

Administration of Justice Occupations Labor Market Information Contra Costa College

Prepared by the San Francisco Bay Center of Excellence
for Labor Market Research
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Recommendation

Based on all available data, there appears to be an undersupply of Administration of Justice workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties). There is a projected annual gap of about 601 students in the Bay region and 186 students in the East Bay Sub-Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.00-Administration of Justice programs in 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 Contra Costa College and in the region.

This report profiles Administration of Justice Occupations in the 12 county Bay region and in the East Bay sub-region for a program review at Contra Costa College.

- **Probation Officers and Correctional Treatment Specialists (21-1092):** Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.
Entry-Level Educational Requirement: Bachelor's degree
Training Requirement: Short-term on-the-job training
Percentage of Community College Award Holders or Some Postsecondary Coursework: 16%
- **Correctional Officers and Jailers (33-3012):** Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
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: 50%
- **Detectives and Criminal Investigators (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%
- **Police and Sheriff's Patrol Officers (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%

- **Police, Fire, and Ambulance Dispatchers / Public Safety Telecommunicators (43-5031):** Operate radio, telephone, or computer equipment at emergency response centers. Receive reports from the public of crimes, disturbances, fires, and medical or police emergencies. Relay information to law enforcement and emergency response personnel. May maintain contact with caller until responders arrive.

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%

Occupational Demand

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

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Probation Officers and Correctional Treatment Specialists	1,952	2,069	116	6%	959	192	\$37.70	\$49.25
Correctional Officers and Jailers	5,378	5,539	162	3%	2,572	514	\$29.17	\$40.73
Detectives and Criminal Investigators	1,285	1,345	60	5%	482	96	\$42.91	\$55.58
Police and Sheriff's Patrol Officers	17,434	18,316	883	5%	7,157	1,431	\$46.96	\$57.66
Police, Fire, and Ambulance Dispatchers / Public Safety Telecommunicators	1,790	1,901	110	6%	988	198	\$32.09	\$39.91
TOTAL	27,839	29,170	1,331	5%	12,158	2,432	\$41.73	\$52.56

Source: EMSI 2020.3

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 Justice Occupations in East Bay Sub-Region

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Probation Officers and Correctional Treatment Specialists	380	405	26	7%	190	38	\$41.79	\$48.37
Correctional Officers and Jailers	865	883	18	2%	405	81	\$30.86	\$38.12
Detectives and Criminal Investigators	358	373	15	4%	132	26	\$44.95	\$57.09
Police and Sheriff's Patrol Officers	4,685	4,833	149	3%	1,815	363	\$47.67	\$56.21
Police, Fire, and Ambulance Dispatchers / Public Safety Telecommunicators	496	525	29	6%	272	54	\$32.67	\$40.79
TOTAL	6,784	7,020	236	3%	2,813	563	\$43.95	\$52.38

Source: EMSI 2020.3

East Bay Sub-Region includes: Alameda and Contra Costa Counties

Job Postings in Bay Region and East Bay Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (Sept 2019 - Aug 2020)

Occupation	Bay Region	East Bay Sub-Region
Police Patrol Officers	731	305
Police, Fire, and Ambulance Dispatchers	498	205
Intelligence Analysts	373	53
Criminal Investigators and Special Agents	169	42
Correctional Officers and Jailers	166	29
Sheriffs and Deputy Sheriffs	108	27
Immigration and Customs Inspectors	90	15
Probation Officers and Correctional Treatment Specialists	83	24
Police Detectives	13	6
Police Identification and Records Officers	5	2
TOTAL	0	0

Source: Burning Glass

**Table 4a. Top Job Titles for Administration of Justice Occupations for latest 12 months (Sept 2019 - Aug 2020)
Bay Region**

Common Title	Bay	Common Title	Bay
Police Officer	105	35M Warrant Officer	16
Dispatcher	78	Community Service Officer	15
Police Officer Trainee	66	Police Recruit	14
Border Patrol Agent	34	Cash Transport Guard	14
Public Safety Dispatcher	33	Correctional Officer	13
Intelligence Analyst	31	Correctional Lieutenant	12
Criminal Investigator	30	Yard Marshal	11
Chief People Officer	25	Police Dispatcher II	11
Police Dispatcher	18	Deputy Sheriff - Lateral	11
Courtesy Patrol	18	Courtesy Patrol Graveyard	11
Police Officer Lateral	17	Police Officer - Lateral	10
Military Police	17	Military Police Officer	10
Public Safety Officer	16	Import Specialist	10
Police Officer Recruit	16	Detention Officer	10

