

# Administration of Justice and Police Academy

*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

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*This workforce demand report uses state and federal job projection data 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.*

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## Summary

- Community college administration of justice and police academy programs provide the knowledge, skills, and abilities that prepare students for employment in four community college-level law enforcement occupations.
- Combined, these occupations are projected to have 685 annual job openings through 2025, increasing employment by 9%.
- The median hourly earnings for these occupations are between \$27.62 and \$77.71 per hour, above the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child.
- Regional community colleges have issued an annual average of 296 awards in police academy programs over the last three academic years.
- The COE recommends expanding administration of justice and police academy programs to meet the demand for more law enforcement workers. See the [recommendation section](#) for further detail.

## Introduction

Community college administration of justice and police academy programs provide the knowledge, skills, and abilities that prepare students for employment in law enforcement. The administration of justice program (TOP 2105.00) prepares students for employment through the instruction of theories, principles, and techniques of law enforcement agencies, juvenile justice, and corrections (Taxonomy of Programs, 2012). The police academy program (TOP 2105.50) prepares students for employment through the instruction of principles and techniques of law enforcement specific to the requirements of the California Commission of Peace Officer Standards and Training (POST) (Taxonomy of Programs, 2012). The administration of justice program prepares students for employment with law enforcement concepts for new workers and advanced law enforcement concepts for upskilling existing workers. However, completion of the police academy program is required to enter law enforcement employment. The educational supply outcomes from the police academy program are considered for the recommendation section of this report.

The knowledge, skills, and abilities trained by these programs lead to the following occupations, collectively referred to as the law enforcement occupational group in this report.

- Detectives and Criminal Investigators (SOC 33-3021)
- First-line Supervisors of Police and Detectives (33-1012)
- Police and Sheriffs Patrol Officers (33-3051)
- Private Detectives and Investigators (33-9021)

As illustrated later in this report, the police and sheriffs patrol officers is the most likely occupational outcome for new law enforcement workers. According to traditional labor market data and online job advertisements, the other law enforcement occupations typically require years of work experience or advanced education to enter employment.

## Job Counts and Projections

In 2020, there were 7,884 law enforcement jobs in the region. Employment for the law enforcement occupational group is projected to have 685 annual job openings, increasing employment by 9% through 2025. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

*Exhibit 1: Five-year projections for the law enforcement occupational group, 2020-2025*

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Police and Sheriffs Patrol Officers	6,122	6,632	8%	2,644	529	10%
Detectives and Criminal Investigators	1,049	1,127	7%	415	83	15%
First-Line Supervisors of Police and Detectives	396	458	16%	189	38	13%
Private Detectives and Investigators	317	356	12%	176	35	41%
<b>Total</b>	<b>7,884</b>	<b>8,573</b>	<b>9%</b>	<b>3,424</b>	<b>685</b>	<b>12%</b>

Source: Emsi 2021.3

Exhibit 2 shows the number of job ads posted during the last 12 months and the statewide average time filling each occupation. Over the last 12 months, there were 229 job ads for the law enforcement occupational group in the region. There were not enough advertisements for detectives and criminal investigators, private detectives and investigators, and first-line supervisors of police and detectives to obtain reliable job ad information. This search was expanded to the California state-level to capture sufficient advertisements from which generalizable job ad information can be obtained. On average, statewide employers fill online job

advertisements for the law enforcement occupational group within 50 days.

