

Program Endorsement Brief:

Sierra College: Administration of Justice

North Far North Center of Excellence, May 2019

INTRODUCTION

This report provides an overview of the labor market demand and educational program supply for Administration of Justice programs in the Greater Sacramento region and the larger 22-county North Far North region. This report is tailored to focus on occupations licensed as Peace Officers in the state of California.

SUMMARY OF KEY FINDINGS

- Historical and projected growth trends show that Peace officer occupations are still struggling to recoup lost jobs. Projected growth in the Greater Sacramento region lags behind projected growth in the North Far North region and the state.
- The Greater Sacramento region is expecting 523 annual openings in Peace Officer related occupations.
- Median hourly wages for most of the selected Peace Officer occupations are above Sacramento's living wage of \$26.48 per hour for a one-adult, one-child household.
- Based on a comparison of the three-year average of annual awards in Administration of Justice programs in colleges located in the Greater Sacramento region and projected annual openings, the region is at capacity for Peace officer training programs.

The report contains the following sections:

- Occupational demand,
- Wages and job postings,
- Education and training,
- Regional program supply, and
- Findings and recommendations.

METHODOLOGY

Occupations in this report were identified using O*Net. Findings in this report were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

OCCUPATIONAL DEMAND

Analysis of occupational demand includes four Standard Occupational Classification (SOC) codes related to the proposed program.

Exhibit 1 summarizes the job trends by SOC codes in the 7-county Greater Sacramento region, the 22-county North Far North region, and California.

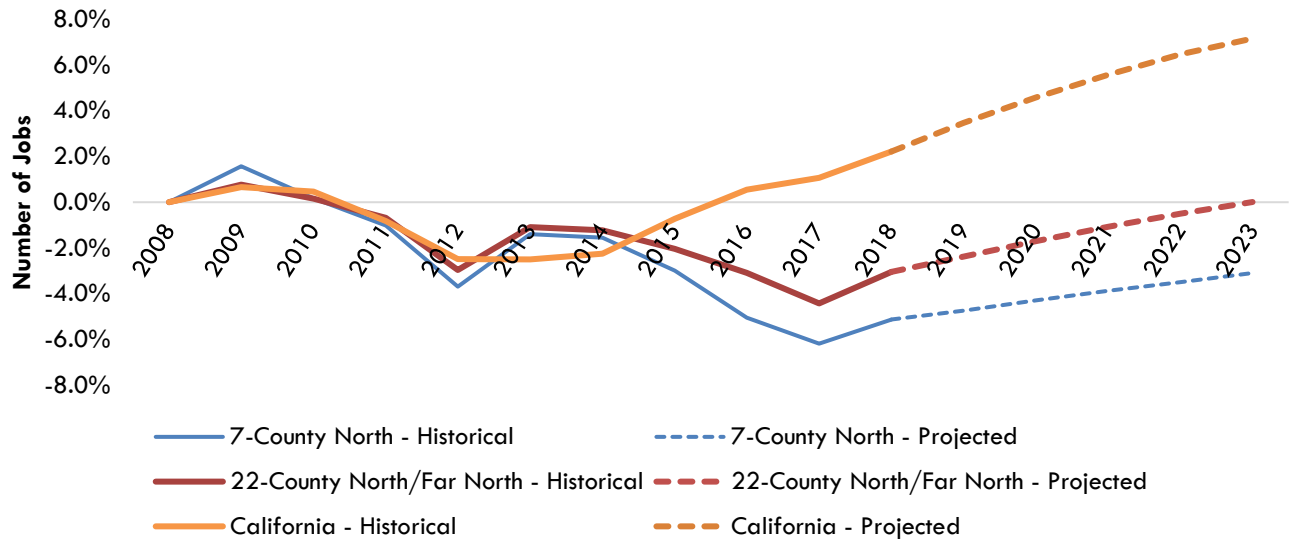
Exhibit 1. Employment and projected occupational demand¹

