

A courtroom scene featuring a judge in a black robe sitting at a wooden bench, holding a pair of glasses. To the left, a police officer in a tan uniform stands with a microphone. To the right, a man in an orange shirt is seen from the back, facing the judge. An American flag is visible in the background on the left.

# 6 Occupations in 5 California Counties

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## What is Lightcast Data?

Lightcast 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, resumé, and job postings to give you a complete view of the workforce.

Lightcast 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

### 6 Occupations

33-3011 Bailiffs

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33-3021 Detectives and Criminal Investigators

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33-3051 Police and Sheriff's Patrol Officers

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33-9021 Private Detectives and Investigators

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11-9161 Emergency Management Directors

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33-1012 First-Line Supervisors of Police and  
Detectives

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### 5 Counties

6001 Alameda County, CA

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6013 Contra Costa County, CA

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6075 San Francisco County, CA

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6081 San Mateo County, CA

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6085 Santa Clara County, CA

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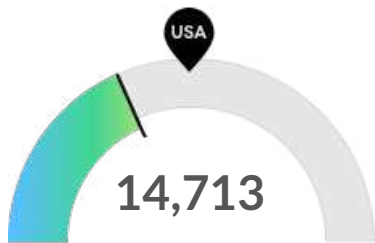
### Class of Worker

QCEW Employees

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

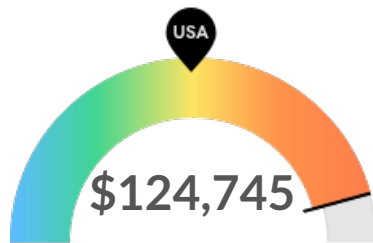
## Executive Summary

### Average Job Posting Demand Over a Thin Supply of Regional Jobs



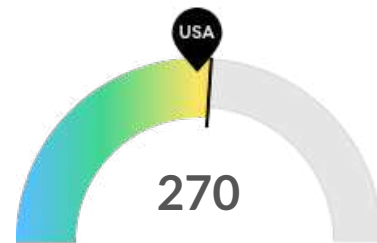
**Jobs (2022)**

Your area is not a hotspot for this kind of job. The national average for an area this size is 22,310\* employees, while there are 14,713 here.



**Compensation**

Earnings are high in your area. The national median salary for your occupations is \$70,247, compared to \$124,745 here.



**Job Posting Demand**

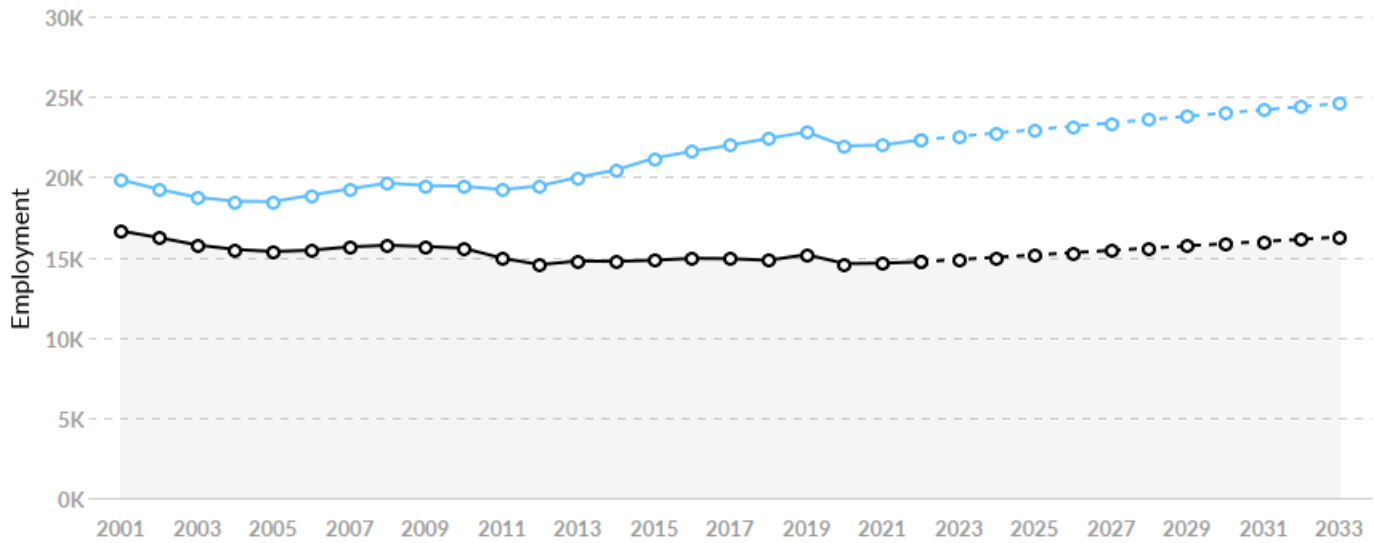
Job posting activity is about average in your area. The national average for an area this size is 254\* job postings/mo, while there are 270 here.

