

# LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH

## LAW ENFORCEMENT IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)  
Center of Excellence

MARCH 2022

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# SUMMARY

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The North (Greater Sacramento) of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a Bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this type of analysis due to the lessened barriers for entry-level work, such as no formal education and on-the-job training requirements.

Key findings include:

- The North (Greater Sacramento) subregion held 7,243 law enforcement jobs in 2020. Law enforcement jobs are projected to increase by 4% over the next five years, adding 315 new jobs to the subregion by 2025.
- Over the next five years, law enforcement jobs are projected to have 611 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that law enforcement occupations earn \$23 to \$46 above the subregion's living wage of \$14.53 per hour.
- Awards data analysis shows that North (Greater Sacramento) training providers conferred an average of 601 awards (certificates and associate degrees) in administration of justice and police academy programs over the last three academic years.

# INTRODUCTION

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The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- These middle-skill occupations require more education and training beyond a high school diploma but less than a four-year degree:
  - Police and Sheriffs Patrol Officers (33-3051)
  - Detectives and Criminal Investigators (33-3021)
  - Bailiffs (33-3011)
  - First-Line Supervisors of Police and Detectives (33-1012)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Administration of Justice (2105.00)
- Police Academy (2105.50)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)
- Criminal Justice/Police Science (43.0107)

# OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the North, North/Far North, and California.

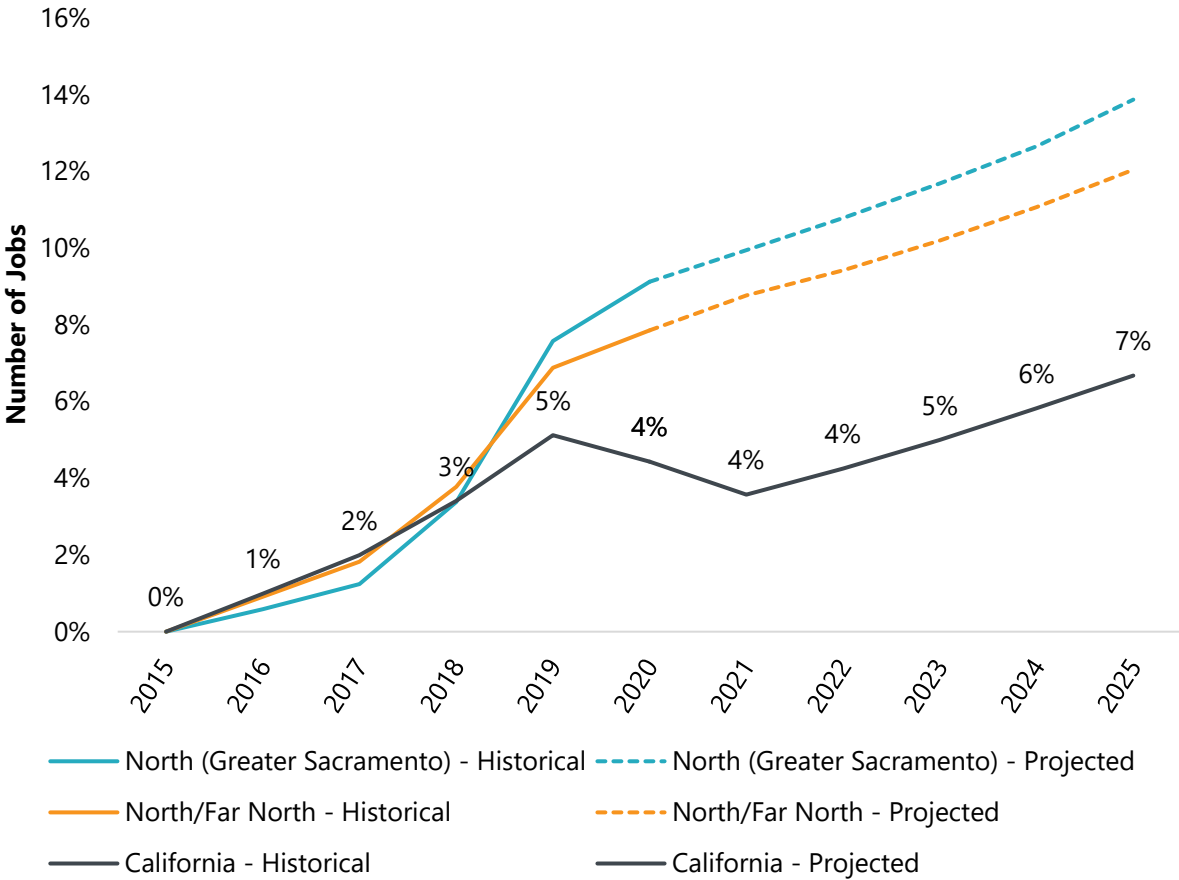
**Exhibit 1. Employment and projected demand, 2020-2025**

