

## Program Endorsement Brief: 2105.10/Corrections Custody Assistant

Los Angeles/Orange County Center of Excellence, November 2020

### Summary Analysis

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b>	<input checked="" type="checkbox"/>	<b>Endorsed: Some Criteria Met</b>	<input type="checkbox"/>	<b>Not Endorsed</b>	<input type="checkbox"/>
<b>Program Endorsement Criteria</b>						
<b>Supply Gap:</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Education:</b>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
<b>Emerging Occupation(s)</b>						
Yes <input type="checkbox"/>			No <input checked="" type="checkbox"/>			

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *correctional officers and jailers* (33-3012). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupation(s).

Based on the available data, there appears to be a supply gap for *correctional officers and jailers* in the LA/OC region. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

#### Demand:

- **Supply Gap Criteria** - Over the next five years, there are projected to be **289 jobs available annually** in the LA/OC region due to job growth and replacements, **which is more than the 56 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** - Within Los Angeles County, **the entry-level wage** for this occupation is **above the county's living wage** (\$15.04/hour).<sup>2</sup>
- **Education Criteria** - Within the LA/OC region, **all of the annual job openings** for *correctional officers and jailers* **typically require high school diploma or equivalent.**

<sup>1</sup> The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 10/26/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- However, national-level educational attainment data indicates that **49.8% of workers in the field have completed some college or an associate degree.**

**Supply:**

- There are **7 community colleges** in the LA/OC region that issue awards related to corrections, conferring an average of **56 awards annually** between 2016 and 2019.

**Occupational Demand**

Exhibit 1 displays the five-year occupational demand projections for *correctional officers and jailers*. In Los Angeles/Orange County, the number jobs is projected to increase by 16% through 2024. There will be nearly 300 job openings per year through 2024 due to job growth and replacements in the LA/OC region.

*This report includes employment projection data by Emsi which uses EDD information. 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. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it 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. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.*

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

<b>Geography</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>2019-2024 Change</b>	<b>2019-2024 % Change</b>	<b>Annual Openings</b>
Los Angeles	1,839	2,076	237	13%	217
Orange	464	597	133	29%	72
<b>Total</b>	<b>2,303</b>	<b>2,673</b>	<b>370</b>	<b>16%</b>	<b>289</b>

**Wages**—The labor market endorsement in this report considers the entry-level hourly wage for correctional officers and jailers in Los Angeles County as it relates to the county’s living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County**—This occupation has an entry-level wage above the living wage for one adult (\$15.04 in Los Angeles County).<sup>4</sup> The typical entry-level hourly wage for this occupation is \$30.41. Experienced workers can expect to earn \$44.27 per hour, which is higher than the living wage estimate in Los Angeles County.

<sup>3</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

<sup>4</sup> Living wage data was pulled from California Family Needs Calculator on 10/26/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

**Orange County**— This occupation has an entry-level wage above the living wage for one adult (\$17.36 in Orange County). The typical entry-level hourly wage for this occupation is \$28.63. Experienced workers can expect to earn \$41.67 per hour, which is higher than the living wage estimate in Orange County.

**Job Postings**—Over the last twelve months, there were 183 job postings for *correctional officers and jailers* in the region. The job titles with the most postings were custody officer, jail officer, detention officer, jailor, and community services officer. The top skills were: scheduling, public health and safety, record keeping, law enforcement or criminal justice, and phone systems. The top employers, by the number of job postings, in the region were: G4S, The GEO Group, Inc., Department of Defense, the State of California, and the City of Long Beach.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

**Educational Attainment**—The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for *correctional officers and jailers*. However, the national-level educational attainment data indicates 49.8% of workers in the field have completed some college or an associate degree. Of the 67% of job postings for *correctional officers and jailers* listing a minimum education requirement in Los Angeles/Orange County, 81% (99) requested a high school diploma, 7% (8) requested an associate degree, and 12% (15) requested a bachelor's degree.

### Educational Supply

**Community College Supply**—Exhibit 2 displays the annual and three-year average number of awards conferred by LA/OC regional community colleges in the related TOP code: Corrections (2105.10). The colleges with the most completions in the region are East LA and LA Trade. Over the past 12 months, there were no other related program recommendation requests from LA/OC regional community colleges.

