

Program Market Demand

6 Homeland Security, Law Enforcement, Firefighting and Related Protective Services

Emsi Q3 2018 Data Set

September 2018

College of San Mateo



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Programs

Code	Description
43.0107	Criminal Justice/Police Science
43.0102	Corrections
43.0199	Corrections and Criminal Justice, Other
43.0109	Security and Loss Prevention Services
43.0301	Homeland Security
43.0106	Forensic Science and Technology

Regions

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6075	San Francisco County, CA
6081	San Mateo County, CA
6085	Santa Clara County, CA

Education Levels

Any

Completions Year

2015

Jobs Timeframe

2017 - 2024

Job Postings Timeframe

Sep 2016 - Aug 2018

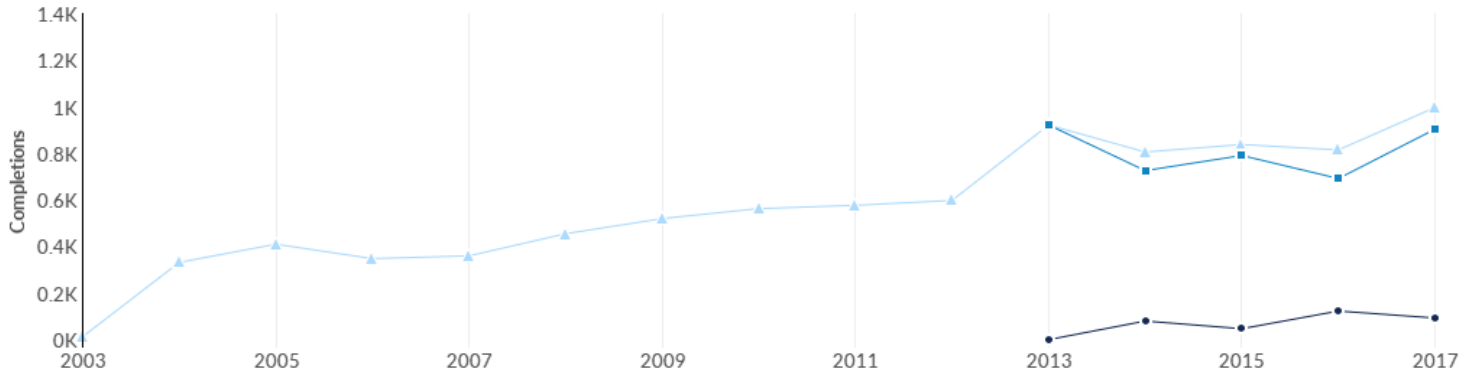
Program Overview



	Completions (2015)	% Completions	Institutions (2015)	% Institutions
All Programs	838	100%	17	100%
Distance Offered Programs	47	6%	1	6%
Non-Distance Offered Programs	791	94%	16	94%

Institution	Completions (2015)	Growth % YOY (2015)	Market Share (2015)
Diablo Valley College	213	79.0%	25.4%
College of San Mateo	88	-20.0%	10.5%
City College of San Francisco	63	1.6%	7.5%
Evergreen Valley College	62	-7.5%	7.4%
Gavilan College	60	33.3%	7.2%
Los Medanos College	52	-59.1%	6.2%
West Valley College	47	9.3%	5.6%
Merritt College	43	34.4%	5.1%
Skyline College	42	-2.3%	5.0%
San Jose City College	37	-5.1%	4.4%
Contra Costa College	34	-20.9%	4.1%
Chabot College	34	3.0%	4.1%
De Anza College	33	94.1%	3.9%
Las Positas College	14	16.7%	1.7%
Ohlone College	10	-28.6%	1.2%
Argosy University-San Francisco Bay Area	5	Insf. Data	0.6%
Mission College	1	Insf. Data	0.1%

Regional Trends



	2013 Completions	2015 Completions	% Change
● Distance Offered Programs	0	47	Insf. Data
■ Non-Distance Offered Programs	922	791	-14.2%
▲ All Programs	922	838	-9.1%

Job Postings Summary

<p>48,650 Unique Postings 262,796 Total Postings</p>	<p>5 : 1 Posting Intensity</p> <p>Regional Average: 4 : 1</p>	<p>38 days Median Posting Duration Regional Average: 33 days</p>
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There were 262,796 total job postings for your selection from September 2016 to August 2018, of which 48,650 were unique. These numbers give us a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting.

This is higher than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may be trying harder to hire for this position.