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Police and Sheriffs Patrol Officers	5,182	5,408	227	4%	448
Detectives and Criminal Investigators	1,518	1,562	44	3%	120
First-Line Supervisors of Police and Detectives	543	576	33	6%	42
Bailiffs	<10	11	N/A	N/A	1
<b>North (Greater Sacramento)</b>	<b>7,243</b>	<b>7,558</b>	<b>315</b>	<b>4%</b>	<b>611</b>
Police and Sheriffs Patrol Officers	7,008	7,278	270	4%	600
Detectives and Criminal Investigators	1,587	1,638	52	3%	127
First-Line Supervisors of Police and Detectives	773	814	41	5%	59
Bailiffs	90	95	5	5%	10
<b>North/Far North</b>	<b>9,458</b>	<b>9,825</b>	<b>367</b>	<b>4%</b>	<b>796</b>
Police and Sheriffs Patrol Officers	78,523	80,120	1,598	2%	6,520
Detectives and Criminal Investigators	12,953	13,275	322	2%	1,024
First-Line Supervisors of Police and Detectives	6,168	6,374	206	3%	445
Bailiffs	1,136	1,132	(3)	(0%)	109

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
California	98,779	100,902	2,123	2%	8,098

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

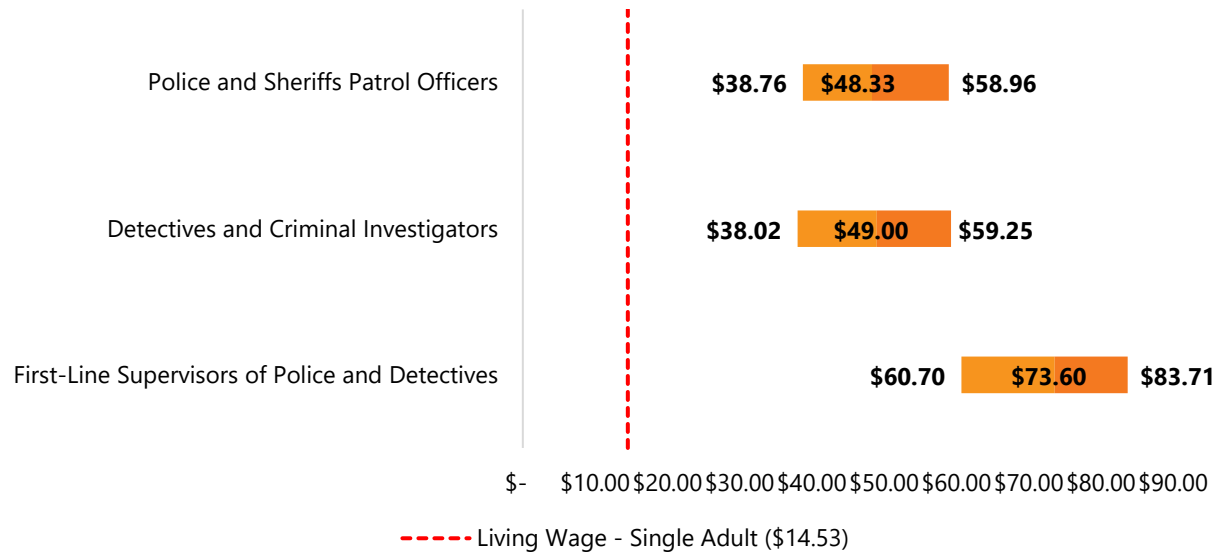
**Exhibit 2. Changes in employment, 2015-2025**



# WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the North (Greater Sacramento) living wage for a single adult - \$14.53 per hour.<sup>1</sup>

**Exhibit 3. Comparison of wages by occupation, 2020**



Please note that there is not enough data to include the wages of bailiffs in the chart above.

# JOB POSTINGS

This section analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The North COE identified 495 online job postings for the selected occupations in the Greater Sacramento subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from March 1, 2021, to February 28, 2022.

