

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

MODERN POLICING IN THE FAR NORTH SUBREGION

NORTH FAR NORTH

MAY 2025

TABLE OF CONTENTS

Summary.....	3
Introduction.....	4
Occupational Demand.....	5
Occupational Earnings.....	6
Job Postings.....	8
About Job Postings Analysis.....	8
Top Employers and Job Titles.....	8
Most Requested Qualifications and Skills.....	10
Education and Training Requirements.....	13
Educational Supply.....	14
Community College Supply.....	14
Other Postsecondary Supply.....	15
Findings.....	16
Recommendations.....	17
Appendix A. Methodology and Sources.....	18
Appendix B. Wages and the Living Wage.....	19
About Occupational Earnings.....	19
Living Wage.....	19
Comparing occupational earnings to the living wage.....	19

If, for any reason, this document is not accessible or if you have specific needs for readability, please contact us, and we will do our utmost to accommodate you with a modified version. To make a request, contact Sara Phillips by phone at sphillips@ShastaCollege.edu.

SUMMARY

The North Far North Center of Excellence for Labor Market Research (NFN COE) prepared this report to provide an analysis of occupational demand and educational supply for occupations employed across the 22-county North Far North region.

This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers, with a primary focus on training that leads to living wage jobs in middle-skilled occupations. Pursuant to California Education Code §78015, labor market information (LMI) is required for all new career education certificate and degree program proposals, and the North Far North Regional Consortium (NFNRC) requires LMI to come from the NFN COE. This report should serve to satisfy those requirements.

Key findings include:

- The Far North subregion held 2,531 modern policing jobs in 2023. These jobs are projected to increase by 8% over the next five years, adding 211 new jobs to the subregion by 2028.
- Over the next five years, modern policing jobs are projected to have 240 annual openings across the Far North subregion.
- Analysis of wage data shows that workers in modern policing earn \$20 to \$33 above the College of the Siskiyous' community college district's living wage of \$14.51 per hour. (See Appendix B for additional information about FY 2024 changes to the living wage).
- Analysis of awards data shows that postsecondary training providers conferred an average of 217 awards in modern policing programs over the last three academic years. All of these awards came from community colleges.

Recommendations include:

- The North Far North Center of Excellence recommends moving forward with the proposed program.

INTRODUCTION

The North Far North Center of Excellence (COE) was asked to provide labor market information for a newly proposed career education program at a regional community college.

This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

These middle-skill occupations require more education and training beyond a high school diploma but usually less than a four-year degree:

- First-Line Supervisors of Police and Detectives (33-1012)
- Detectives and Criminal Investigators (33-3021)
- Police and Sheriff's Patrol Officers (33-3051)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Administration of Justice (2105.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Criminal Justice and Corrections, General (43.0100)
- Corrections (43.0102)
- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)

OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for the studied occupations in the Far North subregion and across the 22-county North Far North region and California.¹

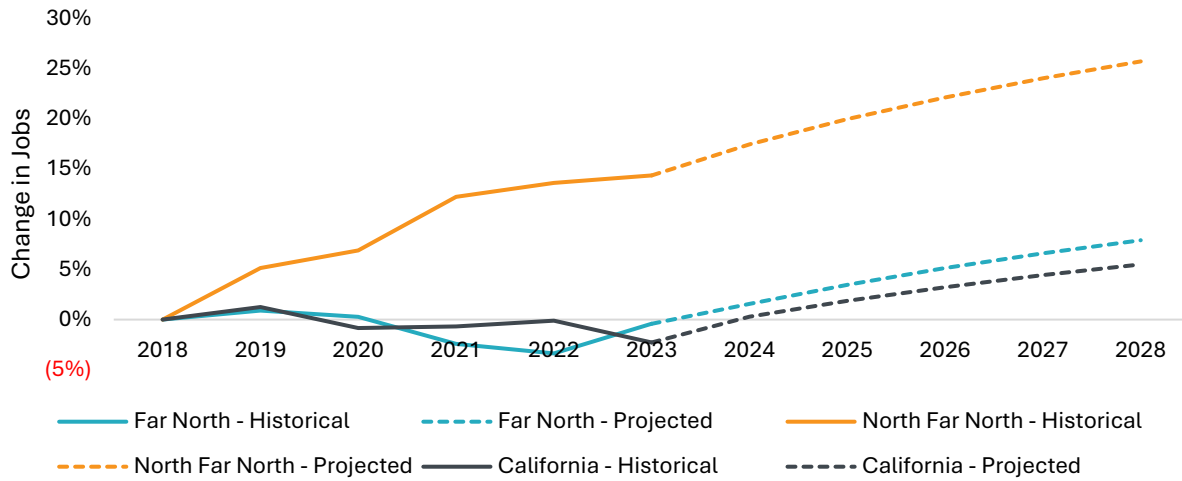
Exhibit 1. Employment and projected demand, 2023-2028

Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	2023-2028 Annual Openings
First-Line Supervisors of Police and Detectives	329	358	29	9%	28
Detectives and Criminal Investigators	126	141	15	12%	13
Police and Sheriff's Patrol Officers	2,076	2,243	167	8%	198
Far North Subregion	2,531	2,742	211	8%	240
First-Line Supervisors of Police and Detectives	872	1,254	1,408	155	12%
Detectives and Criminal Investigators	1,396	1,796	1,952	156	9%
Police and Sheriff's Patrol Officers	7,729	8,380	9,203	823	10%
North Far North	11,430	12,564	1,134	10%	1,119
First-Line Supervisors of Police and Detectives	10,360	11,356	996	10%	909
Detectives and Criminal Investigators	11,875	12,663	788	7%	1,053
Police and Sheriff's Patrol Officers	74,226	80,107	5,882	8%	7,062
California	96,462	104,126	7,665	8%	9,024

¹ The 22-county North Far North is a dual region. It is represented by the North (Greater Sacramento) subregion that covers seven counties, including El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba, and the 15-county Far North subregion which includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity.

Exhibit 2 compares ten years' worth of historical and projected annual changes in employment to the base number of jobs in 2018 for the Far North subregion and across the 22-county North Far North region and California.

Exhibit 2. Changes in employment, 2018-2028



OCCUPATIONAL EARNINGS

Exhibits 3 and 4 compare the percentile hourly earnings for the selected occupations to the living wage for a single working adult and a working family residing in the county of the community college district that requested this report.^{2,3} For additional information about changes to NFN COE's living wage comparisons, see Appendix B.

Requesting College	Living Wage – Working Adult	Living Wage – Working Family
College of the Siskiyous	\$14.51	\$30.72

² Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

³ A working family is defined as one working adult and one infant (between the ages of 0 and 2 years).

Exhibit 3. Hourly earnings by occupation, 2023⁴

Occupation	25 th Percentile Hourly Earnings	Median Hourly Earnings	75 th Percentile Hourly Earnings
First-Line Supervisors of Police and Detectives	\$47.75	\$59.89	\$77.48
Detectives and Criminal Investigators	\$37.55	\$43.63	\$55.83
Police and Sheriff's Patrol Officers	\$34.38	\$43.12	\$59.74

Exhibit 4. Occupational hourly earnings vs. community college district's living wage



⁴ Please note that the 25th and 75th percentile hourly earnings are used to estimate entry-level and experienced worker wages.

JOB POSTINGS

About Job Postings Analysis

This section of the report analyzes recent data from online job postings. Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends. However, job postings are not the same as labor market demand; demand is based on projected annual openings.

There are several limitations to analyzing and interpreting online job postings. Employers may post a position multiple times to increase the number of job applicants. Job postings may remain online after a business chooses not to fill a position. Employers may advertise one post to fill multiple vacancies. And not all jobs are posted online.

Job posting analyses should be used to inform community college curriculum development and to identify potential employers for targeted experiential learning opportunities.

The North Far North COE identified 130 online job postings for the selected occupations across the Far North subregion. Job posting data comes from and represents unique advertisements newly posted online during the last 12 months, from May 2024 through April 2024.

Top Employers and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations across the studied subregion.

Exhibit 4. Job postings by occupation

Occupation	Unique Job Postings	Share of Job Postings
Police and Sheriff's Patrol Officers	64	49%
First-Line Supervisors of Police and Detectives	54	42%
Detectives and Criminal Investigators	12	9%
Total Job Postings	130	100%

Exhibit 5 shows the job titles with the most job postings for the selected occupations across the Far North subregion.

