

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

ADMINISTRATION OF JUSTICE IN THE FAR NORTH

Far North
Center of Excellence

February 2022

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SUMMARY

The Far North Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the Far North subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a Bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this type of analysis due to the lessened barriers for entry-level work, such as no formal education and on-the-job training requirements.

Key findings include:

- Far North administration of justice jobs are projected to remain stable over the next five years, resulting in a nearly zero percent increase in employment by 2025.
- Over the next five years, administration of justice jobs are projected to have 421 annual openings in the Far North subregion.
- Wage data shows that administration of justice occupations earn \$16 to \$35 above the subregion's living wage of \$12.74 per hour.
- Awards data analysis shows that Far North training providers conferred an average of 379 awards (certificates and associate degrees) in administration of justice programs over the last three academic years.

Recommendations include:

- The Far North is nearing a balance between occupational demand and program supply among its administration of justice training pathways, suggesting that there may not be a need to build additional training programs to increase the supply of workers.
- The Far North Center of Excellence recommends that community colleges interested in developing additional administration of justice programs work with local law enforcement agencies to understand the local employment needs better and modify existing programs to meet those needs.

INTRODUCTION

The Far North Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- These middle-skill occupations require more education and training beyond a high school diploma but less than a four-year degree:
 - First-line supervisors of correctional officers (33-1011)
 - First-line supervisors of police and detectives (33-1012)
 - Bailiffs (33-3011)
 - Correctional officers and jailers (33-3012)
 - Detectives and criminal investigators (33-3021)
 - Police and sheriff's patrol officers (33-3051)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Administration of Justice (2105.00)
- Police Academy (2105.50)
- Corrections (2105.10)
- Probation and Parole (2105.20)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Criminal Justice/Law Enforcement Administration (43.0101)
- Criminal Justice/Police Science (43.0107)
- Corrections (43.0102)
- Corrections and Criminal Justice, Other (43.0199)

OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the Far North, North/Far North, and California.

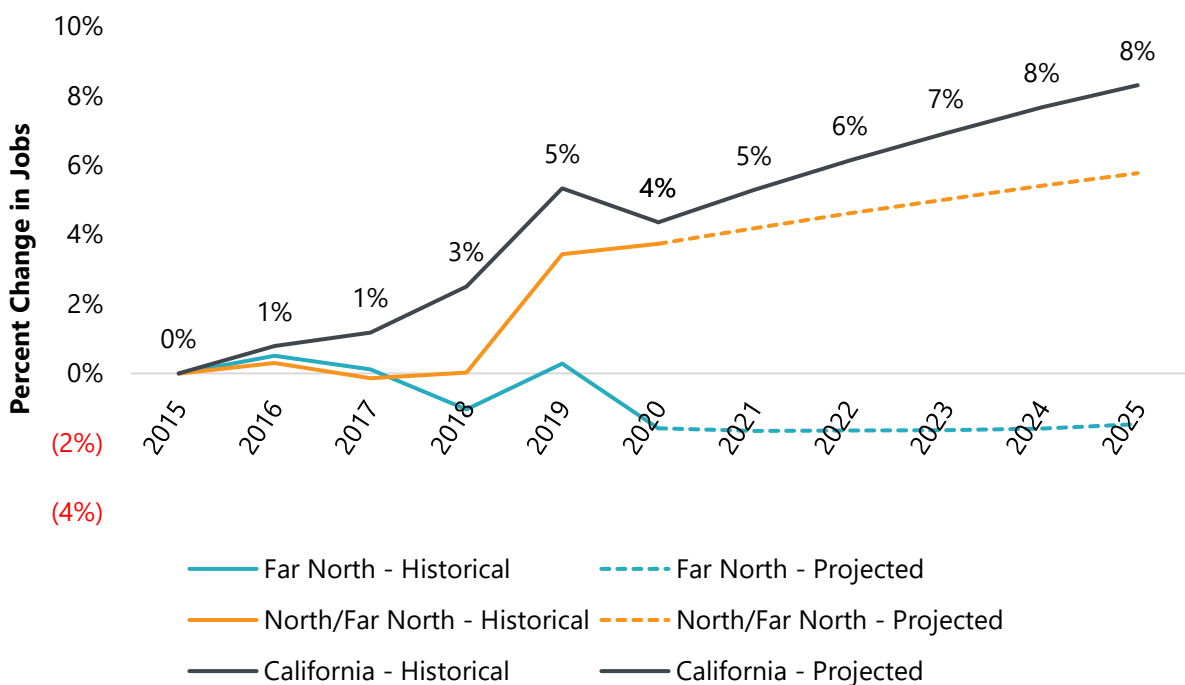
Exhibit 1. Employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Police and Sheriffs Patrol Officers	1,832	1,872	40	2%	152
Correctional Officers and Jailers	2,454	2,402	(52)	(2%)	230
Detectives and Criminal Investigators	70	78	7	11%	7
First-Line Supervisors of Correctional Officers	165	168	3	2%	15
First-Line Supervisors of Police and Detectives	230	237	7	3%	16
Bailiffs	84	83	(0)	(0%)	1
Far North	4,834	4,840	6	0%	421
Police and Sheriffs Patrol Officers	7,044	7,355	311	4%	611
Correctional Officers and Jailers	5,324	5,239	(85)	(2%)	509
Detectives and Criminal Investigators	1,588	1,621	33	2%	124
First-Line Supervisors of Correctional Officers	770	770	(1)	(0%)	65
First-Line Supervisors of Police and Detectives	769	812	43	6%	59
Bailiffs	90	93	3	4%	9
North/Far North	15,585	15,891	305	2%	1,377

