

# Correctional Officers and Jailers Labor Market Analysis: Imperial County

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March 2018

## Summary

The following list summarizes findings from the labor market analysis below for *Correctional Officers and Jailers*:

- Between 2017 and 2022, *Correctional Officers and Jailers* are projected to increase by 77 jobs or six percent.
- Employers in Imperial County will need to hire 122 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.
- Between 2010 and 2017, there was an average of 11 online job postings per year for *Correctional Officers and Jailers* in Imperial County.
- *Correctional Officers and Jailers* earn median hourly earnings of \$51.56, more than the Self-Sufficiency Standard for two adults and two children (school-age) in Imperial County, which is \$11.32 per hour.
- According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart there are two Taxonomy of Programs (TOP) codes associated with this occupation: TOP 210510: Corrections and 210520: Probation and Parole.
- Comparing labor demand (annual openings) with labor supply suggests that there is a supply gap for this occupation in Imperial County, with 122 annual openings and 28 awards. Comparatively, there are 3,975 annual openings in California and 440 completions.
- Between January 1, 2015 and December 31, 2017, the top five employers in Imperial County for this occupation were California Division of Correctional Rehabilitation, Management & Training Corporation, Rabobank, Citizenship And Immigration Services and Department of Homeland Security.
- The typical on-the-job training for this profession is moderate-term on-the-job training. The typical entry-level education is a high school diploma or equivalent.

This report provides labor market information in Imperial County for the following occupational code in the Standard Occupational Classification (SOC)<sup>1</sup> system:

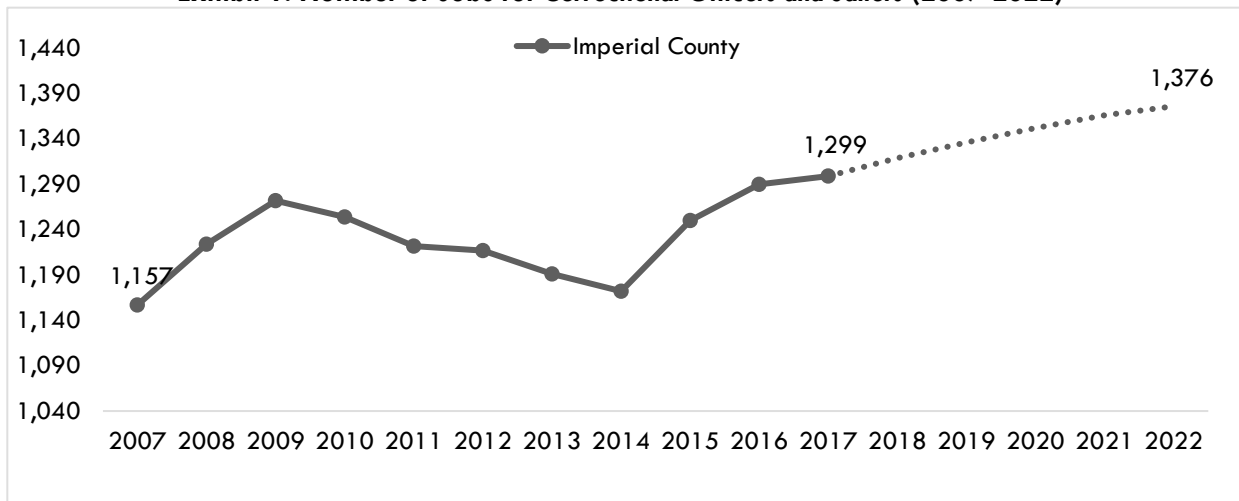
**Correctional Officers and Jailers (SOC 33-3012):** Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions. Sample reported job titles include:

- Detention Officer
- Detention Deputy
- Correctional Sergeant
- Station Jailer
- Jailer
- Public Safety Officer
- Peace Officer
- Civil Division Deputy Sheriff
- Supervising Deputy
- Sheriff's Detective

## Projected Occupational Demand

Between 2017 and 2022, *Correctional Officers and Jailers* are projected to increase by **77** jobs or **six** percent (Exhibit 1). Employers in Imperial County will need to hire **122** workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.

