

# LABOR MARKET ANALYSIS

FOR COMMUNITY COLLEGE  
BACCALAUREATE DEGREE PROGRAM



**C·O·E**

CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH

## POLICE SCIENCE IN THE NORTH/FAR NORTH

Far North  
Center of Excellence

**JANUARY 2024**

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## SUMMARY

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The Far North Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for above middle-skilled careers in the Far North and the North (Greater Sacramento) subregions. This report aims to determine if a particular occupation(s) is an appropriate candidate for a community college baccalaureate degree program.

Key findings include:

- The Far North held 2,325 public safety jobs in 2022. Public safety jobs are projected to increase by 12% over the next five years, adding 290 new jobs to the Far North subregion by 2027.
- The North (Greater Sacramento) subregion held 7,261 public safety jobs in 2022. Public safety jobs are projected to increase by 12% over the next five years, adding 859 new jobs to the subregion by 2027.
- Over the next five years, public safety jobs are projected to have 241 annual openings in the Far North, and 741 annual openings in the Greater Sacramento subregion.
- In the Far North, analysis of wage data shows that public safety occupations in the Far North earn \$15 to \$31 above the single adult living wage of \$16.24 per hour. In the Greater Sacramento subregion, analysis of wage data shows that public safety occupations earn \$18 to \$40 above the single adult living wage of \$18.72 per hour. (See Appendix B for notes about the updated living wage).
- Awards data analysis shows that Far North training providers conferred an average of 239 awards (certificates and associate degrees) in Administration of Justice (2105.00) programs over the last three academic years, while the Greater Sacramento subregion conferred an average of 525 awards. Non-community college training providers conferred an average of 172 awards (bachelor's degrees) in public safety programs over the last two years in the Far North, and 500 awards (two associate degrees and 498 bachelor's degrees) in the Greater Sacramento subregion.

Conclusions include:

- According to the California Assembly Bill 89 Modern Policing Degree recommendations, California Community Colleges should develop a baccalaureate degree in Policing.<sup>1</sup>

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<sup>1</sup> "California Assembly Bill 89 Modern Policing Degree Task Force Report and Recommendations." (2023). California Community Colleges Chancellor's Office. Retrieved from <https://www.cccco.edu/-/media/CCCCO-Website/docs/report/2023-AB-89-Task-Force-Report-to-Legislature---FINAL.pdf>

- Seventy percent of employers in the region indicate preference for Bachelor's degree or above when recruiting for these occupations (Exhibit 9).

# INTRODUCTION

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The Far North Center of Excellence (COE) was asked to provide labor market information for a proposed baccalaureate degree program.

- The following Standard Occupational Classification (SOC) occupations and codes are included for review to determine appropriateness for a community college baccalaureate program:
  - First-Line Supervisors of Police and Detectives (33-1012)
  - Police and Sheriff's Patrol Officers (33-3051)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Administration of Justice (2105.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Criminal Justice and Corrections, General (43.0100)
- Corrections (43.0102)
- Criminal Justice/Law Enforcement Administration (43.0103)
- Criminal Justice/Safety Studies (43.0104)

# OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for the studied occupations in the Far North<sup>2</sup>, North (Greater Sacramento)<sup>3</sup>, and California.

