



# Legal Studies Occupations Labor Market Information Report Chabot 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 Legal Studies workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda, Contra Costa counties). There is a projected annual gap of about 143 students in the Bay region and 55 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 Chabot College and in the region.

This report profiles Legal Studies Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Chabot College.

It is important to note that Chabot College submitted five occupations in the LMI request form, that they indicate align with the Legal Studies program they are proposing. However, two of these occupations (Lawyers and Judicial Law Clerks) require professional degrees (after a four-year degree). Because community colleges cannot award professional degrees, the occupational data for these two occupations is included as a reference as a future “pathway occupation” that students could pursue after completing a four-year degree, but is not included in the “gap analysis” comparing occupational demand and college supply.

- **Lawyers (23-1011):** Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.  
Entry-Level Educational Requirement: Doctoral or professional degree  
Training Requirement: None  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 1%
- **Judicial Law Clerks (23-1012):** Assist judges in court or by conducting research or preparing legal documents. Excludes “Lawyers” (23-1011) and “Paralegals and Legal Assistants” (23-2011).  
Entry-Level Educational Requirement: Doctoral or professional degree  
Training Requirement: None  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 11%
- **Paralegals and Legal Assistants (23-2011):** Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action. Excludes “Legal Secretaries” (43-6012).  
Entry-Level Educational Requirement: Associate’s degree

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 42%

- **Legal Support Workers, All Other (23-2099):** All legal support workers not listed separately.  
Entry-Level Educational Requirement: Associate's degree  
Training Requirement: None  
Percentage of Community College Award Holders or Some Postsecondary Coursework: 25%
- **Legal Secretaries and Administrative Assistants (43-6012):** Perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.  
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: 52%

## Occupational Demand

**Table 1. Employment Outlook for Legal Studies Occupations in Bay Region**

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Lawyers	32,688	33,764	1,076	3%	9,244	1,849	\$ 48.75	\$ 79.29
Judicial Law Clerks	585	609	24	4%	161	32	\$ 27.20	\$ 35.83
Paralegals and Legal Assistants	8,880	9,417	537	6%	5,386	1,077	\$ 25.40	\$ 33.67
Legal Support Workers, All Other	2,946	2,962	16	1%	1,356	271	\$ 21.13	\$ 29.31
Legal Secretaries and Administrative Assistants	5,797	5,280	-517	-9%	3,130	626	\$ 25.70	\$ 33.67
<b>Total</b>	<b>50,896</b>	<b>52,032</b>	<b>1,136</b>	<b>2%</b>	<b>19,277</b>	<b>3,855</b>	<b>\$40.20</b>	<b>\$62.74</b>

Source: EMSI 2020.4

**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 Legal Studies Occupations in East Bay Sub-region**

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Lawyers	8,517	8,786	269	3%	2,357	471	\$ 41.56	\$ 66.98
Judicial Law Clerks	146	152	6	4%	41	8	\$ 30.15	\$ 34.43
Paralegals and Legal Assistants	1,963	2,090	127	6%	1,198	240	\$ 22.11	\$ 29.13
Legal Support Workers, All Other	747	759	12	2%	351	70	\$ 18.44	\$ 24.68
Legal Secretaries and Administrative Assistants	1,128	1,038	-90	-8%	611	122	\$ 23.83	\$ 29.05
<b>Total</b>	<b>12,501</b>	<b>12,825</b>	<b>324</b>	<b>3%</b>	<b>4,558</b>	<b>911</b>	<b>\$35.39</b>	<b>\$54.71</b>

Source: EMSI 2020.4

**East Bay Sub-Region includes:** Alameda, 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 (Dec 2019-Nov 2020)**

Occupation	Bay Region	East Bay
Lawyers	10,304	2,369
Paralegals and Legal Assistants	3,298	750
Legal Secretaries	1,185	339
Legal Support Workers, All Other	491	73
Judicial Law Clerks	103	24

