

# Law Enforcement Occupations Labor Market Information Report Chabot College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research  
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## Recommendation

Based on all available data, there appears to be an “undersupply” of Law Enforcement workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa counties). There is a projected annual gap of about 477 students in the Bay region and 153 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 these 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 Chabot College and in the region.

This report profiles Law Enforcement Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Chabot College.

- **Probation Officers and Correctional Treatment Specialists (21-1092):** Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.  
Entry-Level Educational Requirement: Bachelor's degree  
Training Requirement: Short-term on-the-job training  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 12 %
- **First-Line Supervisors of Police and Detectives (33-1012):** Directly supervise and coordinate activities of members of police force.  
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: 42 %
- **Correctional Officers and Jailers (33-3012):** Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional 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: 49 %

- Detectives and Criminal Investigators (33-3021):** Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes. Excludes “Private Detectives and Investigators” (33-9021).  
 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: 32 %
- Police and Sheriffs 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.  
 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: 49 %

## Occupational Demand

**Table 1. Employment Outlook for Law Enforcement Occupations in Bay Region**

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Probation Officers and Correctional Treatment Specialists	1,965	2,065	100	5%	945	189	\$37.66	\$49.25
First-Line Supervisors of Police and Detectives	1,169	1,257	88	8%	464	93	\$64.55	\$79.74
Correctional Officers and Jailers	5,390	5,489	99	2%	2510	502	\$29.06	\$40.65
Detectives and Criminal Investigators	1,307	1,369	62	5%	492	98	\$42.84	\$55.44
Police and Sheriffs Patrol Officers	17,482	18,333	851	5%	7130	1426	\$46.95	\$57.68
<b>Total</b>	<b>27,313</b>	<b>28,513</b>	<b>1,200</b>	<b>4%</b>	<b>11,541</b>	<b>2,308</b>	<b>\$43.31</b>	<b>\$54.55</b>

Source: EMSI 2020.4

**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 Law Enforcement Occupations in East Bay Sub-region**

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Probation Officers and Correctional Treatment Specialists	380	404	24	6%	188	38	\$41.84	\$48.43
First-Line Supervisors of Police and Detectives	307	325	18	6%	116	23	\$68.49	\$82.70
Correctional Officers and Jailers	864	880	16	2%	402	80	\$30.92	\$38.20
Detectives and Criminal Investigators	359	374	15	4%	132	26	\$45.05	\$57.22
Police and Sheriffs Patrol Officers	4,648	4,812	164	4%	1,817	363	\$47.84	\$56.64
<b>Total</b>	<b>6,558</b>	<b>6,795</b>	<b>237</b>	<b>4%</b>	<b>2,655</b>	<b>530</b>	<b>\$46.08</b>	<b>\$54.99</b>

Source: EMSI 2020.4

**East Bay Sub-Region includes:** Alameda and Contra Costa counties

## Job Postings in Bay Region and East Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Dec 2019-Nov 2020)**

Occupation	Bay Region	East Bay
Police Patrol Officers	694	276
Intelligence Analysts	356	65
Criminal Investigators and Special Agents	152	34
Correctional Officers and Jailers	148	28
First-Line Supervisors of Police and Detectives	113	35
Immigration and Customs Inspectors	100	16
Sheriffs and Deputy Sheriffs	84	25
Probation Officers and Correctional Treatment Specialists	70	23
Police Detectives	24	10
Police Identification and Records Officers	4	2

Source: Burning Glass

**Table 4a. Top Job Titles for Law Enforcement Occupations for latest 12 months (Dec 2019-Nov 2020) Bay Region**

Title	Bay	Title	Bay
Police Officer	98	Chief Of Police	19
Police Officer Trainee	52	Public Safety Officer	18
Border Patrol Agent	42	Police Officer Lateral	18
Intelligence Analyst	28	Detective	18
Chief People Officer	27	Cash Transport Guard	18
Courtesy Patrol	24	35M Warrant Officer	16
Police Officer Recruit	23	Military Police	15
Police Sergeant	22	Community Service Officer	15
Criminal Investigator	22	Police Lieutenant	13

