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Correctional Officers

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

Summary

- Employment for correctional officers and jailers is expected to increase by 7% through 2022. More than **2,300 job openings** will be available over the five-year timeframe in the Inland Empire/Desert Region.

- The entry-level wage for this occupation 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 completions for the selected community college programs (57 average annual community college awards), and the annual openings for correctional officers and jailers in the local region (465 annual job openings).

Introduction

This report details occupations relevant to the corrections program. Completion of the program provides students with the theories, principles, and techniques to provide services to the incarcerated. For this report, the correctional officer occupational group was separated into two distinct categories, correctional officers and correctional officer management. Although these occupational groups require similar knowledge and skills, the correctional officer management group requires previous work experience (Exhibit 1). The only the correctional officers and jailers occupation is used to analyze the regional supply of program completers and the job demand in this report.

The occupations in the correctional officer management occupational group are listed below and will be analyzed separately, due to the previous work experience they require:

- First-Line Supervisors of Correctional Officers
- First-Line Supervisors of Police and Detectives

Exhibit 1: Work experience required for corrections officer occupations

Occupations	Work Experience Required
Correctional Officers and Jailers	None
First-Line Supervisors of Correctional Officers	Less than five years
First-Line Supervisors of Police and Detectives	Less than five years

Source: EMSI 2018.1

Job Opportunities

In 2017, there were nearly 4,800 corrections officer and jailers jobs in the Inland Empire/Desert Region. This occupation is projecting a 7% increase in employment by 2022. Employers in the region will need to hire more than 2,300 workers over the next five years to fill new jobs and backfill jobs that workers are permanently vacating (includes retirements). The correctional office management group is projecting to have over 400 openings over the next five years. Appendix A, Table 1 shows the projected job growth for each of the occupations in this group.

Exhibit 2: Five-year projections for the correctional officer occupational group in the Inland Empire/Desert Region

Occupational Group	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 45+
Correctional Officers and Jailors	4,764	7%	2,327	465	39%
Correctional Officer Management	969	12%	436	87	56%