| Occupation | SOC | 2008 Jobs | 2018 Jobs | 2023 Jobs | 2018-23 % Change | Annual Openings | Annual Replacements |
|--|---------|---------------|---------------|----------------|---------------------|--------------------|------------------------|
| First-Line Supervisors of Police and Detectives | 33-1012 | 551 | 501 | 525 | 4.7% | 40 | 31 |
| Bailiffs | 33-3011 | 67 | 38 | 43 | 12.8% | 5 | 4 |
| Detectives and Criminal Investigators | 33-3021 | 1,033 | 1,115 | 1,105 | -0.9% | 93 | 70 |
| Police and Sheriff's Patrol Officers | 33-3051 | 5,647 | 5,270 | 5,400 | 2.5% | 386 | 339 |
| GREATER SACRAMENTO TOTALS | | 7,298 | 6,923 | 7,072 | 2.1% | 523 | 444 |
| First-Line Supervisors of Police and Detectives | 33-1012 | 720 | 679 | 717 | 5.5% | 54 | 42 |
| Bailiffs | 33-3011 | 82 | 51 | 57 | 13.1% | 6 | 5 |
| Detectives and Criminal Investigators | 33-3021 | 1,182 | 1,260 | 1,260 | 0.0% | 105 | 80 |
| Police and Sheriff's Patrol Officers | 33-3051 | 7,540 | 7,244 | 7,491 | 3.4% | 539 | 461 |
| NORTH FAR NORTH TOTALS | | 9,524 | 9,234 | 9,525 | 3.2% | 703 | 588 |
| First-Line Supervisors of Police and Detectives | 33-1012 | 4,645 | 4,493 | 4,852 | 8.0% | 364 | 277 |
| Bailiffs | 33-3011 | 285 | 219 | 269 | 23.3% | 30 | 20 |
| Detectives and Criminal Investigators | 33-3021 | 12,357 | 12,400 | 12,860 | 3.7% | 910 | 778 |
| Police and Sheriff's Patrol Officers | 33-3051 | 79,256 | 81,571 | 85,472 | 4.8% | 5,946 | 5,046 |
| CALIFORNIA TOTALS | | 96,543 | 98,683 | 103,453 | 4.8% | 7,251 | 6,121 |

Exhibit 2 compares the rates of change of the total number of jobs between 2008 and 2018 in the Greater Sacramento region, the North Far North region, and California. It also compares occupational demand projections from 2018 through 2023 across the same areas. The rate of change is indexed to the base year 2008 total number of jobs.

¹ Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed. The 7-county Greater Sacramento region includes El Dorado, Placer, Nevada, Sacramento, Sutter, Yolo and Yuba. The 22-county North Far North region includes the aforementioned counties as well as Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity.

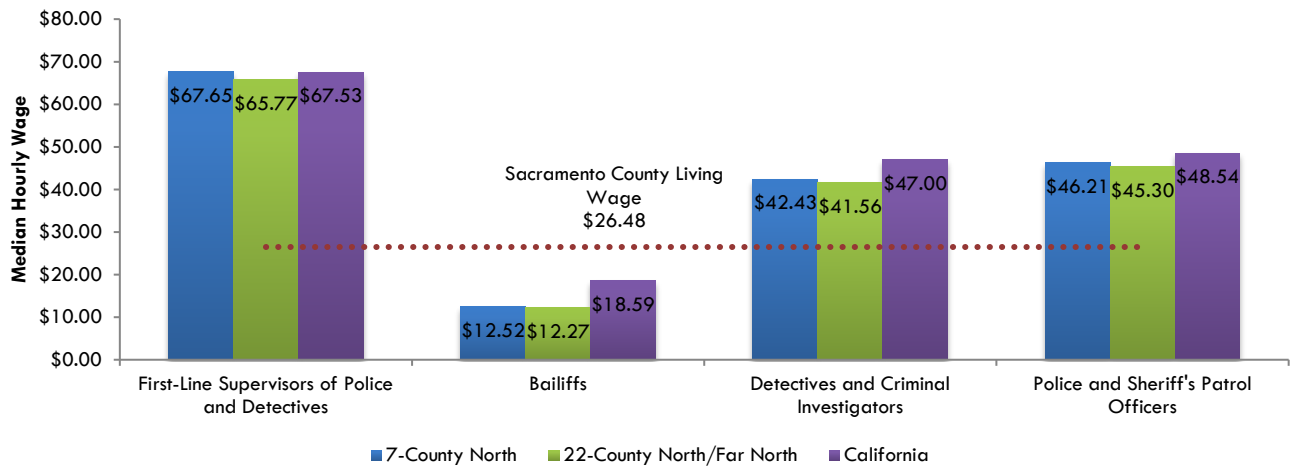
Exhibit 2. Rate of Change for Selected Occupations²



WAGES AND JOB POSTINGS

Exhibit 3 compares the median hourly wages of the selected occupations in the study regions to the Sacramento Metropolitan Statistical Area (MSA) living wage for a one-adult, one-child household.³

Exhibit 3. Wages for selected occupations⁴



Burning Glass identified a pool of 481 job postings in the Greater Sacramento region for the selected occupations. This data represents job listings posted online within the last year, from May 1, 2018, through April 30, 2019.

