

Program Endorsement Brief: 2105.50/Police Academy Basic Law Enforcement Academy Certificate of Achievement

Orange County Center of Excellence, May 2020

Summary Analysis

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to three middle-skill occupations: Bailiffs (33-3011), Detectives and Criminal Investigators (33-3021), and Police and Sheriff's Patrol Officers (33-3051). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data there appears to be a supply gap for basic law enforcement occupations in the region. **Therefore, the COE endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **2,849 jobs available annually** in the region due to new job growth and replacements, **which is more than the 542 awards conferred annually** by educational institutions in the region.
- The national-level educational attainment data indicates **between 37.5% and 49.8% of workers in the field have completed some college or an associate degree.**
- **Typical entry-level hourly wages** for basic law enforcement occupations throughout the region are between **\$42.29 and \$48.97, which are higher than the California Family Needs Calculator** hourly wage (living wage) for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)¹.

Supply:

- There are **4 community colleges** in the region that have police academy programs, conferring an average of **463 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there were an average of **79 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1, on the following page, shows the five-year occupational demand projections for these basic law enforcement occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 4% through 2024. There will be more than 2,800 job openings per year through 2024 due to job growth and replacements.

This report includes employment projection data by Emsi, which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will

¹ Living wage data was pulled from California Family Needs Calculator on 4/27/20. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties²

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	30,002	31,118	1,116	4%	2,340
Orange	6,620	6,838	218	3%	510
Total	36,623	37,956	1,333	4%	2,849

Wages—Typical entry-level hourly wages for basic law enforcement occupations throughout the region are between \$42.29 and \$48.97. Entry-level wages for these occupations are higher than the California Family Needs Calculator hourly wage (living wage) for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County). Experienced workers can expect to earn between \$58.82 and \$91.89, which is higher than the living wage estimates for both counties. Regional average wages are above the average statewide wage of \$48.84 for these occupations. Wage information, by county, is included in Appendix A.

Job Postings—There were 1,081 online job postings related to basic law enforcement occupations listed in the past 12 months. The highest number of job postings were for police officer, public safety officer, police cadet, police recruit, and driving officer. The top skills were: public health and safety, surveillance, healthcare security, prevention of criminal activity, and warrants. The top three employers, by number of job postings, in the region were: Prime Healthcare, University of California, and Centinela Hospital Medical Center. Of the 1,081 online job postings, 73% list a minimum education requirement.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment—The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for these basic law enforcement occupations. The national-level educational attainment data indicates 37.5% and 49.8% of workers in the field have completed some college or an associate degree. Of the 73% of law enforcement job postings listing a minimum education requirement in Los Angeles/Orange County, 97% (766) requested a high school diploma and 3% (21) requested an associate degree.

Supply

Community College Supply—Exhibit 2, on the following page, shows the three-year average number of awards conferred by community colleges in the related TOP code: Police Academy

² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

(2105.50). The college with the most completions in the region is East LA. Over the past 12 months, there was one other related program recommendation request from a regional community college.

Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
2105.50	Police Academy	East LA	423	466	370	420
		LA Mission	2	0	0	1
		West LA	118	1	0	40
		LA Subtotal	543	467	370	460
		Golden West	2	4	4	3
		OC Subtotal	2	4	4	3
Supply Total/Average			545	471	374	463

Non-Community College Supply—It is important to consider the supply from other non-community college institutions in the region that provide training programs for basic law enforcement occupations. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Criminal Justice/Law Enforcement Administration (43.0103), Criminal Justice/Safety Studies (43.0104), Criminal Justice/Police Science (43.0107), and Criminalistics and Criminal Science (43.0111). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 79 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
43.0103	Criminal Justice/Law Enforcement Administration	Abraham Lincoln University	-	1	-	0
		Argosy University-Orange County	-	-	2	1
		ITT Technical Institute-San Dimas	1	-	-	0
		ITT Technical Institute-Sylmar	1	-	-	0
		University of Phoenix-California	-	-	10	3
43.0104	Criminal Justice/Safety Studies	Platt College-Los Angeles	23	8	15	15

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
43.0107	Criminal Justice/Police Science	East San Gabriel Valley Regional Occupational Program	68	42	21	44
		ITT Technical Institute-Orange	22	-	-	7
43.0111	Criminalistics and Criminal Science	ITT Technical Institute-San Dimas	9	-	-	3
		ITT Technical Institute-Sylmar	6	-	-	2
		ITT Technical Institute-Torrance	8	-	-	3
Supply Total/Average			138	51	48	79

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Bailiffs (33-3011)	48	57	9	19%	6	\$50.15	\$56.65	\$93.90
Detectives and Criminal Investigators (33-3021)	3,236	3,334	98	3%	230	\$49.31	\$60.73	\$70.88
Police and Sheriff's Patrol Officers (33-3051)	26,718	27,727	1,009	4%	2,104	\$43.08	\$53.08	\$59.62
Total	30,002	31,118	1,116	4%	2,340			

Exhibit 5. Orange County

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Bailiffs (33-3011)	11	13	2	18%	Insf. Data	\$45.55	\$51.48	\$85.29
Detectives and Criminal Investigators (33-3021)	705	728	23	3%	50	\$45.48	\$56.02	\$65.38
Police and Sheriff's Patrol Officers (33-3051)	5,905	6,097	192	3%	458	\$39.27	\$48.38	\$54.35
Total	6,620	6,838	218	3%	510			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Bailiffs (33-3011)	58	70	12	21%	8	\$48.97	\$55.86	\$91.89
Detectives and Criminal Investigators (33-3021)	3,941	4,061	120	3%	280	\$48.52	\$59.82	\$69.77
Police and Sheriff's Patrol Officers (33-3051)	32,623	33,825	1,202	4%	2,562	\$42.29	\$52.01	\$58.82
Total	36,623	37,956	1,333	4%	2,849			

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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