Source: EMSI 2018.1

Over the last 12 months (April 2017 to March 2018), there were 29 advertisements (ads) for correctional officer and jailer jobs in the Inland Empire/Desert Region. From 2010 to 2017, there was an annual average of 63 job ads per year (Exhibit 3).
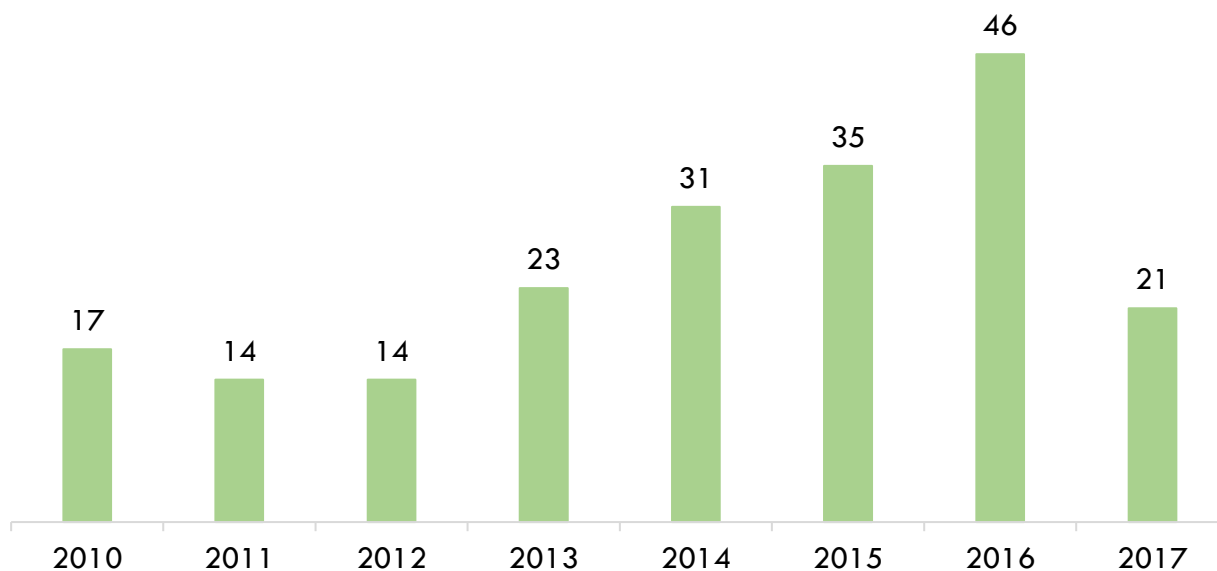
Exhibit 3: Number of online job postings for correctional officers and jailers in the Inland Empire/Desert Region, 2010 to 2017
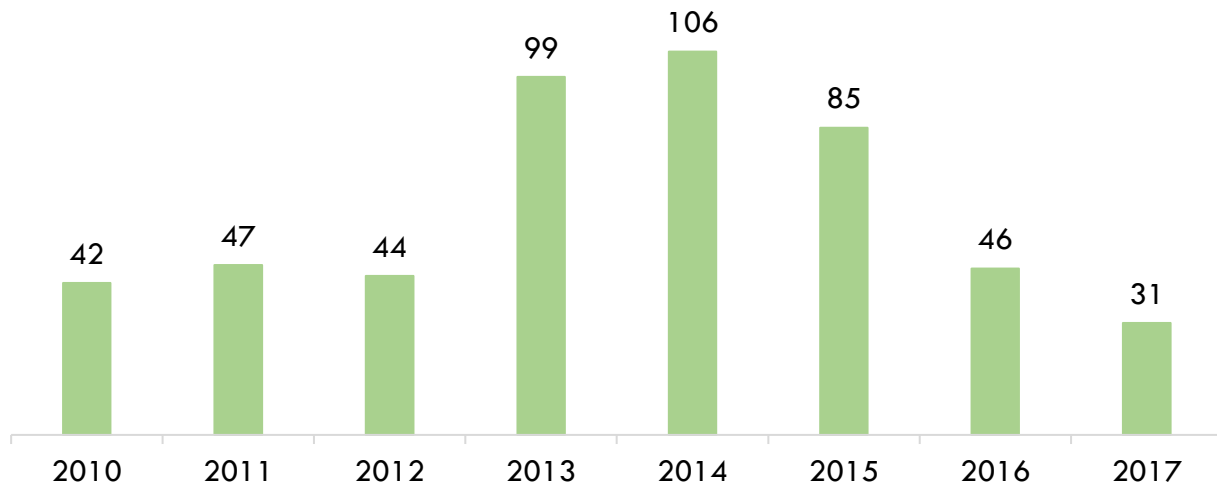
Source: Burning Glass – Labor Insights

For the correctional officer management occupational group, there were 22 job ads in the Inland Empire/Desert Region over the last 12 months and an average of 25 ads per year from 2010 to 2017 (Exhibit 4).

Exhibit 4: Number of online job postings for correctional officer management occupational group in the Inland Empire/Desert Region, 2010 to 2017

Source: Burning Glass – Labor Insights

Exhibit 5 shows the number of job ads posted during the last 12 months and the average time to fill each occupation in the local region and nationally. On average, correctional officers and jailers take about five days less to fill in the Inland Empire/Desert Region than the nation as a whole. On average, first-line supervisors of police and detectives take just over a week longer to fill in the Inland Empire/Desert Region that the nation as a whole.

Exhibit 5: Job ads by each of the correctional officer occupations in the Inland Empire/Desert Region during the last 12 months, Apr 2017 – Mar 2018

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Correctional Officers and Jailors	29	21	26
First-Line Supervisors of Police and Detectives	22	33	25
First-Line Supervisors of Correctional Officers	0	-	26

Source: Burning Glass – Labor Insights

Earnings

The entry-level wage for each of the occupations in the correctional officer 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. These wages are also sufficient for an adult living in a household with one other working adult and one child ($14.50 per hour, per adult or $30,160 annually for each adult). Exhibit 6 displays wage information for this occupational group in the Inland Empire/Desert Region.

