Police Academy (TOP 2105.50)

June 2023

Prepared by the South Central Coast Center of Excellence for Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast[1] Center of Excellence to provide regional labor market data for the program recommendation – Police Academy. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, **the number of jobs related to Police Academy are expected to remain steady** for Police and Sheriff's Patrol Officers.

- Police Academy is anticipated to experience a **low risk of automation** for the related occupation.

- In 2021 there were 58 regional completions in programs related to the occupation identified as aligned with Police Academy and 364 openings, indicating an **undersupply**.

- Typical entry-level education is a **high school diploma or equivalent** for Police and Sheriff's Patrol Officers.

- Completers of Police Academy programs from the 2019-2020 academic year in the South Central Coast region had a **median annual wage upon completion of $113,788.**

- 76% of students are **employed within a year** after completing a program.

- 94% of students **attained a living wage** within a year of completion.

- Completers experienced an average of +17% **change in earnings after exiting**.

- 76% of students were **part-time**, 28% **skill builders**, 20% **first-generation**, and 36% **economically disadvantaged**.

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[1] The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There is one occupation in the standard occupational classification (SOC) system that was identified as related to Police Academy for this analysis. The occupation title and description, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, Description, and Sample Job Titles

SOC Code	Title	Description	Sample of Reported Job Titles
33-3051	**Police and Sheriff's Patrol Officers**	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.	Deputy, Deputy Sheriff, Law Enforcement Officer, Patrol Deputy, Patrol Officer, Peace Officer, Police Officer, Police Patrol Officer, Public Safety Officer, State Trooper

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Police Academy are expected to increase for Police and Sheriff's Patrol Officers.

Exhibit 2 – Five-Year Projections for Police Academy in the South Central Coast Region

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
33-3051	**Police and Sheriff's Patrol Officers**	4,551	4,671	120	3%

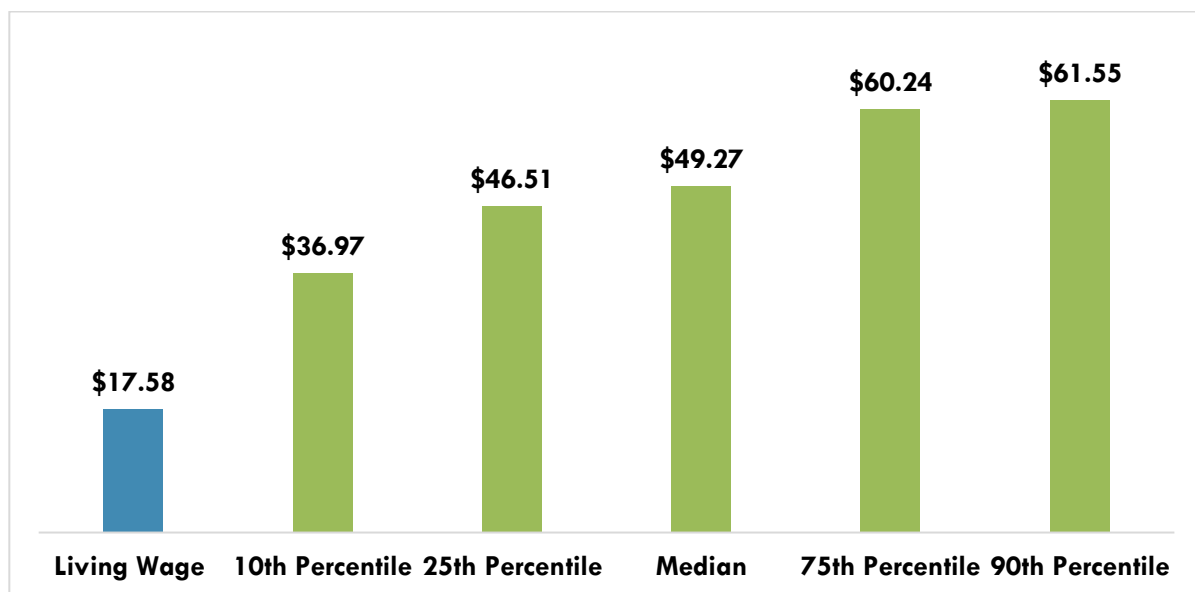Source: Economic Modeling Specialists International (EMSI)

