

# Police Academy

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*Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)*

## Summary

- Police and sheriff's patrol officers jobs are expected to increase by 11% through 2022 in the Inland Empire/Desert Region. **More than 2,750 job openings** will be available over the five-year projection timeframe.
- The entry-level hourly wage for police and sheriff's patrol officer is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the average annual number of program completers for the selected community college program (**93 average annual awards**), and the annual openings for police and sheriff's patrol officer in the region (**554 annual job openings**).

## Introduction

The occupation detailed in this report is listed below along with its corresponding definition/description, sample job titles, education and training requirements, as well as the community college educational attainment of current workers within this 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.

**Sample job titles:** Alcohol Law Enforcement Agent (ALE Agent), Law Enforcement Officer, Officer, Patrol Officer, Peace Officer, Police Officer, Police Patrol Officer, Public Safety Officer, State Trooper, Uniform Patrol Police Officer, Canine Deputy (K-9 Deputy), Chief Deputy Sheriff, Civil Division Deputy Sheriff, Civil Process Server, Corporal-Road Deputy with Sheriff Department,

Deputy, Deputy (Patrol), Deputy Sheriff, Deputy Sheriff (Generalist)-Bailiff, Drug Abuse Resistance Education Officer (DARE Officer)

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: One to twelve months on-the-job training*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 49%*

## Job Opportunities

In 2017, there were nearly 6,300 police and sheriff’s patrol officers jobs in the Inland Empire/Desert region. Across the region, employment related to this occupation is expected to increase 11% through 2022. Employers will need to hire nearly 2,800 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving –including retirements. Exhibit 1 displays the projected growth for police and sheriff’s patrol officers in the region.

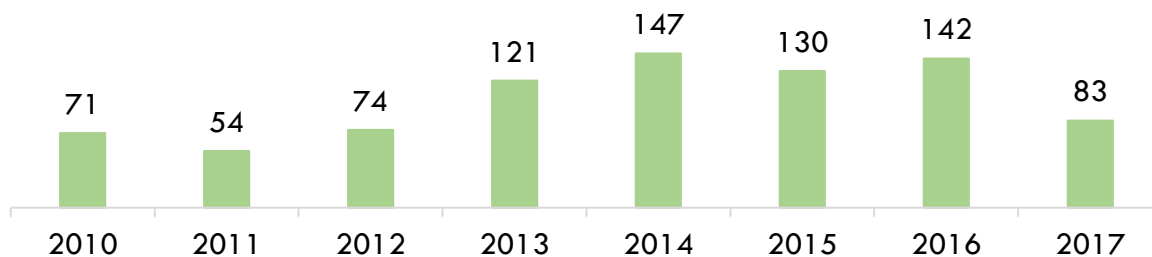
*Exhibit 1: Five-year projections for police and sheriff’s patrol officers in the Inland Empire/Desert Region*

2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
6,277	11%	2,772	554	10%	High school diploma & 1-2 months	None

Source: EMSI 2018.1

Over the last 12 months (April 2017 to March 2018), there were 172 advertisements (ads) for police and sheriff’s patrol officers in the Inland Empire/Desert Region. From 2010 to 2017, there was an annual average of 103 job ads per year (Exhibit 2).

*Exhibit 2: Number of online job postings for the police and sheriff’s patrol officers in the Inland Empire/Desert Region, 2010 to 2017*



Source: Burning Glass – Labor Insights

Exhibit 3 shows the number of job ads posted during the last 12 months and the average time to fill each occupation in the local region and nationally. On average, the aviation electronics occupational group takes a similar amount of time to fill in the Inland Empire/Desert Region as it does in the nation as a whole.

*Exhibit 3: Employer job ads and time to fill for police and sheriff's patrol officers in the Inland Empire/Desert Region during the last 12 months, Apr 2017 – Mar 2018*

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Police and Sheriff's Patrol Officers	86	37	35

Source: Burning Glass – Labor Insights

## Earnings

The entry-level wage for police and sheriff's patrol officers above the MIT Living Wage estimate of \$12.30 per hour, or \$25,584 annually for a single adult living in the Inland Empire/Desert Region. This wage is also sufficient for an adult living in a household with one other working adult and one child (\$14.50 per hour, per adult or \$30,160 annually for each adult). See Exhibit 4 for wage information.

*Exhibit 4: Earnings for police and sheriff's patrol officers in the Inland Empire/Desert Region*

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Police and Sheriff's Patrol Officers	\$35.34 to \$51.04	\$44.33	\$90,200

Source: EMSI 2018.1

\*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

## Work Locations, Employers, Skills, Education, and Certifications

Exhibit 5 displays the top employers posting job ads as well as the top work locations from job ads during the last 12 months.

