

Program Endorsement Brief: 2105.30/ Industrial and Transportation Security Emergency Management

Orange County Center of Excellence, April 2022

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" 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 type="checkbox"/>	No <input checked="" 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 one middle-skill occupation: *security guards* (33-9032). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ The above middle-skill occupation *emergency management directors* (11-9161) is also included because it aligns with the skills and subject matter knowledge that students can attain through completion of the proposed program. 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 the middle-skill occupation *security guards* in the region. Furthermore, while this occupation typically requires a high school diploma, more than one-third of workers in the field have completed some college or an associate degree as their highest level of education. However, entry-level wages are lower than the living wage in both Los Angeles and Orange counties and the current California minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees). **Therefore, due to some of 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 **9,260 middle-skill jobs available annually** in the region due to new job growth and replacements **which is more than the 137 awards conferred annually** by educational institutions in the region.

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.

- **Living Wage Criteria** –Within Orange County, **typical entry-level hourly wages** for the middle-skill occupation *security guards* are **\$13.99, which is lower than the** living wage for one adult in the region (\$20.63 in Orange County)² and the current California minimum wage (\$14.00/hour for employers with 25 employers or less; \$15.00/hour for employers with 26 or more employees).
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists **a high school diploma or equivalent** as the typical entry-level education for *security guards*.
 - However, the national-level educational attainment data indicates **between 41.3% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are **six community colleges** in the LA/OC region that issue awards related to Emergency Management, conferring an average of **76 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **212 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **eight non-community college institutions** throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the middle skill occupation *security guards*. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 1% through 2025. There will be more than 9,200 job openings per year through 2025 due to job growth and replacements.

Exhibit 1: Middle-skill occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	56,693	58,233	1,540	3%	7,788
Orange	11,803	10,901	(902)	(8%)	1,472
Total	68,496	69,134	638	1%	9,260

Wages

The labor market endorsement in this report considers the entry-level hourly wages for the middle-skill occupation *security guards* 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.

² Living wage data was pulled from California Family Needs Calculator on 1/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

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.

Orange County: The typical entry-level hourly wages for the middle skill occupation *security guards* are \$13.99, which is below the living wage for one adult (\$20.63 in Orange County) and California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees).⁴ Experienced workers can expect to earn wages of \$17.68, which is lower than the living wage estimate. Orange County's average wages are below the average statewide wage of \$17.40 for this occupation.

The typical entry-level hourly wages for the above middle-skill occupations *emergency management directors* are \$37.33, which is above the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$63.14, which is higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$55.75 for this occupation.

Los Angeles County: The typical entry-level hourly wages for the middle-skill occupation *security guards* are \$13.96, which is below the living wage for one adult (\$18.10 in Los Angeles County) and California's current minimum wage (\$14.00/hour for employers with 25 employees or less; \$15.00/hour for employers with 26 or more employees). Experienced workers can expect to earn wages of \$17.64, which is lower than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$17.40 for this occupation.

The typical entry-level hourly wages for the above middle-skill occupation *emergency management directors* are \$41.46, which is above the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$66.00, which is higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$55.75 for this occupation.

Job Postings

There were 28,705 online job postings related to the middle-skill occupation *security guards* listed in the past 12 months. The highest number of job postings were for security officers, security guards, unarmed security guards, unarmed security officers, and armed security officers. The top skills were handling of crisis or emergency situations, customer service, law enforcement or criminal justice experience, cardiopulmonary resuscitation (CPR), and security experience. The top three employers, by number of job postings, in the region were Allied Universal, Securitas, and GardaWorld Security Services US.

There were 312 online job postings related to the above middle-skill occupation *emergency management directors* listed in the past 12 months. The highest number of job postings were for emergency management specialists, response professionals, and nurse directors of emergency services. The top skills were customer service, scheduling, project management, and emergency services. The top three employers, by number of job postings, in the region were The Boeing Company, the University of California, and American Red Cross.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for the middle-skill occupation *security guards*. However, the national-level educational attainment

⁴Wage data is based on data collected over the previous three years. This historical data is a "point-in-time" estimate and does not reflect recent changes in minimum wage laws. https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

data indicates 41.3% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 79% of *security guard* job postings listing a minimum education requirement in Los Angeles/Orange County, 98.2% (22,481) requested high school or vocational training, 0.2% (50) requested an associate degree, and 1.4% (330) requested a bachelor's degree.

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for the above middle-skill occupation *emergency management directors*. Furthermore, the national-level educational attainment data indicates 24.3% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 60% of *emergency management director* job postings listing a minimum education requirement in Los Angeles/Orange County, 14.4% (27) requested an associate degree, 78.1% (146) requested a bachelor's degree, and 7.5% (14) requested a master's or doctoral degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Industrial and Transportation Security (2105.30) and Other Public and Protective Services (2199.00). The college with the most completions in the region is East LA. None of the awards conferred by these colleges were noncredit awards. Over the past 12 months, there was one other related program recommendation request from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
2105.30	Industrial and Transportation Security	Citrus	8	6	6	7
		East LA	78	61	27	55
		LA Subtotal	86	67	33	62
		Coastline	6	6	7	6
		Cypress	6	3	3	4
		OC Subtotal	12	9	10	10
Supply Subtotal/Average			98	76	43	72
2199.00	Other Public and Protective Services	LA Trade	4	2	3	3
		Rio Hondo	-	-	2	1
		LA Subtotal	4	2	5	4
Supply Subtotal/Average			4	2	5	4
Supply Total/Average			102	78	48	76

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 Emergency Management. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Security and Loss Prevention Services (43.0109) and Homeland Security

(43.0301). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 212 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
43.0109	Security and Loss Prevention Services	Carrington College-Pomona	1	-	-	0
		UEI College-Gardena	25	28	33	29
		United Education Institute-Anaheim	35	17	26	26
		United Education Institute-Encino	20	26	25	24
		United Education Institute-Huntington Park Campus	22	23	11	19
		United Education Institute-West Covina	31	18	22	24
Supply Subtotal/Average			134	112	117	121
43.0301	Homeland Security	California Career School	3	6	-	3
		Trident University International	30	77	157	88
Supply Subtotal/Average			33	83	157	91
Supply Total/Average			167	195	274	212

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Security Guards (33-9032)	11,803	10,901	(902)	(8%)	1,472	\$13.99	\$15.15	\$17.68
Middle-Skill Total	11,803	10,901	(902)	(8%)	1,472			
Emergency Management Directors (11-9161)	48	49	1	2%	4	\$37.33	\$49.46	\$63.14
Above Middle-Skill Total	48	49	1	2%	4			

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Security Guards (33-9032)	56,693	58,233	1,540	3%	7,788	\$13.96	\$15.12	\$17.64
Middle-Skill Total	56,693	58,233	1,540	3%	7,788			
Emergency Management Directors (11-9161)	182	187	5	3%	16	\$40.36	\$53.48	\$68.23
Above Middle-Skill Total	182	187	5	3%	16			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Security Guards (33-9032)	68,496	69,134	638	1%	9,260
Middle-Skill Total	68,496	69,134	638	1%	9,260
Emergency Management Directors (11-9161)	230	236	6	3%	21
Above Middle-Skill Total	230	236	6	3%	21

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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