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Labor Market Analysis

Corrections



Prepared by Central Valley/Mother Lode Center of Excellence



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Summary

The Central Valley/Mother Lode Center of Excellence developed this report for Bakersfield College to determine whether there is demand in the local labor market that is not being met by the supply from community college programs. This report summarizes labor market demand, wages, skills, and postsecondary supply for Corrections-related occupations, which include:

- First-Line Supervisors of Correctional Officers (33-3011)
- Correctional Officers and Jailers (33-3012)

Key Findings

- **Occupational Demand** — *Corrections-related Occupations* have a labor market demand of 793 annual job openings in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. Between 2022 and 2027, *Correctional Officers and Jailers* are projected to have the most demand with 697 annual job openings.
- **Wages** — The average entry-level hourly wage for the occupations in this report is \$45.37/hour, which is higher than the living wage for a single adult in the SCV/SML subregion.¹ *First-Line Supervisors of Correctional Officers* earn the highest entry-level wage, \$54.02/hour.
- **Employers and Titles** — Employers in the SCV/SML subregion include State of California, California Department of Corrections and Rehabilitation, and Kings County. The most common job titles include *Correctional Officers* and *Detention Officers*.
- **Skills** — The top baseline skill is training and development; the top specialized skill is criminal corrections; and the top software skill is Microsoft Office.
- **Education** — A high school diploma or equivalent is typically required for both corrections-related occupations.

Recommendation

At first glance, it may seem that there is an oversupply of workers in corrections-related occupations in the SCV/SML subregion and CVML region, with 793 annual job openings and 1,572 program awards conferred. However, the Administration of Justice program has traditionally prepared students for other occupations as well, such as *Police and Sheriff's Patrol Officers*, *Forensic Science Technicians*, *Detectives and Criminal Investigators*, and *First-Line Supervisors of Police and Detectives*. These four occupations are projected to have over 1,000 annual openings. Since this report focuses specifically on corrections, those additional openings are not included, leading to an overestimation of the supply in this report. Based on these findings, it is recommended that Bakersfield College work with the regional directors, the college's advisory board, and local industry in the development of programs to address any shortage in the subregion.

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightcced.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

Introduction

The Central Valley/Mother Lode Center of Excellence developed this report to provide Bakersfield College with labor market information for Corrections-related occupations. The geographical focus for this report is the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. Analysis of the program and occupational data related to Corrections resulted in the identification of applicable occupations, known as *Corrections-related Occupations*. The Standard Occupational Classification (SOC) System code and occupational titles used in this report from the Bureau of Labor Statistics and O*NET OnLine are shown below:

First-Line Supervisors of Correctional Officers (33-1011)

- **Job Description:** Directly supervise and coordinate activities of correctional officers and jailers.
- **Knowledge:** Public Safety and Security, English Language, Law and Government, Psychology, Administration and Management
- **Skills:** Monitoring, Social Perceptiveness, Active Listening, Coordination, Critical Thinking

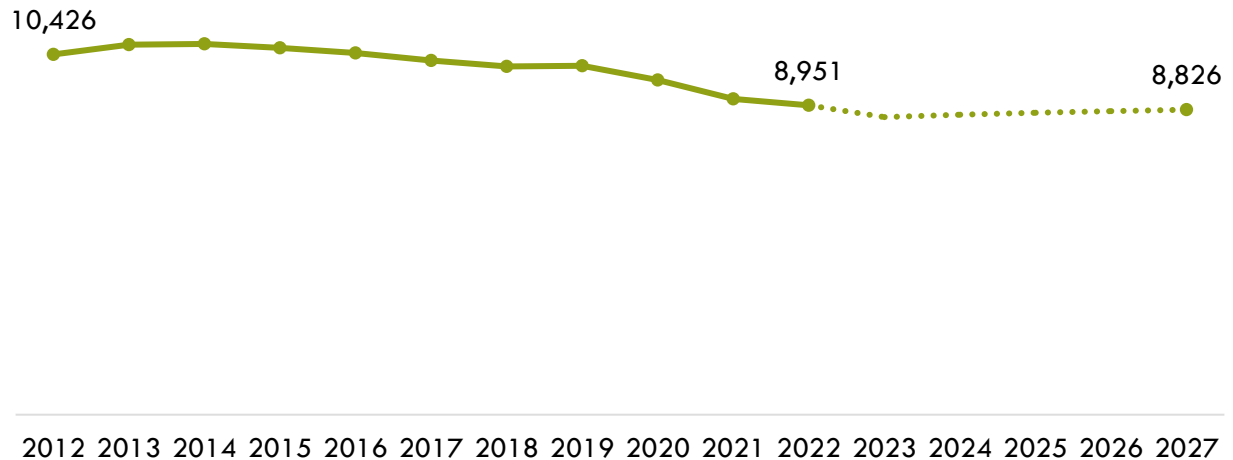
Correctional Officers and Jailers (33-3012)