**Table 4b. Top Job Titles for Administration of Justice Occupations for latest 12 months (Sept 2019 - Aug 2020)
East Bay Sub-Region**

Common Title	East Bay	Common Title	East Bay
Dispatcher	46	Police Cadet, Pt Continuous	7
Police Officer Trainee	33	Entry Level Police Officer	7
Police Officer	22	Community Service Officer	7
Courtesy Patrol	13	Communications Specialist	7
Police Dispatcher II	11	Cash Transport Guard	7
Police Officer Lateral	10	Military Police Officer	6
Intelligence Analyst	10	Deputy Sheriff II Lateral	6
Community Patrol	9	Courtesy Patrol Graveyard	6
Reach Special	8	Sheriff& 39 S Dispatcher I	5
Police Officer Recruit	8	Police Services Officer	5
Military Police	8	Police Officer - Graduate	5
Cannabis Delivery Dispatcher	8	Police Communications Dispatcher	5
Yard Marshal	7	Deputy Sheriff I Post Graduate	5
Police Operations Dispatcher	7	Communications Dispatcher I	5

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Administration of Justice Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Local Government, Excluding Education and Hospitals (903999)	20,078	21,031	5%	72%
State Government, Excluding Education and Hospitals (902999)	4,546	4,821	6%	16%
Colleges, Universities, and Professional Schools (State Government) (902612)	753	841	12%	3%
Federal Government, Military (901200)	625	606	-3%	2%
Federal Government, Civilian, Excluding Postal Service (901199)	578	574	-1%	2%
Colleges, Universities, and Professional Schools (611310)	489	546	12%	2%

Source: EMSI 2020.3

Table 6. Top Employers Posting Administration of Justice Occupations in Bay Region and East Bay Sub-Region (Sept 2019 - Aug 2020)

Employer	Bay	Employer	Bay	Employer	East Bay
Umpqua Community College	66	County San Mateo	13	Umpqua Community College	32
County Santa Clara	50	City Fairfield	13	City Richmond	17
Deloitte	42	Brinks Incorporated	13	UC Berkeley	16
US Customs and Border Protection	33	Pinkerton	12	City Oakland	16
Amazon	28	Facebook	12	Lawrence Livermore National Laboratory	13
Allied Universal	27	County Marin	12	County Contra Costa	10
County Sonoma	23	US Government	11	City Concord	10
State of California	22	County of Napa	11	Amazon	10
Stanford University	22	Wells Fargo	10	US Customs and Border Protection	9
CA Berkeley	17	Planned Companies Nj	10	Planned Companies	9
City Sunnyvale	17	Monterey County California	10	Mills College	9
City Richmond	17	Microsoft Corporation	10	County Alameda	9
California State University	17	County Contra Costa	10	Planned Companies Nj	8
City Oakland	16	City Santa Clara	10	City Fremont	8
University California	14	City Concord	10	Facebook	7
Planned Companies	14	Apple Inc.	10	City Brentwood	7
Lawrence Livermore National Laboratory	13	US Department of Homeland Security	9	City Berkeley	7

Source: Burning Glass

Educational Supply

There are 23 community colleges in the Bay Region issuing 1,817 awards on average annually (last 3 years ending 2018-19) on TOP 2105.00-Administration of Justice. There are 7 colleges in the East Bay Sub-Region issuing 369 awards on average annually (last 3 years) on this TOP code.

There are three (3) Other Educational Institutions in the Bay Region issuing 14 awards on average annually (last 3 years ending 2016-17) on TOP 2105.00-Administration of Justice. There are two (2) Other Educational Institutions in the East Bay Sub-Region issuing 8 awards on average annually (last 3 years) on this TOP code.

