Emsi Occupation Snapshot Report

3 Protective Service Occupations
in 4 California Counties

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What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumes, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

3 Occupations

33-3050	Police Officers
33-9030	Security Guards and Gaming Surveillance
33-3010	Bailiffs, Correctional Officers, and Jailers

4 Counties

6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA
6095	Solano County, CA

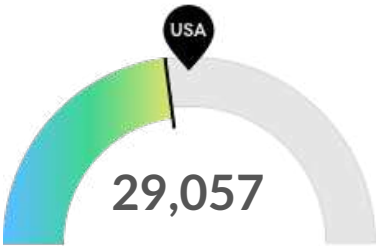
Class of Worker

QCEW Employees and Non-QCEW Employees

The information in this report pertains to the chosen occupations and geographical areas.

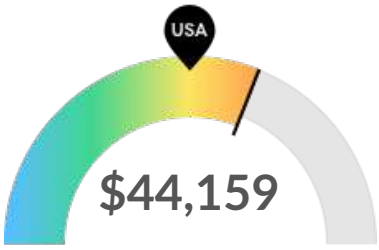
Executive Summary

Aggressive Hiring Competition Over a Thin Supply of Regional Talent



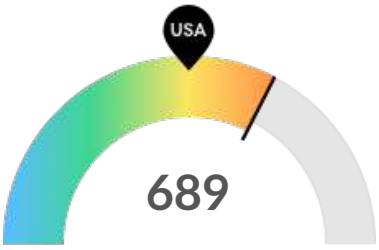
Jobs

Your area is not a hotspot for this kind of talent. The national average for an area this size is 32,841* employees, while there are 29,057 here.



Compensation

The cost for talent is high in your area. The national median salary for your occupations is $38,852, while you'll pay $44,159 here.



Job Posting Demand

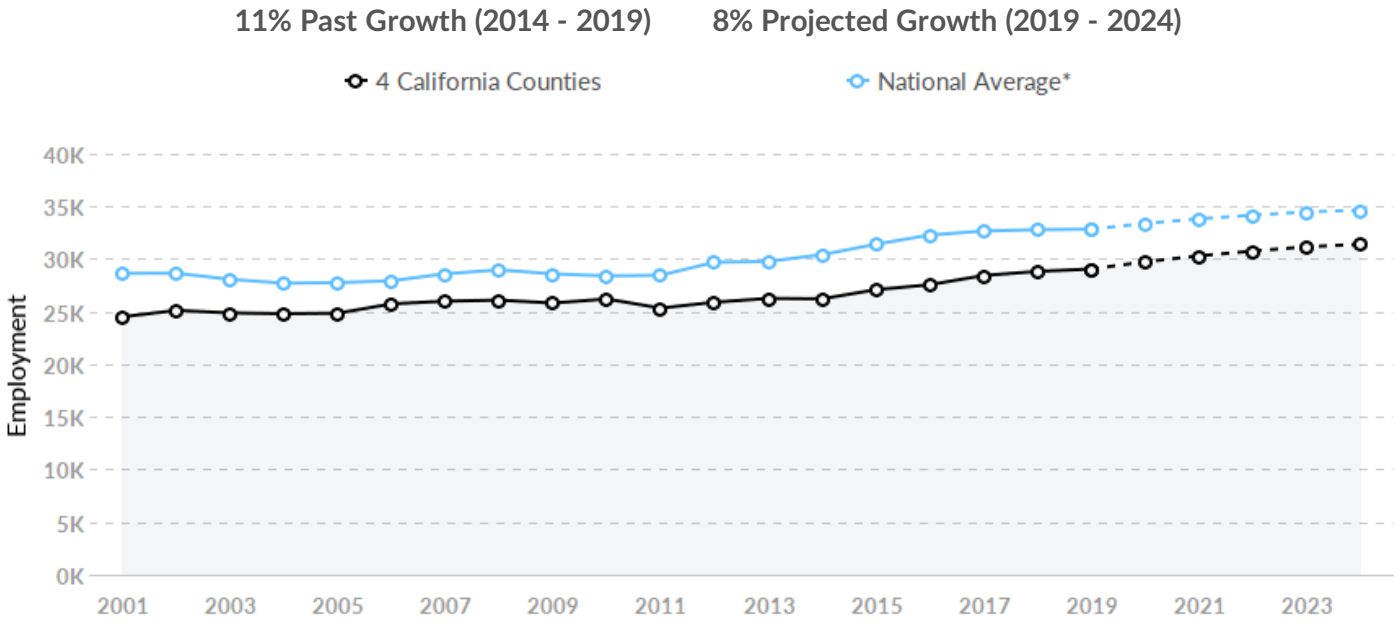
Competition from online job postings is high in your area. The national average for an area this size is 453* job postings/mo, while there are 689 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

