



Administration of Justice (TOP 2105.00)

January 2023

Prepared by the South Central Coast Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Administration of Justice. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, **the number of jobs related to Administration of Justice are expected to remain steady** for all five selected occupations.
- Administration of Justice is anticipated to experience a **medium risk of automation** for Bailiffs, and a **low risk of automation** for the other four selected occupations.
- In 2022 there were 948 regional completions in programs related to the occupations identified as aligned with Administration of Justice and 829 openings, indicating that **demand is being met**.
- Typical entry-level education includes a **Bachelor's degree** for Probation Officers and Correctional Treatment Specialists and a **High school diploma or equivalent** for all other selected occupations.
- Completers of Administration of Justice programs from the 2019-2020 academic year in the South Central Coast region had a **median annual wage upon completion of \$62,628**.
- 68% of students are **employed within a year** after completing a program.
- 61% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +29% **change in earnings after exiting**.
- 64% of students were **part-time**, 17% **skill builders**, 34% **first-generation**, and 62% **economically disadvantaged**.

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There are five occupations in the standard occupational classification (SOC) system that were identified as related to Administration of Justice for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, Description, and Sample Job Titles

SOC Code	Title	Description	Sample of Reported Job Titles
21-1092	Probation Officers and Correctional Treatment Specialists	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.	Adult Probation Officer, Correctional Counselor, Deputy Probation Officer (DPO), Juvenile Probation Officer, Parole Agent, Parole Officer (PO), Probation Agent, Probation and Parole Officer, Probation Counselor, Probation Officer
33-3011	Bailiffs	Maintain order in courts of law.	Bailiff, Court Bailiff, Court Constable, Court Deputy, Court Officer, Court Security Officer, Deputy Bailiff, Deputy Court Services Sheriff, Security Officer
33-3012	Correctional Officers and Jailers	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.	Correctional Officer, Correctional Sergeant, Corrections Officer (CO), Deputy Jailer, Detention Deputy, Detention Officer, Jail Officer, Jailer, Jailor
33-3021	Detectives and Criminal Investigators	Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.	Crime Scene Investigator (CSI), Criminal Investigator, Detective, Fugitive Detective, Fugitive Investigator, Investigator, Narcotics Detective, Narcotics Investigator, Police Detective, Special Agent
33-3051	Police and Sheriff's Patrol Officers	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.	Deputy, Deputy Sheriff, Law Enforcement Officer, Patrol Deputy, Patrol Officer, Peace Officer, Police Officer, Police Patrol Officer, Public Safety Officer, State Trooper

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Administration of Justice are expected to remain steady for all five selected occupations.

Exhibit 2 – Five-Year Projections for Administration of Justice in the South Central Coast Region

SOC	Occupation	2022 Jobs	2026 Jobs	2022-2026 Change	2022-2026 % Change
21-1092	Probation Officers and Correctional Treatment Specialists	996	1,002	6	1%
33-3011	Bailiffs	55	54	-1	-2%
33-3012	Correctional Officers and Jailers	1,782	1,775	-7	0%
33-3021	Detectives and Criminal Investigators	374	378	4	1%
33-3051	Police and Sheriff's Patrol Officers	4,499	4,572	73	2%

Source: Economic Modeling Specialists International (EMSI)

