

Labor Market Assessment: Security Guards & First-Line Supervisors of Security Workers (2105.30 Industrial and Transportation Security)

Inland Empire/Desert Center of Excellence, Jan 2026

Prepared by: Christopher Cruzcosa, ccruzcosa@iegocollaborative.org



FOR LABOR MARKET RESEARCH

INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> There is <i>projected</i> to be 3,269 annual job openings throughout the Inland Empire/Desert region, which is more than the 40 annual average awards conferred by educational institutions over the last 3 years . Supply data includes both community college awards (3) and non-community college awards (37).	
Living Wage	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> The minority (4%) of annual job openings for these two occupations have entry-level hourly wages above the IE/D living wage of 20.42. ¹	
Education	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> Neither of the assessed occupations have some college or postsecondary degree or associate degree as their typical entry-level education level , however more than 33% of all workers in the field (38%) have completed some college or an associate degree as their highest level of education . See Exhibit 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Below Middle-Skill (typically require training/education at or below a HS diploma)
 - First-Line Supervisors of Security Workers (33-1091)
 - Security Guards (33-9032)

Summary of findings

Demand

- The number of jobs related to the assessed occupations is projected to increase 8% through 2029, with 3,269 annual job openings (new and replacement jobs).
- Hourly entry-level wages for one of the two occupations are above living wage at the 25th percentile, with all hourly wages ranging from \$17.03 to \$22.33 in IE/D.
- There were 4,082 online job postings from 416 employers over the past 12 months with the highest postings for security guard and security officers.
- Most job postings for target occupations require a high school diploma (99%), followed associate degree (<1%), and bachelor's degree (<1%).

Supply

- On average, there were 40 annual awards conferred by educational institutions over the last 3 years in related fields: 3 from community colleges and 37 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$43,612 (\$20.97 per hour).
- 47% of California students that exited their program in 2022-23 reported that they are now earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Industrial and Transportation Security (TOP 2105.30) programs prepare students for employment using the techniques involved in providing security services to institutions, government entities, and the general public. Includes airport and airline security (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Industrial and Transportation Security programs lead to employment in occupations related to security work.

Job Demand

In 2024, there were 22,434 jobs in occupations related to security work in the IE/D region. Regional employment for this occupation group is projected to increase by 8% through 2029 with 3,269 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to security work, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
First-Line Supervisors of Security Workers	33-1091	951	1,046	10%	589	118
Security Guards	33-9032	21,483	23,071	7%	15,756	3,151
Total		22,434	24,117	8%	16,345	3,269

SOURCE: LIGHTCAST 2025.4

Job Postings

The following analysis for occupations related to security work using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to security work over the last 12 months and the median posting duration. Over the previous 12 months, there were 4,082 unique job postings for occupations related to security work in the region from 416 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Jan 2025 – Dec 2025

Job Title	Job Ads	Median Posting Duration
Security Guards	3,868	18 days
First-Line Supervisors of Security Workers	214	22 days
Total	4,082	