<sup>1</sup> Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

## Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

### Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Police and Sheriff's Patrol Officers	259	52%
Detectives and Criminal Investigators	195	39%
First-Line Supervisors of Police and Detectives	29	6%
Bailiffs	12	2%
<b>Total Job Postings</b>	<b>495</b>	<b>100%</b>

Exhibit 5 shows the top 10 job titles with the most job postings and the share. All job postings included a job title.

### Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Police Officer	25	5%
Campus Patrol	18	4%
Deputy Sheriff II	13	3%
United States Secret Service - Criminal Investigator	12	2%
Chief Of Police	8	2%
Community Service Officer	8	2%
Police Officer Lateral	8	2%
Special Agent	8	2%
Deputy Sheriff	7	1%
Border Patrol Agent	6	1%



## Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations. All job postings included an employer.

### Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
City of Sacramento	25	5%
County of Sacramento	19	4%
U.S. Customs and Border Protection	17	3%
Los Rios Community College District	17	3%
Deloitte	17	3%
County Of El Dorado	16	3%
City of Roseville	16	3%
General Dynamics	13	3%
Sacramento Sheriff's Department	12	2%
City Of Elk Grove	12	2%

## Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations. Forty-one percent (n = 204) of job postings did not include certification information.

### Exhibit 7. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Driver's License	262	53%
Police Officer	48	10%
Commercial Driver's License Class C	39	8%
First Aid/CPR/AED	28	6%

Certification	Job Postings	Share of Job Postings
Security Clearance	20	4%
Basic Post Certificate	11	2%
Law Enforcement Certification	10	2%

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, human-centered, and technical skills.

**Exhibit 8. Most in-demand specialized skills**

Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top 10 Technical Skills
Prevention of Criminal Activity	Writing	Word Processing
Law Enforcement or Criminal Justice Experience	Physical Abilities	Microsoft PowerPoint
Public Health and Safety	Building Effective Relationships	Microsoft Excel
Criminal Justice	Communication Skills	Microsoft Office
Surveillance	Research	Microsoft Word
Warrants	English	Microsoft Access
Cardiopulmonary Resuscitation (CPR)	Planning	Microsoft Visio
Scheduling	Organizational Skills	SQL
Budgeting	Teamwork / Collaboration	Public administration
California Public Employees' Retirement System (CalPERS)	Typing	Python

Exhibit 9 shows employers' minimum level of education for job postings for the selected occupations. Twenty-seven percent (n = 132) of job postings did not include a preferred education level.

**Exhibit 9. Employer-preferred minimum education levels**

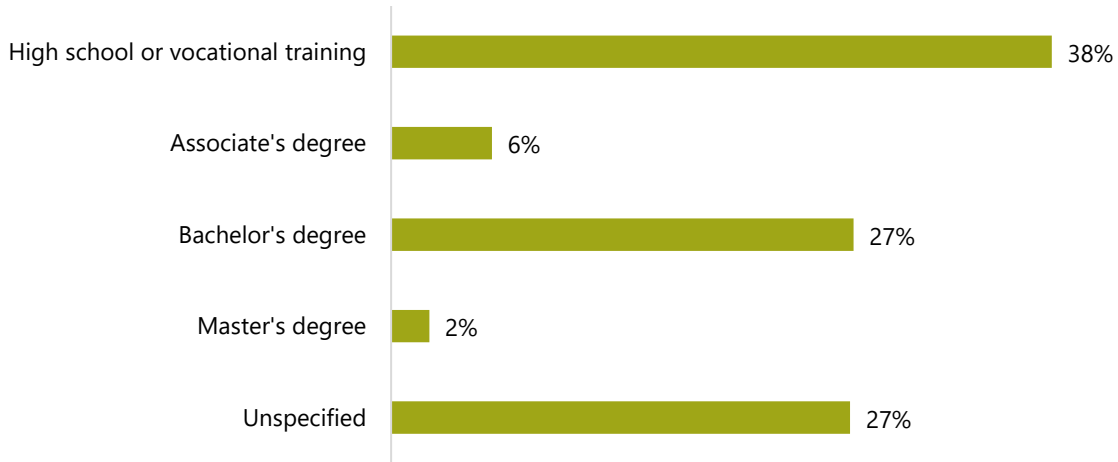
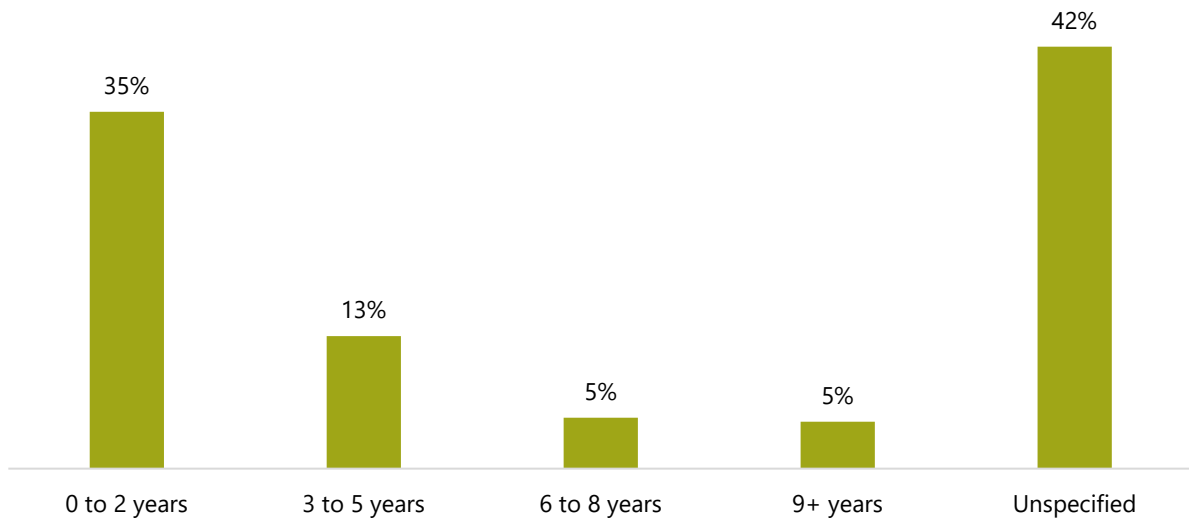


