

**Labor Market Analysis: 2105.00/Administration of Justice**  
**Basic Police Academy Preparation (Certificate requiring 8 to > 16 semester units)**  
 Los Angeles Center of Excellence, January 2023

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**Summary**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> ( <i>Supply met; See comments below</i> )	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to five middle-skill occupations:

- **First-Line Supervisors of Correctional Officers (33-1011)** Directly supervise and coordinate activities of correctional officers and jailers.<sup>1</sup>
- **First-Line Supervisors of Police and Detectives (33-1012)** Directly supervise and coordinate activities of members of police force.<sup>2</sup>
- **Bailiffs (33-3011)** Maintain order in courts of law.<sup>3</sup>
- **Detectives and Criminal Investigators (33-3021)** Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.<sup>4</sup>
- **Police and Sheriff's 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.<sup>5</sup>

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<sup>1</sup> [First-Line Supervisors of Correctional Officers \(bls.gov\)](#)

<sup>2</sup> [First-Line Supervisors of Police and Detectives \(bls.gov\)](#)

<sup>3</sup> [Bailiffs \(bls.gov\)](#)

<sup>4</sup> [Detectives and Criminal Investigators \(bls.gov\)](#)

<sup>5</sup> [Police and Sheriff's Patrol Officers \(bls.gov\)](#)

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>6</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there does not appear to be a supply gap for the occupations of interest. However, the talent oversupply is with the COE's acceptable margin (the number of awards issued is 25% over or under the number of annual openings) and is therefore considered "supply met" rather than a "supply gap." While this program does not meet the traditional supply/demand endorsement criteria, there may be demand for these workers from local employers that is not reflected in traditional labor market data. For this reason, real-time labor market data is included in this report as well – to provide a more nuanced view of the regional job market for these middle-skill police occupations. Furthermore, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and more than one-third of current workers in the field have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### **Demand:**

- **Supply Gap Criteria** – Over the next five years, **3,039 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is less than the three-year average of 3,257 awards conferred** by educational institutions in the region.
  - Although there are more awards conferred than projected job openings, the data suggests that the **demand has been met for these occupations within the LA/OC region** since the three-year average number of awards (supply) is within the COE's 25% margin of annual job openings (demand).
  - Over the past 12 months, there were **3,097 online job postings related to these middle-skill police occupations**. The highest number of job postings were for border patrol agents, marine interdiction agents, public safety officers, police officers, and criminal investigator special agents.
- **Living Wage Criteria** – Within Los Angeles County, all five occupations have entry-level wages **above** the self-sufficiency standard hourly wage (\$18.10/hour).<sup>7</sup>
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma** as the typical entry-level education for each of the middle-skill police occupations in this report.

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<sup>6</sup> The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

<sup>7</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- However, the national-level educational attainment data indicates **between 32% and 47% of workers in the field have completed some college or an associate degree.**

**Supply:**

- There are **26 community colleges** in the greater LA/OC region that issue awards related to basic police academy preparation, conferring an average of **3,229 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **28 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for these middle-skill police occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 4% through 2026. There will be more than 3,000 job openings per year through 2026 due to job growth and replacements.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>8</sup>**

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	28,051	28,982	931	3%	2,457
Orange	6,182	6,548	366	6%	582
<b>Total</b>	<b>34,233</b>	<b>35,530</b>	<b>1,297</b>	<b>4%</b>	<b>3,039</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill police occupations in Los Angeles County as they relate to the county’s self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County**—All five occupations in this report have entry-level wages above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$32.12 and \$63.00. Experienced workers can expect to earn wages between \$60.05 and \$79.58.

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<sup>8</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

**Exhibit 2: Hourly Earnings for Occupations in LA County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Correctional Officers (33-1011)	\$45.99	\$48.55	\$60.44
First-Line Supervisors of Police and Detectives (33-1012)	\$63.00	\$77.18	\$79.58
Bailiffs (33-3011)	\$32.12	\$32.29	\$66.29
Detectives and Criminal Investigators (33-3021)	\$47.43	\$54.93	\$63.67
Police and Sheriff's Patrol Officers (33-3051)	\$46.05	\$49.53	\$60.05

