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FACTSHEET: Demographic and Job Characteristics of the Security Guard Workforce in California

By Kassandra Hernandez and Enrique Lopezlira

Security guards were classified as essential workers in California during the COVID-19 pandemic,[1] playing a critical role in maintaining safety across key sectors. Yet their compensation and conditions do not reflect the responsibilities they carry. Security guards are regularly called upon to manage conflicts, enforce protocols, and respond to emergencies—often without adequate pay, benefits, or training relative to comparable occupations.[2] The work also exposes them to serious physical risks, including workplace assaults and fatal injuries at above-average rates.[3] Despite the growing use of private security services,[4] the industry remains characterized by weak labor standards and limited policy attention.

This factsheet describes the characteristics of the private sector security guard workforce in California,[5] highlighting the need to improve labor conditions in the industry.[6] With national revenues of $22.7 billion for unarmed guard services alone,[7] the labor conditions of this industry's workforce are foundational to broader questions of how states and localities achieve public safety.

According to the U.S. Bureau of Labor Statistics, approximately 186,000 security guards work in California, with roughly two-fifths employed in the Los Angeles-Long Beach-Anaheim Metropolitan Statistical Area (Los Angeles MSA). Data from the American Community Survey show that the workforce is predominantly male (about 80% in both the state and the Los Angeles MSA) and relatively young, with a statewide median age of 35. The occupation is majority workers of color: Latino workers make up the largest racial/ethnic group among security guards in California (41.4%), followed by Black workers (23.1%) and white workers (20.5%). A significant share of guards are older workers—13.7% are between 55 and 64, and 7.9% are 65 or older—a noteworthy finding given the physically demanding and high-injury nature of the work. Foreign-born workers account for 21.9% of the statewide workforce. Educational attainment varies, but a majority (53.5%) have some education beyond high school—about one-third (31.2%) have attended some college and roughly one in seven (13.1%) have earned a postsecondary degree. About one in three security guards in the state are married (32.0%), and a similar share have children (30.1%). Despite the fact that four in five security guards work full time, just over half (54.4%) have access to health insurance through their employer or the employer of a household member—a notably low rate for a predominantly full-time workforce (see **Table 1**).[8]

Table 1: Demographics and Job Characteristics of the Security Guard Workforce in California, Los Angeles MSA, and the Bay Area

This table provides statistics for all private security guards in California, along with the Los Angeles-Long Beach-Anaheim MSA, and the Bay Area. Data are useful for understanding who works as security guards and the quality of their jobs.

Demographic / Characteristic	Percent of Workforce		
	California	Los Angeles	Bay Area
Gender			
Male	79.6%	80.4%	79.5%
Female	20.4%	19.6%	20.5%
Median Age	35	35	36
Age			
<20	1.7%	—	—
20-29	33.6%	33.9%	33.4%
30-39	23.7%	22.3%	20.5%
40-54	19.5%	19.5%	20.9%
55-64	13.7%	14.7%	13.1%
65+	7.9%	8.1%	10.8%
Race/Ethnicity			
White	20.5%	17.8%	16.2%
Black	23.1%	24.1%	26.9%
Latino	41.4%	46.2%	29.5%
Asian	10.1%	8.2%	22.2%
Other	4.9%	—	—
Education			
Less than High School	8.4%	10.1%	—
High School or GED	38.1%	36.9%	38.7%
Some College	31.2%	31.8%	35.7%
Associate Degree	9.2%	8.4%	
Bachelor's Degree or more	13.1%	12.8%	19.6%
Country of Birth			
U.S. Born	78.1%	76.7%	71.5%
Foreign Born	21.9%	23.3%	28.5%
Family Structure			
Married	32.0%	29.3%	30.0%
Have Children	30.1%	28.3%	29.1%

table continued

Table 1 (continued)

Demographic / Characteristic	Percent of Workforce		
	California	Los Angeles	Bay Area
Full-Time / Part-Time Worker			
Full-Time *(35 or more hours per week)*	80.1%	77.4%	82.2%
Part-Time *(fewer than 35 hours per week)*	19.9%	22.6%	17.8%
Full-Year / Part-Year Worker			
Full-Year *(50-52 weeks per year)*	86.7%	85.6%	85.8%
Part-Year *(fewer than 50 weeks per year)*	13.3%	14.4%	14.2%
Health Insurance Provided by Employer/Union			
Yes	54.4%	52.4%	63.8%
No	45.6%	47.6%	36.2%

Data Source: UC Berkeley Labor Center analysis of American Community Survey pooled 2019-2023 data.

