

SECTOR PROFILE

Public Safety Pathways & Occupations



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Prepared by:
San Francisco Bay Center of Excellence for Labor Market Research



Introduction

To support the planning and development of career education (CE) programs and to inform information about different sector pathways within the Bay Area, the San Francisco Bay Center of Excellence (COE) for Labor Market Research developed a series of sector profiles highlighting trends in the labor market and postsecondary education and training programs that fall within each sector. These profiles highlight jobs that fall below, within, and above middle skill jobs. Middle skill jobs are those that typically require training beyond a high school diploma, but less than a bachelor's degree. These occupations are a critical component of the labor workforce and support the economic vitality of the Bay Area.

The Public Safety profile summarizes key findings on current and projected workforce demand, hourly wages for occupations within the sector by career pathway, and program information from community colleges in the region that offer training programs in Public Safety.

What Pathways Make Up the Public Safety Sector?

This profile provides a snapshot of the labor market for Public Safety and focuses on four career pathways within the sector. The labor market data presented in this profile includes in-demand occupations by each pathway that have related education and training programs offered at community colleges across the Bay Area.

The four Public Safety career pathways below offer a range of opportunities for employment and advancement across skill levels.

PUBLIC SAFETY CAREER PATHWAYS

- 1 Emergency Response Services Pathway
- 2 Law Enforcement Pathway
- 3 Legal Services Pathway
- 4 Security And Protective Services Pathway

Quick Facts About Public Safety in the Bay Area

Quick facts related to the Public Safety sector below feature labor market projections between 2021-2026 in the Bay Area, and community college program information for program years 2018-19 to 2020-21.

The Public Safety sector accounted for over 150,000 jobs in the Bay Region in 2021. Between 2021 and 2026, these jobs are projected to grow by eight percent with 17,720 projected annual job openings.

Public Safety programs are offered at 24 community colleges in the Bay Area. More than 32,000 students enrolled in a Public Safety program each year at a Bay Region community college during program years 2018-19 to 2020-21, and 3,428 students completed a degree or certificate, on average. As for demographics, approximately 23% of students who enrolled between program years 2018-19 to 2020-21 were 20 to 24 years old. Men were predominantly represented among students who enrolled in Public Safety programs (66%), as well as students who identify as Hispanic (36%) or White (35%).

Bay Area Quick Facts



150,388

Number of Jobs
in 2021



8%

5-year
Projected Job Growth



17,720

5-year
Projected Annual Openings



24

Community Colleges (CC) Offering
Public Safety Programs



32,335

Students Enrolled in
CC Public Safety Programs
(2018-19 to 2020-21)



3,428

CC Degrees/Certificates Awarded on
Average in Public Safety
(2018-19 to 2020-21)

Local Employers



- Allied Universal
- Robert Half
- Securitas
- GardaWorld
- BCG Attorney Search
- Meta
- G4S Secure Solutions
- U.S. Customs and Border Protection
- University of California
- AMR

Source: Lightcast, Online Job Postings for Public Safety, 2020-2022 [2023.01].

Projected Employment for the Public Safety Sector

Industry Employment Demand for Public Safety

The Public Safety sector includes all sub-sectors and industries grouped under North American Industry Classification System (NAICS) code 90, which is used to organize and categorize industries in the job market for the sector. A single two-digit NAICS code, for example, may represent several sub-sector and industry groups within the sector.

Overall, employment demand in the Public Safety sector is projected to grow in the Bay Region over the next several years (2021-2026) by four percent (Table 1). Approximately 544,786 workers in the Bay Region were employed in Public Safety industries in 2021, and this number is projected to increase to 567,496 workers by 2026.

Table 1: Projected Industry Demand for Public Safety

2021 JOBS	2026 JOBS	JOB CHANGE	% CHANGE
544,786	567,496	22,711	4%

Source: Lightcast, Projected Demand for Public Safety, 2021-2026 [2023.1].

Occupational Demand for Public Safety by Career Pathway

Examining demand for Public Safety by career pathway, Table 2 summarizes the number of workers employed in each pathway in 2021 and the total number of openings projected between 2021-2026. The Legal Services career pathway had the most jobs in 2021 with 46,821 workers, while the Security and Protective Services pathway is projected to have the most job openings between 2021-2026, with 31,950.

Table 2: Number of Jobs and Total Openings for Public Safety by Career Pathway (2021-2026)

