



Police Academy and Administration of Justice Occupations

Inland Empire/ Desert Region: Riverside-San Bernardino-Ontario Metropolitan Statistical Area (Riverside and San Bernardino counties combined) and California

Summary

- Employment for police academy and administration of justice occupational group is expected to **increase by 10% through 2021; more than 3,500 job openings** will be available in the Inland Empire/ Desert Region.
- All of the occupations in the police academy and administration of justice occupational group have entry-level wages **above the MIT Living Wage of \$12.10 per hour, or \$25,172** annually for a single adult living in the Inland Empire/ Desert Region.
- Based on the average annual number of program completions between the two selected community college programs (612 completions), and the annual openings for policing occupations in the local region (700 annual job openings), there appears to be a slight opportunity for program expansion.

Job Opportunities

In 2016, there were nearly 96,700 policing occupational jobs in California. About 8% or nearly 7,600 of these job opportunities were in the local, Riverside-San Bernardino-Ontario MSA. Across the local region, employment related to the policing occupational group is expected to increase 10% through 2021, faster than the state overall at 5% growth during the same timeframe. Employers in the Riverside-San Bernardino-Ontario MSA will need to hire more than 3,500 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements). Projected job growth for each of the detailed occupations in this occupational group are found in Appendix A, Table 1.



Exhibit 1: Five-year projections for the police academy and administration of justice occupational group in the Riverside-San Bernardino-Ontario MSA and California

Region	2016 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 45+
Riverside-San Bernardino-Ontario MSA	7,575	10%	3,502	700	35%
California	96,687	5%	39,626	7,925	36%

Source: EMSI 2017.3

According to real-time job posting data, there were a total of 297 job advertisements (ads) for the policing occupational group in the Riverside-San Bernardino-Ontario MSA during the last 12 months (September 2016 to August 2017). In the full-year 2016 there were 303 job ads, 304 job ads in 2015, 385 job ads in 2014, and 288 job ads in 2013. Exhibit 2 shows the number of job ads posted during the last 12 months for each of the occupations in the policing occupational group. There were no postings for bailiffs.

Exhibit 2: Job ads by each of the police academy and administration of justice occupational group in the Riverside-San Bernardino-Ontario MSA during the last 12 months (Sep 2016 – Aug 2017)

Occupation	Job Postings
Police and Sheriff's Patrol Officers	154
Detectives and Criminal Investigators	89
Private Detectives and Investigators	54
TOTAL	297

Source: Burning Glass – Labor Insights

Earnings

Every occupation in the policing cluster has entry-level wages above the above the MIT Living Wage of \$12.10 per hour, or \$25,172 annually for a single adult living in the region. The combined average annual earnings for this occupational group in the region is \$89,200 per year, assuming full-time employment. See Exhibit 3 for wage information by occupation for the Riverside-San Bernardino-Ontario MSA and California.

Exhibit 3: Earnings for the police academy and administration of justice occupational group in the Riverside-San Bernardino-Ontario MSA

Occupation	Entry to Experienced Hourly Earnings Range*		Avg. Annual Earnings	
	Riverside- San Bernardino-Ontario MSA	California	Riverside-San Bernardino-Ontario MSA	California
Bailiffs	Insf. Data	\$13.16 to \$37.31	Insf. Data	\$51,800
Detectives and Criminal Investigators	\$39.15 to \$58.39	\$34.26 to \$67.12	\$94,600	\$100,400
Police and Sheriff's Patrol Officers	\$27.91 to \$57.58	\$29.33 to \$62.35	\$90,200	\$96,700
Private Detectives and Investigators	\$16.45 to \$29.45	\$16.92 to \$44.54	\$44,900	\$56,700

Source: EMSI 2017.3

*Entry Hourly is 10th percentile wage, median is 50th percentile wage, experienced is 90th percentile wage.

Work Locations, Skills, and Education

The top worksite cities in the region were San Bernardino, Riverside, Highland, Ontario, Upland, and Highland. Exhibit 4 lists the top specialized, soft, and software and programming skills that employers are seeking when looking for workers to fill policing positions. Bailiffs are excluded from the exhibit as there were no postings for this occupation.

