** Teacher Occupations**

**Labor Market Information Report**

**Berkeley City College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

January 2020

# Recommendation

Based on all available data, there appears to be a significant undersupply of 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.) There is a projected annual gap of about 10,452 students in the Bay region and 3,181 students in the East Bay Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 0899.00 - Other Education 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 Berkeley City College and in the region.

# Introduction

This report profiles Teacher Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new Liberal Studies-Teacher Preparation A.A. Degree at Berkeley City 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% |
| * **Postsecondary Teachers (SOC 25-1099)**: Teach courses pertaining to education, such as counseling, curriculum, guidance, instruction, teacher education, and teaching English as a second language. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
 |
| Entry-Level Educational Requirement: Doctoral *or professional degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 0*%* |
| * **Teachers and Instructors, All Other (SOC 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: 0*%* |
| * **Special Education Teachers, Kindergarten and Elementary School (SOC 25-2052):** Teach elementary school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
 |
| Entry-Level Educational Requirement: Bachelor's *degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 11*%* |
| * **Special Education Teachers, Secondary** **School (SOC 25-2054):** Teach secondary school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
 |
| Entry-Level Educational Requirement: Bachelor's *degree* |
| Training Requirement: None |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 11*%* |

# Occupational Demand

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

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Teacher Assistants |  34,955  |  36,935  | 1,979 | 6% |  20,052  |  4,010  | $14.16 | $17.72 |
| Postsecondary Teachers |  40,289  |  42,261  | 1,972 | 5% |  17,691  |  3,538  | $21.23 | $34.97 |
| Teachers and Instructors, All Other |  20,415  |  21,738  | 1,323 | 6% |  12,641  |  2,528  | $15.62 | $22.98 |
| Special Education Teachers, Kindergarten and Elementary School |  2,670  |  2,821  | 150 | 6% |  1,109  |  222  | $30.47 | $37.66 |
| Special Education Teachers, Secondary School |  1,871  |  1,980  | 109 | 6% |  783  |  157  | $35.81 | $44.82 |
| **Total** |  **100,201**  |  **105,735**  | **5,534** | **6%** |  **52,275**  |  **10,455**  | **$18.14** | **$26.76** |

*Source: EMSI 2019.3*

**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 Occupations in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Teacher Assistants |  12,352  |  13,061  | 709 | 6% |  7,080  |  1,416  | $13.72 | $17.13 |
| Postsecondary Teachers |  10,186  |  10,367  | 182 | 2% |  4,085  |  817  | $20.06 | $34.77 |
| Teachers and Instructors, All Other |  6,517  |  6,989  | 472 | 7% |  4,094  |  819  | $13.73 | $18.96 |
| Special Education Teachers, Kindergarten and Elementary School |  837  |  897  | 60 | 7% |  361  |  72  | $26.82 | $33.55 |
| Special Education Teachers, Secondary School |  699  |  747  | 48 | 7% |  299  |  60  | $32.91 | $40.04 |
| **TOTAL** |  **30,591**  |  **32,061**  | **1,470** | **5%** |  **15,918**  |  **3,184**  | **$16.63** | **$24.36** |

*Source: EMSI 2019.3*

**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 (December 2018 - November 2019)**

| Occupation | Bay Region | East Bay |
| --- | --- | --- |
|  Middle School Teachers, Except Special and Career/Technical Education | 6,426 | 2,240 |
|  Teacher Assistants | 4,840 | 1,797 |
|  Elementary School Teachers, Except Special Education | 3,880 | 1,562 |
|  Postsecondary Teachers, All Other | 2,948 | 1,058 |
|  Vocational Education Teachers, Postsecondary | 2,257 | 777 |
|  Special Education Teachers, Kindergarten and Elementary School | 425 | 142 |
|  Art, Drama, and Music Teachers, Postsecondary | 392 | 138 |
|  Nursing Instructors and Teachers, Postsecondary | 388 | 211 |
|  Business Teachers, Postsecondary | 286 | 76 |
|  Health Specialties Teachers, Postsecondary | 250 | 72 |
|  English Language and Literature Teachers, Postsecondary | 212 | 75 |
|  Engineering Teachers, Postsecondary | 196 | 74 |
|  Computer Science Teachers, Postsecondary | 189 | 47 |
|  Biological Science Teachers, Postsecondary | 189 | 68 |
|  Education Teachers, Postsecondary | 184 | 55 |
|  Special Education Teachers, Secondary School | 151 | 54 |
|  Chemistry Teachers, Postsecondary | 138 | 57 |
|  Mathematical Science Teachers, Postsecondary | 134 | 52 |
|  Graduate Teaching Assistants | 125 | 25 |
|  Psychology Teachers, Postsecondary | 124 | 40 |
|  Foreign Language and Literature Teachers, Postsecondary | 101 | 38 |
|  History Teachers, Postsecondary | 84 | 23 |
|  Communications Teachers, Postsecondary | 70 | 26 |
|  Economics Teachers, Postsecondary | 59 | 22 |
|  Recreation and Fitness Studies Teachers, Postsecondary | 50 | 13 |
|  **Total** | **24,098** | **8,742** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Teacher Occupations for latest 12 months (December 2018 - November 2019) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Elementary Teacher | 1,266 | Spanish Teacher | 188 |
| Teacher | 929 | Instructor | 174 |
| Paraeducator | 829 | Teacher's Aide | 161 |
| English Teacher | 797 | Makeup Advisor | 160 |
| Instructional Assistant | 712 | Paraprofessional | 136 |
| Assistant Teacher | 441 | Science Teacher | 129 |
| Math Teacher | 426 | Middle School Teacher | 123 |
| Instructional Aide | 370 | Early Childhood Teacher | 122 |
| Adjunct Instructor | 346 | Summer Technology Instructor, Multimedia | 118 |
| Teacher's Assistant | 280 | Summer Technology Instructor, Game Design | 112 |
| Physical Education Teacher | 235 | Summer Instructor, Engineering Fundamentals | 108 |
| Special Education Aide | 212 | After-School Instructor | 107 |
| Substitute Teacher | 206 | Classroom Support Aide | 102 |
| Special Education Paraprofessional | 206 | Music Teacher | 95 |

