**Administration of JusticeOccupations**

**Labor Market Information Report**

**Chabot College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

March 2019

# Recommendation

Based on all available data, there appears to be anoversupply of Administration of Justiceworkers compared to the demand for this cluster of occupations in the Bay region and an undersupply in the East Bay sub-region (Alameda and Contra Costa Counties). The oversupply in the Bay region is about 454 students annually and the undersupply in the East Bay sub-region is about 107 students annually.

It is important to note that Chabot College indicates they have received feedback from their Advisory Board of professional experts about the extraordinary benefits of this existing Administration of Justicecertificate. Chabot proposes to offer a certification of completion in partnership with the Alameda County Sheriff's Academy to recruits who have completed the Academy courses.

This report also provides student outcomes data on employment and earnings for programs onTOP 2105.00 - Administration of Justicein the state and region. It is recommended that these 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 Chabot Collegeand in the region.

# Introduction

This report profiles Administration of JusticeOccupations in the 12 county Bay region and in the East Bay sub-region for thereview of an existing Administration of Justicecertificate programand Academy certificate program at Chabot College.This labor market report can be used for both certificate programs when submitting to the BACCC Program Recommendation process, because the SOC codes and TOP codes are identical for both certificate programs.

|  |
| --- |
| * **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: 48% |
|  |
| * **First-Line Supervisors of Police andDetectives (SOC 33-1012):** Directly supervise and coordinate activities of members of police force.
 |
| 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: 46*%* |
|  |
| * **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: 36*%* |

# Occupational Demand

**Table 1. Employment Outlook for Administration of Justice Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers | 17,514 | 18,483 | 969  | 6% | 6,643 | 1,329 | $39.84  | $54.62  |
| First-Line Supervisors of Police and Detectives | 858 | 937 | 79  | 9% | 346 | 69 | $40.76  | $70.40  |
| Detectives and Criminal Investigators | 1,037 | 1,092 | 55  | 5% | 385 | 77 | $35.99  | $55.07  |
| **Total** | **19,409** | **20,512** | **1,103** | **6%** | **7,374** | **1,475** | **$39.68**  | **$55.34**  |

*Source: EMSI 2019.1*

**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 Administration of JusticeOccupations in East BaySub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Police and Sheriff's Patrol Officers | 5,155 | 5,316 | 162  | 3% | 1,809 | 362 | $37.61  | $51.04  |
| First-Line Supervisors of Police and Detectives | 254 | 265 | 11  | 4% | 87 | 17 | $41.68  | $73.66  |
| Detectives and Criminal Investigators | 341 | 353 | 11  | 3% | 118 | 24 | $36.40  | $55.87  |
| **TOTAL** | **5,750** | **5,934** | **184**  | **3%** | **2,014** | **403** | **$37.72**  | **$52.32**  |

*Source: EMSI 2019.1*

**East BaySub-Region**includes Alameda and Contra Costa Counties

### Job Postings in Bay Region and East BaySub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (March 2018 - Feb 2019)**

| Occupation | Bay Region | East Bay |
| --- | --- | --- |
| Police Patrol Officers (33-3051.01) | 718 | 317 |
| First-Line Supervisors of Police and Detectives (33-1012.00) | 91 | 24 |
| Police Detectives (33-3021.01) | 1 | 0 |
| **Total** |  **810**  |  **341**  |

