

Labor Market Analysis for Program Modification: 2105.00/Administration of Justice (Certificate of Achievement)

CVML Center of Excellence, October 2025



FOR LABOR MARKET RESEARCH
CENTRAL VALLEY/MOTHER LODE

Summary

| | | | |
|-------------------------|--|--|---|
| Program LMI Endorsement | Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/> | Endorsed: Some LMI Criteria Met <input type="checkbox"/> | Not LMI Endorsed <input type="checkbox"/> |
|-------------------------|--|--|---|

Program LMI Endorsement Criteria

| | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
|--------------------------------------|--|-----------------------------|
| Supply Gap: | <i>Comments:</i> There are projected to be 1,408 annual job openings throughout the SCV/SML subregion for <i>criminal justice</i> -related occupations, which are more than the 956 awards conferred by educational institutions in the SCV/SML subregion (CC + Non-CC). | |
| Living Wage: (Entry-Level, 25th): | <i>Comments:</i> All five <i>criminal justice</i> -related occupations included in this report have an entry-level hourly wage above the SCV/SML living wage of \$16.08. | |
| Education: | <i>Comments:</i> The typical entry-level education for <i>criminal justice</i> -related occupations is a high school diploma or equivalent. Additionally, between 28% and 48% have completed some college or an associate degree as their highest level of education. | |

Emerging Occupations(s)

| | |
|------------------------------|--|
| Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| <i>Comments:</i> N/A | |

The Central Valley/Mother Lode Center of Excellence for Labor Market Research (CVML COE) prepared this report to determine whether there is a supply gap in the South Central Valley/Southern Mother Lode regional labor market related to the following middle-skill occupations:

- First-Line Supervisors of Correctional Officers (33-1011)
- First-Line Supervisors of Police and Detectives (33-1012)
- Correctional Officers and Jailers (33-3012)
- Detectives and Criminal Investigators (33-3021)
- Police and Sheriff's Patrol Officers (33-3051)

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor's degree.

Based on the available data, there appears to be a supply gap for *criminal justice*-related occupations. In addition to all of the occupations having entry-level wages above the subregion's living wage, between 28% and 48% of workers in this field have completed some college or an associate degree as their highest level of education. **Therefore, due to all the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for *criminal justice*-related occupations.

Exhibit 1: Labor Market Endorsement Summary

| Occupation (SOC) | Demand (Annual Openings) | Supply (CC and Non-CC) | Entry-Level Hourly Earnings (25th Percentile) | Typical Entry-Level Education | Community College Educational Attainment |
|---|------------------------------|------------------------------|---|-----------------------------------|--|
| First-Line Supervisors of Correctional Officers (33-1011) | NCV/NML: 24 SCV/SML: 97 | NCV/NML: 480 SCV/SML: 955 | NCV/NML: \$57.84 SCV/SML: \$58.66 | High school diploma or equivalent | 47% |
| First-Line Supervisors of Police and Detectives (33-1012) | NCV/NML: 47 SCV/SML: 86 | | NCV/NML: \$56.15 SCV/SML: \$58.41 | High school diploma or equivalent | 37% |
| Correctional Officers and Jailers (33-3012) | NCV/NML: 252 SCV/SML: 748 | | NCV/NML: \$38.11 SCV/SML: \$38.16 | High school diploma or equivalent | 48% |
| Detectives and Criminal Investigators (33-3021) | NCV/NML: 14 SCV/SML: 77 | | NCV/NML: \$42.16 SCV/SML: \$43.47 | High school diploma or equivalent | 28% |
| Police and Sheriff's Patrol Officers (33-3051) | NCV/NML: 241 SCV/SML: 400 | | NCV/NML: \$39.60 SCV/SML: \$36.94 | High school diploma or equivalent | 46% |
| Total | 1,986 | 1,435 | - | - | - |

Demand:

- The number of jobs related to the five *criminal justice*-related occupations in this report are projected to increase 5% through 2029. There will be 1,408 annual job openings in the SCV/SML subregion.
- All five *criminal justice*-related occupations have an entry-level hourly wage above the living wage of \$16.08 in the SCV/SML subregion.
- There were 767 online job postings for *criminal justice*-related occupations over the past 12 months.

- The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *criminal justice*-related occupations
- National-level educational attainment data indicates that between 28% and 48% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- Between 2021 and 2024, there was an average of 742 awards conferred by community colleges in the SCV/SML subregion.
- Between 2020 and 2023, non-community college institutions in the SCV/SML subregion conferred an average of 214 awards in relevant programs.

