

Police and Sheriff's Patrol Officers Labor Market Analysis: Imperial County

March 2018

Summary

The following list summarizes findings from the labor market analysis below for *Police and Sheriff's Patrol Officers*:

- Between 2017 and 2022, *Police and Sheriff's Patrol Officers* are projected to increase by 32 jobs or 12 percent.
- Employers in Imperial County will need to hire 24 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.
- Between 2010 and 2017, there was an average of five online job postings per year for *Police and Sheriff's Patrol Officers* in Imperial County.
- *Police and Sheriff's Patrol Officers* earn median hourly earnings of \$36.12, more than the Self-Sufficiency Standard for two adults and two children (school-age) in Imperial County, which is \$11.32 per hour.
- According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart, there are two Taxonomy of Programs (TOP) codes associated with this occupation: TOP 210500: Administration of Justice and 210550: Police Academy.
- According to the TOP data, one college supplies the region with awards for this occupation: Imperial Valley College; however, the awards issued are not applicable to this occupation and will not be counted for this report.
- Comparing labor demand (annual openings) with labor supply suggests that there is a supply gap for this occupation in Imperial County, with 24 annual openings and zero awards. Comparatively, there are 5,959 annual openings in California and 9,852 completions.
- Between January 1, 2015 and December 31, 2017, the top five employers in Imperial County for this occupation were County of Imperial, City of Imperial, Allied Universal Corporation, Apollo Group/U of Phoenix and City of Westmorland Police Department.
- The typical on-the-job training for this profession is moderate-term on-the-job training. The typical entry-level education is a high school diploma or equivalent.

This report provides labor market information in Imperial County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

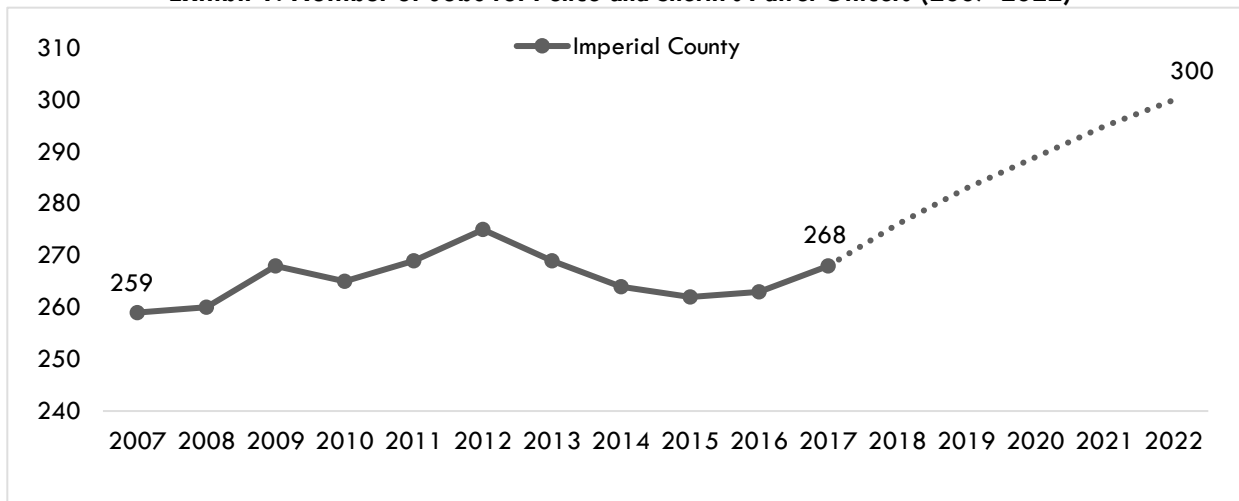
Police and Sheriff's Patrol Officers (SOC 33-3051): Maintain order and protect life and property by enforcing local, tribal, state or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area, direct traffic, issue traffic summonses, investigate accidents, apprehend and arrest suspects or serve legal processes of courts. Sample reported job titles include:

- State Trooper
- Police Officer
- Patrol Officer
- Patrol Supervisor
- Sheriff's Officer
- Public Safety Officer
- Peace Officer
- Civil Division Deputy Sheriff
- Supervising Deputy
- Sheriff's Detective

Projected Occupational Demand

Between 2017 and 2022, *Police and Sheriff's Patrol Officers* are projected to increase by 32 jobs or 12 percent (Exhibit 1). Employers in Imperial County will need to hire 24 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.