Exhibit 2: Job ads and time to fill

Occupation	Job Ads	Statewide Average Time to Fill (Days)
Police and Sheriffs Patrol Officers	1,779	52
Detectives and Criminal Investigators	622	50
Private Detectives and Investigators	221	41
First-Line Supervisors of Police and Detectives	207	49
<b>Total</b>	<b>2,829</b>	<b>50</b>

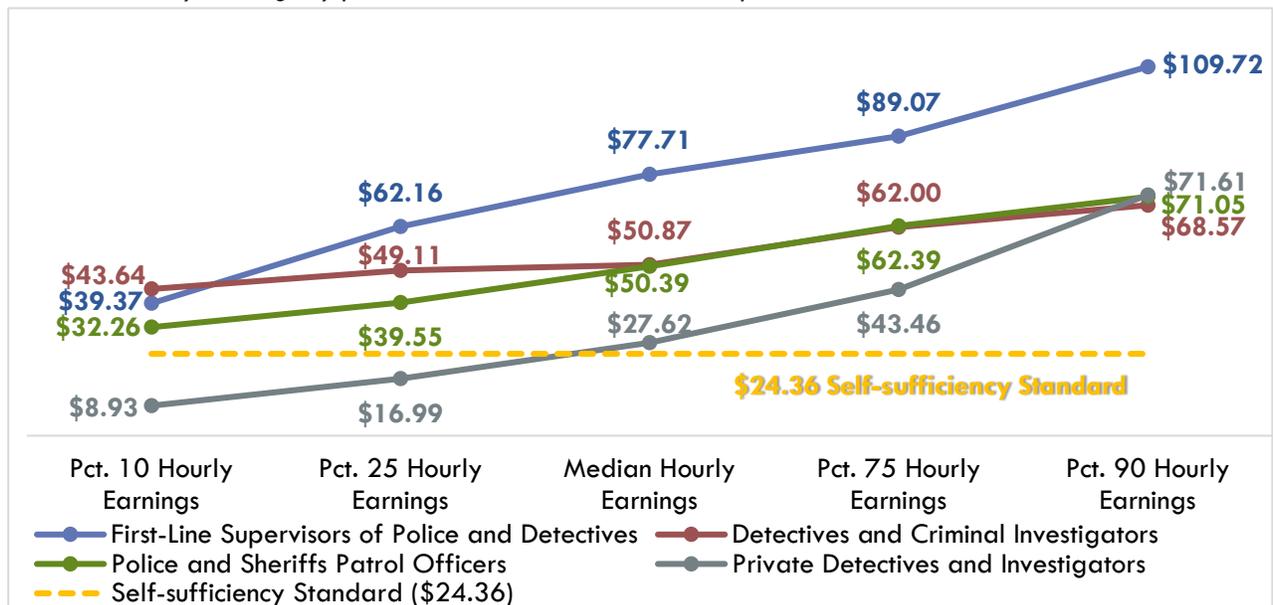
Source: Burning Glass – Labor Insights

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 3 displays the hourly earnings for the law enforcement occupational group. The median hourly earnings for all occupations in this group surpass the regional self-sufficiency standard.

Exhibit 3: Hourly earnings by percentile for law enforcement occupations



Source: Emsi 2021.3

Benefits information, provided by the California Labor Market Information Division's occupational guides, is only available for police and sheriffs patrol officers and detectives and criminal investigators. Benefits for these occupations generally include health and life insurance, vacation, sick leave, holiday pay, and retirement benefits (Detailed Occupational Guides, 2021).

### Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the law enforcement occupational group over the last 12 months in California. Online job ad salary information reveals that employers are willing to pay this occupational group between \$76,000 and \$114,000 annually, well above the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 72% (2,026 out of 2,829) of online job postings for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4: Advertised salary information

Occupations	Real-Time Salary Information					Average Annual Salary
	Number of job postings	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Police and Sheriffs Patrol Officers	1,384	7%	10%	34%	49%	\$76,000
Detectives and Criminal Investigators	347	5%	8%	24%	63%	\$89,000
Private Detectives and Investigators	140	1%	12%	42%	45%	\$77,000
First-Line Supervisors of Police and Detectives	155	4%	3%	8%	85%	\$114,000

Source: Burning Glass – Labor Insights

### Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted the most job ads during the last 12 months in California.

