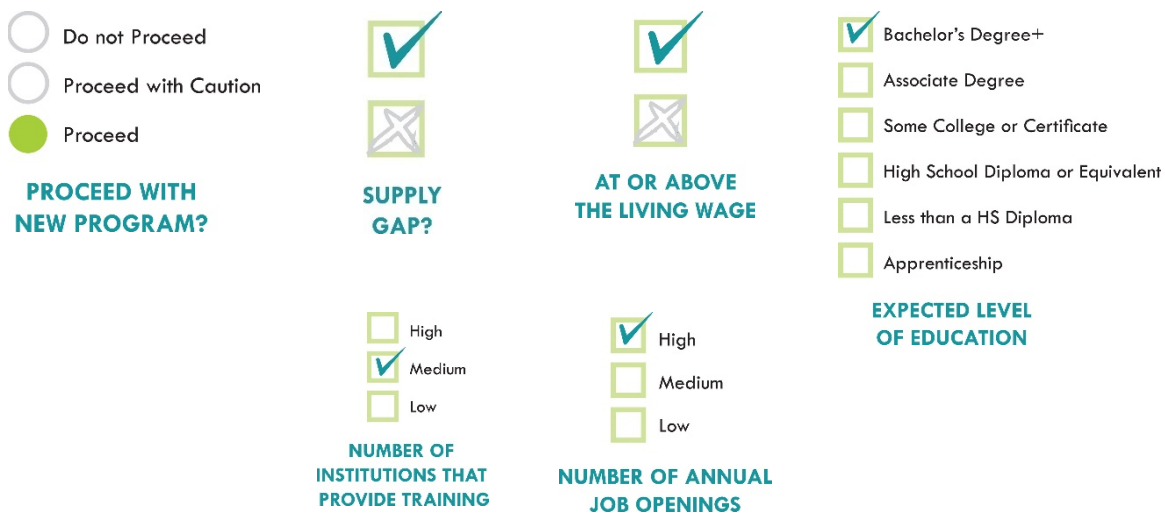


Compliance Officers (Including Regulatory Affairs Specialists)

Labor Market Analysis: San Diego County

April 2021

Summary



The San Diego-Imperial Center of Excellence for Labor Market Research (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Compliance Officers* in San Diego County have a labor market demand of 411 annual job openings (while average demand for a single occupation in San Diego County is 277 annual job openings). An occupation commonly associated with, or similar to, *Compliance Officers* is "Regulatory Affairs Specialists." While labor market demand cannot be determined for *Regulatory Affairs Specialists*, the number of online job postings for the occupation increased by 54 percent between 2017 and 2018, suggesting that employers may have had difficulty filling positions. Additionally, there may be a potential supply gap in San Diego County with seven educational institutions supplying 155 awards for this occupation. Entry-level and median wages for this occupation are above the living wage. The COE recommends that the colleges proceed with developing a new program for this occupation because 1) its entry-level and median earnings are above the living wage and 2) a potential supply gap exists for this occupation.

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

- **Compliance Officers (SOC 13-1041):** Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere.

While this brief primarily focuses on *Compliance Officers*, it also provides additional information from online job postings for a related occupation that is not commonly analyzed in labor market research:²

- **Regulatory Affairs Specialists (SOC 13-1041.07):** Coordinate and document internal regulatory processes, such as internal audits, inspections, license renewals, or registrations. May compile and prepare materials for submission to regulatory agencies. Sample reported job titles include:
 - Drug Regulatory Affairs Specialist
 - Regulatory Affairs Associate
 - Regulatory Affairs Strategist
 - Regulatory Engineer
 - Regulatory Services Consultant
 - Regulatory Submissions Associate

Regulatory Affairs Specialists exist in most industries: “Accommodation and Food Services,” “Agriculture, Forestry, Fishing and Hunting,” “Construction,” “Retail Trade,” “Manufacturing,” “Wholesale Trade,” etc. For this report, *Regulatory Affairs Specialists* online job postings within the “Manufacturing” and “Health Care” industries are analyzed in the “Online Job Postings” section below for comparison.