**Table 4b. Top Job Titles for Teacher Occupations for latest 12 months (December 2018 - November 2019) East Bay Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | East Bay | Common Title | East Bay |
| Elementary Teacher | 474 | Physical Education Teacher | 79 |
| Teacher | 324 | Teacher's Aide | 67 |
| Instructional Assistant | 291 | Special Education Aide | 57 |
| English Teacher | 274 | Classroom Support Aide, Elementary | 57 |
| Paraeducator | 269 | Makeup Advisor | 55 |
| Adjunct Instructor | 269 | Early Childhood Teacher | 52 |
| Math Teacher | 190 | Summer Technology Instructor, Multimedia | 50 |
| Assistant Teacher | 166 | Summer Technology Instructor, Game Design | 49 |
| Instructional Aide | 138 | Summer Instructor, Engineering Fundamentals | 49 |
| Teacher's Assistant | 102 | Instructor | 46 |
| Classroom Support Aide | 102 | Science Teacher | 40 |
| Special Education Paraprofessional | 101 | Middle School Teacher | 40 |
| Substitute Teacher | 97 | Music Teacher | 39 |
| Spanish Teacher | 92 | After-School Instructor | 37 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Teachers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| 61396.7546624 (Elementary and Secondary Schools (Local Government)) | 61,334 | 2,583 | 48% | 42% |
| 17549.2787344 (Colleges, Universities, and Professional Schools (State Government)) | 17,692 | 63 | 14% | 24% |
| 14615.8407695 (Elementary and Secondary Schools) | 14,842 | 1,206 | 12% | 38% |
| 12463.2205312 (Colleges, Universities, and Professional Schools) | 12,645 | 1,519 | 10% | 22% |
| 9987.58876276 (Colleges, Universities, and Professional Schools (Local Government)) | 9,921 | -62 | 8% | 37% |
| 3054.53469958 (Child Day Care Services) | 3,089 | 378 | 2% | 9% |

*Source: EMSI 2019.3*

**Table 6. Top Employers Posting Teacher Occupations in Bay Region and East Bay Sub-Region (December 2018 - November 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | East Bay |
| Oakland Unified School District | 690 | Coe Incorporated | 151 | Oakland Unified School District | 689 |
| West Contra Costa Unified School District | 379 | Pleasanton Unified School District | 143 | West Contra Costa Unified School District | 379 |
| Galileo Learning | 356 | Ohlone College | 143 | San Ramon Valley Unified School District | 266 |
| In House Vacancy Internal Candidates Only | 338 | 24 Hour Fitness | 140 | Contra Costa Community College District | 263 |
| University California | 333 | Alameda Unified School District | 119 | University Of California Berkeley | 229 |
| Teach For America | 279 | Summit Public Schools | 115 | St Mary Health Care | 178 |
| San Ramon Valley Unified School District | 268 | Sephora | 115 | Pleasanton Unified School District | 143 |
| Contra Costa Community College District | 263 | Santa Rosa Junior College | 115 | Ohlone College | 143 |
| University Of California Berkeley | 262 | Santa Clara Unified School District | 112 | Alameda Unified School District | 119 |
| Galileo Headquarters | 204 | Dublin Unified School District | 112 | Galileo Learning | 112 |
| Kaiser Permanente | 194 | Vallejo City Unified School District | 110 | Dublin Unified School District | 112 |
| Stanford University | 189 | Milpitas Unified | 109 | In House Vacancy Internal Candidates Only | 104 |
| University San Francisco | 188 | UC San Francisco | 107 | Teach For America | 101 |
| St Mary Health Care | 180 | California State University | 104 | Aspire Public Schools | 99 |
| Stratford School | 154 | Cabrillo Unified School District | 104 | Berkeley Unified School District | 88 |
| Fairfield Suisun Unified | 154 | Pajaro Valley Unified School District | 101 | Contra Costa College | 84 |
| Aspire Public Schools | 153 | Salinas City Elementary | 99 | Central Carolina Community College | 83 |

