










Correctional Occupations

Labor Market Analysis: Imperial County

May 2021

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED EDUCATION FOR MAJORITY OF OCCUPATIONS ANALYZED
 <p>Proceed with New Program</p>	 	 	<input type="checkbox"/> Bachelor's Degree <input type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input checked="" type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	<p>MEDIUM</p> 	<p>HIGH</p> 	

This brief provides labor market information about *Correctional Occupations* to assist the San Diego and Imperial Counties Community Colleges with program development and strategic planning. *Correctional Occupations* include “Correctional Officers and Jailers,” “First-Line Supervisors of Correctional Officers,” and “First-Line Supervisors of Police and Detectives.” According to available labor market information, *Correctional Occupations* in Imperial County have a labor market demand of 107 annual job openings (while average demand for a single occupation in Imperial County is 14 annual job openings), and one community college in Imperial County supplies 30 awards for these occupations, suggesting that there is a supply gap in the labor market. Entry-level wages and median wages for these occupations are above the living wage. This brief recommends proceeding with developing a new program or a program modification because 1) a high number of annual job openings exist; 2) a supply gap exists in the region; and 3) entry-level and median earnings are above the living wage.

Introduction

This report provides labor market information in Imperial County for the following occupational codes in the Standard Occupational Classification (SOC)¹ system:

- **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.
- **First-Line Supervisors of Correctional Officers (SOC 33-1011):** Directly supervise and coordinate activities of correctional officers and jailers.
- **First-Line Supervisors of Police and Detectives (SOC 33-1012):** Directly supervise and coordinate activities of members of police force.

For the purpose of this report, these occupations are referred to as *Correctional Occupations*.

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

Projected Occupational Demand

Between 2020 and 2025, *Correctional Occupations* are projected to decline by two net jobs or less than one percent (Exhibit 1a). Employers in Imperial County will need to hire 107 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

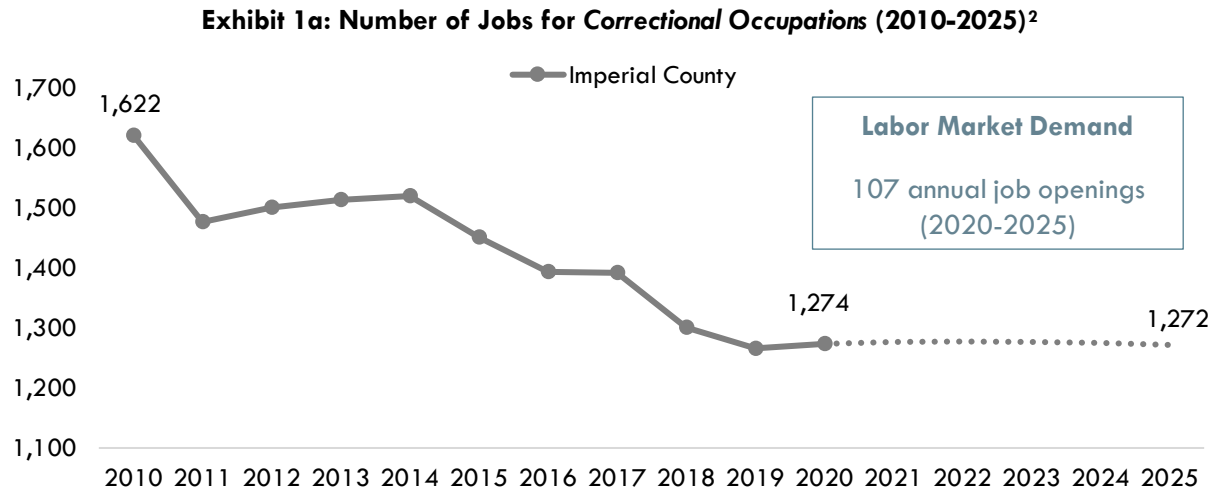


Exhibit 1b disaggregates the projected number of jobs change by occupation. Although “Correctional Officers and Jailers” are projected to decrease the most, this occupation is projected to have the most labor market demand between 2020 and 2025, with 100 annual job openings.

