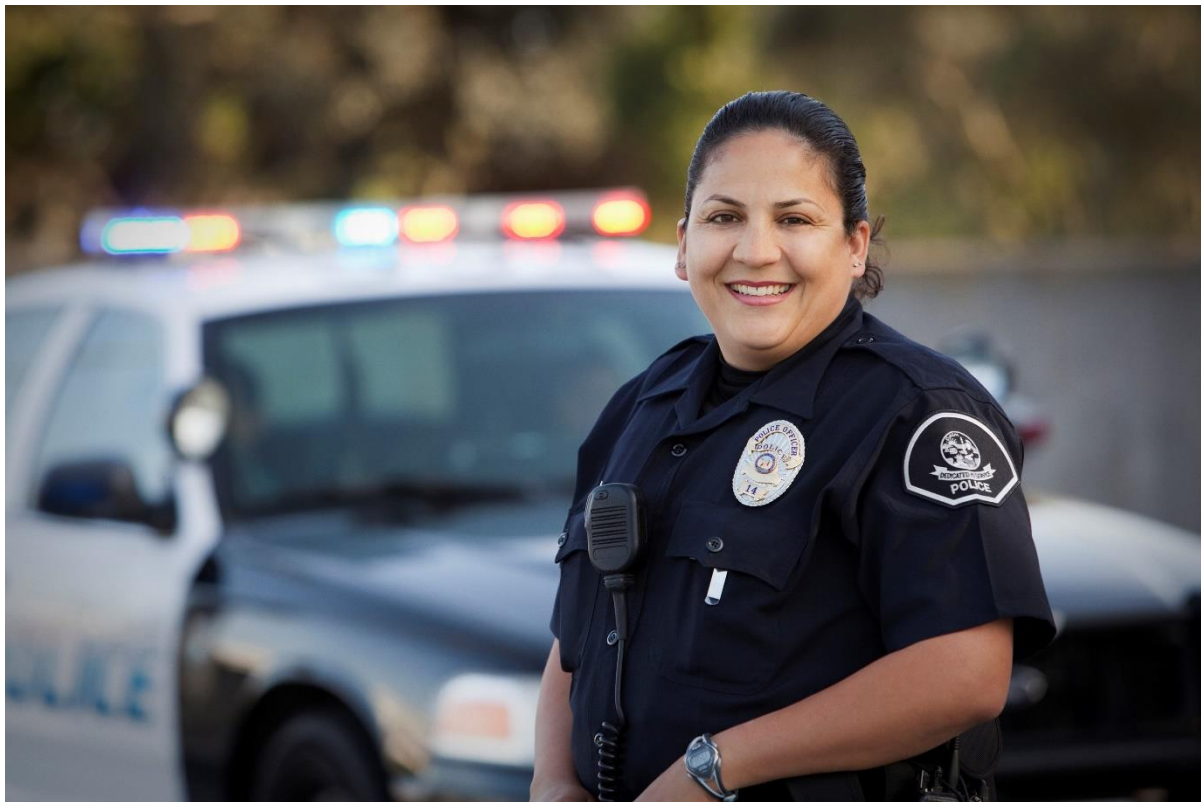


April 2023

# Labor Market Analysis

## Reserve Officer, Peace Officer, and Corrections Officer



Prepared by Central Valley/Mother Lode Center of Excellence



POWERED BY



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**COVID-19 Statement:** This report includes employment projection data by Lightcast. Lightcast’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

*If for any reason this document is not accessible or if you have specific needs for readability, please contact us and we will do our utmost to accommodate you with a modified version. To make a request, contact Nora Seronello by phone at (209) 575-6894 or by email [seronellon@mjc.edu](mailto:seronellon@mjc.edu).*

# Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Cerro Coso College to determine whether there is demand in the local labor market that is not being met by the supply from community college programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for *Reserve Officer, Peace Officer, and Corrections Officer Occupations*, which include:

- Forensic Science Technicians (19-4092)
- 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)