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Police and Sheriffs Patrol Officers	79,226	82,976	3,750	5%	7,049
Correctional Officers and Jailers	37,559	38,067	508	1%	4,093
Detectives and Criminal Investigators	13,034	13,519	485	4%	1,115
First-Line Supervisors of Correctional Officers	4,916	5,077	161	3%	519
First-Line Supervisors of Police and Detectives	6,100	6,528	428	7%	642
Bailiffs	1,136	1,179	43	4%	192
California	141,972	147,346	5,375	4%	13,609

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

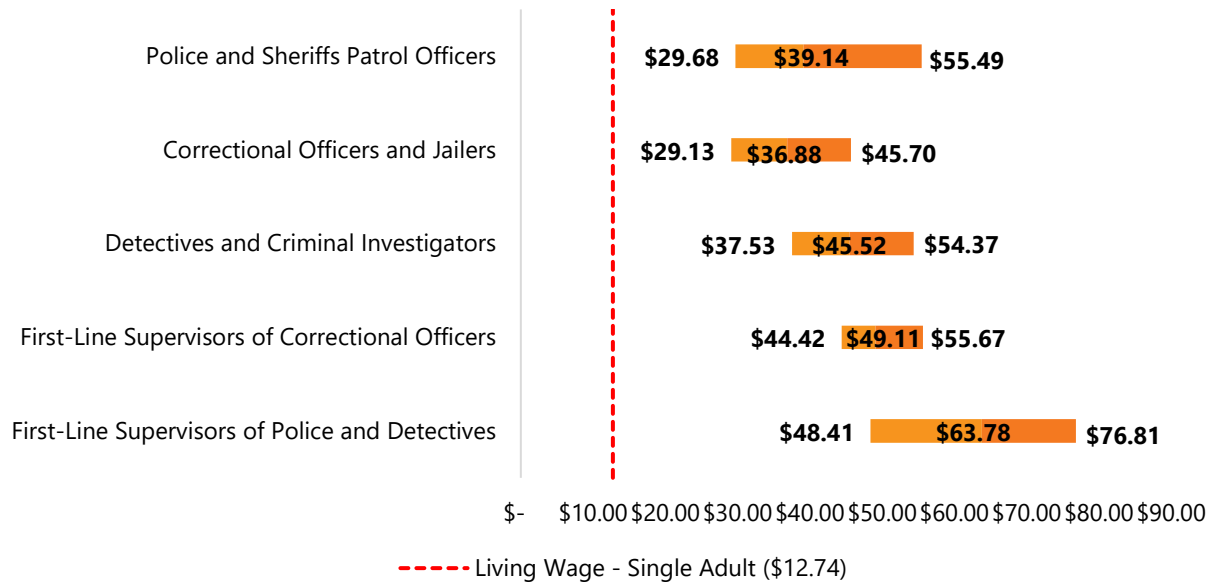
Exhibit 2. Changes in employment, 2015-2025



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the Far North living wage for a single adult - \$12.74 per hour.¹

Exhibit 3. Comparison of wages by occupation, 2020



JOB POSTINGS

This section analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The Far North COE identified 191 online job postings for the selected occupations in the Far North subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from March 1, 2021, to February 28, 2022.

