** Inclusion Support Occupations**

**Labor Market Information Report**

**Canada College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

May 2019

# Recommendation

Based on all available data, there appears to be a significant undersupply of Inclusion Support workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties.) There is a projected annual gap of about 9,237 students in the Bay region and 2,510 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1305.20 - Children with Special Needs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Canada College and in the region.

# Introduction

This report profiles Inclusion Support Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new Inclusion Support Certificate program at Canada College.

|  |
| --- |
| * **Teacher Assistants (SOC 25-9041):** Perform duties that are instructional in nature or deliver direct services to students or parents. Serve in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services. Excludes “Graduate Teaching Assistants” (25-1191).
 |
| Entry-Level Educational Requirement: Some college, *no degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 40% |
|  |
| * **Childcare Workers (SOC 39-9011)**: Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teacher Assistants" (25-9041).
 |
| Entry-Level Educational Requirement: High *school diploma or equivalent* |
| Training Requirement: Short-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 36*%* |
|  |
| * **Special Education Teachers, Preschool (SOC 25-2051):** Teach preschool school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
 |
| Entry-Level Educational Requirement: Bachelor's *degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 11*%* |
|  |

# Occupational Demand

**Table 1. Employment Outlook for Inclusion Support Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Teacher Assistants | 34,142 | 36,580 | 2,438  | 7% | 20,189 | 4,038 | $11.92  | $17.27  |
| Childcare Workers | 33,421 | 34,135 | 714  | 2% | 25,999 | 5,200 | $7.87  | $10.43  |
| Special Education Teachers, Preschool | 238 | 297 | 59  | 25% | 150 | 30 | $13.80  | $22.74  |
| **Total** | **67,801** | **71,012** | **3,211**  | **5%** | **46,338** | **9,268** | **$9.93**  | **$13.92**  |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Inclusion Support Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Teacher Assistants | 6,074 | 6,695 | 620  | 10% | 3,824 | 765 | $13.03  | $18.10  |
| Childcare Workers | 10,395 | 11,136 | 740  | 7% | 8,778 | 1,756 | $7.93  | $9.80  |
| Special Education Teachers, Preschool | 26 | 38 | 12  | 48% | 23 | 5 | $20.59  | $39.59  |
| **TOTAL** | **16,945** | **17,927** | **983**  | **6%** | **12,625** | **2,526** | **$9.81**  | **$12.86**  |

*Source: EMSI 2019.1*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (May 2018 - April 2019)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
|  Nannies (39-9011.01) | 8,243 | 2,543 |
|  Childcare Workers (39-9011.00) | 7,806 | 2,007 |
|  Teacher Assistants (25-9041.00) | 4,416 | 957 |
|  Special Education Teachers, Preschool (25-2051.00) | 670 | 135 |
| **Total** |  **21,135**  |  **5,642**  |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Inclusion Support Occupations for latest 12 months (May 2018 - April 2019) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Nanny | 6,453 | Live-In Home Care | 190 |
| Babysitter | 4,147 | Pet Sitter, Dog | 161 |
| Instructional Assistant | 678 | Helper | 157 |
| Paraeducator | 639 | Child Care Assistant | 140 |
| Sitter | 571 | Child Care | 136 |
| Assistant Teacher | 342 | Mother's Helper | 136 |
| Instructional Aide | 319 | Child Care Provider | 124 |
| Pet Sitter | 263 | After-School Care | 112 |
| Special Education Aide | 243 | Associate Teacher | 106 |
| Behavior Interventionist | 222 | Nurse, Home Care | 104 |
| Teacher's Assistant | 213 | Classroom Support Aide | 102 |
| Teacher's Aide | 208 | Paraprofessional | 100 |
| Special Education Paraprofessional | 206 | Child Care Services For | 93 |