Job Postings vs. Hires

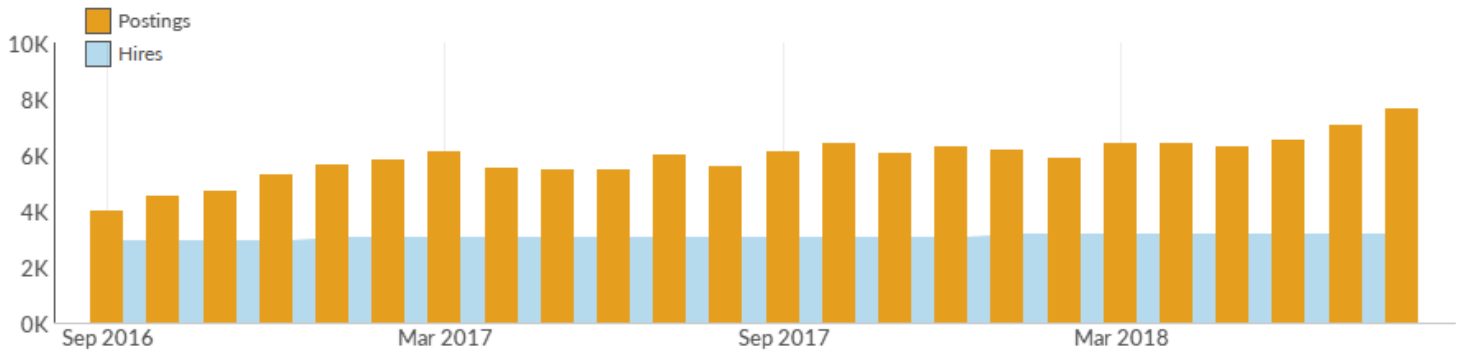
5,892

Avg. Monthly Postings (Sep 2016 - Aug 2018)

3,093

Avg. Monthly Hires (Sep 2016 - Aug 2018)

In an average month, there were 5,892 unique job postings for 13 Occupations, and 3,093 actually hired. This means there was approximately 1 hire for every 2 unique job postings for 13 Occupations.



Occupation	Avg Monthly Postings (Sep 2016 - Aug 2018)	Avg Monthly Hires (Sep 2016 - Aug 2018)
Managers, All Other	3,796	606
Security Guards	1,553	1,928
Private Detectives and Investigators	170	41
Police and Sheriff's Patrol Officers	153	406
Detectives and Criminal Investigators	76	25
First-Line Supervisors of Police and Detectives	75	17
Emergency Management Directors	56	11
Correctional Officers and Jailers	7	37
Forensic Science Technicians	4	10
Gaming Surveillance Officers and Gaming Investigators	2	1
First-Line Supervisors of Correctional Officers	0	4
Transit and Railroad Police	0	0

Bailiffs

0

0

Target Occupations

74,852 Jobs (2017) 10% below National average	+11.2% % Change (2017-2024) Nation: +6.0%	\$24.39/hr Median Hourly Earnings Nation: \$20.79/hr	8,571 Annual Openings
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Occupation	2017 Jobs	Annual Openings	Median Hourly Earnings	Growth (2017 - 2024)	Location Quotient (2017)
Security Guards	29,443	4,641	\$15.38/hr	+12.24%	1.07
Managers, All Other	26,548	2,368	\$47.20/hr	+11.43%	1.32
Police and Sheriff's Patrol Officers	14,181	1,089	\$55.30/hr	+8.00%	0.83
Correctional Officers and Jailers	1,228	136	\$30.83/hr	+16.78%	0.12
Detectives and Criminal Investigators	927	67	\$57.09/hr	+6.26%	0.35
Private Detectives and Investigators	894	107	\$24.81/hr	+11.74%	0.95
First-Line Supervisors of Police and Detectives	593	52	\$73.31/hr	+16.36%	0.23
Emergency Management Directors	352	31	\$65.47/hr	+6.82%	1.11
Forensic Science Technicians	316	44	\$38.50/hr	+12.34%	0.86
Transit and Railroad Police	193	15	\$39.57/hr	+7.25%	1.25
First-Line Supervisors of Correctional Officers	124	11	\$41.69/hr	+16.13%	0.12
Gaming Surveillance Officers and Gaming Investigators	30	6	\$20.24/hr	+30.00%	0.11
Bailiffs	22	4	\$25.16/hr	+54.55%	0.05