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations. Forty-two percent (n = 207) of job postings did not include a preferred experience level.

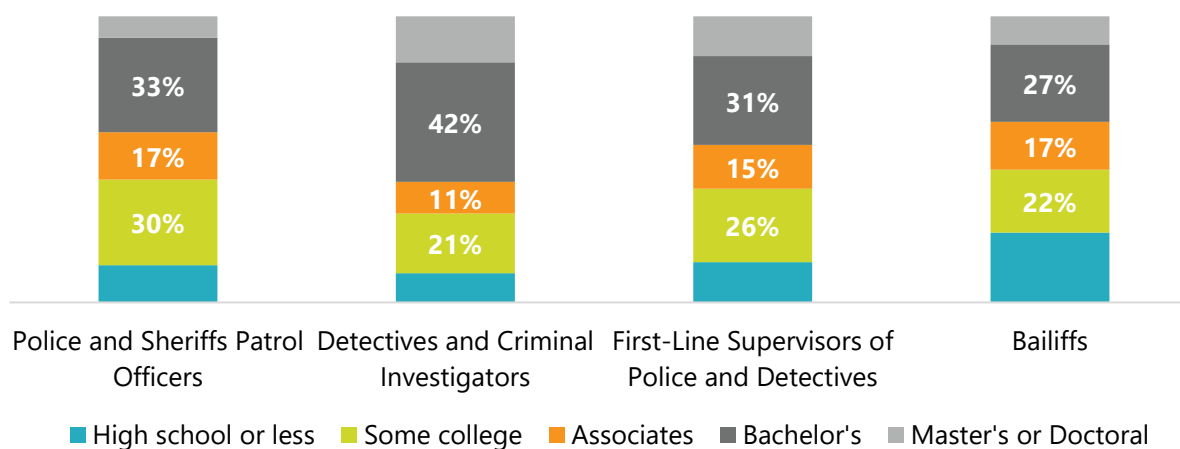
**Exhibit 10. Employer-preferred experience levels**



## EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collected data on education achieved by workers employed in occupations. Exhibit 11 shows the national-level educational attainment of the current workforce in the selected occupations.

**Exhibit 11. National worker educational attainment for selected occupations, 2019**



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the skill level and entry-level job requirements for the selected occupations.

