

# Labor Market Assessment: Law Enforcement Worker Occupations (2105.00 Administration of Justice)

Inland Empire/Desert Center of Excellence, Oct 2025  
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## Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> There is <b>projected</b> to be <b>961 annual job openings</b> throughout the Inland Empire/Desert region, which is less than the <b>1,320 annual average awards conferred by educational institutions over the last 3 years</b> . Supply data includes both community college awards (837) and non-community college awards (483).	
Living Wage	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> <b>All</b> occupations have entry-level hourly wages \$18 to \$46 above the IE/D living wage of <b>20.42</b> . <sup>1</sup>	
Education	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> <b>All</b> occupations have a <b>high school diploma or GED</b> as their <b>typical entry-level education level</b> , but <b>more</b> than 33% of all workers in the field (44%) have completed <b>some college or an associate degree</b> as their <b>highest level of education</b> . See Exhibit 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Below Middle-Skill (typically require training/education at or below a HS diploma)
  - First-Line Supervisors of Police and Detectives (33-1012)
  - Detectives and Criminal Investigators (33-3021)
  - Police and Sheriff's Patrol Officers (33-3051)

## Summary of findings

### Demand

- The number of jobs related to the assessed occupations is projected to increase 12% through 2029, with 961 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are above living wage at the 25<sup>th</sup> percentile hourly wage ranging from \$38.74 to \$66.15 in IE/D.
- There were 744 online job postings from 105 employers over the past 12 months with the highest postings for border patrol agents and police officers.
- Most job postings for target occupations require a high school diploma or GED (44%), followed by a bachelor's degree (33%), above a bachelor's degree (18%), and associate degree (9%).

### Supply

- On average, there were 1,320 annual awards conferred by educational institutions over the last 3 years in related fields: 837 from community colleges and 483 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$49,266 (\$23.69 per hour).
- 55% of students that exited their program in 2022-23 reported that they are now earning a living wage.

<sup>1</sup> The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

## Introduction

California Community College Administration of Justice (TOP 2105.00) programs prepare students for employment theories, principles, and techniques of law enforcement agencies, juvenile justice, and corrections (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Administration of Justice programs lead to employment in occupations related to law enforcement.

## Job Demand

In 2024, there were 9,522 jobs in occupations related to law enforcement in the IE/D region. Regional employment for this occupation group is projected to increase by 12% through 2029 with 961 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

**Exhibit 1. Five-year projections for occupations related to law enforcement, IE/D Region, 2024-2029**

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
First-Line Supervisors of Police and Detectives	33-1012	1,422	1,605	13%	670	134
Detectives and Criminal Investigators	33-3021	1,541	1,657	8%	691	138
Police and Sheriff's Patrol Officers	33-3051	6,559	7,413	13%	3,445	689
Total		9,522	10,675	12%	4,806	961

SOURCE: LIGHTCAST 2025.4

## Job Postings

The following analysis for occupations related to law enforcement using online job posting data.

**Important note:** The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.<sup>2</sup> While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to law enforcement over the last 12 months and the median posting duration. Over the previous 12 months, there were 744 unique job postings for occupations related to law enforcement in the region from 105 employers.

**Exhibit 2. Job ads and posting duration, IE/D Region, Oct 2024 – Sep 2025**

Job Title	Job Ads	Median Posting Duration
Police and Sheriff's Patrol Officers	571	17 days
First-Line Supervisors of Police and Detectives	132	24 days
Detectives and Criminal Investigators	41	21 days
Total	744	

