



**THE EXECUTIVE PROTECTION  
SKILLS GAP**

A Skills Gap is defined as the difference between what the market wants and what is available for skill. This is a common problem in all industries. In an attempt to get a better understanding of the Skills Gap that exists in the Executive Protection/Secure Transportation profession, ISDA researched the job market. Our goal was to determine the skills, education and/or training, and experience that are the most sought after by the Executive Protection job market.

The data was acquired by reviewing job offers from 60 companies. The companies researched represent the following industries:

- Insurance
- Security Providers
- Financial Institutions
- Automotive Manufacturers
- Pharmaceutical
- Computer
- Medical
- Transportation
- Steel
- High Net Worth

The job opportunities related to the security and executive protection profession were selected using Indeed and ZipRecruiter, two of the most respected job and employment services in the world, as well as Simply Hired and LinkedIn.

The data collected represents job offers for only full time employment.

The data collected were the requirements listed in the job opportunities relating to:

- Experience
- Skills
- Training and/or Education

## THE RESULTS

The average experience required was 5 years. 99.93% of the companies required experience. The years of experience ranged from no experience required to 15 years of experience required. The type of experience varied in accordance with the position.

### THE TYPE OF EXPERIENCE MOST OFTEN REQUIRED

Law Enforcement	33.9%
Security Related	19.4%
Military	14.5%
Corporate Security	12.9%
Close protection	12.9%
High Net Worth	6.5%

LEO and Military and/or combinations of both represent close to 50% of the type of experience required (48.4%).

The “Security Related” experience was required for jobs that appeared to be entry level, while “Corporate Security” experience was always required for higher level positions.

### The type of training and education required

22.3% of the jobs offered required some form of Medical Training. The type of training varied considerably.

20.4% of the jobs offers required Executive Protection (EP) Training. A small number of the job offers required “accredited” EP Training but do not define accredited by whom. Also, a small number of the job offers required “certification” in Executive Protection.

21.5% of the jobs offers required Security Driver Training. When Security Driver Training was required, the job description was specific as to the type of training, i.e. it was required that skills be measured to a documented standard. What we (ISDA) found interesting was that measurement to a standard was not required for EP Training.

20.4% of the jobs offers required a Concealed Carry Weapons License (CCW). Many of the requirements for CCW were also specific and required that the individual also be retired LEO.

By far the most sought after education was a college degree - 40.7%. This was the most sought-after requirement other than experience. This should not be a surprise. All higher level positions require a college education. ISDA strongly suggests that those who will be using their GI Bill for education consider a college degree. What we found interesting was that most of the job descriptions did not specify what type of degree.

We also looked at the salary levels for the profession.

## **JOB AND SALARY METRICS**

We took the salary data from the job site Indeed. The site supplies metrics based on the jobs listed in a profession and the salaries, as well as job trends attached to those jobs. While conducting the research the glaring problem is the Job Title, which highlights a problem in the profession.

## **WHAT'S IN A NAME**

The social media and EP training providers tend to call all forms of security Executive Protection. But the job market has a wide variety of job titles for the same skill sets. Those that are new and inexperienced may call the job Executive Protection, but the market offers jobs under various job titles, from Security Officer to Close Protection Specialist. Our database looked at as many of the job titles as possible.

## **JOB TRENDS**

Job trends is an indication of the jobs available over a period of time. Using the Job Trends data via the Indeed job website, under the job title of Close Protection, the Job Trends over a four-year time frame vary as much as 85%, with the highest number of jobs available appearing in early 2015. In mid-2016 the job was down 66% from its highest number.

In contrast, the job title of Executive Protection Specialist, over a four-year time frame varied 83%, but unlike the title of Close Protection, the title of Executive Protection for job opportunities is close to its highest number since 2012.

## **THE OTHER ISSUE IS SALARY**

Looking at Indeed Salary Trends we found as much as a 22% difference in salaries offered for the job title of Executive Protection, depending on where the job was located. For Executive Chauffeur there was a 23% difference. Executive Chauffeur jobs are at an all-time high, but keep in mind that the definition of Executive Chauffeur can vary in accordance to the job.

## **SOME OBSERVATIONS**

What is interesting is it seems that the same companies are continually looking for EP Professionals. That indicates that they either cannot find people with the skills they require or there is a high turnover rate. We (ISDA) believe it to be the "EP Skills Gap." There is not a sufficient amount of practitioners with the skill sets required to fill the positions.

Also, the data indicates that experience is the most valuable asset. Our assumption is that if a practitioner has five plus years of experience they have received the required training/education in EP, Security Driving and Medical. Which accounts for the low numbers requiring that type of training.

