

# Labor Market Analysis for Program Recommendation

# Juvenile Justice Occupations

# Napa Valley College

## Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

**January 2022**

## Recommendation

Based on all available data, there appears to be an “undersupply” of Juvenile Justice workers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano, Sonoma counties). There is a projected annual gap of about 2,921 students in the Bay region and 486 students in the North Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.10 Corrections programs 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 Napa Valley College and in the region.

This report profiles Juvenile Justice Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new program at Napa Valley College.

* **Probation Officers and Correctional Treatment Specialists (21-1092):** Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.  
    Entry-Level Educational Requirement: Bachelor’s degree  
    Training Requirement: Short-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%
* **Community and Social Service Specialists, All Other (21-1099):** All community and social service specialists not listed separately.  
    Entry-Level Educational Requirement: Bachelor’s degree  
    Training Requirement: None  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 24%
* **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.  
    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: 49%
* **Police and Sheriffs Patrol Officers (33-3051):** Maintain order and protect life and property by enforcing local, tribal, State, or Federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.  
    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: 49%
* **Dispatchers, Except Police, Fire, and Ambulance (43-5032):** Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.  
    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: 45%

## Occupational Demand

**Table 1. Employment Outlook for Juvenile Justice Occupations in Bay Region**

| **Occupation** | **2020 Jobs** | **2025 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Probation Officers and Correctional Treatment Specialists | 2,065 | 2,188 | 122 | 6% | 1,092 | 218 | $39 | $75 |
| Community and Social Service Specialists, All Other | 6,197 | 6,651 | 453 | 7% | 4,207 | 841 | $25 | $51 |
| Correctional Officers and Jailers | 5,027 | 5,170 | 142 | 3% | 2,776 | 555 | $30 | $67 |
| Police and Sheriffs Patrol Officers | 16,532 | 17,376 | 844 | 5% | 7,846 | 1,569 | $52 | $85 |
| Dispatchers, Except Police, Fire, and Ambulance | 4,260 | 4,737 | 477 | 11% | 2,911 | 582 | $19 | $48 |
| **Total** | **34,081** | **36,122** | **2,041** | **6%** | **18,832** | **3,765** |  |  |
| Source: EMSI 2021.3 | | | | | | | | |

**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 Juvenile Justice Occupations in North Bay Sub-region**

| **Occupation** | **2020 Jobs** | **2025 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Probation Officers and Correctional Treatment Specialists | 695 | 741 | 46 | 7% | 374 | 75 | $25 | $57 |
| Community and Social Service Specialists, All Other | 702 | 734 | 32 | 5% | 454 | 91 | $25 | $52 |
| Correctional Officers and Jailers | 1,903 | 1,953 | 50 | 3% | 1,044 | 209 | $18 | $68 |
| Police and Sheriffs Patrol Officers | 2,524 | 2,642 | 117 | 5% | 1,184 | 237 | $52 | $83 |
| Dispatchers, Except Police, Fire, and Ambulance | 540 | 536 | -3 | -1% | 292 | 58 | $16 | $45 |
| **Total** | **6,364** | **6,606** | **242** | **4%** | **3,348** | **670** |  |  |
| Source: EMSI 2021.3 | | | | | | | | |

**North Bay Sub-Region includes:** Marin, Napa, Solano, Sonoma Counties

### Job Postings in Bay Region and North Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Dec 2020 - Nov 2021)**

| **Occupation** | **Bay Region** | **North Bay** |
| --- | --- | --- |
| Dispatchers, Except Police, Fire, and Ambulance | 990 | 143 |
| Police Patrol Officers | 781 | 102 |
| Community and Social Service Specialists, All Other | 328 | 26 |
| Correctional Officers and Jailers | 160 | 44 |
| Sheriffs and Deputy Sheriffs | 110 | 31 |
| Probation Officers and Correctional Treatment Specialists | 59 | 9 |
| Source: Burning Glass | | |

**Table 4a. Top Job Titles for Juvenile Justice Occupations for latest 12 months (Dec 2020 - Nov 2021) Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Dispatcher | 490 | Community Service Officer | 17 |
| Police Officer | 58 | Organizer | 17 |
| Police Officer Trainee | 47 | Police Officer - Lateral | 17 |
| Dispatch Supervisor | 38 | Transportation Dispatcher | 17 |
| Police Officer Lateral | 34 | Community Outreach Specialist | 16 |
| Mobile Officer | 28 | Service Dispatcher | 16 |
| Client Service Officer | 24 | Window Dispatcher | 16 |
| Chief People Officer | 23 | Dispatch | 15 |
| Courtesy Patrol | 22 | Mobile Guard | 15 |
| Source: Burning Glass | | | |