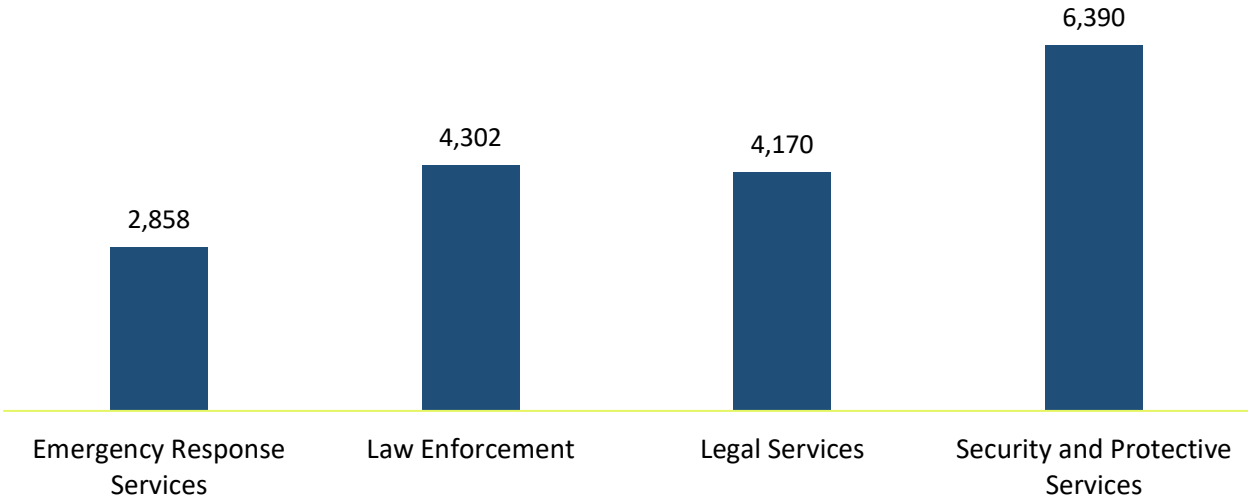
PATHWAY	2021 JOBS	2021 - 2026 OPENINGS*
Emergency Response Services	21,390	14,291
Law Enforcement	44,616	21,524
Legal Services	46,821	20,854
Security and Protective Services	37,561	31,950

Source: Lightcast, Projected Number of Jobs and Total Openings for Public Safety, 2021-2026 [2023.1].

*2021-2026 Openings are new job openings and replacement job openings. Replacement openings are created as workers switch jobs, retire or leave for other reasons.

In terms of annual openings, Figure 1 presents projected average annual openings for each career pathway in Public Safety. More than 6,000 annual openings are projected for occupations in the Security and Protective Services pathway between 2021 and 2026, followed by over 4,000 projected annual openings in Law Enforcement and Legal Services.

Figure 1: Annual Job Openings for Public Safety by Career Pathway (2021-2026)



Source: Lightcast, Projected Demand for Public Safety, 2021-2026 [2023.1].



Public Safety Occupations and Skill Level by Career Pathway

When examining specific occupations in the Public Safety sector, Table 3 below presents data on employment and projected demand by occupation, grouped by career pathway and skill level. The Law Enforcement pathway is the largest with 13 occupations, followed by the Emergency Response Services pathway with 10 occupations, the Legal Services Pathway with nine occupations and the Security and Protective Services pathway, which includes six occupations. Please note that the figures in Table 3 are calculated across regional data and totals may be subject to rounding error.

SKILL LEVEL LEGEND

• = Below Middle Skill • • = Middle Skill • • • = Above Middle Skill

Table 3: Projected Demand for Public Safety Occupations by Career Pathway (2021-2026)

Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
EMERGENCY RESPONSE SERVICES PATHWAY							
•	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	25	97	38	38%	87	73%
•	Crossing Guards and Flaggers	333	1,307	161	14%	1,498	89%
•	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	804	2,298	571	26%	3,448	85%
• •	Emergency Medical Technicians	490	4,889	439	12%	1,922	76%
• •	Firefighters	641	6,903	374	6%	2,825	87%
• •	First-Line Supervisors of Firefighting and Prevention Workers	112	1,284	80	7%	481	84%
• •	Forest Fire Inspectors and Prevention Specialists	11	82	14	16%	41	81%
• •	Paramedics	182	2,285	251	13%	633	68%
• •	Public Safety Telecommunicators	233	1,970	114	7%	1,050	89%
• • •	Emergency Management Directors	27	275	17	6%	119	85%
Emergency Response Services Total		2,858	21,390	2,059	15%	12,104	82%

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Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
LAW ENFORCEMENT PATHWAY							
•	Parking Enforcement Workers	60	586	-84	-14%	302	100%
• •	Bailiffs	27	189	9	4%	127	95%
• •	Correctional Officers and Jailers	601	6,177	75	1%	2,884	96%
• •	Detectives and Criminal Investigators	111	1,235	51	5%	497	89%
• •	First-Line Supervisors of Correctional Officers	113	1,227	31	4%	526	91%
• •	First-Liner Supervisors of Police and Detectives	112	1,359	94	7%	461	82%
• •	Fish and Game Wardens	1	19	1	14%	11	70%
• •	Forensic Science Technicians	87	601	55	9%	384	88%
• •	Police and Sheriff's Patrol Officers	1,487	16,173	736	5%	6,676	89%
• •	Transit and Railroad Police	3	39	2	3%	15	78%
• • •	Compliance Officers	1,025	10,987	668	5%	4,447	88%
• • •	Mental Health and Substance Abuse Social Workers	460	3,759	511	13%	1,791	79%
• • •	Probation Officers and Correctional Treatment Specialists	215	2,265	102	4%	968	90%
Law Enforcement Total		4,302	44,616	2,251	5%	19,089	87%

