

# Community Policing Occupations

# Labor Market Information Report

# Ohlone College

## Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

**May 2021**

## Recommendation

Based on all available data, there appears to be an “undersupply” of Community Policing workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa counties). There is a projected annual gap of about 6,075 students in the Bay region and 1,625 students in the East Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.00 - Administration of Justice 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 colleges in the state and region, as well as to outcomes across all CTE programs at Ohlone College and in the region.

This report profiles Community Policing Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Ohlone College.

* **Life, Physical, and Social Science Technicians, All Other (19-4099):** All life, physical, and social science technicians not listed separately.
  Entry-Level Educational Requirement: Associate’s degree
  Training Requirement: None
  Percentage of Community College Award Holders or Some Postsecondary Coursework: 37%
* **Miscellaneous First-Line Supervisors, Protective Service Workers (33-1099):** All protective service supervisors not listed separately above.
  Entry-Level Educational Requirement: High school diploma or equivalent
  Training Requirement: None
  Percentage of Community College Award Holders or Some Postsecondary Coursework: NA%
* **Correctional Officers and Jailers (33-3012):** 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.
  Entry-Level Educational Requirement: High school diploma or equivalent
  Training Requirement: Moderate-term on-the-job training
  Percentage of Community College Award Holders or Some Postsecondary Coursework: 49%
* **Police and Sheriffs 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.
  Entry-Level Educational Requirement: High school diploma or equivalent
  Training Requirement: Moderate-term on-the-job training
  Percentage of Community College Award Holders or Some Postsecondary Coursework: 49%
* **Security Guards (33-9032):** Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes “Transportation Security Screeners” (33-9093).
  Entry-Level Educational Requirement: High school diploma or equivalent
  Training Requirement: Short-term on-the-job training
  Percentage of Community College Award Holders or Some Postsecondary Coursework: 41%

## Occupational Demand

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

| **Occupation** | **2019 Jobs** | **2024 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Life, Physical, and Social Science Technicians, All Other | 2,779 | 2,978 | 199 | 7% | 1,905 | 381 | $ 21.85 | $ 28.16 |
| Miscellaneous First-Line Supervisors, Protective Service Workers | 2,285 | 2,426 | 141 | 6% | 1,270 | 254 | $ 22.36 | $ 28.13 |
| Correctional Officers and Jailers | 5,390 | 5,489 | 99 | 2% | 2,510 | 502 | $ 29.06 | $ 40.65 |
| Police and Sheriffs Patrol Officers | 17,482 | 18,333 | 851 | 5% | 7,130 | 1,426 | $ 46.95 | $ 57.68 |
| Security Guards | 36,386 | 38,729 | 2,343 | 6% | 26,714 | 5,343 | $ 14.69 | $ 17.46 |
| **Total** | **64,322** | **67,955** | **3,633** | **6%** | **39,529** | **7,906** | **$25.24** | **$31.18** |
| Source: EMSI 2020.4 |

**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 Community Policing Occupations in East Bay Sub-region**

| **Occupation** | **2019 Jobs** | **2024 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Life, Physical, and Social Science Technicians, All Other | 778 | 821 | 43 | 6% | 517 | 103 | $19.52 | $24.48 |
| Miscellaneous First-Line Supervisors, Protective Service Workers | 621 | 646 | 25 | 4% | 334 | 67 | $20.57 | $24.55 |
| Correctional Officers and Jailers | 864 | 880 | 16 | 2% | 402 | 80 | $30.92 | $38.20 |
| Police and Sheriffs Patrol Officers | 4,648 | 4,812 | 164 | 4% | 1,817 | 363 | $47.84 | $56.64 |
| Security Guards | 9,626 | 10,078 | 452 | 5% | 6,945 | 1,389 | $13.92 | $16.13 |
| **Total** | **16,537** | **17,237** | **700** | **4%** | **10,015** | **2,002** | **$24.86** | **$29.38** |
| Source: EMSI 2020.4 |

