

# Labor Market Analysis for Program Recommendation

# Teaching Occupations

# Canada College

## Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

**July 2022**

## Recommendation

Based on all available data, there appears to be an “undersupply” of Teaching workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco, San Mateo counties). There is a projected annual gap of about 2,984 students in the Bay region and 789 students in the Mid-Peninsula Sub-Region.

## Introduction

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

This report profiles Teaching Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a proposed Multilingual Learner Teaching program at Canada College.

* **Tutors and Teachers and Instructors, All Other (25-3097):** All teachers and instructors not listed separately.  
    Entry-Level Educational Requirement: Bachelor’s degree  
    Training Requirement: None  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 17%
* **Teaching Assistants, Except Postsecondary (25-9045):** 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: 39%

## Occupational Demand

**Table 1. Employment Outlook for Teaching Occupations in Bay Region**

| **Occupation** | **2020 Jobs** | **2025 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tutors and Teachers and Instructors, All Other | 21,000 | 21,786 | 786 | 4% | 13,082 | 2,616 | $16 | $21 |
| Teaching Assistants, Except Postsecondary | 30,276 | 29,488 | -788 | -3% | 13,979 | 2,796 | $15 | $18 |
| **Total** | **51,276** | **51,274** | **-2.5** | **0%** | **27,061** | **5,412** |  |  |
| Source: EMSI 2022.1 | | | | | | | | |

**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 Teaching Occupations in Mid-Peninsula Sub-region**

| **Occupation** | **2020 Jobs** | **2025 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tutors and Teachers and Instructors, All Other | 5,417 | 5,749 | 332 | 6% | 3,521 | 704 | $16 | $20 |
| Teaching Assistants, Except Postsecondary | 6,199 | 6,349 | 151 | 2% | 3,026 | 605 | $16 | $20 |
| **Total** | **11,615** | **12,098** | **483** | **4%** | **6,547** | **1,309** |  |  |
| Source: EMSI 2022.1 | | | | | | | | |

**Mid-Peninsula Sub-Region includes:** San Francisco, 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 (July 2021 - June 2022)**

| **Occupation** | **Bay Region** | **Mid-Peninsula** |
| --- | --- | --- |
| Teacher Assistants | 4,790 | 938 |
| Graduate Teaching Assistants | 123 | 58 |
| Source: Burning Glass | | |

**Table 4a. Top Job Titles for Teaching Occupations for latest 12 months (July 2021 - June 2022) - Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Assistant Teacher | 279 | Paraeducator | 84 |
| Paraprofessional/Educator | 160 | Associate Teacher | 79 |
| Paraprofessional | 144 | Instructional Aide | 69 |
| Instructional Assistant | 124 | Teaching Assistant | 37 |
| Teacher’s Aide | 101 | Teacher's Aide, Sped Teachers, Classroom Support, Office Support | 35 |
| Special Education Paraprofessional | 100 | Behavioral Aide | 28 |
| Teacher Assistant | 98 | Entry Level Autism Aide | 27 |
| Behavior Assistant Rbt / Classroom Aide | 97 |  |  |
| Source: Burning Glass | | | |

**Table 4b. Top Job Titles for Teaching Occupations for latest 12 months (July 2021 - June 2022) Mid-Peninsula Sub-Region**

| **Title** | **Mid-Peninsula** | **Title** | **Mid-Peninsula** |
| --- | --- | --- | --- |
| Special Education Paraprofessional | 36 | Teaching Assistant | 13 |
| Assistant Teacher | 35 | Behavior Assistant Rbt / Classroom Aide | 21 |
| Paraprofessional/Educator | 35 | Classroom Aide | 10 |
| Paraprofessional | 33 | Paraprofessional Contract | 9 |
| Instructional Assistant | 26 | Behavioral Aide | 8 |
| Paraeducator | 24 | Elementary Assistant Teacher | 8 |
| Associate Teacher | 17 | Proctor | 7 |
| Teacher Assistant | 17 | Teacher Aide | 7 |
| Instructional Aide | 14 |  |  |
| Source: Burning Glass | | | |