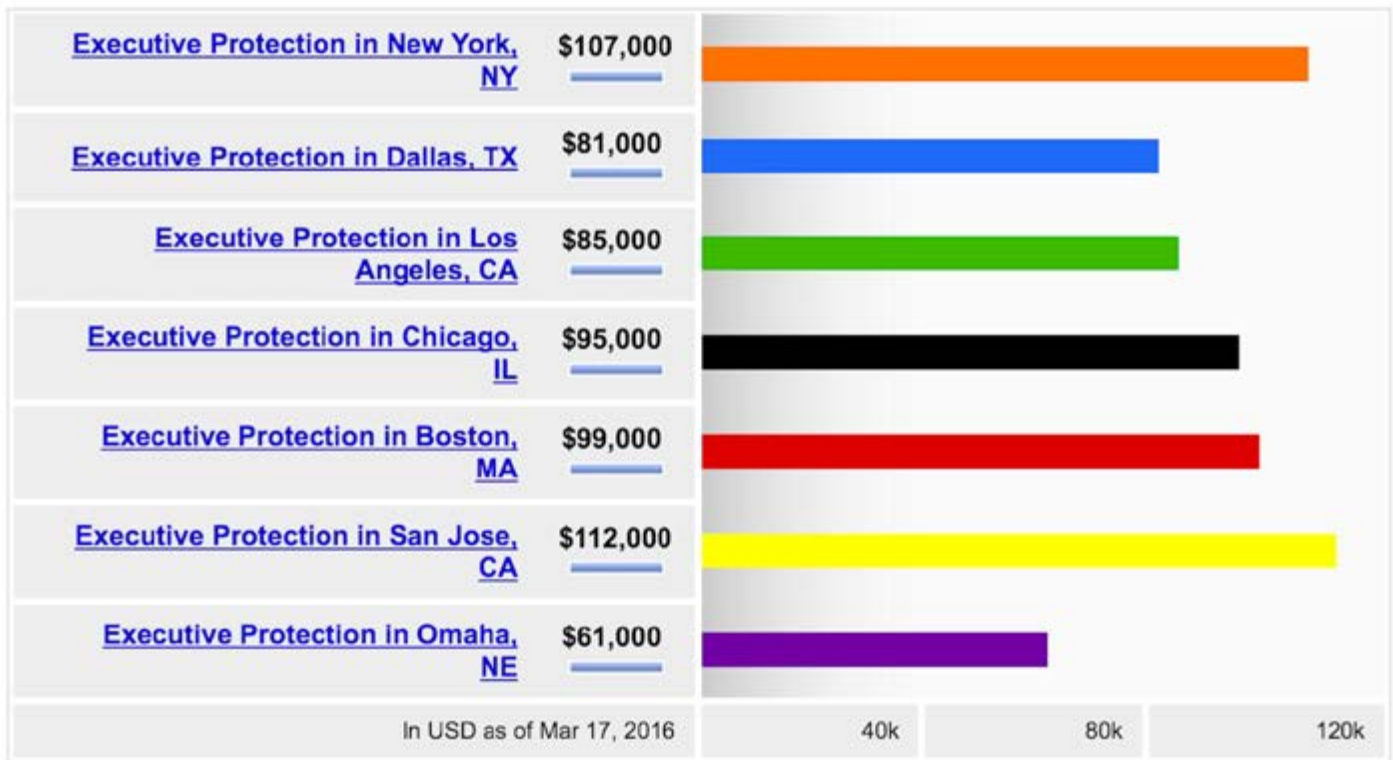
We would appreciate your comments and suggestions. We will be monitoring the Skills Gap and Salary data, and share the changes as they occur.

## SALARY INDEX

The salary index is taken from the Indeed Salary Search function and is based on an index of salary information extracted from over 50 million job postings from thousands of unique sources over the last 12 months.

This is a search for the “Executive Protection” salaries offered in various locations in the US.

### Average Salary of Jobs Matching Your Search



Average Executive Protection salaries for job postings in San Jose, CA are 81% higher than average Executive Protection salaries for job postings in Omaha, NE.

## JOB AND LOCATION APPENDIX

The list of the job titles and location is the data used in this analysis. California led the states for location with 33% of all job offers coming from California.

Job Title	Location
Security Specialist	MO
Security Officer Supervisor	Wash DC
Security Officer	MA
Executive Protection Specialist	WA
Executive Protection Agent	CA

Contract Security Manager	MA
Covert Protection Agent	CA
Executive Protection	CA
Protective Services Manager	AZ
Executive Protection Consultant	VA
Mexican Consulate Security Officer	CA
Close Protection Specialist	Wash DC
Security & Protection Agent	WA
Executive Protection Agent	PA
Executive Protection Driver	CA
Personal Protection Agent	PA
Security Specialist	PR
Executive Protection Team Lead	MI
Security Consultant	FL
Security Agent Property Security	CA
Executive Protection Agent	GA
Corporate Security Manager	NC
Security Manager	CA
Executive Protection Agent	NV
Security Manager	MA
Executive Protection Supervisor	NV
Security Officer	PA
Executive Protection Officer, Senior Specialist	NYC
Executive Protection Officer	NYC
Executive Protection Professional	MA
Executive Driver	NYC
Executive Protection Agent 3	CA
Executive Protection Agent	CA
Executive Protection Specialist	CA
Executive Protection Agent	CA
Security Program Supervisor	CO
Corporate Security Officer	FL
Executive Protection Specialist	AL
Site Manager for Twitter	NYC
Executive Protection ODO	CA
Director of Protective Services	CA
Security Specialist	CA
Executive Protection Driver	CA
Executive Chauffeur	MA

Security Coordinator	WI
Executive Protection Specialist	TX
Corporate Security Coordinator	PA
Senior Protective Services Specialist	TX
Executive Protection Specialist 1	CA
Executive Protection	WA
Executive Protection	NV
Executive Protection	CA
Executive Protection	CA
Armed Guard	PA

## About the International Security Driver Association

The International Security Driver Association (ISDA) serves the Protective Services community. ISDA's mission is to support an international forum of protective services providers who share knowledge to enhance the profession.

We are a member-oriented association that serves both the inexperienced and experienced practitioner.

Whether you are exploring a career in executive protection, honing your expertise, or an established security executive, ISDA offers benchmark educational, networking, and marketing programs.

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