\*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

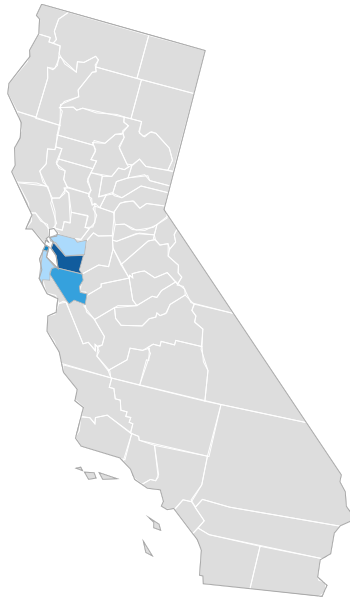
An average area of this size typically has 22,310\* jobs, while there are 14,713 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2022 Jobs	2029 Jobs	Change	% Change
● 5 California Counties	14,713	15,705	992	6.7%
● National Average	22,310	23,778	1,469	6.6%

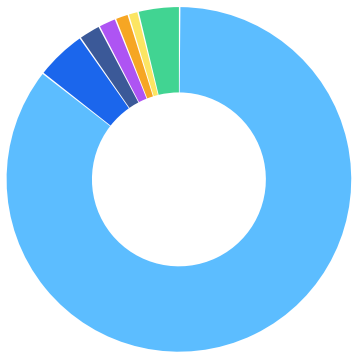
\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Regional Breakdown



County	2022 Jobs
Alameda County, CA	4,186
San Francisco County, CA	3,848
Santa Clara County, CA	3,558
Contra Costa County, CA	1,704
San Mateo County, CA	1,417

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



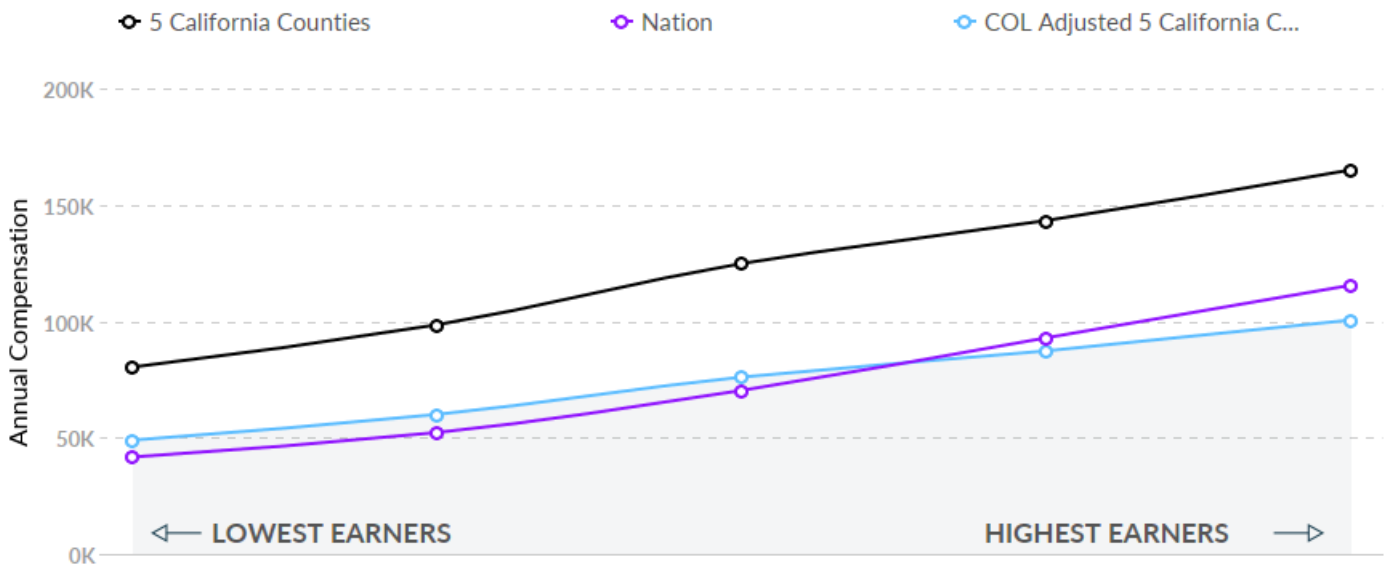
Industry	% of Occupation in Industry (2022)
Local Government, Excluding Education and Hospitals	85.5%
State Government, Excluding Education and Hospitals	4.8%
Federal Government, Civilian	2.0%
Investigation and Security Services	1.7%
Education and Hospitals (State Government)	1.2%
Education and Hospitals (Local Government)	0.9%
Other	3.9%