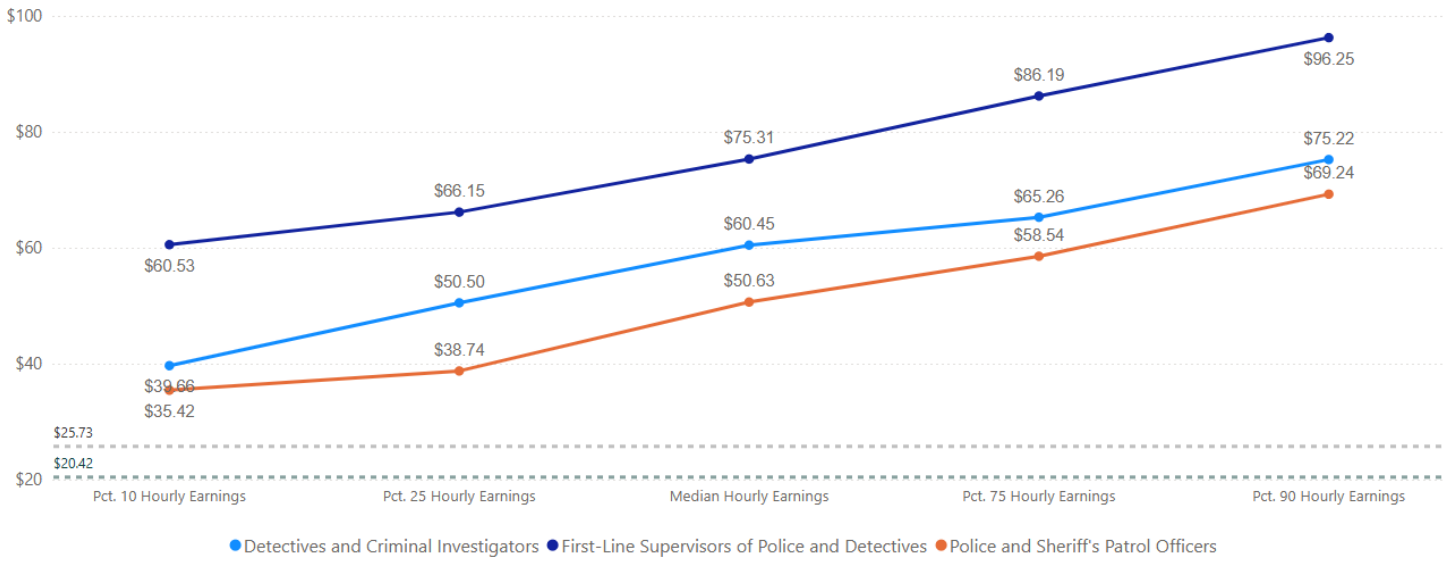
SOURCE: LIGHTCAST 2025.4

<sup>2</sup> "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

## Earnings

Exhibit 3 displays the hourly earnings for occupations related to law enforcement compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42<sup>3</sup> and the MIT IE/D living wage of \$25.73.<sup>4</sup>

**Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024**



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Police and Sheriff's Patrol Officers	\$35.42	\$38.74	\$50.63	\$58.54	\$69.24
Detectives and Criminal Investigators	\$39.66	\$50.50	\$60.45	\$65.26	\$75.22
First-Line Supervisors of Police and Detectives	\$60.53	\$66.15	\$75.31	\$86.19	\$96.25

SOURCE: 2025.4

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupations listed was also above the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

