

Program Endorsement Brief: 1305.20 – Children with Special Needs Special Education Paraprofessional (Certificate)

Los Angeles/Orange County Center of Excellence, December 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The Los Angeles/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 two occupations:

- *Special education teachers, preschool (25-2051)*
- *Teaching assistants, except postsecondary (25-9045)*

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ 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 in the region for the two occupations studied in this report. Although the majority of entry-level wages for the two occupations are typically below the self-sufficiency standard wage in Los Angeles County, the majority of annual openings typically require some college, no degree. **Due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be nearly **5,000 jobs available annually** in the region due to new job growth and replacements, which is **more than the 249 awards conferred annually** by educational institutions in the region.

¹ 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.

- Emsi uses one aggregate code for all teaching assistants, including special education teaching assistants and paraprofessionals. Therefore, the demand data in this report is overstated for special education teaching assistants.
- **Living Wage Criteria** – In Los Angeles County, **nearly all** of the annual job openings for the two occupations of interest have entry-level wages **below** the self-sufficiency standard wage (\$18.10/hour).²
- **Educational Criteria** – Within the LA/OC region, **nearly all of the annual job openings for the two occupations typically require some college, no degree.**
 - National-level educational attainment data indicates that between 9% and 39% of workers in the field have completed some college or an associate degree.
 - Only 9% of current special education teachers, preschool have completed some college or an associate degree. The majority of incumbent workers in this occupations hold a bachelor’s degree or higher.

Supply:

- Between 2017 and 2020, **15 community colleges** in the LA/OC region issued awards in programs that have historically trained for the occupations of interest, conferring an average of **223 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **26 awards in relevant programs**.

Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 12/9/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the two occupations of interest. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 1% through 2025. There will be nearly 5,000 job openings per year through 2025 due to job growth and replacements.

NOTE: Emsi uses one aggregate code for all teaching assistants, including special education teaching assistants and paraprofessionals. Therefore, the data in Exhibit 1 is overstated for special education teaching assistants.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	39,478	39,533	55	0%	3,840
Orange	11,425	11,682	257	2%	1,143
Total	50,903	51,215	312	1%	4,984

Wages

The labor market endorsement in this report considers the hourly wages for the two occupations in Los Angeles County, as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County — Nearly all (99.5%) of annual openings for the two occupations in this report have entry-level wages **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.17 and \$19.34. Experienced workers can expect to earn wages between \$21.01 and \$42.00, which are above the self-sufficiency standard wage estimate.

Orange County — Both occupations have entry-level wages **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$15.31 and \$18.37. Experienced workers can expect to earn wages between \$21.24 and \$39.61, which are above the self-sufficiency standard wage estimate.

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

Job Postings

Over the past 12 months, there have been 1,715 online job postings related to the two occupations of interest. The highest number of job postings were for instructional assistants, instructional aides, behavior interventionists, teacher assistants, and paraprofessionals. The top skills were teaching, special education, autism diagnosis/treatment/care, cardiopulmonary resuscitation (CPR), and child development. The top employers, by number of job postings, in the region were Placentia Yorba Linda USD, Behavior Frontiers, and Westside Union School District.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *special education teachers, preschool*, and some college, no degree for *teaching assistants, except postsecondary*. In the LA/OC region, nearly all of the annual job openings typically require some college, no degree. National-level educational attainment data indicates that between 9% and 39% of workers in the field have completed some college or an associate degree.

NOTE: Only 9% of current special education teachers, preschool have completed some college or an associate degree.

Of the 67% of job postings listing a minimum education requirement in Los Angeles/Orange County, 74% (849) requested high school or vocational training, 18% (208) requested an associate degree, and 8% (88) requested a bachelor's degree.

Educational Supply

Community College Supply — Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, LA Valley, Santa Ana, and Mt. San Antonio.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	28	23	21	24
		LA Subtotal	28	23	21	24
		Coastline	-	3	2	2
		Fullerton	11	7	-	6
		Santa Ana	2	30	11	14
		Santiago Canyon	4	6	7	6
		OC Subtotal	17	46	20	28
Supply Subtotal/Average			45	69	41	52

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	-	1	1
		LA Subtotal	1	-	1	1
		Santiago Canyon	-	-	1	0
		OC Subtotal	-	-	1	0
Supply Subtotal/Average			1	-	2	1
0809.00	Special Education	Long Beach	1	2	1	1
		LA Subtotal	1	2	1	1
		Santa Ana	-	27	16	14
		OC Subtotal	-	27	18	15
Supply Subtotal/Average			1	29	19	16
1305.20	Children with Special Needs	Cerritos	2	-	1	1
		Citrus	-	1	1	1
		East LA	65	109	51	75
		LA City	8	12	6	9
		LA Valley	45	51	55	50
		Long Beach	2	6	2	3
		Mt San Antonio	-	-	2	1
		Pasadena	2	-	-	1
		Rio Hondo	-	-	15	5
		Santa Monica	7	11	8	9
		LA Subtotal	131	190	141	154
Supply Subtotal/Average			131	190	141	154
Supply Total/Average			178	288	203	223

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training in special education instruction. Exhibit 3 shows the annual and three-year average number of awards conferred by institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 26 awards.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	13	27	14	18
13.1099	Special Education and Teaching, Other	CSU-Los Angeles	-	13	-	4
		CSU-Northridge	-	5	7	4
Supply Total/Average			13	45	21	26

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Special Education Teachers, Preschool (25-2051)	95	139	44	46%	17	\$19.34	\$25.24	\$42.00
Teaching Assistants, Except Postsecondary (25-9045)	39,384	39,394	10	0%	3,823	\$15.17	\$17.76	\$21.01
Total	39,478	39,533	55	0%	3,840			

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Special Education Teachers, Preschool (25-2051)	19	28	9	46%	3	\$18.37	\$22.65	\$39.61
Teaching Assistants, Except Postsecondary (25-9045)	11,406	11,654	248	2%	1,140	\$15.31	\$17.94	\$21.24
Total	11,425	11,682	257	2%	1,144			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Special Education Teachers, Preschool (25-2051)	114	167	53	46%	20	Bachelor's degree
Teaching Assistants, Except Postsecondary (25-9045)	50,790	51,048	258	1%	4,964	Some college, no degree
Total	50,903	51,215	312	1%	4,984	

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
- 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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