

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> there is projected to be 10,452 annual job openings throughout Los Angeles and Orange counties for <i>security guards</i> , which is more than the 2,918 awards conferred by educational institutions .	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> Entry-level wages for security guards are \$14.98, which is significantly below the OC living wage of \$20.63. Additionally, median (\$17.08) and experienced (\$18.47) wages are significantly below the living wage.	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> The typical entry-level education for <i>security guards</i> is a high school diploma. However, over 40% of workers in the field have completed some college or an associate degree as their highest level of education.	

Emerging Occupation(s)

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<i>Comments:</i> N/A	

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles/Orange County regional labor market related to one middle-skill occupation:

- Security Guards (33-9032)

Based on the available data there appears to be a supply gap for *security guards* and typical education requirements for this occupation align with a community college education. However, entry-level wages are significantly below the living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the occupations included in this report.

Exhibit 1: Occupational Demand and Supply in Los Angeles/Orange Counties

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Security Guards (33-9032)	10,452	2,918	OC: \$14.98	High school diploma or equivalent	41%
Total	10,452	2,918	N/A	N/A	N/A

Demand:

- The number of jobs related to *security guards* is projected to increase 13% through 2026, equating to 10,452 annual job openings.
- Hourly entry-level wages for *security guards* are \$14.98 in Orange County, which is significantly below the living wage of \$20.63.
- There were 22,792 online job postings for *security guards* over the past 12 months. The highest number of postings were for security guards, security officers, and unarmed security officers.
- The typical entry-level education for *security guards* is a high school diploma or equivalent.
- Approximately 41% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply:

- There was an average of 2,786 awards conferred by 25 community colleges in Los Angeles and Orange Counties from 2018 to 2021.
- Non-community college institutions conferred an average of 132 awards from 2017-2020.
- Orange County community college students that exited administration of justice programs in the 2019-2020 academic year had a median annual wage of \$91,884 after exiting the program and 68% attained the regional living wage.
 - It is important to note that these administration of justice programs primarily train for law enforcement occupations such as police officers. Therefore, the wages for students exiting these programs may not be reflective of the wages for *security guards*.
- Throughout Orange County, 49% of administration of justice students that exited their program in 2018-19 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for security guards from 2016 through 2026. Employment for *security guards* declined 16% from 2019 to 2020 in Orange County due to the COVID-19 pandemic, which is significantly higher than the 6% decline across all occupations during the same period. Employment for *security guards* is projected to grow at a similar rate as all occupations through 2026.

