

UTM CAREER CENTRE

INDUSTRY PROFILE:

CRIMINOLOGY & LAW



CONTENT

 What Do Criminology and Law Professionals Do?	3
 Fast Facts	5
 Industry Trends	6
 Employment Outlook for Criminal Justice Professionals	8
 What You Need to Succeed	10
 In-Demand Jobs and Salary Range	10
 Where the Jobs Are	11
 Industry Associations	11
 Where to Find More Information	12



What Do Criminology and Law Professionals Do?

*Criminal justice professionals are **leaders** and **great communicators** with a strong sense of ethics, empathy, courage and discernment.*

Overview

The terms criminology and criminal justice are often used interchangeably, but the two fields are different. Criminology deals with crime and criminal behavior, including its causes, consequences and costs. Criminal justice focuses on the system in which crime is detected, prosecuted and punished. Criminologists and criminal justice professionals work together to fight the criminal element.

The following highlights just a few of the many careers in the fields of criminology and criminal justice.

Criminologists

Criminologists can specialize in a number of different areas, including crime scene investigation, interviewing and interrogating suspects, participating in autopsies, or profiling criminals. Criminologists seek to identify who committed crimes, when and why they were committed. Some focus almost exclusively on research, others work for government agencies or private security companies. Criminologists also work with law firms and courts to provide expert testimony in criminal proceedings.

Police Officers

As a police officer, you'll work in partnership with the communities you serve to maintain law and order, protect members of the public and their property, prevent crime, reduce the fear of crime and improve the quality of life for all citizens. You'll use a range of technology to protect individuals, identify the perpetrators of crime and work to ensure successful prosecutions against those who break the law. Police officers are employed by municipal and federal governments and some provincial and regional governments.

Continued on page 4.

What Do Criminology and Law Professionals Do? (cont.)

Lawyers

Lawyers advise clients on legal matters and draw up legal documents such as contracts and wills. They also plead cases, represent clients before tribunals and conduct prosecutions in courts of law. Lawyers may act as mediator, conciliator or arbitrator in various types of disputes or as executor, trustee or guardian in estate and family law matters. They work in law firms and prosecutor's offices or they may be employed by federal, provincial and municipal governments or corporations and many are self-employed. Lawyers may specialize in criminal, corporate, family and estate or intellectual property law, to name a few. In Ontario, lawyers are regulated by the Law Society of Upper Canada.

Paralegals

A Paralegal is, in many ways, a lawyer's assistant. They prepare legal documents, research precedents for specific cases, conduct research to support a legal procedure, or formulate a defense or prosecution plan for court cases. Only in Ontario are paralegals fully permitted to practice law, although there are some limitations; they may represent clients accused of minor provincial offences, labour law issues, and small claims as well as certain criminal matters. However, paralegals may not represent clients involved in federal crimes, family courts, or inheritances, all of which are reserved for fully-licensed lawyers.



Correctional Service Officers

Correctional service officers guard, supervise and monitor offenders and detainees and help rehabilitate people sentenced by a court of law to time in a correctional institution or other places of detention. They are responsible for the well-being and safety of inmates, as well as maintaining a calm, safe and positive environment. Correctional officers are employed by the federal or provincial government.

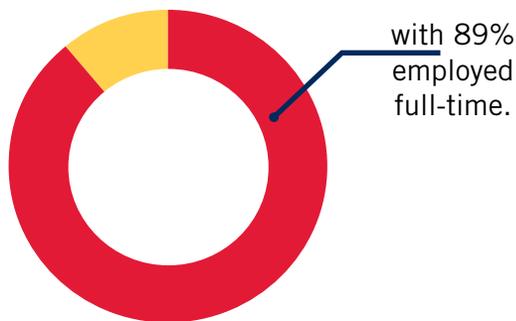
Fast Facts

Approximately 38,700 people...
people work as lawyers in Ontario, with 39% self-employed compared to an average of 12% for all occupations.

In Canada, \$115,120...
is the average annual cost of incarcerating a male inmate (women inmates cost twice as much.)

About 17,350 people...
work as paralegals in Ontario

While Indigenous adults...
make up about 4.1% of the Canadian population, in 2016-17 they represented 30% of admissions to provincial/territorial custody and 27% of admissions to federal custody.



46% of youth...
admitted to custody in 2016-17 were Indigenous, despite making up only 8% of Canada's youth population, according to the Office of the Correctional Investigator.

There are around 29,800...
police officers in Ontario. As of 2017, about 22.6% of police constables and 14.7% of senior officers in Canada were female.

Up to 80% of federal offenders...
have past or current substance abuse issues and those suffering from mental illness are also greatly overrepresented in the criminal justice system.

