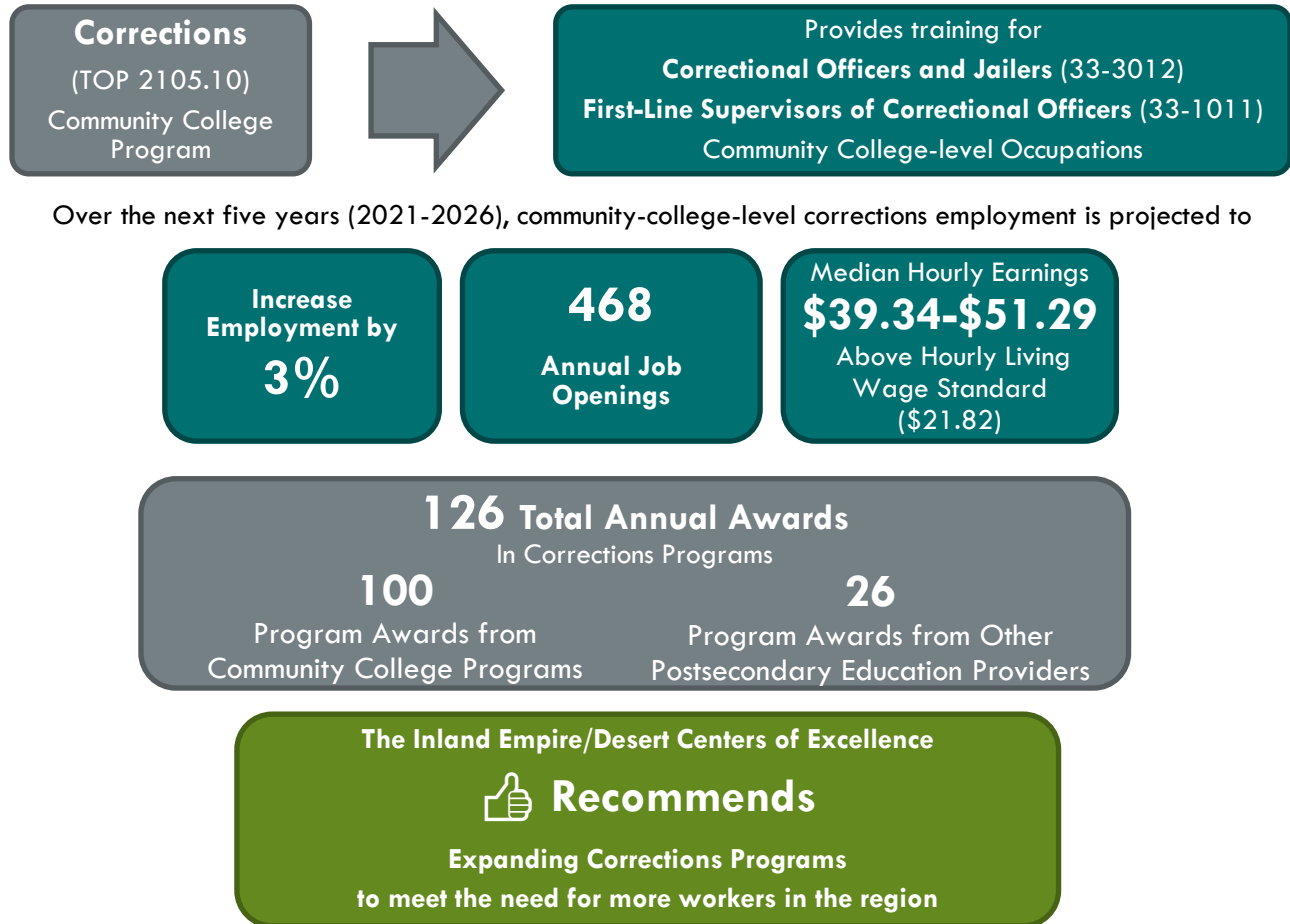


Corrections

Inland Empire/Desert Region (Riverside and San Bernardino counties)

Summary



Introduction

This report provides labor market occupational demand, wage research, and postsecondary program outcomes related to corrections. California Community College corrections programs (TOP 2105.10) prepare students for employment through the instruction of the theories, principles, and techniques of providing services to the incarcerated (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by corrections programs lead to the following occupations, collectively referred to as the corrections occupational group.

