

Labor Market Analysis: 2105.50/Police Academy
Reserve Police Officer Course Academy Module II and III (Certificate of Achievement)
Los Angeles Center of Excellence, March 2023

Summary

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one middle-skill occupation:

- **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.¹

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.² This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for *police and sheriff's patrol officers* in the region. Entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and nearly half of *police and sheriff's patrol officers* in the field have completed some college or an associate degree. **Therefore, due to all the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

¹ [Police and Sheriff's Patrol Officers \(bls.gov\)](#)

² The COE classifies middle-skill jobs as the following:

- 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.

Demand:

- **Supply Gap Criteria** – Over the next five years, **2,409 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 390 awards conferred** by educational institutions in the region.
 - However, the *police and sheriff's patrol officers* (33-3051) SOC code includes many police and sheriff work roles, including reserve police officers. Since the SOC code does not solely represent reserve police officers, **the number of annual job openings for reserve police officers is overstated.**
 - Over the past 12 months, there were **21 online job for reserve police officers in the LA/OC region.** The top two hiring bodies for reserve police officers were the City of Glendale and City of Tustin.
- **Living Wage Criteria** – Within Los Angeles County, **typical entry-level hourly wages for police and sheriff's patrol officers are \$47.62, which is higher than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).³
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma** or equivalent as the **typical entry-level education** for *police and sheriff's patrol officers*.
 - However, the national-level educational attainment data indicates **47% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **four community colleges** in the greater LA/OC region that issue awards for policy academy, conferring an average of **387 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **3 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *police and sheriff's patrol officers*. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 4% through 2026. There will be more than 2,400 job openings per year through 2026 due to job growth and replacements. It is important to note that the *police and sheriff's patrol officers* (33-3051) SOC code includes many police and sheriff work roles and not solely reserve police officers. Therefore, the data in Exhibit 1 is overstated for reserve police officers.

³ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	21,969	22,702	734	3%	1,947
Orange	4,839	5,131	292	6%	461
Total	26,808	27,833	1,025	4%	2,409

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *police and sheriff's patrol officers* in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County—The typical entry-level hourly wages for *police and sheriff's patrol officers* are \$47.62, which is above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$61.07.

Exhibit 2: Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Police and Sheriff's Patrol Officers (33-3051)	\$47.62	\$49.86	\$61.07	\$103,700

*rounded to the nearest \$100

Orange County—The typical entry-level hourly wages for *police and sheriff's patrol officers* are \$43.90, which is above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$56.00.

Exhibit 3: Earnings for Occupations in Orange County

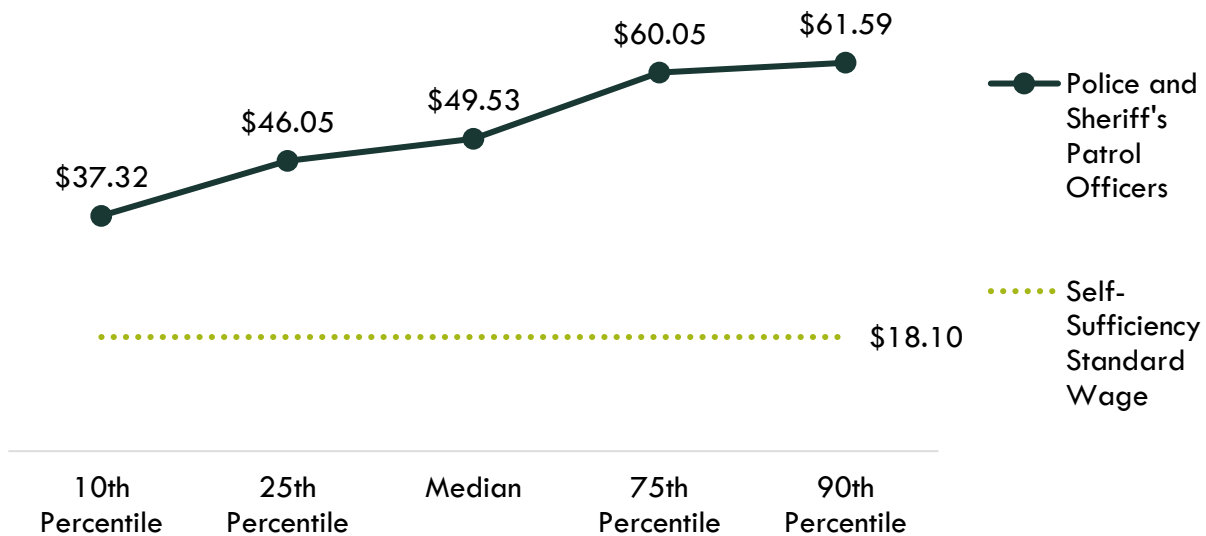
Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Police and Sheriff's Patrol Officers (33-3051)	\$43.90	\$46.20	\$56.00	\$96,100