Exhibit 6: Earnings for the correctional officer occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Average Annual Earnings
Correctional Officers and Jailors	$27.56 to $40.62	$38.57	$71,000
First-Line Supervisors of Police and Detectives	$51.04 to $77.10	$66.06	$141,500
First-Line Supervisors of Correctional Officers	$42.28 to $47.78	$45.04	$92,700

Source: EMSI 2018.1
*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

Work Locations, Employers, Skills, and Education

Exhibit 7 displays the top employers posting job ads as well as the top work locations from job ads during the last 12 months. First-line supervisors of correctional officers have been removed from the following tables due to lack of job postings.

Exhibit 7: The top employers and work locations for the correctional officer occupational group in the Inland Empire/Desert Region during the last 12 months, Apr 2017 – Mar 2018

Occupations	Top Employers	Top Work Locations
Correctional Officers and Jailers *(n=12)*	• GEO Corrections & Detentions • US Department of Justice • San Bernardino County Sheriff Coroner Department	• San Bernardino • Riverside • Ontario
First-Line Supervisors of Police and Detectives (n=21)	• City of Indio • City of Redlands • City of Upland • San Bernardino Community College District	• San Bernardino • Indio • Redlands • Upland

Source: Burning Glass – Labor Insights

Exhibit 8 lists a sample of in-demand specialized and soft skills that employers are seeking when looking for workers to fill corrections officer positions.

Exhibit 8: Sample of in-demand skills from employer job ads for correctional officer occupational group in the Inland Empire/Desert Region, Apr 2017 – Mar 2018

Occupations	Specialized skills	Soft skills	Software and Programming skills
Correctional Officers and Jailors *(n=21)*	• Medication Distribution • Clerical Duties • Preparing Reports	• English • Building Effective Relationships	• Microsoft Office
First-Line Supervisors of Police and Detectives *(n=21)*	• Scheduling • Staff Management • Law Enforcement or Criminal Justice Experience	• Planning • Writing • Building Effective Relationships	• Microsoft Office

Source: Burning Glass – Labor Insights

Exhibit 9 displays the entry-level education level education typically required to enter each occupation according to the Bureau of Labor Statistics, educational attainment for incumbent workers

with "some college, no degree" and an "associate degree" according to the U.S. Census, and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 9: Educational attainment and online job ads with minimum advertised education requirements for the correctional officer occupational group in the Inland Empire/Desert Region, Apr 2017 – Mar 2018

Occupations	Typical Entry-Level Education Requirement	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 Jailors	High school diploma or equivalent	58%	7	86%	-	14%
First-Line Supervisors of Police and Detectives	High school diploma or equivalent	47%	18	50%	6%	44%
First-Line Supervisors of Correctional Officers	High school diploma or equivalent	48%	0	N/A	N/A	N/A

Source: EMSI 2018.1, Current Population Survey, Burning Glass – Labor Insights
*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Industry

Staffing patterns show the industries that employ the most workers of a specific occupation. Exhibit 10 displays the industries that hire and are looking for the most correctional officer occupations in the two-county region. N/A indicates that no information could be obtained due to too few job postings.