Exhibit 1: Number of Jobs for Police and Sheriff's Patrol Officers (2007-2022)²



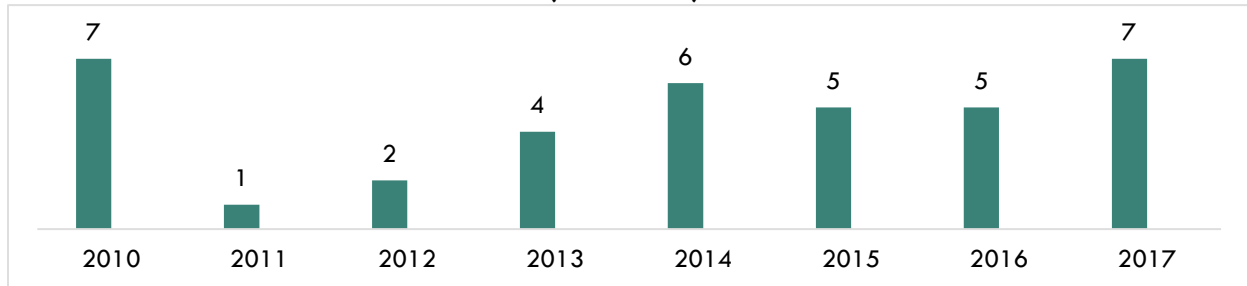
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW+ Self-Employed. 2007-2022.

Online Job Postings

Between 2010 and 2017, there was an average of **five** online job postings per year for *Police and Sheriff's Patrol Officers* in Imperial County (Exhibit 3).

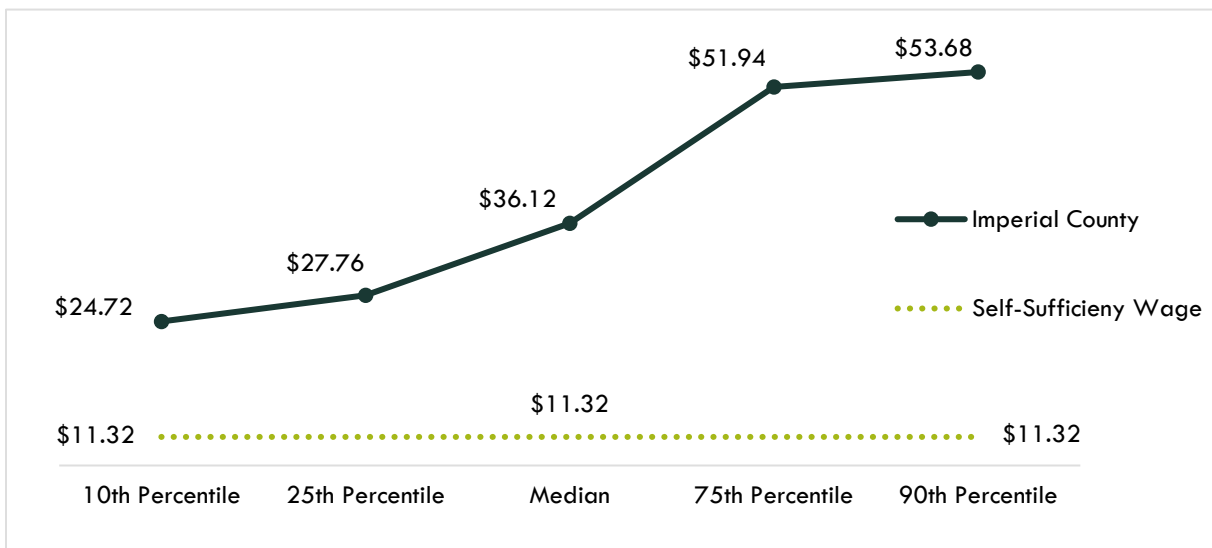
Exhibit 3: Number of Online Job Postings for Police and Sheriff's Patrol Officers in Imperial County (2010-2017)³