Growth

74,852

2017 Jobs

83,208

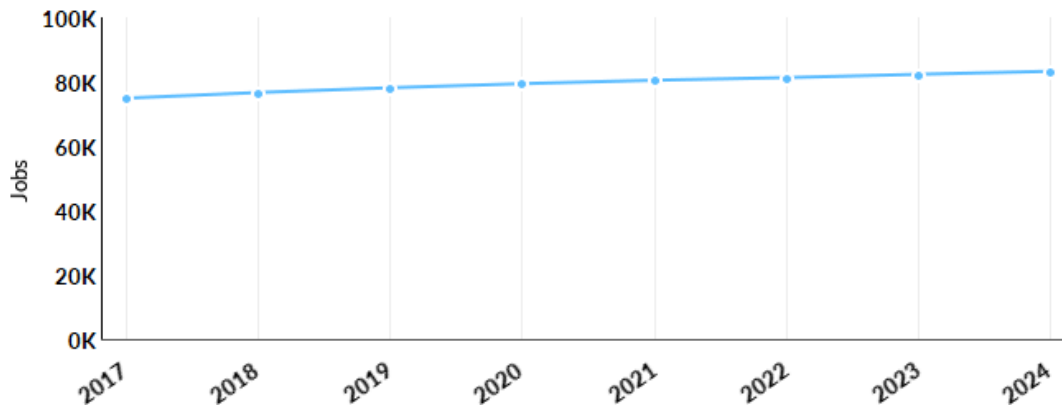
2024 Jobs

8,356

Change (2017-2024)

11.2%

% Change (2017-2024)



Occupation	2017 Jobs	2024 Jobs	Change	% Change
Emergency Management Directors (11-9161)	352	376	24	7%
Managers, All Other (11-9199)	26,548	29,582	3,034	11%
Forensic Science Technicians (19-4092)	316	355	39	12%
First-Line Supervisors of Correctional Officers (33-1011)	124	144	20	16%
First-Line Supervisors of Police and Detectives (33-1012)	593	690	97	16%
Bailiffs (33-3011)	22	34	12	55%
Correctional Officers and Jailers (33-3012)	1,228	1,434	206	17%
Detectives and Criminal Investigators (33-3021)	927	985	58	6%
Police and Sheriff's Patrol Officers (33-3051)	14,181	15,315	1,134	8%
Transit and Railroad Police (33-3052)	193	207	14	7%
Private Detectives and Investigators (33-9021)	894	999	105	12%
Gaming Surveillance Officers and Gaming Investigators (33-9031)	30	39	9	30%

Occupation	2017 Jobs	2024 Jobs	Change	% Change
Security Guards (33-9032)	29,443	33,048	3,605	12%

