



Labor Market Analysis for Program Recommendation Policing Occupations Las Positas College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research
February 2022

Recommendation

Based on the data included in this report, there may be an oversupply in the Bay region labor market of Policing workers with 1,569 annual openings for Police and Sheriffs Patrol Officers and 1,831 annual (3-year average) awards for a potential annual oversupply of 262 students.

However, if the majority of the 587 non-credit awards - which are likely for "in-service" training or "professional development" training for current officers in the Santa Rosa Police Department, Sonoma County Sheriff's Office and other local law enforcement agencies - are subtracted from the supply number, (since these awards do not represent new graduates looking for a job, but current workers) then there would be an undersupply in the region of 325 students.

In the East Bay Sub-Region (Alameda and Contra Costa counties), there appears to be a balance between demand and supply, with 381 annual openings and 377 annual (3-year average) awards for a slight undersupply of four (4) students.

Introduction

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

This report profiles Policing Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new 21st Century Policing program at Las Positas College.

- **Police and Sheriffs Patrol Officers (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
 - Percentage of Community College Award Holders or Some Postsecondary Coursework: 49%

Occupational Demand

Table 1. Employment Outlook for Policing Occupations in Bay Region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Police and Sheriffs Patrol Officers	16,532	17,376	844	5%	7,846	1,569	\$52	\$85
Total	16,532	17,376	844	5%	7,846	1,569	\$52	\$85

Source: EMSI 2021.3

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 Policing Occupations in East Bay Sub-region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Police and Sheriffs Patrol Officers	4,312	4,435	122	3%	1,906	381	\$54	\$84
Total	4,312	4,435	123	3%	1,906	381	\$54	\$84

Source: EMSI 2021.3

East Bay Sub-Region includes: Alameda, 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 (Jan 2021 - Dec 2021)

Occupation	Bay Region	East Bay
Police Patrol Officers	807	288
Sheriffs and Deputy Sheriffs	109	13

Source: Burning Glass

Table 4a. Top Job Titles for Policing Occupations for latest 12 months (Jan 2021 - Dec 2021) Bay Region

Title	Bay	Title	Bay
Police Officer	56	Police Officer - Lateral	14
Police Officer Trainee	46	Police Recruit	13
Police Officer Lateral	37	Entry Level Military Police Officer	12
Mobile Officer	29	Military Police And Corrections	12
Courtesy Patrol	21	Deputy Sheriff Trainee	11
Military Police Officer	20	For Former Law Enforcement/Cj Professionals	11
Community Service Officer	18	Police Officer Recruit	11
Public Safety Officer	16	Police Cadet	10
Mobile Guard	15	Police Officer - Graduate	10

Title	Bay	Title	Bay
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Source: Burning Glass

Table 4b. Top Job Titles for Policing Occupations for latest 12 months (Jan 2021 - Dec 2021) East Bay Sub-Region

Title	East Bay	Title	East Bay
Police Officer Lateral	20	Police Officer Graduate	6
Police Officer Trainee	20	Community Service Officer	5
Mobile Officer	16	Master At Arms Military Police	5
Mobile Guard	13	Mobile Patrol	5
Courtesy Patrol	11	Enforcement Officer - Driving	4
Police Officer	7	Police Cadet	4
Police Officer Recruit	7	Police Officer - Graduate	4
Police Services Officer	7	Police Officer - Recruit	4
Marshal	6	Us Navy Law Enforcement	4

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Policing Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Local Government, Excluding Education and Hospitals	13,710	14,381	5%	84%
State Government, Excluding Education and Hospitals	991	1,044	5%	6%
Federal Government, Military	562	553	-2%	3%
Colleges, Universities, and Professional Schools (State Government)	327	330	1%	2%
Colleges, Universities, and Professional Schools	234	254	8%	1%
Colleges, Universities, and Professional Schools (Local Government)	185	184	-1%	1%
Federal Government, Civilian, Excluding Postal Service	170	171	0%	1%
Elementary and Secondary Schools (Local Government)	69	69	0%	0%
General Medical and Surgical Hospitals	19	19	1%	0%
Hospitals (Local Government)	18	19	2%	0%

Source: EMSI 2021.3

Table 6. Top Employers Posting Policing Occupations in Bay Region and East Bay Sub-Region (Jan 2021 - Dec 2021)

Employer	Bay	Employer	East Bay
Securitas	57	Securitas	30
University Of California	26	Cali	13
Army Central California	25	City Oakland	10
Cali	19	City Fremont	10
Liberty Healthcare Corporation	16	Planned Companies	9
City Gilroy	14	City Of Walnut Creek	8
California State University	14	City Of El Cerrito	8
Stanford University	13	City Hayward	8
Planned Companies	13	City Livermore	7
United States Marie Corps	12	St Mary Health Care	6

Source: Burning Glass

Educational Supply

There are twenty-three (23) community colleges in the Bay Region issuing 1,817 awards on average annually (last 3 years ending 2018-19) on TOP 2105.00 Administration of Justice. In the East Bay Sub-Region, there is a seven (7) community colleges that issued 369 awards on average annually (last 3 years) on this TOP code.

