



Labor Market Analysis for Degree Development Modern Policing Occupations City College of San Francisco College

Prepared by Bay Regions Center of Excellence for Labor Market Research

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Recommendation

Based on all available data, there appears to be an “undersupply” of Modern Policing associate’s degree workers compared to the demand for this cluster of occupations in the Bay Region and in the Mid-Peninsula sub-region (San Francisco, San Mateo counties). There is a projected annual gap of about 744 students in the Bay Region and 356 students in the Mid-Peninsula 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 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 City College of San Francisco College and in the region.

This report profiles Modern Policing Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for degree development at City College of San Francisco College.

- **Correctional Officers and Jailers (33-3012):** Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional 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: 49%
- **Detectives and Criminal Investigators (33-3021):** Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.
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: 30%
- **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%

- **Transit and Railroad Police (33-3052):** Protect and police railroad and transit property, employees, or passengers.
 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 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
Correctional Officers and Jailers	5,872	6,191	319	5%	2,912	582	\$39	\$48
Detectives and Criminal Investigators	1,123	1,216	93	8%	518	104	\$46	\$57
Police and Sheriff's Patrol Officers	15,806	16,924	1,117	7%	7,326	1,465	\$51	\$63
Transit and Railroad Police	127	132	4	4%	54	11	\$32	\$37
Total	22,928	24,463	1,535	7%	10,810	2,162	\$48	\$59

Source: Lightcast 2024.3

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 Modern Policing Occupations in Mid-Peninsula 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
Correctional Officers and Jailers	673	789	115	17%	428	86	\$42	\$48
Detectives and Criminal Investigators	311	330	19	6%	135	27	\$50	\$59
Police and Sheriff's Patrol Officers	4,148	4,390	242	6%	1,866	373	\$58	\$69
Transit and Railroad Police	53	55	2	4%	23	5	\$34	\$38
Total	5,185	5,564	379	7%	2,452	491	\$55	\$65

Source: Lightcast 2024.3

Mid-Peninsula Sub-Region includes: San Francisco, San Mateo Counties

Job Postings in Bay Region and Mid-Peninsula Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (Oct. 2023 - Sep. 2024)

Occupation	Bay Region	Mid-Peninsula
Police and Sheriff's Patrol Officers	1,173	238
Detectives and Criminal Investigators	1,168	362
Correctional Officers and Jailers	230	35

Source: Lightcast

Table 4a. Top Job Titles for Modern Policing Occupations for latest 12 months (Oct. 2023 - Sep. 2024) Bay Region

Title	Bay	Title	Bay
Background Specialists	251	Protection Officers	39
Border Patrol Agents	232	Law Enforcement Specialists	38
Police Officers	166	Customs and Border Protection Officers	35
Correctional Officers	124	Police Academy Instructors	33
Law Enforcement Interns	66	Investigators	28
Private Investigators	57	Police Recruits	27
Lateral Police Officers	50	Criminal Investigators	26
Security Analysts	41	Military Police Officers	25
Intelligence Analysts	40	IT Security Analysts	24

Source: Lightcast

Table 4b. Top Job Titles for Modern Policing Occupations for latest 12 months (Oct. 2023 - Sep. 2024) Mid-Peninsula Sub-Region

Title	Mid-Peninsula	Title	Mid-Peninsula
Background Specialists	46	Competitive Intelligence Managers	8
Border Patrol Agents	42	Federal Air Marshals	8
Police Officers	21	Investigators	8
Intelligence Analysts	16	Law Enforcement Professionals	8
Security Analysts	16	Law Enforcement Specialists	8
Correctional Officers	13	Legal Investigators	8
Law Enforcement Interns	11	Mobile/Patrol Officers	8
Asylum Officers	10	Customs and Border Protection Officers	7
Military Police Officers	10	Detention Officers	7

