

MEMORANDUM

To: Pete Villarreal, Dean of Applied Academics, Yuba College

From: Ebony J. Benzing, Research Manager, North/Far North Center of Excellence

Date: Friday, June 11, 2021

Re: Program endorsement request for Standards and Training for Corrections (STC) Supervisor Core course

Background

Yuba College contacted the North (Greater Sacramento) Center of Excellence to request labor market information for a new Public Safety Academy course. Yuba would like to offer the Standards and Training for Corrections (STC) Supervisor core course. STC Core courses are governed by the California Board of State and Community Corrections ([BSCC California](http://www.bsccl.ca.gov)), which establishes minimum training standards and curriculum guidelines for workers in adult and juvenile corrections institutions.

This memo provides an analysis of occupational demand and program supply data to assess labor market gaps. Data is provided for the seven-county North subregion and comes from EMSI. Occupations are aligned to career education programs using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the ONet OnLine education crosswalk.

Findings

What occupations are aligned to the STC Supervisor Core course?

- The STC Supervisor Core course is part of basic training for newly appointed supervisory corrections staff. The 80-hour course must be completed during the worker's first year of assignment as a jail/adult institution, juvenile institution, or probation department supervisor.
- The occupations that best align with the STC Supervisor Core course are first-line supervisors of correctional officers (SOC 33-1011) and correctional officers and jailers (SOC 33-3012).

What are the hourly wages for the studied occupations?

- Entry-level hourly wages for the studied occupations are above the living wage threshold for a single adult in the North subregion (Exhibit 1). Entry-level wages for correctional

supervisors are \$48.82 per hour, while the living wage for a single adult is \$13.18 per hour.¹

What is the employment outlook for the studied occupations?

- Overall, employment for North (Greater Sacramento) corrections occupations are projected to remain relatively stable over the next five years (Exhibit 2), with little to no job gains. Jobs for supervisors are projected to decline by 2% (lose 14 positions) over the next five years. Jobs for correctional officers are projected to remain stable through 2024.
- Between 2019 and 2024, corrections occupations are projected to have 300 job openings each year in the North (Greater Sacramento) subregion. Approximately 15%, or 44 job openings, will be for correctional supervisors.

What does training supply look like for the studied occupations?

- Seven out of eight North (Greater Sacramento) community colleges offer training programs related to correctional occupations. Together, North (Greater Sacramento) community colleges 1,153 awards in Administration of Justice and Corrections programs over the last three academic years (Exhibit 3).

Recommendations

- Although data analysis shows an oversupply of awards compared to occupational demand, most North (Greater Sacramento) awards fall into the “other credit award” category.
 - Between 60% and 68% of awards are “other credit” awards.²
 - Other credit awards have not yet been reported for the 2019-2020 academic year.
- The STC Supervisor Core course is intended to train new correctional supervisors during their first year of employment. This course should be considered professional development, as it must be completed as a condition of employment for new corrections supervisors.
- The North (Greater Sacramento) Center of Excellence supports Yuba College in offering the STC Supervisor Core course.

Please contact Ebony Benzing, COE Research Manager, for further information at Ebony.Benzing@losrios.edu or 916-563-3215.

¹ The Self-Sufficiency Standard for California 2020. Center for Women's Welfare, University of Washington. <http://www.selfsufficiencystandard.org/California>

² Management Information Systems (MIS) Data Mart, California Community Colleges Chancellor's Office, accessed June 11, 2021, <https://datamart.cccco.edu/>.

Exhibit 1. Summary of entry-level work requirements by occupation

Occupation	Skill Level	Typical Entry-Level Education	Work Experience Requirements	Typical On-the-job Training Required	Entry-level Hourly Wage
First-Line Supervisors of Correctional Officers	Middle Skill	High school diploma	Less than five years	None	\$48.82
Correctional Officers and Jailers	Middle Skill	High school diploma	None	Moderate-term	\$28.22

Exhibit 2. Occupational employment and projected demand, 2019-2024

Occupation	2019 Jobs	2024 Jobs	2019-2024 Projected Change	2019-2024 Projected % Change	2019-2024 Annual Openings
First-Line Supervisors of Correctional Officers	0*	3*	3*	300%*	1*
Correctional Officers and Jailers	194	226	32	16%	24
Yuba College service area	194	229	35	18%	24
First-Line Supervisors of Correctional Officers	610	596	(14)	(2%)	44
Correctional Officers and Jailers	2,706	2,715	9	0%	254
North (Greater Sacramento)	3,317	3,311	(6)	0%	298

Note: An asterisk (*) denotes unknown values that have been interpolated based on general employment levels. Values may not sum to 100% due to rounding.

Exhibit 3. North (Greater Sacramento) program supply, 2017-18 through 2019-20

Program - TOP/CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Administration of Justice (2105.00)	American River	1,133	977	74	728
	Folsom Lake	41	39	49	43
	Lake Tahoe	8	23	16	16
	Sacramento City	103	128	157	129
	Sierra	128	151	176	152
	Woodland	20	31	38	30
	Yuba	56	43	48	49
	Subtotal	1,489	1,392	558	1,146
Corrections (2105.10)	Sacramento City	-	3	1	1
	Sierra	4	1	4	3
	Yuba	1	6	2	3
	Subtotal	5	10	7	7
	Grand Total	1,494	1,402	565	1,153