**Table 4.b Top Job Titles for Inclusion Support Occupations for latest 12 months (May 2018 - April 2019) Mid-Peninsula Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Mid-Peninsula | Common Title | Mid-Peninsula |
| Nanny | 2,040 | Mother's Helper | 41 |
| Babysitter | 1,055 | Paraprofessional | 39 |
| Sitter | 141 | Instructional Assistant | 33 |
| Paraeducator | 133 | After School Coordinator | 32 |
| Special Education Aide | 89 | Child Care | 32 |
| Assistant Teacher | 85 | After-School Care | 31 |
| Instructional Aide | 73 | Behavior Interventionist | 31 |
| Teacher's Aide | 73 | Child Care Provider | 30 |
| Pet Sitter | 72 | Pet Sitter, Dog | 29 |
| Teacher's Assistant | 71 | Teaching Assistant | 29 |
| Special Education Paraprofessional | 58 | Child Care Assistant | 26 |
| Live-In Home Care | 49 | Child Care Services For | 26 |
| Nurse, Home Care | 45 | Child Care Worker | 25 |
| Helper | 44 | Afterschool Program Leader | 23 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Inclusion Support Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| Elementary and Secondary Schools (Local Government) (903611) | 22,219 | 23,420 | 5.4% | 32.4% |
| Child Day Care Services (624410) | 15,121 | 15,353 | 1.5% | 22.0% |
| Private Households (814110) | 13,592 | 13,405 |  (1.4%) | 19.8% |
| Elementary and Secondary Schools (611110) | 4,873 | 5,188 | 6.5% | 7.1% |
| Religious Organizations (813110) | 1,690 | 1,725 | 2.1% | 2.5% |
| Fitness and Recreational Sports Centers (713940) | 1,445 | 1,605 | 11.1% | 2.1% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 1,283 | 1,387 | 8.1% | 1.9% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 1,124 | 1,021 |  (9.2%) | 1.6% |
| Civic and Social Organizations (813410) | 929 | 961 | 3.4% | 1.4% |
| Services for the Elderly and Persons with Disabilities (624120) | 803 | 994 | 23.8% | 1.2% |
| Local Government, Excluding Education and Hospitals (903999) | 792 | 829 | 4.7% | 1.2% |
| Colleges, Universities, and Professional Schools (611310) | 685 | 741 | 8.2% | 1.0% |

*Source: EMSI 2019.2*

**Table 6. Top Employers Posting Inclusion Support Occupations in Bay Region and Mid-Peninsula Sub-Region (May 2018 - April 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| West Contra Costa Unified School District | 172 | Zum | 52 | Nanny Lane | 104 |
| Sitter | 151 | Bright Horizons | 49 | Coe Inc | 91 |
| In House Vacancy Internal Candidates Only | 130 | The South San Francisco Unified School District | 48 | Honor Home Care | 48 |
| Petsitter | 121 | Aspire Public Schools | 47 | The South San Francisco USD | 48 |
| College Nannies Sitters Tutors Development, Inc | 113 | Town Country | 47 | YMCA | 34 |
| Nanny Lane | 108 | Kidango | 43 | South San Francisco Unified | 31 |
| Honor Home Care | 106 | Understanding Behavior | 43 | Petsitter | 30 |
| San Ramon Valley Unified School District | 101 | Autism Treatment Solutions | 42 | Sitter | 30 |
| Rover | 98 | Ro Health | 41 | San Mateo Foster City S.D. | 29 |
| Cupertino Union School District | 94 | Nannies At Work | 40 | San Carlos S.D. | 26 |
| Coe Incorporated | 91 | Santa Clara Unified School District | 40 | Town Country | 25 |
| YMCA | 86 | College Nannies Sitters Tutors | 39 | Genuine Nannies | 24 |
| Milpitas Unified | 75 | Petaluma City Schools | 39 | Sequoia Union High S.D. | 23 |
| Monterey County Office Of Education | 70 | Vallejo City Unified School District | 39 | Bright Horizons | 22 |
| Santa Rosa City Schools | 64 | Hopskipdrive | 34 | Sunset Neighborhood Beacon Center | 20 |
| Easterseals Bay Area | 62 | Mt Diablo Unified | 33 | Aspire Public Schools | 19 |
| Alameda Unified School District | 60 | Nannies Plus | 32 | College Nannies Sitters Tutors Development, Inc | 17 |
| Salinas City Elementary | 60 | Napa Valley Unified | 31 | San Bruno Park Elem. | 16 |
| Therapytravelers | 57 | South San Francisco Unified | 31 | San Mateo Foster City Elementary | 16 |
| Center For Autism And Related Disorders, Inc | 54 | San Mateo Foster City School District | 29 | University San Francisco | 16 |
| Oakland Unified School District | 54 | Genuine Nannies | 28 | Nannies At Work | 15 |

