



CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION TALENT ACQUISITION

PAROLE SERVICE ASSOCIATE

WRITTEN EXAMINATION – JANUARY 12 - 18, 2026

EXAMINATION PREPARATION TIPS AND SAMPLE QUESTIONS

GENERAL INFORMATION

This orientation packet provides information specific to the 2026 Parole Service Associate examination. You should review this information prior to participating in the examination.

The Parole Service Associate examination covers all of the essential knowledges, skills and abilities of the Parole Service Associate classification. This examination gives competitors the opportunity to demonstrate their competency and potential to perform in this classification. This study guide has been developed to help you respond to job related questions. The study guide consists of the following two sections:

- Tips for preparing for a Written Examination
- Sample questions for the Written Examination

GENERAL DESCRIPTION OF THE WRITTEN EXAMINATION

The **Written Examination** requires knowledge of English usage and reading comprehension. The written test consists of three segments of multiple choice test items designed to assess the critical knowledge, skills and abilities required for successful on-the-job performance in the Parole Service Associate classification.

GENERAL TIPS FOR PREPARING FOR YOUR PAROLE SERVICE ASSOCIATE EXAMINATION

- Review the Job Analysis for the Parole Service Associate. The most critical and frequently performed tasks are identified in the job analysis in addition to the knowledge, skills and/or abilities for the classifications. The job analysis can be found on the [CDCR - Job Analysis](#)
- Review and study the State Personnel Board (SPB) job specification. This is the legal document for the classification and states how the classification is used in general, identifies the knowledge, skills and/or abilities required and lists any other pertinent classification information. The specification can be found at [Parole Service Associate classification specification](#)
- Find out how and where the classification is being used to broaden your understanding of the classification. Talk to an incumbent currently in the position and request copies of duty statements. Individuals currently performing the duties of the classifications can provide you with insight of actual on-the-job tasks. Familiarize yourself with departmental key terms (e.g. incarcerated person and supervised person).
- Acquaint yourself with the State of California Code of Regulations, Title 15, Crime Prevention and Corrections located on [CDCR's Regulations page](#) (<https://www.cdcr.ca.gov/regulations/>). Click on **California Code of Regulations, Title 15, Division 3, Chapter 1.**
- Acquaint yourself with [CDCR's DOM](#) (<https://www.cdcr.ca.gov/regulations/adult-operations/dom-toc/>).

WRITTEN EXAMINATION TIPS

- Read specific segment instructions carefully to ensure you are answering the question correctly.
- Read the question in its entirety before you look at the answers.
- Read all choices carefully before choosing your answer.
- Immediately eliminate answers you know are wrong.
- Do not keep changing your answer; usually your first choice is the right one.
- Do not skip around from section to section. This may cause you to get confused and need additional time to finish.
- Do not spend too much time on questions that you are unable to answer. Move on and come back to those questions.
- Pace yourself. Make sure you allow yourself time to get back to any unanswered questions.

The examination is a competitive process. While you are not expected to know everything, the more prepared you are, the more competitive you should be. Do your research and allow time for preparation. Good luck!

SAMPLE QUESTIONS

SEGMENT 1 – ENGLISH USAGE

The following is a brief description and examples of the critical performance areas measured by the examination. The critical performance areas are based on the knowledges, skills and abilities indicated on the examination bulletin and job specification.

This test segment is designed to measure your ability to appropriately use English vocabulary.

INSTRUCTIONS: The following item has a word identified in quotes “ ” and followed by four possible definitions for the word. Determine which one of the four definitions means the same or the most nearly the same as the word in quotes, and then mark the appropriate answer. Do not mark more than one answer, as there is only one best answer.

Sample Question #1

“Uncanny” means most nearly:

- A. sufficient
- B. strange
- C. moldy
- D. pure

The correct answer is B.

SEGMENT 2 – ENGLISH USAGE (SENTENCE COMPOSITION)

This test segment is designed to measure your ability to appropriately use English vocabulary, spelling, grammar, and punctuation.

INSTRUCTIONS: Read the following sentence. Decide whether the error in the sentence is in spelling, punctuation, or grammar. The sentence may have no errors.

Sample Question #2

When using abbreviations, spell out the word the first time then follow with the abbreviation in parentheses.

- A. Spelling
- B. Punctuation
- C. Grammar
- D. No error

The correct answer is D.

SEGMENT 3 – READING AND UNDERSTANDING WRITTEN PARAGRAPHS

This test segment is designed to measure your ability to read a paragraph and be able to draw a conclusion from the information provided and comprehend information presented in written form.

INSTRUCTIONS: Specialized knowledge is not required to answer these items. Use only the information in the reading material that applies to this item. Do not use any other information you might have about the topic covered by the reading material.

Select the one choice that best answers or completes the item. Remember to choose your answer only on the basis of the material in the reading selection.

Sample Question #3

Filing is an extremely important skill. In a large organization with an elaborate filing system, if something is misfiled it could be lost forever. All employees are given a performance test on filing before they are hired.

Based only on the information in the paragraph directly above, which one of the following is the most logical conclusion?

- A. Large organizations are in need of more persons with excellent filing skills.
- B. Employees should be tested in all large organizations.
- C. Employees who pass a filing performance test are most likely to succeed on the job
- D. Something that is misfiled in an elaborate filing system may be almost impossible to find.

The correct answer is C.

Sample Question #4

Except as otherwise provided, an incarcerated person who is released on parole shall be returned to the county that was his or her last legal residence prior to incarceration. Note that "last legal residence" shall not be construed to mean the county where the incarcerated person committed an offense while confined in a state prison or local jail facility. If the Board of Parole Hearings or California Department of Corrections and Rehabilitation decides on a return to another county, it shall place its reasons in writing in the supervised person permanent record and include these reasons in the notice to the Sheriff or Chief of Police. In making its decision, the paroling authority shall consider the protection of the victim and the safety of the public.

Incarcerated person Johnson was sentenced to 9 years in state prison for a crime he committed in Kern County. At that time, he lived and worked in Los Angeles County. While housed in the Lerdo jail in Kern County, on a different warrant and awaiting transportation to state prison, he stabbed another prisoner. He was convicted of that assault and received an additional three-year term. He is eligible for parole and has received a job offer in San Francisco County upon release. To what county will incarcerated person Johnson parole?

- A. Kern County
- B. San Francisco County
- C. Los Angeles County
- D. San Bernardino County

The correct answer is C.