

Los Rios Community College District - Strong Workforce Program
Administration of Justice - Internal Advisory Meeting
October 16, 2020

The Los Rios Community College District, in partnership with Valley Vision, invests Strong Workforce funding to organize and convene regional advisories. The objectives of the regional advisories are to build strong relationships between employers, educators, and workforce that:

- Provide timely information on skills gaps and workforce needs, informing partners on major industry trend information;
- Improve the efficiency of the advisory process for educators and employers;
- Reflect a regional, inclusive view of workforce needs and assets;
- Provide opportunities for more systemic, ongoing engagement that includes workforce partners in key industry sectors' discussions.

This meeting proceedings report includes information and minutes from an internal Administration of Justice discussion with representatives from Sacramento City College (SCC), American River College (ARC) and Folsom Lake College (FLC) to align toward a future regional advisory meeting with employers, educators and workforce system stakeholders.

Fourteen individuals were in attendance including: Trish Kelly - Valley Vision (moderator), Renee John - Valley Vision, Jesse Flores - Valley Vision, Angela Scott- SCC, Kelly Gould - SCC, Victoria Maryatt - FLC, Stephanie Karas - FLC, Reynando Accoe - FLC, Bryon Gustafson - ARC, Gabriel Meehan - SCC, Ebony J Benzing - COE Los Rios CCD, Cynthia Sommer - Los Rios CCD, Dennis Lee - ARC, David Delaini - SCC.

Welcome and Review of Objectives

A welcome was facilitated by Trish Kelly with an opportunity for each attendee to provide an introduction. This was followed by a review of the following objectives to set the stage for the meeting:

- To present and understand data with respect to education and career pathways for ADMJ students;
- To provide members of faculty an opportunity to share information on their college programs;
- To determine if a pathway to a regional advisory with employers and external stakeholders if agreed to by all.

Labor Market Data

Ebony Benzing from the Center of Excellence provided labor market information and analysis to assist with curriculum development, examine employment outlook for students, skills and credentials needed, and identify programs ripe for investment. Information presented included the figures in this report, with the full presentation of data provided in Appendix A. The combination of data analysis from COE and advisory groups facilitated by Valley Vision provides the opportunity to better tailor career education to employer and industry demand. The labor market data included:

- Occupations overview
- Demographics
- Job postings data
- College programs and awards

Occupations Overview

The occupation overview (Figure 1) demonstrated the predominance of occupations in law enforcement and corrections with additional opportunities in legal, security and “other” including emergency management and private security. Los Rios Community college district has predominantly trained students for careers in law enforcement (Figure 2) and corrections (Figure 3), as well as prepare students for careers that require additional education.

Law Enforcement	Corrections	Legal	Security	Other
<ul style="list-style-type: none"> • Supervisors • Patrol Officers • Transit Police • Bailiffs • Forensics • Dispatchers 	<ul style="list-style-type: none"> • Supervisors • Correctional Officers • Probation Officers 	<ul style="list-style-type: none"> • Paralegals & Legal Assistants • Court reporters • Mediators • Lawyers • Judges 	<ul style="list-style-type: none"> • Management specialists • Information analysts • Loss prevention • Transportation screeners 	<ul style="list-style-type: none"> • Emergency management • Private services (P.I.)

Figure 1 - Administration of Justice Occupations Overview

Law Enforcement

Occupation	2019 Jobs	2024 Jobs	% Change	Annual Openings	Median Hourly Earnings
Police and Sheriffs Patrol Officers	5,208	5,471	5%	426	\$47.10
Detectives and Criminal Investigators	1,386	1,410	2%	96	\$45.12
Public Safety Dispatchers	674	719	7%	75	\$31.17
First-Line Supervisors of Police and Detectives	523	556	6%	40	\$71.76
Bailiffs	340	338	0%	31	\$34.55
Forensic Science Technicians*	119	128	8%	16	\$42.42
Transit and Railroad Police	51	52	2%	4	\$31.48
North (Greater Sacramento) Totals	8,300	8,673	4%	688	--

