

**Labor Market Analysis: 2105.10/Corrections**  
**Corrections (Certificate requiring 16 to <30 semester units)**  
 Los Angeles Center of Excellence, October 2022

**Summary**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> (See comments below)	
<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 Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to three middle-skill occupations:

- **First-Line Supervisors of Correctional Officers (33-1011)** Directly supervise and coordinate activities of correctional officers and jailers.<sup>1</sup>
- **Bailiffs (33-3011)** Maintain order in courts of law.<sup>2</sup>
- **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.<sup>3</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>4</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 occupations.

Based on the available data, there does not appear to be a supply gap for these middle-skill corrections occupations in the region. However, this report focuses only on occupations related to corrections, but includes supply data from programs that also train for other administration of

<sup>1</sup> [First-Line Supervisors of Correctional Officers \(bls.gov\)](#)

<sup>2</sup> [Bailiffs \(bls.gov\)](#)

<sup>3</sup> [Correctional Officers and Jailers \(bls.gov\)](#)

<sup>4</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.

justice occupations. Exhibit 12 in the appendix of this report displays demand data for all middle-skill administration of justice occupations, totaling over 3,600 annual job openings, yielding a supply . Furthermore, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and more than 40% of current workers in the field have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### Demand:

- **Supply Gap Criteria** – Over the next five years, **628 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is less than the three-year average of 2,870 awards conferred** by educational institutions in the region.
  - Although there are more awards conferred than job openings, the Administration of Justice (2105.00) TOP code trains for other public safety occupations, including *police and sheriff's patrol officers (33-3051), detectives and criminal investigators (33-3021), and first-line supervisors of police and detectives (33-1012)*. Since this TOP code trains for various occupations and does not solely train for middle-skill corrections occupations, **the regional supply data is overstated.**
  - This report focuses occupations related to corrections. However, Exhibit 12 in the appendix of this report displays demand data for all middle-skill administration of justice occupations, yielding **over 3,600 annual job openings.**
  - Over the past 12 months, there were **245 online job postings related to middle-skill corrections occupations.** The highest number of job postings were for community service officers, custody officers, correctional officers, jailers, and detention officers.
- **Living Wage Criteria** – Within Los Angeles County, all three of the occupations in this report have entry-level wages **above** the self-sufficiency standard hourly wage (\$18.10/hour).<sup>5</sup>
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma** or equivalent as the typical entry-level education for the three middle-skill corrections occupations in this report.
  - However, the national-level educational attainment data indicates **between 41% and 49% of workers in the field have completed some college or an associate degree.**

#### Supply:

- There are **26 community colleges** in the greater LA/OC region that issue awards related to administration of justice and/or corrections, conferring an average of **2,842 awards annually** between 2018 and 2021.

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<sup>5</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- Between 2017 and 2020, there was an average of **28 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

## Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the middle-skill corrections occupations in this report. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 5% through 2026. There will be more than 600 job openings per year through 2026 due to job growth and replacements.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>6</sup>**

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	4,827	5,068	241	5%	500
Orange	1,185	1,265	80	7%	128
<b>Total</b>	<b>6,012</b>	<b>6,333</b>	<b>321</b>	<b>5%</b>	<b>628</b>

## Wages

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill corrections occupations in Los Angeles County as they relate to the county’s self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County**—All three occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$30.67 and \$48.24. Experienced workers can expect to earn wages between \$37.68 and \$69.19.

**Exhibit 2: Hourly Earnings for Occupations in LA County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Correctional Officers (33-1011)	\$48.24	\$48.62	\$61.74
Bailiffs (33-3011)	\$32.17	\$32.17	\$69.19
Correctional Officers and Jailers (33-3012)	\$30.67	\$37.20	\$37.68

<sup>6</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.