Earnings

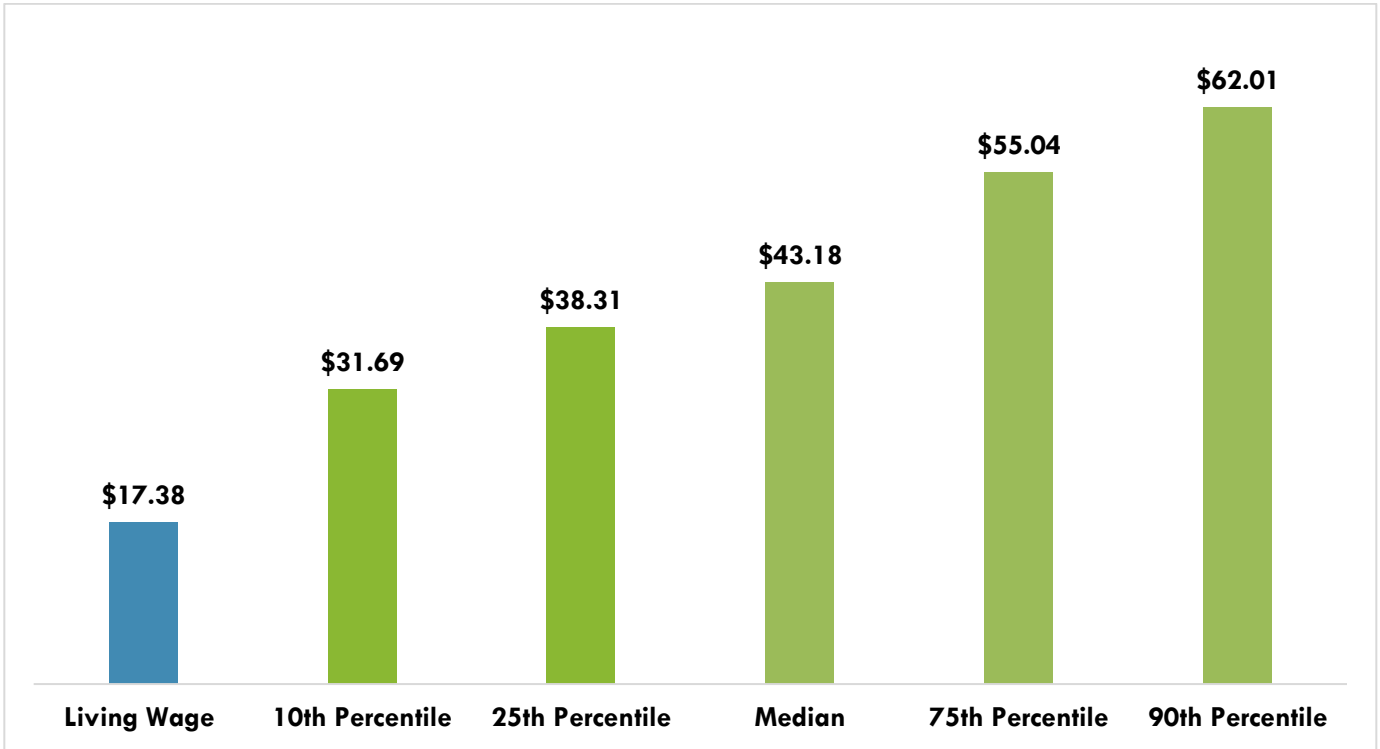
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Administration of Justice in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
21-1092	Probation Officers and Correctional Treatment Specialists	\$34.42	\$40.99	\$48.42
33-3011	Bailiffs	\$31.55	\$32.29	\$58.62
33-3012	Correctional Officers and Jailers	\$29.81	\$37.72	\$42.27
33-3021	Detectives and Criminal Investigators	\$49.24	\$55.65	\$65.45
33-3051	Police and Sheriff's Patrol Officers	\$46.54	\$49.24	\$60.24

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Administration of Justice in the South Central Coast Region



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is looking for law enforcement workers, and what they are looking for in potential candidates. To identify job postings related to Administration of Justice the following standard occupational classifications were used:

21-1092	Probation Officers and Correctional Treatment Specialists
33-3011	Bailiffs
33-3012	Correctional Officers and Jailers
33-3021	Detectives and Criminal Investigators
33-3051	Police and Sheriff's Patrol Officers

Top Occupations

In 2022, there were 719 employer postings for the occupations related to Administration of Justice.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2022
33-3051	Police and Sheriff's Patrol Officers	446
33-3021	Detectives and Criminal Investigators	146
33-3012	Correctional Officers and Jailers	86
21-1092	Probation Officers and Correctional Treatment Specialists	39
33-3011	Bailiffs	2

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

SOC Code	Occupation	Risk of Automation
21-1092	Probation Officers and Correctional Treatment Specialists	Low
33-3011	Bailiffs	Medium
33-3012	Correctional Officers and Jailers	Low
33-3021	Detectives and Criminal Investigators	Low
33-3051	Police and Sheriff's Patrol Officers	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Administration of Justice are listed in Exhibit 5. Border Patrol Agents is mentioned as the job title in 19% of all relevant job postings (121 postings).