¹ Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Police and Sheriff's Patrol Officers	95	50%
Correctional Officers and Jailers	69	36%
First-Line Supervisors of Police and Detectives	18	9%
Detectives and Criminal Investigators	9	5%
Total Job Postings	191	100%

Exhibit 5 shows the top 10 job titles with the most job postings and the share. All job postings included a job title.

Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Police Officer	10	5%
Correctional Officer	8	4%
Chief Of Police	6	3%
Corrections Deputy	6	3%
Community Services Officer	5	3%
Correctional Deputy	5	3%
Juvenile Detention Officer I/II	5	3%
Public Safety Officer - Srmc Security	5	3%
Community Service Officer	4	2%
Correctional Sergeant	4	2%

Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations. Twenty-three percent (n = 44) of job postings did not include an employer.

Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
Mendocino County Sheriff's Office	12	6%
Shasta County	10	5%
Tehama County	8	4%
County of Glenn	7	4%
County of Humboldt	6	3%
City of Chico	6	3%
Shasta College	5	3%
County of Siskiyou	5	3%
County of Mendocino	5	3%
State of California	4	2%

Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations. Forty-three percent (n = 83) of job postings did not include certification requirements.

Exhibit 7. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
First Aid Cpr Aed	17	9%
Certified Correctional Officer	17	9%
Data Center Design Consultant	7	4%
Corrections Officer	7	4%

Certification	Job Postings	Share of Job Postings
Law Enforcement Certification	6	3%
Emergency Medical Technician (EMT)	3	2%

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, human-centered, and technical skills. Building effective relationships was the most desired human-centered skill.

Exhibit 8. Most in-demand specialized skills

Top 10 Specialized Skills	Top 10 Human Skills	Top 10 Technical Skills
Prevention of Criminal Activity	Building Effective Relationships	Microsoft Excel
Public Health and Safety	Writing	Word Processing
Cardiopulmonary Resuscitation (CPR)	Physical Abilities	Microsoft Powerpoint
Warrants	Preparing Reports	Microsoft Word
Law Enforcement or Criminal Justice Experience	Communication Skills	Microsoft Outlook
Manual Dexterity	Computer Literacy	Apple iWork
Surveillance	Research	Public administration
Criminal Justice	Problem Solving	Design Software
Record Keeping	English	Permitting Software
Vaccination	Organizational Skills	Active Server Pages (ASP)

Exhibit 9 shows the minimum level of education required by employers for job postings in the selected occupations. Forty-eight percent (n = 92) of job postings did not include a preferred education level.

Exhibit 9. Employer-preferred minimum education levels

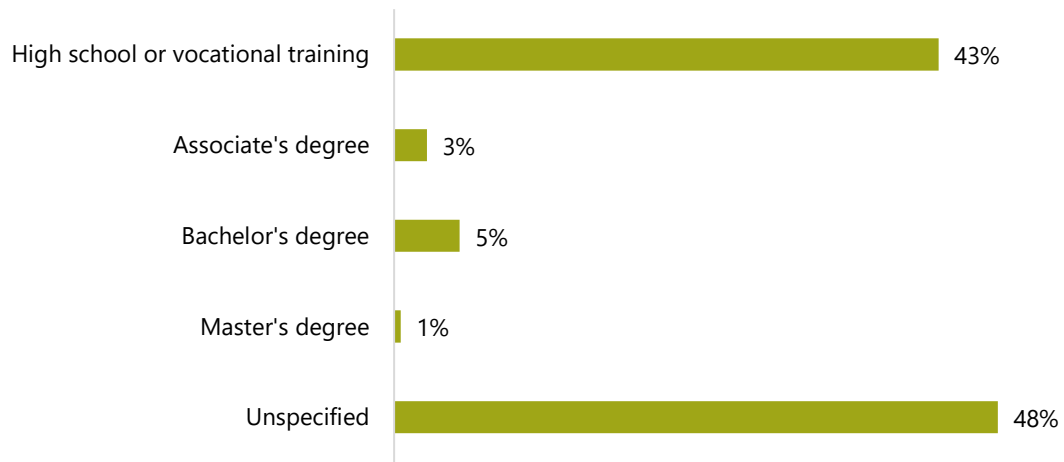
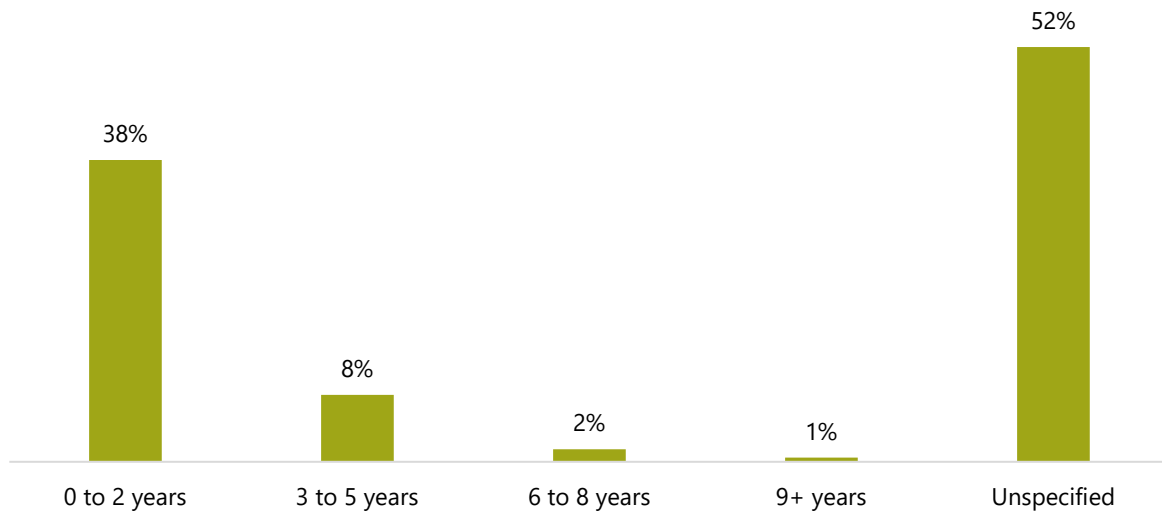


