

# Program Endorsement Brief:

Elementary School Teachers in the Greater Sacramento region

**North/Far North Center of Excellence, September 2019**

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## INTRODUCTION

This report provides an overview of the labor market demand and educational program supply for elementary school teachers, except special education, in the Greater Sacramento region and the broader 22-county North Far North region.

## SUMMARY OF KEY FINDINGS

- The Greater Sacramento region is expected to see a 7.8% increase in elementary school teacher jobs over the next five years.
- Elementary school teachers are projected to have nearly 1,000 job openings in the Greater Sacramento region per year over the next five years.
- Median hourly wages for elementary school teachers are almost \$34 per hour.
- The typical entry-level education for an elementary school teacher is a bachelor's degree. In the state of California, elementary school teachers are also required to complete an authorized teacher certification program and hold a valid teaching credential.
- No regional community colleges offer a direct pathway for elementary teacher education and training, and regional community colleges no longer offer adjacent training for educational aides.

The report contains the following sections:

- Occupational demand,
- Wages and job postings,
- Education and training,
- Regional program supply, and
- Findings and recommendations.

## OCCUPATIONAL DEMAND

The following Standard Occupational Classification (SOC) codes related to the proposed program were included in the analysis:

25-2021.00 - Elementary School Teachers, Except Special Education	
<b>Description:</b>	Teach students basic academic, social, and other formative skills in public or private schools at the elementary level.
<b>Sample job titles:</b>	Art Teacher, Classroom Teacher, Educator, Elementary Education Teacher, Elementary School Teacher, Elementary Teacher, Fifth Grade Teacher, First Grade Teacher, Second Grade Teacher, Teacher

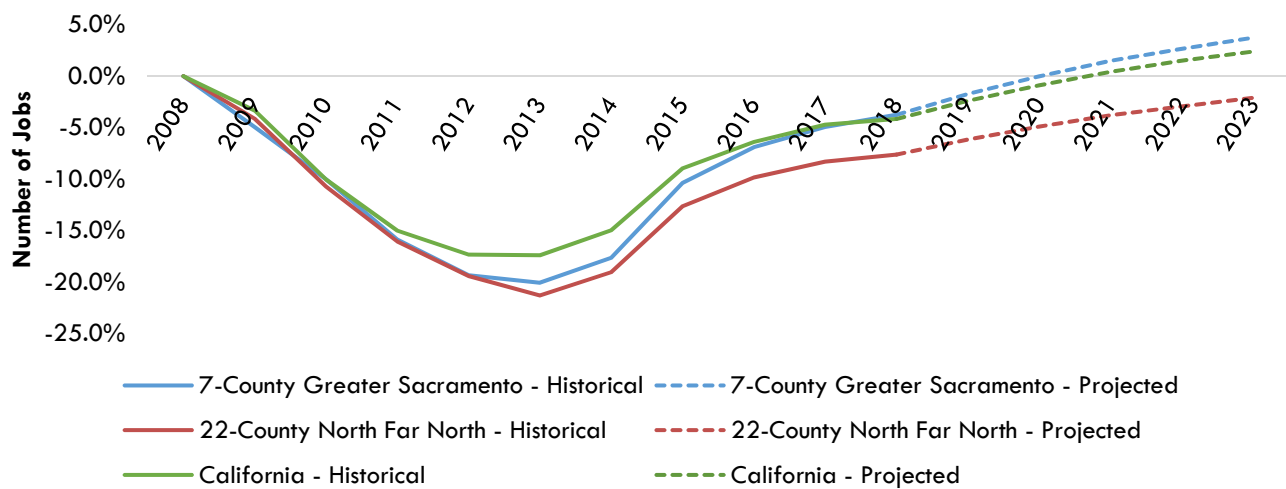
Exhibit 1 summarizes the job trends by SOC codes in the 7-county Greater Sacramento region, the 22-county North Far North region, and California.