Exhibit 4: Top skills in greatest demand for the police academy and administration of justice occupational group in the Riverside-San Bernardino-Ontario MSA, Sep 2016-Aug 2017

Occupation	Specialized skills	Soft skills	Software and Programming skills
Police and Sheriff's Patrol Officers	<ul style="list-style-type: none"> Public Health and Safety Prevention of Criminal Activity Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> Physical Demand Writing Communication Skills 	<ul style="list-style-type: none"> Microsoft Word Word Processing Notepad

Occupation	Specialized skills	Soft skills	Software and Programming skills
Detectives and Criminal Investigators	<ul style="list-style-type: none"> Sales Solution Selling Supervisory Skills 	<ul style="list-style-type: none"> Physical Demand Communication Skills Organizational Skills 	<ul style="list-style-type: none"> Microsoft Excel Microsoft Office ArcGIS
Private Detectives and Investigators	<ul style="list-style-type: none"> Criminal Justice Scheduling Mental Health 	<ul style="list-style-type: none"> Communication Skills Writing Computer Skills 	<ul style="list-style-type: none"> Microsoft Excel Microsoft Office Microsoft Word

Source: Burning Glass – Labor Insights

Exhibit 5 displays the entry-level education level education typically required to enter each occupation according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census, and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 5: Educational attainment and online job ads with minimum advertised education requirements for the police academy and administration of justice occupational group in the Riverside-San Bernardino-Ontario MSA, Sep 2016-Aug 2017

Occupations	Typical Entry-Level Education Requirement	Educational Attainment (Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework)	Minimum Advertised Education Requirement from Job Ads		
			High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Police and Sheriff's Patrol Officers	HS diploma or equivalent	62%	97%	-	3%
Detectives and Criminal Investigators	HS diploma or equivalent	58%	48%	38%	14%

Occupations	Typical Entry-Level Education Requirement	Educational Attainment (Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework)	Minimum Advertised Education Requirement from Job Ads		
			High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Private Detectives and Investigators	HS diploma or equivalent	50%	22%	20%	58%
Bailiffs	HS diploma or equivalent	52%	-	-	-

Source: EMSI 2017.3, Burning Glass – Labor Insights

Industry

Exhibit 6 displays the industries that employ the most policing occupations in the two-county region.

Exhibit 6: Top Industries employing the police academy and administration of justice occupational group in the Riverside-San Bernardino-Ontario MSA

Occupation	Top Industries EMSI (NAICS)	Top Industries Burning Glass (NAICS)
Police and Sheriff's Patrol Officers	<ul style="list-style-type: none"> Local Government, Excluding Education and Hospitals (9039) 	<ul style="list-style-type: none"> Executive, Legislative, and Other General Government Support (9211)
Detectives and Criminal Investigators	<ul style="list-style-type: none"> Local Government, Excluding Education and Hospitals (9039) 	<ul style="list-style-type: none"> National Security and International Affairs (9281)
Private Detectives and Investigators	<ul style="list-style-type: none"> Investigation and Security Services (5616) 	<ul style="list-style-type: none"> Investigation and Security Services (5616)
Bailiffs	<ul style="list-style-type: none"> Investigation and Security Services (5616) 	<ul style="list-style-type: none"> N/A

Source: EMSI 2017.3

Student Completions

Exhibits 7 and 8 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2013 and 2016, as well as other awards granted outside the California Community Colleges from 2012-2015, with the relevant TOP code. Please note, an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

Community College student outcome information was obtained from the CTE LaunchBoard based on the selected TOP code(s) and region:



Exhibit 7: Annual average community college student completions for the administration of justice program in the Riverside-San Bernardino-Ontario MSA

