

Program Endorsement Brief: 2105.00/Administration of Justice; 2105.30/Industrial and Transportation Security; and 2199.00/Other Public and Protective Services *Homeland Security Planning and Administration*

Los Angeles/Orange County Center of Excellence, November 2019

Summary Analysis

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to four middle-skill occupations: detectives and criminal investigators (33-3021), police and sheriff's patrol officers (33-3051), transit and railroad police (33-3052), and transportation security screeners (33-9093). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for these homeland security-related occupations in the region. **Therefore, the COE endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **2,849 jobs available annually** in the region due to new job growth and replacements, **which is more than the 2,563 awards conferred annually** by educational institutions in the region.
- Over the past 12 months, there were 1,514 online job postings related to the four middle-skill homeland security-related occupations.
- The national-level educational attainment data indicates between 38% and 48% of workers in the field have completed some college or an associate degree.
 - It is worth noting that typical regional **entry-level hourly wages** for the occupations selected are between \$20.38 and \$48.52, **which are higher than the California Family Needs Calculator** hourly wage for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)².

¹ 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.

² Living wage data was pulled from California Family Needs Calculator on 10/24/19. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- To become a police officer in California, individuals must graduate from their agency’s training academy before completing a period of on-the-job training. Although education requirements range from a high school diploma to a college degree, candidates must be U.S. citizens, usually at least 18 years old, and able to meet rigorous physical and personal qualifications. Many police departments require applicants to be at least 21 years old at the time of hire.

Supply:

- There are **24 community colleges** in the region that have an administration of justice; industrial and transportation security; and/or other public and protective services program, conferring an average of **2,363 awards annually** between 2015 and 2018.
- Between 2013 and 2016, there were an average of **200 awards conferred annually** in related training programs by non-community college institutions.

Occupational Demand

Exhibit 1 displays the five-year occupational demand projections for the homeland security-related occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 3% through 2023. There will be more than 2,800 job openings per year through 2023 due to new job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change	Annual Openings
Los Angeles	32,291	33,392	1,101	3%	2,342
Orange	7,060	7,284	224	3%	507
Total	39,352	40,676	1,324	3%	2,849

Wages — Typical entry-level hourly wages for homeland security-related occupations throughout the region are between \$20.38 and \$48.52.⁴ Entry-level wages for these occupations are higher than the California Family Needs Calculator hourly wage for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)⁵. Experienced workers can expect to earn between \$21.58 and \$69.76, which are also higher than the California Family Needs Calculator wage estimates for both counties. Wage information, by county, is included in Appendix A.

Job Postings — The job postings section of this report is separated into two different job posting searches. The first job posting search analyzes the total regional employer demand for the four homeland security-related occupations. The second job posting search analyzes job advertisements posted by the U.S. Department of Homeland Security.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁴ Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

⁵ Living wage data was pulled from California Family Needs Calculator on 10/24/19. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Homeland Security-Related Occupations: There were 1,514 online job postings related to the four homeland security-related occupations listed in the past 12 months. The highest number of job postings were for police officer, public safety officer, criminal investigator, and transportation security officer. The top skills were: public health and safety, prevention of criminal activity, and surveillance. The top employers, by number of job postings, in the region were: Transportation Security Administration, and Star Pro Security Patrol, Inc. Of the 1,514 online job postings, 60% list a minimum education requirement.

Of the 60% of homeland security-related job postings listing a minimum education requirement in Los Angeles/Orange County, 97% (876) requested a high school diploma or vocational training and 3% (31) requested an associate degree.

U.S. Department of Homeland Security: The United States Department of Homeland Security posted 100 online job advertisements over the past 12 months in Los Angeles/Orange County. The highest number of job postings were for immigration services officers, office assistants, and immigration services analysts. The top skills were: budgeting, public health and safety, and administrative support. Of the 100 online job postings, 45% list a minimum education requirement.

Of the 45% of job postings listing a minimum education requirement in the region, all (45) requested a high school diploma or vocational training.

Educational Attainment — The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for the four homeland security-related occupations. The national-level educational attainment data indicates between 38% and 48% of workers in the field have completed some college or an associate degree.