Note: Sample size constraints at the Los Angeles MSA and the Bay Area levels restrict our ability to report statistics; we leave those cells blank (—) but highlight statewide values whenever possible.

Sample size constraints at the Los Angeles and Bay Area levels restrict our ability to report statistics as detailed as the statewide values.[9] Security guards in the Los Angeles MSA are similarly predominantly male (80.4%) and have a median age of 35. Latino workers account for the largest share of the security guard workforce in the Los Angeles MSA (46.2%), followed by Black workers (24.1%) and white workers (17.8%). Foreign-born workers make up 23.3% of the Los Angeles MSA security guard workforce. About four in ten (40.2%) have attended some college or hold an A.A., and about one in eight (12.8%) hold a B.A. or more. Part-time work is more prevalent in Los Angeles than elsewhere, with 22.6% of guards working fewer than 35 hours per week. Roughly three in ten are married (29.3%) and/or have children (28.3%). Just over half (52.4%) have access to employer- or union-provided health insurance.

The Bay Area security guard workforce shares some of these characteristics but differs in important ways. The workforce is similarly male-dominated (79.5%) with a slightly older median age of 36. As in Los Angeles and statewide, Latino workers make up the largest racial/ethnic group in the Bay Area (29.5%), though the Latino-to-Black ratio is nearly 1:1 in the Bay Area compared to almost 2:1 in Los Angeles. Asian workers are also a substantially larger share of the Bay Area security guard workforce (22.2%) than in Los Angeles (8.2%) or statewide (10.1%), reflecting the region's broader demographic composition. Foreign-born workers are a larger share of the Bay Area workforce (28.5%) than in Los Angeles (23.3%) or statewide (21.9%). Educational attainment is somewhat higher in the Bay Area, with nearly one in five guards (19.6%) holding a B.A. or more. About three in ten are married (30.0%) or have children (29.1%).

Bay Area guards have better health insurance access than their counterparts in Los Angeles or statewide, with 63.8% covered through an employer or union—though this still leaves more than one in three without employer-provided coverage.

Table 2 presents annual earnings and hourly wages for security guards in the Los Angeles MSA, the Bay Area, and California statewide. In California, security guards earn a median annual income of $38,371 and a median hourly wage of $20.09, substantially below the median wage of $28.16 for all workers in the state. The bottom quarter of security guards earn $14.87 or less per hour.

Earnings are somewhat higher in the Bay Area, where security guards have a median annual income of $46,833 and a median hourly wage of $23.97. Even so, these earnings remain far below those of the typical Bay Area worker, whose median hourly wage is $42.71. Security guards' median income in Los Angeles ($37,421 annually; $19.80 per hour) is similarly well below that of all workers in the region ($27.26 per hour median).

We define a low-wage worker as someone paid less than two-thirds of the median hourly wage for all full-time workers in the region. Based on this benchmark, the low-wage threshold is $18.78 statewide and $18.17 in the Los Angeles MSA. Nearly half of security guards statewide (44.5%) are low-wage workers, as are about four in ten (41.1%) in the Los Angeles MSA. The share is considerably higher in the Bay Area, where 68.3% of security guards fall below the low-wage threshold of $28.47—a higher rate than either the state or Los Angeles, reflecting the region's substantially higher wages overall (due to the higher cost of living) rather than lower wages in absolute terms.

About four in five security guards in California (81.3%) earn below the MIT Living Wage for their region, as do 81.9% in the Los Angeles MSA and 79.8% in the Bay Area. The MIT Living Wage estimates the hourly wage required for a full-time worker to cover basic living costs — $30.48 per hour statewide, $30.79 in the Los Angeles MSA, and $35.07 in the Bay Area, for a household with one adult and no children.[10]

Table 2: Annual Earnings and Hourly Wages of Security Guards in California, Los Angeles MSA, and the Bay Area

This table provides earnings statistics for all private security guards in California, the Los Angeles MSA, and the Bay Area. Data are useful for understanding how security guards compare to all other workers in and across each region. For example, half of the security guards in the state are paid $20.09 or less per hour, while the median hourly wage of all workers in the state is $8 more—$28.16.