Exhibit 10 shows the experience levels required by employers for job postings in the selected occupations. Fifty-two percent (n = 99) of job postings did not include a preferred education level.

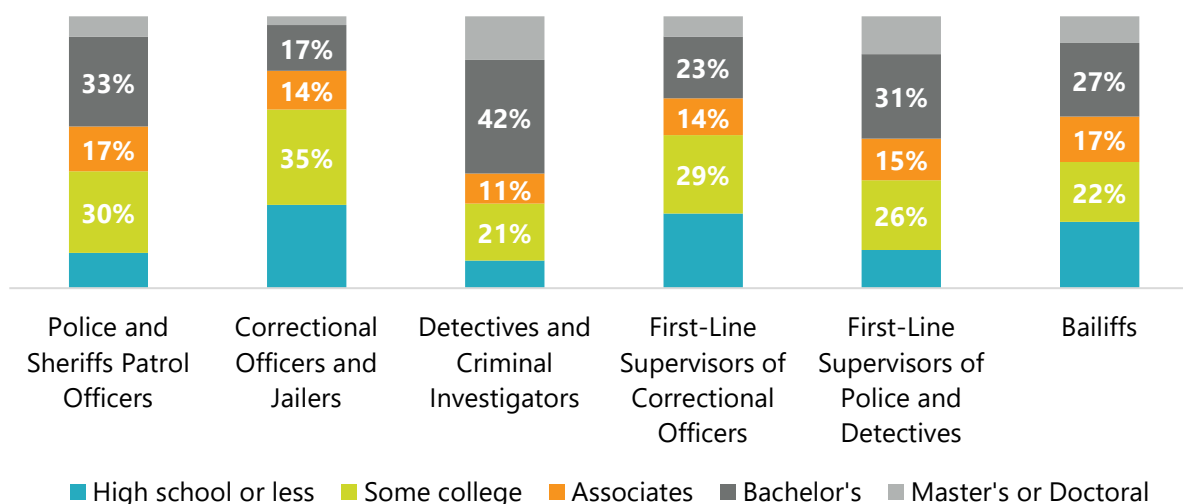
Exhibit 10. Employer-preferred experience levels



EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collected data on education achieved by workers employed in occupations. Exhibit 11 shows the national-level educational attainment of the current workforce in the selected occupations.

Exhibit 11. National worker educational attainment for selected occupations, 2019



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the skill level and entry-level job requirements for the selected occupations.

