

Program Endorsement Brief: 2105.30/Industrial and Transportation Security Homeland Security (TSA) Certificate

Orange County Center of Excellence, April 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met	<input checked="" type="checkbox"/>	Endorsed: Some Criteria Met	<input type="checkbox"/>	Not Endorsed	<input type="checkbox"/>
Program Endorsement Criteria						
Supply Gap:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Living Wage: (Entry-Level, 25 th)	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Education:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>		
Emerging Occupation(s)						
Yes			<input type="checkbox"/>	No		
			<input checked="" type="checkbox"/>			

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to two middle-skill occupations: *transit and railroad police* (33-3052), and *transportation security screeners* (33-9093). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for these homeland security occupations in the region. Furthermore, nearly half of workers in the field have completed some college or an associate degree, and entry-level wages exceed the living wage in both Los Angeles and Orange counties. **Therefore, due to all the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **294 jobs available annually** in the region due to new job growth and replacements, **which is more than the 109 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, all of the annual job openings for these homeland security occupations have entry-level wages above the county's living wage (\$17.36/hour).²

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

² Living wage data was pulled from California Family Needs Calculator on 4/12/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma** as the **typical entry-level education for these homeland security occupations**.
 - However, the national-level educational attainment data indicates **between 43.3% and 48.6% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **6 community colleges** in the LA/OC region that issue awards related to industrial and transportation security, conferring an average of **103 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **6 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these homeland security occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 2% through 2024. There will be nearly 300 job openings per year through 2024 due to job growth and replacements.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	2,757	2,796	39	1%	243
Orange	558	573	15	3%	51
Total	3,315	3,369	54	2%	294

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these homeland security occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County— All of the annual openings for these homeland security occupations have entry-level wages above the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$19.37 and \$19.82. Experienced workers can expect to earn wages between \$20.96 and \$32.54, which are higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$23.81 for these occupations.

Los Angeles County— All of the annual openings for these homeland security occupations have entry-level wages above the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$20.49 and \$20.99. Experienced workers can expect to earn wages between \$21.67 and \$35.26, which are higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$23.81 for these occupations.

Job Postings

There were 110 online job postings related to these homeland security occupations listed in the past 12 months. The highest number of job postings were for screeners, guest screeners, and transportation security officers. The top skills were: customer service, scheduling, transportation security, public transit systems, and data collections. The top three employers, by number of job postings, in the region were: Transportation Security Administration, Hoag Memorial Hospital, and Platt College Los Angeles.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for these homeland security occupations. However, the national-level educational attainment data indicates between 43.3% and 48.6% of workers in the field have completed some college or an associate degree. Of the 49% of these homeland security job postings listing a minimum education requirement in Los Angeles/Orange County, 93% (50) requested a high school diploma and 7% (4) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Industrial and Transportation Security (2105.30). The college with the most completions in the region is East LA. Over the past 12 months, there was one other related program recommendation request from a regional community college.

Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016- 2017 Awards	2017- 2018 Awards	2018- 2019 Awards	3-Year Award Average
2105.30	Industrial and Transportation Security	Citrus	2	8	6	5
		East LA	105	78	61	81
		LA City	4	-	-	1
		Long Beach	9	-	-	3
		LA Subtotal	120	86	67	91
		Coastline	12	6	6	8
		Cypress	4	6	3	4
		OC Subtotal	16	12	9	12
Supply Total/Average			136	98	76	103

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for homeland security occupations. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Homeland Security (43.0301). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 6 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014- 2015 Awards	2015- 2016 Awards	2016- 2017 Awards	3-Year Award Average
43.0301	Homeland Security	California Career School	3	5	3	4
		Trident University International	-	1	5	2
		Supply Total/Average	3	6	8	6

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Transit and Railroad Police (33-3052)	63	66	3	4%	5	\$19.37	\$27.38	\$32.54
Transportation Security Screeners (33-9093)	495	507	12	2%	46	\$19.82	\$20.12	\$20.96
Total	558	573	15	3%	51			

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Transit and Railroad Police (33-3052)	286	299	13	5%	22	\$20.99	\$29.58	\$35.26
Transportation Security Screeners (33-9093)	2,471	2,498	26	1%	221	\$20.49	\$20.80	\$21.67
Total	2,757	2,796	39	1%	243			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Transit and Railroad Police (33-3052)	349	365	16	5%	27
Transportation Security Screeners (33-9093)	2,966	3,005	38	1%	267
Total	3,315	3,369	54	2%	294

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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