

Labor Market Analysis for: 2105.00 Administration of Justice

Inland Empire/Desert Center of Excellence, August 2024

Prepared by: Chris Cruzcosa, ccruzcosa@iegocollaborative.org



Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	☐	☐

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No ☐
	<i>Comments:</i> There is <i>projected</i> to be 1,485 annual job openings throughout the Inland Empire/Desert region, which is more than the 1,434 annual average awards conferred by educational institutions over the last 3 years . Supply data includes both community college awards (859) and non-community college awards (575).	
Living Wage	Yes ✓	No ☐
	<i>Comments:</i> All (100%) of annual job openings for these six occupations have entry-level hourly wages above the IE/D living wage of 13.74.¹	
Education	Yes ✓	No ☐
	<i>Comments:</i> Most job postings for target occupations require either a high school diploma or associate degree (57%) . See exhibits 8 and 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
 - First-Line Supervisors of Correctional Officers (33-1011)
 - First-Line Supervisors of Police and Detectives (33-1012)
 - Bailiffs (33-3011)
 - Correctional Officers and Jailers (33-3012)
 - Detectives and Criminal Investigators (33-3021)
 - Police and Sheriff's Patrol Officers (33-3051)

Summary of findings

Demand

- The number of jobs related to the middle-skill occupations listed above is projected to increase 12% through 2028, with 1,485 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are above living wage at the 25th percentile hourly wage ranging from \$31.00 to \$64.37 in IE/D.
- There were 849 online job postings from 169 employers over the past 12-months with the highest postings for Border Patrol Agents and Police Officers.
- Most job postings for target occupations require a high school diploma or equivalent (48%), followed by bachelor's degree (43%), and associate degree (9%).

Supply

- On average, there were 1,434 annual awards conferred by educational institutions over the last 3 years in related fields: 859 from community colleges and 575 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2021-22 academic year earned a median annual wage of \$41,218 (\$19.82 per hour).
- 57% of students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in justice administration occupations are White (39%), "mid-career" age category (56%), and male (77%). Most community college students in related programs are Hispanic/Latino (66%), "pre-career/college" age category (65%), and female (57%).

¹ While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. For these reasons, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernardino County.

Introduction

California Community College Administration of Justice (TOP 2105.00) programs prepare students for employment using the theories, principles, and techniques of law enforcement agencies, juvenile justice, and corrections (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Administration of Justice programs lead to employment in occupations related to justice administration.

Job Demand

In 2023, there were 13,943 jobs in occupations related to justice administration in the IE/D region. Regional employment for this occupation group is projected to increase by 12% through 2028 with 1,485 openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to justice administration, IE/D Region, 2023-2028

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
First-Line Supervisors of Correctional Officers	33-1011	611	654	7%	292	58
First-Line Supervisors of Police and Detectives	33-1012	804	975	21%	459	92
Bailiffs	33-3011	202	222	10%	165	33
Correctional Officers and Jailers	33-3012	4,129	4,340	5%	2,030	406
Detectives and Criminal Investigators	33-3021	1,301	1,433	10%	628	126
Police and Sheriff's Patrol Officers	33-3051	6,896	7,942	15%	3,852	770
Total		13,943	15,566	12%	7,427	1,485

SOURCE: LIGHTCAST 2024.2

Job Postings

The following analysis for occupations related to justice administration using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to justice administration over the last 12 months and the median posting duration. Over the previous 12 months, there were 849 unique job postings for occupations related to justice administration in the region from 169 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Aug 2023 – Jul 2024

Job Title	Job Ads	Median Posting Duration
Police and Sheriff's Patrol Officers	427	27 days
Detectives and Criminal Investigators	169	25 days
First-Line Supervisors of Police and Detectives	147	19 days
Correctional Officers and Jailers	87	24 days
First-Line Supervisors of Correctional Officers	13	15 days
Bailiffs	6	33 days
Total	849	

SOURCE: LIGHTCAST 2024.2

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3a displays the hourly earnings for occupations related to medical imaging and Exhibit 3b displays the hourly earnings for job postings of the same occupations and compares both to the UW Self-Sufficiency Standard for the IE/D³ and the MIT IE/D living wage of \$25.73.⁴ The living wage criteria is determined using the data in exhibit 3a but Exhibit 3b is also shown to provide regional context using job posting data.