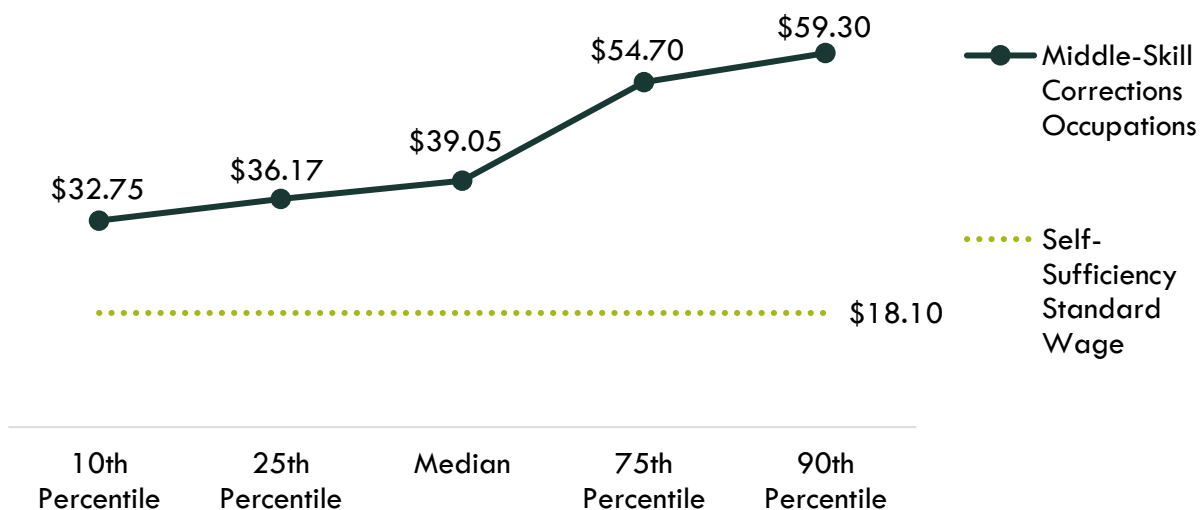
**Orange County**—All three occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$29.08 and \$45.21. Experienced workers can expect to earn wages between \$35.73 and \$57.88.

**Exhibit 3: Hourly Earnings for Occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Correctional Officers (33-1011)	\$45.21	\$45.58	\$57.88
Bailiffs (33-3011)	\$29.34	\$29.34	\$63.09
Correctional Officers and Jailers (33-3012)	\$29.08	\$35.28	\$35.73

On average, the entry-level earnings for the occupations in this report are \$36.17; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

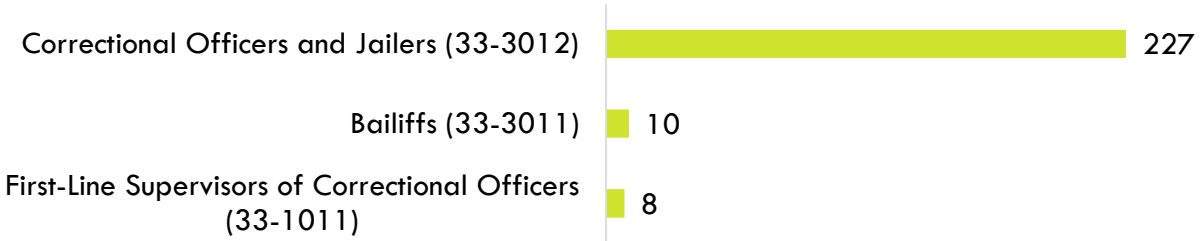
**Exhibit 4: Average Hourly Earnings for Middle-Skill Corrections Occupations in LA/OC**



**Job Postings**

There were 245 online job postings related to middle-skill corrections occupations listed in the past 12 months. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (93%) were for *correctional officers and jailers*, followed by *bailiffs* (4%) and *first-line supervisors of correctional officers* (3%). The highest number of job postings were for community service officers, custody officers, correctional officers, jailers, and detention officers. The top skills were criminal corrections, law enforcement, emergency response, public relations, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were: Allied Universal, APS International, and Bureau of Prisons.

