



Labor Market Analysis for Program Recommendation

Education Pathways Occupations

City College of San Francisco

Prepared by the Bay Region Center of Excellence for Labor Market Research

February 2025

Recommendation

Based on all available data, there appears to be an “undersupply” of Education Pathways workers compared to the demand for this cluster of occupations in the Bay Region and in the Mid-Peninsula Sub-Region (San Francisco, San Mateo counties). There is a projected annual gap of about 6,809 students in the Bay Region and 1,174 students in the Mid-Peninsula Sub-Region.

Based on the data included in this report, there is a labor market gap in the Bay Region with 6,833 annual openings for the Education Pathways occupational cluster and 24 annual (3-year average) awards for an annual undersupply of 6,809 students. In the Mid-Peninsula Sub-Region, there is also a gap with 1,182 annual openings and 8 annual (3-year average) awards for an annual undersupply of 1,174 students.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1305.50 - The School Age Child 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 City College of San Francisco and in the region.

This report profiles Education Pathways Occupations in the 12 county Bay Region and in the Mid-Peninsula Sub-Region for Program Recommendation City College of San Francisco.

- **Kindergarten Teachers, Except Special Education (25-2012):** Teach academic and social skills to kindergarten students.
 - Typical Entry-Level Educational: Bachelor's degree
 - Typical On-the-Job Training: None
 - Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 31%
- **Elementary School Teachers, Except Special Education (25-2021):** Teach academic and social skills to students at the elementary school level.
 - Typical Entry-Level Educational: Bachelor's degree

Typical On-the-Job Training: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 5%

- **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.

Typical Entry-Level Educational: Bachelor's degree

Typical On-the-Job Training: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 7%

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

Typical Entry-Level Educational: Some college, no degree

Typical On-the-Job Training: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 37%

- **Special Education Teachers, Kindergarten and Elementary School (25-2052):** Teach academic, social, and life skills to kindergarten and elementary 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

Typical Entry-Level Educational: Bachelor's degree

Training Requirement: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 7%

Occupational Demand

Table 1. Employment Outlook for Education Pathways Occupations in the Bay Region

| Occupation | 2023 Jobs | 2028 Jobs | 5-yr Change | 5-yr % Change | 5-yr Total Openings | Annual Openings | 25% Hourly Wage | Median Hourly Wage |
|--|---------------|---------------|--------------|---------------|---------------------|-----------------|-----------------|--------------------|
| Kindergarten Teachers, Except Special Education | 1,972 | 2,072 | 100 | 5% | 1,185 | 237 | \$34 | \$45 |
| Elementary School Teachers, Except Special Education | 28,075 | 29,436 | 1,361 | 5% | 11,086 | 2,217 | \$35 | \$46 |
| Special Education Teachers, Preschool | 523 | 571 | 48 | 9% | 232 | 46 | \$31 | \$39 |
| Teaching Assistants, Except Postsecondary | 31,507 | 33,076 | 1,569 | 5% | 20,475 | 4,095 | \$19 | \$22 |
| Special Education Teachers, Kindergarten and Elementary School | 2,862 | 3,049 | 187 | 5% | 1,191 | 238 | \$34 | \$44 |
| Total | 64,939 | 68,204 | 3,265 | 5% | 34,169 | 6,833 | \$31 | \$39 |

Source: Lightcast 2024.3

The 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 Education Pathways Occupations in the Mid-Peninsula Sub-Region

| Occupation | 2023 Jobs | 2028 Jobs | 5-yr Change | 5-yr % Change | 5-yr Total Openings | Annual Openings | 25% Hourly Wage | Median Hourly Wage |
|--|---------------|---------------|-------------|---------------|---------------------|-----------------|-----------------|--------------------|
| Kindergarten Teachers, Except Special Education | 340 | 353 | 13 | 4% | 201 | 40 | \$37 | \$48 |
| Elementary School Teachers, Except Special Education | 4,523 | 4,688 | 164 | 4% | 1,742 | 348 | \$36 | \$50 |
| Special Education Teachers, Preschool | 126 | 138 | 12 | 10% | 56 | 11 | \$33 | \$41 |
| Teaching Assistants, Except Postsecondary | 5,858 | 6,084 | 226 | 4% | 3,734 | 747 | \$21 | \$24 |
| Special Education Teachers, Kindergarten and Elementary School | 441 | 464 | 23 | 5% | 178 | 36 | \$32 | \$46 |
| Total | 11,288 | 11,727 | 438 | 4% | 5,911 | 1,182 | \$32 | \$42 |