**Exhibit 1. Employment and projected demand, 2022-2027**

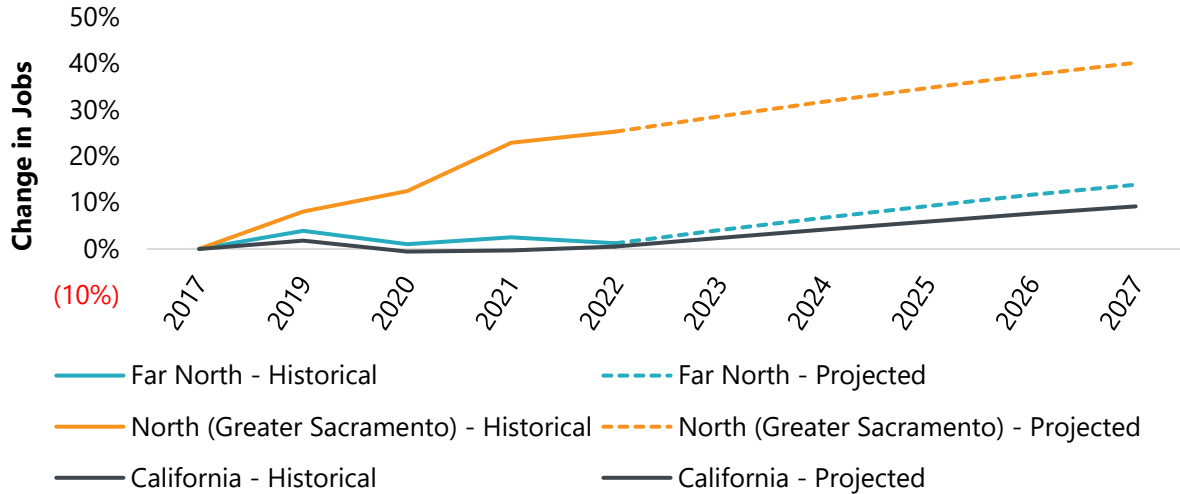
Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	2022-2027 Annual Openings
Police and Sheriff's Patrol Officers	2,046	2,294	248	12%	213
First-Line Supervisors of Police and Detectives	279	321	42	15%	28
<b>Far North</b>	<b>2,325</b>	<b>2,615</b>	<b>290</b>	<b>12%</b>	<b>241</b>
Police and Sheriff's Patrol Officers	6,400	7,128	729	11%	656
First-Line Supervisors of Police and Detectives	861	992	131	15%	86
<b>North (Greater Sacramento)</b>	<b>7,261</b>	<b>8,120</b>	<b>859</b>	<b>12%</b>	<b>741</b>
Police and Sheriff's Patrol Officers	76,985	83,392	6,407	8%	7,337
First-Line Supervisors of Police and Detectives	9,150	10,157	1,008	11%	824
<b>California</b>	<b>86,135</b>	<b>93,550</b>	<b>7,415</b>	<b>9%</b>	<b>8,161</b>

<sup>2</sup> The Far North subregion cover 15 counties, including Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity.

<sup>3</sup> The North (Greater Sacramento) subregion covers seven counties, including El Dorada, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Exhibit 2 compares the percent change in jobs between 2017 through 2022 and the projected changes through 2027. The rate of change is indexed to the total number of jobs in 2017.

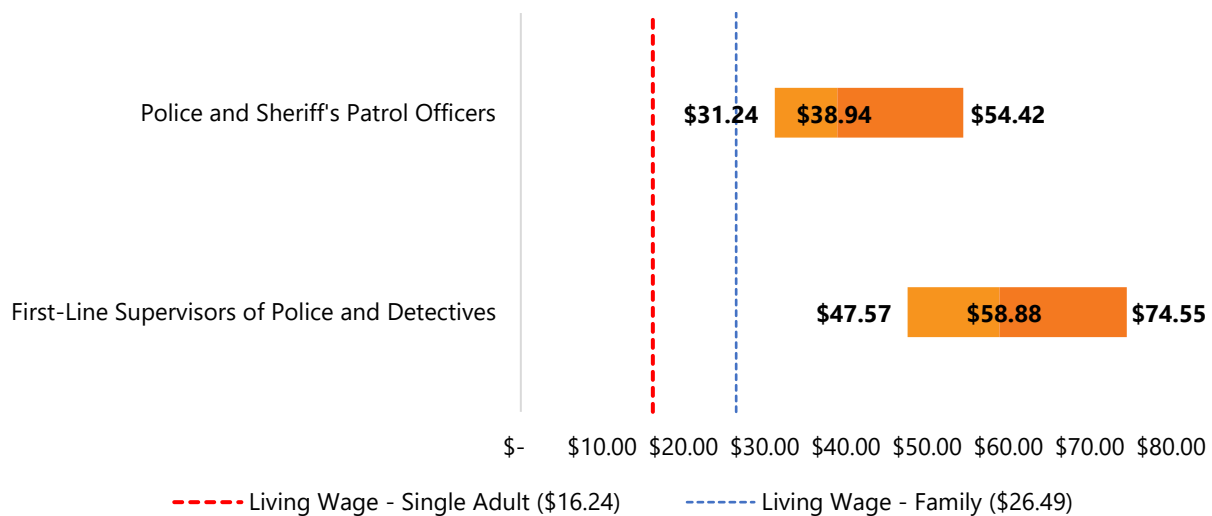
**Exhibit 2. Changes in employment, 2017-2027**



## Wages

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the Far North living wage for a single adult (\$16.24 per hour) and a small family (\$26.49 per hour).<sup>4,5</sup>