Exhibit 5. Jobs titles with the most job postings

Job Title	Number of Job Postings
Deputy Sheriffs	22
Border Patrol Agents	16
Police Officers	12
Sheriff's Sergeants	6
Sheriff's Deputies	4
Detective Investigators	3
Customs and Border Protection Officers	3
Corrections Deputies	3
Law Enforcement Interns	3
Sergeants	3

Exhibit 6 shows the employers with the most job postings for the selected occupations across the Far North subregion.

Exhibit 6. Employers with the most job postings

Employer	Number of Job Postings
United States Department of Homeland Security	26
Tehama County	15
County of Mendocino	9
County of Humboldt	8
Mendocino County Sheriff's Office	6
United States Government	5

Employer	Number of Job Postings
City of Oroville	5
Shasta College	4
California Highway Patrol	3
City of Chico	3

Most Requested Qualifications and Skills

Exhibit 7 shows the certifications most requested by employers for the selected occupations across the Far North subregion.

Exhibit 7. Most in-demand certifications

Certification	Job Postings
American Red Cross CPR Certification	12
American Red Cross First Aid Certification	12
Cardiopulmonary Resuscitation (CPR) Certification	9
CDL Class C License	7
Secret Clearance	5

Exhibit 8 shows the most requested specialized, common, and software skills for the selected occupations across the Far North subregion.⁵

Exhibit 8. Most in-demand skills

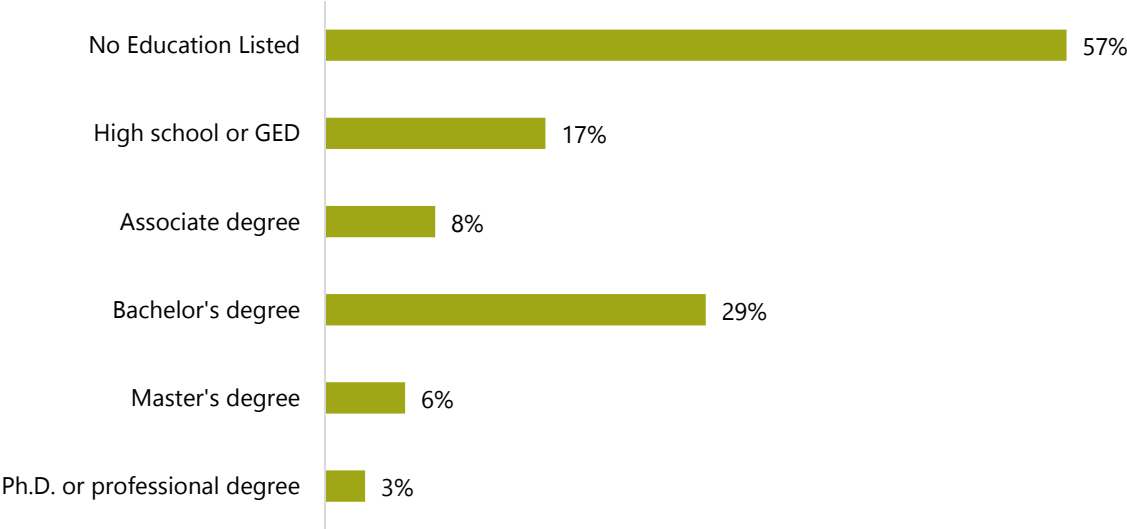
Specialized Skills	Common Skills	Software Skills
Law Enforcement	Communication	Spreadsheets
Contraband Detection and Control	Operations	Attribute Change Package
Patrolling	Investigation	Database Software

⁵ Specialized skills are those primarily required to perform specific tasks in an occupation. Common skills are typically related to employability; these are skills that are prevalent across many occupations and usually include a mix of interpersonal attributes and soft skills. Software skills are specific to any software tool or programming component used to accomplish tasks in a job.

