



# Education and Human Development



2026

## Far North Career & Training Pathways Profile

### Five-Year Outlook

5% sector growth

4,000+ annual job openings

10% of the Far North's jobs



POWERED BY



# Introduction

Education and Human Development careers involve developing knowledge and skills of learners from early childhood through adulthood.

Jobs for teachers, teacher aides, counselors, early childhood educators, and day care workers all fall within this sector.

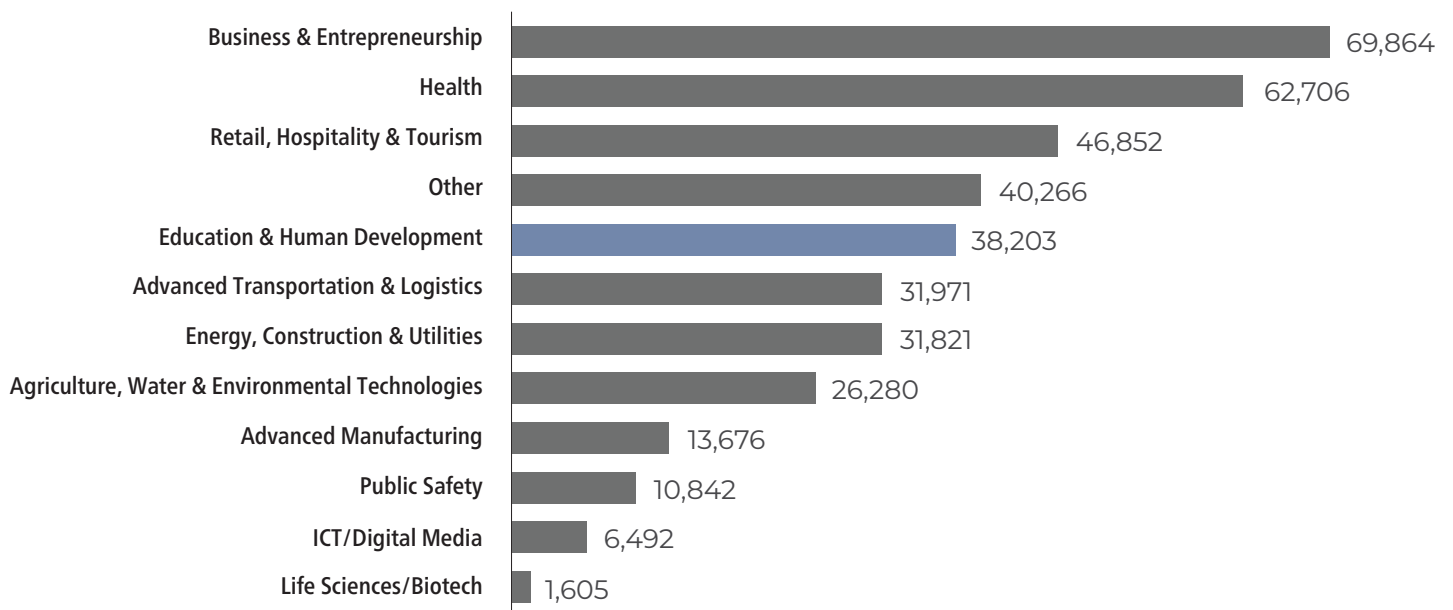
The Far North is home to many different educational providers that serve as key employers in the sector. These include numerous day care centers, more than 70 K-12 school districts, seven community colleges, and multiple four-year colleges and universities, such as Cal Poly Humboldt, California State University-Chico, and Simpson University.

By comparison, human development is a broad field involving social and behavioral health care for individuals including children, older adults, and people with disabilities.



Due to the subregion's aging population, services for the elderly are a critical component of this subsector. Trinity, Plumas, and Mendocino counties are projected to experience a vast increase in their over-85 populations, more than tripling by 2040, according to the Public Policy Institute of California.

