CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH
LOS ANGELES

Labor Market Analysis: 2105.30 – Industrial and Transportation Security
43.0301 – Homeland Security
Homeland Security and Emergency Management
Los Angeles Center of Excellence, September 2026

Program Endorsement:	Endorsed: All Criteria Met ☐	Endorsed: Some Criteria Met ☒	Not Endorsed ☐

Program Endorsement Criteria		
Supply Gap:	Yes ☑	No ☐
Living Wage: (Entry-Level, 25th)	Yes ☐	No ☑
Education:	Yes ☑	No ☐
Emerging Occupation(s)		
	Yes ☐	No ☑

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations[1] or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the four identified middle-skill occupations in the region. While the majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field have completed an associate degree or less educational attainment.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 12,078 annual job openings are projected in the region through 2030. This number is substantially greater than the three-year average of 33 awards conferred by educational institutions in the region.

[1] Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. 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

- 97% of annual job openings for these middle-skill homeland security and emergency management occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage ($24.03/hour).[2]

Educational Attainment

- 99% of the annual job openings typically require a high school diploma or equivalent for middle-skill occupations related to homeland security and emergency management in the LA/OC region.
- 25%-50% of workers in the field have completed some college or an associate degree, according to national educational attainment data.
    - 34%-82% of workers in the field have completed an associate degree or less educational attainment.

Community college supply

- 6 community colleges issued awards related to homeland security in the greater LA/OC region.
- 33 awards (degrees and certificates) were conferred on average each year between 2023 and 2025.

Other postsecondary supply

- No educational institutions in the LA/OC region have conferred sub-baccalaureate or bachelor's awards in programs related to homeland security over the past three years.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to four middle-skill occupations. Although *emergency management directors* typically require a bachelor's degree, they are considered middle-skill because approximately one-third of workers in the field have completed some college or an associate degree. For full occupation descriptions, please see Appendix.

- ***Emergency Management Directors* (11-9161)**[3]
- ***Transit and Railroad Police* (33-3052)**[4]
- ***Security Guards* (33-9032)**[5]
- ***Transportation Security Screeners* (33-9093)**[6]

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these middle-skill homeland security and emergency management occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 5% through

[2] Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. http://selfsufficiencystandard.org/California.
[3] Emergency Management Directors (bls.gov)
[4] Transit and Railroad Police (bls.gov)
[5] Security Guards (bls.gov)
[6] Transportation Security Screeners (bls.gov)

2030. There will be more than 12,000 job openings per year through 2030 due to job growth and replacements. The majority of jobs in 2025 for these middle-skill homeland security and emergency management occupations (79%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties[7]

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Los Angeles	68,953	71,754	2,800	4%	9,440
Orange	17,809	19,277	1,468	8%	2,638
Total	**86,762**	**91,031**	**4,269**	**5%**	**12,078**

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County[8]

Occupation	2025 Jobs	2030 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Emergency Management Directors	283	303	7%	26	30%	Data unavailable
Transit and Railroad Police	37	41	13%	4	Insf. Data	Data unavailable
Security Guards	66,322	69,103	4%	9,167	27%	84%
Transportation Security Screeners	2,311	2,307	(0%)	243	22%	100%
Total	**68,953**	**71,754**	**4%**	**9,440**	**-**	**-**

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill homeland security and emergency management occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

[7] Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.
[8] Ibid.

Los Angeles County

The majority, 97%, of annual openings for these target occupations have entry-level wages below the self-sufficiency standard wage for one adult ($24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between $17.92 and $51.48. (Exhibit 3).

Three occupations have entry-level wages above the self-sufficiency standard wage:

- *Emergency management directors*, $51.48
- *Transportation security screeners*, $34.59
- *Transit and railroad police*, $27.48

Experienced *security guards* can expect to earn $22.10, which is below the self-sufficiency standard wage. However, experienced *emergency management directors, transit and railroad police,* and *transportation security screeners* can expect to earn wages between $38.05 and $79.64, which are higher than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Emergency Management Directors	$51.48	$63.36	$79.64	$131,800
Transit and Railroad Police	$27.48	$40.79	$55.84	$84,800
Security Guards	$17.92	$19.33	$22.10	$40,200
Transportation Security Screeners	$34.59	$35.74	$38.05	$74,300

*Rounded to the nearest $100

Orange County

The majority, 98%, of annual openings for these target occupations have entry-level wages below the self-sufficiency standard wage for one adult ($27.13 in Orange County). Typical entry-level hourly wages are in a range between $17.55 and $48.13 (Exhibit 4).