**Exhibit 3. Comparison of wages by occupation in the Far North, 2022**

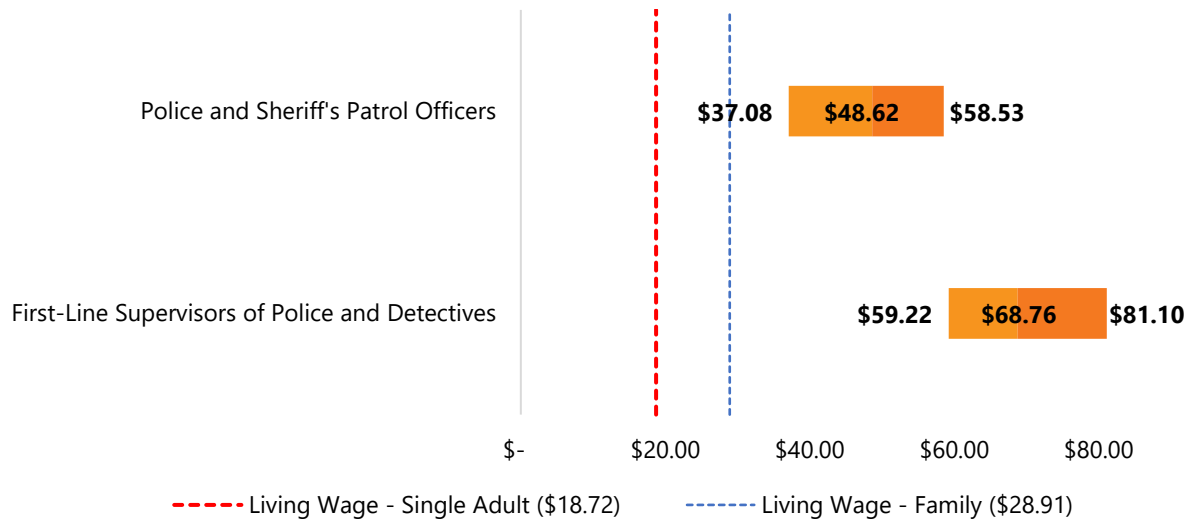


<sup>4</sup> Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

<sup>5</sup> A small family is defined as one working adult and one school aged child (between the ages of 5 and 12 years).

Exhibit 4 compares the 25<sup>th</sup> percentile, median, and 75<sup>th</sup> percentile hourly wages for the selected occupations to the Greater Sacramento living wage for one working adult (\$18.72 per hour) and a small family (\$28.91 per hour).<sup>6,7</sup>

**Exhibit 4. Comparison of wages by occupation in the North (Greater Sacramento), 2022**



<sup>6</sup> Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

<sup>7</sup> A small family is defined as one working adult and one school aged child (between the ages of 5 and 12 years).



# JOB POSTINGS

## About Job Postings Analysis

This section analyzes recent data from online job postings. Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends. However, please note that job postings are not the same as labor market demand; demand is based on projected annual openings. Job postings should be used to support inform community college curriculum development and to identify potential employers for targeted experiential learning opportunities.

Please note that there are several limitations to analyzing and interpreting online job postings. Employers may post a position multiple times to increase the number of job applicants. Job postings may remain online after a business chooses not to fill a position. Employers may advertise one posting to fill multiple vacancies. And, not all jobs are posted online.

The COE identified 829 total online job postings for the selected occupations in the 15-county Far North subregion and the seven-county Greater Sacramento subregion. Separately, there were 304 online job postings in the Far North and 525 online job postings in Greater Sacramento (Exhibit 5). The online job posting data presented in the next section summarizes data from the 22-county North/Far North region. Job posting data comes from Lightcast (formerly EMSI Burning Glass Labor Insights) and represents unique listings posted online within the last year, from January 1, 2023, to December 31, 2023.

## Job Postings by Subregion

Exhibit 5 details the number of online job postings by subregion.

**Exhibit 5. Number of job postings by subregion**

Subregion	Job Postings	Share of Job Postings
Greater Sacramento	525	63%
Far North	304	37%
<b>North/Far North Total Job Postings</b>	<b>829</b>	<b>100%</b>

## Top Employers and Job Titles

Exhibit 6 details the number of online job postings for the selected occupations.

### Exhibit 6. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Police and Sheriff's Patrol Officers	798	96%
First-Line Supervisors of Police and Detectives	31	4%
<b>Total Job Postings</b>	<b>829</b>	<b>100%</b>

Exhibit 7 shows the top 10 relevant job titles with the most job postings.

