

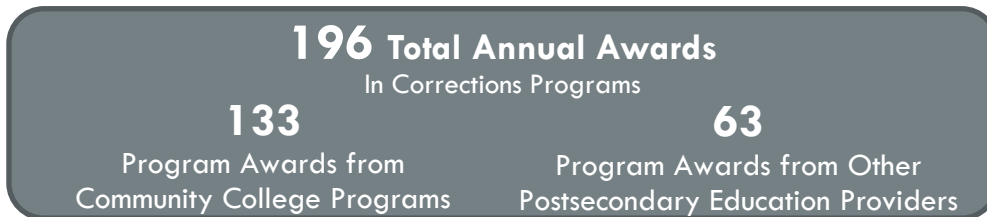
Juvenile Corrections

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

Summary



Over the next five years (2022-2027), community-college-level corrections employment is projected to



The Inland Empire/Desert Centers of Excellence
 **Recommends**
 Expanding Corrections Programs
 to meet the need for more workers in the region

Introduction

This report provides labor market occupational demand, wage research, and postsecondary program outcomes related to juvenile 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, 2023). The knowledge, skills, and abilities trained by corrections programs lead to the three occupations, collectively referred to as the corrections occupational group.

Traditional labor market data does not differentiate between who this classification of worker guards, supervises, or provides services for: male or female, juvenile or adult. A job ad search was conducted to isolate employer demand for correctional occupations working with juveniles and the types of skills they request. Demand from employer job ads for juvenile correction workers is distributed throughout this report.

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)

Job Counts and Projections

In 2022, there were 4,894 community college-level corrections jobs in the region. By 2027, employment is projected to increase by 5%; 512 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 9% and have 179 annual job openings over the same timeframe. 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, 2022-2027

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Correctional Officers and Jailers	4,303	4,511	5%	2,256	451	15%
First-Line Supervisors of Correctional Officers	591	634	7%	303	61	21%
Community-College-Level Total	4,894	5,146	5%	2,559	512	16%
Probation Officers and Correctional Treatment Specialists	1,705	1,855	9%	894	179	18%

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Bachelor's Degree-Level Total	1,705	1,855	9%	894	179	18%
Total	6,599	7,000	6%	3,453	691	16%

Source: Lightcast 2023.3

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. The job ad search was limited to ads that included the corrections occupations and the keyword “juvenile.” Nearly two-thirds (51 job ads) of the total 88 job ads for the corrections occupational group in the region sought candidates to work with juvenile populations. The search for these corrections occupations was expanded to California to ensure job ad information is generalizable and actionable.

Over the last 12 months, there were 453 job ads posted for the corrections occupational group in California. Employers in the state fill online job ads for corrections positions in 32 days, two days longer than the average across all occupations, indicating that employers face similar challenges filling corrections positions as other positions.

Exhibit 2: Job ads and time to fill for the juvenile corrections occupational group, California, September 2022 through August 2023

Occupation	Job Ads (CA)	Statewide Average Time to Fill (Days)
Community-College-Level		
Correctional Officers and Jailers	292	29
First-Line Supervisors of Correctional Officers	3	28
Bachelor's Degree-Level		
Probation Officers and Correctional Treatment Specialists	158	32
Total	453	32

