

TEXAS PROBATION AND PROBATION MANPOWER---

A STATISTICAL STUDY

BY

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authors feel that the 151 agencies identified represent the total agencies in Texas. The list was compiled with the assistance of Mr. Clarence Killough, current president of the Texas Correctional Association. The questionnaire was initially mailed on May 8, 1975, and a followup (where necessary) was mailed on June 23, 1975. A total of 121 agencies responded yielding a response rate of 80%.

The questionnaire solicited information (and such is reported herein) pertaining to four major areas:

I. Profile of Existing Staff

1. age
2. sex
3. race
4. years of probation experience
5. educational achievements
6. college/university degree pursuits
7. number of part time professionals
8. rate of professional staff turnover

II. Funding Source

1. percentage of the agencies' support
2. name of the source
3. whether the source contributes toward special projects or standard operations
4. date the source is up for renewal

5. whether or not the source would be reapplied for or if another source would be sought.

III. Employment Requirements

1. minimal educational requirements
2. minimal job experience requirements

IV. Desired Employment Requirements

1. minimal education desired
2. minimal job experience desired

A concise listing of what the authors believe are the major findings is presented here with the detailed data following.

1. One hundred fifty-one (151) probation agencies, adult and juvenile, were identified as of May 8, 1975.
2. One hundred twenty-one (121) agencies responded, giving a response rate of 80%.
3. A total of nine hundred fifty-eight (958) positions were identified. It is estimated that between 1100 and 1200 professional positions exist in the State.
4. An inverse relationship exists between age of professional staff and the population of the county served.
5. Seventy-two percent (72%) of all professional staff are male.
6. Ten percent (10%) of all professional staff are Black and thirteen percent (13%) are Mexican-American. No Black professional staff was identified in agencies serving

counties with population of less than 20,000.

7. Sixty-seven percent (67%) of all professional staff possess the bachelor's degree. Sixteen percent (16%) have the master's degree.

8. It is estimated that due to turnover one hundred twenty (120) professional positions became available during 1974-1975.

9. Fifty-three percent (53%) of responding agencies are supported totally by local government funds. Three percent (3%) are totally federally supported. Remaining agencies are supported by a combination federal/local program.

10. Statewide, the bachelor's degree is a prerequisite for professional employment.

11. Prior experience was not required in slightly less than half of those responding agencies. For those requiring prior experience, most require less than three (3) years.

12. Implications for Statewide Planning:

a. Educational minimal standards should be at least bachelor's degree;

b. In-service training should be a continued emphasis as opposed to pre-service training in order to upgrade experienced personnel.

c. In-service training should be developed with highly educated personnel as target group;

d. Further inquiry into minority administrative distribution needs to be conducted.

#### AGE PROFILE

Table 1 presents the data which describe the age distribution of professional staff in the county-based probation office, according to the population served by the county. If an agency served more than one county, the population of the most populous county served determines in which category that probation office was listed. This breakdown is maintained throughout the report. It appears in Table 1 that an inverse relationship exists between the age of professional staff and the population of the county served. To illustrate the inverse relationship, note that over 50% of the personnel in counties with populations of under 20,000 are in the age categories of 36 to 41 years or older. On the other hand looking at the two largest county categories, these have over 50% of the personnel recorded in the age categories of 18 years to 30 years of age. In the county category of 20,000 to 50,000, the percentage distribution is essentially equal over all of the age categories. Again, the implication of the data is that a definite trend appears described as an inverse relationship between age of staff and population of the counties.

Implications to Job Seeker. --The implications of these findings to the professionally qualified job seeker would be that the probation departments in the more populous counties are

comprised, in terms of professional personnel, of the younger individuals. Further, it appears that the largest populated jurisdictions have more personnel in each category. Thus, more opportunity, regardless of age, exists within larger jurisdictions.

Implications to Statewide Planning.--The Texas Standards and Goals Report<sup>1</sup>, in Standard 8.4: subsection 7, states "Personnel should be selected on the basis of their capacity to relate to youth and other agencies and their willingness to cooperate with them." The assumption may be made that youthful personnel are most capable of filling this desired goal. Under this assumption, the data indicate goal attainment possibility in the largest jurisdictions. Also implied is that state planning should orient efforts toward attracting youthful personnel to smaller jurisdictions.