Demand

Occupational Projections

Exhibit 2 shows the annual percent change in jobs for the five *criminal justice*-related occupations from 2019 through 2029. The SCV/SML subregion experienced a 0% growth in 2022, compared to the 5% growth across all CA occupations. The SCV/SML subregion experienced the highest growth in 2024 at 2%, compared to the 1% growth across all CA occupations. From 2025 to 2029, growth is projected to remain steady (between 0% and 1%) for the SCV/SML subregion, similar to all occupations in California.

Exhibit 2: Annual Percent Change in Jobs for Criminal Justice-Related Occupations, 2019-2029

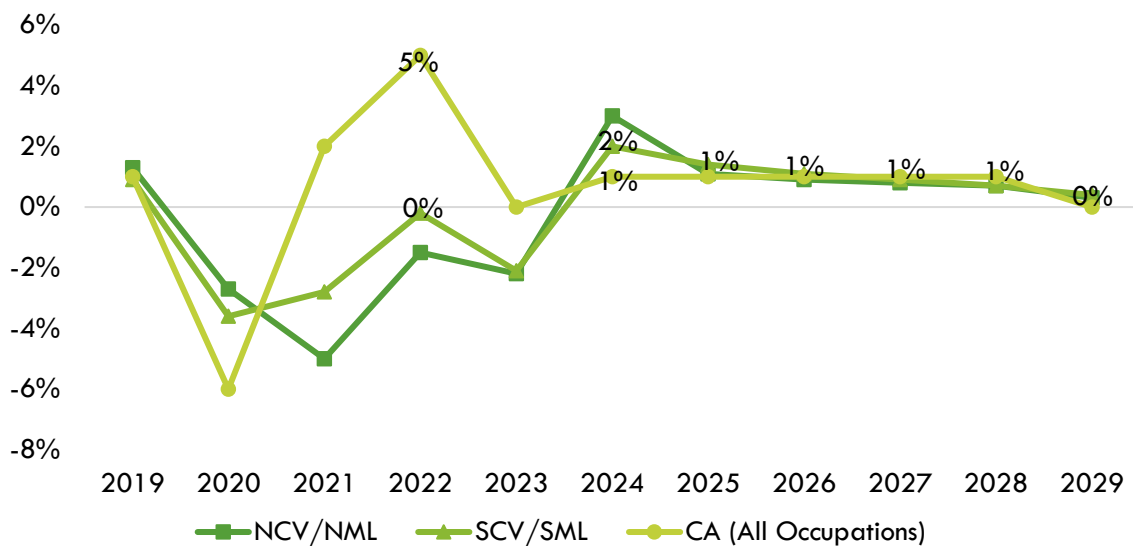


Exhibit 3 shows the five-year occupational demand projections for the five *criminal justice*-related occupations. In the SCV/SML subregion, the number of jobs related to these occupations are projected to increase by 5% through 2029. There are projected to be 1,407 jobs available annually in the SCV/SML subregion.