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2022
Border Patrol Agents	121
Marine Interdiction Agents	91
Police Officers	38
Criminal Investigator Special Agents	51
Deputy Probation Officers	27

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Administration of Justice field. The top employer posting job ads was Anthem Blue Cross. The top worksite cities for these occupations were San Luis Obispo, Santa Barbara, Lompoc, Santa Maria, and Port Hueneme.

Exhibit 6 – Top Employers (n=572)

Employer	Job Postings, Full Year 2022
U.S. Customs And Border Protection	231
County Santa Barbara	50
United States Secret Service	50
State of California	15
City Of Santa Barbara	13

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Administration of Justice. Law Enforcement is the most sought-after specialized skill for employers, followed by Workplace Safety and Rehabilitation. Operations, Valid Driver's License, and Management were the most requested baseline skills. Global Positioning Systems, Microsoft Office, and IBM WebSphere MQ were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 3,437)

Skills	Job Postings, Full Year 2022
Law Enforcement	346
Workplace Safety	176
Rehabilitation	166
Border Control	167
Criminal Justice	149
Contraband Detection And Control	127
Interrogations	121
Law Enforcement Practices	99
Structured Interview	91
Patrolling	106
All Terrain Vehicles	97
Misdemeanor	90
Cardiopulmonary Resuscitation (CPR)	73
Crime Prevention	64
Psychology	62

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 3,829)

Skills	Job Postings, Full Year 2022
Operations	353
Valid Driver's License	318
Management	243
Investigation	230
Communications	202
Report Writing	178
Spanish Language	146
Writing	147
English Language	131
Tactfulness	137

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 293)

Skills	Job Postings, Full Year 2022
Global Positioning Systems	42
Microsoft Office	33
IBM WebSphere MQ	21
Microsoft Excel	16
Linux	10
Operating Systems	9
Microsoft PowerPoint	14
EnCase (Digital Intelligence Software)	8
Microsoft Outlook	10
Software Systems	8

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Administration of Justice postings in the South Central Coast region. Note: 21% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries Employing the Most in the Administration of Justice Field, 2022

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Public Administration	368	58%
Transportation and Warehousing	110	17%
Educational Services	39	6%
Professional, Scientific, and Technical Services	30	5%
Administrative and Support and Waste Management and Remediation Services	19	3%

Certifications

Exhibit 9 lists the most in-demand certifications in the Administration of Justice field. The top requested certification in job postings was Operator of Uninspected Passenger Vessels (OUPV) License.

Exhibit 9 – Certifications (n= 387)

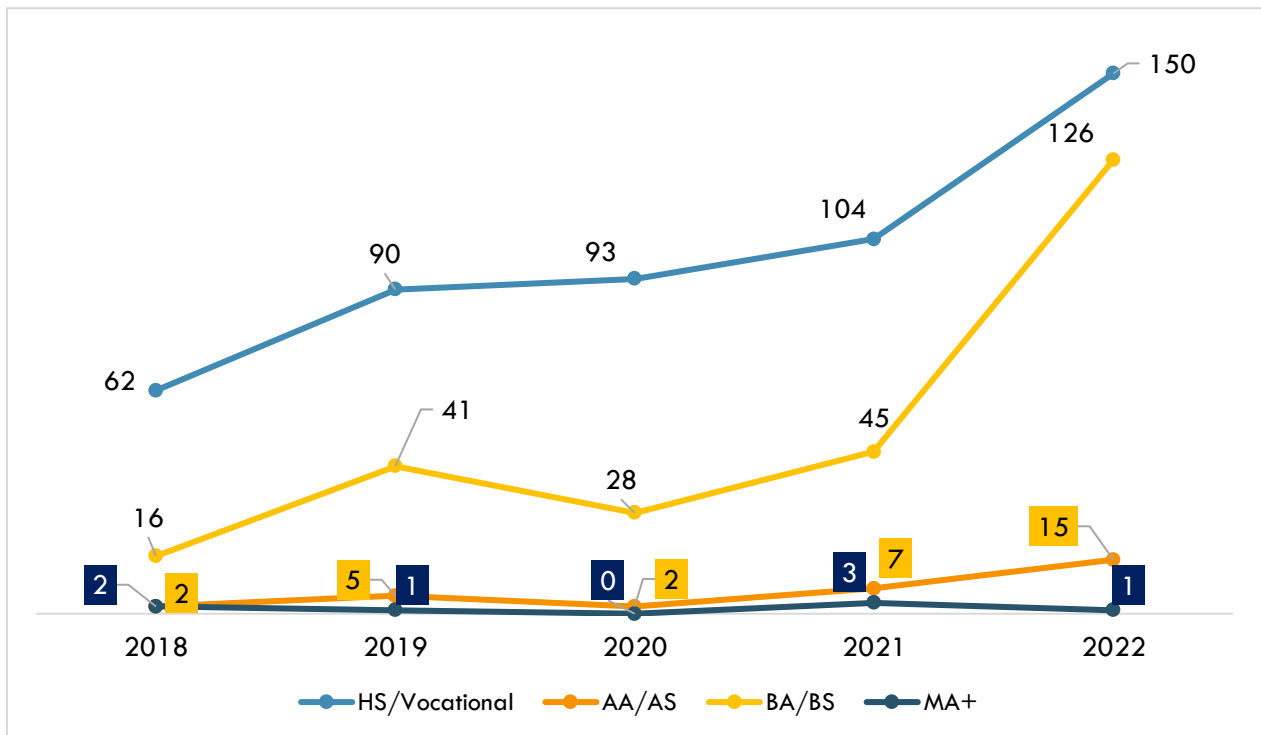
Certifications	Job Postings, Full Year 2022
Operator of Uninspected Passenger Vessels (OUPV) License	91
CDL Class C License	66
Security Clearance	41
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	35
Airline Transport Pilot License	21

