Marysville JUSD	63	104	8	1.3
Sutter UHSD	36	28	3	2.0
Wheatland UHSD	13	32	5	n/a
Yuba City USD	121	168	20	2.8
Sutter County Office of Education	n/a	n/a	n/a	n/a
Yuba County Office of Education	n/a	n/a	n/a	n/a
Total Yuba-Sutter Region	271	350	37	1.6

Source: GreatSchools.net

WorkAbility I in Sutter County (section 3.1.5), and the School-to-Career program (section 3.1.6) available in both counties.

The Every Student a Scholarship Foundation is sponsored by the Yuba County Superintendent of Schools, in partnership with the Yuba-Feather Rivers Sunrise Rotary Club. The purpose of this scholarship foundation is to ensure every student

in Yuba County an opportunity to continue his or her education after high school. The scholarship foundation leadership will focus on matching kindergarten children with community partners who would like to participate in this scholarship foundation. This program gives each child the means to pursue college or vocational

- paid work experience
- how to get and keep a job
- GED preparation
- basic skills remediation
- referral and supportive services

Table 3.5 - STAR Test Results, Grades 9-11, 1999

School District	Scored above national average in reading	Scored above national average in math	Scored above national average in science
East Nicolaus JUHSD	85	113	102
Live Oak USD	66	123	140
Marysville JUSD	483	670	666
Sutter UHSD	235	260	279
Wheatland UHSD	174	276	247
Yuba City USD	611	882	804
Sutter County Office of Education	4	5	7
Yuba County Office of Education	34	30	36
Total Yuba-Sutter Region	1,692	2,359	2,281

Source: GreatSchools.net

training. Any student and parent may participate in this foundation at any grade level.

The Superintendent of Schools and the Yuba Feather Rivers Sunrise Rotary Club will make every effort to identify a community partner. The highest priority for assigning a sponsor will be given to a kindergarten child. The community partners will pledge monthly donations for their identified child. Each child's parent or guardian is expected to meet their monthly financial obligation with payment to their child's scholarship account. Scholarship payments will be made by the foundation directly to the college or technical school of the student's choice. Scholarship payment is limited to the amount of money that has been paid into the student's account and earned interest.

3.1.4 Year-Round Youth Program

Lack of skills, experience, and self-esteem are common obstacles for youth. Therefore, the Regional Career Center in Yuba County created the Year-Round Youth Program. The goals of the Year-Round Youth Program are to encourage youth to continue their education, to introduce them to the world of work, and to provide them with useful work experience. Youth Program services includesincludes

- career counseling
- vocational training

To be eligible for the youth program, clients must meet income guidelines, be between the ages of 14 and 21, a high school dropout or in school youth, and a Yuba County resident.

The program offers classroom training through the Tri-County ROP, Marysville Adult Education, and Charter School. The pre employment preparation training program includes job-search techniques, labor market

information, process application, and interviewing skills. The supportive services include bus passes, tuition, fees, books, and mileage reimbursement.

3.1.5 WorkAbility I

WorkAbility I provides pre-employment services and paid work experience for Sutter County high school students who are referred by special education teachers. WorkAbility I supports students in a wide variety of vocational experiences, identified in their Individualized Transition Plan/Individualized Education Plan. WorkAbility I assists with career awareness, training opportunities, and paid work experience.

After the student is placed in the community under WorkAbility I an Employment Training Specialist (ETS) will meet with the employer and write training plans that relate to the job they will be learning. The WorkAbility program will pay minimum wage (\$5.75 per hour as of April 2000) during training. When the training ends, the employer can hire the student if a position is available or write a letter of recommendation to assist the student in finding a new job.

WorkAbility I partners with the Job Training Partnership Act (JTPA) in preparing students for the world of work. The services provided under JTPA can include the following:

- vocational assessment – vocational interest skill and ability surveys are administered and interpreted by the vocational assessment specialist
- career exploration – the student and ETS investigate possible employment options and requirements
- pre-employment skills training – a class of the world of work awareness, labor market and occupational information, and career planning
- job placement – subsidized job training in the community through Work Experience, Limited Internship and Summer Youth Program
- support services – JTPA may assist students in purchasing required equipment or clothing for the job or assists in supporting transportation in getting to and from a work site

3.1.6 School-to-Career

School-to-Career (STC) is an innovative and comprehensive system designed to prepare students to enter a fast-moving, rapidly changing work environment. STC helps students by giving them career exploration opportunities from people who are challenged to grow in directions that will help them succeed.

School-to-Career is designed to help students (future employees) gain confidence in their own abilities. It is education, training, and experience that will not only help students succeed in the world of careers, but will serve them throughout their lives, in whatever endeavors they choose.

In working toward this end, STC utilizes

- apprenticeships
- career academies
- technical preparation programs
- co-op education
- internships to provide the skills
- knowledge
- experience needed to excel in today's workforce

Students are exposed to a wide range of opportunities, have the chance to find what interests them, and learn what it takes to reach their education and career goals. STC connects education to the future and shows students why math, english, social studies, and sciences are all important in today's business world.

School-to-Career has two major components: technical preparation and the youth apprentice program. Technical preparation coordinates the high school program of study with the first two years of a technical program at a participating post secondary institution (college or vocational-technical) or at an apprenticeship program. Students benefit because the program creates a seamless transition from high school to post-secondary education. STC attempts to avoid repetitive learning and/or training.

The youth apprentice program, emphasizing business and manufacturing, combined with technical preparation provides a systematic mix of academic and technical instruction in both high school and post secondary institutions and is combined with work-based learning at local businesses. The program is directed at preparing students for high quality professional and technical employment in these two occupational areas. The choices of occupational areas will be expanded each year over the next three years. Building leadership and technical skills in and outside the classroom, molding character, and developing skills and self-esteem are characteristic of the preparation students can acquire.

3.1.7 Staff Development and Technology Center

There are two school teacher programs in Yuba and Sutter Counties that center on training teachers in how to teach technology and how to incorporate more technology in their classrooms. These programs are the Staff Development and Technology Center and the California Technology Assistance Project (section 3.1.8).

The Staff Development and Technology Center, located in Yuba County, is designed to instruct teachers on how to teach technology. The program is designed to deliver instruction using a simple, clear approach to technology training. This center encourages the educational community and the community as a whole to participate by registering for affordable, friendly, hands-on training that speaks in a simple non-technical vocabulary.

All other classes and special workshops are arranged through the Yuba County Office of Education. Now the Staff Development and Technology Center is offering student workbooks for Beginning Computers and Beginning, Intermediate, and Advanced World Wide Web

classes. The workbooks can be purchased in advance of the classes and serve as a good reference book.

3.1.8 California Technical Assistance Project

The California Technology Assistance Project (CTAP) is funded by the Education Technology Local Assistance Program. CTAP focuses on promoting the effective use of educational technology through regional coordination of educational support services based on local needs. Each of the eleven county superintendents' regions in the state has developed and is implementing a plan to provide technology assistance in five key component areas:

- staff development
- technical assistance
- information and learning resources
- telecommunications infrastructure
- coordination and funding

The goal of CTAP is to work collaboratively to support the use of technology in the districts and schools. The California Technology Assistance Project is a statewide educational technology leadership initiative, providing assistance to schools and districts, helping them integrate technology into teaching and learning. In developing CTAP, existing statewide technology integration programs were restructured in order to place control at local and regional levels.

3.2 California Community Colleges

The California Community College system of two-year public institutions, composed of 106 statewide colleges organized into 71 districts, serves more than 1.4 million students and represents the largest system of higher education in the world.

By law, the California Community Colleges shall admit any California resident and may admit anyone who is over 18 years of age and who is capable of profiting from the instruction offered. The colleges may also admit any nonresident, possessing a high school diploma or the equivalent thereof.

Primary missions of the colleges are to offer academic and vocational education at the lower division level for both younger and older students, including those persons returning to

school. Another primary mission is to advance California's economic growth and global competitiveness through education, training, and services that contribute to continuous work force improvement.

The following three community colleges are located within one hour's drive from Yuba City.

3.2.1 Yuba Community College

Yuba and Sutter Counties comprise a large proportion of the Yuba Community College district. The campus is located in Linda, only a few miles outside downtown Yuba City. Opened in 1927, it was one of the first community colleges in the State of California and a year later, formed the first community college district in the state.

The student population at Yuba College exceeds 10,000 with 127 full-time faculty members, 23 administrative personnel, and 225 classified staff members. The district provides a wide variety of programs in addition to preparing students for transfer to a four-year college. Shops, laboratories, classrooms, athletic fields, a theatre, and a library housing over 60,000 volumes are at the service of students and the community.

An experienced and well-trained faculty offers instruction in over 90 departments totaling more than 1,000 courses. Occupational, technical, and general education programs are offered, as well as a complete service for disabled students, child care centers, counseling centers, special remedial classes, and English as a Second Language courses.

Yuba College will help people choose the program or course of study that is right for them. The college offers academic, career, and personal counseling; dormitories; disabled students programs and services; re-entry, tutoring, and career centers; and a veterans affairs office.

Yuba College also offers a job placement office, which assists students in making the transition to career employment upon completion of their certificates and/or associate degree. Programs are services include access to thousands of part-time and full-time job opportunities via the Internet or hard copy and assisting job seekers with job search soft skills, e.g. resume building, interviewing techniques and job retention. To assist employers, the job placement office provides pre-screening and /or recruitment. The

Table 3.6 - Students from Sutter and Yuba Counties Attending Yuba College, Spring 2000

Major, Program, or Certificate	Count
Self improvement	327
Administration of justice	162
Business	100
Early childhood development	98
Computer science	82
Liberal studies	70
Nursing	67
Computer networking technology	60
Automotive technology	48
Education	47
Accounting	43
Engineering	35
English	34
Veterinary technology	33
Fire technology	32
Human services	27
Psychiatric technician	27
Cosmetology	26
Electronics technology	26
Radiologic technology	26
Food service management	23
Art	21
Emergency medical technician	21
Business administration	20
Biology	19
Music	19
Business computer applications	17
Mass communications	16
Manufacturing technology	14
Agricultural/environmental horticulture	13
Other	125
General education	186
Undeclared transfer	1,199
Undeclared vocational	262
Total Students	3,325

Source: Yuba College

office also develops on-the-job training sites for college CalWORKs students and cooperates with work experience and internship programs in identifying potential work sites.

3.2.2 Butte Community College

Butte Community College recently celebrated its thirtieth year of educational service to the community. During the thirty-year period of time, over one-quarter of a million students have passed through the college's doors. Fifty percent of the Butte College student body normally participates in classes held on the main campus and the other fifty percent participate in course work off campus in Chico, Paradise, Oroville,

Willows, and Orland. Approximately forty-seven percent of Butte College students are over twenty-five years of age.

An educated and highly trained local labor force is the key to economic development and growth. Butte College is committed to educating, training, and constantly upgrading the local labor force through the college's career/vocational and university transfer program in conjunction with a program of continuous adult education, and custom designed training through contract education.

A variety of career upgrading, professional development, professional certification, and re-certification programs are offered in the community for a variety of occupations on a number of levels depending upon the expressed needs of people and businesses in the community.

3.2.3 Sierra Community College

Sierra College is a fully accredited, two-year community college located in Rocklin, California. The college primarily serves Placer, Nevada, and portions of El Dorado and Sacramento Counties. The 240 acre main campus is located 32 miles southeast of Yuba City. Other facilities include a Nevada County campus in Grass Valley, a campus center in Truckee, training facilities in Lincoln, and a satellite center in Roseville. Sierra College is one of the few community colleges with residence housing on its main campus.