*rounded to the nearest \$100

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

On average, the entry-level earnings for the occupations in this report are \$46.05; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

Exhibit 4: Average Hourly Earnings for Police and Sheriff's Patrol Officers in LA/OC



Job Postings

There were 1,745 online job postings for *police and sheriff's patrol officers* listed in the past 12 months. The highest number of job postings were for border patrol agents, public safety officers, police officers, police recruits, and air interdiction agents. The top skills were law enforcement, border control, self-defense, crime prevention, and use of force. The top three employers, by number of job postings, in the region were U.S. Customs and Border Protection, Prime Healthcare Services, and City of Glendale.

Of these 1,745 online *police and sheriff's patrol officer* job postings, 21 postings were for reserve police officers. The top skills were law enforcement, juvenile delinquency, medical practices and procedures, self-defense, police science, and self-defense. Exhibit 5 shows the top agencies hiring reserve police officers in the past 12 months, by number of job postings.

Exhibit 5: Companies hiring reserve police officers in the past 12 months

Hiring Agency	# of Job Postings	Hiring Body	# of Job Postings
City of Glendale	11	City of La Habra	1
City of Tustin	2	City of Redondo Beach	1
City of Costa Mesa	1	City of West Covina	1
City of Hawthorne	1		

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *police and sheriff's patrol officers*. However, the national-level educational attainment data indicates 47% of workers in the field have completed some college or an

associate degree. Of the 52% of *police and sheriff's patrol officers* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 95% (866) requested high school or vocational training, and 5% (64) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in the related TOP code: Police Academy (2105.50). The colleges with the most completions in the region are East LA and Rio Hondo. The following California Community Colleges have existing Reserve Police Officer Programs: Desert College (Reserve Police Officer); El Camino College (Administration of Justice: Reserve Police Officer Academy); Yuba College (Reserve Officer Level I; Reserve Officers Level II); and Sierra College (Reserve Peace Office).

Exhibit 6: Regional community college awards (certificates and degrees), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
2105.50	Police Academy	East LA	370	354	234	319
		LA Mission	-	3	-	1
		Rio Hondo	-	66	96	54
		LA Subtotal	370	423	330	374
		Golden West	4	23	11	13
		OC Subtotal	4	23	11	13
Supply Total/Average			374	446	341	387

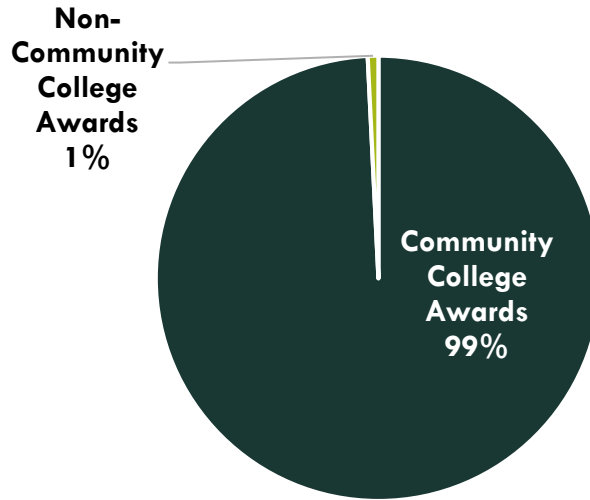
Non-Community College Supply—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *police and sheriff's patrol officers*. Exhibit 7 shows the annual and three-year average number of awards conferred by regional institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of three sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four to complete.

Exhibit 7: Regional non-community college awards, 2017-2020

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
43.0107	Criminal Justice/Police Science	East San Gabriel Valley ROP	9	-	-	3
Supply Total/Average			9	-	-	3

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Nearly all awards conferred in these programs are awarded by community colleges in the LA/OC region.

Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county

Exhibit 9. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Police and Sheriff's Patrol Officers (33-3051)	21,969	22,702	734	3%	1,947	\$47.62	\$49.86	\$61.07

Exhibit 10. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Police and Sheriff's Patrol Officers (33-3051)	4,839	5,131	292	6%	461	\$43.90	\$46.20	\$56.00

Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Police and Sheriff's Patrol Officers (33-3051)	26,808	27,833	1,025	4%	2,409	10%	High school diploma or equivalent

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. These occupations have a smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

Appendix B: Sources

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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