Exhibit 3: Occupational Demand in NCV/NML, SCV/SML, and CVML¹

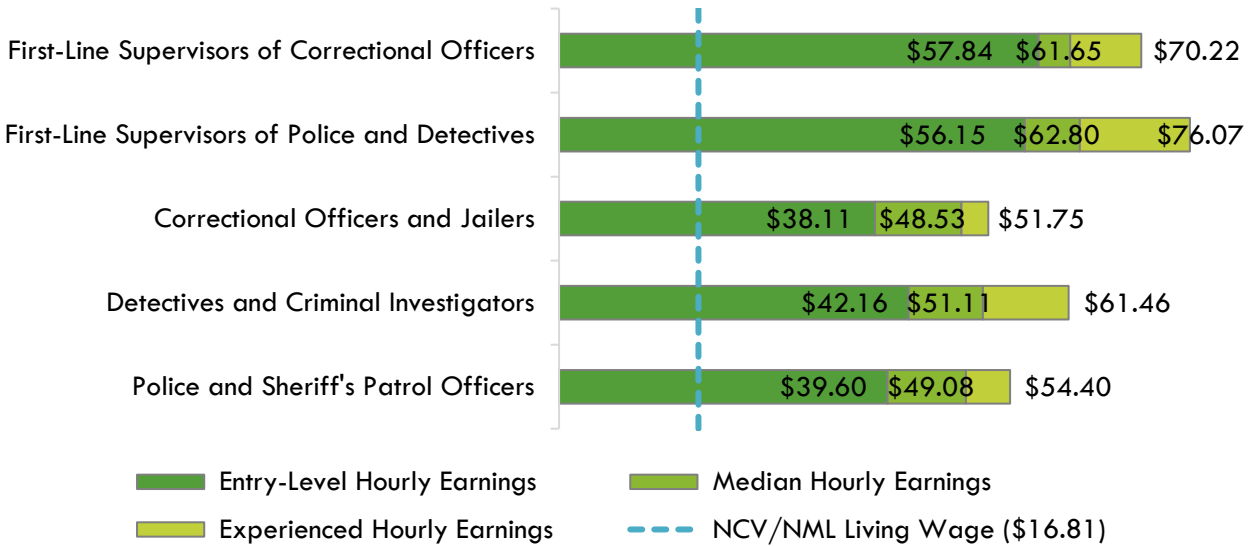
| Geography | 2024 Jobs | 2029 Jobs | 2024-2029 Change | 2024-2029 % Change | Annual Openings |
|-------------|---------------|---------------|------------------|--------------------|-----------------|
| NCV/NML | 6,404 | 6,645 | 241 | 4% | 578 |
| SCV/SML | 15,118 | 15,809 | 691 | 5% | 1,408 |
| CVML | 21,522 | 22,454 | 932 | 4% | 1,986 |

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for the five *criminal justice*-related occupations as they relate to the subregions and region's living wage. NCV/NML, SCV/SML, and CVML wages are included below to provide a complete analysis of the region.

All five *criminal justice*-related occupations have an entry-level hourly wage above the living wage for one adult in the NCV/NML subregion (\$16.81). The NCV/NML subregion average wage for these occupations is \$49.07, which is below the average statewide wage of \$54.21. Exhibit 4a shows the wage range for *criminal justice*-related occupations and how they compare to the NCV/NML subregion's living wage.

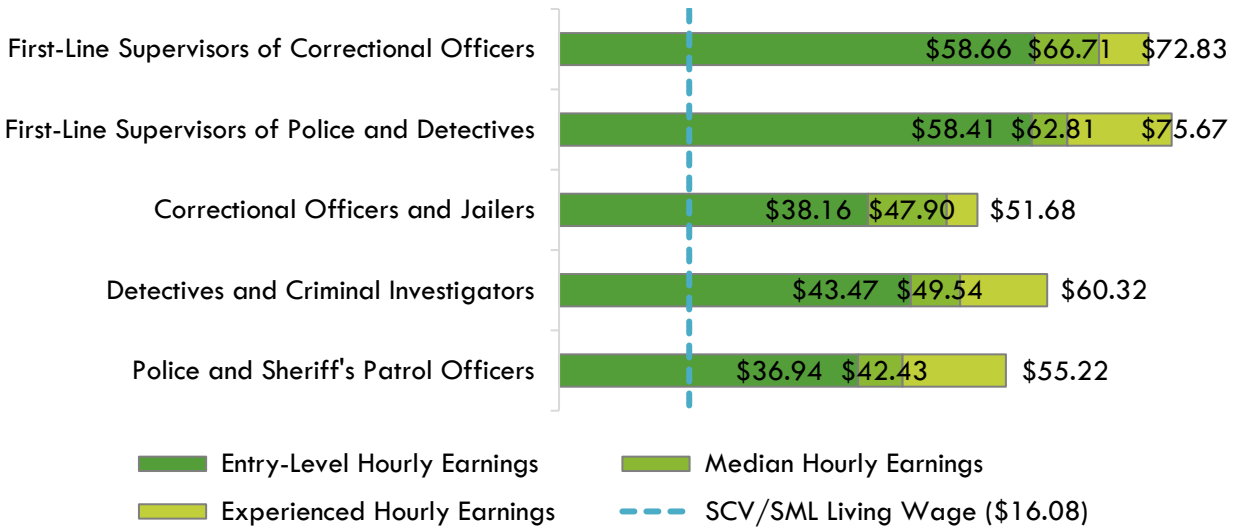
Exhibit 4a: Wages by Occupation in NCV/NML



All five *criminal justice*-related occupations have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion (\$16.08). The SCV/SML subregion average wage for these occupations is \$47.85, which is below the average statewide wage of \$54.21. Exhibit 4b shows the wage range for *criminal justice*-related occupations and how they compare to the SCV/SML subregion's living wage.