*Source: Burning Glass*

# Educational Supply

There is one community college in the Bay Region and East Bay Sub-region issuing 3 awards on average annually (last 3 years) on TOP 0899.00 - Other Education.

**Table 7. Awards on 089900 - Other Education in the Bay Area**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ units | Certificate Low unit | Total |
| Ohlone College | East Bay | 0 | 0 | 3 | 3 |
| **Total Bay Region** | **0** | **0** | **3** | **3** |
| **Total East Bay Sub-Region** | **0** | **0** | **3** | **3** |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 10,455 annual openings for the Teacher occupational cluster and 3 annual (3-year average) awards for an annual undersupply of 10,452 students. In the East Bay Sub-Region, there is also a gap with 3,184 annual openings and 3 annual (3-year average) awards for an undersupply of 3,181students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0899.00 - Other Education**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Berkeley City College (All CTE Programs) | State (0899.00) | Bay (0899.00) | East Bay (0899.00) | Berkeley City College (0899.00) |
| % Employed Four Quarters After Exit | 74% | 54% | 74% | n/a | n/a | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $7,380 | $16,191 | n/a | n/a | n/a |
| Median % Change in Earnings | 46% | 38% | 56% | n/a | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 45% | 71% | n/a | n/a | n/a |

*Source: Launchboard Pipeline (version available on 12/20/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Teacher Occupations in Bay Region (December 2018 - November 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Teaching | 17,915 | Record Keeping | 598 | Group Instruction | 383 |
| Special Education | 2,257 | Budgeting | 584 | History | 381 |
| Lesson Planning | 2,162 | Physics | 567 | Faculty Training | 377 |
| Scheduling | 1,639 | Chemistry | 556 | Staff Management | 371 |
| Customer Service | 1,541 | Music | 551 | Leadership Development | 360 |
| Cardiopulmonary Resuscitation (CPR) | 1,539 | Social Studies | 539 | Patient Care | 350 |
| Educational Programs | 1,450 | Psychology | 480 | No Child Left Behind (NCLB) | 338 |
| Tutoring | 1,129 | Student Learning Outcomes | 478 | Autism Diagnosis / Treatment / Care | 335 |
| Cleaning | 1,037 | Empower | 470 | Student Evaluation | 309 |
| Child Development | 966 | Maintaining Student Records | 463 | Administrative Functions | 305 |
| Learning Styles | 690 | Lifting Ability | 462 | Game Development | 304 |
| Child Care | 669 | Progress Reports | 432 | Economics | 289 |
| Biology | 663 | Staff Development | 427 | Student Placement | 284 |
| Curriculum Development | 618 | Toileting | 414 | Administrative Support | 283 |
| Early Childhood Education | 607 | Clerical Duties | 412 | Level design | 270 |

*Source: Burning Glass*

**Table 10. Certifications for Teacher Occupations in Bay Region (December 2018 - November 2019)**

Note: 79% 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 |
| Driver's License | 1,477 | Basic Life Saving (BLS) | 65 |
| First Aid CPR AED | 1,222 | Basic Cardiac Life Support Certification | 52 |
| Certified Teacher | 896 | Security Clearance | 50 |
| Registered Nurse | 294 | Board Certified/Board Eligible | 50 |
| Cross-Cultural Language and Academic Development | 241 | Registered Behavior Technician | 49 |
| Teachers of English To Speakers of Other Languages (TESOL) | 225 | Administrative Services Credential | 43 |
| Teaching English As A Foreign Language (TEFL) | 211 | American Institute of Architects | 38 |
| Certified Outpatient Coding (COC) | 158 | Certified Medical Assistant | 37 |
| Certified in Teaching English To Speakers of Other Languages | 112 | American Heart Association Certification | 34 |
| Child Development Associate (CDA) | 104 | Certified Cyber Forensics Professional (CCFP) | 33 |
| Project Management Certification | 96 | ServSafe | 32 |
| Licensed Vocational Nurse (LVN) | 75 | Early Childhood Education Certification | 30 |

*Source: Burning Glass*

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

Note: 48% 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 | Percent 12 Mos. Postings |
| High school or vocational training | 2,357 | 25% |
| Associate Degree | 722 | 8% |
| Bachelor’s Degree or Higher | 6,281 | 67% |

*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, 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