



# Law, Public Safety, Corrections, & Security

## Comprehensive Career Cluster Review (C3R)

College, Career & Technical Education | Spring 2024



# Comprehensive Career Cluster Review (C3R)

The comprehensive career cluster review (C3R) is the intentional review of career and technical education (CTE) programs and the course standards within each program to ensure students have up-to-date course standards aligned to postsecondary and career needs. Each career cluster is reviewed annually with input from the state-wide advisory councils comprised of postsecondary partners, industry partners, and secondary CTE teachers. Advisory council meetings allow the stakeholders to engage in dialogue and discuss current needs, emerging trends, and necessary course revisions to course standards. Advisory council input could potentially lead to new or retired programs of study, new courses or retired courses, or revised course standards within existing courses, if necessary. The collaborative engagement ensures students receive instruction on the most up-to-date and relevant course standards, so they are prepared for postsecondary and the workforce.

## Law, Public Safety, Corrections, & Security

The Law and Public Safety career cluster in Career and Technical Education (CTE) prepares students for careers dedicated to maintaining public order, safety, and security. This cluster includes a wide range of professions such as law enforcement, firefighting, emergency management, legal services, and corrections. Students gain a solid foundation in subjects like criminal justice, emergency response, forensic science, and legal studies through both classroom instruction and hands-on training. Programs often feature simulations, internships, and collaborations with local police departments, fire stations, and legal firms, providing practical experience and insights into real-world applications. By engaging in the Law and Public Safety career cluster, students develop critical thinking, problem-solving, and leadership skills, equipping them to protect and serve their communities effectively, whether they enter the workforce immediately or pursue further education in public safety and legal fields. This career cluster contains three programs of study (POS): Criminal Justice, Fire Management Services, and Pre-Law.

School Year	Law, Public Safety, Corrections & Security Concentrators
2020-21	5,925
2021-22	5,732
2022-23	7,407

# Criminal Justice and Correction Services

2023-24 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Criminal Justice and Correction Services</b>	Criminal Justice I (C30H00)	Criminal Justice II (C30H01)	Criminal Justice III: Forensic Criminal Investigations (C30H02) -or- <b>SDC</b> Criminal Justice (C30H11) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services I (C30H12) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services II (C30H13)	Criminal Justice Practicum (C30H03) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services III (C30H20) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services IV (C30H21) -or- Unmanned Aircraft Systems for Criminal Justice (C30H18) -or- <b>WBL</b> Criminal Justice and Correction Services Career Practicum (C30H27)

## Description

The *Criminal Justice and Correction Services* POS prepares students for a range of careers in federal or state law enforcement, corrections, crime scene analysis, forensic science, public safety, and criminal justice. Course content emphasizes procedures and laws governing the application of justice in the United States, from constitutional rights to crisis scenario management and the elements of criminal investigations. Throughout the Criminal Justice and Correction Services program, students will learn terminology and investigative skills related to crime scenes, aspects of criminal behavior, and applications of scientific inquiry to solve crimes. In the fourth year of this POS, students can take a Criminal Justice Practicum or Work-Based Learning (WBL) Criminal Justice and Correction Services Career Practicum. The capstone practicum course provides students with opportunities to learn from industry professionals in working environments to develop an understanding of professional and ethical issues, build teamwork skills, develop leadership attributes, and work through scenarios to strengthen their critical thinking and problem-solving skills. Upon completion of this POS, students will be equipped with the knowledge and skill preparation for postsecondary or career opportunities in many law and justice-related fields.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions.

This POS is aligned with the [SkillsUSA](#) career and technical student organization (CTSO).

## ***Job Outlook***

According to the Bureau of Labor Statistics, overall employment in Law and Protective Services is projected to show little or no change for occupations from 2022-2032. Despite limited employment growth, approximately 409,500 openings are expected each year due to the need to replace workers who transfer to different occupations or exit the labor force through retirement<sup>1</sup>.

Security guards represent 43 percent of the total annual projected job openings within protective service occupations and are in demand in three regions of Tennessee<sup>2</sup>. Security guards typically work in the investigation and security services industry but can also work directly for colleges, universities, and other public institutions.

Students in the Criminal Justice and Correction Services career cluster are eligible to take the Unarmed Security Guard and National Basic 9-1-1 Dispatch industry certification tests upon completion of the required courses stated in the program of study.

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<sup>1</sup> U.S. Bureau of Labor Statistics. (2024c, April 17). *Home: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/protective-service/home.html>.

<sup>2</sup> Supply and Demand Report. Tennessee State Government - TN.gov. (2023). <http://www.tn.gov/thec/research/supply-and-demand.html>.

**Figure 1.** Tennessee employment projections for Law and Protective Services related occupations with positive job openings projected 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).<sup>3</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Security Guards</b>	33-9032	23,175	28,027	21%	3,824
<b>Lawyers</b>	23-1011	9,263	11,480	24%	701
<b>Police and Sheriff Patrol Officers</b>	33-3051	12,755	13,876	9%	1,121
<b>Correctional Officers and Jailers</b>	33-3012	9,003	8,980	0%	822
<b>Dispatchers, Except Police, Fire, and Ambulance</b>	43-5032	4,730	5,376	14%	526
<b>First-Line Supervisors of Police and Detectives</b>	33-1012	3,760	4,065	8%	278
<b>Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers</b>	33-9092	2,213	2,999	36%	727
<b>Paralegals and Legal Assistants</b>	23-2011	5,191	6,774	30%	794
<b>Crossing Guards</b>	33-9091	2,248	2,744	22%	543
<b>Social and Human Service Assistants</b>	21-1093	3,200	3,848	20%	471