The regional vs. national average employment helps you understand if the supply of your occupations is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 32,840* employees, while there are 29,056 here. This lower than expected supply may make it more difficult to find candidates. The gap between expected and actual employment is projected to narrow over the next 5 years.



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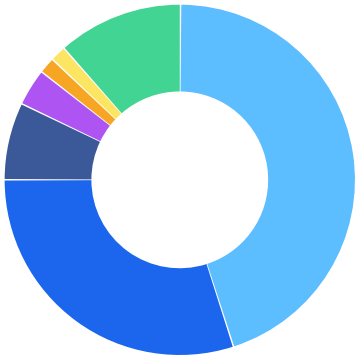
Most Jobs are Found in the Investigation and Security Services Industry Sector

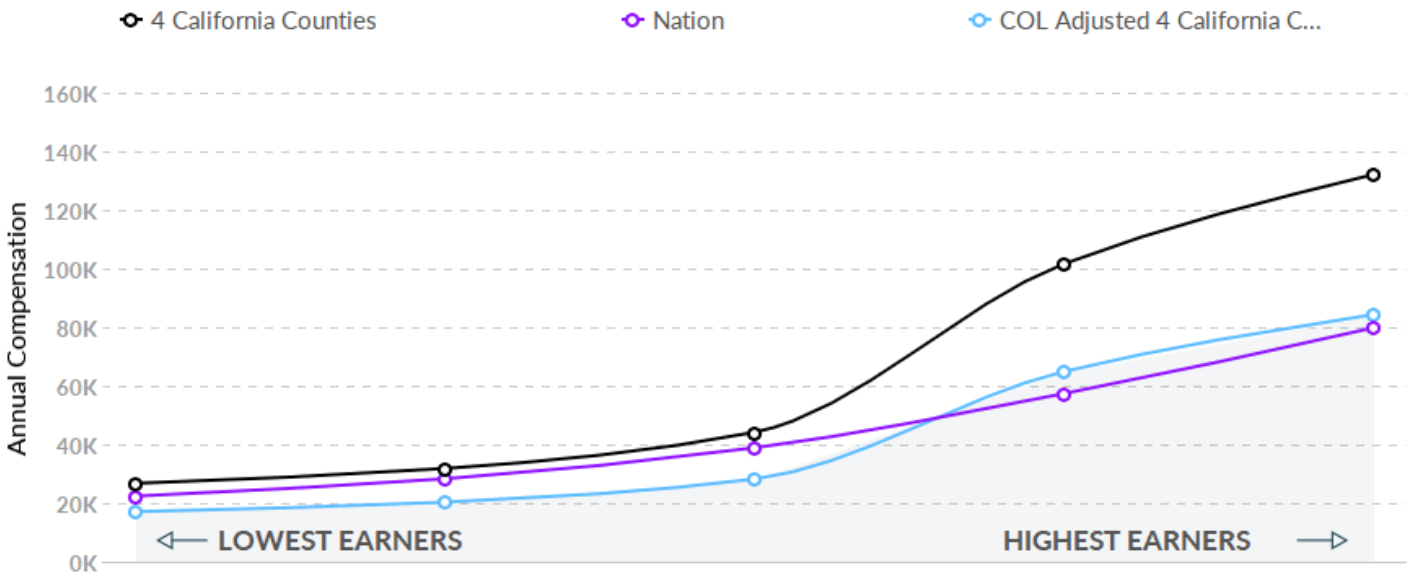


Industry	% of Occupation in Industry (2019)
Investigation and Security Services	45.0%
Local Government, Excluding Education and Hospitals	30.0%
State Government, Excluding Education and Hospitals	7.1%
Education and Hospitals (State Government)	3.4%
Education and Hospitals (Local Government)	1.5%
Colleges, Universities, and Professional Schools	1.5%
Other	11.6%

