

October 2024

# Labor Market Analysis

## Administration of Justice (Criminal Justice)



Prepared by Central Valley/Mother Lode Center of Excellence



POWERED BY



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# Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Bakersfield College to determine whether there is demand in the local labor market that is not being met by the supply from community college programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for Administration of Justice occupations, which include:

- First-Line Supervisors of Police and Detectives (33-1012)
- Detectives and Criminal Investigators (33-3021)
- Police and Sheriff's Patrol Officers (33-3051)

## Key Findings

- **Occupational Demand** — *Administration of Justice Occupations* have a labor market demand of 723 annual job openings in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. Between 2022 and 2027, *Police and Sheriff's Patrol Officers* are projected to have the most demand with 537 annual job openings.
- **Wages** — The average entry-level hourly wage for the occupations in this report is \$43.04/hour, which is higher than the living wage in the SCV/SML subregion for a single adult.<sup>1</sup> *First-Line Supervisors of Police and Detectives* earn the highest entry-level wage, \$51.74/hour.
- **Employers and Titles** — Employers in the SCV/SML subregion include Federal Bureau of Investigation, United States Department of Homeland Security, and County of Tulare. The most common job titles include Background Specialists, Sheriff's Deputies, and Border Patrol Agents.
- **Skills** — The top baseline skill is investigation; the top specialized skill is law enforcement; and the top software skill is Microsoft Excel.
- **Education** — A high school diploma or equivalent is typically required for all three occupations of interest.

## Recommendation

At first glance, it may seem that there is an oversupply of workers in Administration of Justice-related occupations in the SCV/SML subregion, with 723 annual job openings and nearly 1,200 program awards conferred (SCV/SML). However, the programs included in this report have traditionally prepared students for other occupations as well, such as *Bailiffs; Correctional Officers and Jailers; First-Line Supervisors of Correctional Officers; Forensic Science Technicians; and Private Detectives and Investigators*. These occupations are projected to have over 800 annual openings, leading to an overestimation of the supply in this report. Based on these findings, it is recommended that Bakersfield College work with the regional directors, the college's advisory board, and local industry in the development of programs to address any shortage in the subregion.

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<sup>1</sup> The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

# Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Bakersfield College with labor market information for Administration of Justice occupations. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. Analysis of the program and occupational data related to Administration of Justice resulted in the identification of applicable occupations, known as *Administration of Justice Occupations*. The Standard Occupational Classification (SOC) System code and occupational titles used in this report from the Bureau of Labor Statistics and O\*NET OnLine are shown below:

## **First-Line Supervisors of Police and Detectives (33-1012)**

- **Job Description:** Directly supervise and coordinate activities of members of police force.
- **Knowledge:** Public Safety and Security, Law and Government, English Language, Administration and Management, Customer and Personal Service
- **Skills:** Active Listening, Monitoring, Critical Thinking, Management and Personnel Resources, Reading Comprehension

## **Detectives and Criminal Investigators (33-3021)**

- **Job Description:** Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.
- **Knowledge:** Law and Government, Public Safety and Security, English Language, Customer and Personal Service, Psychology
- **Skills:** Active Listening, Speaking, Critical Thinking, Complex Problem Solving, Reading Comprehension