**Exhibit 12. Typical education, work experience, and on-the-job training requirements**

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Police and Sheriffs Patrol Officers	High school diploma or equivalent	None	Moderate-term on-the-job training
Detectives and Criminal Investigators	High school diploma or equivalent	Less than five years	Moderate-term on-the-job training
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	Less than five years	Moderate-term on-the-job training
Bailiffs	High school diploma or equivalent	None	Moderate-term on-the-job training

## EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

**Exhibit 13. TOP and CIP codes for training programs related to the selected occupations**

TOP Programs and Codes	Aligned CIP Programs and Codes
Administration of Justice (2105.00)	Criminal Justice/Law Enforcement Administration (43.0103) Criminal Justice/Safety Studies (43.0104)
Police Academy (2105.50)	Criminal Justice/Police Science (43.0107)

### Community College Supply

Exhibits 14 and 15 compare the average number of certificates and degrees conferred in selected community college programs over the last three academic years. *Please note that the "Other Credit Award" is excluded from this report.*

**Exhibit 14. Annual average community college awards by program, 2018-19 through 2020-21**

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Administration of Justice (2105.00)	American River	104	74	72	83
	Folsom Lake	39	49	49	46
	Lake Tahoe	23	16	16	18
	Sacramento City	128	157	132	139
	Sierra	151	176	151	159
	Woodland	31	38	51	40
	Yuba	43	48	43	45

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
	<b>Subtotal</b>	<b>519</b>	<b>558</b>	<b>514</b>	<b>530</b>
Police Academy (2105.50)	American River	55	--	--	18
	Yuba	54	30	75	53
	<b>Subtotal</b>	<b>109</b>	<b>30</b>	<b>75</b>	<b>71</b>
	<b>Grand Total</b>	<b>628</b>	<b>588</b>	<b>589</b>	<b>601</b>

**Exhibit 15. Annual average community college awards by type, 2018-19 through 2020-21**

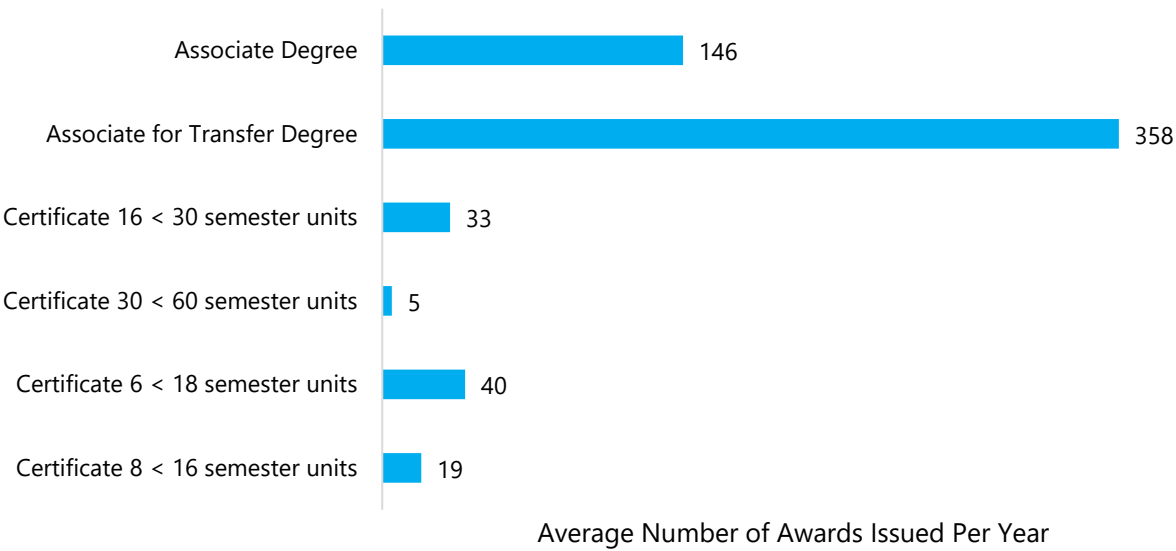


Exhibit 16 provides a list of active Administration of Justice and Police Academy North (Greater Sacramento) community college programs (active as of March 1, 2022).