**Exhibit 1. Employment and projected occupational demand<sup>1</sup>**

Occupation	SOC	2008 Jobs	2018 Jobs	2023 Jobs	2018-23 % Change	Annual Openings
Elementary School Teachers, Except Special Education	25-2021	11,575	11,141	12,007	7.8%	973
<b>GREATER SACRAMENTO</b>	<b>TOTALS</b>	<b>11,575</b>	<b>11,141</b>	<b>12,007</b>	<b>7.8%</b>	<b>973</b>
Elementary School Teachers, Except Special Education	25-2021	17,845	16,487	17,469	6.0%	1,445
<b>NORTH FAR NORTH</b>	<b>TOTALS</b>	<b>17,845</b>	<b>16,487</b>	<b>17,469</b>	<b>6.0%</b>	<b>1,445</b>
Elementary School Teachers, Except Special Education	25-2021	174,915	167,646	179,089	6.8%	14,304
<b>CALIFORNIA</b>	<b>TOTALS</b>	<b>174,915</b>	<b>167,646</b>	<b>179,089</b>	<b>6.8%</b>	<b>14,304</b>

Exhibit 2 compares the rates of change of the total number of jobs between 2008 and 2018 in the Greater Sacramento region, the North Far North region, and California. It also compares occupational demand projections from 2018 through 2023 across the same areas. The rate of change is indexed to the base year 2008 total number of jobs.

**Exhibit 2. Rate of Change for Selected Occupations<sup>2</sup>**



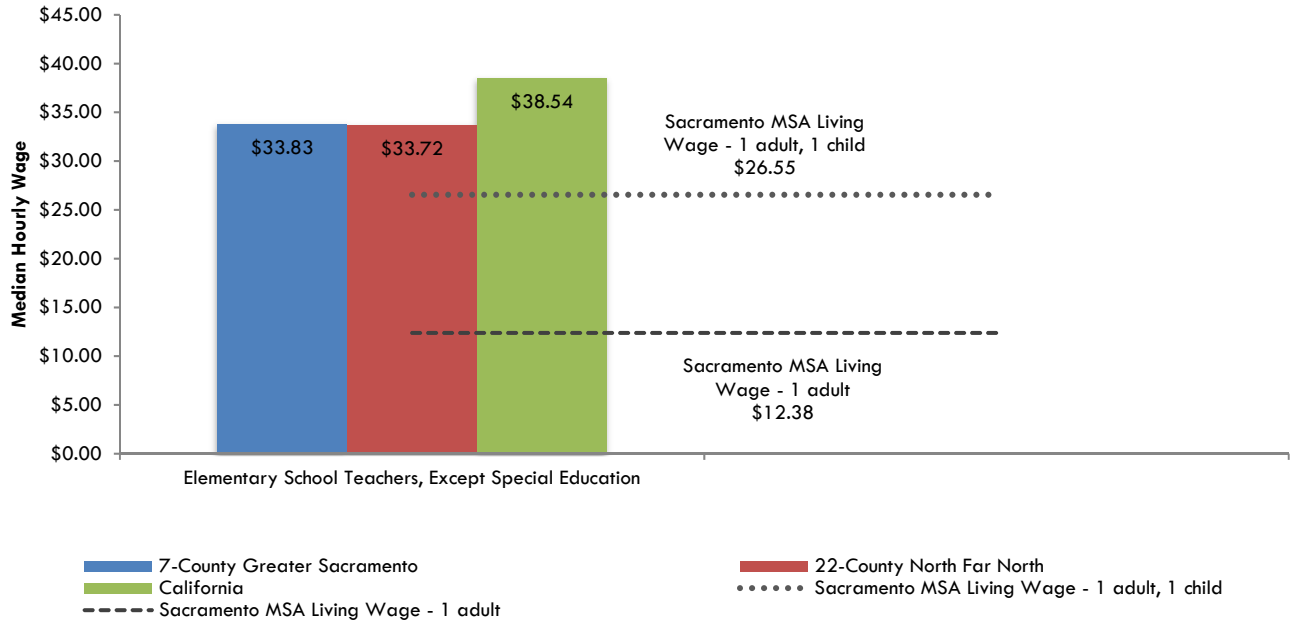
<sup>1</sup> Emsi 2019.2; QCEW Employees, Non-QCEW Employees, and Self-Employed. The 7-county Greater Sacramento region includes El Dorado, Placer, Nevada, Sacramento, Sutter, Yolo and Yuba. The 22-county North Far North region includes the aforementioned counties as well as Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity.

