



Memo

To: Jill Alcorn, Interim Dean, Business and Technology Division

From: Ebony J. Benzing, Director, Greater Sacramento COE for Labor Market Research

CC: N/A

Re: Labor Market Assessment – Regular Basic Police Academy (Intensive Format)

Background

Sierra College reached out to the North (Greater Sacramento) Center of Excellence to obtain labor market data on law enforcement and police academies. This memo is designed to support the college's program development efforts as they plan and implement future career education offerings.

In January 2025, the North (Greater Sacramento) Center of Excellence published a labor market assessment report, "[Report Title with hyperlink]." This report serves as the foundation for the data presented in this memo and should be included in any program application submitted to the Regional Consortium or the Chancellor's Office.

This memo summarizes occupational demand and program supply data to identify labor market gaps. The data, sourced from Lightcast, covers the seven-county Greater Sacramento subregion. Occupational alignment with career education programs is determined using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the ONet OnLine education crosswalk.

Key findings from the report

- **Occupational Demand:** In 2023, there were 9,337 modern policing jobs in the Greater Sacramento subregion, projected to grow by 9% over the next five years, adding 803 new jobs by 2028. Sixty-seven percent of these jobs and most of the growth will be for police and sheriff's patrol officers (adding 562 new positions by 2028). The region is projected to have 893 annual job openings, with 612 openings (68%) for police and sheriff's patrol officers.
- **Wages:** Most policing occupations offer entry-level hourly wages above the living wage threshold (\$23.92 per hour for a single adult in Sierra College's district). Entry-level wages range from \$40.21 to \$62.89 per hour, except for private detectives and investigators, who earn \$18.56 per hour, which is below the living wage.

- **Education and training requirements:** Between 30% and 46% of current workers in policing occupations have some college or an associate degree, which aligns with community college offerings.
- **Educational Supply and Gaps:** Seven community colleges in the region offer programs related to modern policing, granting an average of 586 certificates and degrees annually. However, only two colleges (American River College and Sierra College) offer POST-certified police academies, conferring just 100 awards per year. This contrasts with the 612 projected annual job openings for police and sheriff’s patrol officers, suggesting a potential local training shortage.

Recommendation

- The referenced report advises community colleges, particularly those with POST-certified police academies, to proceed with implementing the Modern Policing program.
- For this memo, the COE recommends moving forward with developing new police academies, or modifying existing ones, as the proposed program could help address the growing demand for police and sheriff’s patrol officers, particularly in local law enforcement.

New Program Recommendation		
Move forward with the new program.	Proceed with caution	A new program is not recommended.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Program Modification	
Move forward with program modifications.	Program modifications are not recommended.
<input checked="" type="checkbox"/>	<input type="checkbox"/>

For additional information or questions, please contact Ebony J. Benzing, North (Greater Sacramento) COE director, at ebony.benzing@losrios.edu.