

Presentation to Academic Senate December 8, 2021

New Certificate Proposal: **Certificate of Achievement in 21st Century Policing**

Anticipated resources/costs: **No anticipated additional resources, costs, classified, or admin support required.**

Need or demand: **See LMI data (attached)**

Mission appropriateness: **Offers educational opportunities and support for completion of students' degree and career-technical goals.**

Curriculum required – course sequence:

Course Sequence		Units
Required Core (16 Units):		
AJ 45	Policing America	2
AJ 48	Police Supervisory Leadership	2
AJ 68	Police Ethics and Leadership	3
AJ 70	Community Relations	3
SOC 3	Introduction to Race and Ethnicity	3
SOC 6	Social Problems	3
Total Units		16.0

FTEF required: **0.4**

Implementation schedule: **Start Fall 2022**

FALL	SPRING	SUMMER
AJ 68	AJ 70	AJ 45
SOC 6	SOC 3	AJ 48

Program Student Learning Outcomes (PSLOs): **Upon completion of the Certificate of Achievement, the student will be able to:**

- 1. Demonstrate both an understanding and the practical application of the leadership and ethical standards implicit in democratic policing.**
- 2. Demonstrate the ability to read, understand, and critically analyze primary documents, scholarly journal articles, and academic texts regarding the geneses and evolution of American policing.**
- 3. Describe the major concepts, theoretical perspectives, empirical findings, and evolving strategies of American policing.**
- 4. Assume a supervisory leadership position in a state or local law enforcement agency.**

Program map (as part of the Guided Pathway process): **Attached**

A photograph of a police officer sitting in the driver's seat of a patrol car. The officer is wearing a blue uniform and has a blue emergency light on the roof of the car. The image is slightly blurred and has a dark overlay, making the text stand out.

2 Protective Service Occupations in 5 California Counties

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What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

2 Occupations

33-3050 Police Officers

33-3020 Detectives and Criminal Investigators

5 Counties

6001 Alameda County, CA

6077 San Joaquin County, CA

6013 Contra Costa County, CA

6085 Santa Clara County, CA

6075 San Francisco County, CA

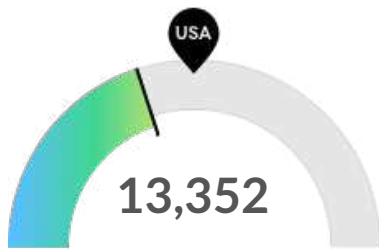
Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupations and geographical areas.

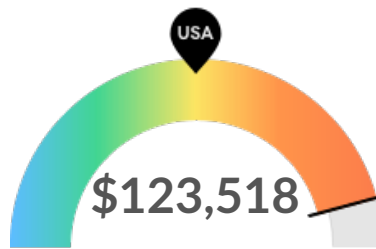
Executive Summary

Light Job Posting Demand Over a Thin Supply of Regional Jobs



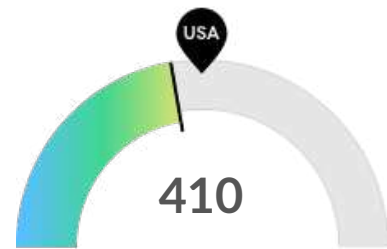
Jobs (2020)

Your area is not a hotspot for this kind of job. The national average for an area this size is 18,128* employees, while there are 13,352 here.



Compensation

Earnings are high in your area. The national median salary for your occupations is \$67,679, compared to \$123,518 here.