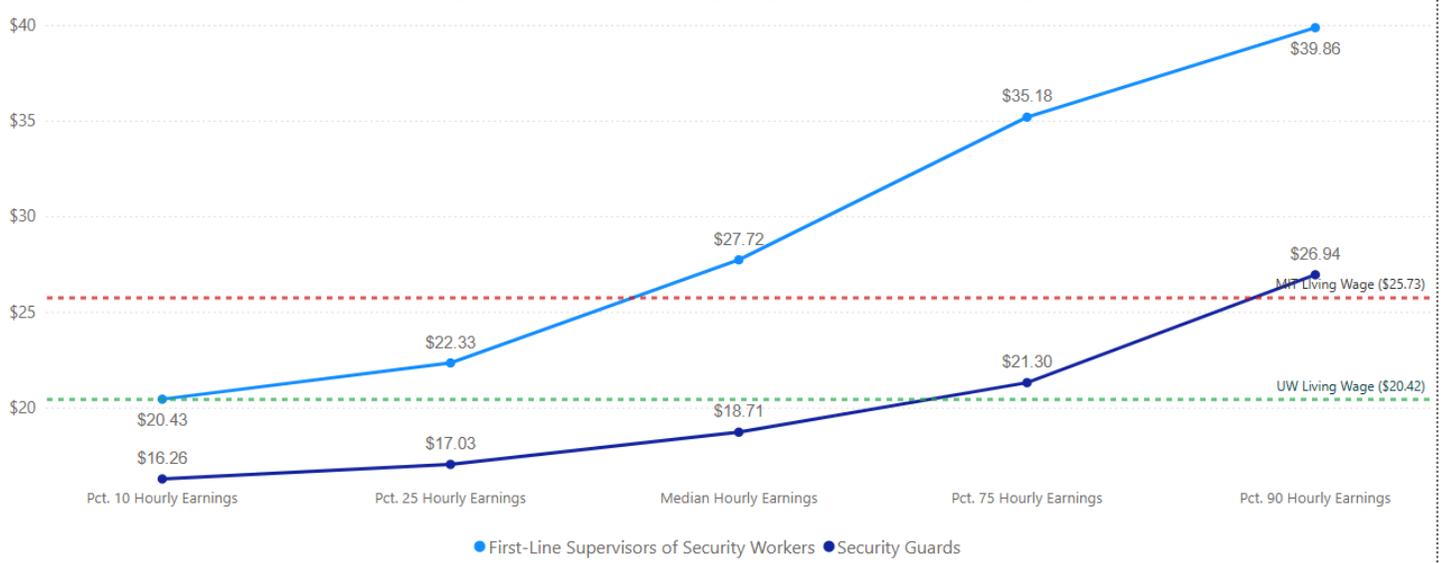
SOURCE: LIGHTCAST 2025.4

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3 displays the hourly earnings for occupations related to security work compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Security Guards	\$16.26	\$17.03	\$18.71	\$21.30	\$26.94
First-Line Supervisors of Security Workers	\$20.43	\$22.33	\$27.72	\$35.18	\$39.86

SOURCE: 2025.4

The projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) for one of the two occupations were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupations listed were both below the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to security work over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages between \$18.22 and \$19.94 (estimated to be equal to an annual salary between \$37,898 and \$41,475).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Jan 2025 – Dec 2025



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
First-Line Supervisors of Security Workers	\$18.95	\$19.94	\$21.54	\$23.14	\$26.83
Security Guards	\$17.85	\$18.22	\$18.95	\$20.68	\$22.89

SOURCE: LIGHTCAST 2025.4

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to security work over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Jan 2025 – Dec 2025

Job Title	Unique Postings
Security Guards	498
Security Officers	452
Unarmed Security Officers	270
Flex Officers	191
Security Patrol Officers	188
Armed Security Officers	161
Patrol Security Guards	160
Security Professionals	155
Unarmed Security Guards	146
Gate Security Guards	95

SOURCE: LIGHTCAST 2025.4

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Allied Universal and American Security Programs had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Jan 2025 – Dec 2025

Company	Total/Unique (Jan 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Allied Universal	3,501 / 1,328	3 : 1	15 days
American Security Programs	603 / 337	2 : 1	20 days
GardaWorld	385 / 142	3 : 1	14 days
Securitas	286 / 109	3 : 1	19 days
American Guard Services	177 / 75	2 : 1	24 days
Inter-Con Security Systems	95 / 55	2 : 1	26 days
Marriott International	93 / 30	3 : 1	30 days
Tarian Development	47 / 30	2 : 1	22 days
Absolute Security Agency	56 / 29	2 : 1	22 days
Citiguard Security	59 / 29	2 : 1	18 days

SOURCE: LIGHTCAST 2025.4

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today’s demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Jan 2025 – Dec 2025

Common skills	Total Postings	Skill Growth Relative to Market
Customer Service	2,402	Stable
Problem Solving	1,603	Growing
Communication	1,150	Lagging
Professionalism	699	Growing
Management	538	Stable
Detail Oriented	532	Stable
Writing	516	Growing
Report Writing	441	Growing
Incident Reporting	338	Stable
Operations	301	Stable