According to Statistics Canada...
crime rates today are as low as in the early 1970s, 9 in 10 Canadians are satisfied with their personal safety from crime and 76% of Canadians have confidence in the police.

Industry Trends

Canada's justice system, while exemplary, is in need of reform.

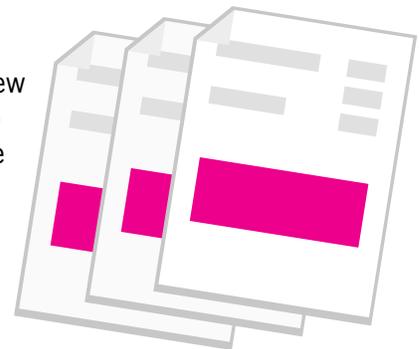
Overview

Canada's justice system is considered among the best in the world. Over the last two decades, crime rates and their severity have been declining and Canadians generally feel safe. Despite its strengths however, many feel the system is in crisis. There is general agreement about the problems, among them: the justice system has become inefficient and crippled by delays resulting in serious charges being stayed; mandatory minimum sentences mean judges have less discretion to ensure the punishment fits the crime; only an estimated five per cent of sexual assault cases are reported to police, showing a lack of faith in the system; indigenous people are seriously overrepresented in our prisons, along with those suffering from mental illness and addiction.

Apart from the victims, the accused and those convicted of crimes, these issues affect everyone who works in the criminal justice system.

Bill C-75

In 2016, the government of Canada began a comprehensive review of the criminal justice system, consulting with all stakeholders to seek input on how best to address these issues and transform the system. As a result of this review, in 2018, the Justice Minister introduced a far-reaching piece of legislation to reform the criminal justice system. Bill C-75 passed third reading in the House and, as of March 2019, was before the Senate.



With three levels of government involved in policing, several types of police services serve Canadians. Residents of Ontario are policed either by one of 50 municipal forces or the Ontario Provincial Police.

Changes in Crime

Although overall, crime rates in Canada have fallen, crime itself is changing, posing new challenges for police. Enabled by information technology and globalization, crime is becoming more complex. Cross-border crime, including money-laundering and trafficking of humans, drugs, firearms and other goods, identity theft, cyberbullying and online fraud are all on the rise and difficult to police. A relatively recent phenomenon is the ability of citizens to capture cell phone videos of police altercations and widely disseminate them through social media. The 2013 police shooting death of Sammy Yatim on a downtown Toronto streetcar, captured by amateur video and profiled on social media, is one example. Incidents like these are one of many factors in the apparent downward trend in public confidence in police.

Continued on page 7.



Industry Trends (cont.)

Diversity in Policing

Toronto is one of the most ethnically diverse cities in the world with about 200 languages spoken. Traditionally white, male-dominated police services have been challenged to work effectively with an increasingly diverse population. Concerning gender balance, as of 2017, only about 22.6 percent of police constables and 14.7 percent of senior officers in Canada were women. This presents an opportunity for women and racialized graduates interested in working in policing.

Challenges in Policing

The Canadian Police Association notes that officers are “called on to serve roles as diverse as substance abuse counsellors, mental health workers, marriage counsellors, and youth intervention officers, all while maintaining their primary responsibility for community safety.” These continue to be major issues for police.

In provincial correctional centres, according to a 2015 report by Canada’s Public Services Foundation, a series of federal laws have resulted in two disturbing trends -- overcrowding, which has reached a crisis point, and many more inmates who require mental health and addictions treatments that are simply not available. “Both result in volatile and dangerous living and working conditions, posing greater risk for inmates as well as correctional officers,” the report states.

Canada’s Criminal Justice System

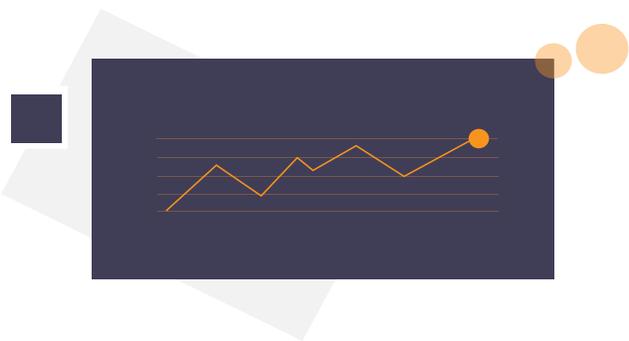
Clearly, Canada’s criminal justice system is complex and faces many issues. Federal, provincial, territorial, and municipal agencies and organizations all play a part and share responsibility. Transforming the criminal justice system involves examining how it works and how its different components relate to other social support systems in our society such as housing, health care, education, employment, training and child protection. Those entering this field will need to bring commitment, innovation and compassionate solutions to the table.