Table 7a. Community College Awards on TOP 2105.00-Administration of Justice in Bay Region

College	Sub-Region	Associates	Certificate Low Unit	Noncredit	Total
Cabrillo	SC - Monterey	19			19
Chabot	East Bay	53			53
Contra Costa	East Bay	25	12		37
De Anza	Silicon Valley	61			61
Diablo Valley	East Bay	83	39		122
Evergreen Valley	Silicon Valley	58			58
Gavilan	Silicon Valley	47	7		54
Hartnell	SC - Monterey	84	22		106
Las Positas	East Bay	34			34
Los Medanos	East Bay	56	11		67
Marin	North Bay	6	1		7
Merritt	East Bay	36	6		42
Mission	Silicon Valley	8			8
Monterey	SC - Monterey	27	31	54	112
Napa	North Bay	43	28		71
Ohlone	East Bay	13	1		14
San Francisco	Mid-Peninsula	43	17		60
San Jose City	Silicon Valley	28	3		31
San Mateo	Mid-Peninsula	60	14		74
Santa Rosa	North Bay	61	54	533	648
Skyline	Mid-Peninsula	32	6		38
Solano	North Bay	48	8		56
West Valley	Silicon Valley	45			45
Total Bay Region		970	260	587	1,817
Total East Bay Sub-Region		300	69	0	369

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Table 7b. Other CTE Institution Awards on TOP 2105.00-Administration of Justice in Bay Region

College	Sub-Region	Associate Degree	Total
Carrington College-Pleasant Hill	East Bay	5	5
Carrington College-San Jose	Silicon Valley	6	6
Carrington College-San Leandro	East Bay	3	3
Total Bay Region		14	14
Total East Bay Sub-Region		8	8

Source: Data Mart

Note: The annual average for awards is 2014-15 to 2016-17.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 2,432 annual openings for the Administration of Justice occupational cluster and 1,831 annual (3-year average) awards for an annual undersupply of 601 students. In the East Bay Sub-Region, there is also a gap with 563 annual openings and 377 annual (3-year average) awards for an annual gap of 186 students.

Student Outcomes

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

2017-18	Bay All CTE Programs	Contra Costa College All CTE Programs	State 2105.00	Bay 2105.00	East Bay 2105.00	Contra Costa College 2105.00
% Employed Four Quarters After Exit	74%	67%	62%	75%	73%	73%
Median Quarterly Earnings Two Quarters After Exit	\$10,550	\$8,473	\$10,425	\$12,424	\$12,684	\$9,782
Median % Change in Earnings	46%	25%	24%	31%	36%	20%
% of Students Earning a Living Wage	63%	32%	63%	58%	55%	42%

Source: Launchboard Pipeline (version available on (9/21/20))

Skills, Certifications and Education

Table 9. Top Skills for Administration of Justice Occupations in Bay Region (Sept 2019 - Aug 2020)

Skill	Postings	Skill	Postings	Skill	Postings
Driver's License	741	Security Guard Certification	14	Project Management Certification	5
Police Officer	122	Certified Cargo Security Professional	12	Certified Welding Inspector (CWI)	5
First Aid CPRAED	96	CDL Class B	10	Certified Peace Officer	5
CDL Class C	90	SANS/GIAC Certification	7	Certified First Responder	5
Security Clearance	70	Bilingual Certification	7	Driver's License	741
Public Safety Certificate	68	Psychologist License	6	Police Officer	122
Typing Certification	67	CompTIA Security+	6	First Aid CPR AED	96
Basic Post Certificate	25	Certified Information Systems Security Professional (CISSP)	6	CDL Class C	90
Emergency Medical Technician (EMT)	20	Call Center Certificate	6	Security Clearance	70
Law Enforcement Certification	17	Advanced Post Certificate	6	Public Safety Certificate	68

Source: Burning Glass

Table 10. Certifications for Administration of Justice Occupations in Bay Region (Sept 2019 - Aug 2020)

Note: 55% 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	741	CDL Class B	10
Police Officer	122	SANS/GIAC Certification	7
First Aid CPR AED	96	Bilingual Certification	7
CDL Class C	90	Psychologist License	6
Security Clearance	70	CompTIA Security+	6
Public Safety Certificate	68	Certified Information Systems Security Professional (CISSP)	6
Typing Certification	67	Call Center Certificate	6
Basic Post Certificate	25	Advanced Post Certificate	6
Emergency Medical Technician (EMT)	20	Project Management Certification	5
Law Enforcement Certification	17	Certified Welding Inspector (CWI)	5
Security Guard Certification	14	Certified Peace Officer	5
Certified Cargo Security Professional	12	Certified First Responder	5

Source: Burning Glass

Table 11. Education Requirements for Administration of Justice Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	876	64%
Associate Degree	44	3%
Bachelor's Degree or Higher	379	33%

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 CCCCCO Data Mart.

Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard 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, 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.edu or (415) 267-6544