

Labor Market Analysis for Program Modification: 2105.50/Police Academy (Certificate of Achievement)

CVML Center of Excellence, October 2025



FOR LABOR MARKET RESEARCH
CENTRAL VALLEY/MOTHER LODE

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some LMI Criteria Met <input type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	Comments: There are projected to be 1,259 annual job openings throughout the SCV/SML subregion for <i>law enforcement</i> -related occupations, which are more than the 1,118 awards conferred by educational institutions in the SCV/SML subregion (CC + Non-CC) . However, the supply is within the COE's margin (25% over or under the number of annual job openings) to be considered "supply met" rather than a "supply gap".	
Living Wage: (Entry-Level, 25th):	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	Comments: All five <i>law enforcement</i> -related occupations included in this report have an entry-level hourly wage above the SCV/SML living wage of \$16.08 .	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	Comments: The typical entry-level education for <i>law enforcement</i> -related occupations is a high school diploma or equivalent. Additionally, between 28% and 48% have completed some college or an associate degree as their highest level of education .	

Emerging Occupations(s)

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Comments: N/A	

The Central Valley/Mother Lode Center of Excellence for Labor Market Research (CVML COE) prepared this report to determine whether there is a supply gap in the South Central Valley/Southern Mother Lode regional labor market related to the following middle-skill occupations:

- Bailiffs (33-3011)
- Correctional Officers and Jailers (33-3012)
- Detectives and Criminal Investigators (33-3021)
- Police and Sheriff's Patrol Officers (33-3051)
- Transportation Security Screeners (33-9093)

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor's degree.

Based on the available data, there appears to be a supply gap for *law enforcement*-related occupations. In addition to all of the occupations having entry-level wages above the subregion's living wage, between 28% and 48% of workers in this field have completed some college or an associate degree as their highest level of education. **Therefore, due to all the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for *law enforcement*-related occupations.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Bailiffs (33-3011)	NCV/NML: 2 SCV/SML: 16	NCV/NML: 527 SCV/SML: 1,118	NCV/NML: \$37.28 SCV/SML: \$27.63	High school diploma or equivalent	48%
Correctional Officers and Jailers (33-3012)	NCV/NML: 252 SCV/SML: 748		NCV/NML: \$38.11 SCV/SML: \$38.16	High school diploma or equivalent	48%
Detectives and Criminal Investigators (33-3021)	NCV/NML: 14 SCV/SML: 77		NCV/NML: \$42.16 SCV/SML: \$43.47	High school diploma or equivalent	28%
Police and Sheriff's Patrol Officers (33-3051)	NCV/NML: 241 SCV/SML: 400		NCV/NML: \$39.60 SCV/SML: \$36.94	High school diploma or equivalent	46%
Transportation Security Screeners (33-9093)	NCV/NML: 5 SCV/SML: 18		NCV/NML: \$28.10 SCV/SML: \$24.18	High school diploma or equivalent	44%
Total	1,773	1,645	-	-	-

Demand:

- The number of jobs related to the five *law enforcement*-related occupations in this report are projected to increase 4% through 2029. There will be 1,259 annual job openings in the SCV/SML subregion.
- All five *law enforcement*-related occupations have an entry-level hourly wage above the living wage of \$16.08 in the SCV/SML subregion.
- There were 520 online job postings for *law enforcement*-related occupations over the past 12 months.
- The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *law enforcement*-related occupations
- National-level educational attainment data indicates that between 28% to 48% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- Between 2021 and 2024, there was an average of 880 awards conferred by community colleges in the SCV/SML subregion.
- Between 2020 and 2023, non-community college institutions in the SCV/SML subregion conferred an average of 238 awards in relevant programs.

Demand

Occupational Projections

Exhibit 2 shows the annual percent change in jobs for the five *law enforcement*-related occupations from 2019 through 2029. The SCV/SML subregion experienced the highest growth in 2025 at 1%, compared to the 1% growth across all CA occupations. The percent change for the SCV/SML subregion experienced negative growth between 2020 and 2023 and has been positive since then. From 2025 to 2029, growth is projected to remain steady (between 0% and 1%) for the SCV/SML subregion, similar to all occupations in California.