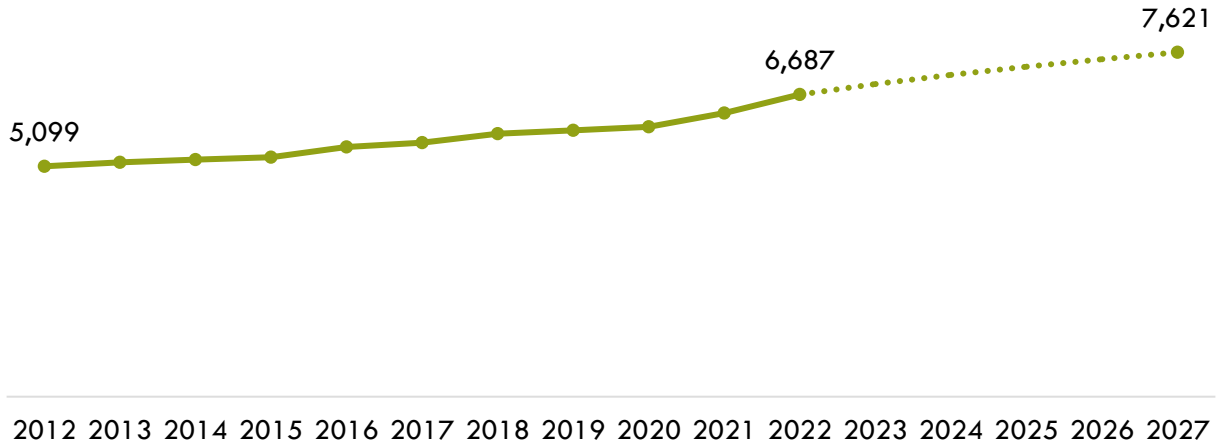
## **Police and Sheriff's Patrol Officers (33-3051)**

- **Job Description:** 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; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.
- **Knowledge:** Law and Government, Public Safety and Security, English Language, Psychology, Customer and Personal Service
- **Skills:** Active Listening, Social Perceptiveness, Speaking, Active Learning, Critical Thinking

# Occupational Demand

Exhibit 1a shows employment trends for *Administration of Justice Occupations* in the SCV/SML subregion. Between 2022 to 2027, the number of jobs for *Administration of Justice Occupations* is projected to increase by 934 jobs, or 14%.

**Exhibit 1a. Occupational projections for *Administration of Justice Occupations* in the SCV/SML subregion**



Between 2022 to 2027, there will be 723 annual openings for *Administration of Justice Occupations* in the SCV/SML subregion (Exhibit 1b). *Police and Sheriff's Patrol Officers* are projected to have the most demand with 537 annual jobs.

**Exhibit 1b. Occupational projections for *Administration of Justice Occupations* in the SCV/SML subregion**

Occupation	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings
First-Line Supervisors of Police and Detectives	561	734	173	31%	77
Detectives and Criminal Investigators	890	1,070	180	20%	109
Police and Sheriff's Patrol Officers	5,236	5,816	581	11%	537
<b>TOTAL</b>	<b>6,687</b>	<b>7,621</b>	<b>934</b>	<b>14%</b>	<b>723</b>

# Wages

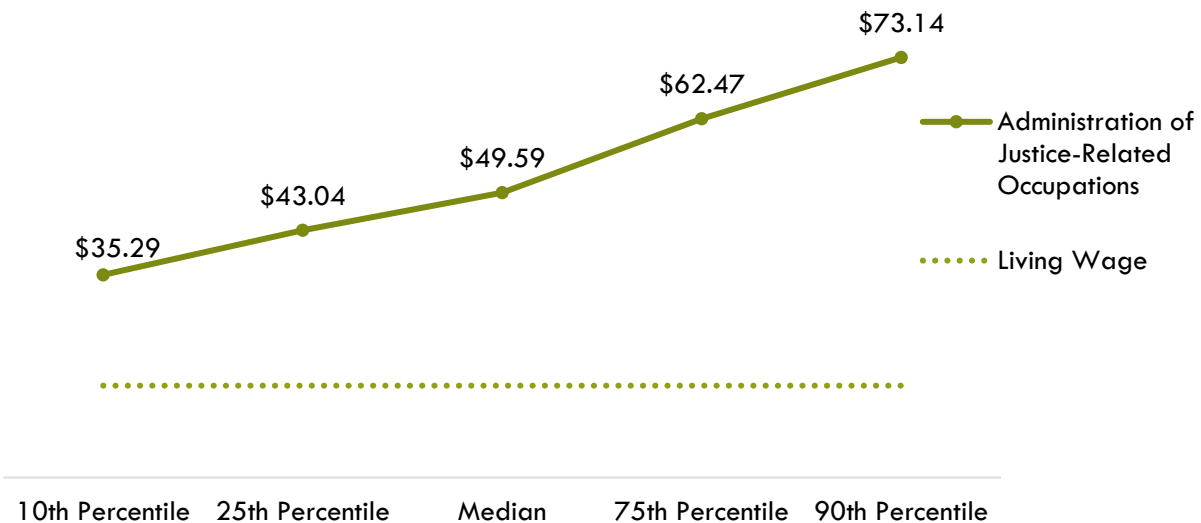
Exhibit 2a shows the hourly wages for *Administration of Justice Occupations*. *First-Line Supervisors of Police and Detectives* earn the highest entry-level wage, \$51.74/hour in the subregion.<sup>2</sup> Please note 10<sup>th</sup> and 25<sup>th</sup> percentiles are considered entry-level wages while 75<sup>th</sup> and 90<sup>th</sup> are considered experienced wages, either by gained by long-term employment, extra training, etc.

