** Youth & After School Program Occupations**

**Labor Market Information Report**

**Canada College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

December 2018

# Recommendation

Based on all available data, there appears to be a significant undersupply of Youth & After School Program 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). The gap is about 7,375 students annually in the Bay region and 1,511 students annually in the Mid-Peninsula sub-region.

This report also provides student outcomes data on employment and earnings for programs on TOP 0802.00 - Educational Aide (Teacher Assistant) in the state and region. It is recommended that this 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 Youth & After School Program Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed new program at Canada College.

|  |
| --- |
| * **Teacher Assistants (SOC 25-9041):** Perform duties that are instructional in nature ordeliver 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: 41%* |
|  |
| * **Social and Human Service Assistants** (**SOC 21-1093**): Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (39-9021), and "Eligibility Interviewers, Government Programs" (43-4061).
 |
| *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%* |
|  |
| * **Secondary School Teachers, Except Special** **and Career/Technical Education (SOC 25-2031):** Teach students in one or more subjects, such as English, mathematics, or social studies at the secondary level in public or private schools. May be designated according to subject matter specialty. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099). Excludes "Career/Technical Education Teachers, Secondary School" (25-2032) and "Special Education Teachers" (25-2050).
 |
| *Entry-Level Educational Requirement: Bachelor's degree* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 5%* |
|  |

# Occupational Demand

**Table 1. Employment Outlook for Youth & After School Program Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Teacher Assistants | 34,231 | 36,524 | 2,293  | 7% | 20,049 | 4,010 | $11.92  | $17.27  |
| Social and Human Service Assistants | 11,922 | 13,363 | 1,441  | 12% | 8,716 | 1,743 | $13.11  | $19.52  |
| Secondary School Teachers, Except Special and Career/Technical Education | 19,218 | 20,652 | 1,434  | 7% | 8,177 | 1,635 | $23.68  | $35.97  |
| **Total** | **65,371** | **70,539** | **5,168** | **8%** | **36,943** | **7,388** | **$15.59**  | **$23.17**  |

*Source: EMSI 2018.4*

**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 Youth & After School Program Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Teacher Assistants | 6,093 | 6,657 | 563  | 9% | 3,764 | 753 | $13.02  | $18.09  |
| Social and Human Service Assistants | 3,237 | 3,584 | 347  | 11% | 2,310 | 462 | $13.68  | $21.10  |
| Secondary School Teachers, Except Special and Career/Technical Education | 3,246 | 3,596 | 350  | 11% | 1,499 | 300 | $24.76  | $36.42  |
| **TOTAL** | **12,576** | **13,837** | **1,260**  | **10%** | **7,573** | **1,515** | **$16.22**  | **$23.59**  |

*Source: EMSI 2018.4*

**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 (Dec 2017 - Nov 2018)**

|  |  |  |
| --- | --- | --- |
| Occupation | Bay Region | Mid-Peninsula |
| Teacher Assistants (25-9041.00) | 3,665 | 715 |
| Secondary School Teachers, Except Special and Career/Technical Education (25-2031.00) | 2,669 | 427 |
| Social and Human Service Assistants (21-1093.00) | 970 | 363 |
| **Total** | **7,304** | **1,505** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Youth & After School Program Occupations for latest 12 months (Dec 2017 - Nov 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Instructional Assistant | 666 | 30 | Social Studies Teacher | 66 | 12 |
| Paraeducator | 514 | 94 | Associate Teacher | 65 | 11 |
| Math Teacher | 430 | 72 | Outreach Specialist | 64 | 22 |
| Spanish Teacher | 380 | 98 | Teacher, High School | 60 | 10 |
| Instructional Aide | 278 | 65 | Advocate | 53 | 19 |
| Assistant Teacher | 249 | 54 | Coordinator | 53 | 19 |
| Special Education Aide | 229 | 81 | Teaching Assistant | 51 | 18 |
| English Teacher | 211 |  | Science Teacher, High School | 50 | 9 |
| Special Education Paraprofessional | 178 | 51 | Art Teacher | 49 | 4 |
| Teacher's Aide | 153 | 56 | Behavioral Aide | 49 | 1 |
| Teacher's Assistant | 137 | 40 | Substitute Teacher | 42 | 5 |
| Paraprofessional | 79 | 28 | Classroom Support Aide | 40 | 3 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Youth & After School Program Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Elementary and Secondary Schools (Local Government) (903611) | 35,410 | 35,438 | 6% | 54.0% |
| Elementary and Secondary Schools (611110) | 8,374 | 8,537 | 10% | 13.0% |
| Services for the Elderly and Persons with Disabilities (624120) | 3,215 | 3,212 | 22% | 4.9% |
| Child Day Care Services (624410) | 2,850 | 2,857 | 8% | 4.4% |
| Local Government, Excluding Education and Hospitals (903999) | 1,919 | 1,931 | 5% | 2.9% |
| Other Individual and Family Services (624190) | 1,460 | 1,475 | 13% | 2.2% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 1,247 | 1,289 | 11% | 2.0% |
| Religious Organizations (813110) | 1,000 | 1,014 | 6% | 1.5% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 965 | 929 |  (11%) | 1.4% |
| Child and Youth Services (624110) | 683 | 684 | 6% | 1.0% |
| Colleges, Universities, and Professional Schools (611310) | 661 | 676 | 11% | 1.0% |
| Residential Mental Health and Substance Abuse Facilities (623220) | 634 | 632 | 7% | 1.0% |