**East Bay Sub-Region includes:** Alameda and Contra Costa Counties

### Job Postings in Bay Region and East Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Apr 2020 - Mar 2021)**

| **Occupation** | **Bay Region** | **East Bay** |
| --- | --- | --- |
| Security Guards | 19,633 | 6,107 |
| Police Patrol Officers | 617 | 228 |
| First-Line Supervisors of Protective Service Workers, All Other | 537 | 140 |
| Correctional Officers and Jailers | 108 | 22 |
| Sheriffs and Deputy Sheriffs | 83 | 24 |
| Life, Physical, and Social Science Technicians, All Other | 48 | 15 |
| Source: Burning Glass |

**Table 4a. Top Job Titles for Community Policing Occupations for latest 12 months (Apr 2020 - Mar 2021) Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Security Officer | 1,488 | Security Officer - Susa | 98 |
| Security Guard | 538 | Security Professional-Flex Officer | 91 |
| Unarmed Security Officer | 320 | Mobile/Patrol Officer - Susa | 91 |
| Armed Security Officer | 257 | Armed Security Guard | 91 |
| Hospital Security Officer | 154 | Security Officer - Veteran Mission - Susa | 88 |
| Unarmed Security Guard | 149 | Healthcare Security Officer | 83 |
| Security Officer - Upscale | 120 | Security Shift Supervisor | 79 |
| Retail Security Officer | 114 | Police Officer | 79 |
| Flex Officer - Susa | 99 | Security Officer - Retail | 78 |
| Source: Burning Glass |

**Table 4b. Top Job Titles for Community Policing Occupations for latest 12 months (Apr 2020 - Mar 2021) East Bay Sub-Region**

| **Title** | **East Bay** | **Title** | **East Bay** |
| --- | --- | --- | --- |
| Security Officer | 464 | Unarmed Security Guard | 52 |
| Security Guard | 189 | Security Officer - Upscale | 46 |
| Unarmed Security Officer | 143 | Security Guard - Graveyard Shifts | 46 |
| Armed Security Officer | 119 | Healthcare Security Officer | 45 |
| Security Officer - Susa | 58 | Retail Security Officer | 41 |
| Mobile/Patrol Officer - Susa | 58 | Security Professional-Flex Officer | 39 |
| Security Officer - Veteran Mission - Susa | 57 | Security Officer For Shopping Center | 36 |
| Flex Officer - Susa | 57 | Security Guard - Flex | 34 |
| Hospital Security Officer | 56 | Armed Security Guard | 32 |
| Source: Burning Glass |

## Industry Concentration

**Table 5. Industries hiring Community Policing Workers in Bay Region**

| **Industry – 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2019)** | **Jobs in Industry (2024)** | **% Change (2019-24)** | **% Occupation Group in Industry (2019)** |
| --- | --- | --- | --- | --- |
| Security Guards and Patrol Services | 25,869 | 27,123 | 5% | 40% |
| Local Government, Excluding Education and Hospitals | 17,962 | 18,152 | 1% | 28% |
| State Government, Excluding Education and Hospitals | 3,407 | 3,478 | 2% | 5% |
| Colleges, Universities, and Professional Schools (State Government) | 1,113 | 1,147 | 3% | 2% |
| Colleges, Universities, and Professional Schools | 1,058 | 1,150 | 9% | 2% |
| Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology) | 742 | 918 | 24% | 1% |
| Federal Government, Military | 686 | 696 | 1% | 1% |
| General Medical and Surgical Hospitals | 615 | 609 | -1% | 1% |
| Investigation Services | 738 | 516 | -30% | 1% |
| Armored Car Services | 649 | 562 | -13% | 1% |
| Source: EMSI 2020.4 |