Two occupations have entry-level wages above the self-sufficiency standard wage:

- *Emergency management directors*, $48.13
- *Transportation security screeners*, $32.31

Experienced *security guards* can expect to earn $21.65, which is below the self-sufficiency standard wage. However, experienced *emergency management directors* and *transportation security screeners* can expect to earn wages between $35.57 and $74.44, which are higher than the self-sufficiency standard. Since there were fewer than 10 *transit and railroad police* workers in Orange County in 2025, there is insufficient wage data for this occupation.

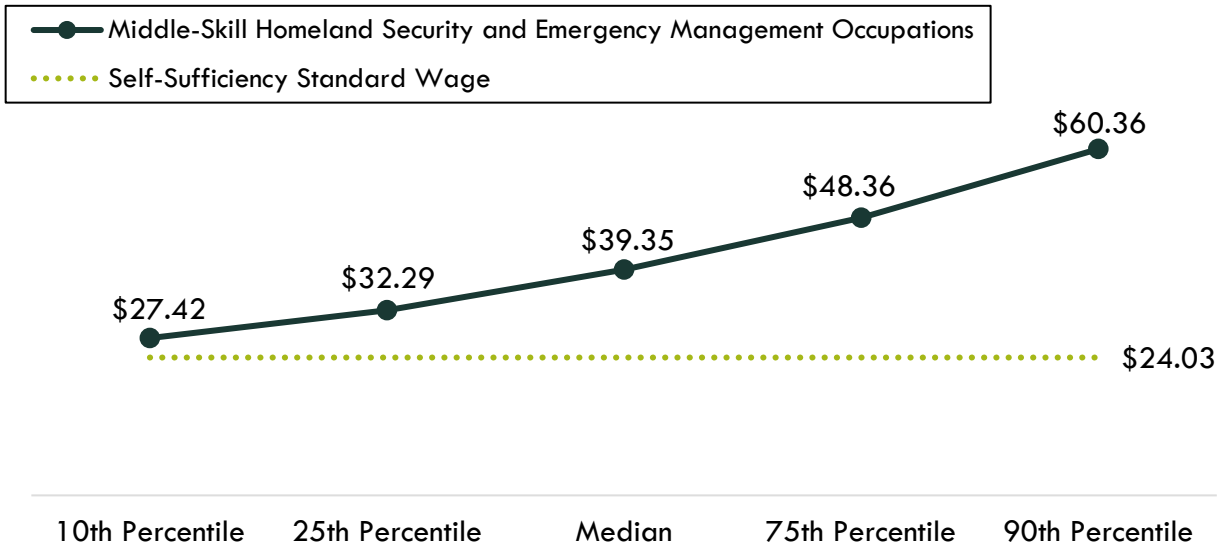
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Emergency Management Directors	$48.13	$59.24	$74.44	$123,200
Transit and Railroad Police	Insf. Data	Insf. Data	Insf. Data	Insf. Data
Security Guards	$17.55	$18.93	$21.65	$39,400
Transportation Security Screeners	$32.31	$33.42	$35.57	$69,500

*Rounded to the nearest $100

Across the greater Los Angeles and Orange County regions, the average entry-level hourly earnings for the occupations in this report are $32.29; this is above the living wage for one single adult in Los Angeles County ($24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