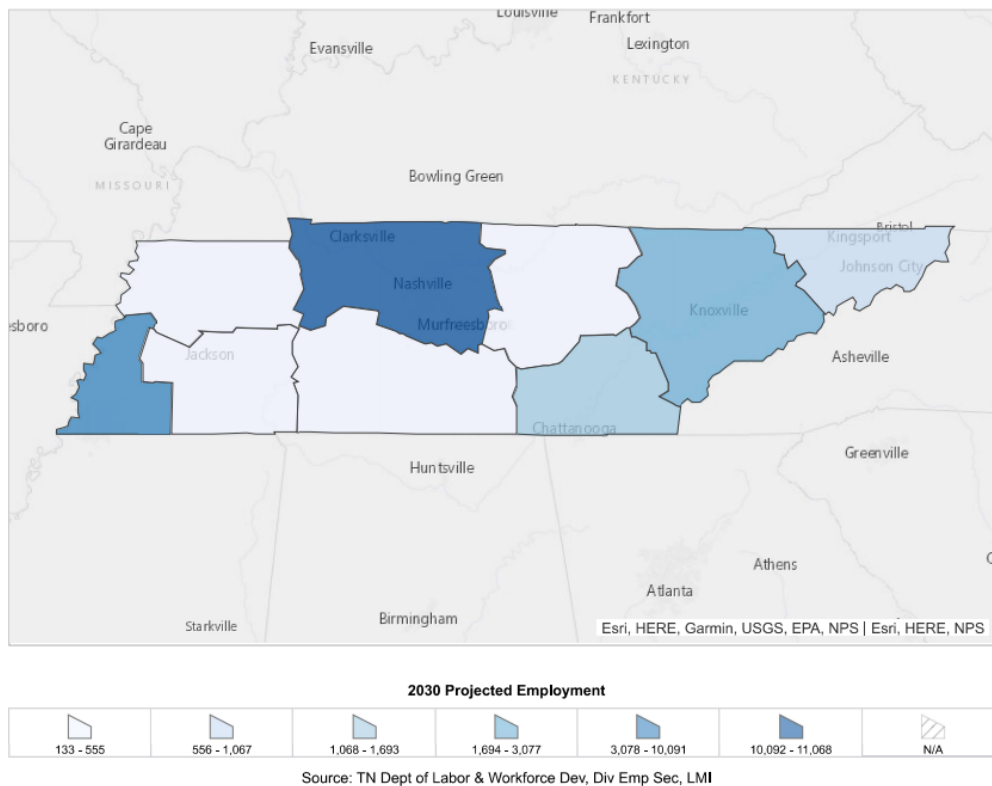
<sup>3</sup> Supply and Demand Report. Tennessee State Government - TN.gov. (2023). <http://www.tn.gov/thec/research/supply-and-demand.html>.

**Figure 2.** National employment projections for Law and Protective Services related occupations with positive job openings projected 2022-2032. <sup>4</sup>

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
<b>Security Guards</b>	33-9032	1,155,900	1,141,000	-1%	150,300
<b>Paralegals and Legal Assistants</b>	23-2011	354,300	369,100	4%	38,000
<b>Social and Human Service Assistants</b>	21-1093	415,100	450,600	9%	47,400

**Figure 3.** 2030 projected employment for Security Guards in Tennessee. <sup>5</sup>

The map below shows the distribution of the 2030 projected employment for Security Guards in Tennessee by local workforce development areas.



<sup>4</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

<sup>5</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

The Tennessee Investment in Student Achievement (TISA) provides direct funding for student participation in career and technical education (CTE) programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
  - Programs shall be designated into one (1) of three (3) levels.
  - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Criminal Justice and Correction Services Program: Level 2**

## ***Postsecondary Pathways***

Upon completion of this POS, students will be prepared to further their training at community colleges and universities in the areas of law enforcement, homeland security, and corrections. Whereas some occupations require a high school diploma, academy training, or a postsecondary certificate, a few occupations in law enforcement require a bachelor's degree.

Funding for training at a police academy is a benefit realized by those who are hired by police departments across the state. Applicants must be 21 to enter the academy, so entry-level positions are an important steppingstone such as a corrections officer or jailer. Students will have compiled artifacts for a portfolio in preparation for future training and will be prepared to continue their studies at the postsecondary level or a variety of career opportunities.

If students have a desire to further their knowledge in criminal justice, there are several postsecondary opportunities across the state including criminal justice, homeland security, and forensic science at many of the community colleges and universities. These varying programs allow the student to gain an understanding of criminal laws, the breaking of criminal laws, society's reaction to the breaking of laws (criminology), and the three core areas of the criminal justice system.

According to Criminal Justice Degree Schools, Tennessee currently has 36 schools that offer a criminal justice degree. Of those degree offerings, 15 community colleges and universities across the state offer an

associate degree in criminal justice, while 23 schools offer bachelor's degrees<sup>6</sup>. In addition to the associate and bachelor's degrees, there are many other offerings across the state for master's and doctoral degrees in criminal justice. A criminal justice degree can set an individual ahead on the path to many exciting careers, including police work, forensic and criminal psychology, and corrections.

Middle Tennessee State University (MTSU) offers a Criminal Justice Administration major or a Master of Criminal Justice that prepares students for work in various criminal justice fields. Students can earn credit hours through internship opportunities available through local government agencies and correctional facilities.

In addition, Tennessee State University (TSU) offers both a Bachelor of Science and a Master of Criminal Justice. TSU's program is one of the nation's largest programs, with over 600 students enrolled. Students enrolled in the program take a variety of social science courses with a strong emphasis on psychology outside of the criminal justice core to provide a firm foundation for communication and interactions with individuals.

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<sup>6</sup> *Best Criminal Justice Schools in Tennessee*. CriminalJusticeDegreeSchools.com. (2023, October 31). <https://www.criminaljusticedegreeschools.com/degree-by-state/tennessee/>

**Figure 4.** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for completion of their degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> <li>• Security Guard (<b>\$34,750</b>)</li> <li>• Jailer (<b>\$49,610</b>)</li> <li>• Public Safety Telecommunicator (<b>\$46,900</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Correctional Officer (<b>\$49,610</b>)</li> <li>• Police Officer (<b>\$65,790</b>)</li> <li>• Security Guard (<b>\$34,750</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Paralegal (<b>\$59,200</b>)</li> <li>• Probation Officer (<b>\$59,860</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Forensic Science Technician (<b>\$63,740</b>)</li> <li>• Emergency Management Directors (<b>\$79,180</b>)</li> <li>• Private Investigator Trainer (<b>\$74,500</b>)</li> </ul>

## Current Secondary Landscape

In the 2022-23 school year, 132 schools in Tennessee offered courses in the Criminal Justice and Correction Services program of study. Over the past three years, the number of schools offering the program has increased by 22 schools, which further aligns with the increased need for professionals in the criminal justice profession. Criminal Justice and Correction Services had approximately 18,762 students enrolled in the 2022-2023 school year. Figure 5 indicates the number of schools offering the Criminal Justice and Correction Services POS for the 2020-21 to 2022-23 school years as well as student enrollment for the 2020-21 through 2022-23 school years in the Criminal Justice and Correction Services POS.