## 2024 Sector Employment



Note: The Far North subregion encompasses 15 counties (Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity) and seven community colleges (Butte, Feather River, Lassen, Mendocino, Redwoods, Shasta, and Siskiyou). The North Far North region spans 22 counties and 15 community colleges, stretching from the Greater Sacramento area, north to California's border with Oregon, and east to Nevada.

# Sector Highlights

**38,203**  
Jobs in 2024

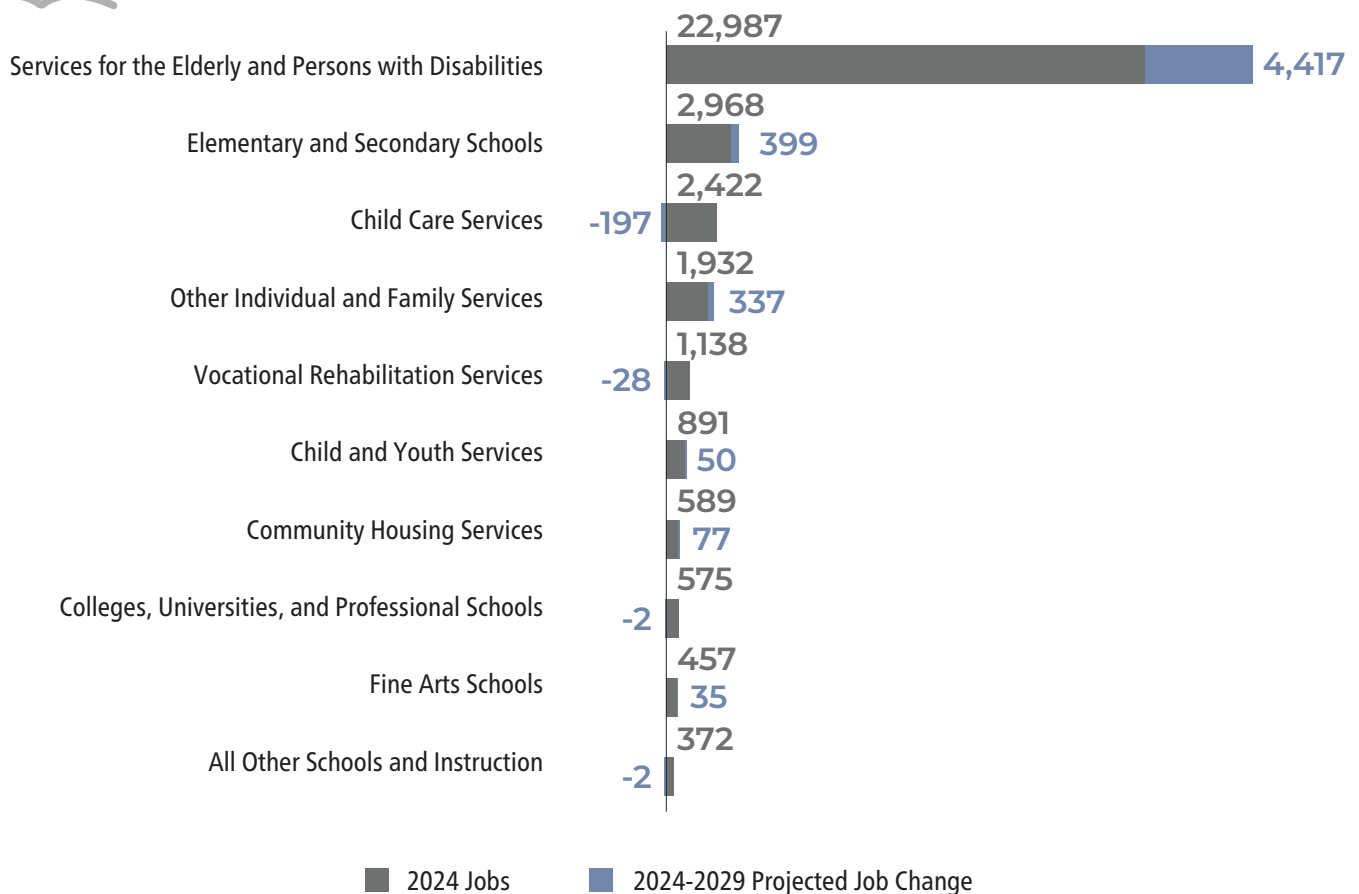
**39,936**  
Projected Jobs in 2029

**5%**  
Projected Job Growth,  
2024-2029

**1,733**  
New Jobs by 2029

**10%**  
% of Far North  
Employment, 2024

## Employment by Subsector



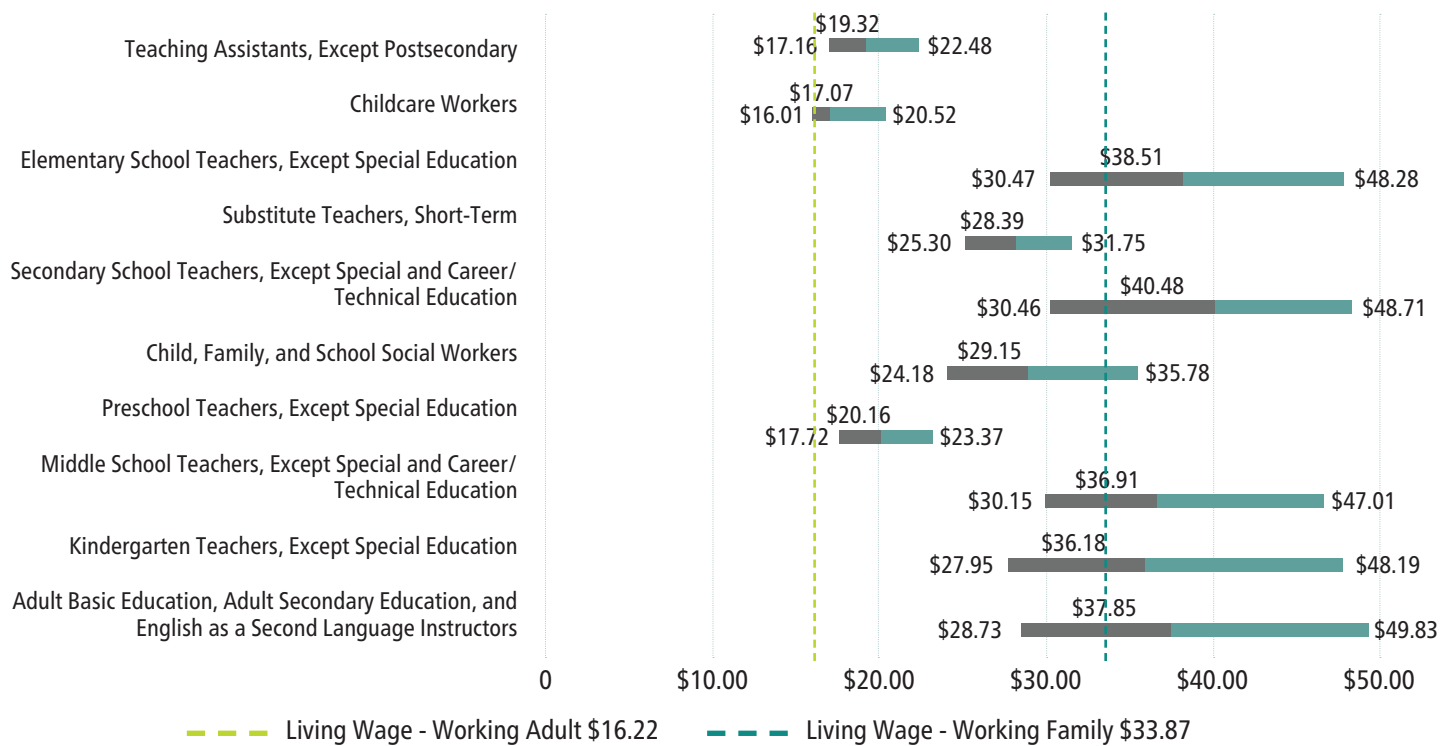
Note: The Education and Human Development sector includes 26 distinct 6-digit NAICS codes. Contact the NFN COE for a complete listing of NAICS codes by sector.