	California		Los Angeles		Bay Area	
	Security Guards	All Workers	Security Guards	All Workers	Security Guards	All Workers
Annual Income						
Bottom quarter	$26,311	$31,776	$24,654	$30,817	$32,114	$43,927
Bottom half (median)	$38,371	$54,996	$37,421	$53,746	$46,833	$87,127
Average (mean)	$46,518	$81,360	$45,084	$76,773	$53,996	$119,986
Hourly Wages						
Bottom quarter	$14.87	$17.82	$14.72	$17.68	$17.68	$23.42
Bottom half (median)	$20.09	$28.16	$19.80	$27.26	$23.97	$42.71
Average (mean)	$24.61	$40.05	$24.67	$37.92	$28.23	$57.10
MIT Living Wage	$30.48		$30.79		$35.07	
Low-wage	$18.78		$18.17		$28.47	

Data Source: UC Berkeley Labor Center analysis of American Community Survey pooled 2019-2023 data.

Notes: Values are in 2025 dollars. Hourly wages are constructed from self-reported annual earnings divided by reported weeks and usual hours worked in the American Community Survey. Measurement error in these components can cause some workers to appear below the legal minimum wage; this reflects data limitations rather than wage noncompliance. MIT Living Wage Calculator, accessed April 19, 2026.

The demographics of the low-wage security guard workforce reflect and reinforce long-standing patterns of racial inequity in low-wage industries throughout the state of California. Among low-wage guards statewide (**Table 3**), Latino workers account for an even larger share (45.9%) than in the occupation overall (41.4%), while Black workers remain similarly represented (23.0%). White workers, by contrast, make up a smaller share of low-wage guards (18.2%) than of the overall security guard workforce (20.5%). These disparities are similarly pronounced in the Los Angeles MSA. Low-wage guards are also younger on average—the median age for this group is 32 statewide and 31 in Los Angeles, compared to 35 for all guards in both LA and statewide—with about 41–42% falling in the 20–29 age bracket. Health insurance access is considerably worse among low-wage guards: only 44.7% have employer- or

union-provided coverage statewide, compared to 54.4% of all guards—a gap that is especially concerning given that the majority work full time. In each of our areas, at least one-fifth of security guards—both low-wage and overall—are foreign born, with this number approaching 30% in the Bay Area. This underscores the importance of language access in training programs and labor standards enforcement, which are particularly critical for low-wage workers.

Table 3: Demographics and Job Characteristics of the Low-Wage Security Guard Workforce in California, Los Angeles MSA, and the Bay Area

This table provides statistics for all private security guards in California, along with the Los Angeles-Long Beach-Anaheim MSA and the Bay Area, who earn less than two-thirds of the area median wage. Data are useful for understanding the who works as low-paid security guards and the quality of their jobs.

Demographic / Characteristic	Percent of Workforce		
	California	Los Angeles	Bay Area
Gender			
Male	77.3%	74.9%	78.3%
Female	22.7%	25.1%	21.7%
Median Age	32	31	33
Age			
20-29	41.7%	41.3%	39.8%
30-39	21.0%	19.8%	17.7%
40-54	15.6%	16.5%	17.1%
55-64	11.1%	19.6%	23.5%
65+	7.9%		
Race/Ethnicity			
White	18.2%	18.0%	13.0%
Black	23.0%	22.1%	28.7%
Latino	45.9%	47.6%	31.4%
Asian	8.9%	9.4%	22.8%
Other	4.0%	—	—
Education			
Less than High School	10.8%	12.0%	—
High School or GED	39.3%	35.6%	40.3%
Some College	30.9%	40.8%	35.7%
Associate Degree	8.0%		
Bachelor's Degree or more	11.1%	11.5%	16.3%

table continued

Table 3 (continued)

Demographic / Characteristic	Percent of Workforce		
	California	Los Angeles	Bay Area
Country of Birth			
U.S. Born	78.3%	75.4%	70.9%
Foreign Born	21.7%	24.6%	29.1%
Family Structure			
Married	25.3%	25.8%	26.5%
Have Children	25.0%	24.9%	24.9%
Full-Time / Part-Time Worker			
Full-Time *(35 or more hours per week)*	78.8%	73.1%	82.6%
Part-Time *(fewer than 35 hours per week)*	21.2%	26.9%	17.4%
Full-Year / Part-Year Worker			
Full-Year *(50-52 weeks per year)*	88.1%	87.8%	—
Part-Year *(fewer than 50 weeks per year)*	11.9%	12.2%	—
Health Insurance Provided by Employer/Union			
Yes	44.7%	41.5%	58.5%
No	55.3%	58.5%	41.5%

Data Source: UC Berkeley Labor Center analysis of American Community Survey pooled 2019-2023 data.

