



Labor Market Analysis for Program Recommendation

Modern Policing Occupations

Las Positas College

Prepared by the Bay Region Center of Excellence for Labor Market Research

November 2024

Recommendation

Based on all available data, there appears to be an “undersupply” of Modern Policing workers compared to the demand for this cluster of occupations in the Bay Region and in the East Bay Sub-Region (Alameda, Contra Costa counties). There is a projected annual gap of about 47 students in the Bay Region and 86 students in the East Bay Sub-Region.

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 this 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 Modern Policing Occupations in the 12 county Bay Region and in the East Bay Sub-Region for New certificate or degree development (for credit) at Las Positas College.

- Police and Sheriff’s 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. Includes police officers working at educational institutions.
 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: 46%

Occupational Demand

Table 1. Employment Outlook for Modern Policing Occupations in the Bay Region

Occupation	2023 Jobs	2028 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Police and Sheriff's Patrol Officers	15,806	16,924	1,117	7%	7,326	1,465	\$51	\$63
Total	15,806	16,924	1,118	7%	7,326	1,465	\$51	\$63

Source: Lightcast 2024.3

The 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 Modern Policing Occupations in the East Bay Sub-Region

Occupation	2023 Jobs	2028 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Police and Sheriff's Patrol Officers	4,765	5,028	263	6%	2,123	425	\$52	\$61
Total	4,765	5,028	263	6%	2,123	425	\$52	\$61

Source: Lightcast 2024.3

East Bay Sub-Region includes: Alameda, Contra Costa Counties

Job Postings in the Bay Region and East Bay Sub-Region

Table 3. Number of Job Postings by Occupation for the last 12 months

Occupation	Bay Region	East Bay
Police and Sheriff's Patrol Officers	1,141	354

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Table 4a. Top Job Titles in Job Postings for Modern Policing Occupations in the Bay Region

Title	Bay	Title	Bay
Border Patrol Agents	203	Police Recruits	22
Police Officers	171	Law Enforcement Professionals	19
Law Enforcement Interns	61	Police Cadets	19
Lateral Police Officers	53	Deputy Labor Commissioners	18
Protection Officers	42	Off Duty Officers	18
Police Academy Instructors	35	Deputy District Attorneys	17
Customs and Border Protection Officers	33	Security Police Officers	16
Patrol Officers	25	Uniformed Security Officers	16
Mobile/Patrol Officers	24	Deputy Public Defenders	15

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Table 4b. Top Job Titles in Job Posting for Modern Policing Occupations in the East Bay Sub-Region

Title	East Bay	Title	East Bay
Border Patrol Agents	71	Security Police Officers	8
Police Officers	64	Deputy Labor Commissioners	7
Law Enforcement Interns	20	Police Recruits	7
Protection Officers	17	Police Services Officers	6
Customs and Border Protection Officers	16	Uniformed Security Officers	6
Lateral Police Officers	15	Mobile/Patrol Officers	5
Police Academy Instructors	14	Police Cadets	5
Patrol Officers	10	Military Police Officers	4

Title	East Bay	Title	East Bay
University Police Officers	9	Police Trainees	4

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Industry Concentration

Table 5. Industries Hiring for Modern Policing Occupations in the Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2023)	Jobs in Industry (2028)	% Change (2023-28)	% Occupation Group in Industry (2023)
Local Government, Excluding Education and Hospitals	13,672	14,671	7%	86%
State Government, Excluding Education and Hospitals	685	745	9%	4%
Federal Government, Military	482	500	4%	3%
Colleges, Universities, and Professional Schools (State Government)	282	281	0%	2%
Colleges, Universities, and Professional Schools	170	185	9%	1%
Colleges, Universities, and Professional Schools (Local Government)	167	172	3%	1%
Elementary and Secondary Schools (Local Government)	119	127	7%	1%
Federal Government, Civilian, Excluding Postal Service	119	121	2%	1%
Hospitals (State Government)	29	35	19%	0%
Hospitals (Local Government)	17	21	23%	0%

Source: Lightcast 2024.3

Table 6. Top Employers Posting Modern Policing Occupations in the Bay Region and the East Bay Sub-Region

Employer	Bay	Employer	East Bay
United States Department of Homeland Security	324	United States Department of Homeland Security	111
Blackstone Consulting	46	Blackstone Consulting	19
University of California	32	University of California	17
County Of Sonoma	20	City Of Oakland	16
Department Of Industrial Relations	20	City Of Antioch	8
Liberty Healthcare Corporation	20	Department Of Industrial Relations	8

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Educational Supply

There are twenty-three community colleges in the Bay Region issuing 1,418 awards on average annually (last 3 years ending 2021-23) on TOP 2105.00 - Administration of Justice. In the East Bay Sub-Region, there are seven community colleges that issued 339 awards on average annually (last 3 years) on this TOP code.