## Key Findings

- **Occupational Demand** — *Reserve Officer, Peace Officer, and Corrections Officer Occupations* have a labor market demand of 1,368 annual job openings in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. Between 2021 and 2026, correctional officers and jailers are projected to have the most demand with 721 annual job openings.
- **Wages** — Average entry-level earnings of \$25.32/hour for *Reserve Officer, Peace Officer, and Corrections Officer Occupations* are higher than the living wage in the SCV/SML subregion, which is \$11.91/hour for a single adult.<sup>1</sup> Detectives and Criminal Investigators earn the highest entry-level wage, \$35.75/hour.
- **Employers and Titles** — Employers in the SCV/SML subregion include US Customs and Border Protection, State of California, and City of Fresno. The most common job titles include Border Patrol Agents, Marine Interdiction Agents, and Police Officers.
- **Skills and Certifications** — The top baseline skill is operations, the top specialized skill is law enforcement, and the top software skill is spreadsheets. The most in-demand certification is a Cardiopulmonary Resuscitation (CPR) Certification.
- **Education** — A high school diploma or equivalent is typically required for five out of the six occupations of interest.
- **Supply and Demand Analysis** — Based on 1,368 annual openings (i.e., demand), and 1,160 postsecondary degrees awarded (i.e., supply), an analysis of supply and demand suggests there is an undersupply of 208 workers in the SCV/SML subregion. In the CVML region, 1,547 awards were conferred suggesting an undersupply of 397 workers - based on 1,944 annual openings in the CVML region.

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<sup>1</sup> The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

## Recommendation

Based on a comparison of demand and supply, there is an undersupply of trained workers in the SCV/SML subregion and the CVML region. The Center of Excellence recommends that Cerro Coso College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of Reserve Officer, Peace Officer, and Corrections Officer workers.

# Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Cerro Coso College with labor market information for Reserve Officer, Peace Officer, and Corrections Officer. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. Analysis of the program and occupational data related to Reserve Officer, Peace Officer, and Corrections Officer resulted in the identification of applicable occupations, known as *Reserve Officer, Peace Officer, and Corrections Officer Occupations*. The Standard Occupational Classification (SOC) System code and occupational titles used in this report from the Bureau of Labor Statistics and O\*NET OnLine are shown below.).

### Forensic Science Technicians (SOC 19-4092)

- **Job Description:** Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to determine significance to investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry.
- **Knowledge:** Law and Government, Public Safety and Security, English Language, Chemistry, Computers and Electronics
- **Skills:** Active Listening, Critical Thinking, Reading Comprehension, Speaking, Writing

### Bailiffs (SOC 33-3011)

- **Job Description:** Maintain order in courts of law.
- **Knowledge:** Public Safety and Security, Law and Government, English Language, Customer and Personal Service, Psychology
- **Skills:** Social Perceptiveness, Monitoring, Speaking, Active Listening, Judgment and Decision Making

### Correctional Officers and Jailers (SOC 33-3012)

- **Job Description:** 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.
- **Knowledge:** Public Safety and Security, Law and Government, English Language, Administrative, Administration and Management
- **Skills:** Social Perceptiveness, Speaking, Active Listening, Monitoring, Critical Thinking

### **Detectives and Criminal Investigators (SOC 33-3021)**

- **Job Description:** Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.
- **Knowledge:** Law and Government, Public Safety and Security, English Language, Customer and Personal Service, Psychology
- **Skills:** Active Listening, Speaking, Critical Thinking, Complex Problem Solving, Reading Comprehension

### **Police and Sheriff's Patrol Officers (SOC 33-3051)**

- **Job Description:** 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.
- **Knowledge:** Law and Government, Public Safety and Security, English Language, Psychology, Customer and Personal Service
- **Skills:** Active Listening, Social Perceptiveness, Speaking, Active Learning, Critical Thinking

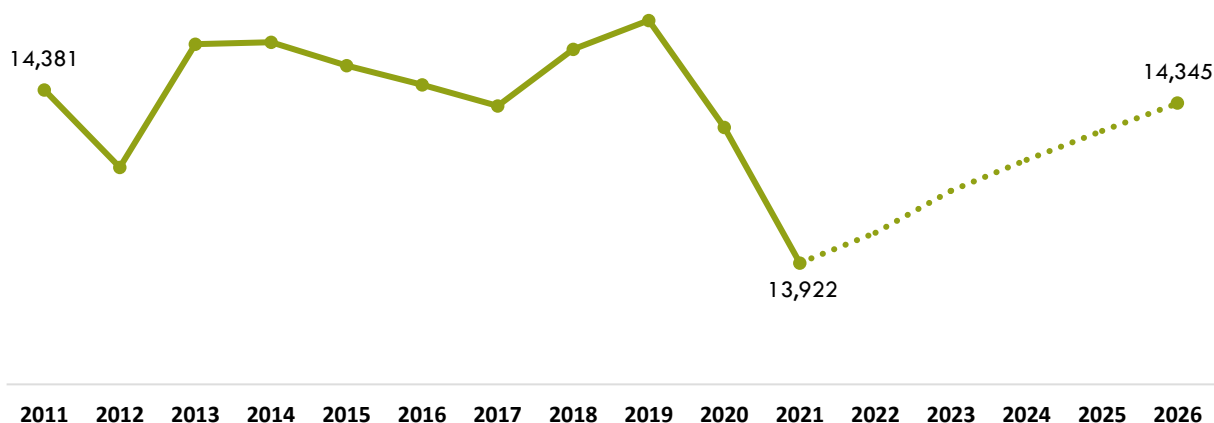
### **Transportation Security Screeners (SOC 33-9093)**