<sup>1</sup>The report is referenced as "Preliminary Report, Texas Governor's Conference on Criminal Justice Standards and Goals," December 9, 10, 11, 1974, hosted in Huntsville, Texas, by the Texas Department of Corrections.

Table 1  
Profile of Professional Personnel by Age

Age in Years	Population according to the most populous county served												State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+						F	%
	F	%	F	%	F	%	F	%	F	%	F	%	F	%
18-25	12	19.05	23	19.33	63	25.82	65	12.26					163	17.05
26-30	15	23.81	32	26.89	72	29.51	208	39.25					327	34.21
31-35	4	6.35	12	10.08	34	13.93	90	16.98					140	14.64
36-40	7	11.11	21	17.65	23	9.43	41	7.74					92	9.62
41+	25	39.68	31	26.05	54	21.31	126	23.77					256	24.48
Total	63	100%	119	100%	246	100%	530	100%					958	100%

## SEX PROFILE

The distribution of professional personnel by population of the county served and the sex of the professional personnel is given in Table 2. Although the male sex clearly dominates the professional staff across all population categories, it is noted that no one population category substantially has more or less females working in professional positions. In each of the population categories, approximately 20-30% of all professionals are female.

Implications to Job Seeker.--The implications of this data to the job seeker may be taken that females will be moving into a male dominated profession. The data do not imply any discrimination against females as it is suspected that in the total job seeking population the same percentages of male and female would be found to apply. Further, the advice to the job seeker with respect to opportunity would be that size of the county appears to make little difference, at least in terms of the present probation manpower in the State.

Implications to Statewide Planning.--The Texas Standards and Goals in Standard 8.4: subsection 2, states, "There should be no discriminatory employment on the basis of race, sex, nationality, or religion." The implication to state planning is that the data provide a basis to investigate two prerequisites to goal accomplishment. The first is that the percentages, in

terms of sex, of the qualified labor market be the same as the observed percentages. Second, these percentages should be found throughout all administrative levels of county probation. Thus, further surveys need to be conducted to ascertain comparative data. The resultant comparisons would impute whether or not the State needs to take an active part, in future planning, to equalize sexual distributions.

Table 2  
Profile of Professional Personnel by Sex

Sex	Population according to the most populous county served								State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+		F	%
	F	%	F	%	F	%	F	%		
Male	47	74.60	97	81.51	168	68.29	378	71.32	690	72.03
Female	16	25.40	22	18.49	78	31.71	152	28.68	268	27.97
Total	63	100%	119	100%	246	100%	530	100%	958	100%

ETHNIC PROFILE

Table 3 provides the data describing the ethnic distribution of professional personnel in county probation in Texas. It is noted that in the smaller population categories there is a notable lack of the Black ethnic group in the professional personnel. Specifically, there were no Blacks in the counties reporting which served populations of under 20,000 and only 3.36% of professional personnel were Black in counties of 20,000 to 50,000 populous. The highest percentage of Black personnel are found in the metropolitan counties with a reported percentage of 13.77%. Predominantly, the Anglo ethnic group is found over all population categories. The 1974-1975 Texas Almanac reports that in the U.S. Census Bureau Report in 1970 there were 1,419,677 Blacks in Texas. In comparison with the total population of Texas which was 11,196,730, this represents a 12.68% of Black population; however, the Almanac further stated that a majority of the Blacks in Texas lived in metropolitan areas. Therefore, the 13.77% reported in the metropolitan areas is probably not reflective of the Black percentage in the same areas. In other words, there is likely to be an under-representation of Blacks in county-based professional personnel in the metropolitan areas. The Mexican-American ethnic group is highest in the small counties of 20,000 or less. This is to be expected considering the valley counties in Texas are heavily

populated by the Mexican-American ethnic group. The Mexican-American ethnic group shows the smallest percentage in counties of 20,000 to 50,000 populous. The metropolitan areas record between 11.51% and 17.81% Mexican-American in total professional personnel.

Implications regarding the employment pattern of Mexican-Americans have not been drawn. The reason for this is that the Mexican-American population statistics, which are necessary for base-line data, were not available from current resources.

Implications to Job Seeker.--For the Black person seeking employment in Texas probation, the data would indicate that in the past, the employment pattern has been to staff with Blacks in the larger metropolitan areas. Again, the data, it is emphasized, does not indicate what the dynamics of the staffing patterns have been nor if there is any causal relationship between minority group hiring and jurisdiction population.

