



# Labor Market Analysis for Program Recommendation

## Modern Policing Occupations

### Santa Cruz-Monterey Subregion

Prepared by the Bay Region Center of Excellence for Labor Market Research

Associate Program

October 2026

#### Summary

| Recommendation Based on Labor Market Data: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> With Reservations <input type="checkbox"/> No |                                                                                                                                                                                                                     |                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                           | Earning Wage Meets Living Wage                                                                                                                                                                                      | Meets Demand                                                                                                                                                  |
| Bay Region                                                                                                                                                | Entry Level Hourly Wage- \$59<br>Mid-Career Hourly Wage- \$65<br><br>Mid-Career Hourly Wage at or above the Bay Living Wage (\$27)?<br><input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No       | Demand: 1,601<br>Supply: 233 (15% of Demand is Met)<br>Gap: 1,368<br><br>In-Demand?<br><input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No |
| Santa Cruz-Monterey Subregion                                                                                                                             | Entry Level Hourly Wage- \$49<br>Mid-Career Hourly Wage- \$59<br><br>Mid-Career Hourly Wage at or above the Subregion Living Wage (\$27)?<br><input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No | Demand: 170<br>Supply: 0 (0% of Demand is Met)<br>Gap: 170<br><br>In-Demand?<br><input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No        |

**Note:** An occupation is considered to provide a living wage if the mid-career wage is at or above the amount required for a single adult to be economically self-sufficient within a specified region. In this report, living wage estimates are based on the California Self-Sufficiency Standard. The Bay Region Center of Excellence is gradually transitioning to the MIT Living Wage Calculator. During this transition, we include estimates in the methodology section from both sources for reference and comparison. As a rule of thumb, an occupation will be considered **in-demand** when the supply is less than 75% of the demand and the labor market gap exceeds 40 openings (a reasonable regional threshold for starting a new program), but this approach may not apply in all cases. For definitions of demand, supply, and living wage, please scroll to the bottom of the report under **Definitions**.

## Recommendation

The labor market data supports this proposed program. The occupations meet both the Bay Region and Santa Cruz-Monterey subregion living wage at the mid-career level. An additional 1,368 students are needed in the Bay Region and 170 students in the Santa Cruz-Monterey subregion to complete their program. Lastly, only 15% of labor market demand is being met in the Bay Region, and 0% of demand is being met in the Santa Cruz-Monterey subregion overall.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.50 - Police Academy and 2105.60 - Modern Policing (recently this code has been replaced by TOP code 2105.60) 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 subregion in the state and region.

This report profiles Modern Policing Occupations in the 12 county Bay Region and in the Santa Cruz-Monterey subregion. This report includes occupations with one skill level. Middle-skill occupations require a certificate, or an associate degree, or it may require a bachelor's degree, but 33% or fewer of current workers in these roles hold one.

**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. Includes police officers working at educational institutions.

Typical Entry-Level Education: High school diploma or equivalent

Skill Level: Middle-Skill

Work Experience Required: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 44%

**First-Line Supervisors of Police and Detectives (33-1012):** Directly supervise and coordinate activities of members of police force.

Typical Entry-Level Education: High school diploma or equivalent

Skill Level: Middle-Skill

Work Experience Required: Less than 5 years

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 40%

**Detectives and Criminal Investigators (33-3021):** Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.

Typical Entry-Level Education: High school diploma or equivalent

Skill Level: Middle-Skill

Work Experience Required: Less than 5 years

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 28%

## Occupational Demand

**Table 1. Employment Outlook for Modern Policing Occupations in the Bay Region**

| Occupation                                      | 2025 Jobs     | 2030 Jobs     | 5-yr Change  | 5-yr % Change | 5-yr Total Openings | Annual Openings | Entry Level Hourly | Mid-Career Hourly Wage |
|-------------------------------------------------|---------------|---------------|--------------|---------------|---------------------|-----------------|--------------------|------------------------|
| Detectives and Criminal Investigators           | 1,313         | 1,391         | 78           | 6%            | 531                 | 106             | \$50               | \$62                   |
| First-Line Supervisors of Police and Detectives | 2,792         | 2,972         | 180          | 6%            | 1,102               | 220             | \$76               | \$83                   |
| Police and Sheriff's Patrol Officers            | 14,645        | 15,522        | 876          | 6%            | 6,377               | 1,275           | \$56               | \$62                   |
| <b>Total</b>                                    | <b>18,750</b> | <b>19,885</b> | <b>1,135</b> | <b>6%</b>     | <b>8,010</b>        | <b>1,601</b>    | <b>\$59</b>        | <b>\$65</b>            |