Source: Lightcast 2024.3

Mid-Peninsula Sub-Region includes San Francisco, San Mateo Counties

Job Postings in the Bay Region and Mid-Peninsula Sub-Region**Table 3. Number of Job Postings by Occupation for the latest 12 months**

| Occupation | Bay Region | Mid-Peninsula |
|--|------------|---------------|
| Teaching Assistants, Except Postsecondary | 6,583 | 1,390 |
| Elementary School Teachers, Except Special Education | 2,783 | 504 |
| Kindergarten Teachers, Except Special Education | 263 | 34 |
| Special Education Teachers, Preschool | 152 | 23 |
| Special Education Teachers, Kindergarten and Elementary School | 92 | 7 |

Source: Lightcast 2025.1; "Job Posting Analytics." Feb. 2024 - Jan. 2025

Table 4a. Top Job Titles in Job Postings for Education Pathways Occupations in the Bay Region

| Title | Bay | Title | Bay |
|------------------------------|-----|------------------------------|-----|
| Paraprofessionals | 451 | Substitute Educators | 131 |
| Paraeducators | 422 | Instructional Aides | 128 |
| Elementary School Teachers | 343 | Classroom Educators | 106 |
| Teaching Assistants | 306 | Classroom Aides | 105 |
| Preschool Teacher Assistants | 285 | Instructional Assistants | 105 |
| School Paraprofessionals | 237 | 5th Grade Teachers | 97 |
| Elementary Teachers | 230 | Special Education Assistants | 94 |

| Title | Bay | Title | Bay |
|--------------------|-----|--------------------|-----|
| School Aides | 219 | 1st Grade Teachers | 92 |
| Teacher Assistants | 135 | Assistant Teachers | 91 |

Source: Lightcast 2025.1; "Job Posting Analytics." Feb. 2024 - Jan. 2025

Table 4b. Top Job Titles in Job Posting for Education Pathways Occupations in the Mid-Peninsula Sub-Region

| Title | Mid-Peninsula | Title | Mid-Peninsula |
|------------------------------|---------------|------------------------------|---------------|
| Paraprofessionals | 141 | 5th Grade Teachers | 25 |
| Preschool Teacher Assistants | 93 | Preschool Teacher Aides | 25 |
| School Paraprofessionals | 79 | Substitute Educators | 24 |
| Teaching Assistants | 68 | Assistant Teachers | 23 |
| Paraeducators | 63 | Lower School Teachers | 23 |
| School Aides | 61 | Instructional Aides | 22 |
| Elementary School Teachers | 57 | 1st Grade Teachers | 18 |
| Elementary Teachers | 48 | Preschool Associate Teachers | 18 |
| Teacher Assistants | 32 | Guest Editors | 17 |

Source: Lightcast 2025.1; "Job Posting Analytics." Feb. 2024 - Jan. 2025

Industry Concentration

Table 5. Industries Hiring for Education Pathways Occupations in the Bay Region

| Industry - 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2023) | Jobs in Industry (2028) | % Change (2023-28) | % Occupation Group in Industry (2023) |
|---|-------------------------|-------------------------|--------------------|---------------------------------------|
| Elementary and Secondary Schools (Local Government) | 47,645 | 50,302 | 6% | 72% |
| Elementary and Secondary Schools | 11,060 | 11,545 | 4% | 17% |
| Child Day Care Services | 3,745 | 4,026 | 7% | 6% |
| Religious Organizations | 733 | 699 | -5% | 1% |
| Local Government, Excluding Education and Hospitals | 338 | 362 | 7% | 1% |
| Temporary Help Services | 302 | 267 | -12% | 0% |
| Services for the Elderly and Persons with Disabilities | 220 | 290 | 32% | 0% |
| Educational Support Services | 185 | 208 | 12% | 0% |

| Industry - 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2023) | Jobs in Industry (2028) | % Change (2023-28) | % Occupation Group in Industry (2023) |
|---|-------------------------|-------------------------|--------------------|---------------------------------------|
| Other Individual and Family Services | 177 | 212 | 20% | 0% |
| Colleges, Universities, and Professional Schools (State Government) | 118 | 117 | -2% | 0% |

Source: Lightcast 2025.1

Table 6. Top Employers Posting Education Pathways Occupations in the Bay Region and the Mid-Peninsula Sub-Region

| Employer | Bay | Employer | Mid-Peninsula |
|--------------------------------------|-----|---|---------------|
| Swing Education | 652 | San Francisco Unified School District | 149 |
| Oakland Unified School District | 497 | Swing Education | 123 |
| Amergis | 320 | Sunbelt Staffing | 85 |
| Vallejo City Unified School District | 285 | Amergis | 68 |
| Sunbelt Staffing | 189 | Kipp Public Schools Northern California | 45 |
| Mt. Diablo Unified School District | 163 | Soliant Health | 37 |

Source: Lightcast 2025.1; "Job Posting Analytics." Feb. 2024 - Jan. 2025

Educational Supply

There are four community colleges in the Bay Region issuing 20 awards on average annually (last 3 years ending 2021-23) on TOP 1305.50 - The School Age Child. In the Mid-Peninsula Sub-Region, there is one community college that issued 8 awards on average annually (last 3 years) on this TOP code.