The corrections occupational group is separated into community college-level and bachelor's degree-level occupations to illuminate job opportunities for individuals with varying levels of educational attainment. This report's educational supply and employment demand portions focus solely on the community college-level jobs students will likely obtain after completing a community college corrections program in the region.

The **community-college-level occupations** in this report require a high school diploma or equivalent in addition to work experience or on-the-job training. Between 44% and 49% of incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest educational attainment. The community college-level occupations included in the corrections occupational group are:

- Correctional Officers and Jailers (SOC 33-3012)
- First-Line Supervisors of Correctional Officers (33-1011)

This report's **bachelor's degree-level occupation** typically requires workers to obtain a bachelor's degree before entering employment. Approximately 12% of workers in this occupation have a community college-level education, some college or an associate degree, as their highest educational attainment. The bachelor's degree-level occupation is:

- Probation Officers and Correctional Treatment Specialists (SOC 21-1092)

In 2021, there were 4,771 community college-level corrections jobs in the region. By 2026, employment is projected to increase by 3%; 468 annual job openings are expected due to the region's new job growth and replacement needs. The bachelor's degree-level job is projected to grow by 7% and have 158 annual job openings. Exhibit 1 displays the job counts, five-year projected job growth, openings, and the share of incumbent workers aged 55 years and older.

Exhibit 1: Five-year projections for the corrections occupational group, Inland Empire/Desert Region, 2021-2026

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Correctional Officers and Jailers	4,224	4,341	3%	2,088	418	15%
First-Line Supervisors of Correctional Officers	547	577	5%	251	50	21%
Community-College-Level Total	4,771	4,917	3%	2,339	468	16%
Probation Officers and Correctional Treatment Specialists	1,619	1,727	7%	791	158	18%
Bachelor's Degree-Level Total	1,619	1,727	7%	791	158	18%
Total	6,390	6,644	4%	3,130	626	17%

Source: Lightcast 2022.3

An online job advertisement (ad) search for jobs in the corrections occupational group revealed the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Exhibit 2 shows the number of job ads posted during the last 12 months and the statewide average time to fill these jobs. Over the previous 12 months, there were 92 job ads posted for the corrections occupational group in the region. The search for these corrections occupations was expanded to the entire state of California to ensure job ad information is generalizable and actionable.

Over the last 12 months, there were 1,188 job ads posted for the corrections occupational group in California. Employers in the state fill online job ads for corrections positions in 47 days.

Exhibit 2: Job ads and time to fill, California, September 2021 through August 2022

Occupation	Job Ads (CA)	Statewide Average Time to Fill (Days)
Community-College-Level		
Correctional Officers and Jailers	803	43
First-Line Supervisors of Correctional Officers	45	44
Bachelor's Degree-Level		
Probation Officers and Correctional Treatment Specialists	340	56
Total	1,188	47