<sup>2</sup> Ibid.

## WAGES AND JOB POSTINGS

Exhibit 3 compares the median hourly wages of the selected occupations in the study regions to the Sacramento Metropolitan Statistical Area (MSA) living wage for a one-adult household and a one-adult, one-child household.<sup>3</sup>

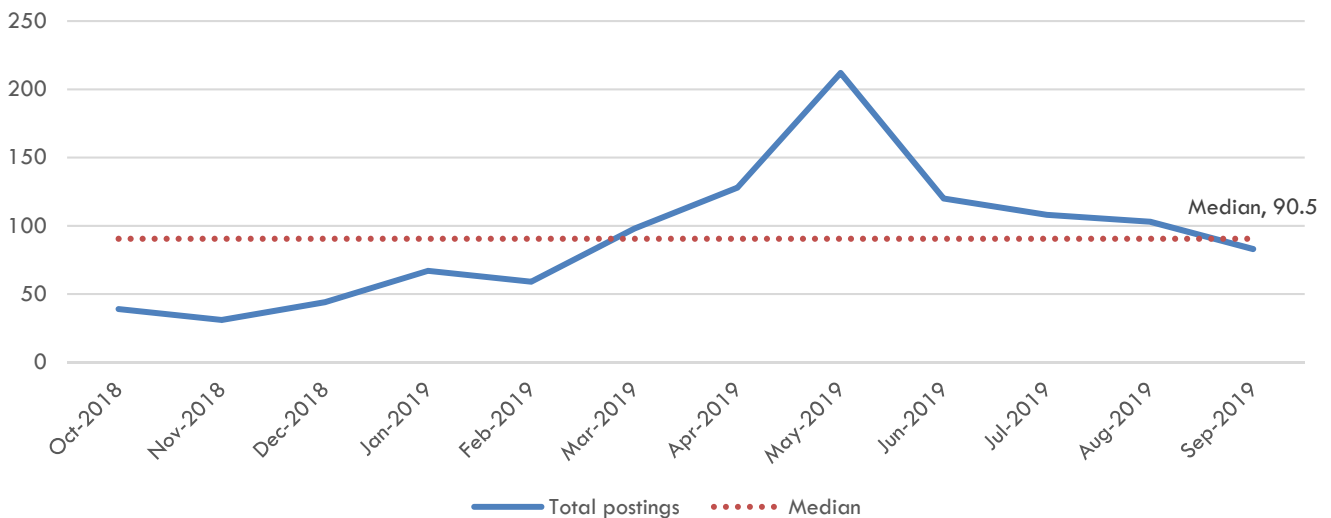
**Exhibit 3. Wages for selected occupations<sup>4</sup>**



Burning Glass identified a pool of 1,092 job postings in the Greater Sacramento region for the selected occupations. This data represents job listings posted online within the last year, from October 1, 2018, through September 30, 2019.

Exhibit 4 compares the 12-month job posting trends of the selected occupations to the median number of job postings in the Greater Sacramento region.

**Exhibit 4: Job postings trend for selected occupations<sup>5</sup>**



<sup>3</sup> Living Wage Calculator: Counties and Metropolitan Statistical Areas in California, <http://livingwage.mit.edu/>

<sup>4</sup> Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

<sup>5</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool," <http://www.burning-glass.com>, 2019.

