TEACHER/EDUCATION OCCUPATIONS

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San Diego County

C·O·E CENTERS OF EXCELLENCE FOR LABOR MARKET RESEARCH

COMMUNITY COLLEGES
SAN DIEGO & IMPERIAL COUNTIES
CAREER EDUCATION

California Community Colleges

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Summary and Findings

Education encompasses a wide range of disciplines and career pathways, including early care and education, preschool and childcare programs, elementary and secondary education, special education, and educational administration. This report includes labor market information for *Teacher/Education Occupations* in San Diego County to assist the community college system with program development and strategic planning. Due to the complexity in this industry, the San Diego-Imperial COE analyzed traditional labor market information (LMI) for *Teacher/Education Occupations* and online job postings (real-time LMI) for the subset, *Special Education Occupations,* and grouped all occupations into five categories for this study: 1) Preschool/Childcare; 2) Primary School; 3) Secondary School; 4) Postsecondary Education; and 5) Other Education. Based on the available LMI, the San Diego-Imperial COE found that:

- There is a labor market supply gap for *Teacher/Education Occupations* in San Diego County.
- Entry-level and median wages for *Teacher/Education Occupations* are above the living wage for San Diego County (except the entry-level wages of Preschool Teachers, Except Special Education; Childcare Workers; and Career/Technical Education Teachers, Middle School). This suggests that with enough education and experience, workers in these positions could earn sustainable wages.
- Employers posted a minimum of a bachelor's degree for *Teacher/Education Occupations*.
- There are 11 Taxonomy of Programs (TOP) codes and 26 Classification of Instructional Programs (CIP) codes that currently exist, related to *Teacher/Education Occupations* in San Diego County.

Introduction

To assess the regional impact of the statewide education labor shortage, the San Diego-Imperial Center of Excellence for Labor Market Research (COE) analyzed five levels of *Teacher/Education Occupations*: 1) Preschool/Childcare; 2) Primary School; 3) Secondary School; 4) Postsecondary Education; and 5) Other Education.[1] To complete this, the San Diego-Imperial COE examined **traditional**[2] labor market information for the following occupational codes in the Standard Occupational Classification (SOC)[3] system and grouped them into these five categories.

Preschool/Childcare jobs include:

- Childcare Workers (SOC 39-9011): Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.
- Education and Childcare Administrators, Preschool and Daycare (SOC 11-9031): Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.
- Preschool Teachers, Except Special Education (SOC 25-2011): Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.
- Special Education Teachers, Preschool (SOC 25-2051): Teach academic, social, and life skills to preschool-aged students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.

Primary school jobs include:

- Career/Technical Education Teachers, Middle School (SOC 25-2023): Teach occupational, vocational, career, or technical subjects to students at the middle, intermediate, or junior high school level.
- Elementary School Teachers, Except Special Education (SOC 25-2021): Teach academic and social skills to students at the elementary school level.

[1] "Structure of U.S. Education," U.S. Department of Education, March 18, 2022, ed.gov/about/offices/list/ous/international/usnei/us/edlite-structure-us.html.
[2] Traditional labor market research consists of a longitudinal analysis of historical and projected occupational data.
[3] The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. bls.gov/soc.

- Kindergarten Teachers, Except Special Education (SOC 25-2012): Teach academic and social skills to kindergarten students.
- Middle School Teachers, Except Special and Career/Technical Education (SOC 25-2022): Teach one or more subjects to students at the middle, intermediate, or junior high school level.
- Special Education Teachers, Kindergarten and Elementary School (SOC 25-2052): Teach academic, social, and life skills to kindergarten students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.
- Special Education Teachers, Middle School (SOC 25-2057): Teach academic, social, and life skills to middle school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.

Secondary school jobs include:

- Career/Technical Education Teachers, Secondary School (SOC 25-2032): Teach occupational, vocational, career, or technical subjects to students at the secondary school level.
- Secondary School Teachers, Except Special and Career/Technical Education (SOC 25-2031): Teach one or more subjects to students at the secondary school level.
- Special Education Teachers, Secondary School (SOC 25-2058): Teach academic, social, and life skills to secondary school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.

Postsecondary education jobs include:

- Education Administrators, Postsecondary (SOC 11-9033): Plan, direct, or coordinate student instruction, administration, and services, as well as other research and educational activities, at postsecondary institutions, including universities, colleges, and junior and community colleges.
- Postsecondary Teachers (SOC 25-1099): Aggregate category equivalent to SOC group 25-1000. Teach undergraduate and graduate level courses in their specialized field of study. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research. Alternate titles: College Professor.
- Teaching Assistants, Postsecondary (SOC 25-9044): Assist faculty or other instructional staff in postsecondary institutions by performing instructional support activities, such as developing

teaching materials, leading discussion groups, preparing and giving examinations, and grading examinations or papers.

Other education jobs include:

- Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors (SOC 25-3011): Teach or instruct out-of-school youths and adults in basic education, literacy, or English as a Second Language classes, or in classes for earning a high school equivalency credential.
- Education Administrators, Kindergarten through Secondary (SOC 11-9032): Plan, direct, or coordinate the academic, administrative, or auxiliary activities of kindergarten, elementary, or secondary schools.
- Self-Enrichment Teachers (SOC 25-3021): Teach or instruct individuals or groups for the primary purpose of self-enrichment or recreation, rather than for an occupational objective, educational attainment, competition, or fitness.
- Teaching Assistants, Except Postsecondary (SOC 25-9045): Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.
- Tutors and Teachers and Instructors, All Other (SOC 25-3097): Instruct individual students or small groups of students in academic subjects to support formal class instruction or to prepare students for standardized or admissions tests.

Collectively, these occupations are referred to as *Teacher/Education Occupations*. The following sections provide an overview of their labor market need, wages, program outcomes, and knowledge, skills and abilities.

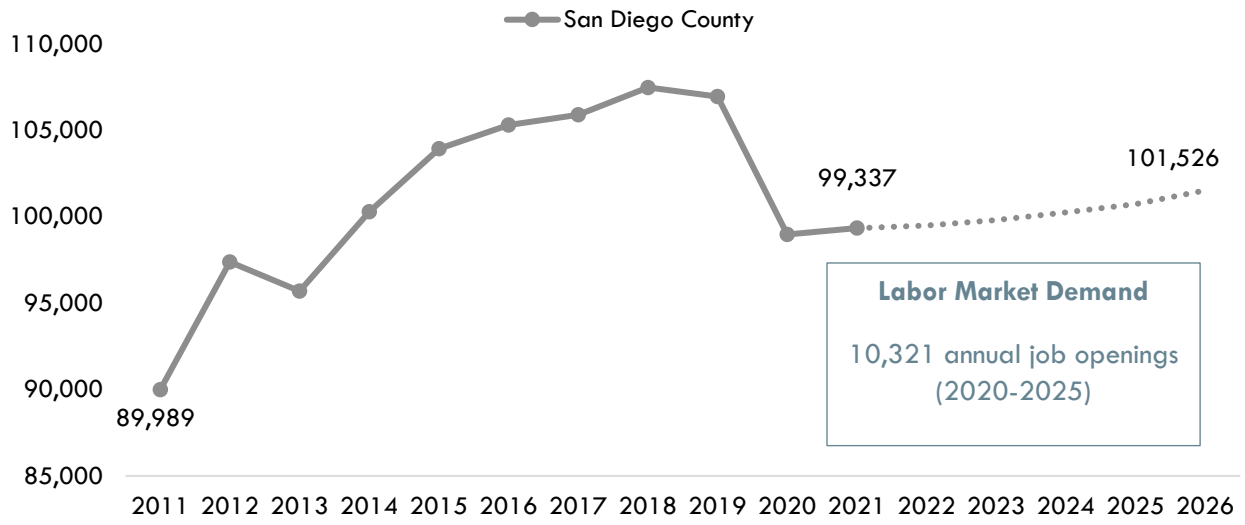
Supply Gap Analysis

The following sections provide details on employer demand, educational supply, and supply gap analysis. A supply gap suggests that employers have more labor market demand than workers supplied by educational institutions.