*Occupation typically requires a four-year degree for entry-level job

Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed

Figure 2 - Law Enforcement Occupations Overview

Corrections

Occupation	2019 Jobs	2024 Jobs	% Change	Annual Openings	Median Hourly Earnings
Correctional Officers and Jailers	2,705	2,680	(1%)	254	\$37.56
Probation Officers and Correctional Treatment Specialists*	1,314	1,335	2%	120	\$49.51
First-Line Supervisors of Correctional Officers	610	590	(3%)	44	\$51.43
North (Greater Sacramento) Totals	4,629	4,605	(1%)	418	--

*Occupation typically requires a four-year degree for entry-level job

Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed

Figure 3 - Corrections Occupations Overview

The key findings from occupations overview included:

- Administration of justice wages often go above and beyond median income level
- Annual openings include new and replacement jobs
- Significant number of jobs available are for patrol officers (make up 63% of openings in the industry)
- Forensic technicians typically need a four year degree for entry level jobs (Sac State and UC Davis offer training for this field)

Demographics

The largest percentage of workers are in the 35-54 year old age group at 55% with the second largest in the 22-34 year old age group at 29% (Figure 4). It is worthwhile to note individuals typically retire from these occupations around the age of 50, which could indicate an increasing gap in available workers to meet occupational demand.

Current Law Enforcement and Corrections Labor Force

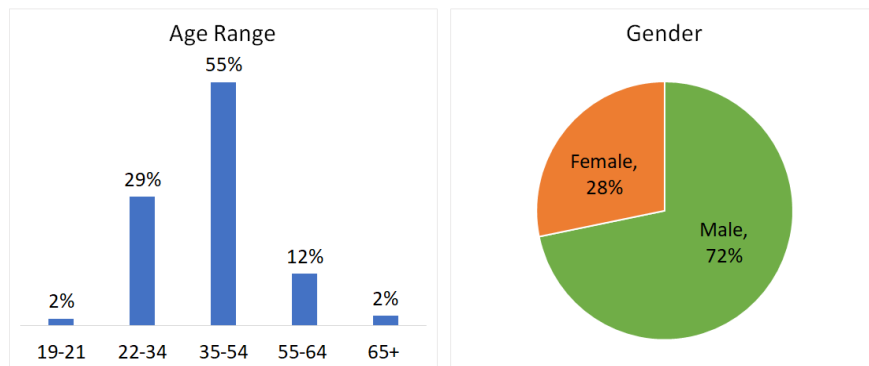
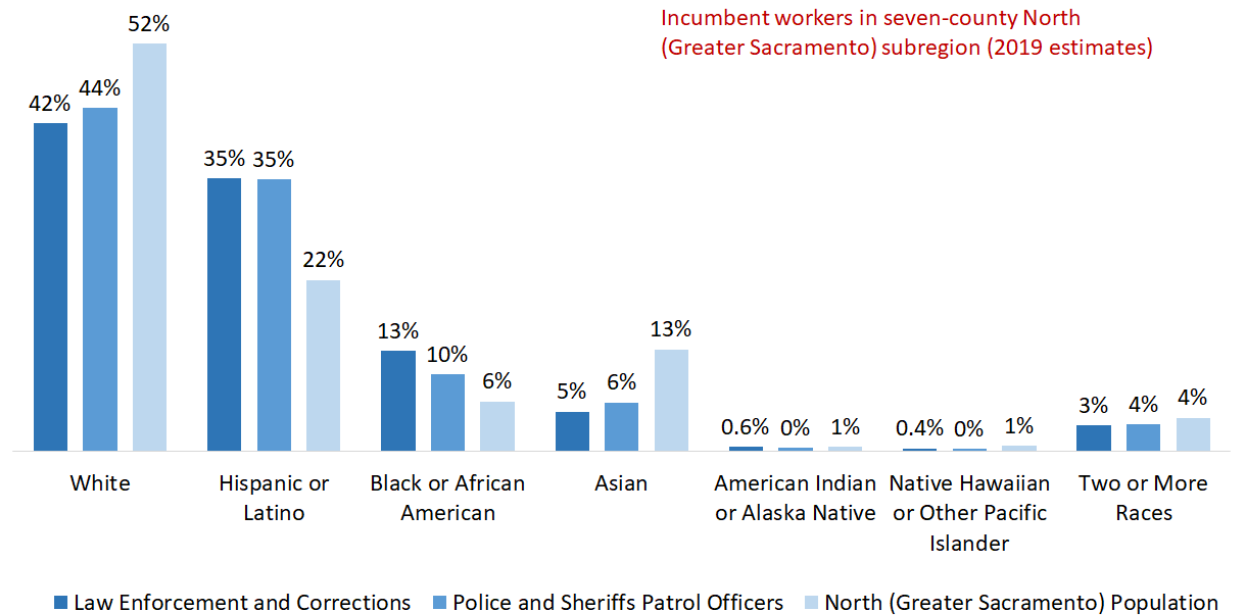


Figure 4 - Law Enforcement and Corrections Labor Force by Age and Gender

The administration of justice demographics indicate a fairly representative group in employment with the exception of Asian being underrepresented in employment (Figure 5).