# Compensation

## Regional Compensation Is 78% Higher Than National Compensation

For your occupations, the 2022 median wage in your area is \$124,745, while the national median wage is \$70,247.



## Job Posting Activity



### 5,127 Unique Job Postings

The number of unique postings for this job from Jan 2022 to Jul 2023.



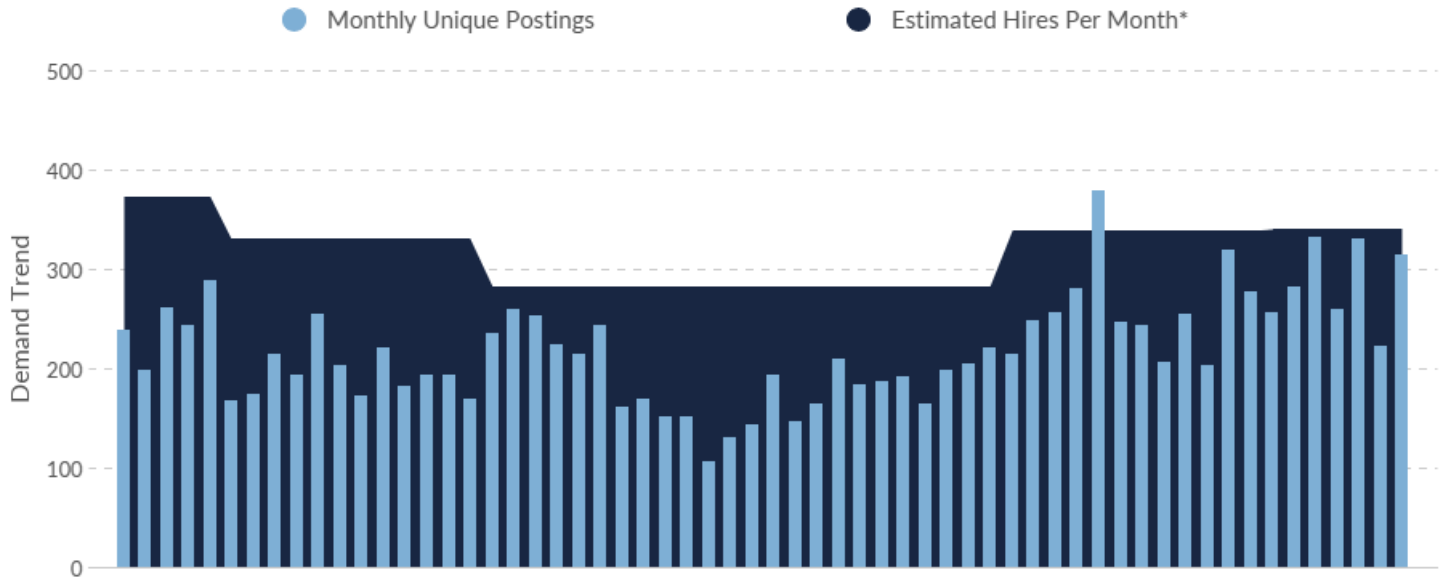
### 723 Employers Competing

All employers in the region who posted for this job from Jan 2022 to Jul 2023.