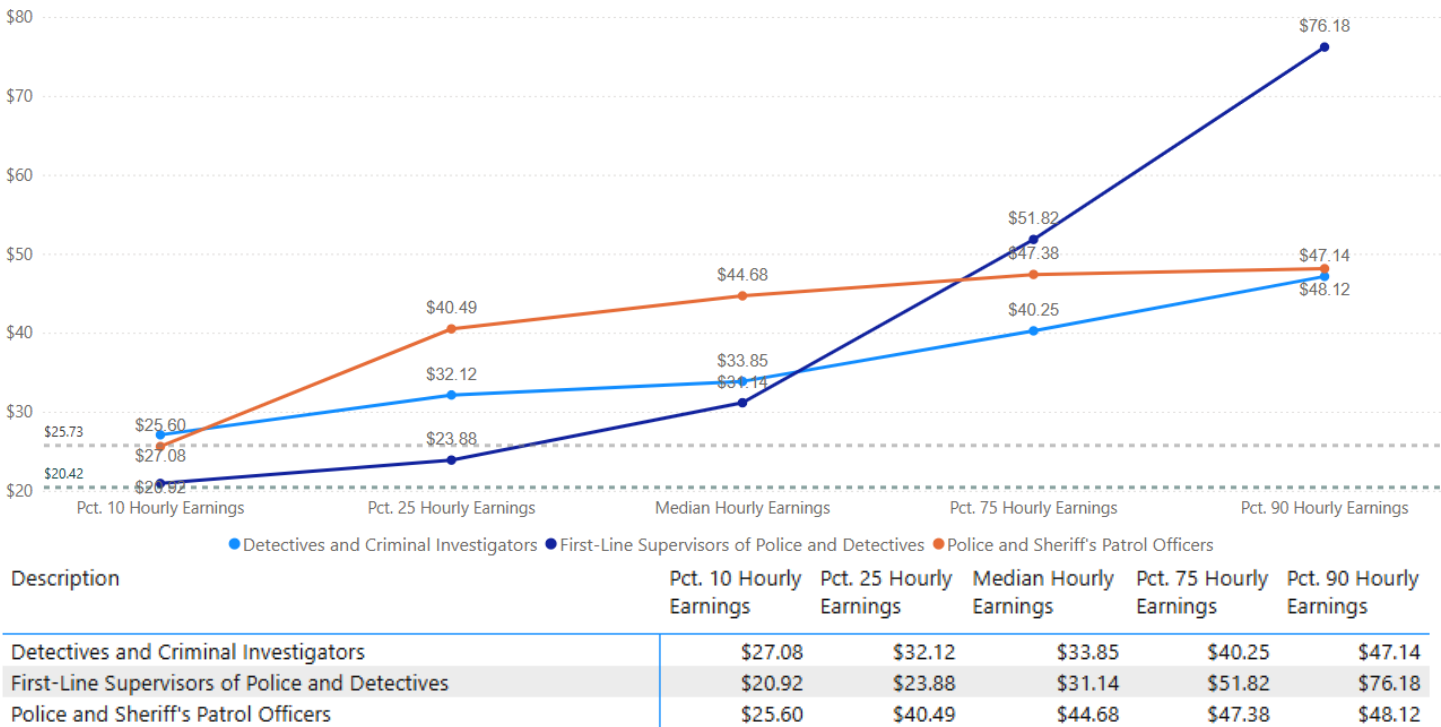
<sup>3</sup> The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

<sup>4</sup> *ibid.*

## Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to law enforcement over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages between \$23.88 and \$40.49 (estimated to be equal to an annual salary between \$49,670 and \$84,219).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Oct 2024 – Sep 2025



SOURCE: LIGHTCAST 2025.4

## Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to law enforcement over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.











Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Oct 2024 – Sep 2025

Job Title	Unique Postings
Border Patrol Agents	267
Police Officers	74
Lateral Police Officers	35
Sheriff's Deputies	25
911 Communications Officers	15
Deputy Sheriffs	15
Police Cadets	13
School Police Officers	12
Assistant Sheriffs	11
Customs and Border Protection Officers	11

SOURCE: LIGHTCAST 2025.4

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. The United States Department of Homeland Security and County of Riverside had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads,  
IE/D Region, Oct 2024 – Sep 2025**

Company	Total/Unique (Oct 2024 - Sep 2025)	Posting Intensity	Median Posting Duration
United States Department of Homeland Security	632 / 280	2 : 1 	17 days
County Of Riverside	148 / 67	2 : 1 	33 days
San Bernardino County	41 / 29	1 : 1 	20 days
City & County of San Francisco	31 / 28	1 : 1 	16 days
City Of San Bernardino	77 / 23	3 : 1 	25 days
Riverside Community College District	34 / 17	2 : 1 	17 days
State of California	20 / 14	1 : 1 	18 days
Usss	15 / 13	1 : 1 	20 days
United States Department of Defense	25 / 12	2 : 1 	38 days
City Of Corona	17 / 10	2 : 1 	n/a

SOURCE: LIGHTCAST 2025.4

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.<sup>5</sup>

**Exhibit 7. Top 10 in-demand skills from employer job ads,  
IE/D Region, Oct 2024 – Sep 2025**

Common skills	Total Postings	Skill Growth Relative to Market
Investigation	357	Growing
Operations	301	Stable
Communication	254	Lagging
English Language	172	Growing
Problem Solving	142	Growing
Report Writing	142	Growing
Tactfulness	133	Growing
Spanish Language	121	Lagging
Composure	94	Growing
Management	94	Stable