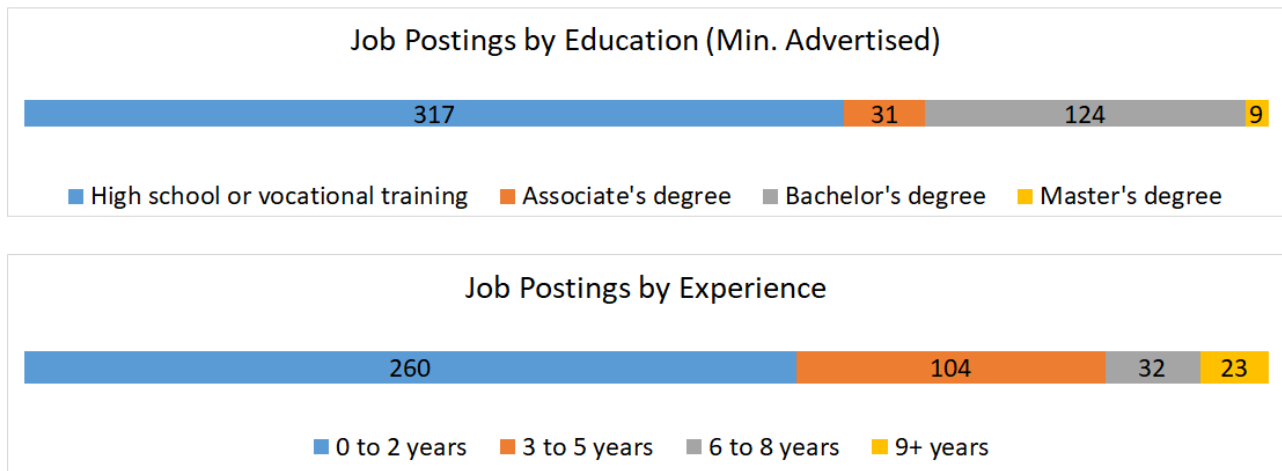


Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed

Figure 5 - Administration of Justice Demographics and Regional Demographics

Job Postings Data

An analysis of job posting data demonstrated the predominance of Administration of Justice occupations require a lower level of education, with the majority requiring only a high school diploma and/or vocational training. The majority of jobs also require a lower level of experience, between 0 and 2 years of experience (Figure 6).



Burning Glass Labor Insights
 • Oct 1, 2019 – Sep 30, 2020
 • 10 occupations; n=776 postings
 • For education, 295 unspecified postings; for experience, 357 unspecified postings

Figure 6 - Distribution of Education and Experience Required for Administration of Justice Jobs

The following chart shows the top employers and job titles over the last 12 month period utilizing Burning Glass Labor Insights. The County and City of Sacramento are the top two employers, with Deloitte being third in hiring for intelligence analysts (Figure 7). Not all job postings include education and experience requirements so there is the potential for some missing data when looking at job postings overall.

Employer	Job Postings
County of Sacramento	47
City of Sacramento	37
County of El Dorado	27
State of California	25
Deloitte*	23
California Division of Correctional Rehabilitation	22
City of Elk Grove	21
Jatagan Security	15
Los Rios Community College District	10
US Customs and Border Protection	9
Placer County	9
University of California	7
Sacramento Sheriff's Department	7
Federal Bureau Of Investigation (FBI)*	7
Eskaton	7
City of South Lake Tahoe	7
Yolo County	6

Top Employers and Job Titles

Job Title	Job Postings
Police Recruit	22
Monitoring Agent	18
Dispatcher	18
Criminal Investigator	15
Police Officer	14
Correctional Sergeant	14
Deputy Sheriff II	13
Deputy Sheriff	13
Correctional Officer	11
Police Officer Lateral	10
Criminalist Supervisor	9
Correctional Lieutenant	9
Campus Patrol	9
Special Agent	8
Intelligence Specialist	8
Dispatcher Recruit	8

