

# Occupational Health and Safety

*Inland Empire/Desert Region (Riverside and San Bernardino counties), Los Angeles County, Orange County, and San Diego County*

*This workforce demand report uses state and federal job projection data 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.*

## Summary

- Community college industrial and occupational safety and health programs provide the knowledge, skills, and abilities that prepare students for employment in one community college-level and one Bachelor's degree-level occupation.
- The program recommendation will be based on the demand for the community college-level health and safety technicians occupation, and educational supply found in the Inland Empire/Desert Region.
- The community college-level occupational health and safety technicians occupation is projected to have ten annual job openings through 2025, increasing employment by 14% in the region.
- The median hourly earnings for the community college-level occupation is \$28.72 per hour, above the \$24.36 per hour self-sustainable wage standard for a single adult with one child.
- The regional colleges do not offer the industrial and occupational safety and health program.
- The COE cautiously recommends developing industrial and occupational safety and health programs due to the low demand for workers in the region. See the [recommendation section](#) for further detail.

## Introduction

The California Community College industrial and occupational safety and health (TOP 0956.70) programs provide the training most likely to prepare individuals for careers in occupational health and safety. Industrial and occupational safety and health programs prepare students for employment through instruction related to safety engineering principles and practices, as well as related federal, state, and local regulations concerned with workplace safety (Taxonomy of Programs, 2012).

The knowledge, skills, and abilities trained by this program leads to one community college-level and one Bachelor's degree level occupation. These occupations combined are referred to as the occupational health and safety occupational group:

### Community College-level Occupation

- Occupational Health and Safety Technicians (19-5012)

## Bachelor Degree-level Occupation

- Occupational Health and Safety Specialists (SOC 19-5011)

Demand and wages for the Bachelor degree-level occupational health and safety specialists is displayed in this report to illustrate job opportunities for students willing to transfer and obtain a four-year degree.

The program recommendation will be based on the demand for the community college-level health and safety technicians occupation, and educational supply found in the Inland Empire/Desert Region.

Labor market data for surrounding Southern California Counties (Los Angeles County, Orange County, and San Diego County) is available in the Appendix section of this report.

## Job Counts and Projections

In 2020, there were 127 community college-level occupational health and safety jobs in the Inland Empire/Desert Region. Employment for occupational health and safety technicians is projected to increase by 14% through 2025, with ten annual job openings. The Bachelor's degree, occupational health and safety specialists is projected to increase employment by 10%, with 50 job openings available annually. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

*Exhibit 1: Five-year projections for the occupational health and safety occupational group, 2020-2025*

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Occupational Health and Safety Specialists*	683	754	10%	250	50	26%
Occupational Health and Safety Technicians	127	145	14%	52	10	26%
<b>Inland Empire/Desert Region Total</b>	<b>810</b>	<b>899</b>	<b>11%</b>	<b>303</b>	<b>61</b>	<b>26%</b>

Source: Emsi 2021.3

\*Occupational health and safety specialists is a bachelor's degree-level occupation

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time filling each occupation. Over the last 12 months, there were 468 job ads for the health and safety occupational group in the region. On average, regional employers fill online job advertisements for the occupational health and safety occupational group within 32 days. The regional time to fill is five days shorter than the statewide time to fill, indicating that regional employers likely face fewer challenges filling open positions than other employers in California.

Exhibit 2: Job ads and time to fill

Occupation	Job Ads	Inland Empire/Desert Region Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Occupational Health and Safety Specialists	334	32	38
Occupational Health and Safety Technicians	134	32	34
<b>Total</b>	<b>468</b>	<b>32</b>	<b>37</b>

Source: Burning Glass – Labor Insights

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

The 25<sup>th</sup> percentile hourly earnings for occupational health and safety specialists (Bachelor degree-level) exceed the self-sustainability standard. The median hourly earnings for the community college-level occupational health and safety technicians is \$28.72, surpassing the \$24.36 per hour self-sustainable wage standard. Exhibit 3 displays the community college-level occupation is displayed in green, and the Bachelor's degree-level occupation is displayed in blue.