Exhibit 5 shows the number of job postings by the city for the selected occupations.

**Exhibit 5. Top job postings locations for selected occupations<sup>6</sup>**

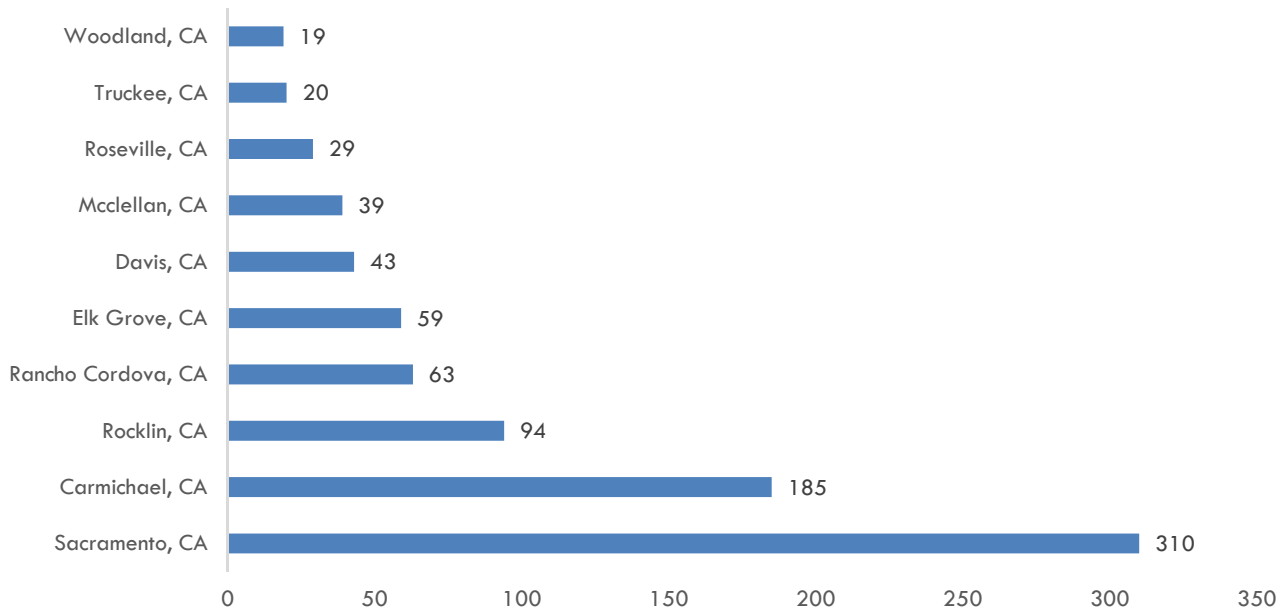


Exhibit 6 lists the employers with the most job openings for the selected occupations within the study region.

**Exhibit 6: Top employers by number of job postings<sup>7</sup>**

Employer	Greater Sacramento (n = 1,092)	
	Number of Postings	Percent of Postings
San Juan Unified School District	176	17.0%
Sacramento City Unified School District	69	6.7%
Rocklin Unified School District	44	4.3%
San Juan USD County	43	4.2%
In House Vacancy Internal Candidates Only	42	4.1%
Folsom Cordova Unified School District	39	3.8%
Elk Grove Unified School District	36	3.5%
Davis Joint Unified School District	28	2.7%
Twin Rivers Unified School District	27	2.6%
Teach For America	25	2.4%

<sup>6</sup> Ibid.

<sup>7</sup> Ibid.

Exhibit 7 shows the top job titles for the selected occupations in the Greater Sacramento region. All 1,092 job postings included job titles.

