CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH
LOS ANGELES

Labor Market Analysis: 2105.30 – Industrial and Transportation Security
43.0307 – Homeland Security
Homeland Security and Emergency Management
Los Angeles Center of Excellence, October 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 five 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, one-third of current workers in the field have completed some college or an associate degree as their highest level of educational attainment.

<u>Recommendation:</u> 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

- 3,715 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

- 84% 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 and emergency management in the LA/OC region.
- 25%-54% of workers in the field have completed some college or an associate degree, according to national educational attainment data.
    - 34%-78% 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 bachelor's or sub-baccalaureate 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 five middle-skill occupations and one emerging occupation. 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]
- ***Social and Human Service Assistants* (21-1093)**[4]
- ***First-Line Supervisors of Security Workers* (33-1091**[5]
- ***Customs and Border Protection Officers* (33-3051.04)**[6]
- ***Transportation Security Screeners* (33-9093)**[7]
- ***Public Safety Telecommunicators* (43-5031)**[8]

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[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] Social and Human Service Assistants (bls.gov)
[5] First-Line Supervisors of Security Workers (bls.gov)
[6] Customs and Border Protection Officers (ONETOnLine.org)
[7] Transportation Security Screeners (bls.gov)
[8] Public Safety Telecommunicators (bls.gov)

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 10% through 2030. There will be more than 3,700 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 (81%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties[9]

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
Los Angeles	23,855	26,098	2,244	9%	2,979
Orange	5,767	6,378	611	11%	736
Total	**29,621**	**32,476**	**2,855**	**10%**	**3,715**

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. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County[10]

Occupation	2025 Jobs	2030 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Emergency Management Directors	271	290	7%	25	30%	Data unavailable
Social and Human Service Assistants	16,216	18,088	12%	2,141	25%	76%
First-Line Supervisors of Security Workers	3,280	3,495	7%	361	28%	Data unavailable
Transportation Security Screeners	2,306	2,298	(0%)	242	22%	100%
Public Safety Telecommunicators	1,782	1,927	8%	209	16%	Data unavailable
Total	**23,855**	**26,098**	**9%**	**2,979**	**-**	**-**

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

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.

Los Angeles County

The majority, 84%, 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 $22.35 and $51.45. (Exhibit 3).

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

- *Emergency management directors*, $51.45
- *Transportation security screeners*, $34.59
- *Public safety telecommunicators,* $32.94

Experienced workers can expect to earn wages between $29.73 and $79.60, 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	$51.45	$63.33	$79.60	$131,700
Social and Human Service Assistants	$22.35	$24.45	$29.73	$50,900
First-Line Supervisors of Security Workers	$22.45	$24.18	$31.82	$50,300
Transportation Security Screeners	$34.59	$35.74	$38.04	$74,300
Public Safety Telecommunicators	$32.94	$39.10	$46.02	$81,300

*Rounded to the nearest $100

Orange County

The majority, 86%, 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 $21.12 and $48.24 (Exhibit 4).

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

- *Emergency management directors*, $48.24
- *Transportation security screeners*, $32.33
- *Public safety telecommunicators,* $31.01

Experienced workers can expect to earn wages between $28.11 and $74.61, which are higher than the self-sufficiency standard.

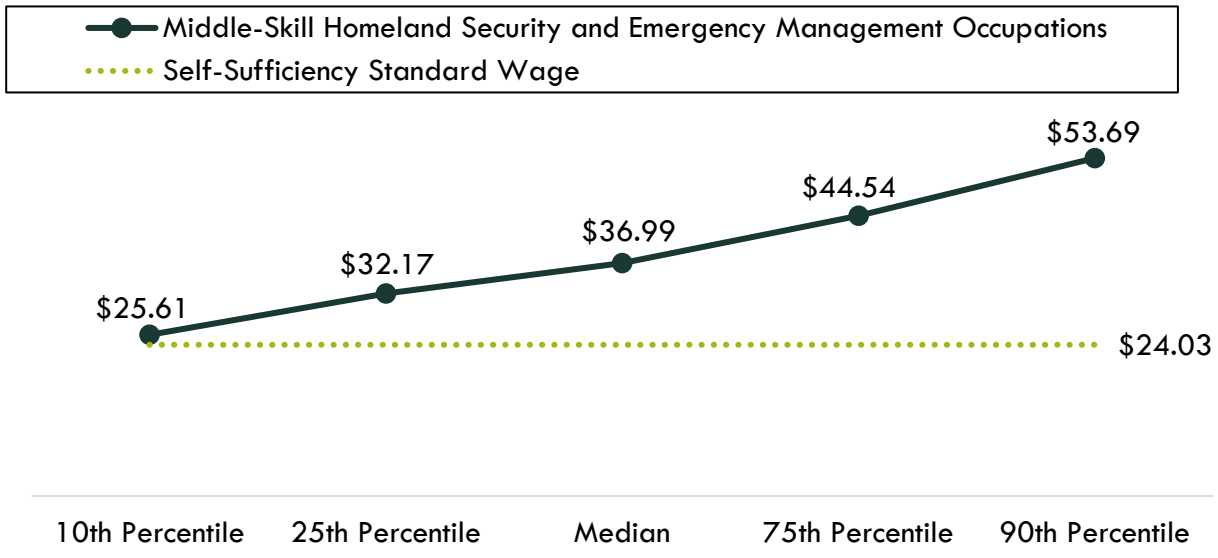
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Emergency Management Directors	$48.24	$59.37	$74.61	$123,500
Social and Human Service Assistants	$21.12	$23.11	$28.11	$48,100
First-Line Supervisors of Security Workers	$21.63	$23.29	$30.65	$48,400
Transportation Security Screeners	$32.33	$33.44	$35.59	$69,600
Public Safety Telecommunicators	$31.01	$36.81	$43.32	$76,600