Exhibit 3: Hourly earnings by percentile for occupational health and safety occupations in the Inland Empire/Desert Region



Source: Emsi 2021.3

Benefits information, typically provided by the California Labor Market Information Division's occupational guides, is not available for the occupational health and safety occupational group (Detailed Occupational Guides, 2021).

### Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the occupational health and safety occupational group over the last 12 months in the region. Online job ad salary information reveals that employers are willing to pay this occupational group between \$49,000 and \$63,000 annually. The median advertised salary for occupational health and safety specialists is above the \$51,452 annual (\$24.36 hourly) self-sufficiency standard for the region, while wages for occupational health and safety technicians fall short of this standard. Consider the salary information with caution since only 32% (149 out of 468) of online job postings for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

*Exhibit 4: Advertised salary information*

Occupations	Real-Time Salary Information					Median Annual Salary
	Number of job postings	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
Occupational Health and Safety Specialists	89	3%	18%	43%	36%	\$63,000
Occupational Health and Safety Technicians	60	8%	47%	38%	7%	\$49,000

Source: Burning Glass – Labor Insights

### Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted the most job ads over the last 12 months in the Inland Empire/Desert Region. Displaying employer names provides some insight into where students may find employment after completing a program. Overall, KeHE Distributors posted the most advertisements for the occupational health and safety occupational group over the last 12 months in the Inland Empire/Desert Region.

*Exhibit 5: Employers posting the most job ads for the occupational health and safety occupational group*

Occupation	Top Employers	
Occupational Health and Safety Specialists (n=334)	<ul style="list-style-type: none"> <li>• Titan Environmental Solutions, Inc.</li> <li>• KeHE Distributors</li> <li>• Performance Team Freight Systems, Inc.</li> <li>• San Manuel Band of Mission Indians</li> </ul>	<ul style="list-style-type: none"> <li>• Amazon</li> <li>• XPO Logistics</li> <li>• FedEx</li> </ul>

Occupation	Top Employers
Occupational Health and Safety Technicians (n=134)	<ul style="list-style-type: none"> <li>• San Bernardino County</li> <li>• Harbor Freight Tools</li> <li>• Sleep Number</li> <li>• Riverside County</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the occupational health and safety occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job postings may be utilized to guide curriculum development. Approximately 36% of job ads sought candidates with Microsoft Office skills. Microsoft Office represents a suite of Microsoft products, including Word, Excel, Outlook, PowerPoint, and others.

*Exhibit 6: Sample of in-demand skills from employer job ads*

Occupation	Specialized skills	Employability skills
Occupational Health and Safety Specialists (n=326)	<ul style="list-style-type: none"> <li>• Safety Training</li> <li>• Worker's Compensation</li> <li>• Environmental Health and Safety</li> <li>• Legal Compliance</li> <li>• Cardiopulmonary Resuscitation (CPR)</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Teamwork/Collaboration</li> <li>• Writing</li> <li>• Physical Abilities</li> <li>• Organizational Skills</li> </ul>
Occupational Health and Safety Technicians (n=126)	<ul style="list-style-type: none"> <li>• Safety Training</li> <li>• Environmental Health and Safety</li> <li>• Worker's Compensation</li> <li>• Hazard Analysis</li> <li>• Record Keeping</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Organizational Skills</li> <li>• Teamwork/Collaboration</li> <li>• Bilingual (English/Spanish)</li> <li>• Written Communication</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the occupational health and safety occupational group. According to the Bureau of Labor Statistics, 29% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree."

*Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements*

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
Occupational Health and Safety Specialists	Bachelor's degree	29%	278	30%	7%	63%
Occupational Health and Safety Technicians	High school diploma or equivalent	29%	90	55%	23%	22%

Source: Emsi 2021.3, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads.

*Exhibit 8: Work experience required and real-time work experience requirements*

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of job postings	0 – 2 years	3 – 5 years	6+ years
Occupational Health and Safety Specialists	None	216	38%	49%	13%
Occupational Health and Safety Technicians	None	87	66%	31%	3%

Source: Emsi 2021.3, Burning Glass – Labor Insights

Only 46% (217 ads) of job ads for the occupational health and safety occupational group included certification requirements. Approximately 23% of job ads for occupational health and safety specialists sought candidates with their Certified Safety Professional (CSP) Certification. The CSP certification, issued by the Board of Certified Safety Professionals, is intended for persons who conduct professional safety duties, such as risk assessment, risk evaluation, and developing emergency response plans (BCSP, 2021). To obtain this certification, individuals must have a bachelor's degree, four years of safety experience, possess a BCSP credential, and pass the CSP examination (BCSP, 2021).

