



Labor Market Analysis for Program Recommendation

Modern Policing Occupations

Bay Region

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. There is a projected annual gap of about 1,465 students in the Bay Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.60 - Modern Policing: Principles, techniques, and core competencies of state officials/ law enforcement officers 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 in the region.

This report profiles Modern Policing Occupations in the 12 county Bay Region for program recommendation.

- **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

Job Postings in the Bay Region

Table 2. Number of Job Postings by Occupation for the last 12 months

Occupation	Bay Region
Police and Sheriff's Patrol Officers	1,141
Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024	

Table 3. 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

Industry Concentration

Table 4. 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%

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)
Hospitals (State Government)	29	35	19%	0%
Hospitals (Local Government)	17	21	23%	0%

Source: Lightcast 2024.3

Table 5. Top Employers Posting Modern Policing Occupations in the Bay Region

Employer	Bay
United States Department of Homeland Security	324
Blackstone Consulting	46
University of California	32
County Of Sonoma	20
Department Of Industrial Relations	20
Liberty Healthcare Corporation	20

Source: Lightcast 2024.3; "Job Posting Analytics." Nov. 2023 - Oct. 2024

Educational Supply

There are no community colleges in the Bay Region issuing awards on average annually (last 3 years ending 2021-23) on TOP 2105.60 - Modern Policing: Principles, techniques, and core competencies of state officials/ law enforcement officers.

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 no annual (3-year average) awards for an annual undersupply of 1,465 students.

Student Outcomes

Table 6. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice

Metric Outcomes	Bay All CTE Program	State 2105.00	Bay 2105.00
Students with a Job Closely Related to Their Field of Study	74%	53%	56%
Median Annual Earnings for SWP Exiting Students	\$53,090	\$43,916	\$60,376
Median Change in Earnings for SWP Exiting Students	24%	20%	22%
Exiting Students Who Attained the Living Wage	54%	60%	60%

Source: Launchboard Strong Workforce Program Median of 2018 to 2021.

Skills, Certifications and Education

Table 7. 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 8. 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 9. Education Requirements for Modern Policing Occupations in the Bay Region

Education Level	Job Postings	% of Total
High school or GED	404	39%
Associate degree	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 CCCCCO 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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