

MEMORANDUM

To: Pete Villarreal, Dean of Applied Academics, Yuba College

From: Ebony J. Benzing, Research Manager, North/Far North Center of Excellence

Date: Monday, June 14, 2021

Re: Program endorsement request for POST Field Training Officer course

Background

Yuba College contacted the North (Greater Sacramento) Center of Excellence to request labor market information for a new Public Safety Academy course. Yuba has received authorization from the Commission on Peace Officer Standards and Training (POST) to offer the POST Field Training Officer course. Community colleges are required to include labor market data in the development of new career education programs.

This memo provides an analysis of occupational demand and program supply data to assess labor market gaps. Data is provided for the seven-county North subregion and comes from EMSI. Occupations are aligned to career education programs using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the ONet OnLine education crosswalk.

Findings

What occupations are aligned to the POST Field Training Officer course?

- The [POST Field Training Officer course](#) is intended to facilitate newly assigned peace officers transitioning from the academic setting to field training, where they can gain hands-on experience.
- The occupations that best align with the POST Field Training Officer course are police and sheriff's patrol officers (33-3051).

What are the hourly wages for the studied occupations?

- Entry-level hourly wages for the studied occupations are above the living wage threshold for a single adult in the North subregion (Exhibit 1). Entry-level wages for police and sheriff's patrol officers are \$38.31 per hour, while the living wage for a single adult is \$13.18 per hour.¹

¹ The Self-Sufficiency Standard for California 2020. Center for Women's Welfare, University of Washington.
<http://www.selfsufficiencystandard.org/California>

What is the employment outlook for the studied occupations?

- Overall, employment for North (Greater Sacramento) police and sheriff's patrol officers are projected to increase by 5% over the next five years (Exhibit 2), adding more than 250 jobs by 2024.
- Between 2019 and 2024, police and sheriff's patrol officers are projected to have 300 job openings each year in the North (Greater Sacramento) subregion.

What does training supply look like for the studied occupations?

- Seven out of eight North (Greater Sacramento) community colleges offer training programs related to police and sheriff's patrol officers. Together, North (Greater Sacramento) community colleges 1,281 awards in Administration of Justice and Police Academy programs over the last three academic years (Exhibit 3).

Recommendations

- Although data analysis shows an oversupply of awards compared to occupational demand, most North (Greater Sacramento) awards fall into the "other credit award" category. Between 60% and 67% of awards are "other credit" awards.² In this instance, other credit awards are associated with professional development or continuing education coursework. Please note that other credit awards have not yet been reported for the 2019-2020 academic year.
- The POST Field Training Officer course is intended to support new patrol officers transitioning from the academic setting to the field. This course should be considered as an integral step of training for new patrol officers.
- The North (Greater Sacramento) Center of Excellence supports Yuba College in offering the POST Field Training Officer course.

Please contact Ebony Benzing, COE Research Manager, for further information at Ebony.Benzing@losrios.edu or 916-563-3215.

² Management Information Systems (MIS) Data Mart, California Community Colleges Chancellor's Office, accessed June 14, 2021, <https://datamart.cccco.edu/>.

Exhibit 1. North (Greater Sacramento) entry-level work requirements by occupation

Occupation	Skill Level	Typical Entry-Level Education	Work Experience Requirements	Typical On-the-job Training Required	Entry-level Hourly Wage
Police and Sheriffs Patrol Officers	Middle Skill	High school diploma	None	Moderate-term	\$38.31

Exhibit 2. Occupational employment and projected demand, 2019-2024

Occupation	2019 Jobs	2024 Jobs	2019-2024 Projected Change	2019-2024 Projected % Change	2019-2024 Annual Openings
Police and Sheriffs Patrol Officers	5,024	5,281	257	5%	397
North (Greater Sacramento)	5,024	5,281	257	5%	397

Exhibit 3. North (Greater Sacramento) program supply, 2017-18 through 2019-20

Program - TOP/CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Administration of Justice (2105.00)	American River	1,133	977	74	728
	Folsom Lake	41	39	49	43
	Lake Tahoe	8	23	16	16
	Sacramento City	103	128	157	129
	Sierra	128	151	176	152
	Woodland	20	31	38	30
	Yuba	56	43	48	49
	Subtotal	1,489	1,392	558	1,146
Police Academy (2105.50)	American River	25	55	-	27

Program - TOP/CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
	Yuba	185	110	30	108
	Subtotal	210	165	30	135
	Grand Total	1,699	1,557	588	1,281