There is one four-year institution in the Bay Region issuing 4 bachelor's degrees on average annually (last 3 years ending 2020-22) on CIP 13.1202- Elementary Education and Teaching. There are no four-year institutions in the Mid-Peninsula Sub-Region issuing bachelor's degrees on this CIP code.

Table 7a. Community College Awards on TOP 1305.50 - The School Age Child in the Bay Region

| College | Subregion | Low unit Certificate | Total |
|---------------|----------------|----------------------|-----------|
| Contra Costa | East Bay | 4 | 4 |
| Foothill | Silicon Valley | 7 | 7 |
| Gavilan | Silicon Valley | 1 | 1 |
| San Francisco | Mid-Peninsula | 8 | 8 |
| Total | - | 20 | 20 |

Source: Data Mart

Note: The annual average for awards is 2020-21 to 2022-23.

Table 7b. Bachelor's Degree Awards on CIP 13.1202- Elementary Education and Teaching. in the Bay Region

| College | Subregion | Bachelor's degree |
|-----------------------|-----------|-------------------|
| Pacific Union College | North Bay | 4 |
| Total | - | 4 |

Source: Data Mart

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

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 6,833 annual openings for the Education Pathways occupational cluster and 24 annual (3-year average) awards for an annual undersupply of 6,809 students. In the Mid-Peninsula Sub-Region, there is also a gap with 1,182 annual openings and 8 annual (3-year average) awards for an annual undersupply of 1,174 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.50 - The School Age Child

| Metric Outcomes | Bay All CTE Program | City College of San Francisco All CTE Program | State 1305.50 | Bay 1305.50 | Mid-Peninsula 1305.50 | City College of San Francisco 1305.50 |
|---|---------------------|---|---------------|-------------|-----------------------|---------------------------------------|
| Students with a Job Closely Related to Their Field of Study | 74% | 71% | 68% | 75% | 75% | 75% |
| Median Annual Earnings for SWP Exiting Students | \$53,090 | \$64,284 | \$29,488 | \$40,984 | \$40,984 | \$40,984 |
| Median Change in Earnings for SWP Exiting Students | 24% | 15% | 10% | 23% | 26% | 26% |
| Exiting Students Who Attained the Living Wage | 54% | 53% | 33% | 42% | 42% | 42% |

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

Skills and Education

Table 9. Top Skills in Job Postings for Education Pathways Occupations in the Bay Region

| Skill | Posting | Skill | Posting |
|---|---------|-------------------------------------|---------|
| Special Education | 2,464 | Behavior Management | 607 |
| Lesson Planning | 2,034 | Punctuation and Capitalization | 589 |
| Individualized Education Programs (IEP) | 1,304 | Cardiopulmonary Resuscitation (CPR) | 513 |
| Child Development | 1,265 | Office Equipment | 501 |
| Working With Children | 1,086 | Psychology | 425 |

| Skill | Posting | Skill | Posting |
|---------------------------|---------|-----------------------------|---------|
| Classroom Management | 1,052 | Intervention Plans | 408 |
| Preschool Education | 1,039 | Bilingual (Spanish/English) | 365 |
| Toileting | 963 | Curriculum Development | 365 |
| Early Childhood Education | 872 | Physical Education | 295 |
| Disabilities | 717 | Vocabulary | 290 |

Source: Lightcast 2025.1; "Job Posting Analytics." Feb. 2024 - Jan. 2025

Table 10. Education Requirements for Education Pathways Occupations in the Bay Region

| Education Level | Job Postings | % of Total |
|----------------------------|--------------|------------|
| High school or GED | 3,134 | 34% |
| Associate degree | 2,047 | 22% |
| Bachelor's degree & higher | 4,157 | 45% |

Source: Lightcast 2025.1; "Job Posting Analytics." Feb. 2024 - Jan. 2025

Note: 32% 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 CCCC Data Mart and CTE Launchboard.

Sources

O*Net Online

Lightcast

CTE LaunchBoard www.calpassplus.org

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

CCCCO Data Mart

Contacts

For more information, please contact:

- Yumi Huang, Research Analyst, Bay Region Center of Excellence, yuhuang@cabrillo.edu or (831) 275-0043
- Marcela Reyes, Director, Research and Center of Excellence, mareyes@cabrillo.edu or (831) 219-8875