

**Program Endorsement Brief: 0899.00/Other Education**  
**Teach Your Career/Community College Teaching Certificate**  
Orange County Center of Excellence, January 2020

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**Summary Analysis**

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 one occupation: Vocational Education Teachers, Postsecondary (25-1194). Federal sources provide conflicting information about the typical entry-level education and educational attainment of incumbent workers for this occupation. Data from the Bureau of Labor Statistics (BLS) suggests that this occupation typically requires a bachelor's degree and is above middle-skill, but data from O\*NET suggests that this occupation typically requires an associate degree and is middle-skill. For the purposes of this report, this occupation is considered middle-skill since community colleges in the region typically require both an associate degree and six years of industry-specific experience or a bachelor's degree and two years of experience in order to meet minimum qualifications. Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> 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 Vocational Education Teachers, Postsecondary in the region. **Therefore, the COE cautiously endorses this proposed program.** Reasons include:

**Demand:**

- Over the next five years, there is projected to be **312 Vocational Education Teachers, Postsecondary jobs available annually** in the region due to new job growth and replacements **which is more than the 45 awards conferred annually** by educational institutions in the region.
- Over the past 12 months, there were **298 online job postings related to Vocational Education Teachers, Postsecondary**. Of these, **57 were specifically posted by regional community colleges for career education instructors**. The highest number of job postings were for welding instructor, automotive technology instructor, and administration of justice instructor.
- While the BLS national-level educational attainment data indicates **4.8% of workers in the field have completed some college or an associate degree as their highest level of education**, a similar data set from O\*NET indicates that **42% of workers in the field have completed an associate degree as their highest level of education**.

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<sup>1</sup> 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.

- **Typical entry-level wages for this occupation throughout the region are \$20.81**, which is **higher** than the California Family Needs Calculator (living wage) hourly wage estimate for both counties.

**Supply:**

- While there were **45 awards conferred annually by educational institutions in the region, a review of these programs in the Chancellor’s Office Curriculum Inventory (COCI 2.0)<sup>2</sup> and program websites show that none of these programs specifically train students to become vocational postsecondary instructors.**
  - There are **2 community colleges** in the region that have programs listed under the Other Education (0899.00) TOP code, conferring an average of **43 awards annually** between 2015 and 2018.
  - Between 2013 and 2016, there was an average of **2 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **1 individual four-year college** within the region..

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for Vocational Education Teachers, Postsecondary. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 3% through 2023. There will be more than 310 job openings per year through 2023 due to job growth and replacements.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

<b>Geography</b>	<b>2018 Jobs</b>	<b>2023 Jobs</b>	<b>2018-2023 Change</b>	<b>2018-2023 % Change</b>	<b>Annual Openings</b>
Los Angeles	2,630	2,680	50	2%	208
Orange	1,194	1,254	60	5%	104
<b>Total</b>	<b>3,824</b>	<b>3,934</b>	<b>110</b>	<b>3%</b>	<b>312</b>

**Wages—** Typical entry-level and median hourly wages for Vocational Education Teachers, Postsecondary throughout the region are \$20.81 and \$28.48, respectively.<sup>4</sup> Entry-level wages for this occupation are higher than the California Family Needs Calculator hourly wage for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)<sup>5</sup>. Experienced workers can expect to earn \$41.82, which is higher than the California Family Needs Calculator wage estimates for both counties. Regional average wages are above the average statewide wage of \$24.28 for this occupation. Wage information, by county, is included in Appendix A.

<sup>2</sup> Chancellor’s Office Curriculum Inventory (COCI 2.0): <https://coci2.ccctechcenter.org/programs>.

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

<sup>4</sup> Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

<sup>5</sup> Living wage data was pulled from California Family Needs Calculator on 12/13/2019. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

**Job Postings**—There were 298 online job postings related to Vocational Education Teachers, Postsecondary listed in the past 12 months. The highest number of job postings were for medical assistant instructor, adjunct instructor, and welding instructor. The top skills were: teaching, lesson planning, and educational programs. The top three employers, by number of job postings, in the region were: North West College, Platt College Los Angeles, and College of the Canyons. Of the 298 online job postings, 45% listed a minimum education requirement.

Of the 298 online job postings, 57 were specifically for career education instructors at community colleges throughout the region. The highest number of job postings for community college instructors were for welding instructor, automotive technology instructor, and administration of justice instructor. The top skills were: teaching, educational programs, curriculum development, student learning outcomes, and lesson planning. The top three employers, by number of job postings, in the region were: College of the Canyons, South Orange County Community College District, Rancho Santiago Community College District, and El Camino College. Of the 57 online job postings, 100% listed a minimum education requirement.

**Educational Attainment**—The BLS lists a bachelor’s degree as the typical entry-level education for Vocational Education Teachers, Postsecondary. The national-level educational attainment data indicates 4.8% of workers in the field have completed some college or an associate degree as their highest level of education. However, according to another federal sources, O\*NET, 42% of workers in the field have completed an associate degree as their highest level of education. Of the 100% of community college job postings listing a minimum education requirement in Los Angeles/Orange County, all requested an associate degree and six years of experience or a bachelor’s degree and two years of experience as the minimum educational and experience requirements.

**Supply**

**Community College Supply**—Exhibit 2, on the following page, shows the three-year average number of awards conferred by two community colleges in the related TOP code: Other Education (0899.00). The college with the most completions in the region was Rio Hondo. However, an analysis of these programs’ listings in COCI shows that neither of these programs have a specific emphasis on career education teaching preparation. Over the past 12 months, there were zero other related program recommendation requests from regional community colleges.

**Exhibit 2: Regional community college awards (certificates and degrees), 2015-2018**

TOP Code	Program	College	2015-2016 Awards	2016-2017 Awards	2017-2018 Awards	3-Year Award Average
0899.00	Other Education	Rio Hondo	-	-	22	22
		<b>LA Subtotal</b>	-	-	<b>22</b>	<b>22</b>
		Orange Coast	-	-	21	21
		<b>OC Subtotal</b>	-	-	<b>21</b>	<b>21</b>
<b>Supply Total/Average</b>			-	-	<b>43</b>	<b>43</b>

**Non-Community College Supply**—It is important to consider the supply from four-year institutions in the region that provide training programs for this occupation. Exhibit 3 shows the annual and three-year average number of awards conferred by Pitzer College, the only non-community college institution in the region with a program in the related Classification of Instructional Programs (CIP) Code: Education, Other (13.9999). Due to different data collection periods, the most recent three-year period of available data is from 2013 to 2016. Between 2013 and 2016, four-year colleges in the region conferred an average of 2 awards annually in related training programs.

**Exhibit 3: Regional non-community college awards, 2013-2016**

CIP Code	Program	College	2015-2016 Awards	2016-2017 Awards	2017-2018 Awards	3-Year Award Average
13.9999	Education, Other	Pitzer College	2	2	1	2
		<b>LA Subtotal</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>
<b>Supply Total/Average</b>			<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Los Angeles County**

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Vocational Education Teachers, Postsecondary (25-1194)	1,194	1,254	60	5%	104	\$20.01	\$27.77	\$40.33

**Exhibit 5. Orange County**

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Vocational Education Teachers, Postsecondary (25-1194)	2,630	2,680	50	2%	208	\$21.61	\$29.19	\$43.32

### Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Vocational Education Teachers, Postsecondary (25-1194)	3,824	3,934	110	3%	312	\$20.81	\$28.48	\$41.83

#### 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
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- 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)

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