Source: Lightcast

Industry Concentration

Table 5. Industries hiring Modern Policing Associates Degree Workers in 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	17,322	18,491	7%	76%
State Government, Excluding Education and Hospitals	3,462	3,651	5%	15%

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)
Federal Government, Military	553	574	4%	2%
Federal Government, Civilian, Excluding Postal Service	495	502	1%	2%
Colleges, Universities, and Professional Schools (State Government)	285	284	0%	1%
Facilities Support Services	205	311	52%	1%
Colleges, Universities, and Professional Schools	170	186	9%	1%
Colleges, Universities, and Professional Schools (Local Government)	167	172	3%	1%
Elementary and Secondary Schools (Local Government)	119	127	7%	1%
Hospitals (State Government)	37	45	21%	0%

Source: Lightcast 2024.3

Table 6. Top Employers Posting Modern Policing Occupations in Bay Region and Mid-Peninsula Sub-Region (Oct. 2023 - Sep. 2024)

Employer	Bay	Employer	Mid-Peninsula
United States Department of Homeland Security	363	United States Department of Homeland Security	76
Federal Bureau of Investigation	322	Federal Bureau of Investigation	64
Allied Universal	56	Meta	16
Blackstone Consulting	43	Allied Universal	12
University of California	38	City & County of San Francisco	12
United States Secret Service	36	Openai	10

Source: Lightcast

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 Mid-Peninsula Sub-Region, there are three community colleges that issued 135 awards on average annually (last 3 years) on this TOP code.

Table 7. Community College Awards on TOP 2105.00 - Administration of Justice in 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

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Noncredit award	other	Total
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 2,162 annual openings for the Modern Policing Associates Degree occupational cluster and 1,418 annual (3-year average) awards for an annual undersupply of 744 students. In the Mid-Peninsula Sub-Region, there is also a gap with 491 annual openings and 135 annual (3-year average) awards for an annual undersupply of 356 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	City College of San Francisco College All CTE Program	State 2105.00	Bay 2105.00	Mid-Peninsula 2105.00	City College of San Francisco College 2105.00
Students with a Job Closely Related to Their Field of Study	74%	71%	53%	56%	56%	58%
Median Annual Earnings for SWP Exiting Students	\$53,090	\$64,284	\$43,916	\$60,376	\$49,626	\$56,970
Median Change in Earnings for SWP Exiting Students	24%	15%	20%	22%	52%	46%
Exiting Students Who Attained the Living Wage	54%	53%	60%	60%	37%	48%

Metric Outcomes	Bay All CTE Program	City College of San Francisco College All CTE Program	State 2105.00	Bay 2105.00	Mid-Peninsula 2105.00	City College of San Francisco College 2105.00
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Source: Launchboard Strong Workforce Program Median of 2018 to 2021.

Skills, Certifications and Education

Table 9. Job Postings Top Skills for Modern Policing Occupations in Bay Region (Oct. 2023 - Sep. 2024)

Skill	Posting	Skill	Posting
Law Enforcement	938	Economics	232
Rehabilitation	411	Criminal Corrections	218
International Laws	328	Crime Prevention	180
Search Warrant	324	Cyber Security	180
Forensic Psychology	315	Law Enforcement Practices	158
Patrolling	302	Computer Science	144
Motorcycles	285	Traffic Control	124
Criminal Justice	283	Finance	122
Code Enforcement	277	Accounting	121
All Terrain Vehicles	276	Contraband Detection And Control	119

Source: Lightcast

Table 10. Job Postings Certifications for Modern Policing Occupations in Bay Region (Oct. 2023 - Sep. 2024)

Certification	Posting
Peace Officer Standards And Training (POST) Certificate	54
Peace Officer Certification	24
CompTIA Security+	21

Source: Lightcast

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

Education Level	Job Postings	% of Total
High school or GED	647	24%
other	250	9%
Bachelor's degree & higher	1,804	67%

Source: Lightcast

Note: 29% 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

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