Note: Sample size constraints at the Los Angeles MSA and the Bay Area levels restrict our ability to report statistics; we leave those cells blank (—) but highlight statewide values whenever possible.

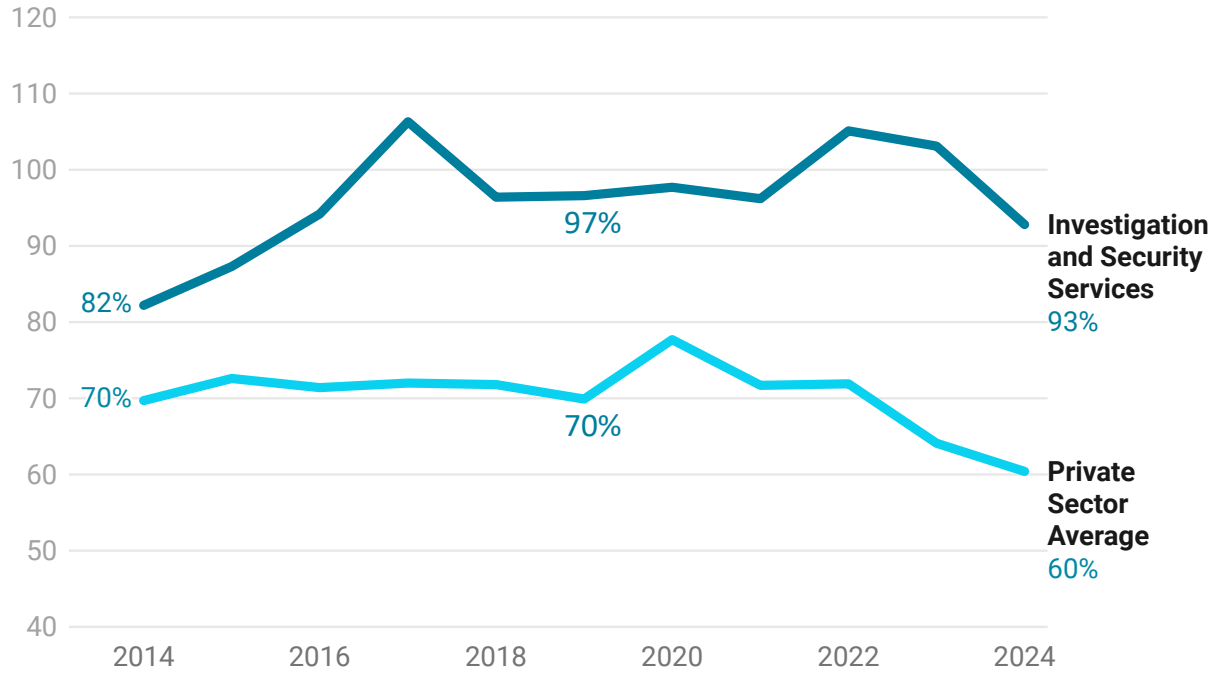
We analyzed employee turnover in the Investigation and Security Services sector—an industry in which security guards account for roughly three-quarters of employment—between 2014 and 2024.[11] Across all three geographies, a consistent and widening gap has emerged between security sector turnover and overall private sector turnover, suggesting that industry-specific structural problems—not just broader economic conditions—are driving instability in this workforce.

Turnover in the Los Angeles MSA security industry has risen over time and remains substantially higher than in the private sector overall (**Figure 1**). In 2024, turnover in the security services sector reached 92.8%, up from 82.2% in 2014, though modestly below the pre-pandemic rate of 96.6% in 2019. By contrast, turnover in the broader Los Angeles private sector declined from 69.9% in 2019 to 60.4% in 2024, creating a 32-percentage-point gap between the security sector and the regional norm, up from just 12 percentage points in 2014. The divergence is striking: as the broader economy stabilized post-pandemic, security sector turnover remained persistently elevated while overall private sector turnover fell significantly.

