

# Program Endorsement Brief:

Law Enforcement Occupations in the North region

**North/Far North Center of Excellence, March 2020**

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## OVERVIEW

This report provides an overview of the labor market demand and related educational program supply for law enforcement occupations in the 7-county North region, the 15-county Far North region, and California.

## SUMMARY OF KEY FINDINGS

- Jobs for law enforcement occupations decreased by 4.4% between 2008 and 2018. Jobs are projected to increase by 3.9% through 2023.
- Law enforcement occupations are projected to have 453 job openings per year over the next five years.
- Median hourly wages for law enforcement occupations are significantly above the living wage for a single adult. Wages are between \$44 and \$49 per hour.
- Between 35% and 50% of existing law enforcement officers have attended some college or hold an associate's degree.
- Community colleges in the North region conferred an average of 598 certificates and degrees in related law enforcement programs between 2016 and 2019.
- The North region's occupational demand is met by existing programs and awards.

The report contains the following sections:

- Occupational demand,
- Wages and job postings,
- Education and training,
- Regional program supply, and
- Findings and recommendations.

## INTRODUCTION

The North/Far North Center of Excellence was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following occupations:

- Detectives and Criminal Investigators (33-3021)
- Police and Sheriff's Patrol Officers (33-3051)
- Transit and Railroad Police (33-3052)

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

- Administration of Justice (2105.00)
- Police Academy (2105.50)

The corresponding Classification of Instructional Programs (CIP) code(s) are:

- Criminal Justice/Police Science (43.0107)

## OCCUPATIONAL DEMAND

The following Standard Occupational Classification (SOC) codes related to the proposed program were included in the demand analysis:<sup>1</sup>

33-3021.00 - Detectives and Criminal Investigators	
<b>Description:</b>	Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.
<b>Sample job titles:</b>	This occupational title represents a group of the following specific occupations: Police Detectives (33-3021.01), Police Identification and Records Officers (33-3021.02), Criminal Investigators and Special Agents (33-3021.03), Immigration and Customs Inspectors (33-3021.05), and Intelligence Analysts (33-3021.06)

33-3051.00 - Police and Sheriff's Patrol Officers	
<b>Description:</b>	Maintain order and protect life and property by enforcing local, tribal, State, or Federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.
<b>Sample job titles:</b>	This occupational title represents a group of the following specific occupations: Police Patrol Officers (33-3051.01) and Sheriffs and Deputy Sheriffs (33-3051.03)

33-3052.00 - Transit and Railroad Police	
<b>Description:</b>	Protect and police railroad and transit property, employees, or passengers.
<b>Sample job titles:</b>	Law Enforcement Officer, Patrol Man, Patrol Officer, Patrolman, Police Captain, Police Patrol Officer, Police Specialist, Railroad Police, Railroad Police Officer, Transit Police Officer

<sup>1</sup>O\*NET OnLine. U.S. Department of Labor Education & Training Administration. Accessed November 22, 2019. <https://www.onetonline.org/>.