Source: Burning Glass

**Table 4a. Top Job Titles for Legal Studies Occupations for latest 12 months (Dec 2019-Nov 2020) Bay Region**

Title	Bay	Title	Bay
Legal Secretary	535	Corporate Counsel	109
Paralegal	475	Attorney/Lawyer	103
Legal Assistant	405	Legal Administrative Assistant	99
Associate Attorney	309	In-House Counsel	96
Litigation Paralegal	223	Credentialed Tax Professional - Cpa Enrolled Agent Or Attorney - Seasonal Remote	90
Litigation Secretary	218	Credentialed Tax Expert - Cpa, Enrolled Agent Or Practicing Attorney Seasonal Remote	87
Corporate Paralegal	146	Credentialed Tax Professional - Cpa, Enrolled Agent Or Attorney - Remote	84
Attorney	137	Litigation Attorney	82
Credentialed Tax Expert - Cpa, Enrolled Agent Or Practicing Attorney - Seasonal Remote	112	Credentialed Virtual Tax Professional - Cpa, Enrolled Agent Or Attorney	78

Source: Burning Glass

**Table 4b. Top Job Titles for Legal Studies Occupations for latest 12 months (Dec 2019-Nov 2020) East Bay Sub-Region**

Title	East Bay	Title	East Bay
Legal Secretary	183	Credentialed Tax Professional - Cpa Enrolled Agent Or Attorney - Seasonal Remote	31
Legal Assistant	162	Credentialed Virtual Tax Professional - Cpa, Enrolled Agent Or Attorney	29
Associate Attorney	126	Credentialed Tax Professional - Cpa, Enrolled Agent Or Attorney - Remote	29
Paralegal	114	Credentialed Tax Expert - Cpa, Enrolled Agent Or Practicing Attorney Seasonal Remote	29
Litigation Secretary	63	Litigation Attorney	26
Attorney/Lawyer	51	Staff Attorney	24
Litigation Paralegal	49	Paralegal/Legal Assistant	23
Attorney	45	In-House Counsel - Jdhuntr General Counsel	22
Credentialed Tax Expert - Cpa, Enrolled Agent Or Practicing Attorney - Seasonal Remote	34	Virtual Active Cpa, Enrolled Agent Or Tax Attorney - Seasonal	21

Source: Burning Glass

## Industry Concentration

**Table 5. Industries hiring Legal Studies 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)
Offices of Lawyers	527	523	-1%	62%
Local Government, Excluding Education and Hospitals	160	167	4%	19%
State Government, Excluding Education and Hospitals	44	49	12%	5%
All Other Legal Services	29	32	10%	3%
Corporate, Subsidiary, and Regional Managing Offices	23	27	16%	3%
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	NA	NA	NA%	0%
Computer Systems Design Services	NA	NA	NA%	0%
Administrative Management and General Management Consulting Services	NA	NA	NA%	0%
Marketing Consulting Services	NA	NA	NA%	0%
Environmental Consulting Services	NA	NA	NA%	0%

Source: EMSI 2020.4

**Table 6. Top Employers Posting Legal Studies Occupations in Bay Region and East Bay Sub-Region (Dec 2019-Nov 2020)**

Employer	Bay	Employer	East Bay
Jdhuntr In House Counsel	1105	Jdhuntr In House Counsel	581
Intuit	695	Intuit	227
Facebook	269	Tesla	45
Vanguard Ip	98	Kaiser Permanente	34
Alchemy Legal	71	state of california	24
Lighthouse Legal Search	69	University Of California Office Of The President	20
Apple Inc.	60	Tesla Motors	20
Fenwick & West	57	University Of California Berkeley	16
Paragon Legal Group	56	New York Life	16
Gilead Sciences	53	Sierra Club	15
state of california	50	City Oakland	15
Uber	47	Blue Cross Blue Shield of California	13
Tesla	47	Apc	13
Wells Fargo	45	Alchemy Legal	13

Source: Burning Glass

## Educational Supply

There are twenty-three (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. In the East Bay Sub-Region, there are seven (7) community colleges that issued 369 awards on average annually (last 3 years) on this TOP code.