At the state level, similar patterns persist (**Figure 2**). In 2024, the security services sector in California had a turnover rate of 91.6%, compared to 95.1% in 2019 and 82.5% in 2014. Overall private sector turnover in California decreased from 73.1% in 2014 to 63.5% in 2024, widening the gap between security industry turnover and the statewide norm from 10 percentage points in 2014 to 28 percentage points in 2024.

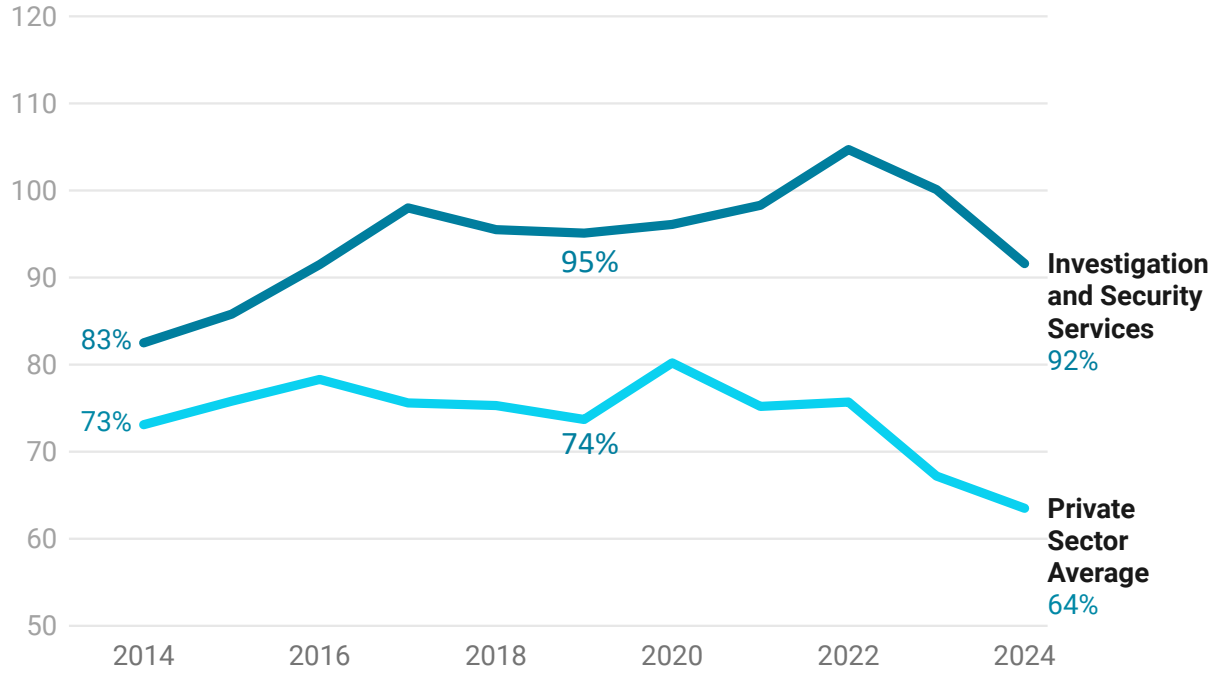
Turnover patterns in the Bay Area tell a somewhat different but equally concerning story (**Figure 3**). Security sector turnover in the Bay Area was lower in absolute terms than in Los Angeles or statewide throughout the period, but the gap between security industry turnover and the broader regional labor market is the widest of any geography we examined. Bay Area private sector turnover fell sharply from 59.4% in 2019 to 48.7% in 2024—the lowest of the three geographies by a wide margin—while security services turnover stood at 87.4% in 2024, approaching twice the rate of the average Bay Area private sector worker. Unlike in Los Angeles and the state overall, where 2024 security turnover was modestly below pre-pandemic levels, Bay Area security sector turnover in 2024 (87.4%) actually exceeded the 2019 rate (86.3%), suggesting the sector has not returned to its pre-pandemic equilibrium.