### Exhibit 7. Top jobs titles

Job Title	Number of Job Postings
Border Patrol Agents	183
Deputy Sheriffs	94
Marine Interdiction Agents	78
Law Enforcement Interns	58
Police Officers	58
Air Interdiction Agents	46
Customs and Border Protection Officers	40
Lateral Police Officers	26
Community Service Officers	22

Exhibit 8 shows the top 10 relevant employers with the most job postings for the selected occupations.

**Exhibit 8. Employers with the most job postings**

Employer	Number of Job Postings
United States Department of Homeland Security	425
County of El Dorado	18
City of Sacramento	18
Liberty Healthcare Corporation	16
State of California	15
City Of Elk Grove	12
City Of Roseville	11
Los Rios Community College District	11
County Of Colusa	9
Sacramento County	9

Exhibit 9 shows the minimum level of education requirements for related job postings in the North/Far North regions.<sup>8</sup>

**Exhibit 9. Employer-preferred education levels**

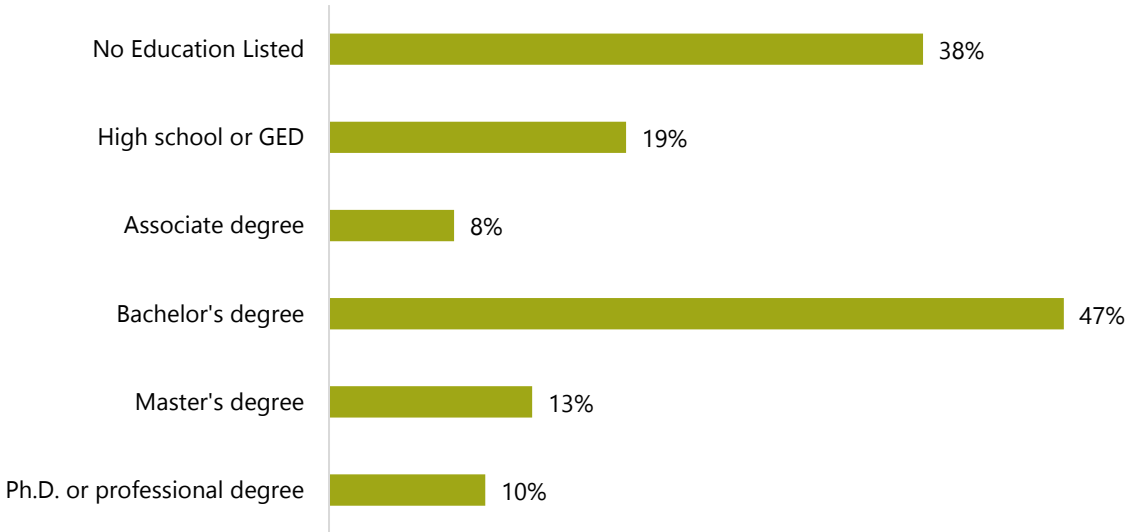
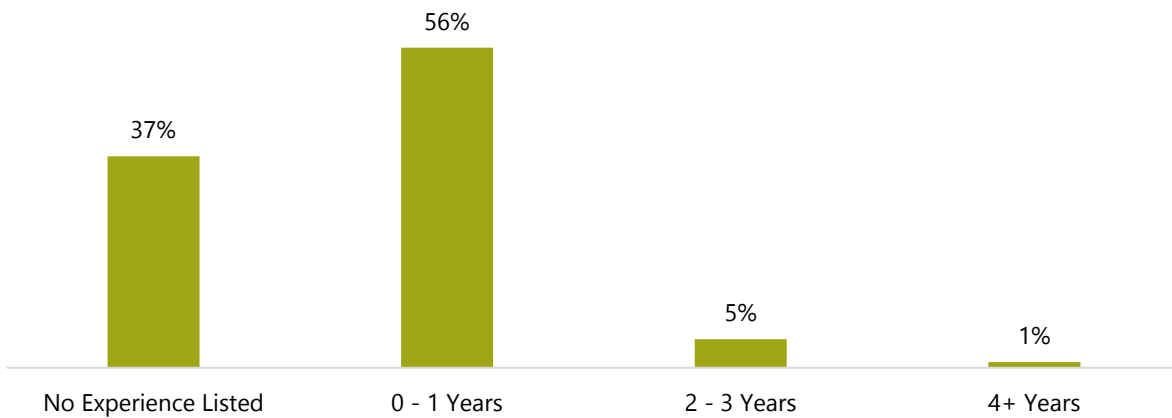