Sierra has a national reputation based on excellence in such academic areas as computer science, mathematics, computer integrated electronics, nursing, and early childhood education. They offer Associate of Arts (A.A.) and Associate of Science (A.S.) degrees, along with technical training and certificates in over 70 areas and career fields. The college offers a distinguished science curriculum and natural history museum, which includes an extraordinary fossil display. In addition, Sierra offers the first two years of pre-professional programs including Medicine, Law, Engineering,

Table 3.7 - Students from Sutter and Yuba Counties Attending Butte College, Spring 2000

Major	Students from Sutter or Yuba Counties
New students	0
New transfer students	0
Return transfer students	2
Returning students	4
Continuing students	5
Special admittance	2
Total	13

Source: Butte College

Computer Science, Education, and Business Administration. Students interested in transferring to public or private four-year colleges and universities can take advantage of Sierra's guaranteed transfer programs.

3.2.4 Los Rios Community College District

Located 45 miles south of Yuba City, Los Rios Community College District is a two-year public college district generally serving the greater Sacramento region. The district includes American River, Cosumnes River, and Sacramento City colleges. There are also college centers in Folsom and Placerville, and outreach centers in Davis, West Sacramento, downtown Sacramento, and the Natomas district in North Sacramento. Los Rios also offers special services for local businesses.

Los Rios colleges offer Associate of Art and Science degrees and certificates in over 70 career fields. Four hundred eighty-three Los Rios students are from Yuba and Sutter Counties, but their programs of study could not be determined.

3.3 Four-Year Public Universities

The following institutions are four-year public colleges of either the California State University or University of California systems. They are all located within an hour's drive from Yuba City.

3.3.1 California State University, Chico

Founded in 1887, California State University, Chico (CSU, Chico), is a residential campus located 45 miles north of Yuba City. The Yuba-Sutter Region is within the official service region of CSU, Chico.

Situated between the Sierra Nevada and the Coastal Range, Chico's 119 acre campus includes a year-round stream and over 200 species of flora in its park-like settings. A recent accreditation review called CSU, Chico "an undiscovered jewel." CSU, Chico boasts 15,000 students who come from all over California, from thirty-two states in the United States, and from fifty-eight different counties around the world. CSU, Chico has a high graduation rate and an active job recruitment office.

Students choose to come to Chico for the beautiful campus, close interaction with professors, a wide variety of extra-curricular activities, and a true college-town experience.

Table 3.8 - Top majors of Students from Sutter and Yuba Counties Attending CSU, Chico, Spring 2000

Major	Students from Sutter or Yuba Counties
Liberal studies	75
Business administration	30
Agricultural business	23
Psychology	22
Biology	17
Accounting	15
English	15
History	13
Management science	12
Computer science	12
Social science	12
Media arts	9
Civil engineering	9
Electrical engineering	9
All other/undeclared	250
Total	523

Source: California State University, Chico Institutional Research

Starting with only eight acres and ninety students in 1887, CSU, Chico has grown into a picturesque college with outdoor adventures, sports, arts, and cultural events to offer students from fifty-six states and twenty-five countries.

The school confers bachelor's and master's degrees in a variety of fields. CSU, Chico's academic strengths in the arts and sciences include programs in

- agriculture
- business
- engineering
- fine arts
- communications
- computer information systems
- computer science
- construction management
- law
- health sciences and technology

The campus has strong research facilities for a CSU campus. Research centers include the

- Instructional Media Center
- Center for Manufacturing Excellence
- Pacific Wellness Institute
- Center for Economic Development
- Geographic Information Center
- McLeod Institute of Simulation Sciences

- Northeast Archeological Information Center
- Center for Applied and Professional Ethics
- Survey Research Center

3.3.2 California State University, Sacramento

California State University, Sacramento (CSU, Sacramento) is a public, coeducational institution located 46 miles south of Yuba City and a few miles east of downtown Sacramento. The campus was founded in 1947 and confers bachelor's and master's degrees in a variety of fields. Its academic strengths are in the fields of

- business
- communications
- computer and information sciences
- education
- engineering
- health sciences and technology
- performing arts
- parks management
- real estate
- recreation and leisure services

For nearly 50 years, CSU, Sacramento has provided the Capital Region with creative and highly capable graduates. Annually, the campus awards more than 4,000 undergraduate and nearly 1,000 master's degrees. These graduates are in high demand with 300 public and private recruiters seeking qualified graduating students each year.

Twenty-eight university institutes and outreach programs benefit the businesses and communities of the Sacramento area. These institutes provide an opportunity for faculty and staff to perform research in specialized fields and carry out community service projects, while offering practical career experience to students.

Approaching its fiftieth anniversary, CSU, Sacramento claims nearly 120,000 alumni residing around the world with one of every two graduates remaining in the Sacramento area.

The CSUS campus continues to expand and upgrade its facilities to meet twenty-first century demands. More than one million square feet in building space has been acquired, upgraded, or constructed within the last ten years.

Table 3.9 - Top Majors of Students from Sutter and Yuba Counties at CSU, Sacramento, Spring 2000

Major	Students from Sutter or Yuba Counties
Management	44
Accountancy	42
Criminal justice	42
Psychology	30
Liberal studies	28
Biological sciences	23
Social work	20
Business	19
Communication studies	18
Child development	17
Nursing	17
Civil engineering	13
Kinesiology and health science	13
Management information science	12
All other/none	129
Total	467

Source: California State University, Sacramento
Public Information Officer

Everyone at CSUS is proud to be part of an institution that is making such a significant economic education and cultured contribution to the population it serves.

3.3.3 University of California, Davis

The University of California, Davis (UC Davis) is a public, coeducational institution located 48 miles south of Yuba City in Davis, California. Founded in 1905, the school is part of the University of California System.

UC Davis confers bachelor's, master's, doctoral, and professional degrees in a variety of fields. The school is particularly strong in the areas of environmental, agricultural, and biological science. The institution is also noted for the following areas of study

- engineering
- agriculture
- business
- computer science
- education
- family and consumer studies
- farm and ranch management
- military science
- natural resource management
- health sciences

Several noted research facilities are located at UC Davis, including the Institute of Transportation

Table 3.10 - Students from Sutter and Yuba Counties Attending UC, Davis by College, Spring 2000

College	Students from Sutter or Yuba Counties
Engineering, letters & science, and agricultural & environmental sciences	106
Graduate studies school of medicine	7
Law, medicine, and veterinarian medicine	10
Total	123

Source: University of California, Davis Public Information Officer

Studies, the Center for Image Processing and Integrated Computing, the Institute of Theoretical Dynamics, and the Bodega Marine Lab.

3.4 Private Colleges and Training Institutions

There are a large number of private colleges within an hour's drive from Yuba City, providing tremendous training opportunities for residents of Yuba and Sutter Counties. While attendance at these colleges of people from Yuba and Sutter Counties was low based on information from private institutions that were able to provide it, the long-term opportunities for technical training is noteworthy. Only colleges involved with technology training are included in this report, although there were nearly 15 other colleges and training institutions within an hour's drive time from Yuba City.

3.4.1 Embry-Riddle Aeronautical University

Embry-Riddle Aeronautical University is an independent, non-sectarian, non-profit, coeducational university with a history dating back to the early days of aviation. The University serves students pursuing careers in aviation and aerospace.

Based in Daytona Beach, Florida, Embry-Riddle has placed extended campuses at a number of military bases worldwide, including Beale Air Force Base in Yuba County. Founded in 1970, the extended campus confers associate, bachelor's, and master's degrees in the fields of aviation and aerospace. Courses of study include aerospace sciences, aircraft and missile maintenance, aviation administration, aviation technology, and business.

The Extended Campus offers two fully accredited college-level programs: the Center for

Distance Learning and the College of Career Education. The Center for Distance Learning offers associate, bachelor's, and master's degrees to working professionals who are unable to pursue an aviation education because of location or ever-changing work schedules. The College of Career Education offers degree programs at over one hundred centers throughout the United States and Europe. The campus offers several support departments, including Instructional Development and Effectiveness, Extended Campus Library Services, and the Extended Campus Admissions, Records, and Registration office.

3.4.2 Chapman University

The mission of Chapman University is to provide personalized education of distinction that leads to inquiring, ethical, and productive lives as global citizens. A satellite campus is located in Yuba City, giving people in Yuba and Sutter Counties access to its educational services.

Chapman is a church-related institution in covenant with its founding denomination, the Christian Church (Disciples of Christ). Now in its 139th year, Chapman is recognized for its liberal arts core, distinguished faculty, innovative programs, and personalized attention to students. The university strives to develop in its students the ability to think clearly, communicate effectively, explore issues from contrasting points of view, value human and cultural diversity, and make informed ethical judgments in an increasingly complex world.

Based in Orange County, Chapman University is comprised of eight schools and colleges, with emphasis on professional studies and liberal arts education. Degrees offered to Yuba and Sutter County residents include bachelor's degrees in criminal justice, organizational leadership, health science, and computer information systems. Master's degrees include health administration, education, human resources, psychology, and organizational leadership. Chapman is academically accredited by the Western Association of Schools and Colleges.

3.4.3 Aviation & Electronic Schools of America

Aviation & Electronic Schools of America (AESA) was founded in 1989. Headquartered in Colfax California, 53 miles east of Yuba City, AESA was established to provide quality Aviation and Electronic training to experienced maintenance

personnel throughout the world. As part of its mission to ensure the most cost-effective service for its clients, AESA launched a new approach to the effective and efficient delivery of training. Dubbed the “suitcase delivery,” this implementation model allowed AESA to effectively deliver and manage timely, consistent, and effective training which has become its trademark.

In 1995, AESA went a step further in providing effective and efficient delivery of training and developed its first distance education course. Today AESA offers training seminars around the world, customized employee training programs, and distance education courses.

AESA is registered and certified with the State of California and participates in the California Student Tuition Recovery Fund.

AESA offers four different programs. These programs include aviation, telecommunications, electronics, and computers. Students may choose to learn at home, attend classroom seminars, or participate in a customized training program tailored to meet any specialized student needs.

3.4.4 Executive Flyers

Executive Flyers, approved by the Federal Aviation Administration to teach under part 141 of the Federal Aviation Regulations, provides flight and theory training for the private license, instrument rating, multi-engine rating, commercial license, Certified Flight Instructor license and Certified Flight Instructor, Instrument (airplane) rating. The school began in 1980 and specializes in training for careers in aviation.

3.4.5 Golden Gate University

Golden Gate University (GGU) is a unique institution. From its start over 140 years ago as the night school of the San Francisco YMCA, the university has been serving adults who bring experience to the classroom and who expect to get the professional, practical education they need to succeed.

Golden Gate University’s Sacramento campus, 39 miles south of Yuba City, offers accelerated graduate and undergraduate programs incorporating contemporary business applications and convenient schedules for working adults. Students choose from several degree concentrations and class formats

including 10-week, 15-week, intensive weekend and online courses. GGU is an open campus, meaning that students proceed through their programs at their own pace.

GGU specializes in associate’s, bachelor’s, and master’s in business administration. Other programs include accounting, human resource management, human relations, healthcare administration, public administration, computer information systems, and technology management.

3.4.6 Heald College

Heald College has provided technological education for over 135 years. Located 42 miles southeast of Yuba City, the Roseville campus offers a wide range of business and technology programs to fit working schedules.

The programs at Heald College are concentrated to educate students in the shortest practical time. In only six quarters over a period of 18 months, Heald students can complete associate degrees in applied science (A.A.S.) degrees in business or technology that will prepare them for careers that are in demand. Diploma programs in business and technology are also available.

3.4.7 The Union Institute

The Union Institute (TUI) is a unique university within American higher education. Union students are highly motivated, mid-career adults whose needs and interests determine the pace and breadth of their learning experience. The Union Institute’s tutorial-based studies lead to the baccalaureate B. A. or B. S. degree or the doctoral Ph.D. degree.

The Union Institute’s Graduate College, College of Undergraduate Studies, and Center for Distance Learning have their headquarters in Cincinnati, but they have an undergraduate office in Sacramento, 39 miles south of Yuba City.

