










# Administration of Justice and Police Academy Occupations

## Labor Market Analysis: Imperial County

May 2021

### Summary

| NEW PROGRAM RECOMMENDATION?   | EVIDENCE OF A SUPPLY GAP?  | AT OR ABOVE THE LIVING WAGE?   | EXPECTED EDUCATION FOR MAJORITY OF OCCUPATIONS ANALYZED   |
|---|--|--|---|
|  <p><b>Proceed with New Program</b></p>  | <br> | <br> | <input type="checkbox"/> Bachelor's Degree<br><input type="checkbox"/> Associate Degree<br><input type="checkbox"/> Some College or Certificate<br><input checked="" type="checkbox"/> HS Diploma or Equivalent<br><input type="checkbox"/> Less than a HS Diploma<br><input type="checkbox"/> Apprenticeship |
| SUPPORT FOR PROGRAM MODIFICATION?   | NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING   | NUMBER OF ANNUAL JOB OPENINGS  |   |
| <br> | <p>MEDIUM</p>    | <p>HIGH</p>    |   |

This brief provides labor market information about *Administration of Justice and Police Academy Occupations* to assist the San Diego and Imperial Counties Community Colleges with program development and strategic planning. *Administration of Justice and Police Academy Occupations* include “Detectives and Criminal Investigators,” “Police and Sheriff’s Patrol Officers,” and “Private Detectives and Investigators.” According to available labor market information, *Administration of Justice and Police Academy Occupations* in Imperial County have a labor market demand of 62 annual job openings (while average demand for a single occupation in Imperial County is 14 annual job openings), and one community college in Imperial County supplies eight awards for these occupations, suggesting that there is a supply gap in the labor market. Entry-level wages and median wages for these occupations are above the living wage. This brief recommends proceeding with developing a new program or a program modification because 1) a high number of annual job openings exist; 2) a supply gap exists in the region; and 3) entry-level and median earnings are above the living wage.

## Introduction

This report provides labor market information in Imperial County for the following occupational codes in the Standard Occupational Classification (SOC)<sup>1</sup> system:

- **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 Police Academy Occupations*.

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<sup>1</sup> 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).

## Projected Occupational Demand

Between 2020 and 2025, *Administration of Justice and Police Academy Occupations* are projected to increase by 38 net jobs or five percent (Exhibit 1a). Employers in Imperial County will need to hire 62 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

**Exhibit 1a: Number of Jobs for Administration of Justice and Police Academy Occupations (2010-2025)<sup>2</sup>**

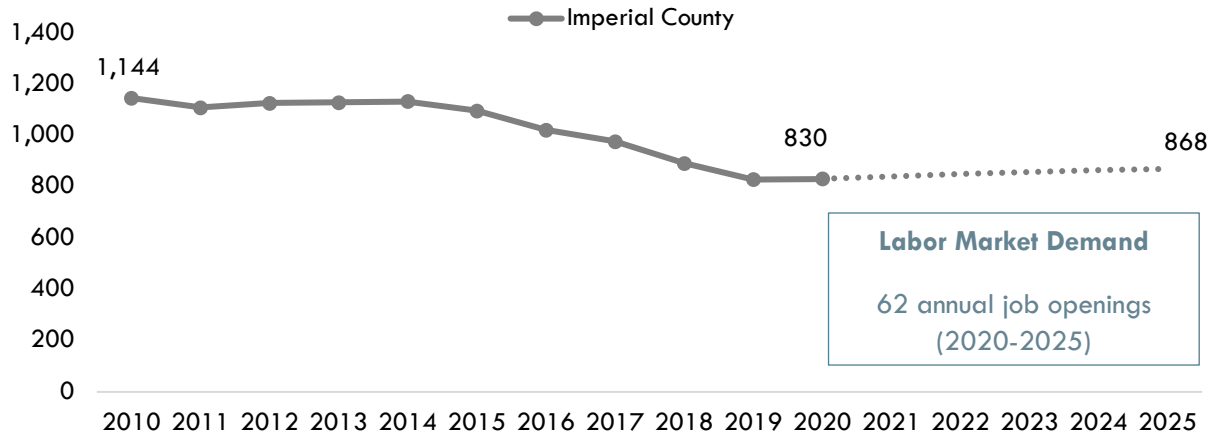


Exhibit 1b disaggregates the projected number of jobs change by occupation. “Detectives and Criminal Investigators” are projected to have the most labor market demand between 2020 and 2025, with 39 annual job openings.

