



# Labor Market Analysis: 2105.60 – Modern Policing<sup>1</sup>

## Modern Policing – Associate of Science (A.S.) Degree

Los Angeles Center of Excellence, February 2025

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> <i>(Supply met; See comments below)</i>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

### SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations<sup>2</sup> or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there does not appear to be a supply gap for the occupations of interest. However, the talent oversupply is with the COE’s acceptable margin (the number of awards issued is 25% over or under the number of annual openings) and is therefore considered “supply met” rather than a “supply gap.” While this program does not meet the traditional supply/demand endorsement criteria, there may be demand for these workers from local employers that is not reflected in traditional labor market data. For this reason, real-time labor market data is included in this report as well – to provide a more nuanced view of the regional job market for these middle-skill police occupations. Furthermore, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and more than one-third of current workers in the field have completed some college or an associate degree.

**Recommendation: Due to all three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.**

<sup>1</sup> Info on this new TOP Code: [California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations](#).

<sup>2</sup> Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree. The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

## Key Findings

### Supply Gap

- 2,669 annual job openings are projected in the region through 2028. This number is less than the three-year average of 3,118 awards conferred by educational institutions in the region.
  - Although there are more awards conferred than projected job openings, the data suggests that the **demand has been met for these occupations within the LA/OC region** since the three-year average number of awards (supply) is within the COE's 25% margin of annual job openings (demand).
  - Over the past 12 months, there were **2,133 online job postings related to these middle-skill police occupations**. The highest number of job postings were for border patrol agents, police officers, uniform protection officers, police recruits, and investigators.

### Living Wage

- All three occupations have entry-level wages **above** Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).<sup>3</sup>

### Educational Attainment

- A high school diploma or equivalent is the typical entry-level education for these middle-skill police occupations, according to the Bureau of Labor Statistics (BLS).
- 30%-46% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

### Community college supply

- 26 community colleges issued awards related to administration of justice and/or policing in the greater LA/OC region.
- 3,098 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

### Other postsecondary supply

- 3 educational institutions in the LA/OC region have conferred sub-baccalaureate awards in programs related to criminal justice and/or policing over the past three years.
- 20 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

## TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to three middle-skill occupations. [For full occupation descriptions, please see Appendix.](#)

- **First-Line Supervisors of Police and Detectives (33-1012)**<sup>4</sup>

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<sup>3</sup> Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

<sup>4</sup> [First-Line Supervisors of Police and Detectives \(bls.gov\)](#)

- **Detectives and Criminal Investigators (33-3021)**<sup>5</sup>
- **Police and Sheriff's Patrol Officers (33-3051)**<sup>6</sup>

## OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these middle-skill police occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 4% through 2028. However, there will be nearly 2,700 job openings per year through 2028 due to retirements and workers leaving the field. The majority of jobs in 2023 for these middle-skill police occupations (82%) were located in Los Angeles County.

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>7</sup>**

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	26,061	26,942	881	3%	2,150
Orange	5,912	6,244	331	6%	520
<b>Total</b>	<b>31,974</b>	<b>33,186</b>	<b>1,212</b>	<b>4%</b>	<b>2,669</b>

### Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. Positive scores for automation resilience<sup>8</sup> reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time.

<sup>5</sup> [Police and Detectives \(bls.gov\)](#)

<sup>6</sup> [Ibid.](#)

<sup>7</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>8</sup> Automation risk is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

## Exhibit 2: Detailed employment and occupational demand, Los Angeles County<sup>9</sup>

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Automation Resilience	% Aged 55 and older	% Full Time Workers
First-Line Supervisors of Police and Detectives	3,288	3,412	4%	243	15.5	16%	100%
Detectives and Criminal Investigators	2,360	2,438	3%	190	5.3	13%	84%
Police and Sheriff's Patrol Officers	20,414	21,092	3%	1,716	5.5	9%	100%
<b>Total</b>	<b>26,061</b>	<b>26,942</b>	<b>3%</b>	<b>2,150</b>	<b>-</b>	<b>-</b>	<b>-</b>

## WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill police occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

### Los Angeles County

All three target occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$48.48 and \$72.14 (Exhibit 3). Experienced workers can expect to earn wages between \$65.09 and \$87.65.

## Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
First-Line Supervisors of Police and Detectives	\$72.14	\$84.59	\$87.65	\$176,000
Detectives and Criminal Investigators	\$48.89	\$60.48	\$69.68	\$125,800
Police and Sheriff's Patrol Officers	\$48.48	\$55.60	\$65.09	\$115,700

\*Rounded to the nearest \$100

<sup>9</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## Orange County

All three target occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$43.41 and \$64.62 (Exhibit 4). Experienced workers can expect to earn wages between \$58.30 and \$78.58.

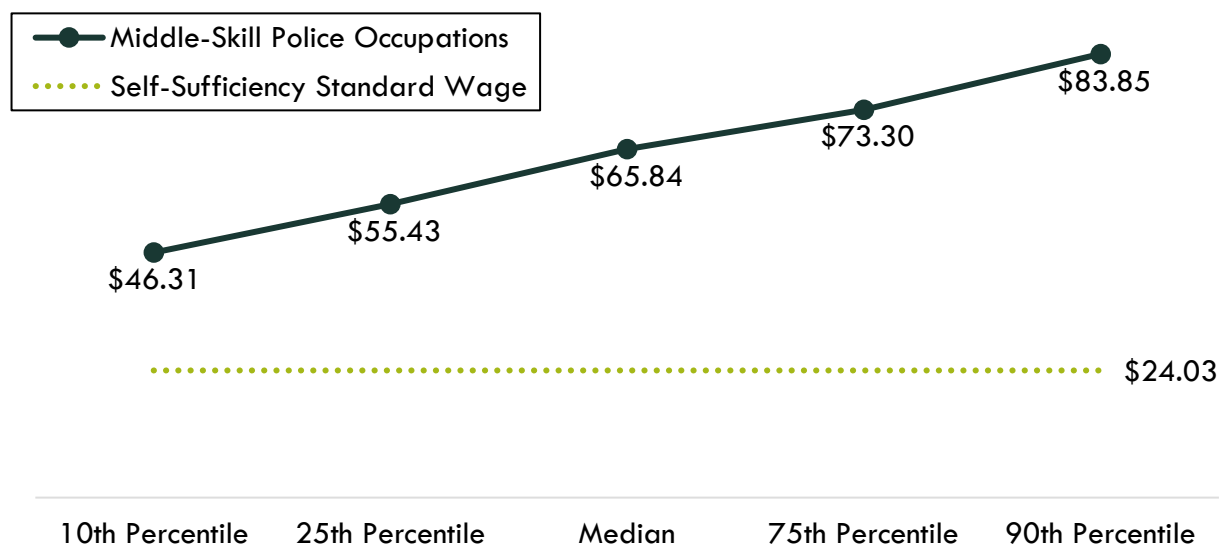
**Exhibit 4: Earnings for occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
First-Line Supervisors of Police and Detectives	\$64.62	\$75.77	\$78.58	\$157,600
Detectives and Criminal Investigators	\$44.41	\$54.94	\$63.30	\$114,300
Police and Sheriff's Patrol Officers	\$43.41	\$49.80	\$58.30	\$103,600

\*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$55.43; this is above the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

