



# Labor Market Analysis for Program Recommendation

## Teaching Assistants

### Cabrillo College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research  
June 2022

#### Recommendation

Based on all available data, there appears to be an “undersupply” of Teaching Assistants compared to the demand for this occupation in the Bay region and in the SC-Monterey sub-region (Monterey, San Benito, Santa Cruz counties). There is a projected annual gap of about 2,866 students in the Bay region and 281 students in the SC-Monterey Sub-Region.

#### Introduction

This report provides student outcomes data on employment and earnings for TOP 0802.00 Educational Aide (Teacher Assistant) 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 Cabrillo College and in the region.

This report profiles Teaching Assistants in the 12 county Bay region and in the SC-Monterey sub-region for a Regional program recommendation for an Education Certificate at Cabrillo College.

- **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 Teaching Assistants 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
Teaching Assistants, Except Postsecondary	30,099	30,377	277	1%	14,353	2,871	\$15	\$18
<b>Total</b>	<b>30,099</b>	<b>30,377</b>	<b>278</b>	<b>1%</b>	<b>14,353</b>	<b>2,871</b>	<b>\$15</b>	<b>\$18</b>

Source: EMSI 2021.4

**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 Teaching Assistants in SC-Monterey 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
Teaching Assistants, Except Postsecondary	2,699	2,807	108	4%	1,403	281	\$15	\$17
<b>Total</b>	<b>2,699</b>	<b>2,807</b>	<b>109</b>	<b>4%</b>	<b>1,403</b>	<b>281</b>	<b>\$15</b>	<b>\$17</b>

Source: EMSI 2021.4

**SC-Monterey Sub-Region includes:** Monterey, San Benito, Santa Cruz Counties**Job Postings in Bay Region and SC-Monterey Sub-Region****Table 3. Number of Job Postings by Occupation for latest 12 months (May 2021 - Apr 2022)**

Occupation	Bay Region	SC-Monterey
Teacher Assistants	4,821	302

Source: Burning Glass

**Table 4a. Top Job Titles for Teaching Assistants for latest 12 months (May 2021 - Apr 2022) - Bay Region**

Title	Bay	Title	Bay
Assistant Teacher	278	Behavior Assistant Rbt/Classroom Aide	50
Paraprofessional/Educator	159	Teacher's Aide	48
Paraprofessional	133	Behavior Assistant Rbt/Classroom Aide	47
Instructional Assistant	125	Teacher Aide	47
Paraeducator	96	Teaching Assistant	41
Teacher Assistant	96	School Support Opportunities - Teacher's Aide, Sp.Ed Teachers, Classroom Support, Office Support	35
Special Education Paraprofessional	95	Paraprofessional Opportunities - Teacher's Aide, Sped Teachers, Classroom Support, Office Support	34
Associate Teacher	74	Behavioral Aide	23
Instructional Aide	70	Teacher's Assistant	22

Source: Burning Glass

**Table 4b. Top Job Titles for Teaching Assistants for latest 12 months (May 2021 - Apr 2022) - SC-Monterey Sub-Region**

Title	SC-Monterey	Title	SC-Monterey
Instructional Assistant	15	Infant & Toddler Associate Teacher	3
Associate Teacher	14	Instructional Aide, Special Education	3
Paraprofessional/Educator	13	Paraeducator I	3
Instructional Aide	7	Paraprofessional/Schools	3

Title	SC-Monterey	Title	SC-Monterey
Paraeducator	6	Population Health Coordinator	3
Pre-School Teacher's Aide	5	Student Support Paraprofessional Substitute	3
Special Education Paraprofessional	5	Classroom Instructional Aide	2
Student Support Paraprofessional	4	Education Learning Labs Technician	2
Assistant Teacher	3	Educational Aide	2

Source: Burning Glass

## Industry Concentration

**Table 5. Industries hiring Teaching Assistants 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)	18,912	17,727	-6%	62%
Elementary and Secondary Schools	4,360	4,590	5%	15%
Child Day Care Services	2,557	2,366	-7%	8%
Religious Organizations	633	633	0%	2%
Colleges, Universities, and Professional Schools (Local Government)	449	449	0%	1%
Services for the Elderly and Persons with Disabilities	431	510	18%	1%
Local Government, Excluding Education and Hospitals	398	399	0%	1%
Temporary Help Services	218	240	10%	1%
Colleges, Universities, and Professional Schools (State Government)	207	225	9%	1%
Other Individual and Family Services	206	264	28%	1%

Source: EMSI 2021.4

**Table 6. Top Employers Posting Jobs for Teaching Assistants in Bay Region and SC-Monterey Sub-Region (May 2021 - Apr 2022)**