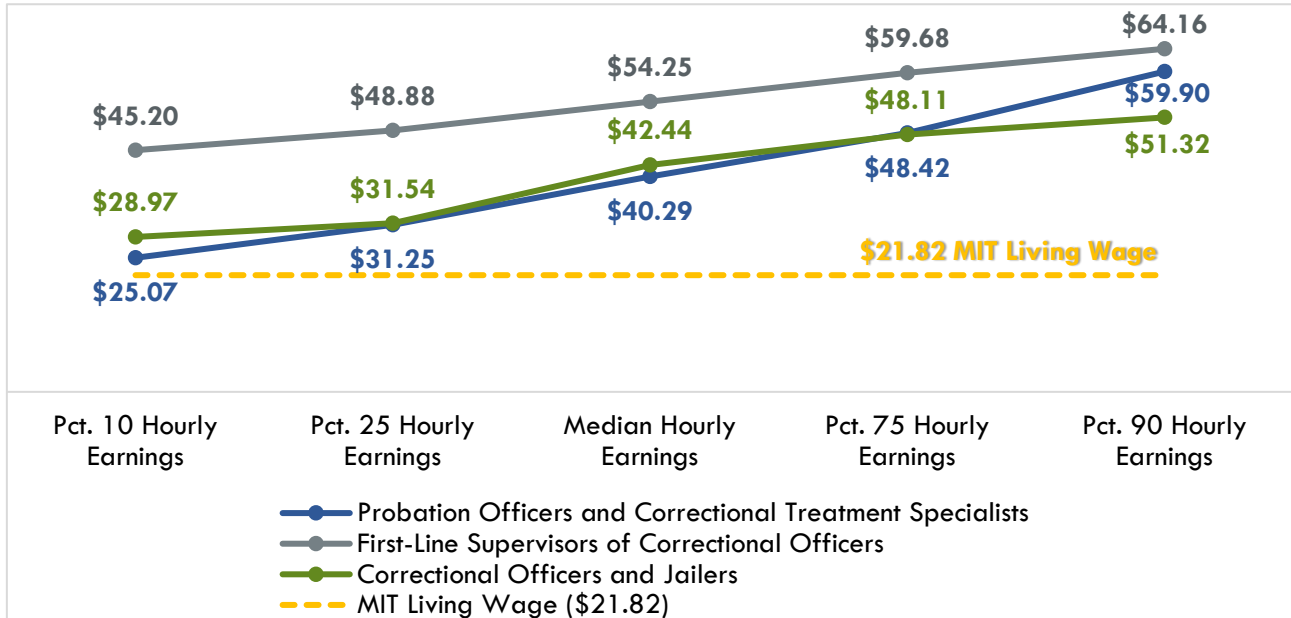
Source: Lightcast 2023.3

Earnings

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 to be self-sufficient in California (Glasmeier, 2022).

Exhibit 3 displays traditional labor market 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 workers in this occupational group earn a living wage.

Exhibit 3: Hourly earnings by percentile for the corrections occupational group, Inland Empire/Desert Region, 2022

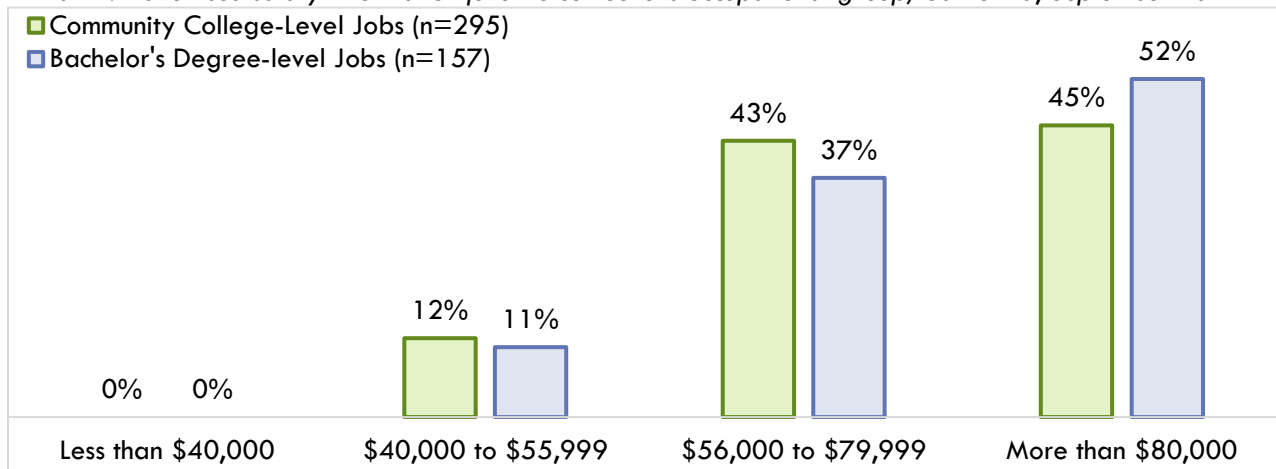


Source: Lightcast 2023.3

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the juvenile 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 \$78,100 and \$82,200 annually, above the region's \$45,386 annual (\$21.82 hourly) living wage standard. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4: Advertised salary information juvenile corrections occupational group, California, September 2022



through August 2023

Source: Lightcast 2023.3

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

Exhibit 5 displays the job titles most frequently included in online ads for the juvenile 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 the most frequently requested job title for community college-level jobs, while deputy probation officer was the most frequently requested bachelor's degree-level job title posted over the last 12 months.

