

## 2105.00 – Administration of Justice

### *Criminal Justice*

September 2018

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#### **Research Summary**

The Los Angeles/Orange County Center of Excellence (COE) compiled this report to provide regional labor market supply and demand data related to **administration of justice**.

The following summarizes key findings from this data brief:

- Administration of justice jobs are **increasing by 5%** over the next five years, and more than 3,000 annual job openings will be available each year between 2017-2022 due to replacement need (e.g. retirements) and job growth.
- The average entry-level hourly wages for five of the administration of justice occupations is **above** the MIT Living Wage estimate for both Los Angeles and Orange Counties.
- Of the job postings that 52% of the current workforce has some postsecondary coursework and/or training.
- Between 2014 and 2017, community colleges in the two-region county conferred an average of **1,922 awards** (associate degrees and certificates) in a related training program.

## Occupation Codes and Descriptions

Currently, there are seven occupations in the standard occupational classification (SOC) system related to the Taxonomy of Programs (TOP) code for Administration of Justice (2105.00). The occupation titles, descriptions, and reported job titles are included in Exhibit 1.

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

SOC Code	Title	Description	Sample of Reported Job Titles
33-1011	First-Line Supervisors of Correctional Officers	Directly supervise and coordinate activities of correctional officers and jailers.	Captain, Correctional Lieutenant, Correctional Officer Captain, Correctional Officer Lieutenant, Correctional Officer Sergeant, Correctional Sergeant, Corrections Sergeant, Lieutenant, Sergeant, Shift Supervisor
33-1012	First-Line Supervisors of Police and Detectives	Directly supervise and coordinate activities of members of police force.	Chief of Police, Detective Sergeant, Lieutenant, Patrol Sergeant, Police Captain, Police Chief, Police Lieutenant, Police Sergeant, Sergeant, Shift Supervisor
33-3011	Bailiffs	Maintain order in courts of law.	Bailiff, Court Bailiff, Court Officer, Court Security Officer, Deputy Bailiff, Deputy Sheriff Court Services, Security Officer
33-3021	Detectives and Criminal Investigators	Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.	This title represents a group of more specific occupations. Sample job titles are included in these specific emerging occupations: -Police Detectives (33-3021.01) -Police Identification and Records Officers (33-3021.02) -Criminal Investigators and Special Agents (33-3021.03) -Immigration and Customs Inspectors (33-3021.05) -Intelligence Analysts (33-3021.06)
33-3051	Police and Sheriff's Patrol Officers	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;	This title represents a group of more specific occupations. Sample job titles are included in these specific emerging occupations: -Police Patrol Officers (33-3051.01)

		issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.	-Sheriffs and Deputy Sheriffs (33-3051.03)
33-9021	Private Detectives and Investigators	Gather, analyze, compile and report information regarding individuals or organizations to clients, or detect occurrences of unlawful acts or infractions of rules in private establishment.	Asset Protection Detective, Field Investigator, Investigator, Loss Prevention Agent, Loss Prevention Associate, Loss Prevention Detective, Loss Prevention Investigator, Loss Prevention Officer, Private Investigator, Special Investigator
33-9031	Gaming Surveillance Officers and Gaming Investigators	Act as oversight and security agent for management and customers. Observe casino or casino hotel operation for irregular activities such as cheating or theft by either employees or patrons. May use one-way mirrors above the casino floor, cashier's cage, and from desk. Use of audio/video equipment is also common to observe operation of the business. Usually required to provide verbal and written reports of all violations and suspicious behavior to supervisor.	Compliance Officer, Observer, Security Officer, Surveillance Agent, Surveillance Monitor, Surveillance Observer, Surveillance Officer, Surveillance Operator, Surveillance Supervisor, Surveillance Technician

Source: O\*NET Online

## Current and Future Employment

In Los Angeles and Orange Counties, the number of administration of justice jobs is expected to increase by 5% over the next five years. There is expected to be more than 3,000 job opportunities available annually due to replacement need (e.g., retirements) and job growth. Exhibit 2 contains detailed employment projections data for the occupations.