**Exhibit 1: Number of Jobs for Correctional Officers and Jailers (2007-2022)<sup>2</sup>**



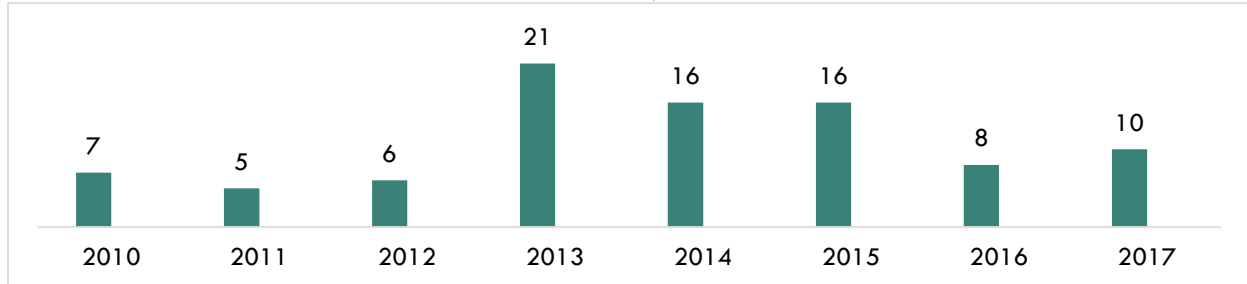
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

<sup>2</sup> Economic Modeling Specialists, Int'l. (EMS). Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW+ Self-Employed. 2007-2022.

## Online Job Postings

Between 2010 and 2017, there was an average of 11 online job postings per year for *Correctional Officers and Jailers* in Imperial County (Exhibit 3).

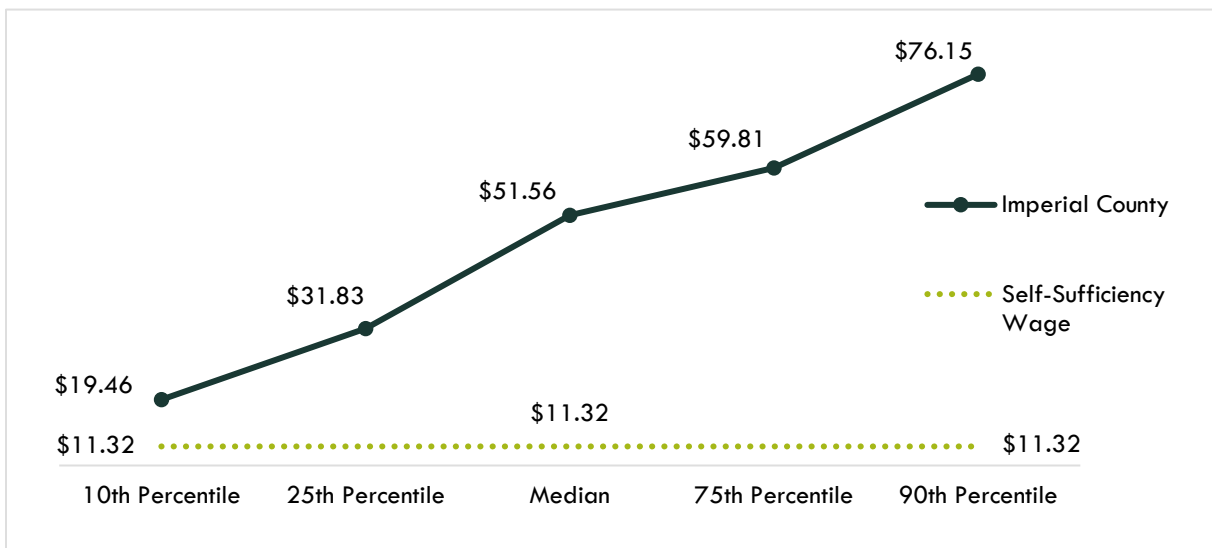
**Exhibit 3: Number of Online Job Postings for *Correctional Officers and Jailers* in Imperial County (2010-2017)<sup>3</sup>**



## Earnings

*Correctional Officers and Jailers* earn median hourly earnings of \$51.56, more than the Self-Sufficiency Standard for two adults and two children (school-age) in Imperial County, which is \$11.32 per hour (Exhibit 4).<sup>4</sup>

**Exhibit 4: Hourly Earnings for *Correctional Officers and Jailers* in Imperial County<sup>5</sup>**



<sup>3</sup> Labor Insight Jobs. Burning Glass Technologies. Imperial, CA. Full years 2010-2017.