<sup>5</sup> "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Specialized skills	Total Postings	Skill Growth Relative to Market
Law Enforcement	325	Growing
Contraband Detection And Control	266	Lagging
Patrolling	190	Rapidly Growing
All Terrain Vehicles	177	Stable
Motorcycles	130	Stable
International Laws	117	Stable
Immigration Law	114	Growing
Rehabilitation	101	Stable
Agriculture	100	Growing
Forensic Psychology	98	Growing

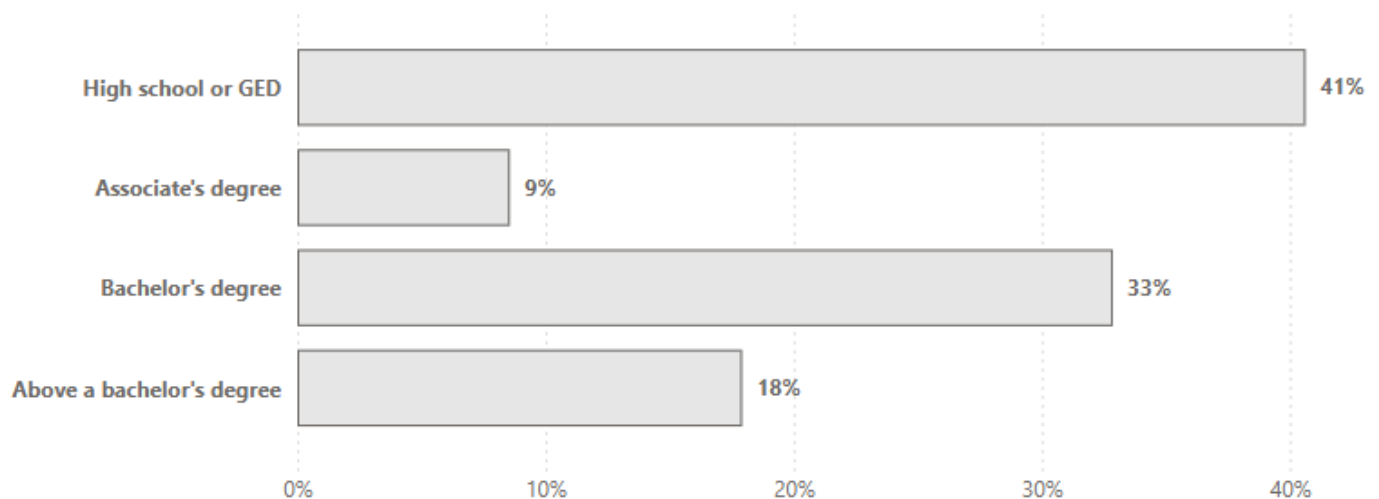
  

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	29	Growing
Firewall	23	Rapidly Growing
Microsoft Word	22	Stable
Microsoft Excel	19	Growing
Microsoft Outlook	13	Rapidly Growing
Microsoft PowerPoint	6	Rapidly Growing
Operating Systems	6	Rapidly Growing
Spreadsheets	6	Rapidly Growing
R (Programming Language)	5	Rapidly Growing
Document Management Systems	4	Growing
Expo (Application Development Framework)	4	Stable
Microsoft Access	4	Lagging

SOURCE: LIGHTCAST 2025.4

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or GED (44%) greater than bachelor's degree (33%) or above bachelor's degree (18%) or associate degree (9%).

