**Community and Organizational Leadership Occupations Labor Market Information Report**

**Chabot College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

April 2020

# Recommendation

Based on all available data, there appears to be an undersupply of Community and Organizational Leadership workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties). There is a projected annual gap of about 858 students in the Bay region and 148 students in the East Bay Sub-Region.

In addition, Chabot College intends the delivery of this new program to be for incumbent workers, so the traditional supply vs. demand analysis used in these reports is not as relevant in this situation. Chabot College states: *“During the Chabot College Administration of Justice Advisory Board Meeting ALL board members, including participating agencies (Alameda County Sheriff's Department, BART Police Department, Hayward Police Department, Union City Police Department, FBI, etc.) agreed the certificate would be an excellent addition to offer to law enforcement supervisors, managers, and officers in constant contact with the community.”*

This report also provides student outcomes data on employment and earnings for programs on TOP 2105.00 - Administration of Justice 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 Chabot College and in the region.

# Introduction

This report profiles Community and Organizational Leadership Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Chabot College.

|  |
| --- |
| * **First-Line Supervisors of Police and Detectives (SOC 33-1012):** Directly supervise and coordinate activities of members of police force. |
| Entry-Level Educational Requirement: High school *diploma or equivalent* |
| Training Requirement: Moderate-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 46% |
|  |
| * **Detectives and Criminal Investigators (SOC 33-3021):** Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021). |
| Entry-Level Educational Requirement: High *school diploma or equivalent* |
| Training Requirement: Moderate-term *on-the-job training* |
| Percentage of Community College Award Holders *or Some Postsecondary Coursework: 36%* |
|  |
| * **Police and Sheriff's Patrol Officers (SOC 33-3051):** 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. |
| Entry-Level *Educational Requirement: High school diploma or equivalent* |
| Training Requirement: Moderate-term *on-the-job training* |
| **Correctional Officers and Jailers (SOC 33-3012):** Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions. |
| Entry-Level Educational Requirement: High *school diploma or equivalent* |
| Training *Requirement: Moderate-term on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 50*%* |

# Occupational Demand

**Table 1. Employment Outlook for Community and Organizational Leadership Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| First-Line Supervisors of Police and Detectives | 983 | 1,065 | 82 | 8% | 399 | 80 | $62.67 | $77.62 |
| Detectives and Criminal Investigators | 1,208 | 1,266 | 57 | 5% | 452 | 90 | $42.65 | $55.91 |
| Police and Sheriff's Patrol Officers | 17,155 | 18,025 | 870 | 5% | 7,029 | 1,406 | $45.95 | $55.96 |
| Correctional Officers and Jailers | 5,340 | 5,497 | 156 | 3% | 2,549 | 510 | $31.22 | $43.16 |
| **TOTAL** | **24,686** | **25,852** | **1,166** | **5%** | **10,429** | **2,086** | **$43.27** | **$54.05** |

*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 Community and Organizational Leadership Occupations in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| First-Line Supervisors of Police and Detectives | 301 | 317 | 16 | 5% | 111 | 22 | $64.09 | $78.39 |
| Detectives and Criminal Investigators | 362 | 377 | 15 | 4% | 133 | 27 | $44.68 | $57.18 |
| Police and Sheriff's Patrol Officers | 4,693 | 4,847 | 153 | 3% | 1,821 | 364 | $45.38 | $53.96 |
| Correctional Officers and Jailers | 881 | 895 | 14 | 2% | 406 | 81 | $29.61 | $36.63 |
| **TOTAL** | **6,238** | **6,436** | **198** | **3%** | **2,471** | **494** | **$44.01** | **$47.71** |

*Source: EMSI 2019.4*

**East Bay Sub-Region** includes Alameda and Contra Costa Counties

### Job Postings in Bay Region and East Bay Sub-Region

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

| Occupation | Bay Region | East Bay |
| --- | --- | --- |
| Police Patrol Officers | 878 | 395 |
| Correctional Officers and Jailers | 205 | 49 |
| First-Line Supervisors of Police and Detectives | 132 | 41 |
| Sheriffs and Deputy Sheriffs | 121 | 22 |
| Police Detectives | 10 | 3 |
| **TOTAL** | **1,346** | **510** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Community and Organizational Leadership Occupations for latest 12 months (March 2019 - February 2020) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Police Officer | 415 | Officer, Driving | 14 |
| Military Police Officer | 58 | Deputy Sheriff/Cadet | 14 |
| Deputy Sheriff | 54 | Police Recruit | 13 |
| Military Police | 52 | Correctional Sergeant | 13 |
| Correctional Officer | 45 | Police Sergeant | 12 |
| Public Safety Officer | 44 | Police Cadet | 12 |
| Police | 40 | Deputy Sheriff, Correctional | 12 |
| Community Service Officer | 25 | Community Patrol | 12 |
| Services Officer | 21 | Law Enforcement Officer | 10 |
| Police Lieutenant | 19 | Deputy Trainee Sheriff | 9 |
| Lieutenant | 19 | Correctional Lieutenant | 9 |
| Deputy Correctional Sheriff/Cadet | 19 | Police/Cadet | 8 |
| Chief Of Police | 16 | Police Captain | 8 |
| Officer | 15 | Detention Officer | 8 |