**Exhibit 1b: Number of Jobs for Administration of Justice and Police Academy Occupations in Imperial County (2020-2025)<sup>3</sup>**

| Occupational Title                    | 2020 Jobs  | 2025 Jobs  | 2020 - 2025 Net Jobs Change | 2020-2025 % Net Jobs Change | Annual Job Openings (Demand) |
|---------------------------------------|------------|------------|-----------------------------|-----------------------------|------------------------------|
| Detectives and Criminal Investigators | 573        | 589        | 16                          | 3%                          | 39                           |
| Police and Sheriffs Patrol Officers   | 242        | 264        | 22                          | 9%                          | 22                           |
| Private Detectives and Investigators  | 15         | 15         | 0                           | 0%                          | 1                            |
| <b>Total</b>                          | <b>830</b> | <b>868</b> | <b>38</b>                   | <b>5%</b>                   | <b>62</b>                    |

<sup>2</sup> EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

<sup>3</sup> EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

## Earnings

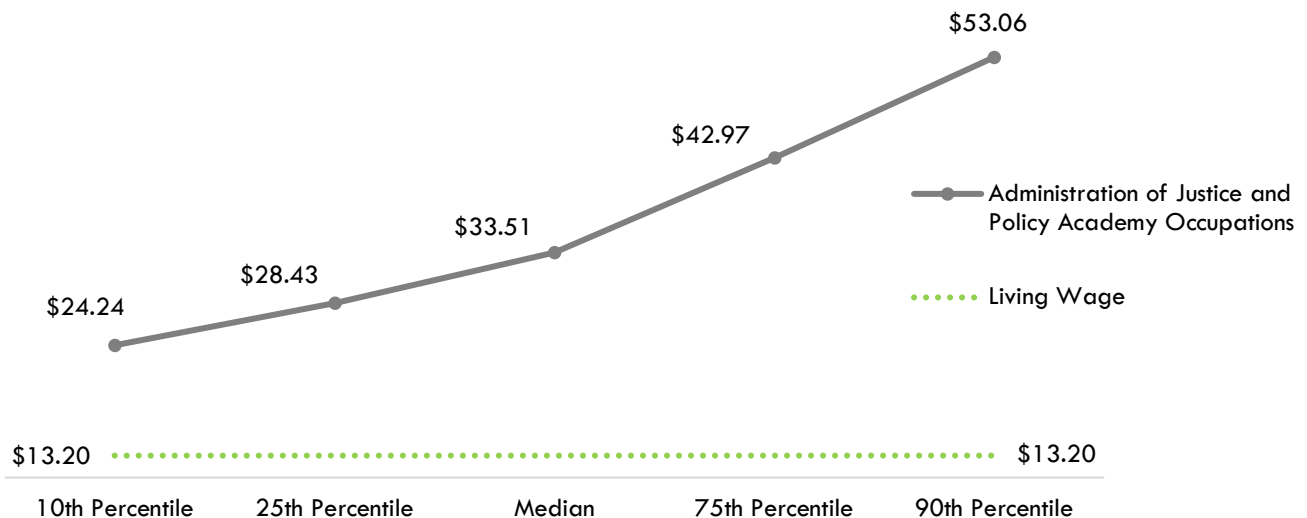
Exhibit 2a disaggregates hourly earnings by occupation. The entry-level hourly earnings for *Administration of Justice and Police Academy Occupations* range from \$18.58 to \$39.98.