Employer	Bay	Employer	SC-Monterey
Stepping Stones	184	Santa Cruz City Schools	20
Kindercare	148	Stepping Stones	17
Oakland Unified School District	129	Santa Rita Union School District	13
Center For Autism And Related Disorders, Inc	116	Salinas City Elementary	12
Soliant	83	Monterey County Office of Education	10

Employer	Bay	Employer	SC-Monterey
Swing Education	73	Washington Union	8
Positive Behavior Supports Corporation Pbs	64	King City Union School District	8
Positive Behavior Supports Corporation	64	Carmel Unified School District	8
Pleasanton Unified School District	52	The Abrite Organization	7
Kidango	46	Santa Cruz County Office Of Education	7

Source: Burning Glass

## Educational Supply

There are three (3) community colleges in the Bay Region issuing five (5) awards on average annually (last 3 years ending 2018-19) on TOP 0802.00 Educational Aide (Teacher Assistant). In the SC-Monterey Sub-Region, there are no community colleges that issued awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0802.00 Educational Aide (Teacher Assistant) in Bay Region**

College	Subregion	Certificate Low	Total
Berkeley City	East Bay	1	1
Napa	North Bay	2	2
San Francisco	Mid-Peninsula	2	2
<b>Total</b>		<b>5</b>	<b>5</b>

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 2,871 annual openings for Teaching Assistants and five (5) annual (3-year average) awards for an annual undersupply of 2,866 students. In the SC-Monterey Sub-Region, there is also a gap with 281 annual openings and no annual (3-year average) awards for an annual undersupply of 281 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0802.00 Educational Aide (Teacher Assistant)**

Metric Outcomes	Bay All CTE Programs	Cabrillo All CTE Programs	State 0802.00	Bay 0802.00	SC-Monterey 0802.00	Cabrillo 0802.00
Students with a Job Closely Related to Their Field of Study	74%	80%	74%	N/A	N/A	N/A
Median Annual Earnings for SWP Exiting Students	\$47,419	\$40,665	\$23,852	\$34,072	\$39,180	N/A

Metric Outcomes	Bay All CTE Programs	Cabrillo All CTE Programs	State 0802.00	Bay 0802.00	SC- Monterey 0802.00	Cabrillo 0802.00
Median Change in Earnings for SWP Exiting Students	23%	23%	34%	7%	16%	N/A
Exiting Students Who Attained the Living Wage	52%	47%	41%	40%	50%	N/A

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

## Skills, Certifications and Education

**Table 9. Top Skills for Teaching Assistants in Bay Region (May 2021 - Apr 2022)**

Skill	Posting	Skill	Posting
Teaching	2,744	Record Keeping	240
Special Education	1,131	Cleaning	224
Cardiopulmonary Resuscitation (CPR)	919	Treatment Planning	217
Child Care	789	Behavior Analysis	207
Child Development	726	Maintaining Student Records	203
Autism Diagnosis/Treatment/Care	595	Health Screening	190
Lesson Planning	465	No Child Left Behind (NCLB)	170
Data Collection	351	Telehealth	168
Early Childhood Education	337	Special Needs Children	167
Applied Behavior Analysis	331	Tutoring	164
Toileting	325	Educational Programs	161
Clerical Duties	304	Nurturing Environment	159
Scheduling	268	Customer Service	147
Vaccination	256	Emotional Support	145

Source: Burning Glass

**Table 10. Certifications for Teaching Assistants in Bay Region (May 2021 - Apr 2022)**

Certification	Posting	Certification	Posting
First Aid Cpr Aed	712	Special Education Certification	8
Driver's License	474	Cdl Class C	8
Registered Behavior Technician	344	Board Certified Assistant Behavior Analyst (BCaBA)	8
Child Development Associate (CDA)	302	Bio-Hazard Certification	7

Certification	Posting	Certification	Posting
Certified Teacher	45	Sign Language Certification	5
Board Certified Behavior Analyst (BCBA)	31	Teaching Assistant	4
Early Childhood Education Certification	12	ServSafe	4
Certified Career Development Facilitator	12	Certified Paraprofessional	4

Source: Burning Glass

Note: 68% of records have been excluded because they do not include a certification. As a result, the chart above may not be representative of the full sample.

**Table 11. Education Requirements for Teaching Assistants in Bay Region**

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	2,323	81%
Associate's degree	543	19%

Source: Burning Glass

Note: 41% of records have been excluded because they do not include a degree level. As a result, the chart above 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 CCCCO Data Mart.

## Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor's Office MIS system

## Contacts

For more information, please contact:

• Leila Jamoosian, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), [leila@baccc.net](mailto:leila@baccc.net)

• John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, [jcarrese@ccsf.edu](mailto:jcarrese@ccsf.edu) or (415) 267-6544