Figure 1: Annual Employee Turnover in the **Los Angeles MSA** Security Industry vs. All Private Sector, 2014–2024



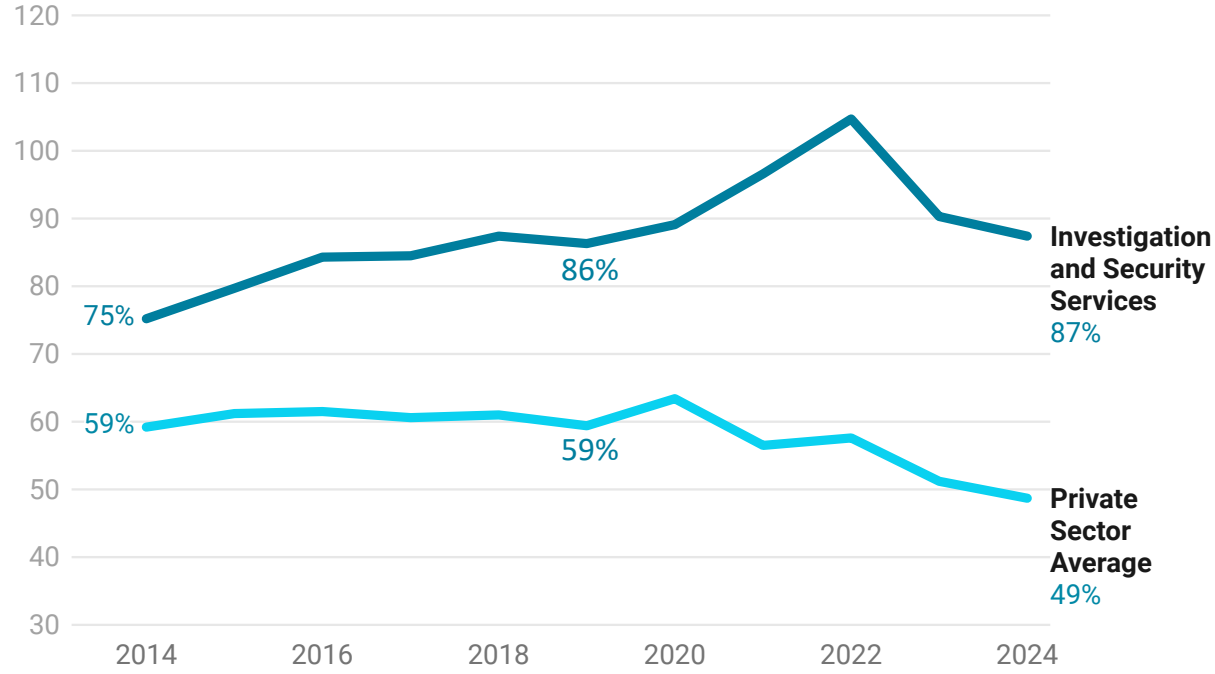
Note: Authors' calculations based on U.S. Census Bureau Quarterly Workforce Indicators (QWI). Turnover is calculated as the total number of separations divided by average employee count each year. Data are for calendar years.

Figure 2: Annual Employee Turnover in **California** Security Industry vs. All Private Sector, 2014–2024



Note: Authors' calculations based on U.S. Census Bureau Quarterly Workforce Indicators (QWI). Turnover is calculated as the total number of separations divided by average employee count each year. Data are for calendar years.

Figure 3: Annual Employee Turnover in Five-County **Bay Area, California,** Security Industry vs. All Private Sector, 2014–2024



Note: Authors' calculations based on U.S. Census Bureau Quarterly Workforce Indicators (QWI). Turnover is calculated as the total number of separations divided by average employee count each year. Data are for calendar years.

There is a wide body of research on the correlation between employee compensation and turnover across economic sectors, from fast food to health care to human services.[12] In turn, worker turnover and retention have direct impacts on worker productivity and service quality. In a study focused on airport security screeners at San Francisco International Airport (SFO), Reich, Hall and Jacobs (2005) found that the rate of security breach detection fell by 0.62% for every percentage point increase in turnover.[13]

When SFO's living wage policy increased wages from $6.45 to $10 an hour, this led to a dramatic decrease in security screener turnover, from 94.7% to 18.7%. Wage increases also reduced absenteeism and resulted in more effective security screening. Another study of police officers found that those who received raises after a union negotiation process performed better on the job than those who did not.[14]