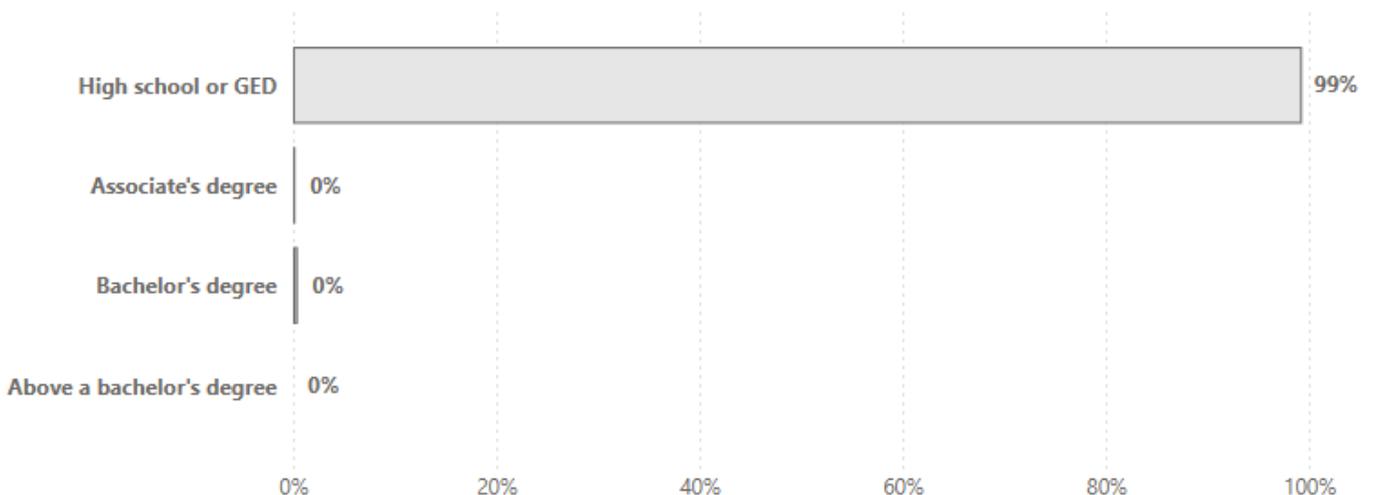
⁵ “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Specialized skills	Total Postings	Skill Growth Relative to Market
Emergency Response	1,299	Rapidly Growing
Site Security	537	Rapidly Growing
Good Driving Record	495	Growing
Access Controls	494	Stable
Law Enforcement	442	Growing
Patrolling	350	Rapidly Growing
Alarm Devices	290	Growing
Loss Prevention	215	Growing
Closed-Circuit Television Systems (CCTV)	201	Stable
Warehousing	188	Growing
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	42	Growing
Microsoft Excel	33	Growing
Microsoft Outlook	33	Rapidly Growing
Microsoft Word	21	Stable
Mobile Security	21	Growing
Microsoft PowerPoint	19	Rapidly Growing
Virtual Camera Systems	11	Growing
R (Programming Language)	10	Rapidly Growing
Remote Service Software	8	Stable
Mapping Software	7	Growing

SOURCE: LIGHTCAST 2025.4

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with High school diploma or equivalent (99%) significantly greater than associate degree (<1%) or bachelor's degree (<1%).

Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Jan 2025 – Dec 2025



SOURCE: LIGHTCAST 2025.4

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 38% and 42% of workers have completed some college or an associate degree as their highest level of education.

