

**Labor Market Information Report**

**Private Security Occupations**

**Diablo Valley College**

### Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

### December 2022

## Recommendation

Based on all available data, there appears to be an “undersupply” of Private Security workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda, Contra Costa counties). There is a projected annual gap of about 2,057 students in the Bay region and 388 students in the East Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 2105.00 Administration of Justice programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Diablo Valley College and in the region.

This report profiles Private Security Occupations in the 12 county Bay region and in the East Bay sub-region for existing low unit, local certificate(s) for state chaptering at Diablo Valley College.

* **Facilities Managers (11-3013):** Plan, direct, or coordinate operations and functionalities of facilities and buildings. May include surrounding grounds or multiple facilities of an organization's campus.  
    Entry-Level Educational Requirement: Bachelor’s degree  
    Training Requirement: None  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: NA%
* **Information Security Analysts (15-1212):** Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses. Excludes “Computer Network Architects” (15-1143).  
    Entry-Level Educational Requirement: Bachelor’s degree  
    Training Requirement: None  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 27%
* **First-Line Supervisors of Security Workers (33-1091):** Directly supervise and coordinate activities of security workers and security guards.  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: None  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: NA%
* **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.  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Short-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 43%
* **Protective Service Workers, All Other (33-9099):** All protective service workers not listed separately.  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Short-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: NA%

## Occupational Demand

**Table 1. Employment Outlook for Private Security Occupations in Bay Region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Facilities Managers | 4,315 | 4,318 | 3 | 0% | 1,725 | 345 | $39 | $55 |
| Information Security Analysts | 12,437 | 15,166 | 2,729 | 22% | 7,590 | 1,518 | $59 | $67 |
| First-Line Supervisors of Security Workers | 1,246 | 1,395 | 149 | 12% | 786 | 157 | $21 | $30 |
| Transportation Security Screeners | 2,164 | 2,159 | -5 | -0% | 980 | 196 | $24 | $28 |
| Protective Service Workers, All Other | 5,950 | 6,023 | 73 | 1% | 7,548 | 1,510 | $17 | $19 |
| **Total** | **26,110** | **29,060** | **2,950** | **11%** | **18,629** | **3,726** |  |  |
| Source: Lightcast 2022.3 | | | | | | | | |
| **Bay Region includes:** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties | | | | | | | | |

**Table 2. Employment Outlook for Private Security Occupations in East Bay Sub-region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Facilities Managers | 1,222 | 1,219 | -2 | -0% | 489 | 98 | $35 | $51 |
| Information Security Analysts | 1,832 | 1,992 | 160 | 9% | 836 | 167 | $54 | $57 |
| First-Line Supervisors of Security Workers | 296 | 333 | 37 | 13% | 191 | 38 | $19 | $28 |
| Transportation Security Screeners | 858 | 869 | 12 | 1% | 409 | 82 | $22 | $26 |
| Protective Service Workers, All Other | 1,569 | 1,593 | 24 | 2% | 1,997 | 399 | $16 | $19 |
| **Total** | **5,776** | **6,007** | **231** | **4%** | **3,921** | **784** |  |  |
| Source: Lightcast 2022.3 | | | | | | | | |
| **East Bay Sub-Region includes:** Alameda, Contra Costa Counties | | | | | | | | |

### Job Postings in Bay Region and East Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Dec. 2021 - Nov. 2022)**

| **Occupation** | **Bay Region** | **East Bay** |
| --- | --- | --- |
| Information Security Analysts | 7,828 | 1,365 |
| Facilities Managers | 3,690 | 969 |
| Protective Service Workers, All Other | 2,490 | 854 |
| First-Line Supervisors of Security Workers | 484 | 104 |
| Transportation Security Screeners | 225 | 60 |
| Source: Lightcast | | |

**Table 4a. Top Job Titles for Private Security Occupations for latest 12 months (Dec. 2021 - Nov. 2022) Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Security Engineers | 598 | Security Analysts | 210 |
| Facilities Managers | 516 | Information Security Analysts | 187 |
| Facilities Coordinators | 453 | Cybersecurity Engineers | 182 |
| Security Shift Supervisors | 426 | Security Architects | 164 |
| Security Site Supervisors | 329 | Loss Prevention Agents | 158 |
| Cloud Security Engineers | 267 | Security Supervisors | 158 |
| Asset Protection Specialists | 250 | Store Protection Specialists | 137 |
| Loss Prevention Officers | 248 | Product Security Engineers | 134 |
| Network Security Engineers | 215 | Directors of Facilities | 133 |
| Source: Lightcast |