**Exhibit 5: Job postings by occupation (last 12 months)**



**Educational Attainment**

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for the occupations in this report. However, the national-level educational attainment data indicates between 41% and 49% of workers in the field have completed some college or an associate degree. Of the 54% of middle-skill corrections job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 85% (113) requested high school or vocational training, 2% (3) requested an associate degree, and 13% (17) requested a bachelor’s degree.

**Educational Supply**

**Community College Supply**—Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are: East LA, Citrus, Golden West, and Rio Hondo. It is important to note that programs within the Administration of Justice (2105.00) TOP code train for many public safety occupations, including *police and sheriff’s patrol officers (33-3051), detectives and criminal investigators (33-3021), and first-line supervisors of police and detectives (33-1012)*. This TOP code also trains for *first-line supervisors of correctional officers (33-1011) and bailiffs (33-3011)*, and so supply data for 2105.00 is included in Exhibit 6. Since this TOP code trains for other occupations and does not solely train middle-skill corrections occupations, the regional supply data is overstated. Please see Exhibit 12 in the Appendix of this report for labor market information for all middle-skill occupations related to administration of justice.

**Exhibit 6: Regional community college awards (certificates and degrees), 2018-2021**

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
2105.00	Administration of Justice	Cerritos	115	111	121	116
		Citrus	199	224	253	225
		Compton	22	16	22	20
		East LA	964	786	491	747
		El Camino	116	117	112	115
		Glendale	38	33	47	39
		LA City	38	39	52	43

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		LA Harbor	60	39	56	52
		LA Mission	44	51	54	50
		LA Pierce	117	117	86	107
		LA Southwest	36	39	36	37
		LA Trade-Tech	13	21	19	18
		LA Valley	37	54	51	47
		Long Beach	129	152	150	144
		Mt San Antonio	96	87	112	98
		Pasadena	120	145	127	131
		Rio Hondo	126	159	186	157
		Santa Monica	14	22	46	27
		West LA	68	108	141	106
		<b>LA Subtotal</b>	<b>2,352</b>	<b>2,320</b>	<b>2,162</b>	<b>2,278</b>
		Coastline	32	23	25	27
		Cypress	14	40	47	34
		Fullerton	123	111	152	129
		Golden West	139	182	159	160
		Irvine	58	59	74	64
		Santa Ana	104	97	80	94
		<b>OC Subtotal</b>	<b>470</b>	<b>512</b>	<b>537</b>	<b>506</b>
		<b>Supply Subtotal/Average</b>	<b>2,822</b>	<b>2,832</b>	<b>2,699</b>	<b>2,784</b>
2105.10	Corrections	Citrus	5	18	14	12
		East LA	35	31	6	24
		LA Trade-Tech	-	6	1	2
		Rio Hondo	40	61	25	42
		<b>LA Subtotal</b>	<b>40</b>	<b>61</b>	<b>25</b>	<b>42</b>
		Golden West	2	-	-	1
		Saddleback	1	1	6	3
		Santa Ana	5	-	7	4
		<b>OC Subtotal</b>	<b>8</b>	<b>1</b>	<b>13</b>	<b>7</b>
		<b>Supply Subtotal/Average</b>	<b>48</b>	<b>62</b>	<b>38</b>	<b>49</b>
2105.20	Probation and Parole	East LA	-	9	14	8
		LA Mission	-	-	1	0
		<b>LA Subtotal</b>	<b>-</b>	<b>9</b>	<b>15</b>	<b>8</b>
		<b>Supply Subtotal/Average</b>	<b>-</b>	<b>9</b>	<b>15</b>	<b>8</b>

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
Supply Total/Average			2,870	2,903	2,752	2,842

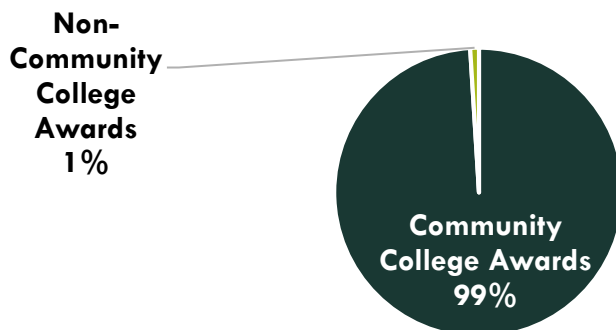
**Non-Community College Supply**—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for middle-skill corrections occupations. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 28 awards.