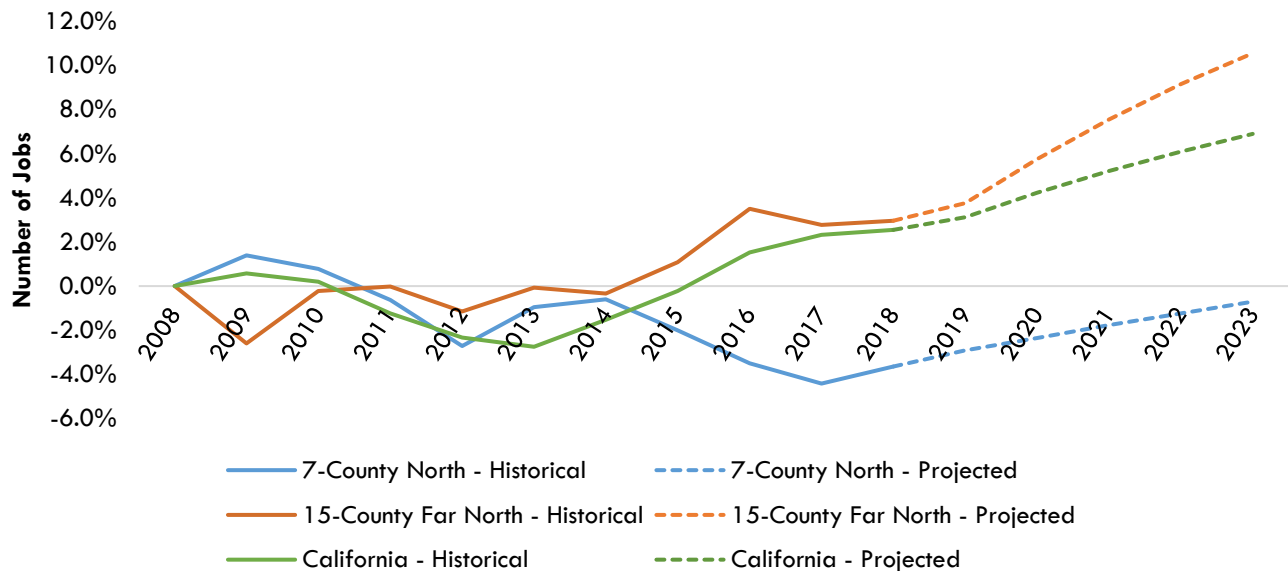
Exhibit 1 summarizes the job trends by SOC codes in the 7-county North region, the 15-county Far North region, and California.<sup>2</sup>

**Exhibit 1. Employment and projected occupational demand<sup>3</sup>**

Occupation	SOC	2008 Jobs	2018 Jobs	2023 Jobs	2018-23 % Change	Annual Openings
Detectives and Criminal Investigators	33-3021	1,001	1,074	1,090	1.4%	73
Police and Sheriff's Patrol Officers	33-3051	5,620	5,245	5,477	4.4%	378
Transit and Railroad Police	33-3052	22	30	31	1.7%	2
<b>NORTH</b>	<b>TOTALS</b>	<b>6,644</b>	<b>6,350</b>	<b>6,597</b>	<b>3.9%</b>	<b>453</b>
Detectives and Criminal Investigators	33-3021	76	66	76	14.6%	6
Police and Sheriff's Patrol Officers	33-3051	1,876	1,945	2,084	7.1%	155
Transit and Railroad Police	33-3052	12	11	11	3.1%	Not Avail.
<b>FAR NORTH</b>	<b>TOTALS</b>	<b>1,964</b>	<b>2,022</b>	<b>2,171</b>	<b>7.4%</b>	<b>161</b>
Detectives and Criminal Investigators	33-3021	12,166	11,971	12,410	3.7%	846
Police and Sheriff's Patrol Officers	33-3051	79,465	81,977	85,520	4.3%	5,988
Transit and Railroad Police	33-3052	356	384	403	5.1%	29
<b>CALIFORNIA</b>	<b>TOTALS</b>	<b>91,987</b>	<b>94,332</b>	<b>98,334</b>	<b>4.2%</b>	<b>6,863</b>

Exhibit 2 compares the rates of change of the total number of jobs between 2008 and 2018 in the North region, the Far North region, and California. It also compares occupational demand projections from 2018 through 2023 across the same areas. The rate of change is indexed to the base year 2008 total number of jobs.