Exhibit 9 National-level Education Attainment for the Occupational Group

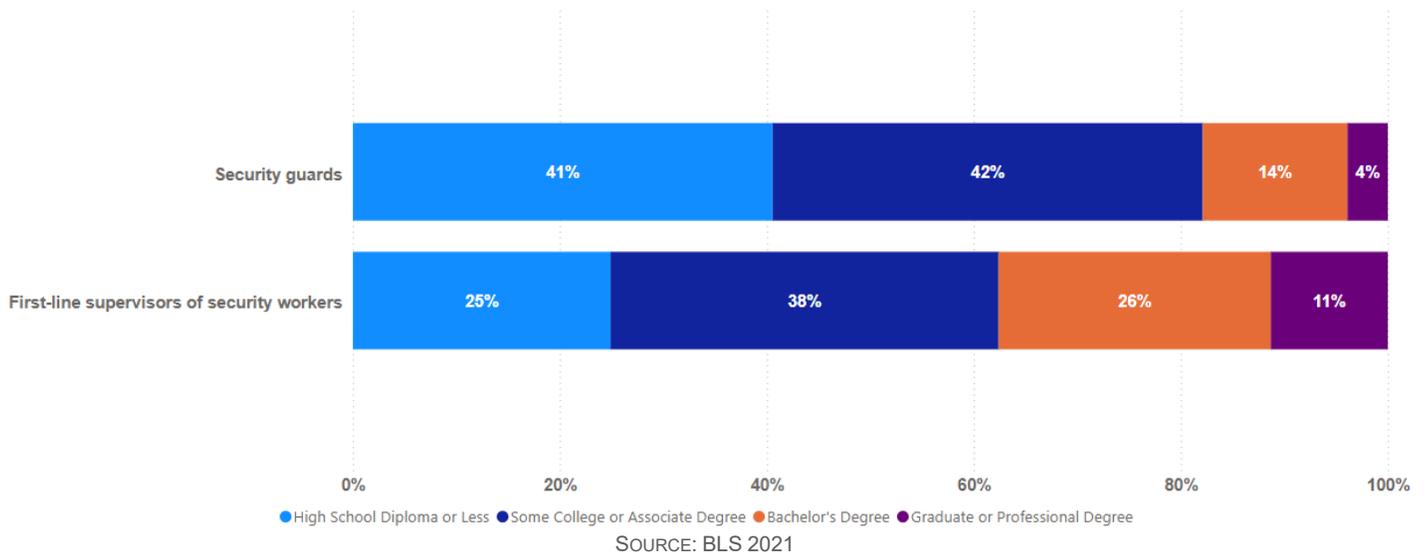
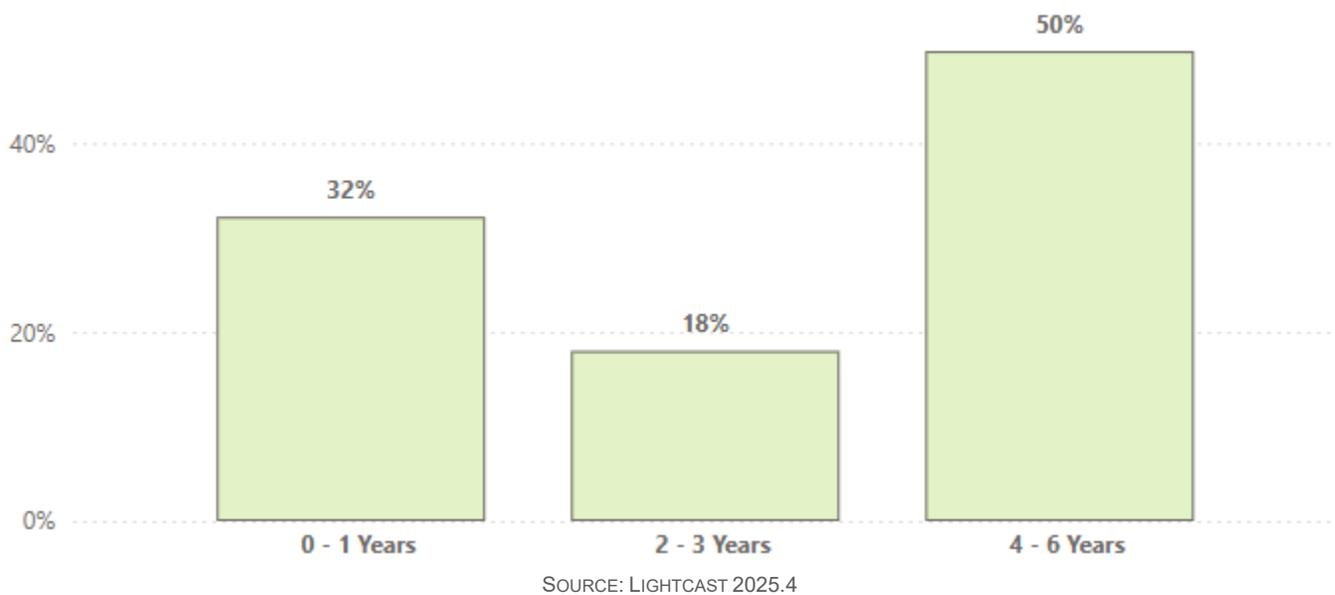


Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (50%) of employers listing minimum experience requirements sought candidates with 4-6 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Jan 2025 – Dec 2025



Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Industrial and Transportation Security (TOP 2105.30) programs over the last three academic years (2021-2024). In the previous three academic years, one regional community college issued an average of 3 awards in relevant programs.

Exhibit 11 Annual average community college awards for Industrial and Transportation Security (TOP 2105.30), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
2105.30	Industrial and Transportation Security	Chaffey	4	2	2	3

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Security and Loss Prevention Services (CIP 43.0109).

In the previous three academic years, one regional non-community college institution issued an average of 37 awards in relevant programs.

Exhibit 12 Annual average non-community college awards for security work programs, IE/D, 2020-2023

CIP	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
43.0109	Security and Loss Prevention Services	UEI College-Ontario	36	37	38	37

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Industrial and Transportation Security strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	118	478
Earned 9+ Career Education Units	14%	24%
Completed Noncredit Workforce Preparation Milestone	-	-
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	-	3%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	-	4%
Median Annual Earnings	\$43,612	\$43,612
Median Change in Earnings	44%	24%
Attained Living Wage	-	47%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2021 and 2024 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total 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 DataVista 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 DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	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. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	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
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	<p>number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
<p>Student Metrics and Demographics</p>	<p>DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report</p>