EMPLOYER DEMAND

Between 2021 and 2026, *Teacher/Education Occupations* are projected to increase by 2,189 net jobs or two percent (Exhibit 1). During this period, employers in San Diego County are projected to hire 10,321 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs (Employment) for *Teacher/Education Occupations* in San Diego County, 2011-2026[4]



[4] Emsi 2022.01; QCEW, Non-QCEW, Self-Employed.

Exhibit 2 provides more detailed information for each occupation, including projected employment change and labor market demand between 2021 and 2026. Labor market demand is defined by the number of job openings that employers expect to fill due to attrition (caused by turnover and retirement, for example). Employers in San Diego County are projected to hire 10,321 workers annually between 2021 and 2026 for *Teacher/Education Occupations*. "Postsecondary Teachers" are projected to have the most labor market demand between 2021 and 2026, with 2,135 annual job openings.

Exhibit 2: Number of Jobs for *Teacher/Education Occupations* in San Diego County (2021-2026)[5]

Occupational Title	2021 Jobs	2026 Jobs	2021 - 2026 Net Jobs Change	2021-2026 % Net Jobs Change*	Annual Job Openings* (Demand)
Preschool/Childcare					
Childcare Workers	14,107	14,316	209	1%	2,096
Preschool Teachers, Except Special Education	4,821	5,201	380	8%	567
Education and Childcare Administrators, Preschool and Daycare	605	638	33	5%	51
Special Education Teachers, Preschool	43	56	13	31%	6
Total Preschool/Childcare	**19,576**	**20,211**	**635**	**3%**	**2,720**
Primary School					
Elementary School Teachers, Except Special Education	11,395	11,291	-104	-1%	826
Middle School Teachers, Except Special and Career/Technical Education	2,511	2,558	47	2%	189
Special Education Teachers, Kindergarten and Elementary School	1,172	1,171	-1	0%	87
Kindergarten Teachers, Except Special Education	668	673	5	1%	68
Special Education Teachers, Middle School	108	118	10	9%	10
Career/Technical Education Teachers, Middle School	13	15	2	15%	1
Total Primary	**15,867**	**15,826**	**-41**	**0%**	**1,181**

[5] Emsi 2022.01; QCEW, Non-QCEW, Self-Employed.

Secondary School					
Secondary School Teachers, Except Special and Career/Technical Education	8,258	8,220	-38	0%	572
Special Education Teachers, Secondary School	1,041	1,030	-11	-1%	76
Career/Technical Education Teachers, Secondary School	191	194	3	2%	14
Total Secondary	**9,490**	**9,444**	**-46**	**0%**	**662**
Postsecondary Education					
Postsecondary Teachers	20,462	21,134	672	3%	2,135
Teaching Assistants, Postsecondary	4,020	4,290	270	7%	432
Education Administrators, Postsecondary	1,458	1,527	69	5%	120
Total Postsecondary	**25,940**	**26,951**	**1,011**	**4%**	**2,687**
Other Education					
Teaching Assistants, Except Postsecondary	12,182	12,164	-18	0%	1,128
Tutors and Teachers and Instructors, All Other	7,138	7,368	230	3%	870
Self-Enrichment Teachers	6,087	6,578	491	8%	811
Education Administrators, Kindergarten through Secondary	2,011	2,017	6	0%	148
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	1,047	968	-79	-8%	114
Total Other Education	**28,465**	**29,095**	**630**	**2%**	**3,071**
Total Projected (2021-2026) Annual Job Openings					**10,321**

*Percentages and numbers are rounded up

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.[6] Currently, there are 11 TOP codes and 26 CIP codes **with a program** related to *Teacher/Education Occupations* in San Diego County (Exhibit 3). For the full list of 14 TOP and 120 CIP codes, with or without a program related to *Teacher/Education Occupations*, refer to Appendix A.

Exhibit 3: Related TOP and CIP Codes with Programs for *Teacher/Education Occupations*

Teacher/Education Occupations
TOP 0801.00: Education, General (Pre-Professional) (Transfer)
TOP 0802.00: Educational Aide (Teacher Assistant)
TOP 1305.00: Child Development/Early Care and Education
TOP 1305.10: Child and Adolescent Development
TOP 1305.20: Children with Special Needs
TOP 1305.40: Preschool Age Children
TOP 1305.50: The School Age Child
TOP 1305.80: Child Development Administration and Management
TOP 1305:90: Infants and Toddlers
TOP 1308.00: Family Studies
TOP 4901.20: Liberal Studies (teaching preparation)
CIP 13.0101: Education, General
CIP 13.0299: Bilingual, Multilingual, and Multicultural Education, Other
CIP 13.0501: Educational/Instructional Technology
CIP 13.0607: Learning Sciences
CIP 13.0901: Social and Philosophical Foundations of Education
CIP 13.1001: Special Education and Teaching, General
CIP 13.1013: Education/Teaching of Individuals with Autism
CIP 13.1015: Education/Teaching of Individuals in Early Childhood Special Education Programs
CIP 13.1202: Elementary Education and Teaching
CIP 13.1205: Secondary Education and Teaching
CIP 13.1206: Teacher Education, Multiple Levels

[6] TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

Teacher/Education Occupations
CIP 13.1210: Early Childhood Education and Teaching
CIP 13.1302: Art Teacher Education
CIP 13.1303: Business and Innovation/Entrepreneurship Teacher Education
CIP 13.1305: English/Language Arts Teacher Education
CIP 13.1311: Mathematics Teacher Education
CIP 13.1312: Music Teacher Education
CIP 13.1314: Physical Education Teaching and Coaching
CIP 13.1320: Trade and Industrial Teacher Education
CIP 13.1399: Teacher Education and Professional Development, Specific Subject Areas, Other
CIP 13.1401: Teaching English as a Second or Foreign Language/ESL Language Instructor
CIP 13.1499: Teaching English or French as a Second or Foreign Language, Other
CIP 13.1501: Teacher Assistant/Aide
CIP 13.9999: Education, Other
CIP 19.0701: Human Development and Family Studies, General
CIP 19.0706: Child Development

According to TOP data, nine community colleges supply the region with awards for these occupations: Cuyamaca College, Grossmont College, MiraCosta College, Palomar College, San Diego City College, San Diego Continuing Education, San Diego Mesa College, San Diego Miramar College and Southwestern College. According to CIP data, 11 non-community colleges supply the region with awards: Alliant International University-San Diego, Ashford University, California State University-San Marcos, National University, Northcentral University, Point Loma Nazarene University, San Diego Christian College, San Diego State University, United States University, University of California-San Diego, and University of San Diego (Exhibit 4). For a full list of programs by TOP code for each community college, refer to Appendix C.

Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2014-15 through PY2018-19 Average)[7]

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
0801.00	Education, General	**41**	**0**	**41**
	• Palomar	41	0	
0802.00	Educational Aide (Teacher Assistant)	**1**	**0**	**1**
	• San Diego Mesa	1	0	
1305.00	Child Development/Early Care and Education	**562**	0	**562**
	• Cuyamaca	0	0	
	• Grossmont	42	0	
	• MiraCosta	255	0	
	• Palomar	71	0	
	• San Diego City	1	0	
	• San Diego Cont. Ed.	139	0	
	• San Diego Miramar	7	0	
	• Southwestern	47	0	

[7] "Supply and Demand," Centers of Excellence for Labor Market Research, coeccc.net/Supply-and-Demand.aspx. Note: Data is derived from the California Community Colleges Chancellor's Office (CCCCO) MIS Data Mart.