**Exhibit 5: Average hourly earnings for middle-skill police occupations, Los Angeles and Orange counties**

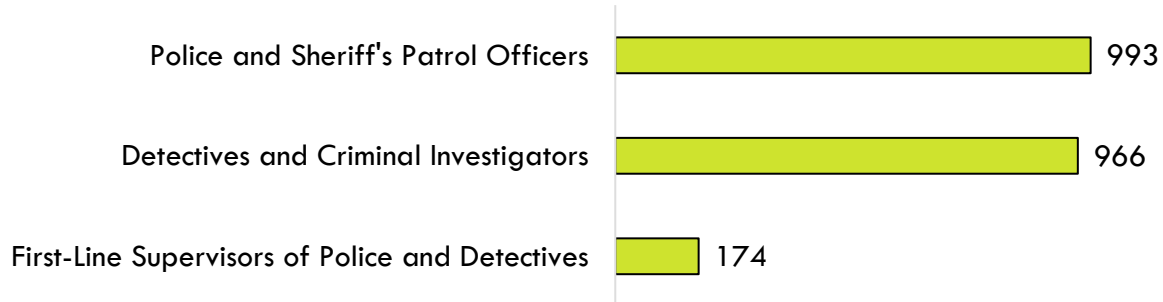


## JOB POSTINGS

There were 2,133 online job postings related to middle-skill police occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (47%) were for *police and sheriff's patrol officers*,

followed by *detectives and criminal investigators* (45%) and *first-line supervisors of police and detectives* (8%).

**Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties**



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

**Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties**

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> <li>• Border patrol agents</li> <li>• Police officers</li> <li>• Uniform protection officers</li> <li>• Police recruits</li> <li>• Investigators</li> <li>• Intelligence analysts</li> <li>• Lateral police officers</li> </ul>	<ul style="list-style-type: none"> <li>• Law enforcement</li> <li>• Patrolling</li> <li>• Law enforcement practices</li> <li>• Rehabilitation</li> <li>• International laws</li> <li>• Crime prevention</li> <li>• Auditing</li> </ul>	<ul style="list-style-type: none"> <li>• United States Department of Homeland Security</li> <li>• Federal Bureau of Investigation</li> <li>• State of California</li> <li>• Northrop Grumman</li> <li>• Superior Grocers</li> </ul>

In the greater Los Angeles/Orange County region, 63% of the middle-skill police job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

**Exhibit 8: Education levels requested in job postings for middle-skill police occupations, Los Angeles and Orange counties**

Education Level	Job Postings	% of Job Postings
Bachelor's degree	673	50%
Associate degree	140	10%
High school diploma or vocational training	527	40%

## EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for the target occupations in this report (Exhibit 9). However, the national-level data indicates between 30% and 46% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

**Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics**

Occupation	Education Level
First-Line Supervisors of Police and Detectives	High school diploma or equivalent
Detectives and Criminal Investigators	High school diploma or equivalent
Police and Sheriff's Patrol Officers	High school diploma or equivalent

## EDUCATIONAL SUPPLY

### Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, Santa Ana, and Rio Hondo.

**Exhibit 10: Regional community college awards (certificates and degrees), 2021-2023**

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
2105.00	Administration of Justice	Cerritos	121	99	94	105
		Citrus	253	219	143	205
		Compton	22	22	34	26
		East LA	491	405	334	410
		El Camino	112	104	78	98
		Glendale	47	42	28	39
		LA City	52	34	39	42
		LA Harbor	56	33	30	40
		LA Mission	54	70	44	56
		LA Pierce	86	90	74	83
		LA Southwest	36	31	30	32
		LA Trade-Tech	19	30	11	20
		LA Valley	51	39	36	42
		Long Beach	150	135	152	146
Mt San Antonio	112	108	75	98		

