



# Labor Market Analysis for Program Recommendation

## Juvenile Justice Occupations

### Napa Valley College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research  
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#### Recommendation

Based on all available data, there appears to be an “undersupply” of Juvenile Justice workers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano, Sonoma counties). There is a projected annual gap of about 2,921 students in the Bay region and 486 students in the North Bay Sub-Region.

#### Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.10 Corrections programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Napa Valley College and in the region.

This report profiles Juvenile Justice Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new program at Napa Valley College.

- **Probation Officers and Correctional Treatment Specialists (21-1092):** Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.
  - Entry-Level Educational Requirement: Bachelor’s degree
  - Training Requirement: Short-term on-the-job training
  - Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%
- **Community and Social Service Specialists, All Other (21-1099):** All community and social service specialists not listed separately.
  - Entry-Level Educational Requirement: Bachelor’s degree
  - Training Requirement: None
  - Percentage of Community College Award Holders or Some Postsecondary Coursework: 24%
- **Correctional Officers and Jailers (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.
  - Entry-Level Educational Requirement: High school diploma or equivalent
  - Training Requirement: Moderate-term on-the-job training
  - Percentage of Community College Award Holders or Some Postsecondary Coursework: 49%

- Police and Sheriffs Patrol Officers (33-3051):** Maintain order and protect life and property by enforcing local, tribal, State, or Federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.  
 Entry-Level Educational Requirement: High school diploma or equivalent  
 Training Requirement: Moderate-term on-the-job training  
 Percentage of Community College Award Holders or Some Postsecondary Coursework: 49%
- Dispatchers, Except Police, Fire, and Ambulance (43-5032):** Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.  
 Entry-Level Educational Requirement: High school diploma or equivalent  
 Training Requirement: Moderate-term on-the-job training  
 Percentage of Community College Award Holders or Some Postsecondary Coursework: 45%

## Occupational Demand

**Table 1. Employment Outlook for Juvenile Justice Occupations in Bay Region**

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Probation Officers and Correctional Treatment Specialists	2,065	2,188	122	6%	1,092	218	\$39	\$75
Community and Social Service Specialists, All Other	6,197	6,651	453	7%	4,207	841	\$25	\$51
Correctional Officers and Jailers	5,027	5,170	142	3%	2,776	555	\$30	\$67
Police and Sheriffs Patrol Officers	16,532	17,376	844	5%	7,846	1,569	\$52	\$85
Dispatchers, Except Police, Fire, and Ambulance	4,260	4,737	477	11%	2,911	582	\$19	\$48
<b>Total</b>	<b>34,081</b>	<b>36,122</b>	<b>2,041</b>	<b>6%</b>	<b>18,832</b>	<b>3,765</b>		

Source: EMSI 2021.3

**Bay Region includes:** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Juvenile Justice Occupations in North Bay Sub-region**

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Probation Officers and Correctional Treatment Specialists	695	741	46	7%	374	75	\$25	\$57
Community and Social Service Specialists, All Other	702	734	32	5%	454	91	\$25	\$52
Correctional Officers and Jailers	1,903	1,953	50	3%	1,044	209	\$18	\$68
Police and Sheriffs Patrol Officers	2,524	2,642	117	5%	1,184	237	\$52	\$83

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Dispatchers, Except Police, Fire, and Ambulance	540	536	-3	-1%	292	58	\$16	\$45
<b>Total</b>	<b>6,364</b>	<b>6,606</b>	<b>242</b>	<b>4%</b>	<b>3,348</b>	<b>670</b>		

Source: EMSI 2021.3

**North Bay Sub-Region includes:** Marin, Napa, Solano, Sonoma Counties

### Job Postings in Bay Region and North Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Dec 2020 - Nov 2021)**

Occupation	Bay Region	North Bay
Dispatchers, Except Police, Fire, and Ambulance	990	143
Police Patrol Officers	781	102
Community and Social Service Specialists, All Other	328	26
Correctional Officers and Jailers	160	44
Sheriffs and Deputy Sheriffs	110	31
Probation Officers and Correctional Treatment Specialists	59	9