LEGAL SERVICES PATHWAY							
•	Court, Municipal, and License Clerks	409	3,253	153	5%	1,891	92%
• •	Legal Secretaries and Administrative Assistance	509	4,259	-372	-9%	2,540	100%
• •	Legal Support Workers, All Other	322	2,779	27	1%	1,575	98%

SKILL LEVEL LEGEND

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Skill Level	Occupation	Annual Openings	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacement Jobs	Replacements as % of Openings
• •	Paralegals and Legal Assistants	1,303	10,539	664	6%	5,836	89%
• • •	Arbitrators, Mediators, and Conciliators	15	259	18	6%	63	78%
• • •	Judges, Magistrate Judges, and Magistrates	33	585	21	4%	140	84%
• • •	Judicial Law Clerks	22	262	12	4%	94	71%
• • •	Lawyers	1,496	24,219	1,623	6%	5,848	79%
• • •	Legislators	61	666	40	6%	265	86%
Legal Services Total		4,170	46,821	2,186	3%	18,252	86%

SECURITY AND PROTECTIVE SERVICES PATHWAY

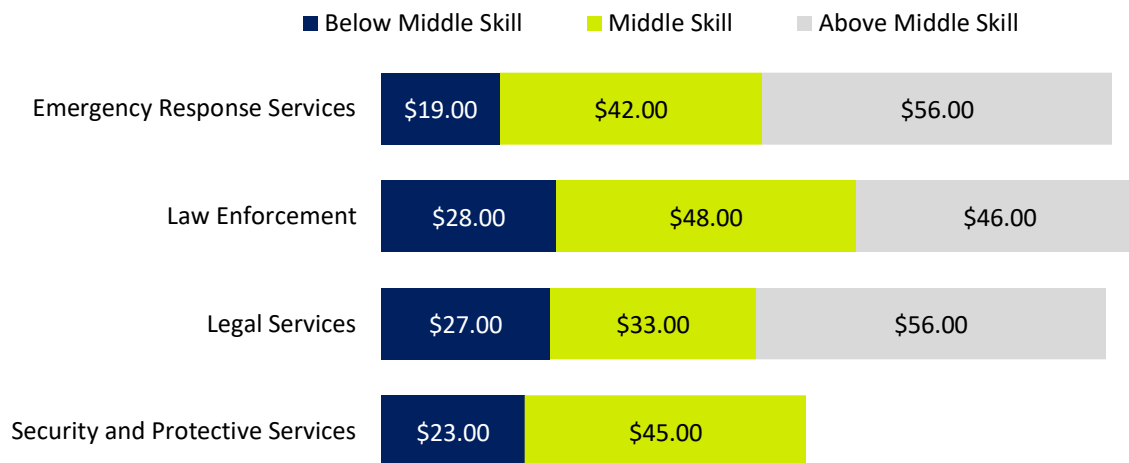
•	Animal Control Workers	16	160	16	13%	67	78%
•	Security Guards	5,906	32,974	4,988	15%	24,368	83%
• •	Air Traffic Controllers	86	812	-25	-3%	418	97%
• •	First-Line Supervisors of Protective Service Workers, All Other	66	543	57	10%	276	84%
• •	Private Detectives and Investigators	110	905	111	11%	439	82%
• •	Transportation Security Screeners	206	2,167	-3	8%	997	86%
Security and Protective Services Total		6,390	37,561	5,144	9%	26,565	85%
PUBLIC SAFETY TOTAL		17,720	150,388	11,640	8%	76,010	85%

Source: Lightcast, Projected Demand for Education Occupations, 2021-2026 [2023.1].

Public Safety Occupational Wages by Career Pathway

In terms of wages, Figure 2 below presents the median averages for below middle skill, middle skill, and above middle skill jobs by career pathway. Table 4 summarizes wages by the 25th percentile, median and 75th percentile hourly earnings for each occupation in the Bay Region. The 25th percentile wage is used here as a proxy for entry-level earnings, while the 75th percentile represents estimated earnings for a more experienced worker in the occupation.

Figure 2: Average Median Hourly Earnings for Career Pathways (2021-2026)



Source: Lightcast, Projected Demand for Public Safety, 2021-2026 [2023.1].