Figure 5. Open Enrollment

School Year	Schools Offering Criminal Justice and Correction Services
2020-21	115
2021-22	114
2022-23	132

Figure 5a. Student Enrollment

School Year	Criminal Justice I	Criminal Justice II	Criminal Justice III: Forensic Criminal Investigation	Criminal Justice Practicum	Statewide Dual Credit Criminal Justice	Dual Enrollment	Unmanned Aircraft Systems
2020-21	8,413	4,135	2,271	87	1,108	319	0
2021-22	9,015	4,103	2,137	95	1,363	362	76
2022-23	9,989	4,499	2,186	116	1,293	636	43

# Fire Management Services

2023-2024 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Fire Management Services</b>	Principles of Fire & Emergency Services (C30H04)	Fire Prevention (C30H05)	Fire Science I (C30H06) -or- <b>Dual Enrollment</b> Fire Management Services I (C30H14) -or- <b>Dual Enrollment</b> Fire Management Services II (C30H15)	Fire Science II (C30H07) -or- <b>Dual Enrollment</b> Fire Management Services III (C30H22) -or- <b>Dual Enrollment</b> Fire Management Services IV (C30H23) -or- <b>WBL</b> Fire Management Services Career Practicum (C30H26)

## Description

The *Fire Management Services* POS is designed for students interested in becoming a firefighter or fire management professional. The sequence of courses provides comprehensive preparation in firefighter safety, fire behavior, building construction guidelines, use of firefighter equipment, safety with hazardous materials, and more. Students will be introduced to the challenging work of emergency responders in fire management services by learning regulations, health and safety protocol, communications, and operations. In addition, students will be able to identify the magnitude of a natural or unnatural disaster and its effects on the many facets of communities. In the fourth-year course of this program of study, students have the option to take Fire Science II or WBL Fire Management Services Career Practicum. The capstone course provides the students with opportunities to work with industry professionals to learn real-life scenarios, correctly demonstrating skills associated with ventilation, water supply, fire hose and fire streams in a non-live situation, and safety with hazardous materials. Upon completion of this POS, students will have acquired the skills and knowledge needed to pursue a career as a Firefighter I and will be prepared, after graduation, to further their instruction at a training facility.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions.

This POS is aligned with the [SkillsUSA](#) CTSO.

## Job Outlook

According to the Bureau of Labor Statistics, overall employment in Fire Management is projected to grow at the average rate of most occupations, growing four percent from 2022-2032<sup>7</sup>. Due to the need to replace workers who transfer to different occupations or retire, there are about 26,400 projected openings each year for firefighters. Firefighters will still be needed to respond to medical emergencies, and wildland firefighters will still be needed to combat active fires and manage the environment to reduce the impact of fires.

Other employment options for firefighters include fire inspectors or fire investigators. According to BLS.gov, the outlook for the noted professions is expected to be five percent faster than the average for all occupations. Firefighters who wish to become inspectors or investigators attend certification training at their local fire academy, train on the job, and then take a national certification exam that is administered by their local fire department of the National Fire Protection Association<sup>8</sup>.

**Figure 1.** Tennessee employment projections for Fire Management Services related occupations with positive job openings projected 2020-2030 according to the Higher Education Commission, [Supply and Demand Report](#).<sup>9</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Firefighter</b>	33-2011	5,130	5,662	10%	450
<b>First-line Supervisors of Firefighting and Prevention Workers</b>	33-1021	1,940	2,107	9%	147
<b>Security and Fire Alarm Systems Installer</b>	49-2098	1,589	1,923	21%	210
<b>Healthcare Support Workers, All Other</b>	31-9099	1,869	2,228	19%	284
<b>Medical Equipment Preparers</b>	31-9093	1,097	1,314	19%	169

<sup>7</sup> U.S. Bureau of Labor Statistics. (2024c, April 17). *Firefighters: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/protective-service/firefighters.htm#tab-6>

<sup>8</sup> U.S. Bureau of Labor Statistics. (2024c, April 17). *Fire inspectors: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/protective-service/fire-inspectors-and-investigators.htm#tab-4>

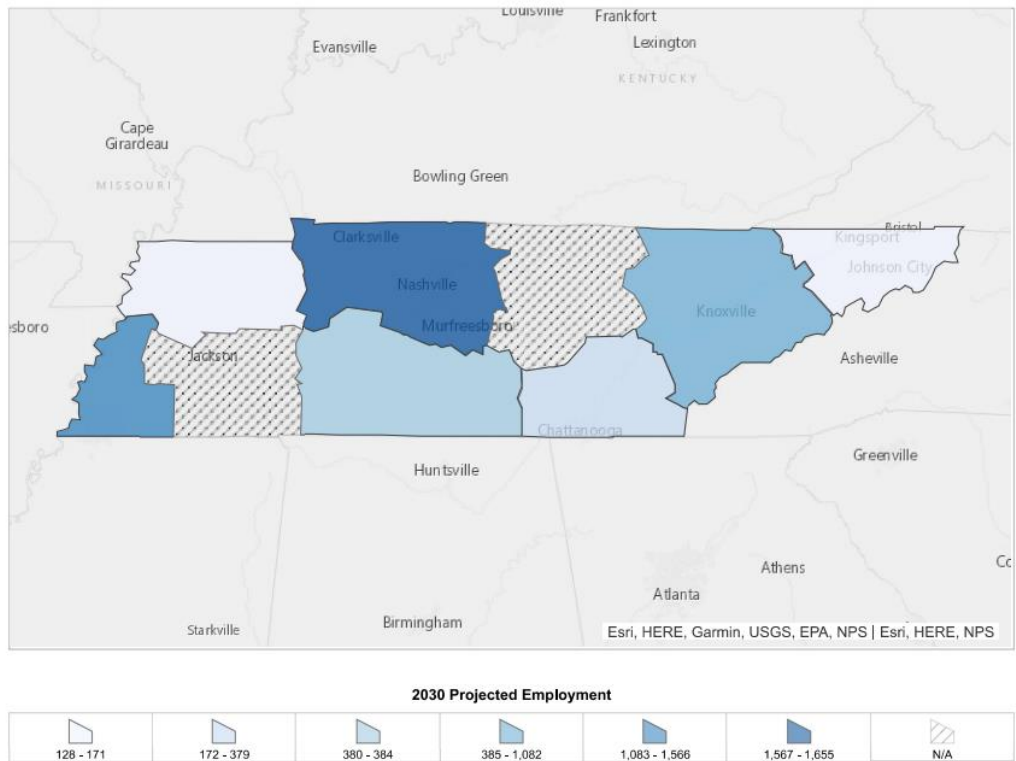
<sup>9</sup> Supply and Demand Report. Tennessee State Government - TN.gov. (2023). <http://www.tn.gov/thec/research/supply-and-demand.html>.