Exhibit 4 compares the 10-year job posting trends of the selected occupations to the median number of job postings in the Greater Sacramento region.

² Ibid.

³ Living Wage Calculator: Counties and Metropolitan Statistical Areas in California, <http://livingwage.mit.edu/>

⁴ Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

Exhibit 4: Job postings trend for selected occupations⁵

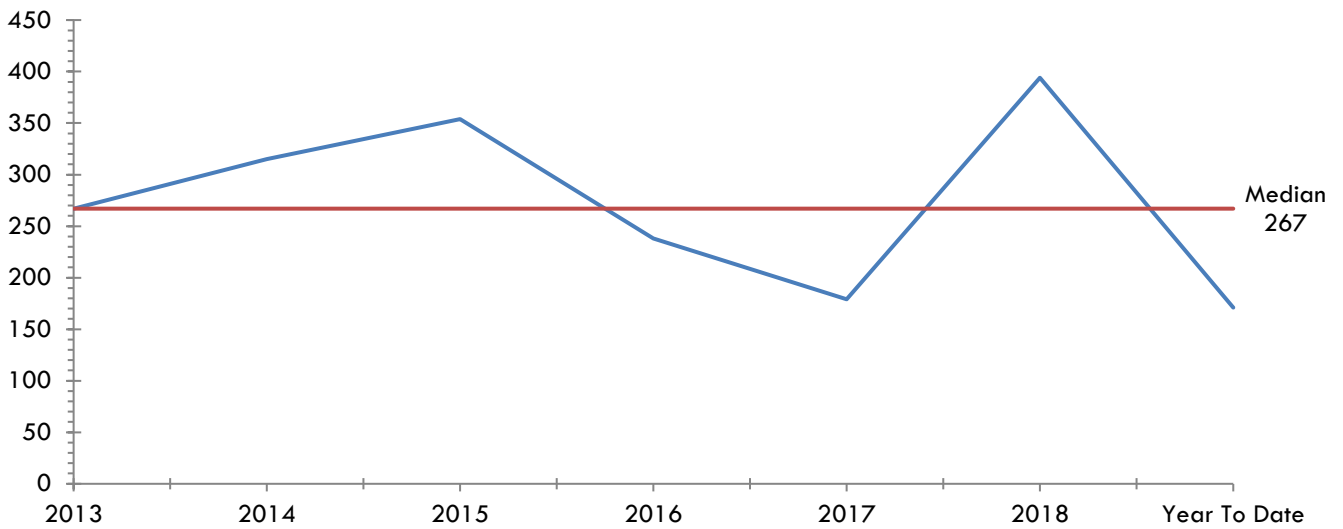
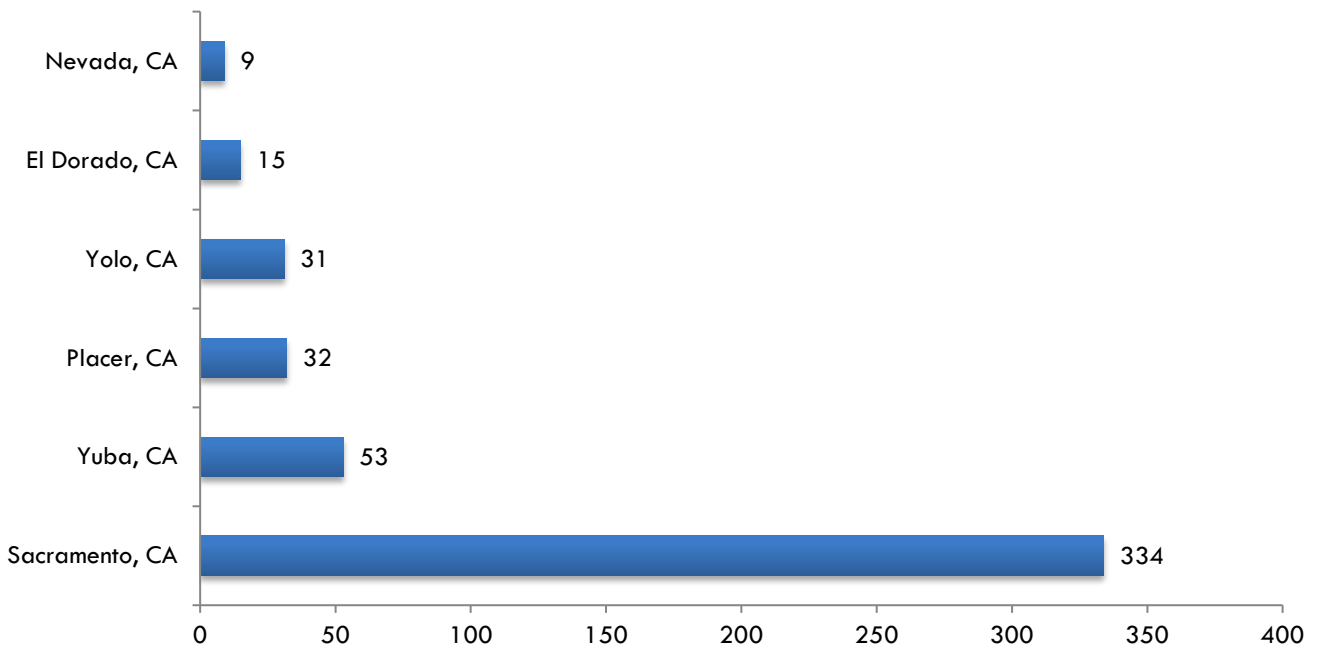