- **Job Description:** Conduct screening of passengers, baggage, or cargo to ensure compliance with Transportation Security Administration (TSA) regulations. May operate basic security equipment such as x-ray machines and hand wands at screening checkpoints.
- **Knowledge:** Public Safety and Security, Customer and Personal Service, English Language
- **Skills:** Monitoring, Speaking, Active Listening, Coordination, Critical Thinking

# Occupational Demand

Exhibit 1a shows job trends for *Reserve Officer, Peace Officer, and Corrections Officer Occupations* in the SCV/SML subregion. Between 2021 to 2026, the number of jobs for *Reserve Officer, Peace Officer, and Corrections Officer Occupations* is projected to increase by 423 jobs, or three percent.

**Exhibit 1a. Occupational projections for Reserve Officer, Peace Officer, and Corrections Officer Occupations in the SCV/SML subregion**



Between 2021 to 2026, demand for *Reserve Officer, Peace Officer, and Corrections Officer Occupations* in the SCV/SML subregion is 1,348 annual openings (Exhibit 1b). Correctional officers and jailers are projected to have the most demand with 721 annual jobs.

**Exhibit 1b. Occupational projections for Reserve Officer, Peace Officer, and Corrections Officer Occupations in the SCV/SML subregion**

Occupation	2021 Jobs	2026 Jobs	5-Year Change	5-Year % Change	Annual Openings
Correctional Officers and Jailers	7,533	7,531	(1)	0%	721
Police and Sheriff's Patrol Officers	4,751	5,166	415	9%	484
Transportation Security Screeners	722	677	(45)	(6%)	65
Detectives and Criminal Investigators	663	693	29	4%	59
Forensic Science Technicians	155	174	18	12%	24
Bailiffs	98	104	6	6%	14
<b>TOTAL</b>	<b>13,922</b>	<b>14,345</b>	<b>423</b>	<b>3%</b>	<b>1,368</b>

# Wages

The average living wage for a single adult in the SCV/SML subregion is \$11.91/hour.<sup>2</sup> Exhibit 2a shows the hourly wages of *Reserve Officer, Peace Officer, and Corrections Officer Occupations*. Detectives and Criminal Investigators earn the highest entry-level wage, \$35.75/hour in the subregion.<sup>3</sup> Please note 10<sup>th</sup> and 25<sup>th</sup> percentiles are considered entry-level wages while 75<sup>th</sup> and 90<sup>th</sup> are considered experienced wages, either by gained by long-term employment, extra training, etc.

**Exhibit 2a. Reserve Officer, Peace Officer, and Corrections Officer Occupations hourly wages in the SCV/SML subregion**

Occupation	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Correctional Officers and Jailers	\$33.38	\$42.01	\$45.51
Police and Sheriff's Patrol Officers	\$33.04	\$36.97	\$47.33
Transportation Security Screeners	\$21.53	\$22.66	\$34.38
Detectives and Criminal Investigators	\$35.75	\$46.17	\$51.23
Forensic Science Technicians	\$28.44	\$32.70	\$43.29
Bailiffs	\$26.15	\$26.16	\$56.24