TUI provides carefully tailored degree programs for the adult learner in many fields, including

- Business and Management
- Communications
- Criminal Justice
- Education
- Health Care Administration
- Human Resource Development
- Psychology and Counseling
- Social Sciences

The Union Institute has four students from the Yuba-Sutter Region. Two are in Criminal Justice Studies, one is undeclared, and one is a doctoral candidate.

3.4.8 University of Phoenix

With approximately 81,000 graduates and over 68,000 degree-seeking, working adult students currently enrolled in degree programs at learning centers throughout the nation and around the world, the University of Phoenix is one of the largest private institutions of higher education in the United States. There is a main campus in Sacramento, 39 miles south of Yuba City, and a learning center at Beale Air Force Base in Yuba County.

The curriculum is developed and constantly revised on the needs of the working environment of our adult students. Programs and courses are developed acknowledging the proper role and place of the adult learner's professional experiences.

Undergraduate program specialties include human services, information technology, business, and nursing. Graduate degrees are also conferred in organizational management, business administration, and computer information systems. There is also a special corporate and professional education division that specializes in Microsoft certified systems engineering, A+ certification, human resources management, nursing, and informatics.

3.4.9 Sierra West Academy

Formerly Pacific Technical Institute, Sierra West Academy specializes in training its students in computer assembly and repair, information management technology, sales and marketing, and medical staffing. Sierra West has a new campus located in Yuba City, in addition to existing campuses in Chico and Roseville. Since Sierra West Academy was in the process of reorganizing from Pacific Technical Institute, no information was available on total numbers of students from the Yuba-Sutter Region. However, their decision to locate a new campus in Yuba City was based on attendance from that region, according to the academy's president.

CHAPTER FOUR

Job Training and Placement Agencies: Creating a Trained Workforce in the Yuba-Sutter Region

The Yuba-Sutter Region has a complex network of public and private agencies involved in job training and job placement. Some of these organizations serve just one county while others serve both counties and beyond. Clients of these agencies are often transferred from one agency to another to acquire more training or to place a trained individual in a specific occupation.

This chapter provides descriptions of agencies available to the residents of the Yuba-Sutter Region. It begins with an overview of the federal and state funding system and how it has improved job training and placement for all citizens, especially in Yuba and Sutter Counties. The chapter continues by describing central agencies and one-stop centers located in the region, then introduces individual training and placement programs. This chapter includes information about how these organizations work together either through funding or by transferring clients to or from other organizations.

This chapter is intended to include programs primarily engaged in training and placing existing labor market participants. The information collected for this chapter is used for estimating unemployment and underemployment in the Yuba-Sutter Region in chapter five.

4.1 Federal Welfare Reform

Between 1995 and 1998, federal welfare and job training programs such as Aid to Families with Dependent Children were undergoing major reform. No longer could working-age individuals and families collect public assistance without some kind of work disability. The result was a network of one-stop job centers, each serving a county or a small group of counties.

However, since their inception, the benefit of one-stop centers has not been limited to servicing welfare individuals and families. The one-stop centers also have been useful in facilitating new and existing job placement and training activities intended for the working public and high school and college graduates as well. One-stop centers have been instrumental in helping rural residents realize their career goals and entrepreneurship dreams.

4.1.1 Job Training and Partnership Act

The Job Training and Partnership Act (JTPA) was originally established back in 1982, initially to prepare youth and unskilled adults for entry into the labor force. JTPA funds originate from the U.S. Department of Labor and are then channeled through the governor's office and then locally to the North Central Counties Consortium (NCCC) private industry council. See section 4.1.4 for more information on NCCC.

The governor is responsible for the implementation and operation of the JTPA. In California, the Family Economic Security Act (FESA) designated the Employment Development Department (EDD) as the agency responsible for administering the program. EDD administers JTPA under the policy guidance of the State Job Training Coordinating Council (SJTCC). The SJTCC is the governor's advisory body and assists the governor in planning, coordinating, and monitoring the provision of programs and services under the JTPA and the FESA. EDD receives JTPA funds and distributes these funds to local Service Delivery Areas (SDAs).

SDAs are comprised of units of local government and are designated by the governor based on population and commonality of labor market. All areas of the state are included within California's 52 SDAs. Each SDA is administered through a partnership between the local elected officials and a Private Industry Council (PIC). The PIC, comprised of representatives from private sector businesses, organized labor, community based organizations, local government agencies and

local education agencies, provides policy guidance and oversees the job training activities within the SDA.

The SDAs are responsible for the day-to-day operation of the JTPA program in their area. With the advice from their PICs, SDAs develop locally designed strategies and plans for providing JTPA training and services.

JTPA is divided into three job programs designed to serve a specific purpose or group. The following provides a brief description of each program.

Adult Program (age 22 and over)

Title IIA authorizes programs for adults who have low income or receive financial help such as food stamps, welfare or unemployment insurance payments or face significant employment barriers. Services typically include an in-depth assessment of skills and abilities, classroom training, on the job training, job search assistance, work experience, counseling, basic skills training, and support services.

Summer Youth Program (age 14 to 21)

Title IIB authorizes training and temporary employment during the summer months to economically disadvantaged youth. The purpose of the Summer Youth Program is to enhance the basic educational skills of youth, encourage school completion or enrollment in supplementary or alternative school programs, and to provide eligible youth with exposure to the world of work.

Year-Round Youth Program (age 14 to 21)

Title IIC provides year-round training and employment programs for youth, both in and out of school. The purpose of this program is to improve the long-term employability of youth and to help them successfully make the transition from school to work.

JTPA is a program that is on the rise throughout the region. There are a number of different schools that offer many different career opportunities. The JTPA youth work experience program provides students with the opportunity to develop a capacity for problem solving, communication, and continued learning in the workplace. Through school supervised work experience, students can learn good work habits and skills in a job setting.

Through the JTPA program, youth may receive the following services

- pre-employment and work maturity skills training
- job specific occupational skills training
- basic skills remediation/academic enrichment
- innovative work experience
- subsidized work experience or paid internships
- support services (e.g., transportation or child care)

The primary purpose of the JTPA youth work experience program is to prepare eligible youth, ages fourteen to twenty-one, with the academic and pre-employment skills, job training and workplace experience necessary to find and keep a job.

Dislocated Workers

Title III creates programs to assist workers who are displaced due to plant closures or mass layoffs regain economic security. Services such as job search assistance, occupational skills training, early intervention services, and relocation assistance are designed to return individuals to work as quickly as possible.

In Yuba County, those who require job training are referred to Yuba College. Yuba College job training is strictly vocational and helps these students stay on the right track with classes and keeps track of those students with progress reports. Students in the program are trained in various areas including administration of justice, food service, clerical, computer programmers, LVNs, RNs, X-ray technicians, psychiatry technicians, and more.

The goal of the program is to have as many Yuba College students aware of the JTPA program and its services. Presentations are made in classes to make others aware that it may be available to them if they qualify. For more information on Yuba College educational programs, please see section 3.2.1. Between 100 and 140 people are enrolled at all times each year.

4.1.2 California Employment Development Department

The Employment Development Department (EDD) is one of the 13 departments under the California Health and Human Services Agency. The EDD administers the Job Service,

Unemployment Insurance, and Disability Insurance programs. As California's largest tax collection agency, EDD also handles the audit and collection of employment taxes and maintains employment records for more than 19 million California workers. One of the largest state departments, EDD has approximately 12,000 employees located at over 300 service locations throughout the state, including two in the Yuba-Sutter Region, who provide many important services to millions of Californians each year, including

- Assisting California employers in meeting their labor needs
- Helping California job seekers obtain employment
- Administering several federally funded workforce development programs
- Assisting the disadvantaged in becoming self-sufficient
- Helping unemployed and disabled workers by administering the Unemployment Insurance (UI) and Disability Insurance (DI) programs
- Supporting state activities and benefit programs by collecting and administering employment-related taxes (UI, DI, Employment Training Tax, and Personal Income Tax withholding)
- Providing comprehensive labor market information

As one of the largest public employment service operations in the world, the Job Service program offers services statewide, including the two service locations in the Yuba-Sutter Region. Job seeking services include job referral, job search workshops, placement services, and special assistance to individuals who are experiencing difficulty in finding work. Services to employers include matching job openings with qualified candidates and specialized recruitment campaigns. The Job Service program also offers CalJOBS, EDD's Internet-based job and résumé listing system, which lists thousands of job openings and contains the largest pool of job seekers in California.

More information on EDD's job placement services can be found in sub-section 4.4.2.

4.1.3 California Work Opportunity and Responsibility to Kids

The California Work Opportunity and Responsibility to Kids (CalWORKs) program was

established in 1997 to conform to a new federal law, the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA). PRWORA eliminated Aid to Families with Dependent Children (more commonly known as AFDC) and the program's open-ended entitlement and created a block grant for states to provide time-limited cash assistance for needy families, with work requirements for most recipients.

The CalWORKs program is based on the principal that welfare is temporary and that the care of children is the primary responsibility of parents. Every recipient without a work disability is expected to either be seeking employment or acquiring training toward the individual's employment goals. These services, called Welfare-to-Work, are limited to twenty-four months for current recipients and eighteen months for new recipients.

CalWORKs includes the following types of activities

- unsubsidized employment
- subsidized private and public sector employment
- work experience
- on-the-job training
- vocational education
- community service
- job search and job readiness assistance
- job skills training directly related to employment
- education directly related to employment
- adult basic education
- work study
- self employment
- supported work
- transitional employment

Sutter County in particular is experiencing an immediate impact with fewer applications for welfare assistance. It began an intensive four-week program directed toward employment with a follow-up work related individual plan. Training opportunities are available following employment in conjunction with a work experience course.

4.1.4 North Central Counties Consortium

Local private industry councils (PICs) were established in the 1980s to distribute JTPA funds to eligible agencies. The local PIC in the Yuba-Sutter Region is the North Central Counties

Consortium (NCCC), which serves five counties including Yuba and Sutter. In the federal welfare and job training reorganization, the primary function of PICs is to oversee and distribute funding to local one-stop centers. The NCCC is governed by a twenty-five member council and a five member governing board to oversee the functions of local one-stops.

The intent of the NCCC in particular is to

- Encourage better use of resources through coordination and integration of goods and services
- Make education, job training, and employment services universally available and accessible to all residents in the NCCC consortium counties
- Assist partner staff in their efforts to continually improve the quality of local programs and services
- Increase regional access to information and enhance our ability to communicate through increased automation capacity and Internet connectivity

There are two one-stop centers in the Yuba-Sutter Region; the Regional Career Center in Yuba County and the Career Training and Education Center in Sutter County. Both have been instrumental in the recent development of the local workforce. Below are brief descriptions of the goals and accomplishments of each one-stop center.

4.2 One-Stop Centers

The following section provides a description of the one-stop centers located in Sutter and Yuba Counties, where they are located, what specific programs are offered, and how they fulfill their JTPA and CalWORKs requirements.

4.2.1 Career Training and Education Center

The Career Training and Education Center (CTEC) is the local one-stop job center for Sutter County. CTEC originally opened its doors in March of 1984 as a result of funding received from the Job Training Partnership Act (JTPA) to operate an in-school youth job training program as well as a Summer Youth Employment Program.