Source: Lightcast 2026.3

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 Modern Policing Occupations in the Santa Cruz-Monterey Subregion**

| Occupation                                      | 2025 Jobs    | 2030 Jobs    | 5-yr Change | 5-yr % Change | 5-yr Total Openings | Annual Openings | Entry Level Hourly | Mid-Career Hourly Wage |
|-------------------------------------------------|--------------|--------------|-------------|---------------|---------------------|-----------------|--------------------|------------------------|
| Detectives and Criminal Investigators           | 116          | 125          | 8           | 8%            | 49                  | 10              | \$45               | \$50                   |
| First-Line Supervisors of Police and Detectives | 271          | 292          | 21          | 8%            | 111                 | 22              | \$65               | \$74                   |
| Police and Sheriff's Patrol Officers            | 1,554        | 1,660        | 106         | 7%            | 692                 | 138             | \$47               | \$57                   |
| <b>Total</b>                                    | <b>1,941</b> | <b>2,077</b> | <b>136</b>  | <b>7%</b>     | <b>852</b>          | <b>170</b>      | <b>\$49</b>        | <b>\$59</b>            |

Source: Lightcast 2026.3

Santa Cruz-Monterey Subregion includes: Monterey, San Benito, Santa Cruz Counties

## Job Postings in the Bay Region and Santa Cruz-Monterey Subregion

**Table 3. Number of Job Postings by Occupation for the latest 12 months**

| Occupation                                      | Bay Region | Santa Cruz-Monterey |
|-------------------------------------------------|------------|---------------------|
| Police and Sheriff's Patrol Officers            | 1,681      | 185                 |
| Detectives and Criminal Investigators           | 434        | 6                   |
| First-Line Supervisors of Police and Detectives | 285        | 42                  |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

**Table 4a. Top Job Titles in Job Postings for Modern Policing Occupations in the Bay Region**

| Title                                  | Bay | Title                      | Bay |
|----------------------------------------|-----|----------------------------|-----|
| Customs and Border Protection Officers | 301 | Intelligence Analysts      | 47  |
| Border Patrol Agents                   | 244 | Special Agents             | 41  |
| Police Officers                        | 235 | Sheriff's Deputies         | 36  |
| Deputy Sheriffs                        | 146 | Police Sergeants           | 33  |
| Lateral Police Officers                | 96  | Marine Interdiction Agents | 28  |

|                            |    |                         |    |
|----------------------------|----|-------------------------|----|
| Police Recruits            | 93 | Soc Analysts            | 27 |
| Police Academy Instructors | 92 | Federal Police Officers | 24 |
| CBP Officers               | 91 | Police Lieutenants      | 24 |
| Police Services Officers   | 62 | Police Cadets           | 15 |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

**Table 4b. Top Job Titles in Job Postings for Modern Policing Occupations in the Santa Cruz-Monterey Subregion**

| Title                                  | Subregion | Title                          | Subregion |
|----------------------------------------|-----------|--------------------------------|-----------|
| Border Patrol Agents                   | 38        | Lateral Police Officers        | 4         |
| Customs and Border Protection Officers | 37        | Police Records Technicians     | 4         |
| Deputy Sheriffs                        | 27        | Sheriff's Sergeants            | 4         |
| Police Officers                        | 24        | Latent Print Examiners         | 2         |
| Police Recruits                        | 23        | Criminalists                   | 2         |
| CBP Officers                           | 19        | Directors of Building Services | 2         |
| Sheriff's Deputies                     | 7         | Police Records Supervisors     | 1         |
| Police Academy Instructors             | 6         | Undersheriffs                  | 1         |
| Marine Interdiction Agents             | 5         | Service Agents                 | 1         |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