Displaying employer names provides some insight into where students may find employment after completing a program. Overall, the U.S. Customs and Border Protection posted the most advertisements for the law enforcement occupational group over the last 12 months in the region and California.

Exhibit 5: Employers posting the most job ads for the law enforcement occupational group

Occupation	Top Employers	
Police and Sheriffs Patrol Officers (n=1,593)	<ul style="list-style-type: none"> <li>• Kern County</li> <li>• City of Glendale</li> <li>• City of Sacramento</li> </ul>	<ul style="list-style-type: none"> <li>• San Jose Police Department</li> <li>• San Diego County</li> <li>• El Dorado County</li> </ul>

Occupation	Top Employers	
Detectives and Criminal Investigators (n=603)	<ul style="list-style-type: none"> <li>• U.S. Customs and Border Protection</li> <li>• California Department of Justice</li> </ul>	<ul style="list-style-type: none"> <li>• U.S. Department of Homeland Security</li> <li>• Federal Bureau of Investigation</li> </ul>
Private Detectives and Investigators (n=210)	<ul style="list-style-type: none"> <li>• San Joaquin County</li> <li>• San Diego County</li> <li>• U.S. Department of Homeland Security</li> </ul>	<ul style="list-style-type: none"> <li>• San Manuel Band of Mission Indians</li> <li>• Riverside County</li> </ul>
First-Line Supervisors of Police and Detectives (n=195)	<ul style="list-style-type: none"> <li>• Department of Veteran Affairs</li> <li>• Tehama County</li> <li>• Riverside Community College District</li> </ul>	<ul style="list-style-type: none"> <li>• Mt. San Antonio College</li> <li>• City of Walnut Creek</li> <li>• City of Napa</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers seek when looking for workers to fill law enforcement occupational group positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job postings may be utilized to guide curriculum development.

Exhibit 6: Sample of in-demand skills from employer job ads

Occupation	Specialized skills	Employability skills
Police and Sheriffs Patrol Officers (n=1,408)	<ul style="list-style-type: none"> <li>• Prevention of Criminal Activity</li> <li>• Public Health and Safety</li> <li>• Warrants</li> <li>• Law Enforcement Experience</li> <li>• Cardiopulmonary Resuscitation (CPR)</li> </ul>	<ul style="list-style-type: none"> <li>• Writing</li> <li>• Physical Abilities</li> <li>• Building Effective Relationships</li> <li>• Communication Skills</li> <li>• Preparing Reports</li> </ul>
Detectives and Criminal Investigators (n=415)	<ul style="list-style-type: none"> <li>• Personnel Management</li> <li>• Law Enforcement Experience</li> <li>• Surveillance</li> <li>• Warrants</li> <li>• Budgeting</li> </ul>	<ul style="list-style-type: none"> <li>• Writing</li> <li>• Communication Skills</li> <li>• Planning</li> <li>• Research</li> <li>• Detail-Oriented</li> </ul>
Private Detectives and Investigators (n=190)	<ul style="list-style-type: none"> <li>• Public Health and Safety</li> <li>• Law Enforcement Experience</li> <li>• Communicable Disease Knowledge</li> <li>• Surveillance</li> <li>• Data Entry</li> </ul>	<ul style="list-style-type: none"> <li>• Writing</li> <li>• Communication Skills</li> <li>• Building Effective Relationships</li> <li>• Research</li> <li>• Preparing Reports</li> </ul>

Occupation	Specialized skills	Employability skills
First-Line Supervisors of Police and Detectives (n=186)	<ul style="list-style-type: none"> <li>• Law Enforcement Experience</li> <li>• Budgeting</li> <li>• Public Health and Safety</li> <li>• Prevention of Criminal Activity</li> <li>• Staff Management</li> </ul>	<ul style="list-style-type: none"> <li>• Writing</li> <li>• Communication Skills</li> <li>• Building Effective Relationships</li> <li>• Planning</li> <li>• Physical Abilities</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the law enforcement occupational group. According to the Bureau of Labor Statistics, between 32%-46% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." The majority of employers seeking police and sheriffs patrol officers workers indicated a need for high school or vocational training, according to online job ads. Employers seeking the other law enforcement occupations in this group were seeking workers with a higher level of education.