Exhibit 12. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Police and Sheriffs Patrol Officers	High school diploma or equivalent	None	Moderate-term on-the-job training
Correctional Officers and Jailers	High school diploma or equivalent	None	Moderate-term on-the-job training
Detectives and Criminal Investigators	High school diploma or equivalent	Less than five years	Moderate-term on-the-job training

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
First-Line Supervisors of Correctional Officers	High school diploma or equivalent	Less than five years	None
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	Less than five years	Moderate-term on-the-job training
Bailiffs	High school diploma or equivalent	None	Moderate-term on-the-job training

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Administration of Justice (2105.00)	Criminal Justice/Law Enforcement Administration (43.0103)
Corrections (2105.10)	Corrections (43.0102) Corrections Administration (43.0113)
Probation and Parole (2105.20)	Corrections and Criminal Justice, Other (43.0199)
Police Academy (2105.50)	Criminal Justice/Political Science (43.0107)

Community College Supply

Exhibits 14 through 16 compare the average number of certificates and degrees conferred in selected community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program, 2018-19 through 2020-21

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Administration of Justice (2105.00)	Butte	119	113	178	148
	Feather River	9	7	9	8
	Lassen	11	14	14	14
	Mendocino	11	19	11	15
	Redwoods	10	8	6	9
	Shasta	34	38	32	35
	Siskiyou	26	25	44	49
	Subtotal	220	224	297	247
Police Academy (2105.50)	Butte	125	126	106	119
	Redwoods	34	36	25	31
	Subtotal	159	162	131	151
	Grand Total	379	386	425	397

Please note that values may not sum to 100% due to rounding.

Exhibit 15. Annual average community college awards by type, 2018-19 through 2020-21

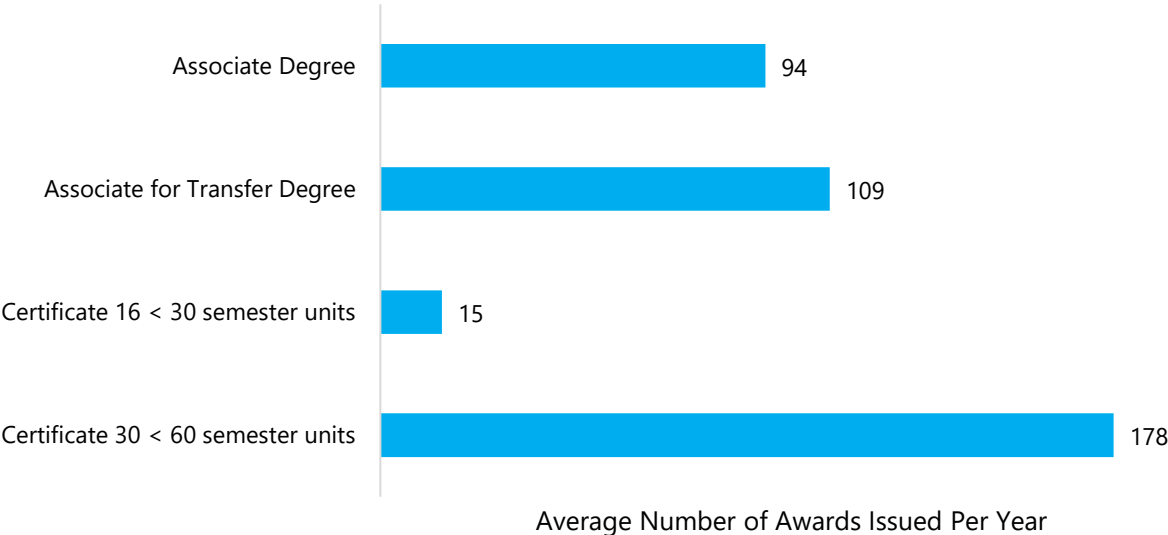
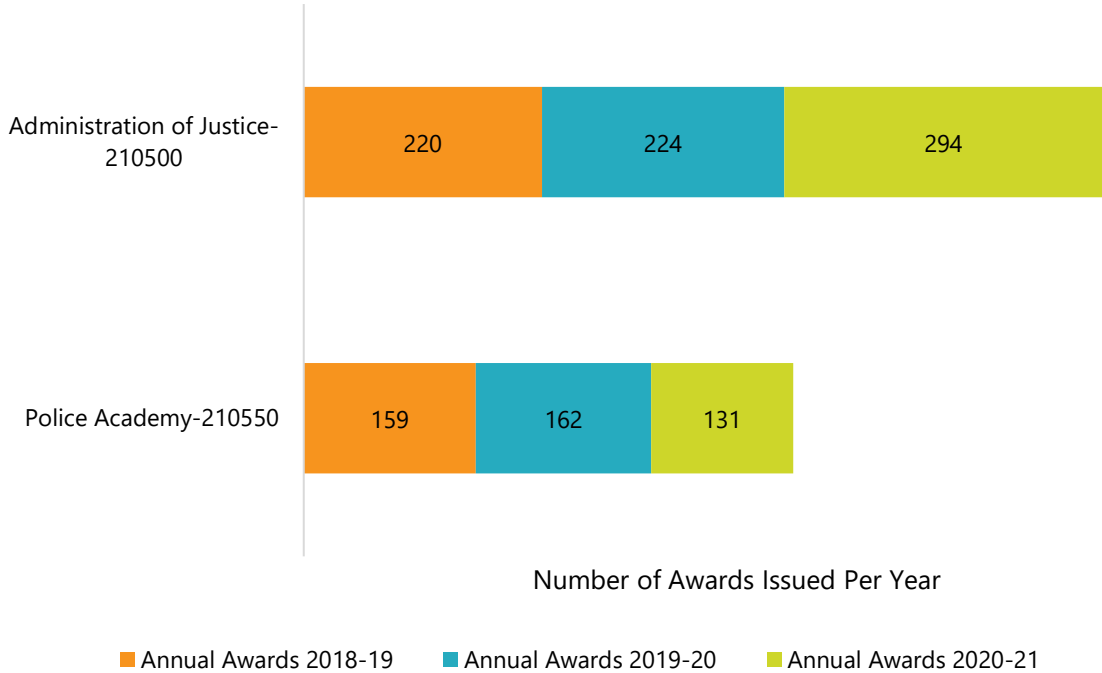