Exhibit 5: Job titles most frequently included in job ads for the juvenile corrections occupational group, California, September 2022 through August 2023

Occupation	Top Job Titles	
Community-College-Level (n=295)	<ul style="list-style-type: none"> Correctional Officers Correctional Sergeants Correctional Lieutenants 	<ul style="list-style-type: none"> Juvenile Officers Juvenile Correctional Officers Correctional Deputies
Bachelor's Degree-Level (n=158)	<ul style="list-style-type: none"> Deputy Probation Officers Probation Offices Parole Agents 	<ul style="list-style-type: none"> Probation Corrections Officers Probation Agents Supervising Probation Officers

Source: Lightcast 2023.3

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. California Department of Corrections and Rehabilitation (CDCR) posted the most job ads for the juvenile corrections occupational group over the last 12 months.

Exhibit 6: Employers posting the most job ads for the corrections occupational group, California, September 2022 through August 2023

Occupation	Top Employers	
Community-College-Level (n=295)	<ul style="list-style-type: none"> California Department of Corrections and Rehabilitation Santa Barbara County California Department of Juvenile Justice 	<ul style="list-style-type: none"> Sonoma County San Joaquin County Fresno County
Bachelor's Degree-Level (n=158)	<ul style="list-style-type: none"> Santa Barbara County California Department of Corrections and Rehabilitation San Bernardino County 	<ul style="list-style-type: none"> El Dorado County Sonoma County Sacramento County

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers seek for workers to fill positions in the juvenile 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.

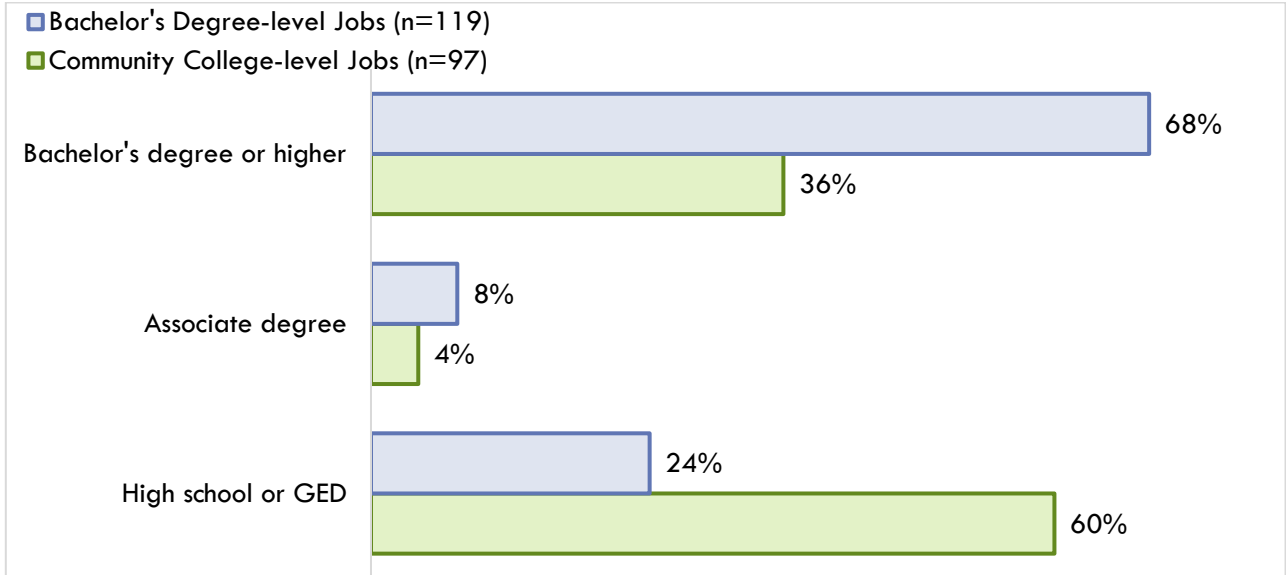
Exhibit 7: Sample of in-demand skills from employer job ads for the juvenile corrections occupational group, California, September 2022 through August 2023