Job Posting Demand

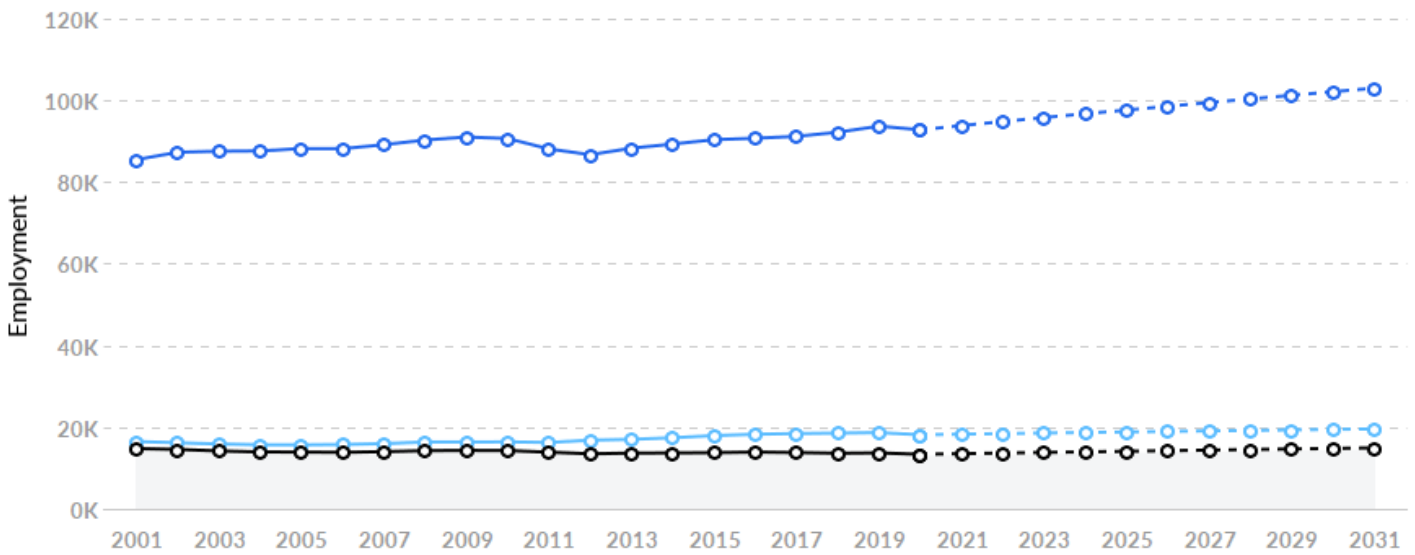
Job posting activity is low in your area. The national average for an area this size is 482* job postings/mo, while there are 410 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

An average area of this size typically has 18,128* jobs, while there are 13,352 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2020 Jobs	2025 Jobs	Change	% Change
● 5 California Counties	13,352	14,097	745	5.6%
● National Average	18,128	18,825	697	3.8%
● California	92,786	97,628	4,841	5.2%

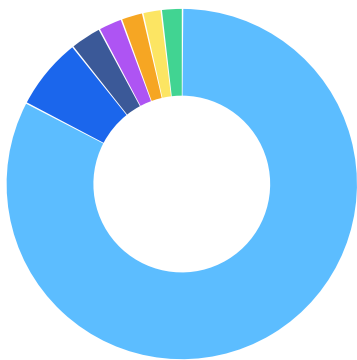
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Regional Breakdown



County	2020 Jobs
Santa Clara County, CA	4,133
Alameda County, CA	3,426
San Francisco County, CA	3,179
Contra Costa County, CA	1,316
San Joaquin County, CA	1,298

Most Jobs are Found in the Local Government, Excluding Education and Hospitals Industry Sector

