** Corrections Occupations**

**Labor Market Information Report**

**Monterey Peninsula College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

November 2019

# Recommendation

Based on all available data, there appears to be an undersupply of Corrections workers compared to the demand for this cluster of occupations in the Bay region and in the SC-Monterey sub-region (Monterey, San Benito, and Santa Cruz Counties). There is a projected annual gap of about 452 students in the Bay region and 148 students in the SC-Monterey Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 2105.10 - Corrections in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Monterey Peninsula College and in the region.

# Introduction

This report profiles Corrections Occupations in the 12 county Bay region and in the SC-Monterey sub-region for a proposed new Administration of Justice - Corrections program at Monterey Peninsula College.

|  |
| --- |
| * **Correctional Officers and Jailers (SOC 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.
 |
| Entry-Level Educational Requirement: High school *diploma or equivalent* |
| Training Requirement: Moderate-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 50% |
| * **First-Line Supervisors of Correctional Officers (SOC 33-1011):** Directly supervise and coordinate activities of correctional officers and jailers.
 |
| Entry-Level Educational Requirement: High *school diploma or equivalent* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 48*%* |

# Occupational Demand

**Table 1. Employment Outlook for Corrections Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Correctional Officers and Jailers |  5,388  |  5,462  | 75 | 1% |  2,281  |  456  | $15.74 | $42.82 |
| First-Line Supervisors of Correctional Officers |  1,077  |  1,067  | -10 | -1% |  359  |  72  | $33.70 | $42.94 |
| **Total** |  **6,465**  |  **6,529**  | **64** | **1%** |  **2,640**  |  **528**  | **$24.72** | **$42.88** |

*Source: EMSI 2019.2*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Corrections Occupations in SC-Monterey Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Correctional Officers and Jailers |  1,837  |  1,841  | 5 | 0% |  748  |  150  | $23.69 | $30.36 |
| First-Line Supervisors of Correctional Officers |  260  |  259  | -1 | 0% |  81  |  16  | $21.77 | $27.53 |
| **TOTAL** |  **2,097**  |  **2,100**  | **4** | **0%** |  **830**  |  **166**  | **$22.73** | **$28.95** |

*Source: EMSI 2019.2*

**SC-Monterey Sub-Region** includes Monterey, San Benito, and Santa Cruz Counties

### Job Postings in Bay Region and SC-Monterey Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (October 2018 - September 2019)**

| Occupation | Bay Region | SC-Monterey |
| --- | --- | --- |
|  Correctional Officers and Jailers | 195 | 22 |
|  First-Line Supervisors of Correctional Officers | 8 | 0 |
|  **Total** | **203** | **22** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Corrections Occupations for latest 12 months (October 2018 - September 2019) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Correctional Officer | 32 | Correctional Deputy II | 3 |
| Services Officer | 23 | Community Services Sheriff/Officer | 3 |
| Deputy Correctional Sheriff/Cadet | 19 | Branch Platform Services Officer | 3 |
| Deputy Sheriff, Correctional | 15 | Services Officer, Equities | 2 |
| Correctional Sergeant | 14 | Real Escape Game Master | 2 |
| Community Services Officer | 12 | Military Police Officer | 2 |
| Detention Officer | 8 | Guard, Information And Technology Industry | 2 |
| Corrections Officer | 7 | Detention Officer, Flex | 2 |
| Training Lieutenant | 5 | Corrections Specialist | 2 |
| Correctional Lieutenant | 5 | Corrections Sheriff/Officer, Bilingual, English | 2 |
| Quality Officer | 4 | Correctional Deputy I | 2 |
| Officer | 4 | Clinician, Bilingual | 2 |
| Protective Services Officer | 3 | Treasury Services Officer | 1 |
| Deputy Biosafety Officer | 3 | Transport Deputy | 1 |

**Table 4b. Top Job Titles for Corrections Occupations for latest 12 months (October 2018 - September 2019) SC-Monterey Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | SC-Monterey | Common Title | SC-Monterey |
| Correctional Sergeant | 6 | Corrections Sheriff/Officer, Bilingual, English | 2 |
| Correctional Officer | 4 | Community Services Sheriff/Officer | 2 |
| Officer | 2 | Police Corporal | 1 |
| Guard, Information And Tech Industry | 2 | Correctional Lieutenant | 1 |
| Corrections Specialist | 2 |  |  |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Corrections Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| State Government, Excluding Education and Hospitals (902999) | 3,120 | 3,173 | 2% | 49% |
| Local Government, Excluding Education and Hospitals (903999) | 2,973 | 2,968 | 0% | 46% |
| Federal Government, Civilian, Excluding Postal Service (901199) | 168 | 167 | -1% | 3% |
| Facilities Support Services (561210) | 100 | 96 | -4% | 2% |