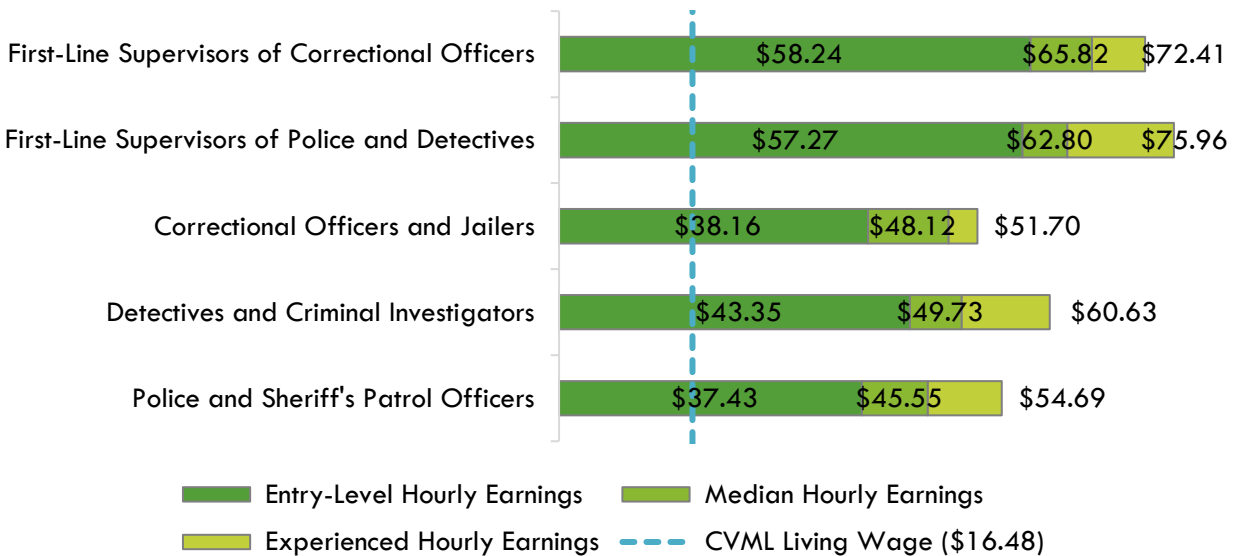
¹Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 4b: Wages by Occupation in SCV/SML



All five *criminal justice*-related occupations have an entry-level hourly wage above the living wage for one adult in the CVML region (\$16.48). The CVML region average wage for these occupations is \$48.22, which is below the average statewide wage of \$54.21. Exhibit 5 shows the wage range for *criminal justice*-related occupations and how they compare to the CVML region's living wage.

Exhibit 5: Wages by Occupation in CVML



Job Postings:

Important Online Job Postings Data Note: Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.² For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 767 online job postings related to *criminal justice*-related occupations listed in the past 12 months (Exhibit 6).

Exhibit 6: Number of Job Postings by Occupation (n=767)

| Occupations | Job Postings | Percentage of Job Postings |
|---|--------------|----------------------------|
| Police and Sheriff's Patrol Officers | 329 | 43% |
| First-Line Supervisors of Police and Detectives | 157 | 20% |
| Correctional Officers and Jailers | 125 | 16% |
| First-Line Supervisors of Correctional Officers | 123 | 16% |
| Detectives and Criminal Investigators | 33 | 4% |

The top employers in the region for *criminal justice*-related occupations, by number of job postings, are shown in Exhibit 7.

Exhibit 7: Top Employers by Number of Job Postings (n=767)

| Employer | Job Postings | Percentage of Job Postings |
|---|--------------|----------------------------|
| State of California | 92 | 12% |
| United States Department of Homeland Security | 87 | 11% |
| City & County of San Francisco | 49 | 6% |
| Kern County | 31 | 4% |

²K. R. Chowdhary, *Fundamentals of Artificial Intelligence* (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>

| Employer | Job Postings | Percentage of Job Postings |
|------------------|--------------|----------------------------|
| Tulare County | 28 | 4% |
| County of Tulare | 26 | 3% |
| County of Kern | 19 | 2% |
| City of Fresno | 18 | 2% |
| CoreCivic | 17 | 2% |
| GEO Group | 16 | 2% |

The top specialized, common, and software skills for *criminal justice*-related occupations are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

