

Corrections, Probation, and Parole Occupations

Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)

Summary

- Employment for the corrections, probation, and parole occupational group is expected to **increase 4% between 2017 and 2022** in the Inland Empire/Desert Region. A total of **3,013 job openings** will be available over the five-year timeframe.
- The entry-level wage for the corrections, probation, and parole occupational group is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the average annual number of program completers for the selected community college program (**155 average annual credentials**), and the annual openings for the corrections, probation, and parole occupational group in the region (**603 annual job openings**).

Introduction

This report details occupations relevant to the corrections program and the probation and parole program. Completion of these programs prepares graduates for the theories, principles and techniques of providing services to the incarcerated and governing the probation and parole of legal offenders.¹ The four occupations included in this occupational group are the following:

- Correctional Officers and Jailers
- First-Line Supervisors of Correctional Officers
- First-Line Supervisors of Police and Detectives
- Probation Officers and Correctional Treatment Specialists

¹ The Taxonomy of Programs, 6th Edition, February 2004

Job Opportunities

In 2017, there were 6,895 corrections, probation, and parole occupational group jobs in the Inland Empire/Desert region. Across the region, employment related to this occupational group is expected to increase by 4% through 2022. Employers will need to hire 3,013 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving –including retirements. Exhibit 1 displays the projected growth for the corrections, probation, and parole occupational group in the region.

Appendix A, Tables 1-4 show the projected job growth, wages, typical education, training, and work experience for the Inland Empire/Desert Region, Los Angeles County, Orange County, and Ventura County.

Exhibit 1: Five-year projections for the corrections, probation, and parole occupational group in the Inland Empire/Desert Region

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert	6,895	4%	3,013	603	16%

Source: EMSI 2018.3

Earnings

The entry-level wage for the corrections, probation, and parole occupational group is above the MIT Living Wage estimate of \$12.30 per hour, or \$25,584 annually for a single adult living in the Inland Empire/Desert Region. This wage is also sufficient for two adults and one child (\$14.50 per hour, per adult or \$30,160 annually for each adult). See Exhibit 2 for wage information.

Exhibit 2: Earnings for the corrections, probation, and parole occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
First-Line Supervisors of Police and Detectives	\$54.91 to \$82.69	\$70.05	\$152,600
First-Line Supervisors of Correctional Officers	\$43.40 to \$48.70	\$45.91	\$94,900
Probation Officers and Correctional Treatment Specialists	\$33.71 to \$49.29	\$38.42	\$83,400
Correctional Officers and Jailers	\$28.30 to \$40.96	\$38.27	\$72,700

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage

Job Postings, Employers, Skills, and Education

Exhibit 3 shows the number of job ads posted during the last 12 months for each of the occupations in the corrections, probation, and parole occupational group, as well as the average time to fill locally and nationally.

Due to a lack of job postings in the region, the occupation of first-line supervisors of correctional officers (SOC: 33-1011) has been removed from this section of the report. For reference, this occupation only has 23 job postings throughout the state of California.

Exhibit 3: Employer job ads and time to fill for the corrections, probation, and parole occupational group in the Inland Empire/Desert Region during the last 12 months, Oct 2017 - Sep 2018

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Correctional Officers and Jailers	54	31	27
First-Line Supervisors of Police and Detectives	46	28	24
Probation Officers and Correctional Treatment Specialists	30	21	18
Total	130	-	-

Source: Burning Glass – Labor Insights

On average, open positions for the corrections, probation, and parole occupational group take 27 days to fill in the Inland Empire/Desert Region. This is four days longer than the national average as a whole, indicating that open positions are somewhat harder to fill locally.



Exhibit 4 displays the top employers posting job ads for the corrections, probation, and parole occupational group during the last 12 months.