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
1305.10	Child and Adolescent Development	**23**	**0**	**23**
	• Cuyamaca	6	0	
	• MiraCosta	5	0	
	• Southwestern	12	0	
1305.20	Children with Special Needs	**5**	**0**	**5**
	• MiraCosta	2	0	
	• Palomar	3		
1305.40	Preschool Age Children	**326**	0	**326**
	• Cuyamaca	60	0	
	• San Diego City	69	0	
	• San Diego Cont. Ed.	52	0	
	• San Diego Mesa	41	0	
	• San Diego Miramar	104	0	
1305.50	The School Age Child	**6**	**0**	**6**
	• Palomar	3	0	
	• San Diego City	3	0	
1305.80	Child Development Administration and Management	**16**	**0**	**16**
	• Grossmont	6	0	
	• MiraCosta	4	0	
	• Palomar	3	0	
	• San Diego City	2	0	
	• San Diego Miramar	1	0	
1305.90	Infants and Toddlers	**153**	**0**	**153**
	• Cuyamaca	4	0	
	• Palomar	3	0	
	• San Diego Cont. Ed.	121	0	

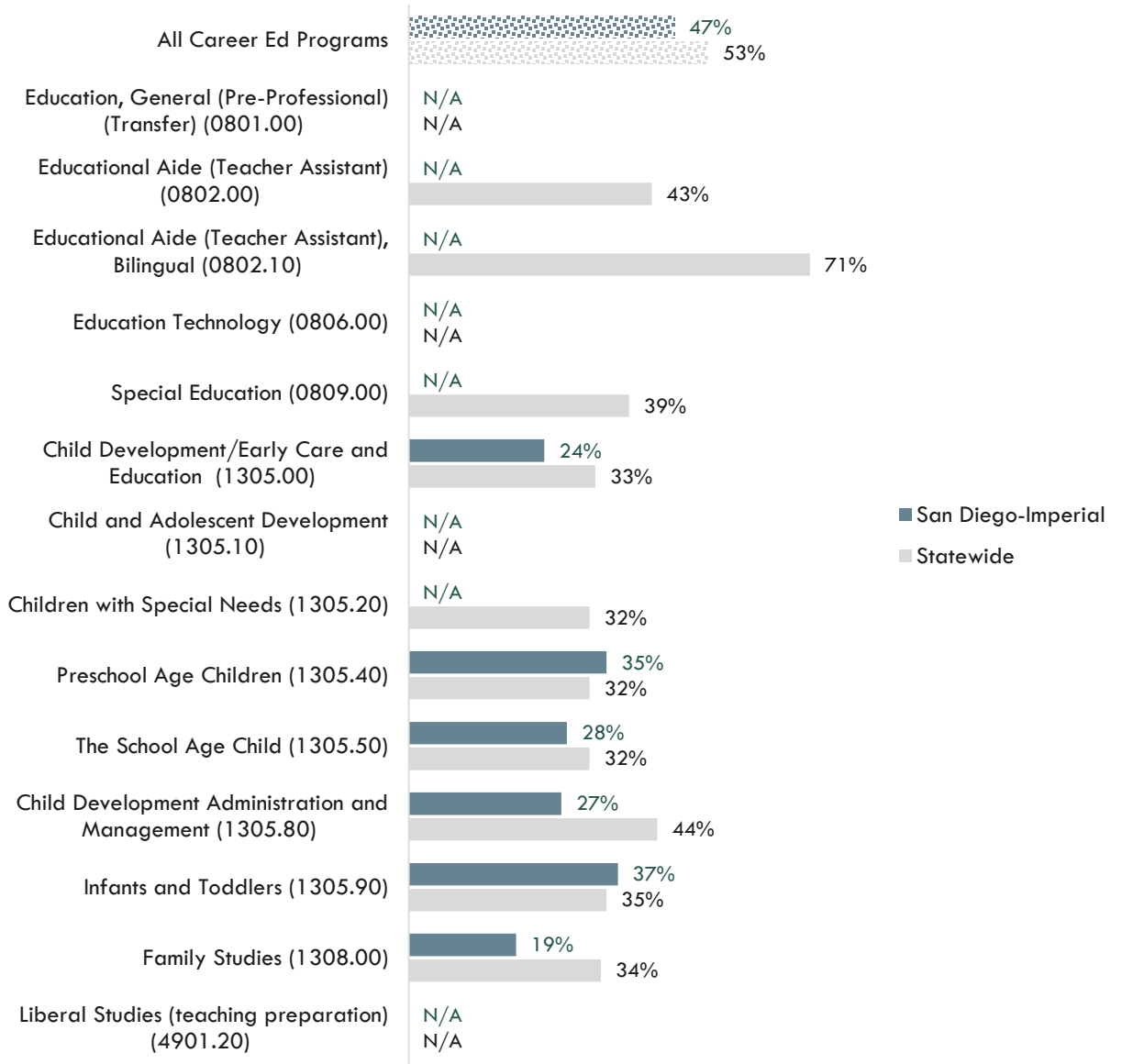
TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY17-18 to PY19-20)	Other Educational Institutions 3-Yr Annual Average Awards (PY16-17 to PY18-19)	3-Yr Total Average Supply (PY16-17 to PY19-20)
	• Southwestern	25	0	
1308.00	Family Studies	**21**	**0**	**21**
	• Southwestern	21	0	
4901.20	Liberal Studies	**55**	**0**	**55**
	• Cuyamaca	3	0	
	• San Diego City	16	0	
	• San Diego Mesa	19	0	
	• Southwestern	17	0	
TOTAL FOR ALL CIP RELATED AWARDS[8]		**0**	**2,655**	**2,655**
			Total	**3,864**

[8] Refer to Appendix A for CIP code award count by program.

STUDENT OUTCOMES

According to the California Community Colleges LaunchBoard, 19 to 37 percent of students in the San Diego-Imperial region earned a living wage after completing a program related *Teacher/Education Occupations*, compared to 32 to 71 percent statewide and 53 percent of students in Career Education programs in general across the state (Exhibit 5a). [9]

Exhibit 5a: Percentage of Students Who Earned a Living Wage by Program (PY 2018-19)[10]

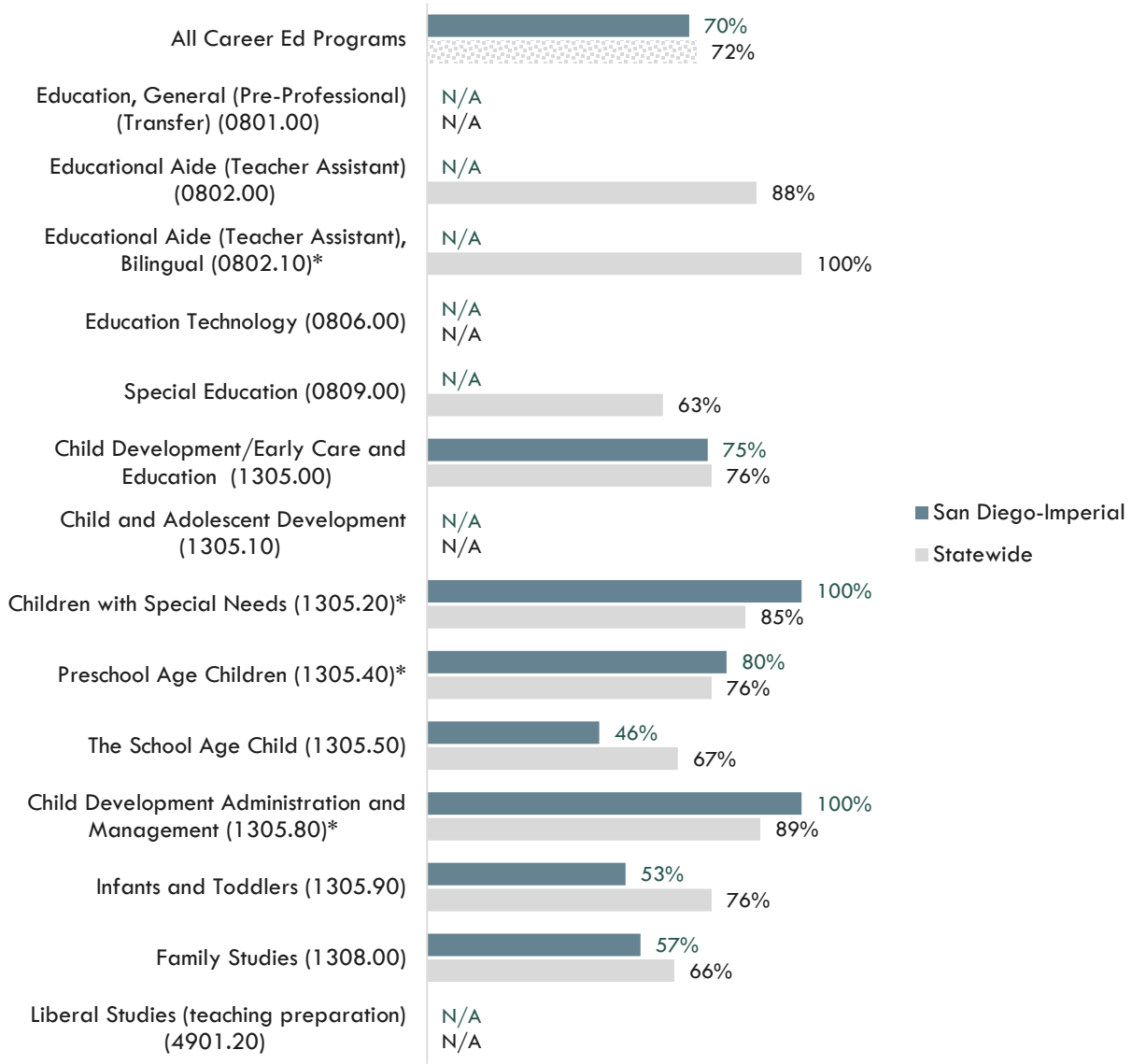


"N/A" indicates insufficient data

[9] "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.
[10] Among completers and skills builders who exited, the proportion of students who attained a living wage.