## Industry Concentration

**Table 5. Industries Hiring for Modern Policing Occupations in the Bay Region**

| Industry - 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2025) | Jobs in Industry (2030) | % Change (2025-30) | % Occupation Group in Industry (2025) |
|-----------------------------------------------------------------------|-------------------------|-------------------------|--------------------|---------------------------------------|
| Local Government, Excluding Education and Hospitals                   | 15,633                  | 16,621                  | 6%                 | 83%                                   |
| State Government, Excluding Education and Hospitals                   | 979                     | 1,047                   | 7%                 | 5%                                    |
| Federal Government, Military                                          | 764                     | 800                     | 5%                 | 4%                                    |
| Federal Government, Civilian, Excluding Postal Service                | 412                     | 411                     | 0%                 | 2%                                    |
| Colleges, Universities, and Professional Schools (State Government)   | 342                     | 353                     | 3%                 | 2%                                    |
| Colleges, Universities, and Professional Schools                      | 199                     | 209                     | 5%                 | 1%                                    |
| Colleges, Universities, and Professional Schools (Local Government)   | 142                     | 128                     | -9%                | 1%                                    |
| Elementary and Secondary Schools (Local Government)                   | 86                      | 90                      | 5%                 | 0%                                    |
| Hospitals (Local Government)                                          | 34                      | 37                      | 10%                | 0%                                    |
| Hospitals (State Government)                                          | 32                      | 40                      | 26%                | 0%                                    |

Source: Lightcast 2026.3

**Table 6. Top Employers Posting Modern Policing Occupations in the Bay Region and the Santa Cruz-Monterey Subregion**

| Employer | Bay | Employer | Santa Cruz-Monterey |
|----------|-----|----------|---------------------|
|----------|-----|----------|---------------------|

|                                                                  |     |                                               |     |
|------------------------------------------------------------------|-----|-----------------------------------------------|-----|
| United States Department of Homeland Security                    | 653 | United States Department of Homeland Security | 101 |
| Association Of Former Agents Of The United States Secret Service | 120 | City & County of San Francisco                | 17  |
| City & County of San Francisco                                   | 76  | County Of Monterey                            | 8   |
| Federal Bureau of Investigation                                  | 66  | Santa Cruz County                             | 8   |
| Tietalent                                                        | 39  | City Of Santa Cruz                            | 8   |
| County Of San Mateo                                              | 38  | County Monterey                               | 6   |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

## Educational Supply

There are five community colleges in the Bay Region issuing 233 awards on average annually (last 3 years ending 2024-25) on TOP 2105.50 - Police Academy. In the Santa Cruz-Monterey subregion, there are no community colleges that issued any awards on average annually (last 3 years) on this TOP code.

There are no other CTE educational institutions or four-year institutions in the Bay Region issuing any awards on average annually (last 3 years) on CIP 43.0107- Criminal Justice/Police Science.

**Table 7a. Community College Awards on TOP 2105.50 - Police Academy in the Bay Region**

| College        | Subregion      | Associate Degree | High unit Certificate | Low unit Certificate | Total      |
|----------------|----------------|------------------|-----------------------|----------------------|------------|
| Chabot Hayward | East Bay       | 0                | 21                    | 0                    | 21         |
| Gavilan        | Silicon Valley | 1                | 0                     | 47                   | 48         |
| Los Medanos    | East Bay       | 0                | 0                     | 50                   | 50         |
| San Mateo      | Mid-Peninsula  | 0                | 0                     | 7                    | 7          |
| Santa Rosa     | North Bay      | 0                | 0                     | 107                  | 107        |
| <b>Total</b>   |                | <b>1</b>         | <b>21</b>             | <b>211</b>           | <b>233</b> |

Source: CCCC DataMart

Note: The annual average for awards is 2022-23 to 2024-25.

## Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 1,601 annual openings for the Modern Policing occupational cluster and 233 annual (3-year average) awards for an annual undersupply of 1,368 students. In the Santa Cruz-Monterey subregion, there is also a gap with 170 annual openings and 0 annual (3-year average) awards for an annual undersupply of 170 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.50 - Police Academy**

| Metric Outcomes                                             | Bay All CTE Program | State 2105.50 | Bay 2105.50 | Santa Cruz-Monterey 2105.50 |
|-------------------------------------------------------------|---------------------|---------------|-------------|-----------------------------|
| Students with a Job Closely Related to Their Field of Study | 75%                 | 87%           | 93%         | 91%                         |
| Median Annual Earnings for SWP Exiting Students             | \$59,448            | \$141,476     | \$162,517   | \$165,310                   |
| Median Change in Earnings for SWP Exiting Students          | 30%                 | 22%           | 21%         | 16%                         |

|                                               |     |     |     |     |
|-----------------------------------------------|-----|-----|-----|-----|
| Exiting Students Who Attained the Living Wage | 50% | 93% | 92% | 93% |
|-----------------------------------------------|-----|-----|-----|-----|

Source: DataVista Program Median of 2021 to 2023.