Table 4: Hourly Earnings for Public Safety Occupations by Career Pathway (2021-2026)

SKILL LEVEL LEGEND				
Skill Level	Occupation	25 th Pct. Hourly Earnings	Median Hourly Earnings	75 th Pct. Hourly Earnings
EMERGENCY RESPONSE SERVICES				
•	Crossing Guards and Flaggers	\$18.98	\$21.15	\$26.78
•	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$16.35	\$17.37	\$18.67
•	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	\$15.96	\$17.38	\$19.44
• •	First-Line Supervisors of Firefighting and Prevention Workers	\$52.95	\$64.18	\$77.10
• •	Forest Fire Inspectors and Prevention Specialists	\$38.70	\$55.93	\$66.45
• •	Firefighters	\$35.86	\$42.98	\$49.41
• •	Public Safety Telecommunicators	\$35.54	\$43.20	\$45.07

SKILL LEVEL LEGEND

• = Below Middle Skill • • = Middle Skill • • • = Above Middle Skill

Skill Level	Occupation	25 th Pct. Hourly Earnings	Median Hourly Earnings	75 th Pct. Hourly Earnings
• •	Paramedics	\$23.96	\$26.49	\$33.24
• •	Emergency Medical Technicians	\$16.89	\$20.42	\$29.76
• • •	Emergency Management Directors	\$48.25	\$56.31	\$72.11
Emergency Response Total Averages		\$30.34	\$36.54	\$43.80

LAW ENFORCEMENT PATHWAY

•	Parking Enforcement Workers	\$24.53	\$28.30	\$30.97
• •	First-Line Supervisors of Police and Detectives	\$69.20	\$78.59	\$92.06
• •	Police and Sheriff's Patrol Officers	\$47.14	\$57.62	\$63.20
• •	First-Line Supervisors of Correctional Officers	\$43.19	\$48.58	\$59.61
• •	Detectives and Criminal Investigators	\$43.00	\$51.35	\$65.67
• •	Correctional Officers and Jailers	\$37.91	\$44.04	\$47.06
• •	Fish and Game Wardens	\$36.33	\$42.72	\$45.02
• •	Forensic Science Technicians	\$32.92	\$44.43	\$57.34
• •	Bailiffs	\$30.01	\$30.45	\$64.24
• •	Transit and Railroad Police	\$24.91	\$31.72	\$42.15
• • •	Probation Officers and Correctional Treatment Specialists	\$41.16	\$51.38	\$57.73
• • •	Compliance Officers	\$32.43	\$42.84	\$54.94
• • •	Mental Health and Substance Abuse Social Workers	\$30.11	\$45.23	\$53.45
Law Enforcement Total Averages		\$37.91	\$45.94	\$56.42

LEGAL SERVICES PATHWAY

•	Court, Municipal, and License Clerks	\$24.23	\$27.04	\$34.06
• •	Paralegals and Legal Assistants	\$28.13	\$34.56	\$43.12
• •	Legal Secretaries and Administrative Assistants	\$25.67	\$33.27	\$41.29
• •	Legal Support Workers, All Other	\$23.17	\$30.02	\$38.87
• • •	Judges, Magistrate Judges, and Magistrates	\$87.92	\$96.64	\$100.33
• • •	Lawyers	\$60.49	\$80.63	\$111.77
• • •	Judicial Law Clerks	\$31.99	\$36.27	\$40.82

SKILL LEVEL LEGEND

• = Below Middle Skill • • = Middle Skill • • • = Above Middle Skill

Skill Level	Occupation	25 th Pct. Hourly Earnings	Median Hourly Earnings	75 th Pct. Hourly Earnings
• • •	Arbitrators, Mediators, and Conciliators	\$25.09	\$35.44	\$45.91
• • •	Legislators	\$19.41	\$30.53	\$48.94
Legal Services Total Averages		\$36.23	\$44.93	\$56.12

SECURITY AND PROTECTIVE SERVICES PATHWAY

•	Animal Control Workers	\$25.51	\$28.72	\$31.59
•	Security Guards	\$17.03	\$18.23	\$21.28
• •	Air Traffic Controllers	\$56.03	\$79.57	\$93.38
• •	First-Line Supervisors of Protective Service Workers	\$31.16	\$38.22	\$48.49
• •	Private Detectives and Investigators	\$26.77	\$34.75	\$40.23
• •	Transportation Security Screeners	\$24.23	\$27.35	\$29.34
Security and Protective Services Total Averages		\$30.12	\$37.80	\$44.05
PUBLIC SAFETY TOTAL		\$34.29	\$41.94	\$51.08

Source: Lightcast, 25th pct., Median, and 75th pct. Hourly Earnings for Public Safety Occupations, 2021-2026 [2023.1].

Emerging Trends in the Public Safety Sector

This report outlines various emerging trends in the Public Safety sector, which include:

- Growth of intelligence policing, which harnesses the power of information for use by an officer in deciding on the best course of action in solving or preventing crimes.
- Growth of predictive policing which matches criminal intelligence with crime statistics and intangible factors to help predict where the risk of crime is highest in the future, so policing becomes more future-oriented and proactive.
- Enhancing communication and information sharing that improves the gathering and assessing of essential information.
- Developing partnerships across jurisdictions with municipal, county, state and federal law enforcement agencies and other governmental agencies that results in more effective policing.

Emerging Occupations in the Public Safety Sector

In addition to trends, anecdotal evidence from employers suggests there are nine emerging occupations in the Public Safety sector. Eight-digit Standard Occupational Classification (SOC) codes are used to note emerging occupations for which detailed traditional labor market occupational data is not available. Unique job postings for these occupations are summarized in Table 5; unique job postings reflect the number of job postings that may be posted multiple times by the same company in the same region, but have been deduplicated and only counted once. Table 6 summarizes the job titles and definitions of emerging occupations for which SOC codes are not available.