**Exhibit 2 – Five-year projections for administration of justice jobs**

SOC	Occupation	2017 Jobs	2022 Jobs	2017 - 2022 Change	2017 - 2022 % Change	Annual Openings
33-3051	Police and Sheriff's Patrol Officers	32,026	33,753	1,727	5%	2,410
33-3021	Detectives and Criminal Investigators	4,145	4,330	185	4%	299
33-9021	Private Detectives and Investigators	1,527	1,606	79	5%	167
33-1012	First-Line Supervisors of Police and Detectives	900	1,007	107	12%	78
33-9031	Gaming Surveillance Officers and Gaming Investigators	452	473	21	5%	64
33-1011	First-Line Supervisors of Correctional Officers	182	203	21	12%	17
33-3011	Bailiffs	69	83	14	20%	9
<b>Total/Average</b>		<b>39,300</b>	<b>41,455</b>	<b>2,155</b>	<b>5%</b>	<b>3,043</b>

Source: EMSI 2018.3 – QCEW, non-QCEW, Self-Employed

## Earnings

In Los Angeles and Orange Counties, the entry-level average wage for five of the seven administration of justice occupations is above the MIT Living Wage<sup>1</sup> estimate of \$13.54 (Los Angeles County) and \$15.31 (Orange County) per hour for a single adult in the region. Two of the occupations, gaming surveillance officers and gaming investigators (33-9031) and bailiffs (33-3011) have entry-level hourly earnings that are below the MIT Living Wage estimates for both counties. The average annual earnings for administration of justice jobs in the region is between \$35,000 and \$189,000 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for the occupations studied in this report. Entry-level hourly earnings is represented by the 10<sup>th</sup> percentile of wages, median hourly earnings is

<sup>1</sup> MIT Living Wage Calculator. <http://livingwage.mit.edu/>

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 administration of justice jobs**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
33-1012	First-Line Supervisors of Police and Detectives	\$42.05	\$72.54	\$127.98	\$159,000
33-3021	Detectives and Criminal Investigators	\$39.95	\$58.11	\$72.89	\$117,000
33-1011	First-Line Supervisors of Correctional Officers	\$37.02	\$45.27	\$51.35	\$95,000
33-3051	Police and Sheriff's Patrol Officers	\$34.71	\$49.95	\$65.11	\$104,000
33-9021	Private Detectives and Investigators	\$18.81	\$23.82	\$46.85	\$60,000
33-3011	Bailiffs	\$11.55	\$19.48	\$42.66	\$50,000
33-9031	Gaming Surveillance Officers and Gaming Investigators	\$10.74	\$15.85	\$23.18	\$35,000

Source: EMSI 2018.3 – QCEW, non-QCEW, Self-Employed.

**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 administration of justice occupations, and what they are looking for in potential candidates. To identify job postings related to administration of justice, the SOC codes in exhibit 1 were used.

*Top Occupations*

Over the last 12 months, there were 1,153 job postings for administration of justice jobs. Nearly two-thirds of the job postings were for police and sheriff’s patrol officers (64% of postings), and there were no postings during the time period for bailiffs. Exhibit 4 displays the breakdown by occupation for these job postings.

**Exhibit 4 – Top Occupations (n=1,153)**

SOC Code	Title	Job Postings, Last 12 Months
33-3051	Police and Sheriff's Patrol Officers	742
33-9021	Private Detectives and Investigators	190

33-3021	Detectives and Criminal Investigators	129
	First-Line Supervisors of Police and Detectives	
33-1012	Gaming Surveillance Officers and Gaming Investigators	44
33-9031	Investigators	43
33-1011	First-Line Supervisors of Correctional Officers	5

### Top Titles

The titles “police officer” and “public safety officer” accounted for nearly half of the administration of justice job postings over the last 12 months (46%). Exhibit 5 displays the top job titles in the field of administration of justice.

**Exhibit 5 –Job titles (n=1,153)**

Title	Job Postings, Last 12 Months
Police Officer	375
Public Safety Officer	157
Investigator	59
Police Cadet	37
Deputy Trainee Sheriff	32
Police Recruit	26
Criminal Investigator	20
Special Investigator	20
Driving Officer	19
Border Patrol Agent	18

Source: Labor Insight/Jobs (Burning Glass)

### Top Employers

Exhibit 6 lists the major employers hiring administration of justice workers. The top ten employers include private security companies, local and federal government agencies, universities and a health care system. The top worksite cities in the region for these occupations were Los Angeles, Santa Ana, Long Beach, Glendale and Anaheim.