Exhibit 4: The top employers for the corrections, probation, and parole occupational group in the Inland Empire/Desert Region during the last 12 months, Oct 2017 - Sep 2018

Occupation	Top Employers
Correctional Officers and Jailers (n=28)	<ul style="list-style-type: none"> • State of California • GEO Corrections & Detentions (The GEO Group, Inc.)
First-Line Supervisors of Police and Detectives (n=41)	<ul style="list-style-type: none"> • Pechanga Resort and Casino • City of Rialto
Probation Officers and Correctional Treatment Specialists (n=27)	<ul style="list-style-type: none"> • California Department of Corrections and Rehabilitation • San Bernardino County Sheriff's Department

Source: Burning Glass – Labor Insights

Exhibit 5 lists the in-demand skills that employers are seeking when looking for workers to fill corrections, probation, and parole positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.”

Exhibit 5: In-demand skills from employer job ads for the corrections, probation, and parole occupational group in the Inland Empire/Desert Region, Oct 2017 - Sep 2018

Occupation	Specialized skills	Employability skills
Correctional Officers and Jailers (n=41)	<ul style="list-style-type: none"> Receiving Checks and Security Deposits Rehabilitation Medication Distribution 	<ul style="list-style-type: none"> English Preparing Reports Teamwork/ Collaboration
First-Line Supervisors of Police and Detectives (n=41)	<ul style="list-style-type: none"> Asset Protection Public Health and Safety Law Enforcement or Criminal Justice Experience 	<ul style="list-style-type: none"> Writing Communication Skills Building Effective Relationships
Probation Officers and Correctional Treatment Specialists (n=23)	<ul style="list-style-type: none"> Rehabilitation Staff Management Budgeting 	<ul style="list-style-type: none"> Written Communication Planning Problem Solving

Source: Burning Glass – Labor Insights

Exhibit 6 displays the entry-level education level education typically required to enter each occupation according to the Bureau of Labor Statistics (BLS). This chart also displays educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census (2015-16) and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 6: Educational attainment and online job ads with minimum advertised education requirements for the corrections, probation, and parole occupational group in the Inland Empire/Desert Region, Oct 2017 - Sep 2018

Occupations	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
			Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Correctional Officers and Jailers	High school diploma or equivalent	51%	17	100%	-	-
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	47%	38	68%	-	32%
Probation Officers and Correctional Treatment Specialists	Bachelor's degree	17%	18	67%	17%	16%

Source: EMSI 2018.3, Current Population Survey, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Student Completions

Exhibits 7 and 8 show the annual average regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code as well as the program titles used at each college, sourced from the Chancellor’s Office Curriculum Inventory (COCI). Exhibits 9-11 display credentials granted from 2013 to 2016 outside of the California Community Colleges along with the relevant CIP code. Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code(s) and region.

Exhibit 7: Annual average community college student completions for corrections programs in the Inland Empire/Desert Region

2105.10 - Corrections	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Barstow	52	
Chaffey – Correctional Science	241	
Associate Degree		9
Certificate 18 to < 30 semester units		9
Moreno Valley	62	
Certificate 6 to < 18 semester units		38
Mt. San Jacinto	12	
San Bernardino - Corrections	90	
Certificate 18 to < 30 semester units		1
Total community college headcount (2016-17)	465	
Total annual average community college credentials		57

Source: LaunchBoard, IPEDS, COCI

2105.10 - Corrections program Strong Workforce outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 555 (California median: 59) [2016-17]
- Number of students who transferred to a 4-year institution: 34 (CA: 11)
- Employed in the second fiscal quarter after exit: 82% (CA: 84%)
- Median earnings in the second fiscal quarter after exit: \$6,253 (CA: \$14,966)
- Employed in the fourth fiscal quarter after exit: 78% (CA: 78%)
- Median annual earnings: \$24,327 (CA: \$57,815)
- The percentage in a job closely related to the field of study: 79% (CA: 71%) [2014-15]
- Median change in earnings: 120% (CA: 29%)
- The proportion of students who attained a living wage: 49% (CA: 75%)