Table 5: Occupational Titles, Definitions, and Unique Job Postings for Emerging Occupations

Occupational Title (8-digit SOC Codes)	Definition	Unique Job Postings
Retail Loss Prevention Specialist (SOC 33-9099.02)	Implement procedures and systems to prevent merchandise loss. Conduct audits and investigations of employee activity. May assist in developing policies, procedures, and systems for safeguarding assets.	2,392
Customs and Border Protection Officers (SOC 33-3051.04)	Investigate and inspect persons, common carriers, goods, and merchandise, arriving in or departing from the United States or between states to detect violations of immigration and customs laws and regulations.	1,470
Security Management Specialists (SOC 13-1199.07)	Conduct security assessments for organizations, and design security systems and processes. May specialize in areas such as physical security or the safety of employees and facilities.	1,393
Intelligence Analysts (SOC 33-3021.06)	Gather, analyze, or evaluate information from a variety of sources, such as law enforcement databases, surveillance, intelligence networks or geographic information systems. Use	349

Occupational Title (8-digit SOC Codes)	Definition	Unique Job Postings
	intelligence data to anticipate and prevent organized crime activities, such as terrorism. Some employers call this position Criminal Analysts who generally work in police departments or contract with other law enforcement agencies to use statistical modeling and analysis of crime data to identify criminal trends and patterns and develop strategies to help law enforcement to combat criminal activities.	
Park Naturalist (19-1031.03)	Plan, develop, and conduct programs to inform public of historical, natural, and scientific features of national, state, or local park. Some employers call this position Park Ranger, who also protect and preserve the natural environment while ensuring the safety and enjoyment of visitors, greet and educate visitors about park rules and safety regulations, patrol and maintain campsites and trails, and perform emergency care and wildlife management tasks.	111
Coroners (SOC 13-1041.06)	Direct activities such as autopsies, pathological and toxicological analyses, and inquests relating to the investigation of deaths occurring within a legal jurisdiction to determine cause of death or to fix responsibility for accidental, violent, or unexplained deaths.	12

Source: Lightcast. Job Postings Analytics, July 2022-June 2023 [2023.1].

Table 6: Job Titles and Definitions of Emerging Occupations

Job Title	Definition
Battalion Fire Chief	Perform management work as a district commander coordinating fire suppression, rescue and prevention activities, and emergency and nonemergency operations. Responsible for the effective supervision and administration of battalion staff including conducting training, prioritizing and assigning work, performance management, employee relations, and related activities.
Safety Coordinators	Monitor and evaluate daily operations and planning procedures to mitigate risks and improve safety regulations, inspect building premises, individual workstations, as well as common areas to ensure that arrangements are compliant with federal and state workplace safety laws. Duties may also include crime prevention through environmental design (CPTED) and workplace violence protocols. May conduct safety training and orientations and assess a company's equipment and machinery to ensure its safety for everyone's use.
Community Service Officers	Perform a variety of non-sworn duties in the enforcement of law and order, keeping the peace and providing service to the public. Community Service Officers take and prepare non-hazardous crime reports, monitor and store evidence and property, monitor and direct traffic, provide police service information to the public, vehicle abatement, and carry out special non-sworn assignments as directed.

Emerging and Evolving Skills in the Public Safety Sector

The following skills continue to be emerging and evolving skills needed for Public Safety occupations:

- Information and Communications Technologies (ICT), computer programming and information security
- Analytical intelligence and crime analysis, specifically with crime statistics, mapping and systematic observations
- Artificial Intelligence (AI)
- Cybersecurity or internet investigations
- Social media
- Drone pilot and analysts

