

MEMORANDUM

To: Brian Vizzusi, Director of Public Safety, Yuba College

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

Date: Friday, August 27, 2021

Re: Program endorsement request for two POST courses: 1) Requalification Course and 2) Specialized Investigators' Basic Course

Background

Yuba College contacted the North (Greater Sacramento) Center of Excellence to request labor market information for two new POST training courses: 1) Requalification and 2) Specialized Investigators' Basic Course. POST training courses are governed by the California Commission on Peace Officer Standards and Training (<https://post.ca.gov/>), which establishes minimum training standards and curriculum guidelines for police officers and related occupations throughout the state.

This memo provides an analysis of occupational demand and program supply data to assess for labor market gaps. Given that these programs are not currently offered in the region, data is provided for the entire 22-county North/Far North area.

Findings

What occupations are aligned to the program?

- The POST Requalification Course will recertify individuals who've already completed the Regular Basic Course (RBC) or Special Investigators' Basic Course (SIBC) to work as a police or sheriff's officer (SOC 33-3051), first-line supervisor of police and detectives (SOC 33-1012), or a detective and criminal investigator (SOC 33-3021).¹
- The POST Special Investigators' Basic course will prepare individuals to work as a sworn peace officer (SOC 33-3051) or a detective and criminal investigator (SOC 33-3021) in an investigative capacity for local and state justice organizations.²

¹ POST Requalification Course [website](#) and Center of Excellence TOP-CIP-SOC Crosswalk.

² POST Specialized Investigators' Basic Course [website](#) and Center of Excellence TOP-CIP-SOC Crosswalk.

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 range from \$35 to \$56 per hour, while the living wage for a single adult is \$13.18 per hour.³

What is the employment outlook for the studied occupations?

- Overall, employment for these occupations in the North/Far North are projected to increase by 5% over the next five years, adding nearly 500 new jobs by 2025 (Exhibit 1).
- Between 2020 and 2025, these occupations are projected to have 731 job openings each year across the North/Far North region (Exhibit 1). More than three-quarters of these job openings (n = 562) will be for police and sheriff's patrol officers.

What does training supply look like for the studied occupations?

- As of August 2021, four North/Far North community colleges offer multiple programs under the Police Academy 2105.50 TOP code, including Basic Law Enforcement Academies, Reserve Peace Officer Training, and a basic academy with a Fish and Wildlife focus (Exhibit 2).
- Together, these programs conferred an average of 294 certificates and degrees between the 2017-18 and 2019-20 academic years (Exhibit 3).
- However, no North/Far North community college or other postsecondary training provider currently offers training related to requalification or specialized investigations (Exhibit 2). The nearest community colleges offering related training are located in the Bay Area at Napa Valley

Recommendations

- Based on a three-year average of annual awards in North/Far North police academy training programs (294 awards) and projected yearly openings (731 openings), the supply gap analysis shows that the region seems to have room for additional training.
- The North (Greater Sacramento) Center of Excellence recommends that Yuba College move forward with offering the POST Requalification and Specialized Investigators' Basic courses.

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

³ The Self-Sufficiency Standard for California 2020. Center for Women's Welfare, University of Washington.
<http://www.selfsufficiencystandard.org/California>

Exhibit 1. North/Far North occupational employment and projected demand, 2020-2025⁴

Occupation	2020 Jobs	2025 Jobs	2020 - 2025 % Change	2020 - 2025 Avg. Annual Openings	Entry-level Hourly Wage
First-Line Supervisors of Police and Detectives	769	824	7%	58	\$56.09
Detectives and Criminal Investigators	1,579	1,635	4%	111	\$38.38
Police and Sheriffs Patrol Officers	7,048	7,428	5%	562	\$35.41
North/Far North Totals	9,396	9,888	5%	731	--

Exhibit 2. North/Far North TOP 2105.50 Police Academy program inventory⁵

College	Program	Award Offered
American River	POST Basic Law Enforcement Academy - Modular Format	CoA 30<60 units
Butte	Law Enforcement	A.S. Degree
	Law Enforcement: Fish and Wildlife	A.S. Degree
	Law Enforcement Academy - Basic	CoA 18+ units
	Law Enforcement: Fish and Wildlife	CoA 18+ units
Redwoods	Basic Law Enforcement Academy	CoA 18+ units
Yuba	Basic Police Academy	CoA 18+ units
	Administration of Justice - Basic Police Academy	A.S.
	Reserve Training Module I Academy	CoA 12<18 units
	Reserve Training Module II Academy	CoA 18+ units

⁴ Emsi 2021.3, QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>.

⁵ "The Chancellor's Office Curriculum Inventory System (COCI 2.0)" <https://coci2.ccctechcenter.org/>

Exhibit 3. North/Far North TOP 2105.50 Police Academy Program Supply, 2017-18 through 2019-20⁶

Program - TOP/CIP Code	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Yr Annual Awards Average
Police Academy (2105.50)	American River	25	55	--	27
	Butte	115	125	126	122
	Redwoods	42	34	36	37
	Yuba	185	110	30	108
Subtotal		367	324	192	294
Grand Totals		367	324	192	294

⁶ Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.