**Exhibit 2. Rate of Change for Selected Occupations<sup>4</sup>**



**WAGES**

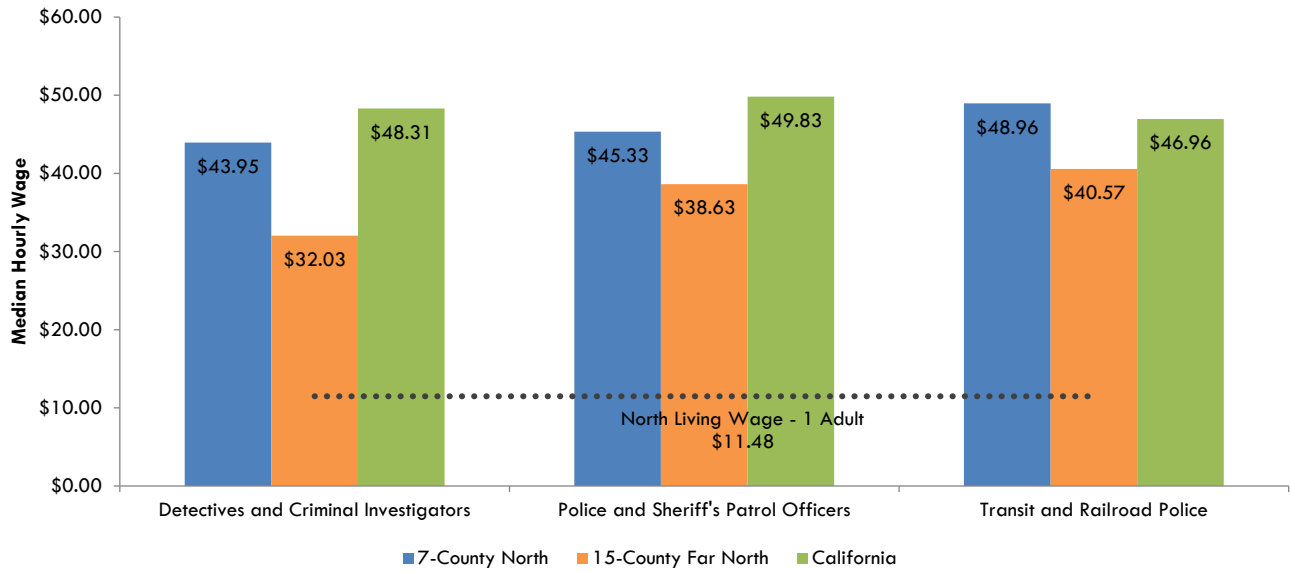
<sup>2</sup> The 7-county North region includes El Dorado, Placer, Nevada, Sacramento, Sutter, Yolo and Yuba. The 15-county Far North region includes the Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity counties. The 22-county North/Far North region is the combination of the 7-county North and 15-county Far North regions.

<sup>3</sup> Emsi 2019.4; QCEW Employees, Non-QCEW Employees and Self-Employed.

<sup>4</sup> Ibid.

Exhibit 3 compares the median hourly wages of the selected occupations in the study regions to the North region's 7-county average living wage for a single adult.<sup>5</sup>

**Exhibit 3. Wages for selected occupations<sup>6</sup>**

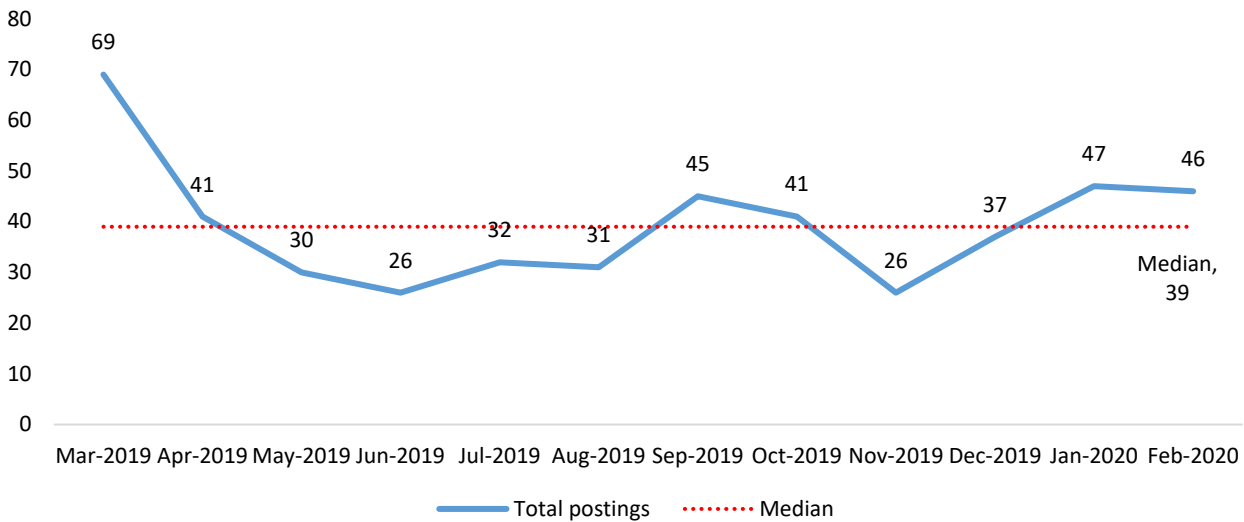


## JOB POSTINGS

Burning Glass identified a pool of 471 job postings in the North region for the selected occupations. This data represents job listings posted online within the last year, from March 1, 2019, through February 29, 2020.