Percentile Earnings

\$15.76/hr

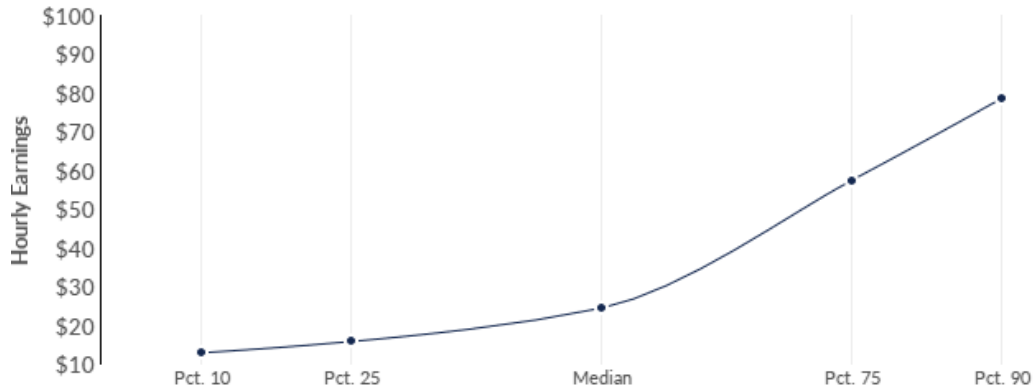
25th Percentile Earnings

\$24.39/hr

Median Earnings

\$57.43/hr





75th Percentile Earnings







Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Emergency Management Directors (11-9161)	\$50.46	\$65.47	\$78.50
Managers, All Other (11-9199)	\$18.48	\$47.20	\$77.77
Forensic Science Technicians (19-4092)	\$32.29	\$38.50	\$48.71
First-Line Supervisors of Correctional Officers (33-1011)	\$38.39	\$41.69	\$47.49
First-Line Supervisors of Police and Detectives (33-1012)	\$59.04	\$73.31	\$88.72
Bailiffs (33-3011)	\$17.76	\$25.16	\$38.97
Correctional Officers and Jailers (33-3012)	\$26.71	\$30.83	\$39.73
Detectives and Criminal Investigators (33-3021)	\$42.37	\$57.09	\$69.66
Police and Sheriff's Patrol Officers (33-3051)	\$46.97	\$55.30	\$63.17
Transit and Railroad Police (33-3052)	\$30.35	\$39.57	\$49.32
Private Detectives and Investigators (33-9021)	\$21.23	\$24.81	\$36.90
Gaming Surveillance Officers and Gaming Investigators (33-9031)	\$16.15	\$20.24	\$27.48

Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Security Guards (33-9032)	\$12.94	\$15.38	\$18.61











Top Companies Posting

Company	Total/Unique (Sep 2016 - Aug 2018)	Posting Intensity	Median Posting Duration
Allied Universal	54,348 / 3,316	16 : 1 	42 days
Securitas Security Services Usa, Inc.	7,173 / 1,106	6 : 1 	55 days
Oracle Corporation	2,433 / 975	2 : 1 	54 days
Anthem, Inc.	2,381 / 898	3 : 1 	20 days
Ross Stores, Inc.	2,927 / 626	5 : 1 	61 days
G4s PLC	4,154 / 607	7 : 1 	35 days
First Alarm Security & Patrol, Inc.	9,454 / 548	17 : 1 	41 days
Macy's, Inc.	5,746 / 505	11 : 1 	51 days
Google Inc.	1,309 / 421	3 : 1 	52 days
Gap Inc.	2,072 / 389	5 : 1 	63 days
Apple Inc.	1,842 / 374	5 : 1 	64 days
Deloitte LLP	2,056 / 371	6 : 1 	51 days
Facebook, Inc.	905 / 365	2 : 1 	37 days
Cybercoders, Inc.	1,577 / 358	4 : 1 	38 days
Hospital Shared Services, Inc.	1,922 / 344	6 : 1 	39 days
Robert Half International Inc.	1,916 / 333	6 : 1 	24 days
University of California	1,414 / 325	4 : 1 	49 days
CRST International, Inc.	2,363 / 259	9 : 1 	46 days
24 Hour Fitness Worldwide, Inc.	1,179 / 250	5 : 1 	48 days
Kaiser Permanente	1,655 / 249	7 : 1 	58 days
Securitas USA Co.	1,207 / 249	5 : 1 	33 days
Biospace, Inc	1,347 / 246	5 : 1 	42 days
Cisco Systems, Inc.	1,053 / 242	4 : 1 	33 days
ACCENTURE, INC.	616 / 207	3 : 1 	34 days
Roche Laboratories Inc.	599 / 204	3 : 1 	45 days

Gilead Sciences, Inc.	497 / 191	3 : 1		57 days
Marriott International, Inc.	1,136 / 185	6 : 1		19 days
Wells Fargo & Company	1,756 / 184	10 : 1		16 days
Security Industry Specialists, Inc.	976 / 176	6 : 1		42 days
Uber Technologies, Inc.	396 / 175	2 : 1		42 days
The TJX Companies Inc	1,533 / 170	9 : 1		33 days
RANDSTAD HOLDING nv	1,229 / 163	8 : 1		31 days
Genentech, Inc.	463 / 154	3 : 1		33 days
International Business Machines Corporation	695 / 145	5 : 1		34 days
Jones Lang Lasalle Incorporated	759 / 141	5 : 1		53 days
U.S. Security Associates, Inc.	678 / 132	5 : 1		31 days
Tesla Motors, Inc.	556 / 129	4 : 1		67 days
Whelan Security Co.	366 / 124	3 : 1		53 days
Stanford Health Care	805 / 119	7 : 1		44 days
The Home Depot Inc	496 / 117	4 : 1		58 days
Cypress Security, LLC	588 / 115	5 : 1		44 days
Wal-Mart Stores, Inc.	534 / 114	5 : 1		40 days
Pacific Gas and Electric Company	797 / 113	7 : 1		29 days
SOS Security Incorporated	343 / 113	3 : 1		39 days
Nordstrom, Inc.	675 / 110	6 : 1		53 days
Abbott Laboratories	401 / 109	4 : 1		48 days
Agile Media Inc	288 / 108	3 : 1		131 days
Salesforce.com, Inc.	692 / 104	7 : 1		38 days
COMPASS GROUP PLC	201 / 92	2 : 1		47 days
Command Security Corporation	307 / 91	3 : 1		23 days