**Exhibit 2a: Hourly Earnings for Administration of Justice and Police Academy Occupations in Imperial County<sup>4</sup>**

| Occupational Title                    | Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75 <sup>th</sup> Percentile) |
|---------------------------------------|---|------------------------|---|
| Detectives and Criminal Investigators | \$39.98   | \$41.15                | \$41.16   |
| Police and Sheriffs Patrol Officers   | \$26.74   | \$31.98                | \$47.42   |
| Private Detectives and Investigators  | \$18.58   | \$27.39                | \$40.33   |

On average, the entry-level hourly earnings for *Administration of Justice and Police Academy Occupations* are \$28.43; this is more than the living wage for a household of two adults and two school-age children in Imperial County, which is \$13.20 per hour (Exhibit 2b).<sup>5</sup>

**Exhibit 2b: Average Hourly Earnings<sup>6</sup> for Administration of Justice and Police Academy Occupations in Imperial County<sup>7</sup>**



<sup>4</sup> EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

<sup>5</sup> "California Family Needs Calculator (formerly the Self-Sufficiency Standard)," Insight: Center for Community Economic Development, last updated 2018. [insightccd.org/2018-self-sufficiency-standard](https://insightccd.org/2018-self-sufficiency-standard).

<sup>6</sup> 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.

<sup>7</sup> EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

## 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.<sup>8</sup> Programs in the TOP code 2105.00: Administration of Justice train for a variety of occupations. Therefore, this brief conservatively does not count the awards from that TOP code to reflect a more accurate representation of the labor market supply.<sup>9</sup> There is **one** TOP code and **five** CIP codes related to *Administration of Justice and Police Academy Occupations* (Exhibit 3).

**Exhibit 3: Related TOP and CIP Codes for Administration of Justice and Police Academy Occupations**

| TOP or CIP Code | TOP or CIP Program Title                             |
|-----------------|--|
| TOP 2105.00     | Administration of Justice*                           |
| TOP 2105.50     | 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 |
| CIP 43.0304     | Terrorism and Counterterrorism Operations            |

According to TOP data, **one** community college supplies the region with awards for these occupations: **Imperial Valley College**. According to CIP data, **no** non-community-college institution supplies the region with awards (Exhibit 4).

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2016-17 through PY2019-20 Average)**

| TOP or CIP Code | TOP or CIP Program Title  | 3-Yr Annual Average CC Awards (PY17-18 to PY19-20) | Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19) | 3-Yr Total Average Supply (PY16-17 to PY19-20) |
|-----------------|---|--|--|--|
| 2105.50         | Police Academy  | 8  | 0  | 8  |
|                 | <ul style="list-style-type: none"> <li>Imperial Valley</li> </ul> | 8  | 0  |  |
|                 |   |  | <b>Total</b>   | <b>8</b>                                       |

<sup>8</sup> 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).

<sup>9</sup> Certificates and awards from TOP code 2105.00: Administration of Justice were not included in the number of awards conferred in the region.

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>10</sup> suggests that there is a **supply gap** for these occupations in Imperial County, with **62** annual openings and **eight** awards. Comparatively, there are **7,466** annual openings in California and **6,950** awards, suggesting that there is also a supply gap across the state<sup>11</sup> (Exhibit 5).

**Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)**

|            | <b>Demand</b><br>(Annual<br>Openings) | <b>Supply</b><br>(Total Annual<br>Average Supply) | <b>Supply Gap or<br/>Oversupply</b> |
|------------|---------------------------------------|---|-------------------------------------|
| Imperial   | 62                                    | 8   | <b>54</b>                           |
| California | 7,466                                 | 6,950   | <b>516</b>                          |

**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.

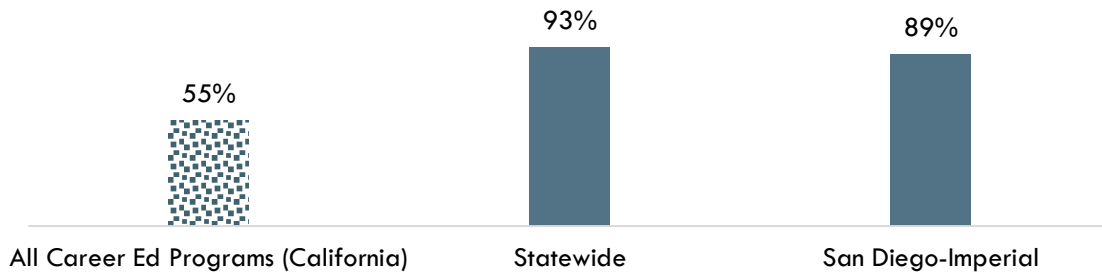
<sup>10</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>11</sup> "Supply and Demand," Centers of Excellence Student Outcomes, [coecc.net/Supply-and-Demand.aspx](http://coecc.net/Supply-and-Demand.aspx).

