



May 27, 2025

Andrew Fuenmayor  
Data Scientist  
Long Beach City College  
1305 E. Pacific Coast Highway  
Long Beach, CA 90806

Dear Mr. Fuenmayor,

Subject: **Summary of Key Findings for Proposed Bachelor's Degree in Cyber Security**

The Los Angeles Center of Excellence for Labor Market Research (LA COE) has completed a labor market analysis in support of Long Beach City College's application to offer a bachelor's degree in Cyber Security. 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 a Regional Supply-Demand Gap for Workers with Baccalaureate Degrees**

Our analysis reveals a potential need for workers with baccalaureate degrees in Cyber Security across the region and state. With only 2 average annual bachelor's degrees issued in the county and 271 projected annual job openings through 2032 for *information security analysts*, an occupation that typically requires a bachelor's degree for entry, the potential supply gap at this level of education is 269 unfilled jobs in LA County. In California, 1,687 *information security analysts* jobs are projected to be available annually, but only 44 annual bachelor's awards conferred from related programs currently, yielding a potential statewide projected workforce shortage of 1,643 unfilled annual job openings. These regional and statewide potential workforce gaps are certainly a cause for conversation and planning among education and training providers.

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

Based on our wage analysis, workers with a baccalaureate degree in Cyber Security are likely to earn a wage that meets or exceeds the regional living wage. Specifically, data indicate that the 25th percentile salary for entry-level positions in this field for baccalaureate degree holders is \$43.47 per hour, or just over \$90,400 annually assuming full-time employment, which compares favorably to the regional living wage benchmark of \$24.03 per hour for a single adult with no children, and \$39.67 per hour for a single adult with one child. It is worth noting that regional employers are advertising a median annual salary of \$104,192 for candidates with a bachelor's degree for *information security analysts* jobs. This confirms that graduates of the proposed program can expect to earn wages that meet local living standards.

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- **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 seeking candidates with a bachelor's degree for *information security analysts* jobs are advertising annual salaries that are nearly \$18,000 higher per year than those seeking candidates with a high school diploma or associate degree. This wage differential underscores the added value of a baccalaureate degree in this field.

- **Evidence that Employers Prefer Candidates with the Proposed Baccalaureate Degree**

The majority of job postings from regional employers of *information security analysts* were seeking candidates with a bachelor's degree (65% of total), demonstrating that employers posting job ads prefer candidates with a bachelor's degree for these jobs.

In summary, the labor market data indicate a potential regional supply-demand gap for workers with baccalaureate degrees in Cyber Security since projected job openings outpace the supply of related degrees awarded in this area by a substantial margin, and employers are 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.

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,

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