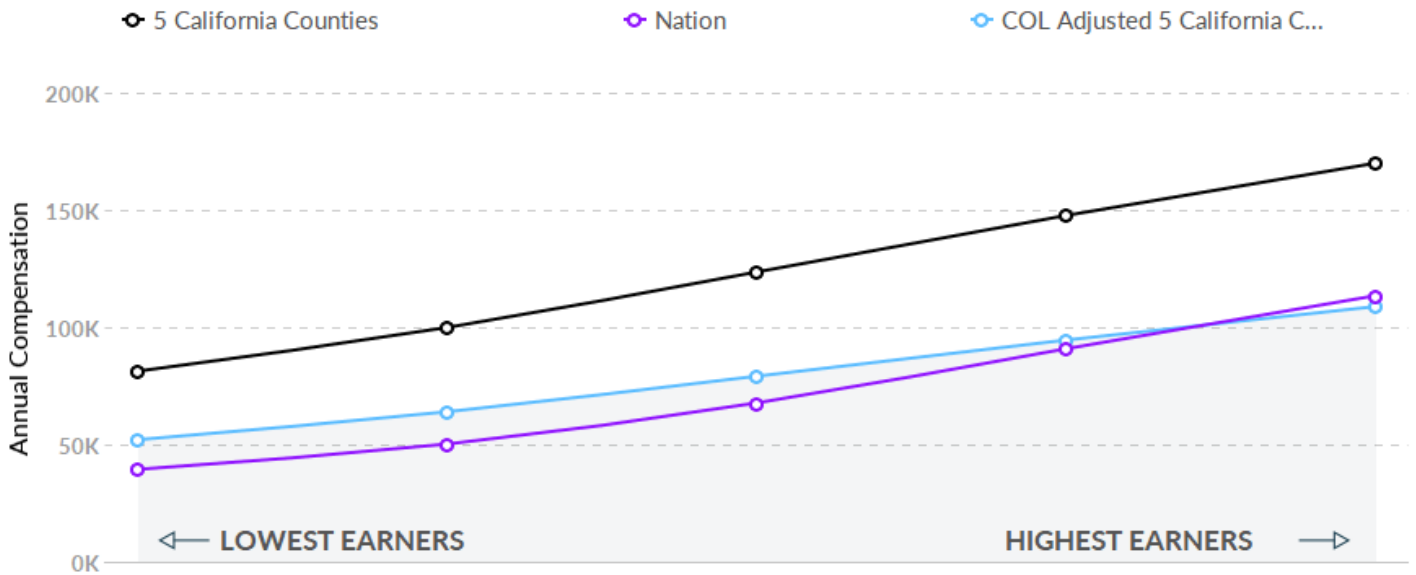


Industry	% of Occupation in Industry (2020)
Local Government, Excluding Education and Hospitals	82.6%
State Government, Excluding Education and Hospitals	6.7%
Federal Government, Civilian	2.9%
Education and Hospitals (State Government)	2.2%
Federal Government, Military	2.0%
Colleges, Universities, and Professional Schools	1.7%
Other	1.9%

Compensation

Regional Compensation Is 83% Higher Than National Compensation

For your occupations, the 2020 median wage in your area is \$123,518, while the national median wage is \$67,679.



Job Posting Activity



2,693 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Aug 2021.