### 32 Day Median Duration

Posting duration is 2 days longer than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2022 - Jul 2023)	Avg Monthly Hires (Jan 2022 - Jul 2023)
Police and Sheriff's Patrol Officers	136	250
Private Detectives and Investigators	54	37
Detectives and Criminal Investigators	41	20
Emergency Management Directors	28	3
First-Line Supervisors of Police and Detectives	9	18
Bailiffs	1	9

\*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. Lightcast hires are calculated using a combination of Lightcast 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	Top Job Titles	Unique Postings
United States Department of Ho...	1,209 	Border Patrol Agents	631 
Allied Universal	159 	Surveillance Investigators	263 
Digistream Investigations	106 	Marine Interdiction Agents	230 
University of California	96 	Police Officers	227 
Federal Bureau of Investigation	84 	Public Safety Officers	176 
California College Of The Arts	83 	Investigators	159 
United States Secret Service	74 	Private Investigators	139 
Federal Reserve Bank	57 	Air Interdiction Agents	115 
FEMA	44 	Intelligence Analysts	112 
City Of Oakland	40 	Police Academy Instructors	107 

## Top Distinguishing Skills by Demand

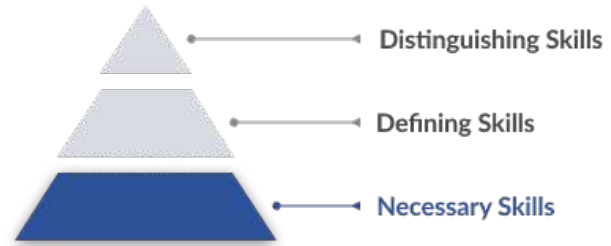
Not enough data to display Distinguishing Skills for this occupation.

## Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

## Top Necessary Skills by Demand

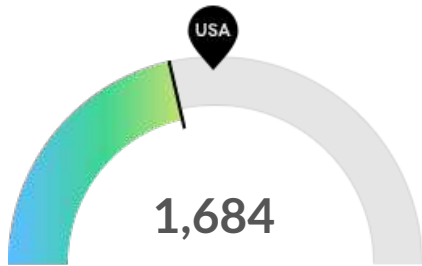
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting
Law Enforcement	✓	1,889
Valid Driver's License	✗	1,579
Law Enforcement Operations	✗	423
Workplace Safety	✗	367
Data Analysis	✗	276
Information Systems	✗	248
Project Management	✗	224
Law Enforcement Practices	✗	215
Emergency Response	✗	200
Auditing	✗	196

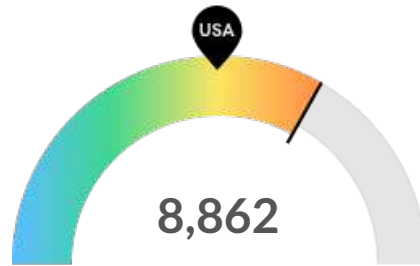
# Demographics

## Retirement Risk Is Low, While Overall Diversity Is High



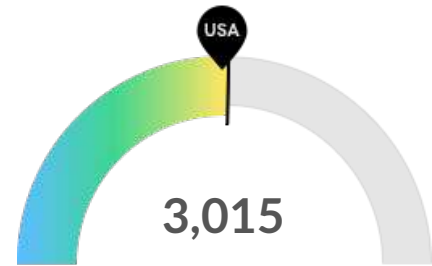
**Retiring Soon**

Retirement risk is low in your area. The national average for an area this size is 2,087\* employees 55 or older, while there are 1,684 here.



**Racial Diversity**

Racial diversity is high in your area. The national average for an area this size is 5,627\* racially diverse employees, while there are 8,862 here.