*Source: EMSI 2019.2*

**Table 6. Top Employers Posting Corrections Occupations in Bay Region and SC-Monterey Sub-Region (October 2018 - September 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | SC-Monterey |
| County Santa Clara | 37 | Falck Northern California | 2 | State of California | 3 |
| US Army | 24 | Falck Nc | 2 | Santa Cruz County | 2 |
| State of California | 11 | County Santa Cruz | 2 | Monterey County California | 2 |
| Stanford University | 10 | County Monterey | 2 | County Santa Cruz | 2 |
| County Sonoma | 9 | County Contra Costa | 2 | County Monterey | 2 |
| G4S | 4 | City Pleasanton | 2 | SOS Security | 1 |
| Dallas County | 4 | City Fremont | 2 | Premier Security | 1 |
| County San Mateo | 4 | City Antioch | 2 | California State University | 1 |
| United States Courts | 3 | Westamerica Bank | 1 |  |  |
| US Department of Justice | 3 | Walnut Creek Holdings | 1 |  |  |
| Westamerica Bancorporation | 2 | US Government | 1 |  |  |
| United States Judicial Branch | 2 | US Department of Homeland Security | 1 |  |  |
| Seneca Family Of Agencies | 2 | Travis County Sheriff's Office | 1 |  |  |
| Santa Cruz County | 2 | Travis County | 1 |  |  |
| Santa Clara Valley Medical Center | 2 | Texas Juvenile Justice Department | 1 |  |  |
| Monterey County California | 2 | Texas Department of Criminal Justice | 1 |  |  |
| Lawrence Berkeley National Laboratory | 2 | State Hawaii | 1 |  |  |

*Source: Burning Glass*

# Educational Supply

There are 7 community colleges in the Bay Region issuing 76 awards on average annually (last 3 years) on TOP 2105.10 – Corrections. There is one college (Cabrillo) in the SC-Monterey Sub-Region issuing18 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 2105.10 - Corrections in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ units | Certificate Low unit | Total |
| Cabrillo College  | Santa Cruz - Monterey |  18  |  |  |  18  |
| Contra Costa College  | East Bay |  2  |  2  |  |  4  |
| De Anza College  | Silicon Valley |  2  |  |  |  2  |
| Diablo Valley College  | East Bay |  |  |  7  |  7  |
| Merritt College  | East Bay |  4  |  5  |  |  9  |
| Santa Rosa Junior College  | North Bay |  |  6  |  |  6  |
| Solano College  | North Bay |  18  |  12  |  |  30  |
| **Total Bay Region** |  **44**  |  **25**  |  **7**  |  **76**  |
| **Total SC-Monterey Sub-Region** | **18** | **0** | **0** | **18** |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 528 annual openings for the Corrections occupational cluster and 76 annual (3-year average) awards for an annual undersupply of 452 students. In the SC-Monterey Sub-Region, there is also a gap with 166 annual openings and 18 annual (3-year average) awards for an annual undersupply of 148 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.10 - Corrections**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Monterey Peninsula College (All CTE Programs) | State (2105.10) | Bay (2105.10) | SC-Monterey (2105.10) | Monterey Peninsula College (2105.10) |
| % Employed Four Quarters After Exit | 74% | 78% | 86% | 84% | 79% | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $13,648 | $13,706 | $8,594 | $6,397 | n/a |
| Median % Change in Earnings | 46% | 29% | 30% | 93% | 60% | n/a |
| % of Students Earning a Living Wage | 63% | 71% | 77% | 63% | 50% | n/a |

*Source: Launchboard Pipeline (version available on 10/21/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Corrections Occupations in Bay Region (October 2018 - September 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Cardiopulmonary Resuscitation (CPR) | 50 | Mental Health | 12 | Technical Assistance | 7 |
| Record Keeping | 31 | Manual Dexterity | 11 | Addiction Treatment | 6 |
| Public Health and Safety | 29 | Public administration | 11 | Broadcast Industry Knowledge | 6 |
| Criminal Justice | 23 | General Office Duties | 10 | Calculation | 6 |
| Spreadsheets | 23 | Legal Document Composition | 10 | Human Resource Management Industry Knowledge | 6 |
| Surveillance | 23 | Legal Documentation | 10 | Medical Coding | 6 |
| Scheduling | 22 | Staff Management | 10 | Request for Information (RFI) | 6 |
| Data Entry | 21 | Legal Terminology | 9 | Sigma Software | 6 |
| Community Relations | 20 | Lifting Ability | 9 | Training Programs | 6 |
| First Aid | 19 | Risk Assessment | 9 | Urinalysis | 6 |
| Law Enforcement or Criminal Justice Experience | 18 | Calculator | 8 | Budgeting | 5 |
| Customer Service | 17 | Quality Assurance and Control | 8 | Inventory Maintenance | 5 |
| Psychology | 17 | Case Management | 7 | Mediation | 5 |
| Bathing | 15 | Prevention of Criminal Activity | 7 | Mental Illness | 5 |
| Criminal Report Preparation | 15 | Security Experience | 7 | Onboarding | 5 |

*Source: Burning Glass*

**Table 10. Certifications for Corrections Occupations in Bay Region (October 2018 - September 2019)**

Note: 95% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Driver's License | 107 | Police Officer | 3 |
| First Aid CPR AED | 27 | Certified Sanitarian | 3 |
| CDL Class B | 15 | Advanced Post Certificate | 3 |
| CDL Class C | 7 | Certified Correctional Officer | 2 |
| Emergency Medical Technician (EMT) | 5 | Basic Cardiac Life Support Certification | 2 |
| Basic Life Saving (BLS) | 5 | Public Safety Certificate | 1 |
| Adult Learning Certificate | 5 | Corrections Officer | 1 |
| Security Guard Certification | 3 | Certified ScrumMaster (CSM) | 1 |
| Security Clearance | 3 |  |  |

*Source: Burning Glass*

**Table 11. Education Requirements for Corrections Occupations in Bay Region**

Note: 67% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |  |
| --- | --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings | Percent 12 Mos. Postings |
| High school or vocational training | 328 | 4% |
| Associate Degree | 228 | 3% |
| Bachelor’s Degree or Higher | 6,836 | 93% |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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