Source: Burning Glass

**Table 4a. Top Job Titles for Juvenile Justice Occupations for latest 12 months (Dec 2020 - Nov 2021) Bay Region**

Title	Bay	Title	Bay
Dispatcher	490	Community Service Officer	17
Police Officer	58	Organizer	17
Police Officer Trainee	47	Police Officer - Lateral	17
Dispatch Supervisor	38	Transportation Dispatcher	17
Police Officer Lateral	34	Community Outreach Specialist	16
Mobile Officer	28	Service Dispatcher	16
Client Service Officer	24	Window Dispatcher	16
Chief People Officer	23	Dispatch	15
Courtesy Patrol	22	Mobile Guard	15

Source: Burning Glass

**Table 4b. Top Job Titles for Juvenile Justice Occupations for latest 12 months (Dec 2020 - Nov 2021)****North Bay Sub-Region**

Title	North Bay	Title	North Bay
Dispatcher	78	Delivery Dispatcher - Hub Store	4
Police Officer	15	Dispatcher I	4
Police Officer Trainee	12	Emergency Services Officer	4
Deputy Sheriff Trainee	7	Police Cadet	4
Transportation Dispatcher	7	Aircraft Dispatcher	3
Dispatch Supervisor	6	Cash Transport Guard	3
Lead Dispatcher	5	Deputy Sheriff II - Lateral	3
Police Officer - Lateral	5	Master At Arms Military Police	3

Source: Burning Glass

**Industry Concentration****Table 5. Industries hiring Juvenile Justice Workers in Bay Region**

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Local Government, Excluding Education and Hospitals	18,983	19,804	4%	57%
State Government, Excluding Education and Hospitals	4,697	4,874	4%	14%
Taxi Service	757	1,370	81%	2%
Services for the Elderly and Persons with Disabilities	912	1,061	16%	3%
Federal Government, Military	577	568	-2%	2%
Other Individual and Family Services	379	449	19%	1%
Colleges, Universities, and Professional Schools (State Government)	419	419	0%	1%
Colleges, Universities, and Professional Schools	365	393	8%	1%
Federal Government, Civilian, Excluding Postal Service	312	314	1%	1%
Colleges, Universities, and Professional Schools (Local Government)	255	252	-2%	1%

Source: EMSI 2021.3

**Table 6. Top Employers Posting Juvenile Justice Occupations in Bay Region and North Bay Sub-Region (Dec 2020 - Nov 2021)**

Employer	Bay	Employer	North Bay
Securitas	68	County Sonoma	31
County Sonoma	31	City San Rafael	8

Employer	Bay	Employer	North Bay
University Of California	27	City Napa	8
County Santa Clara	23	Liberty Healthcare Corporation	7
Cali	22	City Fairfield	7
Army Central California	22	Brinks Incorporated	7
Stanford University	19	MV Transportation, Inc.	6
California State University	19	Countyofnapa	6
MV Transportation, Inc.	18	Wilbur Ellis	5
Transdev, Inc	17	Vacaville City Clerk	5

Source: Burning Glass

### Educational Supply

There are seven (7) community colleges in the Bay Region issuing 126 awards on average annually (last 3 years ending 2018-19) on TOP 2105.10 Corrections. In the North Bay Sub-Region, there are two (2) community colleges that issued 85 awards on average annually (last 3 years) on this TOP code.

There are 10 other CTE educational institutions in the Bay Region issuing 519 awards on average annually (last 3 years ending 2016-17) on TOP 2105.10 Corrections. There is one (1) other CTE educational institution in the North Bay Sub-Region issuing 99 awards on average annually (last 3 years) on this TOP code.

There is one (1) four-year institution in the Bay Region issuing 199 Bachelor's degrees on average annually (last 3 years ending 2016-17) on TOP 2105.10 Corrections. There are no four-year institutions in the North Bay Sub-Region issuing Bachelor's degrees on this TOP code.

**Table 7a. Community College Awards on TOP 2105.10 Corrections in Bay Region**

College	Subregion	Associate	Certificate Low	Noncredit	Total
Cabrillo	SC-Monterey	16	0	0	16
Contra Costa	East Bay	2	2	0	4
De Anza	Silicon Valley	2	0	0	2
Diablo Valley	East Bay	0	10	0	10
Merritt	East Bay	4	5	0	9
Santa Rosa	North Bay	0	6	61	67
Solano	North Bay	12	6	0	18
<b>Total</b>		<b>36</b>	<b>29</b>	<b>61</b>	<b>126</b>

