

## I ndustry Snapshots

- Marketplace forecasts for the global homeland security industry anticipate business will grow from approximately \$40 billion in 2004, to nearly \$180 billion by 2015. (Homeland Security Research Corporation estimate)
- Cybersecurity is expected to be the fastest growing sub-sector of homeland security business from 2005 through 2010, with an annual growth rate of 15 to 20 percent. (Frost & Sullivan Analysis of Current and Future U.S. Homeland Security Market)
- The median annual compensation for security professionals in the United States in 2004 was \$75,200, a 5.9 percent increase over the 2003 level, outpacing inflation. (ASIS U.S. Security Salaries Survey Results, 2005)
- The majority of homeland security is performed in the private sector, with 85 percent of all critical infrastructures privately controlled and 35 percent of all U.S. companies planning to invest in and expand security programs in 2005. (ASIS International Foundation Trends Report, 2005)

# High Growth INDUSTRY PROFILE

## W orkforce Issues

### Education and Training

Defining the core competencies for homeland security and creating relevant academic programs matched to the wide spectrum of disciplines are two challenges currently facing industry employers. Efforts to train employees in the industry include developing additional training for security managers who are transitioning from law enforcement and military fields and delivering training to alternative labor pools in efficient methods using adult learning skills concepts and distance-learning methods. Addressing the requisite business and communication skills needed by mid-to-late career shifters is also a concern.

### Image and outreach to the public

Industry employers are currently seeking ways to convey the breadth of opportunities within homeland security. Information about employment opportunities in homeland security is spread among industry stakeholders, including law enforcement, military, private security, government and the intelligence community. Corporate structures are also being redefined to account for wide variations in the functional area to which security reports, including, among others, facilities or property management, operations, human resources, administration, legal, finance and information technology.

### Pipeline Development

Employers in the homeland security industry seek employees by attracting workers from alternative labor pools. These include workers with experience in a variety of similar fields, including emergency management, computer and internet security, the armed forces and law enforcement. Industry employers seek to attract employees to the field by creating career paths for entry-level and mid-level security managers.

## S kill Sets

*(Sources: U.S. Bureau of Labor Statistics, 2006-07 Career Guide to Industries and 2004-05 Occupational Outlook Handbook)*

- In many cases, top-level FBI, Secret Service or military personnel are recruited for homeland security positions, even though the skill sets and body of knowledge is different than what is needed in security.
- Physical (or traditional) security and critical infrastructure security have a range of opportunities. Some may require only a high school diploma while senior management positions may necessitate advanced degrees.

- Information security and information systems security require some technical skills and involve hardware. Training and an understanding of computers are essential, and much is learned on the job.
- Threat and vulnerability assessment would require training and experience and can be performed at a variety of levels.
- Emergency management and continuity of operations for public and private entities require organization and planning skills to integrate and coordinate the proper response to an event.
- Investigation and intelligence require analysis and problem solving skills that are needed in diverse arenas.

## E TA in Action

In June 2003, ETA announced the President’s High Growth Job Training Initiative to engage businesses with local education providers and the local/regional workforce investment system to find solutions that address changing talent development needs in various industries.

In October 2005, the Community-Based Job Training Grants were announced to improve the role of community colleges in providing affordable, flexible and accessible education for the nation’s workforce.

ETA is investing more than \$260 million in 26 different regions across the United States in support of the WIRED (Workforce Innovation in Regional Economic Development) Initiative.

Through WIRED, local leaders design and implement strategic approaches to regional economic development and job growth. WIRED focuses on catalyzing the creation of high skill, high wage opportunities for American workers through an integrated approach to economic and talent development.

These initiatives reinforce ETA’s commitment to transform the workforce system through engaging business, education, state and local governments, and other federal agencies with the goal of creating a skilled workforce to meet the dynamic needs of today’s economy.

## R esources

For additional background information about the industry and details on the grants, information about employment and training opportunities and workforce development tools for employers, educators and workforce professionals, please visit: [www.doleta.gov/BRG](http://www.doleta.gov/BRG), [www.careervoyages.gov](http://www.careervoyages.gov), [www.careeronestop.org](http://www.careeronestop.org), and [www.workforce3one.org](http://www.workforce3one.org).