

Firefighter Company Officer Occupations Labor Market Information Report Monterey Peninsula College

Prepared by the San Francisco Bay Center of Excellence
for Labor Market Research
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Recommendation

Based on all available data, there appears to be a slight over supply of Firefighter Company Officer workers in the Bay region compared to the demand for this cluster of occupations. In the SC-Monterey sub-region (Monterey, San Benito, and Santa Cruz Counties) there is a projected annual undersupply of eight (8) students.

However, some or all of the Company Officer program at Monterey Peninsula College is focused on the “upskilling” of current Firefighters, so they can gain the skills needed to be promoted into the Company Officer position. Because this program serves incumbent workers, the gap analysis that shows a slight oversupply in the region and slight undersupply in the sub-region is not that relevant to this program.

This report also provides student outcomes data on employment and earnings for programs on Fire Academy – TOP 2133.50 in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Monterey Peninsula College and in the region.

Introduction

This report profiles Firefighter Company Officer Occupations in the 12 county Bay region and in the SC-Monterey sub-region for a proposed new program at Monterey Peninsula College.

- **First-Line Supervisors of Fire Fighting and Prevention Workers (SOC 33-1021):** Directly supervise and coordinate activities of workers engaged in firefighting and fire prevention and control.
Entry-Level Educational Requirement: Postsecondary nondegree award
Training Requirement: Moderate-term *on-the-job training*
Percentage of Community College Award Holders or Some Postsecondary Coursework: 57%

Occupational Demand

Table 1. Employment Outlook for Firefighter Company Officer Occupations in Bay Region

Occupation	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
First-Line Supervisors of Fire Fighting and Prevention Workers	898	964	66	7%	357	71	\$41.09	\$70.07

Source: EMSI 2019.4

Bay Region includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Firefighter Company Officer Occupations in SC-Monterey Sub-Region

Occupation	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
First-Line Supervisors of Fire Fighting and Prevention Workers	97	104	7	7%	38	8	\$33.17	\$38.88

Source: EMSI 2019.4

SC-Monterey Sub-Region includes Monterey, San Benito, and Santa Cruz Counties

Job Postings in Bay Region and SC-Monterey Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (March 2019 - February 2020)

Occupation	Bay Region	SC-Monterey
Municipal Fire Fighting and Prevention Supervisors	138	32
Forest Fire Fighting and Prevention Supervisors	29	2
TOTAL	167	34

Source: Burning Glass

Table 4a. Top Job Titles for Firefighter Company Officer Occupations for latest 12 months (March 2019 - February 2020) Bay Region

Common Title	Bay	Common Title	Bay
Fire Chief	31	Item Listing Professional	2
Battalion Chief	17	Fire Lieutenant	2
Deputy Marshal	11	Deputy Division Chief	2
Incident Commander	7	Deputy Chief, Communications	2
Commander	6	Chief Deputy Defender	2
Executive Assistant	5	Chief Deputy Controller	2
Deputy Chief	5	Chief Deputy Auditor/Controller, General, Accounting	2
Fire Marshal	4	Chief Deputy Assessor	2
Captain, Promotional	4	Captain	2
Strategic Officer	3	Campus Marshal	2
See Listing	3	Attorney	2
Yard Lead/Dispatch	2	Assistant Marshal	2
Two Open Positions	2	Action Squad	2
Plant Commander	2	VMC On Aws Incident commander	1

Table 4b. Top Job Titles for Firefighter Company Officer Occupations for latest 12 months (March 2019 - February 2020) SC-Monterey Sub-Region

Common Title	SC-Monterey	Common Title	SC-Monterey
Battalion Chief	12	Fire Lieutenant	1
Fire Chief	5	Executive Assistant	1
Yard Lead/Dispatch	2	Division Field Chief	1
Deputy Division Chief	2	Deputy Chief, Promotional	1
Chief Deputy Defender	2	Deputy Chief	1
Chief Deputy Assessor	2	Chief Deputy Defender, Promotional	1
Attorney	2	Chief Deputy Clerk, Board	1

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Firefighter Company Officer Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2018)	Jobs in Industry (2022)	% Change (2018-22)	% in Industry (2018)
Local Government, Excluding Education and Hospitals (903999)	864	922	7%	96%
State Government, Excluding Education and Hospitals (902999)	10	11	10%	1%

Source: EMSI 2019.4

Table 6. Top Employers Posting Firefighter Company Officer Occupations in Bay Region and SC-Monterey Sub-Region (March 2019 - February 2020)

Employer	Bay	Employer	Bay	Employer	SC-Monterey
Daily Dispatch	12	Splunk, Inc	2	State of California	7
State of California	9	Sierra Club	2	County Sonoma	7
County Sonoma	7	Republic Bancorp	2	River Rock Casino	1
University California	5	Moraga Orinda Fire District	2	Foster Lumber Yard Incorporated	1
Splunk	5	Monterey County California	2	Daily Dispatch	1
County Alameda	5	Monterey County Auditor Controller	2	County of Napa	1
City Santa Clara	4	Monterey County	2	County Of Sonoma Ca	1
Zero2Sold	3	Ibo	2	Cordelia Fire Protection District	1
Sos Security	3	City and County of San Francisco	2	City Vallejo	1
Salesforce	3	City Santa Cruz	2	Central Valley	1
East Bay Regional Park District	3	City Berkeley	2		
City Sunnyvale	3	Alameda County	2		
Volvo	2	Wells Fargo	1		
Vmware Incorporated	2	University Of California Santa Cruz	1		
UC San Diego	2	University Of California Office Of The President	1		
US Army	2	University Of California Berkeley	1		
Super League Gaming	2	United States District Court	1		

Source: Burning Glass

Educational Supply

There are two community colleges in the Bay Region issuing 77 awards on average annually (last 3 years) on Fire Academy – TOP 2133.50. There are no colleges in the SC-Monterey Sub-Region issuing awards on average annually (last 3 years) on this TOP code.