## Student Outcomes and Regional Comparisons

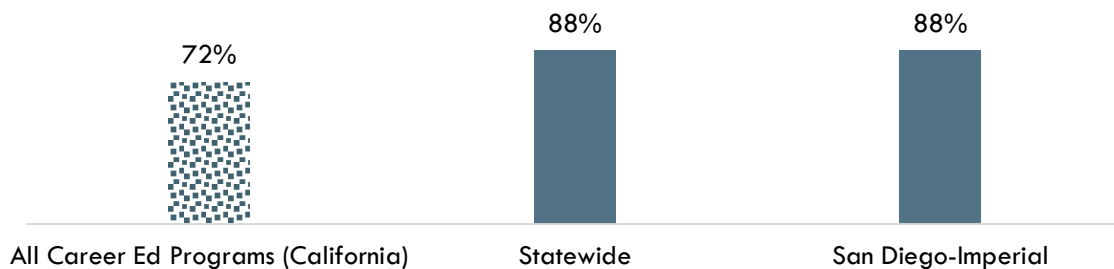
According to the California Community Colleges LaunchBoard, 89 percent of students in the San Diego-Imperial region earned a living wage after completing a Police Academy (TOP 2105.50) program, compared to 93 percent statewide and 55 percent of students in Career Education programs in general across the state (Exhibit 6a).<sup>12</sup>

**Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program  
(Police Academy, PY2017-18)<sup>13</sup>**



According to the California Community Colleges LaunchBoard, 88 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a Police Academy (TOP 2105.50) program, compared to 88 percent statewide and 72 percent of students in Career Education programs in general across the state (Exhibit 6b).<sup>14</sup>

**Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program  
(Police Academy, PY2016-17)<sup>15</sup>**



<sup>12</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>13</sup> Among completers and skills builders who exited, the percentage of students who attained a living wage.

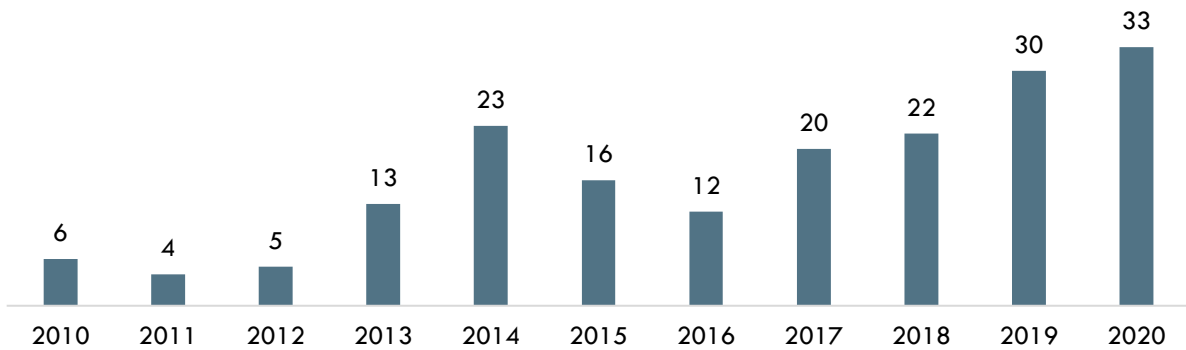
<sup>14</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>15</sup> Most recent year with available data is Program Year 2016-17. 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.

## Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, 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 2020, there was an average of 17 online job postings per year for *Administration of Justice and Police Academy Occupations* in Imperial County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1b). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

**Exhibit 7: Number of Online Job Postings for *Administration of Justice and Police Academy Occupations* in Imperial County (2010-2020)<sup>16</sup>**



<sup>16</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2020.



## Top Employers

Between January 1, 2018 and December 31, 2020, the top five employers in Imperial County for *Administration of Justice and Police Academy Occupations* were U.S. Customs and Border Protection, U.S. Government, Commander, U.S. Department of Homeland Security and Bureau of Land Management based on online job postings (Exhibit 8).

