



Labor Market Analysis for Program Recommendation

Law Enforcement Occupations

City College of San Francisco

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

May 2023

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 Mid-Peninsula sub-region (San Francisco, San Mateo counties). There is a projected annual gap of about 51 students in the Bay region and 256 students in the Mid-Peninsula Sub-Region.

However, if the majority of the 586 “low unit certificates” - which are likely for “in-service” training or “professional development” training for current police officers employed by local law enforcement agencies - are subtracted from the supply number, (since these awards do not represent new graduates looking for a job, but current workers) then there could be an annual undersupply in the region of up to 637 students.

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 City College of San Francisco and in the region.

This report profiles Law Enforcement Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new Law Enforcement Career Preparation certificate program at City College of San Francisco.

- **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.
 - 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%
- **Public Safety Telecommunicators (43-5031):** Operate radio, telephone, or computer equipment at emergency response centers. Receive reports from the public of crimes, disturbances, fires, and medical or police emergencies. Relay information to law enforcement and emergency response personnel. May maintain contact with caller until responders arrive.
 - 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: 56%

Occupational Demand

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

Occupation	2021 Jobs	2026 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	16,173	16,910	737	5%	7,435	1,487	\$47	\$58
Public Safety Telecommunicators	1,969	2,084	114	6%	1,165	233	\$36	\$42
Total	18,143	18,994	851	5%	8,600	1,720		

Source: Lightcast 2022.3

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 Mid-Peninsula Sub-region

Occupation	2021 Jobs	2026 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	4,329	4,433	104	2%	1,882	376	\$50	\$63
Public Safety Telecommunicators	466	485	20	4%	265	53	\$39	\$49
Total	4,795	4,918	123	3%	2,148	429		

Source: Lightcast 2022.3

Mid-Peninsula Sub-Region includes: San Francisco, San Mateo Counties

Job Postings in Bay Region and Mid-Peninsula Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (May 2022 - Apr. 2023)

Occupation	Bay Region	Mid-Peninsula
Police and Sheriff's Patrol Officers	682	152
Public Safety Telecommunicators	146	21

Source: Lightcast

**Table 4a. Top Job Titles for Law Enforcement Occupations for latest 12 months (May 2022 - Apr. 2023)
Bay Region**

Title	Bay	Title	Bay
Border Patrol Agents	243	Police Academy Instructors	18
Marine Interdiction Agents	64	Lateral Police Officers	17
Air Interdiction Agents	56	Deputy Sheriffs	16
Police Officers	50	Communications Dispatchers	13
Pilots	49	Community Service Officers	12
Dispatchers	31	Police Dispatchers	11
Public Safety Dispatchers	26	Law Enforcement Professionals	9

Title	Bay	Title	Bay
Public Safety Officers	25	Police Cadets	9
Military Police Officers	19	University Police Officers	7

Source: Lightcast

**Table 4b. Top Job Titles for Law Enforcement Occupations for latest 12 months (May 2022 - Apr. 2023)
Mid-Peninsula Sub-Region**

Title	Mid-Peninsula	Title	Mid-Peninsula
Border Patrol Agents	44	Deputy Sheriffs	4
Public Safety Officers	20	Dispatchers	4
Police Officers	12	Lateral Police Officers	4
Air Interdiction Agents	9	Communications Dispatchers	3
Marine Interdiction Agents	9	Police Academy Instructors	3
Pilots	8	Safety Ambassadors	3
Military Police Officers	5	Special Response Officers	3
Public Safety Dispatchers	5	Action Officers	2
Special Police Officers	5	Courtesy Patrols	2

Source: Lightcast

Industry Concentration

Table 5. Industries hiring Law Enforcement Workers in Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2021)	Jobs in Industry (2026)	% Change (2021-26)	% Occupation Group in Industry (2022)
Local Government, Excluding Education and Hospitals	15,480	16,187	5%	85%
State Government, Excluding Education and Hospitals	795	831	4%	4%
Federal Government, Military	572	582	2%	3%
Colleges, Universities, and Professional Schools (State Government)	362	390	8%	2%
Colleges, Universities, and Professional Schools	264	299	13%	1%
Colleges, Universities, and Professional Schools (Local Government)	197	192	-2%	1%
Federal Government, Civilian, Excluding Postal Service	132	131	-1%	1%
Ambulance Services	114	126	11%	1%
Elementary and Secondary Schools (Local Government)	99	107	8%	1%
General Medical and Surgical Hospitals	35	35	2%	0%

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2021)	Jobs in Industry (2026)	% Change (2021-26)	% Occupation Group in Industry (2022)
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Source: Lightcast 2022.3

Table 6. Top Employers Posting Law Enforcement Occupations in Bay Region and Mid-Peninsula Sub-Region (May 2022 - Apr. 2023)

Employer	Bay	Employer	Mid-Peninsula
U.S. Customs And Border Protection	393	U.S. Customs and Border Protection	57
University of California	18	San Francisco Public Utilities Commission	7
TracyRecruiter.com	11	University of California	7
Liberty Healthcare Corporation	9	City Menlo Park	5
California State University	8	TracyRecruiter.com	4
City Of Napa	8	City Of Redwood City	3
San Francisco Public Utilities Commission	7	Federal Reserve Bank	3

Source: Lightcast

Educational Supply

There are 23 community colleges in the Bay Region issuing 1,669 awards on average annually (last 3 years ending 2019-20) on TOP 2105.00 - Administration of Justice. In the Mid-Peninsula Sub-Region, there are three (3) community colleges that issued 173 awards on average annually (last 3 years) on this TOP code.