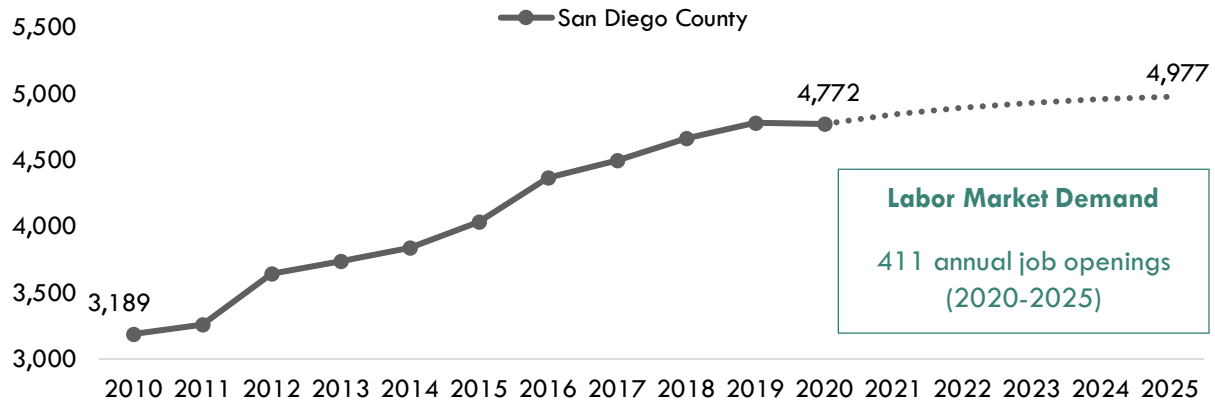
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. bls.gov/soc.

² The Centers of Excellence for Labor Market Research (COE) and other labor market researchers typically analyze six-digit occupational codes from the SOC-O*NET system (onetonline.org/help/online/search#code). Six-digit codes are more common and have more data, whereas eight-digit codes are less common and typically have insufficient data to analyze. However, data for eight-digit codes exist in online job postings and were included in this brief.

Projected Occupational Demand

Between 2020 and 2025, *Compliance Officers* are projected to increase by 205 net jobs or four percent (Exhibit 1). Employers in San Diego County will need to hire 411 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

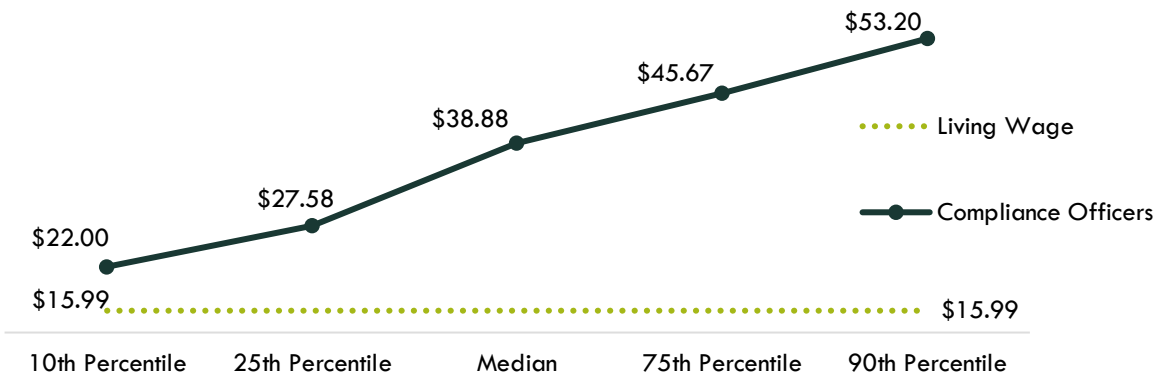
Exhibit 1: Number of Jobs for Compliance Officers (2010-2025)³



Earnings

Compliance Officers receive entry-level hourly earnings of \$27.58; this is more than the living wage for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 2).⁴

Exhibit 2: Hourly Earnings⁵ for Compliance Officers in San Diego County⁶



³ Emsi 2021.01; QCEW, Non-QCEW, Self-Employed.