### Exhibit 8: Top Employers in Imperial County for *Administration of Justice and Police Academy Occupations*<sup>17</sup>

| Top Employers   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• U.S. Customs and Border Protection</li> <li>• U.S. Government</li> <li>• Commander</li> <li>• U.S. Department of Homeland Security</li> <li>• Bureau of Land Management</li> </ul> | <ul style="list-style-type: none"> <li>• Imperial County</li> <li>• U.S. Citizenship and Immigration Services</li> <li>• U.S. Immigration and Customs Enforcement</li> <li>• City of Imperial, CA</li> <li>• U.S. Department of Interior</li> </ul> |

## Education, Skills, and Certifications

*Administration of Justice and Police 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 Police Academy Occupations*<sup>18</sup>

| Occupational Title                    | Typical Entry-Level Education     |
|---------------------------------------|-----------------------------------|
| Detectives and Criminal Investigators | High school diploma or equivalent |
| Police and Sheriffs Patrol Officers   | High school diploma or equivalent |
| Private Detectives and Investigators  | High school diploma or equivalent |

<sup>17</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

<sup>18</sup> EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

Based on online job postings between January 1, 2018 and December 31, 2020 in Imperial County, employers posted a **high school diploma or vocational training** as the educational requirement for *Administration of Justice and Police Academy Occupations* (Exhibit 9b).<sup>19</sup>

**Exhibit 9b: Educational Requirements for Administration of Justice and Police Academy Occupations in Imperial County<sup>20</sup>**

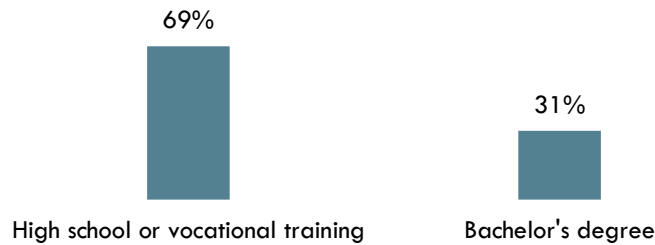


Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2018 and December 31, 2020.

**Exhibit 10: Top Skills for Administration of Justice and Police Academy Occupations in Imperial County<sup>21</sup>**

| Specialized Skills   | Soft Skills   | Software Skills   |
|--|---|---|
| <ul style="list-style-type: none"> <li>• Personnel Management</li> <li>• Law Enforcement or Criminal Justice Experience</li> <li>• Experiments</li> <li>• Performance Appraisals</li> <li>• Performance Analysis</li> <li>• Budgeting</li> <li>• Appointment Setting</li> <li>• Information Systems</li> <li>• Law Enforcement</li> <li>• Surveillance</li> <li>• Public Health and Safety</li> <li>• Cardiopulmonary Function Evaluation</li> <li>• Copying</li> <li>• Traffic Laws</li> <li>• Training Programs</li> </ul> | <ul style="list-style-type: none"> <li>• Spanish</li> <li>• Communication Skills</li> <li>• Physical Abilities</li> <li>• Planning</li> <li>• Decision Making</li> <li>• Teamwork / Collaboration</li> <li>• Organizational Skills</li> <li>• Oral Communication</li> <li>• Writing</li> <li>• Creativity</li> <li>• Research</li> <li>• Detail-Oriented</li> <li>• Preparing Reports</li> <li>• Problem Solving</li> <li>• Building Effective Relationships</li> </ul> | <ul style="list-style-type: none"> <li>• Check Point</li> <li>• LexisNexis</li> </ul> |

<sup>19</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

<sup>20</sup> "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](https://bls.gov/emp/tables/educational-attainment.htm).

<sup>21</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2018 and December 31, 2020.

**Exhibit 11: Top Certifications for *Administration of Justice and Police Academy Occupations* in Imperial County<sup>22</sup>**

Top Certifications in Online Job Postings

1. License to Carry Firearms
  2. Security Clearance
  3. Real Estate Certification
  4. First Aid CPR AED
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<sup>22</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

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### **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.