According to the California Community Colleges LaunchBoard, 46 to 100 percent of students statewide obtained a job closely related to their field of study after completing a program related to *Teacher/Education Occupations*, compared to 63 to 100 percent statewide and 72 percent of students in Career Education programs in general across the state (Exhibit 5b). [11]

Exhibit 5b: Percentage of Students in a Job Closely Related to Field of Study by Program (PY 2017-18)[12]



*sample size had fewer than 10 students
"N/A" indicates insufficient data

[11] "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.
[12] Most recent year with available data is Program Year 2017-18. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

DEMAND VS. SUPPLY

Comparing labor demand (annual openings) with labor supply[13] suggests that there is a supply gap for these occupations in San Diego County, with 10,321 annual openings and 3,864 awards. Comparatively, there are 119,462 annual openings in California and 42,254 awards, suggesting that there is also a supply gap across the state (Exhibit 6).

Exhibit 6: Demand (Annual Openings) vs. Supply (Average Annual Awards)[14]

	Demand (Annual Openings)	**Supply** (Total Annual Average Supply)	**Supply Gap or Oversupply**
San Diego	10,321	3,864	**6,457**
California	119,462	42,254	**77,208**

NOTE: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether a program should be developed.

[13] Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.
[14] "Supply and Demand," Centers of Excellence for Labor Market Research, https://coeccc.net/our-resources/.

Occupational Overview

TYPICAL ENTRY-LEVEL EDUCATION

Traditional labor market information indicates that more than 80 percent of *Teacher/Education Occupations* require a bachelor's degree or higher (Exhibit 7).

Exhibit 7: Typical Educational Requirements for *Teacher/Education Occupations* in San Diego County

SOC Code	Occupational Title	Typical Entry-Level Education
Preschool/Childcare		
11-9031	Education and Childcare Administrators, Preschool and Daycare	Bachelor's degree
25-2051	Special Education Teachers, Preschool	Bachelor's degree
25-2011	Preschool Teachers, Except Special Education	Associate degree
39-9011	Childcare Workers	High school diploma or equivalent
Primary School		
25-2023	Career/Technical Education Teachers, Middle School	Bachelor's degree
25-2021	Elementary School Teachers, Except Special Education	Bachelor's degree
25-2012	Kindergarten Teachers, Except Special Education	Bachelor's degree
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Bachelor's degree
25-2052	Special Education Teachers, Kindergarten and Elementary School	Bachelor's degree
25-2057	Special Education Teachers, Middle School	Bachelor's degree
Secondary School		
25-2032	Career/Technical Education Teachers, Secondary School	Bachelor's degree
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree
25-2058	Special Education Teachers, Secondary School	Bachelor's degree

Postsecondary Education		
25-1099	Postsecondary Teachers	Doctoral or professional degree
11-9033	Education Administrators, Postsecondary	Master's degree
25-9044	Teaching Assistants, Postsecondary	Bachelor's degree
Other Education		
11-9032	Education Administrators, Kindergarten through Secondary	Master's degree
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	Bachelor's degree
25-3097	Tutors and Teachers and Instructors, All Other	Bachelor's degree
25-9045	Teaching Assistants, Except Postsecondary	Some college, no degree
25-3021	Self-Enrichment Teachers	High school diploma or equivalent

WAGES

According to traditional LMI, entry-level hourly earnings for *Teacher/Education Occupations* range from $13.00 to $53.31 (Exhibit 8). All occupations except "Preschool Teachers, Except Special Education," "Childcare Workers," and "Career/Technical Education Teachers, Middle School," earn more than the living wage for a single adult in San Diego County, which is $18.43 per hour.[15]

Exhibit 8: Hourly Earnings for *Teacher/Education Occupations* in San Diego County[16]

SOC Code	SOC Occupational Title	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings
Preschool/Childcare			
11-9031	Education and Childcare Administrators, Preschool and Daycare	$20.14	$26.72
25-2051	Special Education Teachers, Preschool	$18.72	$22.80
25-2011	Preschool Teachers, Except Special Education	$14.04	$17.03
39-9011	Childcare Workers	$13.00	$13.63
Average Preschool/Childcare		**$16.47**	**$20.05**
Primary School			
25-2022	Middle School Teachers, Except Special and Career/Technical Education	$27.25	$31.97
25-2021	Elementary School Teachers, Except Special Education	$25.93	$32.91
25-2057	Special Education Teachers, Middle School	$25.79	$32.24
25-2012	Kindergarten Teachers, Except Special Education	$21.65	$28.06
25-2052	Special Education Teachers, Kindergarten and Elementary School	$19.48	$27.87
25-2023	Career/Technical Education Teachers, Middle School	$18.08	$39.69
Average Primary		**$23.03**	**$32.12**

[15] "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. insightcced.org/family-needs-calculator/.
[16] EMSI 2022.01; QCEW, Non-QCEW, Self-Employed.

Secondary School			
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	$33.87	$42.23
25-2032	Career/Technical Education Teachers, Secondary School	$25.65	$35.71
25-2058	Special Education Teachers, Secondary School	$14.50	$27.82
Average Secondary		**$24.68**	**$35.25**
Postsecondary Education			
11-9033	Education Administrators, Postsecondary	$44.29	$62.19
25-1099	Postsecondary Teachers	$31.83	$49.04
25-9044	Teaching Assistants, Postsecondary	$14.38	$17.30
Average Postsecondary		**$30.17**	**$42.84**
Other Education			
11-9032	Education Administrators, Kindergarten through Secondary	$53.31	$62.46
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	$30.12	$35.37
25-3097	Tutors and Teachers and Instructors, All Other	$15.74	$23.56
25-3021	Self-Enrichment Teachers	$15.13	$20.62
25-9045	Teaching Assistants, Except Postsecondary	$13.96	$15.27
Average Other Education		**$25.65**	**$31.45**

KNOWLEDGE, SKILLS AND ABILITIES

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI) Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Exhibits 9a through 9c list the specialized, soft and software skills that made the top 15 list between January 1, 2019 and December 31, 2021 by teaching/education level.

Exhibit 9a: Specialized Skills for *Teacher/Education Occupations that Made the Top 15* by Teaching/Education Level in San Diego County[17]

	Specialized Skills	Preschool/ Childcare	Primary School	Secondary School	Postsecondary Education	Other Education	# of Times in the Top 15 Skills
1.	Cardiopulmonary Resuscitation	•	•	•	•	•	5
2.	Lesson Planning	•	•	•	•	•	5
3.	Scheduling	•	•	•	•	•	5
4.	Teaching	•	•	•	•	•	5
5.	Child Care	•	•			•	3
6.	Child Development	•	•			•	3
7.	Customer Service	•		•	•		3
8.	Early Childhood Education	•	•			•	3
9.	Special Education		•	•		•	3
10.	Tutoring		•	•	•		3
11.	Autism Diagnosis / Treatment / Care	•				•	2
12.	Budgeting				•	•	2
13.	Cleaning	•				•	2
14.	Learning Styles		•	•			2
15.	Music		•			•	2
16.	Progress Reports		•	•			2