Implications to Statewide Planning.--In accordance with the preliminary report of the Texas Standards and Goals, Standard 8.4: subsection 2 states "There should be no discriminatory employment practice on the basis of race, sex, nationality, or religion." The data indicate that although no overt discriminatory practice may exist, the resulting figures do indicate a need for an increase in minority recruitment and hiring across all population categories.

Table 3  
Profile of Professional Personnel According to Ethnic Group

Ethnic Group	Population according to the most populous county served										State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+				F	%
	F	%	F	%	F	%	F	%	F	%		
Anglo	41	65.08	108	90.76	180	72.87	391	73.77	720	75.24		
Mexican-American	20	31.75	5	4.20	44	17.81	61	11.51	130	13.58		
Black	0	0	4	3.36	20	8.10	73	13.77	97	10.14		
Indian	0	0	2	1.68	1	.40	3	.57	6	.65		
Other	2	3.17	0	0	1	.40	2	.38	5	.52		
Total	63	100%	119	100%	246	100%	530	100%	958	100%		

## PREVIOUS PROBATION EXPERIENCE FOR EXISTING STAFF

Table 4 gives a profile of professional staff according to job experience. The predominant pattern is one of equal distribution of personnel over all job experience categories and across the county population categories. The only substantial deviation from the pattern is found in the counties with 250,000+ population where 9.64% of the personnel in these counties had less than 1 year of experience. The statewide profile indicates an even distribution of experience which may imply a stabilization of the dynamics of the personnel process. It is noted that the experience was not necessarily gained in one department. This implies turn-over rate which is treated later in this report.

Two factors can be noted. First, the majority of agency personnel within each population category have between 1-5 years professional probation experience. Secondly, the three smallest population categories reflect a slightly higher percentage of the probation agency's professional staff falling in the less than one year experience category. This is opposed to the personnel in jurisdictions serving larger populous counties.

Implications to Job Seeker.--For the job seeker the data indicates that he or she will not be limited to counties of particular population size due to no previous probation experience. Thus, the opportunities to begin a career in.

probation are equal across all population categories with the possible exception of the largest jurisdictions.

Implications to Statewide Planning.--The implications of the data are perhaps most pertinent with respect to training planning. Since a majority of the professional personnel have from 1-5 years experience, in-service training planning should be initiated or continued. Emphasis on pre-service training needs should not be over-emphasized, from a state-wide prospective, although there is an identifiable group which would be considered as initial employees.

Table 4  
Profile of Professional Personnel According to Job Experience

Previous Job Experience In Years	Populations according to the most populous county served												State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+							
	F	%	F	%	F	%	F	%	F	%	F	%	F	%
0-1	12	19.05%	26	21.85%	49	19.92%	51	9.64%	138	14.44%				
1-3	25	39.68%	31	26.05%	69	28.05%	188	35.54%	313	32.74%				
3-5	13	20.63%	36	30.25%	72	29.27%	125	23.44%	246	25.63%				
6+	13	20.63%	26	21.85%	56	22.76%	166	31.85%	261	27.20%				
Total	63	100%	119	100%	246	100%	530	100%	958	100%				

#### FORMAL EDUCATION REQUIREMENTS FOR EXISTING STAFF

Table 5 indicates that statewide the educational level of professional personnel in probation is predominantly a college degreed person at either bachelor's or master's level. Statewide 67.26% of all personnel studied had the 4-year college degree while 16.32% had a master's degree. It is noted that probably many of the 4-year degree holders are currently pursuing advanced work toward graduate degrees and this is to be contended with in a later table. There is a slight relationship between the amount of education professional personnel have and the population size of the county served. Specifically, the relationship is that counties of smaller populations have proportionately fewer highly educated people in terms of college degree holders. Only counties of populations with 20,000 or less indicated that there were professional personnel with less than high school diplomas. The frequency of only two in that category indicates some education of the vast majority of all personnel. The implications are that in the State of Texas the professional probation worker is a highly educated individual.

Implications to Job Seeker.--For the person considering a career in county probation, the data would suggest that a college degree, although not mandatory, would be highly desirable.