*Exhibit 5: The top employers and work locations from employer job ads for police and sheriff's patrol officers in the Inland Empire/Desert Region during the last 12 months, Apr 2017 – Mar 2018*

Occupation	Top Employers	Top Work Locations
Police and Sheriff's Patrol Officers (n=77)	<ul style="list-style-type: none"> <li>Allied Universal Security Services</li> <li>City of Upland</li> <li>City of Redlands</li> </ul>	<ul style="list-style-type: none"> <li>San Bernardino</li> <li>Riverside</li> <li>Ontario</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of in-demand specialized and soft skills that employers are seeking when looking for police and sheriff's patrol officers.

*Exhibit 6: In-demand skills from employer job ads for police and sheriff's patrol officers in the Inland Empire/Desert Region, Apr 2017 – Mar 2018*

Occupation	Specialized skills	Soft skills
Police and Sheriff's Patrol Officers (n=63)	<ul style="list-style-type: none"> <li>Prevention of Criminal Activity</li> <li>Cardiopulmonary Resuscitation (CPR)</li> <li>Handling of Crisis or Emergency Situations</li> <li>Warrants</li> </ul>	<ul style="list-style-type: none"> <li>Writing</li> <li>Building Effective Relationships</li> <li>Communication Skills</li> <li>Preparing Reports</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 displays the entry-level education level education typically required to enter this occupation according to the Bureau of Labor Statistics (BLS). This chart also displays educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census (2015-16) and the minimum advertised education requirement requested by employers in online job ads.

*Exhibit 7: Educational attainment and online job ads with minimum advertised education requirements for police and sheriff's patrol officers in the Inland Empire/Desert Region, Apr 2017 – Mar 2018*

Occupations	Typical Entry-Level Education Requirement	Educational Attainment*	Number of Job Postings (n=)	Minimum Advertised Education Requirement from Job Ads		
				High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Police and Sheriff's Patrol Officers	High school diploma or equivalent	49%	65	98%	-	2%

Source: EMSI 2018.1, Current Population Survey, Burning Glass – Labor Insights

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

## Industry

Exhibit 8 displays the industries that employ police and sheriff's patrol officers in the two-county region. Staffing patterns show the industries that hire the most workers of a specific occupation.

*Exhibit 8: Top industries employing police and sheriff's patrol officers in the Inland Empire/Desert Region, Apr 2017 – Mar 2018*

Occupation	Top Industries from Staffing Pattern (NAICS)	Industry Classification from Job Ads	
		Number of Job Postings (n=)	Top Industries from Job Ads (NAICS)
Police and Sheriff's Patrol Officers	<ul style="list-style-type: none"> <li>Local Government, Excluding Education and Hospitals (9039) 89%</li> <li>State Government, Excluding Education and Hospitals (9029) 5%</li> </ul>	74	<ul style="list-style-type: none"> <li>Justice, Public Order, and Safety Activities (9221)</li> <li>Investigation and Security Services (5616)</li> </ul>

Source: EMSI 2017.4, Burning Glass – Labor Insights

## Student Completions

Exhibit 9 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code. Please note, an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code and region.

Exhibit 9: Annual average community college student completions for police academy programs in the Inland Empire/Desert Region

<b>2105.50 Police Academy</b>	<b>Annual Community College Headcount (2016-17)</b>	<b>Community College Annual Average Awards (2014-17)</b>
<b>Desert – Reserve Police Officer/Police Science</b>	82	
Associate Degree		2
Certificate 18 to < 30 semester units		12
<b>Moreno Valley – Administration of Justice</b>	737	
Associate Degree		1*
Certificate 30 to < 60 semester units		75
Certificate 18 to < 30 semester units		4
<b>Riverside – Administration of Justice Law Enforcement</b>	91	
<b>San Bernardino</b>	403	
<b>Total CC Headcount (2015-16)</b>	<b>1,310</b>	
<b>Total annual average community college awards</b>		<b>93</b>

Source: LaunchBoard, IPEDS, COCI

\*Moreno Valley awarded one associate degree in 2015-16

**2105.50 - Police Academy program Strong Workforce outcomes in the Inland Empire/Desert Region in the academic year 2015-16:**

- Number of course enrollments: 3,661 (California median: 6,472)\*
- Number of students who transferred to a 4-year institution: 63 (CA: 119)
- Employed in the second fiscal quarter after exit: 91% (CA: 91%)
- Median earnings in the second fiscal quarter after exit: \$12,471 (CA: \$16,405)
- Employed in the fourth fiscal quarter after exit: 91% (CA: 90%)
- The percentage in a job closely related to the field of study: 76% (CA: 80%) [2014-15]
- Median change in earnings: 34% (CA: 34%)
- The proportion of students who attained a living wage: 87% (CA: 90%)

\*academic year 2016-17



## Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard

MIT Living Wage Calculator

California Community Colleges Chancellor's Office Management Information Systems (MIS)

Chancellor's Office Curriculum Inventory (COCI, version 2.0)

The Integrated Postsecondary Education Data System (IPEDS)

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April 2018