

Program Endorsement Brief: 0802.00/Educational Aide (Teacher Assistant)

After School Program Assistant

After School Program Associate Teacher

Secondary Education (Pre-professional)

Orange County Center of Excellence, October 2019

Summary Analysis

The 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 middle-skill occupations: Teacher Assistants (SOC code 25-9041) and Recreation Workers (SOC code 39-9032) and one emerging occupation: Tutors (SOC code 25-3099.02). Because Tutors is an emerging occupation, traditional labor market information for this occupation is grouped under the broader Teacher and Instructors, All Other (SOC code 25-3099) occupation, which includes several emerging occupations. Therefore, the number of annual job openings for Tutors is overstated in this report. 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 relevant occupations.

Based on the available data there appears to be a supply gap for these educational aide occupations in the region. **Therefore, the COE endorses this proposed program for the following reasons:**

Demand:

- Over the next five years, there is projected to be **12,405 jobs available annually** in the region due to new job growth and replacements, **which is more than the 40 awards conferred annually** by educational institutions in the region.
 - However, the Teachers and Instructors, All Other (25-3099) SOC code includes a variety of emerging occupations, including tutors. Since the SOC code does not solely represent tutors, ***the number of annual job openings is likely overstated for tutors.***
- Over the past 12 months, there were **7,849 online job postings related to these educational aide occupations**. The highest number of job postings were for instructional assistant, instructional aide, assistant teacher, and teacher's assistant.

Supply:

- **There are 5 educational institutions in the region, all of which are community colleges**, who offer programs related to educational aides, conferring an average of **40 awards annually** between 2015 and 2018.

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.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these occupations. In Los Angeles/Orange County, the number of jobs related to educational aides is projected to increase by 6% through 2023. There will be more than 12,400 job openings per year through 2023 due to job growth and replacements. It is important to note that the Teachers and Instructors, All Other (25-3099) SOC code includes a variety of emerging occupations, including tutors, adult basic education instructor, and learning services coordinator. Since the SOC code does not solely represent tutors, the data in Exhibit 1 is overstated for tutors.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties²

Geography	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change	Annual Openings
Los Angeles	75,017	78,714	3,697	5%	9,280
Orange	24,451	26,346	1,895	8%	3,125
Total	98,931	104,434	5,504	6%	12,405

Wages— Typical entry-level hourly wages for these educational aide occupations throughout the region are between \$11.92 and \$14.20, respectively.³ Entry-level wages for this occupation are lower than the California Family Needs Calculator hourly wage for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County).⁴ Experienced workers can expect to earn between \$16.81 and \$31.55. Regional average wages are above the average statewide wage of \$19.31 for these occupations. Wage information, by county, is included in Appendix A.

Job Postings— There were 7,849 online job postings related to these occupations listed in the region over the past 12 months. The highest number of job postings were for instructional assistant, instructional aide, assistant teacher, and teacher's assistant. The top specialized skills were: teaching, tutoring, CPR, child development, and special education. The top three employers, by number of job postings, in the region were: Varsity Tutors, Saddleback Valley Unified, and Los Angeles Department of Recreation And Parks. Of the 7,849 online job postings, 39% listed a minimum education requirement.

Educational Attainment—The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for Recreation Workers, some college, no degree for Teacher Assistants, and a bachelor's degree for Teachers and Instructors, All Other. The national-level educational attainment data indicates between 27.4% and 41.1% of workers in the field have completed some college or an associate degree. Of the 39% of job postings listing a minimum education requirement in Los Angeles/Orange County, 81% (2,477) requested a high school diploma and 19% (591) requested an associate degree.

² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

³ Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

⁴ Living wage data was pulled from California Family Needs Calculator on 10/21/19. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Community College Supply—Exhibit 2, shows the three-year average number of awards conferred by community colleges in the related TOP code: Educational Aide (Teacher Assistant) (0802.00). Cumulatively, the five community colleges in the region with educational aide programs have conferred an average of 40 awards annually over the past three years. The college with the most completions was Mt. San Antonio. Over the past 12 months, there were zero other related program recommendation requests from regional community colleges. Between 2013 and 2016, there were zero non-community college institutions that conferred awards in related training programs.

Exhibit 2: Regional community college awards (certificates and degrees), 2015-2018

TOP Code	Program	College	2015-16 Awards	2016-17 Awards	2017-18 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	Mt. San Antonio	39	24	28	30
		LA Total	39	24	28	30
		Fullerton	2	2	11	5
		Orange Coast	1	-	-	0
		Santa Ana	4	3	2	3
		Santiago Canyon	-	-	4	1
		OC Total	7	5	17	10
Supply Total/Average	46	29	54	40		

Appendix A: Occupational demand and wage data by county

Exhibit 3. Los Angeles County

Occupation (SOC)	2018 Jobs	2023 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)
Teachers and Instructors, All Other (25-3099)	19,894	20,949	1,055	5%	2,407	\$13.02	\$17.91	\$31.99
Teacher Assistants (25-9041)	44,310	46,394	2,084	5%	4,977	\$14.15	\$17.27	\$20.68
Recreation Workers (39-9032)	10,814	11,371	558	5%	1,896	\$11.96	\$13.99	\$16.87
Total	75,017	78,714	3,697	5%	9,280			

Exhibit 4. Orange County

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Teachers and Instructors, All Other (25-3099)	7,517	8,290	773	10%	999	\$12.45	\$17.19	\$30.87
Teacher Assistants (25-9041)	12,806	13,557	751	6%	1,478	\$14.40	\$17.60	\$21.08
Recreation Workers (39-9032)	3,345	3,666	321	10%	649	\$11.79	\$13.77	\$16.61
Total	24,451	26,346	1,895	8%	3,125			

Exhibit 5. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Teachers and Instructors, All Other (25-3099)	27,411	29,239	1,828	7%	3,405	\$12.86	\$17.68	\$31.55
Teacher Assistants (25-9041)	57,115	59,951	2,836	5%	6,455	\$14.20	\$17.35	\$20.77
Recreation Workers (39-9032)	14,405	15,244	840	6%	2,545	\$11.92	\$13.94	\$16.81
Total	98,931	104,434	5,504	6%	12,405			

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
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- 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)

For more information, please contact:

Jesse Crete, Director
Center of Excellence, Orange County
crete_jesse@rsccd.edu

October 2019

