



## Administration of Justice

April 2018

Prepared by the Los Angeles/Orange County Center of Excellence  
for Labor Market Research

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### Program Recommendation

This report was compiled by the Los Angeles/Orange County Center of Excellence (COE) to provide regional labor market data for the program recommendation of administration of justice. This report intends to determine whether there is demand in the local labor market that is not being met by the supply from programs of study.

Based on the data, the **COE has determined that there is a need** for the administration of justice program in Los Angeles County. Reasons include:

- There are projected to be nearly 2,650 jobs annually for administration of justice-related occupations in the county.
- Between 2013 and 2016, there was an average of **2,140 community college awards conferred** annually across the three most relevant training programs: administration of justice; corrections; forensics, evidence, and investigation; and police academy.
- Professionals in this particular field often enroll in local community colleges to **keep skills and knowledge current or to upskill**.
- Becoming a police officer does not rely heavily on formal education; in fact, a high school diploma is often the minimum formal education required. **An associate, bachelor or graduate degree is not mandatory**. Instead, extensive and specialized training is required. This training is often provided by police academies on the local, regional or state level. Detectives usually begin their careers as police officers; employers may require earning a bachelor's degree, but again it is not mandatory.

## Occupation Codes and Descriptions

Currently, there are two occupations in the standard occupational classification (SOC) system related to the field of interest, and two emerging occupations in the O\*NET database of occupational information.<sup>1</sup> The occupation titles, descriptions, and reported job titles are included in Exhibit 1.

**Exhibit 1 – Occupations, description, and sample job titles**

SOC Code	Title	Description	Sample of Reported Job Titles
21-1092	Probation Officers and Correctional Treatment Specialists	Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.	Adult Probation Officer, Correctional Counselor, Deputy Juvenile Officer, Deputy Probation Officer (DPO), Juvenile Probation Officer, Parole Agent, Parole Officer, Probation and Parole Officer, Probation Counselor, Probation Officer
33-3021	Detectives and Criminal Investigators	Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.	Includes: police detectives; police identification and records officers; criminal investigators and special agents; immigration and customs inspectors; and intelligence analysts
33-3051.01	Police Patrol Officers	Patrol assigned area to enforce laws and ordinances, regulate traffic, control crowds, prevent crime, and arrest violators.	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
33-3051.03	Sheriffs and Deputy Sheriffs	Enforce law and order in rural or unincorporated districts or serve legal processes of courts. May patrol courthouse, guard court or grand jury, or escort defendants.	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)

Source: O\*NET Online

<sup>1</sup> New and emerging occupations (N&E) are incorporated into the O\*NET-SOC classification system based on the evolving nature of workforce requirements stemming from changes in technology, society, law, and business practices. Incorporating N&E occupations into the O\*NET system makes O\*NET information more beneficial and responsive. <https://www.onetcenter.org/reports/NewEmerging.html>

## Current and Future Employment

In Los Angeles County, the number of jobs for occupations related to administration of justice is expected to increase by 5% over the next five years. More than 2,600 job opportunities will be available annually for this occupation group through 2022 due to new job growth and replacement need (e.g., retirements). Exhibit 2 contains detailed employment projections data for these occupations.

**Exhibit 2 – Five-year projections for occupations related to administration of justice**

SOC	Occupation	2017 Jobs	2022 Jobs	2017-2022 Change	2017-2022 % Change	Annual Openings
33-3051	Police and Sheriff's Patrol Officers	27,714	29,019	1,305	5%	2,043
33-3021	Detectives and Criminal Investigators	3,673	3,787	114	3%	254
21-1092	Probation Officers and Correctional Treatment Specialists	3,483	3,644	161	5%	327
	<b>Total</b>	<b>34,869</b>	<b>36,450</b>	<b>1,581</b>	<b>5%</b>	<b>2,624</b>

Source: Economic Modeling Specialists International (EMSI)

## Earnings

In Los Angeles County, the entry-level average wage for occupations related to administration of justice ranges from \$26.36 to \$38.87 per hour - which are above the MIT Living Wage<sup>2</sup> estimate of \$13.54 per hour for a single adult. The average annual earnings for these occupations in the region range from \$81,037 to \$115,003 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for administration of justice-related occupations. Entry-level hourly earnings is represented by the 10<sup>th</sup> percentile of wages, median hourly earnings is represented by the 50<sup>th</sup> percentile of wages, and experienced hourly earnings is represented by the 90<sup>th</sup> percentile of wages, demonstrating various levels of employment.