**Exhibit 2a. Administration of Justice Occupations hourly wages in the SCV/SML subregion**

Occupation	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
First-Line Supervisors of Police and Detectives	\$51.74	\$60.48	\$78.32
Detectives and Criminal Investigators	\$40.23	\$47.59	\$58.23
Police and Sheriff's Patrol Officers	\$37.14	\$40.69	\$50.86

Exhibit 2b shows the average hourly wages for *Administration of Justice Occupations*; all five average wages are higher than the average entry-level living wage for the SCV/SML subregion.

**Exhibit 2b. Administration of Justice Occupations average hourly wages in the SCV/SML subregion**



<sup>2</sup> Entry-level wages are derived from the 25<sup>th</sup> percentile.

# Job Postings

There were 720 job postings for *Administration of Justice Occupations* in the SCV/SML subregion from October 2023 to September 2024.<sup>3</sup>

## Top Employers

The top employers with the most job postings are listed in Exhibit 3. The top employers include Federal Bureau of Investigation, United States Department of Homeland Security, and County of Tulare.

### Exhibit 3. Top employers of *Administration of Justice Occupations*

Employers
Federal Bureau of Investigation
United States Department of Homeland Security
County of Tulare
Tulare County
Kings County Corp
County of Kern
State of California
Kern County
City of Fresno
Department of Industrial Relations

## Top Titles

Exhibit 4 shows the top job titles for *Administration of Justice Occupations* in the SCV/SML subregion. The most common job titles include Background Specialists, Sheriff's Deputies, and Border Patrol Agents.

### Exhibit 4. Top occupational titles for *Administration of Justice Occupations*

Job Titles
Background Specialists
Sheriff's Deputies
Border Patrol Agents
Police Officers
Deputy Sheriffs
Law Enforcement Interns
Sheriff's Sergeants
Deputy District Attorneys
Customs and Border Protection Officers
Security Patrol Officers

<sup>3</sup> Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

## Education

Of the job postings that listed a preferred or minimum educational requirement for the position being filled, 29% requested a high school diploma or GED, 11% requested an associate degree, and 45% requested a bachelor's degree (Exhibit 5).

**Exhibit 5. Education levels for Administration of Justice Occupations**

Education Levels	Job Postings	% of Job Postings
High school or GED	161	29%
Associate degree	62	11%
Bachelor's degree	251	45%
Master's degree or higher	86	15%

## Baseline, Specialized, and Software Skills

Exhibit 6 depicts the top baseline, specialized, and software skills in job postings. The most important baseline skill is investigation. The top specialized skill is law enforcement. The top software skill is Microsoft Excel.

**Exhibit 6. In-demand baseline, specialized, and software skills for Administration of Justice Occupations**

Baseline Skills	Specialized Skills	Software Skills
Investigation	Law Enforcement	Microsoft Excel
Operations	Search Warrant	Mobile Security
Communication	Office Equipment	Spreadsheets
Tactfulness	Crime Prevention	Microsoft PowerPoint
Report Writing	Rehabilitation	Microsoft Word

# Education, Work Experience, & Training

A high school diploma or equivalent is typically required for the three occupations of interest (Exhibit 7).