*Source: Burning Glass*

# Educational Supply

There are 7 community colleges in the Bay Region issuing 31 awards on average annually (last 3 years) on TOP 1305.20 - Children with Special Needs. There is one college (CCSF) in the Mid-Peninsula Sub-Region issuing 16 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 1305.20 - Children with Special Needs in the Bay Area**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificates | Noncredit | Total |
| **Chabot Hayward** | East Bay | 3 | 1 |  | 4 |
| **Deanza** | Silicon Valley |  | 5 |  | 5 |
| **Gavilan** | Silicon Valley |  | 1 |  | 1 |
| **Las Positas** | East Bay | 1 | 1 |  | 2 |
| **Mission** | Silicon Valley |  | 1 |  | 1 |
| **San Francisco** | Mid-Peninsula |  | 16 |  | 16 |
| **West Valley** | Silicon Valley |  | 2 |  | 2 |
| **Total Bay Region** | **4** | **27** | **0** | **31** |
| **Total Mid-Peninsula Sub-Region** | **0** | **16** | **0** | **16** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 9,268 annual openings for the Inclusion Support occupational cluster and 31 annual (3-year average) awards for an annual undersupply of 9,237 students. In the Mid-Peninsula Sub-Region, there is also a gap with 2,526 annual openings and 16 annual (3-year average) awards for an annual undersupply of 2,510 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.20 - Children with Special Needs**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Canada College (All CTE Programs) | State (1305.20) | Bay (1305.20) | Mid-Peninsula (1305.20) | Canada College (1305.20) |
| % Employed Four Quarters After Exit | 74% | 66% | 71% | 71% | 69% | 73% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $9,520 | $6,385 | $8,063 | $7,816 | $8,009 |
| Median % Change in Earnings | 46% | 44% | 53% | 32% | 29% | 45% |
| % of Students Earning a Living Wage | 63% | 49% | 41% | 52% | 46% | n/a |

*Source: Launchboard Pipeline (version available on 4/9/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Inclusion Support Occupations in Bay Region (May 2018 - April 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Child Care | 10,293 | Toileting | 530 | Mental Health | 185 |
| Babysitting | 5,754 | Clerical Duties | 411 | Infant Care | 182 |
| Teaching | 3,006 | Psychology | 410 | Data Collection | 180 |
| Meal Preparation | 2,565 | Bathing | 401 | Maintaining Student Records | 179 |
| Cardiopulmonary Resuscitation (CPR) | 2,299 | Home Care | 389 | Lifting Ability | 176 |
| Laundry | 2,126 | Tutoring | 385 | Educational Programs | 175 |
| Caregiving | 1,435 | Music | 365 | X-Rays | 171 |
| Special Education | 1,244 | Record Keeping | 356 | Treatment Planning | 165 |
| Child Development | 947 | Customer Service | 338 | Emotional Support | 164 |
| Cleaning | 919 | Applied Behavior Analysis | 324 | Staff Management | 164 |
| Scheduling | 738 | Child Care Facility | 300 | Chest X-Ray | 162 |
| Lesson Planning | 677 | No Child Left Behind (NCLB) | 263 | Dog Walking | 149 |
| Autism Diagnosis / Treatment / Care | 672 | Special Needs Children | 248 | Social Services | 149 |
| Early Childhood Education | 607 | Behavior Analysis | 224 | Changing Diapers | 138 |
| Cooking | 603 | Developmental Disabilities | 211 | Patient Bathing | 137 |

*Source: Burning Glass*

**Table 10. Certifications for Inclusion Support Occupations in Bay Region (May 2018 - April 2019)**

Note: 84% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| First Aid Cpr Aed | 1,742 | Personal Care Assistant (PCA) | 8 |
| Driver's License | 1,594 | Certified Health Education Specialist | 7 |
| Registered Behavior Technician | 256 | Home Care Certificate | 7 |
| Home Health Aide | 145 | Sign Language Certification | 7 |
| Board Certified Behavior Analyst (BCBA) | 126 | Psychologist License | 6 |
| Certified Teacher | 78 | Security Clearance | 6 |
| Child Development Associate (CDA) | 59 | Special Education Certification | 6 |
| Basic Life Saving (BLS) | 52 | Administrative Services Credential | 5 |
| Licensed Vocational Nurse (LVN) | 48 | Certified Child Care Worker | 5 |
| Certified Regulatory Compliance Manager (CRCM) | 45 | Certified Cyber Forensics Professional (CCFP) | 5 |
| Certified Occupational Therapy Assistant (COTA) | 22 | Licensed Marriage and Family Therapist | 5 |
| Bloodborne Pathogens Certification | 16 | Social Work License | 5 |
| Board Certified Assistant Behavior Analyst (BCaBA) | 15 | Business License | 4 |
| Early Childhood Education Certification | 14 | CDL Class A | 4 |
| Basic Cardiac Life Support Certification | 12 | Cdl Class C | 4 |
| Certified Child Care Provider | 12 | Food Service Certification | 4 |
| Teaching Assistant | 11 | Paralegal Certification | 4 |
| Food Handler Certification | 9 | Speech-Language Pathologist License | 4 |
| Ca License | 8 | American Institute of Architects | 3 |

*Source: Burning Glass*

**Table 11. Education Requirements for Inclusion Support Occupations in Bay Region**

Note: 80% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 2,943 (72%) |
| Associate Degree | 619 (15%) |
| Bachelor’s Degree or Higher | 534 (13%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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