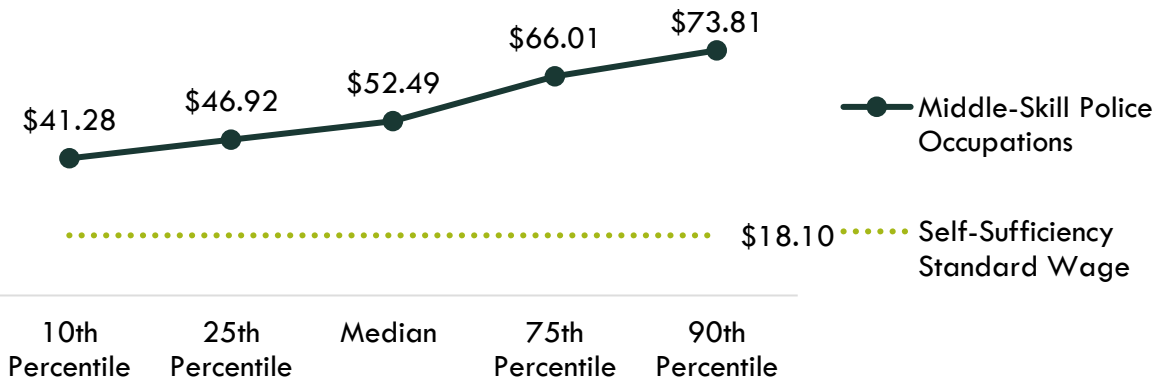
**Orange County**—All five occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$29.38 and \$58.19. Experienced workers can expect to earn wages between \$56.00 and \$73.56.

**Exhibit 3: Hourly Earnings for Occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Correctional Officers (33-1011)	\$45.04	\$45.40	\$57.66
First-Line Supervisors of Police and Detectives (33-1012)	\$58.19	\$72.59	\$73.56
Bailiffs (33-3011)	\$29.38	\$29.38	\$63.19
Detectives and Criminal Investigators (33-3021)	\$44.54	\$51.37	\$59.37
Police and Sheriff's Patrol Officers (33-3051)	\$43.90	\$46.20	\$56.00

On average, the entry-level earnings for the occupations in this report are \$46.92; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

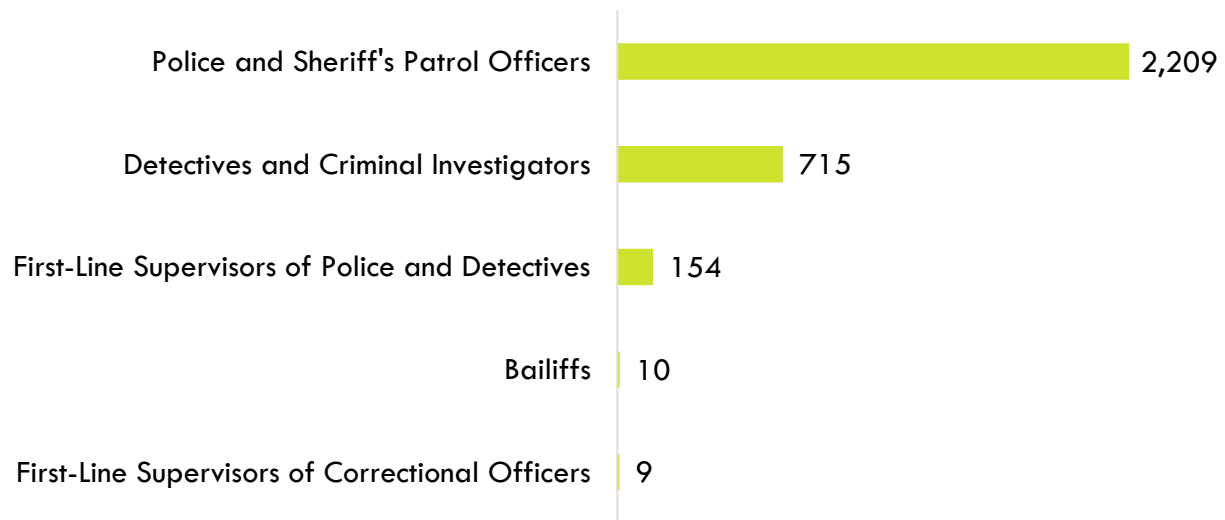
**Exhibit 4: Average Hourly Earnings for Middle-Skill Police Occupations in LA/OC**



### Job Postings

There were 3,097 online job postings for the middle-skill police occupations in this report listed in the past 12 months. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (71%) were for *police and sheriff's patrol officers*, followed by *detectives and criminal investigators* (23%) and *first-line supervisors of police and detectives* (5%). The highest number of job postings were for border patrol agents, marine interdiction agents, public safety officers, police officers, and criminal investigator special agents. The top skills were law enforcement, workplace safety, border control, criminal justice, and rehabilitation. The top three employers, by number of job postings, in the region were U.S. Customs and Border Protection, United States Secret Service, and the Federal Bureau of Investigation.

