



CORRECTIONAL OFFICER 1ST YEAR ON THE JOB

New CDCR Correctional Officers receive robust training, mentorship and are provided with post assignments. These assignments can vary regarding the nature of the assignment and the working hours. CDCR institutions are 24/7 operations, and new staff may be required to work swing and night shifts with weekdays off.

- **Academy Training:** 13-week (520 hour) Academy located in Galt, CA.
- **New Employee Orientation:** (40) hours of training immediately upon reporting to the institution.
- **Job Shadowing Program:** 3 weeks (120 hours) of on-the-job observational training, mentorship and guidance provided by veteran staff and Field Training Sergeants.
- **Post Assignment Rotations:** Will be provided an assignment, may rotate positions on a daily or weekly basis or be assigned to routine assignment. May be assigned to day shift, swing shift, or night shift; regular days off may vary and include weekdays. New Officers are required to rotate and work two watches (day shift, swing shift) and may be required to work the night shift within first 2 years. Officers will not be able to “bid” (select) post assignments for first 2 years. After 2 years, officers may bid on assignments by seniority.
- **Apprenticeship Program:** (2) year program all officers are enrolled in. After (2) years and meeting the applicable requirements, new officers are provided with a significant pay increase.

Academy Training

**New Employee
Orientation**

**Job Shadowing
Program**

**Post Assignment
Rotations**

**Apprenticeship
Program**