Exhibit 3a. Projected hourly earnings by percentile, IE/D Region, 2023



SOURCE: LIGHTCAST 2024.2

³ While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. While the COE uses this standard for the LMI Wage criteria. For these reasons, this report provides an alternative living wage calculation from MIT in the analysis as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Exhibit 3b. Hourly earnings of job postings by percentile, IE/D Region, 2023



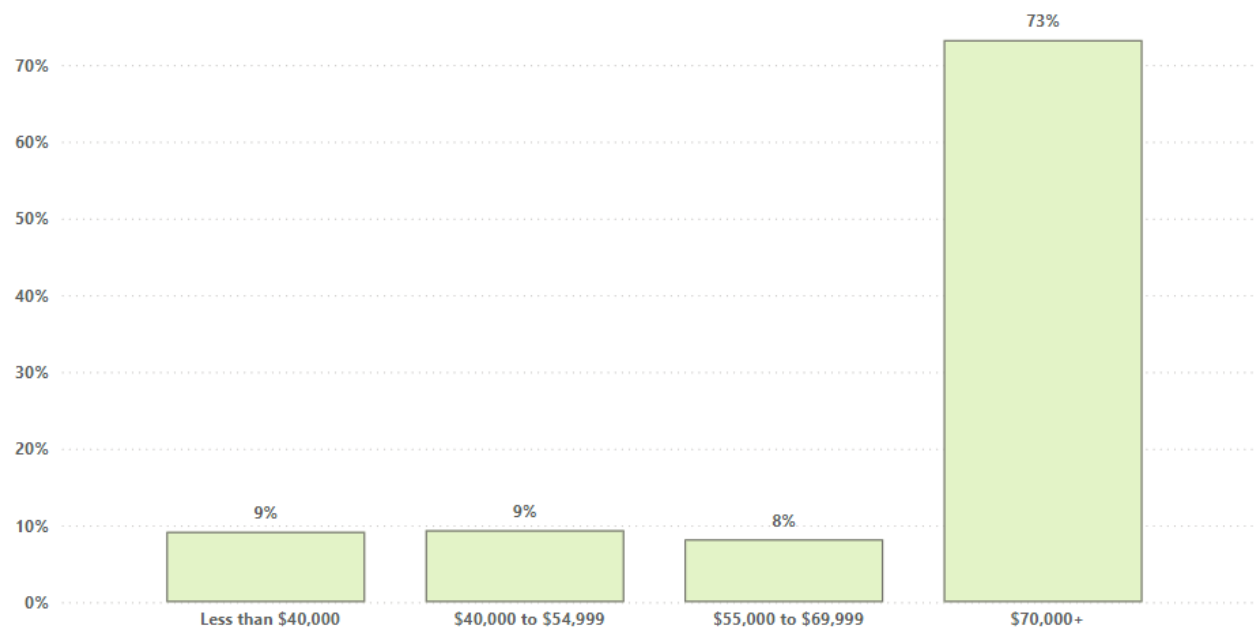
SOURCE: LIGHTCAST 2024.2

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3a). All of the occupations listed above were also above the MIT living wage for an adult with no children (\$25.73) in projected wages (see Exhibit 3a).

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to justice administration over the last 12 months. Online job ad salary information data suggests most employers (73%) advertise an annual salary greater than \$70,000 (\$33.65 per hour).