Source: Burning Glass

**Table 4b. Top Job Titles for Law Enforcement Occupations for latest 12 months (Dec 2019-Nov 2020) East Bay Sub-Region**

Title	East Bay	Title	East Bay
Police Officer Trainee	27	Detective	8
Police Officer	19	Police Lieutenant	7
Courtesy Patrol	15	Police Cadet, Pt Continuous	7
Police Officer Recruit	12	Community Patrol	7
Police Officer Lateral	9	Border Patrol Agent	7
Intelligence Analyst	9	Police Sergeant	6
Entry Level Police Officer	9	Military Police	6
Cash Transport Guard	9	Courtesy Patrol Graveyard	6
Yard Marshal	8	Chief of Police	6

Source: Burning Glass

## Industry Concentration

**Table 5. Industries hiring Law Enforcement Workers in Bay Region**

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Local Government, Excluding Education and Hospitals	19738	20639	5%	72%
State Government, Excluding Education and Hospitals	4536	4714	4%	17%
Federal Government, Military	728	716	-2%	3%
Colleges, Universities, and Professional Schools (State Government)	651	724	11%	2%
Federal Government, Civilian, Excluding Postal Service	599	611	2%	2%
Colleges, Universities, and Professional Schools	420	468	11%	2%
Colleges, Universities, and Professional Schools (Local Government)	306	300	-2%	1%
Facilities Support Services	114	111	-2%	0%
Elementary and Secondary Schools (Local Government)	72	73	1%	0%
Hospitals (State Government)	54	65	20%	0%

Source: EMSI 2020.4

**Table 6. Top Employers Posting Law Enforcement Occupations in Bay Region and East Bay Sub-Region (Dec 2019-Nov 2020)**

Employer	Bay	Employer	East Bay
Umpqua Community College	54	Umpqua Community College	27
US Customs and Border Protection	45	Lawrence Livermore National Laboratory	16
Deloitte	43	City Oakland	13
County Santa Clara	28	US Customs and Border Protection	12
Amazon	27	Amazon	10
County Sonoma	24	Planned Companies	8
state of california	22	Facebook	7
Stanford University	19	County Alameda	7
California State University	17	City Richmond	7
Allied Universal	17	Brinks Incorporated	7
Lawrence Livermore National Laboratory	16	Alameda County	7
Planned Companies	15	University Of California Berkeley	6
Brinks Incorporated	15	Security Industry Specialists, Inc	6
Securitas	14	Mills College	6

Source: Burning Glass

## Educational Supply

There are 23 community colleges in the Bay Region issuing 1,817 awards on average annually (last 3 years ending 2018-19) on TOP 2105.00 - Administration of Justice. In the East Bay Sub-Region, there are seven (7) community colleges that issued 369 awards on average annually (last 3 years) on this TOP code.

There are a three (3) other CTE educational institutions in the Bay Region issuing 14 awards on average annually (last 3 years ending 2016-17) on TOP 2105.00 - Administration of Justice. There are two (2) other CTE educational institutions in the East Bay Sub-Region issuing 8 awards on average annually (last 3 years) on this TOP code.

**Table 7a. Community College Awards on TOP 2105.00 - Administration of Justice in Bay Region**

College	Subregion	Associate	Certificate Low	Noncredit	Total
Cabrillo	SC-Monterey	19	0	0	19
Chabot	East Bay	53	0	0	53
Contra Costa	East Bay	25	12	0	37
De Anza	Silicon Valley	61	0	0	61
Diablo Valley	East Bay	83	39	0	122
Evergreen Valley	Silicon Valley	58	0	0	58
Gavilan	Silicon Valley	47	7	0	54
Hartnell	SC-Monterey	84	22	0	106
Las Positas	East Bay	34	0	0	34
Los Medanos	East Bay	56	11	0	67
Marin	North Bay	6	1	0	7
Merritt	East Bay	36	6	0	42
Mission	Silicon Valley	8	0	0	8
Monterey	SC-Monterey	27	31	54	112
Napa	North Bay	43	28	0	71
Ohlone	East Bay	13	1	0	14
San Francisco	Mid-Peninsula	43	17	0	60
San Jose City	Silicon Valley	28	3	0	31
San Mateo	Mid-Peninsula	60	14	0	74
Santa Rosa	North Bay	61	54	533	648
Skyline	Mid-Peninsula	32	6	0	38
Solano	North Bay	48	8	0	56
West Valley	Silicon Valley	45	0	0	45
<b>Total</b>		<b>970</b>	<b>260</b>	<b>587</b>	<b>1,817</b>