⁴ "California Family Needs Calculator (formerly the Self-Sufficiency Standard)," Insight: Center for Community Economic Development, last updated 2018. insightccd.org/2018-self-sufficiency-standard.

⁵ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁶ Emsi 2021.01; QCEW, Non-QCEW, Self-Employed.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁷ However, there are no TOP and CIP codes specific to *Compliance Officers*. The closest TOP codes for the occupation is Business Administration (0505.00), and International Business and Trade (0508.00) and the closest CIP codes for the occupation are Small Business Administration/Management (52.0703) and International Business Trade, and Tax Law (22.0210) (Exhibit 3).

A TOP/CIP code may train for more than one occupation, simply aggregating all supply from all related codes may overestimate supply for an occupation. Therefore, the COE de-duplicated TOP codes that trained for more than one occupation to avoid counting the program supply more than once. Doing so provides a more accurate representation of the supply gaps in the region by occupation. TOP code Business Administration (0505.00) trains for a variety of business occupations such as “Administrative Services Managers,” “Advertising and Promotions Managers,” “General and Operations Managers,” etc. As a result, this brief uses a conservative estimate of program supply and only calculates awards from TOP and CIP codes with an asterisk (*) in Exhibit 3.

Exhibit 3: Related TOP and CIP Codes for *Compliance Officers*

Compliance Officers

TOP 0505.00: Business Administration

TOP 0508.00: International Business and Trade*

CIP 52.0703: Small Business Administration/Management

CIP 52.1101: International Business/Trade/Commerce*

According to TOP data, **three** community colleges supply the region with awards for this occupation: **Grossmont College, Palomar College, and Southwestern College**. According to CIP data, **four** non-community-college institutions supply the region with awards: **Ashford University, National University, San Diego State University, and University of San Diego** (Exhibit 4).

⁷ TOP data comes from the California Community Colleges Chancellor’s Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2016-17 through PY19-20 Average)**

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
0508.00	International Business and Trade	4	0	4
	• Grossmont	1	0	
	• Palomar	1	0	
	• Southwestern	2	0	
52.1101	International Business/Trade/Commerce	0	151	151
	• Ashford University	0	32	
	• National University	0	16	
	• San Diego State University	0	54	
	• University of San Diego	0	49	
			Total	155

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁸ suggests that there is a **supply gap** for this occupation in San Diego County, with **411** annual openings and **155** awards. Comparatively, there are **3,577** annual openings in California and **984** awards, suggesting that there is also a supply gap across the state⁹ (Exhibit 5).

Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	411	155	256
California	3,577	984	2,593

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

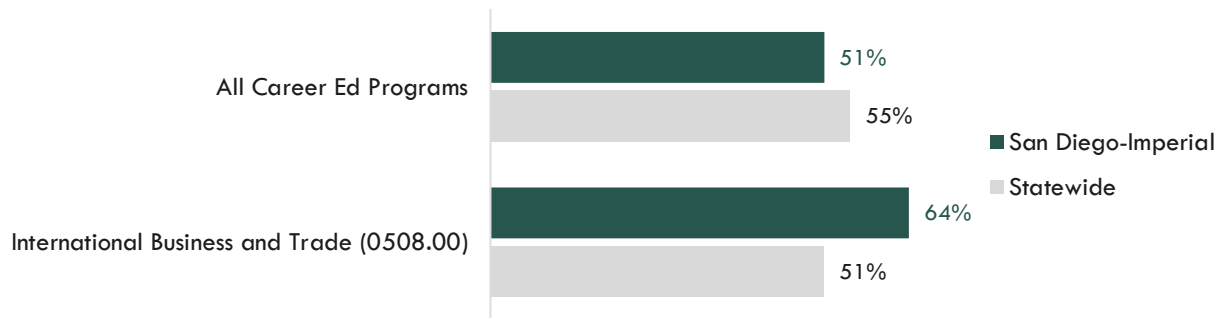
⁸ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁹ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