Implications to Statewide Planning.--The Texas Standards and Goals under Standard 9.6 titled "Staffing and Patterns": subsection 4 states "Qualifications for correctional staff members should be set at the state level and include requirements of a high school diploma." The data indicate that on the personnel studied, this goal as for all practical purposes been exceeded. (The data further suggest that the goal is actually set too low and that consideration may be given in the future to changing this goal to include the requirements of a college degree.) With respect to planning for inservice training, the state planners should consider developing inservice training modules which are differentially oriented toward the educational level commensurate with college degrees.

Table 5  
Level of Formal Education Achieved by Professional Personnel

Education Level	Population according to the most populous county served										State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+				F	%
	F	%	F	%	F	%	F	%	F	%	F	%
Less than high school	2	3.17	0	0	0	0	0	0	0	0	2	.21
High school	8	12.70	5	4.20	8	3.25	6	1.39	27	2.82	27	2.82
Some College	12	19.05	12	10.08	35	14.23	9	1.70	68	7.11	68	7.11
2-year college degree	7	11.11	5	4.20	29	12.46	20	3.59	61	6.28	61	6.28
4-year college degree	28	44.44	72	60.50	139	56.50	404	76.37	643	67.26	643	67.26
Masters degree	6	9.52	25	21.01	35	14.23	91	17.20	157	16.32	157	16.32
Total	63	100%	119	100%	246	100%	530	100%	950	100%	950	100%

EDUCATIONAL LEVEL BEING SOUGHT BY EXISTING STAFF

Table 6 indicates that the county probation offices which serve populations of 20,000 or more have a higher percentage of personnel who are seeking graduate degrees than those counties serving a population of 20,000 or less. For the larger counties there are 187 people seeking advanced work while in the smaller counties of 20,000 population or less, there are only 5. The total number of personnel seeking the bachelor's degree is 48; the total seeking the master's is 187.

Implications to Job Seeker.--The data indicate a majority of professional personnel are not currently engaged in college work although most do have a college degree. However, due to the fact that a number of personnel are pursuing college work, the opportunities must exist for such individuals at least to some degree.

Implications to Statewide Planning.--No recommendation is made.

Table 6

Education Being Sought by Existing Personnel

Degree Sought	Population according to the most populous county served									
	1-20,000		20,001 -50,000		50,001-250,000		250,001+		State Total	
	F	%	F	%	F	%	F	%	F	%
Bachelors	10	66.66	9	28.15	24	28.24	5	4.85	48	20.43
Masters	5	33.33	23	71.88	61	71.76	98	95.15	187	79.57
Total	15	100%	32	100%	85	100%	103	100%	235	100%

## TURNOVER RATE 1974-1975

The data in Table 7 indicate that with respect to turnover rate there is more stability in the departments serving the least populous counties. With respect to the smallest population category, the large counties indicate substantially high mobility of personnel.

Implications to Job Seeker.--For the job seeker, this indicates that unless new positions are allocated to the smaller county departments, the job market would be a lot tighter in these smaller counties than in the larger counties.

Implications to Statewide Planning.--The overall low turnover rate might indicate to not invest in extensive training for probation personnel because, if the same trends hold in the future, those people who are entering into the probation system are likely to remain in the system. The Standards and Goals had specified that new career ladders be developed in order to present an occupational attraction to qualified people. It would appear that if turnover rate is indicative of job satisfaction that this goal is already met, not specifically with respect to developing career ladders, but at least with respect to offering substantial reason for remaining within the system.

Table 7

Percentage of Professional Personal Turnover  
During 1974-75

	1-20,000		20,001-50,000		50,001-250,000		250,001+	
	%	F	%	F	%	F	%	F
Number of Agencies and Percentage of Turnover	0	23	0	26	0	18	1	1
20	1		5	1	1	1	4	1
30	1		17	1	8	1	5	1
33	2		33	3	10	2	6	1
66	1		50	2	12	1	8	2
100	2		100	4	15	1	10	1
300	1				16	1	11	1
					20	4	16	1
					25	2	20	1
					32	1	18	1
					33	1		
					35	1		
					50	1		
					66	2		
No response		3		2		0		0

## FUNDING SOURCE

Table 8 indicates that the funding source for most of the agencies statewide, namely 53.72%, are supported totally by local funds. Only 2.48% were totally on federal funds; however, those agencies which are supported by a combination of local and federal funds represent 40.50% of all agencies responding. A further breakdown of the local/federal combination shows that even where federal funds are used in large jurisdictions, the tendency is to use the funds for special projects. Conversely, in the smaller jurisdictions the federal funds are an integral part of the standard operations budget. It is noteworthy that for those counties using federal funds 17.36% operate with better than 50% of their budget on such funds and most of these are in the smaller populated jurisdictions.

