

**Program Endorsement Brief: 0802.00/Educational Aide (Teacher Assistant);
0809.00/Special Education
Education Studies: Special Education Certificate
Education Studies: STEM: Math Concentration
Education Studies: STEM: Science Concentration
Para Educator Certificate**
Orange County Center of Excellence, September 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
Education:	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Emerging Occupation(s)			
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to the middle-skill occupation: *teaching assistants, except postsecondary (25-9045)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data there appears to be a supply gap for *teaching assistants, except postsecondary* in the region. Furthermore, the majority of annual openings for this occupation typically require some college education, but no degree. However, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **4,326 jobs available annually** in the region due to retirements and workers leaving the field, **which is less than the 383 awards conferred annually** by educational institutions in the region.

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- **Living Wage Criteria** –Within Orange County, **typical entry-level hourly wages** for *teaching assistants* are **\$15.46, which is lower than the living wage** for one adult in the region (\$20.63 in Orange County).²
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists **some college, no degree** as the typical entry-level education for this occupation.
 - Furthermore, the national-level educational attainment data indicates **38.8% of workers in the field have completed some college or an associate degree** as their highest level of education.

Supply:

- There are six community colleges in the LA/OC region that issue awards related to *teaching assistants*, except postsecondary conferring an average of **68 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **315 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **13 individual four-year colleges throughout** the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for this occupation. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to decrease by 0.29% through 2025. However, there will be more than 4,300 job openings per year through 2025 due to retirements and workers leaving the field.

This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Orange	10,607	10,842	217	2%	1,057
Los Angeles	35,169	34,819	(349)	(1%)	3,335
Total	45,776	45,644	(132)	(0.29%)	4,392

² Living wage data was pulled from California Family Needs Calculator on 9/21/21. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *teaching assistants, except postsecondary* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County—The typical entry-level hourly wages for teaching assistants are \$15.46, which is below the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$21.38, which is higher than the living wage estimate. Orange County's average wages are above the average statewide wage of \$17.91 for this occupation.

Los Angeles County— The typical entry-level hourly wages for teaching assistants are \$15.14, which is below the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$20.92, which is higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$17.91 for this occupation.

Job Postings

There were 3,680 online job postings related to teaching assistants listed in the past 12 months. The top skills were: teaching, cardiopulmonary resuscitation (CPR), child development, and special education. The top three employers, by number of job postings, in the region were: Placentia Yorba Linda Unified School District, Saddleback Valley Unified School District, and KinderCare.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists some college, no degree as the typical entry-level education for *teaching assistants, except postsecondary*. Furthermore, the national-level educational attainment data indicates 38.8% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 55% of *teaching assistant* job postings listing a minimum education requirement in Los Angeles/Orange County, 77% (1,560) requested high school or vocational training and 23% (464) requested an associate degree.

Educational Supply

Community College Supply— Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Educational Aide (Teacher Assistant) (0802.00) and Special Education (0809.00) The colleges with the most completions in the region are: Mt. San Antonio and Santa Ana. Over the past 12 months, there were four other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0802.00	Educational Aid (Teaching Assistant)	Coastline	-	3	2	2
		Fullerton	11	7	-	6
		Santa Ana	2	30	11	14
		Santiago Canyon	4	6	7	6
		OC Subtotal	17	46	20	28
		Mt. San Antonio	28	23	21	24
		LA Subtotal	28	23	21	24
Supply Subtotal/Average			45	69	41	52
0809.00	Special Education	Santa Ana	-	27	16	14
		Santiago Canyon	-	-	2	1
		OC Subtotal	0	27	18	15
		Long Beach	1	2	1	1
		LA Subtotal	1	2	1	1
Supply Subtotal/Average			1	29	19	16
Supply Total/Average			46	98	60	68

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for *teaching assistants, except postsecondary*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Special Education and Teaching, General (13.1001). While there is one other related CIP code, Teacher Assistant/Aide (13.1501), no institutions have conferred awards for this CIP code over the past three years. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 315 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
13.1001	Special Education	Biola University	1	2	4	2
		Brandman University	61	75	49	62

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
	and Teaching, General	California State University- Dominguez Hills	28	16	20	21
		California State University- Long Beach	13	28	24	22
		California State University- Los Angeles	50	41	57	49
		California State University- Northridge	37	40	30	36
		Chapman University	29	25	17	24
		Concordia University- Irvine	-	2	3	24
		Loyola Marymount University	24	40	26	30
		Mount Saint Mary's University	17	30	18	22
		University of California – Los Angeles	3	3	2	3
		University of La Verne	8	12	11	10
		University of Southern California	15	35	50	33
Supply Total/Average			286	349	311	315

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
(Teaching Assistants, Except Postsecondary (25-9045))	10,607	10,824	(217)	(2%)	1,057	\$15.46	\$18.09	\$21.38

Exhibit 5. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Teaching Assistants, Except Postsecondary (25-9045)	35,169	34,819	(349)	(1%)	3,355	\$15.14	\$17.70	\$20.94

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Teaching Assistants, Except Postsecondary (25-9045)	45,776	45,644	(132)	(0.29%)	4,392

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

Jacob Poore, Interim Director
 Center of Excellence, Orange County
poore_jacob@rscdd.edu

September 2021