Exhibit 2: Annual Percent Change in Jobs for Security Guards, 2016-2026

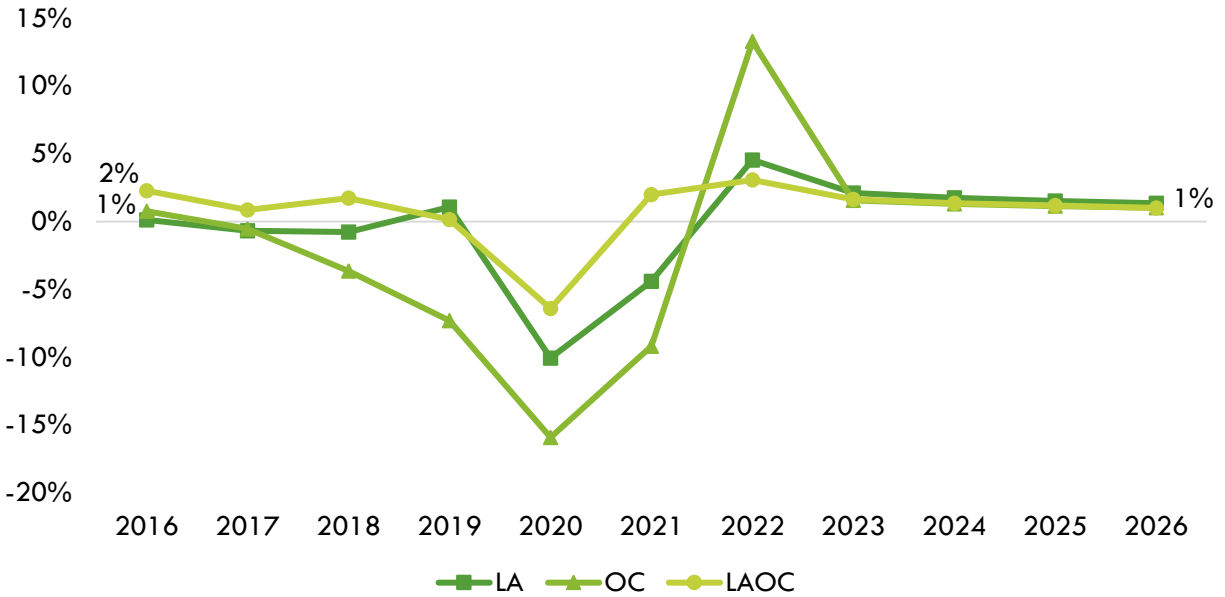


Exhibit 3 shows the five-year occupational demand projections for *security guards*. In Los Angeles/Orange County, the number of jobs for *security guards* is projected to increase by 13% through 2026. There is projected to be 10,452 jobs available annually.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties¹

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	50,704	56,671	5,967	12%	8,624
Orange	9,448	11,252	1,804	19%	1,828
Total	60,152	67,923	7,770	13%	10,452

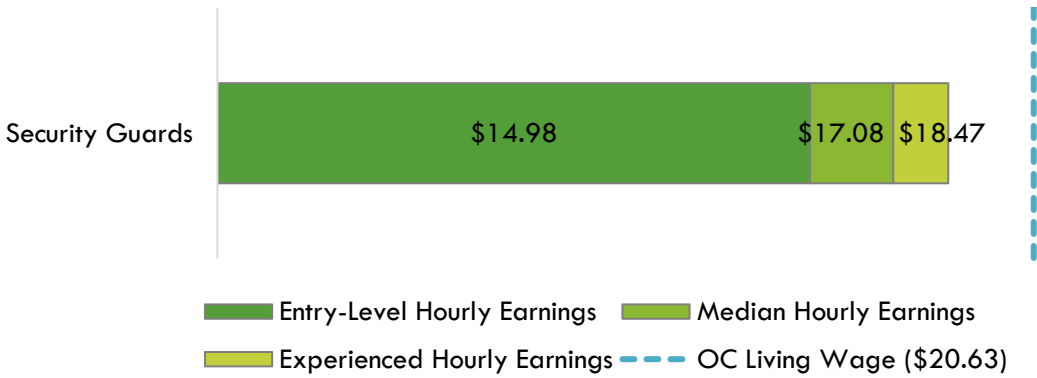
Wages:

The labor market endorsement in this report considers the entry-level hourly wages for *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.

The typical entry-level hourly wages for *security guards* are \$14.98, which is significantly below the living wage for one adult (\$20.63 in Orange County). Experienced wages are \$18.47, which is also significantly below the living wage. Orange County's average wages are nearly identical to the average statewide wage of \$17.91 for *security guards*. Exhibit 4 shows the wage range for *security guards* in Orange County and how it compares to the regional living wage.

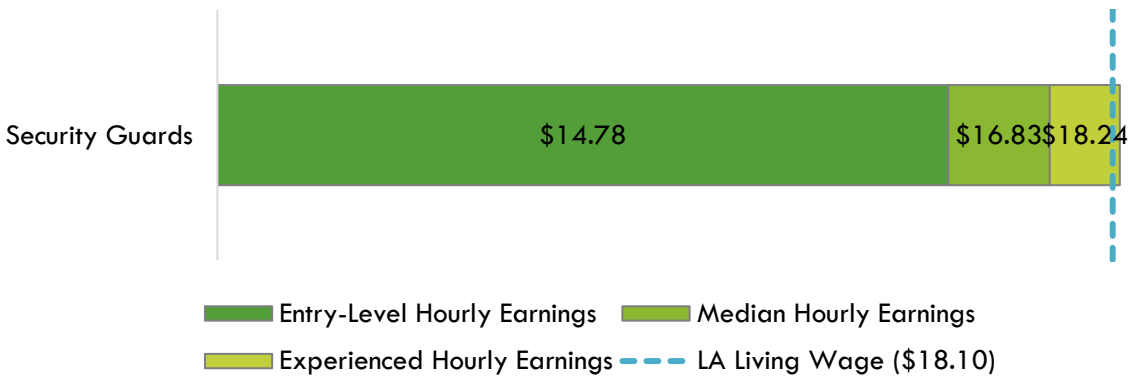
¹ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 4: Wages by Occupation in Orange County