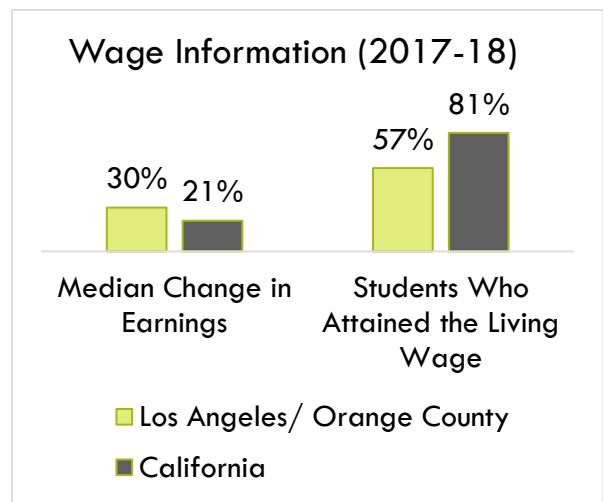
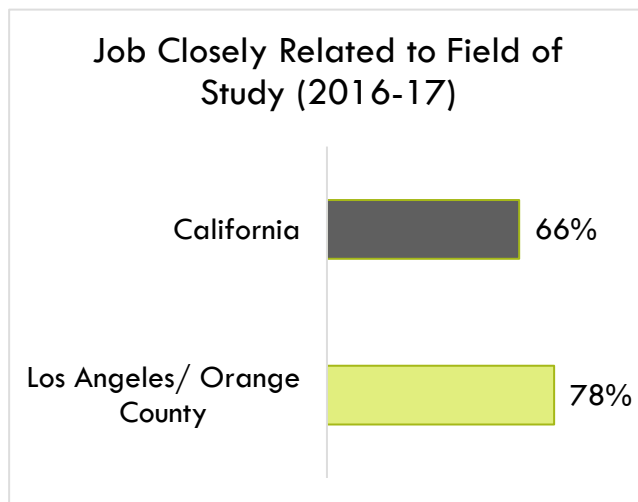
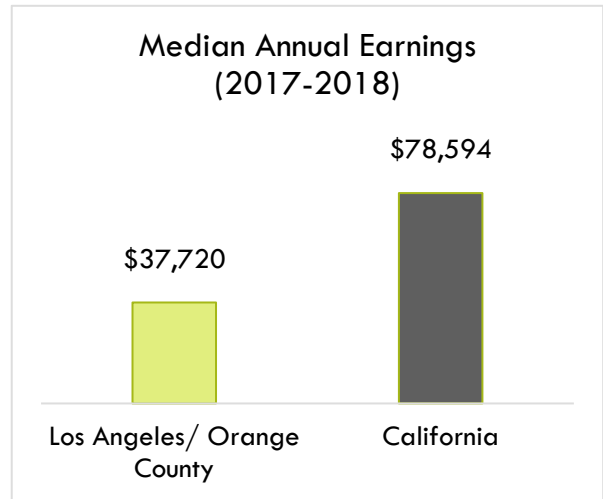
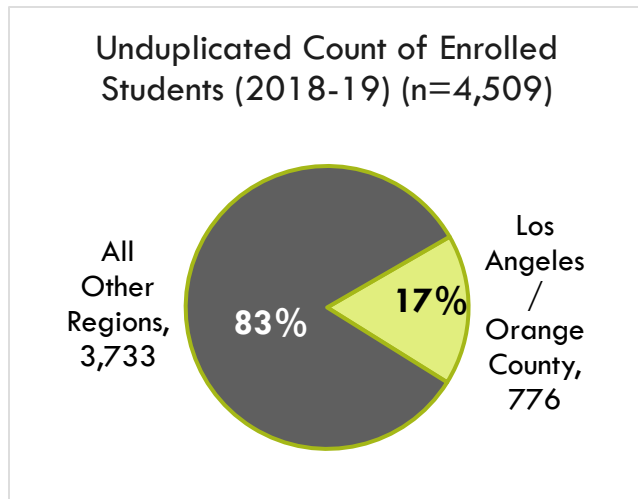
**Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019**

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
2105.10	Corrections	Citrus	3	17	5	8
		East LA	17	29	35	27
		LA Trade	15	14	-	10
		Rio Hondo	7	6	-	4
		<b>LA Subtotal</b>	<b>42</b>	<b>66</b>	<b>40</b>	<b>49</b>
		Golden West	1	-	2	1
		Saddleback	4	-	1	2
		Santa Ana	-	7	5	4
		<b>OC Subtotal</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>7</b>

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
Supply Total/Average			47	73	48	56

The following section displays strong workforce program outcome metrics for the corrections programs in the LA/OC region and California.

**Exhibits 3-6: Strong workforce program metrics for corrections programs**



**Appendix A: Occupational demand and wage data by county**

**Exhibit 7. Los Angeles County**

<b>Occupation (SOC)</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Correctional Officers and Jailers (33-3012)	1,839	2,076	237	13%	217	\$30.41	\$36.21	\$44.27

**Exhibit 8. Orange County**

<b>Occupation (SOC)</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>
Correctional Officers and Jailers (33-3012)	464	597	133	29%	72	\$28.63	\$34.11	\$41.67

**Exhibit 9. Los Angeles and Orange counties**

<b>Occupation (SOC)</b>	<b>2019 Jobs</b>	<b>2024 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>	<b>On-The-Job Training &amp; Work Experience</b>
Correctional Officers and Jailers (33-3012)	2,303	2,673	370	16%	289	HS diploma	1-12 months & None

## Appendix B: Sources

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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