Exhibit 8: Top Skills by Number of Job Postings (n=767)

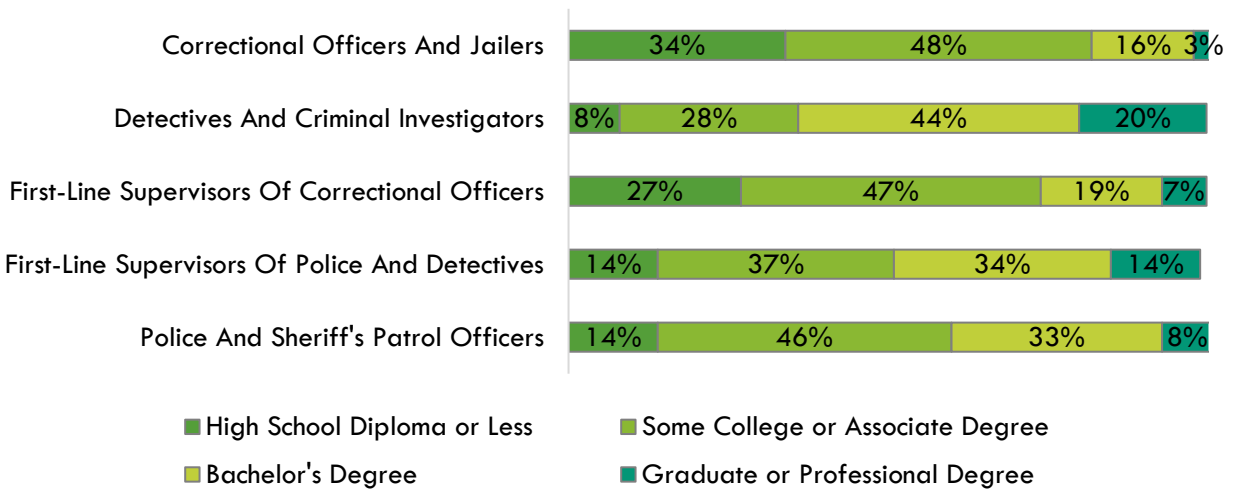
| Top Specialized Skills | Top Soft Skills | Top Computer Skills |
|--|--------------------------------|---------------------------|
| Law Enforcement (202) | Communication (270) | Microsoft Office (14) |
| Criminal Corrections (153) | Investigation (255) | Spreadsheets (12) |
| Contraband Detection And Control (118) | Operations (190) | IBM MQ (12) |
| Crime Prevention (104) | Report Writing (162) | Operating Systems (11) |
| Community Reintegration (103) | Management (125) | Microsoft Excel (9) |
| Restorative Justice (103) | Training And Development (125) | Calendaring Software (8) |
| Rehabilitation (88) | Problem Solving (95) | Microsoft Access (6) |
| Law Enforcement Practices (67) | Tactfulness (90) | Microsoft Outlook (6) |
| Office Equipment (66) | First Aid (80) | Presentation Software (6) |
| Patrolling (52) | Administrative Functions (69) | Productivity Software (6) |

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for the five *criminal justice*-related occupations. National-level educational attainment data indicates that between 28% and 48% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *criminal justice*-related occupations.

Of the 767 online job postings, 49% (equivalent to 379 postings) of cumulative job postings for the five *criminal justice*-related occupations listed a minimum education requirement in the SCV/SML subregion. Of the 379 postings, 64% (243) requested a high school or GED.

Exhibit 9: National-level Educational Attainment for Criminal Justice-Related Occupations



Educational Supply

Community College Supply:

Exhibits 10a and 10b show the annual and three-year average number of awards conferred by community colleges in the programs that have historically trained for the occupations included in this report. The colleges with the most completions are Bakersfield (South) and Fresno City (South).

**Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees)
2021-22 through 2023-24**

| TOP Code | Program | College | 2021-2022 Awards | 2022-2023 Awards | 2023-2024 Awards | 3-Year Award Average |
|-----------------------------------|---------------------------|-------------------|------------------|------------------|------------------|----------------------|
| 2105.00 | Administration of Justice | Merced | 83 | 74 | 61 | 73 |
| | | Modesto | 117 | 86 | 88 | 97 |
| | | San Joaquin Delta | 100 | 99 | 87 | 95 |
| Subtotal/Average | | | 300 | 259 | 236 | 265 |
| NCV/NML Supply Grand Total | | | 300 | 259 | 236 | 265 |