The typical entry-level hourly wages for *security guards* are \$14.78, which is significantly below the living wage for one adult (\$18.10 in Los Angeles County). Experienced wages are \$18.24, which is slightly above the living wage. Los Angeles County’s average wages are nearly identical to the average statewide wage of \$17.91 for *security guards*. Exhibit 5 shows the wage range for *security guards* in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Job Postings:

Important Online Job Postings Data Note: Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.² For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast’s database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled

² K. R. Chowdhary, *Fundamentals of Artificial Intelligence* (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 22,792 online job postings related to security guards listed in the past 12 months.

Exhibit 6: Number of Job Postings by Occupation (n=22,792)

Occupation	Job Postings	Percentage of Job Postings
Security Guards	22,792	100%

The top employers in the region, by number of job postings, are shown in Exhibit 7.

Exhibit 7: Top Employers by Number of Job Postings (n=22,792)

Employer	Job Postings	Percentage of Job Postings
Allied Universal	8,877	39%
Securitas	988	4%
GardaWorld	829	4%
American Guard Services	230	1%
Inter-Con Security Systems	186	1%
Defense Technology	117	1%
Securenet	106	0.5%
All Nation Security Services	105	0.5%
Citiguard Security	99	0.4%
United Guard Security	93	0.4%

The top specialized, soft, and software/computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

Exhibit 8: Top Skills by Number of Job Postings (n=22,792)

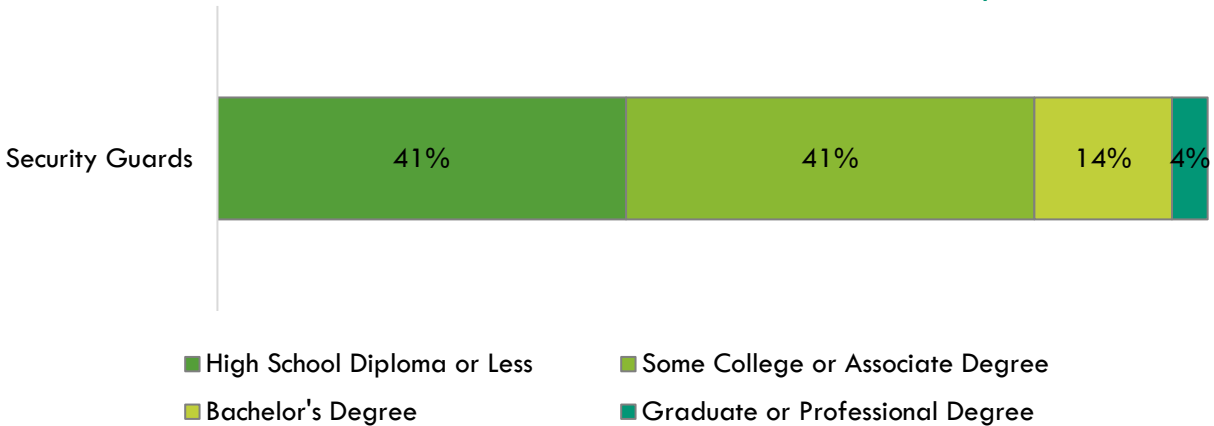
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Emergency Response (8,468)	Customer Service (14,233)	Microsoft Office (341)
Site Security (2,875)	Problem Solving (8,593)	Microsoft Excel (285)
Patrolling (1,721)	Communications (3,865)	Microsoft Outlook (203)
Access Controls (1,688)	Professionalism (1,915)	Microsoft Word (182)
Law Enforcement (1,048)	Management (1,884)	Microsoft PowerPoint (132)
Food Services (790)	Writing (1,498)	SAP Applications (113)
Alarm Devices (727)	Detail Oriented (1,448)	Microsoft Access (51)
Commercial Real Estate (540)	Interpersonal Communications (1,345)	SAP Security (45)
Cardiopulmonary Resuscitation (CPR) (491)	Report Writing (1,332)	Operating Systems (40)
Fire-Control Systems (485)	Good Driving Record (1,252)	LenelS2 (Access Control System) (36)

Educational Attainment:

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 41% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *security guards*.