Earnings

Police and Sheriff's Patrol Officers earn median hourly earnings of **\$36.12**, more than the Self-Sufficiency Standard for two adults and two children (school-age) in Imperial County, which is **\$11.32** per hour (Exhibit 4).⁴

Exhibit 4: Hourly Earnings for Police and Sheriff's Patrol Officers in Imperial County⁵



³ Labor Insight Jobs. Burning Glass Technologies. Imperial, CA. San Diego, CA. Full years 2010-2017.

⁴ The standard for two adults and two children was chosen due to the 3.68 persons per household (2012-2016) as determined by the U.S. Census for Imperial County.

⁵ EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of related program completers/graduates/awards in Imperial County. According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart, there are **two** Taxonomy of Programs (TOP) codes associated with this occupation: TOP 210500: Administration of Justice and 210550: Police Academy (Exhibit 5).

Exhibit 5: Related TOP Codes in Imperial County

SOC 33-3051: Police and Sheriff's Patrol Officers

TOP 210500: Administration of Justice

TOP 210550: Police Academy

According to the TOP data, **one** college supplies the region with awards for this occupation: **Imperial Valley College**; however, the awards issued under TOP code 210500: Administration of Justice are not applicable to this occupation and will not be counted for this report (Exhibit 6).⁶

Exhibit 6: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2015-16)

TOP6	TOP6 Title	3-Yr Annual Average CC Awards (PY14-15 to PY16-17)	Other Educational Institutions 3-Yr Annual Average Awards (PY13-14 to PY15-16)	3-Yr Total Average Supply (PY13-14 to PY16-17)
210500	Administration of Justice	190*	0	0
	• Imperial Valley College	190*	0	0
210550	Police Academy	0	0	0
Total				0

⁶ *Administration of Justice TOP code 210500 is not relevant to this occupation for this report, and any certificates or awards issued will not be counted.

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁷ suggests that there is a **supply gap** for this occupation in Imperial County, with **24** annual openings and **zero** awards. Comparatively, there are **5,959** annual openings in California and **9,852** completions⁸ (Exhibit 7).

Exhibit 7: Labor Demand (Annual Openings) Compared to Labor Supply (Average Annual Awards)

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
Imperial County	24	0	24
California	5,959	9,852	3,893

Please note: This is a basic analysis of supply and demand of labor for these occupations. This data should be used to discuss the potential gaps or oversupply of workers for these occupations; however, it should not be the only basis for determining whether or not a program should be developed. Additionally, the data does not include workers who are currently in the labor force who could fill these positions or workers who are not captured by publicly available data.

Student Outcomes

Based on the information available in the CTE LaunchBoard, students who took courses in the related TOP codes exhibited the following outcomes (Exhibit 8).

Exhibit 8: Strong Workforce Program Metrics for TOP 210550: Police Academy in San Diego-Imperial Region (PY2015-16)

Metric	San Diego-Imperial	California
Number of course enrollments ⁹	1,916	38,001
Number of students who got a degree or certificate ¹⁰	43	1,290
Number of students who transferred ¹¹	68	850

⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁸ EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW + Self-employed. 2017-2022.

⁹ The number of enrollments in courses assigned to the TOP code in the selected year.

¹⁰ The number of unduplicated students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate degree, and/or California Community Colleges bachelor's degree in the selected TOP code.

¹¹ Students who took non-introductory courses or completed a California Community Colleges Chancellor's Office award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year.

