

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

CORRECTIONS IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)
Center of Excellence

MARCH 2022

TABLE OF CONTENTS

Summary.....	3
Introduction.....	4
Occupational Demand.....	5
Wages.....	6
Job Postings.....	7
Occupations and Job Titles.....	7
Employers.....	8
Certifications, Skills, and Experience.....	9
Education and Training.....	11
Educational Supply.....	12
Community College Supply.....	12
Other Postsecondary Supply.....	13
Findings.....	14
Recommendations.....	15
Appendix A. Methodology and Sources.....	16

If, for any reason, this document is not accessible or if you have specific needs for readability, please contact us, and we will do our utmost to accommodate you with a modified version. To make a request, contact Ebony J. Benzing by phone at (916) 563-3215 or by email at Ebony.Benzing@losrios.edu.

SUMMARY

The North (Greater Sacramento) Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a Bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lower skilled occupations are rarely considered in this type of analysis due to the lessened barriers for entry-level work, such as no formal education and on-the-job training requirements.

Key findings include:

- The North (Greater Sacramento) subregion held 3,478 correctional jobs in 2020. Corrections jobs are projected to increase by 2% over the next five years, adding 65 new jobs to the subregion by 2025.
- Over the next five years, corrections jobs are projected to have 343 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that corrections occupations earn \$12 to \$33 above the subregion's living wage of \$14.53 per hour.
- Awards data analysis shows that North (Greater Sacramento) training providers conferred an average of 9 awards (certificates and associate degrees) in corrections programs over the last three academic years.

Recommendations include:

- The North (Greater Sacramento) Center of Excellence recommends moving forward with program modifications.

INTRODUCTION

The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- These middle-skill occupations require more education and training beyond a high school diploma but less than a four-year degree:
 - Correctional Officers and Jailers (33-3012)
 - First-Line Supervisors of Correctional Officers (33-1011)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Corrections (2105.10)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Corrections (43.0102)
- Corrections Administration (43.0113)

OCCUPATIONAL DEMAND

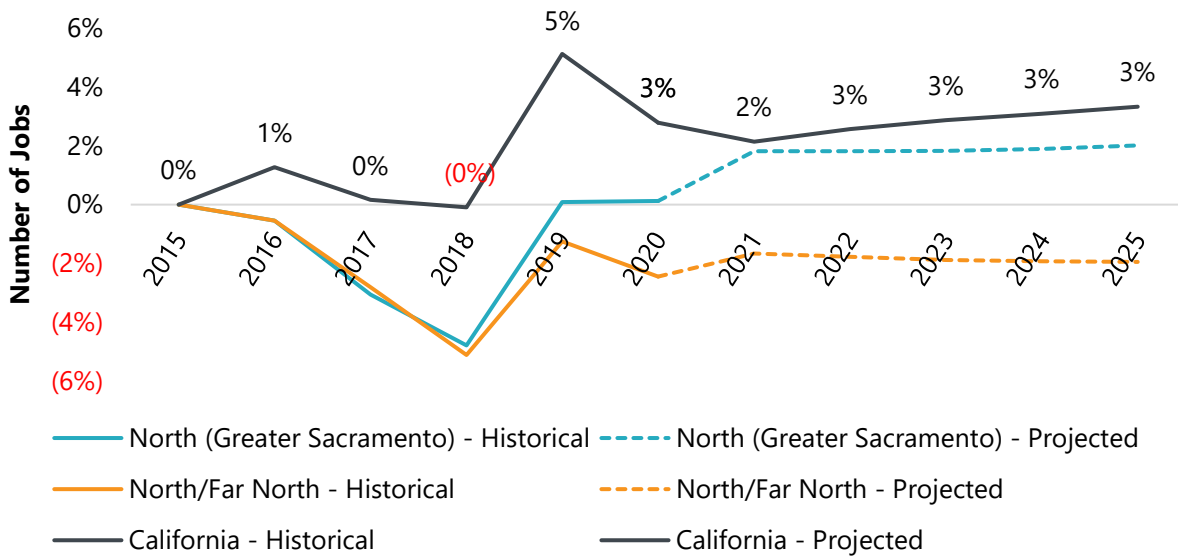
Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the North, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
First-Line Supervisors of Correctional Officers	605	621	16	3%	53
Correctional Officers and Jailers	2,873	2,923	50	2%	290
North (Greater Sacramento)	3,478	3,544	65	2%	343
First-Line Supervisors of Correctional Officers	770	790	20	3%	68
Correctional Officers and Jailers	5,328	5,340	11	0%	522
North/Far North	6,098	6,130	31	1%	590
First-Line Supervisors of Correctional Officers	4,902	5,028	126	3%	430
Correctional Officers and Jailers	37,410	37,507	97	0%	3,610
California	42,312	42,536	224	1%	4,040

