

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

Orange County Center of Excellence, January 2022

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 type="checkbox"/>	No <input checked="" type="checkbox"/> (see comments below)	
Living Wage: (Entry-Level, 25th)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/> (see comments below)	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

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 one occupation: *career/technical education teachers, postsecondary (25-1194)*. Federal sources provide conflicting information about the typical entry-level education and educational attainment of incumbent workers for this occupation. Data from the Bureau of Labor Statistics (BLS) suggests that this occupation typically requires a bachelor’s degree and is above middle-skill, but data from O*NET suggests that this occupation typically requires an associate degree and is middle-skill. For the purposes of this report, this occupation is considered middle-skill since community colleges in the region typically require both an associate degree and six years of industry-specific experience or a bachelor’s degree and two years of experience in order to meet minimum qualifications. 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 does not appear to be a supply gap for *career/technical education teachers, postsecondary*. However, the gap is within the COE’s acceptable margin and is considered “supply met.” Furthermore, while Bureau of Labor Statistics (BLS) data indicates that this occupation typically requires a bachelor’s degree and only 3.8% of workers in the field have completed some college or an associate degree as their highest level of education, a similar dataset from O*NET indicates that 42% of incumbent workers have completed an associate degree as their highest level of education. Additionally, community colleges in the region typically require an associate degree and multiple years of experience in order to meet minimum

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.

qualifications. Entry-level wages exceed the living wage in both Los Angeles and Orange counties. **Therefore, due some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- Over the next five years, there is projected to be **310 career/technical education teachers, postsecondary jobs available annually** in the region due to new job growth and replacements, **which is slightly more than the 303 awards conferred annually** by educational institutions in the region.
 - However, the labor market information suggests that the **supply has been met for this occupation within the LA/OC region** since the average number of annual awards (supply) is within the COE's 25% margin of annual job openings (demand).
 - Additionally, over the past 12 months, there were **1,777 online job postings related to career/technical education teachers, postsecondary**. Of these, **43 were specifically posted by regional community colleges for career education instructors**. The highest number of job postings were for dental hygiene clinical instructors, business skills instructors, business skills instructors- 3D printing, medical billing and coding instructors, and culinary program instructors.
- Within Orange County, **typical entry-level hourly wages** for career/technical education teachers, postsecondary are **\$50.13, which is higher than the living wage** for one adult in the region (\$20.63 in Orange County).²
- The Bureau of Labor Statistics (BLS) lists a **bachelor's degree** as the **typical entry-level education for career/technical education teachers, postsecondary**.
 - While the BLS national-level educational attainment data indicates **3.8% of workers in the field have completed some college or an associate degree as their highest level of education**, a similar data set from O*NET indicates that **42% of workers in the field have completed an associate degree as their highest level of education**.

Supply:

- While there were **32 awards conferred annually by community colleges in the region, a review of these programs in the Chancellor's Office Curriculum Inventory (COCI 2.0)³ and program websites show that none of these programs specifically train students to become vocational postsecondary instructors**.
 - There are **five community colleges** in the region that have programs listed under the Educational Technology (0860.00) or Other Education (0899.00) TOP codes, conferring an average of **32 awards annually** between 2017 and

² Living wage data was pulled from California Family Needs Calculator on 1/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

³ Chancellor's Office Curriculum Inventory (COCI 2.0): <https://coci2.ccctechcenter.org/programs>.

2020. However, **none of these programs have a specific emphasis on training career education instructors.**

- Between 2016 and 2019, there was an average of **271 awards conferred annually** in related training programs by non-community college institutions throughout the region.
 - Of the awards conferred by non-community college institutions, **79% (215) were for three program areas:** Truck and Bus Driver/Commercial Vehicle Operator, Fire Services Administration, and Agricultural Teacher Education.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *career/technical education teachers, postsecondary*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by nearly 6% through 2025 due to job growth and replacements. There will be more than 300 job openings per year through 2023 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	2,220	2,370	150	7%	221
Orange	972	1,002	30	3%	87
Total	3,192	3,372	180	6%	308

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *vocational education teachers, postsecondary* in Orange County as they relate to the county’s living wage. Los Angeles 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.

Orange County— The typical entry-level hourly wages for *career/technical education teachers, postsecondary* are \$50.13, which is above the living wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$73.22, which is higher than the living wage estimate. Orange County’s median wages are above the average statewide wage of \$37.47 for this occupation.