Exhibit 2: Annual Percent Change in Jobs for Law Enforcement-Related Occupations, 2019-2029

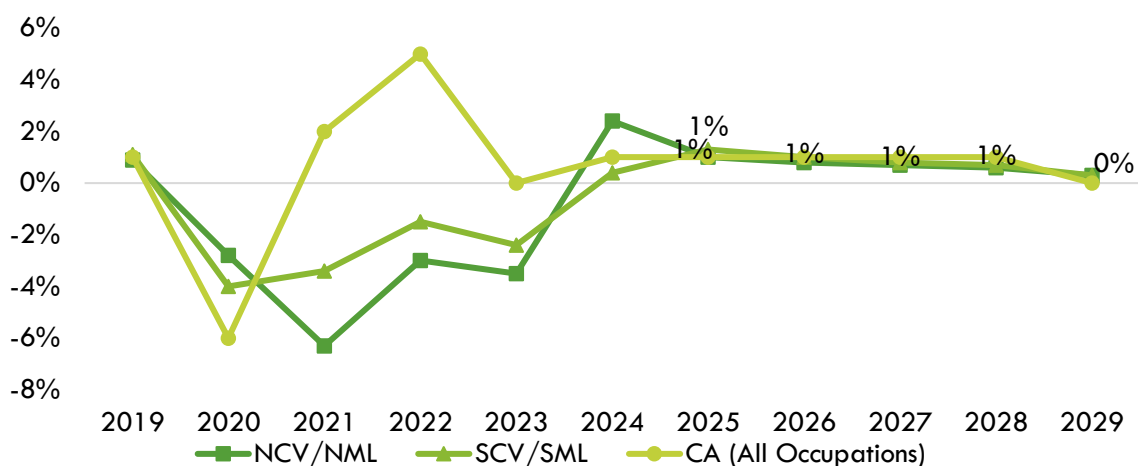


Exhibit 3 shows the five-year occupational demand projections for the five *law enforcement*-related occupations. In the SCV/SML subregion, the number of jobs related to these occupations are projected to increase by 4% through 2029. There are projected to be 1,259 jobs available annually in the SCV/SML subregion.

Exhibit 3: Occupational Demand in NCV/NML, SCV/SML, and CVML¹

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
NCV/NML	5,619	5,810	191	3%	513
SCV/SML	13,378	13,937	559	4%	1,259
CVML	18,997	19,747	750	4%	1,772

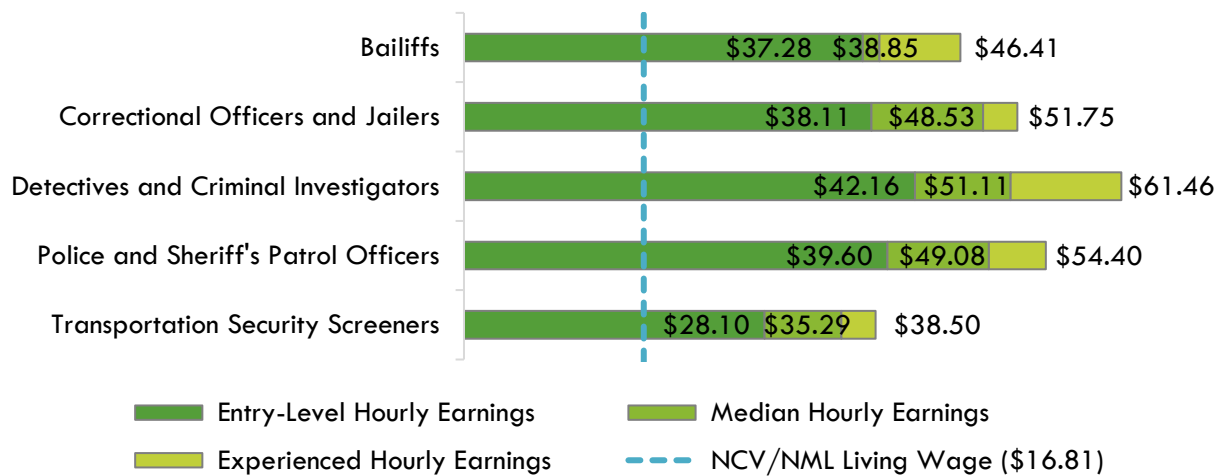
¹Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for the five *law enforcement*-related occupations as they relate to the subregions and region's living wage. NCV/NML, SCV/SML, and CVML wages are included below to provide a complete analysis of the region.