**Table 4b. Top Job Titles for Community and Organizational Leadership Occupations for latest 12 months (March 2019 - February 2020) East Bay Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | East Bay | Common Title | East Bay |
| Police Officer | 181 | Community Patrol Graveyard | 6 |
| Military Police Officer | 39 | Community Patrol | 6 |
| Military Police | 30 | Unarmed Foot Patrol And Mobile Patrol | 5 |
| Police | 25 | Services Officer | 5 |
| Correctional Officer | 21 | Officer, Driving | 5 |
| Deputy Sheriff | 16 | Detention Officer | 5 |
| Community Service Officer | 10 | Trainee Police | 4 |
| Officer | 9 | Quality Officer | 4 |
| Public Safety Officer | 8 | Police Cadet | 4 |
| Police/Cadet | 8 | Mobile Patrol - Flex | 4 |
| Police Lieutenant | 7 | Security Officer | 3 |
| Navy Law Enforcement | 7 | Public Safety Sergeant | 3 |
| Chief Of Police | 7 | Lieutenant | 3 |
| Courtesy Patrol | 6 | Community Services Officer | 3 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Community and Organizational Leadership 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) | 18,087 | 18,961 | 5% | 73% |
| State Government, Excluding Education and Hospitals (902999) | 3,789 | 3,993 | 5% | 15% |
| Federal Government, Military (901200) | 720 | 694 | -4% | 3% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 652 | 734 | 13% | 3% |
| Federal Government, Civilian, Excluding Postal Service (901199) | 554 | 552 | 0% | 2% |
| Colleges, Universities, and Professional Schools (611310) | 417 | 470 | 13% | 2% |

*Source: EMSI 2019.4*

**Table 6. Top Employers Posting Community and Organizational Leadership Occupations in Bay Region and East Bay Sub-Region (March 2019 - February 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | East Bay |
| US Army | 152 | City Santa Cruz | 11 | US Army | 98 |
| County Santa Clara | 61 | City Fairfield | 11 | Umpqua Community College | 27 |
| Umpqua Community College | 54 | City and County of San Francisco | 10 | City Oakland | 19 |
| County Sonoma | 24 | City Fremont | 10 | UC Berkeley | 18 |
| Stanford University | 23 | City Santa Clara | 9 | Planned Companies Nj | 12 |
| City Gilroy | 23 | US Government | 8 | Army National Guard | 11 |
| City Oakland | 19 | Sp Plus Incorporated | 8 | City Fremont | 10 |
| University Of California Berkeley | 18 | Sfmta | 8 | Mills College | 8 |
| University California | 18 | Mills College | 8 | City Hayward | 8 |
| California State University | 18 | City Hayward | 8 | University California | 7 |
| Army National Guard | 18 | Brosnan Risk West Coast | 8 | County Contra Costa | 7 |
| State of California | 15 | UC San Francisco | 7 | City Richmond | 7 |
| Planned Companies Nj | 14 | Security Industry Specialists, Inc | 7 | City Albany | 7 |
| Department of Veterans Affairs | 14 | G4S | 7 | United States Naval Services | 6 |
| Redwood City Hall Office | 12 | Facebook | 7 | Security Industry Specialists, Inc | 6 |
| City Sunnyvale | 12 | Countyofnapa | 7 | Facebook | 6 |
| County San Mateo | 11 | County Contra Costa | 7 | County Alameda | 6 |

*Source: Burning Glass*

# Educational Supply

There are 23 community colleges in the Bay Region issuing 1,228 awards on average annually (last 3 years) on TOP 2105.00 - Administration of Justice. There are seven colleges in the East Bay Sub-Region issuing 346 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 2105.00 - Administration of Justice in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ Units | Certificate Low Unit | Total |
| Cabrillo College | Santa Cruz-Monterey | 17 |  |  | 17 |
| Chabot College | East Bay | 51 |  |  | 51 |
| City College of San Francisco | Mid-Peninsula | 43 |  | 14 | 57 |
| College of Marin | North Bay | 6 | 1 |  | 7 |
| College of San Mateo | Mid-Peninsula | 60 | 18 |  | 78 |
| Contra Costa College | East Bay | 17 | 10 | 2 | 29 |
| De Anza College | Silicon Valley | 51 |  |  | 51 |
| Diablo Valley College | East Bay | 79 | 11 | 38 | 128 |
| Evergreen Valley College | Silicon Valley | 59 |  |  | 59 |
| Gavilan College | Santa Cruz-Monterey | 49 | 7 |  | 56 |
| Hartnell College | Santa Cruz-Monterey | 88 | 26 |  | 114 |
| Las Positas College | East Bay | 29 |  |  | 29 |
| Los Medanos College | East Bay | 50 |  | 11 | 61 |
| Merritt College | East Bay | 31 | 4 |  | 35 |
| Mission College | Silicon Valley | 9 |  |  | 9 |
| Monterey Peninsula College | Santa Cruz-Monterey | 22 | 34 |  | 56 |
| Napa Valley College | North Bay | 48 | 26 |  | 74 |
| Ohlone College | East Bay | 11 | 2 |  | 13 |
| San Jose City College | Silicon Valley | 27 |  |  | 27 |
| Santa Rosa Junior College | North Bay | 69 | 10 | 47 | 126 |
| Skyline College | Mid-Peninsula | 35 | 7 |  | 42 |
| Solano College | North Bay | 47 | 12 |  | 59 |
| West Valley College | Silicon Valley | 50 |  |  | 50 |
| **Total Bay Region** | | **948** | **168** | **112** | **1,228** |
| **Total East Bay Sub-Region** | | **268** | **27** | **51** | **346** |