*Rounded to the nearest $100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are $32.17; 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

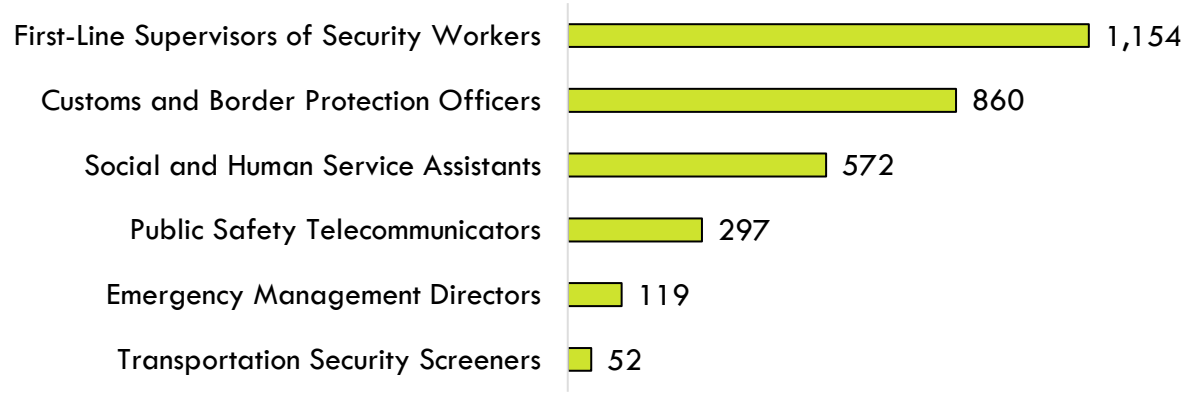


JOB POSTINGS

There were 3,054 online job postings related to these middle-skill homeland security and emergency management occupations listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings

(38%) were for *first-line supervisors of security workers*, followed by *customs and border protection officers* (28%) and *social and human service assistants* (19%).

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
• Border patrol agents • Customs and border protection officers • Security shift supervisors • Security supervisors • Social services assistants • Police dispatchers • Support coordinators • Security officers/dispatchers	• Law enforcement • Contraband detection and control • International laws • Patrolling • All-terrain vehicles • Motorcycles • Good driving record • Immigration law	• United States Department of Homeland Security • Allied Universal • GardaWorld • Securitas • USC • Keck Medical Center of USC

In the greater Los Angeles/Orange County region, 65% 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	694	35%
Associate degree	39	2%
High school diploma or vocational training	1,257	63%

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). The national-level data indicates between 25% and 54% of workers in the field have completed some college or an associate degree as their highest level of educational attainment, and 34%-78% have completed an associate degree or less education. Furthermore, 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
Social and Human Service Assistants	High school diploma or equivalent
First-Line Supervisors of Security Workers	High school diploma or equivalent
Transportation Security Screeners	High school diploma or equivalent
Public Safety Telecommunicators	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

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average
		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 or emergency management, 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.[11]

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

[11] California State University Long Beach Emergency Management Degree

technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.[12]

- ***Social and Human Service Assistants* (21-1093)** Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.[13]
- ***First-Line Supervisors of Security Workers* (33-1091)** Directly supervise and coordinate activities of security workers and security guards.[14]
- ***Customs and Border Protection Officers* (33-3051.04)** Investigate and inspect persons, common carriers, goods, and merchandise, arriving in or departing from the United States or between states to detect violations of immigration and customs laws and regulations.[15]
- ***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.[16]
- ***Public Safety Telecommunicators* (43-5031)** Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.[17]

[12] Emergency Management Directors (bls.gov)
[13] Social and Human Service Assistants (bls.gov)
[14] First-Line Supervisors of Security Workers (bls.gov)
[15] Customs and Border Protection Officers (ONETOnLine.org)
[16] Transportation Security Screeners (bls.gov)
[17] Public Safety Telecommunicators (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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