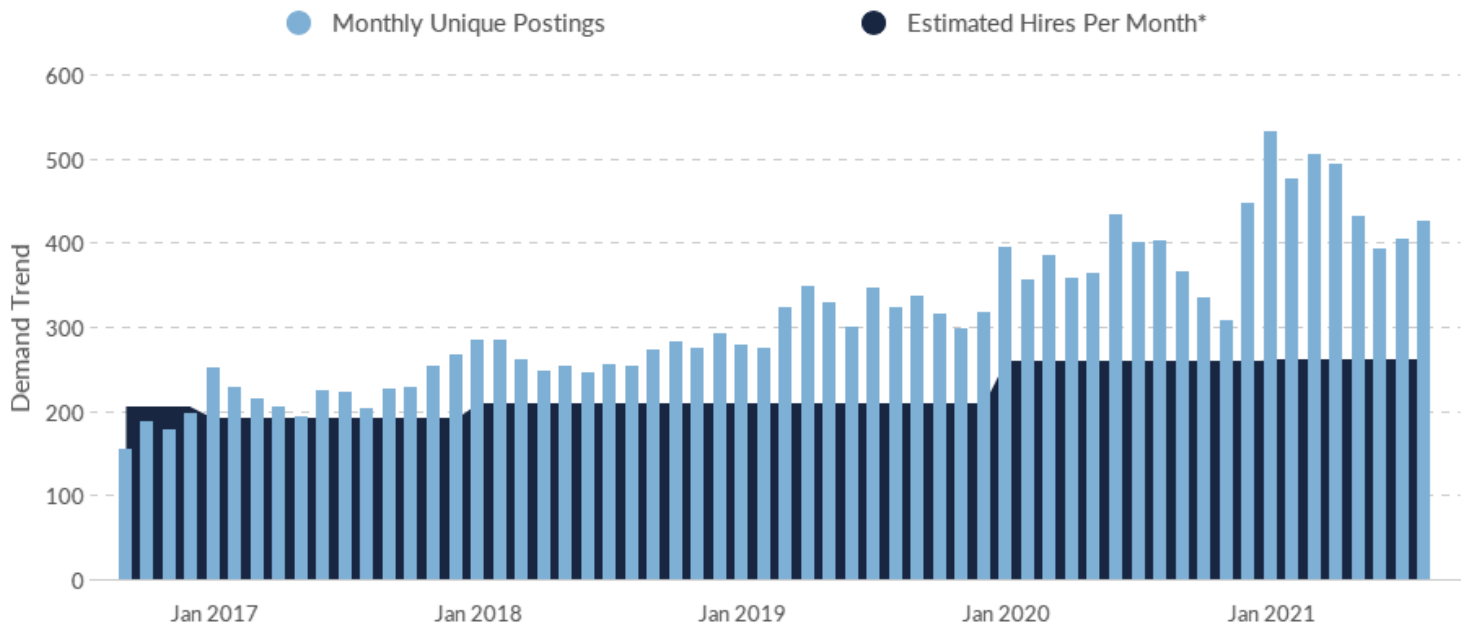
441 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Aug 2021.



33 Day Median Duration











Posting duration is 1 day shorter than what's typical in the region.



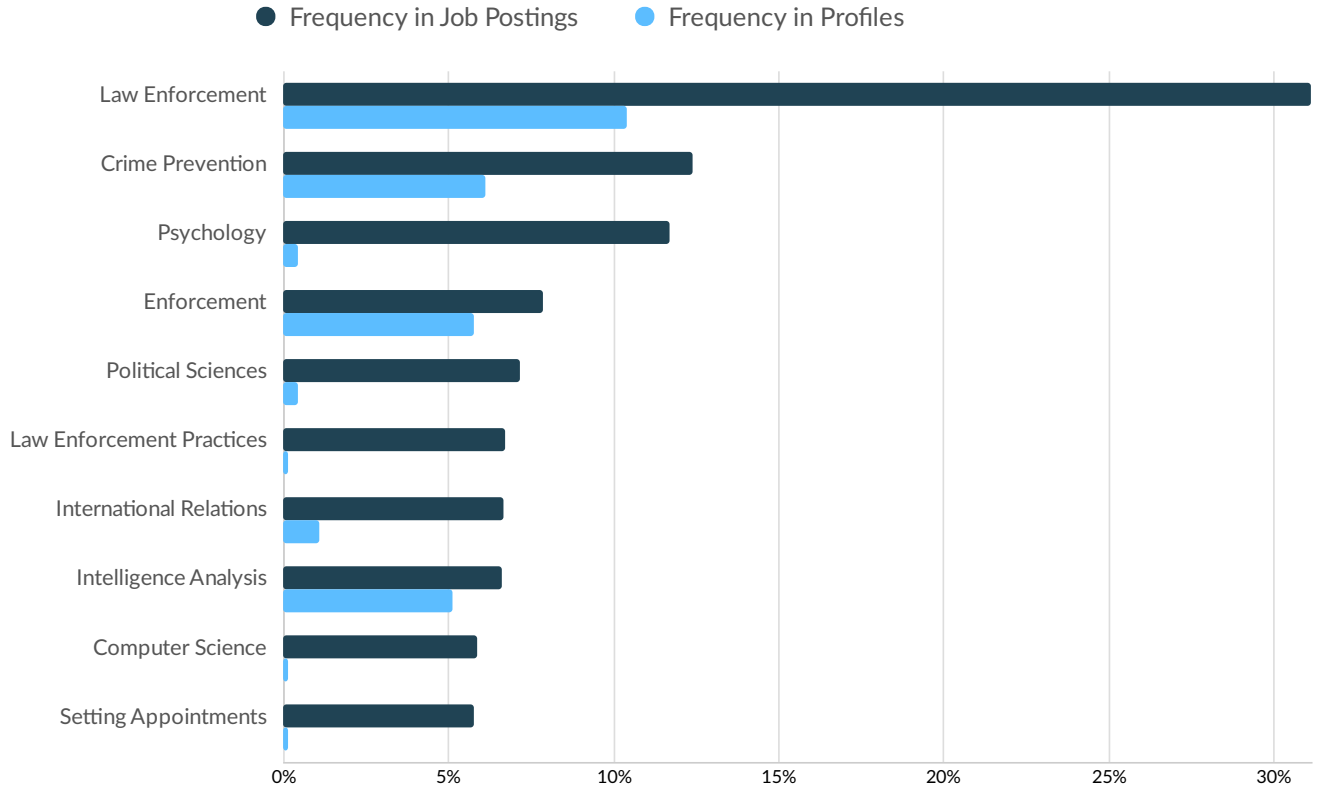
Occupation	Avg Monthly Postings (Jan 2020 - Aug 2021)	Avg Monthly Hires (Jan 2020 - Aug 2021)
Police Officers	258	240
Detectives and Criminal Investigators	153	20