**Table 6. Top Employers Posting Community Policing Occupations in Bay Region and East Bay Sub-Region (Apr 2020 - Mar 2021)**

| **Employer** | **Bay** | **Employer** | **East Bay** |
| --- | --- | --- | --- |
| Allied Universal | 9855 | Allied Universal | 2,554 |
| Securitas | 1514 | Securitas | 721 |
| G4S | 481 | G4S | 184 |
| Gardaworld | 305 | Advantage Sales & Marketing | 184 |
| Advantage Sales & Marketing | 300 | Gardaworld | 92 |
| Whelan Security | 192 | Whelan Security | 70 |
| Sssusa | 162 | Sentry Security Services Incorporated | 53 |
| Silicon Valley Security Patrol | 150 | Brosnan Risk | 53 |
| Admiral Security Services Incorporated | 109 | Admiral Security Services Incorporated | 47 |
| Brosnan Risk | 100 | Metro One Loss Prevention Services | 42 |
| Source: Burning Glass |

## Educational Supply

There are 23 community colleges in the Bay Region issuing 1,817 awards on average annually (last 3 years ending 2018-19) on TOP 2105.00 - Administration of Justice. In the East Bay Sub-Region, there are seven (7) community colleges that issued 369 awards on average annually (last 3 years) on this TOP code.

There are three (3) other CTE educational institutions in the Bay Region issuing 14 awards on average annually (last 3 years ending 2016-17) on TOP 2105.00 - Administration of Justice. There are two (2) other CTE educational institution in the East Bay Sub-Region issuing 8 awards on average annually (last 3 years) on this TOP code.

**Table 7a. Community College Awards on TOP 2105.00 - Administration of Justice in Bay Region**

| **College** | **Subregion** | **Associate** | **Certificate Low** | **Noncredit** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Cabrillo | SC-Monterey | 19 | 0 | 0 | 19 |
| Chabot  | East Bay | 53 | 0 | 0 | 53 |
| Contra Costa | East Bay | 25 | 12 | 0 | 37 |
| De Anza | Silicon Valley | 61 | 0 | 0 | 61 |
| Diablo Valley | East Bay | 83 | 39 | 0 | 122 |
| Evergreen Valley | Silicon Valley | 58 | 0 | 0 | 58 |
| Gavilan | Silicon Valley | 47 | 7 | 0 | 54 |
| Hartnell | SC-Monterey | 84 | 22 | 0 | 106 |
| Las Positas | East Bay | 34 | 0 | 0 | 34 |
| Los Medanos | East Bay | 56 | 11 | 0 | 67 |
| Marin | North Bay | 6 | 1 | 0 | 7 |
| Merritt | East Bay | 36 | 6 | 0 | 42 |
| Mission | Silicon Valley | 8 | 0 | 0 | 8 |
| Monterey | SC-Monterey | 27 | 31 | 54 | 112 |
| Napa | North Bay | 43 | 28 | 0 | 71 |
| Ohlone | East Bay | 13 | 1 | 0 | 14 |
| San Francisco | Mid-Peninsula | 43 | 17 | 0 | 60 |
| San Jose City | Silicon Valley | 28 | 3 | 0 | 31 |
| San Mateo | Mid-Peninsula | 60 | 14 | 0 | 74 |
| Santa Rosa | North Bay | 61 | 54 | 533 | 648 |
| Skyline | Mid-Peninsula | 32 | 6 | 0 | 38 |
| Solano | North Bay | 48 | 8 | 0 | 56 |
| West Valley | Silicon Valley | 45 | 0 | 0 | 45 |
| **Total** | **-** | **970** | **260** | **587** | **1817** |
| Source: Data Mart |

*Note: The annual average for awards is 2016-17 to 2018-19.*

**Table 7b. Other CTE Instituton Awards on TOP 2105.00 - Administration of Justice in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **Total** |
| --- | --- | --- | --- |
| Carrington College-Pleasant Hill | East Bay | 5 | 5 |
| Carrington College-San Jose | Silicon Valley | 6 | 6 |
| Carrington College-San Leandro | East Bay | 3 | 3 |
| **Total** |  | **14** | **14** |