**Exhibit 7. Top job titles by number of job postings<sup>8</sup>**

25-2021.00 – Elementary School Teachers, Except Special Education (n= 1,092)		
Title	Job Postings	% Job Posting
Elementary Teacher	336	31%
Instructional Aide	35	3%
Kindergarten Teacher	33	3%
Substitute Teacher	21	2%
Teacher	20	2%
Early Childhood Teacher	16	1%
Fifth Grade Teacher	12	1%
First Grade Teacher	12	1%
Spanish Teacher	11	1%

Exhibit 8 shows the skills most in-demand for the selected occupations in the Greater Sacramento region. All 1,506 job postings included required skills information.

**Exhibit 8. Top skills by number of job postings<sup>9</sup>**

25-2021.00 – Elementary School Teachers, Except Special Education (n= 1,092)		
Skill	Job Postings	% Job Posting
Teaching	938	86%
Lesson Planning	188	17%
Special Education	135	12%
Music	84	8%
Social Studies	82	8%
Record Keeping	74	7%
Budgeting	69	6%
Curriculum Development	60	5%
Staff Management	55	5%
Community Relations	54	5%

<sup>8</sup> Ibid.

<sup>9</sup> Ibid.

## EDUCATION AND TRAINING

Exhibit 9 shows the average level of educational attainment for workers 25 years and older by occupation across the U.S.

**Exhibit 9. Typical educational attainment for selected occupations, nationally<sup>10</sup>**

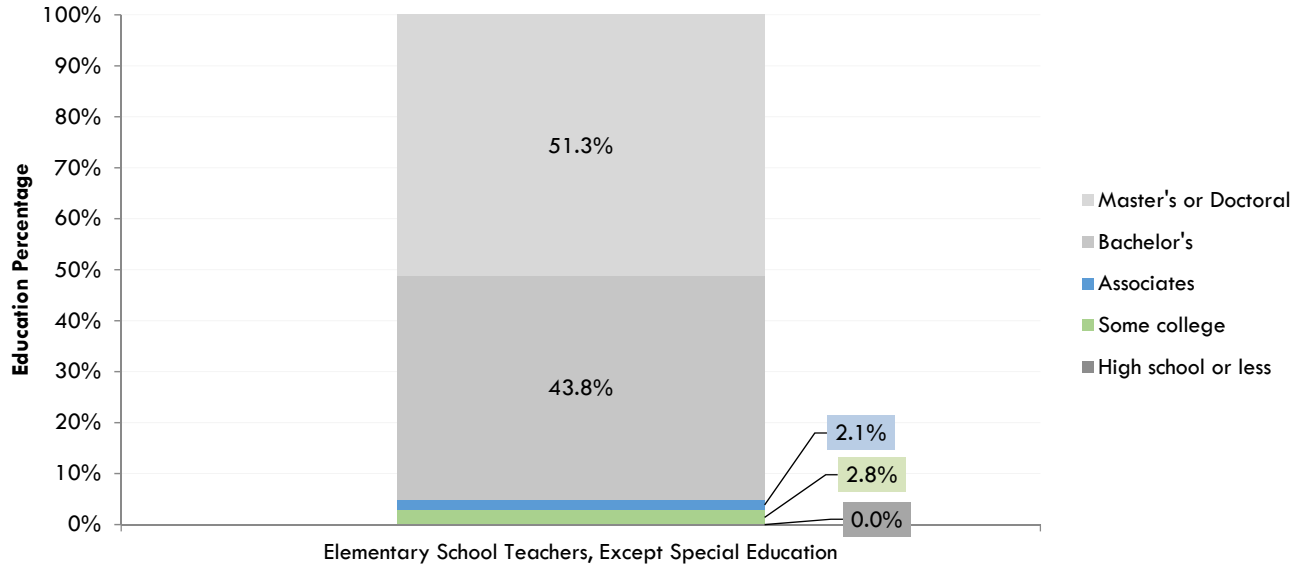


Exhibit 10 shows the typical entry-level education requirements, on-the-job training, and work experience requirements for the selected occupations in the Greater Sacramento region.

