

## Labor Market Analysis: 1305.20 – Children with Special Needs

### Special Needs Certificate

Los Angeles Center of Excellence, October 2022

#### Summary

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one middle-skill occupation and one above middle-skill occupation.

#### Middle-Skill Occupation:

- **Teaching Assistants, Except Postsecondary (25-9045):** This occupation includes the 2018 SOC occupations: Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042); Teaching Assistants, Special Education (25-9043); and Teaching Assistants, All Other (25-9049).<sup>1</sup>
  - **Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042):** 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.<sup>2</sup>
  - **Teaching Assistants, Special Education (25-9043):** Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.<sup>3</sup>
  - **Teaching Assistants, Special Education (25-9049):** All teaching assistants not listed separately.<sup>4</sup>

<sup>1</sup> [Teaching Assistants, Except Postsecondary \(bls.gov\)](https://www.bls.gov)

<sup>2</sup> [2018 Standard Occupational Classification System \(bls.gov\)](https://www.bls.gov)

<sup>3</sup> Ibid.

<sup>4</sup> Ibid.

### Above Middle-Skill Occupation:

- **Special Education Teachers, Preschool (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.<sup>5</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree,<sup>6</sup> while above middle-skill occupations typically require a bachelor's degree or higher. Data collection is currently underway for *teaching assistants, special education (25-9043)* – an emerging occupation. Since *teaching assistants, except postsecondary* includes all levels of teaching assistants, and not only preschool-age teaching assistants or special education teaching assistants, the demand data in this report is overstated for special education preschool teaching assistants. 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 appears to be a supply gap in the region for the occupations of interest. Although the majority of annual openings in the region have entry-level wages below the self-sufficiency standard wage in both counties, the same majority of the annual job openings typically require some college, no degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### Demand:

- **Supply Gap Criteria** – Over the next five years, **4,443 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 196 awards conferred** by educational institutions in the region.
  - *Teaching assistants, except postsecondary* includes all levels of teaching assistants, and not only preschool-age teaching assistants or special education teaching assistants. Therefore, the demand data in this report is overstated for special education preschool teaching assistants.
  - Over the past 12 months, there have been 5,352 online job postings related to the two occupations of interest.
- **Living Wage Criteria** – In Los Angeles County, the **majority of annual job openings** for the occupations of interest have **entry-level wages below the self-sufficiency standard hourly wage** (\$18.10/hour).<sup>7</sup>

---

<sup>5</sup> [Special Education Teachers, Preschool \(bls.gov\)](https://bls.gov)

<sup>6</sup> 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.

<sup>7</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- **Educational Criteria** – Within the greater LA/OC region, **nearly all of the annual job openings** for the occupations in this report **typically require some college, no degree**.
  - National-level educational attainment data indicates that only 9% of *special education teachers, preschool* in the field have completed some college, no degree or an associate degree.
  - On the other hand, 39% of *teaching assistants, except postsecondary* – the occupation in this report with the majority of annual openings – have completed some college, no degree or an associate degree.

Supply:

- Between 2018 and 2021, **14 community colleges** in the greater LA/OC region issued awards in programs that have historically trained for the occupations of interest, conferring an average of **193 awards**.
- Between 2017 and 2020, non-community college institutions throughout the greater LA/OC region conferred an average of **three (3) awards in relevant programs**.

## Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the two occupations of interest. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 1% through 2026. There will be more than 4,400 job openings per year through 2026 due to job growth and replacements.

**NOTE:** *Teaching assistants, except postsecondary* includes all levels of teaching assistants, and not only preschool-age teaching assistants or special education teaching assistants. Therefore, the data in Exhibit 1 is overstated for special education preschool teaching assistants.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>8</sup>**

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	36,284	36,156	(128)	0%	3,373
Orange	10,636	11,080	444	4%	1,069
<b>Total</b>	<b>46,920</b>	<b>47,235</b>	<b>315</b>	<b>1%</b>	<b>4,443</b>

## Wages

The labor market endorsement in this report considers the entry-level hourly wages for the occupations of interest in Los Angeles County, as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County** – Nearly all of the annual openings for the occupations of interest have an entry-level wage **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$17.72 and \$23.40. One occupation in this report has entry-level wages above the county's self-sufficiency standard wage: *special education teachers, preschool* (\$23.40). Experienced workers can expect to earn wages between \$22.71 and \$47.41, which are above the self-sufficiency standard wage estimate.