Exhibit 10: Top industries employing occupations in the correctional officer occupational group in the Inland Empire/Desert Region, Apr 2017 – Mar 2018

Occupation	Top Industries from Staffing Pattern (NAICS) - % of occupation employed in industry	Industry Classification from Job Ads	
		Number of Job Postings (n=)	Top Industries from Job Ads (NAICS)
Correctional Officers and Jailors	• Local Government, Excluding Education and Hospitals (9039) 61% • State Government, Excluding Education and Hospitals (9029) 32%	25	• Justice, Public Order, and Safety Activities (9221)
First-Line Supervisors of Police and Detectives	• Local Government, Excluding Education and Hospitals (9039) 92%	12	• Executive, Legislative, and Other General Government Support (9211)
First-Line Supervisors of Correctional Officers	• Local Government, Excluding Education and Hospitals (9039) 57% • State Government, Excluding Education and Hospitals (9029) 33%	0	• N/A

Source: EMSI 2018.1, Burning Glass – Labor Insights

Student Completions

Exhibit 11 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code as well as the program title used at each college, sourced from the Chancellor's Office Curriculum Inventory (COCI). Please note, an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate. Community College student outcome information was obtained from the CTE LaunchBoard based on the selected TOP code(s) and region.

Exhibit 11: 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 Awards (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 Awards		**57**

Source: LaunchBoard, IPEDS, COCI

2105.10 Corrections program Strong Workforce outcomes in the Inland Empire/Desert Region in the academic year 2015-16:

- Number of course enrollments: 555 (California median: 706)*
- Number of students who transferred to a 4-year institution: 34 (CA: 59)
- Employed in the second fiscal quarter after exit: 82% (CA: 85%)
- Median earnings in the second fiscal quarter after exit: $6,661 (CA:$6,677)
- Employed in the fourth fiscal quarter after exit: 78% (CA: 82%)
- Median annual earnings: $26,122 (CA: $26,010)
- The percentage in a job closely related to the field of study: 79% (CA: 75%) [2014-15]
- Median change in earnings: 111% (CA: 68%)
- The proportion of students who attained a living wage: 49% (CA: 64%)

*academic year 2016-17

Security Guards

Security guards guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. This occupation was not included in previous sections of this report due to the differences between security guards and the correctional officer occupational group. The Center of Excellence has identified security guards as a below middle-skill occupation, requiring less than one month of on-the-job training, and the typical entry-level education is a high school diploma or equivalent.

In 2017, there were more than 16,000 security guard jobs in the Inland Empire/Desert Region. Employment for security guards is expected to increase 16% through 2022. Employers in the region will need to hire more than 13,700 security guards in that period. Appendix A, Table 2 displays additional information about security guards.

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)

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Appendix A: Occupation definitions, sample job titles, five-year projections, and earnings for correctional officer occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

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: One to twelve months on-the-job training
Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 48%

First-Line Supervisors of Police and Detectives (33-1012)
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: 47%

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.

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: 51%

Security Guards (33-9032)

Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment.

Sample job titles: Campus Security Officer, Custom Protection Officer, Customer Service Security Officer, Hotel Security Officer, Loss Prevention Officer, Safety and Security Officer, Security Agent, Security Guard, Security Officer, Security Supervisor

Entry-Level Educational Requirement: High school diploma or equivalent
Training Requirement: Less than one-month on-the-job training
Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 42%

Table 1. 2017 to 2022 job growth, wages, and typical education and training required for the correctional officer occupational group, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Correctional Officers and Jailers (33-3012)	4,764	357	7%	465	$27.56 to $40.62	$38.57	$71,500	High school diploma or equivalent & 1- 12 months	None
First-Line Supervisors of Correctional Officers (33-1011)	678	45	7%	54	$42.28 to $47.78	$45.04	$92,700	High school diploma or equivalent	Less than 5 years
First-Line Supervisors of Police and Detectives (33-1012)	290	69	24%	33	$51.04 to $77.10	$66.06	$141,500	High school diploma or equivalent & 1-12 months	Less than 5 years

Source: EMSI 2018.1   *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, and typical education and training required for security guards, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Wage*	Median Wage*	Average Annual Earnings	Entry-Level Education & On-The-Job Training	Work Experience Required
Security Guards (33-9032)	16,031	2,499	16%	2,742	$11.16 to $15.13	$12.64	$28,200	High school diploma or equivalent & 1 month	None

Source: EMSI 2018.1   *Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.