**Exhibit 10. Typical education, training, and work experience for selected occupations<sup>11</sup>**

Occupations	SOC	Typical Entry-Level Education	Typical On-The-Job Training	Work Experience Required
Elementary School Teachers, Except Special Education	25-2021	Bachelor's degree	None	None

## PROGRAM SUPPLY

Analysis of existing educational programs shows that there are two Taxonomy of Program (TOP) codes related to training for elementary school teacher occupations: 0802.00 – Educational Aide, and 0802.10 – Educational Aide, Bilingual. The corresponding Classification of Instructional Programs (CIP) code for these programs is 13.1501 – Teacher Assistant/Aide.

In addition to those programs, there are two other CIP code programs in the Greater Sacramento region focused on training elementary school teachers: 13.1202 – Elementary Education and Teaching and 13.1210 – Early Childhood Education. These programs confer bachelor degrees.

Exhibit 11 compares the average total number of awards (certificates and degrees) conferred by colleges in the selected TOP and CIP codes in the Greater Sacramento region over the last three academic years.

<sup>10</sup> Bureau of Labor Statistics. Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017, <https://www.bls.gov/emp/tables/educational-attainment.htm>.

<sup>11</sup> Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed.

**Exhibit 11. Total awards conferred by Greater Sacramento post-secondary institutions, 2016-19<sup>12</sup>**

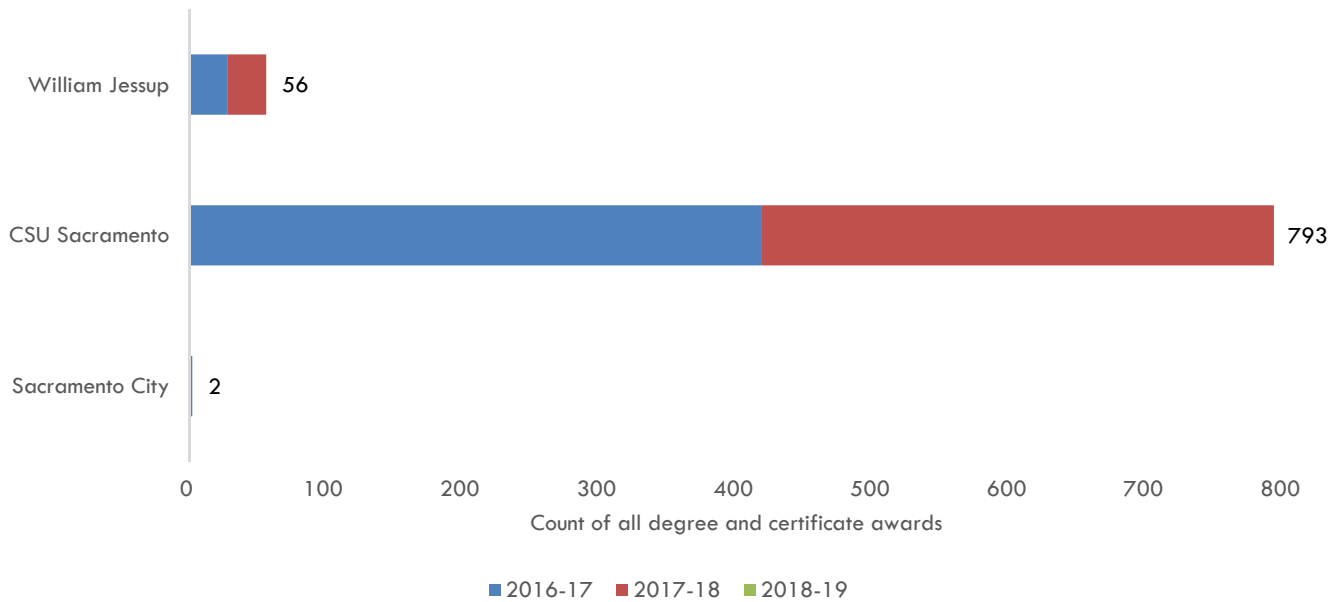


Exhibit 12 displays program awards by level and year for the selected education programs over the last three academic years. Please note that 2018-19 awards data for CSU Sacramento and William Jessup University has not yet been released.