Table 4.1 - CTEC Program Participants (Fiscal Year 1999)

Program	Enrolled	Completed	Continuing education	Employed in related occupation	Employed in nonrelated occupation
Adult Education	888	/1	69	144	0
WorkAbility II	61	/1	n/a	25	0
WorkAbility I	300	/1	n/a	115	0
ROP Marketing	50	26	2	13	3
ROP Health Careers	287	143	23	48	6
ROP Business	1,148	434	196	127	46
ROP Technology	124	67	2	46	5
JTPA	379	210	n/a	92	0

/1 - Program is completed when participants are placed

n/a - Not applicable

Source: Career Training and Education Center (CTEC)

By 1999, CTEC was offering a variety of job training and job placement programs including

- Regional Occupational Program (ROP)
- Job Training and Partnership Act (JTPA)
- CalWORKs
- Adult Basic Education
- WorkAbility I & II
- Employment Development Department (EDD)

From the beginning, the ultimate goal of the CTEC concept has been to empower individual self-sufficiency through education, training, jobs, and partnerships with the community, employers, and agencies to provide increased opportunities for success. CTEC is working toward redefining the educational process. CTEC has made every effort to be accessible to the schedules of individuals who have daytime obligations, by providing many on-campus evening classes.

CalWORKs and CTEC are partners in both training and assistance for those entering the labor market. Specifically, CTEC has contracted to provide the four-week intensive employment training, work experience, and community service.

4.2.2 Regional Career Center

The Regional Career Center (RCC) is Yuba County's one-stop job center. It is a federally funded program under the Job Training Partnership Act (JTPA). Their goal is to help people obtain the job skills they need to find work. The Regional Career Center, partnering with other community programs, provides youth with a variety of job development skills. Their one-stop center coordinates employment opportunities and training under the JTPA. It is

specifically designed to help their clients with entry into the labor force.

Their adult program serves adults twenty-two years and older. They may pay for their schooling for retraining or provide employer funding to enable on-the-job training. They also have a special program for the elderly, 55 and older, who meet an income criterion.

The Regional Career Center has services for employers and job seekers. They have a large pool of applicants and resources available. They provide extensive user-friendly information on specific jobs, the labor market, and occupational trends. RCC's services include

- Career counseling
- Computerized job search
- On-the-job training
- Job services information
- Resource referral
- Classroom training (General Education Development (GED), English as a Second Language (ESL), basis skills, computer literacy, and vocational skills)

RCC offers valuable services for employers as well. RCC works together with the unemployment office for prescreening and provides a place for employers to conduct interviews, if necessary. One-stop services for employers are free and include a pool of job seekers, wage reimbursement, tax credits, and customized training.

They also have a welfare-to-work program which provides job placement to those recipients who have been on welfare for thirty months or more and who are getting ready to enter the job market.

The RCC trains most people in the following occupations

- Career health services
- Law enforcement
- General office
- Help desk computer technicians
- Warehouses
- Computer literacy
- Long-haul truck driving
- Cable installers
- Amusement services such as the racetrack or amphitheater

In 1999, 795 people were enrolled in the various programs and receiving services. In particular, the adult program served 200, the youth program served 235, and Welfare-to-Work served 200 people.

4.3 Individual Job Training Programs

The following organizations are primarily engaged in increasing the skill levels of their clients. In this capacity, they offer a wide range of training from half-day workshops, to six-month courses, to on-the-job training.

4.3.1 Tri-County Regional Occupation Program

The Tri-County Regional Occupational Program (ROP), established in 1974, is one of seventy-two regional occupational centers and programs serving the State of California. Its mission is to provide state-of-the-art vocational skill training of the highest quality. ROP classes are available to area residents who are at least sixteen years of age.

ROP classes are designed to meet student needs by providing the following

- entry level job preparation
- an upgrade of present skills
- preparation for advanced occupational training

All ROP classes count toward high school graduation credit and some ROP classes count toward community college credit.

The ROP provides open entry, open exit vocational programs and support services that augment, supplement, and expand existing vocational offerings of its school districts. The programs must provide instruction for entry level employment, for advanced training, or for upgrading of skills. The programs must also be limited to those occupational areas where there is reasonable expectation of employment, post secondary articulation, and sufficient student interest.

ROP offers courses designed to prepare students to enter specific career areas. These areas include

- Agricultural technology
- Business

- Health care
- Industrial arts
- Distribution (job finding)

Courses in agricultural technology include the following:

Agricultural Equipment Operation & Maintenance

Students learn to operate and maintain various types of heavy equipment used in industry, construction, and agriculture. Training includes work on equipment such as track layers, motor graders, bulldozers, dump trucks, loaders, backhoes, scrapers, fork lifts, wheel tractors, heavy-duty trucks, and mounted or drawn implements.

Farm Equipment & Metal Fabrication

Students learn to fabricate and repair all types of metallic objects with metalworking tools, equipment and techniques, including the preparation of joints, jigs, layouts, and working from blueprints.

Farm Management

Students are instructed and gain practical experience in crop and livestock production, mechanized agriculture technology, and agri-business. Instruction focuses on all aspects of the industry.

Farm Power Mechanics

This program prepares students for entry into the field of mechanized agriculture. Students obtain the knowledge and skills necessary in the maintenance and repair of farm equipment and mechanical devices used in ranching and farming. Heavy emphasis is placed on repair and maintenance of both large and small internal combustion engines, as well as hydraulics and electrical motors.

Courses in business include the following:

Accounting

Students learn the principles and processes involved in manual double-entry accounting systems. The class covers the accounting cycle, including the use of journals, ledgers, and worksheets; preparation of income statements and balance sheets; and specialized accounting functions such as banking, petty cash, and payroll. Students use calculators and computers to process information and produce reports. The course is both an introductory and advanced

course for the adult program at the Career Training and Education Center.

Table 4.2 - ROP Program Enrollment, Spring 2000

Major	Students from Sutter or Yuba Counties
Agricultural Technology Program:	
Agricultural equipment operation & maint.	20
Farm equipment & metal fabrication	106
Farm management	33
Farm power mechanics	13
Total agricultural technology program	172
Business Program:	
Accounting	46
Applied finance	41
Business communications	29
Computer applications	242
Computer assisted accounting	69
Computer repair	40
Data processing	98
Internetworking /1	0
Office education lab /1	0
Word processing	198
Total business program	763
Health Care Program:	
Basic patient care	75
Dental assisting	19
Early childhood development	68
Health care information services	18
Hospital/community health services	47
Medical office services	28
Vocational Nursing	0
Total health care program	255
Industrial Arts Program:	
Architectural design	50
Automotive body repair	13
Automotive diagnosis & tune-up	17
Automotive technology	35
Commercial & residential property mgmt.	31
Construction technology	23
Furniture & cabinet construction	73
Law enforcement	34
Photography (all)	190
Welding	13
Total industrial arts program	479
Distributive Courses:	
Employment skills training	201
Multiple occupations training	4
Small business development /1	0
Total distributive courses	205
Total ROP enrollment	1,874

/1 - Not offered this semester

Source: Tri-County ROP

Applied Finance

Students explore career possibilities in a financial institution with both classroom instruction and on-the-job experience. Includes teller training, understanding checks and endorsements, recording deposits, balancing bank statements, telephone procedures, numeric and alphabetical filing, and use of a ten-key calculator.

Business Communications

Students learn communication skills with an emphasis on written language with in-depth instruction in spelling, punctuation, capitalization, word usage, and vocabulary development. The instruction is applied to business communications and/or directly linked to other job-training courses or programs.

Computer Applications

This class develops entry-level skills, knowledge, and attitudes for operating a desktop computer. Course work includes the use of desktop computers and software programs for computerized database management, spreadsheets, word processing, accounts payable/receivable, and graphics.

Computer Assisted Accounting

Students use computers to record the accounting information of a business and operate a desktop computer to perform double-entry accounting, accounts receivable, accounts payable, payroll problems, and accounting principles for partnerships.

Computer Repair

This class provides entry-level, upgrading of skill training, and advanced training in computer repair. Students are trained to repair desktop computers.

Data Processing

Students prepare for direct entry-level, general office, and computer-related careers, such as computer operator, sales, or manufacturing. This class also prepares students for careers that require additional education such as computer programming, computer repair, and accounting.

Internetworking

Students gain classroom and laboratory experience in current and emerging networking technology that will empower the student to enter employment and/or further their education in the computer networking field. Students will learn about network architecture and design, and

be able to identify and solve internetworking problems. The tasks and goals of a network manager/administrator are explained.

Office Education Lab

A finishing course for various clerical and/or office careers. Classroom instruction is required to complete the basic course of study. On-the-job experience is included.

Word Processing

Students learn to operate word processing programs to prepare letters, reports, statistical problems, mailing lists, and inventory control. Instruction includes discussion on office operating procedures, communication skills, computer terminal operations, career opportunities and job interview techniques, form and system design, records management, transcription machines, and specialized terminology. Students may select training as word processing clerks, key-entry clerks, and terminal operators.

Health care courses include the following:

Basic Patient Care

Students prepare for employment in long-term care facilities, convalescent hospitals, and skilled nursing facilities. Students learn basic nursing skills and procedures as designated by state and federal guidelines. Lecture and hands-on experience in long-term care facilities is included. Eligibility for certification from the California Department of Health Services as a Certified Nurse Assistant is possible upon successful completion of the course.

Dental Assisting

Students prepare to become a dental assistant with actual experience in a dental office after learning basic dental anatomy, physiology, tooth morphology, dental materials, material handling, dental instruments and their care, and dental office procedures.

Early Childhood Development

Students train for entry-level skills in child-care related occupations, with emphasis in education, but including work in child welfare and health. Includes the study of physical, emotional, intellectual, and social development in early childhood, as well as developing personal skills needed for employment. Students work in the field with children age two through eight in

preschool and elementary school and in service agencies.

Health Care Information Services

Prepares students for entry-level employment in health care agencies. The objectives of this class have been to prepare students for employment opportunities in one or more health care information services. Employment opportunities include working in a department of an acute care hospital, acute care clinic, health maintenance organization, sub-acute facility, or a large physician group practice.

Hospital/Community Health Services

Prepares students for entry-level employment in health care agencies. First semester includes anatomy, medical terminology, medical ethics, basic patient care, and allied health procedures. Second semester is arranged individually with students in a career area of their choice. Students study in the classroom and train in specific hospital/community-based settings.

Medical Office Services

Students prepare for entry-level employment in physicians' offices, clinics, hospitals, pharmacies, and other related health care facilities. Instruction includes medical terminology, patient management, records and financial management, treatment protocols, supportive procedures, specialty practices, administration of medications and injections, vital signs, and more. After successful completion of the classroom component, students do clinical training in a local health care facility. Additional professional preparation may be necessary to obtain employment when a particular license is required.

Vocational Nursing

Prepares students in the skills needed to pass the National Council Licensing Examination-Practical Nursing (NCLEX-PN). This course is divided into three modules:

1. Review of fundamentals, nutrition, psychology, communication, pharmacology, gerontological nursing, the integumentary and musculoskeletal systems, and the nursing process,
2. communicable disease, the cardiovascular and respiratory systems, maternity and infant growth and development, pediatrics, leadership and supervision, and nutrition, and

3. endocrine, gastrointestinal, genitourinary, and neurosensory systems, review of NCLEX-PN exam, and nutrition.

Courses in industrial arts include the following:

Architectural Design

Students use design, illustration, and computer-aided drafting to create plans for single-family dwellings. Students learn to design and draw floor plans, electrical plans, and landscape plans, as well as interior and exterior elevations.

Automotive Body Repair

Students learn to repair and detail automobiles, pick-ups, and other motor vehicles. Course work includes classroom instruction and shop work on all phases of auto body repair normally found in the trade.

Automotive Diagnosis & Tune-up

The program is designed to meet the needs of an ever-increasing demand for specialists in the automotive service area. The student will have a solid foundation in the areas of ignition systems, fuel systems, diagnostic tune-up, and emission control as they apply to the modern auto.

Automotive Technology

This program provides pre-employment training to learn the skills, knowledge, and abilities required for entry-level employment in the automotive service industry. Graduates have sufficient background to repair and make adjustments on the various systems of the automobile using up-to-date equipment and tools.