Exhibit 4 compares the 12-month job posting trends of the selected occupations to the median number of job postings in the North region.

**Exhibit 4: Job postings trend for selected occupations<sup>7</sup>**



<sup>5</sup> "Family Needs Calculator (Formerly the Self-Sufficiency Standard)." Insight Center for Community Economic Development, February 2018. <https://insightcced.org/2018-family-needs-calculator/>.

<sup>6</sup> Emsi 2019.4; QCEW Employees, Non-QCEW Employees and Self-Employed.

<sup>7</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool," <http://www.burning-glass.com>, 2019.

Exhibit 5 shows the number of job postings in the North region, by county, for the selected occupations. Sacramento County had the most job postings at 348 online advertisements for law enforcement professionals.

**Exhibit 5. Top job postings locations for selected occupations<sup>8</sup>**

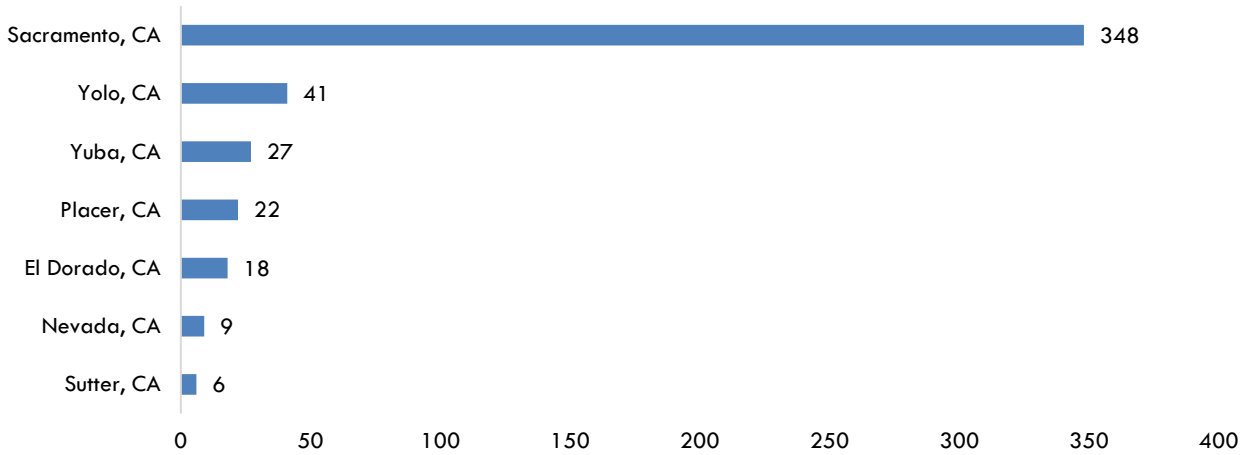


Exhibit 6 lists North region employers with the most job openings for the selected occupations. Seventy-eight percent of job postings included the employer's name. Employers with the most job postings in the region include the U.S. Army (29 postings), County of Sacramento (27 postings), Deloitte (22 postings), the State of California (20 postings), and the City of Sacramento (14 postings).

**Exhibit 6: Top employers by number of job postings<sup>9</sup>**

Employer	Number of Postings	Percent of Postings
U.S. Army	29	8%
County of Sacramento	27	7%
Deloitte	22	6%
State of California	20	5%
City of Sacramento	14	4%
Los Rios Community College District	11	3%
Eskaton	8	2%
U.S. Air Force	7	2%
University of California, Davis	6	2%
U.S. Department of Homeland Security	6	2%

<sup>8</sup> Ibid.

<sup>9</sup> Ibid.

Exhibit 7 shows the top job titles for the selected occupations in the North region. 469 of the 471 job postings included a job title.

**Exhibit 7. Top job titles by number of job postings<sup>10</sup>**

Title	Job Postings	% Job Posting
Police Officer	75	16%
Deputy Sheriff	28	6%
Intelligence Specialist	26	6%
Intelligence Analyst	23	5%
Police Recruit	19	4%
Criminal Investigator	18	4%
Special Inspector	15	3%
Military Police Officer	11	2%
Campus Patrol	10	2%
Military Police	9	2%

Exhibit 8 shows the skills most in-demand for the selected occupations in the North region. Eighty-three percent of job postings included skills information.