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

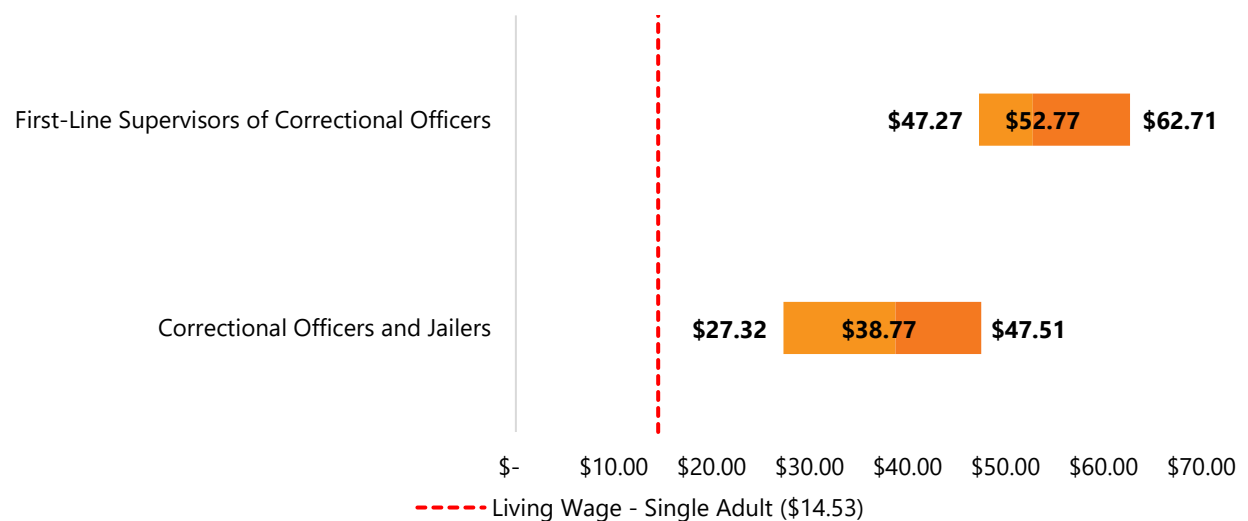
Exhibit 2. Changes in employment, 2015-2025



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the North (Greater Sacramento) living wage for a single adult - \$14.53 per hour.¹

Exhibit 3. Comparison of wages by occupation, 2020



¹ Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

JOB POSTINGS

This section analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The North COE identified 67 online job postings for the selected occupations in the Greater Sacramento subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from March 1, 2021, to February 28, 2022.

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Correctional Officers and Jailers	61	91%
First-Line Supervisors of Correctional Officers	6	9%
Total Job Postings	67	100%

Exhibit 5 shows the top 10 job titles with the most job postings and the share. All job postings included a job title.

Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Correctional Officer I	7	10%
Correctional Sergeant	6	9%
Correctional Officer	5	7%
Community Services Officer I/II	4	6%
Correctional Lieutenant	4	6%
Correctional Officer II	4	6%
Sheriff's Correctional Officer I/II - Female	4	6%

Job Title	Job Postings	Share of Job Postings
Captain, Adult Institution	3	4%
Detention Officer - Extra Help	3	4%
Community Services Officer	2	3%

Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations. Six percent (n = 4) of job postings did not include an employer.

Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
County of El Dorado	10	15%
California Division of Correctional Rehabilitation	7	10%
Yolo County	7	10%
Nevada County	6	9%
State of California	3	4%
Placer County	3	4%
G4S	3	4%
University of California, Davis	2	3%
Sacramento Sheriff's Department	2	3%
County of Yuba	2	3%

Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations. Thirty-one percent (n = 21) of job postings did not include certification information.

Exhibit 7. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Certified Correctional Officer	12	18%
CDL Class C	5	7%
Security Guard Certification	3	4%
Security Clearance	2	3%
First Aid CPR AED	2	3%
Police Officer	1	1%

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, human-centered, and technical skills.

Exhibit 8. Most in-demand specialized skills

Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top 10 Technical Skills
Rehabilitation	Writing	Microsoft Excel
Public Health and Safety	Physical Abilities	Microsoft Word
Cardiopulmonary Resuscitation (CPR)	Communication Skills	Microsoft Office
Scheduling	Building Effective Relationships	Word Processing
Law Enforcement or Criminal Justice Experience	Preparing Reports	Microsoft C#
Staff Management	Multi-Tasking	MySQL
Community Reintegration	Oral Communication	SQL

Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top 10 Technical Skills
Telecommunications	Research	Software Engineering
California Public Employees' Retirement System (CalPERS)	Spanish	Visual Basic
Record Keeping	Detail-Oriented	Visual Basic for Applications (VBA)

Exhibit 9 shows employers' minimum level of education for job postings for the selected occupations. Thirty-seven percent (n = 25) of job postings did not include a preferred education level.

Exhibit 9. Employer-preferred minimum education levels

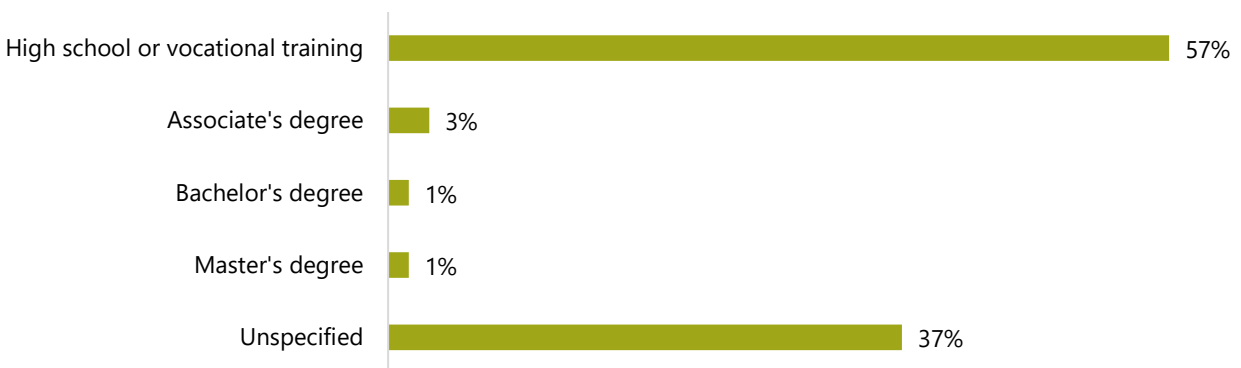
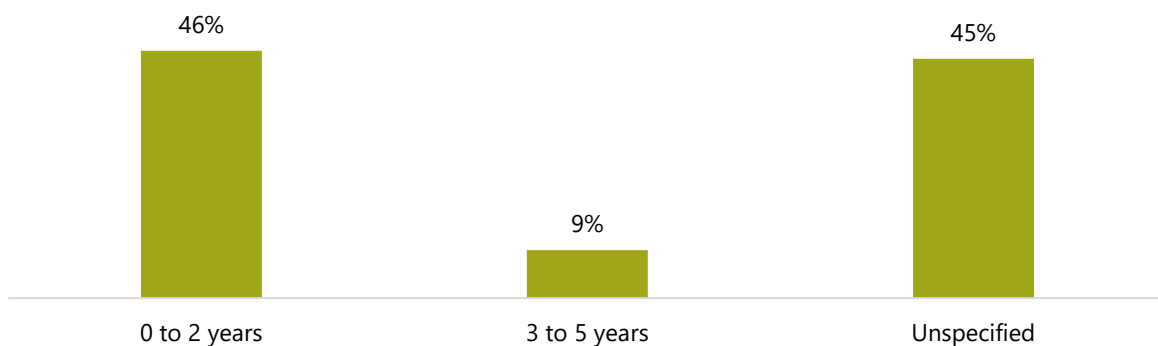


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations. Forty-five percent (n = 30) of job postings did not include a preferred experience level.