Employment Outlook for Criminal Justice Professionals

The employment outlook will be fair for Lawyers and Paralegals (National Occupation Code (NOC) 4112) in Ontario for the 2018-2020 period, according to the Government of Canada's most recent Outlook Report.

Overview

The demand for legal services tends to increase in stronger economic times due to heightened business activity. Improved business activity leads to growth of in-house legal departments for some businesses and corporations as it becomes more cost-effective to have specialized in-house counsel rather than pay for piece work with law firms. However, competition from non-legal service providers in areas traditionally occupied by lawyers (e.g. tax planning) could reduce future demand for lawyers' services over time.



Role of Technology

Technology will also have a significant impact on the delivery of legal services in the coming years. The use of artificial intelligence in fields such as compliance, litigation management and contract management software, could eliminate many junior-level tasks, affecting the work of first-year associates and paralegals. However, with the growing popularity of the blockchain industry, the underlying technology behind bitcoin and other cryptocurrencies, lawyers who specialize in how the local and international law applies to these “smart contracts” may have improved job prospects. In addition, those who are willing to relocate to less-serviced areas may increase their chances of obtaining employment.

Self-Employment

Self-employment is significantly higher among lawyers (almost 40%) compared to Ontario's self-employment average of 12%. Once they complete articling, some lawyers open their own practice and seek out new clients, rather than working for established law firms. After retirement age, lawyers tend to remain in practice, resulting in fewer job openings coming from retirements. Recent graduates may face strong competition for articling positions during the forecast period.

Continued on page 9.



Employment Outlook for Criminal Justice Professionals (cont.)

Police Officers

The employment outlook will be fair for Police officers (NOC 4311) in Ontario for the 2018-2020 period. In Ontario, most police officers work for municipal governments, followed by the provincial government. The rate of growth in the number of police officers in the province has been weakening over the past six years, following strong increases earlier in the decade. Each of Ontario's 50 municipal police services handles its own recruitment. Although budget considerations will likely mean lower hiring levels, retirements are expected to generate some job openings.

This occupation has low requirements for entry, normally completion of high school, which opens the process to a large pool of applicants. However, new recruits tend to have much higher levels of education and this will create stronger competition for placements in some regions of Ontario. Police services sometimes have targeted hiring, for example focusing on specific ethnic communities and/or women for representation.

Correctional Services

The government of Canada does not provide an employment outlook for Correctional Service Officers, however, the most recent data show an ongoing decline in hiring since 2014. CBC news reported in 2018 that the union which represents Ontario's correctional workers was calling on the province to increase staffing, improve working conditions and reduce overcrowding in prisons. Employed by federal and provincial governments, correctional service workers are predominantly male (65%).

What You Need To Succeed

Success as a criminologist requires dedication, an analytical mind, excellent verbal and written communication skills and a desire to improve society. Lawyers and paralegals must also be orally articulate and good listeners, with strong people skills, perseverance and creativity. Police officers should be honest, caring, respectful and inclusive. They must have excellent communication and problem-solving skills, a confident and calm manner, tact and diplomacy for dealing with sensitive situations. Correctional officers require good literacy skills to accurately record details and write reports, a sense of personal responsibility, integrity and resilience and the ability to act with resolve, tolerance and restraint.



In-Demand Jobs and Salary Ranges

Job Title	Salary Range
Correctional Service Officer	\$ 50,000 - \$ 70,000
Criminologist	\$ 50,530 - \$ 85,118
Lawyer	\$ 55,000 - \$ 150,000
OPP Constable (recruit – 5th class)	\$ 53,996.00
Constable (1st Class - after 4 years)	\$ 98,355.00
Paralegal	\$ 33,979 - \$ 85,000

Where the Jobs Are

These industries show the strongest demand for criminal justice professionals:

- Government
- Municipalities
- Police Services
- Prisons
- Court Systems
- Private Sector
- Educational Institutions



Industry Associations

Industry Associations	Website Link
Canadian Criminal Justice Association	www.ccja-acjp.ca
Correctional Services Canada	www.csc-scc.gc.ca
The Criminal Lawyers' Association	www.criminallawyers.ca
The Law Society of Upper Canada	www2.lsuc.on.ca/ LawyerParalegalDirectory/ loadSearchPage.do
Ontario Paralegal Association	www.opaonline.ca
Ontario Provincial Police Association	oppa.ca
Police Association of Ontario	www.pao.ca



Where to Find More Information

Stay connected with the UTM Career Centre:

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- (905) 828-5451
- careers.utm@utoronto.ca
- @UTMCareerCentre

Find more career-related resources at:

- utm.utoronto.ca/careers
- clnx.utoronto.ca