



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

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