Exhibit 16. Annual community college awards by program, 2018-19 through 2020-21



Other Postsecondary Supply

There was no other postsecondary supply available.

FINDINGS

- This report focuses on six occupations in the administration of justice, including Police and Sheriffs Patrol Officers, Correctional Officers and Jailers, Detectives and Criminal Investigators, First-Line Supervisors of Correctional Officers, First-Line Supervisors of Police and Detectives, and Bailiffs.
- The Far North subregion held 4,834 administration of justice jobs in 2020. Far North administration of justice jobs are projected to remain stable over the next five years, resulting in a nearly zero percent increase in new jobs by 2025.
 - Jobs for administration of justice are projected to grow slower in the Far North subregion than in California.
- While job growth is negligible, administration of justice jobs are projected to have 421 annual openings in the Far North subregion over the next five years.
- Wage data shows that administration of justice occupations earn \$16 to \$35 above the subregion's living wage of \$12.74 per hour.
- According to real-time labor market information, there were 191 online job postings for the administration of justice occupations between March 1, 2021, and February 28, 2022.
 - Fifty percent of job postings were for police and sheriff's patrol officers.
- Between 32% and 49% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 17% to 42% of workers in these occupations hold a bachelor's degree.
 - Incumbent detectives and criminal investigators are more likely to hold a bachelor's degree than other incumbent administration of justice workers. This finding suggests that Bachelor's degrees may be necessary for specific entry-level jobs within these occupations.
 - Bachelor's degrees may also play a role in career advancement for police and sheriff patrol officers and first-line supervisors of police and detectives. Although the typical entry-level education for these occupations is a high school diploma, nearly one-third of incumbent workers hold a bachelor's degree.
- Seven Far North community colleges offer degrees and certificates in administration of justice programs. Together, these programs conferred an average of 379 awards (certificates and associate degrees) over the last three academic years (2018-19 through 2020-21).

- Sixty-four percent of these awards were in programs under the administration of justice TOP code (2105.00).
- One hundred seventy-eight of these awards were certificates requiring 30- to less than 60-semester units.
- There was no other postsecondary supply available.

RECOMMENDATIONS

- Based on a three-year average of annual awards in Far North region administration of justice programs and projected yearly openings, the supply gap analysis shows that the subregion is nearing a balance between educational program supply and occupational demand.
 - Together, community colleges and other postsecondary training providers issued an average of 379 awards over the last three years.
 - There are 421 projected annual openings for administration of justice jobs.
- The Far North Center of Excellence recommends that community colleges interested in developing additional administration of justice programs work with local law enforcement agencies to understand local employment needs better and modify existing programs to meet those needs.

COE Recommendation		
Move forward with the program	Proceed with caution	Program is not recommended
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2021.4; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

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[Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx](https://www.coecc.net/Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx)

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

COVID-19 Statement: This report includes employment projection data by EMSI. EMSI's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

Important Disclaimer: 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. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program



CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

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