Implications to Job Seeker.--The implication to the job seeker is that the field of probation appears to be somewhat a stable field. By a stable field, we mean one based on local money and not on grant monies. However, as noted, 50 out of the 121 responding agencies are supported on a combination of federal and local funds. The positions for which the new job seeker may be qualified could be on a federal fund basis with somewhat of an unstable future. But again, the trend could be that, if the 65 agencies on total local funds had originally started out with support by federal funds, that local funds

were available to pick up the agency on a permanent basis.

Implications to Statewide Planning.--With respect to funds, it is clear that the State is an integral part of Texas adult and juvenile probation. State planners, therefore, are in a position via control of funds to implement new programs and play an important part in the future of probation in Texas. With this involvement of the State in county based agencies, the State is in a position to plan the development of probation toward meeting the many and various goals set forth in the Texas Standards and Goals.

Table 8  
Funding Source

Funding Source	Population according to the most populous county served								State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+			
	F	%	F	%	F	%	F	%	F	%
100% local funds	17	50.00	23	58.97	21	56.76	4	36.36	65	53.71
100% state federal	2	5.88	1	2.56					3	2.48
100% local state/fed. spcl. funds			1	2.56	4	10.81	2	18.18	7	5.79
50% local 50% state	1	2.94			1	2.70			2	1.65
More state fed. than local	6	17.64	12	30.97	2	5.41	1	9.09	21	17.36
More local than state fed.	5	14.71	2	5.13	8	21.62	4	36.36	19	15.70
No response	3	8.82			1	2.70			4	3.31
Total	34	100%	39	100%	37	100%	11	100%	121	100%

MINIMAL EDUCATIONAL REQUIREMENTS

The majority of the probation agencies in the three largest population categories require that the job applicant possess a bachelors degree to be considered for a professional position within the agency. Even though the majority of the total probation agencies require the applicant to possess such a degree, it is noted that the clear majority of the agencies in the 1-20,000 category require less than a bachelor's degree. This table reflects that only one agency requires a master's degree as minimal educational requirements. This implies that many professional probation officers have obtained master's degrees on their own initiative when we refer back to Table 5.

Implications to Job Seeker.--Those who seek professional probation employment will do well to possess a bachelor's degree. This forewarning based on Table 10 is most certainly relevant to those agencies which operate in a county with a population of over 250,000.

Implications to Statewide Planning.--As referred to in the discussion of Table 5, the Texas Standards and Goals requires only that a high school diploma be held by the qualifying professional probation officer. Clearly the individual agencies have, in a majority of instances statewide, already surpassed this conservative goal. It appears that the Standard set by the National Advisory Committee on Criminal Justice Standards

and Goals (page 337) has set a more realistic goal in establishing the bachelors degree as the minimal educational requirement.

Table 9

## Minimal Educational Requirements of Agencies

Educational Requirements	Population according to the most populous county served								State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+		F	%
	F	%	F	%	F	%	F	%		
No Diploma	1	4.17	0	0	0	0	1	9.09	2	1.92
Highschool Diploma	4	15.67	2	6.06	4	10.81	1	9.09	11	10.58
Some College	9	37.50	8	24.24	7	18.92	0	0	24	23.08
Four Year College	10	41.67	23	69.70	25	67.57	9	81.82	67	63.46
Masters Degree	0	0	0	0	1	2.70	0	0	1	.96
Total Responding	24	100%	33	100%	37	100%	11	100%	105	100%
Total Agencies	34		39		37		11		121	

MINIMAL JOB EXPERIENCE REQUIREMENTS

The plurality of probation agencies responding to this question require no previous experience for persons to qualify for professional probation positions. Of those agencies which do require previous work experience there appears to be a slight preference for those persons with a behavioral science employment background as opposed to those persons with experience directly related to probation work. It might be mentioned that the questionnaire offered the alternative, "other types of job experience." Each agency indicating this category as being expressive of their requirements offered comment which indicated either behavioral science employment or related employment were more accurately expressive of that agency's requirement.