Exhibit 5 shows the number of job postings by county for the selected occupations.

Exhibit 5. Top job postings locations for selected occupations⁶



⁵ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool," <http://www.burning-glass.com>, 2019.

⁶ Ibid.

Exhibit 6 lists the employers with the most job openings for the selected occupations within the study region. Of the 481 job postings, 399 included the employer's name.

Exhibit 6: Top employers by number of job postings⁷

| Employer | Greater Sacramento (n = 399) | |
|--------------------------|------------------------------|---------------------|
| | Number of Postings | Percent of Postings |
| State of California | 59 | 14.8% |
| US Army | 33 | 8.3% |
| County Sacramento | 27 | 6.8% |
| Booz Allen Hamilton Inc. | 21 | 5.3% |
| City Of Elk Grove | 11 | 2.8% |
| City Sacramento | 10 | 2.5% |
| City Galt | 9 | 2.3% |
| City Roseville | 9 | 2.3% |
| Csra | 8 | 2.0% |
| Queensland Government | 8 | 2.0% |

Exhibit 7 shows the top job titles for the selected occupations in the Greater Sacramento region. All 481 job postings included job titles.

Exhibit 7. Top job titles by number of job postings⁸

| Top Job Titles | Greater Sacramento (n = 481) | |
|--|------------------------------|---------------------|
| | Number of Postings | Percent of Postings |
| Police Officer | 89 | 18.5% |
| Intelligence Analyst | 55 | 11.4% |
| Deputy Sheriff | 30 | 6.2% |
| Intelligence Specialist | 20 | 4.2% |
| Criminal Investigator | 17 | 3.5% |
| Police Recruit | 14 | 2.9% |
| Military Police Officer | 12 | 2.5% |
| Criminal Specialist | 11 | 2.3% |
| Officer/Ranger | 8 | 1.7% |
| Criminalist | 7 | 1.5% |
| Criminalist/Manager | 7 | 1.5% |
| Detective, Information And Technology Industry | 7 | 1.5% |
| Military Police | 7 | 1.5% |

Exhibit 8 shows the skills most in-demand for the selected occupations in the Greater Sacramento region. 379 of the 481 job postings included required skills information.

⁷ Ibid.

⁸ Ibid.