Supply

Community College Supply — Exhibit 2, displays the annual and three-year average number of awards conferred by community colleges in Administration of Justice (2105.00); Industrial and Transportation Security (2105.30); and Other Public and Protective Services (2199.00). The colleges with the most Administration of Justice 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 2: Regional community college awards (certificates and degrees), 2015-2018

TOP Code	Program	College	2015-16 Awards	2016-17 Awards	2017-18 Awards	3-Year Award Average
2105.00	Administration of Justice	Cerritos	76	88	103	89
		Citrus	137	124	176	146
		Compton	26	38	37	34
		East LA	686	904	869	820
		El Camino	75	88	120	94
		Glendale	37	25	43	35
		LA City	28	41	38	36

TOP Code	Program	College	2015-16 Awards	2016-17 Awards	2017-18 Awards	3-Year Award Average
		LA Harbor	20	27	37	28
		LA Mission	27	36	49	37
		LA Pierce	61	61	63	62
		LA Southwest	57	58	39	51
		LA Trade-Tech	9	11	17	12
		LA Valley	38	39	40	39
		Long Beach	62	89	117	89
		Mt San Antonio	54	50	72	59
		Pasadena	72	76	93	80
		Rio Hondo	91	116	100	102
		West LA	47	91	123	87
		LA Subtotal	1,603	1,962	2,136	1,900
		Coastline	31	21	30	27
		Cypress	2	1	1	1
		Fullerton	68	72	95	78
		Golden West	92	132	158	127
		Irvine	43	38	28	36
		Santa Ana	104	76	109	96
		OC Subtotal	340	340	421	367
		Supply Subtotal/Average			1,943	2,302
2105.30	Industrial and Transportation Security	Citrus	3	2	8	4
		East LA	20	105	78	68
		LA City	1	4	0	2
		Long Beach	0	9	0	3
		LA Subtotal	24	120	86	77
		Coastline	4	12	6	7
		Cypress	5	4	6	5
		OC Subtotal	9	16	12	12
Supply Subtotal/Average			33	26	98	89
2199.00	Other Public and Protective Services	LA Trade-Tech	11	6	4	7
		LA Subtotal	11	6	4	7
Supply Subtotal/Average			11	6	4	7
Supply Total/Average			1,987	2,444	2,659	2,363

Non-Community College Supply — To gain a complete understanding of the potential supply of qualified workers, it is important to consider the supply from non-community college institutions in the region that may provide training for the four homeland security-related occupations. Exhibit 3 displays the annual and three-year average number of awards conferred by institutions in the related Classification of Instructional Programs (CIP) Code(s): Criminal Justice/Law Enforcement Administration (43.0103), Law Enforcement Investigation and Interviewing (43.0114), and Homeland Security (43.0301).

Due to different data collection periods, the most recent three-year period of available data is from 2013 to 2016. Between 2013 and 2016, non-community college institutions in the region conferred an average of 200 awards annually in related training programs.

Exhibit 3: Regional Non-Community College awards, 2013-2016

CIP Code	Program	College	2013-14 Awards	2014-15 Awards	2015-16 Awards	3-Year Award Average
43.0103	Criminal Justice/Law Enforcement Administration	Abraham Lincoln University Total	-	-	1	1
		Allied American University	44	60	49	51
		Charter College-Canyon Country	-	1	1	1
		National Polytechnic College	3	-	-	1
		University of Antelope Valley	4	7	12	8
43.0114	Law Enforcement Investigation and Interviewing	Allied American University	1	1	-	1
43.0301	Homeland Security	California Career School	-	3	5	3
		ICDC College	265	136	-	134
Supply Total/Average			317	208	69	200

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Police and Sheriff's Patrol Officers (33-3051)	26,556	27,546	990	4%	1,896	\$43.08	\$53.08	\$59.63
Detectives and Criminal Investigators (33-3021)	3,212	3,306	94	3%	220	\$49.31	\$60.72	\$70.88
Transportation Security Screeners (33-9093)	2,483	2,496	13	1%	222	\$20.38	\$20.59	\$21.58
Transit and Railroad Police (33-3052)	41	43	2	5%	3	\$33.45	\$38.82	\$57.75
Total	32,291	33,392	1,101	3%	2,342			

Exhibit 5. Orange County

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Police and Sheriff's Patrol Officers (33-3051)	5,854	6,039	185	3%	411	\$39.26	\$48.37	\$54.34
Detectives and Criminal Investigators (33-3021)	699	720	21	3%	48	\$45.49	\$56.02	\$65.39
Transportation Security Screeners (33-9093)	498	516	18	4%	48	\$20.40	\$20.61	\$21.60
Transit and Railroad Police (33-3052)	<10	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
Total	7,060	7,284	224	3%	507			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Police and Sheriff's Patrol Officers (33-3051)	32,410	33,585	1,175	4%	2,307	\$42.29	\$52.01	\$58.82
Detectives and Criminal Investigators (33-3021)	3,911	4,026	115	3%	269	\$48.52	\$59.82	\$69.76
Transportation Security Screeners (33-9093)	2,981	3,012	31	1%	270	\$20.38	\$20.59	\$21.58
Transit and Railroad Police (33-3052)	49	52	3	6%	4	\$32.79	\$38.47	\$57.25
Total	39,352	40,676	1,324	3%	2,849			

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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