*Source: EMSI 2018.4*

**Table 6. Top Employers Posting Youth & After School Program Occupations in Bay Region and Mid-Peninsula Sub-Region (Dec 2017 - Nov 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| San Ramon Valley Unified School District | 205 | Pleasanton Unified School District | 68 | Coe Incorporated | 82 |
| West Contra Costa Unified School District | 169 | San Mateo Union High School District | 66 | San Mateo Union High School District | 66 |
| Santa Rosa City Schools | 126 | Academics | 59 | Sequoia Union High School District | 31 |
| Oakland Unified School District | 118 | Fairfield Suisun Unified | 51 | Nueva School | 27 |
| Alameda Unified School District | 91 | Santa Clara Unified School District | 49 | Coe Company | 26 |
| Coe Incorporated | 82 | Vallejo City Unified School District | 48 | South San Francisco Unified | 26 |
| Napa Valley Unified | 80 | Palo Alto Unified School District | 47 | Jefferson Union High School District | 24 |
| Salinas City Elementary | 79 | Santa Cruz City Schools | 47 | Summit Public Schools | 24 |
| Monterey County Office Of Education | 78 | Summit Public Schools | 47 | Cabrillo Unified School District | 20 |
| Kipp Bay Area Schools | 77 | Autism Treatment Solutions | 45 | Gateway Public Schools | 20 |
| Cupertino Union School District | 75 | Campbell Union High School District | 45 | Sfmta | 20 |
| In House Vacancy Internal Candidates Only | 74 | Salinas Union High School District | 45 | Kipp Bay Area Schools | 16 |
| Milpitas Unified | 70 | Aspire Public Schools | 43 | San Bruno Park Elementary | 16 |

*Source: Burning Glass*

# Educational Supply

There are three community colleges in the Bay Region issuing 13 awards annually on TOP 0802.00 - Educational Aide (Teacher Assistant) and TOP 0809.00 - Special Education. There is one college in the Mid-Peninsula sub-region issuing 4 awards annually on these TOP codes.

**Table 7. Awards on TOP 0802.00 - Educational Aide (Teacher Assistant) and TOP 0809.00 - Special Education in the Bay Region**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| College | Sub-Region | TOP | Headcount | Associates | Certificates | Total |
| **Berkeley City** | East Bay | 80200 | 32 |   |   |  |
| **Chabot** | East Bay | 80200 | 1 |  |  |  |
| **Contra Costa** | East Bay | 80200 | 28 |  |  |  |
| **Evergreen** | Silicon Valley | 80200 | 38 |   |   |  |
| **Hartnell** | SC Monterey | 80200 | 113 |   |   |  |
| **Marin** | North Bay | 80200 | 1 |   |   |  |
| **Monterey** | SC Monterey | 80200 | 13 |   |   |  |
| **Ohlone** | East Bay | 80200 | 1 |   |   |  |
| **San Francisco** | Mid-Peninsula | 80200 | 60 | 4 |   | 4 |
| **San Jose** | Silicon Valley | 80200 | 13 |   |   |  |
| **Diablo Valley** | East Bay | 80900 | 55 | 4 | 2 | 6 |
| **Foothill** | Silicon Valley | 80900 | n/a | 2 | 1 | 3 |
| **Ohlone** | East Bay | 80900 | 24 |   |   |  |
| **Total Bay Region** |  **379**  |  **10**  | **10** |  **3**  |  **13** |
| **Total Mid-Peninsula Sub-Region** |  **60**  |  **4**  | **4** |  **2**  |  **4**  |