**Figure 2.** National employment projections for Fire Management Services related occupations with positive job openings projected 2022-2032. <sup>10</sup>

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
<b>Firefighter</b>	33-2011	334,200	346,200	4%	26,400
<b>Security and Fire Alarm Systems Installers</b>	49-2098	83,000	85,300	3%	8,900
<b>Medical Equipment Preparers</b>	31-9093	66,700	70,300	5%	9,500

**Figure 3.** 2030 Projected Employment for Firefighters in Tennessee. <sup>11</sup>

The map below shows the distribution of the 2030 projected employment for Firefighters in Tennessee by local workforce development areas.



Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

<sup>10</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

<sup>11</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

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  - Programs shall be designated into one (1) of three (3) levels.
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2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Fire Management Services Program: Level 1**

## ***Postsecondary Opportunities***

There are currently three Fire Science Technology programs offered through community colleges in Tennessee. All firefighters in the state of Tennessee must attend the Tennessee Fire Service and Code Enforcement Academy (TFCEA) or their local fire training academy for training.

Entry-level firefighters receive a few months of training at fire academies run by the fire department or by the state. Recruits learn firefighting and fire-prevention techniques, local building codes, and emergency medical procedures. They also learn how to fight fires with standard equipment, including axes, chainsaws, fire extinguishers, and ladders. After attending a fire academy, firefighters usually must complete a probationary period.

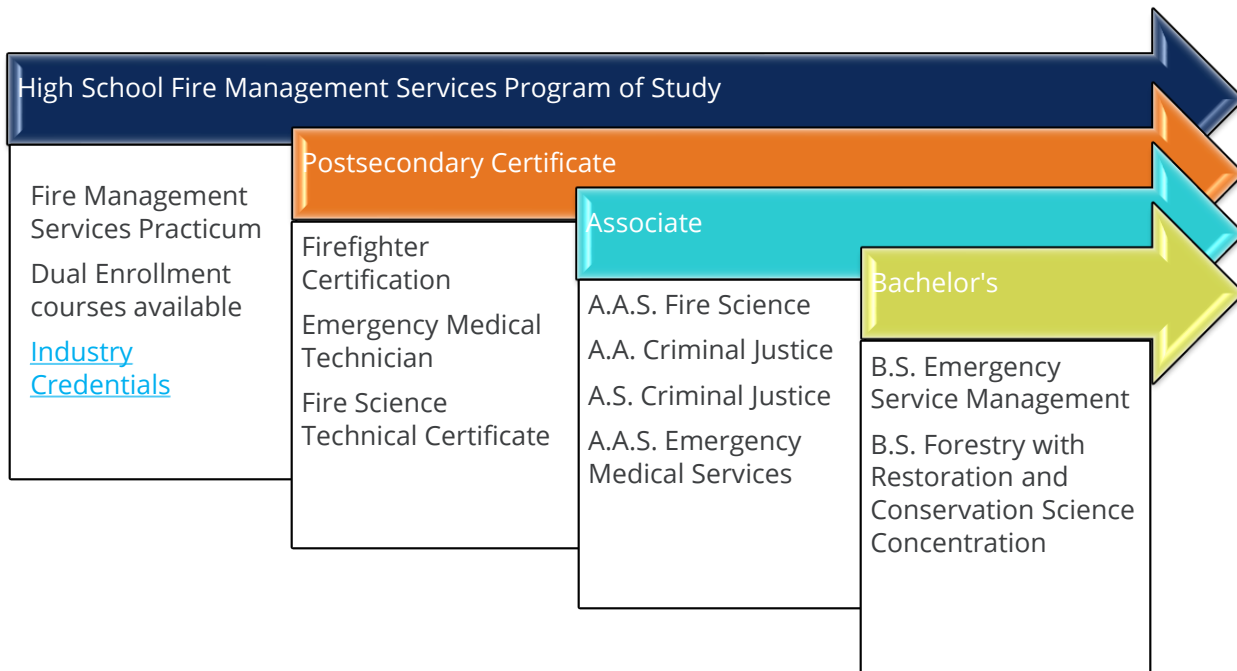
Those wishing to become wildland firefighters may attend apprenticeship programs that last up to four years. These programs combine instruction with on-the-job training under the supervision of experienced firefighters.

In addition to participating in training programs conducted by local or state fire departments and agencies, some firefighters attend federal training sessions sponsored by the National Fire Academy. These sessions cover topics including anti-arson techniques, disaster preparedness, hazardous materials control, and public fire safety and education.

Students who wish to pursue employment as a forest fire inspector may need a two- or four-year degree in fire science or a field related to the position. For example, fire investigators might have a degree in criminal justice, and forest fire inspectors and prevention specialists might have a degree in forestry or forest management.