**Exhibit 5: Job postings by occupation (last 12 months)**



### Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for each of the occupations in this report. However, the national-level educational attainment data indicates between 32% and 47% of workers in the field have completed some college or an associate degree. Of the 64% of middle-skill police job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 50% (985) requested high school or vocational training, 5% (101) requested an associate degree, and 45% (902) requested a bachelor's degree.

## Educational Supply

**Community College Supply**—Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, Citrus, and Rio Hondo.

**Exhibit 6: Regional community college awards (certificates and degrees), 2018-2021**

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average		
2105.00	Administration of Justice	Cerritos	115	111	121	116		
		Citrus	199	224	253	225		
		Compton	22	16	22	20		
		East LA	964	786	491	747		
		El Camino	116	117	112	115		
		Glendale	38	33	47	39		
		LA City	38	39	52	43		
		LA Harbor	60	39	56	52		
		LA Mission	44	51	54	50		
		LA Pierce	117	117	86	107		
		LA Southwest	36	39	36	37		
		LA Trade-Tech	13	21	19	18		
		LA Valley	37	54	51	47		
		Long Beach	129	152	150	144		
		Mt San Antonio	96	87	112	98		
		Pasadena	120	145	127	131		
		Rio Hondo	126	159	186	157		
		Santa Monica	14	22	46	27		
		West LA	68	108	141	106		
		<b>LA Subtotal</b>			<b>2,352</b>	<b>2,320</b>	<b>2,162</b>	<b>2,278</b>
				Coastline	32	23	25	27
				Cypress	14	40	47	34
				Fullerton	123	111	152	129
				Golden West	139	182	159	160
				Irvine	58	59	74	64
				Santa Ana	104	97	80	94
				<b>OC Subtotal</b>	<b>470</b>	<b>512</b>	<b>537</b>	<b>506</b>
		<b>Supply Subtotal/Average</b>			<b>2,822</b>	<b>2,832</b>	<b>2,699</b>	<b>2,784</b>

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
2105.10	Corrections	Citrus	5	18	14	12
		East LA	35	31	6	24
		LA Trade-Tech	-	6	1	2
		Rio Hondo	-	6	4	3
		<b>LA Subtotal</b>	<b>40</b>	<b>61</b>	<b>25</b>	<b>42</b>
		Golden West	2	-	-	1
		Saddleback	1	1	6	3
		Santa Ana	5	-	7	4
		<b>OC Subtotal</b>	<b>8</b>	<b>1</b>	<b>13</b>	<b>7</b>
<b>Supply Subtotal/Average</b>			<b>48</b>	<b>62</b>	<b>38</b>	<b>49</b>
2105.20	Probation and Parole	East LA	-	9	14	8
		LA Mission	-	-	1	0
		<b>LA Subtotal</b>	<b>-</b>	<b>9</b>	<b>15</b>	<b>8</b>
<b>Supply Subtotal/Average</b>			<b>-</b>	<b>9</b>	<b>15</b>	<b>8</b>
2105.50	Police Academy	East LA	370	354	234	319
		LA Mission	-	3	-	1
		Rio Hondo	-	66	96	54
		<b>LA Subtotal</b>	<b>370</b>	<b>423</b>	<b>330</b>	<b>374</b>
		Golden West	4	23	11	13
		<b>OC Subtotal</b>	<b>4</b>	<b>23</b>	<b>11</b>	<b>13</b>
<b>Supply Subtotal/Average</b>			<b>374</b>	<b>446</b>	<b>341</b>	<b>387</b>
<b>Supply Total/Average</b>			<b>3,244</b>	<b>3,349</b>	<b>3,093</b>	<b>3,229</b>