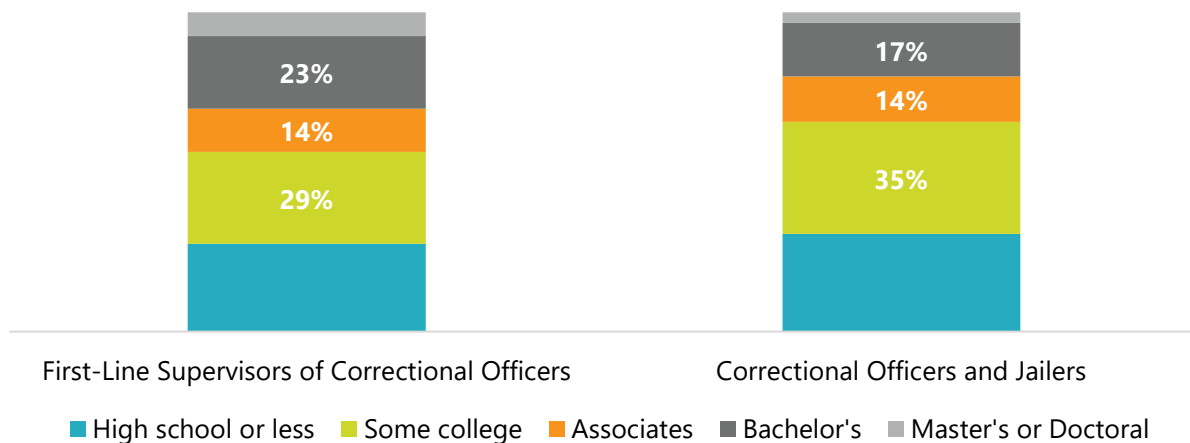
Exhibit 10. Employer-preferred experience levels



EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collected data on education achieved by workers employed in occupations. Exhibit 11 shows the national-level educational attainment of the current workforce in the selected occupations.

Exhibit 11. National worker educational attainment for selected occupations, 2019



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the skill level and entry-level job requirements for the selected occupations.

Exhibit 12. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
First-Line Supervisors of Correctional Officers	High school diploma or equivalent	Less than five years	None
Correctional Officers and Jailers	High school diploma or equivalent	None	Moderate-term on-the-job training

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Corrections (2105.10)	Corrections (43.0102) Corrections Administration (43.0113)