- **Job Description:** 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.
- **Knowledge:** Public Safety and Security, Law and Government, English Language, Administration and Management, Customer and Personal Service
- **Skills:** Social Perceptiveness, Speaking, Active Listening, Monitoring, Critical Thinking

Occupational Demand

Exhibit 1a shows employment trends for *Corrections-related Occupations* in the SCV/SML subregion. Between 2022 to 2027, the number of new jobs for *Corrections-related Occupations* is projected to slightly decrease (1%).

Exhibit 1a. Occupational projections for *Corrections-related Occupations* in the SCV/SML subregion



Between 2022 to 2027, there will be nearly 800 annual openings for *Correction-related Occupations* in the SCV/SML subregion (Exhibit 1b). *Correctional Officers and Jailers* are projected to have the most demand with 697 annual jobs.

Exhibit 1b. Occupational projections for *Corrections-related Occupations* in the SCV/SML subregion

Occupation	2022 Jobs	2027 Jobs	5-Year Change	5-Year % Change	Annual Openings
Correctional Officers and Jailers	7,832	7,723	(109)	(1%)	697
First-Line Supervisors of Correctional Officers	1,119	1,102	(17)	(2%)	97
TOTAL	8,951	8,826	(125)	(1%)	793

Wages

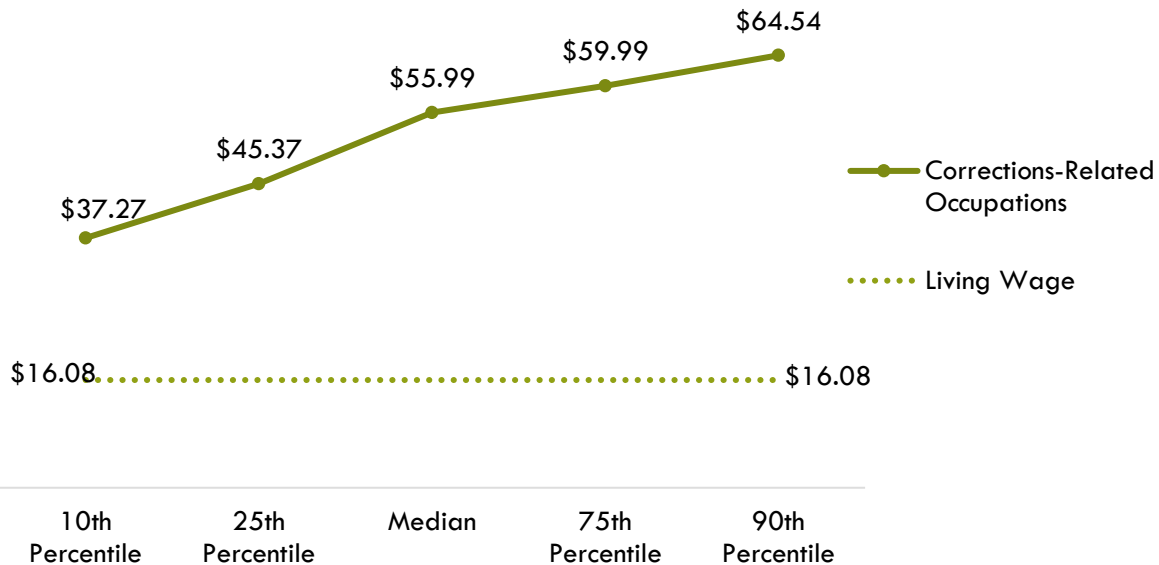
Exhibit 2a shows the hourly wages for *Corrections-related Occupations*. *First-Line Supervisors of Correctional Officers* earn the highest entry-level wage, \$54.02/hour in the subregion.² Please note 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, either by gained by long-term employment, extra training, etc.