Top Posted Job Titles

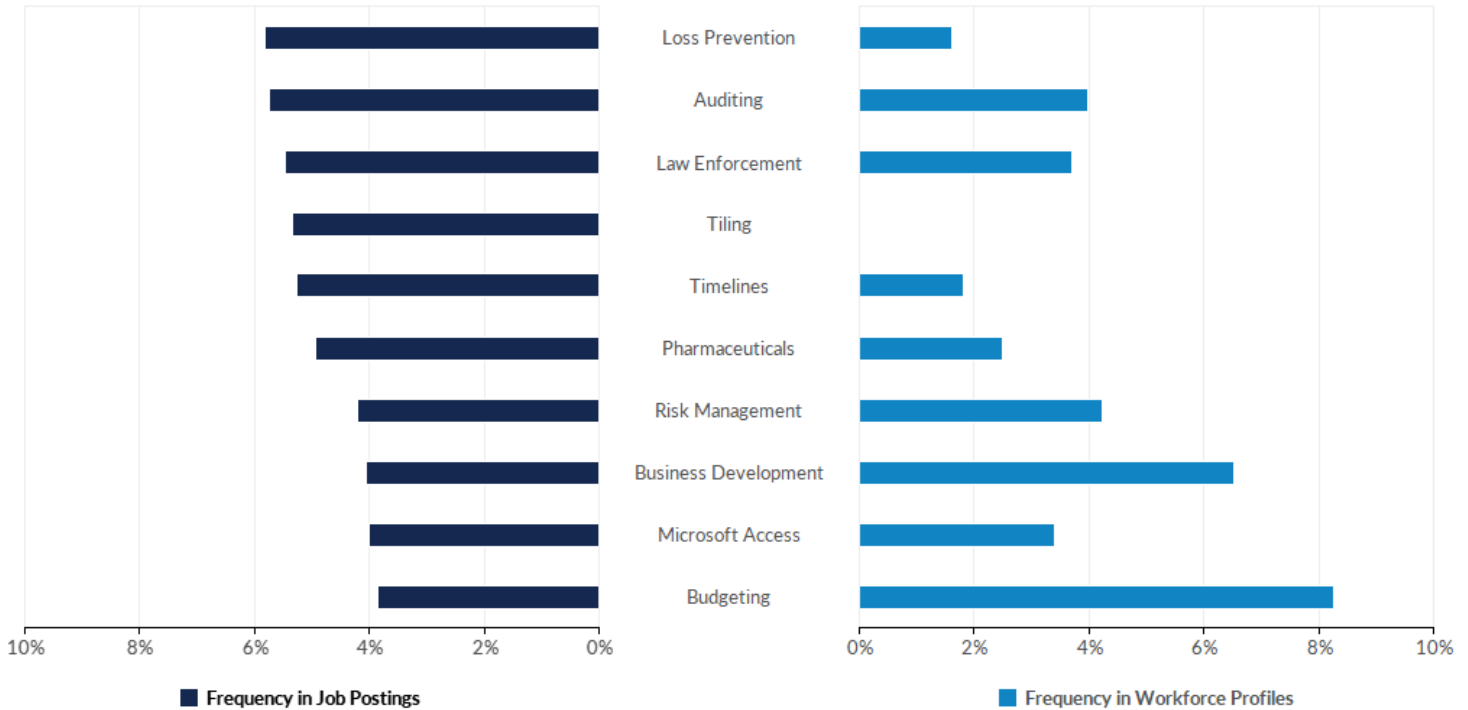
Job Title	Total/Unique (Sep 2016 - Aug 2018)	Posting Intensity	Median Posting Duration
Project Manager (Management)	29,393 / 6,556	4 : 1	34 days
Security Officer (Protective Service)	43,433 / 3,853	11 : 1	39 days
Program Manager	15,102 / 3,629	4 : 1	37 days
Project Manager (Computer and Mathematical)	7,726 / 1,798	4 : 1	36 days
Supply Chain Manager	6,639 / 1,563	4 : 1	43 days
Compliance Manager (Management)	3,083 / 909	3 : 1	35 days
Police Officer	2,159 / 862	3 : 1	46 days
Facility Security Officer	14,732 / 793	19 : 1	40 days
Director of Regulatory Affairs	3,809 / 774	5 : 1	43 days
Security Flex Officer	6,173 / 705	9 : 1	50 days
Project Coordinator (Management)	3,332 / 704	5 : 1	34 days
Asset Protection Manager	5,943 / 702	8 : 1	51 days
Patrol Officer	3,988 / 605	7 : 1	47 days
Event Security Officer	4,059 / 596	7 : 1	46 days
Regulatory Affairs Manager	2,199 / 550	4 : 1	38 days
Loss Prevention Specialist	2,738 / 521	5 : 1	55 days
Security Guard	1,994 / 437	5 : 1	31 days
Loss Prevention Detective	4,221 / 436	10 : 1	34 days
Account Manager (Management)	1,837 / 433	4 : 1	38 days
Compliance Director	1,160 / 380	3 : 1	38 days
Project Director	1,360 / 369	4 : 1	37 days
Healthcare Security Officer	4,063 / 366	11 : 1	49 days
Communications Manager (Management)	1,197 / 354	3 : 1	41 days
Supply Chain Director	1,070 / 302	4 : 1	39 days