Of the 69% of the cumulative job postings for *security guards* that listed a minimum education requirement in Los Angeles/Orange County, 98% (15,336) requested a high school diploma or an associate degree and 2% (375) requested a bachelor's degree.

Exhibit 9: National-level Educational Attainment for Occupations



Educational Supply

Community College Supply:

Exhibit 10 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Administration of justice (2105.00) and Other Public and Protective Services (2199.00). The colleges with the most completions in the region are: East LA, Citrus, and Golden West. Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

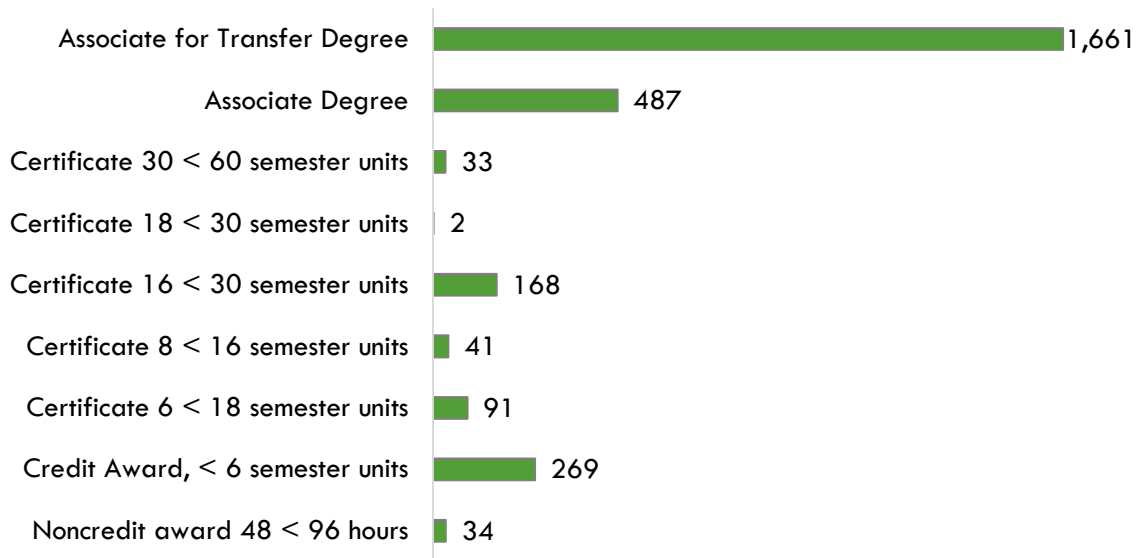
Exhibit 10: Regional Community College Awards (Certificates and Degrees), 2018-2021

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
2105.00	Administration of Justice	Cerritos	115	111	121	116
		Citrus	199	224	253	226
		Compton	22	16	22	19
		East LA	964	786	491	747
		El Camino	116	117	112	114
		Glendale	38	33	47	39
		LA City	38	39	52	43
		LA Harbor	60	39	56	51

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
		LA Mission	44	51	54	49
		LA Pierce	117	117	86	107
		LA Southwest	36	39	36	37
		LA Trade	13	21	19	18
		LA Valley	37	54	51	47
		Long Beach	129	152	150	144
		Mt San Antonio	96	87	112	99
		Pasadena	120	145	127	131
		Rio Hondo	126	159	186	157
		Santa Monica	14	22	46	27
		West LA	68	108	141	105
		LA Subtotal	2,352	2,320	2,162	2,276
		Coastline	32	23	25	27
		Cypress	14	40	47	33
		Fullerton	123	111	152	129
		Golden West	139	182	159	159
		Irvine	58	59	74	64
		Santa Ana	104	97	80	94
		OC Subtotal	470	512	537	506
		Supply Subtotal/Average	2,822	2,832	2,699	2,782
2199.00	Other Public and Protective Services	LA Trade	2	3	1	2
		Rio Hondo	0	2	4	2
		LA Subtotal	2	5	5	4
		-	-	-	-	-
		OC Subtotal	-	-	-	-
		Supply Subtotal/Average	2	5	5	4
		Supply Subtotal/Average	2,824	2,837	2,704	2,786

Exhibit 11 shows the annual average community college awards by type from 2018-19 through 2020-21. The majority of the awards are for associate for transfer degrees, followed by associate degrees and credit awards of less than 6 semester units.