*Source: Burning Glass*

**Table 4. Top Job Titles for Administration of JusticeOccupations for latest 12 months (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | East Bay | Common Title | Bay | East Bay |
| Police Officer | 390 | 162 | Trainee Police | 6 | 5 |
| Military Police Officer | 51 | 36 | Casual Public Safety Cadet | 5 | 0 |
| Police | 47 | 23 | Law Enforcement Agent | 5 | 2 |
| Public Safety Officer | 32 | 8 | Law Enforcement Officer | 5 | 0 |
| Community Service Officer | 19 | 6 | Lieutenant | 5 | 0 |
| Military Police | 16 | 12 | Officer | 5 | 2 |
| Officer, Driving | 16 | 2 | Campus Officer | 4 | 4 |
| Police Lieutenant | 15 | 4 | Police/Lieutenant | 4 | 7 |
| Chief Of Police | 13 | 3 | Book Ranger, Visual Design,Writing | 3 | 0 |
| Police Recruit | 13 | 3 | Department Police, Education Industry | 3 |  |
| Police Sergeant | 9 | 2 | Dispatcher | 3 | 2 |
| Police Cadet | 8 | 2 | Dog Police/Handler | 3 | 2 |
| Police/Cadet | 8 | 7 | Law Enforcement Officer/Agent | 3 | 2 |
| Complaint Resolution Officer | 7 | 2 | Patrol Sergeant | 3 | 1 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Administration of JusticeWorkers 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) | 15,758 | 15,873 | 6% | 81.1% |
| State Government, Excluding Education and Hospitals (902999) | 1,085 | 1,107 | 6% | 5.7% |
| Federal Government, Military (901200) | 748 | 737 |  (5%) | 3.8% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 644 | 675 | 15% | 3.4% |
| Colleges, Universities, and Professional Schools (611310) | 403 | 415 | 13% | 2.1% |
| Federal Government, Civilian, Excluding Postal Service (901199) | 411 | 410 | 0% | 2.1% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 220 | 210 |  (13%) | 1.1% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Administration of JusticeOccupations in Bay Region and East Bay Sub-Region(March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | East Bay |
| US Army | 98 | City Fremont | 7 | US Army | 67 |
| California State University | 24 | City Palo Alto | 7 | City Oakland | 16 |
| City Oakland | 17 | City Richmond | 7 | City Concord | 15 |
| Pacific Protection Services | 16 | San Francisco Police Department | 7 | City Hayward | 12 |
| City Concord | 15 | US Navy | 7 | University California | 9 |
| University California | 15 | Central Marin Police Authority | 6 | City San Leandro | 8 |
| City Hayward | 14 | City Of Walnut Creek | 6 | University Of California Berkeley | 8 |
| Berkeley Police Department | 13 | City Vallejo | 6 | City Fremont | 7 |
| Golawenforcement Com | 13 | Santa Rosa Junior College | 6 | City Richmond | 7 |
| Department Army | 12 | Town Of Los Gatos | 6 | Pacific Protection Services | 7 |
| City Sunnyvale | 11 | University Of California San Francisco | 6 | Berkeley Police Department | 6 |
| City Salinas | 9 | Bart | 5 | City Berkeley | 6 |
| City San Leandro | 9 | Berkeley Public Library | 5 | City Of Walnut Creek | 6 |
| Ca Technology | 8 | City Emeryville | 5 | Bart | 5 |
| San Jose State University | 8 | City Livermore | 5 | City Emeryville | 5 |
| Sp Plus Incorporated | 8 | City Santa Clara | 5 | City Livermore | 5 |
| University Of California Berkeley | 8 | City Union City | 5 | City Union City | 5 |
| California State University Office Of The Chancellor | 7 | Department of Veterans Affairs | 5 | Berkeley Public Library | 4 |
| City Berkeley | 7 | San Francisco Recreation & Parks Department | 5 | City Pleasanton | 4 |

*Source: Burning Glass*

# Educational Supply

There are 23community colleges in the Bay Region issuing 1,929 awards on average annually (last 3 years) on 210500 - Administration of Justiceand 296 awards on average annually (last 3 years) in the East Bay Sub-Region.

**Table 7. Awards onTOP 2105.00 - Administration of Justice in the BayRegion**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Cabrillo College  | Santa Cruz - Monterey |  801  | 18 |  | 18 |
| Chabot College  | East Bay |  743  | 43 |  | 43 |
| City College of San Francisco  | Mid Peninsula |  585  | 46 | 13 | 59 |
| College of Marin  | North Bay |  101  | 6 | 2 | 8 |
| College of San Mateo  | Mid Peninsula |  325  | 56 | 22 | 78 |
| Contra Costa College  | East Bay |  353  | 7 | 11 | 18 |
| De Anza College  | Silicon Valley |  814  | 39 |  | 39 |
| Diablo Valley College  | East Bay |  1,221  | 75 | 55 | 130 |
| Evergreen Valley College  | Silicon Valley |  485  | 61 |  | 61 |
| Foothill College  | Silicon Valley |  n/a  | 46 | 9 | 55 |
| Gavilan College  | Santa Cruz - Monterey |  804  | 88 | 36 | 124 |
| Hartnell College  | Santa Cruz - Monterey |  856  | 22 |  | 22 |
| Las Positas College  | East Bay |  881  |  |  |  |
| Los Medanos College  | East Bay |  731  | 44 | 12 | 56 |
| Merritt College  | East Bay |  527  | 31 | 5 | 36 |
| Mission College  | Silicon Valley |  78  | 4 |  | 4 |
| Monterey Peninsula College  | Santa Cruz - Monterey |  262  | 19 | 31 | 50 |
| Napa Valley College  | North Bay |  376  | 42 | 18 | 59 |
| Ohlone College  | East Bay |  3,807  | 9 | 3 | 12 |
| San Jose City College  | Silicon Valley |  327  | 26 | 4 | 31 |
| Santa Rosa Junior College  | North Bay |  2,158  | 75 | 798 | 873 |
| Skyline College  | Mid Peninsula |  356  | 34 | 10 | 44 |
| Solano College  | North Bay |  810  | 41 | 16 | 57 |
| West Valley College | Silicon Valley |  1,097  | 51 |  | 51 |
| **Total Bay Region** |  **18,498**  |  **883**  |  **1,046**  |  **1,929**  |
| **Total East Bay Sub-Region** | **8,263** | **209** | **87** | **296** |

