



## Modern Policing (TOP 2105.00)

November 2024

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

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### Program Recommendation

This report was compiled by the South Central Coast<sup>1</sup> Center of Excellence to provide regional labor market data for the program recommendation – Modern Policing. 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 that align with the following occupations:

- Bailiffs (33-3011)
- Correctional Officers and Jailers (33-3012)
- Detectives and Criminal Investigators (33-3021)
- Police and Sheriff's Patrol Officers (33-3051)
- Private Detectives and Investigators (33-9021)

### Key Findings

- In 2023, there were 7,255 jobs for the five occupations of interest in the South Central Coast Region.
- The number of new jobs is expected to increase by 4% through 2028.
- Projections show approximately 827 annual openings in the region. There were 789 awards conferred in relevant programs, indicating an undersupply.
- According to the Bureau of Labor Statistics, a high school diploma or equivalent is typically required for all five occupations included in this report.

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<sup>1</sup> 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 are five occupations in the standard occupational classification (SOC) system that were identified for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

**Exhibit 1 – Occupations, Descriptions, and Sample Job Titles**

SOC Code	Title	Description	Sample of Reported Job Titles
33-3011	Bailiffs	Maintain order in courts of law.	Bailiff, Court Bailiff, Court Constable, Court Deputy, Court Officer, Court Security Officer, Deputy Bailiff, Deputy Court Services Sheriff, Security Officer
33-3012	Correctional Officers and Jailers	Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.	Booking Officer, Community Services Officer (CSO), Correctional Officer, Corrections Officer (CO), Deputy Jailer, Detention Deputy, Detention Officer, Jail Officer, Jailer, Jailor
33-3021	Detectives and Criminal Investigators	Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.	Crime Scene Investigator (CSI), Criminal Investigator, Detective, Fugitive Detective, Fugitive Investigator, Investigator, Narcotics Detective, Narcotics Investigator, Police Detective, Special Agent
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
33-9021	Private Detectives and Investigators	Gather, analyze, compile, and report information regarding individuals or organizations to clients, or detect occurrences of unlawful acts or infractions of rules in private establishment.	Asset Protection Detective, Field Investigator, Investigator, Loss Prevention Agent, Loss Prevention Associate, Loss Prevention Detective, Loss Prevention Investigator, Loss Prevention Officer, Private Investigator, Special Investigator

Source: O\*NET Online

## Current and Future Employment

In the South Central Coast region, the number of jobs for Modern Policing-related occupations is expected to increase by 4% through 2028. Approximately 827 annual openings are expected through 2028.

**Exhibit 2 – Five-Year Projections for Modern Policing-related workers in the South Central Coast Region**

SOC	Occupation	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
33-3011	Bailiffs	48	49	1	2%	9
33-3012	Correctional Officers and Jailers	1,820	1,851	31	2%	198
33-3021	Detectives and Criminal Investigators	412	438	26	6%	58
33-3051	Police and Sheriff's Patrol Officers	4,680	4,926	246	5%	521
33-9021	Private Detectives and Investigators	295	296	1	0%	41
		<b>7,255</b>	<b>7,560</b>	<b>305</b>	<b>4%</b>	<b>827</b>

Source: Lightcast™ Analyst

## Earnings

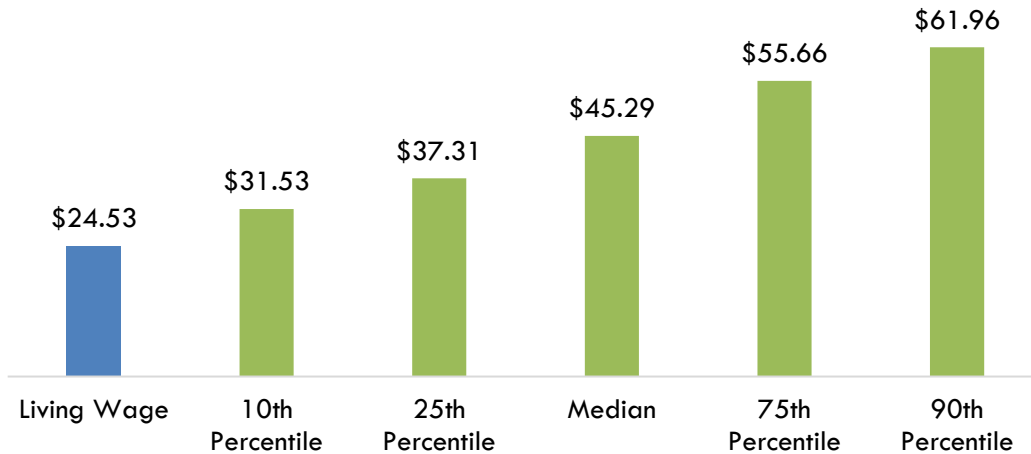
Exhibit 3 contains hourly wages for the occupations of interest. Entry-level hourly earnings are represented by the 25<sup>th</sup> percentile of wages, median hourly earnings are represented by the 50<sup>th</sup> percentile of wages, and experienced hourly earnings are represented by the 75<sup>th</sup> percentile of wages, demonstrating various levels of employment.