**Exhibit 7. Education, work experience, and training for Administration of Justice Occupations**

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
Detectives and Criminal Investigators	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
Police and Sheriff's Patrol Officers	High school diploma or equivalent	None	Moderate-term on-the-job training

# Supply

An analysis of program data from the California Community Colleges Chancellor's Office Datamart for the last three program years shows that, on average, 1,276 awards were conferred in the region (Exhibits 8, 9 and 10).

## Exhibit 8. TOP and CIP codes for Administration of Justice and related programs

TOP Titles	CIP Titles
2105.00 – Administration of Justice	43.0102 – Corrections
2105.10 – Corrections	43.0104 – Criminal Justice/Safety Studies
2105.40 - Forensics, Evidence, and Investigation	43.0107 - Criminal Justice/Police Science
2105.50 - Police Academy	

## Exhibit 9. Community College Supply

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
2105.00	Administration of Justice	Merced	104	83	74	87
		Modesto	104	117	86	102
		San Joaquin Delta	115	100	99	105
		<b>NCV/NML Subtotal</b>	<b>323</b>	<b>300</b>	<b>259</b>	<b>294</b>
		Bakersfield	218	234	172	208
		Cerro Coso	33	34	31	33
		Clovis	43	46	51	47
		Fresno City	151	152	129	144
		Madera	18	32	31	27
		Porterville	50	43	26	40
		Reedley	76	55	60	64
		Sequoias	123	116	85	108
		Taft	40	27	40	36
		West Hills Coalinga	25	28	18	24
		West Hills Lemoore	56	53	56	55
			<b>SCV/SML Subtotal</b>	<b>833</b>	<b>820</b>	<b>699</b>
<b>Supply Subtotal/Average</b>			<b>1,156</b>	<b>1,120</b>	<b>958</b>	<b>1,078</b>

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
2105.10	Corrections	San Joaquin Delta	7	5	12	8
		<b>NCV/NML Subtotal</b>	<b>7</b>	<b>5</b>	<b>12</b>	<b>8</b>
		Bakersfield	1	3	2	2
		Clovis	1	1	-	1
		Fresno City	9	4	16	10
		Madera	-	4	2	2
		Reedley	14	11	11	12
		Sequoias	7	8	8	8
		Taft	-	-	1	0
		West Hills Coalinga	6	6	4	5
		West Hills Lemoore	19	11	13	14
		<b>SCV/SML Subtotal</b>	<b>57</b>	<b>48</b>	<b>57</b>	<b>54</b>
		<b>Supply Subtotal/Average</b>			<b>64</b>	<b>53</b>
2105.40	Forensics, Evidence, and Investigation	Fresno City	7	2	3	4
		<b>SCV/SML Subtotal</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>4</b>
		<b>Supply Subtotal/Average</b>			<b>7</b>	<b>2</b>
2105.50	Police Academy	San Joaquin Delta	63	53	49	55
		<b>NCV/NML Subtotal</b>	<b>63</b>	<b>53</b>	<b>49</b>	<b>55</b>
		Fresno City	2	13	21	12
		Sequoias	71	56	68	65
		<b>SCV/SML Subtotal</b>	<b>73</b>	<b>69</b>	<b>89</b>	<b>77</b>
<b>Supply Subtotal/Average</b>			<b>136</b>	<b>122</b>	<b>138</b>	<b>132</b>
<b>Supply Total/Average</b>			<b>1,363</b>	<b>1,297</b>	<b>1,168</b>	<b>1,276</b>

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the three occupations. Over the past 3 years, there were 459 awards conferred by institutions in the related Classification of Instructional Programs (CIP) Codes:

- Corrections (43.0102)
- Criminal Justice/Safety Studies (43.0104)
- Criminal Justice/Police Science (43.0107)