Exhibit 11: Annual Average Community College Awards by Type, 2018-2021



Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for administration of justice programs at Coast Community College District (CCCD) the Orange County Region, and California. Of the 6,406 administration of justice students in the 2020-21 academic year, 17% (1,060) attended a CCCD college.

CCCD students that exited administration of justice programs in the 2019-20 academic year had higher median annual earnings (\$62,226) compared to all administration of justice students throughout the state (\$43,004); Orange County wages were significantly higher (\$91,884). It is important to note that these administration of justice programs primarily train for law enforcement occupations such as police officers. Therefore, the wages for students exiting these programs may not be reflective of the wages for security guards.

Exhibit 12: Administration of justice (2105.00) Strong Workforce Program Metrics, 2020-21³

SWP Metric	CCCD	OC Region	California
SWP Students	1,060	6,406	78,586
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	13%	12%	19%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	Insufficient Data	Insufficient Data	56%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	129	446	7,062
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2019-20)	113	401	5,573
SWP Students with a Job Closely Related to Their Field of Study (2018-19)	75%	49%	59%
Median Annual Earnings for SWP Exiting Students (2019-20)	\$62,226 (\$29.92)	\$91,884 (\$44.18)	\$43,004 (\$20.68)

³ All SWP metrics are for 2019-20 unless otherwise noted.

SWP Metric	CCCD	OC Region	California
Median Change in Earnings for SWP Exiting Students (2019-20)	17%	16%	21%
SWP Exiting Students Who Attained the Living Wage (2019-20)	68%	70%	59%

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 *security guards*. Exhibit 13 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Security and Loss Prevention Services (43.0109). Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 132 awards annually in related training programs.

Exhibit 13: Regional Non-Community College Awards, 2017-2020

CIP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
43.0109	Security and Loss Prevention Services	UEI College-Gardena	28	33	34	32
		United Education Institute-Anaheim	17	26	34	26
		United Education Institute-Encino	26	25	26	26
		United Education Institute-Huntington Park Campus	23	11	42	25
		United Education Institute-West Covina	18	22	29	23
Supply Total/Average			112	117	165	132