Metric	San Diego-Imperial	California
Employed in the second fiscal quarter after exit ¹²	88%	91%
Employed in the fourth fiscal quarter after exit ¹³	86%	89%
Job closely related to field of study ¹⁴	N/A	N/A
Median earnings in the second fiscal quarter after exit ¹⁵	\$10,014	\$16,475
Median change in earnings ¹⁶	54%	31%
Attained a living wage ¹⁷	90%	91%

Top Employers and Work Locations

Between January 1, 2015 and December 31, 2017, the top five employers in Imperial County for this occupation were [County of Imperial](#), [City of Imperial](#), [Allied Universal Corporation](#), [Apollo Group/U of Phoenix](#) and [City of Westmorland Police Department](#) (Exhibit 9).

Exhibit 9: Top Employers in Imperial County for Police and Sheriff's Patrol Officers

Top Employers

- County of Imperial
- City of Imperial
- Allied Universal Corporation
- Apollo Group/U of Phoenix
- City of Westmorland Police Department
- Commander
- U.S. Navy

Skills, Education and Certifications

Exhibit 10 indicates the educational attainment for the occupation found currently in the national labor force. The typical on-the-job training for this profession is [moderate-term on-the-job training](#). The typical entry-level education is a [high school diploma or equivalent](#).¹⁸

¹² Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting California Community Colleges.

¹³ Among exiting students with a valid SSN, the percentage who were employed four quarters after exiting California Community Colleges.

¹⁴ Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

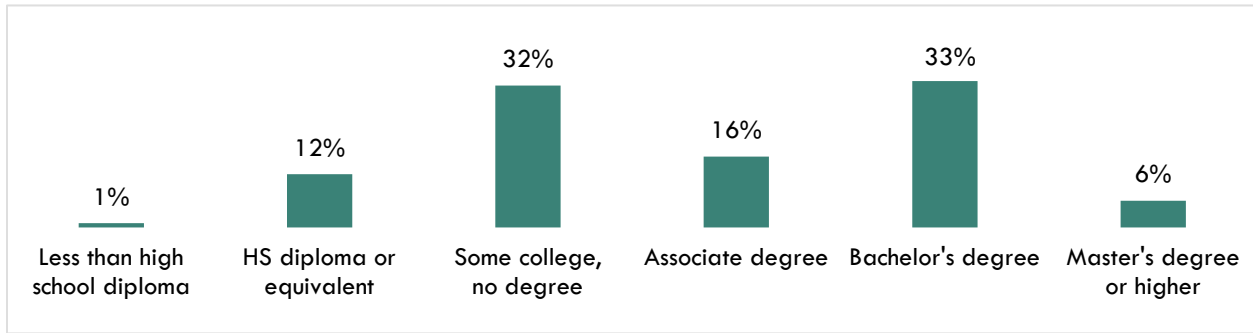
¹⁵ Among exiting students, the median second-quarter earnings one year after the year in which they exited California Community Colleges.

¹⁶ Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting California Community Colleges.

¹⁷ Among completers and skills-builders who exited, the proportion of students who attained a living wage.

¹⁸ EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

Exhibit 10: National Educational Attainment of Police and Sheriff's Patrol Officers¹⁹



*May not add to 100% due to rounding.

Exhibit 11 lists the top specialized and soft skills that appeared in online job postings for between January 1, 2015 and December 31, 2017.

Exhibit 11: Top Skills for Police and Sheriff's Patrol Officers in Imperial County²⁰

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • First Aid • Forensic Science • Law Enforcement or Criminal Justice Experience • Medical Assistance • Public Health and Safety • Witness Interviews 	<ul style="list-style-type: none"> • Physical Demand • Writing • Critical Thinking • Conflict Resolution • Empathy • Nonverbal Communication 	<ul style="list-style-type: none"> • N/A

Tina Ngo Bartel, Director
 John Edwards, Research Analyst
 Center of Excellence, San Diego-Imperial Region

tngobartel@miracosta.edu

jedwards@miracosta.edu



¹⁹ Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation. bls.gov/emp/ep_table_111.htm
²⁰ Labor Insight Jobs. Burning Glass Technologies. Imperial, CA. San Diego, CA. Full years 2015-2017.