** Teacher Assistants**

**Labor Market Information Report**

**Chabot College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

April 2019

# Recommendation

Based on all available data, there appears to be a significant undersupply of Teacher Assistants compared to the demand for this occupation in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties.) There is a projected annual gap of about 4,034 students in the Bay region and 1,485 students in the East Bay 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 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 Chabot College and in the region.

# Introduction

This report profiles Teacher Assistants in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Chabot 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% |

# Occupational Demand

**Table 1. Employment Outlook for Teacher Assistants in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 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  |

*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 Teacher Assistants in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 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 | 12,644 | 13,519 | 875  | 7% | 7,425 | 1,485 | $11.85  | $17.43  |

*Source: EMSI 2019.1*

**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 (March 2018 - Feb 2019)**

| Occupation | Bay Region | East Bay |
| --- | --- | --- |
|  Teacher Assistants | 4,127 | 1,460 |

*Source: Burning Glass*

**Table 4. Top Job Titles for Teacher Assistants for latest 12 months (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | East Bay | Common Title | Bay | East Bay |
| Instructional Assistant | 673 | 252 | Associate Head Teacher | 23 | 8 |
| Paraeducator | 575 | 189 | Associate School Program Teacher | 20 | 0 |
| Assistant Teacher | 312 | 111 | Classroom Aide | 19 | 13 |
| Instructional Aide | 312 | 98 | Paraprofessional, High School | 18 | 2 |
| Special Education Aide | 224 | 52 | Behavior Technician | 17 | 0 |
| Teacher's Aide | 193 | 68 | Autism Specialist | 16 | 0 |
| Teacher's Assistant | 181 | 67 | Bus Attendant | 16 | 1 |
| Special Education Paraprofessional | 177 | 85 | Childcare Teacher | 16 | 11 |
| Associate Teacher | 88 | 29 | Substitute Paraprofessional, Elementary | 16 | 0 |
| Classroom Support Aide | 85 | 84 | Paraprofessional, Elementary | 15 | 0 |
| Paraprofessional | 82 | 16 | Substitute Educator | 15 | 5 |
| Teaching Assistant | 69 | 24 | Paraprofessional, School | 14 | 7 |
| Behavioral Aide | 41 | 17 | Instructional Paraprofessional, Special Education | 13 | 0 |
| Classroom Assistant | 26 | 10 | Associate Teacher, School | 11 | 0 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Teacher Assistants 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) | 20,676 | 20,691 | 6% | 60.2% |
| Elementary and Secondary Schools (611110) | 3,999 | 4,086 | 9% | 11.9% |
| Child Day Care Services (624410) | 2,809 | 2,876 | 13% | 8.4% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 1,112 | 1,158 | 13% | 3.4% |
| Colleges, Universities, and Professional Schools (Local Government) (903612) | 1,039 | 994 |  (13%) | 2.9% |
| Religious Organizations (813110) | 611 | 616 | 3% | 1.8% |
| Colleges, Universities, and Professional Schools (611310) | 598 | 614 | 11% | 1.8% |
| Local Government, Excluding Education and Hospitals (903999) | 438 | 440 | 5% | 1.3% |
| Services for the Elderly and Persons with Disabilities (624120) | 422 | 428 | 23% | 1.2% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Jobs for Teacher Assistants in Bay Region and East Bay Sub-Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | East Bay |
| West Contra Costa Unified School District | 165 | Sjb Child Development Centers | 28 | West Contra Costa Unified School District | 165 |
| San Ramon Valley Unified School District | 101 | Vallejo City Unified School District | 28 | San Ramon Valley Unified School District | 89 |
| In House Vacancy Internal Candidates Only | 92 | Mt Diablo Unified | 26 | Alameda Unified School District | 53 |
| Coe Incorporated | 83 | San Leandro Unified School District | 23 | In House Vacancy Internal Candidates Only | 52 |
| Cupertino Union School District | 77 | Summit Public Schools | 23 | Oakland Unified School District | 36 |
| Milpitas Unified | 72 | Salinas Union High School District | 22 | Autism Treatment Solutions | 34 |
| Salinas City Elementary | 72 | Staffrehab | 22 | Mt Diablo Unified | 26 |
| Monterey County Office Of Education | 60 | YMCA | 22 | Kidango | 25 |
| Alameda Unified School District | 53 | Brentwood Union School District Northern California | 21 | Ro Health | 23 |
| Autism Treatment Solutions | 45 | Hayward Unified School District | 21 | San Leandro Unified School District | 23 |
| Kidango | 41 | Palo Alto Unified School District | 20 | Brentwood Union School District Northern California | 21 |
| Oakland Unified School District | 37 | Pleasanton Unified School District | 20 | Aspire Public Schools | 20 |
| Santa Clara Unified School District | 37 | San Mateo Foster City School District | 20 | Hayward Unified School District | 20 |
| Aspire Public Schools | 36 | Santa Cruz City Schools | 20 | Pleasanton Unified School District | 20 |
| Ro Health | 36 | Bright Horizons | 19 | Contra Costa Community College District | 18 |
| Santa Rosa City Schools | 33 | Contra Costa Community College District | 19 | Martinez Unified School District | 17 |
| Napa Valley Unified | 31 | Kipp Bay Area Schools | 18 | Education For Change | 16 |
| The South San Francisco Unified School District | 29 | Sequoia Union High School District | 18 | Fremont Unified School District | 15 |

*Source: Burning Glass*

# Educational Supply

There is one community college in the Bay Region issuing 4 awards on average annually (last 3 years) on TOP 0802.00 - Educational Aide (Teacher Assistant). There are no colleges in the East Bay Sub-Region issuing awards on this TOP code.