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
		Pasadena	127	77	62	89
		Rio Hondo	186	217	155	186
		Santa Monica	46	49	44	46
		West LA	141	77	51	90
		<b>LA Subtotal</b>	<b>2,162</b>	<b>1,881</b>	<b>1,514</b>	<b>1,852</b>
		Coastline	25	15	13	18
		Cypress	47	33	61	47
		Fullerton	152	119	109	127
		Golden West	159	189	154	167
		Irvine	74	75	49	66
		Santa Ana	80	85	83	83
		<b>OC Subtotal</b>	<b>537</b>	<b>516</b>	<b>469</b>	<b>507</b>
<b>Supply Subtotal/Average</b>			<b>2,699</b>	<b>2,397</b>	<b>1,983</b>	<b>2,360</b>
2105.10	Corrections	Citrus	14	14	3	10
		East LA	6	46	164	72
		LA Trade-Tech	1	-	1	1
		Rio Hondo	4	12	12	9
		<b>LA Subtotal</b>	<b>25</b>	<b>72</b>	<b>180</b>	<b>92</b>
		Golden West	-	-	1	0
		Saddleback	6	11	2	6
		Santa Ana	7	15	26	16
		<b>OC Subtotal</b>	<b>13</b>	<b>26</b>	<b>29</b>	<b>23</b>
<b>Supply Subtotal/Average</b>			<b>38</b>	<b>98</b>	<b>209</b>	<b>115</b>
2105.50	Police Academy	East LA	234	116	270	207
		LA Mission	-	1	-	0
		Rio Hondo	96	166	146	136
		<b>LA Subtotal</b>	<b>330</b>	<b>283</b>	<b>416</b>	<b>343</b>
		Golden West	11	14	7	11
		Santa Ana	-	356	453	270
<b>OC Subtotal</b>	<b>11</b>	<b>370</b>	<b>460</b>	<b>280</b>		
<b>Supply Subtotal/Average</b>			<b>341</b>	<b>653</b>	<b>876</b>	<b>623</b>
<b>Supply Total/Average</b>			<b>3,078</b>	<b>3,148</b>	<b>3,068</b>	<b>3,098</b>

Currently, only one college in the region has an approved Associate of Science (A.S.) degree coded under 2105.60-Modern Policing listed in California Community Colleges Curriculum Inventory (COCI) – Santa Ana College.<sup>10</sup> Exhibit 11 details the proposed program.

**Exhibit 11: Regional community college programs for Modern Policing (2105.60)**

TOP Code	Program	College	Award	Approved Date
2105.60 – Public Protective Services/ Administrative of Justice/ Modern Policing	Modern Policing	Santa Ana	A.S. Degree	1/10/25

**Other Postsecondary Supply**

For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for middle-skill police occupations. Exhibit 12 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 20 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

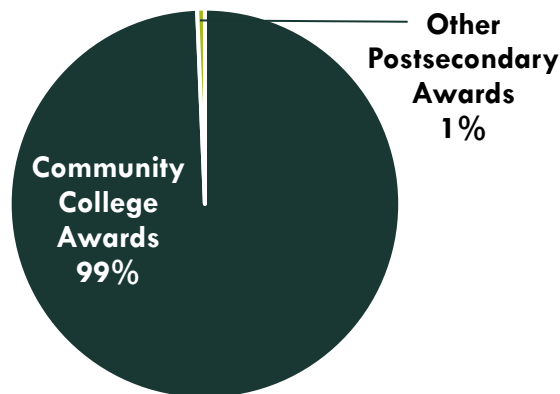
**Exhibit 12: Other regional postsecondary awards, 2020-2022**

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
43.0103	Criminal Justice/ Law Enforcement Administration	Abraham Lincoln Univ.	1	1	-	1
43.0104	Criminal Justice/Safety Studies	Platt College-Anaheim	16	4	6	9
		Platt College-LA	19	8	4	10
<b>Supply Total/Average</b>			<b>36</b>	<b>13</b>	<b>10</b>	<b>20</b>

Exhibit 13 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by community colleges in the greater Los Angeles/Orange County region.

<sup>10</sup> [Program List - COCI](#). Website accessed on 2/6/2025.

**Exhibit 13: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region**



## APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **First-Line Supervisors of Police and Detectives (33-1012)** Directly supervise and coordinate activities of members of police force.<sup>11</sup>
- **Detectives and Criminal Investigators (33-3021)** Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.<sup>12</sup>
- **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.<sup>13</sup>

<sup>11</sup> [First-Line Supervisors of Police and Detectives \(bls.gov\)](#)

<sup>12</sup> [Police and Detectives \(bls.gov\)](#)

<sup>13</sup> [Ibid.](#)

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**DATA SOURCES**

- O\*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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