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Police and Sheriffs Patrol Officers	High school diploma or equivalent	46%	1,386	92%	4%	4%
Detectives and Criminal Investigators	High school diploma or equivalent	32%	255	31%	4%	65%
Private Detectives and Investigators	High school diploma or equivalent	33%	138	27%	11%	62%
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	41%	145	33%	15%	52%

Source: Emsi 2021.3, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads. Traditional labor market data indicates that police and sheriffs patrol officers workers typically do not require prior work experience to enter employment. The other law enforcement occupations require less than five years of work experience. However, a substantial share of

online job ads for these occupations indicates a need for at least three years or greater of previous work experience.

*Exhibit 8: Work experience required and real-time work experience requirements*

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of job postings	0 – 2 years	3 – 5 years	6+ years
Police and Sheriffs Patrol Officers	None	721	74%	19%	7%
Detectives and Criminal Investigators	Less than 5 years	398	70%	22%	8%
Private Detectives and Investigators	Less than 5 years	165	66%	26%	8%
First-Line Supervisors of Police and Detectives	Less than 5 years	154	19%	48%	33%

Source: Emsi 2021.3, Burning Glass – Labor Insights

## Programs Completions and Student Outcomes

Community college administration of justice and police academy programs provide the knowledge, skills, and abilities that prepare students for employment in law enforcement. While the administration of justice program prepares students for employment with law enforcement concepts for new workers and advanced law enforcement concepts for upskilling existing workers, completing the police academy program is required to enter law enforcement employment. The educational supply outcomes from the police academy program are considered for the recommendation section of this report.

The California Community College police academy (TOP 2105.50) prepares students for employment through the instruction of principles and techniques of law enforcement specific to the requirements of the California Commission of Peace Officer Standards and Training (POST) (Taxonomy of Programs, 2012). Regional community colleges have issued an annual average of 296 awards in police academy programs over the last three academic years.

Exhibit 9 displays completion data for police academy programs in the region. The student completion and outcome methodology are available on page 15.

*Exhibit 9: 2017-20, Annual average community college awards for police academy programs in the Inland Empire/Desert Region*

TOP 2105.50 – Police Academy	Associate Degree	Certificate requiring 30 to < 60-semester units	Certificate requiring 18 to < 30-semester units	Certificate requiring 16 to < 30-semester units	Total CC Annual Average Awards, Academic Years 2017-20
College of the Desert	1	-	1	0	2
Moreno Valley	-	122	5	2	128

TOP 2105.50 – Police Academy	Associate Degree	Certificate requiring 30 to < 60-semester units	Certificate requiring 18 to < 30-semester units	Certificate requiring 16 to < 30-semester units	Total CC Annual Average Awards, Academic Years 2017-20
San Bernardino	-	166	-	-	166
<b>Total</b>	<b>1</b>	<b>287</b>	<b>5</b>	<b>2</b>	<b>296</b>

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 10. Among the students exiting police academy programs in the region, 84% of students reported working in their field of study, the median annual earnings was \$75,972, and 88% attained a living wage.

Exhibit 10: 2105.50 – Police academy strong workforce program outcomes

Strong Workforce Program Metrics: 2105.50 – Police Academy Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	1,134	21,159
Completed 9+ career education units in one year (2019-20)	46%	16%
Perkins Economically disadvantaged students	53%	32%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	403	1,221
Transferred to a four-year institution (transfers)	23	328
Job closely related to the field of study (2017-18)	84%	84%
Median annual earnings (all exiters)	\$75,972	\$105,260
Median change in earnings (all exiters)	63%	15%
Attained a living wage (completers and skills-builders)	88%	92%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 11 displays student completions for administration of justice programs (2105.00) over the last three academic years. This program prepares students for employment through the instruction of theories, principles, and techniques of law enforcement agencies, juvenile justice, and corrections (Taxonomy of Programs, 2012).