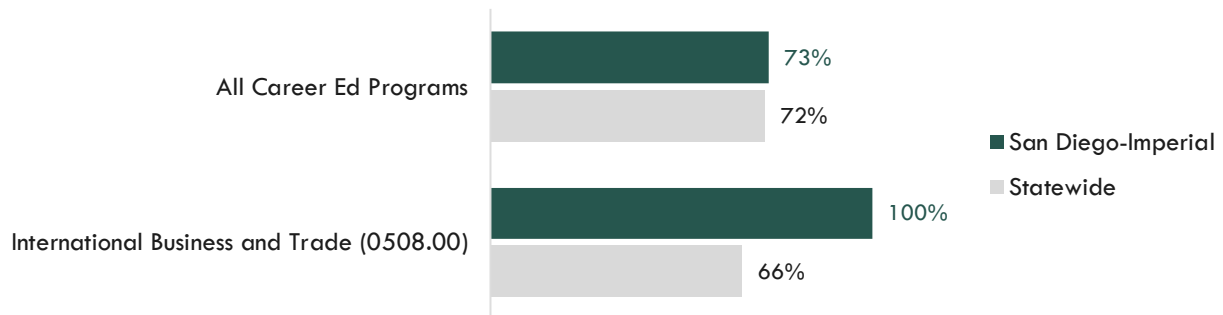
According to the California Community Colleges LaunchBoard, 64 percent of students in the San Diego-Imperial region earned a living wage after completing an International Business and Trade (TOP 0508.00) program, compared to 51 percent statewide and 55 percent of students in Career Education programs in general across the state (Exhibit 6a).

Exhibit 6a: Proportion of Students Who Earned a Living Wage by Program
(International Business and Trade, PY2017-18)¹⁰



According to the California Community Colleges LaunchBoard, 100 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing an International Business and Trade (TOP 0508.00) program, compared to 66 percent statewide and 72 percent of students in Career Education programs in general across the state (Exhibit 6b).

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program
(International Business and Trade, PY2016-17)¹¹



¹⁰ Among completers and skills builders who exited, the proportion of students who attained a living wage.

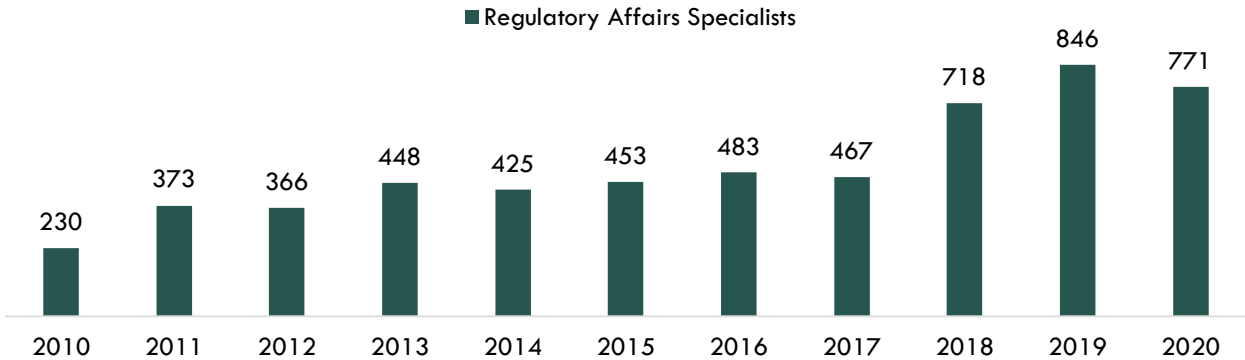
¹¹ Most recent year with available data is Program Year 2016-17. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Online Job Postings for Regulatory Affairs Specialists

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. An occupation commonly associated with, or similar to, *Compliance Officers* is “Regulatory Affairs Specialists.” This section explores online job postings for this occupation because it does not have traditional labor market information like *Compliance Officers*. Because this occupation is employed in multiple industries, this section also examines data by industry, where available.