In addition, students can advance their skills and knowledge through the medical career sets by continuing into the certification and degree-seeking opportunities as a Medical Equipment Preparer, Emergency Medical Technician, or Paramedic. These jobs can be obtained through on-the-job training, non-degree certifications, or an associate degree obtained from accredited community colleges and universities. Currently, in the state of Tennessee, 99 schools are public and private not-for-profit, but only twelve of them have paramedic programs and courses. 'Paramedic' is the highest level of training for emergency medical technicians (EMTs); as such, individuals must complete basic and intermediate training before pursuing a career as a paramedic. Paramedicine educational programs include training, certificate, and associate degree programs, all of which include practicum or clinical requirements before graduation.

**Figure 4.** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> <li>• Volunteer Firefighter</li> <li>• Public Safety Telecommunicator (<b>\$46,900</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Firefighter (<b>\$51,680</b>)</li> <li>• Emergency Medical Technician (<b>\$36,680</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Paramedic/EMT (<b>\$49,090</b>)</li> <li>• Fire Investigator (<b>\$69,450</b>)</li> <li>• Forest Fire Inspector (<b>\$48,110</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Emergency Management Director (<b>\$79,180</b>)</li> <li>• Forest Fire Inspectors (<b>\$48,110</b>)</li> <li>• Fire-Prevention and Protection Engineers (<b>\$100,660</b>)</li> </ul>

## Current Secondary Landscape

In the 2022-23 school year, six schools in Tennessee offered courses in the Fire Management Services program of study. Over the past three years, the number of schools offering the program has increased by four programs being offered. Fire Management Services had approximately 538 students enrolled in the 2022-23 school year with additional opportunities for dual enrollment growing 50 percent from the previous year. Figure 5 indicates the number of schools offering the Fire Management Service POS for the 2020-21 to 2022-23 school years as well as student enrollment for the 2020-21 through 2022-23 school years in the Fire Management Services POS.

Figure 5. Open Enrollment Analysis

School Year	Schools Offering Fire Management Services
2020-21	2
2021-22	3
2022-23	6

Figure 5a. Student Enrollment

School Year	Principles of Fire & Emergency Services	Fire Prevention	Fire Science I	Fire Science II	Dual Enrollment
2020-21	126	41	60	26	2
2021-22	261	78	44	24	7
2022-23	295	132	81	16	14

# Pre-Law

2023-24 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Pre-Law</b>	Pre-Law I (C30H08)	Pre-Law II (C30H09)	Pre-Law III (C30H10) -or- <b>Dual Enrollment</b> Pre-Law I (C30H16) -or- <b>Dual Enrollment</b> Pre-Law II (C30H17)	Pre-Law Practicum (C30H19) -or- <b>AP</b> U.S. Government & Politics (G04H26) -or- <b>Dual Enrollment</b> Pre-Law III (C30H24) -or- <b>Dual Enrollment</b> Pre-Law IV (C30H25) -or- <b>WBL</b> Pre-Law Career Practicum (C30H28)

## Description

The *Pre-Law* POS is designed for students interested in legal services careers. In this POS, course content covers a wide range of knowledge and skills related to the American legal system, including basic principles common to business, personal, criminal, and civil law. Students will have the ability to model the professional, moral, and ethical standards required of professionals in the field of law, differentiate between the different types of law, provide explanations of the concepts of trial, and identify the process used for sentencing and punishment. Other topics include legal careers, the justice system, juvenile justice, immigration law, ethics, and professionalism. In the fourth-year course of this POS, students have the option to take the Pre-Law Practicum or WBL Pre-Law Career Practicum. The capstone course provides students opportunities to work with industry professionals, providing an in-depth experience of the American legal system, allowing students to gain a better understanding of ethical and legal responsibilities, and examining the importance of communication, problem-solving, and critical thinking skills. Upon completion of this POS, students will be prepared to pursue an advanced study in law and criminal justice.

Dual credit and dual enrollment opportunities may be established with the local postsecondary institutions.

The POS is aligned with [SkillsUSA](#) CTSO.

## ***Job Outlook***

According to the Bureau of Labor Statistics, employment of lawyers is projected to grow by eight percent from 2022 to 2032, which is faster than the average for all occupations<sup>12</sup>. About 39,100 openings are projected each year over the next decade. Demand for legal work is expected to continue as individuals, businesses, and all levels of government require legal services in many areas.

In addition, employment of paralegals and legal assistants is projected to grow four percent from 2022 to 2032, average growth for all occupations. About 38,000 openings are expected each year for paralegals and legal assistants over the next decade. Law firms will continue to be the largest employer of paralegals, as these workers are needed to help prepare and organize legal documents.

Statewide, probation officer job opportunities are projected to grow seven percent over the next decade, slightly faster than the average for all occupations. Employment growth depends primarily on the amount of state and local government funding for corrections, especially the amount allocated to probation and parole systems.

Other careers in Legal Services can include court reporters, municipal clerks, license clerks, and legal secretaries. These careers require lower skill levels, but students can enter these careers while preparing for higher-level occupations.

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<sup>12</sup> U.S. Bureau of Labor Statistics. (2024f, April 17). *Lawyers: Occupational outlook handbook*. U.S. Bureau of Labor Statistics. <http://www.bls.gov/ooh/legal/lawyers.htm#tab-6>.

**Figure 1.** Tennessee employment projections for Pre-Law related occupations with positive job openings projected 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).<sup>13</sup>

Occupation	SOC Code	Employment (2020)	Projected Employment (2030)	Projected Growth (2020-2030)	Projected Annual Job Openings (2020-2030)
<b>Legal Assistant/Paralegal</b>	23-2011	5,191	6,774	30%	794
<b>Court, Municipal, and License Clerks</b>	43-4031	2,419	2,616	8%	269
<b>Dispatchers, Except Police, Fire, and Ambulance</b>	43-5032	4,730	5,376	14%	526
<b>Social and Human Service Assistants</b>	21-1093	3,200	3,848	20%	471
<b>Legal Secretaries and Administrative Assistants</b>	43-6012	2,588	2,374	-9%	243
<b>Lawyer</b>	23-1011	9,263	11,480	24%	701
<b>Probation Officers and Correctional Treatment Specialists</b>	21-1092	1,934	2,066	7%	176
<b>Legal Support Workers, All Other</b>	23-2099	619	668	8%	66
<b>Community and Social Service Specialists, All Other</b>	21-1099	2,070	2,297	11%	247
<b>Law Teachers, Postsecondary</b>	25-1112	380	490	29%	50