*Note: The annual average for awards is 2016-17 to 2018-19.*

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 7,906 annual openings for the Community Policing occupational cluster and 1,831 annual (3-year average) awards for an annual undersupply of 6,075 students. In the East Bay Sub-Region, there is also a gap with 2,002 annual openings and 377 annual (3-year average) awards for an annual undersupply of 1,625 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice**

| **Metric Outcomes** | **Bay****All CTE Programs** | **Ohlone****All CTE Programs** | **State 2105.00** | **Bay 2105.00** | **East Bay 2105.00** | **Ohlone College 2105.00** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 75% | 72% | 61% | 62% | 60% | 67% |
| Median Annual Earnings for SWP Exiting Students | $44,575 | $88,529 | $54,694 | $80,236 | $101,672 | $137,462 |
| Median Change in Earnings for SWP Exiting Students | 31% | 18% | 22% | 24% | 24% | 15% |
| Exiting Students Who Attained the Living Wage | 52% | 73% | 68% | 70% | 70% | 92% |
| Source: Launchboard Strong Workforce Program from version 2017-18. |

## Skills, Certifications and Education

**Table 9. Top Skills for Community Policing Occupations in Bay Region (Apr 2020 - Mar 2021)**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Handling of Crisis or Emergency Situations | 11,010 | Retail Industry Knowledge | 553 |
| Customer Service | 2,114 | Phone Systems | 517 |
| Law Enforcement or Criminal Justice Experience | 1,841 | Operations Management | 511 |
| Fire Control | 1,798 | Customer Contact | 491 |
| Deterrence of Rule or Safety Violations | 1,687 | Safety Training | 479 |
| Security Experience | 1,240 | Loss Control / Prevention | 429 |
| Cardiopulmonary Resuscitation (CPR) | 1,112 | Emergency Response | 396 |
| Surveillance | 871 | Information Security | 384 |
| Public Health and Safety | 859 | Emergency Services | 376 |
| Prevention of Criminal Activity | 816 | Cleaning | 366 |
| Scheduling | 812 | Personal Protective Equipment (PPE) | 364 |
| Prevent And Treat Injuries | 713 | Healthcare Security | 308 |
| Security Operations | 627 | Business Operations | 294 |
| Staff Management | 621 | Crowd Control | 271 |
| Source: Burning Glass |

**Table 10. Certifications for Community Policing Occupations in Bay Region (Apr 2020 - Mar 2021)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Driver's License | 9,099 | Certified Information Systems Security Professional (CISSP) | 34 |
| Security Guard Certification | 827 | Paramedic Certification | 33 |
| Security Clearance | 732 | American Heart Association Certification | 31 |
| First Aid Cpr Aed | 706 | Armed Security License | 26 |
| Police Officer | 107 | Ca License | 22 |
| Law Enforcement Certification | 83 | Fire Fighter I | 20 |
| Cdl Class C | 69 | Fire Officer I | 18 |
| Basic Life Saving (BLS) | 69 | Basic Post Certificate | 18 |
| Baton Permit | 67 | Public Safety Certificate | 17 |
| Basic Cardiac Life Support Certification | 56 | Chemical Weapons Certification | 15 |
| Source: Burning Glass |

*Note: 49% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.*

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

| **Education (minimum advertised)** | **Latest 12 Mos. Postings** | **Percent 12 Mos. Postings** |
| --- | --- | --- |
| High school or vocational training | 16,649 | 98% |
| Associate's degree | 35 | 0% |
| Bachelor's degree and higher | 314 | 2% |
| Source: Burning Glass |

## Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

## Sources

O\*Net Online
Labor Insight/Jobs (Burning Glass)
Economic Modeling Specialists International (EMSI)
CTE LaunchBoard www.calpassplus.org/Launchboard/
Statewide CTE Outcomes Survey
Employment Development Department Unemployment Insurance Dataset
Living Insight Center for Community Economic Development
Chancellor’s Office MIS system

## Contacts

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