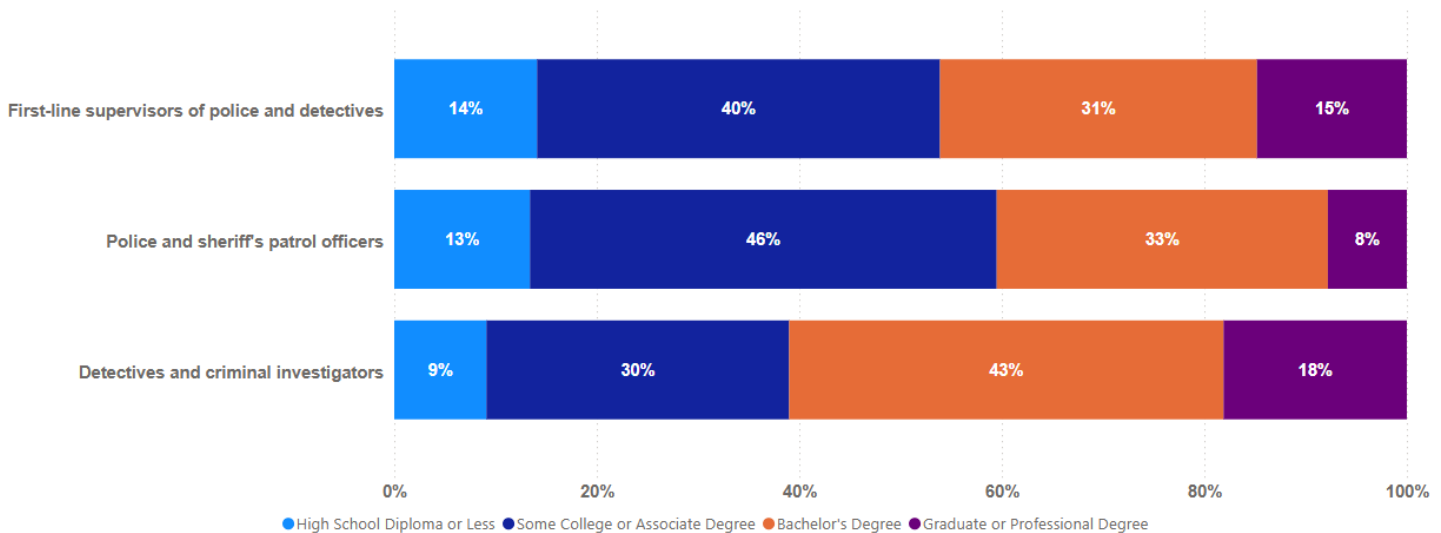
**Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Oct 2024 – Sep 2025**



SOURCE: LIGHTCAST 2025.4

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 30% and 46% of workers have completed some college or an associate degree as their highest level of education.

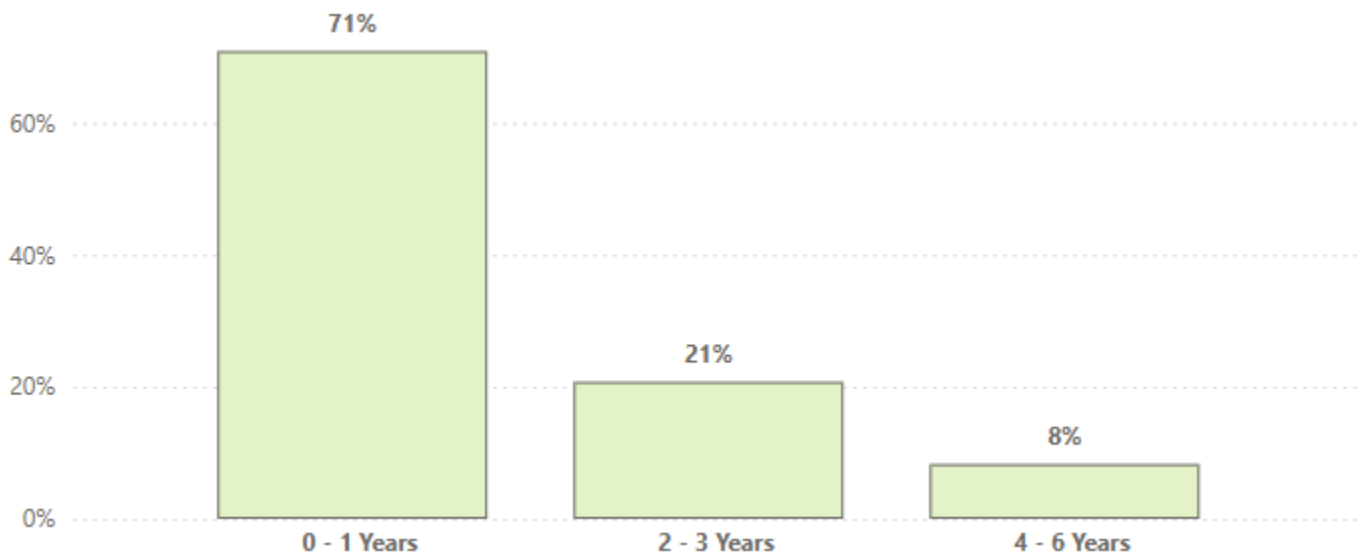
*Exhibit 9 National-level Education Attainment for the Occupational Group*



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (71%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

*Exhibit 10 Work experience requirements, IE/D Region, Oct 2024 – Sep 2025*



SOURCE: LIGHTCAST 2025.4



## Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Administration of Justice (TOP 2105.00) programs over the last three academic years (2021-2024). In the previous three academic years, 11 regional community colleges issued an average of 837 awards in relevant programs.

