

Probation Officer Core Course – Case Statement

Action Requested

Academic Senate approval to move forward with the Probation Officer Academy curriculum concept.

Background

The Administration of Justice (AJ) Program is seeking Academic Senate approval of a Probation Officer Academy Career Technical Education Certificate (Credit and Noncredit). The certificate will be awarded to students who successfully complete the Adult Corrections Officer Core Course (Probation Officer Core).

The Probation Officer Core course presents the required training for entry level probation officers as mandated by the Standards and Training for Corrections (STC) division of the Board of State and Community Corrections (BSCC), a state regulatory agency. The Probation Officer Core course provides instruction and evaluation of all academic, physical, and behavioral traits required by the STC to meet the minimum standards to be employed as a probation officer in the State of California.

This proposal is responsive to the recommendations of the Administration of Justice Advisory Board made at their November 16, 2021, meeting. The recommendation of the AJ Advisory Board was to move forward with planning and implementation of the Probation Core Course at Las Positas College.

Needed Resources

No resource costs associated to this proposal have been identified at this time. The AJ Program currently maintains sufficient equipment in serviceable condition to meet the needs of the proposal. Periodic scheduled access to an activity room in the Physical Education Complex will be required.

Relationship to Mission

The Probation Officer Academy CTE Certificate advances the college mission by providing an additional educational opportunity and support for completion of students' career-technical goals.

Course Sequence

The Adult Corrections (Probation) Officer Core Course is a single-course skills certificate program.

Labor Market Information (LMI) Data

LMI data shows high demand and future growth. See *Appendix A* for full LMI report details.

FTEF Required

1.5 FTEF (Instructor and Professional experts)

Implementation Schedule

Timeline for implementation is Spring 2023.

PSLOs

1. Student will identify and demonstrate major tasks and responsibilities of a probation officer in the State of California.
2. Student will identify and describe the overall mission of a probation officer and its place in the California criminal justice system as provided for in California law.

Appendix A



Probation Officer Occupations Labor Market Information Report Las Positas College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research
July 2021

Recommendation

Based on all available data, there appears to be an “undersupply” of Probation Officer workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa counties). There is a projected annual gap of about 436 students in the Bay region and 64 students in the East Bay Sub-Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.20 - Probation and Parole 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 Las Positas College and in the region.

This report profiles Probation Officer Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new Probation Officer Academy program at Las Positas College.

- **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%

Occupational Demand

Table 1. Employment Outlook for Probation Officer Occupations in Bay Region

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Correctional Officers and Jailers	5,106	5,157	50	1%	2,813	469	\$26	\$40
Total	5,106	5,157	51	1%	2,813	469	\$26	\$40

Source: EMSI 2021.2

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 Probation Officer Occupations in East Bay Sub-region

Occupation	2019 Jobs	2024 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Correctional Officers and Jailers	912	898	-14	-2%	475	79	\$32	\$40
Total	912	898	-14	-2%	475	79	\$32	\$40

Source: EMSI 2021.2

East Bay Sub-Region includes: Alameda and Contra Costa Counties

Job Postings in Bay Region and East Bay Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (Jul 2020 - Jun 2021)

Occupation	Bay Region	East Bay
Correctional Officers and Jailers	130	27

Source: Burning Glass

**Table 4a. Top Job Titles for Probation Officer Occupations for latest 12 months (Jul 2020 - Jun 2021)
Bay Region**

Title	Bay	Title	Bay
Cash Transport Guard	16	Emergency Services Officer	3
Detention Officer	9	Detention Officer - Flex	3

Title	Bay	Title	Bay
Student Services Officer	7	Armed Cash Transport Guard	2
Banking Services Officer	6	Community Services Officer	2
Sheriff's Correctional Deputy Cadet - Unclassified	6	Correctional Deputy I	2
Correctional Sergeant	4	Correctional Officer	2
Sheriff's Corrections Officer	4	Correctional Systems Officer	2
Correctional Lieutenant	3	Correctional Officer Senior Officer	2
Detention Nurse Specialist II	3		

Source: Burning Glass

Table 4b. Top Job Titles for Probation Officer Occupations for latest 12 months (Jul 2020 - Jun 2021) East Bay Sub-Region

Title	East Bay	Title	East Bay
Cash Transport Guard	7	Escape Specialist	1
Banking Services Officer	5	Jailor	1
Community Services Officer	2	Public Services Officer II	1
Correctional Systems Officer	2	Armed Cash Transport Guard	1
Correctional Officer Senior Officer	2	Correctional Officer Senior Officer Specialist	1
Detention Officer	1		

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Probation Officer Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Local Government, Excluding Education and Hospitals	2,557	2,573	1%	50%
State Government, Excluding Education and Hospitals	2,290	2,313	1%	44%

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Federal Government, Civilian, Excluding Postal Service	109	124	14%	2%
Facilities Support Services	106	102	-4%	2%

Source: EMSI 2021.2

Table 6. Top Employers Posting Probation Officer Occupations in Bay Region and East Bay Sub-Region (Jul 2020 - Jun 2021)

Employer	Bay	Employer	East Bay
Brinks Incorporated	15	Brinks Incorporated	6
County Sonoma	12	Mechanics Bank	4
County Santa Clara	12	Bureau of Prisons	3
G4S	10	US Department of Justice	2
Stanford University	6	Planned Companies	1
State of California	5	Pinole Police Department	1
Mechanics Bank	5	Escape Campervans	1
County Santa Cruz	5	Union City	1
Monterey County California	3	City of Richmond	1
Department Correction	3	City of Fremont	1

Source: Burning Glass

Educational Supply

There are two (2) community colleges in the Bay Region issuing 19 awards on average annually (last 3 years ending 2018-19) on TOP 2105.20 - Probation and Parole. In the East Bay Sub-Region, there is one (1) community college that issued seven (7) awards on average annually (last 3 years) on this TOP code.

There are a three (3) other CTE educational institutions in the Bay Region issuing 14 awards on average annually (last 3 years ending 2018-19) on TOP 2105.20 - Probation and Parole. There are two (2) other CTE educational institution in the East Bay Sub-Region issuing eight (8) awards on average annually (last 3 years) on this TOP code.

Table 7a. Community College Awards on TOP 2105.20 - Probation and Parole in Bay Region

College	Subregion	Certificate Low	Total
Diablo Valley	East Bay	7	7
Santa Rosa	North Bay	12	12
Total		19	19

Source: Data Mart

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

Table 7b. Other CTE Institution Awards on TOP 2105.20 - Probation and Parole in Bay Region

College	Subregion	Associate Degree	Total
Carrington College-Pleasant Hill	East Bay	5	5
Carrington College-San Jose	Silicon Valley	6	6
Carrington College-San Leandro	East Bay	3	3
Total		14	14

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 469 annual openings for the Probation Officer occupational cluster and 33 annual (3-year average) awards for an annual undersupply of 436 students. In the East Bay Sub-Region, there is also a gap with 79 annual openings and 15 annual (3-year average) awards for an annual undersupply of 64 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.20 - Probation and Parole

Metric Outcomes	Bay All CTE Program	Las Positas All CTE Program	State 2105.20	Bay 2105.20	East Bay 2105.20	Las Positas 2105.20
Students with a Job Closely Related to Their Field of Study	73%	72%	68%	N/A	N/A	N/A
Median Annual Earnings for SWP Exiting Students	\$44,575	\$40,987	\$48,353	N/A	N/A	N/A

Metric Outcomes	Bay All CTE Program	Las Positas All CTE Program	State 2105.20	Bay 2105.20	East Bay 2105.20	Las Positas 2105.20
Median Change in Earnings for SWP Exiting Students	30.40%	31.10%	30.60%	30%	35%	N/A
Exiting Students Who Attained the Living Wage	52.7%	49.5%	51.6%	49%	79%	N/A

Source: Launchboard Strong Workforce Program Median of 2016-18.

Skills, Certifications and Education

Table 9. Top Skills for Probation Officer Occupations in Bay Region (Jul 2020 - Jun 2021)

Skill	Posting	Skill	Posting
Cardiopulmonary Resuscitation (CPR)	25	Post Trip Inspections	10
Public Health and Safety	25	Security Experience	10
Record Keeping	22	Supervisory Skills	10
Bank Deposits	17	Administrative Support	9
Criminal Justice	16	Employee Training	9
Law Enforcement/Criminal Justice Experience	16	Phone Systems	9
Staff Management	16	Community Reintegration	8
Customer Service	15	Financial Transactions	8
Budgeting	14	Legal Document Composition	8
Data Entry	13	Marketing Materials	8
Scheduling	13	Needs Assessment	8
Business Administration	11	Sales	8
Legal Documentation	11	Chronic Disease	7
Pat-down Searches	11	Cleaning	7

Source: Burning Glass

Table 10. Certifications for Probation Officer Occupations in Bay Region (Jul 2020 - Jun 2021)

Certification	Posting	Certification	Posting
Driver's License	57	Cdl Class B	3
Cdl Class C	13	Certified Alcohol and Drug Abuse Counselor	1
Security Guard Certification	10	Security Clearance	1
First Aid Cpr Aed	9	Police Officer	1
Licensed Vocational Nurse (LVN)	3	Law Enforcement Certification	1
Certified Correctional Officer	3		

Source: Burning Glass

Note: 45% 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 Probation Officer Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	57	73%
Associate's degree	1	1%
Bachelor's degree	20	26%

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

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