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations.<sup>9</sup>

**Exhibit 10. Employer-preferred job experience**



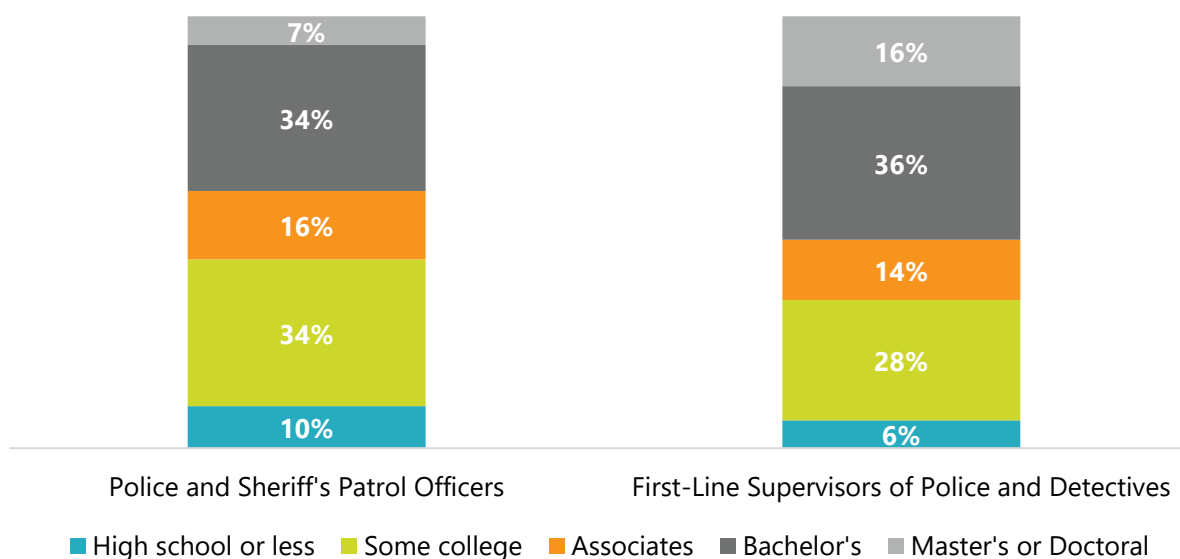
<sup>8</sup> Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in exhibit 9 may sum to greater than 100%.

<sup>9</sup> Employers may include more than one level of experience as a hiring requirement in a job posting. As a result, the values in exhibit 10 may sum to greater than 100%.

## EDUCATION AND TRAINING

The U.S. Census Bureau collects data on the highest level of education achieved by workers employed across all occupations. Exhibit 11 shows California's educational attainment of the current workforce in the selected occupations.

**Exhibit 11. California's educational attainment for selected occupations, 2019**



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 12 shows the selected occupations' typical entry-level education and job requirements.

**Exhibit 12. Typical entry-level education and job requirements**

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Police and Sheriff's Patrol Officers	High school diploma or equivalent	None	Moderate-term on-the-job training
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training

## EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

**Exhibit 13. TOP and CIP codes for training programs related to the selected occupations**

TOP Programs and Codes	Aligned CIP Programs and Codes
Administration of Justice (2105.00)	Criminal Justice and Corrections, General (43.0100)
	Corrections (43.0102)
	Criminal Justice/Law Enforcement Administration (43.0103)
	Criminal Justice/Safety Studies (43.0104)

### Community College Supply

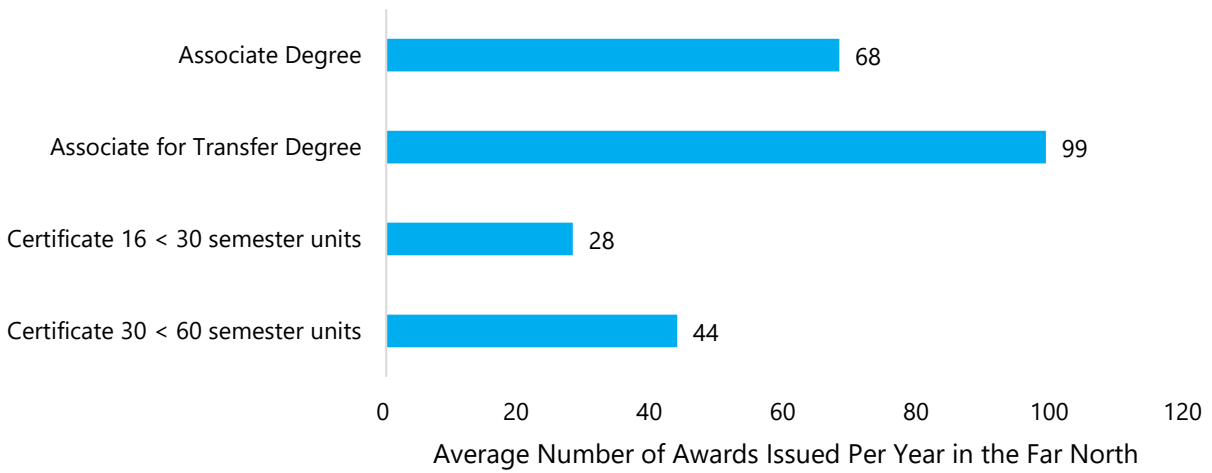
Exhibits 14, 15, and 16 compare the average number of certificates and degrees from selected Far North and Greater Sacramento community college programs over the last three academic years.