Commercial and Residential Property Maintenance and Management

This course is designed to provide pre-employment training for individuals interested in building maintenance, construction, and repair. The course covers a wide range of skills necessary for employment in the building construction, repair, and remodeling field. It utilizes the project method of instruction and covers basic construction processes. On-the-job training may be provided through community projects for non-profit/community service organizations.

Construction Technology

Students learn the fundamentals of carpentry needed to develop the skills and competency

required by apprenticeship programs in almost any of the construction trades.

Furniture & Cabinet Construction

Students design and construct furniture and cabinets and are trained to understand the process of the home construction industry. The student will construct a selection of required cabinets for home, office, and industrial use, and learn the proper use of power tools and shop safety.

Law Enforcement

Law Enforcement I (LEI) is an introductory survey of the criminal justice system and is designed for students interested in the field of law enforcement, corrections, or a legal profession. It includes an overview of community policing, the court systems, the effects of policing on the people, firearms training, and other related tasks. Law Enforcement II (LEII) is an in-depth study of criminal procedures relating to investigations of crimes, narcotics, courtroom testimony, firearms, and other related policing tasks. Students may pursue an associate's degree, a B.A., or a B.S. in criminal justice corrections.

Photography

This program provides pre-employment training in skills, ability, and understanding for entry into the field of photography.

Welding

Students learn how to safely operate "stick," MIG, and TIG welding machines. They learn to read shop drawings, learn fabrication methods, and develop entry-level employment skills.

ROP also provides distributive courses that are designed to help students find employment once a program is complete. Distributive courses include the following:

Employment Skills Training

This program is designed to prepare students for immediate entry into the labor market using JTPA on-the-job training as a primary vehicle. Only those skills needed by each individual student will be taught to that student; therefore, much of the instruction is individualized.

Multiple Occupations Training in Distribution

Students assess and apply their skills towards an individualized job goal. Students learn how to increase the quality and productivity of their job

skills. Job training options include handling materials and packaging, nursery/grounds keeping/landscaping, janitorial, food services, and equipment handling/maintenance/storage.

4.3.2 Yuba College Job Training Office

Yuba College offers technical and occupational classes to help students gain or improve job skills. A variety of certificates of completion and training are offered in categories including, but not limited to, the following:

- Administration of Justice
- Corrections
- Agriculture, environmental horticulture, and technology
- Architectural drafting art
- Automotive technology
- Business
- Cosmetology
- Early childhood education
- Electronic technology
- Emergency medical technician
- Family and consumer studies
- Fire technology
- Food service management
- Human services
- Laser optics/photonics
- Manufacturing technology
- Mass communication
- Measurement science
- Nursing
- Veterinary

Numbers of participants in these occupational courses are included in total numbers of Yuba College students in section 3.2.1.

4.3.3 Department of Rehabilitation

The Department of Rehabilitation is a state agency that assists people with disabilities with entry into the workforce or with returning to work in order to live independently in their communities. The department provides consumer services through offices located across the state. This program serves people with disabilities and cannot work as a result. There is also a program for the blind to help them live independently. The overall goal of the program is employment and independence for people with disabilities.

Department services are designed to help people formulate and achieve a career goal. Working together as a team, clients and counselors will develop a plan to determine the steps necessary

for clients to reach their goals. Those who may be eligible are individuals with a disability who require services to prepare for, enter, engage in, or retain gainful employment, or to live more independently.

The different services that are available from the Department of Rehabilitation include

- Counseling and evaluation
- Adaptive equipment and other devices
- College/university tuition, fees, and books
- Transportation assistance
- Resume development
- Interview techniques
- Job placement services
- Post-employment services
- Reading, interpreting, and note taking services
- Independent living services

Some of these services are based on ability to pay. Federal, state, and local funding will be used when available.

Job seeking skills, goal setting, and service planning are done at the agency. Training and other services are done through agencies such as ROP, adult education, colleges, and private schools. Vocational evaluation is a service that is provided as well as helping clients pay for books, supplies, transportation, tools, tuition, uniforms, and other appropriate items.

The clients train in a variety of areas, mostly depending on their aptitudes, interests, resources, and the local labor market. Some find jobs in stocking, fast food, and similar types of employment while others excel academically and obtain jobs requiring master's, bachelor's, and associate's degrees.

4.3.4 Adult Education

The purpose of Adult Education is to assist people in overcoming barriers to employment and/or advancement on the job and to help them bring their skills up to the minimum requirements for other classes in which they may wish to participate. Adult Education classes are open entry/open exit courses, which means there is no specific time limit. Participants progress at their own rate. There are no fees for these courses.

The Adult Education program offers four courses:

ABE - Adult Basic Education offers classes at the pre-high school level.

GED - General Education Degree offers high school level instruction to prepare students for the GED exam.

ESL - English as a Second Language program emphasizes practical English for daily life and employment situations.

Business communications - The purpose of the business communication class is to assist students in overcoming barriers to employment and/or advancement on the job and to help new students bring their test scores up to the minimum requirements for the classes they wish to participate in. The class is also for those students desiring to work on a GED or an Adult High School Diploma.

In general, adults learn business math skills and how to use them in a variety of business applications. Communication skills are taught, reviewed, and applied.

Participants progress at their own rate and will be tested to demonstrate competency in math and English skills. If competency is not shown they are instructed in their weak areas. When the participant demonstrates the competency level required they are issued a certificate of completion showing the grade level achieved, referred to the GED office, or issued a high school diploma.

4.4 Individual Job Placement Programs

The following organizations are primarily engaged in placing unemployed and underemployed persons into a position that fits their training and expertise. These programs are located at either the Career Training and Education Center (CTEC) in Sutter County or the Regional Career Center (RCC) in Yuba County.

4.4.1 The Resource Center

The Resource Center is provided by CTEC and was initially developed to aid in meeting the workforce needs of the community.

Some of the available services of this center include

- a computer lab
- job search materials
- internet access
- resume tutorials
- job listings
- a video library

The computer lab offers Internet accessibility for career searches. It also allows employers to list job openings.

The Resource Center also offers a variety of computerized software program tutorials, resume and typing tutorials, as well as competency testing. The design of the center is geared towards people who can work independently, but there is trained staff available to help guide people through their processes.

4.4.2 Employment Development Department

The California Employment Development Department (EDD) offers a variety of employment related services through their employment development representatives. For more background on EDD, please see section 4.1.2. EDD can help people reach their employment objectives by providing programs and services such as

- California Training Benefits Program (CTB). This program allows eligible California Unemployment Insurance (UI) claimants to receive their UI benefits while attending an approved training/retraining program.
- Veteran services migrant and seasonal farmworker outreach
- intensive services
- youth employment opportunities
- shared job orders

In partnership with the Private Industry Council and other community employment and training agencies, EDD provides a one-stop service for the employer community through the Employer Resource Center. As the largest tax collection agency in California, EDD also handles the audit and collection of employment taxes, including Unemployment Insurance, Disability Insurance, Employment Training, and Personal Income Tax, and maintains employment records for more than 15 million California workers.

EDD's Job Service has a primary mandate to facilitate the match between employers and qualified workers.

While continuing its traditional function as the state's labor exchange, EDD's approach is geared to meet the challenges of the twenty-first century with increased efficiency and continuously improved customer service. CalJOBS plays a vital role in meeting that challenge.

4.4.3 CalJOBS

CalJOBS is an Internet-based program that people can access from one-stop centers such as CTEC and RCC, as well as educational institutions, local employment and training organizations, or from home. It is designed for people with no computer or typing experience. The program quickly guides people through the resume preparation and job seeking process. People can search and apply for jobs. They can also input their resumes in CalJOBS for employers to review.

CalJOBS is an Internet-based system. The primary way in which job seekers and employers enter information is by self-entry using personal computers connected with the Internet. Self-entry can be accomplished from computers in EDD Job Service sites, other publicly accessible sites, or from home and business. The staff of EDD Job Service and other employment service providers enter information about the services that they have provided to clients.

Job seekers are asked to enter information at the initial point of enrollment in CalJOBS. Additional information may be requested and entered into CalJOBS by EDD staff if the job seeker receives special case-managed employment services.

Employers enter information into CalJOBS at the time of registration and at the time a job order is listed or updated in the system. People decide which aspects of their electronic job listing and resume system will best suit the needs of its clients.

4.4.4 WorkAbility II

To be eligible for services from the Department of Rehabilitation, clients must have a mental or physical disability that creates a barrier to employment and they must require the department's services. WorkAbility II is designed to assist clients of the Department of

Rehabilitation. The WorkAbility II specialist helps each participant to achieve the goals of their individualized rehabilitation plan. As participants in this program, clients learn work ethic values for becoming a permanent and responsible employee.

WorkAbility II provides a system of ongoing support through a partnership with the Job Training Partnership Act (JTPA), Regional Occupational Program (ROP), and California Department of Rehabilitation.

Some of the services WorkAbility II can provide include

- Job seeking skills
- Resume writing
- Interviewing techniques
- Successful application preparation
- Individualized job placement services

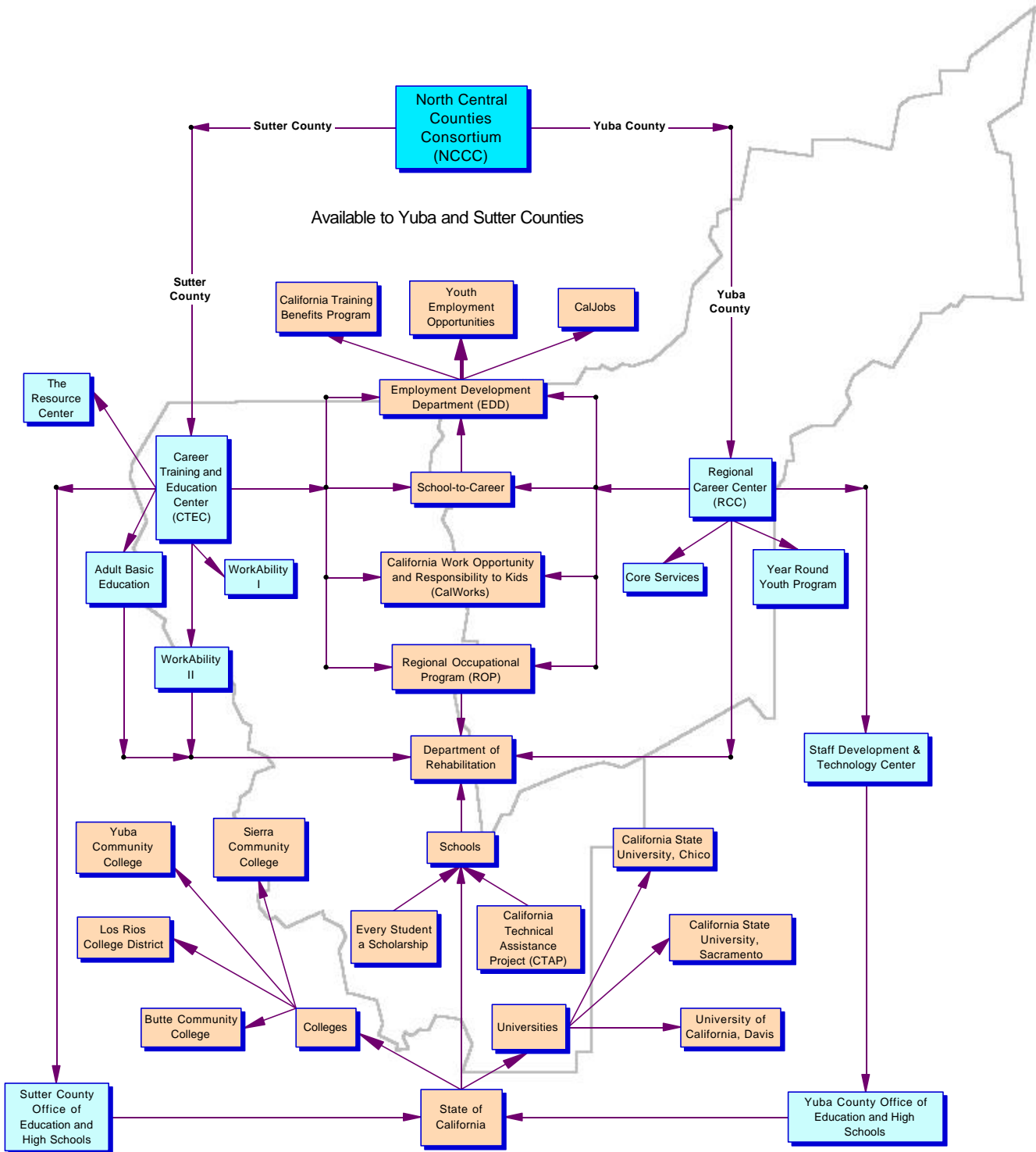
WorkAbility II provides a system of ongoing support through a partnership with the JTPA, ROP, and California Department of Rehabilitation for students and adults, to reach self-sufficiency and attain successful employment.