**Exhibit 3 – Earnings for occupations related to administration of justice**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
33-3051	Police and Sheriff's Patrol Officers	\$33.18	\$48.39	\$63.01	\$99,944

<sup>2</sup> MIT Living Wage Calculator. <http://livingwage.mit.edu/>

33-3021	Detectives and Criminal Investigators	\$38.87	\$57.05	\$71.61	\$115,003
21-1092	Probation Officers and Correctional Treatment Specialists	\$26.36	\$40.09	\$49.54	\$81,037

Source: Economic Modeling Specialists International (EMSI)

## Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is employing professionals in administration of justice, and what they are looking for in potential candidates. To identify job postings related to administration of justice, the occupations listed in Exhibit 1 were used.

### Top Titles

In 2017, there were 664 total employer postings in Los Angeles County for occupations related to administration of justice. Nearly 30% of the postings in 2017 were for police officers (192 job postings). It should be noted that since 2015, the number of jobs related to this field have been increasing. In 2016, there were 485 job postings, and 509 postings in 2015.

### Exhibit 4 – Top job titles (n=664)

Title	Job Postings, Full Year 2017
Police Officer	192
Public Safety Officer	67
Intelligence Analyst	40
Border Patrol Agent	39
Law Enforcement Transcriber	20

Source: Labor Insight/Jobs (Burning Glass)

### Top Employers

Exhibit 5 lists the major employers hiring workers in the field of administration of justice. Top employers postings job ads included US Customs and Border Protection, National Guard, and City of Glendale. The top worksite cities in the region for these occupations were Los Angeles, Long Beach, Glendale, El Segundo, and Santa Monica.

**Exhibit 5 – Top employers (n=485)**

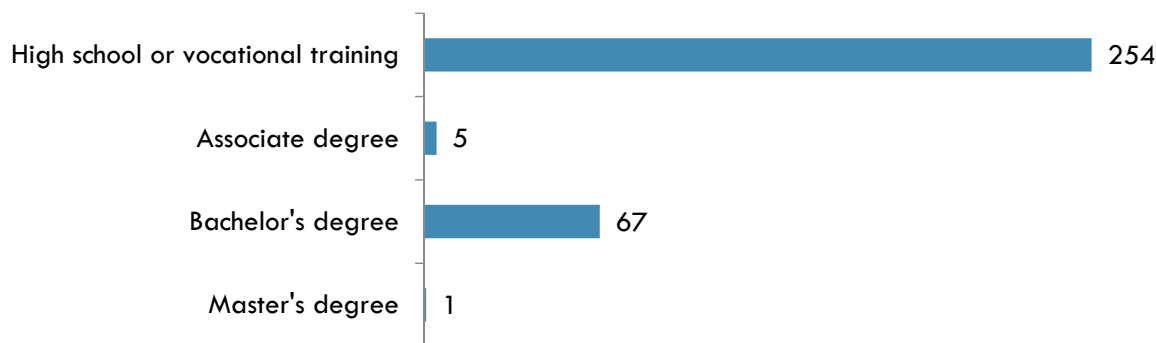
Employer	Job Postings, Full Year 2017
US Customs and Border Protection	39
City of Glendale	28
City National Bank	17
County of Los Angeles	16
City of El Segundo	10
US Department of Homeland Security	9

Source: Labor Insight/Jobs (Burning Glass)

### Advertised Education Levels

Exhibit 6 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with a high school degree or vocational training. Nearly half of job postings did not specify a level of education.

