

Administration of Justice and Police Academy Occupations

Labor Market Analysis: San Diego County

November 2020

Summary



The brief provides labor market information about *Administration of Justice and Policy Academy Occupations* to assist the San Diego and Imperial Counties Community Colleges with program development and strategic planning. *Administration of Justice and Policy Academy Occupations* include “Bailiffs,” “Detectives and Criminal Investigators,” “Police and Sheriff’s Patrol Officers,” “Private Detectives and Investigators,” “First-Line Supervisors of Correctional Officers,” “First-Line Supervisors of Police and Detectives,” and “Gaming Surveillance Officers and Gaming Investigators.” According to available labor market information, *Administration of Justice and Policy Academy Occupations* in San Diego County have a labor market demand of 996 annual job openings (while average demand for a single occupation in San Diego County is 277 annual job openings), and 15 educational institutions in San Diego County supply 396 awards for these occupations, suggesting that there is a supply gap in the labor market. Entry-level and median wages for all occupations are above the living wage. This brief recommends proceeding with developing a **new** program because 1) these occupations’ entry-level and median earnings are above the living wage; 2) employers require, at minimum, a high school diploma or equivalent for these occupations; and 3) a supply gap exists for these positions.

Introduction

This report provides labor market information in San Diego County for the following occupational codes in the Standard Occupational Classification (SOC)¹ system:

- **Bailiffs** (SOC 33-3011): Maintain order in courts of law.
- **Detectives and Criminal Investigators** (SOC 33-3021): Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.
- **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.
- **Private Detectives and Investigators** (SOC 33-9021): Gather, analyze, compile and report information regarding individuals or organizations to clients, or detect occurrences of unlawful acts or infractions of rules in private establishment.

For the purpose of this report, these occupations are referred to as *Administration of Justice and Policy Academy Occupations*.

Projected Occupational Demand

Between 2019 and 2024, *Administration of Justice and Policy Academy Occupations* are projected to increase by 433 net jobs or three percent (Exhibit 1 a). During this period, employers in San Diego County are projected to hire 996 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

Exhibit 1a: Number of Jobs for Administration of Justice and Policy Academy Occupations (2009-2024)²

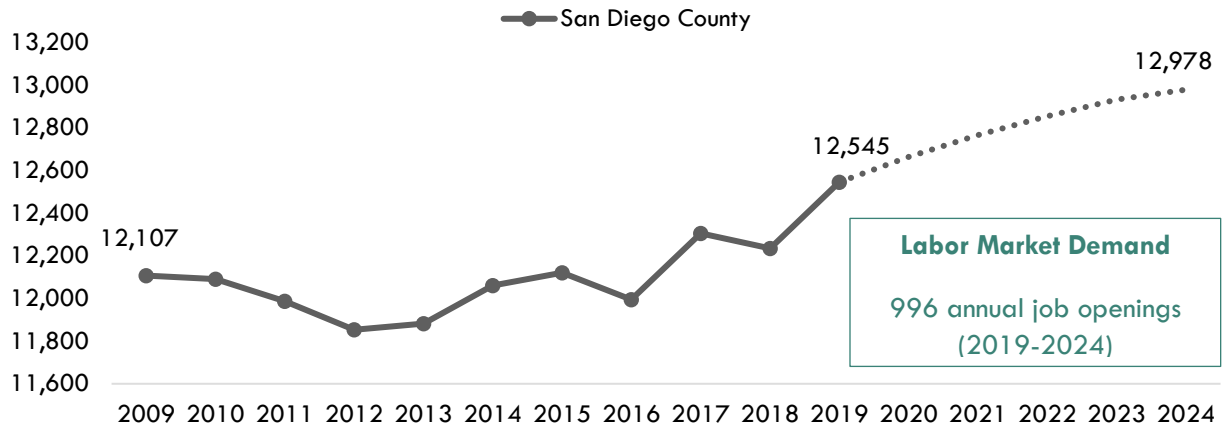


Exhibit 1b breaks down the projected number of jobs change by occupation more specifically: *Police and Sheriffs Patrol Officers* are projected to increase the most by 257 total jobs between 2019 and 2024.

