** Special Education Occupations**

**Labor Market Information Report**

**Diablo Valley College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

January 2020

# Recommendation

Based on all available data, there appears to be a significant undersupply of Special Education workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties.) There is a projected annual gap of about 4,085 students in the Bay region and 1,454 students in the East Bay Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 0809.00 - Special Education 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 Diablo Valley College and in the region.

# Introduction

This report profiles Special Education Occupations in the 12 county Bay region and in the East Bay sub-region for the modification of an existing program at Diablo Valley College.

|  |
| --- |
| * **Special Education Teachers, Preschool (SOC 25-2051):** Teach preschool schoolsubjects 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% |
|  |
| * **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*%* |

# Occupational Demand

**Table 1. Employment Outlook for Special Education Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Special Education Teachers, Preschool |  948  |  1,022  | 74 | 8% |  414  |  83  | $25.04 | $30.94 |
| Teacher Assistants |  34,955  |  36,935  | 1,979 | 6% |  20,052  |  4,010  | $14.16 | $17.72 |
| **Total** |  **35,903**  |  **37,956**  | **2,053** | **6%** |  **20,466**  |  **4,093**  | **$14.45** | **$18.07** |

*Source: EMSI 2019.3*

**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 Special Education Occupations in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Special Education Teachers, Preschool |  528  |  565  | 37 | 7% |  226  |  45  | $24.56 | $29.92 |
| Teacher Assistants |  12,352  |  13,061  | 709 | 6% |  7,080  |  1,416  | $13.72 | $17.13 |
| **TOTAL** |  **12,880**  |  **13,626**  | **745** | **6%** |  **7,306**  |  **1,461**  | **$14.16** | **$17.65** |

*Source: EMSI 2019.3*

**East Bay Sub-Region** includes Alameda and Contra Costa Counties

### Job Postings in Bay Region and East Bay Sub-Region

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

| Occupation | Bay Region | East Bay |
| --- | --- | --- |
|  Teacher Assistants | 4,840 | 1,797 |
|  Special Education Teachers, Preschool | 905 | 366 |
|  **Total** | **5,745** | **2,163** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Special Education Occupations for latest 12 months (December 2018 - November 2019) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Paraeducator | 812 | Classroom Support Aide, Elementary | 57 |
| Instructional Assistant | 699 | Special Needs | 40 |
| Assistant Teacher | 418 | Classroom Therapist | 35 |
| Instructional Aide | 365 | Behavioral Aide | 32 |
| Special Needs Care | 296 | Paraprofessional, High School | 31 |
| Teacher's Assistant | 267 | Behavioral Interventionist | 26 |
| Behavior Interventionist | 220 | Special Education Teacher | 25 |
| Special Education Aide | 213 | Occasional Special Needs Care For 1 Recipient | 25 |
| Special Education Paraprofessional | 209 | Instructional Paraprofessional, Special Education, PC | 24 |
| Teacher's Aide | 158 | Learning Teacher | 23 |
| Paraprofessional | 136 | Associate School Program Teacher | 22 |
| Classroom Support Aide | 102 | Interventionist | 21 |
| Associate Teacher | 95 | Classroom Assistant | 20 |
| Teaching Assistant | 77 | Classroom Aide | 19 |