**Table 4b. Top Job Titles for Private Security Occupations for latest 12 months (Dec. 2021 - Nov. 2022) East Bay Sub-Region**

| **Title** | **East Bay** | **Title** | **East Bay** |
| --- | --- | --- | --- |
| Facilities Managers | 124 | Asset Protection Agents | 51 |
| Asset Protection Specialists | 102 | Asset Protection Associates | 51 |
| Security Engineers | 101 | Store Protection Specialists | 50 |
| Security Shift Supervisors | 97 | Network Security Engineers | 49 |
| Security Site Supervisors | 94 | Loss Prevention Agents | 46 |
| Facilities Coordinators | 90 | Security Managers | 40 |
| Loss Prevention Officers | 77 | Loss Prevention Detectives | 38 |
| Security Analysts | 63 | Security Supervisors | 38 |
| Cybersecurity Engineers | 53 | Cloud Security Engineers | 37 |
| Source: Lightcast | | | |

## Industry Concentration

**Table 5. Industries hiring Private Security Workers in Bay Region**

| **Industry - 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2021)** | **Jobs in Industry (2026)** | **% Change (2021-26)** | **% Occupation Group in Industry (2021)** |
| --- | --- | --- | --- | --- |
| Internet Publishing and Broadcasting and Web Search Portals | 3,299 | 4,445 | 35% | 13% |
| Custom Computer Programming Services | 2,078 | 2,610 | 26% | 8% |
| Security Guards and Patrol Services | 2,159 | 2,480 | 15% | 8% |
| Elementary and Secondary Schools (Local Government) | 1,814 | 1,767 | -3% | 7% |
| Federal Government, Civilian, Excluding Postal Service | 1,806 | 1,750 | -3% | 7% |
| Local Government, Excluding Education and Hospitals | 1,620 | 1,669 | 3% | 6% |
| Computer Systems Design Services | 1,133 | 1,345 | 19% | 4% |
| Corporate, Subsidiary, and Regional Managing Offices | 803 | 786 | -2% | 3% |
| Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology) | 635 | 720 | 13% | 2% |
| Data Processing, Hosting, and Related Services | 502 | 646 | 29% | 2% |
| Source: Lightcast 2022.3 | | | | |

**Table 6. Top Employers Posting Private Security Occupations in Bay Region and East Bay Sub-Region (Dec. 2021 - Nov. 2022)**

| **Employer** | **Bay** | **Employer** | | **East Bay** |
| --- | --- | --- | --- | --- |
| Allied Universal | 892 | Allied Universal | | 192 |
| The Home Depot | 416 | The Home Depot | | 133 |
| Macy's | 254 | Ross Stores | | 103 |
| KPMG | 245 | Lucid Motors | | 94 |
| Ross Stores | 225 | Lawrence Livermore National Laboratory | | 89 |
| Wells Fargo | 213 | Macy's | | 86 |
| Palo Alto Networks | 206 | GardaWorld | | 64 |
| Splunk | 186 | Robert Half | | 64 |
| Cisco | 157 | TJX | | 64 |
| Gap | 157 | Wells Fargo | | 64 |
| Source: Lightcast | | |

## Educational Supply

There are 23 community colleges in the Bay Region issuing 1,669 awards on average annually (last 3 years ending 2019-20) on TOP 2105.00 Administration of Justice. In the East Bay Sub-Region, there are seven (7) community colleges that issued 396 awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 2105.00 Administration of Justice in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **High unit Certificate** | **Low unit Certificate** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Cabrillo | SC-Monterey | 25 | 0 | 0 | 25 |
| Chabot | East Bay | 56 | 0 | 0 | 56 |
| Contra Costa | East Bay | 27 | 0 | 7 | 34 |
| De Anza | Silicon Valley | 66 | 0 | 0 | 66 |
| Diablo Valley | East Bay | 93 | 0 | 42 | 135 |
| Evergreen Valley | Silicon Valley | 66 | 0 | 0 | 66 |
| Gavilan | Silicon Valley | 43 | 0 | 5 | 48 |
| Hartnell | SC-Monterey | 101 | 0 | 18 | 119 |
| Las Positas | East Bay | 35 | 0 | 0 | 35 |
| Los Medanos | East Bay | 59 | 0 | 16 | 75 |
| Marin | North Bay | 9 | 0 | 2 | 11 |
| Merritt | East Bay | 36 | 5 | 0 | 41 |
| Mission | Silicon Valley | 8 | 0 | 0 | 8 |
| Monterey | SC-Monterey | 32 | 0 | 113 | 145 |
| Napa | North Bay | 34 | 0 | 11 | 45 |
| Ohlone | East Bay | 20 | 0 | 0 | 20 |
| San Francisco | Mid-Peninsula | 45 | 21 | 12 | 78 |
| San Jose City | Silicon Valley | 31 | 0 | 8 | 39 |
| San Mateo | Mid-Peninsula | 53 | 0 | 8 | 61 |
| Santa Rosa | North Bay | 67 | 0 | 340 | 407 |
| Skyline | Mid-Peninsula | 32 | 0 | 2 | 34 |
| Solano | North Bay | 65 | 2 | 2 | 69 |
| West Valley | Silicon Valley | 52 | 0 | 0 | 52 |
| **Total** |  | **1,055** | **28** | **586** | **1,669** |
| Source: Data Mart | | | | | |
| Note: The annual average for awards is 2017-18 to 2019-20. | | | | | |