Exhibit 2a. Corrections-related Occupations hourly wages in the SCV/SML subregion

Occupation	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Correctional Officers and Jailers	\$36.73	\$47.54	\$50.11
First-Line Supervisors of Correctional Officers	\$54.02	\$64.43	\$69.88

Exhibit 2b shows the average hourly wages for *Corrections-related Occupations*; all five average wages are higher than the median entry-level living wage for the SCV/SML subregion.

Exhibit 2b. Corrections-related Occupations average hourly wages in the SCV/SML subregion



² Entry-level wages are derived from the 25th percentile.

Job Postings

There were 165 job postings for *Corrections-related Occupations* in the SCV/SML subregion from September 2023 to August 2024.³

Top Employers

The top employers with the most job postings are listed in Exhibit 3. The top employers include State of California, California Department of Corrections and Rehabilitation, and Kings County.

Exhibit 3. Top employers

Employers
State of California
California Department of Corrections and Rehabilitation
Kings County
California Correctional Institution
North Kern State Prison
CoreCivic
GEO Group
County of Fresno
Fresno County
County of Madera

Top Titles

Exhibit 4 shows the top job titles for *Corrections-related Occupations* in the SCV/SML subregion. The most common job titles include Correctional Officers and Detention Officers.

Exhibit 4. Top occupational titles

Job Titles
Correctional Officers
Detention Officers
Correctional Sergeants
Juvenile Correctional Officers
Corrections Officers
Operations Technicians
Supervised Visitation Workers
Detention Deputies

³ Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Education

Of the job postings that listed a preferred or minimum educational requirement for the position being filled, 50% requested a high school diploma or GED, 21% requested an associate degree, and 24% requested a bachelor's degree (Exhibit 5).

Exhibit 5. Education levels

Education Levels	Job Postings	% of Job Postings
High school or GED	67	50%
Associate degree	28	21%
Bachelor's degree	33	24%
Master's degree	7	5%

Baseline, Specialized, and Software Skills

Exhibit 6 depicts the top baseline, specialized, and software skills in job postings. The most important baseline skill is training and development. The top specialized skill is criminal corrections. The top software skill is Microsoft Office.

Exhibit 6. In-demand baseline, specialized, and software skills

Baseline Skills	Specialized Skills	Software Skills
Training and Development	Criminal Corrections	Microsoft Office
Communication	Appeals	Microsoft Excel
Operations	Community Reintegration	-
Writing	Restorative Justice	-
Record Keeping	Rehabilitation	-

Education, Work Experience, & Training

A high school diploma or equivalent is typically required for both corrections-related occupations.

Exhibit 7. Education, work experience and training for Corrections-related Occupations⁴

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training
Correctional Officers and Jailers	High school diploma or equivalent	None	Moderate-term on-the-job training
First-Line Supervisors of Correctional Officers	High school diploma or equivalent	Less than 5 years	None

⁴ "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

Supply

An analysis of program data from the California Community Colleges Chancellor's Office Datamart for the last three program years shows that, on average, 1,140 awards were conferred in the region.

Exhibit 8. TOP and CIP codes

TOP Titles	CIP Titles
2105.00 – Administration of Justice	43.0102 - Corrections
2105.10 – Corrections	43.0104 - Criminal Justice/Safety Studies

Exhibit 9. Community College Supply

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
2105.00	Administration of Justice	Merced	104	83	74	87
		Modesto	104	117	86	102
		San Joaquin Delta	115	100	99	105
		NCV/NML Subtotal	323	300	259	294
		Bakersfield	218	234	172	208
		Cerro Coso	33	34	31	33
		Clovis	43	46	51	47
		Fresno City	151	152	129	144
		Madera	18	32	31	27
		Porterville	50	43	26	40
		Reedley	76	55	60	64
		Sequoias	123	116	85	108
		Taft	40	27	40	36
		West Hills Coalinga	25	28	18	24
		West Hills Lemoore	56	53	56	55
		SCV/SML Subtotal	833	820	699	784
		Supply Subtotal/Average			1,156	1,120
2105.10	Corrections	San Joaquin Delta	7	5	12	8
		NCV/NML Subtotal	7	5	12	8
		Bakersfield	1	3	2	2
		Clovis	1	1	-	1
		Fresno City	9	4	16	10

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Award Average
		Madera	-	4	2	2
		Reedley	14	11	11	12
		Sequoias	7	8	8	8
		Taft	-	-	1	0
		West Hills Coalinga	6	6	4	5
		West Hills Lemoore	19	11	13	14
		SCV/SML Subtotal	57	48	57	54
Supply Subtotal/Average			64	53	69	62
Supply Total/Average			1,220	1,173	1,027	1,140

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the two occupations. Over the past 3 years, there were 432 awards conferred by institutions in the related Classification of Instructional Programs (CIP) Codes:

- Corrections (43.0102)
- Criminal Justice/Safety Studies (43.0104)

Exhibit 10. Non-Community College Supply

CIP Code	Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Award Average
43.0102	Corrections	Carrington College-Stockton	-	3	1	1
		San Joaquin Valley College-Modesto	16	7	6	10
		NCV/NML Subtotal	16	10	7	11
		San Joaquin Valley College-Bakersfield	32	9	5	15
		San Joaquin Valley College-Fresno	24	10	5	13
		San Joaquin Valley College-Visalia	16	18	21	18
		SCV/SML Subtotal	72	37	31	47
Supply Subtotal/Average			88	47	38	58
43.0104	Criminal Justice/Safety Studies	California State University-Stanislaus	225	191	195	204

CIP Code	Program	Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Award Average
		NCV/NML Subtotal	225	191	195	204
		California State University-Bakersfield	157	185	169	170
		SCV/SML Subtotal	157	185	169	170
Supply Subtotal/Average			382	376	364	374
CVML Supply Total/Average			470	423	402	432

Supply & Demand Analysis and Recommendation

At first glance, it may seem that there is an oversupply of workers in corrections-related occupations in the SCV/SML subregion and CVML region, with 793 annual job openings and 1,572 program awards conferred. However, the Administration of Justice program has traditionally prepared students for other occupations as well, such as *Police and Sheriff's Patrol Officers*, *Forensic Science Technicians*, *Detectives and Criminal Investigators*, and *First-Line Supervisors of Police and Detectives*. These four occupations are projected to have over 1,000 annual openings. Since this report focuses specifically on corrections, those additional openings are not included, leading to an overestimation of the supply in this report. Based on these findings, it is recommended that Bakersfield College work with the regional directors, the college's advisory board, and local industry in the development of programs to address any shortage in the subregion.

Appendix: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor's Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (LIGHTCAST). LIGHTCAST occupational employment data are based on final LIGHTCAST industry data and final LIGHTCAST staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level LIGHTCAST earnings by industry: economicmodeling.com .
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
LaunchBoard	Chancellor's LaunchBoard. https://www.calpassplus.org/LaunchBoard/SWP.aspx
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Lightcast.
Additional Education Requirements/Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (LIGHTCAST) formula that includes historical employment and economic indicators along with national, state and local trends.

LaunchBoard (Attained the Living Wage): Among SWP students who exited college and did not transfer to any postsecondary institution, the proportion who attained the district county living wage for a single adult measured immediately following academic year of exit

LaunchBoard (Median Annual Earnings): Among SWP students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.

LaunchBoard (Median Change in Earnings): Among SWP students who exited and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the beginning of the academic year of entry and the second quarter after the end of the academic year of exit from the last college attended.

LaunchBoard (Job Closely Related to Field of Study): Among SWP students who responded to the CTE Outcomes Survey and did not transfer to any postsecondary institution, the proportion who reported that they are working in a job very closely or closely related to their field of study.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.

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