**Table 4b. Top Job Titles for Special Education Occupations for latest 12 months (December 2018 - November 2019) East Bay Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | East Bay | Common Title | East Bay |
| Instructional Assistant | 288 | Paraprofessional | 25 |
| Paraeducator | 260 | Teaching Assistant | 23 |
| Assistant Teacher | 164 | Behavioral Aide | 21 |
| Instructional Aide | 135 | Classroom Aide | 14 |
| Special Needs Care | 113 | Assistant Special Education Teacher | 14 |
| Special Education Paraprofessional | 102 | Classroom Support Aide, Middle School | 12 |
| Classroom Support Aide | 102 | Special Needs | 11 |
| Teacher's Assistant | 100 | Associate Head Teacher | 11 |
| Behavior Interventionist | 99 | Entry Behavior Interventionist | 10 |
| Teacher's Aide | 67 | Classroom Support Aide, High School | 10 |
| Special Education Aide | 57 | Special Education Teacher | 9 |
| Classroom Support Aide, Elementary | 57 | Interventionist | 8 |
| Classroom Therapist | 35 | Autism Specialist | 8 |
| Associate Teacher | 33 | Associate Developmental Teacher | 8 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Special Education 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) | 21,490 | 22,392 | 4% | 60% |
| Elementary and Secondary Schools (611110) | 4,110 | 4,419 | 8% | 12% |
| Child Day Care Services (624410) | 3,126 | 3,510 | 12% | 9% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 999 | 1,097 | 10% | 3% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 1,068 | 934 | -13% | 3% |
| Colleges, Universities, and Professional Schools (611310) | 693 | 763 | 10% | 2% |
| Religious Organizations (813110) | 679 | 696 | 3% | 2% |
| Services for the Elderly and Persons with Disabilities (624120) | 618 | 727 | 18% | 2% |
| Local Government, Excluding Education and Hospitals (903999) | 517 | 543 | 5% | 1% |

*Source: EMSI 2019.3*

**Table 6. Top Employers Posting Special Education Occupations in Bay Region and East Bay Sub-Region (December 2018 - November 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | East Bay |
| West Contra Costa Unified School District | 309 | Alameda Unified School District | 41 | West Contra Costa Unified School District | 309 |
| In House Vacancy Internal Candidates Only | 206 | San Mateo Foster City School District | 40 | In House Vacancy Internal Candidates Only | 86 |
| Coe Incorporated | 80 | Summit Public Schools | 38 | Oakland Unified School District | 79 |
| Oakland Unified School District | 79 | Mt Diablo Unified | 37 | San Ramon Valley Unified School District | 75 |
| Cupertino Union School District | 78 | Santa Cruz City Schools | 35 | Alameda Unified School District | 41 |
| San Ramon Valley Unified School District | 75 | Staffrehab | 33 | Mt Diablo Unified | 37 |
| Monterey County Office Of Education | 68 | Sequoia Union High School District | 31 | Kindercare | 28 |
| Salinas City Elementary | 64 | The South San Francisco Unified School District | 30 | Aspire Public Schools | 28 |
| Kindercare | 63 | Belmont Redwood Shores Elementary | 30 | Seneca Family Of Agencies | 27 |
| Napa Valley Unified School District | 53 | Bright Horizons | 29 | Kidango | 27 |
| Milpitas Unified | 52 | Therapy travelers | 27 | San Leandro Unified School District | 25 |
| Easterseals Bay Area | 49 | Seneca Family Of Agencies | 27 | Contra Costa Community College District | 22 |
| Kidango | 48 | Campbell Union School District | 27 | Yu Ming Charter School | 20 |
| Aspire Public Schools | 47 | Spectrum Center | 25 | Liberty Union High School District | 20 |
| Santa Clara Unified School District | 46 | San Leandro Unified School District | 25 | Piedmont Unified School District | 19 |
| Vallejo City Unified School District | 42 | Oak Grove School District | 25 | Intercare Therapy | 19 |
| University San Francisco | 42 | Intercare Therapy | 23 | Easterseals Bay Area | 19 |