Specialized Skills	Common Skills	Software Skills
Crime Prevention	Tactfulness	Zoom (Video Conferencing Tool)
International Laws	Management	Microsoft Excel
Rehabilitation	Report Writing	Microsoft Software
Law Enforcement Practices	English Language	Online Databases
Criminal Corrections	Writing	Microsoft PowerPoint
Forensic Psychology	Problem Solving	-
Immigration Law	First Aid	-

Exhibit 9 shows the employer-preferred minimum level of education for job postings related to the selected occupations across the Far North subregion.

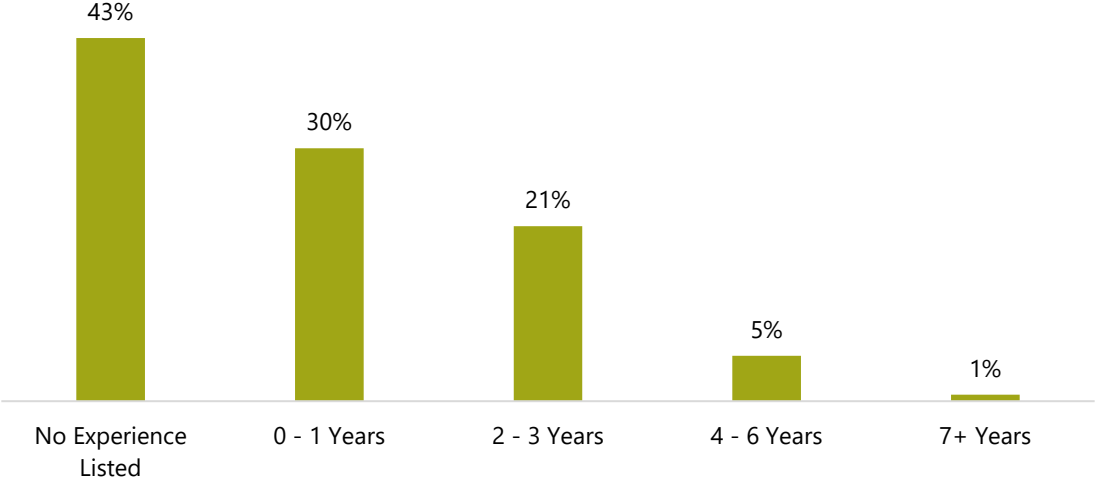
Exhibit 9. Employer-preferred education levels for the studied occupations



Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.

Exhibit 10 shows the employer-preferred minimum level of experience for job postings related to the studied occupations across the Far North subregion.

Exhibit 10. Employer-preferred job experience for the studied occupations

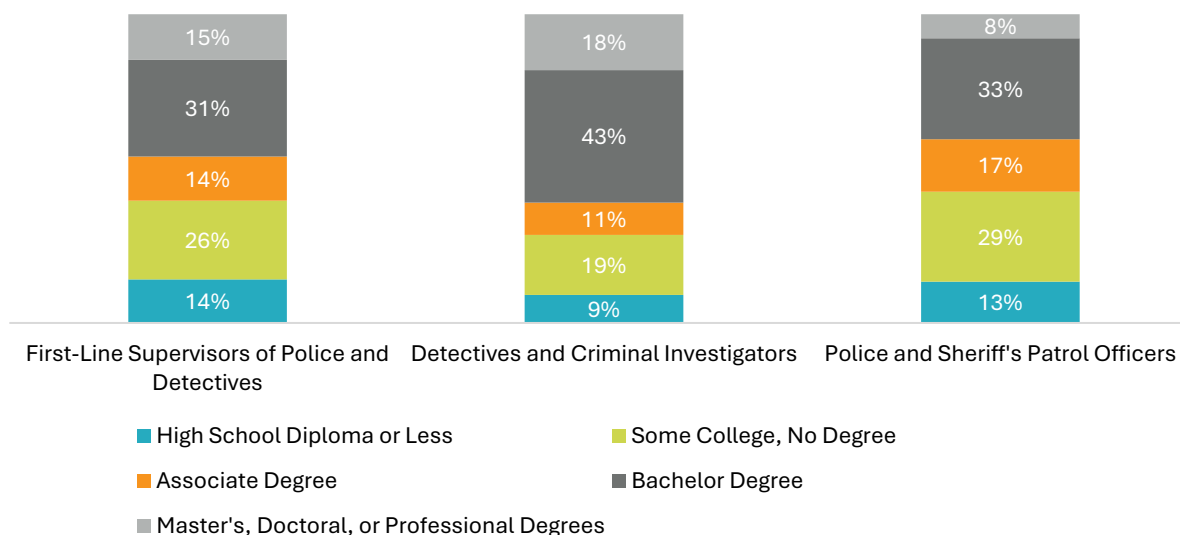


Note: Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in the chart may sum to greater than 100%.

EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 11 shows the educational attainment of the current workforce employed in the studied occupations across the United States.

Exhibit 11. U.S. educational attainment for workers 25 years and older by occupation, 2019 and 2021



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 12 shows the typical entry-level job requirement by occupation.

Exhibit 12. Typical entry-level job requirements for the studied occupations

Occupation	Entry-level Education	Work Experience	On-The-Job Training
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
Detectives and Criminal Investigators	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
Police and Sheriff's Patrol Officers	High school diploma or equivalent	None	Moderate-term on-the-job training

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
<ul style="list-style-type: none"> Administration of Justice (2105.00) 	<ul style="list-style-type: none"> Criminal Justice and Corrections, General (43.0100) Corrections (43.0102) Criminal Justice/Law Enforcement Administration (43.0103) Criminal Justice/Safety Studies (43.0104)

Community College Supply

Exhibits 14 and 15 summarize the three-year average of certificates and degrees conferred by the selected subregion's community college programs relevant to the studied occupations.

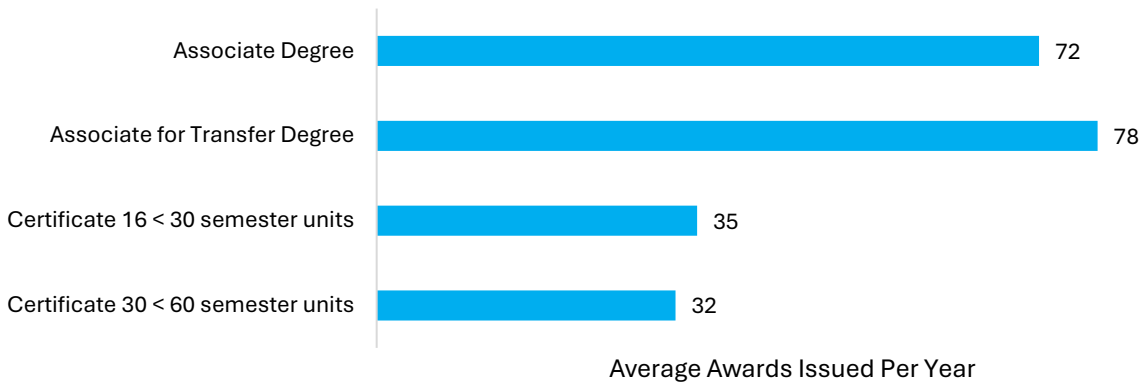
Exhibit 14. Average annual community college awards by TOP program

TOP Program and Code	College	Annual Awards 2021-22	Annual Awards 2022-23	Annual Awards 2023-24	3-Yr Annual Awards Average
Administration of Justice (2105.00)	Butte	83	90	74	82
	Feather River	9	8	2	6
	Lassen	10	12	17	13
	Mendocino	16	16	14	15
	Redwoods	5	8	11	8

TOP Program and Code	College	Annual Awards 2021-22	Annual Awards 2022-23	Annual Awards 2023-24	3-Yr Annual Awards Average
	Shasta	23	42	70	45
	Siskiyou	52	34	54	47
	Grand Total	198	210	242	217

Note: Values in the table are rounded to the nearest whole number; however, subtotals and totals are calculated using unrounded values.

Exhibit 15. Average annual community college awards by award type



Other Postsecondary Supply

No local non-community college postsecondary training provider offered training related to the studied occupations between the 2020-21 and 2022-23 academic years. Please note that non-community college awards data often lags by one year.

FINDINGS

This report focuses on three occupations in the modern policing career pathway: first-line supervisors of police and detectives, detectives and criminal investigators, police and sheriff's patrol officers.