Exhibit 8: Annual average community college student completions for probation and parole programs in the Inland Empire/Desert Region

2105.20 – Probation and Parole	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Barstow	18	
Moreno Valley	261	
Total community college headcount (2016-17)	279	
Total annual average community college credentials		-

Source: LaunchBoard, IPEDS, COCI

2105.20 – Probation and Parole program Strong Workforce outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 279 (California median: 39) [2016-17]
- Number of students who transferred to a 4-year institution: 18 (CA: 5)
- Employed in the second fiscal quarter after exit: 94% (CA: 93%)
- Median earnings in the second fiscal quarter after exit: \$11,352 (CA: \$12,067)
- Employed in the fourth fiscal quarter after exit: 92% (CA: 91%)
- Median annual earnings: \$47,978 (CA: \$48,910)
- Median change in earnings: 48% (CA: 81%)
- The proportion of students who attained a living wage: 92% (CA: 93%)

Exhibit 9: Annual average community college student completions for criminal justice/law enforcement administration programs in the Inland Empire/Desert Region

43.0103 – Criminal Justice/Law Enforcement Administration	Other Educational Institutions Annual Average Certificates or Other Credit Awards (2013-16)
Argosy University-Inland Empire	
Associate Degree	1
Total annual average other awards	1

Source: IPEDS

Exhibit 10: Annual average community college student completions for criminal justice/safety studies programs in the Inland Empire/Desert Region

43.0104 – Criminal Justice/Safety Studies	Other Educational Institutions Annual Average Certificates or Other Credit Awards (2013-16)
Brightwood College-Palm Springs	
Associate Degree	27
Brightwood College-Riverside	
Associate Degree	18
Platt College - Ontario	
Associate Degree	26
Platt College-Riverside	
Associate Degree	24
Total annual average other awards	96

Source: IPEDS

Exhibit 11: Annual average community college student completions for corrections and criminal justice programs in the Inland Empire/Desert Region

43.0199 – Corrections and Criminal Justice, Other	Other Educational Institutions Annual Average Certificates or Other Credit Awards (2013-16)
Argosy University-Inland Empire	
Associate Degree	1
Total annual average other awards	1

Source: IPEDS



Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard

MIT Living Wage Calculator

California Community Colleges Chancellor's Office Management Information Systems (MIS)

Chancellor's Office Curriculum Inventory (COCI, version 2.0)

The Integrated Postsecondary Education Data System (IPEDS)

Michael Goss, Director

Center of Excellence, Inland Empire/Desert Region

michael.goss@chaffey.edu

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Appendix A: Occupation definitions, five-year projections, and earnings for corrections, probation, and parole 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 Juvenile Officer, Deputy Probation Officer (DPO), Juvenile Probation Officer, Parole Agent, Parole Officer, 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

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 17%

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

Directly supervise and coordinate activities of correctional officers and jailers.

Sample job titles: *Captain, Correctional Lieutenant, Correctional Officer Captain, Correctional Officer Lieutenant, Correctional Officer Sergeant, Correctional Sergeant, Corrections Sergeant, Lieutenant, Sergeant, Shift Supervisor*

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 48%



First-Line Supervisors of Police and Detectives (33-1012)

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), Custody Assistant, Deputy Jailer, Detention Deputy, Detention Officer, Jail Officer, Jailer, Jailor*

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job-training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 47%

Correctional Officers and Jailers (33-3012)

Directly supervise and coordinate activities of members of police force.