# *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 large labor market gap in the Bay region with 2,086 annual openings for the Community and Organizational Leadership occupational cluster and 1,228 annual (3-year average) awards for an annual undersupply of 858 students. In the East Bay Sub-Region, there is also a gap with 494 annual openings and 346 annual (3-year average) awards for an annual undersupply of 148 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | Chabot College (All CTE Programs) | State (2105.00) | Bay (2105.00) | East Bay (2105.00) | Chabot College (2105.00) |
| % Employed Four Quarters After Exit | 74% | 74% | 80% | 82% | 86% | 75% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $9,425 | $13,610 | $19,149 | $25,063 | $6,962 |
| Median % Change in Earnings | 46% | 71% | 29% | 27% | 26% | 177% |
| % of Students Earning a Living Wage | 63% | 60% | 66% | 72% | 82% | 46% |

*Source: Launchboard Pipeline (version available on 3/18/20)*

# Skills, Certifications and Education

**Table 9. Top Skills for Community and Organizational Leadership Occupations in Bay Region (March 2019 - February 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Prevention of Criminal Activity | 468 | Budgeting | 61 | Broadcast Industry Knowledge | 35 |
| Public Health and Safety | 348 | Data Entry | 61 | Performance Analysis | 35 |
| Cardiopulmonary Resuscitation (CPR) | 191 | Emergency Services | 58 | Traffic Laws | 35 |
| Law Enforcement or Criminal Justice Experience | 191 | Law Enforcement | 56 | Conflict Management | 34 |
| Witness Interviews | 162 | Presentation of Evidence | 54 | Personnel Management | 34 |
| Crowd Control | 156 | Repair | 48 | Emergency Preparedness | 33 |
| Surveillance | 136 | Training Programs | 48 | Medical Emergencies | 33 |
| Warrants | 127 | First Aid | 46 | Mental Health | 33 |
| Criminal Justice | 125 | Prevention Programs | 46 | Two-Way Radio Operation | 33 |
| Customer Service | 113 | Legal Documentation | 45 | Calculation | 31 |
| Scheduling | 113 | Legal Document Composition | 43 | Administrative Support | 28 |
| Staff Management | 74 | Psychology | 41 | Spreadsheets | 28 |
| Record Keeping | 71 | California Public Employees' Retirement System (CalPERS) | 40 | Supervisory Skills | 28 |
| Community Relations | 65 | Administrative Functions | 39 | Emergency Response | 26 |
| Public administration | 64 | Subpoena Preparation | 36 | Information Systems | 25 |

*Source: Burning Glass*

**Table 10. Certifications for Community and Organizational Leadership Occupations in Bay Region (March 2019 - February 2020)**

Note: 42% 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 | 674 | Bilingual Certification | 10 |
| Police Officer | 126 | Psychologist License | 8 |
| First Aid CPR AED | 116 | Certified Peace Officer | 7 |
| CDL Class C | 73 | Polygraph | 6 |
| Basic Post Certificate | 40 | Certified To Carry A Firearm | 6 |
| Security Clearance | 16 | Certified Patient Account Technician | 6 |
| Law Enforcement Certification | 15 | Hazardous Materials Certification | 4 |
| CDL Class B | 13 | Armorer Certification | 4 |
| Baton Permit | 13 | Typing Certification | 3 |
| Security Guard Certification | 12 | Community Service | 3 |
| Advanced Post Certificate | 12 | CDL Class A | 3 |
| Public Safety Certificate | 10 | Wastewater Treatment Plant Operator | 2 |

*Source: Burning Glass*

**Table 11. Education Requirements for Community and Organizational Leadership Occupations in Bay Region**

Note: 37% 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 | 660 | 79% |
| Associate Degree | 61 | 7% |
| Bachelor’s Degree or Higher | 116 | 14% |

*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 CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://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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