



Labor Market Analysis for Program Recommendation Modern Policing Occupations Monterey Peninsula College

Prepared by the Bay Region 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 workers compared to the demand for this cluster of occupations in the Bay Region and an “oversupply” in the SC-Monterey Sub-Region (Monterey, San Benito, Santa Cruz counties). There is a projected annual gap of about 201 students in the Bay Region and an oversupply of 134 students in the SC-Monterey 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 Monterey Peninsula College and in the region.

This report profiles Modern Policing Occupations in the 12 county Bay Region and in the SC-Monterey Sub-Region for Program Recommendation at Monterey Peninsula College.

- **First-Line Supervisors of Police and Detectives (33-1012):** Directly supervise and coordinate activities of members of police force.
Typical Entry-Level Educational: High school diploma or equivalent
Typical On-the-Job Training: Moderate-term on-the-job training
Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 40%
- **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.
Typical Entry-Level Educational: High school diploma or equivalent
Typical On-the-Job Training: Moderate-term on-the-job training
Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 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 Wage	Median Hourly Wage
First-Line Supervisors of Police and Detectives	1,738	1,915	177	10%	768	154	\$71	\$84
Police and Sheriff's Patrol Officers	15,806	16,924	1,117	7%	7,326	1,465	\$51	\$63
Total	17,544	18,839	1,295	7%	8,094	1,619	\$53	\$65

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 SC-Monterey Sub-Region

Occupation	2023 Jobs	2028 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
First-Line Supervisors of Police and Detectives	202	221	19	10%	88	18	\$53	\$72
Police and Sheriff's Patrol Officers	1,359	1,471	112	8%	649	130	\$43	\$53
Total	1,561	1,692	131	8%	737	148	\$44	\$55

Source: Lightcast 2024.3

SC-Monterey Sub-Region includes: Monterey, San Benito, Santa Cruz Counties

Job Postings in the Bay Region and SC-Monterey Sub-Region

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

Occupation	Bay Region	SC-Monterey
Police and Sheriff's Patrol Officers	987	83
First-Line Supervisors of Police and Detectives	362	60

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 2024

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

Title	Bay	Title	Bay
Police Officers	167	Law Enforcement Interns	24
Border Patrol Agents	105	Law Enforcement Professionals	21
Sheriff's Deputies	88	Patrol Officers	21
Deputy Sheriffs	63	Deputy Public Defenders	20
Lateral Police Officers	47	Sheriff's Sergeants	20
Protection Officers	46	Police Recruits	19
Police Academy Instructors	31	Mobile/Patrol Officers	18
Uniform Protection Officers	31	Police Sergeants	18

Title	Bay	Title	Bay
Police Lieutenants	27	Security Police Officers	17

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 2024

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

Title	SC-Monterey	Title	SC-Monterey
Sheriff's Deputies	25	Lateral Police Officers	4
Deputy Sheriffs	13	Law Enforcement Officers	4
Border Patrol Agents	11	Police Trainees	4
Police Officers	10	Supervisory Police Officers	4
Sheriff's Sergeants	8	Deputy Sheriffs Investigator	3
Police Cadets	6	Police Sergeants	3
Police Recruits	6	Community Service Officers	2
Deputy Public Defenders	5	Deputy Directors of Administration	2
Directors of Public Safety/Chiefs of Police	4	Deputy Labor Commissioners	2

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 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	15,050	15,795	5%	86%
State Government, Excluding Education and Hospitals	782	833	6%	4%
Federal Government, Military	627	636	1%	4%
Colleges, Universities, and Professional Schools (State Government)	310	302	-3%	2%
Colleges, Universities, and Professional Schools	210	230	10%	1%
Colleges, Universities, and Professional Schools (Local Government)	180	183	2%	1%
Federal Government, Civilian, Excluding Postal Service	151	152	1%	1%

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)
Elementary and Secondary Schools (Local Government)	124	129	4%	1%
Hospitals (State Government)	31	37	17%	0%
Hospitals (Local Government)	19	23	20%	0%

Source: Lightcast 2024.4

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

Employer	Bay	Employer	SC-Monterey
United States Department of Homeland Security	169	County Of Santa Cruz	21
County Of Sonoma	54	United States Department of Homeland Security	15
Blackstone Consulting	48	California State University	10
University of California	34	County Of Monterey	10
Santa Clara Valley Medical Center	29	University of California	10
County Of Santa Clara	27	Winsupply Monterey County Ca Co	10

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 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 SC-Monterey Sub-Region, there are three community colleges that issued 282 awards on average annually (last 3 years) on this TOP code.

Table 7. 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 Hayward	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

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Noncredit award	other	Total
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 1,619 annual openings for the Modern Policing occupational cluster and 1,418 annual (3-year average) awards for an annual undersupply of 201 students. In the SC-Monterey Sub-Region, there is also a gap with 148 annual openings and 282 annual (3-year average) awards for an annual oversupply of 134 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	Monterey Peninsula College All CTE Program	State 2105.00	Bay 2105.00	SC-Monterey 2105.00	Monterey Peninsula College 2105.00
Students with a Job Closely Related to Their Field of Study	74%	73%	53%	56%	50%	NA
Median Annual Earnings for SWP Exiting Students	\$53,090	\$67,771	\$43,916	\$60,376	\$35,377	\$32,997
Median Change in Earnings for SWP Exiting Students	24%	14%	20%	22%	35%	33%
Exiting Students Who Attained the Living Wage	54%	70%	60%	60%	42%	42%

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	704	Code Enforcement	131
Crime Prevention	210	Criminal Justice	122
Law Enforcement Practices	177	Contraband Detection And Control	116
Patrolling	165	Punctuation and Capitalization	90
Traffic Control	152	Community Policing	88
Rehabilitation	149	Immigration Law	88
International Laws	144	Criminal Corrections	84
Forensic Psychology	143	De-escalation Techniques	83
All Terrain Vehicles	133	Office Equipment	83
Motorcycles	132	Statistics	77

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 2024

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

Certification	Posting	Certification	Posting
Cardiopulmonary Resuscitation (CPR) Certification	138	Certified First Responder (CFR)	29
First Aid Certification	134	Automated External Defibrillator (AED) Certification	17
Peace Officer Standards And Training (POST) Certificate	71	Basic POST Certificate	15
Peace Officer Certification	33	Basic Life Support (BLS) Certification	7

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 2024

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

Education Level	Job Postings	% of Total
High school or GED	473	42%
Associate degree	167	15%
Bachelor's degree & higher	498	44%

Source: Lightcast 2024.4; "Job Posting Analytics." Jan. 2024 - Dec. 2024

Note: 37% 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

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

CCCCO Data Mart

Contacts

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