



Emergency Management and Transportation Homeland Security Occupational Group

*California and the Riverside-San Bernardino-Ontario Metropolitan Statistical Area
(Riverside and San Bernardino counties combined)*

Background on the Homeland Security Occupational Group

Jobs in homeland security are as numerous as they are various. Opportunities exist within government agencies themselves and also within the private sector. Border patrol agents, immigration officers, cybersecurity analysts, emergency management directors, and many others work to protect the security of our nation. This report focuses primarily on occupations involved in emergency management and transportation. Therefore, the occupations selected for this report only represent a fraction of all the available employment opportunities in homeland security.

Job Opportunities

In 2016, there were more than 6,700 homeland security occupational jobs in California. About 5% or 330 of these job opportunities were located in the Riverside-San Bernardino-Ontario MSA. Across the local region, the homeland security occupational group is expected to increase 5% through 2021, faster than California as a whole at 1% projected growth. Employers in the Riverside-San Bernardino-Ontario MSA will need to hire just over 40 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements). Projected job growth for each of the detailed occupations in this occupational group are found in Appendix A.

Exhibit 1: Five-year projections for the homeland security occupational group in the Riverside-San Bernardino-Ontario MSA and California

Region	2016 Jobs	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Riverside-San Bernardino-Ontario MSA	332	348	16	5%	42	8
California	6,736	6,809	73	1%	625	125

Earnings

The combined average entry-level wage for this occupational group is \$19.30, above the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Riverside-San Bernardino-Ontario MSA. The average annual earnings for this occupational group in the region is \$50,200 per year, assuming full-time employment. The combined average entry-level hourly wage in California is \$18.90 per hour. Hourly wages and annual average earnings for each detailed occupation in this group can be found in Appendix A.

Exhibit 2: Earnings for the homeland security occupational group in the Riverside-San Bernardino-Ontario MSA and California

Region	Entry to Experienced Hourly Earnings Range*	Avg. Annual Earnings
Riverside-San Bernardino-Ontario MSA	\$19.30 to \$30.83	\$50,200
California	\$18.90 to \$31.80	\$51,800

*Entry hourly earnings is 10th percentile wage, experienced hourly earnings is 90th percentile wage.

Job Ads, Top Employers, Work Locations, Skills, and Education

In the last 12 months (July 2016 to June 2017), there were a total of 23 full-time job advertisements (ads) for the homeland security occupational group in the Riverside-San Bernardino-Ontario MSA. In the full-year 2016 there were 37 job ads; 23 job ads in 2015, and 27 job ads in 2014. Exhibit 3 shows the job ads during the last 12 months by each occupation in the homeland security occupational group.

Exhibit 3: Job ads by each of the homeland security occupation in the Riverside-San Bernardino-Ontario MSA and California

Occupation	Job Postings
Transportation Security Screeners	12
Emergency Management Directors	10
Transit and Railroad Police	1

The top employer posting jobs for homeland security occupations was the Transportation Security Administration. Jobs were located primarily at the airports in Palm Springs and Ontario. Exhibit 4 lists the top specialized and soft skills that employers are seeking when looking for workers to fill homeland security positions.

Exhibit 4: Top skills in greatest demand for the homeland security occupational group in the Riverside-San Bernardino-Ontario MSA

Homeland security Occupations	Specialized skills	Soft skills
Transportation Security Screeners	<ul style="list-style-type: none"> • Transportation Security • Machinery • Handling of Crisis or Emergency Situations • X-Rays 	<ul style="list-style-type: none"> • English • Physical Demand • Critical Thinking
Emergency Management Directors	<ul style="list-style-type: none"> • Public Health and Safety • Supervisory Skills • Budgeting 	<ul style="list-style-type: none"> • Planning • Writing • Research • Teamwork/Collaboration
Transit and Railroad Police	<ul style="list-style-type: none"> • Vehicle Inspection • Transporting • Post Trip Inspections • Facility Management 	<ul style="list-style-type: none"> • N/A

Exhibit 5 displays the education level requested by employers in online job ads. Minimum education sought by employers varies by occupation. For transportation security screeners and transit and railroad police all employers during the past year were looking for a candidate with either a high school diploma or vocational training. For emergency management directors, employers are looking to hire someone with a bachelor’s degree or higher.

Exhibit 5: June 2016 – May 2017 online job ads with minimum advertised education requirements for the homeland security occupational group in the Riverside-San Bernardino-Ontario MSA

Homeland security Occupations	High school diploma or vocational training	Associate degree	Bachelor’s degree or higher
Transportation Security Screeners	100%	-	-
Emergency Management Directors	-	-	100%
Transit and Railroad Police	100%	-	-

Student Completions and Outcomes

Exhibit 6 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2013 and 2016, as well as other awards granted outside the California Community Colleges from 2012-2015, with the relevant TOP code. Please note an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

Exhibit 6: Annual average community college student completions for industrial and transportation security programs in the Riverside-San Bernardino-Ontario MSA

2105.30 – Industrial and Transportation Security	Annual CC Headcount (2014-2015)	CC Annual Avg. Awards (2013-16)
Chaffey	7	
Total headcount (2014-2015)	111	

*No competition data available for this TOP code



Summary

Occupations requiring homeland security skills are showing projected job growth over the next five years. All of the homeland security occupations have starting wages greater than the living wage (\$12.10 per hour). The Industrial and Occupational Safety and Health program is offered at one community college and completions data for awards or certificates is not available at this time. Based on the proposed course outlines for homeland security, the emergency management director occupation seems to be the best fit, however, these positions require additional education beyond a certificate or associate degree.

Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

Employment Development Department, Labor Market Information Division, OES

Employment Development Department, Unemployment Insurance Dataset

CTE LaunchBoard

Statewide CTE Outcomes Survey

Living Insight Center for Community Economic Development

California Community Colleges Chancellor's Office Management Information Systems (MIS)

Michael Goss, Director

Center of Excellence, Inland Empire/ Desert Region

michael.goss@chaffey.edu

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Appendix A: Occupation definitions, five-year projections, and earnings for the homeland security occupational group

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Transit and Railroad Police (33-3052)

Protect and police railroad and transit property, employees, or passengers.

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: One to twelve months on-the-job training

Percentage with Community College Award or Some Postsecondary Coursework: 52%

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: Less than one month on-the-job training

Percentage with Community College Award or Some Postsecondary Coursework: 50%

Emergency Management Directors (11-9161)

Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Percentage with Community College Award or Some Postsecondary Coursework: 34%



Table 1. Job growth and wages for the homeland security occupational group, Riverside-San Bernardino-Ontario MSA

Homeland security Occupations (SOC code)	2016 Jobs	5-Yr Openings to 2021 (New + Replacement Jobs)	Annual Openings to 2021	Entry to Experienced Hourly Earnings Range*	Avg. Annual Earnings
Transportation Security Screeners (33-9093)	256	25	5	\$18.87 to \$24.77	\$43,200
Emergency Management Directors (11-9161)	52	11	2	\$22.75 to \$54.12	\$80,700
Transit and Railroad Police (33-3052)	24	<10	Insf. Data	\$16.59 to \$46.73	\$60,500
Total	332	42	8	\$19.30 to \$30.83	\$50,200