Exhibit 4. Online advertised salaries occupations related to justice administration, IE/D Region, Aug 2023 – Jul 2024



SOURCE: LIGHTCAST 2024.2

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to justice administration over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Aug 2023 – Jul 2024

Job Title	Unique Postings
Border Patrol Agents	122
Police Officers	32
Law Enforcement Interns	29
Sheriff's Deputies	29
Correctional Officers	26
Private Investigators	20
Police Cadets	19
Deputy Sheriffs	16
Deputy District Attorneys	15
Lateral Police Officers	15

SOURCE: LIGHTCAST 2024.2

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. The United States Department of Homeland Security and County of Riverside had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads,
IE/D Region, Aug 2023 – Jul 2024**

Company	Total/Unique (Aug 2023 - Jul 2024)	Posting Intensity	Median Posting Duration
United States Department of Homeland Security	305 / 166	2 : 1 	24 days
County Of Riverside	128 / 66	2 : 1 	27 days
Arrowhead Regional Medical Center	34 / 31	1 : 1 	n/a
County of San Bernardino	36 / 25	1 : 1 	25 days
State of California	25 / 21	1 : 1 	11 days
California Public Utilities Commission	21 / 17	1 : 1 	14 days
City Of Corona	57 / 16	4 : 1 	45 days
City Of San Bernardino	86 / 16	5 : 1 	20 days
Allied Universal	90 / 15	6 : 1 	18 days
California Department Of Corrections And Rehabilitation	19 / 13	1 : 1 	19 days

SOURCE: LIGHTCAST 2024.2

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Aug 2023 – Jul 2024

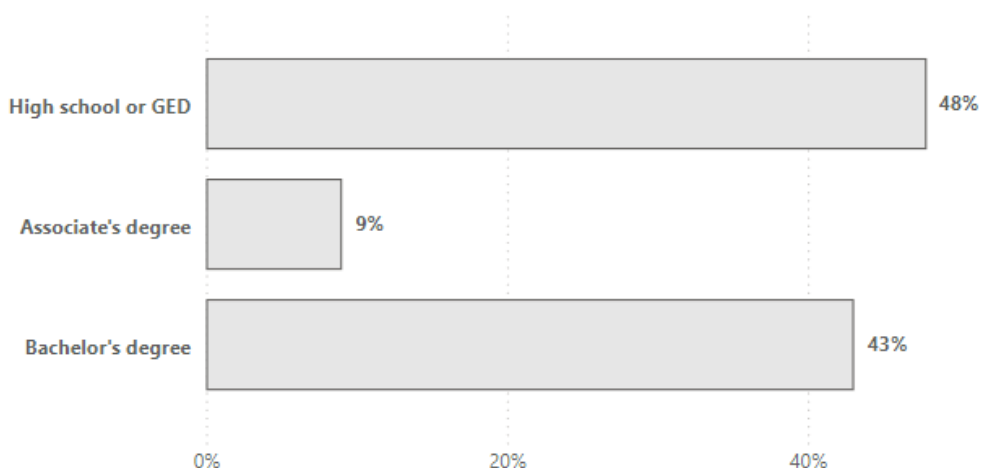
Common skills	Total Postings	Skill Growth Relative to Market
Investigation	343	Growing
Operations	307	Stable
Communication	208	Lagging
Tactfulness	190	Growing
Spanish Language	142	Lagging
Management	134	Stable
English Language	106	Growing
Writing	106	Growing
Composure	104	Growing
Planning	95	Growing
Specialized skills	Total Postings	Skill Growth Relative to Market
Law Enforcement	331	Growing
Rehabilitation	165	Stable
Patrolling	144	Rapidly Growing
Forensic Psychology	137	Growing
International Laws	136	Stable
Motorcycles	132	Stable
All Terrain Vehicles	131	Stable
Code Enforcement	128	Growing
Criminal Justice	110	Stable
Economics	98	Rapidly Growing
Computer Skills	Total Postings	Skill Growth Relative to Market
Firewall	43	Rapidly Growing
Microsoft Word	31	Stable
Microsoft Excel	25	Growing
Microsoft Outlook	20	Rapidly Growing
Microsoft PowerPoint	17	Rapidly Growing
Microsoft Office	10	Growing
Operating Systems	9	Rapidly Growing
Database Systems	7	Growing
Database Application	6	Growing
RSA (Cryptosystem)	6	Stable

SOURCE: LIGHTCAST 2024.2

⁵ "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with a high school diploma or equivalent (48%) greater than associate degree (9%) or a bachelor's degree (43%).