<sup>4</sup> The standard for two adults and two children was chosen due to the 3.68 persons per household (2012-2016) as determined by the U.S. Census for Imperial County.

<sup>5</sup> EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of related program completers/graduates/awards in Imperial County. According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart there are **two** Taxonomy of Programs (TOP) codes associated with this occupation: TOP 210510: Corrections and 210520: Probation and Parole (Exhibit 5).

### Exhibit 5: Related TOP Codes in Imperial County

#### SOC 33-3012: Correctional Officers and Jailers

TOP 210510: Corrections

TOP 210520: Probation and Parole

According to the TOP data, **one** college supplies the region with awards for this occupation: **Imperial Valley College** (Exhibit 6).

**Please note:** An award is not equivalent to a single person in search of a job opening because a student may earn more than one award such as an associate degree in addition to a certificate.

### Exhibit 6: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2015-16)

TOP6	TOP6 Title	3-Yr Annual Average CC Awards (PY14-15 to PY16-17)	Other Educational Institutions 3-Yr Annual Average Awards (PY13-14 to PY15-16)	3-Yr Total Average Supply (PY13-14 to PY16-17)
210510	Corrections	<b>28</b>	<b>0</b>	<b>28</b>
	• Imperial Valley College	28	0	<b>28</b>
210520	Probation and Parole	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>				<b>28</b>

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>6</sup> suggests that there is a **supply gap** for this occupation in Imperial County, with **122** annual openings and **28** awards. Comparatively, there are **3,975** annual openings in California and **440** completions<sup>7</sup> (Exhibit 7).

**Exhibit 7: Labor Demand (Annual Openings) Compared to Labor Supply (Average Annual Awards)**

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
Imperial County	122	28	<b>94</b>
California	3,975	440	<b>3,535</b>

**Please note:** This is a basic analysis of supply and demand of labor for these occupations. This data should be used to discuss the potential gaps or oversupply of workers for these occupations; however, it should not be the only basis for determining whether or not a program should be developed. Additionally, the data does not include workers who are currently in the labor force who could fill these positions or workers who are not captured by publicly available data.

## Student Outcomes

Based on the information available in the CTE LaunchBoard<sup>8</sup> students who took courses in the related TOP codes exhibited the following outcomes (Exhibit 8).

<sup>6</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>7</sup> EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

<sup>8</sup> [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

**Exhibit 8: Strong Workforce Program Metrics for  
TOP 210510: Corrections in San Diego-Imperial Region (PY2015-16)**

Metric	San Diego-Imperial	California
Number of course enrollments <sup>9</sup>	1,095	7,235
Number of students who got a degree or certificate <sup>10</sup>	32	239
Number of students who transferred <sup>11</sup>	53	410
Employed in the second fiscal quarter after exit <sup>12</sup>	93%	88%
Employed in the fourth fiscal quarter after exit <sup>13</sup>	92%	86%
Job closely related to field of study <sup>14</sup>	N/A	N/A
Median earnings in the second fiscal quarter after exit <sup>15</sup>	\$8,968	\$6,706
Median change in earnings <sup>16</sup>	22%	77%
Attained a living wage <sup>17</sup>	95%	78%

### Top Employers and Work Locations

Between January 1, 2015 and December 31, 2017, the top five employers in Imperial County for this occupation were [California Division of Correctional Rehabilitation, Management & Training Corporation](#), [Rabobank](#), [Citizenship And Immigration Services](#) and [Department of Homeland Security](#) (Exhibit 9).

