



**CENTER OF EXCELLENCE
HOMELAND SECURITY-EMERGENCY MANAGEMENT**

HSEM Careers

Market Brief

Governor Jay Inslee, June 6, 2015

“The Homeland Security Emergency Management field continues to be a high growth industry with an ever increasing demand for skilled workers that have the expertise to plan, prepare, respond and lead the recovery from complex man-made, natural and technological disasters.”

As the traditional career pathways into emergency management jobs began to change, a need for HSEM professionals became evident as a new industry emerged with complex, cross-functional jobs that required new skill sets. The growing gaps in all sectors of the community for agile professionals who understand the complex nature of public health/safety, emergency management and homeland security including cyber security, combined with an aging workforce at or near retirement, has dramatically increased the need for a comprehensive program to prepare students to enter the HSEM field. Recognition of the need for whole community involvement has led to the growth of professional homeland security and emergency management (HSEM) careers with a myriad of job titles.

HSEM is a cross-functional industry that requires managers and leaders that have the ability to think through multiple systems, processes, and relationships to analyze how various public and private organizations function. Emergency responders, law enforcement, energy and transportation workers, supply chain, and water systems managers interact with each other to produce a synchronized plan for a whole community response to city, county, and state emergencies, disasters or catastrophic events. Current technical programs throughout the community college system includes Emergency Medical Technician (EMT)/ Emergency Medical Services (EMS), Criminal Justice (CJ), Corrections, Information Security/Cybersecurity, Nursing, Social Service Mental Health, Project Management and the online Occupational Health and Safety, Fire Command, and HSEM Associate (AA) degree and Certificate programs. Currently Pierce College is moving through the state’s approval process to establish a BAS-HSEM degree which would fill a leadership and management training gap in the HSEM educational pathway that is not addressed by any Washington 4-year institutions

Since 9/11, changes in the HSEM career field have evolved a new understanding that a broader scope of knowledge and skills—specialized learning and practical experience that would be gained through a multi-disciplinary approach to the design, development, and implementation of a BAS-HSEM degree—is becoming the minimum qualification for hiring managers in the HSEM cluster.

BAS-HSEM Program Support of the Statewide Strategic Plans

Alignment with state education and workforce development policy provides a solid foundation from which to establish the BAS-HSEM degree program. The BAS-HSEM program aligns with state policy beginning with Governor Inslee’s Building a Working Washington Agenda, which states a broad range of proposals to improve the state’s economy and education system. Further, degree program encompasses goals and objectives from the State Board for Community and Technical Colleges Mission Study, a 20 year action plan for community and technical college education, and the Workforce Training and

Education Coordinating Board’s (Workforce Board) 10 year strategic plan for workforce development, High Skills High Wages, and the Washington Student Achievement Council’s 2014 Strategic Action Plan.

State Sector Strategies

Washington State has been a national leader in advancing a sector strategy policy framework for economic development. Sector strategy policy centers on engaging employers in innovative ways to leverage the assets, geography, history, and infrastructure in industries that are vital to the economic growth of the state.

In 2005, the State Board for Community and Technical Colleges (SBCTC) extended the sector strategy model into the community and technical college system by establishing industry focused Centers of Excellence around sectors critical to the economy of Washington State. The Center of Excellence for Homeland Security Emergency Management (COE) was established as one of 10 Centers across the state to sustain Washington’s competitive advantage through statewide leadership. The COE provides leadership and serves as a convener for the HSEM industry by achieving the core expectations established by the State Board that align with state sector strategies.

Establishing the Supply/Demand Gap

Research shows that detailed federal and state labor market data for the broad array of HSEM job titles and occupations is virtually non-existent at this stage of the emerging industry’s evolution. To acquire real-time labor market information for determining the need for the BAS-HSEM, program developers used multiple methods of data collection to include employer surveys, direct communication with industry professionals, information gathered through college/university collaborations, and data obtained from industry associations and the FEMA Emergency Management Institute. All sources reveal that there are no public 4-year institutions offering HSEM baccalaureate or applied science degrees in Washington State.

Table 1 – Growth, Salary & Education Trends

SOC Code	Occupational Title	Washington State Annual Growth Trend	Washington State Median Wage	% of Employers Requiring a Baccalaureate Degree*
13-2099.02	Risk Management Specialists	14%	\$63,900	62%
13-1199.02	Security Management Specialist	14%	\$67,400	62%
13.1199.04	Business Continuity Planner	14%	\$67,400	50%
11-9199.08	Loss Prevention Manager	15%	\$103,000	58%
11-9199.07	Safety/Security Manager	15%	\$104,000	60%

Sources: <http://www.onetonline.org/find/bright?b=1&g=Go> <http://www.onetonline.org/crosswalk/CIP?s=43.0302&g=Go>
 [*Local Employer Survey results show by 2:1 employers prefer to hire new graduates with an HSEM specific baccalaureate degree over new graduates with a general baccalaureate degree.]

June 2015 Pierce College conducted an employer survey to assess the demand for professionals with BAS-HSEM specific degrees. Responses from the BAS-HSEM survey exceeded the State Board survey requirement of 25 individual employer responses to verify and support the proposed BAS-HSEM program demand. Geographic distribution of responses are mapped to the state of Washington.

Employers Prefer a BAS-HSEM degree. HSEM is an emerging professional field—one where HSEM specific undergraduate and graduate degrees are increasingly being written into job announcements as “required” or “preferred.” As such, the survey included a question to determine if employers would prefer to hire new graduates with a HSEM specific degree or general baccalaureate degree. In Figure 1, eighty-one percent of employers responded they preferred to hire a new graduate with a HSEM baccalaureate degree. It is clear that the industry trend points to a HSEM specific bachelor’s degree becoming the required educational qualification for the HSEM field.