# Top Occupations

| Occupation   | 2024 Jobs | 2024-2029 Projected Change | 2024-2029 Average Annual Openings | Typical Entry-Level Education     |
|--|-----------|----------------------------|-----------------------------------|-----------------------------------|
| Teaching Assistants, Except Postsecondary  | 4,927     | 5%                         | 641                               | Some college, no degree           |
| Childcare Workers  | 3,200     | -6%                        | 542                               | High school diploma or equivalent |
| Elementary School Teachers, Except Special Education   | 4,801     | 6%                         | 381                               | Bachelor's degree                 |
| Substitute Teachers, Short-Term  | 1,732     | 7%                         | 236                               | Bachelor's degree                 |
| Secondary School Teachers, Except Special and Career/ Technical Education                      | 2,404     | 7%                         | 188                               | Bachelor's degree                 |
| Child, Family, and School Social Workers   | 1,589     | 8%                         | 158                               | Bachelor's degree                 |
| Preschool Teachers, Except Special Education   | 1,301     | 1%                         | 149                               | Associate degree                  |
| Middle School Teachers, Except Special and Career/ Technical Education                         | 1,166     | 8%                         | 99                                | Bachelor's degree                 |
| Kindergarten Teachers, Except Special Education  | 276       | 7%                         | 35                                | Bachelor's degree                 |
| Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors | 194       | -4%                        | 23                                | Bachelor's degree                 |

Note: Jobs for the above occupations may not solely exist in this sector and may be found in other sectors that require related services. Projected change includes new job growth and replacements. Occupations with significant annual openings, active training programs in the subregion, wages at or close to the living wage, and training beyond a high school diploma but short of a bachelor's degree were prioritized for inclusion in the top middle-skill occupations.

## Hourly Wages for Top Occupations



Note: The hourly wage ranges include the 25th percentile (entry-level), median, and 75th percentile (experienced) hourly earnings for workers employed in these occupations across the Far North subregion where the living wage in 2024 for a single working adult was \$16.22 and for a working family (defined as an adult and one infant) was \$33.87.



# Job Posting Trends

**Job posting trends examine all occupations assigned to the Education and Human Development sector, regardless of skill or education level in the Far North subregion.**

Unique Online Job Postings

**3,302**

(5% of Region's Postings)

Median Advertised Hourly Salary

**\$26.71**

(Regional Average \$29.05)

Median Posting Duration

**24 days**

(Regional Average 23 Days)

Posting Intensity

**2:1**

(Regional Average 2:1)

Note: Job postings count the number of online job postings advertised in the 15-county Far North subregion between November 1, 2024 and October 31, 2025. COE has identified 38 occupations aligned with the Education and Human Development sector, and those SOC codes were used to generate the list of aligned job postings. Contact the NFN COE for a complete listing of SOC codes by sector. Postings are limited to in-state employers and exclude staffing companies. Posting Intensity is the ratio of total job postings to unique (de-duplicated) job postings. Job posting results are weighted toward occupations with the most postings, influencing the frequency of results for employers, job titles, skills, work experience, and education.



# Top Employers

## Employers with the Most Postings

1. Shasta College
2. Simpson University
3. Butte County Office of Education
4. State of California
5. California State University, Chico
6. Redwood Coast Regional Center
7. Konocti Unified School District
8. Gateway Unified School District
9. Mendocino College
10. Humboldt Office of Education

# Most In-Demand Skills

### Specialized Skills

- Social Work
- Psychology
- Special Education
- Case Management
- Child Development