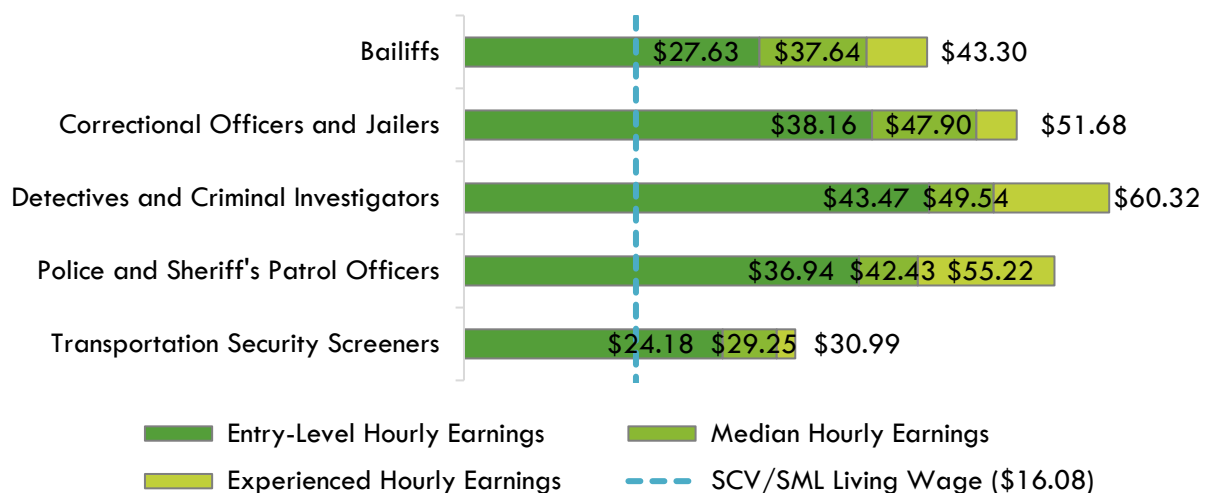
All five *law enforcement*-related occupations have an entry-level hourly wage above the living wage for one adult in the NCV/NML subregion (\$16.81). The NCV/NML subregion average wage for these occupations is \$46.47, which is below the average statewide wage of \$50.26. Exhibit 4a shows the wage range for *law enforcement*-related occupations and how they compare to the NCV/NML subregion's living wage.

Exhibit 4a: Wages by Occupation in NCV/NML



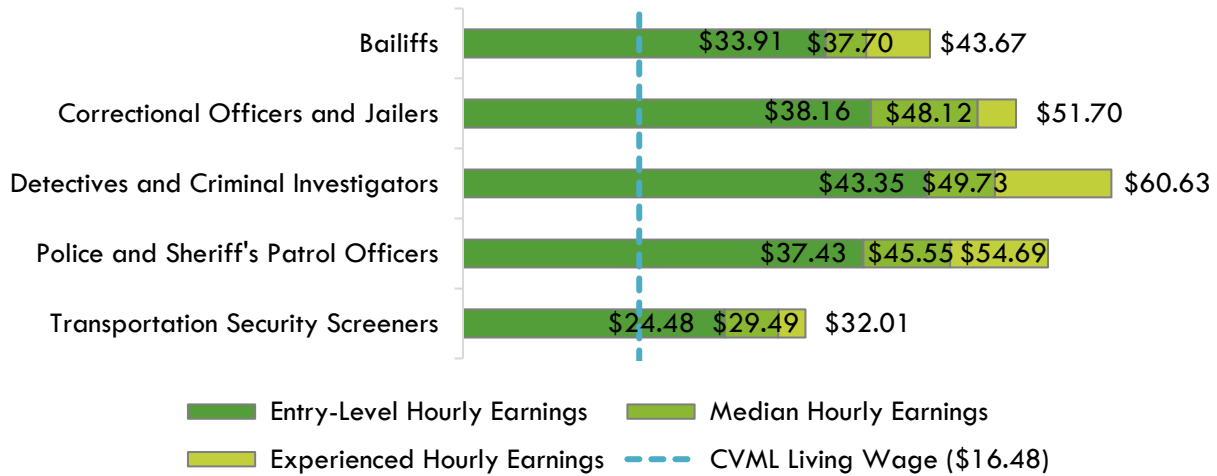
All five *law enforcement*-related occupations have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion (\$16.08). The SCV/SML subregion average wage for these occupations is \$45.09, which is below the average statewide wage of \$50.26. Exhibit 4b shows the wage range for *law enforcement*-related occupations and how they compare to the SCV/SML subregion's living wage.

Exhibit 4b: Wages by Occupation in SCV/SML



All five *law enforcement*-related occupations have an entry-level hourly wage above the living wage for one adult in the CVML region (\$16.48). The CVML region average wage for these occupations is \$45.50, which is below the average statewide wage of \$50.26. Exhibit 5 shows the wage range for *law enforcement*-related occupations and how they compare to the CVML region's living wage.