[17] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

	Specialized Skills	Preschool/ Childcare	Primary School	Secondary School	Postsecondary Education	Other Education	# of Times in the Top 15 Skills
17.	Psychology	•			•		2
18.	Social Studies		•	•			2
19.	Academic Advisement				•		1
20.	Adult Education				•		1
21.	Appointment Setting				•		1
22.	Babysitting	•					1
23.	Biology			•			1
24.	Caregiving	•					1
25.	Chemistry			•			1
26.	Clerical Duties					•	1
27.	Curriculum Development				•		1
28.	Customer Contact				•		1
29.	Educational Programs		•				1
30.	Faculty Training			•			1
31.	Group Instruction			•			1
32.	Laundry	•					1
33.	Meal Preparation	•					1
34.	Physics			•			1
35.	Record Keeping					•	1
36.	Staff Management				•		1
37.	Student Learning Outcomes				•		1
38.	Teaching Speakers of Other Languages		•				1
39.	Toileting					•	1

Exhibit 9b: Soft Skills for *Teacher/Education Occupations that Made the Top 15* by Teaching/Education Level in San Diego County[18]

	Soft Skills	Preschool/ Childcare	Primary School	Secondary School	Postsecondary Education	Other Education	# of Times in the Top 15 Skills
1.	Building Effective Relationships	•	•	•	•	•	5
2.	Communication Skills	•	•	•	•	•	5
3.	Creativity	•	•	•	•	•	5
4.	English	•	•	•	•	•	5
5.	Organizational Skills	•	•	•	•	•	5
6.	Physical Abilities	•	•	•	•	•	5
7.	Planning	•	•	•	•	•	5
8.	Teamwork / Collaboration	•	•	•	•	•	5
9.	Writing	•	•	•	•	•	5
10.	Problem Solving	•	•	•	•	•	5
11.	Bilingual	•	•	•		•	4
12.	Spanish	•	•	•		•	4
13.	Energetic	•	•			•	3
14.	Research		•	•	•		3
15.	Computer Literacy			•	•		2
16.	Detail-Oriented	•			•		2
17.	Written Communication				•	•	2
18.	Critical Thinking			•			1
19.	English as a Second Language		•				1
20.	Mentoring				•		1
21.	Multi-Tasking	•					1
22.	Typing					•	1

[18] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

Exhibit 9c: Software Skills for *Teacher/Education Occupations that Made the Top 10* by Teaching/Education Level in San Diego County[19]

	Software Skills	Preschool/ Childcare	Primary School	Secondary School	Postsecondary Education	Other Education	# of Times in the Top 10 Skills
1.	Blackboard LMS / CMS	•	•	•	•	•	5
2.	Microsoft Excel	•	•	•	•	•	5
3.	Microsoft Outlook	•	•	•	•	•	5
4.	Microsoft PowerPoint	•	•	•	•	•	5
5.	Microsoft Word	•	•	•	•	•	5
6.	Facebook	•	•	•		•	4
7.	Word Processing	•	•		•	•	4
8.	Google Docs	•	•		•		3
9.	Adobe Photoshop	•				•	2
10.	Google Drive		•	•			2
11.	Groupwise		•	•			2
12.	Salesforce			•	•		2
13.	YouTube	•				•	2
14.	Active Server Pages			•			1
15.	JavaScript					•	1
16.	Microsoft Access				•		1
17.	Python				•		1

[19] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

TOP CERTIFICATIONS

Exhibits 10a through 10e list the top 10 certifications that appeared in online job postings between January 1, 2019 and December 31, 2021 by teaching/education level.

Exhibit 10a: Top Certifications for *Teacher/Education Occupations* (Preschool/Childcare) in San Diego County[20]

Top Certifications in Online Job Postings	
1. First Aid CPR AED	6. Food Handler Certification
2. Driver's License	7. Board Certified Assistant Behavior Analyst
3. Child Development Associate	8. Certified Teacher
4. Registered Behavior Technician	9. Home Health Aide
5. Board Certified Behavior Analyst	10. CDL Class A

Exhibit 10b: Top Certifications for *Teacher/Education Occupations* (Primary School) in San Diego County[21]

Top Certifications in Online Job Postings	
1. Certified Teacher	6. Child Development Associate
2. First Aid CPR AED	7. Teaching English As A Foreign Language
3. Driver's License	8. Security Clearance
4. Cross-Cultural Language and Academic Development	9. Board Certified Behavior Analyst
5. Teachers of English To Speakers of Other Languages	10. Board Certified Assistant Behavior Analyst

Exhibit 10c: Top Certifications for *Teacher/Education Occupations* (Secondary School) in San Diego County[22]

Top Certifications in Online Job Postings	
1. Driver's License	6. Security Clearance
2. Certified Teacher	7. Teachers of English To Speakers of Other Languages
3. Cross-Cultural Language and Academic Development	8. Bilingual Certification
4. First Aid CPR AED	9. Certified Testing Expert Level
5. Driving Instructor	10. Teaching English As A Foreign Language

[20] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.
[21] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.
[22] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

Exhibit 10d: Top Certifications for *Teacher/Education Occupations* (Postsecondary Education) in San Diego County[23]

Top Certifications in Online Job Postings	
1. Driver's License	6. Certified Teacher
2. Security Clearance	7. Licensed Vocational Nurse (LVN)
3. First Aid CPR AED	8. CompTIA Security+
4. Registered Nurse	9. Licensed Professional Engineer
5. Board Certified/Board Eligible	10. Adult Education Certificate

Exhibit 10e: Top Certifications for *Teacher/Education Occupations* (Other Education) in San Diego County[24]

Top Certifications in Online Job Postings	
1. First Aid CPR AED	6. Certified Teacher
2. Driver's License	7. American Heart Association Certification
3. Administrative Services Credential	8. Cross-Cultural Language and Academic Development
4. Child Development Associate	
5. Registered Behavior Technician	9. Board Certified Behavior Analyst
	10. CDL Class A

[23] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.
[24] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

TOP EMPLOYERS

Exhibits 11a through 11e list the top 10 employers between January 1, 2019 and December 31, 2021, in San Diego County for *Teacher/Education Occupations*. For "Preschool/Childcare," for example, the top five employers were KinderCare, Sitter, Easterseals Southern California, YMCA, and Learning Care based on online job postings (Exhibit 11a). There are currently 550 primary schools,[25] 147 secondary schools,[26] and 58 postsecondary institutions[27] in San Diego County that offer an associate or bachelor's degree program for *Teacher/Education Occupations*. Nine of those postsecondary institutions are community colleges and 49 are other institutions.

Exhibit 11a: Top 10 Employers for *Teacher/Education Occupations* (Preschool/Childcare) in San Diego County[28]

Top Employers in Online Job Postings	
1. KinderCare	6. Goodwill
2. Sitter	7. Nobel Learning Communities
3. Easterseals Southern California	8. La Petite Academy
4. YMCA	9. Petsitter
5. Learning Care	10. Crunch Care

Exhibit 11b: Top 10 Employers for *Teacher/Education Occupations* (Primary School) in San Diego County[29]

Top Employers in Online Job Postings	
1. KinderCare	6. Oceanside Unified
2. Diocese of San Diego	7. San Diego Community College District
3. San Diego Unified School District	8. San Marcos Unified School District
4. High Technical High	9. Poway Unified School District
5. Teach For America	10. Francis Parker School

Exhibit 11c: Top 10 Employers for *Teacher/Education Occupations* (Secondary School) in San Diego County[30]

Top Employers in Online Job Postings

[25] "County Summary," Ed-Data (Education Data Partnership), ed-data.org/county/San-Diego.
[26] "County Summary," Ed-Data (Education Data Partnership), ed-data.org/county/San-Diego.
[27] "Use the Data," Integrated Postsecondary Education Data System (IPEDS), nces.ed.gov/ipeds/use-the-data
[28] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.
[29] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.
[30] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

1. Grossmont Union High School District	6. Guajome Park Academy
2. San Diego Unified School District	7. Poway Unified School District
3. Carlsbad Unified	8. Oceanside Unified
4. Vista Unified School District	9. High Technical High
5. K12, Inc.	10. Diocese of San Diego

Exhibit 11d: Top 10 Employers for *Teacher/Education Occupations* (Postsecondary Education) in San Diego County[31]

Top Employers in Online Job Postings	
1. University of California San Diego	6. Palomar Community College
2. San Diego Community College District	7. MiraCosta Community College
3. Grossmont-Cuyamaca Community College District	8. University San Diego
4. San Diego State University	9. Point Loma Nazarene University
5. National University	10. California State University