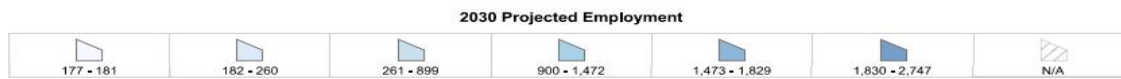
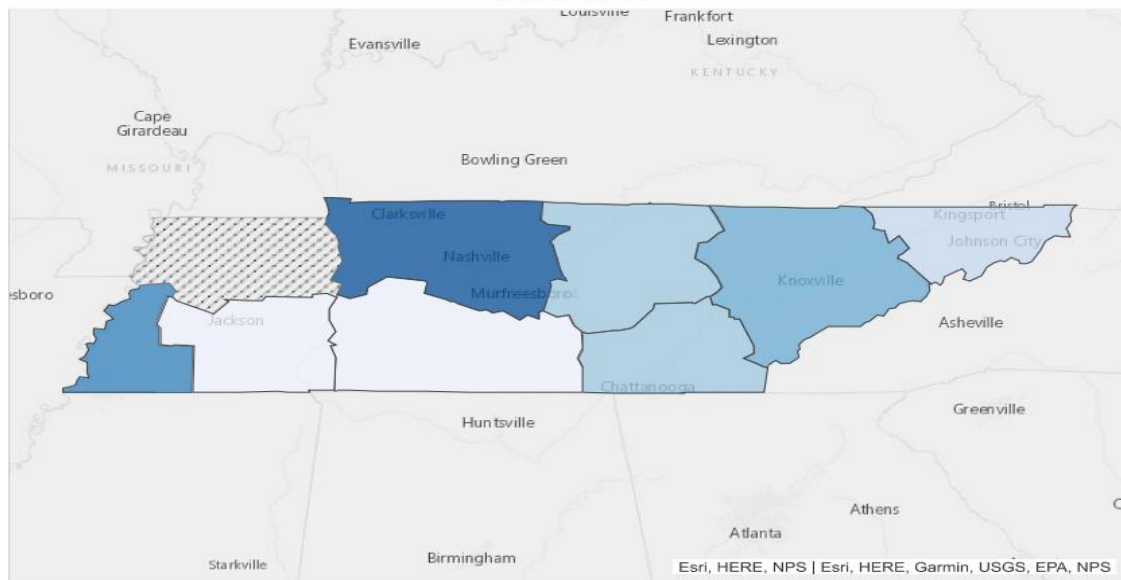
<sup>13</sup> Supply and Demand Report. Tennessee State Government - TN.gov. (2023). <http://www.tn.gov/thec/research/supply-and-demand.html>.

**Figure 2.** National employment projections for Pre-Law related occupations with positive job openings projected 2022-2032. <sup>14</sup>

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Growth (2022-2032)	Projected Job Openings (2022-2032)
<b>Court, Municipal, and License Clerks</b>	43-4031	170,600	175,700	3%	17,700
<b>Legal Secretaries and Administrative Assistants</b>	43-6012	161,400	126,200	-22%	12,700
<b>Lawyer</b>	23-1011	826,300	888,700	8%	39,100

**Figure 3.** 2030 Projected Employment for Paralegals in Tennessee. <sup>15</sup>

The map below shows the distribution of the 2030 projected employment for Paralegals and Legal Assistants in Tennessee by local workforce development areas.



Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI

<sup>14</sup> Bureau of Labor Statistics, U.S. Department of Labor, O\*NET Online, Retrieved February 1, 2024, from <https://www.onetonline.org>.

<sup>15</sup> Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>.

## ***Program of Study Level***

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
  - Programs shall be designated into one (1) of three (3) levels.
  - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

\*The state budget keeps all programs funded at \$5,000 for 2024-25 school year funding. See the [CTE TISA Programs of Study Leveling Guide 2024-25](#) for the TISA funding formula for program of study levels.

### **Pre-Law Services Program: Level 1**

## ***Postsecondary Opportunities***

There are currently ten colleges and universities that currently provide paralegal/legal assistant degree programs in the state. In addition, three schools offer a certificate program for paralegals and legal assistants and six schools offer an associate degree<sup>16</sup>. Paralegals and legal assistants, which are in demand in three regions of the state, support lawyers through activities such as the preparation of legal documents and researching legal precedents.

Lawyers are in demand in two of nine regions of Tennessee. Over 233 individuals completed law degrees at Tennessee public and Tennessee Independent Colleges and Universities Association (TICUA) reporting institutions. Juris doctorate programs prepare graduates in the theory and practice of the legal system, including the statutory, administrative, and judicial components of civil and criminal law<sup>17</sup>. Belmont University offers a Legal Studies/3+3 degree that allows potential graduates to complete the accelerated path to Belmont's College of Law, allowing them to graduate the first year of law school at Belmont during their fourth undergraduate year.