Implications to Job Seeker.--The lack of prior experience will not preclude a person from entering the probation profession. It appears that many probation agencies are willing to consider him/her for professional employment regardless of experience.

Implications for Statewide Planning.--The Texas Standards and Goals, Standard 8.4: subsection 4 recommends "Job specifications should call for experienced, specialized professionals, who should receive salaries commensurate with their education, training, and experience and comparable to the salaries of positions requiring similar qualifications." Because many agencies do not require any previous experience, "...experienced specialized

professionals..." are not being demanded for recruitment. But, this does not negate the fact that predominately much experience is presently in the field.

Table 10  
Minimal Job Experience Requirements

Type of Experience	Population according to the most populous county served										State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+				F	%
	F	%	F	%	F	%	F	%	F	%		
No Prior	13	38.24	12	30.77	23	62.61	6	54.55	54	44.63		
Prior Behavioral Science	5	13.51	6	15.38	11	29.73	3	27.27	25	20.66		
Any related	6	17.65	9	23.08	1	2.56	1	9.09	17	14.05		
No response	10	29.41	12	30.77	2	5.41	1	9.09	25	20.66		
Total	34	100%	39	100%	37	100%	11	100%	121	100%		

#### DURATION OF MINIMAL REQUIRED JOB EXPERIENCE

The questionnaire requested information pertaining to the number of years of experience required if the agency indicated prior job experience was mandatory. The specifications as to prior employment also denoted whether or not the experience be in the behavioral sciences in general or if it must be in a related field. The following is a breakdown of the number of agencies which expressed a set number of years by two types of job experience. From Table 10, of 121 agencies, 42 require prior employment as a condition for professional employment. Of these 42 agencies, 31 specified the duration in years of such employment. As noted in the following chart, 90% of these 31 agencies require less than 3 years prior experience.

Implications to Job Seeker.--Those inexperienced individuals seeking professional employment may attempt to find employment in any capacity related to probation work as an added increment for obtaining probation employment. Most prior experience requirements will not likely be met by an internship as these internships are typically too short in duration.

Implications to Statewide Planning.--No recommendations.

Table 11

Duration in Years of Required Employment

Type of Prior Employment	Population according to most populous county served								State Total	
	1-10,000		20,001-50,000		50,001-250,000		250,001+		F	Yrs.
	F	Yrs.	F	Yrs.	F	Yrs.	F	Yrs.		
Prior Behavioral Science Employment		1	3	1	5	1	1	1	9	1
	1	2	1	2	4	2	1	2	7	2
		3		3		3		3	0	3
		4	1	4	1	4		4	2	4
Prior Related Employment		1	2	1		1		1	2	1
	2	2	6	2	1	2	1	2	10	2
	1	3		3		3		3	1	3
Total Agencies	4		13		11		3		31	

\*Note, one agency in the 1-20,000 category requires 10 years prior experience for professional applicants in related employment.

\*\*Only one agency requires 6 months prior employment: this requirement was rounded to one year.

MINIMAL EDUCATION ACHIEVEMENTS DESIRED

Table 12 shows that in relation to Table 9, Minimal Educational Requirements, there is a slightly greater number of agencies which would prefer to hire the applicant with a master's degree. The agencies expressing interest in obtaining professional staff with a master's degree tend to be those agencies in the more densely populated counties. Possibly a shortage of qualified applicants prevents the minimal educational requirement from being adjusted according to the information provided on this table which indicates a slight increase in educational achievements as desirable in recruiting new professional staff.

Implications to Job Seeker.--For those persons contemplating professional probation employment at a future date, they will do well to prepare themselves at least with a bachelor's degree and if possible a master's degree to be considered for such employment. It appears the trend is progressing toward the requirement of a master's degree.

Implications to Statewide Planning.--As referred to in the discussion of Tables 5 and 10, the Texas Standards and Goals tentatively proposed that a high school diploma be required of all professional probation staff. Again, the agencies in almost all instances have surpassed this requirement. In

this table, it appears that the National Advisory Committee on Criminal Justice Standards and Goals criterion of a bachelor's degree may be dysfunctional in that "educational stagnation" could result. In other words, if most professional employees already have the Bachelor's degree, setting the goal at such a level may tend to discourage the seeking of further education. This, of course, implies that the standards are assuming a positive relationship between education attainment and quality of manpower. The issue to be contended with, before such goals are set, is the educational level beyond which there is decreasing return. However, with the current trend in Criminal Justice education, the highest desired level is likely to be beyond the Bachelor's degree.