Approximately 22% of job advertisements for occupational health and safety technicians sought candidates with Occupational Safety and Health Administration (OSHA) Safety and Health Fundamentals 30-Hour Certification. To obtain this certification, individuals must complete seven OSHA Training Institute (OTI) education courses, totaling a minimum of 68 training hours (OSHA, 2021). For more information regarding OSHA certifications, please visit the OSHA website (OSHA, 2021). Exhibit 9 displays the certifications required by employers posting job ads for the occupational health and safety occupational group.

*Exhibit 9: Certifications typically required in advertisements for the occupational health and safety occupational group*

Occupation	Certifications
Occupational Health and Safety Specialists (n=162)	<ul style="list-style-type: none"> <li>• Driver's License</li> <li>• Certified Safety Professional</li> <li>• OSHA Certification</li> <li>• First Aid CPR-AED</li> </ul>
Occupational Health and Safety Technicians (n=55)	<ul style="list-style-type: none"> <li>• Driver's License</li> <li>• OSHA Certification</li> </ul>

Source: Burning Glass – Labor Insights

## Programs Completions and Student Outcomes

According to the California Chancellor's Office Curriculum Inventory (COCI), regional community colleges do not currently offer industrial and occupational safety and health programs. Los Angeles Southwestern College offers a noncredit program that utilizes the industrial and occupational safety and health program code, OSHA for General Industry. Los Angeles Southwestern College's noncredit program description may be helpful in the curriculum development process:

The content of this program covers information on employee rights, employer responsibilities, and general industry hazards. The series of courses provides the required training for entry-level OSHA 10-hour and supervisor-level OSHA 30-hour General Industry Standard certification, which includes all required topics for either certification. In addition, students will complete First Aid and CPR basics and Sexual Harassment Prevention Training (Los Angeles Southwestern College, 2021).

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Among the students exiting industrial and occupational safety and health programs in the state, 72% of students reported working in their field of study, the median annual earnings was \$32,274, and 61% attained a living wage. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 10. The outcome methodology is available in the appendix section of this report.

*Exhibit 10: 0956.70 – Industrial and occupational safety and health strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 0956.70 – Industrial and Occupational Safety and Health Academic Year 2018-19, unless noted otherwise</b>		<b>California</b>
Unduplicated count of enrolled students (2019-20)		1,898
Completed 9+ career education units in one year (2019-20)		17%
Perkins Economically disadvantaged students		51%
Students who attained a noncredit workforce milestone in a year (2019-20)		79%

<b>Strong Workforce Program Metrics: 0956.70 – Industrial and Occupational Safety and Health Academic Year 2018-19, unless noted otherwise</b>		<b>California</b>
Students who earned a degree, certificate, or attained apprenticeship (2019-20)		47
Transferred to a four-year institution (transfers)		11
Job closely related to the field of study (2017-18)		72%
Median annual earnings (all exiters)		\$32,274
Median change in earnings (all exiters)		28%
Attained a living wage (completers and skills-builders)		61%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

## Recommendation for Occupational Health and Safety Programs

Community college industrial and occupational safety and health programs provide the knowledge, skills, and abilities that prepare students for employment in one community college-level and one Bachelor's degree-level occupation. The program recommendation will be based on the demand for the community college-level health and safety technicians occupation, and educational supply found in the Inland Empire/Desert Region.

Occupational health and safety technicians are expected to have ten annual job openings and increase employment by 14% over the next five years in the region. The median hourly earnings for the community college-level occupation is \$28.72, surpassing the \$24.36 per hour self-sustainable wage standard.

Regional community colleges do not offer industrial and occupational safety and health programs. Among the students exiting industrial and occupational safety and health programs in the state, 72% of students reported working in their field of study, the median annual earnings was \$32,274, and 61% attained a living wage.