Exhibit 1b: Number of Jobs for Administration of Justice and Policy Academy Occupations in San Diego County (2019-2024)³

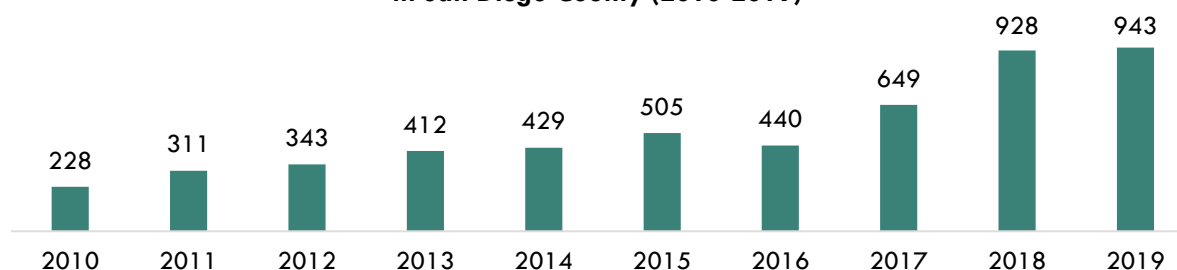
Occupational Title	2019 Jobs	2024 Jobs	2019 - 2024 Net Jobs Change	2019-2024 % Net Jobs Change	Annual Job Openings (Demand)
Police and Sheriffs Patrol Officers	7,568	7,825	257	3%	596
Detectives and Criminal Investigators	3,305	3,416	111	3%	238
Private Detectives and Investigators	1,650	1,710	60	4%	159
Bailiffs	22	27	5	23%	3
Total	12,545	12,978	433	3%	996

² EMSI 2020.03; QCEW, Non-QCEW, Self-Employed.
³ EMSI 2020.03; QCEW, Non-QCEW, Self-Employed.

Online Job Postings

This report analyzes not only historical and projected data (traditional labor market information or LMI), but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2010 and 2019, there was an average of 519 online job postings per year in San Diego County for *Administration of Justice and Policy Academy Occupations* (Exhibit 2). Please note that online job postings do not equal labor market demand; demand is represented by annual job openings (Exhibit 1b). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 2: Number of Online Job Postings for *Administration of Justice and Policy Academy Occupations* in San Diego County (2010-2019)⁴



Earnings

The entry-level hourly earnings of *Administration of Justice and Policy Academy Occupations* range from \$25.25 to \$44.32 (Exhibit 3a).

Exhibit 3a: Hourly Earnings for *Administration of Justice and Policy Academy Occupations* in San Diego County⁵

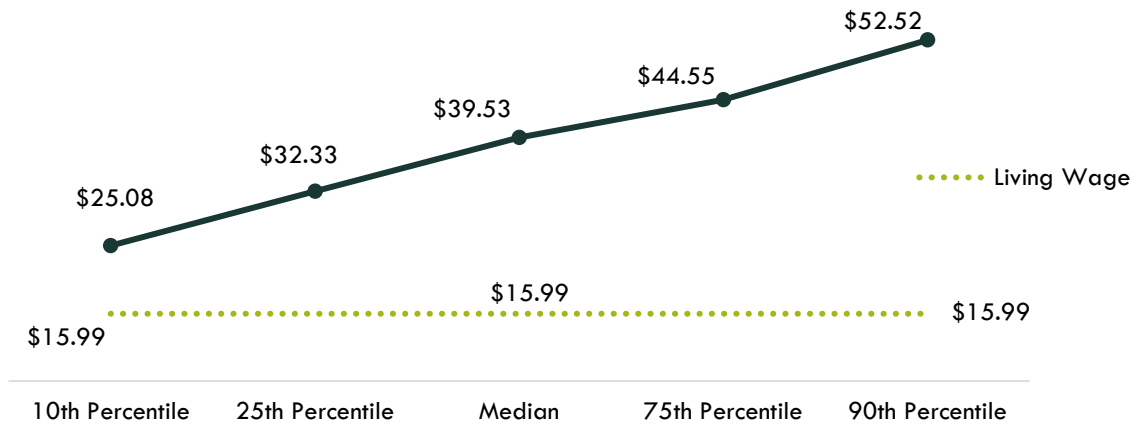
Occupational Title	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Detectives and Criminal Investigators	\$44.32	\$45.62	\$50.87
Police and Sheriffs Patrol Officers	\$33.21	\$44.63	\$52.05
Private Detectives and Investigators	\$26.53	\$38.72	\$42.16
Bailiffs	\$25.25	\$29.15	\$33.11

⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2019.

⁵ EMSI 2020.03; QCEW, Non-QCEW, Self-Employed.

On average, the median hourly earnings for *Administration of Justice and Policy Academy Occupations* is **\$32.33**; this is more than the living wage for a single adult in San Diego County, which is **\$15.99** per hour (Exhibit 3b).⁶

Exhibit 3b: Average Hourly Earnings⁷ for *Administration of Justice and Policy Academy Occupations* in San Diego County⁸



Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁹ There are **two** TOP codes and **four** CIP codes related to *Administration of Justice and Policy Academy Occupations* (Exhibit 4). Because these TOP and CIP codes train for a variety of law enforcement occupations, there is no one-to-one match between TOP/CIP codes and SOC codes. As a result, this brief only calculates awards from Policy Academy (TOP 210550) for *Police and Sheriff's Patrol Officers* to avoid double-counting the educational supply for these occupations.