Table 12

Minimal Educational Achievements Desired

Desired Level of Education	Population according to most populous county served												State Total		
	1-20,000		20,001-50,000		50,001-250,000		250,000+		25,001+				F	F	
	F	%	F	%	F	%	F	%	F	%					
No Diploma	0	0	0	0	0	0	0	0	0	0	0	1	11.11	1	1.00
Highschool Diploma	4	16.00	1	2.78	2	5.71	0		0			0		7	7.00
Some College	11	44.00	5	13.89	3	8.57	0		0			0		19	19.00
Four Year College	10	40.00	24	66.67	28	80.00	6	66.67	6	66.67	68	68	66.67	5	5.00
Masters Degree	0	0	1	2.78	2	5.71	2	22.22	2	22.22	5	5	22.22	5	5.00
Total	25	100%	36	100%	35	100%	9	100%	9	100%	100	100	100%	100	100%
No Response	9		1		2		2		2			2			

MINIMAL JOB EXPERIENCE DESIRED

The majority of agencies responding to this question express desire for applicants to possess previous job experience. Of these agencies, a majority desire the applicant to possess previous experience in the general area of behavioral sciences. Again, it should be mentioned that the questionnaire offered the alternative of other types of job experience. All of the agencies indicating they desire "other" experience offered comments which more accurately classified their previous job experience requirements to either behavioral sciences or related employment.

Referring back to Table 11, we find that many more agencies desire the applicant to possess previous job experience than their agency formally requires.

Implications to Job Seeker.--For those persons seeking employment as professional probation officers this chart indicates that two years of prior behavioral science or related employment would bolster their chances of obtaining such a job. This does not necessarily degrade the advantage of an internship.

Implications to Statewide Planning.--It would appear that Standard 8.4: Subsection 4, previously quoted, is to become a reality either through the future modifications of required experience or through actual, though unofficial, job requirements according to the preferences expanded upon in this chart.

Table 13  
Minimal Job Experience Desired

Job Experience	Population according to most populous county served										State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+				F	%
	F	%	F	%	F	%	F	%	F	%	F	%
No Prior Experience	7	20.59	7	17.95	10	27.03	5	27.27			27	22.31
Prior Behavioral Science Employment	11	32.35	16	41.03	22	59.46	5	45.45			54	44.63
Any Related Gainful Emp.	4	11.76	5	12.82	3	8.11	1	9.09			13	10.74
No response	12	35.29	11	28.21	2	5.41	2	18.18			27	22.31
Total	34	100%	39	100%	37	100%	11	100%			121	100%

DURATION OF MINIMAL DESIRED JOB EXPERIENCE

The questionnaire requested information pertaining to the number of years of experience desired if the agency related prior job experience was desired. The following chart contains a detailed breakdown of those agencies desiring prior employment experience into two types of job experience. From Table 14, of a total of 121 agencies, 67 desire applicants with prior job experience. Of these 67, 50 agencies specify a number of years previous employment. Ninety two percent (92%) of these latter agencies require less than 3 years prior experience. The specification also denoted whether prior employment was to be in behavioral science in general or more specifically if more closely related employment was desired.

Implications to Job Seeker.--For those seeking jobs as professional probation officers there appears to be a desire on the part of the agencies to obtain applicants with previous related experience or more frequently, those with previous employment experience in the general behavioral science employment area.

Implications to Statewide Planning.--No recommendations are made.

Table 14

Duration in Years of Desired Employment

Years of Employment Experience	Population according to most populous county served								State Total	
	1-20,000		20,001-50,000		50,001-250,000		250,001+			
	F	Yrs.	F	Yrs.	F	Yrs.	F	Yrs.	F	Yrs.
Prior Behavioral Science Employment	2	1	5	1	8	1	2	1	17	1
	3	2	5	2	10	2	1	2	19	2
		3		3		3		3	0	3
	1	4	1	4	1	4		4	3	4
		5	1	5		5		5	1	5
Any Related Gainful Employment		1	1	1	1	1		1	2	1
	1	2	4	2	1	2	1	2	7	2
	1	3		3		3		3	1	3
		4		4		4		4	0	4
		5		5		5		5	0	5
Total Agencies	8		17		21		4		50	

**END**

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