



Labor Market Analysis for Program Recommendation

Associate Teacher Occupations

West Valley College

Prepared by Bay Regions Center of Excellence for Labor Market Research

July 2024

Recommendation

Based on all available data, there appears to be an “undersupply” of Associate Teacher workers compared to the demand for this cluster of occupations in the Bay region and in the Silicon Valley sub-region (Santa Clara County). There is a projected annual gap of about 3,624 students in the Bay region and 815 students in the Silicon Valley 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 West Valley College and in the region.

This report profiles Associate Teacher Occupations in the 12 county Bay region and in the Silicon Valley sub-region for a regional program recommendation at West Valley 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: 37%

Occupational Demand

Table 1. Employment Outlook for Associate Teacher Occupations in Bay Region

Occupation	2022 Jobs	2027 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Teaching Assistants, Except Postsecondary	27,801	29,255	1,454	5%	18,192	3,638	\$18	\$21
Total	27,801	29,255	1,454	5%	18,192	3,638	\$18	\$21

Source: Lightcast 2024.1

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 Associate Teacher Occupations in Silicon Valley Sub-region

Occupation	2022 Jobs	2027 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Teaching Assistants, Except Postsecondary	6,156	6,531	375	6%	4,077	815	\$18	\$21
Total	6,156	6,531	375	6%	4,077	815	\$18	\$21

Source: Lightcast 2024.1

Silicon Valley Sub-Region includes: Santa Clara County

Job Postings in Bay Region and Silicon Valley Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (Jul. 2023 - Jun. 2024)

Occupation	Bay Region	Silicon Valley
Teaching Assistants, Except Postsecondary	6,629	1,358

Source: Lightcast

Table 4a. Top Job Titles for Associate Teacher Occupations for latest 12 months (Jul. 2023 - Jun. 2024) Bay Region

Title	Bay	Title	Bay
Paraeducators	412	Instructional Assistants	108
Teaching Assistants	327	Assistant Teachers	102
Preschool Teacher Assistants	294	Special Education Instructional Assistants	91
Paraprofessionals	292	Classroom Aides	90
School Paraprofessionals	196	Teacher Assistants/Aides	84
School Aides	170	High School Educators	82
Special Education Paraprofessionals	161	Associate Teachers	78
Instructional Aides	142	Middle School Educators	76
Teacher Assistants	117	Classroom Assistants	64

Source: Lightcast

Table 4b. Top Job Titles for Associate Teacher Occupations for latest 12 months (Jul. 2023 - Jun. 2024) Silicon Valley Sub-Region

Title	Silicon Valley	Title	Silicon Valley
Paraeducators	112	Preschool Teacher Aides	22
Teaching Assistants	69	Teacher Assistants/Aides	21
Paraprofessionals	54	Assistant Tennis Instructors	20
Preschool Teacher Assistants	51	Special Education Instructional Aides	20
School Paraprofessionals	35	Substitute Teacher Assistants	20
Teacher Assistants	32	Paraprofessionals/Instructional Aides	19

Title	Silicon Valley	Title	Silicon Valley
Instructional Assistants	25	School Aides	19
School Age Teachers	23	Classroom Aides	18
Special Education Instructional Assistants	23	Early Learning Teachers	18

Source: Lightcast

Industry Concentration

Table 5. Industries hiring Associate Teacher Workers in Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2022)	Jobs in Industry (2027)	% Change (2022-27)	% Occupation Group in Industry (2023)
Elementary and Secondary Schools (Local Government)	19,925	22,078	11%	67%
Elementary and Secondary Schools	3,804	4,045	6%	13%
Child Day Care Services	2,989	3,769	26%	11%
Religious Organizations	439	430	-2%	1%
Local Government, Excluding Education and Hospitals	327	313	-4%	1%
Temporary Help Services	81	272	234%	1%
Services for the Elderly and Persons with Disabilities	216	219	2%	1%
Educational Support Services	141	178	26%	1%
Other Individual and Family Services	143	171	19%	0%
Colleges, Universities, and Professional Schools (State Government)	98	111	13%	0%

Source: Lightcast 2024.1

Table 6. Top Employers Posting Associate Teacher Occupations in Bay Region and Silicon Valley Sub-Region (Jul. 2023 - Jun. 2024)

Employer	Bay	Employer	Silicon Valley
Swing Education	259	Swing Education	58
Fremont Unified School District	195	Santa Clara Unified School District	47
Oakland Unified School District	193	Zsn Systems & Solutions	39
San Francisco Unified School District	189	Sunbelt Staffing	30
Maxim Healthcare Staffing	156	Catalyst Family	26

Employer	Bay	Employer	Silicon Valley
Vallejo City Unified School District	148	Soliant Health	26

Source: Lightcast

Educational Supply

There are two community colleges in the Bay Region issuing 14 awards on average annually (last 3 years ending 2021-23) on TOP 0802.00 - Educational Aide (Teacher Assistant). In the Silicon Valley 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 0802.00 - Educational Aide (Teacher Assistant) in Bay Region

College	Subregion	Low unit Certificate	Noncredit award	Total
Berkeley City	East Bay	2	5	7
Napa	North Bay	7	0	7
Total	-	9	5	14

Source: Data Mart

Note: The annual average for awards is 2019-20 to 2021-22.

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 3,638 annual openings for the Associate Teacher occupational cluster and 14 annual (3-year average) awards for an annual undersupply of 3,624 students. In the Silicon Valley Sub-Region, there is also a gap with 815 annual openings and no annual (3-year average) awards for an annual undersupply of 815 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 Program	West Valley College All CTE Program	State 0802.00	Bay 0802.00	Silicon Valley 0802.00	West Valley College 0802.00
Students with a Job Closely Related to Their Field of Study	74%	67%	75%	100%	NA	NA
Median Annual Earnings for SWP Exiting Students	\$53,090	\$45,753	\$26,760	\$40,750	NA	NA
Median Change in Earnings for SWP Exiting Students	24%	25%	30%	4%	NA	NA
Exiting Students Who Attained the Living Wage	54%	38%	42%	47%	NA	NA

Source: Launchboard Strong Workforce Program Median of 2018 to 2021.

Skills and Education

Table 9. Job Postings Top Skills for Associate Teacher Occupations in Bay Region (Jul. 2023 - Jun. 2024)

Skill	Posting	Skill	Posting
Special Education	1,936	Behavior Management	531
Lesson Planning	1,080	Punctuation and Capitalization	424
Individualized Education Programs (IEP)	1,051	Intervention Plans	412
Preschool Education	946	Office Equipment	365
Working With Children	911	Psychology	345
Child Development	894	Cardiopulmonary Resuscitation (CPR)	325
Toileting	845	Pedagogy	281
Early Childhood Education	717	Student Services	268
Disabilities	618	Bilingual (Spanish/English)	265
Classroom Management	595	Data Collection	257

Source: Lightcast

Table 10. Education Requirements for Associate Teacher Occupations in Bay Region

Education Level	Job Postings	% of Total
High school or GED	2,843	45%
Other	1,696	27%
Bachelor's degree & higher	1,737	28%

Source: Lightcast

Note: 35% 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 job descriptions and skills listed in O*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCO Data Mart and CTE Launchboard.

Sources

O*Net Online

Lightcast

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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