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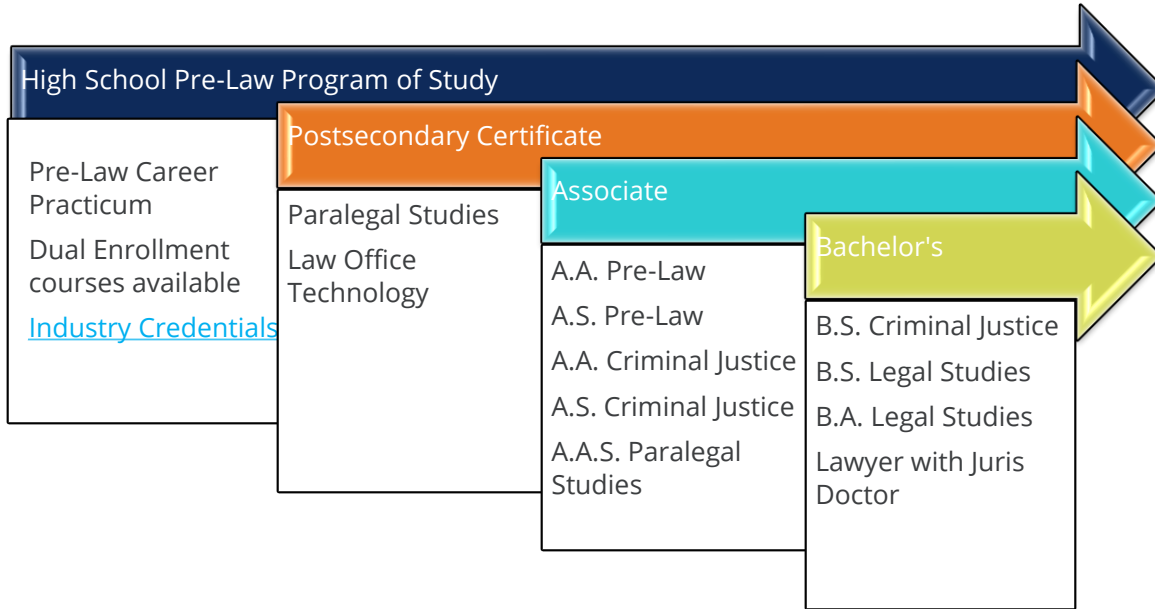
<sup>16</sup> Ciesla, A. C. (2023, May 8). *Paralegal Schools in Tennessee*. Paralegal411. <http://www.paralegal411.org/schools/tennessee/>.

<sup>17</sup> *Supply and Demand Report*. Tennessee State Government - TN.gov. (n.d.-b). <http://www.tn.gov/thec/research/supply-and-demand.html>.

Students at the University of Tennessee at Martin (UT Martin) have the opportunity to earn a Bachelor of Arts (BA) or Bachelor of Science (BS) in Political Science with a Concentration in Legal Studies from the Department of Accounting, Finance, Economics, and Political Science at UT Martin combined with a Juris Doctorate (JD) degree from the University of Tennessee at Knoxville (UT Knoxville). Accepted students take three years of undergraduate courses at UT Martin before transferring to UT Knoxville to complete undergraduate work and graduate study. The 3+3 program is designed to be completed in six years.

Should students prefer to enter the workforce or work while pursuing postsecondary education, they will have a robust portfolio and be well prepared for entry-level positions such as legal secretary, corrections officer, or protective service worker.

**Figure 4.** Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> <li>• Legal Secretary (<b>\$48,780</b>)</li> <li>• Correctional Officer (<b>\$49,610</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Legal Secretary (<b>\$48,780</b>)</li> <li>• Police Officer (<b>\$65,790</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Paralegal (<b>\$59,200</b>)</li> <li>• Probation Officer (<b>\$59,860</b>)</li> </ul>	<ul style="list-style-type: none"> <li>• Lawyer (<b>\$135,740</b>)</li> <li>• Judge (<b>\$151,030</b>)</li> <li>• Detectives and Criminal Investigators (<b>\$86,280</b>)</li> </ul>

## Current Secondary Landscape

In the current 2022-23 school year, nine schools in Tennessee offered courses in the Pre-Law program of study. Over the past three years, the number of schools offering the program has increased by two. Pre-Law had approximately 705 students enrolled in the 2022-2023 school year. Figure 5 indicates the number of schools that offered the Pre-Law POS for the 2020-21 through 2022-23 school years as well as student enrollment for the 2020-21 through 2022-23 school years in the Pre-Law POS.

Figure 5. Open Enrollment Analysis

School Year	Schools Offering Pre-Law
2020-21	7
2021-22	7
2022-23	9

Figure 5a. Student Enrollment

School Year	Pre-Law I	Pre-Law II	Pre-Law III	Dual Enrollment
2020-21	181	58	41	35
2021-22	418	69	44	16
2022-23	410	180	65	50

# References

College Factual, Find your college at collegefactual.com: Compare Colleges, costs and value via rankings and profiles (February 3, 2023), <http://www.collegefactual.com/>.

Columbia State Community College, Paramedic School (March 7, 2024), <https://www.columbiastate.edu/academics/health-sciences-division/emt-paramedic/paramedic-school.html>.

Paralegal411, Paralegal Schools in Tennessee (May 8, 2023), <http://www.paralegal411.org/schools/tennessee/>.

Tennessee State Government, Jobs4TN (2024), <http://www.tn.gov/jobs4tn>.

Tennessee State Government, Supply and Demand Report (2024), <http://www.tn.gov/thec/research/supply-and-demand.html>.

U.S. Bureau of Labor Statistics, EMTs and Paramedics: Occupational Outlook Handbook. (September 6, 2023), <http://www.bls.gov/ooh/healthcare/emts-and-paramedics.htm#tab-6>.

U.S. Bureau of Labor Statistics, Firefighters: Occupational Outlook Handbook (December 12, 2023), <http://www.bls.gov/ooh/protective-service/firefighters.htm#tab-6>.

U.S. Bureau of Labor Statistics, Fire Inspectors: Occupational Outlook Handbook (December 12, 2023), <http://www.bls.gov/ooh/protective-service/fire-inspectors-and-investigators.htm#tab-4>.

U.S. Bureau of Labor Statistics, Lawyers: Occupational Outlook Handbook (September 6, 2023), <http://www.bls.gov/ooh/legal/lawyers.htm#tab-6>.

U.S. Bureau of Labor Statistics, Protective Service Occupations: Occupational Outlook Handbook (September 6, 2023). <https://www.bls.gov/ooh/protective-service/home.htm>.

U.S. Bureau of Labor Statistics. Public Safety Telecommunicators: Occupational Outlook Handbook (September 6, 2023), <http://www.bls.gov/ooh/office-and-administrative-support/police-fire-and-ambulance-dispatchers.htm#tab-6>.

# Recommendations

The following includes recommendations for course standards changes to be presented to the State Board of Education (SBE) for consideration in August 2024.