Exhibit 11: 2017-20, Annual average community college awards for administration of justice programs in the Inland Empire/Desert Region

TOP 2105.00 – Administration of Justice	Associate Degree	Associate Degree for Transfer	Certificate requiring 30 to < 60-semester units	Certificate requiring 18 to < 30-semester units	Certificate requiring 16 to < 30-semester units	Certificate requiring 6 to < 18-semester units	Total CC Annual Average Awards, Academic Years 2017-20
Barstow	10	15	-	4	1	-	30
Chaffey	-	89	-	2	2	-	93
Copper Mountain	9	11	-	-	-	-	19
College of the Desert	3	78	-	5	1	-	87
Moreno Valley	17	12	-	-	-	-	29
Mt. San Jacinto	19	73	9	-	4	0	106
Norco	0	19	-	0	-	-	20
Palo Verde	3	3	-	2	1	-	9
Riverside	13	70	-	12	5	11	111
San Bernardino	24	44	-	8	2	-	79
Victor Valley	32	40	-	2	0	-	75
<b>Total</b>	<b>131</b>	<b>454</b>	<b>9</b>	<b>36</b>	<b>16</b>	<b>12</b>	<b>658</b>

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12. Among the students exiting administration of justice programs in the region, 34% of students reported working in their field of study, the median annual earnings was \$28,150, and 53% attained a living wage. The lower average outcome metrics for administration of justice programs compared to police academy programs indicates that this program alone is likely insufficient to enter gainful law enforcement employment.

Exhibit 12: 2105.00 – Administration of justice strong workforce program outcomes

Strong Workforce Program Metrics: 2105.00 – Administration of Justice Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	7,712	95,026
Completed 9+ career education units in one year (2019-20)	19%	18%

<b>Strong Workforce Program Metrics: 2105.00 – Administration of Justice Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Perkins Economically disadvantaged students	88%	66%
Students who attained a noncredit workforce milestone in a year (2019-20)	48%	52%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	655	6,660
Transferred to a four-year institution (transfers)	401	5,270
Job closely related to the field of study (2017-18)	34%	51%
Median annual earnings (all exiters)	\$28,150	\$49,164
Median change in earnings (all exiters)	20%	19%
Attained a living wage (completers and skills-builders)	53%	64%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays awards reported by other postsecondary education providers in criminal justice/law enforcement administration (CIP 43.0103) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, two other postsecondary education institutions in the region issued 63 awards annually.

*Exhibit 13: Other educational provider criminal justice/law enforcement administration programs, three-year annual average credentials in the Inland Empire/Desert Region*

<b>43.0103 – Criminal Justice/Law Enforcement Administration</b>	<b>Bachelor's degree</b>	<b>Other Educational Providers Annual Average Credentials, Academic Years 2016-19</b>
California Baptist University	63	63
California State University, San Bernardino	-	-
<b>Total</b>	<b>63</b>	<b>63</b>

Source: IPEDS

Exhibit 14 displays awards reported by other postsecondary education providers in criminal justice/safety studies (CIP 43.0104) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, five other postsecondary education institutions in the region issued 384 awards annually.