Exhibit 11e: Top 10 Employers for *Teacher/Education Occupations* (Other Education) in San Diego County[32]

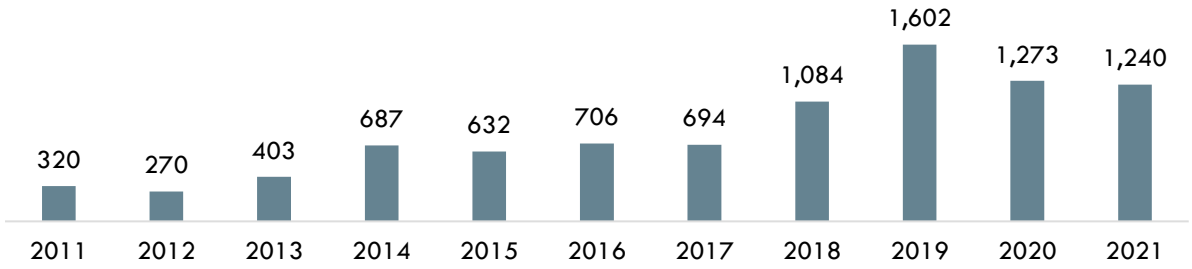
Top Employers in Online Job Postings	
1. Poway Unified School District	6. San Diego Unified School District
2. LePort Montessori Solana Beach	7. Grossmont Union High School District
3. Vista Unified School District	8. Alpine Union School District
4. Sweetwater Union High School District	9. Escondido Union School District
5. San Marcos Unified School District	10. KinderCare

[31] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.
[32] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

ADDITIONAL ANALYSIS FOR SPECIAL EDUCATION AND CERTIFIED POSITIONS

In addition to providing real-time LMI for *Teacher/Education Occupations*, this study also analyzes online job postings for special education and certified vs. non-certified positions. Between 2011 and 2021, there was an average of 810 online job postings per year for *Teacher/Education Occupations* in special education (*Special Education Teachers, All Other, Special Education Teachers, Kindergarten and Elementary School, Special Education Teachers, Middle School, Special Education Teachers, Preschool,* and *Special Education Teachers, Secondary School*) in San Diego County (Exhibit 12). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 2). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 12: Number of Online Job Postings for *Teacher/Education Occupations* in Special Education in San Diego County (2011-2021)[33]



While online job postings provide insight on employers' need for *Teacher/Education Occupations* in special education, there was insufficient data to determine differences between certified and non-certified *Teacher/Education Occupations* in postsecondary education. In other words, while the San Diego-Imperial COE attempted to compare salaries for certified vs. non-certified *Teacher/Education Occupations* in postsecondary education, there was insufficient data because non-certified positions comprised only one percent of postings (147 out of 14,838).

[33] Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2011-2022.

Appendix A: Related TOP and CIP Codes for Teacher/Education Occupations

The following table lists the TOP and CIP codes related to Teacher/Education Occupations (Exhibit A).

Exhibit A: Related TOP and CIP Codes for Teacher/Education Occupations

Teacher/Education Occupations	3-Yr Total Average Supply (PY16-17 to PY19-20)
TOP 0801.00: Education, General (Pre-Professional) (Transfer)	41
TOP 0802.00: Educational Aide (Teacher Assistant)	1
TOP 0802.10: Educational Aide (Teacher Assistant), Bilingual	
TOP 0806.00: Education Technology	
TOP 0809.00: Special Education	
TOP 1305.00: Child Development/Early Care and Education	562
TOP 1305.10: Child and Adolescent Development	23
TOP 1305.20: Children with Special Needs	5
TOP 1305.40: Preschool Age Children	326
TOP 1305.50: The School Age Child	6
TOP 1305.80: Child Development Administration and Management	16
TOP 1305:90: Infants and Toddlers	153
TOP 1308.00: Family Studies	21
TOP 4901.20: Liberal Studies (teaching preparation)	55
CIP 13.0101: Education, General	212
CIP 13.0201: Bilingual and Multilingual Education	
CIP 13.0202: Multicultural Education	
CIP 13.0203: Indian/Native American Education	
CIP 13.0299: Bilingual, Multilingual, and Multicultural Education, Other	61
CIP 13.0301: Curriculum and Instruction	
CIP 13.0401: Educational Leadership and Administration, General	
CIP 13.0402: Administration of Special Education	
CIP 13.0403: Adult and Continuing Education Administration	
CIP 13.0404: Educational, Instructional, and Curriculum Supervision	
CIP 13.0406: Higher Education/Higher Education Administration	
CIP 13.0407: Community College Education	

Teacher/Education Occupations	3-Yr Total Average Supply (PY16-17 to PY19-20)
CIP 13.0408: Elementary and Middle School Administration/Principalship	
CIP 13.0409: Secondary School Administration/Principalship	
CIP 13.0410: Urban Education and Leadership	
CIP 13.0411: Superintendency and Educational System Administration	
CIP 13.0412: International School Administration/Leadership	
CIP 13.0413: Education Entrepreneurship	
CIP 13.0414: Early Childhood Program Administration	
CIP 13.0499: Educational Administration and Supervision, Other	
CIP 13.0501: Educational/Instructional Technology	25
CIP 13.0601: Educational Evaluation and Research	
CIP 13.0603: Educational Statistics and Research Methods	
CIP 13.0604: Educational Assessment, Testing, and Measurement	
CIP 13.0607: Learning Sciences	37
CIP 13.0608: Institutional Research	
CIP 13.0699: Educational Assessment, Evaluation, and Research, Other	
CIP 13.0701: International and Comparative Education	
CIP 13.0901: Social and Philosophical Foundations of Education	4
CIP 13.1001: Special Education and Teaching, General	50
CIP 13.1003: Education/Teaching of Individuals with Hearing Impairments Including Deafness	
CIP 13.1004: Education/Teaching of the Gifted and Talented	
CIP 13.1005: Education/Teaching of Individuals with Emotional Disturbances	
CIP 13.1006: Education/Teaching of Individuals with Intellectual Disabilities	
CIP 13.1007: Education/Teaching of Individuals with Multiple Disabilities	
CIP 13.1008: Education/Teaching of Individuals with Orthopedic and Other Physical Health Impairments	
CIP 13.1009: Education/Teaching of Individuals with Vision Impairments Including Blindness	
CIP 13.1011: Education/Teaching of Individuals with Specific Learning Disabilities	
CIP 13.1012: Education/Teaching of Individuals with Speech or Language Impairments	
CIP 13.1013: Education/Teaching of Individuals with Autism	10
CIP 13.1014: Education/Teaching of Individuals Who are Developmentally Delayed	

Teacher/Education Occupations	3-Yr Total Average Supply (PY16-17 to PY19-20)
CIP 13.1015: Education/Teaching of Individuals in Early Childhood Special Education Programs	0
CIP 13.1016: Education/Teaching of Individuals with Traumatic Brain Injuries	
CIP 13.1017: Education/Teaching of Individuals in Elementary Special Education Programs	
CIP 13.1018: Education/Teaching of Individuals in Junior High/Middle School Special Education Programs	
CIP 13.1019: Education/Teaching of Individuals in Secondary Special Education Programs	
CIP 13.1099: Special Education and Teaching, Other	
CIP 13.1101: Counselor Education/School Counseling and Guidance Services	
CIP 13.1102: College Student Counseling and Personnel Services	
CIP 13.1199: Student Counseling and Personnel Services, Other	
CIP 13.1201: Adult and Continuing Education and Teaching	
CIP 13.1202: Elementary Education and Teaching	68
CIP 13.1203: Junior High/Intermediate/Middle School Education and Teaching	
CIP 13.1205: Secondary Education and Teaching	1
CIP 13.1206: Teacher Education, Multiple Levels	29
CIP 13.1207: Montessori Teacher Education	
CIP 13.1208: Waldorf/Steiner Teacher Education	
CIP 13.1209: Kindergarten/Preschool Education and Teaching	
CIP 13.1210: Early Childhood Education and Teaching	1,386
CIP 13.1211: Online Educator/Online Teaching	
CIP 13.1212: International Teaching and Learning	
CIP 13.1213: Science, Technology, Engineering, and Mathematics (STEM) Educational Methods	
CIP 13.1214: College/Postsecondary/University Teaching	
CIP 13.1299: Teacher Education and Professional Development, Specific Levels and Methods, Other	
CIP 13.1301: Agricultural Teacher Education	
CIP 13.1302: Art Teacher Education	2
CIP 13.1303: Business and Innovation/Entrepreneurship Teacher Education	0
CIP 13.1304: Driver and Safety Teacher Education	
CIP 13.1305: English/Language Arts Teacher Education	6