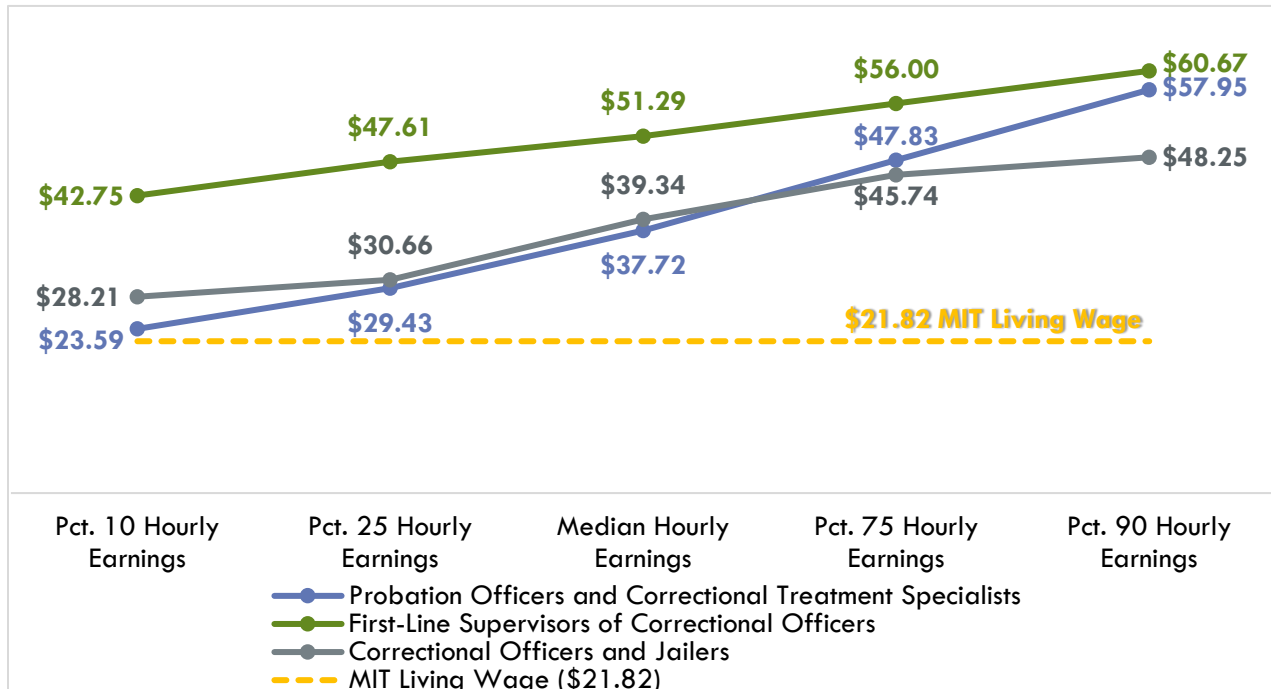
Source: Burning Glass – Labor Insights

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for the corrections occupational group in the Inland Empire/Desert Region. The 10th percentile hourly earnings for the corrections occupational group surpass the living wage standard, indicating that nearly all of the workers in this occupational group earn a living wage.

Exhibit 3: Hourly earnings by percentile for the corrections occupational group, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.3

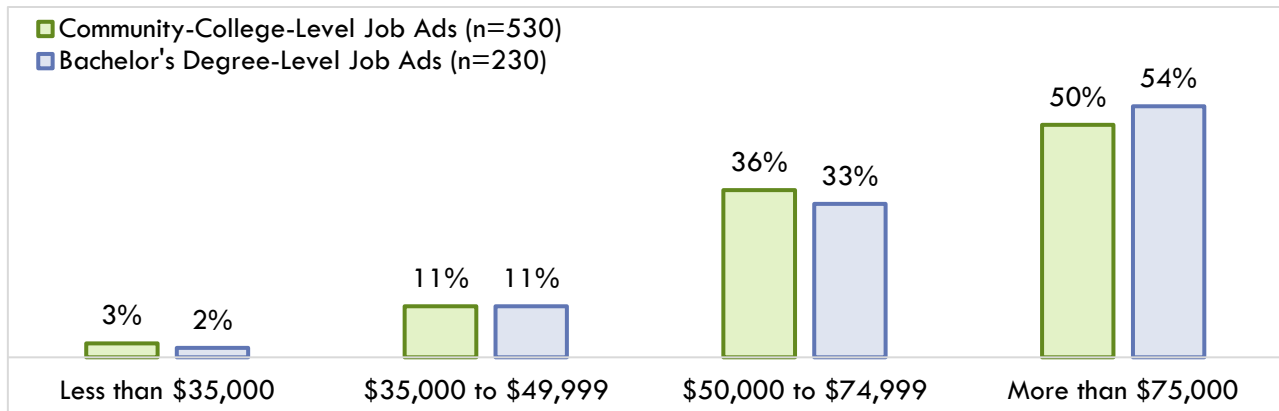
Benefits information, provided in the occupational guides developed by the California Labor Market Information Division, reveals that correctional officers receive medical, vision, and dental benefits, enrollment in the California Public Employees Retirement System (CalPERS), and paid holidays and vacations. Benefits information is unavailable for first-line supervisors of correctional officers and probation officers and correctional treatment specialists (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the corrections occupational group over the last 12 months.

Online job ad salary information reveals that employers are willing to pay workers in the corrections occupational group between \$79,000 and \$87,000 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 64% (760 out of 1,188) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4: Advertised salary information, California, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 5 displays the job titles most frequently included in ads for the corrections occupational group over the last 12 months. Displaying job titles may provide insight into the positions available to students after completing a program. Correctional officer was this occupational group's most frequently requested job title over the last 12 months.