*Source: Burning Glass*

# Educational Supply

There are two (2) community colleges in the Bay Region issuing 8 awards on average annually (last 3 years) on TOP 0809.00 - Special Education. There is one college (DVC) in the East Bay Sub-Region issuing 7 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 0809.00 - Special Education in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ units | Certificate Low unit | Total |
| Diablo Valley College | East Bay | 4 | 3 |  | 7 |
| Foothill College | Silicon Valley | 1 |  |  | 1 |
| **Total Bay Region** | **5** |  | **0** | **8** |
| **Total East Bay Sub-Region** | **4** | **3** | **0** | **7** |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 4,093 annual openings for the Special Education occupational cluster and 8 annual (3-year average) awards for an annual undersupply of 4,085 students. In the East Bay Sub-Region, there is also a gap with 1,461 annual openings and 7 annual (3-year average) awards for an annual undersupply of 1,454 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0809.00 - Special Education**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Diablo Valley College (All CTE Programs) | State (0809.00) | Bay (0809.00) | East Bay (0809.00) | Diablo Valley College (0809.00) |
| % Employed Four Quarters After Exit | 74% | 68% | 75% | 58% | n/a | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $9,308 | $5,878 | $8,893 | n/a | n/a |
| Median % Change in Earnings | 46% | 55% | 70% | 93% | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 55% | 36% | n/a | n/a | n/a |

*Source: Launchboard Pipeline (version available on 12/13/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Special Education Occupations in Bay Region (December 2018 - November 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Teaching | 2,609 | Maintaining Student Records | 231 | Staff Management | 118 |
| Special Education | 1,338 | Data Collection | 226 | Health Screening | 115 |
| Cardiopulmonary Resuscitation (CPR) | 983 | Tutoring | 226 | Behavioral Health | 112 |
| Child Development | 743 | Special Needs Children | 221 | Social Services | 112 |
| Lesson Planning | 588 | Customer Service | 204 | Behavioral Intervention | 109 |
| Child Care | 501 | Educational Programs | 200 | Group Instruction | 107 |
| Autism Diagnosis / Treatment / Care | 469 | Applied Behavior Analysis | 194 | Basic Mathematics | 103 |
| Early Childhood Education | 438 | Cleaning | 184 | Customer Contact | 99 |
| Toileting | 399 | Emotional Support | 151 | Lifting Ability | 96 |
| Clerical Duties | 369 | Behavior Analysis | 146 | Crisis Intervention | 95 |
| Record Keeping | 369 | Student Placement | 139 | Multilingual | 95 |
| Psychology | 324 | Developmental Disabilities | 138 | Learning Styles | 94 |
| Caregiving | 303 | Mental Health | 131 | In-Service Meetings | 93 |
| Scheduling | 300 | Treatment Planning | 121 | Meal Preparation | 90 |
| No Child Left Behind (NCLB) | 254 | Educational Materials | 119 | Warrants | 85 |

*Source: Burning Glass*

**Table 10. Certifications for Special Education Occupations in Bay Region (December 2018 - November 2019)**

Note: 69% 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 |
| Driver's License | 971 | Home Health Aide | 15 |
| First Aid CPR AED | 793 | Basic Cardiac Life Support Certification | 14 |
| Registered Behavior Technician | 170 | Teaching Assistant | 10 |
| Certified Teacher | 65 | Licensed Marriage and Family Therapist | 10 |
| Board Certified Behavior Analyst (BCBA) | 64 | Social Work License | 9 |
| Child Development Associate (CDA) | 49 | Psychologist License | 9 |
| Basic Life Saving (BLS) | 29 | Crisis Intervention Certification | 8 |
| Early Childhood Education Certification | 28 | Certified Child Care Provider | 8 |
| Bloodborne Pathogens Certification | 23 | Licensed Vocational Nurse (LVN) | 7 |
| Certified Cyber Forensics Professional (CCFP) | 21 | Administrative Services Credential | 6 |
| Certified Occupational Therapy Assistant (COTA) | 20 | Sign Language Certification | 4 |
| Board Certified Assistant Behavior Analyst (BCaBA) | 18 | Public Health Nurse | 4 |

*Source: Burning Glass*

**Table 11. Education Requirements for Special Education Occupations in Bay Region**

Note: 45% 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 | Percent 12 Mos. Postings |
| High school or vocational training | 2,468 | 81% |
| Associate Degree | 495 | 16% |
| Bachelor’s Degree or Higher | 99 | 3% |

*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

For more information, please contact:

* Doreen O’Donovan, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), doreen@baccc.net or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, jcarrese@ccsf.edu or (415) 267-6544