During the pandemic, private security work was deemed "essential" because it involves functions that are critical to maintaining public health, safety, and economic and national security (see endnote 1). But recent research underscores a persistent mismatch between job demands and the training workers receive. Guards are routinely expected to manage conflict, enforce rules in high-pressure public settings, and respond to safety risks, yet there remains a lack of coordinated training standards or clear guidance on how to prepare workers for these responsibilities.[15] Post-COVID research highlights gaps in leadership training and upskilling for security guards, with many guards reporting limited preparation for the increasingly complex and volatile situations they encounter on the job.[16] These findings reinforce other evidence that training requirements are highly uneven across jurisdictions and often minimal relative to the quasi-policing functions guards are expected to perform.[17] The result is a structural disconnect: the scope and risk profile of the occupation have expanded, but training systems have not kept pace.

Improving labor standards in this sector therefore requires treating training as a core component of job quality and public safety, rather than a discretionary or firm-level decision. Establishing robust, standardized training requirements—particularly in areas such as conflict de-escalation, use-of-force protocols, and crisis response—would better align worker preparation with the realities of the job. Strengthening training standards could also help address persistent labor market challenges in the industry, including high turnover, by supporting professionalization and skill development. The post-COVID evidence makes clear that the current low-training status quo is increasingly misaligned with the responsibilities placed on private security personnel. Raising training standards is thus both a workforce policy priority and a necessary step to ensure that the sector can safely and effectively meet the demands of its role.

Despite their evolving responsibilities, security guards in California experience low wages, high risk to their health and safety, and high turnover—conditions that undermine both worker well-being and public safety. Improving job quality in this sector is a matter both of economic justice and of the public good, and thus requires policymakers' attention to strengthening labor standards for this growing and essential industry.

Methodology

We used data from the U.S. American Community Survey (ACS) pooling one-year samples from 2019 – 2023 to estimate demographic characteristics of workers and to estimate wages for the security guard workforce, adjusting for inflation to present annual and hourly earnings for calendar year 2025. We used Census occupational code 3930 to identify security guards. The ACS does not include a direct hourly wage variable, and instead we estimated hourly wages from self-reported income and hours worked using the Labor Center's established methodology.

Since the ACS data are self-reported, we triangulated our estimates of hourly wages with data sets collecting information from employers. For instance, the wages we estimated for security guards working in California using the ACS align with available BLS Occupational Employment and Wage Statistics (OEWS) data, which as of May 2024 showed security guards (SOC 33-9032) in California having a median wage of $21.12. Our estimate of security guards' hourly wage was $20.09, in 2025 dollars. We present weighted shares of subgroups of security guards (e.g., by racial group or gender) only when the sample size for each subgroup was 50 or more.

We calculated employee turnover using data on quarterly employee counts and separations for NAICS code 5616 (Investigation and Security Services) from the U.S. Census Bureau's Quarterly Workforce Indicators (QWI) data explorer for the Los Angeles MSA, the five-county Bay Area, and California. BLS reports that security guards (SOC 33-9032) made up 72% of employment in this industry in 2024 nationally.[18] The annual turnover rate was calculated as the total number of separations in each calendar year, divided by the average employee headcount for that year based on end-of-quarter and beginning-of-quarter counts.

Endnotes

1 On March 19, 2020, Governor Newsom issued Executive Order N-33-20 requiring California residents to remain at home except to support essential critical infrastructure operations. Under this order, the State Public Health Officer designated categories of "Essential Critical Infrastructure Workers" to maintain functions critical to public health, safety, and economic and national security. The list included private security organizations and security staff to maintain building access control and physical security measures. (Accessed April 17, 2026.)

2 The Bureau of Labor Statistics categorizes security guards as similar to police officers and private detectives and investigators in terms of job duties. Bureau of Labor Statistics, "Security Guards and Gambling Surveillance Officers: Similar Occupations."

3 Wiatrowski, William. 2012 (February). "On Guard Against Workplace Hazards," *Monthly Labor Review* 0(0):3-11. Also see: (a) Bureau of Labor Statistics (BLS). 2012 (March) "Workplace Safety for Security Guards." TED: The Economics Daily series. (b) Bureau of Labor Statistics. "Fatal occupational injuries, total hours worked, and rates of fatal occupation injuries by selected worker characteristics, occupation, and industries, civilian workers, 2023." Fatal injury rates are per 100,000 full-time (FTE) workers. (c) Bureau of Labor Statistics. "Incidence rates of nonfatal occupational injuries and illnesses involving days away from work by selected worker and case characteristics and occupation, All U.S., private industry, 2020."