Product Manager (Management)	1,028 / 284	4 : 1		39 days
Armed Security Officer	1,215 / 275	4 : 1		44 days
Operations Manager	1,111 / 270	4 : 1		37 days
Truck Driver	2,374 / 269	9 : 1		46 days
Sales Manager (Management)	958 / 265	4 : 1		43 days
IT Project Coordinator	1,321 / 241	5 : 1		34 days
Law Enforcement Officer	886 / 235	4 : 1		33 days
Compliance Officer	901 / 232	4 : 1		48 days
Events Manager	784 / 217	4 : 1		34 days
Fitness Manager (Management)	904 / 204	4 : 1		49 days
Regulatory Manager	799 / 203	4 : 1		44 days
Loss Prevention Officer	1,225 / 191	6 : 1		44 days
Loss Prevention Agent	709 / 182	4 : 1		55 days
Hospital Security Officer	1,922 / 179	11 : 1		31 days
Project Administrator (Management)	705 / 178	4 : 1		35 days
Risk Manager (Management)	653 / 177	4 : 1		36 days
Professional Services Manager	571 / 175	3 : 1		59 days
Programming Manager	512 / 155	3 : 1		33 days
Public Safety Officer	556 / 150	4 : 1		57 days
Sales Manager (Sales and Related)	565 / 148	4 : 1		51 days
Safety Manager	452 / 145	3 : 1		55 days
Campus Security Officer	947 / 143	7 : 1		22 days
Safety and Security Officer	1,199 / 142	8 : 1		43 days
Inventory Manager	411 / 137	3 : 1		31 days
Marketing Manager	399 / 133	3 : 1		32 days
Loss Prevention Manager (Protective Service)	565 / 128	4 : 1		53 days

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Emsi's job posting analytics, this comparison leverages Emsi's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

**The skills associated with workforce profiles represent workers of all education and experience levels.*

Top Hard Skills



Top Hard Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Aug 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2016 - 2018)
Loss Prevention	6%	2,832 / 48,650	2%	852 / 52,886
Auditing	6%	2,791 / 48,650	4%	2,110 / 52,886
Law Enforcement	5%	2,665 / 48,650	4%	1,953 / 52,886
Tiling	5%	2,601 / 48,650	0%	0 / 52,886
Timelines	5%	2,563 / 48,650	2%	961 / 52,886
Pharmaceuticals	5%	2,396 / 48,650	2%	1,319 / 52,886
Risk Management	4%	2,042 / 48,650	4%	2,236 / 52,886