Occupational Demand

- The Far North subregion held 2,531 modern policing jobs in 2023. These jobs are projected to increase by 8% over the next five years, adding 211 new jobs to the subregion by 2028.
- Modern policing jobs are projected to grow at the same rate in the Far North subregion as in California.
- Over the next five years, modern policing jobs are projected to have 240 annual openings in the Far North subregion.

Wages

- Analysis of wage data shows that modern policing occupations have entry-level hourly earnings that are \$20 to \$33 above the single working adult living wage of \$14.51 per hour in College of the Siskiyous' community college district. All occupations met the living wage criteria.
- Modern policing occupations earn median wages that are \$12 to \$29 above the living wage for a small family (\$30.72 per hour).

Job Postings

- In the last 12 months, there were 130 online job postings for modern policing occupations.
- The top employers were United States Department of Homeland Security, Tehama County, and County of Mendocino.

Education and Training Requirements

- Between 30% and 46% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Another 31% to 43% of workers in these occupations hold a bachelor's degree.
- Although the majority of online job postings did not request an educational requirement (57%), 29% requested a bachelor's degree.

Postsecondary Supply

- Seven community colleges in the Far North offer degrees and certificates in programs related to the studied occupations. Over the past three academic years (2021-22 through 2023-24), these programs awarded an average of 217 certificates and associate degrees in modern policing programs.
- No local non-community college postsecondary training provider offered training related to the studied occupations between the 2020-21 and 2022-23 academic years. Please note that non-community college awards data often lags by one year

RECOMMENDATIONS

Supply Gap

- A comparison of occupational demand to educational supply suggests a slight undersupply in modern policing. There are 240 projected annual job openings and 217 annual average awards conferred by community colleges across the Far North subregion.

Living Wage

- 100% of annual job openings are in modern policing occupations that have entry-level hourly wages that meet or exceed the living wage of \$14.51 for a single working adult residing in the same county as College of the Siskiyous' community college district.

Education

- All occupations have educational training requirements that align with community college offerings. 30% to 46% of workers in these occupations have completed some college or an associate degree as their highest level of education.

The North Far North COE recommends:

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

APPENDIX A. METHODOLOGY AND SOURCES

This report includes occupations identified by using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the O*Net OnLine education crosswalk. This report's findings were primarily determined with labor market and educational supply data from the Bureau of Labor Statistics (BLS), Lightcast, and the California Community Colleges Chancellor's Office.

Data sources include:

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI). 2024. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator. 2024. <https://livingwage.mit.edu/>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Lightcast 2025.1; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://lightcast.io/>.
(Notes: Occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

The Self-Sufficiency Standard for California. The Center for Women's Welfare at University of Washington. 2024. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. May 2023, 7th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/docs/curriculum/final-top-code-manual-2023edit-4-a11y.pdf?la=en&hash=28074BFE9915B49A7688B8BDEF0DB7E55FEB3A2C>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

APPENDIX B. EARNINGS AND LIVING WAGE

Occupational Earnings

Occupational earnings data comes from the Bureau of Labor Statistics' Occupational Employment Statistics dataset. It is collected from the employer's perspective, meaning that earning data is pre-tax and based on the place of the employee's work (rather than where they live). Occupational earnings are reported based on hourly income and include base rate pay, commissions, cost of living allowances, guaranteed pay, hazard pay, incentive pay, longevity pay, production bonuses, and tips. Occupational earnings do not include bonuses, reimbursements, overtime pay, relocation allowances, severance pay, etc.

The NFN COE reports on occupational earnings using percentile earnings. Percentile earnings are typically broken into 10th, 25th, 50th (median), 75th, and 90th percentiles and are used to show the distribution of wages for workers employed within an occupation. For example, the 25th percentile hourly earnings for childcare workers employed across the North Far North (NFN) region is \$15.50. This means that in 2023, 25% of the North Far North's childcare workers earned up to but no more than \$15.50 per hour. Childcare workers in the North Far North have a 90th percentile wage of \$23.72, meaning that 90% of childcare workers employed across the region earn up to \$23.72 per hour. The Centers of Excellence use the 25th and 75th percentile hourly wages to estimate wages for entry-level and experienced workers.