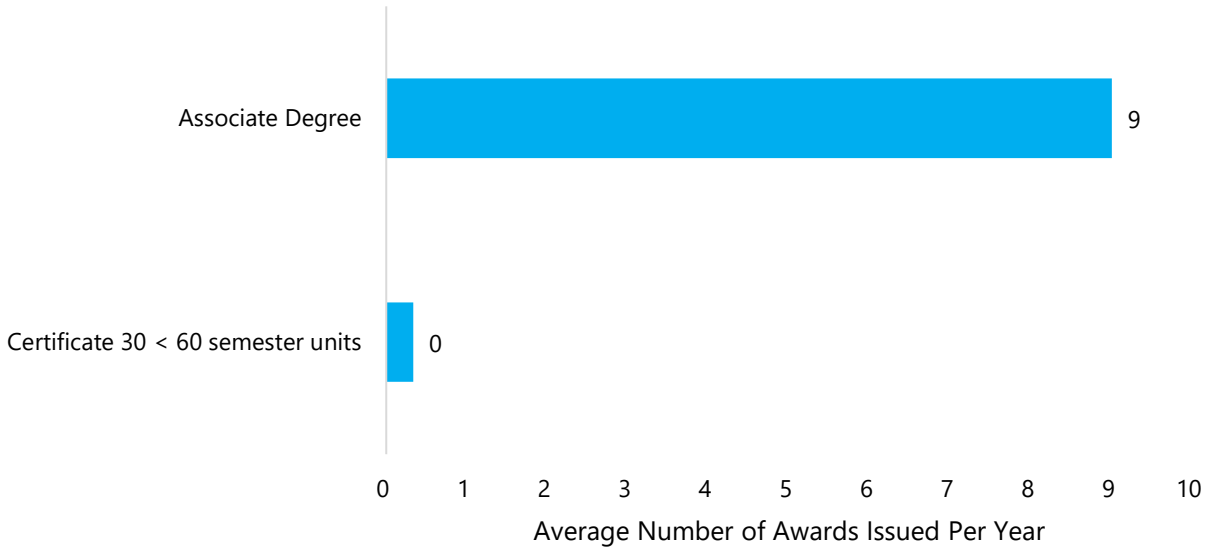
Community College Supply

Exhibits 14 and 15 compare the average number of certificates and degrees conferred in selected community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program, 2018-19 through 2020-21

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Corrections (2105.10)	Sacramento City	3	1	0	1
	Sierra	1	4	10	5
	Yuba	6	2	1	3
	Grand Total	10	7	11	9

Exhibit 15. Annual average community college awards by type, 2018-19 through 2020-21



Other Postsecondary Supply

The North (Greater Sacramento) Center of Excellence could not identify other training programs beyond the community college system.

FINDINGS

- This report focuses on two occupations in the corrections pathway, including first-line supervisors of correctional officers and correctional officers and jailers.
- The North (Greater Sacramento) subregion held 3,478 correctional jobs in 2020. Corrections jobs are projected to increase by 2% over the next five years, adding 65 new jobs to the subregion by 2025. Corrections jobs are projected to grow faster in the North (Greater Sacramento) subregion than in California.
- Over the next five years, corrections jobs are projected to have 343 annual openings in the North (Greater Sacramento) subregion.
- Wage data shows that corrections occupations earn \$12 to \$33 above the subregion's living wage of \$14.53 per hour.
- According to real-time labor market information, there were about 67 online job postings for corrections between March 1, 2021, and February 28, 2022. More than 90% of the job postings were for correctional officers and jailers.
- Between 43% and 49% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees).
- Three North (Greater Sacramento) community colleges offer degrees and certificates in programs related to corrections. Together, these programs conferred an average of 9 awards (certificates and associate degrees) in correctional training programs over the last three academic years (2018-19 through 2020-21).

RECOMMENDATIONS

- Based on a three-year average of annual awards in North (Greater Sacramento) subregion corrections programs and projected yearly openings, the supply gap analysis shows that the region seems to have room for additional training.
 - Together, community colleges and other postsecondary training providers issued an average of 9 awards over the last three years.
 - There are 343 projected annual openings for correctional jobs.
- The North (Greater Sacramento) Center of Excellence recommends moving forward with the program.

COE Recommendation		
Move forward with the program	Proceed with caution	Program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2021.4; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/educational-attainment.htm#>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

"Labor Insight Real-Time Labor Market Information Tool." Burning Glass Technologies.

<http://www.burning-glass.com>.

Labor Market Information Division. California Employment Development Department.

<https://labormarketinfo.edd.ca.gov/>.

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

Occupational Employment Statistics (OES). Bureau of Labor Statistics.

<https://www.bls.gov/oes/home.htm>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA).

<https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington.

<http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About->

[Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx](https://www.coecc.net/Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx)

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

COVID-19 Statement: This report includes employment projection data by EMSI. EMSI's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

© 2021 California Community Colleges Chancellor's Office,
Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program



CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

FOR MORE INFORMATION,
PLEASE CONTACT:

Ebony J. Benzing, Research
Manager

North (Greater Sacramento)
Center of Excellence

Ebony.Benzing@losrios.edu