Earnings

Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Police Academy in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
33-3051	**Police and Sheriff's Patrol Officers**	$46.51	$49.27	$60.24

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Police Academy in the South Central Coast Region

Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for the occupation relevant to the field of study. Employer job postings are consulted to understand who is looking to hire, and what they are looking for in potential candidates. To identify job postings related to Police Academy the following standard occupational classification was used:

33-3051   Police and Sheriff's Patrol Officers

Top Occupations

In 2022, there were 482 employer postings for the occupation related to Police Academy.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2022
33-3051	**Police and Sheriff's Patrol Officers**	482

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

SOC Code	Occupation	Risk of Automation
33-3051	**Police and Sheriff's Patrol Officers**	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Police Academy are listed in Exhibit 5. Border Patrol Agents is mentioned as the job title in 26% of all relevant job postings (121 postings).

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2022
Border Patrol Agents	121
Marine Interdiction Agents	91
Police Officers	41
Public Safety Officers	34
Police Academy Instructors	13

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Police Academy field. The top employer posting job ads was US Customs and Border Protection. The top worksite cities for this occupation were San Luis Obispo, Santa Barbara, Ventura, Oxnard, and Santa Maria.

Exhibit 6 – Top Employers (n= 410)

Employer	Job Postings, Full Year 2022
US Customs and Border Protection	231
City of Santa Barbara	15
Allied Universal	12
Cuesta College	11
City of Oxnard	11

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Police Academy. Law Enforcement is the most sought-after specialized skill for employers, followed by Border Control and Workplace Safety. Operations, Management, and Investigation were the most requested baseline skills. IBM WebSphere MQ, Spreadsheets, and Microsoft Office were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 2,761)

Skills	Job Postings, Full Year 2022
Law Enforcement	281
Border Control	167
Workplace Safety	162
Rehabilitation	137
Criminal Justice	135
Contraband Detection and Control	120
Patrolling	106
All Terrain Vehicles	103
Interrogations	96
Structured Interview	93
Motorcycles	78
Law Enforcement Operations	75
Crime Prevention	65
Law Enforcement Practices	56
Misdemeanor	48

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 2,231)

Skills	Job Postings, Full Year 2022
Operations	259
Management	221
Investigation	150
Tactfulness	136
Report Writing	135
Scheduling	121
Spanish Language	108
English Language	98
Communications	87
Customer Service	73

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 90)

Skills	Job Postings, Full Year 2022
IBM WebSphere MQ	21
Spreadsheets	10
Microsoft Office	10
Software Systems	8
Database Software	7
Database Systems	6
Zoom	4
Salesforce	4
Microsoft Excel	4
Microsoft PowerPoint	4

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Police Academy postings in the South Central Coast region. Note: 22% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries Employing the Most in the Police Academy Field, 2022

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Public Administration	287	76%
Educational Services	34	9%
Administrative and Support and Waste Management and Remediation Services	25	7%
Retail Trade	9	2%
Health Care and Social Assistance	7	2%

Source: Labor Insight/Jobs (Burning Glass)

Certifications

Exhibit 9 lists the most in-demand certifications in the Police Academy field. The top requested certification in job postings was Valid Driver's License.

Exhibit 9 – Certifications (n= 486)