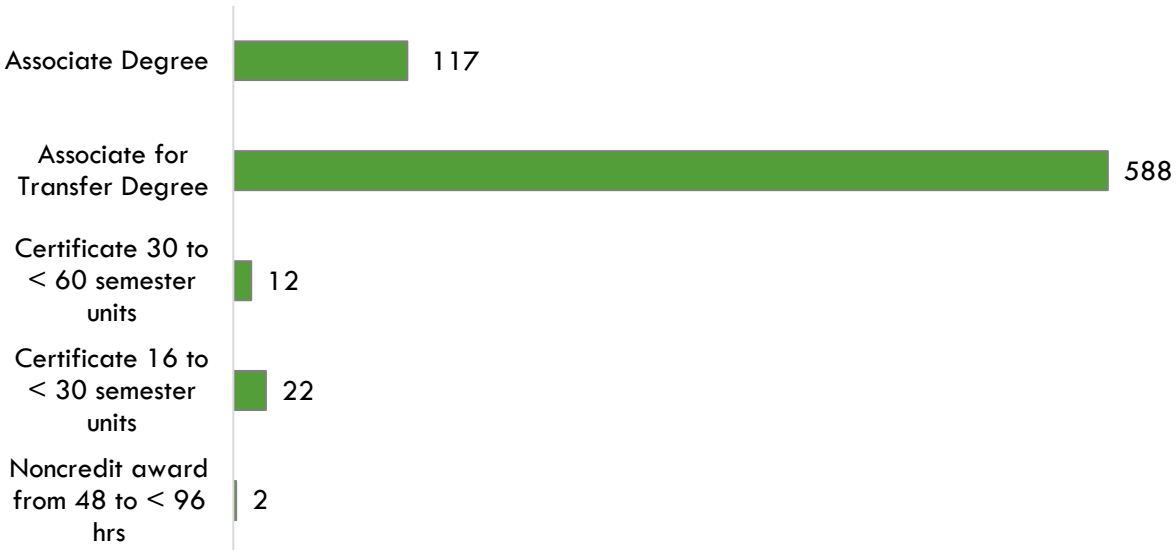
**Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees)
2021-22 through 2023-24**

| TOP Code | Program | College | 2021-2022 Awards | 2022-2023 Awards | 2023-2024 Awards | 3-Year Award Average |
|----------|---------------------------|-------------|------------------|------------------|------------------|----------------------|
| 2105.00 | Administration of Justice | Bakersfield | 234 | 172 | 141 | 182 |
| | | Cerro Coso | 34 | 31 | 19 | 28 |
| | | Clovis | 46 | 51 | 53 | 50 |
| | | Coalinga | 28 | 18 | 18 | 21 |
| | | Fresno City | 152 | 129 | 152 | 144 |
| | | Lemoore | 53 | 56 | 55 | 55 |
| | | Madera | 32 | 31 | 30 | 31 |
| | | Porterville | 43 | 26 | 39 | 36 |
| | | Reedley | 55 | 60 | 58 | 58 |
| | | Sequoias | 116 | 85 | 108 | 103 |

| TOP Code | Program | College | 2021-2022 Awards | 2022-2023 Awards | 2023-2024 Awards | 3-Year Award Average |
|-----------------------------------|---------|---------|------------------|------------------|------------------|----------------------|
| | | Taft | 27 | 40 | 33 | 33 |
| Subtotal/Average | | | 820 | 699 | 706 | 742 |
| SCV/SML Supply Grand Total | | | 820 | 699 | 706 | 742 |

Exhibit 11 shows the annual average community college awards by type from 2021-22 through 2023-24. Of the 742 awards conferred in the SCV/SML subregion, 95% (705) of these awards were for an associate degree or an associate for transfer degree.

Exhibit 11: Annual Average Community College Awards (SCV/SML) by Type, 2021-2024



Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for Administration of Justice programs in Kern Community College District (KCCD), the SCV/SML subregion, the CVML region, and California.

Of the 87,044 administration of justice program students statewide in the 2023-2024 academic year, 11% (9,526) attended a CVML institution. KCCD students that exited administration of justice programs in the 2022-2023 academic year had greater median annual earnings (\$32,664) compared to all administration of justice students in SCV/SML subregion (\$31,988). Additionally, 46% of SCV/SML administration of justice students attained a living wage, which is less than the percentage of students who attained a living wage statewide (59%).