2105.00 – Administration of Justice	Annual Avg. CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)	Other Educational Institutions Annual Avg. Certificates or Other Credit Awards (2012-15)
ITT Technical Institute-San Bernardino			
Associate Degree			28
Norco College	157		
Associate Degree		3	
Certificate 18 to < 30 semester units		2	
Platt College-Ontario			
Associate Degree			30
Platt College-Riverside			
Associate Degree			20
Barstow	299		
Associate Degree		18	
Certificate 18 to < 30 semester units		8	
Associate for Transfer Degree		1	
Chaffey	822		
Associate Degree		7	
Certificate 18 to < 30 semester units		7	
Associate for Transfer Degree		47	
Copper Mountain	86		
Associate Degree		9	
Associate for Transfer Degree		5	
Desert	705		
Associate Degree		4	
Certificate 18 to < 30 semester units		16	
Associate for Transfer Degree		38	
Mt. San Jacinto	819		
Associate Degree		30	
Certificate 30 to < 60 semester units		17	
Associate for Transfer Degree		19	
San Bernardino	659		
Associate Degree		23	
Certificate 18 to < 30 semester units		20	
Associate for Transfer Degree		28	
Certificate 6 to < 18 semester units		1	
Moreno Valley	175		
Associate Degree		7	
Certificate 6 to < 18 semester units		1	

2105.00 – Administration of Justice	Annual Avg. CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)	Other Educational Institutions Annual Avg. Certificates or Other Credit Awards (2012-15)
Palo Verde	112		
Associate Degree		3	
Certificate 18 to < 30 semester units		2	
Riverside	988		
Associate Degree		16	
Certificate 18 to < 30 semester units		12	
Associate for Transfer Degree		19	
Certificate 6 to < 18 semester units		8	
Victor Valley	850		
Associate Degree		36	
Certificate 18 to < 30 semester units		2	
Associate for Transfer Degree		14	
Brightwood College-Palm Springs			
Associate Degree			24
Brightwood College-Riverside			
Associate Degree			21
Total CC Headcount (2015-16)	5,672		
Total annual average community college awards		423	
Total annual average other awards			123

Source: LaunchBoard, IPEDS

2105.00 – Administration of Justice program outcomes in the Riverside-San Bernardino-Ontario MSA in academic year 2014-15:

- The median annual wage after program completion is \$18,500.
- 37% of students are earning a living wage.
- Median change in earnings was 52%
- 66% of students are employed within six months after completing a program



Exhibit 8: Annual average community college student completions for the police academy program in the Riverside-San Bernardino-Ontario MSA

2105.50 – Police Academy	Annual Avg. CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)
Desert	104	
Associate Degree		2
Certificate 18 to < 30 semester units		15
Moreno Valley	633	
Associate Degree		1
Certificate 30 to < 60 semester units		48
Certificate 18 to < 30 semester units		1
Riverside	105	
Associate Degree		
San Bernardino	306	
Total CC Headcount (2015-16)	1,148	
Total annual average community college awards		66

Source: LaunchBoard, IPEDS

2105.50 – Police Academy program outcomes in the Riverside-San Bernardino-Ontario MSA in academic year 2014-15:

- The median annual wage after program completion is \$56,524.
- 75% of students are earning a living wage.
- Median change in earnings was 72%
- 86% of students are employed within six months after completing a program



Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

Employment Development Department, Labor Market Information Division, OES

Employment Development Department, Unemployment Insurance Dataset

CTE LaunchBoard

Statewide CTE Outcomes Survey

Living Insight Center for Community Economic Development

California Community Colleges Chancellor's Office Management Information Systems (MIS)

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Appendix A: Occupation definitions, five-year projections, and earnings for policing occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Bailiffs (33-3011)

Inspect buildings to detect fire hazards and enforce local ordinances and State laws, or investigate and gather facts to determine cause of fires and explosions.

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 52%

Detectives and Criminal Investigators (33-3021)

Directly supervise and coordinate activities of workers engaged in law enforcement and fire prevention and control.

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 58%

Police and Sheriff's Patrol Officers (33-3051)

Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 62%



Private Detectives and Investigators (33-9021)

Enforce fire regulations, inspect forest for fire hazards and recommend forest fire prevention or control measures. May report forest fires and weather conditions.

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 50%

Table 1. Job Growth for Policing Occupations, Riverside-San Bernardino-Ontario MSA

Occupation (SOC)	2016 Jobs	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Bailiffs (33-3011)	<10	13	Insf. Data	Insf. Data	12	2
Detectives and Criminal Investigators (33-3021)	1,088	1,160	72	7%	464	93
Police and Sheriff's Patrol Officers (33-3051)	6,206	6,877	671	11%	2,850	570
Private Detectives and Investigators (33-9021)	277	310	33	12%	175	35
Total	7,575	8,360	785	10%	3,502	700

Source: EMSI 2017.3