

# Emergency Management and Preparedness

*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

## Summary



Over the next five years (2022-2027), employment for emergency management directors is projected to:



**The Inland Empire/Desert Centers of Excellence**  
 **Cautiously Recommends**  
Expanding Emergency Management Programs  
due to the low job openings for this occupation

## Introduction

This report aims to determine regional supply and demand related to emergency management and preparedness. The California Community College program most likely to prepare students in the field of emergency management and preparedness is the industrial and transportation security program (TOP 2105.30). California Community College industrial transportation and security programs prepare students for employment through instruction of the techniques involved in providing security services to institutions, government entities, and the general public. These programs include airport and airline security (Taxonomy of Programs, 2023).

A community college industrial and transportation security program focused on emergency management and preparedness may provide new and incumbent workers with the knowledge, skills, and abilities that lead to the emergency management director occupation. This occupation includes multiple lay job titles used by

employers when seeking this classification of worker. Sample job titles within this occupation include emergency management coordinator, emergency preparedness coordinator, emergency management system director, and emergency planner.

**Emergency Management Directors (SOC 11-9161)**

Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.

**Sample job titles:** 911 Communications Manager, Emergency Management Coordinator, Emergency Management Director, Emergency Management System Director (EMS Director), Emergency Manager, Emergency Planner, Emergency Preparedness Manager, Emergency Services Director, Emergency Services Program Coordinator, Public Safety Director

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

*Training Requirement: None*

*Work Experience: Five years or more*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 24%*

## Job Counts and Projections

In 2022, there were 94 emergency management director jobs in the Inland Empire/Desert Region.

Employment for this occupation is projected to increase by 11% through 2027; 11 regional job openings are projected annually. Exhibit 1 displays this occupation’s current job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and older in the region.

*Exhibit 1. Five-year projections for emergency management directors, Inland Empire/Desert Region, 2022-2027*

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Emergency Management Directors	94	105	11%	53	11	22%

Source: Lightcast 2023.3

An online job ad search for emergency management directors was conducted to reveal the employers seeking these workers, including the median posting duration, earnings information, and in-demand skills. Exhibit 2 displays the number of job ads posted for emergency management directors over the last 12 months and the median posting duration. Over the previous 12 months (September 2022 to August 2023), regional employers posted three (3) unique job ads for emergency management directors. The online job ads search

for emergency management directors was expanded to all of California to ensure the job ad results are generalizable and actionable.

Over the last 12 months, 109 unique job ads were posted for emergency management directors in California. On average, regional employers kept online job ads for emergency management directors open for 28 days, two days less than the average number of days for all online job openings. This may indicate that employers face similar challenges filling emergency management director positions as other jobs.

Exhibit 2. Job ads and posting duration, California, September 2022 through August 2023

Occupation	Job Ads	Median Posting Duration (Days)
Emergency Management Directors	109	28

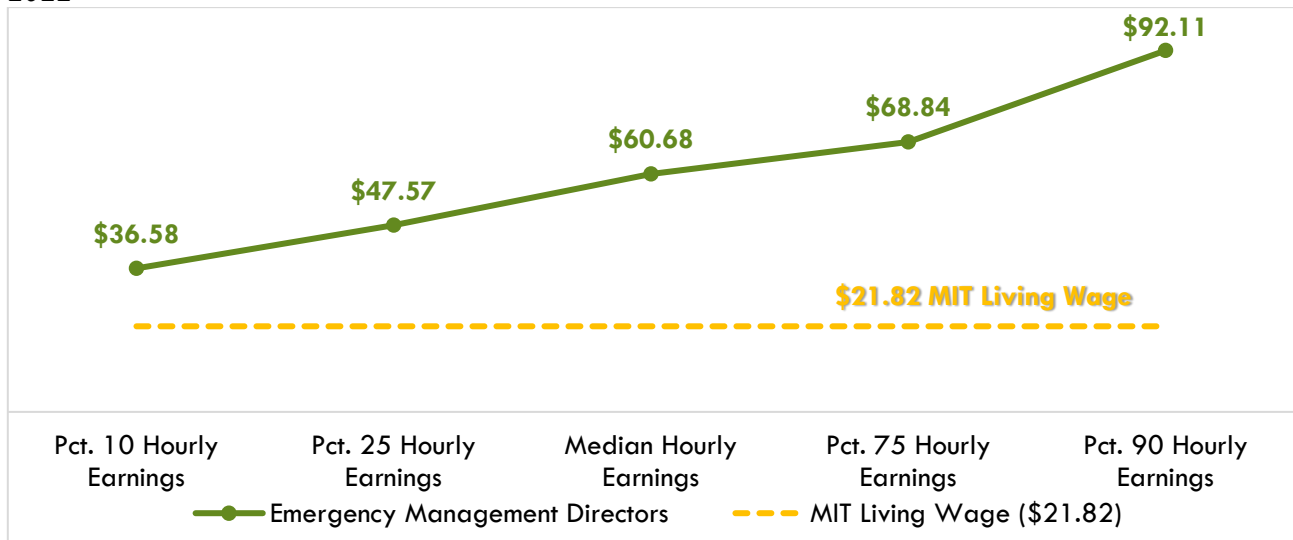
Source: Lightcast 2023.3

### Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually to be self-sufficient in California (Glasmeier, 2023).