Source: Labor Insight/Jobs (Burning Glass)

Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements for Administration of Justice over the last five years, according to the minimum advertised education. In 2022, there were 292 total job ads posted with a minimum advertised education, with 150 of them requiring a high school diploma or vocational training.

Exhibit 10 – Educational Demand, Minimum Advertised



Source: Labor Insight / Jobs (Burning Glass)

Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for Administration of Justice have frequently sought candidates with a high school diploma or vocational training.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

Minimum Education Requirement	2018	2019	2020	2021	2022
HS Diploma / Vocational Training	76%	66%	73%	65%	51%
Associate Degree	2%	4%	2%	4%	5%
Bachelor’s Degree	20%	30%	23%	28%	43%
Graduate Degree	2%	0%	0%	2%	1%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 12 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
21-1092	Probation Officers and Correctional Treatment Specialists	Bachelor's degree	Short-term on-the-job training
33-3011	Bailiffs	High school diploma or equivalent	Moderate-term on-the-job training
33-3012	Correctional Officers and Jailers	High school diploma or equivalent	Moderate-term on-the-job training
33-3021	Detectives and Criminal Investigators	High school diploma or equivalent	Moderate-term on-the-job training
33-3051	Police and Sheriff's Patrol Officers	High school diploma or equivalent	Moderate-term on-the-job training

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 948 regional completions (2022) and 829 regional openings (2022) in the South Central Coast region for programs related to the occupations in this report.

Exhibit 13 – Completions and Openings

13 Regional Institutions had Related Programs (2022)	948 Regional Completions (2022)	829 Annual Openings (2022)
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Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2022)
43.0103	Criminal Justice/Law Enforcement Administration	829
43.0107	Criminal Justice/Police Science	58
45.0401	Criminology	53
43.0102	Corrections	8
43.0104	Criminal Justice/Safety Studies	0

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Administration of Justice in the South Central Coast region.

Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2022

CCC Programs	Completers
Ventura College	206
Antelope Valley College	140
College of the Canyons	140
Allan Hancock College	130
Santa Barbara City College	106
Moorpark College	106
Cuesta College	41
Non-CCC Programs	Completers
California Lutheran University	53
University of Antelope Valley	18
San Joaquin Valley College - Lancaster	8
Charter College – Canyon Country	0
ITT Technical Institute - Oxnard	0
Santa Barbara Business College – Santa Maria	0

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from regional exiters of the Administration of Justice Programs (TOP: 2105.00) for the 2019-2020 academic year.

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- 68% of students are **employed within a year** after completing a program.
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Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Administration of Justice. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; 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 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.