Table 7. Awards on Fire Academy – TOP 2133.50 in Bay Region

College	Sub-Region	Associates	Certificate 18+ Units	Certificate Low Unit	Total
Los Medanos College	East Bay		1		1
Santa Rosa Junior College	North Bay			76	76
Total Bay Region		0	1	76	77
Total SC-Monterey Sub-Region		0	0	0	0

Source: Data Mart

Note: The annual average for awards is 2015-16 to 2017-18.

Gap Analysis

Based on the data included in this report, there is a slight oversupply in the Bay region with 71 annual openings for the Firefighter Company Officer occupational cluster and 77 annual (3-year average) awards for an annual oversupply of 6 students. In the SC-Monterey Sub-Region, there are 8 annual openings and no annual (3-year average) awards for a slight annual undersupply of 8 students.

However, some or all of the Company Officer program at Monterey Peninsula College is focused on the “upskilling” of current Firefighters, so they can gain the skills needed to be promoted into the Company Officer position. Because this program serves incumbent workers, the gap analysis that shows a slight oversupply in the region and slight undersupply in the sub-region is not that relevant to this program.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP Fire Academy – TOP 2133.50

2015-16	Bay (All CTE Programs)	Monterey Peninsula College (All CTE Programs)	State (2133.50)	Bay (2133.50)	SC-Monterey (2133.50)	Monterey Peninsula College (2133.50)
% Employed Four Quarters After Exit	74%	78%	79%	82%	68%	85%
Median Quarterly Earnings Two Quarters After Exit	\$10,550	\$13,648	\$19,779	\$22,327	\$21,000	\$16,486
Median % Change in Earnings	46%	29%	20%	30%	39%	38%
% of Students Earning a Living Wage	63%	71%	79%	86%	84%	74%

Source: Launchboard Pipeline (version available on 3/3/20)

Skills, Certifications and Education

Table 9. Top Skills for Firefighter Company Officer Occupations in Bay Region (March 2019 - February 2020)

Skill	Postings	Skill	Postings	Skill	Postings
Budgeting	53	Treadmill Test	15	Splunk	10
Fire Protection	51	Conflict Management	14	Employee Training	9
Occupational Health and Safety	29	Customer Service	14	Environmental Protection	9
Staff Management	28	Technical Support	14	Supervisory Skills	9
Public administration	27	ITIL	13	Appointment Setting	8
Fire Suppression	23	Accounting	11	Calculation	8
Scheduling	22	Administrative Support	11	Customer Contact	8
Business Administration	19	Chemistry	11	Financial Management	8
Self-Contained Breathing Apparatus (SCBA)	19	Environmental Health and Safety	11	Life-Safety Systems	8
Root Cause Analysis	16	Incident Command System	11	New Construction	8
Emergency Services	15	Local Government	11	Performance testing	8
Exercise Treadmill	15	Program Development	11	Personnel Management	8
Project Management	15	Enterprise Software	10	Property Tax	8
Public Health and Safety	15	Mediation	10	Telecommunications	8
Spirometry	15	Policy Implementation	10	Financial Operation	7

Source: Burning Glass

Table 10. Certifications for Firefighter Company Officer Occupations in Bay Region (March 2019 - February 2020)

Note: 43% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

Certification	Postings	Certification	Postings
Driver's License	51	Licensed Professional Engineer	4
IT Infrastructure Library (ITIL) Certification	13	First Aid CPR AED	4
CDL Class C	11	Firefighter	4
Fire Officer III	9	Firefighter I	3
Emergency Medical Technician (EMT)	9	Fire Inspector	3
Fire Officer	7	Certified Peace Officer	3
Fire Inspector I	7	Security Clearance	2
Licensed Attorney	6	Registered Architect	2
Fire Inspector II	6	Fire Officer IV	2
Certified Public Accountant (CPA)	6	Fire Instructor I	2
Project Management Certification	5	Fire Instructor	2
Fire Instructor II	5	Certified Health Education Specialist	2

Source: Burning Glass

Table 11. Education Requirements for Firefighter Company Officer Occupations in Bay Region

Note: 54% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	16	21%
Associate Degree	6	8%
Bachelor's Degree or Higher	53	71%

Source: Burning Glass

Methodology

Occupations for this report were identified by use of skills listed in O*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCC Data Mart.

Sources

O*Net Online
 Labor Insight/Jobs (Burning Glass)
 Economic Modeling Specialists International (EMSI)
 CTE LaunchBoard www.calpassplus.org/Launchboard/
 Statewide CTE Outcomes Survey
 Employment Development Department Unemployment Insurance Dataset
 Living Insight Center for Community Economic Development
 Chancellor's Office MIS system

Contacts

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