Exhibit 3 displays the hourly earnings for emergency management directors. The hourly earnings for this occupation surpass the living wage standard at the 10<sup>th</sup> percentile, indicating that at least 90% of workers in this occupation earn a self-sufficient wage.

Exhibit 3. Hourly earnings by percentile for emergency management directors, Inland Empire/Desert Region, 2022

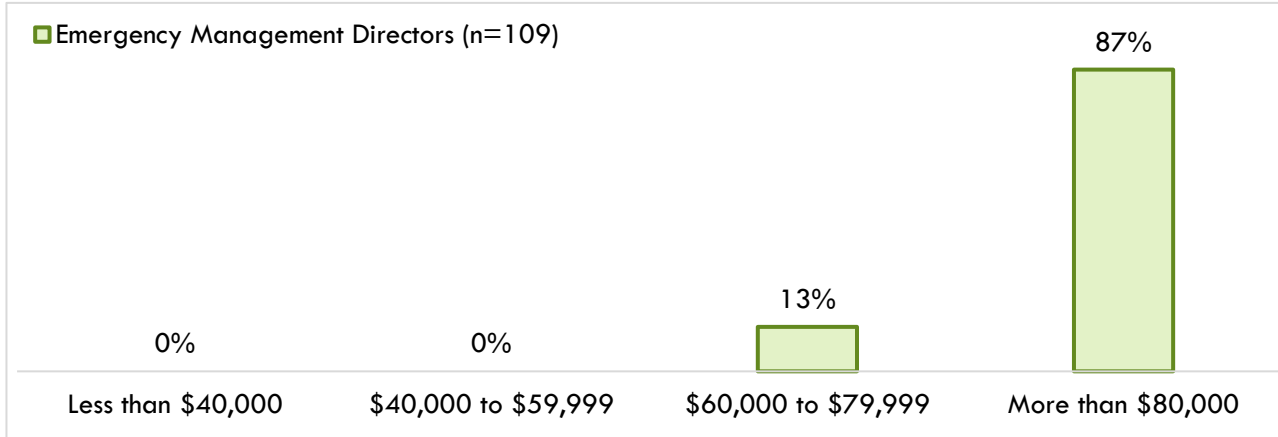


Source: Lightcast 2023.3

## Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for emergency management directors over the last 12 months. Online job ad salary information reveals employers are willing to pay emergency management directors an average annual salary of \$100,352 or \$48.25 per hour, well above the region's \$21.82 hourly living wage standard.

*Exhibit 4. Online advertised salaries for emergency management directors, California, September 2022 through August 2023*



Source: Lightcast 2023.3

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

Exhibit 5 displays the job titles most frequently used in recreation worker job ads over the last 12 months. Displaying advertised job titles may provide insight into the types of positions sought by employers posting job ads. Emergency management specialist was the most frequently requested job title for emergency management directors in the state.

*Exhibit 5. Job titles most frequently used in emergency management directors job ads, California, September 2022 through August 2023*

Job Titles	Unique Job Ads
Emergency Management Specialists	32
Supervisory Emergency Management Specialists	15
Hazard Communication Specialists	9
Emergency Preparedness Managers	9
Directors of Emergency Services	7
<i>All other job titles</i>	37
<b>Total</b>	<b>109</b>

Source: Lightcast 2023.3

Exhibit 6 displays the employers posting the most job ads for emergency management directors over the last 12 months. Showing employer names provides insight into where students may find employment after completing a program. The Federal Emergency Management Agency (FEMA) posted the most job ads for emergency management directors.

*Exhibit 6. Employers posting the most job ads for emergency management directors, California, September 2022 through August 2023*

Top Employers	Unique Job Ads
Federal Emergency Management Agency (FEMA)	26
Tetra Tech (private emergency management services)	11
United States Department of Veterans Affairs	7
PG&E	5
<i>All other employers</i>	60
<b>Total</b>	<b>109</b>

Source: Lightcast 2023.3

Exhibit 7 lists a sample of specialized and employability skills employers list when seeking workers to fill emergency management directors positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Common skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