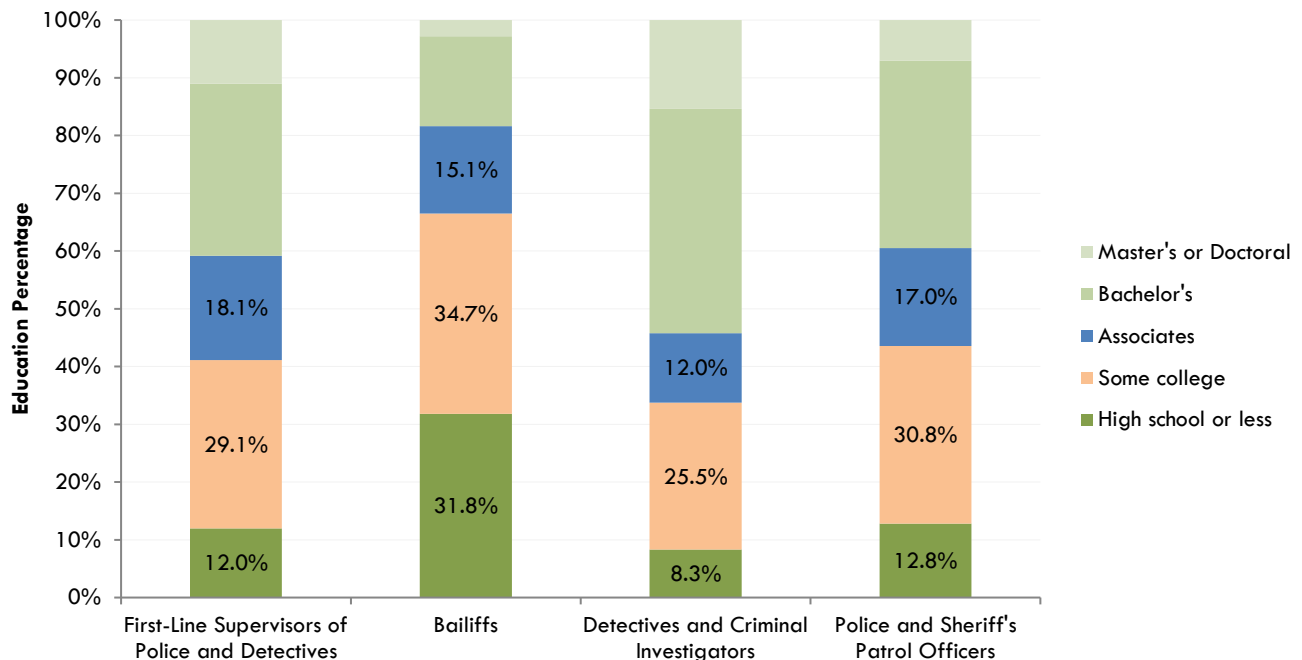
Exhibit 8. Top skills by number of job postings ⁹

| Skills in Greatest Demand | Greater Sacramento (n = 379) | |
|--|------------------------------|---------------------|
| | Number of Postings | Percent of Postings |
| Prevention of Criminal Activity | 102 | 26.9% |
| Surveillance | 57 | 15.0% |
| Law Enforcement or Criminal Justice Experience | 51 | 13.5% |
| Public Health and Safety | 50 | 13.2% |
| Warrants | 42 | 11.1% |
| Criminal Justice | 40 | 10.6% |
| Witness Interviews | 38 | 10.0% |
| Scheduling | 37 | 9.8% |
| Budgeting | 31 | 8.2% |
| Information Systems | 31 | 8.2% |
| Telecommunications | 31 | 8.2% |
| Crowd Control | 30 | 7.9% |
| Customer Service | 28 | 7.4% |

EDUCATION AND TRAINING

Exhibit 9 shows the typical educational attainment for workers 25 years and old by occupation across the U.S. At the national level, the typical education for the existing workforce based on survey data from 2016-2017 for the selected occupations is some college.

Exhibit 9. Typical educational attainment for selected occupations, nationally¹⁰



⁹ Ibid.

¹⁰ Bureau of Labor Statistics. Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017, <https://www.bls.gov/emp/tables/educational-attainment.htm>.

Exhibit 10 shows the typical entry-level education requirements, on-the-job training, and work experience requirements for the selected occupations in the Greater Sacramento region.