The COE cautiously recommends developing an occupational health and safety program due to the limited demand for community college-level occupational health and safety technicians. Colleges considering this program should partner with relevant employers to verify employment demand for these workers and ensure that students have the required knowledge, skills, and abilities to secure a job after exit. College should also partner with four-year institutions to create a pathway to the bachelor degree occupational health and safety specialists occupation.

### Contact

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## Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for occupational health and safety occupations

### **Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment**

#### **Occupational Health and Safety Specialists (19-5011)**

Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.

**Sample job titles:** Certified Industrial Hygienist (CIH); Chemical Hygiene Officer; Environmental Health and Safety Officer; Environmental, Health, and Safety Officer (EHS Officer); Industrial Hygienist; Industrial Hygienist Consultant; Safety Consultant; Safety Management Consultant; Safety Officer; Safety Specialist

*Entry-Level Educational Requirement: Bachelor's degree*

*Training Requirement: None*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 29%*

#### **Occupational Health and Safety Technicians (19-5012)**

Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.

**Sample job titles:** Advisory Industrial Hygienist, Certified Industrial Hygienist (CIH), Construction Safety Consultant, Health and Safety Technician, Industrial Hygiene Consultant, Industrial Hygiene Engineer, Industrial Hygienist, Safety Research Professional

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Between one and twelve months on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 29%*

## Appendix: Methodology

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ads, or if they are collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the occupational health and safety occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Occupational Health and Safety Specialists (19-5011)	683	70	10%	50	\$21.37 to \$59.77	\$41.81	\$85,300	Bachelor's degree & None	None
Occupational Health and Safety Technicians (19-5012)	127	18	14%	10	\$17.58 to \$55.03	\$28.72	\$65,100	High school diploma or equivalent & 1-12 months	None
<b>Total</b>	<b>810</b>	<b>89</b>	<b>11%</b>	<b>61</b>	-	-	-	-	-

Source: Emsi 2021.3

Table 2. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the occupational health and safety occupational group in Los Angeles County

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Occupational Health and Safety Specialists (19-5011)	1,735	52	3%	98	\$25.85 to \$65.17	\$45.50	\$94,300	Bachelor's degree & None	None
Occupational Health and Safety Technicians (19-5012)	388	17	4%	23	\$16.66 to \$43.31	\$28.92	\$63,000	High school diploma or equivalent & 1-12 months	None
<b>Total</b>	<b>2,123</b>	<b>69</b>	<b>3%</b>	<b>122</b>	-	-	-	-	-

Source: Emsi 2021.3

Table 3. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the occupational health and safety occupational group in Orange County

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Occupational Health and Safety Specialists (19-5011)	678	28	4%	40	\$25.85 to \$65.17	\$45.49	\$92,300	Bachelor's degree & None	None
Occupational Health and Safety Technicians (19-5012)	157	7	4%	9	\$16.59 to \$42.76	\$28.73	\$62,500	High school diploma or equivalent & 1-12 months	None
<b>Total</b>	<b>835</b>	<b>34</b>	<b>4%</b>	<b>49</b>	-	-	-	-	-

Source: Emsi 2021.3

Table 4. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the occupational health and safety occupational group in San Diego County

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Occupational Health and Safety Specialists (19-5011)	971	52	5%	60	\$28.33 to \$56.68	\$42.42	\$87,700	Bachelor's degree & None	None
Occupational Health and Safety Technicians (19-5012)	166	12	7%	11	\$15.50 to \$39.01	\$24.75	\$55,700	High school diploma or equivalent & 1-12 months	None
<b>Total</b>	<b>1,137</b>	<b>65</b>	<b>6%</b>	<b>71</b>	-	-	-	-	-

Source: Emsi 2021.3

Table 5. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the occupational health and safety occupational group in Los Angeles, Orange, Riverside, San Bernardino, and San Diego Counties

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Occupational Health and Safety Specialists (19-5011)	4,067	202	5%	249	\$25.93 to \$62.57	\$43.76	\$91,200	Bachelor's degree & None	None
Occupational Health and Safety Technicians (19-5012)	838	54	6%	54	\$16.53 to \$43.00	\$27.91	\$61,800	High school diploma or equivalent & 1-12 months	None
<b>Total</b>	<b>4,905</b>	<b>257</b>	<b>5%</b>	<b>303</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Source: Emsi 2021.3