### Soft Skills

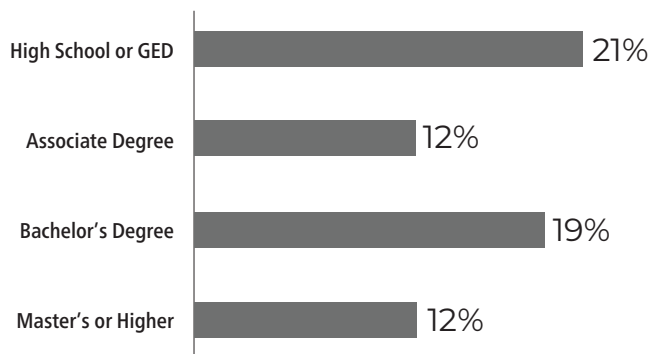
- Communication
- Teaching
- Confidentiality
- Management
- Planning

### Software and Technical Skills

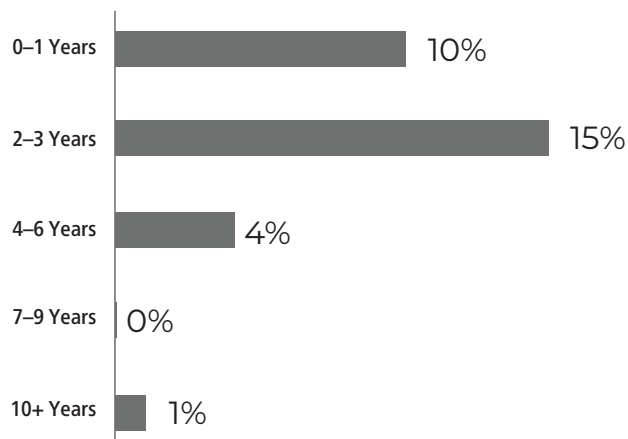
- Microsoft Office (Excel, Outlook, Word, PowerPoint, Access)
- Zoom (Video Conferencing Tool)
- Spreadsheets
- Student Information Systems
- Learning Management Systems

# Education & Experience in Job Postings

## Employer-Preferred Education



## Employer-Preferred Work Experience



The percentages might not equal 100% because not all employers include education or work experience in their job postings.

# COMMUNITY COLLEGE Training Programs



| Butte                            | Feather River             | Lassen                    | Mendocino                              | Redwoods                  | Shasta                    | Siskiyou                  |
|----------------------------------|---------------------------|---------------------------|--|---------------------------|---------------------------|---------------------------|
| Child and Adolescent Development | Early Childhood Education | Child Development         | Child Development/<br>Family Relations | Early Childhood Education | Early Childhood Education | Early Childhood Education |
| Early Childhood Education        | Teacher                   | Early Childhood Education | Early Childhood Education              |                           | Human Services            |                           |

Note: Due to discrepancies in the California Community Colleges Curriculum Inventory (COCI) and how Taxonomy of Programs (TOP) codes are categorized by sector, this list may not include all related or currently available training programs.



This publication was supported through Strong Workforce Program (SWP) funding from the North Far North Regional Consortium and the California Community Colleges Chancellor's Office Economic and Workforce Development Grant. SWP is an initiative designed to expand career education (CE) programs offered by the California Community Colleges to supply a skilled workforce to California's employers. The North Far North Regional Consortium (NFNRC) is charged with coordinating the planning and implementation of CE programs among community colleges within the 22-county North Far North region, which includes the North (Greater Sacramento) and Far North subregions. The NFNRC has 12 sectors, which are listed in the chart on page 1. This sector profile summarizes key data about current and projected workforce demand, hourly wages, job postings, and community college programs to support the goals of SWP.



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#### Sources

- Lightcast 2025.4 - QCEW Employees, Non-QCEW Employees, and Self-Employed
- Centers of Excellence for Labor Market Research Occupation Crosswalk
- California Community Colleges Chancellor's Office Data Mart
- California Community Colleges Curriculum Inventory (COCI)
- Johnson, Hans, Eric McGhee, Paulette Cha, and Shannon McConville. "California's Aging Population: Anticipating Dramatic Growth in the Number of Older Californians." Public Policy Institute of California. 2025. <https://www.ppic.org/publication/californias-aging-population/>.