Clients receive follow-up services to assure a successful relationship exists between WorkAbility II, the employee, and the employer.

4.5 Agency Collaborations

The following figure shows the organizational structure of job training and job placement programs described in this chapter. The light brown boxes represent programs and agencies that are available to people of both counties, while the light blue boxes represent programs and agencies that are available to residents of only one of the counties. Yuba County programs are shown on the right side and Sutter County programs are on the left side.

Figure 4.1 - Agency Collaborations in the Yuba-Sutter Region



CHAPTER FIVE

Workforce Availability in the Yuba-Sutter Region: Final Analysis

This chapter contains final analysis regarding the Yuba-Sutter Workforce Study. The Center for Economic Development used the information gathered in the four previous chapters to estimate the total number of unemployed, underemployed, and persons entering the workforce. Based on available data, the analysis has been made by skill level.

Total workers available to hiring businesses include people who are unemployed (not currently working), underemployed (working, but would accept a local full-time job in the Yuba-Sutter Region at a market rate of pay), or entering the labor force (graduating from high school or college, or completing a training program).

Before analyzing total labor availability to industry, an analysis of the characteristics of employed persons in the Yuba-Sutter Region is essential. This will put the final analysis in perspective for the whole region. In addition, it allows the center to estimate total number of people who work two or more jobs, which is a component of underemployment (see section 5.3).

To use economic terms, this chapter treats total employment as total demand for labor in the Yuba-Sutter Region. The total supply of labor is employment plus unemployment, plus new labor market entrants. Underemployment, which is a component of total employment, is treated as inefficient use of labor supply to meet labor demand. In other words, underemployment is labor demand that does not utilize the full potential of labor supply, based on the training and experience level of the labor supply. This assumes that new demand that would meet the training and experience level of the underemployed labor supply would be filled by that supply.

5.1 Total Employment

Total number of persons employed, who live in Yuba and Sutter Counties, totaled 49,800 in 1999 according to the California Employment Development Department (see section 2.2.2). This is the annual average number of people working and includes proprietors, wage and salary workers, unpaid family workers, and individuals on unpaid leave, but does not include military workers or count people more than once if they hold more than one job.

The Center for Economic Development estimates that there were 65,800 total jobs in the Yuba-Sutter Region in 1999. This figure includes proprietors, farm workers, military, and all other wage and salary workers. Total jobs is the estimated average annual number of jobs, full-time plus part-time, but does not count the total number of workers; that is, one worker may hold more than one job. This figure is derived by taking the U.S. Department of Commerce (DOC) estimates of total number of jobs in 1997 and multiplying it by the estimated change in employment by place of work and by industry from the California Employment Development Department (EDD).

In this section, components of total employment from EDD will be factored out until total employment becomes the total number of people estimated to be employed in the Yuba-Sutter Region, regardless of residence. In addition, total jobs based on DOC figures will be factored out until total jobs becomes the total number of civilian jobs in the region. The goal is to make total employment and total jobs comparable. Total jobs in the region, minus total employed persons in the region, results in an estimate of total persons holding more than one job, which will be considered a component of underemployment in section 5.3.

In this analysis, total wage and salary jobs include unpaid family workers, private household workers, individuals on unpaid leave, and those involved in a labor dispute. It is

difficult to exclude these people from total employment, or the applicable jobs from total number of jobs, but both employment and total jobs include these components. It is reasonable to consider neither of these groups of people to be underemployed, unless they are working part-time, seasonally, or work more than one job. Therefore, it is reasonable to treat these components as wage and salary workers.

5.1.1 Commuter Adjustment

There are two adjustments that need to be made to total employment. The first adjustment is to factor out people who live in the Yuba-Sutter Region, but work outside the region. The second is to factor in those people who live outside the region and commute to work inside the Yuba-Sutter Region. This will result in total number of employed people who work in the region.

The Center for Economic Development estimates that 8,900 Yuba-Sutter residents were commuting to work in places outside the region, which primarily include Sacramento and Grass Valley, in 1999. The center also estimates that 3,800 people in 1999 commute to the Yuba-Sutter Region to work, while living outside the region. These estimates are based on 1990 Census commuting figures (section 1.2.2) combined with the annual average growth in peak-hour traffic on California state highways crossing the Yuba-Sutter Region boundary (1.3 percent annual increase).

No determination can be made, based on available data, whether the increase in traffic was going to or coming from the Yuba-Sutter Region, nor could any determination be made regarding time of day (morning versus evening commute). Therefore, increases one direction cannot be separated from increases in the other direction.

There are two conflicting indications regarding whether commuters to the Yuba-Sutter Region or from the Yuba-Sutter Region are growing faster. High growth in numbers of jobs (22.2 percent between 1990 and 1999) combined with a slight decline in numbers of employed persons (-0.4 percent) leads to the conclusion that persons commuting into the Yuba-Sutter Region is increasing faster than numbers of people commuting out of the region. However, this slight decline in numbers of employed persons combined with high population growth (11.2 percent) leads to the conclusion that persons commuting out of the Yuba-Sutter Region is

increasing faster than numbers of people commuting into the region. Without further information regarding commute patterns on highways crossing the Yuba-Sutter Region's boundary, the increase in commuting must be assumed to be the same both in and out of the Yuba-Sutter Region.

Therefore, the original 49,800 workers minus the estimated 8,900 workers commuting outside the region equals 40,900 persons both living and working in the Yuba-Sutter Region. These 40,900 persons can be added to the estimated 3,800 persons commuting inside the region, totaling 44,700 persons working in jobs located in the Yuba-Sutter Region.

5.1.2 Proprietary Employment Adjustment

Another component that must be factored out of EDD's total employment estimate is proprietary employment. This must be done because proprietary employment estimates from EDD are much different than proprietary job estimates based on DOC figures. Proprietary employment includes self-employed persons and only counts a person once, even if that person is the proprietor of more than one business. Proprietary jobs include all jobs for all businesses for which an individual would have to file individual tax returns.

EDD estimates that there are approximately 7,500 proprietors living in the Yuba-Sutter Region. There is no way of determining how much proprietary employment estimated by EDD commutes outside the region, nor is there any way to determine how many who commute outside the region are headed to proprietary jobs. Therefore, the center assumes that the percentage of employment that is proprietary, 15.1 percent, is the same percentage as the number of people who commute in and out of the area to work to proprietary jobs as a percentage of total commuters.

Based on this assumption, approximately 1,300 proprietors are commuting to work from inside to outside the Yuba-Sutter Region and 600 proprietors are commuting to work from outside to inside the region. Subtracting 1,300 from and adding 600 to the total number of proprietors living in the Yuba-Sutter Region results in the total number of proprietors that work in the region. This totals 6,800 proprietors that work in the Yuba-Sutter Region.

Therefore, out of the estimated 44,700 persons working in jobs located in the Yuba-Sutter Region, an estimated 6,800 are proprietors, which means that 37,900 people are working in full- and part-time wage and salary positions in Yuba and Sutter Counties.

5.1.3 Proprietary Job Adjustment

There are two adjustments that must be made to the estimate of total jobs based on DOC figures, the first of which is proprietary jobs. As stated in the previous subsection, proprietary employment estimated by EDD and proprietary jobs estimates based on DOC are much different. Therefore, in addition to removing proprietary employment from the employment estimates, proprietary jobs must be removed from total jobs.

The center estimates that 17,600 of its estimated 65,800 jobs are proprietary. Proprietary jobs include self-employed persons in sole-proprietorships and partnerships. All jobs are counted, even if a proprietor holds more than one proprietary position, or holds both proprietary and non-proprietary positions. This figure was derived from DOC's estimates of proprietary jobs from 1990 to 1997, as a percentage of total jobs. As a percentage of total jobs, proprietary employment grew steadily from 20.7 percent to 25.4 percent, an annual average change of 0.7 percentage points. The average percentage point change was applied to 1998 and 1999, resulting in estimated proprietary employment as a percent of total jobs of 26.8 percent, or 17,600 proprietary jobs.

After factoring out proprietary jobs, total number of wage and salary jobs in the Yuba-Sutter Region is estimated at 48,200.

The center believes that its estimate of proprietary employment based on DOC's historical numbers is high while the center estimates that there are probably no more than 5,250 establishments in the Yuba-Sutter Region, including home-based businesses, sole-proprietorships, partnerships, corporations, and branch locations. However, this figure, when subtracted from total number of jobs, provides an estimate that is realistically comparable with EDD's estimates. Therefore, the center assumes that the high proprietary jobs estimate leads to a high total jobs estimate, and that factoring out proprietary jobs from total jobs negates the effect of the perceived high proprietary job estimate.

In this analysis, it is possible that a person may be a proprietor AND a wage or salary worker for another company. EDD classified this person by the job in which the person earns the majority of his or her pay while DOC, as stated above, counts one wage and salary job and one proprietary job. Generally, this analysis considers any person who holds a proprietary position is not underemployed, regardless of whether the person is working part-time or seasonally. The assumption here is that a proprietor would not be willing to take a comparable job at a market pay rate, but would prefer to continue to run his or her own business. However, there is no way to tell how many wage and salary workers are also proprietors, therefore, if the proprietor holds an additional wage and salary position, that person will be considered underemployed.

5.1.4 Military Job Adjustment

The second component that must be factored out of the total jobs estimate is military employment. Military employment is not included in EDD's employment estimates, but is included in job estimates based on DOC figures. This analysis assumes that no military workers are underemployed and, therefore, military jobs must be excluded from total jobs.

Of the 65,800 estimated jobs in the Yuba-Sutter Region in 1999, 3,400 were military (mostly employed at Beale Air Force Base). Subtracted from the estimated 48,200 non-proprietary (wage and salary) jobs in the Yuba-Sutter Region, total civilian wage and salary jobs in the Yuba-Sutter Region are estimated at 44,800 in 1999.

5.1.5 Workers with More than One Job

Subsection 5.1.2 concluded that there were approximately 44,700 civilian persons employed in wage and salary positions in the Yuba-Sutter Region. Subsection 5.1.4 concluded that there are 44,800 civilian non-proprietary jobs in the region. These two figures can now be compared.

Comparing the figures, we conclude that there are 44,700 people working in 44,800 jobs in the Yuba-Sutter Region. This means that there are about 100 more jobs than employed people in Yuba and Sutter Counties. Therefore, there were approximately 100 people working more than one job in 1999.

5.2 Total Unemployment

As defined in section 2.2.3, unemployment is the number of people living in the Yuba-Sutter Region who are not working, but actively seeking work. These persons are assumed to be able and available, according to EDD, during the week including the 12th of each month. The annual average is the average unemployment for the 12 months of the year. Individuals who were waiting to be recalled from a layoff and individuals waiting to report to a new job within 30 days are also considered to be unemployed.