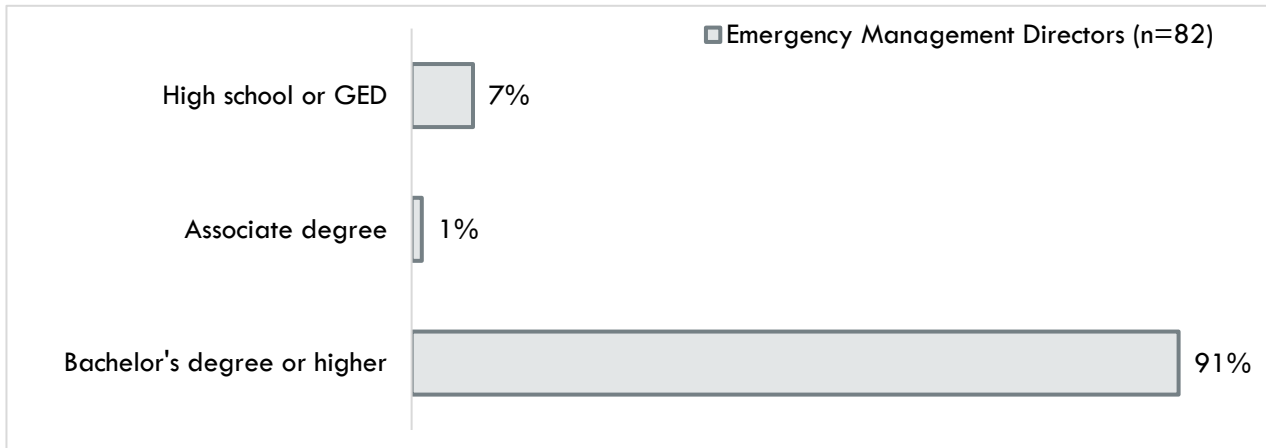
*Exhibit 7. Sample of in-demand skills from employer job ads, California, September 2022 through August 2023*

Specialized skills (n=109)	Common skills
<ul style="list-style-type: none"> <li>• Emergency Preparedness</li> <li>• Hazard Mitigation</li> <li>• Project Management</li> <li>• Public Administration</li> <li>• Safety Environmental Management Systems (SEMS)</li> <li>• Risk Analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Operations</li> <li>• Planning</li> <li>• Communication Skills</li> <li>• Coordinating</li> <li>• Management</li> <li>• Leadership</li> </ul>

Source: Lightcast 2023.3

Exhibit 8 displays the minimum advertised education requirements for emergency management directors. According to the Bureau of Labor Statistics, 24% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Most employer job ads (91%) sought emergency management directors with a bachelor's degree or higher. Over the last twelve months, only seven (7) total ads were posted for emergency management directors with less than a bachelor's degree.

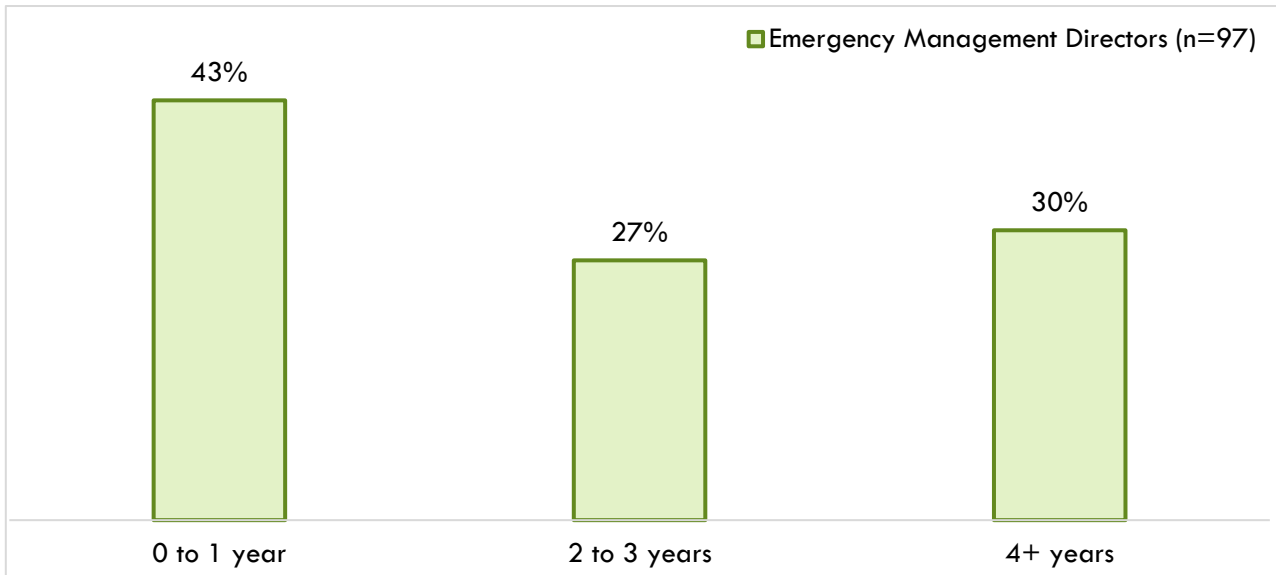
Exhibit 8. Minimum advertised education requirements, California, September 2022 through August 2023



Source: Lightcast 2023.3

Exhibit 9 displays the work experience typically required from employer job ads for emergency management directors. While 43% of employers sought candidates with zero to one year of previous work experience, approximately 57% sought candidates with two or more years of previous work experience.