**Exhibit 12. Program awards conferred by Greater Sacramento community colleges, 2016-2019<sup>13</sup>**

College	Program	Associate				Bachelor			
		2016-17	2017-18	2018-19	Avg	2016-17	2017-18	2018-19	Avg
Sacramento City	0802.00 – Educational Aide	1	0	0	0	N/A	N/A	N/A	N/A
	0802.10 – Educational Aide, Bilingual	1	0	0	0	N/A	N/A	N/A	N/A
CSU Sacramento	13.1210 – Early Childhood Education	N/A	N/A	N/A	N/A	418	375	--	264
William Jessup	13.1202 – Elementary Education & Teaching	N/A	N/A	N/A	N/A	28	28	--	19
<b>Totals</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>446</b>	<b>403</b>	<b>0</b>	<b>283</b>

<sup>12</sup> COE Supply Tables, California Community Colleges Chancellor's Office DataMart, and Integrated Postsecondary Education Data System (IPEDS).

<sup>13</sup> Ibid.

## FINDINGS

- While elementary school teacher jobs declined by 4% in the decade following the recession, job counts are projected to exceed pre-recession levels by 2023. The Greater Sacramento region is expected to see a 7.8% increase in elementary school teacher jobs over the next five years, 2018 - 2023.
- Elementary school teachers are projected to have nearly 1,000 job openings in the Greater Sacramento region per year over the next five years, 2018-2023. The North/Far North region is projected to have almost 1,500 job openings per year.
- Hourly wages for elementary school teachers are significantly above the living wage threshold for a single adult in the Greater Sacramento region. Median hourly wages for elementary school teachers are almost \$34 per hour vs. \$12.38 per hour for the living wage.
- Burning glass identified 1,092 job postings for elementary school teachers in the Greater Sacramento region. Most job postings were located in suburban neighborhoods in Sacramento and Placer counties.
- The typical entry-level education for an elementary school teacher is a bachelor's degree. In the state of California, elementary school teachers are also required to complete an authorized teacher certification program and hold a valid teaching credential.
- There are no community colleges in the Greater Sacramento region that offer training related to elementary teacher education and training. Regional community colleges no longer offer adjacent training for educational aides (Sacramento City's program is currently inactive, according to COCI 2.0).
- Two regional universities offer elementary school teacher preparation programs: CSU Sacramento and William Jessup University. These two universities awarded an average of 283 bachelor degrees between 2016-17 and 2017-18. Please note that 2018-19 awards data for CSU Sacramento and William Jessup University has not yet been released.

## RECOMMENDATIONS

- Based on a three-year average of annual award in elementary school teacher preparation programs in the Greater Sacramento region (283 degrees), and projected yearly openings for related occupations (973 openings), the region appears to have some demand for programs related to the occupation.
- COE recommends moving forward with the development of an elementary school teacher preparation pipeline.

COE Recommendation		
Move forward with program	Program is not recommended	Additional information needed
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## METHODOLOGY

Occupations in this report were identified using O\*Net. Findings in this report were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

## APPENDIX A: DATA SOURCES

Sources used for data analysis purposes in this report include:

- U.S. Department of Labor/Employment and Training Administration (DOLETA) O\*NET Online
- Burning Glass, Labor Insight/Jobs
- Economic Modeling Specialists, International (EMSI)
- California Employment Development Department, Labor Market Information Division (EDD, LMID)
- Bureau of Labor Statistics, Occupational Employment Statistics (OES)
- California Community Colleges Chancellor's Office, Cal-PASS Plus LaunchBoard
- Living Insight Center for Community Economic Development, Self-Sufficiency Standard Tool for California
- California Community Colleges Chancellor's Office Management Information Systems (MIS Data Mart)
- U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

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Fall 2019