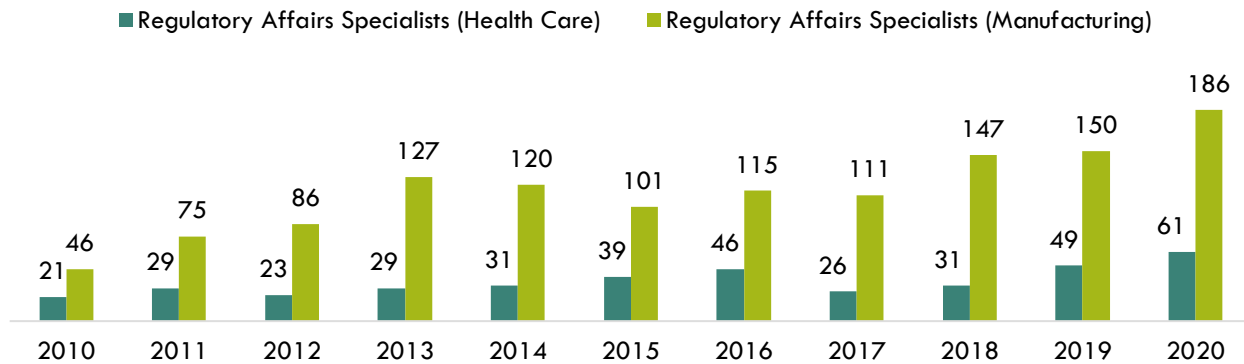
While labor market demand cannot be determined for *Regulatory Affairs Specialists*, between 2010 and 2020, there was an average of 507 online job postings per year for the occupation in San Diego County (Exhibit 7a). Additionally, the number of online job postings for the occupation increased by 54 percent between 2017 and 2018 (Exhibit 7a). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7a: Number of Online Job Postings for Regulatory Affairs Specialists in San Diego County (2010-2020)



Between 2010 and 2020, there was an average of 35 online job postings for *Regulatory Affairs Specialists* within the “Health Care” industry and an average of 115 online job postings for *Regulatory Affairs Specialists* within the “Manufacturing” industry (Exhibit 7b).

Exhibit 7b: Number of Online Job Postings for *Regulatory Affairs Specialists* within “Health Care” and “Manufacturing” industries in San Diego County (2010-2020)



Top Employers and Industries

Between January 1, 2018 and December 31, 2020, the top five employers in San Diego County for this occupation were [General Atomics](#), [University of California San Diego](#), [LPL Financial](#), [Becton Dickinson](#), and [Nuvasive Incorporated](#) based on online job postings (Exhibit 8).