## Industry Concentration

**Table 5. Industries hiring Teaching Positions in Bay Region**

| **Industry - 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2020)** | **Jobs in Industry (2025)** | **% Change (2020-25)** | **% Occupation Group in Industry (2020)** |
| --- | --- | --- | --- | --- |
| Elementary and Secondary Schools (Local Government) | 992,319 | 999,012 | 1% | 57% |
| Elementary and Secondary Schools | 154,755 | 169,067 | 9% | 9% |
| Child Day Care Services | 120,400 | 127,227 | 6% | 7% |
| Religious Organizations | 46,452 | 47,291 | 2% | 3% |
| Sports and Recreation Instruction | 37,480 | 45,579 | 22% | 2% |
| Educational Support Services | 30,315 | 36,129 | 19% | 2% |
| Fine Arts Schools | 30,897 | 35,518 | 15% | 2% |
| Colleges, Universities, and Professional Schools (State Government) | 27,001 | 28,043 | 4% | 2% |
| Colleges, Universities, and Professional Schools | 26,056 | 27,805 | 7% | 2% |
| Colleges, Universities, and Professional Schools (Local Government) | 25,442 | 24,227 | -5% | 1% |
| Source: EMSI 2022.1 | | | | |

**Table 6. Top Employers Posting Teaching Occupations in Bay Region and Mid-Peninsula Sub-Region (July 2021 - June 2022)**

| **Employer** | **Bay** | **Employer** | **Mid-Peninsula** |
| --- | --- | --- | --- |
| Stepping Stones | 192 | University San Francisco | 49 |
| Kindercare | 164 | Soliant | 39 |
| Center For Autism and Related Disorders, Inc | 160 | Stepping Stones | 37 |
| Oakland Unified School District | 131 | Kindercare | 28 |
| Soliant | 117 | Positive Behavior Supports Corporation | 23 |
| Positive Behavior Supports Corporation Pbs | 74 | Summit Public Schools | 22 |
| Swing Education | 73 | Sequoia Union High School District | 21 |
| Positive Behavior Supports Corporation | 73 | Kipp Public Schools Northern California | 21 |
| Fremont Unified School District | 51 | 360 Degree Therapy | 21 |
| University San Francisco | 49 | San Mateo County Community College District | 17 |
| Source: Burning Glass | | | |

## Educational Supply

There are 23 community colleges in the Bay Region issuing 2,009 awards on average annually (last 3 years ending 2018-19) on TOP 1305.00 Child Development/Early Care and Education. In the Mid-Peninsula Sub-Region, there are three (3) community colleges that issued 379 awards on average annually (last 3 years) on this TOP code.

There are six (6) other CTE educational institutions in the Bay Region issuing 462 awards on average annually (last 3 years ending 2016-17) on TOP 1305.00 Child Development/Early Care and Education. There is one (1) other CTE educational institution in the Mid-Peninsula Sub-Region issuing 141 awards on average annually (last 3 years) on this TOP code.

**Table 7a. Community College Awards on TOP 1305.00 Child Development/Early Care and Education in Bay Region**

| **College** | **Subregion** | **Associate** | **Certificate 18+ Units** | **Certificate Low** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Cabrillo | SC-Monterey | 29 | 0 | 83 | 112 |
| Canada | Mid-Peninsula | 46 | 0 | 48 | 94 |
| Chabot | East Bay | 31 | 0 | 76 | 107 |
| Contra Costa | East Bay | 9 | 0 | 12 | 21 |
| De Anza | Silicon Valley | 44 | 0 | 51 | 95 |
| Diablo Valley | East Bay | 35 | 0 | 165 | 200 |
| Foothill | Silicon Valley | 32 | 0 | 7 | 39 |
| Gavilan | Silicon Valley | 9 | 0 | 9 | 18 |
| Hartnell | SC-Monterey | 28 | 0 | 14 | 42 |
| Las Positas | East Bay | 17 | 0 | 89 | 106 |
| Los Medanos | East Bay | 30 | 0 | 119 | 149 |
| Marin | North Bay | 4 | 0 | 0 | 4 |
| Merritt | East Bay | 31 | 0 | 305 | 336 |
| Mission | Silicon Valley | 27 | 0 | 17 | 44 |
| Monterey | SC-Monterey | 26 | 0 | 14 | 40 |
| Napa | North Bay | 13 | 0 | 1 | 14 |
| Ohlone | East Bay | 11 | 0 | 5 | 16 |
| San Francisco | Mid-Peninsula | 64 | 0 | 149 | 213 |
| San Jose City | Silicon Valley | 18 | 0 | 43 | 61 |
| Santa Rosa | North Bay | 24 | 0 | 120 | 144 |
| Skyline | Mid-Peninsula | 40 | 0 | 32 | 72 |
| Solano | North Bay | 11 | 0 | 32 | 43 |
| West Valley | Silicon Valley | 27 | 1 | 11 | 39 |
| **Total** |  | **606** | **1** | **1,402** | **2,009** |
| Source: Data Mart | | | | | |