Exhibit 12: Administration of Justice (2105.00) Strong Workforce Program Metrics

| SWP Metric | KCCD | SCV/SML Subregion | CVML Region | California |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| SWP Students | 2,791 | 6,321 | 9,526 | 87,044 |
| SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year | 21% | 25% | 24% | 16% |
| SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course | 92% | 92% | 88% | 52% |
| SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status | 6% | 10% | 9% | 6% |
| SWP Students Who Transferred to a Four-Year Postsecondary Institution | 5% | 6% | 6% | 4% |
| SWP Students with a Job Closely Related to Their Field of Study | 57% | 59% | 61% | 54% |
| Median Annual Earnings for SWP Exiting Students | \$32,664 (\$15.70) | \$31,988 (\$15.38) | \$32,516 (\$15.63) | \$60,560 (\$29.12) |
| Median Change in Earnings for SWP Exiting Students | 34% | 37% | 43% | 26% |
| SWP Exiting Students Who Attained the Living Wage | 52% | 46% | 45% | 59% |



Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the occupations studied in this report. Exhibits 13a and 13b show the annual and three-year average number of awards conferred by non-community college institutions in programs that have historically trained for the occupations of interest.

Between 2020 and 2023, non-community college institutions in the SCV/SML subregion conferred an average of 214 awards annually in related programs.

Exhibit 13a: NCV/NML Subregional Non-Community College Awards, 2020-2023

| CIP Code | Program | Institution | 2020-21 Awards | 2021-22 Awards | 2022-23 Awards | 3-Year Award Average |
|-----------------------------------|---|--|----------------|----------------|----------------|----------------------|
| 43.0102 | Corrections | Carrington College-Stockton | 3 | 1 | - | 1 |
| | | San Joaquin Valley College-Modesto | 7 | 6 | 15 | 9 |
| Subtotal/Average | | | 10 | 7 | 15 | 11 |
| 43.0103 | Criminal Justice/Law Enforcement Administration | Humphreys University-Stockton and Modesto Campuses | 22 | 13 | 9 | 15 |
| Subtotal/Average | | | 22 | 13 | 9 | 15 |
| 43.0104 | Criminal Justice/Safety Studies | California State University-Stanislaus | 191 | 195 | 183 | 190 |
| Subtotal/Average | | | 191 | 195 | 183 | 190 |
| NCV/NML Supply Grand Total | | | 223 | 215 | 207 | 215 |

Exhibit 13b: SCV/SML Subregional Non-Community College Awards, 2020-2023

| CIP Code | Program | Institution | 2020-21 Awards | 2021-22 Awards | 2022-23 Awards | 3-Year Award Average |
|-----------------------------------|---|---|----------------|----------------|----------------|----------------------|
| 43.0102 | Corrections | San Joaquin Valley College-Bakersfield | 9 | 5 | 9 | 8 |
| | | San Joaquin Valley College-Fresno | 10 | 5 | 7 | 7 |
| | | San Joaquin Valley College-Visalia | 18 | 21 | 11 | 17 |
| Subtotal/Average | | | 37 | 31 | 27 | 32 |
| 43.0103 | Criminal Justice/Law Enforcement Administration | Fresno Pacific University | 15 | 9 | 1 | 8 |
| Subtotal/Average | | | 15 | 9 | 1 | 8 |
| 43.0104 | Criminal Justice/Safety Studies | California State University-Bakersfield | 185 | 169 | 167 | 174 |
| | | Fresno Pacific University | - | - | - | - |
| Subtotal/Average | | | 185 | 169 | 167 | 174 |
| SCV/SML Supply Grand Total | | | 237 | 209 | 195 | 214 |

Appendix A: Methodology

The CVML COE prepared this report by analyzing data from occupations and education programs.

Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the CVML COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- 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.

The CVML COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the CVML COE. 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 which 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.

Appendix B: Data Sources

| Data Type | Source |
|---|---|
| Occupational Projections, Wages, and Job Postings | <p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/</p> |
| Living Wage | <p>The living wage is derived from the Insight Center's California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://selfsufficiencystandard.org/California/</p> <p>Wage figures are used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p> |
| Typical Education and Training Requirements, and Educational Attainment | <p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. 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 BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm</p> |
| Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences | <p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p> |
| Educational Supply | <p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p> |
| Student Metrics and Demographics | <p>DataVista, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://datavista.cccco.edu/</p> |
| Population and Occupation Demographics | <p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p> |

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