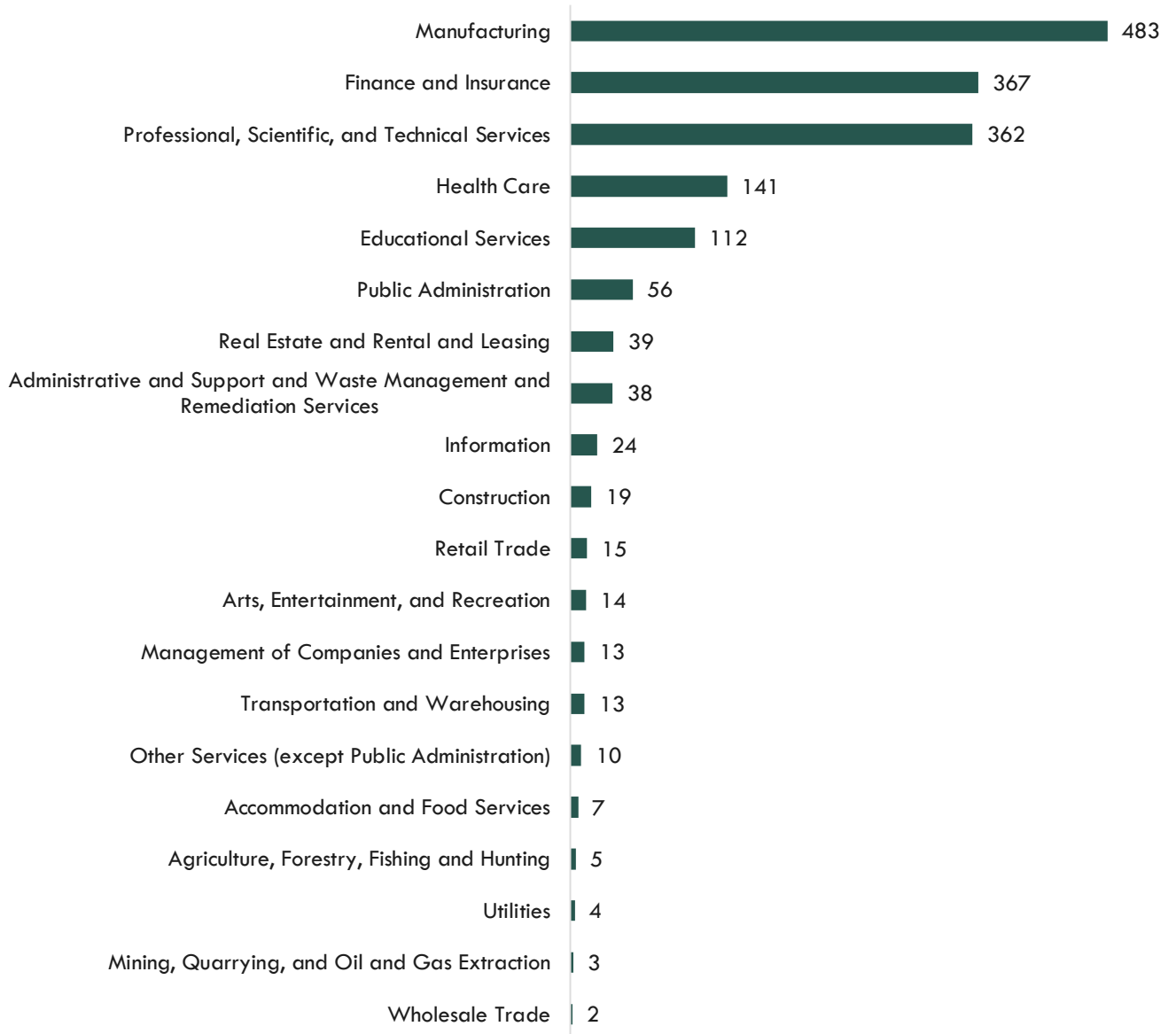
Exhibit 8: Top Employers in San Diego County for *Regulatory Affairs Specialists*¹²

Top Employers	
<ul style="list-style-type: none"> • General Atomics • University of California San Diego • LPL Financial • Becton Dickinson • Nuvasive Incorporated 	<ul style="list-style-type: none"> • Philips Electronics North America Corp. • Guild Mortgage Company • Anthem Blue Cross • Illumina Incorporated • Thermo Fisher Scientific Inc.

¹² Burning Glass Technologies, “Labor Insight Real-Time Labor Market Information Tool.” 2018-2020.

Between January 1, 2018 and December 31, 2020, the industries with the greatest number of online job postings are Manufacturing; Finance and Insurance; Professional, Scientific, and Technical Services; Health Care; and Educational Services. (Exhibit 9).