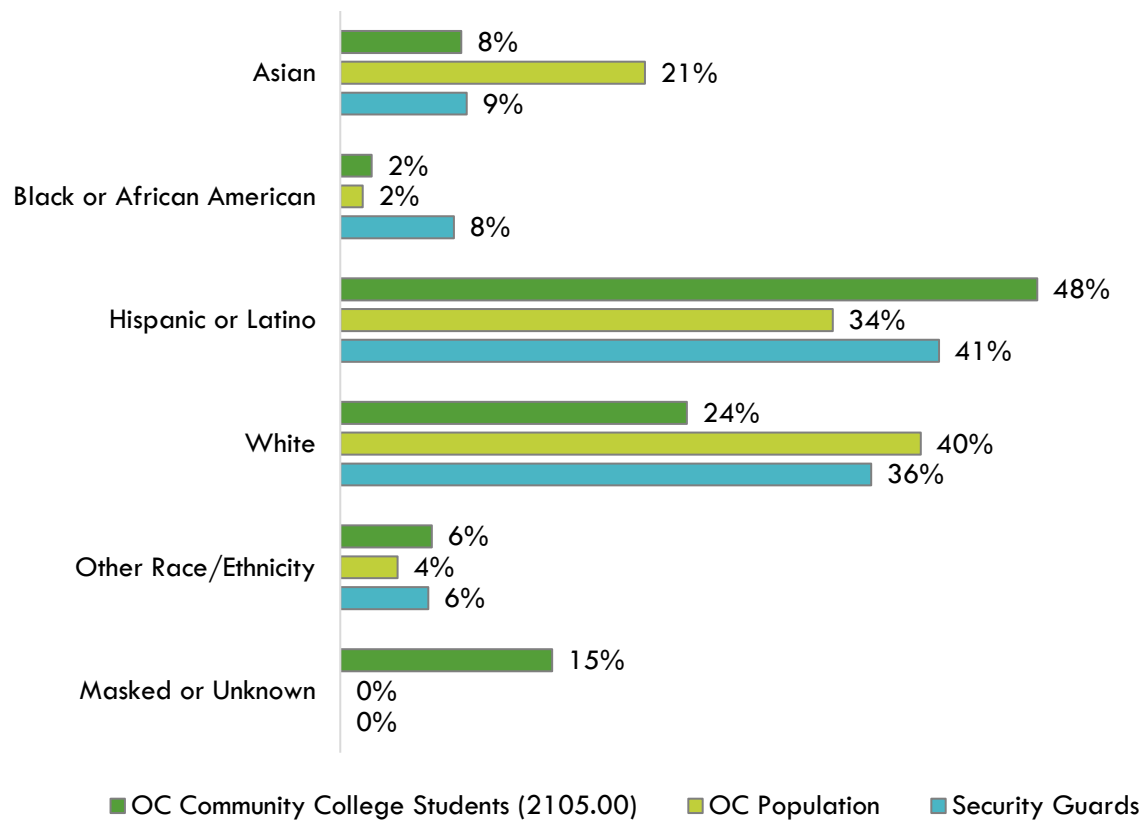
Regional Demographics

This section analyzes demographic data for Orange County community college students enrolled in administration of justice compared to the OC population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college programs.

Ethnicity:

Exhibit 14 shows the ethnicity of Orange County community college students enrolled in administration of justice programs compared to the overall Orange County population, as well as *security guards*. Notably, 48% of administration of justice students are Hispanic or Latino, which is significantly higher than the population (34%) and slightly higher than *security guards* (41%). Additionally, the race and ethnicity of 15% of administration of justice students is masked or unknown.

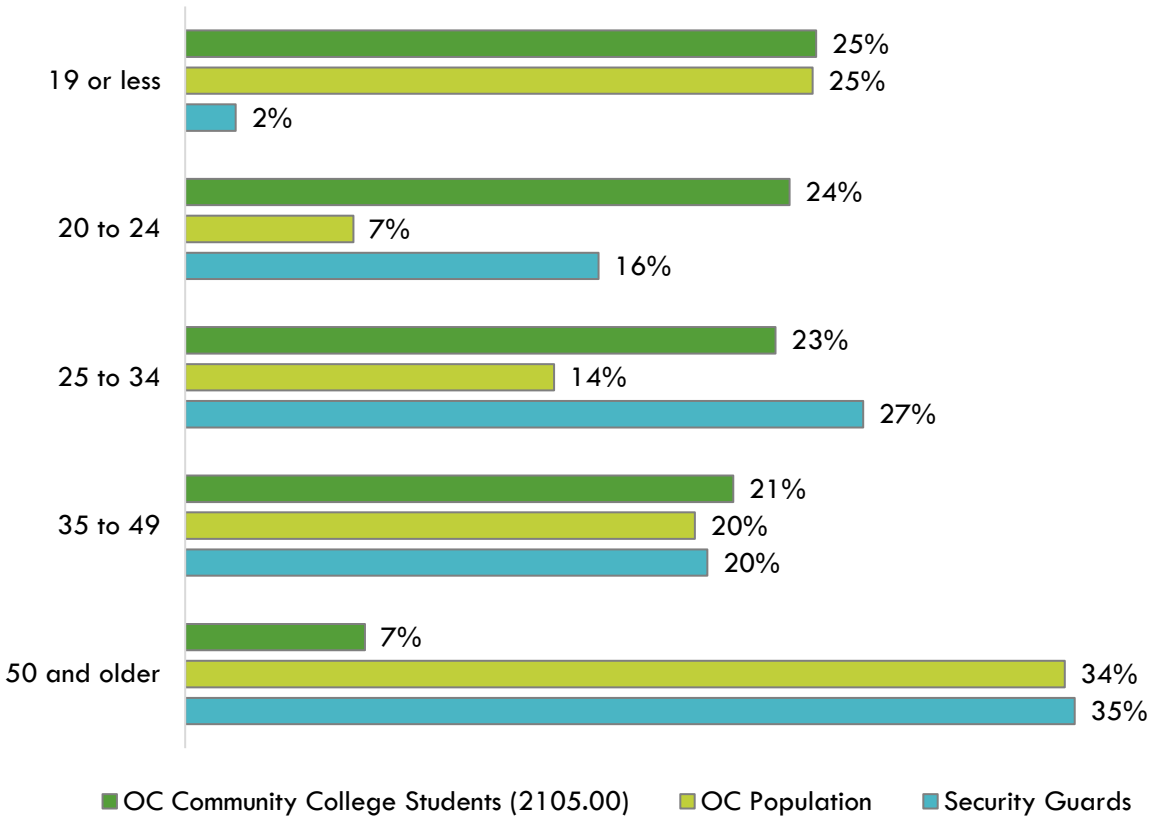
Exhibit 14: Program and County Demographics by Ethnicity