Exhibit 5: Job titles most frequently included in job ads for the corrections occupational group, California, September 2021 through August 2022

Occupation	Top Job Titles	
Community-College-Level (n=846)	<ul style="list-style-type: none"> • Correctional Officer • Correctional Sergeant • Correctional Lieutenant 	<ul style="list-style-type: none"> • Detention Officer • Correctional Senior Officer • Correctional Officer I
Bachelor's Degree-Level (n=340)	<ul style="list-style-type: none"> • Chief People Officer • Parole Agent III • Deputy Probation Officer I 	<ul style="list-style-type: none"> • Deputy Probation Officer II • Parole Agent II • Probation Aide

Source: Burning Glass – Labor Insights

Exhibit 6 displays the employers that posted the most job ads during the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. The State of California posted the most job ads for the corrections occupational group over the last 12 months.

Exhibit 6: Employers posting the most job ads for the corrections occupational group, California, September 2021 through August 2022

Occupation	Top Employers	
Community-College-Level (n=646)	<ul style="list-style-type: none"> • State of California • Bureau of Prisons • California Division of Correctional Rehabilitation 	<ul style="list-style-type: none"> • San Joaquin County • Santa Cruz County • Santa Clara County

Occupation	Top Employers	
Bachelor's Degree-Level (n=269)	<ul style="list-style-type: none"> • State of California • California Division of Correctional Rehabilitation 	<ul style="list-style-type: none"> • United States District Court • Placer County • San Bernardino County

Source: Burning Glass – Labor Insights

Exhibit 7 lists a sample of specialized and employability skills employers seek for workers to fill positions in the corrections occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

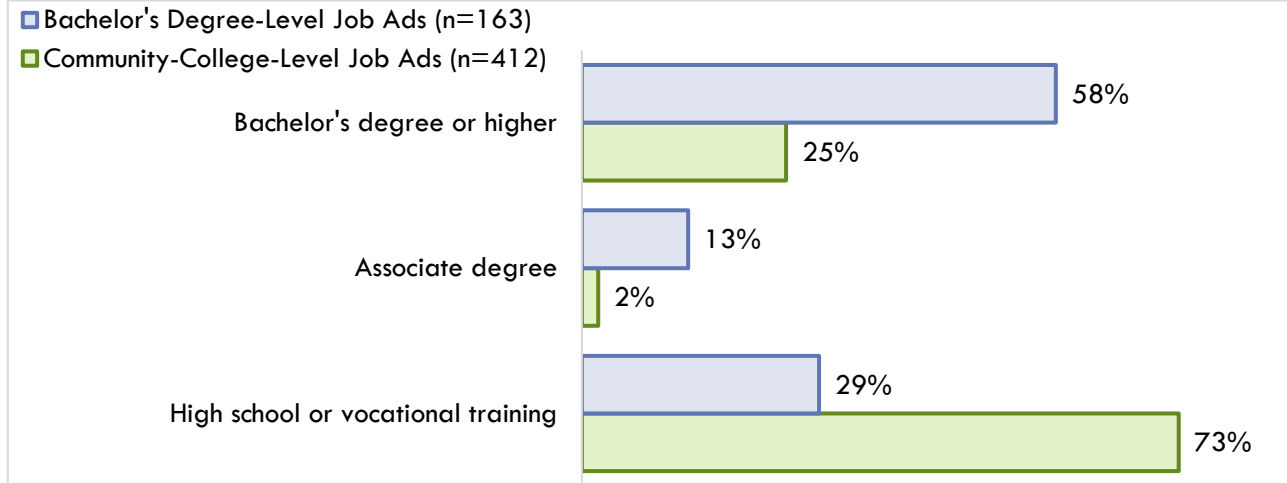
Exhibit 7: Sample of in-demand skills from employer job ads, California, September 2021 through August 2022

Occupation	Specialized skills	Employability skills
Community-College-Level (n=564)	<ul style="list-style-type: none"> • Public Health and Safety • Rehabilitation • Cardiopulmonary Resuscitation (CPR) • Scheduling • Criminal Justice 	<ul style="list-style-type: none"> • Writing • Communication Skills • Editing • Building Effective Relationships • Problem Solving
Bachelor's Degree-Level (n=259)	<ul style="list-style-type: none"> • Rehabilitation • Psychology • Public Health and Safety • Treatment Planning • Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> • Writing • Building Effective Relationships • Communication Skills • Computer Literacy • Preparing Reports

Source: Burning Glass – Labor Insights

Exhibit 8 displays the minimum advertised education requirements for the corrections occupational group. Approximately 73% of job ads for community-college-level corrections occupations sought candidates with a high school diploma or vocational training. About 58% of job ads for probation officers and correctional treatment specialists sought candidates with a bachelor's degree or higher.