**Exhibit 6 – Top employers (n=887)**

Employer	Job Postings, Last 12 Months
Allied Universal/AlliedBarton	68
City of Glendale	27
California State University	23

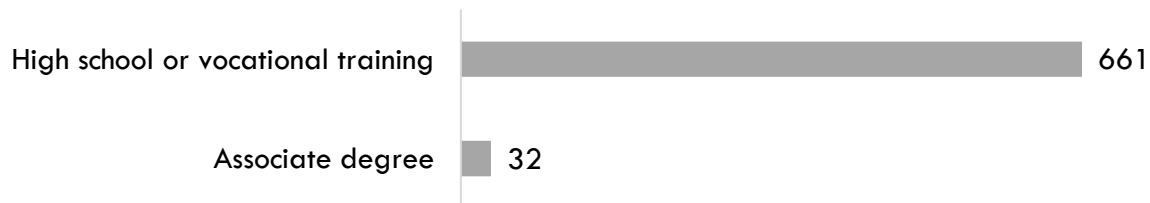
US Department of Homeland Security	20
City of Santa Monica	17
City of Whittier	17
MemorialCare Health System	15
City of Los Angeles	14
University California	14
Berkeley Police Department	13

Source: Labor Insight/Jobs (Burning Glass)

### Advertised Education Levels

Exhibit 7 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with high school or vocational training (95% of job postings). Only 32 job postings specified an associate degree as a minimum education requirement for employment.

#### Exhibit 7 – Advertised education requirements for administration of justice jobs (n=3,134)



Source: Labor Insight/Jobs (Burning Glass)

### Education and Training

Exhibit 8 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. Between 32% and 52% of the current workforce holds a community college award or some postsecondary coursework as their highest level of education.

#### Exhibit 8 – Education and training requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training	% of Community College Award Holders or Some Postsecondary Coursework
33-1011	First-Line Supervisors of Correctional Officers	HS diploma or equivalent	Moderate-term	46%

33-1012	First-Line Supervisors of Police and Detectives	HS diploma or equivalent	Moderate-term	43%
33-3011	Bailiffs	HS diploma or equivalent	Moderate-term	52%
33-3021	Detectives and Criminal Investigators	HS diploma or equivalent	Moderate-term	35%
33-3051	Police and Sheriff's Patrol Officers	HS diploma or equivalent	Moderate-term	52%
33-9021	Private Detectives and Investigators	HS diploma or equivalent	Moderate-term	32%
33-9031	Gaming Surveillance Officers and Gaming Investigators	HS diploma or equivalent	Short-term	43%

Source: EMSI, Bureau of Labor Statistics Employment Projections (Educational Attainment)

In Los Angeles and Orange Counties, 24 community colleges have conferred awards in programs that train students for the occupations of interest. Between 2014 and 2017, there was an average of 1,922 community college awards conferred annually across the one program listed in Exhibit 9. 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 9 – CCC Student Awards (by TOP and College)**

TOP Code	Program	College	2014-15 Awards	2015-16 Awards	2016-2017 Awards	3-Year Award Average
2105.00	Administration of Justice	Cerritos	75	76	88	80
		Citrus	108	137	124	123
		Coastline	32	31	21	28
		Compton	22	26	38	29
		Cypress	3	2	1	2
		East LA	430	686	902	673
		El Camino	55	75	87	72
		Fullerton	73	68	72	71
		Glendale	29	37	25	30
		Golden West	83	92	132	102
		Irvine	37	43	38	39
		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-Tech	-	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
	Santa Ana	88	104	76	89
	West LA	28	47	77	51
	<b>Total/Average</b>	<b>1,548</b>	<b>1,943</b>	<b>2,274</b>	<b>1,922</b>

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

### Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the Administration of Justice (2105.00) Taxonomy of Program (TOP) code in Los Angeles and Orange Counties for the 2015-16 academic year.

- Median annual earnings after exiting the program are \$42,816.
- 56% of students obtained a living wage after exiting the program.
- 79% of students are employed within six months after exiting the program.

Source: CTE LaunchBoard

### 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, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, and Statewide CTE Outcomes Survey

## 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.