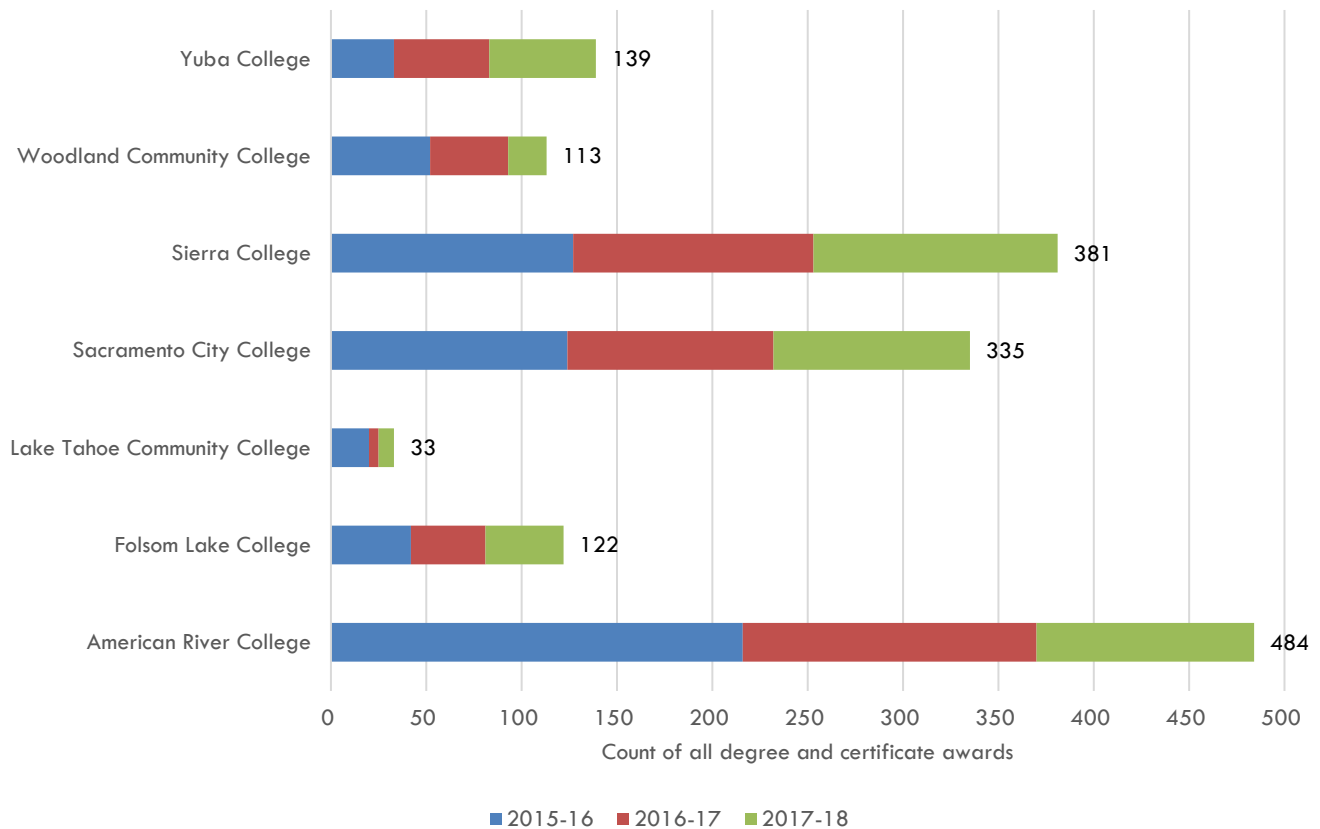
Exhibit 10. Typical education, training, and work experience for selected occupations¹¹

| Occupations | Typical Entry-Level Education | Typical On-The-Job Training | Work Experience Required |
|---|-----------------------------------|-----------------------------|--------------------------|
| First-Line Supervisors of Police and Detectives | High school diploma or equivalent | Moderate | Less than five years |
| Baliffs | High school diploma or equivalent | Moderate | None |
| Detectives and Criminal Investigators | High school diploma or equivalent | Moderate | Less than five years |
| Police and Sheriff's Patrol Officers | High school diploma or equivalent | Moderate | None |

PROGRAM SUPPLY

Analysis of existing educational programs shows that there is one Taxonomy of Program (TOP) code related to training for licensed Peace Officers: 2105.00 – Administration of Justice. The corresponding Classification of Instructional Programs (CIP) code is 43.0107 – Criminal Justice/Police Science. Please note that data pertaining to “other credit awards” is not included in this data analysis to enable clearer comparisons between colleges offering similar programs.