Exhibit 5: Wages by Occupation in CVML



Job Postings:

Important Online Job Postings Data Note: Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.² For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 520 online job postings related to law enforcement-related occupations listed in the past 12 months (Exhibit 6).

Exhibit 6: Number of Job Postings by Occupation (n=520)

Occupations	Job Postings	Percentage of Job Postings
Police and Sheriff's Patrol Officers	329	63%
Correctional Officers and Jailers	125	24%
Detectives and Criminal Investigators	33	6%
Transportation Security Screeners	25	5%
Bailiffs	8	2%

The top employers in the region for law enforcement-related occupations, by number of job postings, are shown in Exhibit 7.

Exhibit 7: Top Employers by Number of Job Postings (n=520)

Employer	Job Postings	Percentage of Job Postings
United States Department of Homeland Security	109	21%
City & County of San Francisco	49	9%
State of California	45	9%
GEO Group	13	2%
City of Fresno	12	2%

²K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>

Employer	Job Postings	Percentage of Job Postings
City of Madera	12	2%
G4S Secure Solutions	12	2%
County of Fresno	9	2%
United States Secret Service	8	2%
California Department of Corrections And Rehabilitation	8	2%

The top specialized, common, and software skills for *law enforcement*-related occupations are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

Exhibit 8: Top Skills by Number of Job Postings (n=520)

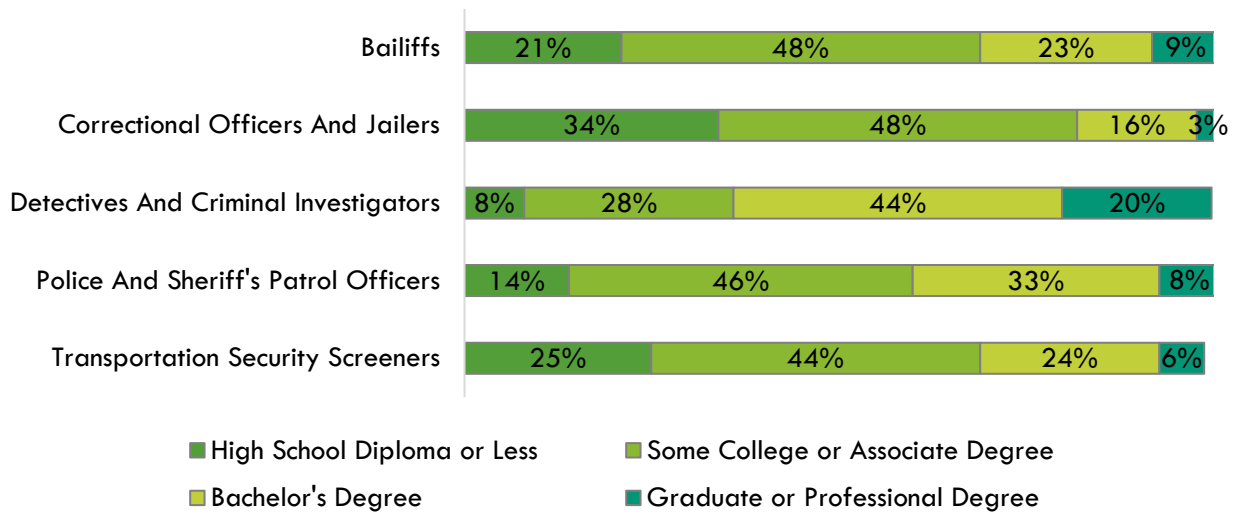
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Law Enforcement (134)	Investigation (192)	Spreadsheets (11)
Contraband Detection and Control (104)	Communication (128)	Operating Systems (9)
Criminal Corrections (77)	Operations (110)	Calendaring Software (8)
Crime Prevention (59)	Report Writing (107)	Microsoft Access (6)
Rehabilitation (51)	Problem Solving (88)	Presentation Software (6)
Patrolling (48)	Administrative Functions (60)	Productivity Software (6)
Agriculture (45)	Interpersonal Communications (58)	Microsoft Excel (5)
Law Enforcement Practices (43)	Management (57)	Microsoft Outlook (5)
Restorative Justice (41)	Tactfulness (55)	Microsoft Office (5)
All Terrain Vehicles (41)	Writing (54)	Database Application (4)

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for the five *law enforcement*-related occupations. National-level educational attainment data indicates that between 28% and 48% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *law enforcement*-related occupations.