**Exhibit 14. Annual average community college awards by program**

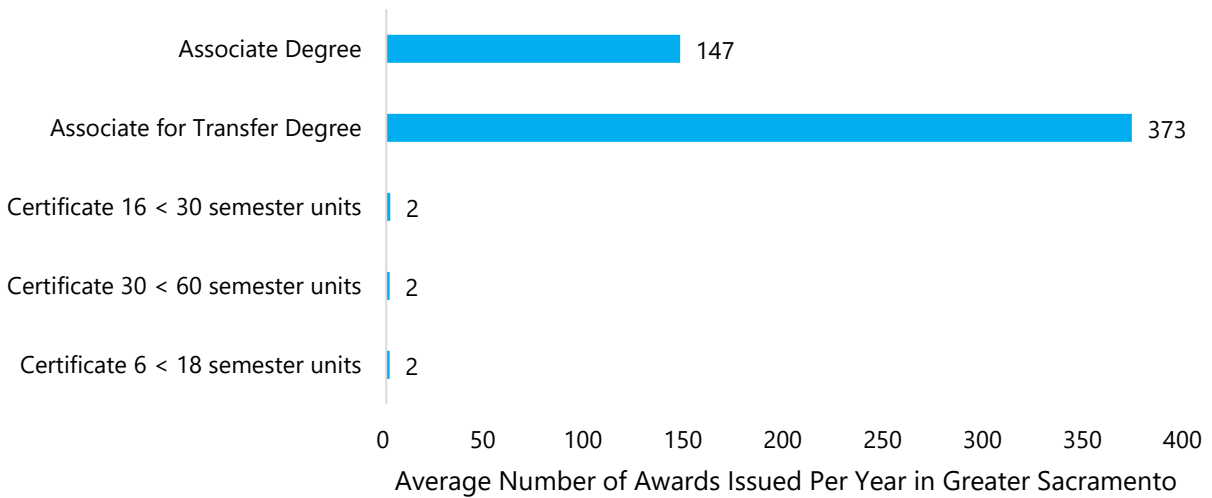
Program - TOP Code	College	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
<b><i>Far North Community College Programs</i></b>					
Administration of Justice (2105.00)	Butte	113	178	83	125
	Feather River	7	9	9	8
	Lassen	14	14	10	13
	Mendocino	19	11	16	15

Program - TOP Code	College	Annual Awards 2019-20	Annual Awards 2020-21	Annual Awards 2021-22	3-Yr Annual Awards Average
	Redwoods	8	6	5	6
	Shasta	38	32	23	31
	Siskiyou	25	44	52	40
<b>Far North Subtotal</b>		<b>224</b>	<b>294</b>	<b>198</b>	<b>239</b>
<b><i>Greater Sacramento Community College Programs</i></b>					
Administration of Justice (2105.00)	American River	74	72	76	74
	Folsom Lake	49	49	47	48
	Lake Tahoe	16	16	8	13
	Sacramento City	157	132	123	137
	Sierra	176	151	167	165
	Woodland	38	51	40	43
	Yuba	48	43	43	45
<b>Greater Sacramento Subtotal</b>		<b>558</b>	<b>514</b>	<b>504</b>	<b>525</b>
<b>North/Far North Total</b>		<b>782</b>	<b>808</b>	<b>702</b>	<b>764</b>

**Exhibit 15. Annual average Far North community college awards by type, 2019-20 through 2021-22**



**Exhibit 16. Annual average Greater Sacramento community college awards by type, 2019-20 through 2021-22**





## Other Postsecondary Supply

Exhibit 17 compares the average number of degrees that non-community college training providers conferred in the Far North and Greater Sacramento over the last two academic years. All awards conferred by postsecondary programs are bachelor's degrees, except degrees conferred in Corrections (43.0102) programs (associate degrees).