### Exhibit 9: Top Employers in Imperial County for Correctional Officers and Jailers

Top Employers
<ul style="list-style-type: none"> <li>• California Division of Correctional Rehabilitation</li> <li>• Management &amp; Training Corporation</li> <li>• Rabobank</li> <li>• Citizenship and Immigration Services</li> <li>• Department of Homeland Security</li> </ul>

<sup>9</sup> The number of enrollments in courses assigned to the TOP code in the selected year.

<sup>10</sup> The number of unduplicated students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate degree, and/or California Community Colleges bachelor's degree in the selected TOP code.

<sup>11</sup> Students who took non-introductory courses or completed a California Community Colleges Chancellor's Office award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year.

<sup>12</sup> Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting California Community Colleges.

<sup>13</sup> Among exiting students with a valid SSN, the percentage who were employed four quarters after exiting California Community Colleges.

<sup>14</sup> Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

<sup>15</sup> Among exiting students, the median second-quarter earnings one year after the year in which they exited California Community Colleges.

<sup>16</sup> Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting California Community Colleges.

<sup>17</sup> Among completers and skills-builders who exited, the proportion of students who attained a living wage.

## Skills, Education and Certifications

Exhibit 10 indicates the educational attainment for the occupation found currently in the national labor force. The typical on-the-job training for this profession is **moderate-term on-the-job training**. The typical entry-level education is a **high school diploma or equivalent**.<sup>18</sup>

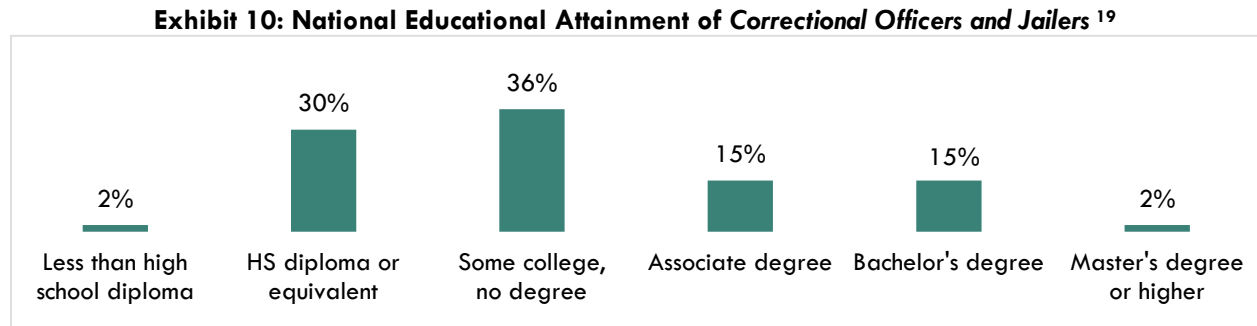


Exhibit 11 lists the top specialized and soft skills that appeared in online job postings for *Correctional Officers and Jailers* between January 1, 2015 and December 31, 2017.

**Exhibit 11: Top Skills for Correctional Officers and Jailers in Imperial County**<sup>20</sup>

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Technical Training</li> <li>• Customer Service</li> <li>• Legal Analysis</li> <li>• Public Health and Safety</li> <li>• Budgeting</li> <li>• Inspection</li> <li>• Memoranda Preparation</li> </ul>	<ul style="list-style-type: none"> <li>• Writing</li> <li>• Communication Skills</li> <li>• Research</li> <li>• Building Effective Relationships</li> <li>• Bilingual</li> <li>• Decision Making</li> <li>• Detail-Oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Microsoft Excel</li> <li>• Microsoft Powerpoint</li> <li>• Microsoft Word</li> <li>• Tableau</li> </ul>

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<sup>18</sup> EMSI. Imperial County (6025). 2018.01 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

<sup>19</sup> Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation. [bls.gov/emp/ep\\_table\\_111.htm](https://bls.gov/emp/ep_table_111.htm)

<sup>20</sup> Labor Insight Jobs. Burning Glass Technologies. Imperial, CA. San Diego, CA. Full years 2015-2017.