Of the 520 online job postings, 57% (equivalent to 298 postings) of cumulative job postings for the five *law enforcement*-related occupations listed a minimum education requirement in the SCV/SML subregion. Of the 298 postings, 65% (195) requested a high school or GED.

Exhibit 9: National-level Educational Attainment for Law Enforcement-Related Occupations



Educational Supply

Community College Supply:

Exhibits 10a and 10b show the annual and three-year average number of awards conferred by community colleges in the programs that have historically trained for the occupations included in this report. The colleges with the most completions are Bakersfield (South) and Fresno City (South).

**Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees)
2021-22 through 2023-24**

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
2105.00	Administration of Justice	Merced	83	74	61	73
		Modesto	117	86	88	97
		San Joaquin Delta	100	99	87	95
Subtotal/Average			300	259	236	265
2105.10	Corrections	San Joaquin Delta	5	12	8	8
Subtotal/Average			5	12	8	8
2105.50	Police Academy	San Joaquin Delta	53	49	14	39
Subtotal/Average			53	49	14	39
NCV/NML Supply Grand Total			358	320	258	312

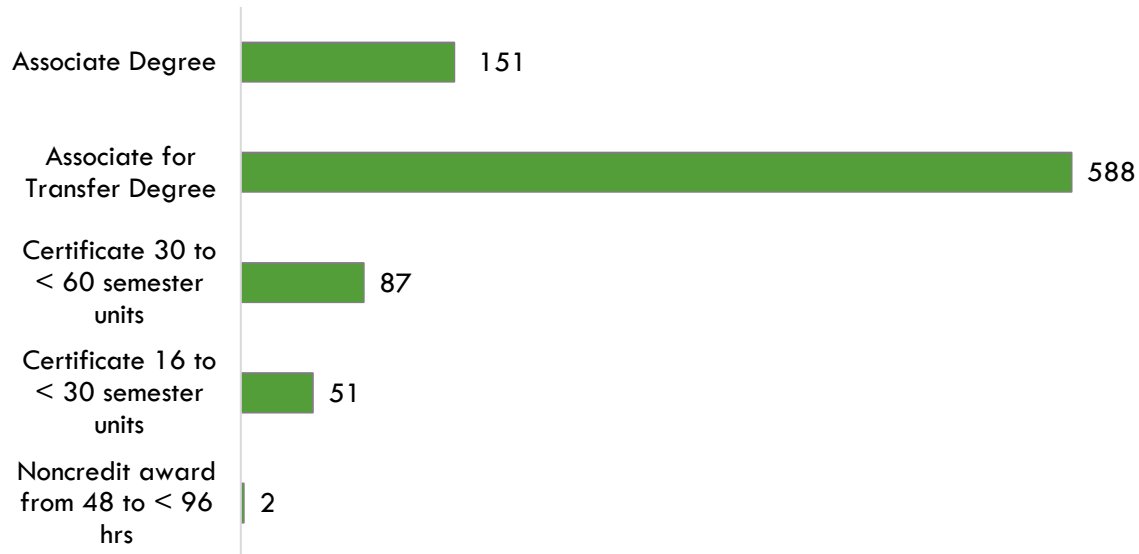
**Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees)
2021-22 through 2023-24**

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
2105.00	Administration of Justice	Bakersfield	234	172	141	182
		Cerro Coso	34	31	19	28
		Clovis	46	51	53	50

TOP Code	Program	College	2021- 2022 Awards	2022- 2023 Awards	2023- 2024 Awards	3-Year Award Average
		Coalinga	28	18	18	21
		Fresno City	152	129	152	144
		Lemoore	53	56	55	55
		Madera	32	31	30	31
		Porterville	43	26	39	36
		Reedley	55	60	58	58
		Sequoias	116	85	108	103
		Taft	27	40	33	33
Subtotal/Average			820	699	706	742
2105.10	Corrections	Bakersfield	3	2	1	2
		Clovis	1	-	3	1
		Coalinga	6	4	4	5
		Fresno City	4	16	9	10
		Lemoore	11	13	8	11
		Madera	4	2	1	2
		Reedley	11	11	9	10
		Sequoias	8	8	5	7
		Taft	-	1	-	-
Subtotal/Average			48	57	40	48
2105.40	Forensics, Evidence, and Investigation	Fresno City	2	3	-	2
Subtotal/Average			2	3	-	2
2105.50	Police Academy	Fresno City	13	21	27	20
		Porterville	-	-	33	11
		Sequoias	56	68	47	57
Subtotal/Average			69	89	107	88
SCV/SML Supply Grand Total			939	848	853	880

Exhibit 11 shows the annual average community college awards by type from 2021-22 through 2023-24. Of the 879 awards conferred in the SCV/SML subregion, 84% (739) of these awards were for an associate degree.