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

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Noncredit award	other	Total
Cabrillo	SC-Monterey	37	0	0	1	0	38
Chabot	East Bay	51	0	0	0	0	51
Contra Costa	East Bay	20	0	4	0	0	24
Deanza	Silicon Valley	62	0	0	0	0	62
Diablo Valley	East Bay	75	0	35	0	0	110
Evergreen Valley	Silicon Valley	63	0	0	0	0	63
Gavilan	Silicon Valley	36	0	10	0	0	46
Hartnell	SC-Monterey	89	8	4	0	0	101
Las Positas	East Bay	31	0	0	0	0	31
Los Medanos	East Bay	60	0	19	0	0	79
Marin	North Bay	10	0	1	0	0	11
Merritt	East Bay	24	3	0	0	0	27
Mission	Silicon Valley	10	0	0	0	0	10
Monterey	SC-Monterey	27	0	116	0	0	143
Napa	North Bay	33	0	8	0	0	41
Ohlone	East Bay	17	0	0	0	0	17
San Francisco	Mid-Peninsula	39	12	6	0	0	57
San Jose City	Silicon Valley	28	0	2	0	0	30
San Mateo	Mid-Peninsula	46	0	5	0	0	51
Santa Rosa	North Bay	57	0	5	0	227	289
Skyline	Mid-Peninsula	27	0	0	0	0	27
Solano	North Bay	58	3	0	0	0	61
West Valley	Silicon Valley	49	0	0	0	0	49
Total	-	949	26	215	1	227	1,418

Source: Data Mart

Note: The annual average for awards is 2020-21 to 2022-23.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 1,465 annual openings for the Modern Policing occupational cluster and 1,418 annual (3-year average) awards for an annual undersupply of 47 students. In the East Bay Sub-Region, there is also a gap with 425 annual openings and 339 annual (3-year average) awards for an annual undersupply of 86 students.

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 Program	Las Positas College All CTE Program	State 2105.00	Bay 2105.00	East Bay 2105.00	Las Positas College 2105.00
Students with a Job Closely Related to Their Field of Study	74%	69%	53%	56%	57%	77%
Median Annual Earnings for SWP Exiting Students	\$53,090	\$49,986	\$43,916	\$60,376	\$66,306	\$145,018
Median Change in Earnings for SWP Exiting Students	24%	27%	20%	22%	17%	29%
Exiting Students Who Attained the Living Wage	54%	56%	60%	60%	62%	83%

Source: Launchboard Strong Workforce Program Median of 2018 to 2021.

Skills, Certifications and Education

Table 9. Top Skills in Job Postings for Modern Policing Occupations in the Bay Region

Skill	Posting	Skill	Posting
Law Enforcement	699	Crime Prevention	175
International Laws	292	Law Enforcement Practices	141
Rehabilitation	292	Traffic Control	137
Forensic Psychology	290	Contraband Detection and Control	110
Patrolling	285	Immigration Law	84
Criminal Justice	273	Community Policing	68
Motorcycles	267	Court Systems	66
All-Terrain Vehicles	257	De-escalation Techniques	66
Code Enforcement	256	Legal Hearings	65
Economics	183	Accounts Payable	57

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Table 10. Certifications in Job Postings for Modern Policing Occupations in the Bay Region

Certification	Posting
Peace Officer Standards and Training (POST) Certificate	49
Certified First Responder (CFR)	25
Peace Officer Certification	23
Basic POST Certificate	17

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Table 11. Education Requirements for Modern Policing Occupations in the Bay Region

Education Level	Job Postings	% of Total
High school or GED	404	39%
other	107	10%
Bachelor's degree & higher	523	51%

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Note: 30% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCO Data Mart and CTE Launchboard.

Sources

O*Net Online
Lightcast
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

For more information, please contact:

- Yumi Huang, Research Analyst, Bay Region Center of Excellence, yuhuang@cabrillo.edu or (831) 275-0043
- Marcela Reyes, Director, Research and Center of Excellence, mareyes@cabrillo.edu or (831) 219-8875