Program of Study	Course	Recommendations
<ul style="list-style-type: none"> <li>• Criminal Justice and Correction Services</li> <li>• Fire Management Services</li> <li>• Pre-Law</li> </ul>	<ul style="list-style-type: none"> <li>• Criminal Justice I</li> <li>• Principles of Fire and Emergency Services</li> <li>• Pre-Law I</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporate a standard in Introduction to Criminal Justice I for the foundation of the aligned CTSO, purposes, and pathway alignment.</li> <li>• As part of the revised Tennessee Perkins State Plan, we will add standards to include STEM/PBL and Data Science to all programs of study.</li> </ul>
Criminal Justice and Correction Services	Criminal Justice I	<ul style="list-style-type: none"> <li>• Incorporate a standard in Introduction to Criminal Justice I related to Employability and Career Development.</li> <li>• Add additional cases to standard 21 in Introduction to Criminal Justice I – Graham vs. Connor, New York vs. Belton, Rochin vs. California.</li> </ul>
Criminal Justice and Correction Services	Criminal Justice II	<ul style="list-style-type: none"> <li>• New employment projections suggest that data analysis is needed in all year 2 courses in career clusters.</li> <li>• Standard 6 to be separated into two standards to allow for specific skills to be learned and knowledge gained.</li> <li>• Add additional concepts to Criminal Justice II Standard 8 – Appropriate levels of force and decision-making.</li> <li>• Incorporate a section of standards in Criminal Justice II to cover Domestic Violence and its components along with a standard related to the effects of trauma and coping/treatment options.</li> <li>• Incorporate the concept and skill-based knowledge into Criminal Justice II Standard 16 to include trauma-informed response and questioning.</li> <li>• Incorporate a section of standards in Criminal Justice II to cover drug laws.</li> </ul>
Criminal Justice and Correction Services	Criminal Justice III	<ul style="list-style-type: none"> <li>• Standard 5 in Criminal Justice III is a duplicate of Standard 10 in Criminal Justice II. Per the recommendation of the advisory committee, remove the Standard in CJ III.</li> </ul>

		<ul style="list-style-type: none"> <li>• Incorporate a standard into Criminal Justice III related to Odontology, utilizing bone and dental records for forensic evidence.</li> </ul>
Fire Management Services	Fire Prevention	New employment projections suggest that data analysis is needed in all year 2 courses in career clusters.
Pre-Law	Pre-Law I	<ul style="list-style-type: none"> <li>• Incorporate a set of standards in Pre-Law I that includes Legal Processes and Legal Writing.</li> <li>• Incorporate a set of standards in Pre-Law I that includes Juvenile Law.</li> <li>• Remove the section of Immigration Law in Pre-Law I and keep the section in Pre-Law III since standards are duplicated in Pre-Law I and III.</li> </ul>
Pre-Law	Pre-Law II	<ul style="list-style-type: none"> <li>• New employment projections suggest that data analysis is needed in all year 2 courses in career clusters.</li> <li>• Incorporate a set of standards in Pre-Law II that includes Jury Selection and Trial Procedures.</li> </ul>
Pre-Law	Pre-Law III	Move the section of Business Law from Pre-Law II to Pre-Law III to flow more efficiently with content.

## 2025-26 Proposed Programs and Courses

### Criminal Justice and Correction Services

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Criminal Justice and Correction Services</b>	Criminal Justice I (C30H00)	Criminal Justice II (C30H01)	Criminal Justice III: Forensic Criminal Investigations (C30H02) -or- <b>SDC</b> Criminal Justice (C30H11) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services I (C30H12) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services II (C30H13)	Criminal Justice Practicum (C30H03) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services III (C30H20) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services IV (C30H21) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services V (C30H29) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services VI (C30H30) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services VII (C30H31) -or- <b>Dual Enrollment</b> Criminal Justice and

				Correction Services VIII (C30H32) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services IX (C30H33) -or- <b>Dual Enrollment</b> Criminal Justice and Correction Services X (C30H34) -or- Unmanned Aircraft Systems for Criminal Justice (C30H18) -or- <b>WBL</b> Criminal Justice and Correction Services Career Practicum (C30H27)
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**Fire Management Services**

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Fire Management Services</b>	Principles of Fire & Emergency Services (C30H04)	Fire Prevention (C30H05)	Fire Science I (C30H06) -or- <b>Dual Enrollment</b> Fire Management Services I (C30H14) -or- <b>Dual Enrollment</b> Fire Management Services II (C30H15)	Fire Science II (C30H07) -or- <b>Dual Enrollment</b> Fire Management Services III (C30H22) -or- <b>Dual Enrollment</b> Fire Management Services IV (C30H23)

				-or- <b>Dual Enrollment</b> Fire Management Services V (C30H35) -or- <b>Dual Enrollment</b> Fire Management Services VI (C30H36) -or- <b>Dual Enrollment</b> Fire Management Services VII (C30H37) -or- <b>Dual Enrollment</b> Fire Management Services VIII (C30H38) -or- <b>Dual Enrollment</b> Fire Management Services IX (C30H39) -or- <b>Dual Enrollment</b> Fire Management Services X (C30H40) -or- <b>WBL</b> Fire Management Services Career Practicum (C30H26)
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**Pre-Law**

2025-26 Program of Study	Year 1	Year 2	Year 3	Year 4
<b>Pre-Law</b>	Pre-Law I (C30H08)	Pre-Law II (C30H09)	Pre-Law III (C30H10) -or- <b>Dual Enrollment</b> Pre-Law I (C30H16)	Pre-Law Practicum (C30H19) -or- <b>AP</b> U.S. Government & Politics <sup>2</sup>

			-or- <b>Dual Enrollment</b> Pre-Law II (C30H17)	(G04H26) -or- <b>Dual Enrollment</b> Pre-Law III (C30H24) -or- <b>Dual Enrollment</b> Pre-Law IV (C30H25) -or- <b>Dual Enrollment</b> Pre-Law VI (C30H42) -or- <b>Dual Enrollment</b> Pre-Law VII (C30H43) -or- <b>Dual Enrollment</b> Pre-Law VIII (C30H44) -or- <b>Dual Enrollment</b> Pre-Law IX (C30H45) -or- <b>Dual Enrollment</b> Pre-Law X (C30H46) -or- <b>WBL</b> Pre-Law Career Practicum (C30H28)
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In 2025-26, students will have the option to add courses from Business, Marketing, and Digital Technology programs to supplement their learning.