# *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 7,388 annual openings for the Youth & After School Program occupational cluster and 13 annual awards for an annual undersupply of 7,375 students. In the Mid-Peninsula sub-region, there is also a gap with 1,515 annual openings and 4 annual awards for an annual undersupply of 1,511 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0802.00 - Educational Aide (Teacher Assistant)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Canada College (All CTE Programs) | State (0802.00) | Bay (0802.00) | Mid-Peninsula (0802.00) | Canada College (0802.00) |
| % Employed Four Quarters After Exit | 75% | 65% | 63% | n/a | n/a | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $13,996 | $9,520 | $6,142 | n/a | n/a | n/a |
| Median % Change in Earnings | 40% | 44% | 54% | n/a | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 49% | 35% | n/a | n/a | n/a |

*Source: Launchboard Pipeline (version available on 12/12/18)*

# Skills, Certifications and Education

**Table 9. Top Skills for Youth & After School Program Occupations in Bay Region (Dec 2017 - Nov 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Teaching | 4,356 | Tutoring | 230 | Curriculum Development | 119 |
| Special Education | 932 | Autism Diagnosis / Treatment / Care | 221 | Group Instruction | 119 |
| Cardiopulmonary Resuscitation (CPR) | 760 | Biology | 211 | Staff Management | 119 |
| Lesson Planning | 683 | Social Services | 204 | Social Studies | 110 |
| Child Development | 525 | Chemistry | 201 | Progress Reports | 107 |
| Scheduling | 431 | Mental Health | 199 | Algebra | 105 |
| Child Care | 412 | Budgeting | 190 | Lifting Ability | 105 |
| Clerical Duties | 319 | Educational Programs | 184 | Music | 102 |
| Record Keeping | 310 | Maintaining Student Records | 162 | Behavioral Health | 101 |
| Early Childhood Education | 306 | Data Entry | 154 | Learning Styles | 101 |
| No Child Left Behind (NCLB) | 306 | Cleaning | 149 | Training Programs | 101 |
| Toileting | 291 | Physics | 141 | Warrants | 100 |
| Customer Service | 282 | Emotional Support | 140 | Health and Human Services | 96 |
| Case Management | 272 | Customer Contact | 133 | Special Needs Children | 95 |
| Psychology | 231 | Basic Mathematics | 123 | Crisis Intervention | 94 |

*Source: Burning Glass*

**Table 10. Certifications for Youth & After School Program Occupations in the Bay Region (Dec 2017 - Nov 2018)**

Note: 79% 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 | 662 | Certified Occupational Therapy Assistant (COTA) | 15 |
| First Aid Cpr Aed | 503 | American Institute of Architects | 14 |
| Cross-Cultural Language and Academic Development | 115 | Sign Language Certification | 12 |
| Certified Teacher | 102 | Board Certified Behavior Analyst (BCBA) | 11 |
| Child Development Associate (CDA) | 47 | Bloodborne Pathogens Certification | 10 |
| Social Work License | 33 | Licensed Vocational Nurse (LVN) | 10 |
| Certified Outpatient Coding (COC) | 32 | Basic Life Saving (BLS) | 8 |
| Teaching English As A Foreign Language (TEFL) | 31 | Cdl Class C | 8 |
| Certified in Teaching English To Speakers of Other Languages | 28 | Administrative Services Credential | 7 |
| Teachers of English To Speakers of Other Languages (TESOL) | 28 | Counseling Certification | 7 |
| Registered Behavior Technician | 22 | Domestic Violence | 7 |
| Driver's License | 662 | Project Management Certification | 7 |
| First Aid Cpr Aed | 503 | Psychologist License | 7 |
| Cross-Cultural Language and Academic Development | 115 | Spanish Certification | 7 |
| Certified Teacher | 102 | Teaching Assistant | 7 |
| Child Development Associate (CDA) | 47 | Certified Case Manager (CCM) | 5 |
| Social Work License | 33 | Certified Health Education Specialist | 5 |

*Source: Burning Glass*

**Table 11. Education Requirements for Youth & After School Program Occupations in Bay Region**

Note: 47% 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 | 1,955 (50%) |
| Associate Degree | 433 (11%) |
| Bachelor’s Degree or Higher | 1,496 (39%) |

*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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