** Associate Teacher Occupations**

**Labor Market Information Report**

**Chabot College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

October 2018

# Recommendation

Based on all available data, there appears to be a significant undersupply of Associate Teachers 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). The gap is about 9,893 students annually in the Bay region and 2,668 students annually in the East Bay sub-region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1305.00 - Child Development/Early Care and Education 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 Chabot College and in the region.

# Introduction

This report profiles Associate Teacher Occupations in the 12 county Bay region and in the East Bay sub-region for use in the approval of a low unit Associate Teacher Certificate of Achievement at Chabot College.

|  |
| --- |
| * **Preschool Teachers, Except Special Education (SOC 25-2011):** Instruct preschool-aged children in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099). May be required to hold State certification. Excludes "Childcare Workers" (39-9011) and "Special Education Teachers" (25-2050).
 |
| *Entry-Level Educational Requirement: Associate's degree* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 39%* |
|  |
| * **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: 37%* |
|  |
| * **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: 41%* |
|  |

# Occupational Demand

**Table 1. Employment Outlook for Associate Teacher 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 |
| Preschool Teachers, Except Special Education | 18,423 | 19,455 | 1,032  | 6% | 10,193 | 2,039 | $13.27  | $18.22  |
| Childcare Workers | 34,754 | 35,885 | 1,132  | 3% | 27,582 | 5,516 | $7.44  | $9.22  |
| Teacher Assistants | 34,231 | 36,524 | 2,293  | 7% | 20,049 | 4,010 | $11.92  | $17.27  |
| **Total** | **87,408** | **91,865** | **4,457** | **5%** | **57,824** | **11,565** | **$10.42**  | **$14.27**  |

*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 Associate Teacher Occupations in East Bay 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 |
| Preschool Teachers, Except Special Education | 5,446 | 5,810 | 364  | 7% | 3,083 | 617 | $13.61  | $18.09  |
| Childcare Workers | 9,205 | 9,074 | (131) |  (1%) | 6,682 | 1,336 | $7.32  | $10.50  |
| Teacher Assistants | 12,668 | 13,520 | 851  | 7% | 7,405 | 1,481 | $11.85  | $17.42  |
| **TOTAL** | **27,320** | **28,404** | **1,084**  | **4%** | **17,170** | **3,434** | **$10.68**  | **$15.22**  |

*Source: EMSI 2018.4*

**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 (Oct 2017 - Sept 2018)**

|  |  |  |
| --- | --- | --- |
| Occupation | Bay Region | East Bay |
| Childcare Workers (39-9011.00) | 4,809 | 1,557 |
| Preschool Teachers, Except Special Education (25-2011.00) | 3,404 | 1,224 |
| Teacher Assistants (25-9041.00) | 3,101 | 954 |
| **Total** | **11,314** | **3,735** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Associate Teacher Occupations for latest 12 months (Oct 2017 - Sept 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | East Bay | Common Title | Bay | East Bay |
| Babysitter | 2,610 | 867 | Special Education Paraprofessional | 169 | 83 |
| Preschool Teacher | 1,050 | 317 | Infant Teacher | 167 | 36 |
| Instructional Assistant | 708 | 297 | Child Care Provider | 162 | 54 |
| Paraeducator | 445 | 131 | Childcare Teacher | 153 | 59 |
| Instructional Aide | 309 | 85 | Teacher's Aide | 144 | 47 |
| Assistant Teacher | 267 | 100 | Teacher | 138 | 48 |
| Sitter | 266 | 84 | Pet Sitter | 134 | 44 |
| Special Education Aide | 241 | 56 | Early Childhood Teacher | 131 | 43 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Associate Teachers 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) |
| Child Day Care Services (624410) | 25,942 | 25,730 | 2% | 29.2% |
| Elementary and Secondary Schools (Local Government) (903611) | 24,115 | 24,130 | 6% | 27.4% |
| Private Households (814110) | 14,228 | 14,908 | 6% | 16.9% |
| Elementary and Secondary Schools (611110) | 6,478 | 6,587 | 9% | 7.5% |
| Religious Organizations (813110) | 3,289 | 3,330 | 4% | 3.8% |
| Fitness and Recreational Sports Centers (713940) | 1,485 | 1,501 | 12% | 1.7% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 1,341 | 1,384 | 11% | 1.6% |
| Civic and Social Organizations (813410) | 1,276 | 1,271 | 2% | 1.4% |
| Local Government, Excluding Education and Hospitals (903999) | 1,237 | 1,245 | 5% | 1.4% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 1,139 | 1,098 | (10%) | 1.2% |
| Other Individual and Family Services (624190) | 896 | 903 | 11% | 1.0% |
| Services for the Elderly and Persons with Disabilities (624120) | 871 | 866 | 17% | 1.0% |