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

**Table 7b. Other CTE Institutions Awards on TOP 2105.10 Corrections in Bay Region**

College	Subregion	Associate Degree	Bachelor's Degree	Total
Argosy University-San Francisco Bay Area	East Bay	0	4	4
Carrington College-Pleasant Hill	East Bay	5	0	5
Carrington College-San Jose	Silicon Valley	6	0	6
Carrington College-San Leandro	East Bay	3	0	3
Holy Names University	East Bay	0	12	12
ITT Technical Institute-Concord	East Bay	0	0	0
John F. Kennedy University	East Bay	0	2	2
San Francisco State University	Mid-Peninsula	0	212	212
San Jose State University	Silicon Valley	0	176	176
Sonoma State University	North Bay	0	99	99
<b>Total</b>		<b>14</b>	<b>505</b>	<b>519</b>

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

**Table 7c. Bachelor's Degree Awards on TOP 2105.10 Corrections in Bay Region**

College	Subregion	Bachelor's Degree	Total
California State University-East Bay	East Bay	199	199
<b>Total</b>		<b>199</b>	<b>199</b>

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,765 annual openings for the Juvenile Justice occupational cluster and 844 annual (3-year average) awards for an annual undersupply of 2,921 students. In the North Bay Sub-Region, there is also a gap with 670 annual openings and 184 annual (3-year average) awards for an annual undersupply of 486 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.10 Corrections**

Metric Outcomes	Bay All CTE Programs	Napa Valley All CTE Programs	State 2105.10	Bay 2105.10	North Bay 2105.10	Napa Valley 2105.10
Students with a Job Closely Related to Their Field of Study	73%	76%	59%	59%	N/A	N/A

Metric Outcomes	Bay All CTE Programs	Napa Valley All CTE Programs	State 2105.10	Bay 2105.10	North Bay 2105.10	Napa Valley 2105.10
Median Annual Earnings for SWP Exiting Students	\$44,575	\$42,458	\$66,566	\$59,468	\$82,874	\$86,927
Median Change in Earnings for SWP Exiting Students	30%	31%	19%	76%	85%	87%
Exiting Students Who Attained the Living Wage	53%	50%	75%	59%	82%	97%

Source: Launchboard Strong Workforce Program Median of 2016-18.

## Skills, Certifications and Education

**Table 9. Top Skills for Juvenile Justice Occupations in Bay Region (Dec 2020 - Nov 2021)**

Skill	Posting	Skill	Posting
Customer Service	614	Budgeting	118
Scheduling	606	Personal Protective Equipment (PPE)	110
Public Health and Safety	388	Staff Management	107
Prevention of Criminal Activity	327	Security Operations	94
Data Entry	226	Appointment Setting	93
Customer Contact	201	Customer Billing	81
Law Enforcement or Criminal Justice Experience	189	Law Enforcement	81
Cardiopulmonary Resuscitation (CPR)	152	Basic Mathematics	70
Criminal Justice	144	Emergency Services	70
Repair	143	Community Relations	69
Record Keeping	131	Plumbing	69
Surveillance	129	Two-Way Radio Operation	69
Warrants	124	Presentation of Evidence	68
Cleaning	119	Social Media	68

Source: Burning Glass

**Table 10. Certifications for Juvenile Justice Occupations in Bay Region (Dec 2020 - Nov 2021)**

Certification	Posting	Certification	Posting
Driver's License	787	Bilingual Certification	11
Police Officer	106	Security Clearance	10

Certification	Posting	Certification	Posting
Cdl Class C	83	Polygraph	10
First Aid Cpr Aed	75	OSHA Forklift Certification	9
Typing Certification	35	Certified Peace Officer	7
Cdl Class B	27	Alliance of Information and Referral Systems (AIRS) Certification	7
Basic Post Certificate	27	Certified Outpatient Coding (COC)	6
Series 7	17	Advanced Post Certificate	6
Security Guard Certification	17	Psychologist License	5
Law Enforcement Certification	17	Air Brake Certified	5

Source: Burning Glass

Note: 58% of records have been excluded because they do not include a certification. As a result, the chart above may not be representative of the full sample.

**Table 11. Education Requirements for Juvenile Justice Occupations in Bay Region**

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	1,231	82%
Associate's degree	41	3%
Bachelor's degree	232	15%

Source: Burning Glass

## Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCC Data Mart.

## Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor's Office MIS system

## Contacts

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