**Exhibit 10. Non-Community College Supply**

CIP Code	Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Award Average
43.0102	Corrections	Carrington College-Stockton	-	3	1	1
		San Joaquin Valley College-Modesto	16	7	6	10
		<b>NCV/NML Subtotal</b>	<b>16</b>	<b>10</b>	<b>7</b>	<b>11</b>
		San Joaquin Valley College-Bakersfield	32	9	5	15
		San Joaquin Valley College-Fresno	24	10	5	13
		San Joaquin Valley College-Visalia	16	18	21	18
		<b>SCV/SML Subtotal</b>	<b>72</b>	<b>37</b>	<b>31</b>	<b>47</b>
<b>Supply Subtotal/Average</b>			<b>88</b>	<b>47</b>	<b>38</b>	<b>58</b>
43.0104	Criminal Justice/Safety Studies	California State University-Stanislaus	225	191	195	204
		<b>NCV/NML Subtotal</b>	<b>225</b>	<b>191</b>	<b>195</b>	<b>204</b>
		California State University-Bakersfield	157	185	169	170
		<b>SCV/SML Subtotal</b>	<b>157</b>	<b>185</b>	<b>169</b>	<b>170</b>
<b>Supply Subtotal/Average</b>			<b>382</b>	<b>376</b>	<b>364</b>	<b>374</b>
43.0107	Criminal Justice/Police Science	Institute of Technology	34	28	20	27
		<b>SCV/SML Subtotal</b>	<b>34</b>	<b>28</b>	<b>20</b>	<b>27</b>
<b>Supply Subtotal/Average</b>			<b>34</b>	<b>28</b>	<b>20</b>	<b>27</b>
<b>CVML Supply Total/Average</b>			<b>504</b>	<b>451</b>	<b>422</b>	<b>459</b>

# Supply & Demand Analysis and Recommendation

At first glance, it may seem that there is an oversupply of workers in Administration of Justice-related occupations in the SCV/SML subregion, with 723 annual job openings and nearly 1,200 program awards conferred (SCV/SML). However, the programs included in this report have traditionally prepared students for other occupations as well, such as *Bailiffs; Correctional Officers and Jailers; First-Line Supervisors of Correctional Officers; Forensic Science Technicians; and Private Detectives and Investigators*. These occupations are projected to have over 800 annual openings, leading to an overestimation of the supply in this report. Based on these findings, it is recommended that Bakersfield College work with the regional directors, the college's advisory board, and local industry in the development of programs to address any shortage in the subregion.

# Appendix: Methodology & Data Sources

## Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (LIGHTCAST). LIGHTCAST occupational employment data are based on final LIGHTCAST industry data and final LIGHTCAST staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level LIGHTCAST earnings by industry: <a href="http://economicmodeling.com">economicmodeling.com</a> .
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: <a href="https://www.bls.gov/emp/tables/educational-attainment.htm">https://www.bls.gov/emp/tables/educational-attainment.htm</a> .
LaunchBoard	Chancellor’s LaunchBoard. <a href="https://www.calpassplus.org/LaunchBoard/SWP.aspx">https://www.calpassplus.org/LaunchBoard/SWP.aspx</a>
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: <a href="http://labormarketinfo.edd.ca.gov">labormarketinfo.edd.ca.gov</a> .
Job Posting and Skills Data	Lightcast.
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: <a href="http://onetonline.org">onetonline.org</a> .

## Key Terms and Concepts

**Annual Job Openings:** Annual openings are calculated by dividing the number of years in the projection period by total job openings.

**Education Attainment Level:** The highest education attainment level of workers age 25 years or older.

**Employment Estimate:** The total number of workers currently employed.

**Employment Projections:** Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (LIGHTCAST) formula that includes historical employment and economic indicators along with national, state and local trends.

**LaunchBoard (Attained the Living Wage):** Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit

**LaunchBoard (Median Annual Earnings):** Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

**LaunchBoard (Median Change in Earnings):** Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

**LaunchBoard (Job Closely Related to Field of Study):** Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

**Living Wage:** The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

**Occupation:** An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

**Percent Change:** Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

**Replacements:** Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

**Total Job Openings (New + Replacements):** Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

**Typical Education Requirement:** represents the typical education level most workers need to enter an occupation.

**Typical On-The-Job Training:** indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.

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