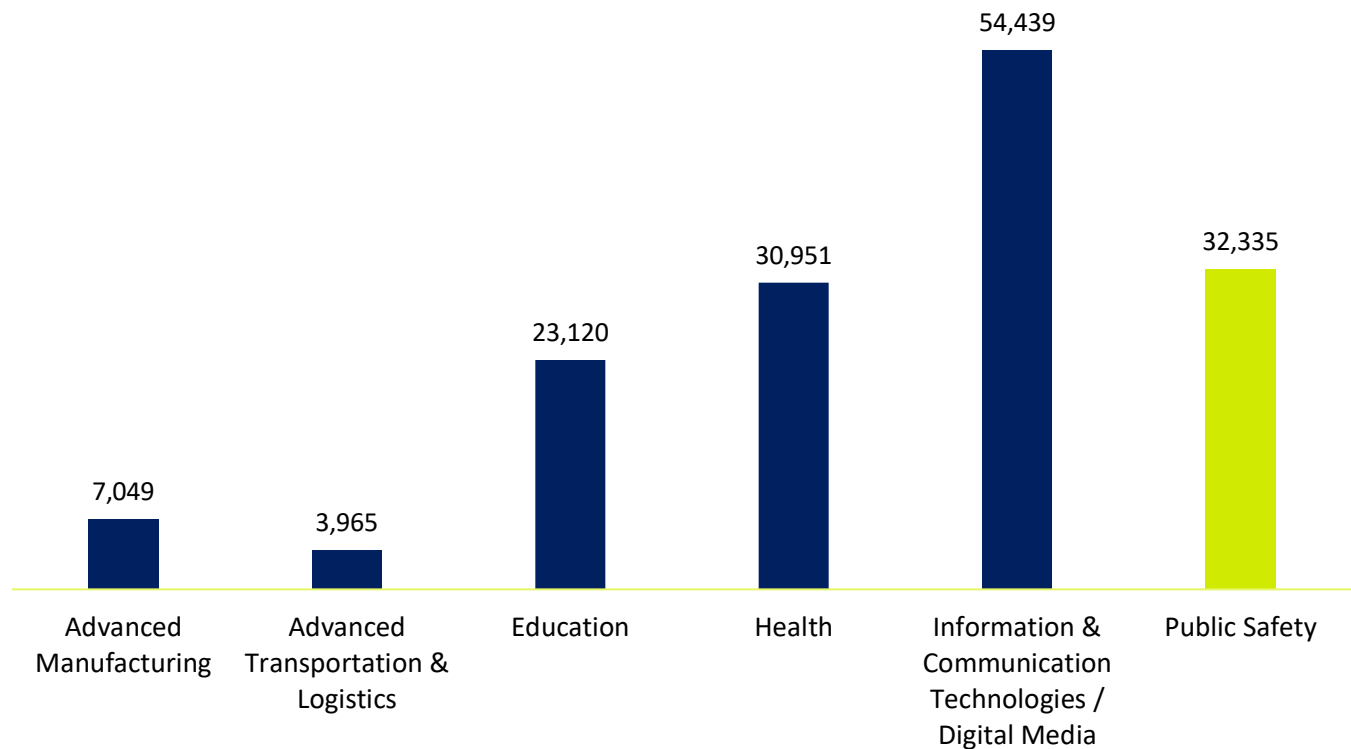


Public Safety Community College Programs

California community colleges offer a variety of programs in Public Safety, training students for career pathways in Emergency Response Services, Law Enforcement, Legal Services, and Security and Protective Services. Colleges combine classroom instruction on campus, online, and/or as external work experiences. Of the 28 community colleges in the Bay region, 24 colleges offer a program related to the Public Safety sector.

Figure 3 shows community college pipeline students by each of the Bay region's six priority sectors. During program years (PY) 2018-19 to 2020-21, more than 32,000 students enrolled in Public Safety courses each year, on average. These numbers represent an unduplicated count of students who took any single credit course or had positive attendance hours in any noncredit course in a TOP code related to Public Safety (Table 7).

Figure 3: Community College Pipeline Students* by Sector (3-YR Average, PY 2018-19 to PY 2020-21)



Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21, Bay Area Community Colleges.

*Community College Pipeline Students: Unduplicated count of "All students who took at least .5 units in any single credit course or who had at least 12 positive attendance hours in any noncredit course(s) on the selected TOP code in the selected year.

Twelve (12) Taxonomy of Program (TOP) codes related to Public Safety are presented in Table 7, along with the number of colleges with programs in the region and the number of colleges that awarded degrees and certificates in program years 2018-19 to 2020-21. Note that only data on programs are presented below, and may not include the number of students in courses offered that could be related to Public Safety.

Table 7: Public Safety Programs at Community Colleges in the Bay Area (PY 2018-19 to 2020-21)

TOP6	TOP6 Program Title	# Colleges with Programs	# Colleges with Program Awards
210500	Administration of Justice	23	23
213300	Fire Technology	12	12
125000	Emergency Medical Services	18	9
210510	Corrections	7	7
125100	Paramedic	6	6
210550	Police Academy	13	5
213350	Fire Academy	13	4
210540	Forensics, Evidence, and Investigation	3	3
210520	Probation and Parole	3	3
210530	Industrial and Transportation Security	2	2
219900	Other Public and Protective Services	0	0
213310	Wildland Fire Technology	1	0

Source: CCCCO Datamart. Program Years 2018-19 to 2020-21 by TOP6 Code, Bay Area Community Colleges.

Table 8 and 9 summarize educational supply by analyzing the number of degrees awarded in related TOP and Classification of Instructional Programs (CIP) codes. According to TOP data, 3,428 degrees or certificates were awarded, on average, in a Bay Area community college between program years 2018-19 to 2020-21. The average number of degrees and certificates awarded in programs may include students who earned multiple degrees or certificates. According to CIP data (Table 9), non-community college institutions supply the Bay Area with 792 awards, on average, each year. Total awards for a TOP or CIP Program Title, which is the sum of all award types, may be subject to rounding error.