**Table 4b. Top Job Titles for Juvenile Justice Occupations for latest 12 months (Dec 2020 - Nov 2021) North Bay Sub-Region**

| **Title** | **North Bay** | **Title** | **North Bay** |
| --- | --- | --- | --- |
| Dispatcher | 78 | Delivery Dispatcher - Hub Store | 4 |
| Police Officer | 15 | Dispatcher I | 4 |
| Police Officer Trainee | 12 | Emergency Services Officer | 4 |
| Deputy Sheriff Trainee | 7 | Police Cadet | 4 |
| Transportation Dispatcher | 7 | Aircraft Dispatcher | 3 |
| Dispatch Supervisor | 6 | Cash Transport Guard | 3 |
| Lead Dispatcher | 5 | Deputy Sheriff II - Lateral | 3 |
| Police Officer - Lateral | 5 | Master At Arms Military Police | 3 |
| Source: Burning Glass | | | |

## Industry Concentration

**Table 5. Industries hiring Juvenile Justice Workers in Bay Region**

| **Industry – 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2020)** | **Jobs in Industry (2025)** | **% Change (2020-25)** | **% Occupation Group in Industry (2020)** |
| --- | --- | --- | --- | --- |
| Local Government, Excluding Education and Hospitals | 18,983 | 19,804 | 4% | 57% |
| State Government, Excluding Education and Hospitals | 4,697 | 4,874 | 4% | 14% |
| Taxi Service | 757 | 1,370 | 81% | 2% |
| Services for the Elderly and Persons with Disabilities | 912 | 1,061 | 16% | 3% |
| Federal Government, Military | 577 | 568 | -2% | 2% |
| Other Individual and Family Services | 379 | 449 | 19% | 1% |
| Colleges, Universities, and Professional Schools (State Government) | 419 | 419 | 0% | 1% |
| Colleges, Universities, and Professional Schools | 365 | 393 | 8% | 1% |
| Federal Government, Civilian, Excluding Postal Service | 312 | 314 | 1% | 1% |
| Colleges, Universities, and Professional Schools (Local Government) | 255 | 252 | -2% | 1% |
| Source: EMSI 2021.3 | | | | |

**Table 6. Top Employers Posting Juvenile Justice Occupations in Bay Region and North Bay Sub-Region (Dec 2020 - Nov 2021)**

| **Employer** | **Bay** | **Employer** | **North Bay** |
| --- | --- | --- | --- |
| Securitas | 68 | County Sonoma | 31 |
| County Sonoma | 31 | City San Rafael | 8 |
| University Of California | 27 | City Napa | 8 |
| County Santa Clara | 23 | Liberty Healthcare Corporation | 7 |
| Cali | 22 | City Fairfield | 7 |
| Army Central California | 22 | Brinks Incorporated | 7 |
| Stanford University | 19 | MV Transportation, Inc. | 6 |
| California State University | 19 | Countyofnapa | 6 |
| MV Transportation, Inc. | 18 | Wilbur Ellis | 5 |
| Transdev, Inc | 17 | Vacaville City Clerk | 5 |
| Source: Burning Glass | | | |

## Educational Supply

There are seven (7) community colleges in the Bay Region issuing 126 awards on average annually (last 3 years ending 2018-19) on TOP 2105.10 Corrections. In the North Bay Sub-Region, there are two (2) community colleges that issued 85 awards on average annually (last 3 years) on this TOP code.

There are 10 other CTE educational institutions in the Bay Region issuing 519 awards on average annually (last 3 years ending 2016-17) on TOP 2105.10 Corrections. There is one (1) other CTE educational institution in the North Bay Sub-Region issuing 99 awards on average annually (last 3 years) on this TOP code.

There is one (1) four-year institution in the Bay Region issuing 199 Bachelor’s degrees on average annually (last 3 years ending 2016-17) on TOP 2105.10 Corrections. There are no four-year institutions in the North Bay Sub-Region issuing Bachelor’s degrees on this TOP code.

**Table 7a. Community College Awards on TOP 2105.10 Corrections in Bay Region**

| **College** | **Subregion** | **Associate** | **Certificate Low** | **Noncredit** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Cabrillo | SC-Monterey | 16 | 0 | 0 | 16 |
| Contra Costa | East Bay | 2 | 2 | 0 | 4 |
| De Anza | Silicon Valley | 2 | 0 | 0 | 2 |
| Diablo Valley | East Bay | 0 | 10 | 0 | 10 |
| Merritt | East Bay | 4 | 5 | 0 | 9 |
| Santa Rosa | North Bay | 0 | 6 | 61 | 67 |
| Solano | North Bay | 12 | 6 | 0 | 18 |
| **Total** |  | **36** | **29** | **61** | **126** |
| Source: Data Mart | | | | | |

