



Labor Market Analysis for Program Recommendation Deaf Education Occupations Ohlone College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research
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Recommendation

Based on all available data, there appears to be an “undersupply” of Deaf Education workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda, Contra Costa counties). There is a projected annual gap of about 4,319 students in the Bay region and 1,447 students in the East Bay Sub-Region.

Introduction

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

This report profiles Deaf Education Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Ohlone College.

- **Special Education Teachers, Preschool (25-2051):** Teach preschool 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: 12%
- **Special Education Teachers, Kindergarten and Elementary School (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: 12%
- **Special Education Teachers, Middle School (25-2057):** Teach middle 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: 12%

- **Special Education Teachers, Secondary School (25-2058):** 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: 12%

- **Teaching Assistants, Except Postsecondary (25-9045):** 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: 39%

Occupational Demand

Table 1. Employment Outlook for Deaf Education Occupations in Bay Region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Special Education Teachers, Preschool	722	761	39	5%	351	70	\$30	\$63
Special Education Teachers, Kindergarten and Elementary School	3,155	3,227	72	2%	1,405	281	\$33	\$64
Special Education Teachers, Middle School	1,013	1,023	9	1%	443	89	\$38	\$64
Special Education Teachers, Secondary School	1,750	1,807	57	3%	804	161	\$42	\$74
Teaching Assistants, Except Postsecondary	30,937	31,426	488	2%	18,602	3,720	\$14	\$40
Total	37,577	38,244	667	2%	21,605	4,321		

Source: EMSI 2021.3

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 Deaf Education Occupations in East Bay Sub-region

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Special Education Teachers, Preschool	372	389	16	4%	175	35	\$31	\$63
Special Education Teachers, Kindergarten and Elementary School	1,068	1,088	20	2%	467	93	\$28	\$61
Special Education Teachers, Middle School	582	587	5	1%	249	50	\$37	\$63

Occupation	2020 Jobs	2025 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Special Education Teachers, Secondary School	558	573	15	3%	249	50	\$40	\$70
Teaching Assistants, Except Postsecondary	10,244	10,416	172	2%	6,107	1,221	\$12	\$39
Total	12,824	13,053	229	2%	7,247	1,449		

Source: EMSI 2021.3

East Bay Sub-Region includes: Alameda, 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 (Mar 2021 - Feb 2022)

Occupation	Bay Region	East Bay
Teacher Assistants	4,863	1,911
Special Education Teachers, Middle School	2,147	764
Special Education Teachers, Kindergarten and Elementary School	338	110
Special Education Teachers, Preschool	337	150
Special Education Teachers, Secondary School	102	28

Source: Burning Glass

Table 4a. Top Job Titles for Deaf Education Occupations for latest 12 months (Mar 2021 - Feb 2022) Bay Region

Title	Bay	Title	Bay
Assistant Teacher	243	Special Education Paraprofessional	82
Special Education Teacher Sped	214	Instructional Aide	78
Special Education Teacher	212	Associate Teacher	73
Paraprofessional/Educator	156	Behavior Interventionist	71
Instructional Assistant	129	Special Education Teacher/Schools	66
Paraprofessional	110	School Special Education Teacher	58
Teacher Assistant	99	Teacher's Aide	50
Paraeducator	98	Behavior Assistant Rbt /Classroom Aide	49
Special Education Teacher/Resource Specialist	83	Teacher Aide	48

Source: Burning Glass

Table 4b. Top Job Titles for Deaf Education Occupations for latest 12 months (Mar 2021 - Feb 2022) East Bay Sub-Region

Title	East Bay	Title	East Bay
Assistant Teacher	116	Special Education Paraprofessional	31
Special Education Teacher	79	Associate Teacher	29
Paraprofessional/Educator	69	Special Education Teacher/Resource Specialist	29
Special Education Teacher	64	Teacher Aide	27
Teacher Assistant	48	Instructional Aide	24
Paraprofessional	44	Teacher's Aide	23
Instructional Assistant	42	Behavior Assistant Rbt /Classroom Aide - After	22
Paraeducator	36	Behavior Assistant Rbt /Classroom Aide	20
Behavior Interventionist	32	Elev8 Academic Intervention Specialist	19

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Deaf Education Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2020)	Jobs in Industry (2025)	% Change (2020-25)	% Occupation Group in Industry (2020)
Elementary and Secondary Schools (Local Government)	23,800	21,834	-8%	64%
Elementary and Secondary Schools	5,410	5,671	5%	15%
Child Day Care Services	2,629	2,290	-13%	7%
Religious Organizations	647	645	0%	2%
Services for the Elderly and Persons with Disabilities	602	702	17%	2%
Local Government, Excluding Education and Hospitals	473	475	1%	1%
Colleges, Universities, and Professional Schools (Local Government)	449	449	0%	1%
Other Individual and Family Services	227	287	26%	1%
Temporary Help Services	224	219	-2%	1%
Colleges, Universities, and Professional Schools (State Government)	207	219	6%	1%