Sample job titles: *Chief of Police, Detective Sergeant, Lieutenant, Patrol Sergeant, Police Captain, Police Chief, Police Lieutenant, Police Sergeant, Sergeant, Shift Supervisor*

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job-training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 51%



Table 1. 2017 to 2022 job growth, wages, typical education, training, and work experience required for the corrections, probation, and parole occupational group, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-level to Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Correctional Officers and Jailers (33-3012)	4,685	97	2%	399	\$28.30 to \$40.96	\$38.27	\$72,700	High school diploma or equivalent & 1 to 12 months	None
Probation Officers and Correctional Treatment Specialists (21-1092)	1,163	97	8%	120	\$33.71 to \$49.29	\$38.42	\$83,400	Bachelor's degree & less than 1 month	None
First-Line Supervisors of Correctional Officers (33-1011)	665	6	1%	45	\$43.40 to \$48.70	\$45.91	\$94,900	High school diploma or equivalent & none	Less than 5 years
First-Line Supervisors of Police and Detectives (33-1012)	381	72	19%	39	\$54.91 to \$82.69	\$70.05	\$152,600	High school diploma or equivalent & 1 to 12 months	Less than 5 years
Total	6,895	271	4%	603	-	-	-	-	-

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.



Table 2. 2017 to 2022 job growth, wages, typical education, training, and work experience required for the corrections, probation, and parole occupational group, Los Angeles County

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-level to Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Correctional Officers and Jailers (33-3012)	3,781	125	3%	333	\$27.23 to \$35.15	\$30.14	\$65,100	High school diploma or equivalent & 1 to 12 months	None
Probation Officers and Correctional Treatment Specialists (21-1092)	3,376	196	6%	326	\$33.27 to \$47.96	\$41.06	\$83,000	Bachelor's degree & less than 1 month	None
First-Line Supervisors of Police and Detectives (33-1012)	697	90	13%	62	\$58.27 to \$82.13	\$72.12	\$157,400	High school diploma or equivalent & 1 to 12 months	Less than 5 years
First-Line Supervisors of Correctional Officers (33-1011)	164	16	10%	14	\$42.41 to \$50.16	\$45.86	\$96,200	High school diploma or equivalent & none	Less than 5 years
Total	8,019	426	5%	735	-	-	-	-	-

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.



Table 3. 2017 to 2022 job growth, wages, typical education, training, and work experience required for the corrections, probation, and parole occupational group, Orange County

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-level to Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Correctional Officers and Jailers (33-3012)	879	45	5%	81	\$28.21 to \$37.27	\$32.46	\$67,700	High school diploma or equivalent & 1 to 12 months	None
Probation Officers and Correctional Treatment Specialists (21-1092)	437	35	8%	45	\$42.71 to \$49.31	\$45.95	\$93,700	Bachelor's degree & less than 1 month	None
First-Line Supervisors of Police and Detectives (33-1012)	203	17	8%	16	\$63.75 to \$87.95	\$74.08	\$164,600	High school diploma or equivalent & 1 to 12 months	Less than 5 years
First-Line Supervisors of Correctional Officers (33-1011)	17	6	35%	2	\$36.79 to \$40.61	\$37.26	\$80,300	High school diploma or equivalent & none	Less than 5 years
Total	1,536	104	7%	144	-	-	-	-	-

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.



Table 4. 2017 to 2022 job growth, wages, typical education, training, and work experience required for the corrections, probation, and parole occupational group, Ventura County

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-level to Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Probation Officers and Correctional Treatment Specialists (21-1092)	371	12	3%	34	\$30.78 to \$45.39	\$37.70	\$80,300	Bachelor's degree & less than 1 month	None
Correctional Officers and Jailers (33-3012)	174	3	2%	15	\$24.47 to \$48.20	\$31.02	\$76,100	High school diploma or equivalent & 1 to 12 months	None
First-Line Supervisors of Police and Detectives (33-1012)	83	4	5%	6	\$47.29 to \$77.84	\$70.94	\$136,200	High school diploma or equivalent & 1 to 12 months	Less than 5 years
First-Line Supervisors of Correctional Officers (33-1011)	23	(1)	(4%)	Insf. Data	\$37.24 to \$61.80	\$43.57	\$103,700	High school diploma or equivalent & none	Less than 5 years
Total	650	20	3%	56	-	-	-	-	-

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.