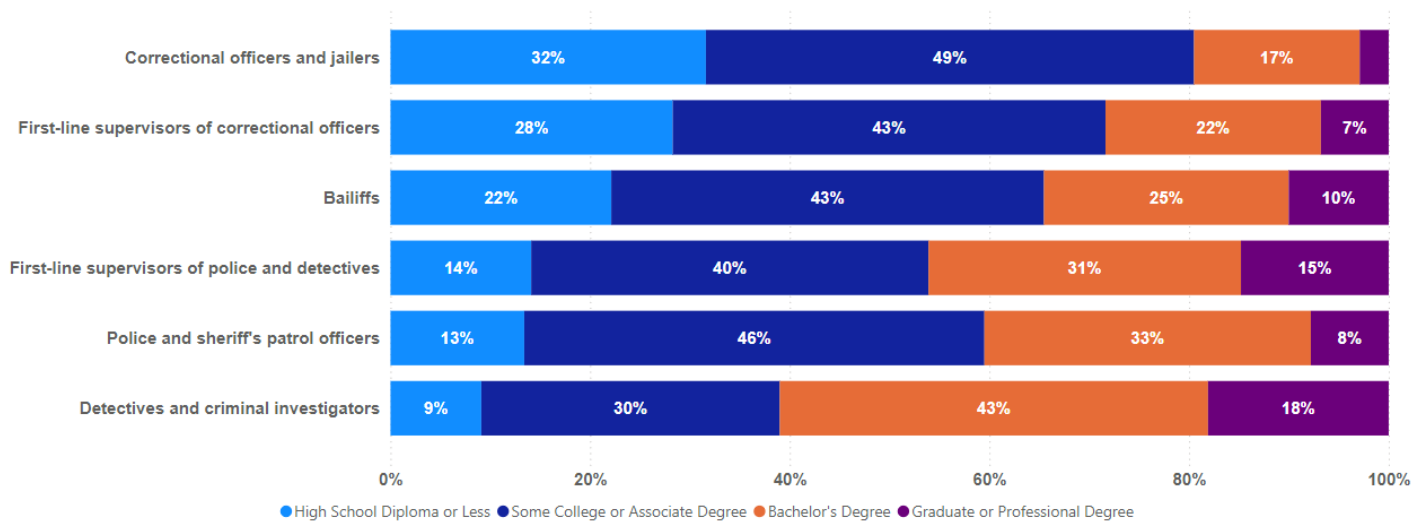
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Aug 2023 – Jul 2024



SOURCE: LIGHTCAST 2024.2

For the middle-skill occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 30% and 49% of workers have completed some college or an associate degree as their highest level of education.