EDD counts unemployment by adding three groups of people

- those receiving unemployment insurance,
- those who have exhausted their allocation of unemployment insurance and are still registered with EDD as looking for work, and
- an estimate of persons who are entering the labor force after either completion of school or a training program, or entering or re-entering the labor force as an adult.

Annual average unemployment for 1999 was 7,100. The highest month was February with 9,700 unemployed persons while the lowest month was September with 4,700. Therefore, there were about 4,700 people who were looking for work, but did not hold a job for as long as a month in 1999.

The California Employment Development Department (EDD) is charged by the State of California with dispensing unemployment insurance and keeping track of and estimating the total number of unemployed persons looking for work. Unfortunately, their database was not comprehensive and there was no way to easily estimate unemployment by levels of training, experience, or education. This can be done, but the work required exceeds the scope of work for this study.

5.3 Total Underemployment

There are many definitions of underemployment. For the purposes of this report, an underemployed person is one who is employed, but can be encouraged to work at another job at the market rate of compensation. It is assumed that this can be applied to most people in any place or region. However, it is important, yet difficult, to determine which industry or occupation these people are qualified for and willing to go.

This report identifies four categories of underemployed persons:

- Persons who are commuting outside the region to work. It is expected that these persons would take a similar job at a comparable wage that is closer to their place of residence, namely, the Yuba-Sutter Region.
- Persons who are working seasonally in the Yuba-Sutter Region. It is expected that these persons would take a similar year-round job at a comparable wage.
- Persons who are working in the Yuba-Sutter Region part-time. It is expected that these persons would take a similar full-time job at a comparable wage.
- Persons who are working more than one job.

5.3.1 Persons Commuting Outside the Yuba-Sutter Region to Work

This is most likely the component of underemployment that has the highest level of training and experience. As stated in subsection 5.1.1, the estimated number of persons commuting from the Yuba-Sutter Region to work outside the region totaled 8,900 in 1999. For the purposes of this study, it is assumed that persons commuting outside the region are not working part-time, seasonally, or hold more than one job. It is expected that these components

Table 5.1 - Estimated Breakdown of Commuters by Industry

<i>Industry</i>	<i>Number of commuters</i>
Ag., ag. serv., & mining	400
Construction	1,300
Manufacturing	1,600
Transp. & public utilities	800
Wholesale & retail trade	1,600
Finance, insurance, & real est.	300
Services	1,100
Federal civilian government	700
Federal military government	200
State and local government	1,000
Total commuters	8,900
Self-employed persons	600

Source: Center for Economic Development

Table 5.2 - Comparison of Yuba-Sutter Commuter's Pay with Jobs in the Yuba-Sutter Region

	1989 Yuba-Sutter commuters	1989 Yuba-Sutter jobs
Self-employed persons	\$ 23,881	\$ 17,611
Industry not specified	\$ 23,850	n/a
Ag., ag. serv., & mining	\$ 10,136	\$ 15,016
Construction	\$ 23,898	\$ 29,817
Manufacturing	\$ 22,448	\$ 25,330
Transp. & public utilities	\$ 29,207	\$ 33,582
Wholesale & retail trade	\$ 21,052	\$ 15,449
Finance, insurance, & real est.	\$ 15,708	\$ 10,687
Services	\$ 21,462	\$ 17,767
Federal civilian government	\$ 27,564	\$ 23,388
Federal military government	\$ 21,409	\$ 21,091
State and local government	\$ 29,899	\$ 24,549
Total	\$ 23,372	\$ 19,489

Source: U.S Dept. of Commerce, Bureau of the Census and Regional Economic Information System

Table 5.3 - Top Seasonal Industries by Percent of Seasonal Jobs

Industry	High month no. of jobs	Low month no. of jobs	Seasonal difference	Percent difference
Farm Services	3,200	800	2,400	75.0 %
Farm Production	8,600	3,100	5,500	64.0 %
Logging	200	100	100	50.0 %
Hotels & Other Lodging Places	200	100	100	50.0 %
Business Services	1,300	900	400	30.8 %
Construction	2,100	1,500	600	28.6 %
Food & Kindred Products	1,400	1,000	400	28.6 %
Transportation	1,200	900	300	25.0 %
Amusement & Recreation Serv.	500	400	100	20.0 %
Wholesale Trade	1,200	1,000	200	16.7 %

Source: California Employment Development Department, Labor Market Information Division

Table 5.4 - Top Seasonal Industries by Total Number of Seasonal Jobs

Industry	High month no. of jobs	Low month no. of jobs	Seasonal difference	Percent difference
Farm Production	8,600	3,100	5,500	64.0 %
Farm Services	3,200	800	2,400	75.0 %
Construction	2,100	1,500	600	28.6 %
Local Government	8,100	7,600	500	6.2 %
Food & Kindred Products	1,400	1,000	400	28.6 %
Business Services	1,300	900	400	30.8 %
Transportation	1,200	900	300	25.0 %
Food Stores	1,500	1,300	200	13.3 %
General Merchandise	1,300	1,100	200	15.4 %
Wholesale Trade	1,200	1,000	200	16.7 %

Source: California Employment Development Department, Labor Market Information Division

would represent an insignificant percentage of total persons commuting outside the region.

Table 1.2 in Chapter 1 shows the breakdown of commuters by industry sector in 1989. There is

no indication regarding whether or not any of the estimated growth in commuting since 1989 occurred in any particular industry, or was uniform among all industries. Assuming the distribution has remained constant, there are an estimated 1,600 manufacturing workers, 1,600 wholesale and retail trade workers, and 1,300 construction workers commuting outside the region (see table 5.1). Unfortunately, there is no information regarding commuters by occupation.

Because people who are commuting to work outside the region are probably the most important component of underemployment in terms of levels of training and experience, the center recommends a household survey for more accurate and useful analysis to determine whether or not a worker in the household is commuting outside the region, and in which industry or occupation they are employed.

5.3.2 Persons Working Seasonally

Most seasonal workers in the Yuba-Sutter Region work in the agriculture industry or low-skill occupations and industries. However, much information on seasonal employment is available to provide analysis of this component of underemployment.

Seasonal employment is calculated by taking high month employment from EDD's monthly employment estimates and subtracting the low month for 1999. Tables 5.3 and 5.4 give the top ten industries, as they are broken out by EDD, in terms of employment at a percent of high month employment and in terms of total number of seasonal jobs, respectively.

According to EDD, agriculture and agricultural services lead seasonal employment in terms of both numbers of jobs and percent of high month employment. Seasonal variations also have a heavy effect on the logging and hotel industry in terms of percent of employment that is seasonal. In terms of total number of jobs, construction and local government show high seasonal employment.

Overall, an estimated 12,200 jobs in the Yuba-Sutter Region were seasonal in 1999. Over 64 percent of these are in agriculture, forestry, and fishing. Over 500 jobs in construction,

manufacturing, retail trade, services, and government are also seasonal.

5.3.3 Persons Working Part-Time

People may be working part-time for a variety of reasons. Many who work part-time choose to do so, and therefore cannot be considered underemployed. People who choose to work part-time include second household workers raising a family and students attending high school or college.

The number of part-time workers that would take a full-time position at a market pay rate varies widely by region, and therefore, only a study specifically for Yuba and Sutter Counties can be used to estimate this percentage. Unfortunately, no such study exists as of the date of this report.

There is one good indicator regarding the total number of part-time workers. The 1990 Census provides information regarding numbers of workers by hours worked per week. According to these figures, 24.6 percent of total employment worked less than 35 hours per week (table 5.6) on average. If seasonal employment is defined as working less than 48 weeks per year, then 8.5 percent of total employment works part-time, but not seasonally. Assuming the same percentage of total employment in 1999 is working part-time, roughly 4,200 employed persons in Yuba and Sutter Counties are part-timers.

As stated above, an independent study would be necessary to determine how many of these people would be willing to take a full-time position at a market pay rate. Until such time, the center hesitates to make an estimate due to lack of information.

5.3.4 Persons Working More than One Job

As stated in subsection 5.1.5, there were approximately 100 people working more than one job in 1999. There is little indication regarding skill and experience level of these persons. However, they are very likely to be working in the retail, finance, or agriculture industries, which have high percentages of part-time positions.

Table 5.5 - Seasonal Employment by Industry Sector

Industry sector	High month no. of jobs	Low month no. of jobs	Seasonal difference	Percent difference	Percent of seasonal employment
Agriculture, forestry, & fishing	11,800	3,900	7,900	66.9 %	64.8 %
Mining	100	100	0	0.0 %	0.0 %
Construction	2,100	1,500	600	28.6 %	4.9 %
Manufacturing	3,700	2,900	800	21.6 %	6.6 %
Transportation, comm. & util.	1,700	1,400	300	17.6 %	2.5 %
Wholesale trade	1,200	1,000	200	16.7 %	1.6 %
Retail trade	8,000	7,300	700	8.8 %	5.7 %
Finance, insurance, & real est.	1,500	1,400	100	6.7 %	0.8 %
Services	8,700	7,800	900	10.3 %	7.4 %
Government	10,600	9,900	700	6.6 %	5.7 %
Total employment /1	49,400	37,200	12,200	24.7 %	100.0 %

Source: California Employment Development Department, Labor Market Information Division

/1 - Total employment here is not comparable with total employment in section 2.2.2 because high and low month is not always the same month in each industry.

Table 5.6 - Full-time and Part-time Workers in the Yuba-Sutter Region by Number of Weeks Worked, 1989

Average hours per week	Worked 35 or more hours	Worked 15 to 34 hours	Worked 1 to 14 hours	Total hours by weeks worked
50 to 52 weeks	27,430	3,133	603	31,166
48 to 49 weeks	2,408	402	115	2,925
40 to 47 weeks	4,185	1,189	317	5,691
27 to 39 weeks	3,648	1,284	274	5,206
14 to 26 weeks	4,200	1,700	492	6,392
1 to 13 weeks	4,377	2,027	757	7,161
Total by hours worked	46,248	9,735	2,558	58,541

Source: U.S. Dept of Commerce, Bureau of the Census

5.4 Newly Trained Labor Market Entrants

In general, every person falls into several categories regarding their placement in the workforce. They are either part of the workforce (working or looking for work), going to school or are participants of a job training program, or are not part of the workforce (not working or looking for work) or acquiring schooling or training. Figure 5.5 is a diagram representation of how people generally move from grade school into skilled, unskilled, educated, and uneducated workforce.

Those who have been through a training program or are experienced workers are considered members of the skilled workforce. Those who dropped out of grade school are considered uneducated. If they graduated high school and dropped out or did not go to college, they are considered semi-educated. If they

graduated from college, they are then considered to be educated.

Unfortunately, there is no effective way to cross reference level of education with level of training. There is not enough information available from local job training programs, colleges, or high schools to determine whether a high school graduate has been through a training program or whether someone who completes a training program has graduated from high school or college. Numbers of high school graduates and dropouts, college graduates, and people who are trained in various fields are analyzed separately. However, the number of people who have attended a training program is compared to the number of people that either graduated or dropped out of high school, which includes all new labor market entrants. This provides an estimate of the total number of people who are semi-educated, but did not attend a training program

5.4.1 High School Graduates and Dropouts

Between 1,100 and 1,300 people graduate every year from high schools in the Yuba-Sutter Region. Graduation rates swing between 75 and 85 percent, leaving between 250 and 350 high school dropouts each year.