**Exhibit 2: Hourly Earnings for Occupations in Los Angeles County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Special Education Teachers, Preschool (25-2051)	\$23.40	\$38.14	\$47.41
Teaching Assistants, Except Postsecondary (25-9045)	\$17.72	\$18.34	\$22.71

<sup>8</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

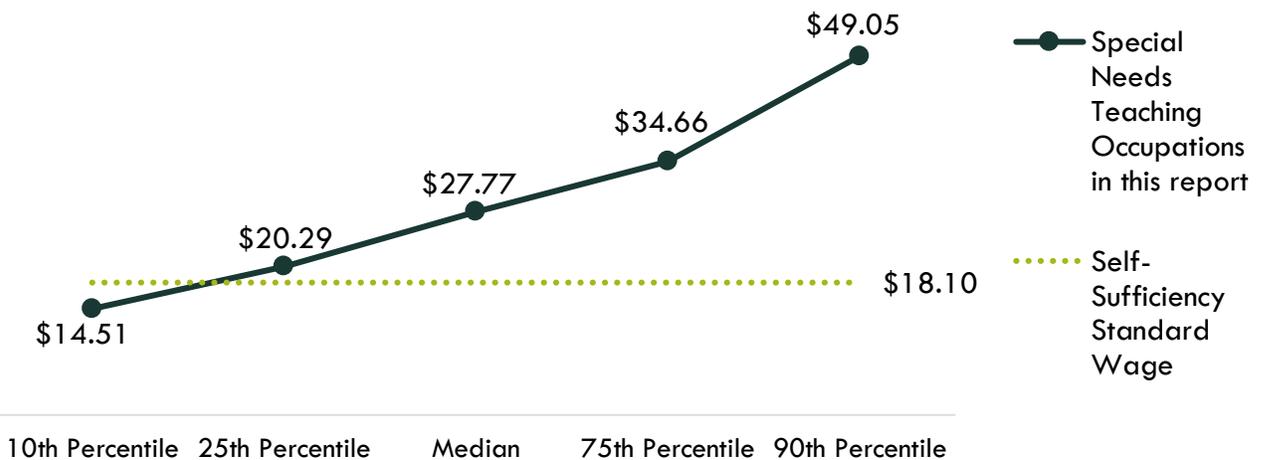
**Orange County** – Nearly all of the annual openings for the occupations of interest have an entry-level wages **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$17.43 and \$21.35. One occupation in this report has entry-level wages above the county’s self-sufficiency standard wage: *special education teachers, preschool* (\$21.35). Experienced workers can expect to earn wages between \$22.50 and \$42.73, which are above the self-sufficiency standard wage estimate.

**Exhibit 3: Hourly Earnings for Occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Special Education Teachers, Preschool (25-2051)	\$21.35	\$34.60	\$42.73
Teaching Assistants, Except Postsecondary (25-9045)	\$17.43	\$18.07	\$22.50

On average, the entry-level earnings for the occupations in this report are \$20.29; this is above the self-sufficiency standard wage estimate for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wages for the occupations in this report, from entry-level to experienced workers.

**Exhibit 4: Average Hourly Earnings for Special Needs Teaching Occupations, Los Angeles and Orange Counties**



## Job Postings

Over the past 12 months, there have been 5,352 online job postings related to the two occupations of interest. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (79%) were for *teaching assistants, except postsecondary*, followed by *special education teachers, preschool* (21%). The highest number of job postings were for behavior interventionists, assistant teachers, paraprofessionals, teacher assistants, and instructional assistants. The top skills were autism spectrum disorders, working with children, child development, Applied Behavior Analysis (ABA), and special education. The top employers, by number of job postings, in the region were Center for Autism & Related Disorders, Intercare Therapy, and Pasadena High School.

**Exhibit 5: Job postings by occupation (last 12 months)**



## Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor's degree:** *Special education teachers, preschool* (25-2051)
- **Some college, no degree:** *Teaching assistants, except postsecondary* (25-9045)

In the greater LA/OC region, nearly all of the annual job openings typically require some college, no degree. National-level educational attainment data indicates that only 9% of *special education teachers, preschool* in the field have completed some college, no degree or an associate degree. On the other hand, 39% of *teaching assistants, except postsecondary* – the occupation in this report with the majority of annual openings – have completed some college, no degree or an associate degree.

## Educational Supply

**Community College Supply** – Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in Special Education (TOP 0809.00), and Children with Special Needs (TOP 1305.20). The colleges with the most completions in the region are East LA, LA Valley, and Santa Ana.