Business Development	4%	1,972 / 48,650	7%	3,451 / 52,886
Microsoft Access	4%	1,949 / 48,650	3%	1,793 / 52,886
Budgeting	4%	1,874 / 48,650	8%	4,369 / 52,886
Accounting	4%	1,829 / 48,650	3%	1,783 / 52,886
Project Planning	4%	1,827 / 48,650	10%	5,241 / 52,886
Milestones	4%	1,814 / 48,650	1%	742 / 52,886
Customer Relationship Management	4%	1,807 / 48,650	6%	3,233 / 52,886
New Product Development	4%	1,741 / 48,650	6%	3,359 / 52,886
Business Process	4%	1,731 / 48,650	4%	2,280 / 52,886
Change Management	3%	1,637 / 48,650	5%	2,434 / 52,886
Professional Services	3%	1,551 / 48,650	1%	646 / 52,886
Enforcement	3%	1,530 / 48,650	3%	1,576 / 52,886
Supply Chain Management	3%	1,465 / 48,650	6%	3,197 / 52,886
Procurement	3%	1,414 / 48,650	4%	2,183 / 52,886
Purchasing	3%	1,410 / 48,650	5%	2,579 / 52,886
Business Process Improvement	3%	1,382 / 48,650	10%	5,155 / 52,886
Forecasting	3%	1,347 / 48,650	4%	2,120 / 52,886
Customer Satisfaction	3%	1,253 / 48,650	4%	1,876 / 52,886
Agile Software Development	3%	1,229 / 48,650	4%	2,140 / 52,886
Product Quality Assurance	2%	1,190 / 48,650	3%	1,564 / 52,886
Biotechnology	2%	1,177 / 48,650	2%	1,296 / 52,886
Selling Techniques	2%	1,174 / 48,650	2%	1,000 / 52,886
Quality Management	2%	1,159 / 48,650	3%	1,727 / 52,886
Process Improvements (Business)	2%	1,149 / 48,650	1%	624 / 52,886
Fire-Control Systems	2%	1,142 / 48,650	0%	0 / 52,886
Automated External Defibrillator	2%	1,117 / 48,650	1%	282 / 52,886

Risk Analysis	2%	1,116 / 48,650	3%	1,484 / 52,886
Alarm Devices	2%	1,108 / 48,650	1%	315 / 52,886
Physical Security	2%	1,014 / 48,650	3%	1,456 / 52,886
Mitigation	2%	1,000 / 48,650	1%	559 / 52,886
Life Sciences	2%	998 / 48,650	1%	621 / 52,886
Product Management	2%	970 / 48,650	6%	3,128 / 52,886
Systems Development Life Cycle	2%	913 / 48,650	4%	2,231 / 52,886
Strategic Planning	2%	912 / 48,650	11%	5,604 / 52,886
Microsoft Project	2%	908 / 48,650	5%	2,510 / 52,886
Project Management Professional	2%	902 / 48,650	3%	1,354 / 52,886
Regulatory Compliance	2%	899 / 48,650	2%	796 / 52,886
Construction Management	2%	883 / 48,650	7%	3,564 / 52,886
Conflict Management	2%	842 / 48,650	0%	0 / 52,886
Management Consulting	2%	817 / 48,650	3%	1,460 / 52,886
Software Quality Assurance (SQA)	2%	783 / 48,650	2%	1,222 / 52,886
Higher Education	2%	781 / 48,650	1%	478 / 52,886
Account Management	2%	757 / 48,650	4%	2,213 / 52,886

Top Common Skills



Top Common Skills

Skill	Frequency in Postings	Postings with Skill / Total Postings (Sep 2016 - Aug 2018)	Frequency in Profiles	Profiles with Skill / Total Profiles (2016 - 2018)
Management	59%	28,809 / 48,650	34%	17,740 / 52,886
Communications	42%	20,289 / 48,650	9%	4,718 / 52,886
Operations	27%	13,001 / 48,650	18%	9,750 / 52,886
Leadership	24%	11,628 / 48,650	26%	13,907 / 52,886
Innovation	20%	9,830 / 48,650	3%	1,422 / 52,886
Investigation	16%	7,979 / 48,650	6%	3,097 / 52,886
Customer Service	15%	7,476 / 48,650	18%	9,729 / 52,886
Sales	15%	7,205 / 48,650	17%	9,036 / 52,886
Project Management	14%	6,889 / 48,650	27%	14,510 / 52,886
Interpersonal Skills	13%	6,552 / 48,650	1%	376 / 52,886
Problem Solving	13%	6,337 / 48,650	4%	2,122 / 52,886
Presentations	13%	6,088 / 48,650	6%	3,080 / 52,886