⁶ "California Family Needs Calculator (formerly the Self-Sufficiency Standard)," Insight: Center for Community Economic Development, last updated 2018. insightccd.org/2018-self-sufficiency-standard.

⁷ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁸ EMSI 2020.03; QCEW, Non-QCEW, Self-Employed.

⁹ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

Exhibit 4: Related TOP and CIP Codes for Administration of Justice and Policy Academy Occupations

<i>Administration of Justice and Policy Academy Occupations</i>	
TOP 210500:	Administration of Justice
TOP 210550:	Police Academy
CIP 43.0103:	Criminal Justice/Law Enforcement Administration*
CIP 43.0104:	Criminal Justice/Safety Studies
CIP 43.0107:	Criminal Justice/Police Science
CIP 43.0119:	Critical Incident Response/Special Police Operations*

According to TOP data, five community colleges supply the region with awards for these occupations: Grossmont College, MiraCosta College, Palomar College, San Diego Miramar College and Southwestern College. According to CIP data, 10 non-community colleges supply the region with awards: Alliant International University-San Diego, Argosy University-San Diego, Ashford University, Brightwood College-Chula Vista, Brightwood College-San Diego, Brightwood College-Vista, California Miramar University, National University, San Diego Christian College, and San Diego State University. While provided below, this brief only calculates awards from Policy Academy (TOP 210550) for Police and Sheriff's Patrol Officers as previously mentioned (Exhibit 5).

Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2014-15 through PY2018-19 Average)

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY16-17 to PY18-19)	Other Educational Institutions 3-Yr Annual Average Awards (PY14-15 to PY16-17)	3-Yr Total Average Supply (PY14-15 to PY18-19)
210500	Administration of Justice	491	0	491
	• Grossmont	124	0	
	• MiraCosta	45	0	
	• Palomar	49	0	
	• San Diego Miramar	110	0	
	• Southwestern	163	0	

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY16-17 to PY18-19)	Other Educational Institutions 3-Yr Annual Average Awards (PY14-15 to PY16-17)	3-Yr Total Average Supply (PY14-15 to PY18-19)
210550	Police Academy	141	0	141
	• Grossmont	27	0	
	• Palomar	5	0	
	• San Diego Miramar	78	0	
	• Southwestern	31	0	
43.0103	Criminal Justice/Law Enforcement Administration	0	396	396
	• Alliant International University-San Diego	0	8	
	• Argosy University-San Diego	0	5	
	• Ashford University	0	269	
	• National University	0	113	
	• San Diego Christian College	0	1	
	• San Diego State University	0	0	
43.0104	Criminal Justice/Safety Studies	0	1,056	1,056
	• Ashford University	0	622	
	• Brightwood College-Chula Vista	0	26	
	• Brightwood College-San Diego	0	20	
	• Brightwood College-Vista	0	19	
	• California Miramar University	0	1	
	• San Diego State University	0	368	
			Total	2,084

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁰ suggests that there is a **supply gap** for *Police and Sheriff's Patrol Officers* in San Diego County. Exhibit 4a separates *Police and Sheriff's Patrol Officers* from the other occupations in the analysis.

Exhibit 6a: Labor Demand (Annual Openings) vs. Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
<i>Police and Sheriffs Patrol Officers</i>	596	141	455

Additionally, there is a **supply gap** for the other *Administration of Justice and Policy Academy Occupations* in San Diego County, with 996 annual openings and 396 awards. Comparatively, there are 8,144 annual openings in California and 1,190 awards, demonstrating that there is a supply gap across the state¹¹ (Exhibit 6b).

Exhibit 6b: Labor Demand (Annual Openings) vs. Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	996	396	600
California	8,144	1,190	6,954

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

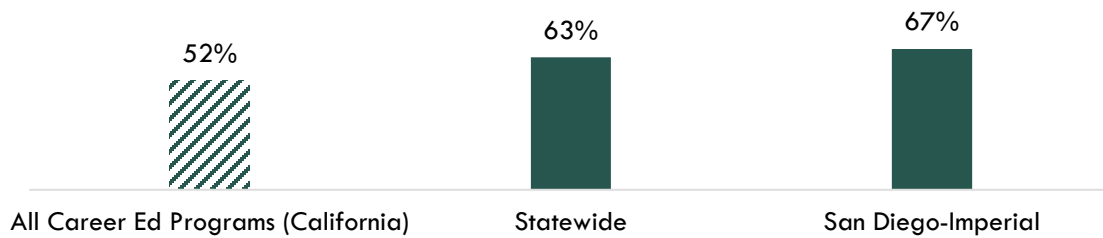
¹⁰ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹¹ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