*Source: EMSI 2018.4*

**Table 6. Top Employers Posting Associate Teacher Occupations in Bay and East Bay Sub-Region (Oct 2017 - Sept 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | East Bay |
| Bright Horizons | 204 | Monterey County Office Of Education | 76 | West Contra Costa Unified School District | 200 |
| West Contra Costa Unified School District | 200 | Cupertino Union School District | 75 | Alameda Unified School District | 80 |
| Sitter | 107 | YMCA | 73 | San Ramon Valley Unified School District | 80 |
| Zum | 94 | Santa Clara Unified School District | 60 | La Petite Academy | 65 |
| Salinas City Elementary | 91 | Santa Rosa City Schools | 59 | Pleasanton Unified School District | 37 |
| Petsitter | 89 | In House Vacancy Internal Candidates Only | 58 | Autism Treatment Solutions | 34 |
| San Ramon Valley Unified School District | 87 | Milpitas Unified | 57 | Pittsburg Unified Sd | 33 |
| Alameda Unified School District | 80 | Coe Company | 53 | Brentwood Union School District Northern California | 32 |
| La Petite Academy | 79 | College Nannies Sitters Tutors Development, Inc | 51 | In House Vacancy Internal Candidates Only | 32 |
| Coe Incorporated | 78 | Napa Valley Unified | 51 | YMCA | 27 |

*Source: Burning Glass*

# Educational Supply

There are 23 colleges in the Bay Region issuing 1,672 awards annually on TOP 1305.00 - Child Development/Early Care and Education and seven colleges in the East Bay sub-region issuing 766 awards annually.

**Table 7. Awards on TOP 1305.00 - Child Development/Early Care and Education in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Cabrillo | Santa Cruz & Monterey | 718 | 23 | 86 | 109 |
| Canada | Mid-Peninsula | 675 | 44 | 60 | 104 |
| Chabot  | East Bay | 1,203 | 27 | 20 | 47 |
| Contra Costa | East Bay | 430 | 9 | 13 | 22 |
| De Anza | Silicon Valley | 1,429 | 30 | 53 | 83 |
| Diablo Valley | East Bay | 1,662 | 28 | 118 | 146 |
| Foothill | Silicon Valley | 1,231 | 24 | 5 | 29 |
| Gavilan | Silicon Valley | 580 | 8 | 10 | 19 |
| Hartnell | Santa Cruz & Monterey | 452 | 15 | 12 | 27 |
| Las Positas | East Bay | 748 | 23 | 93 | 115 |
| Los Medanos | East Bay | 1,583 | 28 | 104 | 131 |
| Marin | North Bay | 248 | 3 | 1 | 4 |
| Merritt | East Bay | 658 | 32 | 257 | 289 |
| Mission | Silicon Valley | 650 | 14 | 11 | 25 |
| Monterey | Santa Cruz & Monterey | 419 | 23 | 12 | 36 |
| Napa | North Bay | 587 | 9 | 2 | 11 |
| Ohlone | East Bay | 335 | 11 | 5 | 16 |
| San Francisco | Mid-Peninsula | 1,775 | 62 | 60 | 121 |
| San Jose City | Silicon Valley | 409 | 22 | 22 | 44 |
| Santa Rosa | North Bay | 1,848 | 31 | 117 | 149 |
| Skyline | Mid-Peninsula | 748 | 38 | 32 | 71 |
| Solano | North Bay | 994 | 11 | 5 | 16 |
| West Valley | Silicon Valley | 650 | 25 | 34 | 58 |
| **Total Bay Region** | **20,032** | **540** | **1,132** | **1,672** |
| **Total East Bay Sub-Region** | **6,619** | **158** | **610** | **766** |