Exhibit 11. Total awards conferred by Greater Sacramento post-secondary institutions, 2015-2018¹²



¹¹ Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

¹² COE Supply Tables, California Community Colleges Chancellor's Office DataMart, and Integrated Postsecondary Education Data System (IPEDS).

Exhibit 12 displays program awards by level and year for the selected education programs over the last three academic years.

Exhibit 12. Program awards conferred by Greater Sacramento post-secondary institutions, 2015-2018¹³

| | Certificates | | | | Associate | | | |
|-------------------------------------|--------------|-----------|-----------|------------|------------|------------|------------|------------|
| | 2015-16 | 2016-17 | 2017-18 | 3-Year Avg | 2015-16 | 2016-17 | 2017-18 | 3-Year Avg |
| American River College | 148 | 94 | 36 | 93 | 68 | 60 | 78 | 69 |
| Folsom Lake College | 0 | 0 | 0 | 0 | 42 | 39 | 41 | 41 |
| Lake Tahoe Community College | 7 | 0 | 2 | 3 | 13 | 5 | 6 | 8 |
| Sacramento City College | 1 | 1 | 0 | 1 | 123 | 107 | 103 | 111 |
| Sierra College | 1 | 0 | 0 | 0 | 126 | 126 | 128 | 127 |
| Woodland Community College | 0 | 0 | 0 | 0 | 52 | 41 | 20 | 38 |
| Yuba College | 0 | 0 | 0 | 0 | 33 | 50 | 56 | 46 |
| Totals | 157 | 95 | 38 | 97 | 457 | 428 | 432 | 439 |

¹³ Ibid.

FINDINGS AND RECOMMENDATIONS

- Starting in the Great Recession, Peace Officer occupations in the Greater Sacramento area experienced a 5-percent decline in jobs over ten years. During the same timeframe, the overall state saw a 2% increase in jobs.
- Historical and projected growth trends show that Peace officer occupations are still struggling to recoup lost jobs. Projected growth for the four occupations is a meager 2%, one full percentage point behind projected growth in the North Far North region, and almost three percentage points behind expected state growth.
- Five-year projections from 2018 to 2023 shows that the Greater Sacramento region is expecting 523 annual openings in Peace Officer related occupations.
- Median hourly wages for most of the selected Peace Officer occupations are above Sacramento’s living wage of \$26.48 per hour for a one-adult, one-child household. First-line Supervisors of Police and Detectives are the highest at \$67.65 per hour, which is on par with state median wages. However, median hourly wages for Bailiffs lag far behind the median hourly wages of other Peace Officer occupations at \$12.52 per hour. This wage is \$30 lower than the next highest occupation’s wage (Detectives and Criminal Investigators at approximately \$42 per hour) and significantly trails the statewide wage by \$6.
- Based on a three-year average of annual awards in Administration of Justice programs in colleges located in the Greater Sacramento region (97 certificates and 439 associate degrees), and projected annual openings (582), the region is at full capacity for Peace officer training programs.
- However, Sierra College requested this analysis to comply with recent changes in the unit limits for certificates as mandated by the California Community Colleges Chancellor’s Office. Sierra College is not anticipating changes that will lead to increased enrollment in their existing program. As a result, COE recommends that Sierra College continue its work.

| COE Recommendation | | |
|-------------------------------------|----------------------------|-------------------------------|
| Move forward with program | Program is not recommended | Additional information needed |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

APPENDIX A: DATA SOURCES

Sources used for data analysis purposes in this report include:

- U.S. Department of Labor/Employment and Training Administration (DOLETA) O*NET Online
- Burning Glass, Labor Insight/Jobs
- Economic Modeling Specialists, International (EMSI)
- California Employment Development Department, Labor Market Information Division (EDD, LMID)
- Bureau of Labor Statistics, Occupational Employment Statistics (OES)
- California Community Colleges Chancellor's Office, Cal-PASS Plus LaunchBoard
- Living Insight Center for Community Economic Development, Self-Sufficiency Standard Tool for California
- California Community Colleges Chancellor's Office Management Information Systems (MIS Data Mart)
- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

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