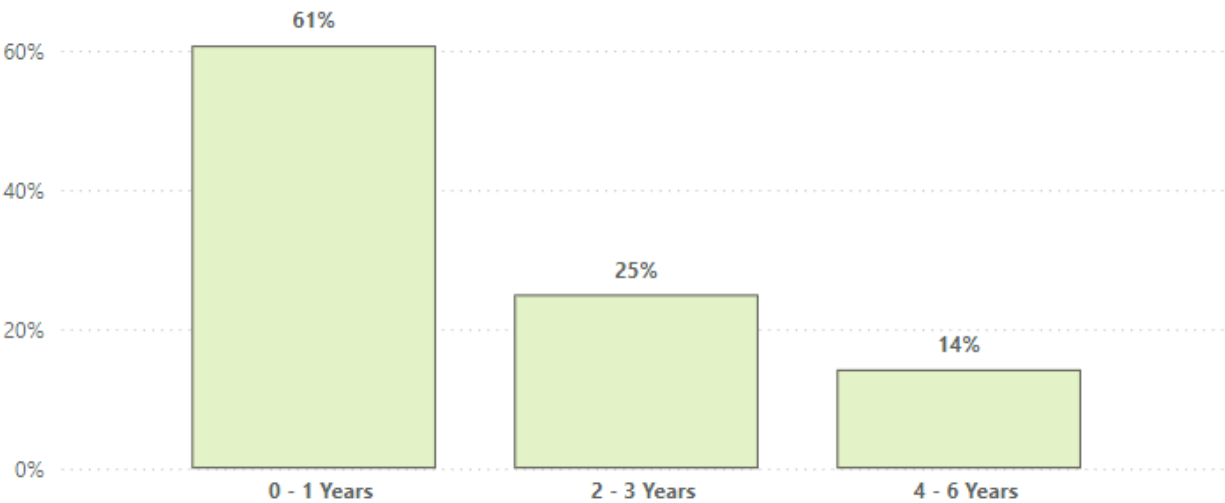
Exhibit 9 National-level Education Attainment for Occupations



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (61%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

*Exhibit 10 Work experience requirements,
IE/D Region, Aug 2023 – Jul 2024*



SOURCE: LIGHTCAST 2024.2

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Administration of Justice (TOP 2105.00) programs over the last three academic years (2020-2023). In the previous three academic years, 11 regional community colleges issued an average of 859 awards in relevant programs.

Exhibit 11 Annual average community college awards for Administration of Justice (TOP 2105.00)

Top Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
2105.00	Administration of Justice	Moreno Valley	82	144	216	147
2105.00	Administration of Justice	Riverside	142	128	110	127
2105.00	Administration of Justice	Chaffey	146	104	120	123
2105.00	Administration of Justice	Mt. San Jacinto	147	93	84	108
2105.00	Administration of Justice	Victor Valley	104	91	105	100
2105.00	Administration of Justice	Desert	94	91	68	84
2105.00	Administration of Justice	San Bernardino	74	78	62	71
2105.00	Administration of Justice	Barstow	52	40	27	40
2105.00	Administration of Justice	Norco College	38	49	32	40
2105.00	Administration of Justice	Copper Mountain	12	14	12	13
2105.00	Administration of Justice	Palo Verde	4	8	7	6
Total			895	840	843	859

SOURCE: MIS DATA MART

Non-Community College Supply

Award completion data is available for Criminal Justice/Law Enforcement Administration (CIP 43.0102), Criminal Justice/Law Enforcement Administration (CIP 43.0103), and Criminal Justice/Safety Studies (CIP 43.0104) in the IE/D for non-community college programs.

In the previous three academic years, 13 regional non-community colleges institutions issued an average of 575 awards in relevant programs.

CIP	Program	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
43.0102	Corrections	San Joaquin Valley College-Hesperia	23	10	5	13
43.0102	Corrections	San Joaquin Valley College-Ontario	39	28	22	30
43.0102	Corrections	San Joaquin Valley College-Rancho Mirage	0	0	0	0
43.0102	Corrections	San Joaquin Valley College-Temecula	17	8	16	14
43.0103	Criminal Justice/Law Enforcement Administration	California Baptist University	61	53	61	58
43.0103	Criminal Justice/Law Enforcement Administration	California State University-San Bernardino	0	0	0	0
43.0103	Criminal Justice/Law Enforcement Administration	DeVry University-California	14	8	7	10
43.0103	Criminal Justice/Law Enforcement Administration	University of Phoenix-California	143	77	43	88
43.0104	Criminal Justice/Safety Studies	California State University-San Bernardino	303	265	238	269
43.0104	Criminal Justice/Safety Studies	La Sierra University	49	60	53	54
43.0104	Criminal Justice/Safety Studies	Loma Linda University	9	6	5	7
43.0104	Criminal Justice/Safety Studies	Platt College-Ontario	26	17	15	19
43.0104	Criminal Justice/Safety Studies	Platt College-Riverside	18	18	7	14
Total			702	550	472	575