Please note that non-community college data often lags by one year and postsecondary awards data covers a two-year average due to a taxonomy update from the 2010 to 2020 CIP codes.

### Exhibit 17. Other postsecondary awards by program

Program - CIP Code	College	Annual Awards 2019-20	Annual Awards 2020-21	2-Yr Annual Awards Average
<b><i>Far North Postsecondary Programs</i></b>				
Criminal Justice/Safety Studies (43.0104)	California State University-Chico	173	171	172
<b>Far North Subtotal</b>		<b>173</b>	<b>171</b>	<b>172</b>
<b><i>Greater Sacramento Postsecondary Programs</i></b>				
Corrections (43.0102)	Carrington College-Sacramento	0	4	2*
Criminal Justice/Law Enforcement Administration (43.0103)	William Jessup University	5	7	6
Criminal Justice/Safety Studies (43.0104)	California State University-Sacramento	494	489	492
<b>Greater Sacramento Subtotal</b>		<b>499</b>	<b>500</b>	<b>500</b>
<b>North/Far North Grand Total</b>		<b>672</b>	<b>671</b>	<b>672</b>

\*Awards conferred are associate degrees

# FINDINGS

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This report focuses on two occupations in the public safety occupational pathway: police and sheriff's patrol officers and first-line supervisors of police and detectives.

## *Occupational Demand*

- The Far North subregion held 2,325 public safety jobs in 2022. These jobs are projected to increase by 12% over the next five years, adding 290 new jobs to the subregion by 2027.
- The Greater Sacramento subregion held 7,261 public safety jobs in 2022. Public safety jobs are projected to increase by 12% over the next five years, adding 859 new jobs to the subregion by 2027.
- Jobs for public safety are projected to grow at a faster rate in the Far North and the Greater Sacramento subregions than in California.
- Over the next five years, public safety jobs are projected to have 241 annual openings across the Far North and 741 annual openings in the Greater Sacramento subregion.

## *Wages*

- In the Far North, analysis of wage data shows that public safety occupations earn \$15 to \$31 above the single adult living wage of \$16.24 per hour. Median wages for these occupations earn \$12 to \$32 above the living wage for a small family (\$26.49 per hour).
- In the Greater Sacramento subregion, analysis of wage data shows that public safety occupations earn \$18 to \$40 above the single adult living wage of \$18.72 per hour. Median wages for these occupations are between \$20 to \$40 above the living wage for a small family (\$28.91 per hour).

## *Job Postings*

- According to real-time labor market information, there were about 829 online job postings for public safety in the North/Far North region between January 1, 2023, and December 31, 2023.
- The majority of postings were for police and sheriff's patrol officers, which made up 96% of postings. The top job title was border patrol agents.
- The top employers were United States Department of Homeland Security, County of El Dorado, City of Sacramento, Liberty Healthcare Corporation, and the State of California.

### *Education and Training Requirements*

- Between 42% and 50% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 34% to 36% of workers in these occupations hold a bachelor's degree.
- In terms of the minimum level of education preferred by employers, 8% listed an associate degree in job postings and 47% a bachelor's degree. In terms of experience, 56% listed 0-1 years of experience.

### *Postsecondary Supply*

- Seven Far North community colleges offer degrees and certificates in programs related to public safety. Together, these programs conferred an average of 239 awards (certificates and associate degrees) in public safety programs over the last three academic years (2019-20 through 2021-22).
- Seven Greater Sacramento community colleges also offer degrees and certificates in programs related to public safety, and these programs conferred an average of 525 awards (certificates and associate degrees) in public safety programs over the last three academic years (2019-20 through 2021-22).
- Local non-community college postsecondary training providers also offer training related to the studied occupations. Between 2019-20 and 2020-21, non-community college training providers conferred an average of 172 awards (bachelor's degrees) in public safety programs in the Far North, and 500 awards (two associate degrees and 498 bachelor's degrees) in the Greater Sacramento subregion. Please note that non-community college awards data often lags by one year.

# CONCLUSIONS

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- In the Far North subregion:
  - Community colleges and other postsecondary training providers issued an average of 411 awards over the last three years, and 172 awards were bachelor's degrees.
  - There are 241 projected annual openings for public safety jobs.
- In the Greater Sacramento subregion:
  - Community colleges and other postsecondary training providers issued an average of 1,025 awards over the last three years, and 498 were bachelor's degrees.
  - There are 741 projected annual openings for public safety jobs.