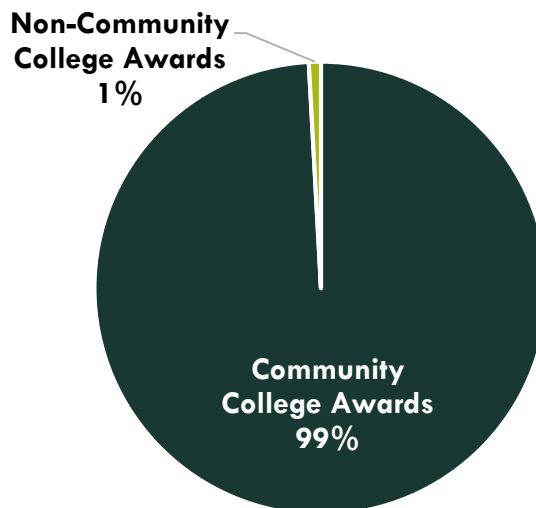
**Non-Community College Supply**—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for middle-skill police occupations. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 28 awards.

**Exhibit 7: Regional non-community college awards, 2017-2020**

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
43.0103	Criminal Justice/Law Enforcement Administration	Abraham Lincoln Univ.	1	2	1	1
43.0104	Criminal Justice/Safety Studies	Platt College-Anaheim	7	7	16	10
		Platt College-LA	14	8	19	14
43.0107	Criminal Justice/Police Science	East San Gabriel Valley ROP	9	-	-	3
<b>Supply Total/Average</b>			<b>31</b>	<b>17</b>	<b>36</b>	<b>28</b>

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Nearly all the awards conferred in these programs are awarded by community colleges in the LA/OC region.

**Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average**





**Appendix A: Occupational demand and wage data by county**

**Exhibit 9. Los Angeles County**

<b>Occupation (SOC)</b>	<b>2021 Jobs</b>	<b>2026 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
First-Line Supervisors of Correctional Officers (33-1011)	216	240	24	11%	24	\$48.28	\$48.66	\$61.79
First-Line Supervisors of Police and Detectives (33-1012)	2,952	3,061	109	4%	219	\$63.36	\$79.28	\$79.61
Bailiffs (33-3011)	415	422	7	2%	56	\$32.29	\$32.29	\$69.43
Detectives and Criminal Investigators (33-3021)	2,499	2,556	57	2%	210	\$48.32	\$55.73	\$64.41
Police and Sheriff's Patrol Officers (33-3051)	21,969	22,702	734	3%	1,947	\$47.62	\$49.86	\$61.07
<b>Total</b>	<b>28,051</b>	<b>28,982</b>	<b>931</b>	<b>3%</b>	<b>2,457</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Exhibit 10. Orange County**

<b>Occupation (SOC)</b>	<b>2021 Jobs</b>	<b>2026 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
First-Line Supervisors of Correctional Officers (33-1011)	54	58	4	8%	6	\$45.04	\$45.40	\$57.66
First-Line Supervisors of Police and Detectives (33-1012)	652	693	42	6%	53	\$58.19	\$72.59	\$73.56
Bailiffs (33-3011)	92	96	4	4%	13	\$29.38	\$29.38	\$63.19
Detectives and Criminal Investigators (33-3021)	545	570	25	5%	49	\$44.54	\$51.37	\$59.37
Police and Sheriff's Patrol Officers (33-3051)	4,839	5,131	292	6%	461	\$43.90	\$46.20	\$56.00
<b>Total</b>	<b>6,182</b>	<b>6,548</b>	<b>366</b>	<b>6%</b>	<b>582</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Exhibit 11. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2021 Jobs</b>	<b>2026 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>
First-Line Supervisors of Correctional Officers (33-1011)	270	298	28	10%	30	High school diploma or equivalent
First-Line Supervisors of Police and Detectives (33-1012)	3,603	3,754	151	4%	272	High school diploma or equivalent
Bailiffs (33-3011)	507	518	10	2%	70	High school diploma or equivalent
Detectives and Criminal Investigators (33-3021)	3,044	3,126	82	3%	259	High school diploma or equivalent
Police and Sheriff's Patrol Officers (33-3051)	26,808	27,833	1,025	4%	2,409	High school diploma or equivalent
<b>Total</b>	<b>34,233</b>	<b>35,530</b>	<b>1,297</b>	<b>4%</b>	<b>3,039</b>	<b>-</b>

**Appendix B: Sources**

- O\*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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