**Exhibit 11 Annual average community college awards for Administration of Justice (TOP 2105.00), IE/D, 2021-2024**

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
2105.00	Administration of Justice	Moreno Valley	144	216	60	140
2105.00	Administration of Justice	Riverside	128	110	119	119
2105.00	Administration of Justice	Victor Valley	91	105	160	119
2105.00	Administration of Justice	Chaffey	104	120	116	113
2105.00	Administration of Justice	Mt. San Jacinto	93	84	95	91
2105.00	Administration of Justice	College of the Desert	91	68	88	82
2105.00	Administration of Justice	San Bernardino	78	62	51	64
2105.00	Administration of Justice	Barstow	40	27	76	48
2105.00	Administration of Justice	Norco	49	32	33	38
2105.00	Administration of Justice	Copper Mountain	14	12	15	14
2105.00	Administration of Justice	Palo Verde	8	7	15	10
<b>Total</b>			<b>840</b>	<b>843</b>	<b>828</b>	<b>837</b>

SOURCE: MIS DATA MART

### Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Criminal Justice and Corrections, General (CIP 43.0100), Criminal Justice/Safety Studies (CIP 43.0104).

However, student award completion data was not found in the IE/D for other related non-community college programs: Criminal Justice and Corrections, General (CIP 43.0100).

In the previous three academic years, 8 regional non-community college institutions issued an average of 483 awards in relevant programs.

**Exhibit 12 Annual average non-community college awards for law enforcement programs, IE/D, 2020-2023**

CIP	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
43.0103	Criminal Justice/Law Enforcement Administration	California Baptist University	53	61	59	58
43.0103	Criminal Justice/Law Enforcement Administration	DeVry University-California	8	7	12	9
43.0103	Criminal Justice/Law Enforcement Administration	University of Phoenix-California	77	43	19	46
43.0104	Criminal Justice/Safety Studies	California State University-San Bernardino	265	238	324	276
43.0104	Criminal Justice/Safety Studies	La Sierra University	60	53	61	58
43.0104	Criminal Justice/Safety Studies	Loma Linda University	6	5	11	7
43.0104	Criminal Justice/Safety Studies	Platt College-Ontario	17	15	19	17
43.0104	Criminal Justice/Safety Studies	Platt College-Riverside	18	7	12	12
<b>Total</b>			<b>504</b>	<b>429</b>	<b>517</b>	<b>483</b>

SOURCE: IPEDS



## Strong Workforce Program Outcomes

California SWP program outcome data may provide 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 13.

### *Exhibit 13 Administration of Justice strong workforce program outcomes, IE/D & California, AY 2022-23*

Program Metric Title	Inland Empire	Statewide
Students	6,734	79,573
Earned 9+ Career Education Units	23%	16%
Completed Noncredit Workforce Preparation Milestone	60%	49%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	11%	7%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	5%	4%
Median Annual Earnings	\$49,266	\$60,512
Median Change in Earnings	35%	26%
Attained Living Wage	55%	59%

SOURCE: DATAVISTA

## Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2021 and 2024 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista 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 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 DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

## Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	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. <a href="https://lightcast.io/">https://lightcast.io/</a>
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. <a href="http://www.selfsufficiencystandard.org/California">http://www.selfsufficiencystandard.org/California</a> .  The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation 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. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, <a href="https://livingwage.mit.edu/states/06/locations">https://livingwage.mit.edu/states/06/locations</a>  The living wage is derived from MITs Living Wage 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: <a href="https://livingwage.mit.edu/pages/methodology">https://livingwage.mit.edu/pages/methodology</a> The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	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 <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a>
Educational Supply	The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a> 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 <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a>
Student Metrics and Demographics	<p>DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: <a href="https://datavista.cccco.edu/data_views/swp_report">https://datavista.cccco.edu/data_views/swp_report</a></p>