

**Program Endorsement Brief: 2105.10/Corrections & 2105.20/Probation and Parole
Corrections Certificate
Parole Certificate**

Los Angeles/Orange County Center of Excellence, February 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met	<input checked="" type="checkbox"/>	Endorsed: Some Criteria Met	<input type="checkbox"/>	Not Endorsed	<input type="checkbox"/>
Program Endorsement Criteria						
Supply Gap:	Yes	<input checked="" type="checkbox"/>		No	<input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes	<input checked="" type="checkbox"/>		No	<input type="checkbox"/>	
Education:	Yes	<input checked="" type="checkbox"/>		No	<input type="checkbox"/>	
Emerging Occupation(s)						
	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 three middle-skill occupations: *first-line supervisors of correctional officers* (33-1011), *first-line supervisors of police and detectives* (33-1012), and *correctional officers and jailers* (33-3012). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ 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 appears to be a supply gap for these corrections and parole-related occupations in the region. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **462 jobs available annually** in the region due to job growth and replacements, **which is more than the 56 awards conferred annually** by educational institutions in the region.

¹ 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.

- **Living Wage Criteria** – Within Los Angeles County, corrections and parole-related occupations have entry-level wages above the county’s living wage (\$15.04/hour).²
- **Educational Criteria** – Within the LA/OC region, occupations related to corrections and parole *typically require a high school diploma or equivalent*.
 - However, the national-level educational attainment data indicates **between 46% and 50% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **seven 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 shows the five-year occupational demand projections for corrections and parole-related occupations included in this report. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 11% through 2024. There will be nearly 500 job openings per year through 2024 due to job growth and replacements.

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 Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	3,732	4,081	349	9%	358
Orange	889	1,055	166	19%	104
Total	4,621	5,136	515	11%	462

² Living wage data was pulled from California Family Needs Calculator on 1/27/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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

Wages

The labor market endorsement in this report considers the entry-level hourly wages for corrections and parole-related occupations in Los Angeles County, compared 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—Corrections and parole-related occupations have entry-level wages above the living wage for one adult (\$15.04 in Los Angeles County).⁴ Typical entry-level hourly wages are in a range between \$30.41 and \$68.45. Experienced workers can expect to earn wages between \$44.27 and \$92.30, which are much higher than the living wage estimate.

Orange County—Corrections and parole-related occupations have entry-level wages above the living wage for one adult (\$17.36 in Orange County).⁵ Typical entry-level hourly wages are in a range between \$28.63 and \$61.70. Experienced workers can expect to earn wages between \$41.67 and \$83.18, which are much higher than the living wage estimate.

Job Postings

There were 210 online job postings for corrections and parole-related occupations listed over the last 12 months. The highest number of job postings were for custody officer, post commander, chief of police, jail officer, and detention officer. The top skills were: scheduling, law enforcement of criminal justice experience, public health and safety, budgeting, and staff management. The top employers, by number of job postings, in the region were: G4S, the GEO Group, the State of California, U.S. Immigration and Customs Enforcement (ICE), Federal Bureau of Prisons, and the City of Los Angeles.

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 or equivalent as the typical entry-level education requirement for the corrections and parole-related occupations studied in this report. However, national-level educational attainment data indicates that between 46% and 50% of workers in the field have completed some college or an associate degree as their highest level of education.

Of the 77% of corrections and parole job postings listing a minimum education requirement in Los Angeles/Orange County, 67% (108) requested a high school diploma, 7% (11) requested an associate degree, and 26% (43) requested a bachelor's degree.

⁴ Living wage data was pulled from California Family Needs Calculator on 1/27/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

⁵ Ibid.

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). There were no awards issued from regional Probation and Parole (2105.20) programs over the last three academic years. The colleges with the most completions in the region are East LA and LA Trade-Tech. Over the past 12 months, there was one other related program recommendation request from a regional community college.

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-Tech	15	14	-	10
		Rio Hondo	7	6	-	4
		LA Subtotal	42	66	40	49
		Golden West	1	-	2	1
		Saddleback	4	-	1	2
		Santa Ana	-	7	5	4
		OC Subtotal	5	7	8	7
Supply Total/Average			47	73	48	56

Appendix A: Occupational demand and wage data by county

Exhibit 3. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Correctional Officers and Jailers (33-3012)	1,839	2,076	237	13%	214	\$30.41	\$36.21	\$44.27
First-Line Supervisors of Police and Detectives (33-1012)	1,692	1,783	91	5%	125	\$68.45	\$79.02	\$92.30
First-Line Supervisors of Correctional Officers (33-1011)	201	221	20	10%	18	\$41.56	\$49.40	\$53.31
Total	3,732	4,081	349	9%	358			

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Correctional Officers and Jailers (33-3012)	464	597	133	29%	70	\$28.63	\$34.11	\$41.67
First-Line Supervisors of Police and Detectives (33-1012)	375	398	23	6%	28	\$61.70	\$71.24	\$83.18
First-Line Supervisors of Correctional Officers (33-1011)	50	60	10	19%	6	\$38.85	\$46.17	\$49.84
Total	889	1,055	166	19%	104			

Exhibit 5. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Correctional Officers and Jailers (33-3012)	2,303	2,673	370	16%	284	HS diploma or equivalent
First-Line Supervisors of Police and Detectives (33-1012)	2,067	2,182	115	6%	154	HS diploma or equivalent
First-Line Supervisors of Correctional Officers (33-1011)	251	281	30	12%	24	HS diploma or equivalent
Total	4,621	5,136	515	11%	462	

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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