**Exhibit 8. Top skills by number of job postings<sup>11</sup>**

Specialized Skills	Job Postings	% Job Posting
Prevention of Criminal Activity	103	26%
Public Health and Safety	55	14%
Crowd Control	51	13%
Budgeting	50	13%
Law Enforcement or Criminal Justice Experience	49	12%
Cardiopulmonary Resuscitation (CPR)	44	11%
Warrants	39	10%
Witness Interviews	39	10%
Criminal Justice	33	8%
Surveillance	33	8%
Foundational Skills	Job Postings	% Job Posting
Writing	143	36%
Building Effective Relationships	97	25%
Research	92	23%
Physical Abilities	82	21%
Communication Skills	81	21%
Planning	64	16%
Organizational Skills	59	15%
English	58	15%
Teamwork / Collaboration	49	12%
Word Processing	43	11%

<sup>10</sup> Ibid.

<sup>11</sup> Ibid.

Software and Programming Skills	Job Postings	% Job Posting
Word Processing	43	11%
Microsoft Excel	41	10%
Microsoft Word	31	8%

## EDUCATION AND TRAINING

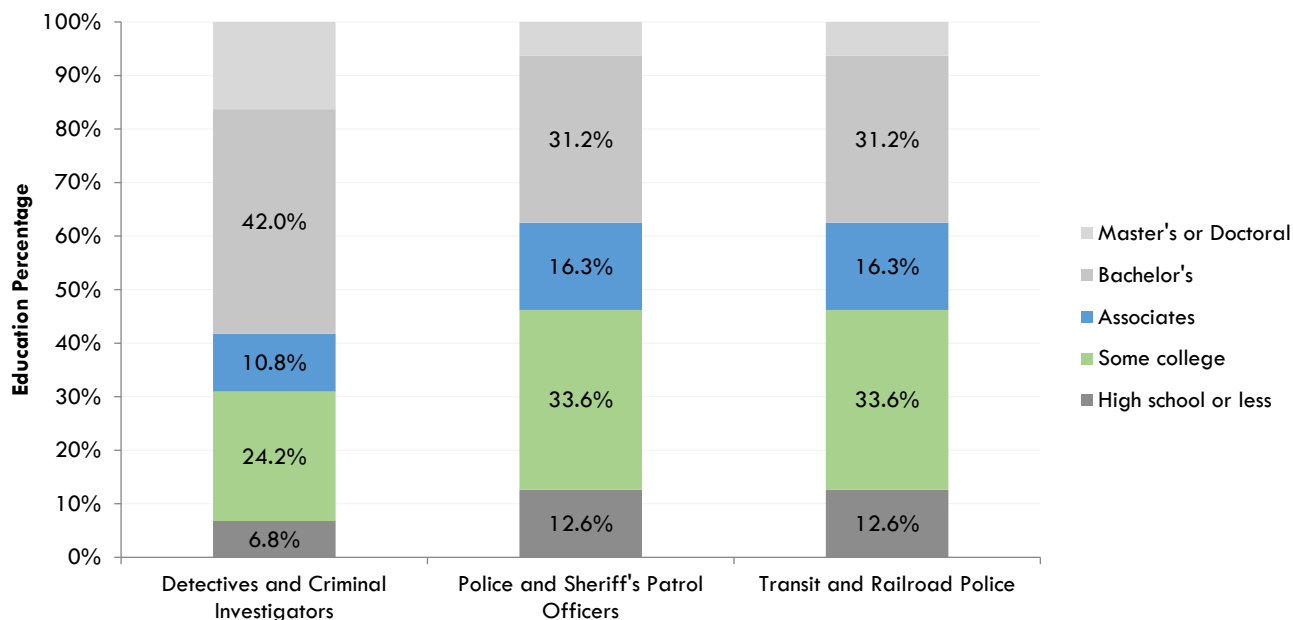
Exhibit 9 shows the typical education requirements, on-the-job training, and work experience requirements for entry-level positions in the selected occupations in the North region.