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

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Total
Cabrillo	SC-Monterey	25	0	0	25
Chabot	East Bay	56	0	0	56
Contra Costa	East Bay	27	0	7	34
De Anza	Silicon Valley	66	0	0	66
Diablo Valley	East Bay	93	0	42	135
Evergreen Valley	Silicon Valley	66	0	0	66
Gavilan	Silicon Valley	43	0	5	48
Hartnell	SC-Monterey	101	0	18	119
Las Positas	East Bay	35	0	0	35
Los Medanos	East Bay	59	0	16	75
Marin	North Bay	9	0	2	11
Merritt	East Bay	36	5	0	41
Mission	Silicon Valley	8	0	0	8
Monterey	SC-Monterey	32	0	113	145
Napa	North Bay	34	0	11	45
Ohlone	East Bay	20	0	0	20
San Francisco	Mid-Peninsula	45	21	12	78
San Jose City	Silicon Valley	31	0	8	39
San Mateo	Mid-Peninsula	53	0	8	61
Santa Rosa	North Bay	67	0	340	407
Skyline	Mid-Peninsula	32	0	2	34

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Total
Solano	North Bay	65	2	2	69
West Valley	Silicon Valley	52	0	0	52
Total		1,055	28	586	1,669

Source: Data Mart

Note: The annual average for awards is 2017-18 to 2019-20.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 1,720 annual openings for the Law Enforcement occupational cluster and 1,669 annual (3-year average) awards for an annual undersupply of 51 students. However, if the majority of the 586 "low unit certificates" - which are likely for "in-service" training or "professional development" training for current police officers employed by local law enforcement agencies - are subtracted from the supply number, (since these awards do not represent new graduates looking for a job, but current workers) then there could be an annual undersupply in the region of up to 637 students.

In the Mid-Peninsula Sub-Region, there is also a gap with 429 annual openings and 173 annual (3-year average) awards for an annual undersupply of 256 students.

Student Outcomes

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

Metric Outcomes	Bay All CTE Programs	CCSF All CTE Programs	State 2105.00	Bay 2105.00	Mid-Peninsula 2105.00	CCSF 2105.00
Students with a Job Closely Related to Their Field of Study	74%	73%	56%	55%	44%	50%
Median Annual Earnings for SWP Exiting Students	\$48,926	\$57,224	\$43,755	\$61,690	\$44,526	\$52,716
Median Change in Earnings for SWP Exiting Students	23%	18%	19%	21%	44%	35%
Exiting Students Who Attained the Living Wage	50%	47%	58%	60%	35%	45%

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

Skills, Certifications and Education

Table 9. Top Skills for Law Enforcement Occupations in Bay Region (May 2022 - Apr. 2023)

Skill	Posting	Skill	Posting
Law Enforcement	385	Information Systems	122
Border Control	314	American Institute Of Architects	112
Contraband Detection And Control	194	Aviation	112
Rehabilitation	177	Federal Aviation Administration	111
All Terrain Vehicles	172	IBM WebSphere MQ	111
Structured Interview	165	Multi-Engine Land	110

Skill	Posting	Skill	Posting
Workplace Safety	157	Rotorcraft	109
Law Enforcement Operations	155	Unmanned Aerial Systems (UAS)	108
Misdemeanor	132	Code Enforcement	104
Criminal Justice	123	Forensic Psychology	102

Source: Lightcast

Table 10. Certifications for Law Enforcement Occupations in Bay Region (May 2022 - Apr. 2023)

Certification	Posting	Certification	Posting
Valid Driver's License	322	Typing Certification	9
Airline Transport Pilot Licence	111	Emergency Medical Technician (EMT)	7
FAA Instrument Rating	111	Advanced Life Support	6
Operator Of Uninspected Passenger Vessels (OUPV) License	74	Emergency Medical Dispatcher (EMD) Certification	6
Cardiopulmonary Resuscitation (CPR) Certification	39	Automated External Defibrillator (AED) Certification	5
First Aid Certification	34	Basic POST Certificate	5
Peace Officer Standards And Training (POST) Certificate	23	Peace Officer Certification	5
CDL Class C License	20	Certified First Responder (CFR)	4
Basic Life Support (BLS) Certification	14	Certified Loss Control Specialist	3
Security Clearance	12	Change Management Certification	3

Source: Lightcast

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

Education Level	Job Postings	% of Total
High school or GED	227	34%
Associate degree	25	4%
Bachelor's degree & higher	412	62%

Source: Lightcast

Note: 47% 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 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

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