There are a three (3) other CTE 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 is two (2) other CTE educational institution 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	Subregion	Associate	Certificate Low	Noncredit	Total
Cabrillo	SC-Monterey	19	0	0	19
Chabot	East Bay	53	0	0	53
Contra Costa	East Bay	25	12	0	37
De Anza	Silicon Valley	61	0	0	61
Diablo Valley	East Bay	83	39	0	122
Evergreen Valley	Silicon Valley	58	0	0	58
Gavilan	Silicon Valley	47	7	0	54
Hartnell	SC-Monterey	84	22	0	106
Las Positas	East Bay	34	0	0	34
Los Medanos	East Bay	56	11	0	67
Marin	North Bay	6	1	0	7
Merritt	East Bay	36	6	0	42
Mission	Silicon Valley	8	0	0	8
Monterey	SC-Monterey	27	31	54	112
Napa	North Bay	43	28	0	71
Ohlone	East Bay	13	1	0	14
San Francisco	Mid-Peninsula	43	17	0	60
San Jose City	Silicon Valley	28	3	0	31
San Mateo	Mid-Peninsula	60	14	0	74
Santa Rosa	North Bay	61	54	533	648
Skyline	Mid-Peninsula	32	6	0	38
Solano	North Bay	48	8	0	56
West Valley	Silicon Valley	45	0	0	45
<b>Total</b>		<b>970</b>	<b>260</b>	<b>587</b>	<b>1,817</b>

Source: Data Mart

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

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

College	Subregion	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
<b>Total</b>		<b>14</b>	<b>14</b>

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

## Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 1,974 annual openings for the Legal Studies occupational cluster (requiring less than a four-year degree) and 1,831 annual (3-year average) awards for an annual undersupply of 143 students. In the East Bay Sub-Region, there is also a gap with 432 annual openings for the Legal Studies occupational cluster (requiring less than a four-year degree) and 377 annual (3-year average) awards for an annual undersupply of 55 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 Program	Chabot All CTE Program	State 2105.00	Bay 2105.00	East Bay 2105.00	Chabot 2105.00
% Employed Four Quarters After Exit	67%	73%	63%	66%	66%	73%
Median Quarterly Earning Two Quarters After Exit	\$11,466	\$10,389	\$10,425	\$12,424	\$12,684	\$8,868
Median % Change in Earning	31%	35%	24%	31%	36%	83%
% of Students Earning a Living Wage	53%	50%	63%	58%	55%	39%

Source: Launchboard Pipeline (version available on August 2020)

## Skills, Certifications and Education

**Table 9. Top Skills for Legal Studies Occupations in Bay Region (Dec 2019-Nov 2020)**

Skill	Posting	Skill	Posting
Litigation	5,031	Civil Litigation	748
Legal Documentation	1,726	Corporate Governance	707
Customer Service	1,538	Contract Preparation	700
Intellectual Property	1,462	Customer Billing	686
Customer Contact	1,432	Due Diligence	675
Legal Research	1,357	Tax Preparation	673
Administrative Support	1,238	Public Accounting	625
Legal Document Composition	1,186	Spreadsheets	601
Legal Support	1,102	Contract Drafting	600
Scheduling	1,001	Circular 230	597
Project Management	834	Tax Law	579
Case Management	818	Legal Compliance	565
Mergers and Acquisitions	771	Business Development	550
Tax Returns	769	Audit Experience	545

Source: Burning Glass

**Table 10. Certifications for Legal Studies Occupations in the Bay Region (Dec 2019-Nov 2020)**

Certification	Posting	Certification	Posting
Licensed Attorney	1,080	Series 63	23
Paralegal Certification	1,028	Project Management Certification	23
Certified Public Accountant (CPA)	799	Business License	23
California Bar	487	Series 6	22
Driver's License	260	Life and Health Insurance License	22
Certified Information Privacy Professional (CIPP)	79	Investment Advisor	21
Security Clearance	71	Civil Litigation Certificate	16
Notary License	36	Certified Information Systems Security Professional (CISSP)	16

Certification	Posting	Certification	Posting
Legal Assistant	35	Ca License	16
Typing Certification	29	Mortgage License	13

Source: Burning Glass

Note: 76% 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.

**Table 11. Education Requirements for Legal Studies Occupations in Bay Region (Dec 2019-Nov 2020)**

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	369	7%
Associate's degree	213	4%
Bachelor's degree	1,587	28%
Master's degree	51	1%
Doctoral degree	3,408	60%

Source: Burning Glass

Note: 63% 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.

## 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

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