**** **Criminal and Constitutional Law Occupations**

**Labor Market Information Report**

Prepared by the San Francisco Bay Center of Excellence

For Labor Market Research

October 2018

# Recommendation

Based on all available data, there appears to be an oversupply of about 545 Criminal and Constitutional Law workers compared to the demand for this cluster of occupations in the Bay region, but an undersupply of about 236 students in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties) for this cluster of occupations.

This report also provides student outcomes data on employment and earnings for programs on TOP 2105.00 - Administration of Justice in the state and region. It is recommended that this data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

# Introduction

This report profiles Criminal and Constitutional Law Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new Certificate of Achievement at City College of San Francisco.

|  |
| --- |
| * **Police and Sheriff's Patrol Officers (SOC 33-3051):** 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. |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: Moderate-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 49%* |
|  |
| * **Detectives and Criminal Investigators (SOC 33-3021):** Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021). |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: Moderate-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 37%* |

# Occupational Demand

**Table 1. Employment Outlook for Criminal and Constitutional Law Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers | 17,430 | 18,434 | 1,004 | 6% | 6,640 | 1,328 | $38.23 | $52.39 |
| Detectives and Criminal Investigators | 1,164 | 1,215 | 51 | 4% | 420 | 84 | $34.01 | $54.20 |
| **Total** | **18,594** | **19,649** | **1,055** | **6%** | **7,060** | **1,412** | **$37.97** | **$52.50** |

*Source: EMSI 2018.2*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Criminal and Constitutional Law Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers | 4,950 | 5,294 | 343 | 7% | 1,955 | 391 | $41.09 | $52.60 |
| Detectives and Criminal Investigators | 403 | 411 | 8 | 2% | 134 | 27 | $36.03 | $60.51 |
| **TOTAL** | **5,354** | **5,704** | **351** | **7%** | **2,089** | **418** | **$40.71** | **$53.20** |

*Source: EMSI 2018.2*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Sept 2017 - Aug 2018)**

|  |  |  |
| --- | --- | --- |
| Occupation | Bay Region | Mid-Peninsula |
| Police Patrol Officers (33-3051.01) | 559 | 102 |
| Intelligence Analysts (33-3021.06) | 330 | 98 |
| Criminal Investigators and Special Agents (33-3021.03) | 119 | 51 |
| Sheriffs and Deputy Sheriffs (33-3051.03) | 88 | 24 |
| Immigration and Customs Inspectors (33-3021.05) | 36 | 15 |
| Police Identification and Records Officers (33-3021.02) | 7 | 1 |
| Police Detectives (33-3021.01) | 4 | 4 |
| **Total** | **1,143** | **295** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Criminal and Constitutional Law Occupations for latest 12 months (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Police Officer | 316 | 46 | Military Police Officer | 17 |  |
| Intelligence Analyst | 128 | 45 | Operations Specialist | 16 |  |
| Deputy Sheriff | 48 | 9 | Surveillance Analyst | 14 |  |
| Public Safety Officer | 33 | 13 | Police, Government Industry | 13 |  |
| Criminal Investigator | 28 | 12 | Community Service Officer | 12 |  |
| Intelligence Specialist | 27 |  | Intelligence Maintainer/Integrator, Government Industry | 12 |  |
| Police | 24 |  | Officer, Driving | 12 |  |
| Threat Intelligence Analyst | 19 | 9 | Financial Analyst | 11 | 10 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Criminal and Constitutional Law Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Local Government, Excluding Education and Hospitals (903999) | 15,333 | 16,404 | 7% | 81.4% |
| State Government, Excluding Education and Hospitals (902999) | 1,059 | 1,084 | 2% | 5.6% |
| Federal Government, Military (901200) | 653 | 647 | (1%) | 3.5% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 636 | 724 | 14% | 3.4% |
| Federal Government, Civilian, Excluding Postal Service (901199) | 413 | 425 | 3% | 2.2% |
| Colleges, Universities, and Professional Schools (611310) | 404 | 462 | 14% | 2.1% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 190 | 169 | (11%) | 1.0% |
| Elementary and Secondary Schools (Local Government) (903611) | 63 | 70 | 11% | 0.3% |

*Source: EMSI 2018.3*

**Table 6. Top Employers Posting Criminal and Constitutional Law Occupations in Bay and Mid-Peninsula Sub-Region (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| US Army | 101 | Pinkerton | 12 | SFMTA | 14 |
| Golawenforcement Com | 23 | Booz Allen Hamilton Inc. | 11 | San Francisco Recreation & Parks Department | 10 |
| City Concord | 18 | University California | 11 | US Department of Homeland Security | 10 |
| County Santa Clara | 18 | AlliedBarton Security Services | 10 | Stripe | 9 |
| US Department of Homeland Security | 17 | Berkeley Police Department | 10 | Moody's Corporation | 8 |
| Accenture | 15 | City Salinas | 10 | Accenture | 6 |
| City Oakland | 15 | San Francisco Recreation & Parks Department | 10 | City and County of San Francisco | 6 |
| SFMTA | 14 | Stanford University | 10 | San Mateo County Community College District | 6 |
| City Fremont | 13 | Apple Inc. | 9 | San Mateo County Health | 6 |
| California State University | 12 | City Palo Alto | 9 | Deloitte | 5 |

*Source: Burning Glass*

# Educational Supply

There are 23 community colleges in the Bay Region issuing 1,956 awards annually on TOP 2105.00 - Administration of Justice and three community colleges issuing 181 awards annually in the Mid-Peninsula sub-region.