Los Angeles County— The typical entry-level hourly wages for *career/technical education teachers, postsecondary* are \$23.37 which is above the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$47.41, which is higher than the living wage estimate. Los Angeles County’s median wages are below the average statewide wage of \$37.47 for this occupation.

⁴ 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

There were 1,777 online job postings related to *career/technical education teachers, postsecondary* listed in the past 12 months. The highest number of job postings were for medical assistant instructor, simulator laboratory instructors, technology instructor, after-school instructors, and phlebotomy instructor. The top skills were: teaching, lesson planning, cardiopulmonary resuscitation (CPR), cleaning, and customer service. The top three employers, by number of job postings, in the region were: Center for Autism and Related Disorders, Inc. Success Education Colleges, and North West College.

Of the 1,777 online job postings, 43 were specifically for career education instructors at community colleges throughout the region. The highest number of job postings for community college instructors were for dental hygiene clinical instructors, business skills instructors, business skills instructors- 3D printing, medical billing and coding instructors, and culinary program instructors. The top skills were: teaching, student learning outcomes, curriculum development, adult education, x-rays, and program development. The top three employers, by number of job postings, in the region were Los Angeles Community College District, Rancho Santiago Community College District and North Orange County Regional Occupational Program. Of the 43 online job postings, 94% required a bachelor's degree.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *vocational education teachers, postsecondary*. While 3.9% of workers in the field have completed some college or an associate degree as their highest level of education, the majority of workers in the field (94.1%) have earned a bachelor's degree or more education. However, according to another federal source, O*NET, 42% of workers in the field have completed an associate degree as their highest level of education.⁵ Additionally, community colleges throughout the region typically require an associate degree and six years of education as the minimum qualifications for career education instructors. Of the 26% of *vocational education teachers, postsecondary* job postings listing a minimum education requirement in Los Angeles/Orange County, 88.9 % (434) requested a bachelor's degree, 8.8% (43) requested a master's degree, 2% (10) requested a doctoral degree, and 0.2% (1) requested an associate degree.

Supply

Community College Supply—Exhibit 2, on the following page, shows the three-year average number of awards conferred by community colleges in the related TOP codes: Educational Technology (0860.00), and Other Education (0899.00). The colleges with the most completions in the region are: Rio Hondo and Orange Coast. However, an analysis of COCI listings shows that neither of these programs have a specific emphasis on career education teaching preparation. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

⁵ O*Net Online Summary Report for 25-1194.00 – Career/Technical Education Teachers, Postsecondary
<https://www.onetonline.org/link/summary/25-1194.00>

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

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0860.00	Educational Technology	Cerritos	1	3	-	1
		LA Subtotal	1	3	0	1
Supply Subtotal/Average			1	3	0	1
0899.00	Other Education	Rio Hondo	-	22	5	9
		LA Subtotal	0	22	5	9
		Coastline	-	-	8	3
		Orange Coast	-	21	24	15
		OC Subtotal	0	33	32	22
Supply Subtotal/Average			0	55	37	31
Supply Total/Average			1	58	37	32

Non-Community College Supply— For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for *career/technical education teachers, postsecondary*. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Agricultural Teacher Education (13.1301), Technology Teacher Education/Industrial Arts Teacher Education (13.1309), Trade and Industrial Teacher Education (13.1320), Fire Services Administration (43.0202), and Truck and Bus Driver/Commercial Vehicle Operator and Instructor (49.0205). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2016 and 2019, four-year colleges in the region conferred an average of 271 awards annually in related training programs.

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

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
13.1301	Agricultural Teacher Education	California State Polytechnic University-Pomona	19	20	20	20
13.1309	Technology Teacher Education/Industrial Arts Teacher Education	California State University-Los Angeles	73	64	33	57
13.1320	Trade and Industrial Teacher Education	California State University-Long Beach	-	-	-	-
		California State University-Los Angeles	1	-	-	0

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
43.0202	Fire Services Administration	California State University-Los Angeles	40	37	40	39
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	California Career School	179	155	133	156
Supply Total/Average			312	276	226	271

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange 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)
Career/Technical Education Teachers, Postsecondary (25-1194)	972	1,002	30	3%	87	\$50.13	\$62.62	\$73.22

Exhibit 5. 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)
Career/Technical Education Teachers, Postsecondary (25-1194)	2,220	2,370	150	7%	221	\$23.37	\$33.20	\$47.41

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Career/Technical Education Teachers, Postsecondary (25-1194)	3,192	3,372	180	6%	308

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, Employment Projections
- 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)

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