



December 16, 2024

Charles Wilhite
Associate Professor
Moreno Valley Community College
16130 Lasselle St
Moreno Valley, CA 92551

Dear Professor Wilhite,

Subject: Summary of Key Findings for Proposed Bachelor's Degree in Emergency Management

The Inland Empire/Desert Center of Excellence for Labor Market Research has completed a labor market analysis in support of Moreno Valley Community College's application to offer a bachelor's degree in Emergency Management studies. This letter summarizes the key findings from our report and is organized to address the primary questions of workforce need, wage potential, and employer preferences for candidates with a baccalaureate degree.

Evidence of Regional Workforce Demand for Baccalaureate Degree Holders

Based on our analysis for the 2022-2023 academic year, there is a minimal supply-demand gap for workers with baccalaureate degrees in Emergency Management within the region. However, projections for job openings over the next ten years suggest that the demand for qualified professionals in this field (8 annual job openings) will be lower than the anticipated supply of graduates (10 annual awards) from existing and proposed programs. Specifically, data projects an oversupply of two baccalaureate-level workers in the Inland Empire/Desert region. These findings indicate that introducing a new program may increase the oversupply of baccalaureate-prepared professionals relative to regional employer demand.

Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders a Regional Living Wage

Our wage analysis indicates that workers with a baccalaureate degree in Emergency Management are likely to earn wages that meet or exceed the regional living wage. Specifically, entry-level positions in this field offer salaries at the 25th percentile of approximately \$53.12 per hour, significantly higher than the regional living wage benchmark of \$33.93 per hour for a single adult with one child. This analysis confirms that graduates of the proposed program can anticipate earning wages that align with local living standards

Evidence that Employers Are Willing to Pay Baccalaureate Degree Holders More than Those with an Associate Degree or No Postsecondary Degree

The analysis reveals a clear wage difference for individuals holding a baccalaureate degree compared to those with an associate degree or no postsecondary education. On average, job postings and salary data show that employers offer 112% higher wages to candidates with a bachelor's degree than those with an associate degree

or no degree. Specifically, the 25th percentile salary for baccalaureate degree holders is \$44.92 compared to \$21.23 for associate degree holders or individuals without postsecondary education. This wage differential underscores the added value of a baccalaureate degree in this field.

Evidence that Employers Prefer Candidates with the Proposed Baccalaureate Degree

Employer feedback and job posting analysis provide mixed results regarding the preference for candidates with a baccalaureate degree. Employers in the region express a preference for higher educational qualifications, the data indicate that the majority of job postings for entry-level positions in Emergency Management list a bachelor's degree as either a requirement (68.2%) or a preferred qualification (55.7%), while less than 30% postings indicate that an associate degree or equivalent experience is sufficient.

In summary, given the minimal amount of data currently available, our analysis indicates that a new program may lead to a regional over-supply of workers with baccalaureate degrees in Emergency Management, and employers are generally willing to offer competitive wages that meet the regional living wage. Additionally, there is evidence of a wage premium for baccalaureate degree holders compared to those with an associate degree or no postsecondary education. Also, the preference for a baccalaureate degree among employers is uniformly strong in the occupation targeted by the proposed program.

Please find the full labor market report attached for a detailed review of the data and analysis. Should you have any questions or need further clarification, feel free to contact us.

Sincerely,

Shannon Moran

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COE Director

Inland Empire/Desert Center of Excellence for Labor Market Research

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