**Exhibit 1b: Number of Jobs for Correctional Occupations
in Imperial County (2020-2025)³**

Occupational Title	2020 Jobs	2025 Jobs	2020 - 2025 Net Jobs Change	2020-2025 % Net Jobs Change	Annual Job Openings (Demand)
Correctional Officers and Jailers	1,171	1,167	-4	0%	100
First-Line Supervisors of Correctional Officers	61	60	-1	-2%	4
First-Line Supervisors of Police and Detectives	42	45	3	7%	3
Total	1,274	1,272	-2	0%	107

² EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

³ EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

Earnings

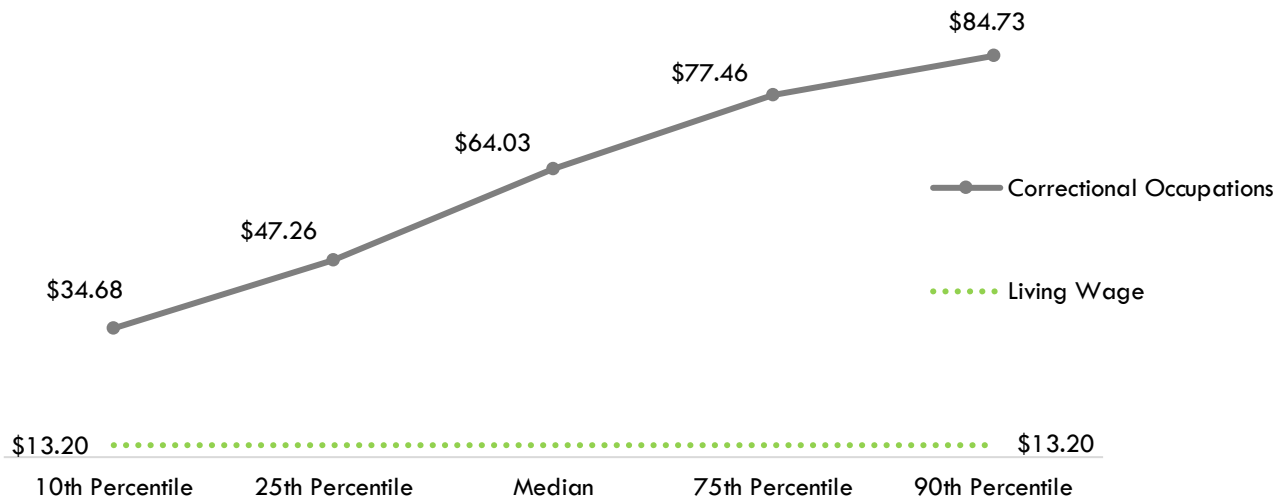
Exhibit 2a disaggregates hourly earnings by occupation. The entry-level hourly earnings for *Correctional Occupations* range from \$36.15 to \$63.46 (Exhibit 2a).

**Exhibit 2a: Hourly Earnings for Correctional Occupations
in Imperial County⁴**

Occupational Title	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
First-Line Supervisors of Police and Detectives	\$63.46	\$73.94	\$74.90
First-Line Supervisors of Correctional Officers	\$42.15	\$61.55	\$80.13
Correctional Officers and Jailers	\$36.15	\$56.60	\$77.35

On average, the entry-level hourly earnings for *Correctional Occupations* are \$47.26; this is more than the living wage for a household of two adults and two school-age children in Imperial County, which is \$13.20 per hour (Exhibit 2b).⁵

**Exhibit 2b: Average Hourly Earnings⁶ for Correctional Occupations
in Imperial County⁷**



⁴ EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

⁵ "California Family Needs Calculator (formerly the Self-Sufficiency Standard)," Insight: Center for Community Economic Development, last updated 2018. insightccd.org/2018-self-sufficiency-standard.

⁶ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁷ EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁸ Programs in the TOP code 2105.00: Administration of Justice trains for a variety of occupations. Therefore, to be conservative, this brief does not include the awards from that TOP code in this report in order to reflect a more accurate representation of the labor market supply.⁹ Therefore, there are **two** TOP codes and **four** CIP codes related to *Correctional Occupations* (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for Correctional Occupations

TOP or CIP Code	TOP or CIP Program Title
TOP 2105.00	Administration of Justice*
TOP 2105.10	Corrections
TOP 2105.20	Probation and Parole
CIP 43.0102	Corrections
CIP 43.0110	Juvenile Corrections
CIP 43.0113	Corrections Administration
CIP 43.0199	Corrections and Criminal Justice, Other

According to TOP data, **one** community college supplies the region with awards for these occupations: **Imperial Valley College**. According to CIP data, **no** non-community-college institution supplies the region with awards (Exhibit 4).

Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2016-17 through PY2019-20 Average)

TOP or CIP Code	TOP or CIP Program Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
2105.10	Corrections	30	0	30
	<ul style="list-style-type: none"> Imperial 	30	0	
			Total	30

⁸ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

⁹ *Because Administration of Justice (TOP 2105.00) trains for a significant number of occupations, any certificates or awards awarded for this TOP code will not be counted in this brief to avoid overestimating supply numbers.

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁰ suggests that there is a **supply gap** for these occupations in Imperial County, with **107** annual openings and **30** awards. Comparatively, there are **4,098** annual openings in California and **553** awards, suggesting that there is also a supply gap across the state¹¹ (Exhibit 5).

Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
Imperial	107	30	77
California	4,098	553	3,545

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

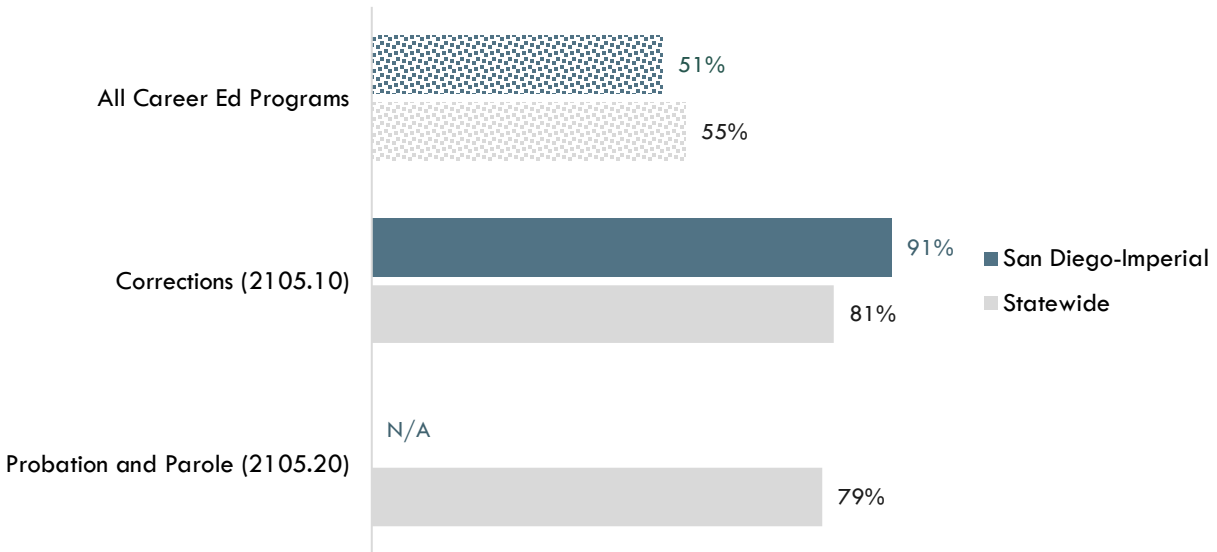
¹⁰ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹¹ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 91 percent of students in the San Diego-Imperial region earned a living wage after completing a program related to *Correctional Occupations*, compared to 79 to 81 percent statewide and 55 percent of students in Career Education programs in general across the state (Exhibit 6a).¹²

Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program, PY2017-18¹³

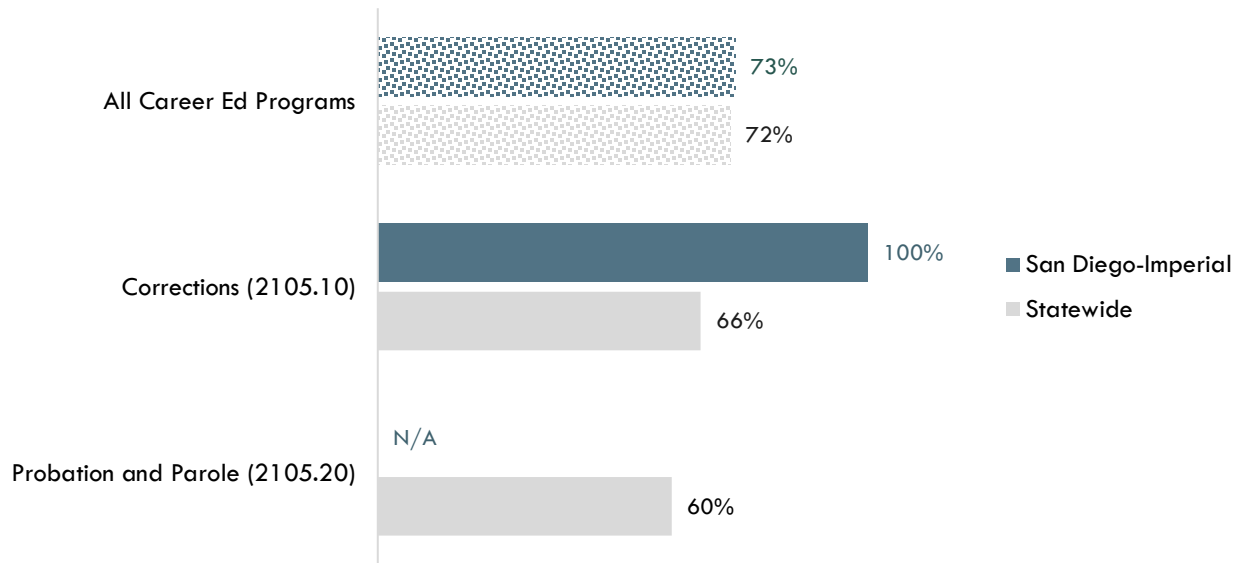


¹² "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹³ Among completers and skills builders who exited, the proportion of students who attained a living wage.

According to the California Community Colleges LaunchBoard, 100 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a program related to *Correctional Occupations*, compared to 60 to 66 percent statewide and 72 percent of students in Career Education programs in general across the state (Exhibit 6b).¹⁴

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2016-17¹⁵



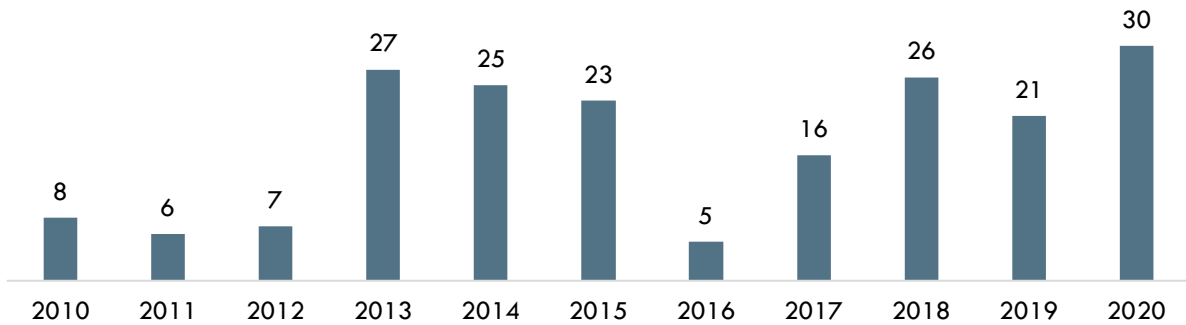
¹⁴ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁵ Most recent year with available data is Program Year 2016-17. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2010 and 2020, there was an average of 18 online job postings per year for *Correctional Occupations* in Imperial County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1b). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7: Number of Online Job Postings for *Correctional Occupations* in Imperial County (2010-2020)¹⁶



¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2020.

Top Employers

Between January 1, 2018 and December 31, 2020, the top five employers in Imperial County for *Correctional Occupations* were Management & Training Corporation, State of California, California Division of Correctional Rehabilitation, U.S. Government, and Geo Corrections & Detentions A Geo Company based on online job postings (Exhibit 8).

Exhibit 8: Top Employers in Imperial County for Correctional Occupations¹⁷

Top Employers	
<ul style="list-style-type: none"> • Management & Training Corporation • State of California • California Division of Correctional Rehabilitation • U.S. Government • Geo Corrections & Detentions A Geo Company 	<ul style="list-style-type: none"> • Nana Regional Corporation • County Imperial • Akima Management Services • Commander

Education, Skills, and Certifications

Correctional Occupations have a national educational attainment of a high school diploma or equivalent (Exhibit 9a).

Exhibit 9a: National Educational Attainment for Correctional Occupations¹⁸

Occupational Title	Typical Entry-Level Education
Correctional Officers and Jailers	High school diploma or equivalent
First-Line Supervisors of Correctional Officers	High school diploma or equivalent
First-Line Supervisors of Police and Detectives	High school diploma or equivalent

¹⁷ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

¹⁸ EMSI 2021.1; QCEW, Non-QCEW, Self-Employed.

Based on online job postings between January 1, 2018 and December 31, 2020 in Imperial County, employers posted a **high school diploma or vocational training** as the educational requirement for *Correctional Occupations* (Exhibit 9b).¹⁹

Exhibit 9b: Educational Requirements for Correctional Occupations in Imperial County²⁰

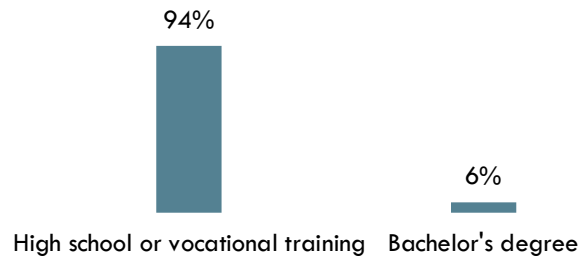


Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 10: Top Skills for Correctional Occupations in Imperial County²¹

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Telecommunications • Performance Appraisals • Cardiopulmonary Resuscitation (CPR) • Laundry • Employee Training • Group Treatment • Scheduling • Trauma • Personnel Management • Mailing • Procedure Development • Receiving Checks and Security Deposits • Record Keeping • Appointment Setting • Contract Preparation 	<ul style="list-style-type: none"> • Preparing Reports • English • Organizational Skills • Planning • Bilingual • Building Effective Relationships • Research • Teamwork / Collaboration • Writing • Computer Literacy • Written Communication • Communication Skills • Oral Communication • Problem Solving • Strategic Thinking 	<ul style="list-style-type: none"> • N/A

¹⁹ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

²⁰ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 4, 2019. [bls.gov/emp/tables/educational-attainment.htm](https://www.bls.gov/emp/tables/educational-attainment.htm).

²¹ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2018 and December 31, 2020.

**Exhibit 11: Top Certifications for *Correctional Occupations* in
Imperial County²²**

Top Certifications in Online Job Postings

1. First Aid CPR AED
 2. CDL Class B
 3. License To Carry Firearms
 4. Emergency Vehicle Operator
 5. Security Guard Certification
 6. Security Clearance
 7. Police Officer
-

²² Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

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Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.