Burning Glass Labor Insights

- Top Employers and Job Titles
- Oct 1, 2019 – Sep 30, 2020
- 10 occupations, n=776 postings
- For employers, 151 unspecified postings
- For job titles, 0 unspecified postings

Figure 7 - Top Employers and Job Titles for Administration of Justice

The top specialized skills requested in this field are public health and safety, prevention of criminal activity, CPR and customer service. This data pull included soft and hard skills in the tabulation (Figure 8).

Top Specialized Skills

Skill	Skill Postings
Public Health and Safety	155
Prevention of Criminal Activity	141
Cardiopulmonary Resuscitation (CPR)	91
Customer Service	91
Law Enforcement or Criminal Justice Experience	90
Warrants	81
Record Keeping	79
Scheduling	79
Data Entry	69
Criminal Justice	62
Rehabilitation	60
Budgeting	52
Crowd Control	50
Broadcast Industry Knowledge	49
Computer-Aided Dispatch (CAD)	45

Burning Glass Labor Insights

- Top Skills
- Oct 1, 2019 – Sep 30, 2020
- 10 occupations, n=776 postings
- 121 unspecified postings

Figure 8 - Top Specialized Skills Requested in Administration of Justice Job Postings

The hardest-to-fill jobs over the last 12 months included criminal investigators and special agents, taking average 50 days to fill and sheriffs and deputy sheriffs taking 69 days to fill (Figure 9). Getting employers' perspective on why these positions are hard to fill would be useful. Notation: Most criminal investigators (state and federal) require a bachelor's degree.

Hardest-to-fill Jobs

Occupation	Number of Job Postings	Demand for Occupation (relative to region)	Time to Fill	Effort to Fill (relative to nation)
Criminal Investigators and Special Agents	115	Medium	50 days	Harder
Sheriffs and Deputy Sheriffs	69	Low	69 days	Much Harder

Burning Glass Labor Insights

- Hardest-to-fill jobs
- Oct 1, 2019 – Sep 30, 2020
- 10 occupations, n=776 postings

Figure 9 - Hardest-to-fill Jobs for Administration of Justice

Los Rios College Programs and Awards

This chart depicts the number of awards conferred through Los Rios totalling 1,912 average per year over the past three years in the North subregion with annual awards by type and college (Figure 10). Some colleges provide occupational specific training such as American River College, offering services to new and incumbent police officers. This chart demonstrates the number of units completed/award level. Services to incumbent workers generally fall into the 6 units or less category.

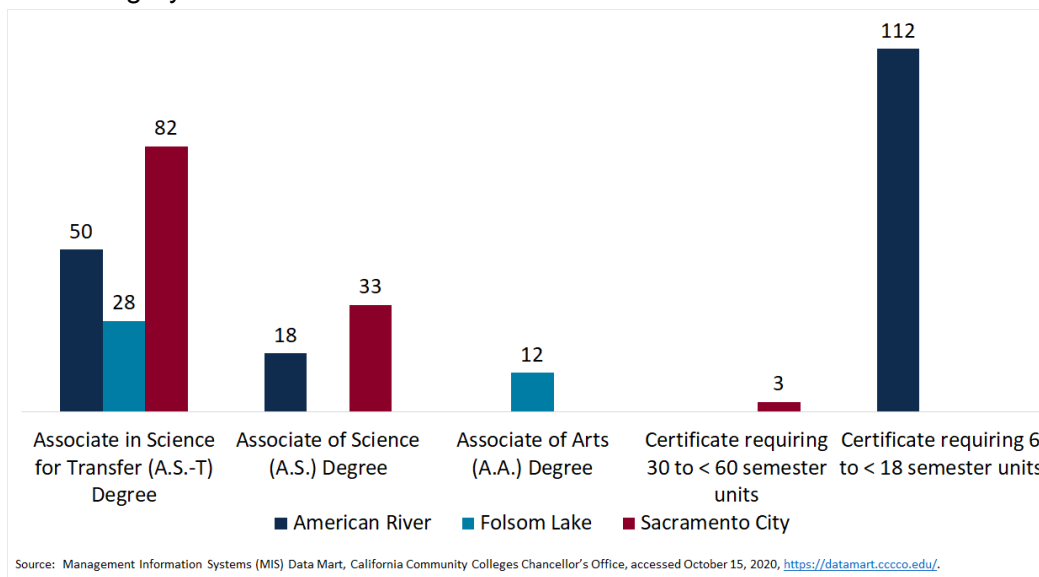


Figure 10 - Los Rios Average Annual Awards by Type and College (2016-17 through 2018-19)