Occupation	Specialized skills	Employability skills
Community-College-Level (n=295)	<ul style="list-style-type: none"> Psychology Contraband Detection and Control Cardiopulmonary Resuscitation (CPR) Juvenile Justice Mental Health 	<ul style="list-style-type: none"> Communication Skills Operations Report Writing Training and Development Record Keeping
Bachelor's Degree-Level (n=158)	<ul style="list-style-type: none"> Psychology Social Work Rehabilitation Juvenile Delinquency Criminology 	<ul style="list-style-type: none"> Investigation Communication Skills Report Writing Operations Coordinating

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for the corrections occupational group. Approximately 60% of job ads for community-college-level corrections occupations sought candidates with a high school diploma or vocational training. About 68% of job ads for probation officers and correctional treatment specialists sought candidates with a bachelor's degree or higher.

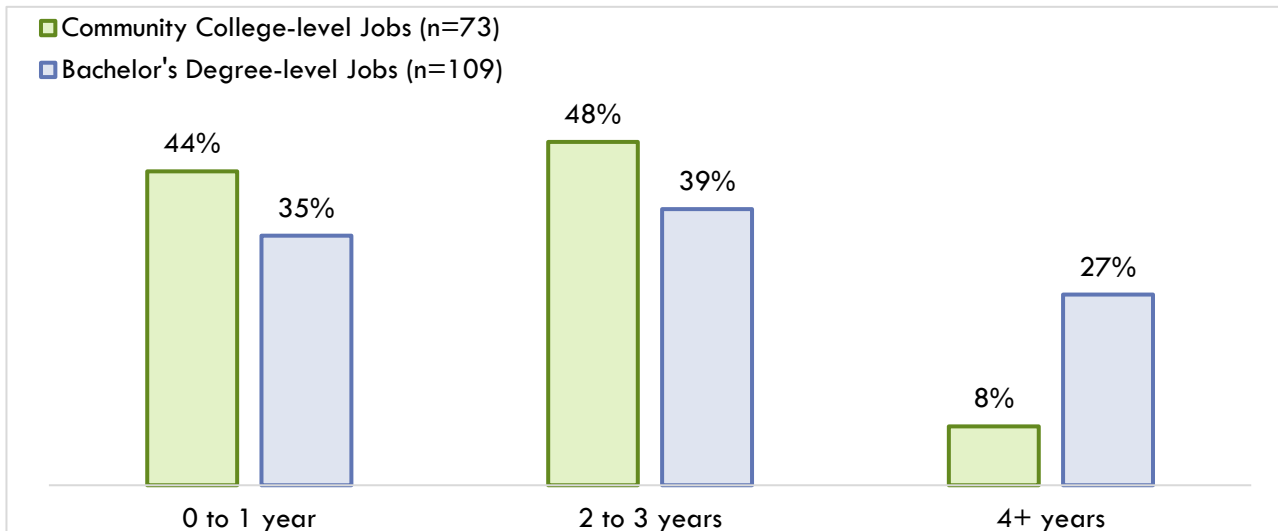
Exhibit 8: Minimum advertised education requirements for the juvenile corrections occupational group, California, September 2022 through August 2023



Source: Lightcast 2023.3

Exhibit 9 displays the real-time work experience requirements from employer job ads. Between 74% (bachelor's degree) and 92% (community college-level) of employers sought workers in the juvenile corrections occupational group with less than three years of previous work experience.