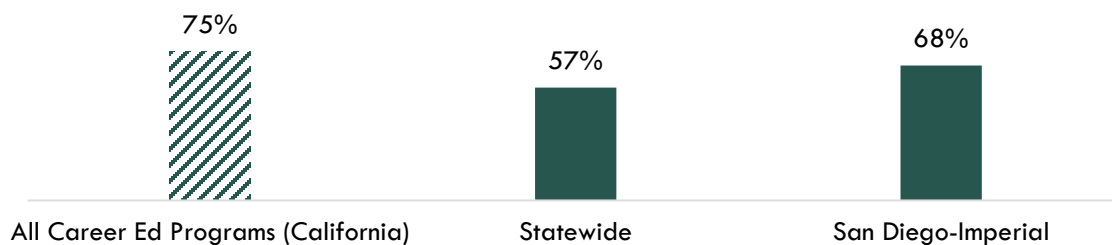
According to the California Community Colleges LaunchBoard, 67 percent of students in the San Diego-Imperial region earned a living wage after completing an Administration of Justice (TOP 210500) program, compared to 63 percent statewide and 52 percent of students in Career Education programs in general across the state (Exhibit 7a).

Exhibit 7a: Proportion of Students Who Earned a Living Wage (Administration of Justice, PY2016-17)¹²



According to the California Community Colleges LaunchBoard, 68 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing Administration of Justice (TOP 210500) programs, compared to 57 percent statewide and 75 percent of students in Career Education programs in general across the state (Exhibit 7b).

**Exhibit 7b: Percentage of Students in a Job Closely Related to Field of Study
Administration of Justice, PY2016-17¹³**



¹² Among completers and skills builders who exited, the proportion of students who attained a living wage. calpassplus.org/LaunchBoard/SWP.aspx

¹³ Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study. calpassplus.org/LaunchBoard/SWP.aspx

Top Employers

Between January 1, 2017 and December 31, 2019, the top five employers in San Diego County for these occupations were CACI, County of San Diego, U.S. Customs and Border Protection, Booz Allen Hamilton Incorporated, and Anthem Blue Cross (Exhibit 8).

Exhibit 8: Top Employers in San Diego County for Administration of Justice and Policy Academy Occupations¹⁴

Top Employers	
<ul style="list-style-type: none"> • CACI • County of San Diego • U.S. Customs and Border Protection • Booz Allen Hamilton Inc. • Anthem Blue Cross 	<ul style="list-style-type: none"> • U.S. Department of Homeland Security • U.S. Government • City of San Diego • BAE Systems • San Diego Community College District

Education and Skills

Administration of Justice and Policy Academy Occupations have a national educational attainment of a high school diploma or equivalent (Exhibit 9a).

Exhibit 9a: National Educational Attainment for Administration of Justice and Policy Academy Occupations¹⁵

Occupational Title	Typical Entry-Level Education
Bailiffs	High school diploma or equivalent
Detectives and Criminal Investigators	High school diploma or equivalent
Police and Sheriff's Patrol Officers	High school diploma or equivalent
Private Detectives and Investigators	High school diploma or equivalent

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

¹⁵ EMSI 2020.03; QCEW, Non-QCEW, Self-Employed.

Based on online job postings between January 1, 2017 and December 31, 2019 in San Diego County, the top listed educational requirement for *Administration of Justice and Policy Academy Occupations* is a [bachelor's degree](#) (Exhibit 9b).¹⁶

Exhibit 9b: Educational Requirements for *Administration of Justice and Policy Academy Occupations* in San Diego County¹⁷



* May not add up to 100% due to rounding

Exhibit 10 lists the top specialized, soft and software skills that appeared in online job postings between January 1, 2017 and December 31, 2019.

Exhibit 10: Top Skills for *Administration of Justice and Policy Academy Occupations* in San Diego County¹⁸

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Surveillance • Law Enforcement or Criminal Justice Experience • Public Health and Safety • Criminal Justice • Scheduling 	<ul style="list-style-type: none"> • Communication Skills • Writing • Research • Physical Abilities • Planning 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft PowerPoint • Microsoft Word • Word Processing • Microsoft Access

¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

¹⁷ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 4, 2019. bls.gov/emp/tables/educational-attainment.htm.

¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

Prepared by:

Tina Ngo Bartel, Director

John Edwards, Research Analyst

San Diego-Imperial Center of Excellence for Labor Market Research

tngobartel@miracosta.edu

jedwards@miracosta.edu



Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.