SOURCE: IPEDS

Strong Workforce Program Outcomes

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12 Administration of Justice strong workforce program outcomes, IE/D, most recent academic year

Program metric title	Inland Empire/Desert	Statewide
Attained a living wage (completers and skills-builders)	67%	59%
Completed 9+ career education units in one year	21%	17%
Job closely related to the field of study	57%	53%
Median annual earnings (all exiters)	\$41,218	\$40,498
Students who attained a noncredit workforce milestone in a year	64%	66%
Students who earned a degree, certificate, or attained apprenticeship	691	6,196
Unduplicated count of enrolled students	6,260	72,293

SOURCE: LAUNCHBOARD

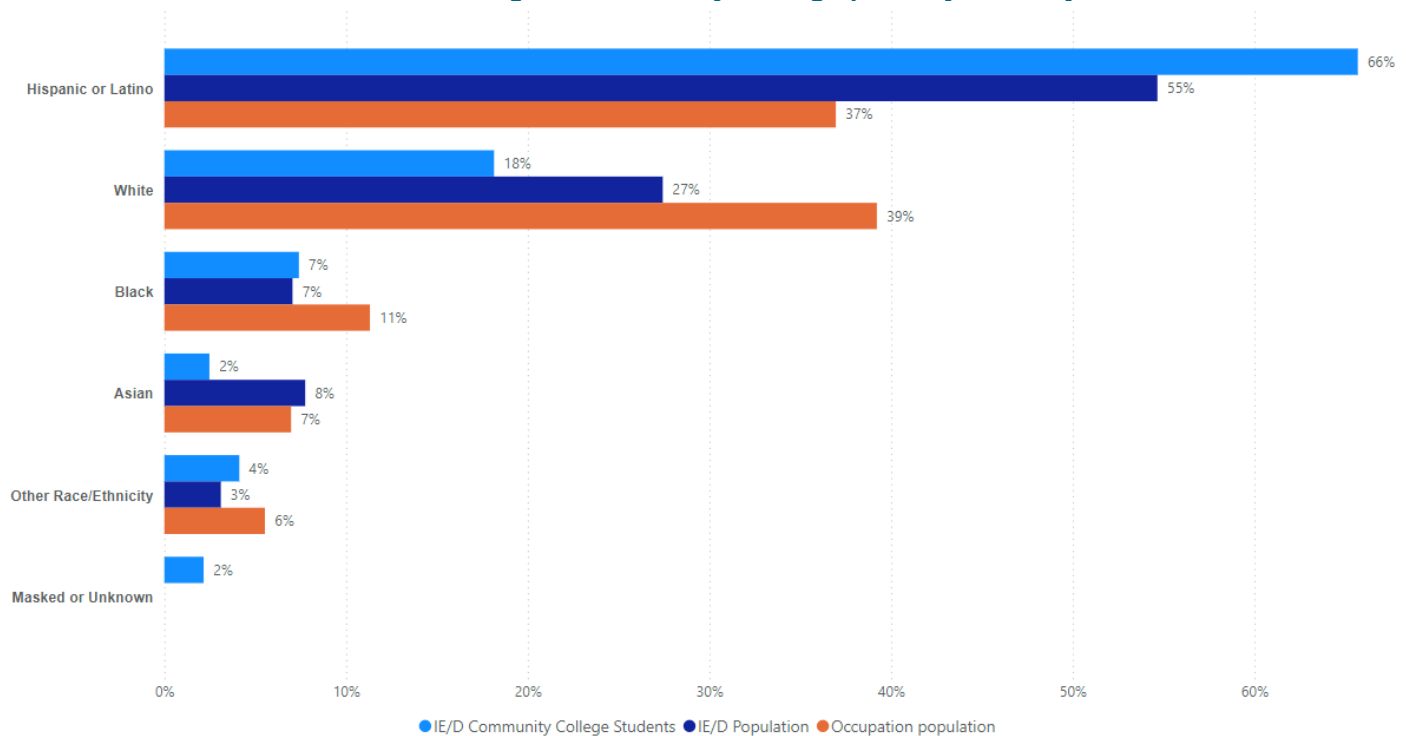
Building an Inclusive Economy

This section examines demographic data for IE/D community college students in Administration of Justice programs compared to the IE/D population. We also include demographics for related occupation data for the six occupations related to justice administration. This analysis can be used to:

- Understand the community college system's current or potential role supporting a diverse talent pipeline into the occupations of interest.