4 McErlaine, Brendan. 2026 (April). "Security Services in the US Industry Data and Analysis," US NAICS 56161 Industry Report. IBISWorld.

5 The sample for this factsheet includes only security guards receiving wages from private sector or non-profit employers and does not include security guards receiving wages directly from government employers. However, given the extent of outsourcing of security services (Dube and Kaplan 2010), private sector security guards included in the sample may work in governmental settings. See Dube, Arindrajit and Ethan Kaplan. 2010. "Does Outsourcing Reduce Wages in the Low-Wage Service Occupations? Evidence from Janitors and Guards," *ILR Review* 63(2):287-306.

6 The Bureau of Labor Statistics (BLS) estimated approximately 1.27 million workers were employed as Security Guards and Gambling Surveillance Officers in 2024, with 185,510 working in California. Of those, 77,910 work in the Los Angeles MSA. Bureau of Labor Statistics, "Security Guards and Gambling Surveillance Officers: Summary." (Accessed April 17, 2026).

7 McErlaine, Brendan. 2025 (March). 2024 Estimates. Security Services in the U.S., On lockdown: New Security Trends Will Enable Security Companies to Effectively Compete, Administration, Business Support and Waste Management Services (56161). IBIS World. Available at: https://www.ibisworld.com/.

8 The ACS data reports employer- and union-provided health care for the household; therefore, a security guard with employer- or union-provided health insurance might receive this benefit through their own employer or union, OR through that of a household member. The questionnaire text for the variable reads, "Insurance through a current or former employer or union (of this person or another family member)," and thus should not be understood as a count of security guards receiving health insurance through their own employer.

9 Bay Area refers to the five-county area of San Francisco, Alameda, Contra Costa, San Mateo, and Santa Clara.

10 MIT's Living Wage Calculator estimates that a single person living in the Los Angeles-Long Beach-Anaheim MSA requires an hourly wage of $30.79 to meet their basic needs (https://livingwage.mit.edu/metros/31080, accessed April 19, 2026). That amount is similar for California as a whole ($30.48) (https://livingwage.mit.edu/states/06, accessed April 19, 2026). For the Bay Area that figure is five dollars higher ($35.07). Because the Bay Area includes multiple counties, we calculated the living wage for the Bay Area as a weighted average of the MIT living wage for the counties in the Bay Area, using each county's share of total employment as the weights.

11 According to BLS Occupational Employment and Wage Statistics (OEWS), security guards (SOC 33-9032) accounted for 73.7% of total employment in NAICS 561600 nationally as of May 2023. Bureau of Labor Statistics, "Investigation and Security Services—May 2023 OEWS Industry-Specific Occupational Employment and Wage Estimates." (Accessed April 20, 2026.)

12 For a review of the literature on the relationship between wages and turnover, see Gallear, Amanda, 2017, "The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature," UC Berkeley Labor Center.

13 Reich, Michael, Peter Hall, and Ken Jacobs. 2005. "Living Wage Policies at the San Francisco Airport: Impacts on Workers and Businesses." *Industrial Relations*. Vol. 44, No. 1, pp. 106-38; Reich, Michael, Peter Hall, and Ken Jacobs. 2003. "Living Wages and Economic Performance: The San Francisco Airport Model." Institute of Industrial Relations, University of California, Berkeley.

14 Mas, Alexandre. 2006. "Pay, Reference Points, and Police Performance." *Quarterly Journal of Economics* 121 (3): 783–821.

15 White, Adam, "Critical Workers? Private Security, Public Perceptions and the Covid-19 Pandemic," *Security Journal*, April 13, 2022, 1–16

16 Security Industry Association, "Security After COVID," Washington, DC, 2023.

17 Nalla, Mahesh K. and Vaughn J. Crichlow, "Have the Standards for Private Security Guards Become More Stringent in the Post 9/11 Era? An Assessment of Security Guard Regulations in the US from 1982 to 2010," *Security Journal* 30, no. 2 (2017): 523–37.

18 U.S. Bureau of Labor Statistics, "May 2024 National Industry-Specific Occupational Employment and Wage Estimates; NAICS 561600 - Investigation and Security Services."

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