Exhibit 9: Real-time work experience requirements for the juvenile corrections occupational group, California, September 2022 through August 2023



September 2022 through August 2023

Source: Lightcast 2023.3

Student Completions and Programs Outcomes

Exhibit 10 displays student completions for corrections programs (TOP 2105.10) over the last three academic years (2019-22). In the previous three academic years, four regional community colleges issued 133 awards

annually in corrections programs. It is unknown whether these programs provide juvenile corrections training based on the local program titles. The local program titles were pulled from community college catalogs and confirmed by the colleges. 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 2019-2022

TOP 2105.10 - Corrections (Local Program Title)	Academic Year 2019-20	Academic Year 2020-21	Academic Year 2021-22	Total CC Annual Average Awards, Academic Years 2019-22
Barstow (Corrections)				1
Certificate 16 < 30-semester units	0	1	1	1
Chaffey (Correctional Science)				13
Associate Degree	6	14	6	9
Certificate 16 < 30-semester units	5	3	6	5
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)				118
Certificate 8 < 16-semester units	80	95	138	104
Certificate 6 < 18-semester units	39	0	1	13
Mt. San Jacinto				0
Certificate 6 < 18-semester units	0	0	0	0
Riverside City (Corrections)				0
Certificate 16 < 30-semester units	0	1	0	0
San Bernardino Valley (Corrections)				1
Certificate 16 < 30-semester units	1	2	0	1
Total	131	116	152	133

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 \$73,794 in the 2020-2021 academic year.

Exhibit 11. 2105.10 - Corrections strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2020-2021 (Unless Noted)

Strong Workforce Program Metrics: 2105.10 – Corrections	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2021-22)	675	3,380
Completed 9+ career education units in one year (2021-22)	52%	42%
Students who attained a noncredit workforce milestone in a year (2021-22)	-	78%
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	151	289
Job closely related to the field of study (2019-2020)	77%	63%
Median annual earnings (all exiters)	\$73,794	\$53,418
Median change in earnings (all exiters)	110%	50%
Attained a living wage (completers and skills-builders)	86%	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). However, Victor Valley College uses this program code to administer justice programs unrelated to corrections; therefore, award data specific to corrections programs could not be disaggregated.

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 two years. Four other regional postsecondary education providers issued 63 awards annually over the last two academic years.

Exhibit 12. Other educational providers corrections programs, two-year annual average credentials, Inland Empire/Desert Region, Academic Years 2019-2021

43.0102 - Corrections	Other Educational Providers Annual Average Credentials, 2019-21
San Joaquin Valley College-Hesperia	
Associate Degree	17
San Joaquin Valley College-Ontario	
Associate Degree	34
San Joaquin Valley College-Rancho Mirage	
Associate Degree	0
San Joaquin Valley College-Temecula	
Associate Degree	13
Total	63

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. The recommendation in this report is based on the community college-level occupations. Over the next five years (2022-2027), community college-level corrections employment is projected to increase by 5%, with 512 annual job openings in the region. The 10th percentile hourly earnings for these occupations surpass the living wage standard (\$21.82 per hour), indicating that most workers in this occupational group earn a living wage.

Over the last three academic years, regional community colleges issued 133 awards annually in corrections programs (TOP 2105.10). Other regional postsecondary educational institutions issued 63 awards annually in corrections programs. It is unknown if these community college programs provide training related to juvenile corrections based on the local program titles. Combined, postsecondary education providers in the region issued 196 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 students need to secure work in this field shortly after exiting the program.

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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: Booking Officer, Community Services Officer (CSO), Correctional Officer, 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 2019 and 2023 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, 2023a). 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, 2023).

Table 1. 2022 to 2027 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)	2022 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)	1,705	150	9%	179	\$25.07 to \$59.90	\$40.29	\$86,900	Bachelor's degree & Less than one month	None
Bachelor's Degree-Level Total	1,705	150	9%	179	-	-	-	-	-
Correctional Officers and Jailers (33-3012)	4,303	209	5%	451	\$28.97 to \$51.32	\$42.44	\$83,900	High school diploma or equivalent & one to twelve months	None
First-Line Supervisors of Correctional Officers (33-1011)	591	43	7%	61	\$45.20 to \$64.16	\$54.25	\$112,800	High school diploma or equivalent & None	Less than five years
Community-College-Level Total	4,894	252	5%	512	-	-	-	-	-
Total	6,599	402	6%	691	-	-	-	-	-

Source: Lightcast 2023.3