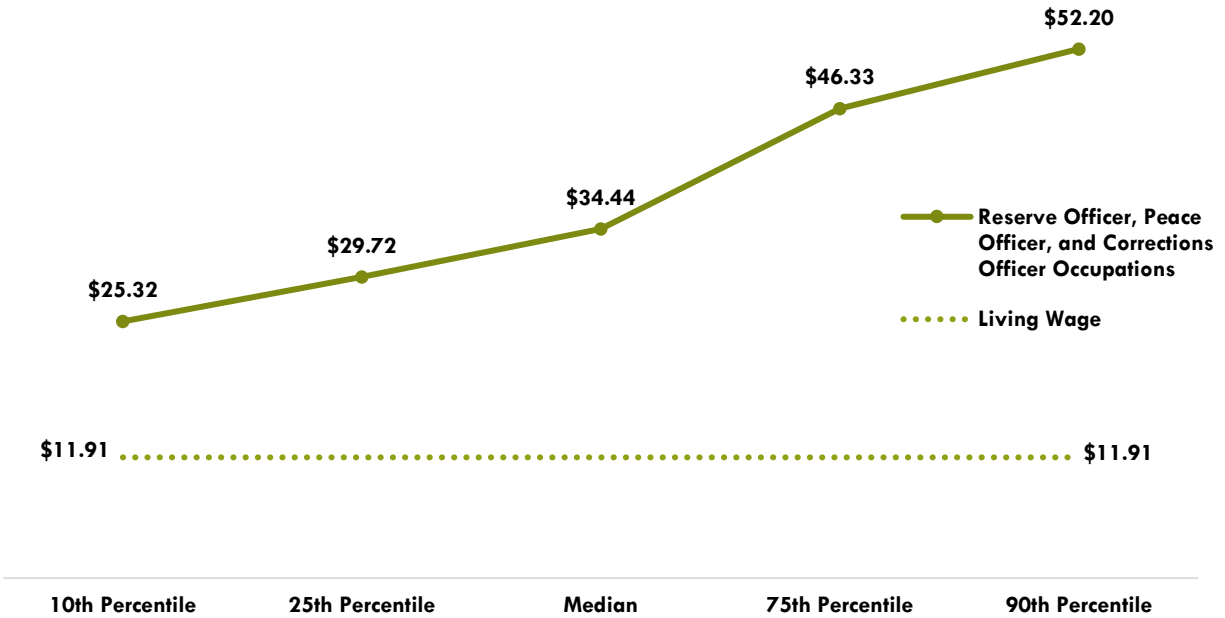
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<sup>2</sup> The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

<sup>3</sup> Entry-level wages are derived from the 25<sup>th</sup> percentile.

Exhibit 2b shows the average hourly wages for *Reserve Officer, Peace Officer, and Corrections Officer Occupations*; the average entry-level wage is more than the average entry-level living wage for the SCV/SML subregion.

**Exhibit 2b. Reserve Officer, Peace Officer, and Corrections Officer Occupations average hourly wages in the SCV/SML subregion**





# Job Postings

There were 1,237 job postings for *Reserve Officer, Peace Officer, and Corrections Officer Occupations* in the SCV/SML subregion from April 2022 to March 2023.<sup>4</sup>

## Top Employers

The top employers with the most job postings are listed in Exhibit 3. The top employers in online job postings were US Customs and Border Protection, State of California, and City of Fresno.

### Exhibit 3. Top employers of *Reserve Officer, Peace Officer, and Corrections Officer Occupations*

Employers
US Customs and Border Protection
State of California
City of Fresno
United States Secret Service
Kern County
Kern Community College District
Fresno County
Tulare County
California Public Utilities Commission
Fresno County Sheriff's Office

## Top Titles

Exhibit 4 shows the O\*NET OnLine occupational titles for *Reserve Officer, Peace Officer, and Corrections Officer Occupations* in the SCV/SML subregion. Common job titles in postings include: Border Patrol Agents, Marine Interdiction Agents, and Police Officers.

### Exhibit 4. Top occupational titles for *Reserve Officer, Peace Officer, and Corrections Officer Occupations*

Job Titles
Border Patrol Agents
Marine Interdiction Agents
Police Officers
Correctional Officers
Public Safety Officers

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<sup>4</sup> Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

## Education

Of the job postings that listed a preferred or minimum educational requirement for the position being filled, 26% requested a high school diploma or GED, 4% requested an associate degree, 35% requested a bachelor's degree, and 25% requested a master's degree or higher (Exhibit 5).

**Exhibit 5. Education levels for Reserve Officer, Peace Officer, and Corrections Officer Occupations**

Education Levels	Job Postings	% of Job Postings
High school or GED	324	26%
Associate degree	53	4%
Bachelor's degree	429	35%
Master's degree or higher	308	25%

## Baseline, Specialized, and Software Skills

Exhibit 6 depicts the top baseline, specialized, and software skills in job postings. The most important baseline skills are operations, investigation, and tactfulness. The top specialized skills are law enforcement, rehabilitation, and all-terrain vehicles. The top software skill is spreadsheets.