- Inform students (and the faculty and staff working with them) the extent to which individuals from similar demographic groups are over or underrepresented in the professions related to their field of study.
- Inform employers of the diverse talent pipeline coming from the community college system for the occupations analyzed.

Notably, 66% of students enrolled in Administration of Justice programs are Hispanic/Latino, which is significantly higher than Hispanic/Latino workers in occupations related to justice administration in the IE/D region (37%). Additionally, 39% of the IE/D population that are employed in occupations related to justice administration are White, which is significantly higher than both IE/D community college students (18%) and IE/D population (27%). Though 11% of the workers employed in occupations related to justice administration are Black, only 7% of students in Administration of Justice programs and 7% of the IE/D population are Black.

Exhibit 13 Program and County Demographics by Ethnicity



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

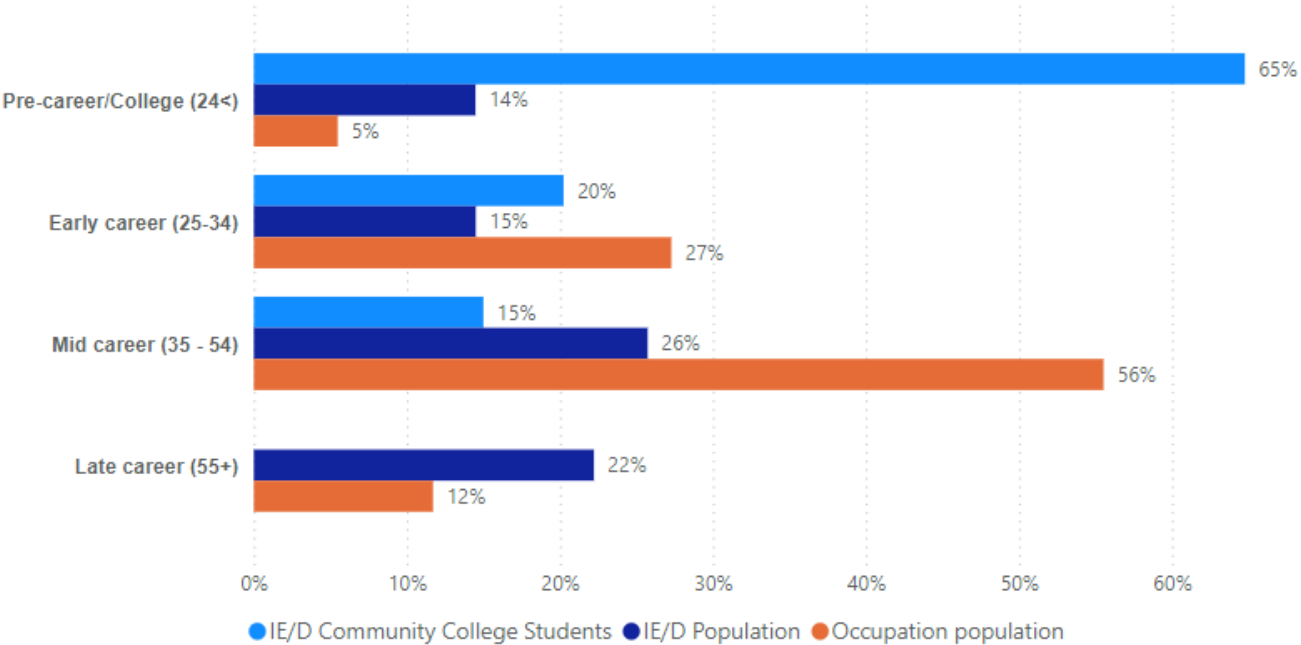
Most IE/D professionals in justice administration occupations are White (39%), “mid-career” age category (56%), and male (77%). Most community college students in related programs are Hispanic/Latino (66%), “pre-career/college” age category (65%), and female (57%). Major takeaways:

- Community colleges are an important talent source for employers committed to greater racial/ethnic diversity, especially Hispanic/Latino professionals.
- College programs may want to consider strategies to engage more women into these programs.

Exhibit 14 compares the age of IE/D community college students enrolled in Administration of Justice programs compared to the IE/D population.

The majority of students enrolled in Administration of Justice programs are either in the “pre-career/college” category (65%) as compared to IE/D population (14%) and workforce (5%) in these six occupations related to justice administration. These programs are an important entry point for young justice administration professionals.

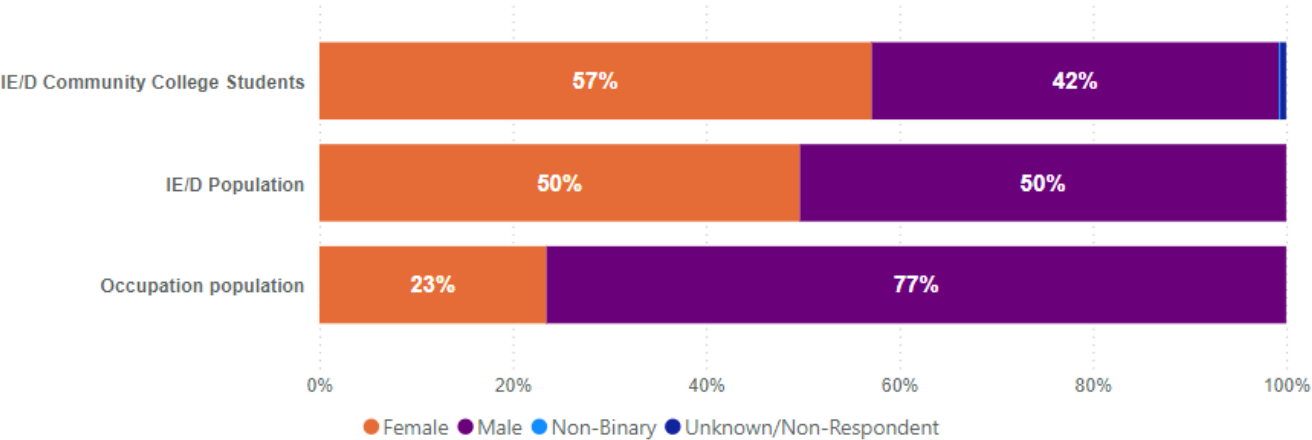
Exhibit 14 Program and County Demographics by Age



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Exhibit 15 compares the gender of IE/D County community college students enrolled in Administration of Justice programs compared to the IE/D population. We also include demographics for related occupation data for the six occupations related to justice administration to identify potential diversity and equity issues addressable by community college programs.

Exhibit 15 Program and County Demographics by Gender



SOURCE: LIGHTCAST 2024.2 AND LAUNCHBOARD

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2023a).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage	The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx