

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p>	<ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p>	<ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p>	<ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p>

Key Research Findings

Key Performance Indicators	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p>	<ul style="list-style-type: none"> ● Strong = Above system average in 6-7 indicators ● Moderate = Above system average in 3-5 indicators ● Weak = Above system average in 0-2 indicators.
Resource Analysis	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

Key Research Findings

Community and Justice Services (50705)

Student Demand¹

• **STRONG**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Diploma

- Thirteen colleges offer this diploma program, including one of Fleming's main competitors
- Fleming has a **19%** mean growth rate, higher than the system rate of **14%**
- Sheridan, a key competitor, has a higher mean growth rate than Fleming (**22%**)
- Overall, Humber has the highest mean growth rate (**31%**) and Centennial has the lowest growth rate (**0%**)
- La Cite has the highest average registration with **84 students** and Boreal has the lowest with **6 students**

Graduate Certificate

- Durham is the only school to offer this program, which has experienced a mean growth rate of **18%** and an average registration of **32 students**

Degree

- Humber is the only school to offer this program, which began in 2009 and has experienced a mean growth rate of **33%** and an average registration of **93 students**

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

Diploma

Program: 50705 - CORRECTIONAL WORKER

	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	47	47	0	47	50	6	50	57	14	57	53	-7	3	51
CAMBRIAN	16	16	0	16	26	63	26	24	-8	24	27	13	17	22
CANADORE	29	32	10	32	45	41	45	39	-13	39	36	-8	7	36
CENTENNIAL	86	63	-27	63	77	22	77	85	10	85	79	-7	0	78
COLLÈGE BORÉAL	9	5	-44	5	2	-60	2	5	150	5	8	60	26	6
FLEMING	30	51	70	51	46	-10	46	60	30	60	51	-15	19	48
HUMBER		55		55	75	36	75	67	-11	67	112	67	31	77
LA CITÉ COLLÉGIAL	66	57	-14	57	99	74	99	101	2	101	97	-4	15	84
LOYALIST	37				65		65	67	3	67	66	-1	1	59
NIAGARA	64	59	-8	59	59	0	59	65	10	65	68	5	2	63
SHERIDAN	49	44	-10	44	88	100	88	86	-2	86	88	2	22	71
ST. CLAIR											38			38
ST. LAWRENCE	47	57	21	57	56	-2	56	56	0	56	57	2	5	55
Total	480	486	1	486	688	42	688	712	3	712	780	10	14	629

Graduate Certificate

Program: 70705 - PENOLOGY AND YOUTH

	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
DURHAM	22	23	5	23	42	83	42	35	-17	35	36	3	18	32
Total	22	23	5	23	42	83	42	35	-17	35	36	3	18	32

Degree

Program: 80705 - BACHELOR OF ARTS-CRIMINAL JUSTICE

	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
HUMBER					78		78	74	-5	74	126	70	33	93
Total					78		78	74	-5	74	126	70	33	93

Key Research Findings

Labour Market

• **MODERATE**

Employment Ontario

Not Available

HRSDC²

Correctional Service Officers (NOC – 6462)

- Job Openings (2011/2020): **10,787**
- Job Seekers(2011/2020): **12,754**
- Post Secondary Education Graduates: **14,632 (115%)**
- “Projections indicate that although there was excess demand for this occupation in recent years, and even though the excess demand should be reabsorbed by the end of the projection period, this situation is expected to continue for several years. Over this period the vast majority of job openings will be due to retirements despite the fact that workers in this occupation retire later than the average for all occupations. The retirement rate for this occupation is similar to the average for all occupations. As for labour supply, nearly all job seekers will come from the school system.”

US Bureau of Labour³

Correctional Officers (SOC – 33-3012)

- Employment Growth (2010/2020): **Increase 5%**
 - **475,300** (2010) to **499,500** (2020)
- “Employment of correctional officers is expected to grow by 5 percent from 2010 to 2020, slower than the average for all occupations.”
- “Demand for correctional officers will come from population growth. However, because of budgetary constraints and a general downward trend in crime rates in recent years, demand will likely grow at a slower rate. Faced with growing costs for keeping people in prison, many state governments have moved toward laws requiring shorter prison terms and alternatives to prison. Community-based programs designed to rehabilitate offenders and limit their risk of repeated offenses while keeping the public safe may reduce prison rates.”
- “Some local and state corrections agencies experience high job turnover because of low salaries and shift work, as well as the stress that many correctional officers feel. The need to replace correctional officers who transfer to other occupations, retire, or leave the labor force, coupled with rising employment demand, should generate job openings.”
- “Some employment opportunities also will come in the private sector as public authorities contract with private companies to provide and staff corrections facilities. Some state and federal corrections agencies use private prison services.”

²“Other Occupations In Protective Service (646).” *Human Resources and Skills Development Canada*. N.p., n.d. Web. 13 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=82>>.

³ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Correctional Officers, on the Internet at <http://www.bls.gov/ooh/protective-service/correctional-officers.htm> (visited August 13, 2012).

Key Research Findings

Sector Councils and Reports

American Correctional Association

Union of Canadian Correctional Officers⁴

This was taken from the Union of Canadian Correctional Officers which outlines their concerns with the current government changes which could have a strong impact on the current labour market trends if decisions are finalized.

"Manifesto"

"Occupation of federal government ministers' offices"

"The following message was delivered this morning to Minister of Public Safety Vic Toews, Treasury Board President Tony Clement and Industry Minister Christian Paradis:"

- "Members of the Union of Canadian Correctional Officers (UCCO-SACC-CSN) are occupying your office today for the following series of reasons:"

"Administrative incoherence"

- "Your government's recent announcement that it will close three penitentiaries – Kingston Penitentiary, Regional Treatment Centre (Ontario) and Leclerc Institution – contradicts the publicly expressed goal of "Safe Streets and Communities" and will put correctional officers at risk:"
 1. "By increasing overcrowding and double-bunking at a time of growing inmate populations due to the government's "tough-on-crime" agenda;"
 2. "By artificially lowering security classifications for dangerous inmates;"
 3. "By mixing incompatible inmate populations (for example, members of organized-crime groups);"
 4. "By dispersing inmates with serious mental-health problems to unsuitable institutions;"
 5. "By failing in the mission to rehabilitate offenders as access to programs is reduced."

⁴ "Manifesto." *Union of Canadian Correctional Officers*. N.p., n.d. Web. 13 Aug. 2012. <<http://www.ucco-sacc.csn.qc.ca/ScriptorWeb/scripto.asp?resultat=874977P&lastPage=482403>>.

Key Research Findings

“Broken commitments”

- “Since 2006, the Conservative government has broken faith with federal correctional officers on a number of issues:”
 1. “By failing to honour its commitment to pass a Blood Samples Act to protect victims of exposures to bodily fluids;”
 2. “By failing to honour its commitment to peg salaries and working conditions to those of RCMP officers;”
 3. “By failing to honour its signature on a ratified collective agreement when it implemented legislation to unilaterally reduce a negotiated salary increase;”
 4. “By failing to honour its commitment to negotiate pension improvements;”
 5. “By failing to give a mandate to government negotiators to renew a collective agreement that expired two years ago.”

“Disrespect for democratic values”

- “Your government’s actions have contravened democratic norms in a number of ways:”
 1. “By failing to consult affected stakeholders when implementing wholesale change to the Correctional Service, among them the front-line professionals who are responsible for ensuring the safety of the Canadian public;”
 2. “By an unnecessary and damaging insistence on secrecy, a practice that is not consistent with democratic standards;”
 3. “By refusing to engage in good-faith debate.”

“Our demands”

- “We call on the government to:”
 1. “Reverse the decision to close Kingston Penitentiary, Regional Treatment Centre and Leclerc Institution unless and until suitable replacement institutions are constructed;”
 2. “Meet the government’s commitments to correctional officers regarding salaries, pensions and working conditions;”
 3. “Legislate a Blood Samples Act;”
 4. “Engage in meaningful consultations with correctional officers regarding the evolution of Correctional Service Canada.”

Key Research Findings

Employment Profile⁵

In 2010-2011, **24.8%** of graduates were employed in a full time position which related to this program of study provincially

Law and Security					
Total Graduates:	4,051	Total Graduates in Survey:	2,813	Response Rate:	69.6%
<small>59% graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.</small>					
Programs in Law and Security					
Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Advanced Security Management	Post Diploma	72	48	41	Canadore, Conestoga, Durham, Mohawk
Community And Justice Services	2 Years	425	286	215	Algonquin, Boreal, Cambrian, Canadore, Centennial, Humber, La Cité, Loyalist, Niagara, Sheridan, Sir Sandford Fleming, St. Lawrence,
Emergency Management	Post Diploma	36	25	23	Sheridan, Sir Sandford Fleming
Information Security Technology	3 Years	24	15	15	La Cité, Sir Sandford Fleming
Information Systems Security	Post Diploma	19	13	13	Algonquin, Georgian
Investigation – Public And Private	2 Years	31	20	17	Sheridan
Law And Security – Basic	1 Year	12	8	4	Cambrian, La Cité
Law And Security Administration	2 Years	672	468	340	Cambrian, Conestoga, Confederation, Durham, Fanshawe, Georgian, Lambton, Loyalist, Mohawk, Niagara, Sault, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Natural Resources – Law Enforcement	Post Diploma	15	9	9	Sir Sandford Fleming
Police Foundations	2 Years	2,634	1,856	1,370	Algonquin, Boreal, Cambrian, Canadore, Centennial, Conestoga, Confederation, Durham, Fanshawe, Georgian, Humber, La Cité, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Seneca, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Police Studies – Bachelor Of Applied Human Services	4 Years	31	20	20	Georgian
Protective Security	1 Year	3	1	–	La Cité
Security And Alarms Systems Technician	2 Years	2	1	1	Sir Sandford Fleming
Security Management	2 Years	39	23	18	Algonquin, La Cité
Youth Corrections And Interventions	Post Diploma	36	20	15	Durham

⁵ "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.
<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>.

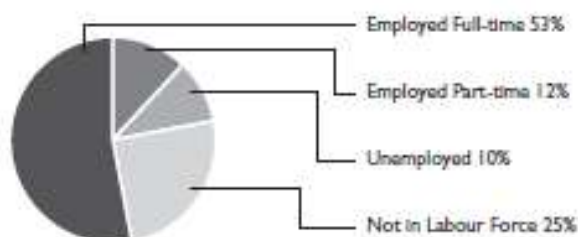
Law and Security

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	2,813	50,622
Labour Force Participation	75%	74%
Employment Rate ^a	87%	83%
Employed Part-time ^a	16%	18%
Employed Full-time ^a	71%	65%
Average Annual Earnings – Total	\$30,254	\$33,199
Average Annual Earnings – Female	\$29,369	\$31,897
Average Annual Earnings – Male	\$30,584	\$34,607
Graduate Satisfaction	79%	79%
Employer Satisfaction	95%	93%

a. As a percentage of graduates in the labour force.

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



Top Five Industries of Employment

	#	%
Administrative and Support Services	432	24.9%
Food Services and Drinking Places	160	9.2%
Food and Beverage Stores	101	5.8%
General Merchandise Stores	70	4.0%
Local, Municipal and Regional Public Administration	68	3.9%

Top Five Occupational Categories

	#	%
Security Guards and Related Occupations	394	22.5%
Retail Salespersons and Sales Clerks	142	8.1%
Community and Social Service Workers	83	4.7%
Other Protective Service Occupations	63	3.6%
Customer Service, Information and Related Clerks	51	2.9%

Key Research Findings

Law and Security

Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not in Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Advanced Security Management	15	31.3	15	31.3	2	4.2	5	10.4	4	8.3	7	14.6
Community And Justice Services	71	24.8	64	22.4	12	4.2	29	10.1	39	13.6	71	24.8
Emergency Management	7	28.0	10	40.0	1	4.0	1	4.0	4	16.0	2	8.0
Information Security Technology	10	66.7	4	26.7	—	—	1	6.7	—	—	—	—
Information Systems Security	6	46.2	3	23.1	1	7.7	—	—	3	23.1	—	—
Investigation – Public And Private	7	35.0	2	10.0	1	5.0	3	15.0	4	20.0	3	15.0
Law And Security Administration	102	21.8	126	26.9	18	3.8	45	9.6	49	10.5	128	27.4
Natural Resources – Law Enforcement	2	22.2	1	11.1	1	11.1	—	—	5	55.6	—	—
Police Foundations	426	23.0	566	30.5	59	3.2	157	8.5	162	8.7	486	26.2
Police Studies – Bachelor Of Applied Human Services	10	50.0	6	30.0	2	10.0	1	5.0	1	5.0	—	—
Security Management	10	43.5	8	34.8	—	—	—	—	—	—	5	21.7
Youth Corrections And Interventions	6	30.0	3	15.0	1	5.0	2	10.0	3	15.0	5	25.0
All Programs in Cluster*	672	24.0	808	28.8	98	3.5	244	8.7	274	9.8	707	25.2

* Does not include 3 programs with fewer than 5 graduates in the labour force.

Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Advanced Security Management	\$25,592	\$30,291	\$26,235	\$30,000	\$28,248	\$29,200
Community And Justice Services	\$29,031	\$31,176	\$26,593	\$27,117	\$29,896	\$27,000
Emergency Management	—	\$45,292	—	\$45,000	\$41,722	\$40,000
Information Security Technology	—	\$40,832	—	\$46,000	\$40,273	\$40,000
Information Systems Security	—	\$45,604	—	\$41,000	\$44,014	\$40,000
Investigation – Public And Private	—	\$27,988	—	\$27,900	\$28,757	\$28,800
Law And Security Administration	\$26,096	\$27,890	\$23,993	\$25,000	\$27,331	\$25,000
Natural Resources – Law Enforcement	—	—	—	—	—	—
Police Foundations	\$30,723	\$30,276	\$25,996	\$26,280	\$30,357	\$26,280
Police Studies – Bachelor Of Applied Human Services	—	\$36,074	—	\$31,286	\$35,143	\$31,286
Security Management	—	\$35,338	—	\$29,826	\$35,176	\$29,930
Youth Corrections And Interventions	—	\$32,552	—	\$29,349	\$31,356	\$28,770
All Programs in Cluster*	\$29,314	\$30,579	\$25,941	\$27,054	\$30,271	\$27,000

* Does not include 3 programs with fewer than 5 graduates in the labour force.

Law and Security

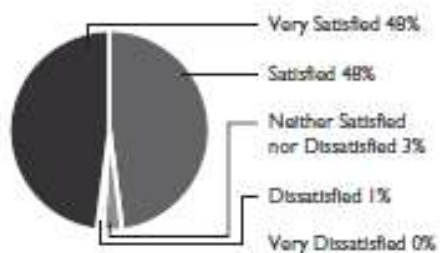
Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation:*



* 2,607 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing:*



* 388 employers participated in this survey.

Program Cluster Historical Data

	00-01 Grads	01-02 Grads	02-03 Grads	03-04 Grads	04-05 Grads	05-06 Grads	06-07 Grads	07-08 Grads	08-09 Grads	09-10 Grads
Percentage Employed	92.1%	90.2%	90.3%	90.8%	91.4%	92.3%	92.8%	91.2%	87.6%	87.0%
Percentage Employed Full-time	81.6%	79.1%	77.8%	78.8%	78.5%	79.5%	79.0%	79.2%	70.2%	70.7%
Percentage Employed Full-time Related Jobs	46.9%	45.7%	40.6%	36.9%	36.3%	37.9%	41.0%	41.3%	33.1%	32.1%
Average Annual Salary Full-time Related Jobs	\$29,337	\$29,909	\$28,501	\$29,131	\$29,446	\$29,696	\$32,638	\$33,606	\$33,146	\$32,715

Key Research Findings

Working in Canada⁶

Correctional Service Officers (NOC – 6462)

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	21.38	30.25	35.00
Hamilton--Niagara Peninsula Region	19.77	29.81	35.00
Kingston - Pembroke Region	19.77	29.81	35.00
Kitchener--Waterloo--Barrie Region	19.77	29.81	35.00
London Region	19.77	29.81	35.00
Muskoka-Kawartha Region	19.77	29.81	35.00
Northeast Region	19.77	29.81	35.00
Northwest Region	19.77	29.81	35.00
Ottawa Region	19.77	29.81	35.00
Stratford--Bruce Peninsula Region	19.77	29.81	35.00
Toronto Region	21.38	30.25	35.00
Windsor-Sarnia Region	19.77	29.81	35.00

Competitive Analysis⁷

- **MODERATE**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Diploma

- In 2011, Fleming's ratio (**4:1**) was better than the system's (**5:1**); Sheridan, the only direct competitor offering this program, had an equal ratio to Fleming (**4:1**)
- La Cite and Loyalist had the best ratio in 2011 (**3:1**), and Algonquin had the lowest (**8:1**)

Graduate Certificate

- Durham's ratio in 2011 for this program was **4:1**

⁶ "Correctional Service Officers (NOC 6462)." *Working in Canada*. N.p., n.d. Web. 13 Aug. 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=6462&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=correctional+service+officer#wages>>.

⁷ Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS

Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

Degree

- Humber's ratio in 2011 for this program was **7:1**

Diploma

Program: 50705 - CORRECTIONAL WORKER															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	294	47	6:1	341	47	7:1	382	50	8:1	386	57	7:1	446	53	8:1
CAMBRIAN	89	16	6:1	70	16	4:1	116	26	4:1	111	24	5:1	102	27	4:1
CANADORE	102	29	4:1	130	32	4:1	116	45	3:1	128	39	3:1	127	36	4:1
CENTENNIAL	363	86	4:1	339	63	5:1	410	77	5:1	456	85	5:1	474	79	6:1
COLLÈGE BORÉAL	29	9	3:1	26	5	5:1	29	2	15:1	33	5	7:1	35	8	4:1
FLEMING	118	30	4:1	160	51	3:1	189	46	4:1	217	60	4:1	215	51	4:1
HUMBER	0			303	55	6:1	395	75	5:1	389	67	6:1	570	112	5:1
LA CITÉ COLLÉGIAL	177	66	3:1	159	57	3:1	252	99	3:1	247	101	2:1	267	97	3:1
LOYALIST	151	37	4:1	152			214	65	3:1	238	67	4:1	225	66	3:1
NIAGARA	200	64	3:1	231	59	4:1	260	59	4:1	271	65	4:1	317	68	5:1
SHERIDAN	216	49	4:1	236	44	5:1	348	88	4:1	367	86	4:1	389	88	4:1
ST. CLAIR	0			0			0			0			167	38	4:1
ST. LAWRENCE	212	47	5:1	226	57	4:1	240	56	4:1	242	56	4:1	268	57	5:1
Total	1951	480	4:1	2373	486	5:1	2951	688	4:1	3085	712	4:1	3602	780	5:1

Graduate Certificate

Program: 70705 - PENOLOGY AND YOUTH															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
DURHAM	65	22	3:1	118	23	5:1	170	42	4:1	177	35	5:1	158	36	4:1
Total	65	22	3:1	118	23	5:1	170	42	4:1	177	35	5:1	158	36	4:1

Degree

Program: 80705 - BACHELOR OF ARTS-CRIMINAL JUSTICE															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
HUMBER	0			0			568	78	7:1	512	74	7:1	923	126	7:1
<i>Total</i>	<i>0</i>			<i>0</i>			<i>568</i>	<i>78</i>	<i>7:1</i>	<i>512</i>	<i>74</i>	<i>7:1</i>	<i>923</i>	<i>126</i>	<i>7:1</i>

Key Research Findings

Financial Analysis

• **STRONG**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 48.1%
- Program Weight: 1.10
- Funding Unit: 1.80

Key Performance Indicators

• **MODERATE**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	Even with system
KPI2-Working	+2 above system
KPI3-Working Related	+8 above system
KPI4-Grad. Satisfaction	Even with system
KPI8-Student Satisfaction-Learning	-2 below system
KPI9-Student Satisfaction- Teachers	-4 below system
KPI11-Grad. Satisfaction-Program	+4 above system

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Community and Justice Services
Program Research 2012

Overview of the Profession:

“The Community and Justice Services program will prepare you for front-line work in the criminal justice system and community services field, where you can contribute to positive individual and social change.”

Fleming College

NOC: (2011 ed) 4422 Correctional Services Officers
NOC: (2006 ed) 6462

Correctional service officers guard offenders and detainees and maintain order in correctional institutions and other places of detention. They are employed by federal, provincial and municipal governments. Correctional service officers who are supervisors are included in this unit group.

Example Titles

correctional facility guard
correctional service officer
detention attendant
prison guard
supervisor, correctional officers

Main duties

Correctional service officers perform some or all of the following duties:
Observe conduct and behaviour of offenders and detainees to prevent disturbances and escapes
Supervise offenders during work assignments, meals and recreation periods
Patrol assigned area and report any problems to supervisor

Key Research Findings

Observe behaviour of offenders and prepare reports
 Escort detainees in transit and during temporary leaves
 Prepare admission, program, release, transfer and other reports
 May supervise and co-ordinate work of other correctional service officers.

Employment Requirements

4422

Completion of secondary school is required.
 Post-secondary education in correctional services, police studies or criminology may be required.
 Correctional officer recruits must successfully complete the Correctional Service of Canada training course to be employed by federal institutions.
 Correctional officer recruits are usually required to complete a basic training course to be employed by provincial/territorial institutions.
 Physical agility, strength and fitness requirements must be met.
 Correctional service supervisors require experience as a correctional service officer.
 First aid certification and CPR (cardiopulmonary resuscitation) training are usually required.

Labour Market

Working in Canada <http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=6462&area=9219&titleKeyword=prison+guard®ionKeyword=Toronto,+Ontario&source=2&action=final>

Top of Form
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Bottom of Form

Correctional Service Officers (NOC 6462)



Description | Titles | Duties | Related Occupations
Toronto Region



Labour Market Information Dashboard

Key Research Findings

Jobs	Median Wage	Outlook	Certification
0 Job View Job Opportunities section	29.81 \$/hr View Wages section	N/A View Outlook section	Not regulated

Report Tabs

Job opportunities from Job Bank and contributing job sites are updated daily.

Toronto Region

Ontario

HRSDC <http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=82>

Outlook

Job prospects in this occupation are fair.

(Update: May 2011)

Despite some fluctuations, the growth in the number of correctional service officers has been almost constant since the 1990s and 2000s. This has essentially stemmed from the increase in the number of incarcerated individuals. Because the number of people in prison is expected to increase, we anticipate that the number of correctional service officers will increase significantly in the coming years.

http://www.servicecanada.gc.ca/eng/qc/job_futures/statistics/6462.shtml

Other Occupations In Protective Service (646)

Skill Level:

Occupations Usually Requiring High School

Occupations in this Group:

Sheriffs and Bailiffs (6461), **Correctional Service Officers (6462)**, By-law Enforcement and Other Regulatory Officers, n.e.c. (6463), Other Ranks, Armed Forces (6464), Other Protective Service Occupations (6465)

Employment (non-student) in 2010:

40,127

Median Age of workers in 2010:

39.7 years old

Average Retirement Age in 2010:

63 years old

Key Research Findings

Over the 2008-2010 period, this occupation experienced strong employment growth and a slight decrease in the unemployment rate, which was already at a very low level (2.2% in 2010). Although the average hourly wage did not increase a great deal over this period, it remained one of the highest among occupations that did not require a post-secondary education. According to key labour market indicators, the number of job seekers was insufficient to fill the job openings.

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Other Occupations In Protective Service**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **10,800** and **12,754** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

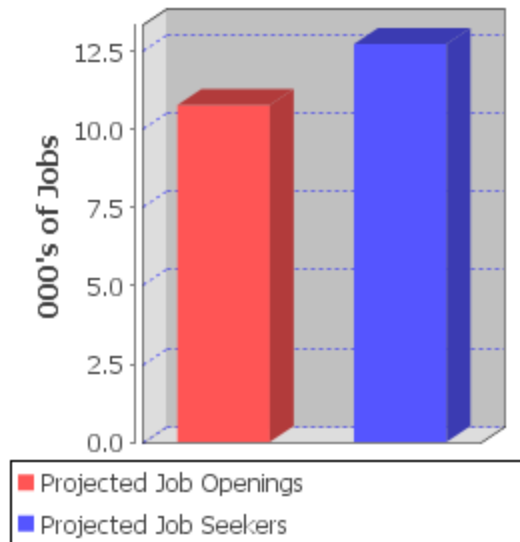
Projections indicate that although there was excess demand for this occupation in recent years, and even though the excess demand should be reabsorbed by the end of the projection period, this situation is expected to continue for several years. Over this period the vast majority of job openings will be due to retirements despite the fact that workers in this occupation retire later than the average for all occupations. The retirement rate for this occupation is similar to the average for all occupations. As for labour supply, nearly all job seekers will come from the school system.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

	Level	Share
Expansion Demand:	2,400	22%
Retirements:	6,495	60%
Other Replacement Demand:	1,013	9%
Emigration:	855	8%
Projected Job Openings:	10,800	100%

	Level	Share
School Leavers:	14,632	115%
Immigration:	938	7%
Net Mobility	-2,816	-22%
Projected Job Seekers:	12,754	100%

Key Research Findings



ABORIGINAL CORRECTIONAL PROGRAM OFFICER – Group & Level WP-04

[Contact Us](#)

Job Profile

Aboriginal Correctional Program Officers (ACPOs) are part of a team of Correctional Service of Canada (CSC) staff who are dedicated to improving efforts to rehabilitate Aboriginal offenders. Aboriginal people account for three per cent of the adult Canadian population; however Aboriginal offenders make up about 20 per cent of the offender population. Enhancing our capacity to provide interventions for First Nations, Métis and Inuit offenders is one of CSC's strategic priorities.

Every day, ACPOs teach one or more culturally-appropriate healing and treatment programs for First Nations, Métis or Inuit offenders. In so doing, ACPOs guide, motivate, and encourage Aboriginal offenders along their path to rehabilitation.

As an ACPO you will teach the skills and competencies necessary for safe reintegration into the community, while providing advice and assessing offenders' attitude and progress. You will be responsible for class preparation, marking offenders' work, and completing reports on offender progress and performance.

As an ACPO, you will also assist in the development and implementation of offenders' correctional plans.

Work Environment

CSC has a presence from coast to coast -- from large urban centres with diverse populations, to remote communities across the North.

CSC operates under three levels of management: National, Regional and Institutional/Parole Offices. The National Headquarters in Ottawa performs overall planning and policy development for the Service, while each of the five regional offices implements CSC activities within the Pacific, Prairie, Ontario, Quebec, and Atlantic regions.

CSC operations include 57 penitentiaries at minimum, medium, maximum and multi-level security classifications. These institutions include facilities for women offenders, Healing Lodges designed to address the needs of Aboriginal offenders, and Regional Treatment Centres that provide mental health interventions to offenders.

Key Research Findings

CSC also operates 16 community correctional centres, and partners with 175 Community-Based Residential Facilities for offenders on some form of conditional release into the community. As well, CSC operates 84 parole offices and sub-offices in every region of Canada.

CSC provides a comprehensive range of research-based correctional programs for offenders. Along with programs designed specifically for Aboriginal offenders, there are programs designed to target women offenders, violence, family violence, sexual offending, substance abuse and general crime.

ACPOs deliver correctional programs to groups of up to 12 offenders. Classes take place within the institution or in the community. ACPOs also interact with offenders on a one-on-one basis after classroom hours as needed.

ACPOs work closely with other CSC professionals, including Parole Officers, Correctional Officers, Primary Workers, Kimisinaws, Correctional Managers, Elders and Native Liaison Officers to share information about an offender's progress in their rehabilitation.

ACPOs work schedules vary. You may be required to work weekends and/or evenings during the week.

Career Development

CSC is a large government agency with a wide variety of occupations. Depending on your interest and skill set, career opportunities exist in a variety of positions in the organization, both within an institutional and community setting, as well as at regional or national headquarters.

About the selection process

CSC job opportunities are posted on www.jobs.gc.ca. Applicants are screened according to essential education and experience, and cultural competencies listed on the advertisement.

Applicants' knowledge, abilities, skills and personal suitability may be assessed with a written test and an interview.

Training

As a newly-hired ACPO, you will be trained in a particular correctional program area. This training includes teaching methods and content relevant to the correctional program, correctional program policy, and the process to assess offender progress and to report on offender performance in programs. You will be evaluated after the training to ensure that you understand and are capable of presenting the program content. In addition, you will undergo quality review to ensure that you are delivering the programs on-site in an effective manner that is compliant with policy.

Ready to Apply?

Please visit www.jobs.gc.ca to learn about the job opportunities currently available at CSC and how to apply.

<http://www.csc-scc.gc.ca/text/carinf/ab-corr-prog-off-eng.shtml>

U.S. Bureau of Labour Statistics Occupational Outlook <http://www.bls.gov/ooh/Protective-Service/Correctional-officers.htm>

Protective Service >
Correctional Officers

Summary

Key Research Findings



Correctional officers may need to search inmates for prohibited items.

Quick Facts: Correctional Officers

2010 Median Pay

\$39,020 per year
\$18.76 per hour

Entry-Level Education

High school diploma or equivalent

Work Experience in a Related Occupation

None

On-the-job Training

Moderate-term on-the-job training

Number of Jobs, 2010

493,100

Job Outlook, 2010-20

5% (Slower than average)

Employment Change, 2010-20

26,000

What Correctional Officers Do

Correctional officers are responsible for overseeing individuals who have been arrested and are awaiting trial or who have been sentenced to serve time in a jail, reformatory, or prison.

Work Environment

Working in a correctional institution can be stressful and hazardous. Every year, correctional officers are injured in confrontations with inmates. Correctional officers have one of the highest rates of nonfatal on-the-job injuries.

How to Become a Correctional Officer

Correctional officers go through a training academy and then are assigned to a facility for on-the-job training. Qualifications vary by agency, but all agencies require a high school diploma or equivalent. Some also require some college education or work experience.

Pay

The median annual wage of correctional officers was \$39,020 in May 2010.

Key Research Findings

Job Outlook

Employment of correctional officers is expected to grow by 5 percent from 2010 to 2020, slower than the average for all occupations. Growing demand for corrections services will lead to new job openings for correctional officers.

Industry Standards

This is not a regulated profession.

[MTCU Community and Justice Services Program Standard](#)

Professional Associations

[Union of Canadian Correctional Officers](#)

[American Correctional Association](#)

Educational Competitors

[Ontario Colleges.ca Community and Justice Services](#)

MTCU Statistics

ALGO	1215	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
ALGO	1216	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
BORE	1050	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
CAMB	1111	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
CAMB	1112	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
CANA	1107	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
CENT	1035	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
GEOR	1231	Community and Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
HUMB	1307	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
LACI	1051	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
LAMB	1056	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
LOYT	1100	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
MOHA	1256	Community and Justice Services	50705	Community And Justice Services	1.10	1.80	2.00

Key Research Findings

NIAG	1136	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
NORT	2001	Correctional Worker(year 1)	50705	Community And Justice Services	1.10	1.80	2.00
SAUL	1082	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
SHER	1019	Correctional Worker	50705	Community And Justice Services	1.10	1.80	2.00
SLAW	1020	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
SSFL	1090	Community And Justice Services	50705	Community And Justice Services	1.10	1.80	2.00
STCL	1209	Community and Justice Services	50705	Community And Justice Services	1.10	1.80	2.00

Employment Opportunities

Correctional Officers - Casual Relief (Multiple Positions) 

Department of Justice

[More careers with Department of Justice](#)



Location: Dartmouth

Department of Justice

Central Nova Scotia Correctional Facility

Competition #TR0271SK-CB

Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. The Government of Nova Scotia has an Employment Equity Policy and we welcome applications from Aboriginal People, African Nova Scotians and Other Racially Visible Persons, Persons with Disabilities and Women in occupations or positions where they are under-represented. If you are a member of one of the equity groups, you are encouraged to self-identify, on your application form, cover letter, or on your resume.

Duties:

Under the general supervision of the Superintendent, the incumbent is responsible for security, offender supervision and program delivery in an adult correctional facility. The Correctional Officer is also responsible for ensuring that the standards of cleanliness and physical security are being met and maintained. The incumbent must be able to work with Correctional Services policy and procedures, standing orders, and directives. Other duties include admission/discharge procedures, fine payment collection, sentence calculation, and offender canteen services.

Qualifications:

High School completion plus two years directly related experience is required. An equivalent combination of training, education and other relevant experience will be considered. Graduation from a recognized correctional workers program is preferred. A university degree, and/or certificate in criminology would be a definite asset. Experience in personal and physical security is preferred.

Key Research Findings

Knowledge of program delivery; use of force and knowledge of restraint, control and security equipment would also be considered an asset. Knowledge or experience working in a computerized/automated environment would also be considered an asset.

During the interview applicants must demonstrate well developed communication, interpersonal and interviewing/counseling skills to deal effectively with offenders and function well as a member of the team. Conflict resolution skills and a basic knowledge of group dynamics must also be demonstrated.

The successful candidate will serve as a role model to the offender population and therefore must possess sound observation, decision making and problem solving skills, as well as the ability to respond effectively in crisis situations. Some previous leadership experience would be an asset.

Successful candidates are required to work shift work with minimal supervision in a 24-hour operation; must possess a valid driver's license and upon appointment a current Standard First Aid/CPR certificate must be submitted. Employment is contingent on successful completion of appropriate background checks, which include a criminal record check and employment references. The facility is a 24-hour tobacco free environment.

An offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer.

Hourly Rate: \$22.11 - \$27.10

Closing Date: June 12, 2012

To Apply:

- **Please ensure you demonstrate** in your application how you meet the above qualifications. In your cover letter, identify the competition number, position and department.
- **To apply for this position**, simply click the **"Apply Now"** button. To better serve you, we are using a user-friendly on-line application system through Career Beacon. Online applications are required and will provide some benefits for you, as outlined below.
- **First time users to this on-line application system** simply need to complete a quick basic registration. You will receive a username and password by email right away. (If you do not receive the email, please check your junk mail folder to ensure that it did not get directed there.) Once registered, you will be able to upload your resume and cover letter in seconds or you can create them using the editor option in the system. Clicking on the "Apply Now" button, will bring you to the registration or sign on screen. If you encounter any difficulties with your registration or **technical issues**, call **1-888-878-7637** for assistance (Mon-Fri, 8:30-4:30).
- **If after speaking with Career Beacon** you are still unable to apply using this online system (*check with your local library or CAP (Community Access Program www.nscap.ca) site for free computer/internet access*), please call (902) 424-3709 to make other arrangements to submit your application. It is important that you contact us prior to the closing date.
- **Benefits of applying online** - The system will allow us to send an immediate confirmation email that your application was received. In addition, you can store your application on the system and access a copy of it as well as the posting at a later date if needed.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

[Learn more about this Employer](#)

Key Research Findings

SECURITY OFFICER

Competition Status: Application Screening

Approximately 404 individuals applied for this opportunity; based on the screening results, we anticipate that for each vacancy 3-5 individuals will be selected to proceed to the next phase of the competition.

We are screening ALL applications received on or before the closing date and rating them against the qualifications outlined in the job ad. Applicants whose resume and cover letter best demonstrate how they meet the qualifications to do the job will be invited to continue in the hiring process.

To learn about our recruitment process, visit our [Hiring Steps](#).

Organization:	Ministry of Community Safety and Correctional Services
Division:	Adult Institutional Services/Quinte Detention Centre
City:	Napanee
Job Term:	1 Temporary
Job Code:	41301 - Security Officer 1
Salary:	\$21.78 - \$22.86 per hour*
<u>Posting Status:</u>	Open
Job ID:	44183

 [View Job Description](#)

Consider this exciting opportunity in a large maximum security detention centre with remanded and sentenced male and female offenders with the Ministry of Community Safety and Correctional Services. The Quinte Detention Centre is currently seeking an experienced security professional to provide security services from an assigned post within the detention centre

What can I expect to do in this role?

In this position your role will include:

- Providing security services from an assigned post in the Detention Centre
- Being responsible for the security of the visiting and main entrance areas of the institution
- Maintaining ongoing surveillance of the facility through closed circuit security monitors
- Responding to questions and providing information to the public

Key Research Findings

- Organizing visitors and related arrangements.

How do I qualify?

KNOWLEDGE OF SAFETY & SECURITY

- You have demonstrated ability to apply acquired knowledge of facility policies, procedures and related legislation - to control access to the Detention Centre.
- You have knowledge of safety and security procedures.
- You are able to participate in responses to emergencies; e.g. fire, medical emergencies and evacuation.

ANALYTICAL, PROBLEM SOLVING AND EVALUATION SKILLS

- You have analytical and problem solving skills to assess breaches of safety/security when observing security monitors/panels and to decide if intervention is required.
- You have problem solving skills and good judgement to decide when intervention is required.
- You have evaluation skills when determining legitimacy of visitor identification for access to institution and when providing information in response to visitor/telephone inquiries.

ORAL, WRITTEN AND INTERPERSONAL SKILLS

- You have demonstrated oral communication skills to convey facts and information, e.g., explaining institution rules/procedures to visitors, and when responding to telephone inquiries.
- You have demonstrated written communication skills to write reports, e.g., occurrence reports, and to maintain logs.
- You have the ability to use tact and diplomacy when providing information in response to telephone or visitor inquiries.

Additional information:

Address: 1 Temporary, duration up to 18 months, 89 Richmond Blvd, Napanee, East Region

Compensation Group: Ontario Public Service Employees Union

Schedule: 4.7

Category: Corrections and Enforcement

Posted on: Friday, May 11, 2012

Note:

The successful candidate will be required to undergo a satisfactory criminal reference check prior to the commencement of employment.

Remember: The deadline to apply is **Friday, May 25, 2012 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

Key Research Findings

Corrections Worker - COR000585

Employment Type

: Permanent Part-time

Location(s)

: SK-Prince Albert and Area-Prince Albert

Ministry

: 073 Corrections Public Safety and Policing

Salary Range

: \$24.742 - \$31.009 Hourly

Grade

: SGEU.08.

The Ministry of Corrections, Public Safety and Policing requires skilled and responsible individuals to work part-time at the Pine Grove Correctional Centre located in Prince Albert.

This competition is restricted to female applicants in accordance with Human Rights Exemption EX3002.

Strong communication, interpersonal and problem solving skills are required to fulfill the dual responsibility of case management and security for adult offenders leading to their successful reintegration into the community. You will be a strong team player who is also able to work well independently and be available to work a variety of shifts. There is no guarantee of hours.

Typically, the competencies required for this position would be obtained through a university degree in the Social Sciences or closely related discipline, a diploma in Correctional studies, or an equivalent combination of education, training and experience.

Qualified candidates will be required to successfully complete the three week CPSP Adult Corrections pre-employment program to be offered in Prince Albert. Proof of CPR and First Aid certification and a valid driver's license is required prior to being appointed to a permanent part time position.

The successful candidate must have knowledge of: criminal justice processes; human behavior; interpersonal communications; counseling methodologies including criminogenic factors and their relationship to offender case management; special needs, gender differences and various cultural and spiritual belief systems.

Preference will be given to qualified equity group members who self-declare in this online application, as identified in "diversity groups" below

Diversity Groups

: Persons with disabilities, Visible minority persons

Hours of Work

: C - SGEU Regulated 37.33 - one day off every three weeks

Shift

: Variable

Travel

Key Research Findings

: Yes, 25% of the time

Criminal Record Check Requirement

: The successful candidate shall be subject to a Criminal Record Check, including a vulnerable sector query, as a condition of employment

Number of Openings

: 19

Closing Date

: 12/31/2012

Questions about this competition? Contact

: StaffingTeamD@gov.sk.ca

You will have the ability to:

interact, influence and promote positive change in clients exhibiting a wide variety of behavioral problems;

understand, recognize and positively cope with stress generated by an institutional environment; orally and in writing, present clear, concise and accurate information at a level appropriate to the audience;

anticipate and use good judgment in exercising authority appropriate to the situation and within legal limits; and

work effectively with people from various cultures, age groups, religious backgrounds, sexual orientation and socio-economic groups.

You will be:

a positive role model in order to promote positive growth in a challenging environment; respectful, fair and non-judgmental in order to earn respect and establish credibility for building mutual trust;

consistent in order to enhance staff and offender relations and promote accountability and respect for rules; and

adaptable to a changing work environment in order to meet the needs of the client, institution and the community.

Job Number: 6482595

Title: Halfway house worker ([NOC: 4212](#))

Terms of Employment: Casual, Part Time, On Call, Weekend, Day, Night, Evening

Salary: \$13.87 to \$14.37 Hourly for 16 hours per week, As per collective agreement

Anticipated Start Date: As soon as possible

Location: Kitchener, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of high school, Some college/CEGEP/vocational or technical training, Some university

Credentials (certificates, licences, memberships, courses, etc.): Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate

Key Research Findings

Experience: Will train

Languages: Speak English

Work Setting: Half-way house

Target Groups or Clients: Male

Type of Community or Social Service: Corrections

Security and Safety: Enhanced reliability security clearance

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: Salvation Army New Directions

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By Fax: (519) 744-2081

By E-mail: sm.baker@rogers.com

Advertised until: 2012/06/13