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,726 annual openings for the Private Security occupational cluster and 1,669 annual (3-year average) awards for an annual undersupply of 2,057 students. In the East Bay Sub-Region, there is also a gap with 784 annual openings and 396 annual (3-year average) awards for an annual undersupply of 388 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2105.00 - Administration of Justice**

| **Metric Outcomes** | **Bay All CTE Programs** | **Diablo Valley All CTE Programs** | **State 2105.00** | **Bay 2105.00** | **East Bay 2105.00** | **Diablo Valley 2105.00** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 71% | 54% | 55% | 56% | 52% |
| Median Annual Earnings for SWP Exiting Students | $47,419 | $37,187 | $46,440 | $62,672 | $74,878 | $32,319 |
| Median Change in Earnings for SWP Exiting Students | 23% | 25% | 19% | 20% | 16% | 33% |
| Exiting Students Who Attained the Living Wage | 52% | 44% | 62% | 63% | 67% | 31% |
| Source: Launchboard Strong Workforce Program Median of 2017 to 2020. | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Private Security Occupations in Bay Region (Dec. 2021 - Nov. 2022)**

| **Skill** | **Posting** | | **Skill** | **Posting** |
| --- | --- | --- | --- | --- |
| Auditing | 3,220 | | Incident Response | 1,446 |
| Computer Science | 2,667 | | Risk Management | 1,418 |
| Cyber Security | 2,665 | | Firewall | 1,384 |
| Vulnerability | 2,303 | | Network Security | 1,371 |
| Automation | 2,044 | | Security Controls | 1,364 |
| Python (Programming Language) | 2,039 | | Penetration Testing | 1,343 |
| Amazon Web Services | 1,898 | | Cloud Computing Security | 1,340 |
| Loss Prevention | 1,868 | | Operating Systems | 1,302 |
| Risk Analysis | 1,465 | | Facility Management | 1,279 |
| Linux | 1,455 | | Security Operations | 1,271 |
| Source: Lightcast | |

**Table 10. Certifications for Private Security Occupations in Bay Region (Dec. 2021 - Nov. 2022)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Certified Information Systems Security Professional | 2,057 | Offensive Security Certified Professional | 240 |
| Certified Information Security Manager | 938 | GIAC Security Essentials Certification (GSEC) | 165 |
| Certified Information System Auditor (CISA) | 922 | GIAC Certified Incident Handler | 157 |
| GIAC Certifications | 680 | Security Guard License | 139 |
| Certified Ethical Hacker | 388 | Cisco Certified Network Associate | 138 |
| Certified In Risk and Information Systems Control | 363 | Certified Internal Auditor | 137 |
| Security Clearance | 311 | Top Secret-Sensitive Compartmented Information (TS/SCI Clearance) | 131 |
| NIST Cybersecurity Framework (CSF) | 310 | Project Management Professional Certification | 129 |
| CompTIA Security+ | 282 | Cisco Certified Network Professional | 104 |
| Cisco Certified Security Professional | 244 | Certificate Of Cloud Security Knowledge | 100 |
| Source: Lightcast | | | |

**Table 11. Education Requirements for Private Security Occupations in Bay Region**

| **Education Level** | **Job Postings** | **% of Total** |
| --- | --- | --- |
| High school or GED | 3,191 | 25% |
| Associate degree | 754 | 6% |
| Bachelor's degree & higher | 8,736 | 69% |
| Source: Lightcast | | |
| Note: 34% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample. | | |

## Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O\*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCO Data Mart and CTE Launchboard.

## Sources

O\*Net Online  
Lightcast  
CTE LaunchBoard www.calpassplus.org  
Launchboard  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor’s Office MIS system

## Contacts

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