# *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 11,565 annual openings for the Associate Teacher occupational cluster and 1,672 annual awards for an annual undersupply of 9,893. In the East Bay Sub-Region, there is also a gap with 3,434 annual openings and 766 annual awards for an annual undersupply of 2,668.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.00 - Child Development/Early Care and Education**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Chabot College (All CTE Programs) | State (TOP 1305.00) | Bay (TOP 1305.00) | East Bay (TOP 1305.00) | Chabot College (TOP 1305.00) |
| % Employed Four Quarters After Exit | 75% | 75% | 68% | 70% | 70% | 72% |
| Median Quarterly Earnings Two Quarters After Exit | $13,996 | $9,424 | $6,351 | $7,276 | $6,812 | %7,384 |
| Median % Change in Earnings | 40% | 62% | 43% | 42% | 45% | 54% |
| % of Students Earning a Living Wage | 63% | 60% | 35% | 39% | 40% | 48% |

*Source: Launchboard Pipeline (version available on 10/16/18)*

# Skills, Certifications and Education

**Table 9. Top Skills for Associate Teacher Occupations in Bay Region (Oct 2017 - Sept 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Teaching | 4,565 | Caregiving | 313 | Nurturing Environment | 47 |
| Babysitting | 2,957 | Record Keeping | 310 | Autism Diagnosis / Treatment / Care | 46 |
| Child Care | 2,864 | Laundry | 300 | Tutoring | 41 |
| Child Development | 1,714 | Autism Diagnosis / Treatment / Care | 286 | Dog Walking | 39 |
| Early Childhood Education | 1,581 | Tutoring | 272 | Staff Development | 38 |
| Cardiopulmonary Resuscitation (CPR) | 1,523 | Music | 248 | Pertussis | 36 |
| Special Education | 979 | Psychology | 235 | Group Instruction | 34 |
| Lesson Planning | 973 | Special Needs Children | 198 | Primary Care | 34 |
| Meal Preparation | 486 | Health Screening | 194 | Health Checks | 32 |
| Scheduling | 473 | Educational Programs | 193 | Empower | 30 |
| Cleaning | 362 | Lifting Ability | 186 | Health Screening | 29 |
| Clerical Duties | 361 | Child Care Facility | 181 | Social Services | 29 |
| Customer Service | 355 | Parenting | 177 | Head Start Performance Standards | 28 |
| Toileting | 343 | Maintaining Student Records | 162 | Repair | 27 |
| No Child Left Behind (NCLB) | 328 | Cooking | 150 | Case Management | 22 |

*Source: Burning Glass*

**Table 10. Certifications for Associate Teacher Occupations in the Bay Region (Oct 2017 - Sept 2018)**

Note: 82% 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 | 970 | Certified Health Education Specialist | 8 |
| Driver's License | 795 | Teaching Assistant | 7 |
| Child Development Associate (CDA) | 287 | Security Clearance | 6 |
| Certified Teacher | 80 | Certified Nanny | 5 |
| Registered Behavior Technician | 52 | Crisis Intervention Certification | 5 |
| Board Certified Behavior Analyst (BCBA) | 27 | Cross-Cultural Language and Academic Development | 5 |
| Certified Regulatory Compliance Manager (CRCM) | 25 | Early Childhood Education Certification | 4 |
| Certified Occupational Therapy Assistant (COTA) | 19 | Special Education Certification | 4 |
| Certified Child Care Provider | 18 | Administrative Services Credential | 3 |
| Sign Language Certification | 12 | American Institute of Architects | 3 |
| Licensed Vocational Nurse (LVN) | 10 | Basic Life Saving (BLS) | 3 |
| Bloodborne Pathogens Certification | 9 | CDL Class A | 3 |
| Cdl Class C | 9 | Certified Child Care Worker | 3 |
| Home Health Aide | 9 | Food Handler Certification | 3 |

*Source: Burning Glass*

**Table 11. Education Requirements for Associate Teacher Occupations in Bay Region**

Note: 63% 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 | 2,749 (67%) |
| Associate Degree | 696 (17%) |
| Bachelor’s Degree or Higher | 683 (16%) |

*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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