**Exhibit 6: Regional community college awards (certificates and degrees), 2018-2021**

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
0809.00	Special Education	Compton	-	-	2	1
		Long Beach	2	1	1	1
		<b>LA Subtotal</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>
		Santa Ana	27	16	31	25
		Santiago Canyon	-	2	6	3
		<b>OC Subtotal</b>	<b>27</b>	<b>18</b>	<b>37</b>	<b>27</b>
<b>Supply Subtotal/Average</b>			<b>29</b>	<b>19</b>	<b>40</b>	<b>29</b>
1305.20	Children with Special Needs	Cerritos	-	1	1	1
		Citrus	1	1	-	1
		Compton	-	-	1	0
		East LA	109	51	38	66
		LA City	12	6	16	11
		LA Valley	51	55	52	53
		Long Beach	6	2	3	4
		Mt San Antonio	-	2	3	2
		Pasadena	-	-	2	1
		Rio Hondo	-	15	15	10
		Santa Monica	11	8	15	11
		<b>LA Subtotal</b>	<b>190</b>	<b>141</b>	<b>146</b>	<b>159</b>
		Orange Coast	-	-	13	4
		Santiago Canyon	-	-	2	1
		<b>OC Subtotal</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>5</b>
<b>Supply Subtotal/Average</b>			<b>190</b>	<b>141</b>	<b>161</b>	<b>164</b>
<b>Supply Total/Average</b>			<b>219</b>	<b>160</b>	<b>201</b>	<b>193</b>

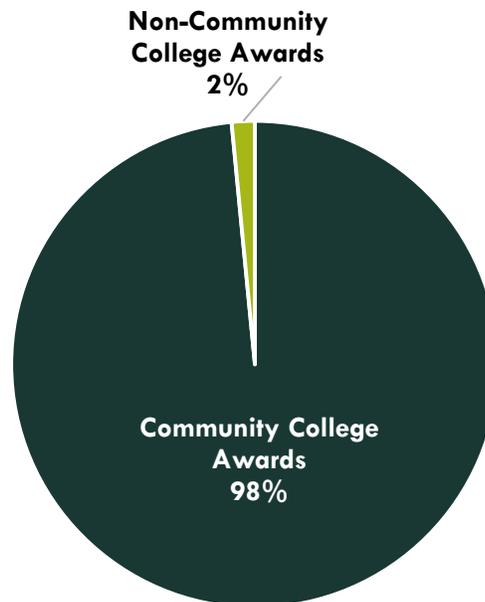
**Non-Community College Supply** – For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide training programs for the occupations studied in this report. Exhibit 7 shows the annual and three-year average number of awards conferred in relevant program(s). Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of three (3) awards.

**Exhibit 7: Regional non-community college awards, 2017-2020**

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	-	6	2	3
<b>Supply Total/Average</b>			<b>-</b>	<b>6</b>	<b>2</b>	<b>3</b>

Exhibit 8 shows the relationship between the proportion of community college awards conferred in LA/OC versus the proportion of non-community college awards conferred. Based on the supply data in this report, community colleges conferred nearly all of the awards in relevant programs.

**Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average**



## Appendix A: Occupational demand and wage data by county

### Exhibit 9. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Special Education Teachers, Preschool (25-2051)	377	437	60	16%	41	\$23.40	\$38.14	\$47.41
Teaching Assistants, Except Postsecondary (25-9045)	35,907	35,719	(188)	(1%)	3,332	\$17.72	\$18.34	\$22.71
<b>Total</b>	<b>36,284</b>	<b>36,156</b>	<b>(128)</b>	<b>0%</b>	<b>3,373</b>	<b>-</b>	<b>-</b>	<b>-</b>

### Exhibit 10. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Special Education Teachers, Preschool (25-2051)	86	99	13	15%	9	\$21.35	\$34.60	\$42.73
Teaching Assistants, Except Postsecondary (25-9045)	10,550	10,980	430	4%	1,061	\$17.43	\$18.07	\$22.50
<b>Total</b>	<b>10,636</b>	<b>11,080</b>	<b>444</b>	<b>4%</b>	<b>1,069</b>	<b>-</b>	<b>-</b>	<b>-</b>

### Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Special Education Teachers, Preschool (25-2051)	463	536	73	16%	50	Bachelor's degree
Teaching Assistants, Except Postsecondary (25-9045)	46,457	46,700	243	1%	4,393	Some college, no degree
<b>Total</b>	<b>46,920</b>	<b>47,235</b>	<b>315</b>	<b>1%</b>	<b>4,443</b>	<b>-</b>

## Appendix B: Sources

- O\*NET Online
- Labor Insight (Burning Glass Technologies)
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

Luke Meyer, Director  
Los Angeles Center of Excellence  
[Lmeyer7@mtsac.edu](mailto:Lmeyer7@mtsac.edu)



CENTERS OF EXCELLENCE  
FOR LABOR MARKET RESEARCH