## Skills, Certifications and Education

**Table 9. Top Skills in Job Postings for Modern Policing Occupations in the Bay Region**

| Skill                            | Posting | Skill                | Posting |
|----------------------------------|---------|----------------------|---------|
| Law Enforcement                  | 1,151   | Risk Analysis        | 285     |
| Contraband Detection And Control | 689     | Motorcycles          | 268     |
| International Laws               | 676     | All Terrain Vehicles | 255     |
| Physical Fitness                 | 536     | First Aid            | 250     |
| Immigration Law                  | 518     | Good Driving Record  | 207     |
| Merchandising                    | 373     | Visual Acuity        | 194     |
| Agriculture                      | 369     | Community Policing   | 185     |
| Law Enforcement Practices        | 357     | Traffic Control      | 165     |
| Crime Prevention                 | 344     | Customs Regulations  | 146     |
| Patrolling                       | 332     | Court Systems        | 144     |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

**Table 10. Certifications in Job Postings for Modern Policing Occupations in the Bay Region**

| Certification                                           | Posting | Certification                                            | Posting |
|---------------------------------------------------------|---------|----------------------------------------------------------|---------|
| Valid Driver's License                                  | 772     | Operator Of Uninspected Passenger Vessels (OUPV) License | 28      |
| Peace Officer Standards And Training (POST) Certificate | 151     | Peace Officer Certification                              | 23      |
| Cardiopulmonary Resuscitation (CPR) Certification       | 142     | Advanced POST Certificate                                | 8       |
| First Aid Certification                                 | 141     | Automotive Service Excellence (ASE) Certification        | 6       |
| Basic POST Certificate                                  | 50      | American Red Cross (ARC) Certification                   | 6       |
| Automated External Defibrillator (AED) Certification    | 28      | Firefighter I Certification                              | 5       |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

**Table 11. Education Requirements for Modern Policing Occupations in the Bay Region**

| Education Level            | Job Postings | % of Total |
|----------------------------|--------------|------------|
| High school or GED         | 719          | 27%        |
| Associate degree           | 237          | 9%         |
| Bachelor's degree & higher | 1,671        | 64%        |

Source: Lightcast 2026.3; "Job Posting Analytics." Oct. 2025 - Sep. 2026

Note: 32% 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 CCCC Data Mart and CTE Launchboard.

This report uses living wage estimates from the California Self-Sufficiency Standard. The Bay Region Center of Excellence is gradually transitioning to the Massachusetts Institute of Technology (MIT) Living Wage Calculator, which will become the primary living wage benchmark used in future reports. During this transition, we include both estimates to provide context and allow readers to understand how the selected benchmark affects wage comparisons. Because the California Self-Sufficiency Standard and the MIT Living Wage Calculator use different methodologies, their estimates are not directly interchangeable. The MIT Living Wage Calculator generally produces higher living wage thresholds; therefore, future reports may identify fewer occupations as providing a living wage, even when the underlying occupational wage data has not changed. For comparison, the MIT living wage is \$33 per hour for the Bay Region and \$36 per hour for the Santa Cruz-Monterey subregion. Under the California Self-Sufficiency Standard, the living wage is \$27 per hour for the Bay Region and \$27 per hour for the Santa Cruz-Monterey subregion.

## Definitions

**Demand** refers to average annual openings which includes a combination of both new jobs and replacement jobs between 2025 to 2030. New jobs represent the total number of additional workers required in an occupation, calculated as the difference between the current number of workers and the projected number of unfilled positions. Replacements are jobs that will need to be filled by new hires due to existing workers leaving the occupation. The average annual openings figure is derived by dividing total openings (2025 to 2030) by five years.

**Supply** refers to the average number of graduates between academic years 2021–2022 and 2023–2024. Graduates include students from community colleges, other two-year private and public institutions, as well as four-year institutions.

**Living wage** refers to the amount of income required for working families to meet basic needs at a minimally adequate level, considering family composition, ages of children, and geographic differences in costs based on the Self-Sufficiency Standard methodology.

**Entry-level** wages are the hourly earnings paid to workers who are newly entering an occupation.

**Mid-career wages** are the hourly earnings paid to workers who have accumulated several years of experience in an occupation, reflecting increased productivity, skill proficiency, and responsibility beyond entry-level roles but short of late-career or senior positions.

## Sources

O\*Net Online

Lightcast

CTE LaunchBoard [www.calpassplus.org](http://www.calpassplus.org)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

CCCCO Data Mart

## Contacts

For more information, please contact:

- Yumi Huang, Research Analyst, Bay Region Center of Excellence, [yumi@baccc.net](mailto:yumi@baccc.net) or (831) 275-0043
- Marcela Reyes, Director, Research and Center of Excellence, [marcela@baccc.net](mailto:marcela@baccc.net) or (831) 219-8875