Exhibit 9: Number of Online Job Postings for Regulatory Affairs Specialists by Industry in San Diego County¹³



¹³ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Education, Skills, Certifications, and Wages

Based on online job postings between January 1, 2018 and December 31, 2020 in San Diego County, the top listed educational requirement for *Regulatory Affairs Specialists* is a **bachelor's degree** (Exhibit 10).¹⁴

Exhibit 10: Educational Requirements for Regulatory Affairs Specialists in San Diego County¹⁵

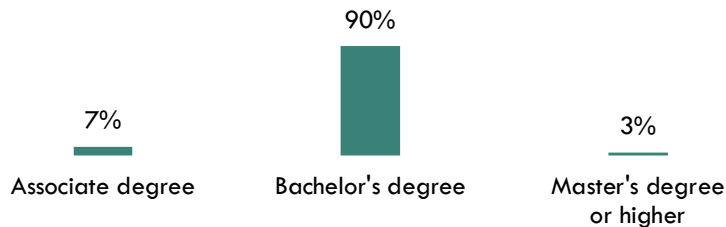


Exhibit 11 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 11: Top Skills for Regulatory Affairs Specialists in San Diego County¹⁶

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> Regulatory Affairs Legal Compliance Quality Assurance and Control Project Management Product Development Scheduling Internal Auditing Quality Management Customer Service Technical Writing / Editing Customer Contact Process Improvement Data Entry Spreadsheets Compliance Training 	<ul style="list-style-type: none"> Communication Skills Detail-Oriented Research Organizational Skills Writing Teamwork / Collaboration Written Communication Problem Solving Computer Literacy Planning Multi-Tasking Analytical Skills Verbal / Oral Communication Editing Time Management 	<ul style="list-style-type: none"> Microsoft Excel Microsoft PowerPoint Microsoft Word SAP Microsoft Access Microsoft Outlook Microsoft Visio Microsoft SharePoint Adobe Acrobat Integrated Development Environment Word Processing Enterprise Resource Planning Salesforce Software Development Oracle

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

¹⁵ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 4, 2019. bls.gov/emp/tables/educational-attainment.htm.

¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2018-2020.

Exhibit 12 lists the top certifications that appeared in online job postings between January 1, 2018 and December 31, 2020.

Exhibit 12: Top 15 Certifications for Regulatory Affairs Specialists in San Diego County¹⁷

Top Certifications in Online Job Postings
1. Series 7
2. Certified Public Accountant (CPA)
3. Security Clearance
4. Investment Advisor
5. Certified Information Systems Auditor (CISA)
6. Series 24
7. Regulatory Affairs Certification
8. Certified Information Systems Security Professional (CISSP)
9. Certified Information Security Manager (CISM)
10. Project Management Certification
11. Paralegal Certification
12. American Society For Quality (ASQ) Certification
13. Certified Anti Money Laundering
14. Series 65
15. Medical Billing and Coding Certification

Between January 1, 2018 and December 31, 2020, *Regulatory Affairs Specialists* within the “Manufacturing” industry had the highest entry-level and median earnings (Exhibit 13).

Exhibit 13: Hourly Earnings for Quality Control Analysts and Regulatory Affairs Specialists within “Health Care” and “Manufacturing” Industries in San Diego County¹⁸

Occupational Title	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Regulatory Affairs Specialists (Manufacturing)	\$27.36	\$32.06	\$37.91
Regulatory Affairs Specialists (Health Care)	\$25.56	\$31.80	\$38.22
Regulatory Affairs Specialists	\$23.75	\$29.34	\$35.70

¹⁷ Burning Glass Technologies, “Labor Insight Real-Time Labor Market Information Tool.” 2018-2020.

¹⁸ Burning Glass Technologies, “Labor Insight Real-Time Labor Market Information Tool.” 2018-2020.

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Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.