# *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 1,475 annual openings for the Administration of Justiceoccupational cluster and 1,929annual (3-year average) awards for an annual oversupply of 454 students. In the East Bay Sub-Region, there is an undersupply with 403 annual openings and 296 annual (3-year average) awards for an annual undersupply of 107 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP2105.00 - Administration of Justice**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Chabot College (All CTE Programs) | State (2105.00) | Bay (2105.00) | East Bay (2105.00) | Chabot College (2105.00) |
| % Employed Four Quarters After Exit | 74% | 74% | 80% | 82% | 85% | 75% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $9,425 | $13,610 | $19,149 | $26,446 | $6,962 |
| Median % Change in Earnings | 46% | 71% | 29% | 27% | 21% | 177% |
| % of Students Earning a Living Wage | 63% | 60% | 66% | 72% | 80% | 46% |

*Source: Launchboard Pipeline (version available on 3/29/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Administration of JusticeOccupations in Bay Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Prevention of Criminal Activity | 340 | Community Relations | 38 | Appointment Setting | 23 |
| Public Health and Safety | 193 | Presentation of Evidence | 38 | Performance Analysis | 23 |
| Law Enforcement or Criminal Justice Experience | 124 | Budgeting | 37 | Personnel Management | 23 |
| Warrants | 98 | Emergency Preparedness | 37 | Psychology | 23 |
| Crowd Control | 86 | Emergency Services | 35 | Basic Mathematics | 21 |
| Scheduling | 84 | Prevention Programs | 34 | Information Systems | 21 |
| Cardiopulmonary Resuscitation (CPR) | 77 | Repair | 34 | Network Testing | 20 |
| Criminal Justice | 72 | Data Entry | 31 | Personal Protective Equipment (PPE) | 20 |
| Customer Service | 65 | Public administration | 31 | Mailing | 19 |
| Witness Interviews | 61 | Legal Documentation | 30 | Bloodborne Pathogens | 18 |
| Staff Management | 50 | Traffic Laws | 30 | Broadcast Industry Knowledge | 18 |
| Law Enforcement | 45 | Legal Document Composition | 29 | Calculation | 18 |
| Security Operations | 41 | Subpoena Preparation | 27 | California Public Employees' Retirement System (CalPERS) | 18 |
| Administrative Functions | 39 | Detection of Suspicious or Criminal Activity | 25 | Memoranda Preparation | 18 |
| Surveillance | 39 | Record Keeping | 24 | Calculator | 17 |

*Source: Burning Glass*

**Table 10. Certifications for Administration of JusticeOccupations in the Bay Region (March 2018 - Feb 2019)**

Note: 39% 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 | 439 | Advanced Practice Nurse | 2 |
| Police Officer | 104 | Check Point Certified Security Administrator | 2 |
| Cdl Class C | 33 | Chemical Weapons Certification | 2 |
| First Aid CprAed | 32 | Emergency Medical Technician (EMT) | 2 |
| Security Clearance | 25 | Law Enforcement Certification | 2 |
| Basic Post Certificate | 22 | Phlebotomy Certification | 2 |
| Certified Patient Account Technician | 9 | Physical Fitness | 2 |
| Advanced Post Certificate | 7 | Vocational Technical Certificate | 2 |
| Certified Peace Officer | 7 | Advanced Registered Nurse Practitioner | 1 |
| Typing Certification | 7 | Baton Permit | 1 |
| Certified To Carry A Firearm | 6 | Cdl Class B | 1 |
| Public Safety Certificate | 6 | Certified Military | 1 |
| Paramedic Certification | 5 | Certified Teacher | 1 |
| Security Guard Certification | 4 | Community Service | 1 |
| Basic Security Training (BST) | 3 | Nurse-Midwife | 1 |
| Polygraph | 3 | Public Safety Telecommunicator | 1 |

*Source: Burning Glass*

**Table 11. Education Requirements for Administration of JusticeOccupations in Bay Region**

Note: 30% 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 | 452 (79%) |
| Associate Degree | 27 (5%) |
| Bachelor’s Degree or Higher | 89 (16%) |

*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 or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, jcarrese@ccsf.eduor (415) 267-6544