Exhibit 9. Real-time work experience requirements, California, September 2022 through August 2023



Source: Lightcast 2023.3

## Student Completions and Programs Outcomes

The best Taxonomy of Program (TOP) training program match to the emergency management directors occupation is TOP 2105.30 - Industrial and Transportation Security. Similar regional emergency management programs also utilize this TOP code. Exhibit 10 displays student completions for industrial and transportation security (TOP 2105.30) programs over the last three academic years (2019-22). In the previous three academic years, one regional community college issued four awards annually in industrial and transportation

security programs related to homeland security. Program completion and student outcome methodologies are found in the appendix.

*Exhibit 10. Annual average community college awards for industrial and transportation security programs, Inland Empire/Desert Region, Academic Years 2019-2022*

<b>TOP 2105.30 – Industrial and Transportation Security</b> (Local Program Title)	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Academic Year 2021-22</b>	<b>Total CC Annual Average Awards, Academic Years 2019-22</b>
<b>Chaffey College</b> (Homeland National Security)				<b>4</b>
Certificate 16< 30-semester units	2	4	7	4
<b>Moreno Valley College</b> (Emergency Management and Homeland Security/Emergency Medical Services/Fire Technology/Law Enforcement/Leadership)				<b>0</b>
A.S. Degree	0	0	0	0
Certificate 30< 60-semester units	0	0	0	0
<b>Total</b>	<b>2</b>	<b>4</b>	<b>7</b>	<b>4</b>

Source: MIS Data Mart, COCI

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Regional and California community college student outcome information based on the selected TOP code is provided in Exhibit 11.

*Exhibit 11. 2105.30 – Industrial transportation and security strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2020-2021 (Unless Noted)*

<b>Strong Workforce Program Metrics:</b> <b>2105.30 – Industrial Transportation and Security</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2021-22)	90	311
Completed 9+ career education units in one year (2021-22)	22%	31%
Students who earned a degree, certificate, or attained apprenticeship (2021-22)	-	23
Median annual earnings (all exiters)	-	\$41,760
Median change in earnings (all exiters)	-	3%
Attained a living wage (completers and skills-builders)	-	56%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

The community college TOP 2105.30 – industrial transportation and security program crosswalks to the CIP 43.0301 – homeland security or 43.9999 - homeland security, law enforcement, firefighting and related protective services, other postsecondary programs. There are no known regional postsecondary institutions offering awards in these program areas.

## Summary of Findings

A community college industrial and transportation security program (TOP 2105.30) focused on emergency management may equip an incumbent worker with the knowledge, skills, and abilities to find employment within the emergency management director occupation. To enter employment in the emergency management directors occupation, workers are typically required to possess a bachelor's degree and have five years or more of previous work experience. While approximately 24% of emergency management directors possess a community college-level award as their highest educational attainment, only seven job ads were posted for emergency management directors with less than a bachelor's degree over the last 12 months in the state of California, indicating employers are seeking candidates with a higher-level of educational attainment.

The emergency management directors occupation is projected to have 11 annual job openings and increase employment by 11% in the region over the next five years. This occupation's 10th percentile hourly earnings is \$36.58 per hour, indicating that the hourly earnings of at least 90% of workers in this occupation exceed the living wage standard of \$21.82 per hour.

Two community colleges offer programs that utilize the industrial and transportation security program code (TOP 2105.30), the closest education training match to the emergency management directors occupation. Other regional postsecondary education institutions do not currently offer any known emergency management programs.

The Centers of Excellence cautiously recommends expanding emergency management and preparedness training programs due to the low number of regional annual job openings and the higher educational and work experience requirements associated with this occupation. The community colleges may explore bachelor degree program development in this area to meet this occupation's typical educational requirements. Colleges should partner with applicable employers to document their demand for emergency management directors and related workers, including their education, skills, and certification requirements for students to enter employment.

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## Appendix: Methodology

Exhibit 10 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2019 and 2022 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

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. 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, 2023a). 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, 2023a).

Table 1. 2022 to 2027 job growth, wages, entry-level education, training, and work experience required for emergency management directors in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2022 Jobs	5-Year Change	5-Year % Change	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
Emergency Management Directors (11-9161)	94	10	11%	11	\$36.58 to \$92.11	\$60.68	\$123,000	Bachelor's degree & None	Five years or more

Source: Lightcast 2023.3