**Exhibit 7: Regional non-community college awards, 2017-2020**

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
43.0103	Criminal Justice/Law Enforcement Administration	Abraham Lincoln University	1	2	1	1
43.0104	Criminal Justice/Safety Studies	Platt College-Anaheim	7	7	16	10
		Platt College-LA	14	8	19	14
43.0107	Criminal Justice/Police Science	East San Gabriel Valley ROP	9	-	-	3
Supply Total/Average			31	17	36	28

Exhibit 8 shows the proportion of community college awards conferred in LA/OC as compared to the number of non-community college awards for the programs in this report. Nearly all of the awards conferred by these programs are awarded by community colleges in the LA/OC region.

**Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average**



Appendix A: Occupational demand and wage data by county

Exhibit 9. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Correctional Officers (33-1011)	217	246	30	14%	24	\$48.24	\$48.62	\$61.74
Bailiffs (33-3011)	416	423	7	2%	40	\$32.17	\$32.17	\$69.19
Correctional Officers and Jailers (33-3012)	4,194	4,399	204	5%	436	\$30.67	\$37.20	\$37.68
<b>Total</b>	<b>4,827</b>	<b>5,068</b>	<b>241</b>	<b>5%</b>	<b>500</b>	-	-	-

Exhibit 10. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
First-Line Supervisors of Correctional Officers (33-1011)	54	64	10	18%	7	\$45.21	\$45.58	\$57.88
Bailiffs (33-3011)	92	94	2	2%	9	\$29.34	\$29.34	\$63.09
Correctional Officers and Jailers (33-3012)	1,039	1,107	68	7%	112	\$29.08	\$35.28	\$35.73
<b>Total</b>	<b>1,185</b>	<b>1,265</b>	<b>80</b>	<b>7%</b>	<b>128</b>	-	-	-



**Exhibit 11. Los Angeles and Orange Counties**

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
First-Line Supervisors of Correctional Officers (33-1011)	271	310	40	15%	31	High school diploma or equivalent
Bailiffs (33-3011)	508	517	9	2%	49	High school diploma or equivalent
Correctional Officers and Jailers (33-3012)	5,233	5,506	272	5%	548	High school diploma or equivalent
<b>Total</b>	<b>6,012</b>	<b>6,333</b>	<b>321</b>	<b>5%</b>	<b>628</b>	<b>-</b>

**Exhibit 12. All middle-skill occupations related to administration of justice in Los Angeles and Orange Counties**

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
First-Line Supervisors of Correctional Officers (33-1011)	270	308	38	14%	30	High school diploma or equivalent
First-Line Supervisors of Police and Detectives (33-1012)	3,598	3,751	153	4%	261	High school diploma or equivalent
Bailiffs (33-3011)	507	516	9	2%	49	High school diploma or equivalent
Correctional Officers and Jailers (33-3012)	5,231	5,489	258	5%	544	High school diploma or equivalent
Detectives and Criminal Investigators (33-3021)	3,046	3,140	94	3%	241	High school diploma or equivalent
Police and Sheriff's Patrol Officers (33-3051)	26,733	27,729	996	4%	2,259	High school diploma or equivalent
Private Detectives and Investigators (33-9021)	2,380	2,385	5	0%	219	High school diploma or equivalent
<b>Total</b>	<b>41,765</b>	<b>43,318</b>	<b>1,553</b>	<b>4%</b>	<b>3,603</b>	<b>-</b>

## Appendix B: Sources

- O\*NET Online
- Labor Insight (Burning Glass Technologies)
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

Luke Meyer, Director  
Los Angeles Center of Excellence  
[Lmeyer7@mtsac.edu](mailto:Lmeyer7@mtsac.edu)