Some of the graduating students do very well, academically. In 1999 (the first year of reporting

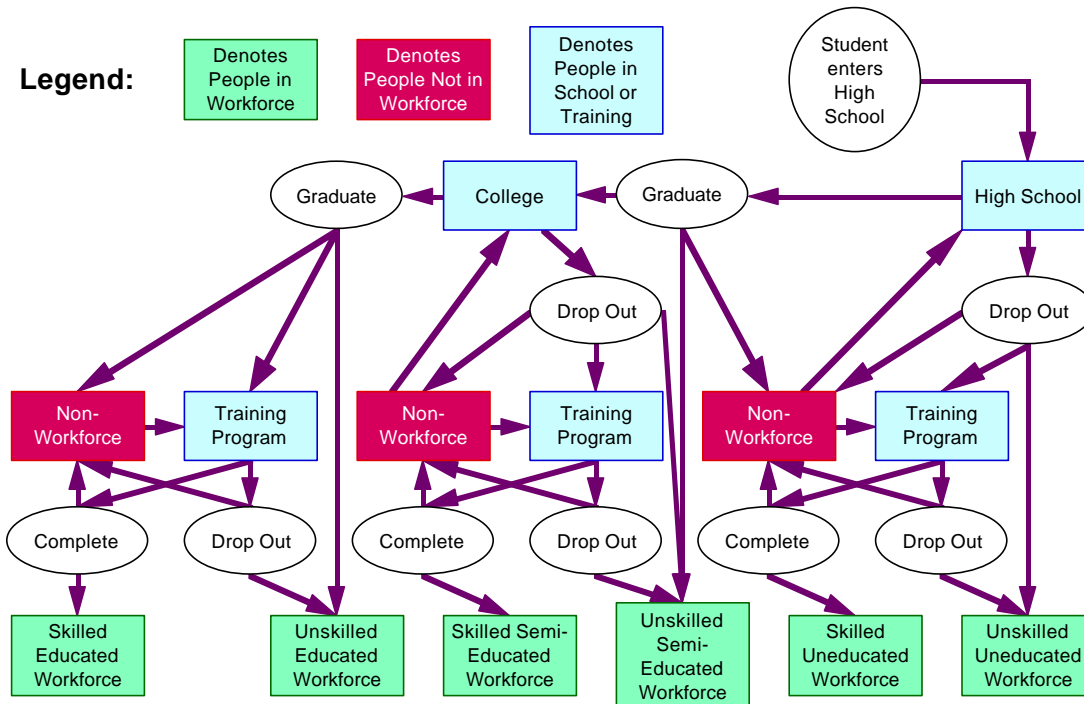
for this data), 37 students scored over 1,000 on the SAT. An estimated 271 high school graduates were eligible to continue their education at a California State University or University of California.

5.4.2 College Graduates

Total number of graduates from year to year is a little more difficult to estimate. Not all schools keep graduate information by place of origin. Schools that do keep the information usually track it using different methods. UC Davis reports on the place of high school graduation, CSU, Sacramento uses the school from which the student transferred, and CSU, Chico reports place of residence at time of first application. Taken together, the center estimates that these numbers, when totaled, provide an acceptable estimate of total college graduates from Yuba and Sutter Counties.

The California State Universities were only able to provide information regarding number of expected graduates by where their students are from in year 2000. Therefore, the total number of students from the Yuba-Sutter Region was divided by four (average time a student is registered in a major) in order to estimate average annual number of graduates. Totals for each major from all colleges were combined, resulting in total number of graduating students from the Yuba-Sutter Region by major of study.

Figure 5.1 – General paths of persons in the workforce training and education system.



Using this method, the center estimates that approximately 289 people from the Yuba-Sutter Region graduate college annually. This figure is higher than the 271 high school graduates eligible to attend CSU or UC because some students who are not eligible after high school attend a community college and are able to transfer then to a four-year university.

5.4.3 Job Training Graduates

While technically considered a college, Yuba Community College offers more programs designed to send people out into the workforce than to prepare them for continuation to a four-

year college. Therefore, graduates of Yuba College are considered job trainees in this report. The only other job training program included is the Tri-County Regional Occupation Program (ROP). For the other job training program listed

Table 5.7 - Occupational Program Graduates in 1999

Occupational Training	Yuba College	Tri-County ROP	Total
Word processing	1	198	199
Photography	3	190	193
Furniture & cabinet construction	n/a	73	73
Computer repair	n/a	40	40
Medical office skills	3	28	31
Automotive repair	n/a	30	30
Cosmetology	13	n/a	13
Food service management	11	n/a	11
Emergency medical technician	10	n/a	10
Dental assisting	n/a	19	19
Fire science academy	5	n/a	5

Table 5.8 - Annual Trainees in Agricultural Sciences

	Trained labor market entrants	College graduates
Farm equipment & metal fabrication	106	0
Agriculture business	41	8
Agricultural equipment op. & maint.	20	0
Farm power mechanics	13	0
Agricultural/environmental horticulture	7	0

Table 5.9 - Annual Trainees in Business

	Trained labor market entrants	College graduates
Business computer applications	251	0
Accounting	156	19
Data processing	98	0
Business (General)	50	0
Finance	42	1
Business communications	29	0
Business administration	26	16
Management	18	13
Human services	14	0
Management science	8	8

Table 5.10 - Annual Trainees in Natural and Social Sciences

	Trained labor market entrants	College graduates
Criminal justice	129	14
Child development	123	6
Biology	24	14
Psychology	21	17
History	9	6
Social science	8	4
Social work	8	8
Mathematics	6	3
Political science	5	5

Table 5.11 - Annual Trainees in Technology and Engineering

	Trained labor market entrants	College graduates
Automotive technology	59	0
Drafting technology	55	0
Computer science	48	7
Computer networking technology	30	0
Construction technology	23	0
Engineering	18	0
Welding technology	17	0
Veterinary technology	17	0
Fire technology	16	0
Psychiatric technology	14	0
Electronics technology	13	0
Radiologic technology	13	0
Manufacturing technology	8	1
Civil engineering	7	7

Table 5.12 - Annual Trainees in Arts, Health, and Education

	Trained labor market entrants	College graduates
Patient care	75	0
Liberal studies	69	34
Hospital/community health services	47	0
Nursing	42	8
Education	26	2
English	25	8
Health care information	18	0
Art	14	3
Communication studies	13	8
Music	12	2
Journalism / mass communications	9	1
Physical education	7	2
Theater arts	5	0

in Chapter 4, the Department of Rehabilitation, only information for California as a whole could be found. State totals were low enough that total program graduates from Yuba or Sutter Counties would be few. In addition, many of these are referred to Yuba College or Tri-County ROP and would, therefore, be double-counted.

Approximately 1,280 people in or from Yuba and Sutter Counties participate in job training programs annually. Many of these people go through more than one program and some take several classes in a program in order to train for a specific type of job.

Tables 5.7 through 5.12 show the total number of people that are trained in Yuba and Sutter Counties by occupational program, discipline, or major of study. Majors and programs have been categorized into six general disciplines:

- occupational programs
- agricultural sciences
- business
- natural and social sciences
- engineering and technology
- arts, health, and education

Only majors and programs with a substantial number of participants (five or more) were included in the tables. There are over sixty other programs in which less than five students from Yuba and Sutter Counties complete each year. These were excluded for brevity and because they are not considered to have enough trainees for whom employers can realistically compete.

The limitation to the information in tables 5.7 through 5.12 is that one student or trainee can be enrolled in more than one program. Table 5.13, however, is an unduplicated estimate of total numbers of people in the five general disciplines. This table shows the total estimated labor market entrants annually by discipline.

Table 5.13 - Total Annual Trainees by Major Category

	<i>Trained labor market entrants</i>	<i>College graduates</i>	<i>Total labor market entrants</i>
Vocational programs	240	n/a	240
Agricultural technology	64	9	73
Business	285	64	349
Natural and social sciences	195	92	287
Technology and engineering	245	31	276
Arts, health, and education	203	93	296
Total trained new labor market entrants	1,232	289	1,521

5.5 The Available Labor Supply

This section summarizes the findings of this workforce study of Yuba and Sutter Counties. It focuses on the supply of available labor by level of experience or training.

5.5.1 Labor Market Entrants

Of the available labor market, new labor market entrants are the most reliable source of inexperienced, trained labor. Estimated numbers of trained persons roughly coincide with estimated annual high school graduates plus high school dropouts at about 1,500 per year. This leads to the conclusion that there are very few people who either drop out of high school or do not attend college that have not participated in at least one training program or class in the Yuba-Sutter Region. New labor market entrants appear to be a trained workforce.

New labor market entrants have a wide variety of skills and training. With nearly 300 trained individuals entering the workforce annually, Yuba-Sutter Region residents seem to concentrate more on business than the other disciplines listed in subsection 5.4.3. However, there seems to be substantial numbers of trained graduates in all disciplines.

5.5.2 Unemployed Persons

In 1999, there were approximately 4,700 individuals unemployed. These individuals likely comprise a wide range of skill, experience, and education levels, but only an undetermined percentage would be willing to take a comparable full-time position at a market rate of pay.

Of the unemployed, it is very difficult to analyze levels and types of training individuals have received. There are two components of this population: new labor market entrants who have yet to find a job, and existing labor market participants who have lost a job for one reason or another. The Employment Development Department, the organization that tracks unemployed persons and administers benefits, do not keep statistics on experience and training levels of unemployed persons, even if these people are taking advantage of EDD's services.

EDD does have statistical records that can

be accessed that would indicate how many unemployed people were hired through EDD. However, a vast majority of people find work outside EDD. EDD's numbers would not have provided an adequate statistical sample to be useful in determining unemployed placements by industry or occupation, and would provide no indication of training and experience of persons remaining in the program.

5.5.3 Underemployed Persons

In order to determine training and experience levels of the underemployed population, it must be broken down into its four components: persons commuting outside the region to work, working part-time, seasonally, and more than one job (section 5.3).

The most reliable source of trained and experienced labor is the population of commuters who work outside the Yuba-Sutter Region. Estimated at 8,900 persons, 60 percent of commuters work in the four highest-wage industry sectors of construction, manufacturing, transportation, and government.

Seasonal workers comprise the largest component of underemployment covering an estimated 12,200 workers. Most of these workers are in agriculture (7,900), but there are significant numbers in construction, manufacturing, retail trade, services, and government, each sector containing more than 600 workers.

The center estimates that there are 4,200 people working part-time in the Yuba-Sutter Region, the third component of underemployment. However, little else regarding this population can be determined given available data. No indication can be made regarding how many of these people work part-time by choice and would not be willing to take a comparable full-time job at a market pay rate, without a household survey. Furthermore, no indication can be made regarding level of training and experience of these people, but likely, it is comprised of second household workers raising families, high school and college students, and other workers in retail trade, finance, and other low-skill industries with high percentages of part-time workers.

Some part-time workers have more than one job to supplement their income. These workers are probably most likely to accept a comparable job at the market rate of pay. However, based on its

analysis of employment in section 5.1, the center estimates that only about 100 people who hold more than one job in the Yuba-Sutter Region. No determination can be made regarding their industrial distribution. However, as with part-time workers, people are likely to be working in low-skill industries with a high percentage of part-time jobs.

5.6 So Many Workers, So Few Jobs

Based on the analysis contained in this report, many people who live in the Yuba-Sutter Region are looking for better employment. With about 1,500 trained people entering the labor market every year, 4,700 unemployed people in 1999 were actively looking for work, and between 20,000 and 25,000 underemployed people who would be willing to accept a local full-time position for which they are qualified at the market rate of pay.

Total employment (number of people living in the region who work) has been growing 1.4 percent annually since 1993, while number of jobs in the Yuba-Sutter Region has been growing 2.2 percent annually during the same period, according to the California Employment Development Department. During this period, unemployment, and quite likely underemployment, has been falling. With so many people still in the ranks of the unemployed and underemployed, and with 1,500 people entering the labor market each year, companies that wish to hire in the Yuba-Sutter Region, probably unless they need rare, specialized, skilled labor, should have no trouble finding qualified workers in the Yuba-Sutter Region.