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
United States Department of th...	129 
International Association of Chie...	109 
Federal Bureau of Investigation	103 
Bureau of Customs and Border P...	88 
Army National Guard	77 
City of Stockton	65 
City of Hayward	37 
Lawrence Livermore National La...	37 
City of Concord	34 
University of California	32 

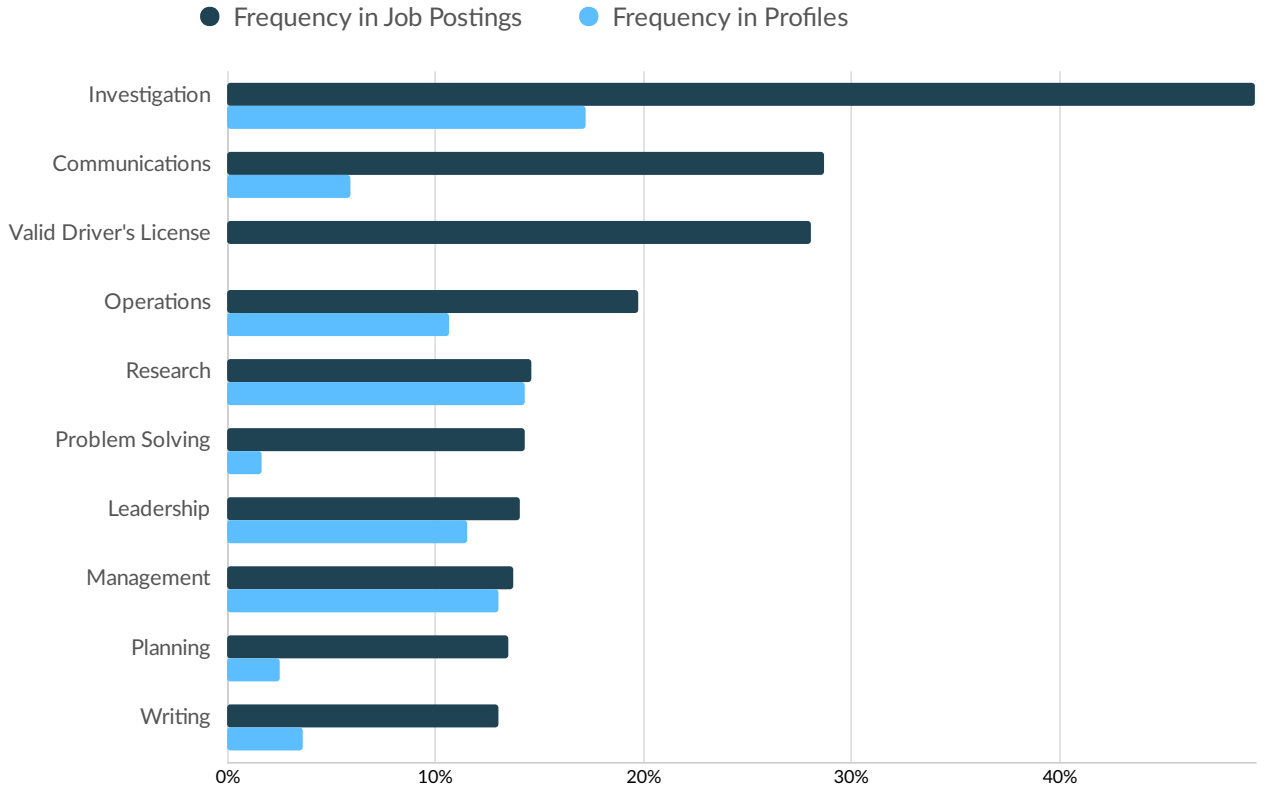
Top Job Titles	Unique Postings
Police Officers	394 
Lateral Police Officers	196 
Police Academy Instructors	187 
Border Patrol Agents	112 
Military Police Officers	99 
Criminal Investigator Special Ag...	88 
Deputy Sheriffs	80 
Investigators	80 
Intelligence Analysts	73 
Criminal Investigators	60 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Law Enforcement	839	31%	553	10%
Crime Prevention	334	12%	326	6%
Psychology	316	12%	23	0%
Enforcement	212	8%	306	6%
Political Sciences	193	7%	24	0%
Law Enforcement Practices	181	7%	8	0%
International Relations	180	7%	58	1%
Intelligence Analysis	178	7%	272	5%
Computer Science	158	6%	9	0%
Setting Appointments	156	6%	8	0%