**Exhibit 9. Typical education, training, and work experience for selected occupations<sup>12</sup>**

Occupations	SOC	Typical Entry-Level Education	Typical On-The-Job Training	Work Experience Required
Detectives and Criminal Investigators	33-3021	High school diploma or equivalent	Moderate-term on-the-job training	Less than five years
Police and Sheriff's Patrol Officers	33-3051	High school diploma or equivalent	Moderate-term on-the-job training	None
Transit and Railroad Police	33-3052	High school diploma or equivalent	Moderate-term on-the-job training	None

Exhibit 10 shows the average level of educational attainment for workers 25 years and older by occupation across the U.S.

**Exhibit 10. Typical educational attainment for selected occupations, nationally<sup>13</sup>**



<sup>12</sup> Emsi 2019.4; QCEW Employees, Non-QCEW Employees and Self-Employed.

<sup>13</sup> "Educational Attainment for Workers 25 Years and Older by Detailed Occupation." U.S. Bureau of Labor Statistics. U.S. Department of Labor, September 4, 2019. <https://www.bls.gov/emp/tables/educational-attainment.htm>.

## PROGRAM SUPPLY

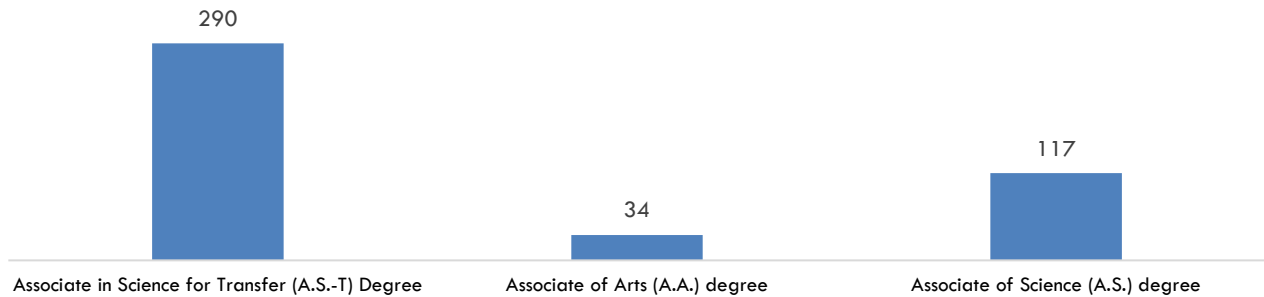
Exhibit 11 compares the average number of certificates and degrees conferred by North postsecondary providers over the last three academic years.

**Exhibit 11. Annual average of awards conferred by program, 2016-2019<sup>14</sup>**

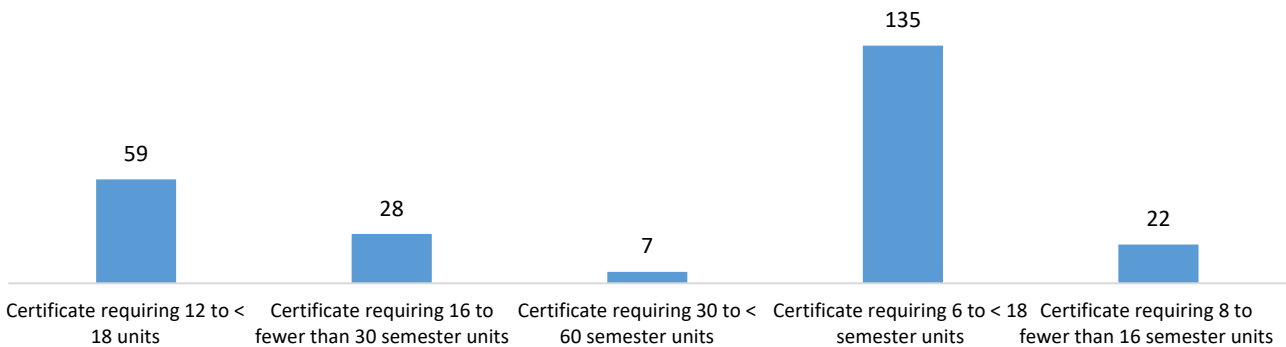
	Certificate				Associate			
	2016-17	2017-18	2018-19	3 Yr Avg.	2016-17	2017-18	2018-19	3 Yr Avg.
Lake Tahoe	0	2	9	4	5	6	14	8
American River	94	36	38	56	85	105	97	96
Folsom Lake	0	0	0	0	85	92	106	94
Sacramento City	1	0	0	0	112	109	121	114
Sierra	0	0	23	8	67	58	56	60
Woodland	0	0	0	0	46	34	35	38
Yuba	88	84	105	92	28	29	24	27
<b>Totals</b>	<b>183</b>	<b>122</b>	<b>175</b>	<b>160</b>	<b>428</b>	<b>433</b>	<b>453</b>	<b>438</b>