**Exhibit 6. In-demand Reserve Officer, Peace Officer, and Corrections Officer Occupations baseline, specialized, and software skills**

Baseline Skills	Specialized Skills	Software Skills
Operations	Law Enforcement	Spreadsheets
Investigation	Rehabilitation	Calendaring Software
Tactfulness	All-Terrain Vehicles	IBM WebSphere MQ
Management	Patrolling	Operating Systems
Spanish Language	Contraband Detection and Control	Productivity Software

## Certifications

Of the job postings that listed certification data, 10% indicated a need for a Cardiopulmonary Resuscitation (CPR) Certification, followed by 9%, Operator of Uninspected Passenger Vessels (OUPV) License (Exhibit 7).

**Exhibit 7. Top Reserve Officer, Peace Officer, and Corrections Officer Occupations certifications requested in job postings**

Certifications	% of Job Postings
Cardiopulmonary Resuscitation (CPR) Certification	10%
Operator of Uninspected Passenger Vessels (OUPV) License	9%
First Aid Certification	8%
Airline Transport Pilot License	7%
FAA Instrument Rating	7%

# Education, Work Experience, & Training

A high school diploma or equivalent is typically required for five out of the six occupations of interest (Exhibit 8).

**Exhibit 8. Education, work experience, training, and Current Population Survey Results for Reserve Officer, Peace Officer, and Corrections Officer Occupations<sup>5</sup>**

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Forensic Science Technicians	Bachelor's degree	None	Moderate-term	37%
Bailiffs	High school diploma or equivalent	None	Moderate-term	41%
Correctional Officers and Jailers	High school diploma or equivalent	None	Moderate-term	49%
Detectives and Criminal Investigators	High school diploma or equivalent	Less than 5 years	Moderate-term	32%
Police and Sheriff's Patrol Officers	High school diploma or equivalent	None	Moderate-term	47%
Transportation Security Screeners	High school diploma or equivalent	None	Short-term	45%

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<sup>5</sup> "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

# Supply

An analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) for the last three program years shows that, on average, 1,547 awards were conferred in the SCV/SML subregion (Exhibits 9 and 10).

## Exhibit 9. TOP and CIP codes for Reserve Officer, Peace Officer, and Corrections Officer Occupations

TOP Titles	CIP Titles
2105.00 – Administration of Justice	43.0102 - Corrections
2105.10 – Corrections	43.0107 - Criminal Justice/Police Science
2105.40 - Forensics, Evidence, and Investigation	43.0402 - Criminalistics and Criminal Science
2105.50 - Police Academy	

## Exhibit 10. Postsecondary supply for Reserve Officer, Peace Officer, and Corrections Officer Occupations

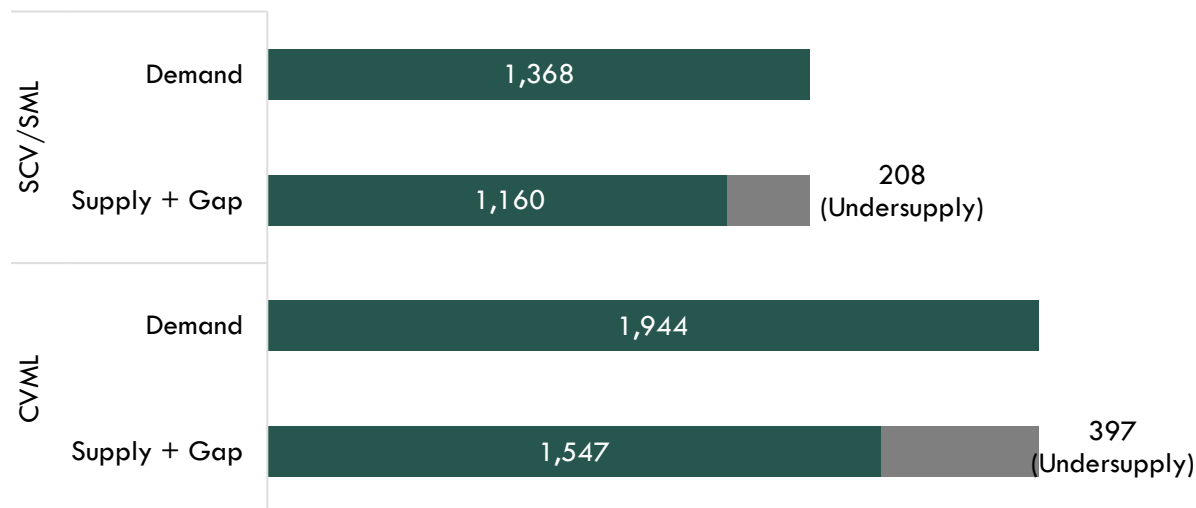
TOP - Program	College	3-Year Average
2105.00 - Administration of Justice	Bakersfield*	201
	Cerro Coso*	21
	Clovis*	40
	Fresno City*	170
	Merced	107
	Modesto	106
	Porterville*	56
	Reedley College*	96
	San Joaquin Delta	101
	San Joaquin Valley College-Madera	6
	Sequoias*	109
	Taft*	40
	West Hills Coalinga*	23
	West Hills Lemoore*	69
2105.10 - Corrections	Bakersfield*	2
	Fresno City*	9
	Reedley College*	16
	San Joaquin Delta	7
	Sequoias*	4
	Taft*	1