Compensation

Regional Compensation Is 14% Higher Than National Compensation

In 2018, the median compensation for your occupations in your area is $44,159. Based on the national median wage of $38,852 for this position, this means you will spend about 14% more to employ your occupations here. However, their actual purchasing power will be 27% less than the national median when we adjust for regional cost of living (which is 57% higher than average). This may make it harder to attract talent to the region at this price.



Job Posting Demand

814 Employers Competing

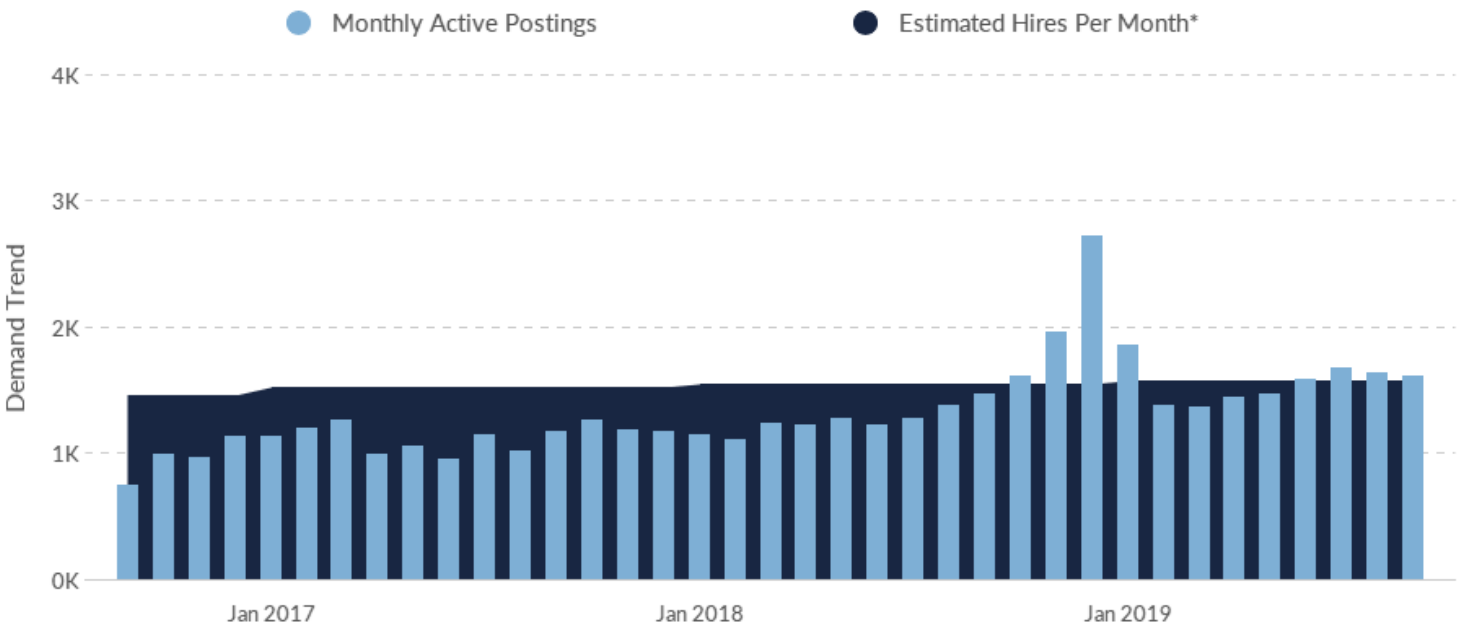
All employers in the region who posted for this job during the last 12 months.

8,270 Unique Job Postings

The number of unique postings for this job over the last 12 months.

34 Days Median Posting Duration

Posting duration is 1 day longer than the regional median.