Computer Literacy	10%	4,792 / 48,650	1%	361 / 52,886
Coordinating	10%	4,767 / 48,650	6%	3,292 / 52,886
Program Management	10%	4,766 / 48,650	22%	11,501 / 52,886
Research	10%	4,647 / 48,650	16%	8,430 / 52,886
Writing	9%	4,377 / 48,650	5%	2,608 / 52,886
Written Communication	8%	4,113 / 48,650	0%	230 / 52,886
Microsoft Excel	8%	3,934 / 48,650	14%	7,490 / 52,886
Punctuality	8%	3,732 / 48,650	0%	14 / 52,886
Verbal Communication Skills	6%	2,973 / 48,650	0%	63 / 52,886
Microsoft PowerPoint	6%	2,682 / 48,650	10%	5,305 / 52,886
Time Management	5%	2,543 / 48,650	3%	1,711 / 52,886
Decision Making	5%	2,511 / 48,650	1%	617 / 52,886
Microsoft Office	5%	2,471 / 48,650	15%	8,136 / 52,886
Negotiation	5%	2,236 / 48,650	4%	2,361 / 52,886
Cardiopulmonary Resuscitation	5%	2,235 / 48,650	1%	689 / 52,886
Driving	5%	2,198 / 48,650	1%	389 / 52,886
First Aid	4%	2,078 / 48,650	1%	724 / 52,886
Mentorship	4%	2,005 / 48,650	2%	1,277 / 52,886
Prioritization	4%	1,942 / 48,650	1%	507 / 52,886
Microsoft Outlook	4%	1,840 / 48,650	4%	2,321 / 52,886
Infrastructure	4%	1,801 / 48,650	3%	1,464 / 52,886
Creativity	3%	1,596 / 48,650	0%	0 / 52,886
Construction	3%	1,588 / 48,650	9%	4,728 / 52,886
Information Technology	3%	1,585 / 48,650	4%	2,190 / 52,886
Integration	3%	1,552 / 48,650	6%	3,042 / 52,886
Office Suite	3%	1,387 / 48,650	0%	45 / 52,886

Financial Services	3%	1,353 / 48,650	2%	807 / 52,886
Training And Development	3%	1,261 / 48,650	2%	1,009 / 52,886
Data Analysis	2%	1,201 / 48,650	6%	3,126 / 52,886
Governance	2%	1,163 / 48,650	1%	612 / 52,886
Business Acumen	2%	1,137 / 48,650	0%	104 / 52,886
Critical Thinking	2%	1,120 / 48,650	1%	464 / 52,886
Real Estates	2%	1,030 / 48,650	2%	1,191 / 52,886
Quality Assurance	2%	978 / 48,650	4%	2,204 / 52,886
Sourcing (Recruitment)	2%	931 / 48,650	2%	988 / 52,886
Hospitality	2%	833 / 48,650	1%	730 / 52,886
Listening Skills	2%	752 / 48,650	0%	33 / 52,886
Proposal (Business)	2%	746 / 48,650	1%	553 / 52,886

Top Qualifications

Qualification	Postings with Qualification
Master Of Business Administration (MBA)	836
PMI Certified	219
Certified Information Systems Security Professional	208
Certified Information Security Manager	164
Project Management Professional Certification	160
Certified First Responder	129
Certified Internal Auditor	75
Professional Engineer	74
Certified In Production And Inventory Management	69
Certified Fraud Examination	67
Certified Public Accountant	60
Certified Purchasing Professional	55
Certified Associate Project Manager	49
Series 7 General Securities Representative License (Stockbroker)	46
Certified Regulatory Compliance Manager	45
Commercial Driver's License (CDL)	43
Certified Fraud Examiner	38
Certified In Risk And Information Systems Control	36
Program Management Professional	34
Chartered Financial Analyst	29
(American Society For Quality) ASQ Certified	28
Certified Safety Professional	27
Physical Security Professional	26
Certified Professional Coder	25
Registered Health Information Administrator	23
Registered Health Information Technician	23

Certified Coding Specialist	22
Registered Investment Advisor	22
Certified Relocation Professional	21
Certified Quality Engineer	20
Certified Ethical Hacker	19
Global Information Assurance Certification	19
GIAC Certified Incident Handler	18
Certified Risk Professional	17
GIAC Certified Forensics Analyst	17
Certified Project Management Professional	16
Personal Trainer Certification	16
Certified Hazardous Materials Manager	15
Certified Master Trainer	15
Forensic Examiner Certification	15
Certified In Healthcare Compliance	14
Certified Quality Auditor	14
Nurse Practitioner	14
Certified Professional In Supply Management (Standards Organizations)	13
Construction Health And Safety Technician	13
Master Of Public Administration	13
Certified Financial Planner	12
GIAC Security Essentials Certification	12
Certified Retirement Administrator	11
Global Remuneration Professional	11

Appendix A - Data Sources and Calculations

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

State Data Sources

This report uses state data from the following agencies: California Labor Market Information Department