**Exhibit 3 – Earnings in the South Central Coast Region**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
33-3011	Bailiffs	\$38.18	\$42.53	\$53.22
33-3012	Correctional Officers and Jailers	\$33.66	\$44.27	\$46.99
33-3021	Detectives and Criminal Investigators	\$47.75	\$59.44	\$69.92
33-3051	Police and Sheriff's Patrol Officers	\$47.45	\$55.45	\$65.01
33-9021	Private Detectives and Investigators	\$19.50	\$24.76	\$43.15

Source: Lightcast™ Analyst

### Exhibit 3b – Earnings in the South Central Coast Region



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Lightcast™ Analyst

### 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 occupations relevant to the field of study. Employer job postings are consulted to understand who is looking for professionals in a given field, and what they are looking for in potential candidates. To identify relevant job postings, the following occupations were used:

- 33-3011 Bailiffs
- 33-3012 Correctional Officers and Jailers
- 33-3021 Detectives and Criminal Investigators
- 33-3051 Police and Sheriff's Patrol Officers
- 33-9021 Private Detectives and Investigators

### Top Occupations

Over the past 12 months (November 2023 to October 2024), there have been 426 employer job postings for the five occupations of interest.

### Exhibit 4 – Job Postings by Occupation

SOC/ONET Code	Occupation	Job Postings, Last 12 months
33-3051	Police and Sheriff's Patrol Officers	182
33-3021	Detectives and Criminal Investigators	130
33-9021	Private Detectives and Investigators	64
33-3012	Correctional Officers and Jailers	50
33-3011	Bailiffs	0
	<b>Total</b>	<b>426</b>

Source: Lightcast™ Analyst

## Top Titles

The top job titles for employers posting ads for Modern Policing-related occupations are listed in Exhibit 5.

**Exhibit 5 – Job Titles**

<b>Title</b>	<b>Job Postings, Last 12 months</b>
Border Patrol Agents	27
Background Specialists	27
Police Officers	18
Patrol Officers	16
Lateral Police Officers	14
Surveillance Investigators	13
Intelligence Analysts	9
Background Investigators	9
Law Enforcement Interns	9
Detention Officers	9

Source: Lightcast™ Analyst

## Top Employers

Exhibit 6 lists the major employers hiring professionals in the field of interest. The top employers posting job ads were United States Department of Homeland Security and Federal Bureau of Investigation.

**Exhibit 6 – Top Employers**

<b>Employer</b>	<b>Job Postings, Last 12 months</b>
United States Department of Homeland Security	37
Federal Bureau of Investigation	35
County Santa Barbara Health	22
Securitas	21
Allied Universal	11

Source: Lightcast™ Analyst

## Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to the five occupations of interest. Law Enforcement is the most sought-after specialized skill for employers. Investigation was the most requested baseline skill. Microsoft Office was the most requested software skill.

**Exhibit 7 – Specialized Skills**

Skills	Job Postings, Last 12 months
Law Enforcement	136
Patrolling	60
Search Warrant	43
Law Enforcement Practices	39
Rehabilitation	38
Criminal Justice	37
Forensic Psychology	36
International Laws	36
Motorcycles	35
Code Enforcement	34

Source: Lightcast™ Analyst

**Exhibit 7b – Baseline Skills**

Skills	Job Postings, Last 12 months
Investigation	137
Communication	119
Operations	114
Management	81
Writing	70
Customer Service	67
Tactfulness	66
Physical Fitness	58
Composure	44
First Aid	42

Source: Lightcast™ Analyst

### Exhibit 7c – Software and Programming Skills

Skills	Job Postings, Last 12 months
Microsoft Office	32
Microsoft Excel	30
Microsoft PowerPoint	25
Microsoft Word	19
SAP Applications	15

Source: Lightcast™ Analyst

### Education and Training

Exhibit 8 shows the typical entry-level education requirement for the five occupations included in this report. All five occupations have an entry-level education level of a high school diploma or equivalent.

### Exhibit 8 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
33-3011	Bailiffs	High school diploma or equivalent	Moderate-term
33-3012	Correctional Officers and Jailers	High school diploma or equivalent	Moderate-term
33-3021	Detectives and Criminal Investigators	High school diploma or equivalent	Moderate-term
33-3051	Police and Sheriff's Patrol Officers	High school diploma or equivalent	Moderate-term
33-9021	Private Detectives and Investigators	High school diploma or equivalent	Moderate-term

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

### Regional Completions and Openings

Between 2020 and 2023, there were 789 awards conferred in the South Central Coast region aligned with the programs that have historically trained for the occupations of interest.

**Exhibit 9 – Three-Year Average of Awards Conferred in the Region**

TOP/CIP Code	Program	3-Year Average (2020-2023)
2105.00	Administration of Justice	704
2105.50	Police Academy	84
43.0102	Corrections	1
43.0107	Criminal Justice/Police Science	-
	<b>Total</b>	<b>789</b>

Source: Datamart and IPEDS

### CCC Awards

Exhibit 10 shows the average number of awards granted by community colleges within programs historically dedicated to training for the occupations included in this report.

**Exhibit 10 – CCC Awards in the South Central Coast Region, 2020-2023 Average**

CCC Programs	3-Year Average
Allan Hancock	99
Antelope Valley	145
Canyons	110
Cuesta	41
Moorpark	89
Santa Barbara	84
Ventura	220

Source: DataMart



**Sources**

O\*Net Online, Lightcast™ Analyst, 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 Modern Policing. 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.