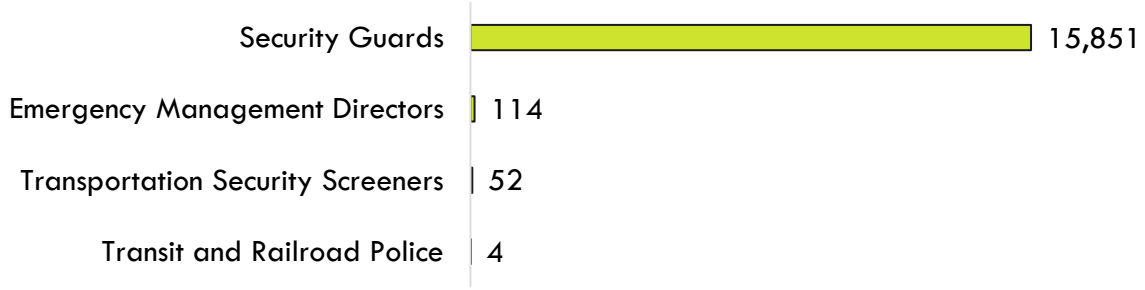
Exhibit 5: Average hourly earnings for target occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 16,021 online job postings related to these target occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The vast majority of job postings (99%) were for *security guards*, followed by *emergency management directors* (1%) and *transportation security screeners* (>1%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
• Security officers • Unarmed security officers • Security patrol officers • Security guards • Armed security officers • Unarmed security guards • Security officers/patrol drivers	• Emergency response • Access controls • Law enforcement • Alarm devices • Patrolling • Lifting ability • De-escalation techniques • Loss prevention	• Allied Universal • GardaWorld • Securitas • Target • Absolute Security Agency • Inter-Con Security Systems

In the greater Los Angeles/Orange County region, 74% of the target job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for target occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	264	2%
Associate degree	39	1%
High school diploma or vocational training	11,523	97%

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (99%) typically require a high school diploma or equivalent (Exhibit 9). However, the national-level data indicates between 25% and 50% of workers in the field have completed some college or an associate degree as their highest level of educational attainment, and 34%-82% have completed an associate degree or less education. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Emergency Management Directors	Bachelor's degree
Transit and Railroad Police	High school diploma or equivalent
Security Guards	High school diploma or equivalent
Transportation Security Screeners	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are Coastline, Golden West, and LA Trade-Tech.

Exhibit 10: Regional community college awards (certificates and degrees), 2023-2025

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average
2105.30	Industrial and Transportation Security	Citrus	1	-	1	1
		LA Subtotal	**1**	**-**	**1**	**1**
		Coastline*	18	7	16	14
		Cypress*	-	1	-	0
		Golden West	-	12	13	8
		OC Subtotal	**18**	**20**	**29**	**22**
Supply Subtotal/Average			**19**	**20**	**30**	**23**
2199.00	Other Public and Protective Services	LA Trade-Tech	2	3	15	7
		Rio Hondo*	2	3	6	4
		LA Subtotal	**4**	**6**	**21**	**10**
Supply Subtotal/Average			**4**	**6**	**21**	**10**
Supply Total/Average			**23**	**26**	**51**	**33**

*Denotes a homeland security and/or emergency management program.

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (39%).

Exhibit 11: Community college awards by award type, 2023-2025

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	12	36%
Certificates	13	39%
Noncredit awards	8	24%
Total	**33**	**100%**

Other Postsecondary Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for homeland security and emergency management. In the past three years, there have been no sub-baccalaureate or bachelor's awards conferred in CIP codes related to homeland security, including the target CIP Code (43.0307 – Homeland Security). California State University, Long Beach offers a master's degree-level program in Emergency Management, coded under the Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other (43.9999) CIP Code.[9]

APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- ***Emergency Management Directors* (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.[10]
- ***Transit and Railroad Police* (33-3052)** Protect and police railroad and transit property, employees, or passengers.[11]
- ***Security Guards* (33-9032)** Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment.[12]
- ***Transportation Security Screeners* (33-9093)** Conduct screening of passengers, baggage, or cargo to ensure compliance with Transportation Security Administration (TSA) regulations. May operate basic security equipment such as x-ray machines and hand wands at screening checkpoints.[13]

[9] California State University Long Beach Emergency Management Degree
[10] Emergency Management Directors (bls.gov)
[11] Transit and Railroad Police (bls.gov)
[12] Security Guards (bls.gov)
[13] Transportation Security Screeners (bls.gov)

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DATA SOURCES

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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