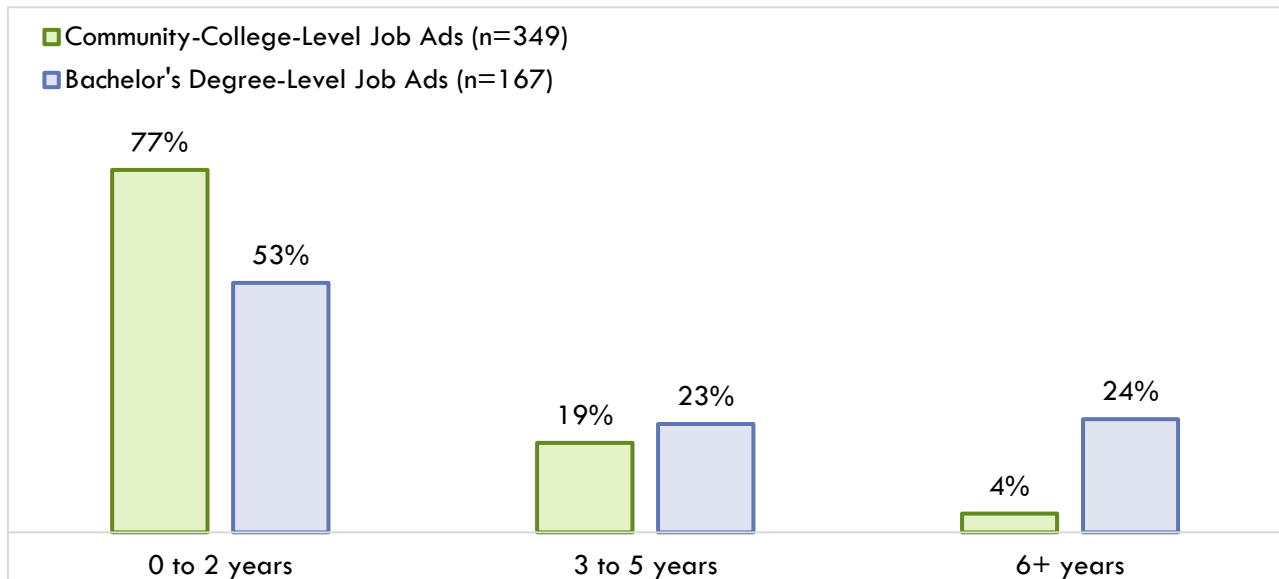
Exhibit 8: Minimum advertised education requirements for the corrections occupational group, California, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Exhibit 9 displays the real-time work experience requirements from employer job ads. Between 53% and 77% of employers sought workers in the corrections occupational group with zero to two years of previous work experience.

Exhibit 9: Real-time work experience requirements, California, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Exhibit 10 displays student completions for corrections programs (TOP 2105.10) over the last three academic years (2018-21). In the previous three academic years, three regional community colleges issued 100 awards annually in corrections programs. The student completion and outcome methodology are available in the Appendix.

Exhibit 10. Annual average community college awards for corrections programs, Inland Empire/Desert Region, Academic Years 2018-2021

TOP 2105.10 - Corrections (Local Program Title)	Academic Year 2018-19	Academic Year 2019-20	Academic Year 2020-21	Total CC Annual Average Awards, Academic Years 2018-21
Barstow (Corrections)				0
Certificate 16 < 30 semester units	0	0	1	0
Chaffey (Correctional Science)				12
Associate Degree	6	6	14	9
Certificate 18 < 30 semester units	2	0	0	1
Certificate 16 < 30 semester units	0	5	3	3
College of the Desert (Basic Correctional Officer)				0
Certificate 16 < 30 semester units	0	0	0	0
Moreno Valley (Administration of Justice/Basic Correctional Deputy Academy/Corrections)				86
Certificate 8 < 16 semester units	0	80	95	58
Certificate 6 < 18 semester units	44	39	0	28
Mt. San Jacinto				0
Certificate 6 < 18 semester units	1	0	0	0
Riverside City (Corrections)				0
Certificate 16 < 30 semester units	0	0	1	0
San Bernardino Valley (Corrections)				1
Certificate 18 < 30 semester units	1	0	0	0
Certificate 16 < 30 semester units	0	1	2	1
Total	54	131	116	100

Source: MIS Data Mart, COCI

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 11. Regional corrections program exiters earned median annual earnings of \$72,098 in the 2018-19 academic year.