*Note: The annual average for awards is 2016-17 to 2018-19.*

**Table 7b. Other CTE Institutions Awards on TOP 2105.10 Corrections in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **Bachelor's Degree** | **Total** |
| --- | --- | --- | --- | --- |
| Argosy University-San Francisco Bay Area | East Bay | 0 | 4 | 4 |
| Carrington College-Pleasant Hill | East Bay | 5 | 0 | 5 |
| Carrington College-San Jose | Silicon Valley | 6 | 0 | 6 |
| Carrington College-San Leandro | East Bay | 3 | 0 | 3 |
| Holy Names University | East Bay | 0 | 12 | 12 |
| ITT Technical Institute-Concord | East Bay | 0 | 0 | 0 |
| John F. Kennedy University | East Bay | 0 | 2 | 2 |
| San Francisco State University | Mid-Peninsula | 0 | 212 | 212 |
| San Jose State University | Silicon Valley | 0 | 176 | 176 |
| Sonoma State University | North Bay | 0 | 99 | 99 |
| **Total** |  | **14** | **505** | **519** |
| Source: Data Mart | | | | |

*Note: The annual average for awards is 2016-17 to 2018-19.*

**Table 7c. Bachelor’s Degree Awards on TOP 2105.10 Corrections in Bay Region**

| **College** | **Subregion** | **Bachelor's Degree** | **Total** |
| --- | --- | --- | --- |
| California State University-East Bay | East Bay | 199 | 199 |
| **Total** |  | **199** | **199** |
| Source: Data Mart | | | |

*Note: The annual average for awards is 2016-17 to 2018-19.*

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,765 annual openings for the Juvenile Justice occupational cluster and 844 annual (3-year average) awards for an annual undersupply of 2,921 students. In the North Bay Sub-Region, there is also a gap with 670 annual openings and 184 annual (3-year average) awards for an annual undersupply of 486 students.

## Student Outcomes

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

| **Metric Outcomes** | **Bay All CTE Programs** | **Napa Valley All CTE Programs** | **State 2105.10** | **Bay 2105.10** | **North Bay 2105.10** | **Napa Valley 2105.10** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 73% | 76% | 59% | 59% | N/A | N/A |
| Median Annual Earnings for SWP Exiting Students | $44,575 | $42,458 | $66,566 | $59,468 | $82,874 | $86,927 |
| Median Change in Earnings for SWP Exiting Students | 30% | 31% | 19% | 76% | 85% | 87% |
| Exiting Students Who Attained the Living Wage | 53% | 50% | 75% | 59% | 82% | 97% |
| Source: Launchboard Strong Workforce Program Median of 2016-18. | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Juvenile Justice Occupations in Bay Region (Dec 2020 - Nov 2021)**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Customer Service | 614 | Budgeting | 118 |
| Scheduling | 606 | Personal Protective Equipment (PPE) | 110 |
| Public Health and Safety | 388 | Staff Management | 107 |
| Prevention of Criminal Activity | 327 | Security Operations | 94 |
| Data Entry | 226 | Appointment Setting | 93 |
| Customer Contact | 201 | Customer Billing | 81 |
| Law Enforcement or Criminal Justice Experience | 189 | Law Enforcement | 81 |
| Cardiopulmonary Resuscitation (CPR) | 152 | Basic Mathematics | 70 |
| Criminal Justice | 144 | Emergency Services | 70 |
| Repair | 143 | Community Relations | 69 |
| Record Keeping | 131 | Plumbing | 69 |
| Surveillance | 129 | Two-Way Radio Operation | 69 |
| Warrants | 124 | Presentation of Evidence | 68 |
| Cleaning | 119 | Social Media | 68 |
| Source: Burning Glass | | | |

**Table 10. Certifications for Juvenile Justice Occupations in Bay Region (Dec 2020 - Nov 2021)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Driver's License | 787 | Bilingual Certification | 11 |
| Police Officer | 106 | Security Clearance | 10 |
| Cdl Class C | 83 | Polygraph | 10 |
| First Aid Cpr Aed | 75 | OSHA Forklift Certification | 9 |
| Typing Certification | 35 | Certified Peace Officer | 7 |
| Cdl Class B | 27 | Alliance of Information and Referral Systems (AIRS) Certification | 7 |
| Basic Post Certificate | 27 | Certified Outpatient Coding (COC) | 6 |
| Series 7 | 17 | Advanced Post Certificate | 6 |
| Security Guard Certification | 17 | Psychologist License | 5 |
| Law Enforcement Certification | 17 | Air Brake Certified | 5 |
| Source: Burning Glass | | | |

*Note: 58% of records have been excluded because they do not include a certification. As a result, the chart above may not be representative of the full sample.*

**Table 11. Education Requirements for Juvenile Justice Occupations in Bay Region**

| **Education (minimum advertised)** | **Latest 12 Mos. Postings** | **Percent 12 Mos. Postings** |
| --- | --- | --- |
| High school or vocational training | 1,231 | 82% |
| Associate's degree | 41 | 3% |
| Bachelor's degree | 232 | 15% |
| 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/  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor’s Office MIS system

## Contacts

For more information, please contact:

• Leila Jamoosian, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), [leila@baccc.net](mailto:leila@baccc.net)

• John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, [jcarrese@ccsf.edu](mailto:jcarrese@ccsf.edu) or (415) 267-6544