*Note: The annual average for awards is 2016-17 to 2018-19.*

**Table 7b. Other CTE Institutions Awards on TOP 1305.00 Child Development/Early Care and Education in Bay Region**

| **College** | **Subregion** | **Award 1 < 2 academic yrs** | **Bachelor's Degree** | **Total** |
| --- | --- | --- | --- | --- |
| CET-Sobrato | Silicon Valley | 22 | 0 | 22 |
| Mills College | East Bay | 0 | 9 | 9 |
| Pacific Union College | North Bay | 0 | 6 | 6 |
| Saint Mary's College of California | East Bay | 0 | 10 | 10 |
| San Francisco State University | Mid-Peninsula | 0 | 141 | 141 |
| San Jose State University | Silicon Valley | 0 | 231 | 231 |
| **Total** |  | **22** | **397** | **419** |

*Note: The annual average for awards is 2016-17 to 2018-19.*

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 5,412 annual openings for the Multilingual Learner Teaching occupational cluster and 2,428 annual (3-year average) awards for an annual undersupply of 2,984 students. In the Mid-Peninsula Sub-Region, there is also a gap with 1,309 annual openings and 520 annual (3-year average) awards for an annual undersupply of 789 students.

## Student Outcomes

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

| **Metric Outcomes** | **Bay All CTE Programs** | **Canada All CTE Programs** | **State 1305.00** | **Bay 1305.00** | **Mid-Peninsula 1305.00** | **Canada 1305.00** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 77% | 75% | 81% | 87% | 86% |
| Median Annual Earnings for SWP Exiting Students | $47,419 | $44,188 | $25,626 | $30,912 | $37,162 | $36,738 |
| Median Change in Earnings for SWP Exiting Students | 23% | 12% | 26% | 30% | 21% | 25% |
| Exiting Students Who Attained the Living Wage | 52% | 30% | 32% | 24% | 15% | 13% |
| Source: Launchboard Strong Workforce Program Median of 2017 to 2020. | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Teaching Occupations in Bay Region (July 2021 - June 2022)**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Teaching | 2,746 | Clerical Duties | 260 |
| Special Education | 1,063 | Telehealth | 248 |
| Cardiopulmonary Resuscitation (CPR) | 885 | Behavior Analysis | 230 |
| Child Care | 762 | Cleaning | 204 |
| Autism Diagnosis/Treatment/Care | 734 | Record Keeping | 200 |
| Child Development | 671 | Tutoring | 186 |
| Lesson Planning | 434 | Nurturing Environment | 177 |
| Applied Behavior Analysis | 427 | Health Screening | 176 |
| Data Collection | 370 | Maintaining Student Records | 176 |
| Vaccination | 353 | Special Needs Children | 157 |
| Toileting | 339 | Customer Service | 152 |
| Scheduling | 316 | Educational Programs | 147 |
| Early Childhood Education | 314 | Developmental Disabilities | 146 |
| Treatment Planning | 310 | No Child Left Behind (NCLB) | 146 |
| Source: Burning Glass | | | |

**Table 10. Certifications for Teaching Occupations in Bay Region (July 2021 - June 2022)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| First Aid Cpr Aed | 702 | Special Education Certification | 9 |
| Driver's License | 502 | Home Health Aide | 9 |
| Registered Behavior Technician | 391 | Certified Cyber Forensics Professional (CCFP) | 9 |
| Child Development Associate (CDA) | 301 | Cdl Class C | 9 |
| Certified Career Development Facilitator | 79 | Bio-Hazard Certification | 8 |
| Certified Teacher | 57 | Sign Language Certification | 7 |
| Board Certified Behavior Analyst (BCBA) | 45 | ServSafe | 7 |
| Psychologist License | 14 | Licensed Vocational Nurse (LVN) | 6 |
| Early Childhood Education Certification | 12 | Certified Paraprofessional | 5 |
| Board Certified Assistant Behavior Analyst (BCaBA) | 12 | Teaching Assistant | 4 |
| Source: Burning Glass | | | |

*Note: 65% of records have been excluded because they do not include a certification. As a result, the chart above may not be representative of the full sample.*

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

| **Education (minimum advertised)** | **Latest 12 Mos. Postings** | **Percent 12 Mos. Postings** |
| --- | --- | --- |
| High school or vocational training | 2,405 | 80% |
| Associate's degree | 541 | 18% |
| Bachelor's degree and higher | 52 | 2% |
| 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/  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellorâs Office MIS system

## Contacts

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