	West Hills Coalinga*	6
	West Hills Lemoore*	16
2105.40 - Forensics, Evidence, and Investigation	Fresno City*	4
2105.50 - Police Academy	Fresno City*	17
	San Joaquin Delta	55
	Sequoias*	81
43.0102 - Corrections	San Joaquin Valley College-Bakersfield*	11
	San Joaquin Valley College-Fresno*	8
	San Joaquin Valley College-Modesto	5
	San Joaquin Valley College-Visalia*	114
43.0107 - Criminal Justice/Police Science	Institute of Technology*	42
43.0402 - Criminalistics and Criminal Science	Fresno Pacific University*	4
<b>SCV/SML Total</b>		<b>1,160</b>
<b>CVML Total</b>		<b>1,547</b>

\*SCV/SML Institutions

There is an undersupply of 208 Reserve Officer, Peace Officer, and Corrections Officer workers in the SCV/SML subregion and an undersupply of 397 workers in the CVML region (Exhibit 11).

**Exhibit 11. Reserve Officer, Peace Officer, and Corrections Officer Occupations workforce demand (annual job openings), postsecondary awards (supply), and additional students needed to fill gap in the SCV/SML subregion and CVML region**



## Recommendation

This report suggests there is a shortage of 208 workers in the SCV/SML subregion and a shortage of 397 workers in the CVML region for *Reserve Officer, Peace Officer, and Corrections Officer Occupations*. Based on these findings, it is recommended that Cerro Coso College work with the regional directors, the college’s advisory board, and local industry in the development of programs to address the shortage of Reserve Officer, Peace Officer, and Corrections Officer workers in the region.

# Appendix: Methodology & Data Sources

## Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (LIGHTCAST). LIGHTCAST occupational employment data are based on final LIGHTCAST industry data and final LIGHTCAST 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). Occupational wage estimates also affected by county-level LIGHTCAST earnings by industry: economicmodeling.com.
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: <a href="https://www.bls.gov/emp/tables/educational-attainment.htm">https://www.bls.gov/emp/tables/educational-attainment.htm</a> .
LaunchBoard	Chancellor’s LaunchBoard. <a href="https://www.calpassplus.org/LaunchBoard/SWP.aspx">https://www.calpassplus.org/LaunchBoard/SWP.aspx</a>
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: <a href="http://labormarketinfo.edd.ca.gov">labormarketinfo.edd.ca.gov</a> .
Job Posting and Skills Data	Lightcast.
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: <a href="http://onetonline.org">onetonline.org</a> .

## Key Terms and Concepts

**Annual Job Openings:** Annual openings are calculated by dividing the number of years in the projection period by total job openings.

**Education Attainment Level:** The highest education attainment level of workers age 25 years or older.

**Employment Estimate:** The total number of workers currently employed.

**Employment Projections:** Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (LIGHTCAST) formula that includes historical employment and economic indicators along with national, state and local trends.

**LaunchBoard (Attained the Living Wage):** Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit

**LaunchBoard (Median Annual Earnings):** Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

**LaunchBoard (Median Change in Earnings):** Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

**LaunchBoard (Job Closely Related to Field of Study):** Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

**Living Wage:** The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

**Occupation:** An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

**Percent Change:** Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

**Replacements:** Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

**Total Job Openings (New + Replacements):** Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

**Typical Education Requirement:** represents the typical education level most workers need to enter an occupation.

**Typical On-The-Job Training:** indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.