Table 8: Awards for Community College Programs in the Bay Area (PY 2018-19 to 2020-21)

TOP6	TOP6 Title	Associate Degree/ Associate for Transfer	Certificate	Credit Award	Total Awards
125000	Emergency Medical Services	0	302	496	798
125100	Paramedic	41	49	0	90
210500	Administration of Justice	1,054	236	375	1,665
210510	Corrections	31	18	46	95
210520	Probation and Parole	0	15	0	15
210530	Industrial and Transportation Security	3	2	0	5
210540	Forensics, Evidence, and Investigation	0	11	0	11
210550	Police Academy	1	291	0	292
213300	Fire Technology	192	150	0	342
213350	Fire Academy	0	115	0	115
Total Awards		1,322	1,189	917	3,428

Source: CCCC Datamart. Program Years 2018-19 to 2020-21 Annual Awards, by TOP6 Code, Bay Area Community Colleges.

Table 9: Awards for Non-Community College Programs in the Bay Area (PY 2017-18 to 2019-20)

CIP - CIP Program Title	Associate	Bachelor's Degree	Other Postsecondary Award	Total Awards
43.0102 - Corrections	0	0	0	0
43.0103 - Criminal Justice/Law Enforcement Administration	0	2	0	2
43.0104 - Criminal Justice/Safety Studies	0	721	0	721
43.0406 - Forensic Science and Technology	0	25	0	25
43.0109 - Security and Loss Prevention Services	0	0	32	32
51.0904 - Emergency Medical Technology/Technician	6	6	0	12
Total Awards	6	754	32	792

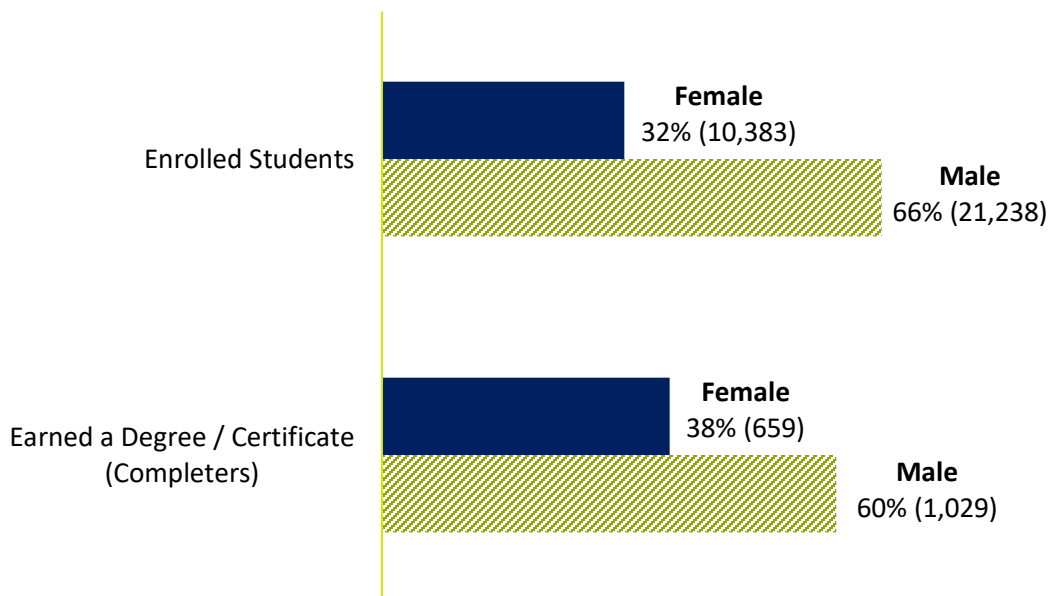
Source: Integrated Postsecondary Education Data System (IPEDS). Program Years 2017-18 to 2019-20 Annual Awards, by CIP Code, Bay Area Institutions.

Demographic Profile of Students in Public Safety Programs

This sector profile also summarizes the demographics of students who enroll and complete a degree or certificate in Public Safety programs. Figures 4 through 6 below present data on students by gender, race and ethnicity, and age.

On average, more male students enroll (66%) and earn awards (60%) in Public Safety programs, compared to female students (32% and 38% respectively). Students who identify as Hispanic (36%) and White (35%) comprise the two largest groups by race and ethnicity among enrolled students, while students 20 to 24 years old are the most represented age group among those who enroll and complete a program. The figures below provide greater detail on the demographic profiles of students who enrolled and earned degrees or certificates in Education programs in the Bay Area.