Living Wage

A living wage is the level of income one adult working full-time must earn to meet their minimum basic needs where they live, all while being self-sufficient. The basic needs that factor into a living wage calculation include food, housing, childcare (for those with children), healthcare, transportation, broadband and mobile access, taxes, and other necessities (like clothing, personal care products, and household furnishings and supplies).

This report provides an estimate of the living wage for each community college district and uses the living wage for a single, working adult without dependents. A working adult is assumed to work 2,080 full-time hours, which is equivalent to 40 hours a week for 52 weeks per year.

In October 2024, the NFN COE switched from the [MIT Living Wage Calculator](#) (last updated February 2024) to [University of Washington's Self-Sufficiency Standard](#) (last updated March 2024; released September/October 2024). This change allows the COE to use living wage data that is aligned with the Chancellor's Office metrics. The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.⁶

Comparing earnings to living wage

Prior to the 2024-25 fiscal year, the NFN COE compared the 25th percentile hourly earnings of an occupation employed in the subregion to a subregional average living wage for one single, working adult (no dependents) residing in a county located in the North or Far North subregions.

Beginning October 2024, the NFN COE will compare the 25th percentile hourly earnings of an occupation

⁶ Last revised: 10/29/2024. Changed living wage source from MIT to U of W.

employed in the subregion to the living wage for one single, working adult (no dependents) residing in the same county as the community college district that initially requested this report. This change aligns with the definition used by the Chancellor's Office to determine the proportion of students who attained a living wage after exiting the California Community College system in the Student Success Metrics (SM 802Sx) and Community College Pipeline (CP 802). The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.⁷

Hourly Living Wage by Community College District Office County Location⁸

Region	Community College District	Location of District Office (County)	One Adult	One Adult + One Infant
Far North	Butte-Glenn	Butte	\$16.77	\$34.02
	Feather River	Plumas	\$15.11	\$32.84
	Lassen	Lassen	\$14.81	\$31.51
	Mendocino-Lake	Mendocino	\$17.06	\$35.70
	Redwoods	Humboldt	\$16.59	\$34.44
	Shasta-Tehama-Trinity Joint	Shasta	\$16.99	\$35.35
	Siskiyou Joint	Siskiyou	\$14.51	\$30.71
North	Lake Tahoe	El Dorado	\$22.11	\$44.25
	Los Rios	Sacramento	\$21.17	\$41.91
	Sierra Joint	Placer	\$23.92	\$46.86
	Yuba	Sutter	\$17.08	\$34.41
California	Minimum wage -- All industries, except fast food and healthcare		\$16.00	
	Minimum wage -- Fast food (effective April 1, 2024)		\$20.00	
	Minimum wage -- Healthcare (effective October 16, 2024)		\$18-23, depends on facility type	

⁷ Last revised: 10/29/2024. Changed from "median hourly earnings" to "25th percentile hourly earnings."

⁸ Sources include: 1) The Self-Sufficiency Standard for California, The Center for Women's Welfare at University of Washington, <https://selfsufficiencystandard.org/California/> and 2) State of California Department of Industrial Relations, https://www.dir.ca.gov/dlse/minimum_wage.htm. Table was last revised: 10/29/2024. Updated source data from MIT to U of W.

Funding Acknowledgement: This report was made available through Strong Workforce Program funding from the North Far North Regional Consortium and the California Community Colleges Chancellor's Office Economic and Workforce Development Grant.

COVID-19 Statement: This report includes employment projection data produced by Lightcast (formerly EMSI). Employment projections are developed using models based on historical data, which in this set of projections covers the period through 2021. Most input data, therefore, precedes the pandemic. Employment projections are long-term projections intended to capture structural changes in the economy, not cyclical fluctuations. As such, projections data are not intended to capture the impacts of the recession that began in February 2020. Cyclical fluctuations, like recessions, impact projections when they become part of the historical data set.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges, or their representatives based upon components or recommendations contained in this study.

© 2025 California Community Colleges Chancellor's Office,
Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program



FOR LABOR MARKET RESEARCH

NORTH FAR NORTH

FOR MORE INFORMATION,
PLEASE CONTACT:

The North Far North Center of
Excellence for Labor Market
Research

Sara Phillips, Co-Director
sphillips@ShastaCollege.edu