Teacher/Education Occupations	3-Yr Total Average Supply (PY16-17 to PY19-20)
CIP 13.1306: Foreign Language Teacher Education	
CIP 13.1307: Health Teacher Education	
CIP 13.1308: Family and Consumer Sciences/Home Economics Teacher Education	
CIP 13.1309: Technology Teacher Education/Industrial Arts Teacher Education	
CIP 13.1310: Sales and Marketing Operations/Marketing and Distribution Teacher Education	
CIP 13.1311: Mathematics Teacher Education	12
CIP 13.1312: Music Teacher Education	3
CIP 13.1314: Physical Education Teaching and Coaching	0
CIP 13.1315: Reading Teacher Education	
CIP 13.1316: Science Teacher Education/General Science Teacher Education	
CIP 13.1317: Social Science Teacher Education	
CIP 13.1318: Social Studies Teacher Education	
CIP 13.1319: Technical Teacher Education	
CIP 13.1320: Trade and Industrial Teacher Education	0
CIP 13.1321: Computer Teacher Education	
CIP 13.1322: Biology Teacher Education	
CIP 13.1323: Chemistry Teacher Education	
CIP 13.1324: Drama and Dance Teacher Education	
CIP 13.1325: French Language Teacher Education	
CIP 13.1326: German Language Teacher Education	
CIP 13.1327: Health Occupations Teacher Education	
CIP 13.1328: History Teacher Education	
CIP 13.1329: Physics Teacher Education	
CIP 13.1330: Spanish Language Teacher Education	
CIP 13.1331: Speech Teacher Education	
CIP 13.1332: Geography Teacher Education	
CIP 13.1333: Latin Teacher Education	
CIP 13.1334: School Librarian/School Library Media Specialist	
CIP 13.1335: Psychology Teacher Education	
CIP 13.1337: Earth Science Teacher Education	

Teacher/Education Occupations	3-Yr Total Average Supply (PY16-17 to PY19-20)
CIP 13.1338: Environmental Education	
CIP 13.1339: Communication Arts and Literature Teacher Education	
CIP 13.1399: Teacher Education and Professional Development, Specific Subject Areas, Other	67
CIP 13.1401: Teaching English as a Second or Foreign Language/ESL Language Instructor	113
CIP 13.1402: Teaching French as a Second or Foreign Language	
CIP 13.1499: Teaching English or French as a Second or Foreign Language, Other	16
CIP 13.1501: Teacher Assistant/Aide	0
CIP 13.1502: Adult Literacy Tutor/Instructor	
CIP 13.1599: Teaching Assistants/Aides, Other	
CIP 13.9999: Education, Other	0
CIP 19.0701: Human Development and Family Studies, General	372
CIP 19.0704: Family Systems	
CIP 19.0706: Child Development	181
CIP 19.0707: Family and Community Services	
CIP 19.0708: Child Care and Support Services Management	
CIP 19.0709: Child Care Provider/Assistant	
CIP 19.0710: Developmental Services Worker	
CIP 19.0711: Early Childhood and Family Studies	
CIP 19.0712: Parent Education Services	
CIP 19.0799: Human Development, Family Studies, and Related Services, Other	

Appendix B: Postsecondary Institutions with Related TOP or CIP Codes for Teacher/Education Occupations

The following table lists postsecondary institutions in San Diego County that have a program for *Teacher/Education Occupations*. Institutions' names with "*" indicate a community college.

	Doctoral Degree	Master's Degree	Bachelor's Degree	Associate Degree	Certificate of Achievement	Non-Credit Program
Alliant International University-San Diego	X	X	X			
Ashford University	X	X	X	X		
California State University-San Marcos	X	X	X			
Cuyamaca College*				X	X	
Grossmont College*				X	X	
MiraCosta College*				X	X	
National University	X	X	X	X		
Northcentral University	X	X	X			
Palomar College*				X	X	
Point Loma Nazarene University		X	X			
San Diego Christian College		X	X			
San Diego City College*				X	X	
San Diego College of Continuing Education*						X
San Diego Mesa College*				X	X	
San Diego Miramar College*				X	X	
San Diego State University	X	X	X			
Southwestern College*				X	X	
United States University		X				
University of California-San Diego	X	X	X			
University of San Diego	X	X				

Appendix C: Existing Community College Programs Related to Teacher/Education Occupations

The table below provides detailed information about community college programs with TOP codes related to *Teacher/Education Occupations*. Career Technical Education (CTE) TOP codes are identified with an "*."

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
MIRACOSTA	Liberal Arts-Elementary Subject Matter Education	0801.00 Education, General	A.A. Degree		64.00-64.00/65.00-65.00
PALOMAR	University Studies: Emphasis in Education	0801.00 Education, General	A.A. Degree		18.00-18.00/18.00-18.00
SOUTHWESTERN	Teacher Education Preparation	0802.00* Educational Aide (Teacher Assistant)	Certificate of Achievement requiring 16 to less than 30 semester units or 24 to less than 45 quarter units	19.00-19.00/19.00-19.00	
CUYAMACA	Early Childhood Education	1305.00* Child Development/Early Care and Education	A.S. Transfer Degree		24.00-24.00/24.00-24.00
GROSSMONT	Early Childhood Education	1305.00* Child Development/Early Care and Education	A.S. Transfer Degree		24.00-24.00/24.00-24.00

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
GROSSMONT	Child Development Master Teacher	1305.00* Child Development/Early Care and Education	A.S. Degree		44.00-44.00/44.00-44.00
GROSSMONT	Child Development Master Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	44.00-44.00/44.00-44.00	
GROSSMONT	Child Development Teacher	1305.00* Child Development/Early Care and Education	A.S. Degree		35.00-35.00/35.00-35.00
GROSSMONT	Child Development Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	35.00-35.00/35.00-35.00	
MIRACOSTA	Early Childhood Education for Transfer	1305.00* Child Development/Early Care and Education	A.S. Transfer Degree		24.00-24.00/24.00-24.00
MIRACOSTA	Child Development Associate Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	18.00-18.00/18.00-18.00	
MIRACOSTA	Child Development Associate Teacher	1305.00* Child Development/Early Care and Education	A.A. Degree		18.00-18.00/18.00-18.00

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
MIRACOSTA	Child Development Master Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	51.00-51.00/51.00-51.00	
MIRACOSTA	Child Development Master Teacher	1305.00* Child Development/Early Care and Education	A.A. Degree		51.00-51.00/51.00-51.00
MIRACOSTA	Child Development Teacher	1305.00* Child Development/Early Care and Education	A.A. Degree		43.00-43.00/43.00-43.00
MIRACOSTA	Child Development Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	43.00-43.00/43.00-43.00	
PALOMAR	Child Development Associate Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement requiring 8 to less than 16 semester (or 12 to less than 24 quarter) units	12.50-12.50/12.50-12.50	
PALOMAR	Early Childhood Education	1305.00* Child Development/Early Care and Education	A.S. Transfer Degree		26.00-26.00/26.00-26.00
PALOMAR	Child Development Teacher	1305.00* Child Development/Early Care and Education	Certificate of Achievement requiring 16 to less than 30 semester (or 24 to less than 45 quarter) units	28.00-28.00/28.00-28.00	

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
PALOMAR	Child Development Teacher	1305.00* Child Development/Early Care and Education	A.S. Degree		28.00-28.00/28.00-28.00
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Child Care Provider Training	1305.00* Child Development/Early Care and Education	Noncredit program		
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Child Home Care Training	1305.00* Child Development/Early Care and Education	Noncredit program		
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Infant Care Specialist	1305.00* Child Development/Early Care and Education	Noncredit program		
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Child Development 1	1305.00* Child Development/Early Care and Education	Noncredit program		
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Child Development 2 Program	1305.00* Child Development/Early Care and Education	Noncredit program		