Age:

Exhibit 14 shows the age of Orange County community college students enrolled in administration of justice programs compared to the overall Orange County population, as well as *security guards*. Nearly half (48%) of community college administration of justice students are 24 or less, which is significantly higher than both the population (32%) and *security guards* (18). Conversely, 35% *security guards* are 50 and older, which is nearly identical to the population (34%), but significantly higher than community college administration of justice students (7%).

Exhibit 14: Program and County Demographics by Age

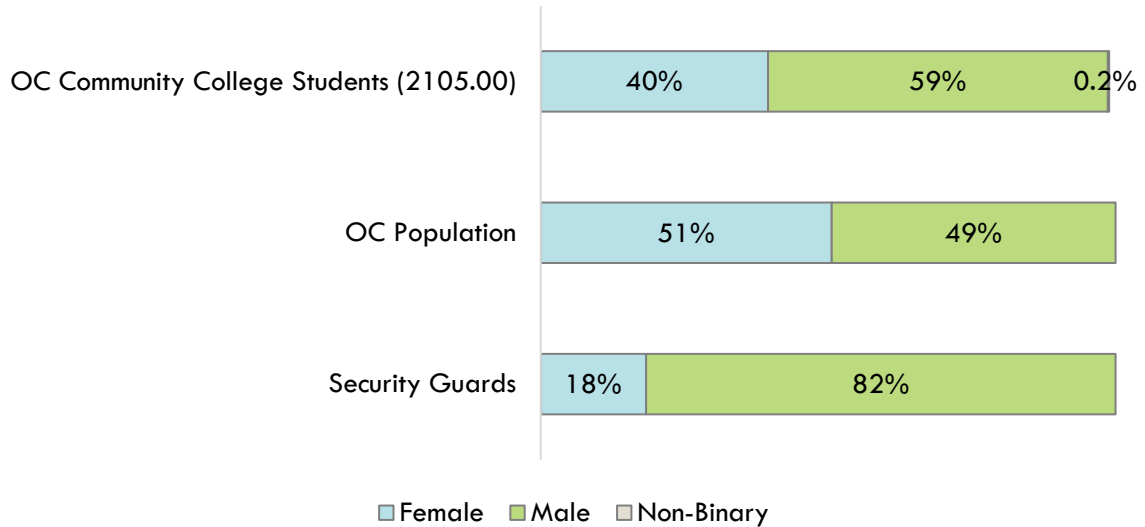


Sex:

Exhibit 15 shows the sex of Orange County community college students enrolled in administration of justice programs compared to the overall Orange County population as well as *security guards*.

Though the Orange County population is split nearly evenly between men and women, the majority of *security guards* (82%) and community college administration of justice students (59%) are men.

Exhibit 15: Program and County Demographics by Sex



Appendix A: Methodology A

The OC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- 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.

The OC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a “supply table” with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; 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 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.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/</p>
Living Wage	<p>The living wage is derived from the Insight Center’s California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, child care, health care, transportation, and taxes. For more information, see: https://insightccd.org/family-needs-calculator/</p> <p>The living wage for one adult in Orange County is \$20.63 per hour (\$42,910.40 annually). This figure is used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p>
Typical Education and Training Requirements, and Educational Attainment	<p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm</p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
Student Metrics and Demographics	<p>LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx</p>

Data Type	Source
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p>

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