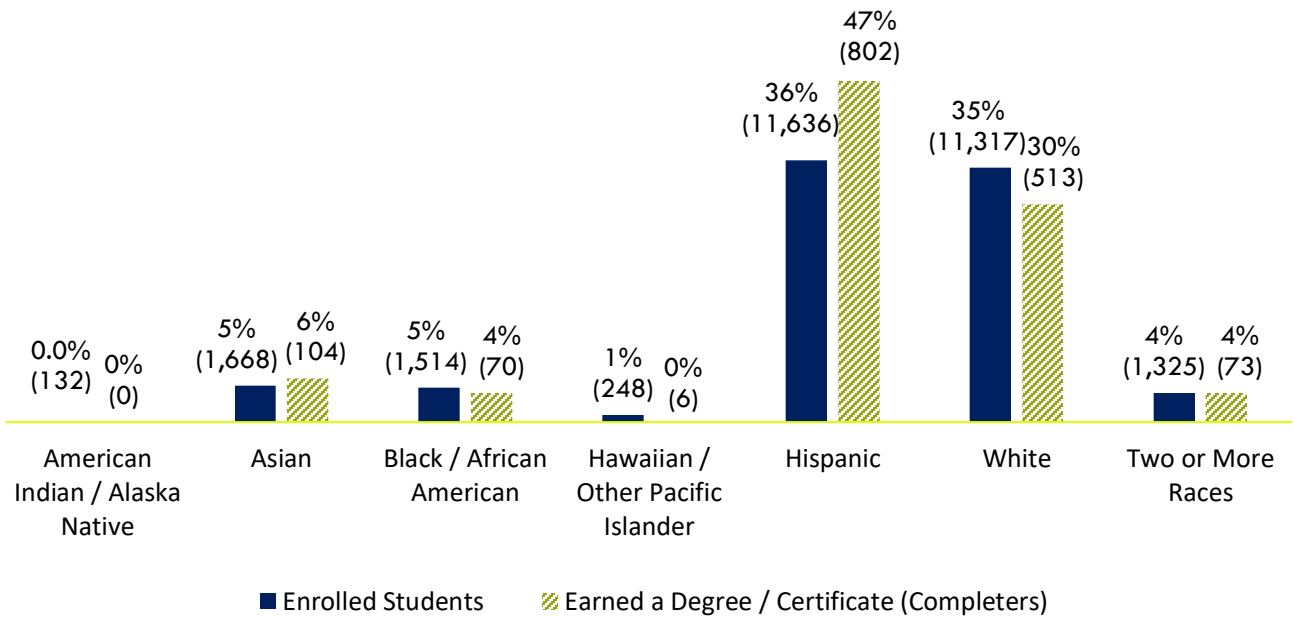
Figure 4: Gender of Students in Public Safety Programs in the Bay Area (PY 2018-19 to 2020-21)



Note: May not total 100 percent due to non-respondent/non-binary.

Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21 Programs, Bay Area Community Colleges

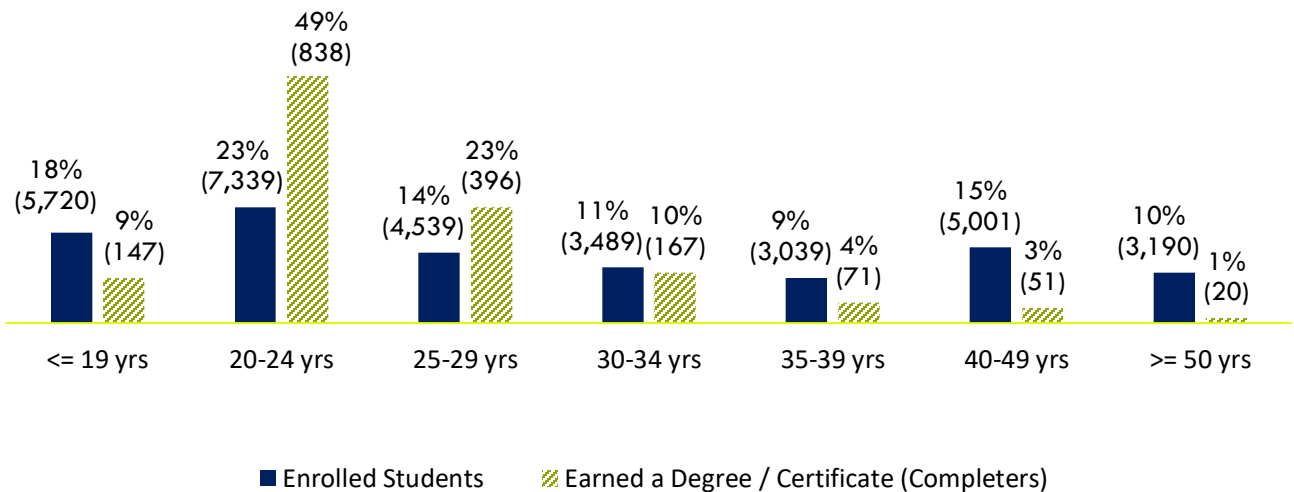
Figure 5: Race/Ethnicity of Students in Public Safety Programs in the Bay Area (PY 2018-19 to 2020-21)



Note: May not total 100 percent due to non-respondent/unknown.

Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21 Programs, Bay Area Community Colleges

Figure 6: Ages of Students in Public Safety Programs in the Bay Area (PY 2018-19 to 2020-21)



Note: May not total 100 percent due to non-respondent/unknown.

Source: Cal-PASS Plus LaunchBoard. Program Years 2018-19 to 2020-21 Programs, Bay Area Community Colleges

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 CCCCO 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

For more information, please contact:

John Carrese, Director

San Francisco Bay Center of Excellence for Labor Market Research

jcarrese@ccsf.edu or (415) 267-6544