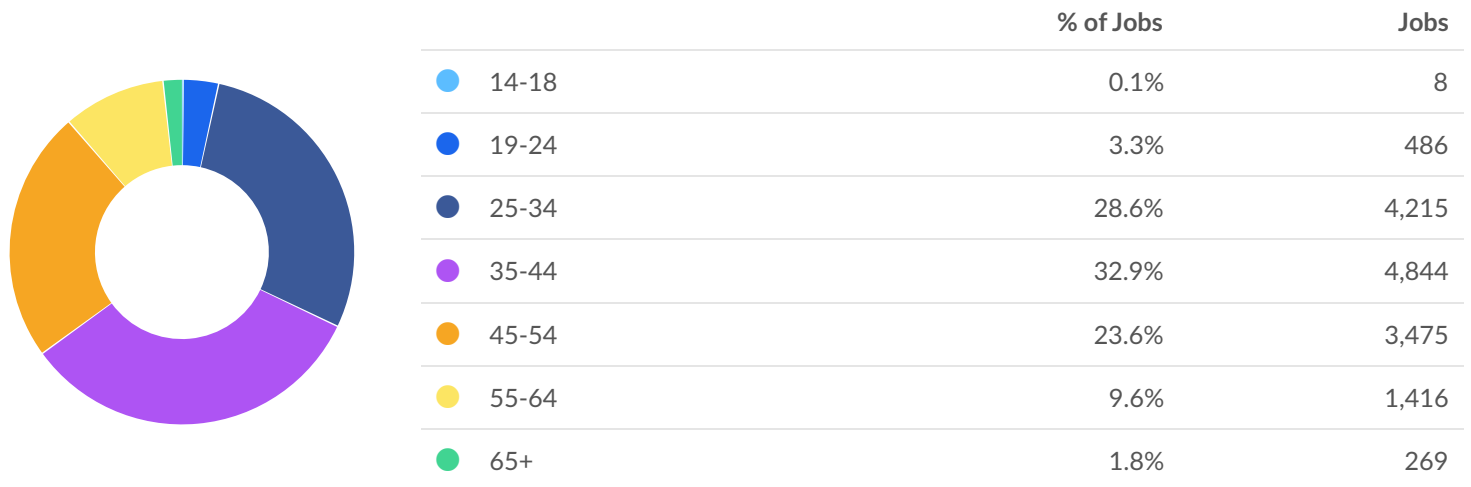


**Gender Diversity**

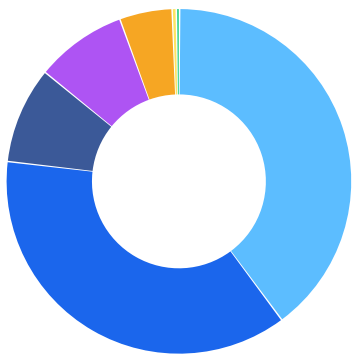
Gender diversity is about average in your area. The national average for an area this size is 2,955\* female employees, while there are 3,015 here.

\*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.

## Occupation Age Breakdown

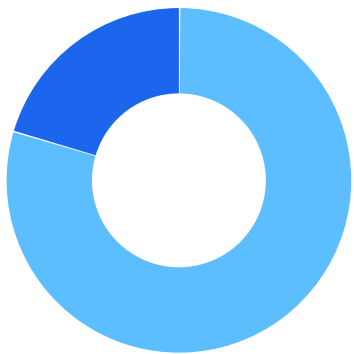


### Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	39.8%	5,851
Hispanic or Latino	37.0%	5,445
Black or African American	9.0%	1,330
Asian	8.6%	1,259
Two or More Races	4.9%	725
Native Hawaiian or Other Pacific Islander	0.4%	57
American Indian or Alaska Native	0.3%	47

### Occupation Gender Breakdown



	% of Jobs	Jobs
Males	79.5%	11,698
Females	20.5%	3,015

## Occupational Programs



**9 Programs**

Of the programs that can train for this job, 9 have produced completions in the last 5 years.



**2,059 Completions (2021)**

The completions from all regional institutions for all degree types.



**1,415 Openings (2021)**

The average number of openings for an occupation in the region is 735.

CIP Code	Top Programs	Completions (2021)
43.0103	Criminal Justice/Law Enforcement Administration	814
43.0104	Criminal Justice/Safety Studies	712
16.0905	Spanish Language and Literature	238
43.0107	Criminal Justice/Police Science	191
43.0406	Forensic Science and Technology	33
43.0102	Corrections	31
45.0401	Criminology	20
11.0104	Informatics	16
43.0301	Homeland Security	4



Top Schools	Completions (2021)	
San Jose State University	322	
California State University-East Bay	258	
San Francisco State University	258	
Gavilan College	208	
Diablo Valley College	164	
Evergreen Valley College	145	
Los Medanos College	108	
Chabot College	78	
De Anza College	74	
West Valley College	58	

## 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).

### Lightcast 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.