Source: EMSI 2021.3

Table 6. Top Employers Posting Deaf Education Occupations in Bay Region and East Bay Sub-Region (Mar 2021 - Feb 2022)

Employer	Bay	Employer	East Bay
Stepping Stones	376	Oakland Unified School District	164
Oakland Unified School District	164	Stepping Stones	147
Atx Learning	135	Pleasanton Unified School District	82
Kindercare	128	Center For Autism And Related Disorders, Inc	66
Healthpro Heritage	125	West Contra Costa Unified School District	59
Soliant	108	Atx Learning	49
Vacaville Unified School District	84	Kindercare	48
Pleasanton Unified School District	82	San Ramon Valley Unified School District	44
Center For Autism and Related Disorders, Inc	78	Sylvan Learning Center	42
Swing Education	74	Soliant	41

Source: Burning Glass

Educational Supply

There is one (1) community college in the Bay Region and East Bay Sub-Region (Ohlone College) issuing 2 awards on average annually (last 3 years ending 2018-19) on TOP 0899.00 Other Education.

Table 7. Community College Awards on TOP 0899.00 Other Education in Bay Region

College	Subregion	Certificate Low	Total
Ohlone	East Bay	2	2
Total		2	2

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 4,321 annual openings for the Deaf Education occupational cluster and 2 annual (3-year average) awards for an annual undersupply of 4,319 students. In the East Bay Sub-Region, there is also a gap with 1,449 annual openings and 2 annual (3-year average) awards for an annual undersupply of 1,447 students.

Student Outcomes

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

Metric Outcomes	Bay All CTE Programs	Ohlone All CTE Programs	State 0899.00	Bay 0899.00	East Bay 0899.00	Ohlone 0899.00
Students with a Job Closely Related to Their Field of Study	74%	74%	74%	N/A	N/A	N/A
Median Annual Earnings for SWP Exiting Students	\$47,419	\$65,374	\$29,656	N/A	N/A	N/A
Median Change in Earnings for SWP Exiting Students	23%	12%	16%	N/A	N/A	N/A
Exiting Students Who Attained the Living Wage	52%	69%	43%	N/A	N/A	N/A

Source: Launchboard Strong Workforce Program Median of 2017 to 2020.

Skills, Certifications and Education

Table 9. Top Skills for Deaf Education Occupations in Bay Region (Mar 2021 - Feb 2022)

Skill	Posting	Skill	Posting
Teaching	4,812	Psychology	323
Special Education	2,564	Behavior Analysis	320
Cardiopulmonary Resuscitation (CPR)	1,152	Tutoring	310
Autism Diagnosis/Treatment/ Care	886	Record Keeping	295
Child Development	871	Vaccination	282
Child Care	868	Treatment Planning	264
Lesson Planning	737	Maintaining Student Records	258
Data Collection	455	Personal Protective Equipment (PPE)	243
Early Childhood Education	432	Health Screening	232
Scheduling	417	Educational Programs	230
Cleaning	403	Mental Health	225
Applied Behavior Analysis	357	Special Needs Children	221
Toileting	353	No Child Left Behind (NCLB)	212
Clerical Duties	347	Customer Service	208

Source: Burning Glass

Table 10. Certifications for Deaf Education Occupations in Bay Region (Mar 2021 - Feb 2022)

Certification	Posting	Certification	Posting
First Aid Cpr Aed	888	Board Certified/Board Eligible	23
Driver's License	827	Cross-Cultural Language and Academic Development	21
Registered Behavior Technician	390	Hearing Aid Specialist	17
Certified Teacher	311	Learning Behavioral Specialist I	16
Child Development Associate (CDA)	294	Teaching English As A Foreign Language (TEFL)	15
Special Education Certification	71	Early Childhood Education Certification	14
Board Certified Behavior Analyst (BCBA)	68	Ca License	14
Teachers of English To Speakers of Other Languages (TESOL)	34	Board Certified Assistant Behavior Analyst (BCaBA)	11

Source: Burning Glass

Note: 69% 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.

Table 11. Education Requirements for Deaf Education Occupations in Bay Region

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	2,481	58%
Associate's degree	643	15%
Bachelor's degree and higher	1,126	27%

Source: Burning Glass

Note: 45% 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.

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 CCCCCO Data Mart.

Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard 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

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