**Exhibit 6 – Education requirements for occupations related to administration of justice (n=327)**



Source: Labor Insight/Jobs (Burning Glass)

## Education and Training

Exhibit 7 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training, and percentage of workers in the field who hold a community college award or have completed some postsecondary courses.

**Exhibit 7 – Education and training requirements**

<b>SOC</b>	<b>Occupation</b>	<b>Typical entry-level education</b>	<b>Typical on-the-job training</b>	<b>% of Community College Award Holders or Some Postsecondary Coursework</b>
33-3051	Police and Sheriff's Patrol Officers	High school diploma or equivalent	Moderate-term	52%
33-3021	Detectives and Criminal Investigators	High school diploma or equivalent	Moderate-term	35%
21-1092	Probation Officers and Correctional Treatment Specialists	Bachelor's degree	Short-term	23%

Source: Economic Modeling Specialists International, Bureau of Labor Statistics Employment Projections (Educational Attainment)

In Los Angeles County, 18 community colleges have conferred awards in programs that train students for administration of justice-related occupations. Between 2013 and 2016, there was an average of 2,140 community college awards conferred annually across the three most relevant training programs: administration of justice; corrections; forensics, evidence, and investigation; and police academy.

It is important to note that an award is not equivalent to a single person in search of a job opening, since a student may earn more than one award (e.g. an associate degree and a certificate).

### Exhibit 8 – CCC Student Awards (by TOP and College)

TOP Code - Program	College	2014-15 Awards	2015-16 Awards	2016-17 Awards	Total Average CC Awards
210500 - Administration of Justice	Cerritos	75	76	88	80
	Citrus	108	137	124	123
	Compton	22	26	38	29
	East LA	430	686	902	673
	El Camino	55	75	87	72
	Glendale	29	37	25	30
	LA City	32	28	37	32
	LA Harbor	18	20	27	22
	LA Mission	25	27	32	28
	LA Pierce	38	61	57	52
	LA Southwest	43	57	58	53
	LA Trade	-	9	11	7
	LA Valley	41	38	40	40
	Long Beach	63	62	89	71
	Mt San Antonio	44	54	50	49
	Pasadena	64	72	76	71
	Rio Hondo	117	91	116	108
	West LA	28	47	77	51
		<b>Total</b>	<b>1,232</b>	<b>1,603</b>	<b>1,934</b>
210510 - Corrections	Citrus	-	-	3	1
	East LA	27	41	17	28
	LA Trade	1	7	15	8
	LA Valley	2	-	-	1
	Mt San Antonio	-	2	-	1
	Rio Hondo	3	3	7	4
		<b>Total</b>	<b>33</b>	<b>53</b>	<b>42</b>
210540 - Forensics, Evidence, and Investigation	East LA	32	23	28	28
	Long Beach	10	4	11	8
		<b>Total</b>	<b>42</b>	<b>27</b>	<b>39</b>
210550 - Police Academy	East LA	305	563	423	430
	LA Mission	-	-	2	1
	West LA	3	-	118	40
		<b>Total</b>	<b>308</b>	<b>563</b>	<b>543</b>
	<b>Grand Total</b>	<b>1,615</b>	<b>2,246</b>	<b>2,558</b>	<b>2,140</b>

Source: California Community Colleges Chancellor's Office MIS Data Mart

## Sources

O\*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, and California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart

## Notes

Data included in this analysis represents the labor market demand for positions most closely related to administration of justice. Standard occupational classification (SOC) codes were chosen based on the national education level required for employment (associate degree and postsecondary certificate) as well as the proportion of current workers who hold a community college award or have had some community college training. This selection process narrows the labor market analysis to the most relevant employment opportunities for students with community college education and/or training.

Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and should not be used to establish current job openings, because the numbers may include duplicate job postings or postings intended to gather a pool of applicants. Real-time labor market information can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.