## APPENDIX A. METHODOLOGY AND SOURCES

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This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O\*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI), 2023. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator, 2023. <https://livingwage.mit.edu/>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Lightcast (Formerly EMSI/Burning Glass) 2023.4; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. (Note: EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O\*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6<sup>th</sup> Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

## APPENDIX B. GLOSSARY

Key Terms	Definition
<b>Occupation</b>	<p>Occupation refers to a category of jobs, careers, or professions that are similar regarding the work performed and the skills the workers possess. Workers who perform essentially the same tasks are in the same occupation, whether in the same industry. Some occupations are concentrated in a few industries, while others are found in many industries.</p> <p>Occupations differ from jobs in that jobs show the number of positions held in each occupation.</p>
<b>Jobs</b>	<p>A job is a specific instance of employment and includes any position where a worker provides labor for monetary compensation.</p> <p>Job numbers include employees (those who work for businesses) and proprietors (those who work for themselves). Full- and part-time jobs are included and counted equally (i.e., not adjusted to full-time equivalents). Data for jobs, or employment, are annual averages.</p>
<b>Employment</b>	<p>Employment refers to filled jobs, whether full- or part-time, temporary or permanent. The scope of "who" is counted as employed is noted in Appendix A. Methodology and Sources.</p>
<b>Job Change</b>	<p>Job change is the net increase or decrease of jobs over a given timeframe.</p>
<b>Job Opening</b>	<p>Job openings are the projected number of positions available for workers entering an occupation.</p> <p>Openings include growth and replacement job counts. Growth job counts are the positive change in the total number of workers employed. Replacement job counts are the estimates of new workers needed to replace workers permanently leaving the occupation.</p>
<b>Percentile Wage (or wages)</b>	<p>A percentile wage is the value of a wage at which a certain percentage of workers falls below. For example, a 25<sup>th</sup> percentile hourly wage of \$15.00 indicates that 25% of workers earn less than \$15.00, while 75% earn more. Percentile wages are specific to the geography shown in the report.</p> <p>The 25th-percentile and 75th-percentile hourly wages are used as a proxy for entry-level and experienced-level wages.</p>
<b>Living Wage</b>	<p>The living wage is the level of income a single, working adult with no children must earn to meet basic needs. The living wage is calculated using basic allowances for food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs, and assumes full-time employment (40 hours per week, 52 weeks a year).</p>

Key Terms	Definition
	Beginning AY 2023-24, NFN COE adopted the MIT calculations for a living wage better aligned to the economic conditions following the pandemic. For additional information, please visit <a href="https://livingwage.mit.edu/">https://livingwage.mit.edu/</a> .
<b>Educational Attainment</b>	Educational attainment is the highest level of education achieved by workers in an occupation. The data include workers aged 25 years and older.
<b>Typical Entry-level Education</b>	<p>The education level most workers need to gain employment in an occupation. Categories range from "no formal educational credential" and "high school diploma or equivalent" to "doctoral or professional degree." The types most relevant to community training are "some college, no degree," "postsecondary nondegree award," and "associate degree."</p> <p>The typical entry-level education may differ from the actual educational levels attained by workers employed in an occupation.</p>
<b>Typical Work Experience</b>	The relevant prior experience a worker needs to gain employment in an occupation. Categories include "5 years or more," "less than five years," and "none."
<b>Typical On-The-Job (OTJ) Training</b>	The level of on-the-job training a worker needs to obtain for competency in the skills required for an occupation. Categories include "none," "short-term (1 month or less)," "moderate-term (more than one month but less than 12 months)," "long-term (more than 12 months)," "apprenticeship," and "internship/residency."
<b>Awards</b>	Awards are the number of certificates and degrees conferred for a specific course of study each year. Awards count "papers" and, as a result, may be greater than the number of students who complete a program.

**COVID-19 Statement:** This report includes employment projection data produced by Lightcast (formerly EMSI). Employment projections are developed using models based on historical data, which in this set of projections covers the period through 2021. Most input data, therefore, precedes the pandemic. Employment projections are long-term projections intended to capture structural changes in the economy, not cyclical fluctuations. As such, projections data are not intended to capture the impacts of the recession that began in February 2020. Cyclical fluctuations, like recessions, impact projects when they become part of the historical data set.

**Important Disclaimer:** All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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FOR LABOR MARKET RESEARCH

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