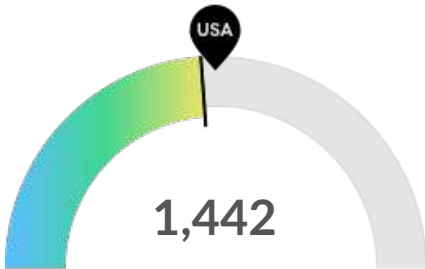
Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Investigation	1,331	49%	912	17%
Communications	773	29%	316	6%
Valid Driver's License	756	28%	2	0%
Operations	532	20%	567	11%
Research	394	15%	760	14%
Problem Solving	385	14%	86	2%
Leadership	380	14%	612	12%
Management	371	14%	693	13%
Planning	365	14%	133	3%
Writing	352	13%	193	4%

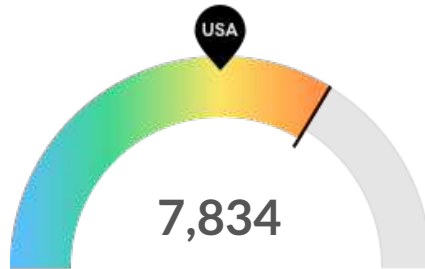
Demographics

Retirement Risk Is About Average, While Overall Diversity Is High



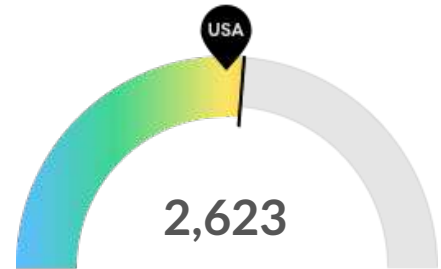
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 1,539* employees 55 or older, while there are 1,442 here.



Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 4,842* racially diverse employees, while there are 7,834 here.