There are three (3) other CTE educational institutions in the Bay Region issuing 14 awards on average annually (last 3 years ending 2016-17) on TOP 2105.00 Administration of Justice. There are two (2) other CTE educational institutions in the East Bay Sub-Region issuing 8 awards on average annually (last 3 years) on this TOP code.

Table 7a. Community College Awards on TOP 2105.00 Administration of Justice in Bay Region

College	Subregion	Associate	Certificate Low	Noncredit	Total
Cabrillo	SC-Monterey	19	0	0	19
Chabot	East Bay	53	0	0	53
Contra Costa	East Bay	25	12	0	37
De Anza	Silicon Valley	61	0	0	61
Diablo Valley	East Bay	83	39	0	122
Evergreen Valley	Silicon Valley	58	0	0	58
Gavilan	Silicon Valley	47	7	0	54
Hartnell	SC-Monterey	84	22	0	106
Las Positas	East Bay	34	0	0	34
Los Medanos	East Bay	56	11	0	67

College	Subregion	Associate	Certificate Low	Noncredit	Total
Marin	North Bay	6	1	0	7
Merritt	East Bay	36	6	0	42
Mission	Silicon Valley	8	0	0	8
Monterey	SC-Monterey	27	31	54	112
Napa	North Bay	43	28	0	71
Ohlone	East Bay	13	1	0	14
San Francisco	Mid-Peninsula	43	17	0	60
San Jose City	Silicon Valley	28	3	0	31
San Mateo	Mid-Peninsula	60	14	0	74
Santa Rosa	North Bay	61	54	533	648
Skyline	Mid-Peninsula	32	6	0	38
Solano	North Bay	48	8	0	56
West Valley	Silicon Valley	45	0	0	45
Total		970	260	587	1,817

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Table 7b. Other CTE Institutions Awards on TOP 2105.00 Administration of Justice in Bay Region

College	Subregion	Associate Degree	Total
Carrington College-Pleasant Hill	East Bay	5	5
Carrington College-San Jose	Silicon Valley	6	6
Carrington College-San Leandro	East Bay	3	3
Total		14	14

Note: The annual average for awards is 2016-17 to 2018-19.

Gap Analysis

Based on the data included in this report, at first glance there appears to be an oversupply in the Bay region labor market for Policing workers with 1,569 annual openings for Police and Sheriffs Patrol Officers and 1,831 annual (3-year average) awards on TOP 2105.00 (Administration of Justice) for a potential annual oversupply of 262 students.

However, if the majority of the 587 non-credit awards - which are likely for "in-service" training or "professional development" training for current officers in the Santa Rosa Police Department, Sonoma County Sheriff's Office and other local law enforcement agencies - are subtracted from the supply number, (since these awards do not represent new graduates looking for a job, but current workers) then there would be an undersupply in the region of 325 students.

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Student Outcomes

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

Metric Outcomes	Bay All CTE Programs	Las Positas All CTE Programs	State 2105.00	Bay 2105.00	East Bay 2105.00	Las Positas 2105.00
Students with a Job Closely Related to Their Field of Study	74%	70%	54%	55%	56%	78%
Median Annual Earnings for SWP Exiting Students	\$47,419	\$45,238	\$46,440	\$62,672	\$74,878	\$133,698
Median Change in Earnings for SWP Exiting Students	23%	24%	19%	20%	16%	30%
Exiting Students Who Attained the Living Wage	52%	55%	62%	63%	67%	82%

Source: Launchboard Strong Workforce Program Median of 2017 to 2020.

Skills, Certifications and Education

Table 9. Top Skills for Policing Occupations in Bay Region (Jan 2021 - Dec 2021)

Skill	Posting	Skill	Posting
Prevention of Criminal Activity	320	Community Relations	47
Public Health and Safety	298	Prevention Programs	46
Law Enforcement or Criminal Justice Experience	151	Vaccination	40
Warrants	123	California Public Employees' Retirement System (CalPERS)	39
Surveillance	110	Staff Management	39
Cardiopulmonary Resuscitation (CPR)	100	Broadcast Industry Knowledge	38
Customer Service	94	Witness Interviews	34
Law Enforcement	92	Cleaning	33
Criminal Justice	83	Data Entry	33
Security Operations	82	Subpoena Preparation	33
Scheduling	79	Budgeting	30
Presentation of Evidence	71	Emergency Services	30
Crowd Control	57	Record Keeping	30
Personal Protective Equipment (PPE)	52	Security Patrol	30

Skill	Posting	Skill	Posting
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Source: Burning Glass

Table 10. Certifications for Policing Occupations in Bay Region (Jan 2021 - Dec 2021)

Certification	Posting	Certification	Posting
Driver's License	478	Advanced Post Certificate	6
Police Officer	104	Security Clearance	5
Cdl Class C	60	Psychologist License	5
First Aid Cpr Aed	43	Food Service Certification	4
Basic Post Certificate	27	Community Service	4
Law Enforcement Certification	15	ServSafe	3
Polygraph	10	Public Safety Certificate	3
Bilingual Certification	10	License To Carry Firearms	3
Certified Peace Officer	7	Food Handler Certification	3
Security Guard Certification	6	Typing Certification	2

Source: Burning Glass

Table 11. Education Requirements for Policing Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	583	91%
Associate's degree	19	3%
Bachelor's degree and higher	40	6%

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 CCCCCO 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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