**Exhibit 16. North (Greater Sacramento) Community College Programs in TOP codes 2105.00 and 2105.50**

Program - TOP Code	College	Program Title	Award Offered
Administration of Justice (2105.00)	American River	Administration of Justice	A.S. Degree A.S. T Degree
	Folsom Lake	Administration of Justice	A.A. Degree A.S. T Degree
	Lake Tahoe	Administration of Justice	A.S. T Degree
		Criminal Justice	Certificate A.A. Degree
	Sacramento City	Administration of Justice	A.S. Degree A.S. T Degree
	Sierra	Administration of Justice	A.S. T Degree
		Administration of Justice - Courts	A.A. Degree A.S. Degree
		Administration of Justice - Law Enforcement	A.A. Degree A.S. Degree
		Reserve Peace Officer	Certificate
	Woodland	Administration of Justice	A.S. T Degree
		Law Enforcement	A.S. Degree
	Yuba	Administration of Justice	A.S. T Degree
		Law Enforcement	A.S. Degree
Police Academy (2105.50)	American River	POST-Basic Law Enforcement Academy - Modular Format	Certificate
	Yuba	Administration of Justice-Basic Police Academy	A.S. Degree

Program - TOP Code	College	Program Title	Award Offered
		Basic Police Academy	Certificate
		Reserve Training Module I Academy	Certificate
		Reserve Training Module II Academy	Certificate

### Other Postsecondary Supply

Exhibit 17 compares the average number of degrees non-community college training providers confer in the North (Greater Sacramento) subregion over the last three academic years. Please note that non-community college data lags by one year.

**Exhibit 17. Other postsecondary awards by program, 2017-18 through 2019-20**

Program - CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Criminal Justice/Law Enforcement Administration (43.0103)	William Jessup (Bachelor Degree)	2	1	5	3
	<b>Subtotal</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>3</b>
Criminal Justice/Safety Studies (43.0104)	CSU Sacramento (Bachelor Degree)	442	518	494	485
	<b>Subtotal</b>	<b>442</b>	<b>518</b>	<b>494</b>	<b>485</b>
	<b>Grand Total</b>	<b>444</b>	<b>519</b>	<b>499</b>	<b>488</b>



## FINDINGS

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- This report focuses on four occupations in the law enforcement pathway, including polices and sheriffs patrol officers, detectives and criminal investigators, bailiffs, and first-line supervisors of police and detectives.
- The North (Greater Sacramento) subregion held 7,243 law enforcement jobs in 2020. Law enforcement jobs are projected to increase by 4% over the next five years, adding 315 new jobs to the subregion by 2025.
  - Law enforcement jobs are projected to grow faster in the North (Greater Sacramento) subregion than California.
- Over the next five years, law enforcement jobs are projected to have 611 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that law enforcement occupations earn \$23 to \$46 above the subregion's living wage of \$14.53 per hour.
- According to real-time labor market information, there were about 495 online job postings for law enforcement occupations between March 1, 2021, and February 28, 2021.
  - Slightly over half of the job postings (n = 259) were for police and sheriffs patrol officers.
- Between 32% and 47% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 27% to 42% of workers in these occupations hold a bachelor's degree.
  - Detectives and criminal investigators have a larger proportion of incumbent workers that hold a bachelor's degree or beyond. This finding is consistent with the fall 2021 North (Greater Sacramento) Administration of Justice programs regional advisory meeting. Employers of detectives and criminal investigators tend to be federal organizations or large private employers, such as the Federal Bureau of Investigations (FBI) and Deloitte or General Dynamics, and tend to require a bachelor's degree for entry-level investigation jobs.
- Most North (Greater Sacramento) community colleges offer degrees and certificates in programs related to law enforcement. Together, these programs conferred an average of 601 awards (certificates and associate degrees) in administration of justice and police academy programs over the last three academic years (2018-19 through 2020-21).

- Less than 12% of these awards were from police academy programs. North (Greater Sacramento) community college programs conferred an average of 71 awards (certificates and degrees) over the last three academic years.
- Local non-community college postsecondary training providers also offer training related to the studied occupations. Between 2017-18 and 2019-20, non-community college training providers conferred an average of 488 bachelor degrees in criminal justice/law enforcement programs over the last three years. Please note that non-community college awards data lags by one year.

## RECOMMENDATIONS

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- Based on a three-year average of annual awards in North (Greater Sacramento) subregion law enforcement programs and projected yearly openings, the gap analysis shows that the region has nearly balanced supply and demand.
  - Together, community colleges issued an average of 601 awards over the last three years.
  - There are 611 projected annual openings for law enforcement jobs.

## APPENDIX A. METHODOLOGY AND SOURCES

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This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O\*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2021.4; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/educational-attainment.htm#>.

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"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6<sup>th</sup> Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About->

[Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx](https://www.coecc.net/Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx)

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

**COVID-19 Statement:** This report includes employment projection data by EMSI. 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 be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they 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. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

**Important Disclaimer:** All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and  
Workforce Development Program



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FOR LABOR MARKET RESEARCH

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