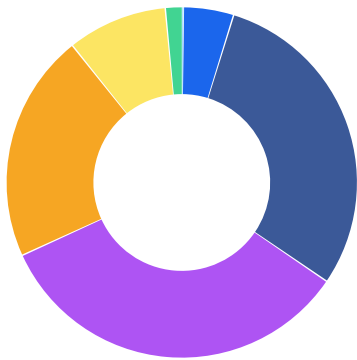


Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 2,430* female employees, while there are 2,623 here.

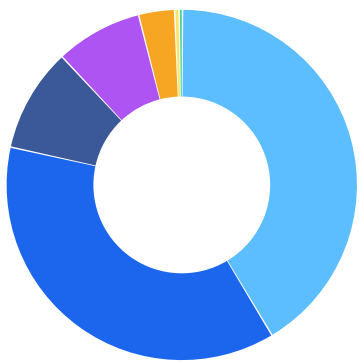
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Occupation Age Breakdown



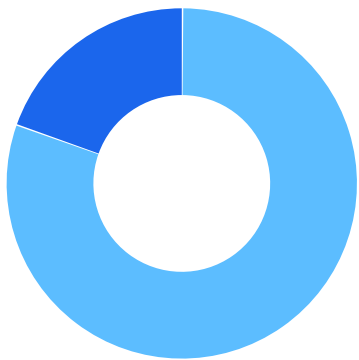
	% of Jobs	Jobs
14-18	0.1%	10
19-24	4.6%	619
25-34	29.7%	3,971
35-44	33.7%	4,494
45-54	21.1%	2,816
55-64	9.2%	1,231
65+	1.6%	210

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	41.3%	5,518
Hispanic or Latino	37.1%	4,949
Black or African American	9.6%	1,278
Asian	8.0%	1,068
Two or More Races	3.3%	442
American Indian or Alaska Native	0.4%	55
Native Hawaiian or Other Pacific Islander	0.3%	42

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	80.4%	10,729
Females	19.6%	2,623

Occupational Programs



8 Programs

Of the programs that can train for this job, 8 have produced completions in the last 5 years.



2,161 Completions (2020)

The completions from all regional institutions for all degree types.



1,051 Openings (2020)

The average number of openings for an occupation in the region is 534.

CIP Code	Top Programs	Completions (2020)
43.0103	Criminal Justice/Law Enforcement Administration	888
43.0104	Criminal Justice/Safety Studies	638
43.0107	Criminal Justice/Police Science	282
16.0905	Spanish Language and Literature	261
43.0406	Forensic Science and Technology	40
43.0109	Security and Loss Prevention Services	26
45.0401	Criminology	23
43.0301	Homeland Security	3

Top Schools	Completions (2020)
San Francisco State University	277 
San Jose State University	245 
California State University-East Bay	214 
Gavilan College	193 
Diablo Valley College	185 
Los Medanos College	182 
City College of San Francisco	154 
San Joaquin Delta College	148 
Merritt College	75 
De Anza College	70 

Appendix A - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi 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 are also affected by county-level Emsi earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

Cost of Living Data

Emsi's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Program Mapping Template (Program: _____)

AA
 AS
 AA-T
 AS-T
 COA
 CC

*This is an example course sequence. All plans can be modified to fit the needs of part-time students by adding more semesters.
 Students must meet with a counselor to complete an individualized educational plan.*

SEMESTER 1 - FALL

Courses	Units	Semesters Offered	Prereq?	Advisory Notes
SEMESTER TOTAL				

SEMESTER 2 - SPRING

Courses	Units	Semesters Offered	Prereq?	Advisory Notes
SEMESTER TOTAL				

SEMESTER 3 - SUMMER

Courses	Units	Semesters Offered	Prereq?	Advisory Notes
SEMESTER TOTAL				

SEMESTER 4 - FALL

Courses	Units	Semesters Offered	Prereq?	Advisory Notes
SEMESTER TOTAL				

SEMESTER 5 - SPRING

Courses	Units	Semesters Offered	Prereq?	Advisory Notes
SEMESTER TOTAL				
Total Major Coursework				
Total Units Required				