Exhibit 11. 2105.10 - Corrections strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2018-2019 (Unless Noted)

Strong Workforce Program Metrics: 2105.10 – Corrections	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	703	4,428
Completed 9+ career education units in one year (2019-20)	62%	43%
Perkins Economically disadvantaged students (2019-20)	70%	80%
Students who attained a noncredit workforce milestone in a year (2019-20)	-	79%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	85	235
Transferred to a four-year institution (transfers)	42	339
Job closely related to the field of study (2017-18)	50%	63%
Median annual earnings (all exiters)	\$72,098	\$58,414
Median change in earnings (all exiters)	99%	30%
Attained a living wage (completers and skills-builders)	83%	74%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Victor Valley College has two certificate programs related to corrections, Correctional Science and Correctional Officer Core, that utilize the administration of justice program code (TOP 2105.00). These programs were approved in May 2021 and May 2022, respectively, and as a result, awards and program outcome information are not available for these programs. However, these programs will contribute to the regional supply of corrections workers and should be considered during program development.

Exhibit 12 displays awards for other postsecondary education providers reported in corrections programs (CIP 43.0102). Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years. Four other regional postsecondary education providers issued 26 awards annually over the last three academic years.

Exhibit 12. Other educational providers corrections programs, three-year annual average credentials, Inland Empire/Desert Region, Academic Years 2017-2020

43.0102 - Corrections	Associate Degree	Other Educational Providers Annual Average Credentials, 2017-2020
San Joaquin Valley College-Hesperia	8	8
San Joaquin Valley College-Ontario	13	13
San Joaquin Valley College-Rancho Mirage	0	0
San Joaquin Valley College-Temecula	6	6
Total	26	26

Source: IPEDS

Summary of Findings

The knowledge, skills, and abilities trained by corrections programs (TOP 2105.10) lead to two community college-level occupations and one bachelor's degree-level occupation collectively referred to as the corrections occupational group. Over the next five years (2021-2026), community college-level corrections employment is projected to increase by 3%, with 468 annual job openings in the region. The 10th percentile hourly earnings for the corrections occupational group surpass the living wage standard, indicating that nearly all of the workers in this occupational group earn a living wage.

Over the last three academic years, regional community colleges issued 100 awards annually in corrections programs (TOP 2105.10). Other regional postsecondary educational institutions issued 26 awards annually in corrections programs. Combined, postsecondary education providers in the region issued 127 awards annually in programs related to corrections.

The Centers of Excellence recommends expanding corrections programs to meet the region's demand for more correctional workers. Colleges should partner with relevant employers and confirm their demand for corrections workers and the skills needed for students to secure work in this field shortly after exiting the program.

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September 2022

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for corrections occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

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.

Sample job titles: Adult Probation Officer, Correctional Counselor, Deputy Probation Officer (DPO), Juvenile Probation Officer, Parole Agent, Parole Officer (PO), Probation Agent, Probation and Parole Officer, Probation Counselor, Probation Officer

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: Less than one-month on-the-job training

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 12%

First-Line Supervisors of Correctional Officers (33-1011)

Directly supervise and coordinate activities of correctional officers and jailers.

Sample job titles: Correctional Officer Captain, Correctional Supervisor

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: None

Work Experience: Less than five years

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 44%

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.

Sample job titles: Correctional Officer, Correctional Sergeant, Corrections Officer (CO), Deputy Jailer, Detention Deputy, Detention Officer, Jail Officer, Jailer, Jailor

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Between one and twelve months on-the-job training

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 49%

Appendix: Methodology

Exhibit 10 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2022a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2022a).

Job ad data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for the corrections occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Probation Officers and Correctional Treatment Specialists (21-1092)	1,619	108	7%	158	\$23.59 to \$57.95	\$37.72	\$84,200	Bachelor's degree & Less than one month	None
Bachelor's Degree-Level Total	1,619	108	7%	158	-	-	-	-	-
Correctional Officers and Jailers (33-3012)	4,224	117	3%	418	\$28.21 to \$48.25	\$39.34	\$79,900	High school diploma or equivalent & 1-12 months	None
First-Line Supervisors of Correctional Officers (33-1011)	547	30	5%	50	\$42.75 to \$60.57	\$51.29	\$107,600	High school diploma or equivalent & None	Less than five years
Community-College-Level Total	4,771	146	3%	468	-	-	-	-	-
Total	6,390	254	4%	626	-	-	-	-	-

Source: Lightcast 2022.3