Exhibits 12 and 13 compare the average number of certificates and associate degrees by type conferred in the last three academic years.

**Exhibit 12. Annual average of associate degrees conferred by postsecondary training providers, 2016-2019<sup>15</sup>**



**Exhibit 13. Annual average of certificates conferred by postsecondary training providers, 2016-2019<sup>16</sup>**



<sup>14</sup> COE Supply Tables, California Community Colleges Chancellor's Office DataMart, and Integrated Postsecondary Education Data System (IPEDS).

<sup>15</sup> Ibid.

<sup>16</sup> Ibid.



## FINDINGS

- Between 2008 and 2018, jobs for law enforcement occupations decreased by 4.4% in the North region alone. During the same period, jobs for law enforcement occupation increased in both the Far North and California by 2.9% and 2.5%, respectively.
- North region law enforcement jobs are projected to increase by 3.9% over the next five years, adding 247 new jobs by 2023. Projected job growth in the North region is slower than the Far North (7.4%) and California (4.2%).
- North region law enforcement occupations are projected to have 453 job openings per year over the next five years. Eight-three percent of these openings (n=378) will be for police and sheriff patrol officers.
- Median hourly wages for law enforcement occupations are significantly above the living wage for a single adult. Wages are highest for transit and railroad police, at almost \$49 per hour. Detectives and criminal investigators are estimated to earn nearly \$44 per hour, while police and sheriff's patrol officers earn \$45 per hour.
- Burning Glass Labor Insights identified a pool of 471 online job postings for law enforcement occupations in the last 12 months. March 2019 held the largest number of online job postings for law enforcement occupations - 69 postings. Since then, online job postings have declined but have stayed above the 12-month median number of job postings (39).
- While the typical entry-level education for law enforcement officers is a high school diploma, a larger share of incumbent worker has attended a two- or four-year college. Between 35% and 50% of incumbent workers have attended some college or hold an associate's degree. Between 31% and 42% hold a bachelor's degree.
- North region community colleges conferred an average of 160 certificates and 438 associate degrees in related law enforcement programs between 2016 and 2019. The most popular awards are associate in science for transfer degrees (n=290, of 66% of all associate degrees) and the six to fewer than 18 semester units certificate option (n=135, or 84% of all certificates).

## RECOMMENDATIONS

- Based on a three-year average of annual awards in related North region for related law enforcement programs (598 certificates and degrees) and projected yearly openings for law enforcement occupations (453 openings), the region does not appear to have room for new training programs related to the occupation.

COE Recommendation		
Move forward with program <input type="checkbox"/>	Program is not recommended <input checked="" type="checkbox"/>	Additional information needed <input type="checkbox"/>

## METHODOLOGY

Occupations in this report were identified using O\*Net. Findings in this report were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

## APPENDIX A: DATA SOURCES

Sources used for data analysis purposes in this report include:

- U.S. Department of Labor/Employment and Training Administration (DOLETA) O\*NET Online
- Burning Glass, Labor Insight/Jobs
- Economic Modeling Specialists, International (EMSI)
- California Employment Development Department, Labor Market Information Division (EDD, LMID)
- Bureau of Labor Statistics, Occupational Employment Statistics (OES)
- California Community Colleges Chancellor's Office, Cal-PASS Plus LaunchBoard
- Living Insight Center for Community Economic Development, Self-Sufficiency Standard Tool for California
- California Community Colleges Chancellor's Office Management Information Systems (MIS Data Mart)
- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

### For more information, please contact:

Ebony J. Benzing, Manager  
Center of Excellence, North Far North Region  
[Ebony.Benzing@losrios.edu](mailto:Ebony.Benzing@losrios.edu)

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