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
SOUTHWESTERN	Family Child Care Business Provider	1305.00* Child Development/Early Care and Education	Noncredit program		
CUYAMACA	Child and Adolescent Development	1305.10* Child and Adolescent Development	A.A- Transfer Degree		19.00-19.00/19.00-19.00
MIRACOSTA	Child and Adolescent Development	1305.10* Child and Adolescent Development	A.A- Transfer Degree		18.00-18.00/19.00-19.00
PALOMAR	Child and Adolescent Development	1305.10* Child and Adolescent Development	A.A- Transfer Degree		20.00-20.00/20.00-20.00
SOUTHWESTERN	Child and Adolescent Development	1305.10* Child and Adolescent Development	A.A- Transfer Degree		22.00-22.00/25.00-25.00
MIRACOSTA	Early Intervention & Inclusion	1305.20* Children with Special Needs	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	27.00-27.00/27.00-27.00	
PALOMAR	Child Development Master Teacher: Early Inclusion	1305.20* Children with Special Needs	A.S. Degree		39.00-39.00/39.00-39.00

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
PALOMAR	Child Development Master Teacher: Early Inclusion	1305.20* Children with Special Needs	Certificate of Achievement requiring 30 to less than 60 semester (or 45 to less than 90 quarter) units	39.00-39.00/39.00-39.00	
CUYAMACA	Preschool Children	1305.40* Preschool Age Children	A.S. Degree		34.00-34.00/34.00-34.00
CUYAMACA	Preschool Children	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or27 or greater quarter) units	34.00-34.00/34.00-34.00	
PALOMAR	Child Development Master Teacher: Preschool	1305.40* Preschool Age Children	Certificate of Achievement requiring 30 to less than 60 semester (or 45 to less than 90 quarter) units	39.00-39.00/39.00-39.00	
PALOMAR	Child Development Master Teacher: Preschool	1305.40* Preschool Age Children	A.S. Degree		39.00-39.00/39.00-39.00
SAN DIEGO CITY	Child Development: Teacher	1305.40* Preschool Age Children	Certificate of Achievement requiring 16 to less than 30 semester (or 24 to less than 45 quarter) units	26.00-26.00/27.00-27.00	
SAN DIEGO CITY	Child Development: Master Teacher	1305.40* Preschool Age Children	Certificate of Achievement requiring 30 to less than 60 semester (or 45 to less than 90 quarter) units	28.00-28.00/31.00-31.00	

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
SAN DIEGO CITY	Child Development: Associate Teacher	1305.40* Preschool Age Children	Certificate of Achievement requiring 16 to less than 30 semester (or 24 to less than 45 quarter) units	17.00-17.00/17.00-17.00	
SAN DIEGO CITY	Early Care and Education	1305.40* Preschool Age Children	A.S. Degree		30.00-30.00/33.00-33.00
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Early Learner Development	1305.40* Preschool Age Children	Noncredit program		
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Early Learner Enrichment	1305.40* Preschool Age Children	Noncredit program		
SAN DIEGO MESA	Child Development Associate Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	21.00-21.00/22.00-22.00	
SAN DIEGO MESA	Child Development Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	24.00-24.00/25.00-25.00	
SAN DIEGO MESA	Child Development Master Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	25.00-25.00/27.00-27.00	

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
SAN DIEGO MESA	Child Development	1305.40* Preschool Age Children	A.S. Degree		25.00-25.00/26.00-26.00
SAN DIEGO MIRAMAR	Master Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	31.00-31.00/35.00-35.00	
SAN DIEGO MIRAMAR	Assistant Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 12 to fewer than 18 semester (or 18 to fewer than 27 quarter) units	12.00-12.00/12.00-12.00	
SAN DIEGO MIRAMAR	Child Development Associate Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	18.00-18.00/19.00-19.00	
SAN DIEGO MIRAMAR	Child Development Teacher	1305.40* Preschool Age Children	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	26.00-26.00/29.00-29.00	
SAN DIEGO MIRAMAR	Child Development	1305.40* Preschool Age Children	A.S. Degree		26.00-26.00/29.00-29.00
GROSSMONT	School Age Child Care	1305.50* The School Age Child	A.S. Degree		24.00-24.00/24.00-24.00

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
GROSSMONT	School Age Child Care	1305.50* The School Age Child	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	24.00-24.00/24.00-24.00	
PALOMAR	Child Development: School Age Assistant	1305.50* The School Age Child	Certificate of Achievement requiring 8 to less than 16 semester (or 12 to less than 24 quarter) units	15.50-15.50/15.50-15.50	
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	School-Age Care & Leadership	1305.50* The School Age Child	Noncredit program		
GROSSMONT	Child Development Site Supervisor	1305.80* Child Development Administration and Management	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	52.00-52.00/52.00-52.00	
GROSSMONT	Child Development Site Supervisor	1305.80* Child Development Administration and Management	A.S. Degree		52.00-52.00/52.00-52.00
MIRACOSTA	Child Development Site Supervisor	1305.80* Child Development Administration and Management	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	38.00-38.00/38.00-38.00	

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
MIRACOSTA	Child Development Site Supervisor	1305.80* Child Development Administration and Management	A.A. Degree		38.00-38.00/38.00-38.00
PALOMAR	Child Development: Administration	1305.80* Child Development Administration and Management	Certificate of Achievement requiring 30 to less than 60 semester (or 45 to less than 90 quarter) units	40.00-40.00/40.00-40.00	
PALOMAR	Child Development: Administration	1305.80* Child Development Administration and Management	A.S. Degree		40.00-40.00/40.00-40.00
SAN DIEGO MIRAMAR	Site Supervisor	1305.80* Child Development Administration and Management	A.S. Degree		35.00-35.00/38.00-38.00
SOUTHWESTERN	Infant, Child, and Adolescent Development	1305.80* Child Development Administration and Management	Noncredit program		
CUYAMACA	Infants and Toddlers	1305.90* Infants and Toddlers	A.S. Degree		37.00-37.00/37.00-37.00

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
CUYAMACA	Infants and Toddlers	1305.90* Infants and Toddlers	Certificate of Achievement: 18 or greater semester (or 27 or greater quarter) units	37.00-37.00/37.00-37.00	
PALOMAR	Child Development Master Teacher: Infant/Toddler	1305.90* Infants and Toddlers	A.S. Degree		39.00-39.00/39.00-39.00
PALOMAR	Child Development Master Teacher: Infant/Toddler	1305.90* Infants and Toddlers	Certificate of Achievement requiring 30 to less than 60 semester (or 45 to less than 90 quarter) units	39.00-39.00/39.00-39.00	
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Infant and Toddler Development	1305.90* Infants and Toddlers	Noncredit program		
SAN DIEGO COLLEGE OF CONTINUING EDUCATION	Infant and Toddler Enrichment	1305.90* Infants and Toddlers	Noncredit program		
SOUTHWESTERN	Child Development Teacher	1308.00* Family Studies	A.A. Degree		33.00-33.00/33.00-33.00
SOUTHWESTERN	Child Development	1308.00* Family Studies	A.A. Degree		31.00-31.00/31.00-31.00

COLLEGE	PROGRAM TITLE	TOP CODE	AWARD	CERT UNITS	MAJOR UNITS
CUYAMACA	Elementary Teacher Education	4901.20 Liberal Studies	A.A- Transfer Degree		48.00-48.00/48.00-48.00
CUYAMACA	Elementary Education	4901.20 Liberal Studies	A.A. Degree		60.00-60.00/66.00-66.00
SAN DIEGO MESA	Elementary Teacher Education	4901.20 Liberal Studies	A.A- Transfer Degree		48.00-48.00/60.00-60.00
SAN DIEGO MESA	Liberal Studies: Elementary Education Preparation	4901.20 Liberal Studies	A.A. Degree		40.00-40.00/43.00-43.00
SOUTHWESTERN	Elementary Teacher Education	4901.20 Liberal Studies	A.A- Transfer Degree		50.00-50.00/60.00-60.00
SOUTHWESTERN	Liberal Studies: Elementary Education	4901.20 Liberal Studies	A.A. Degree		59.00-59.00/59.00-59.00

*Career Technical Education (CTE) TOP codes

Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

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