*Exhibit 14: Other educational provider criminal justice/safety studies programs, three-year annual average credentials in the Inland Empire/Desert Region*

43.0104 – Criminal Justice/Safety Studies	Award 1<2 academic years	Associate Degree	Bachelor's degree	Master's degree	Other Educational Providers Annual Average Credentials, Academic Years 2016-19
California State University, San Bernardino	-	-	265	5	271
La Sierra University	-	-	56	-	56
Loma Linda University	-	-	-	2	2
Platt College-Ontario	5	12	12	-	29
Platt College-Riverside	4	16	5	-	26
<b>Total</b>	<b>9</b>	<b>29</b>	<b>339</b>	<b>8</b>	<b>384</b>

Source: IPEDS

## Recommendation for Administration of Justice Programs

Community college administration of justice and police academy programs provide the knowledge, skills, and abilities that prepare students for employment in four community college-level occupations collectively referred to as the law enforcement occupational group in this report. These occupations are expected to have 685 annual job openings and increase employment by 9% over the next five years. The median hourly earnings for the law enforcement occupational group are between \$27.62 and \$77.71, surpassing the \$24.36 per hour self-sustainable wage standard.

The administration of justice program prepares students for employment with law enforcement concepts for new workers and advanced law enforcement concepts for upskilling existing workers. However, completion of the police academy program is required to enter law enforcement employment. The educational supply outcomes from the police academy program are considered for the recommendation section of this report. Regional police academy programs have issued 296 average annual awards over the last three academic years.

The COE recommends expanding administration of justice and police academy programs to meet the demand for more law enforcement workers. Colleges considering this program should partner with law enforcement employers to ensure that students have the required knowledge, skills, and abilities to secure employment and earn a self-sustainable hourly wage after completing the program.

### Contact

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## Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for administration of justice and police academy occupations

### **Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment**

#### **First-Line Supervisors of Police and Detectives (33-1012)**

Directly supervise and coordinate activities of members of police force.

**Sample job titles:** Police Captain, Shift Supervisor

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: Less than 5 years*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 41%*

#### **Detectives and Criminal Investigators (33-3021)**

Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.

**Sample job titles:** Criminal Investigator, Detective, Detective Sergeant, Fugitive Detective, Fugitive Investigator, Investigator, Narcotics Detective, Narcotics Investigator, Police Detective, Special Agent

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: Less than five years*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 32%*

### **Police and Sheriffs 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. Includes police officers working at educational institutions.

**Sample job titles:** Deputy, Deputy Sheriff, Deputy Sheriff (Generalist)-Bailiff, Law Enforcement Officer, Patrol Officer, Peace Officer, Police Officer, Police Patrol Officer, Public Safety Officer, State Trooper

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 46%*

### **Private Detectives and Investigators (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.

**Sample job titles:** Asset Protection Detective, Field Investigator, Investigator, Loss Prevention Agent, Loss Prevention Associate, Loss Prevention Detective, Loss Prevention Investigator, Loss Prevention Officer, Private Investigator, Special Investigator

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: Less than 5 years*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 33%*

## Appendix: Methodology

Exhibits 9 and 11 display the average annual California Community College (CCC) awards conferred during the three academic years between 2017 and 2020 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variation that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from records provided by California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal the hiring intentions of employers; it is unknown if employers plan to hire one or multiple workers from a single online job posting, or if they are collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the administration of justice and police academy occupational group

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Police and Sheriffs Patrol Officers (33-3051)	6,122	509	8%	529	\$32.26 to \$71.05	\$50.39	\$105,300	High school diploma or equivalent & 1-12 months	None
Detectives and Criminal Investigators (33-3021)	1,049	78	7%	83	\$43.64 to \$68.57	\$50.87	\$112,800	High school diploma or equivalent & 1-12 months	Less than 5 years
First-Line Supervisors of Police and Detectives (33-1012)	396	62	16%	38	\$39.37 to \$109.72	\$77.71	\$161,100	High school diploma or equivalent & 1-12 months	Less than 5 years
Private Detectives and Investigators (33-9021)	317	39	12%	35	\$8.93 to \$71.61	\$27.62	\$72,200	High school diploma or equivalent & 1-12 months	Less than 5 years
<b>Total</b>	<b>7,884</b>	<b>688</b>	<b>9%</b>	<b>685</b>					

Source: Emsi 2021.3