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

**Table 7b. Other CTE Institutions Awards on TOP 2105.00 - Administration of Justice in Bay Region**

College	Subregion	Associate Degree	Total
Carrington College-Pleasant Hill	East Bay	5	5
Carrington College-San Jose	Silicon Valley	6	6
Carrington College-San Leandro	East Bay	3	3
<b>Total</b>		<b>14</b>	<b>14</b>

Note: The annual average for awards is 2016-17 to 2018-19.

## Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 2,308 annual openings for the Law Enforcement occupational cluster and 1,831 annual (3-year average) awards for an annual undersupply of 477 students. In the East Bay Sub-Region, there is also a gap with 530 annual openings and 377 annual (3-year average) awards for an annual undersupply of 153 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice**

2017-18	Bay All CTE Program	Chabot All CTE Program	State 2105.00	Bay 2105.00	East Bay 2105.00	Chabot 2105.00
% Employed Four Quarters After Exit	67%	73%	64%	77%	74%	78%
Median Quarterly Earning Two Quarters After Exit	\$11,466	\$10,389	\$10,425	\$12,424	\$12,684	\$8,868
Median % Change in Earning	31%	35%	24%	31%	36%	83%
% of Students Earning a Living Wage	53%	50%	63%	58%	55%	39%

Source: Launchboard Pipeline (version available on August 2020)

## Skills, Certifications and Education

**Table 9. Top Skills for Law Enforcement Occupations in Bay Region (Dec 2019-Nov 2020)**

Skill	Posting	Skill	Posting
Public Health and Safety	360	Python	76
Prevention of Criminal Activity	351	Law Enforcement	75
Law Enforcement or Criminal Justice Experience	208	Threat Analysis	73
Surveillance	193	Witness Interviews	72
Scheduling	159	SQL	71
Warrants	155	Artificial Intelligence	70
Criminal Justice	153	Presentation of Evidence	65
Cardiopulmonary Resuscitation (CPR)	152	Legal Documentation	63
Customer Service	149	Data Analysis	62
Budgeting	116	Manual Dexterity	58
Staff Management	111	Personnel Management	58
Crowd Control	88	Legal Document Composition	57
Record Keeping	88	Public administration	56
Security Operations	85	Community Relations	55

Source: Burning Glass

**Table 10. Certifications for Law Enforcement Occupations in Bay Region (Dec 2019-Nov 2020)**

Certification	Posting	Certification	Posting
Driver's License	633	Bilingual Certification	10
Police Officer	109	SANS/GIAC Certification	9
First Aid Cpr Aed	71	Certified Information Systems Security Professional (CISSP)	9
Cdl Class C	62	Psychologist License	6
Security Clearance	55	Certified Public Accountant (CPA)	6
Basic Post Certificate	19	Certified Peace Officer	6
Certified Cargo Security Professional	17	Certified Anti Money Laundering	6
Security Guard Certification	13	Project Management Certification	5
Law Enforcement Certification	13	Polygraph	5
Advanced Post Certificate	13	Certified First Responder	5

Source: Burning Glass

Note: 55% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

**Table 11. Education Requirements for Law Enforcement Occupations in Bay Region**

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	621	57%
Associate's degree	50	5%
Bachelor's degree	357	33%
Master's degree	52	5%
Doctoral degree	11	1%

Source: Burning Glass

## Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCCO Data Mart.

## Sources

O\*Net Online  
Labor Insight/Jobs (Burning Glass)  
Economic Modeling Specialists International (EMSI)  
CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://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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