Overview of Program(s) by College

Each college provided an overview of their programs and student populations as follows:

American River College (ARC)

- ARC is currently rebuilding their ADJ program. They are producing a lot of police officers; hundreds of people go through training (two-thirds are POST, and the rest are STC). They also do a lot of training for incumbent personnel and entry level for folks going into juvenile justice. The straight forward policing side is predominantly male, young, and white.
- ARC is predominately staffed by adjunct professors which makes it difficult to have a vision that is shared broadly. COVID has challenged things including adding to faculty vacancies; all but two positions are currently vacant. ARC is hoping to carve out some full time positions to address the faculty shortage. ARC data provided in Appendix B.

Folsom Lake College (FLC)

- FLC used to produce primarily police officers, however, they have intentionally shifted to broaden career pathways. Racial demographic data shows predominantly white students enrolled. FLC has been addressing social justice from a very high level. Most students come from white middle class and go into communities of color without prior experience with other demographics and groups. FLC made an investment in full time faculty. Their focus is on encouraging students to complete 60 units AA to transfer four-year degrees. Students are primarily interested in probation, parole, and criminal investigation. We look at our program as a social justice program, addressing issues of systemic racism such as the philosophy that there is a deficit amongst folks from other demographics and groups. Demographics are still mainly male side, but it's changing with female representation growing. 19-24 yrs old is the largest age group represented.
- Students are recruited using a two-pronged approach: at the Folsom Center recruitment happens by word of mouth as students become aware of our social justice approach. At the Rancho Cordova Center they offer an additional access point for nontraditional students within a more diverse community. FLC data provided in Appendix C.

Sacramento City College (SCC)

- Sac City College sees 60% female students in ADJ, 70% 18-24 years old, and 64 % Latinx. They are starting a meta major (grouping of related majors), People and Society, with related programs underneath including destination maps to careers. This new prescribed mapping system will get students in and out in two years. For students transferring to four year colleges, UC Davis is impacted in their Criminal Justice program. There is a Dave Delhni: 2+2+3 Law Pathway program providing a continual map for a student to go to law school. All programs are currently going through review for community sensitivity, social justice. Bring in the larger community of practice to interface with students including federal-state-local law enforcement, courts, corrections, social workers, and clergy. Sac City College partners with eight high schools for dual enrollment.

They also run a Sac PD Academy, EPIC, to produce civilian police positions; CSI, and patrol positions. Twenty students are enrolled in a course at a time, students can receive credit for practical work out in the field.

Sac City received a Strong Workforce grant of \$29,000 to start a 2 + 2 + 3 Law Pathway Program. Students are tracked for continued progress using their social security numbers. Other career trajectories include the FBI has a civilian internship program and all students are connected to the career center for help students with resumes, interviews, etc.

SCC data provided in Appendix D.

Takeaways, trends and considerations:

- Potential expansion of occupations in labor market data to include legal and social work
- While current job postings do not see an increased emphasis on conflict mitigation or social justice, this may be an emerging trend and take longer to represent in “canned” job postings
- Starting in fall 2021, the CSU system is requiring an ethnic studies course inclusion to graduate. Administration of Justice courses at Los Rios could offer a consistent course to satisfy this requirement for transfer students
- Tracking where students get employed after graduation would be helpful
- Important to find consistency across programs within Los Rios, especially for students taking courses at more than one community college
- Explore community college similarities and differences, decide common goals and *clarify* community program offerings across the discipline (joint marketing)
- Pull in larger recruiting agencies and have them contribute to data gathering and input
- Colleges can complement each in other in program design, alignment and marketing
- Colleges can still do local advisories as needed or in addition
- Virtual format can bring in employers and agencies from a broader region
- Creating a shared vision; social justice approach to better inform industry
- Unanimous agreement to stay connected, continue to work together, and prepare for a regional advisory in fall 2021