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Berkeley | East Bay | 32 |   |   |   |
| Contra Costa | East Bay | 28 |   |   |   |
| Laney | East Bay | 34 |   |   |   |
| City of San Francisco | Mid Peninsula | 60 |   | 4 | 4 |
| Hartnell | Santa Cruz - Monterey | 113 |   |   |   |
| Monterey Peninsula | Santa Cruz - Monterey | 13 |   |   |   |
| Evergreen Valley | Silicon Valley | 38 |   |   |   |
| **Total Bay Region** |  **331**  |  **0**  |  **4**  |  **4**  |
| **Total East Bay Sub-Region** | **94** | **0** | **0** | **0** |

# *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 4,038 annual openings for Teacher Assistants and 4 annual (3-year average) awards for an annual undersupply of 4,034 students. In the East Bay Sub-Region, there is also a large gap with 1,485 annual openings and no annual (3-year average) awards for an annual undersupply of 1,485 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) | Chabot College (All CTE Programs) | State (0802.00) | Bay (0802.00) | East Bay (0802.00) | Chabot College (0802.00) |
| % Employed Four Quarters After Exit | 74% | 74% | 74% | n/a | n/a | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $9,425 | $6,504 | n/a | n/a | n/a |
| Median % Change in Earnings | 46% | 71% | 153% | n/a | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 60% | 45% | n/a | n/a | n/a |

*Source: Launchboard Pipeline (version available on 3/26/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Teacher Assistants in Bay Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Teaching | 2,113 | Customer Service | 139 | Learning Styles | 69 |
| Special Education | 931 | Emotional Support | 131 | Behavior Analysis | 68 |
| Cardiopulmonary Resuscitation (CPR) | 701 | Psychology | 127 | Copying | 67 |
| Child Development | 548 | Educational Programs | 123 | Lifting Ability | 63 |
| Lesson Planning | 529 | Cleaning | 121 | In-Service Meetings | 62 |
| Child Care | 444 | Special Needs Children | 120 | Customer Contact | 61 |
| Early Childhood Education | 347 | Warrants | 106 | Data Entry | 61 |
| Clerical Duties | 331 | Basic Mathematics | 102 | Budgeting | 60 |
| Toileting | 321 | Group Instruction | 90 | General Office Duties | 59 |
| Record Keeping | 275 | Health Screening | 86 | Data Collection | 58 |
| No Child Left Behind (NCLB) | 262 | Student Placement | 75 | Curriculum Development | 56 |
| Scheduling | 243 | Applied Behavior Analysis | 74 | Repair | 56 |
| Autism Diagnosis / Treatment / Care | 189 | Office Equipment | 73 | Laboratory Equipment | 53 |
| Tutoring | 172 | Pertussis | 71 | Music | 51 |
| Maintaining Student Records | 159 | Training Programs | 70 | Behavioral Intervention | 50 |

*Source: Burning Glass*

**Table 10. Certifications for Teacher Assistants in the Bay Region (March 2018 - Feb 2019)**

Note: 75% 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 | 501 | Basic Life Saving (BLS) | 4 |
| Driver's License | 485 | Early Childhood Education Certification | 4 |
| Child Development Associate (CDA) | 53 | Paralegal Certification | 4 |
| Certified Teacher | 47 | Administrative Services Credential | 3 |
| Registered Behavior Technician | 23 | CDL Class A | 3 |
| Certified Occupational Therapy Assistant (COTA) | 17 | Food Handler Certification | 3 |
| Board Certified Behavior Analyst (BCBA) | 14 | Home Care Certificate | 3 |
| Bloodborne Pathogens Certification | 13 | Public Health Nurse | 3 |
| Teaching Assistant | 8 | Special Education Certification | 3 |
| Sign Language Certification | 7 | American Institute of Architects | 2 |
| Certified Health Education Specialist | 6 | Board Certified Assistant Behavior Analyst  | 2 |
| Licensed Vocational Nurse (LVN) | 6 | Cdl Class C | 2 |

*Source: Burning Glass*

**Table 11. Education Requirements for Teacher Assistants in Bay Region**

Note: 44% 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 | 1,892 (82%) |
| Associate Degree | 405 (18%) |
| Bachelor’s Degree or Higher | 0 (0%) |

*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, Data 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