**Table 7. Awards on 210500 - Administration of Justice in the Bay Area**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Cabrillo | Santa Cruz & Monterey | 801 | 18 |  | 18 |
| Chabot | East Bay | 743 | 43 |  | 43 |
| Contra Costa | East Bay | 358 | 7 | 14 | 21 |
| De Anza | Silicon Valley | 841 | 39 |  | 39 |
| Diablo Valley | East Bay | 1,221 | 75 | 55 | 130 |
| Evergreen Valley | Silicon Valley | 485 | 61 |  | 61 |
| Gavilan | Silicon Valley | 1,508 | 46 | 9 | 55 |
| Hartnell | Santa Cruz & Monterey | 5,765 | 88 | 56 | 144 |
| Las Positas | East Bay | 881 | 22 |  | 22 |
| Los Medanos | East Bay | 867 | 44 | 12 | 56 |
| Marin | North Bay | 116 | 6 | 2 | 8 |
| Merritt | East Bay | 609 | 31 | 5 | 36 |
| Mission | Silicon Valley | 78 | 4 |  | 4 |
| Monterey | Santa Cruz & Monterey | 4,067 | 19 | 31 | 50 |
| Napa | North Bay | 715 | 42 | 18 | 59 |
| Ohlone | East Bay | 3,807 | 14 | 3 | 17 |
| San Francisco | Mid-Peninsula | 606 | 46 | 13 | 59 |
| San Jose City | Silicon Valley | 327 | 26 | 4 | 31 |
| San Mateo | Mid-Peninsula | 338 | 56 | 22 | 78 |
| Santa Rosa | North Bay | 2,233 | 75 | 798 | 873 |
| Skyline | Mid-Peninsula | 356 | 34 | 10 | 44 |
| Solano | North Bay | 801 | 41 | 16 | 57 |
| West Valley | Silicon Valley | 1,097 | 51 |  | 51 |
| **Total Bay Region** | | **28,620** | **888** | **1,068** | **1,956** |
| **Total Mid-Peninsula Sub-Region** | | **1,300** | **136** | **45** | **181** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is an oversupply in the Bay region with 1,412 annual openings for the Criminal and Constitutional Law occupational cluster and 1,956 annual awards, for an annual oversupply of 544. In the Mid-Peninsula sub-region, there is labor market gap with 418 annual openings and 181 annual awards for an annual undersupply of 237.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (TOP 2105.00) | Bay  (TOP 2105.00) | Mid-Peninsula (TOP 2105.00) | City College of San Francisco (TOP 2105.00) |
| % Employed Four Quarters After Exit | 74% | 72% | 83% | 85% | 73% | 72% |
| Median Quarterly Earnings Two Quarters After Exit | $10,310 | $10,794 | $10,188 | $24,413 | $8,903 | $8,818 |
| Median % Change in Earnings | 46% | 46% | 26% | 23% | 65% | 38% |
| % of Students Earning a Living Wage | 63% | 55% | 74% | 80% | 41% | 46% |

*Source: Launchboard Pipeline (version available on 9/24/18)*

# Skills, Certifications and Education

**Table 9. Top Skills for Criminal and Constitutional Law Occupations in Bay Region (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Prevention of Criminal Activity | 287 | Cardiopulmonary Resuscitation (CPR) | 76 | Witness Interviews | 52 |
| Public Health and Safety | 205 | Customer Service | 75 | SQL | 50 |
| Law Enforcement or Criminal Justice Experience | 102 | Crowd Control | 73 | Presentation of Evidence | 49 |
| Surveillance | 97 | Criminal Justice | 58 | Python | 48 |
| Warrants | 87 | Artificial Intelligence | 57 | Budgeting | 47 |
| Scheduling | 78 | Machine Learning | 53 | Personnel Management | 47 |

*Source: Burning Glass*

**Table 10. Certifications for Criminal and Constitutional Law Occupations in the Bay Region (Sept 2017 - Aug 2018)**

Note: 53% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Driver's License | 404 | Project Management Certification | 6 |
|  |  | Psychologist License | 6 |
| Security Clearance | 70 | Certified Information Systems Security Professional (CISSP) | 5 |
| CDL Class C | 28 | Certified Patient Account Technician | 5 |
| First Aid CPR AED | 25 | Breath Alcohol Technician | 4 |
| Basic Post Certificate | 24 | Typing Certification | 4 |
| Cisco Certified Network Associate (CCNA) | 10 | Basic Noncommissioned Officer Course | 3 |
| Cisco Certified Network Professional (CCNP) | 8 | Baton Permit | 3 |
| Phlebotomy Certification | 7 | Bilingual Certification | 3 |
| SANS/GIAC Certification | 7 | Certified Public Accountant (CPA) | 3 |
| Emergency Medical Technician (EMT) | 6 | Certified Welding Inspector (CWI) | 3 |
| Paramedic Certification | 6 | EnCase Certified Examiner (EnCE) | 3 |

*Source: Burning Glass*

**Table 11. Education Requirements for Criminal and Constitutional Law Occupations in Bay Region**

Note: 39% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 386 (55%) |
| Associate Degree | 26 (4%) |
| Bachelor’s Degree or Higher | 284 (41%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

For more information, please contact:

* Doreen O’Donovan, Data Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), [doreen@baccc.net](mailto:doreen@baccc.net) or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, [jcarrese@ccsf.edu](mailto:jcarrese@ccsf.edu) or (415) 267-6544