Exhibit 11: Annual Average Community College Awards (SCV/SML) by Type, 2021-2024



Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for programs related to law enforcement in Kern Community College District (KCCD), the SCV/SML subregion, the CVML region, and California.

Of the 33,127 police academy program students statewide in the 2023-2024 academic year, 12% (4,123) attended a CVML institution. KCCD students that exited police academy programs in the 2022-2023 academic year had less median annual earnings (\$100,948) compared to all police academy students in SCV/SML subregion (\$119,348). Notably, 94% of SCV/SML police academy students attained a living wage, which is more than the percentage of students who attained a living wage statewide (93%).

Exhibit 12: Police Academy (2105.50) Strong Workforce Program Metrics

SWP Metric	KCCD	SCV/SML Subregion	CVML Region	California
SWP Students	1,107	4,029	4,123	33,127
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	17%	11%	13%	10%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	N/A	N/A	88%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	3%	1%	2%	5%
SWP Students Who Transferred to a Four-Year Postsecondary Institution	2%	1%	1%	1%
SWP Students with a Job Closely Related to Their Field of Study	N/A	67%	72%	83%
Median Annual Earnings for SWP Exiting Students	\$100,948 (\$48.53)	\$119,348 (\$57.38)	\$117,376 (\$56.43)	\$138,364 (\$66.52)
Median Change in Earnings for SWP Exiting Students	32%	19%	20%	23%
SWP Exiting Students Who Attained the Living Wage	91%	94%	94%	93%



2023-2024



2022-2023



2021-2022



N/A

Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the occupations studied in this report. Exhibits 13a and 13b show the annual and three-year average number of awards conferred by non-community college institutions in programs that have historically trained for the occupations of interest.

Between 2020 and 2023, non-community college institutions in the SCV/SML subregion conferred an average of 238 awards annually in related programs.

Exhibit 13a: NCV/NML Subregional Non-Community College Awards, 2020-2023

CIP Code	Program	Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
43.0102	Corrections	Carrington College-Stockton	3	1	-	1
		San Joaquin Valley College-Modesto	7	6	15	9
Subtotal/Average			10	7	15	11
43.0103	Criminal Justice/Law Enforcement Administration	Humphreys University-Stockton and Modesto Campuses	22	13	9	15
Subtotal/Average			22	13	9	15
43.0104	Criminal Justice/Safety Studies	California State University-Stanislaus	191	195	183	190
Subtotal/Average			191	195	183	190
NCV/NML Supply Grand Total			223	215	207	215

Exhibit 13b: SCV/SML Subregional Non-Community College Awards, 2020-2023

CIP Code	Program	Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
43.0102	Corrections	San Joaquin Valley College-Bakersfield	9	5	9	8

CIP Code	Program	Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
		San Joaquin Valley College-Fresno	10	5	7	7
		San Joaquin Valley College-Visalia	18	21	11	17
Subtotal/Average			37	31	27	32
43.0103	Criminal Justice/Law Enforcement Administration	Fresno Pacific University	15	9	1	8
Subtotal/Average			15	9	1	8
43.0104	Criminal Justice/Safety Studies	California State University-Bakersfield	185	169	167	174
		Fresno Pacific University	-	-	-	-
Subtotal/Average			185	169	167	174
43.0107	Criminal Justice/Police Science	Fresno Pacific University	-	-	-	-
		Institute of Technology	28	20	19	22
Subtotal/Average			28	20	19	22
43.0111	Criminalistics and Criminal Science	Fresno Pacific University	6	-	1	2
Subtotal/Average			6	-	1	2
SCV/SML Supply Grand Total			271	229	215	238

Appendix A: Methodology

The CVML COE prepared this report by analyzing data from occupations and education programs.

Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the CVML COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The CVML COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a “supply table” with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the CVML COE. 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 which 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.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/
Living Wage	<p>The living wage is derived from the Insight Center's California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://selfsufficiencystandard.org/California/</p> <p>Wage figures are used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p>
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
Student Metrics and Demographics	DataVista, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://datavista.cccco.edu/
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p>

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October 2025