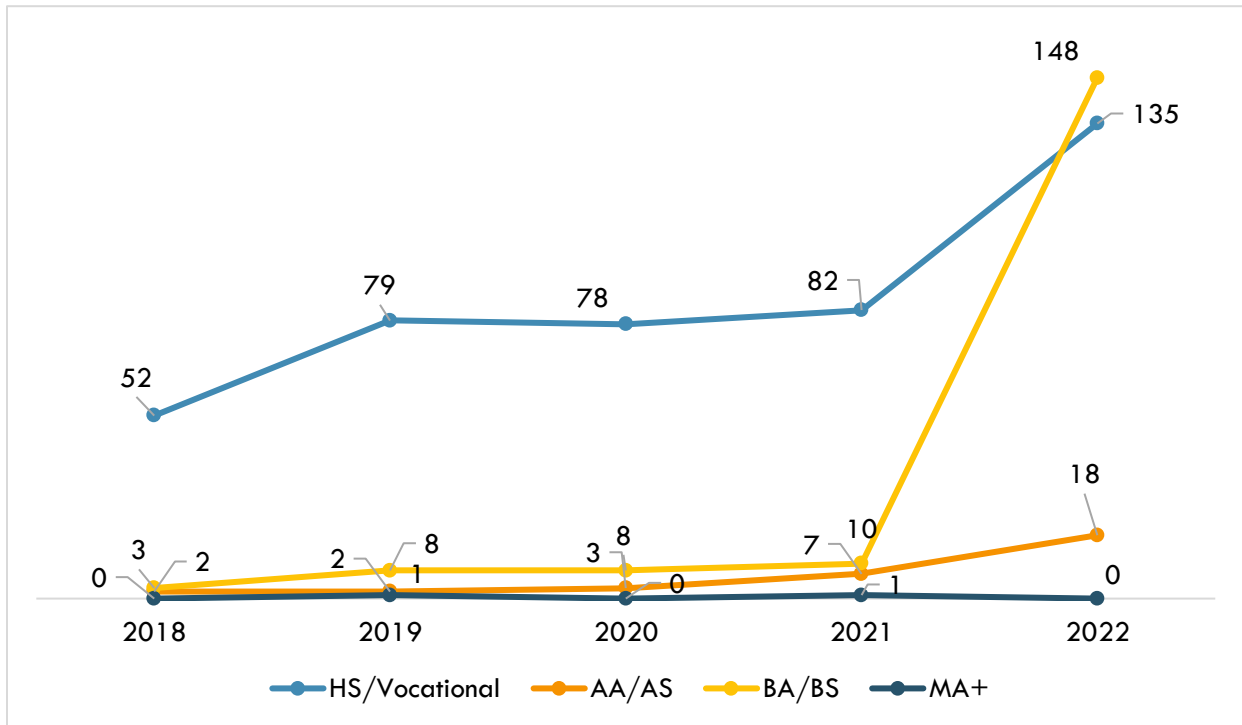| Certifications	Job Postings, Full Year 2022
Valid Driver's License	226
Operator of Unspecified Passenger Vessels (OUPV) License	91
Cardiopulmonary Resuscitation (CPR) Certification	38
CDL Class C License	22
Airline Transport Pilot License	21

Source: Labor Insight/Jobs (Burning Glass)

Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements over the last five years for Police Academy, according to the minimum advertised education. In 2022, there were 301 total job ads posted with a minimum advertised education, with 148 of them requiring a bachelor's degree and 135 high school diploma/vocational training.

Exhibit 10 – Educational Demand, Minimum Advertised

Source: Labor Insight / Jobs (Burning Glass)

Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for Police Academy have frequently sought candidates with a bachelor's degree or high school diploma/vocational training.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

Minimum Education Requirement	2018	2019	2020	2021	2022
HS Diploma / Vocational Training	91%	88%	88%	82%	45%
Associate Degree	4%	2%	3%	7%	6%
Bachelor's Degree	5%	9%	9%	10%	49%
Graduate Degree	0%	1%	0%	1%	0%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupation of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 12 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
33-3051	**Police and Sheriff's Patrol Officers**	High school diploma or equivalent	Moderate-term on-the-job training

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 58 regional completions (2021) and 364 regional openings (2021) in the South Central Coast region aligned with programs related to the occupation in this report.

Exhibit 13 – Completions and Openings

10	58	364
Regional Institutions had Related Programs (2021)	Regional Completions (2021)	Annual Openings (2021)

Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2021)
43.0107	Criminal Justice/Police Science	58
43.0104	Criminal Justice/Safety Studies	0

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Police Academy in the South Central Coast region.

Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2021

CCC Programs	Completers
Ventura College	36
Allan Hancock College	22
College of the Canyons	0
Moorpark College	0
Santa Barbara City College	0
Antelope Valley College	0
Cuesta College	0
Non-CCC Programs	**Completers**
Santa Barbara Business College-Santa Maria	0
California Lutheran University	0
ITT Technical Institute-Oxnard	0

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the regional Police Academy Programs (TOP: 2105.50) for the 2019-2020 academic year.

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Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Police Academy. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.