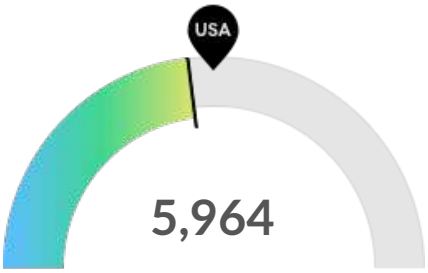
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi uses proprietary industry staffing patterns and extrapolation to estimate hires at the occupation level and below.

Top Companies	Unique Postings
Allied Universal	2,415
Securitas Security Services Usa,...	913
Securitas Inc	478
Ross Stores, Inc.	220
G4S PLC	143

Top Job Titles	Unique Postings
Security Officers (Protective Ser...	2,138
Security Guards	670
Event Security Officers	569
Security Flex Officers	526
Patrol Officers	438

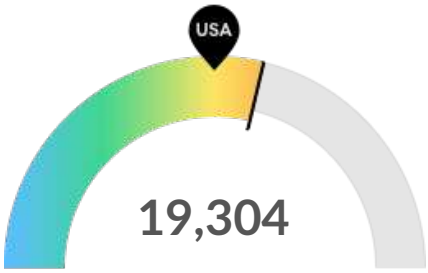
Demographics

Retirement Risk Is Low, While Overall Diversity Is About Average



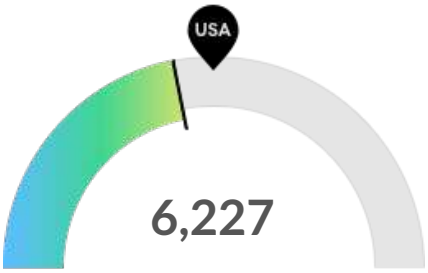
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 6,698* employees 55 or older, while there are 5,964 here.



Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 15,635* racially diverse employees, while there are 19,304 here.



Gender Diversity

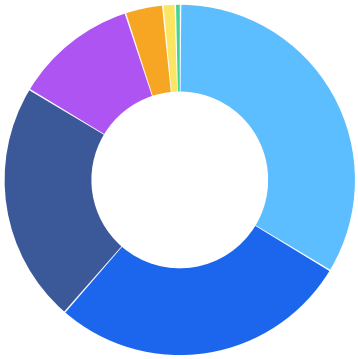
Gender diversity is low in your area. The national average for an area this size is 7,491* female employees, while there are 6,227 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown

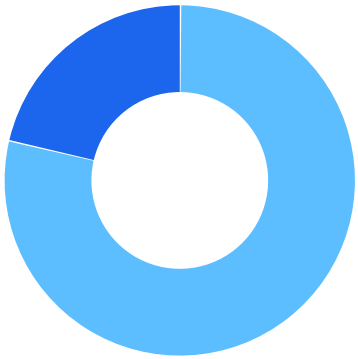
	% of Jobs	Jobs
14-18	0.2%	62
19-24	10.1%	2,924
25-34	28.0%	8,138
35-44	23.1%	6,720
45-54	18.1%	5,248
55-64	13.8%	4,024
65+	6.7%	1,939

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	33.6%	9,753
Hispanic or Latino	27.8%	8,068
Black or African American	22.2%	6,456
Asian	11.4%	3,301
Two or More Races	3.5%	1,009
Native Hawaiian or Other Pacific Islander	1.1%	331
American Indian or Alaska Native	0.5%	139

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	78.6%	22,830
Females	21.4%	6,227

Graduate Pipeline

7 Programs

15 programs can train for this job, while only 7 programs have produced completers in this region.

688 Completions (2018)

The completions from all regional institutions for all degree types.

3,258 Openings (2018)

The average number of openings for an occupation in the region is 314.

Top Programs	Completions (2018)
Criminal Justice/Police Science	598
Corrections	52
Security and Loss Prevention Se...	16
Forensic Science and Technology	11
Corrections and Criminal Justice...	11

Top Schools	Completions (2018)
Diablo Valley College	185
Los Medanos College	150
Solano Community College	86
Chabot College	55
City College of San Francisco	54