

Teaching Assistants, Except Postsecondary

Labor Market Analysis: San Diego County

August 2025

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 Proceed with Caution	 	 	<input type="checkbox"/> Doctorate Degree <input type="checkbox"/> Master's Degree <input type="checkbox"/> Bachelor's Degree <input type="checkbox"/> Associate Degree <input checked="" type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less Than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	MEDIUM 	HIGH 	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available data, *Teaching Assistants, Except Postsecondary* in San Diego County have a labor market demand of 1,553 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and seven institutions supply 74 awards for this occupation. Entry-level and median wages are below the living wage. This brief recommends that the colleges proceed with caution when developing a new program but supports a program modification for this occupation because although 1) a high number of annual openings exist and 2) a supply gap exists for these positions, 3) entry-level and median wages are below the living wage.

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

Teaching Assistants, Except Postsecondary (SOC 25-9045): This occupation includes the 2018 SOC occupations 25-9042 Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education; 25-9043 Teaching Assistants, Special Education; and 25-9049 Teaching Assistants, All Other;. Sample reported job titles include:

- Paraeducator
- Teacher's Aide
- Special Education Paraprofessional
- Special Education Aide
- Special Education Teacher Assistant
- Tutor Assistant
- Sunday School Teaching Aide
- Adult Literacy Teaching Aide

Projected Occupational Demand

Between 2023 and 2028, *Teaching Assistants, Except Postsecondary* are projected to decrease by 461 net jobs or four percent (Exhibit 1). Employers in San Diego County will need to hire 1,553 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs for Teaching Assistants, Except Postsecondary (2023-2028)²

Occupational Title	2023 Jobs	2028 Jobs	2023 - 2028 Net Jobs Change	2023 - 2028 % Net Jobs Change	Annual Job Openings (Demand)
Teaching Assistants, Except Postsecondary	13,023	12,562	-461	-4%	1,553

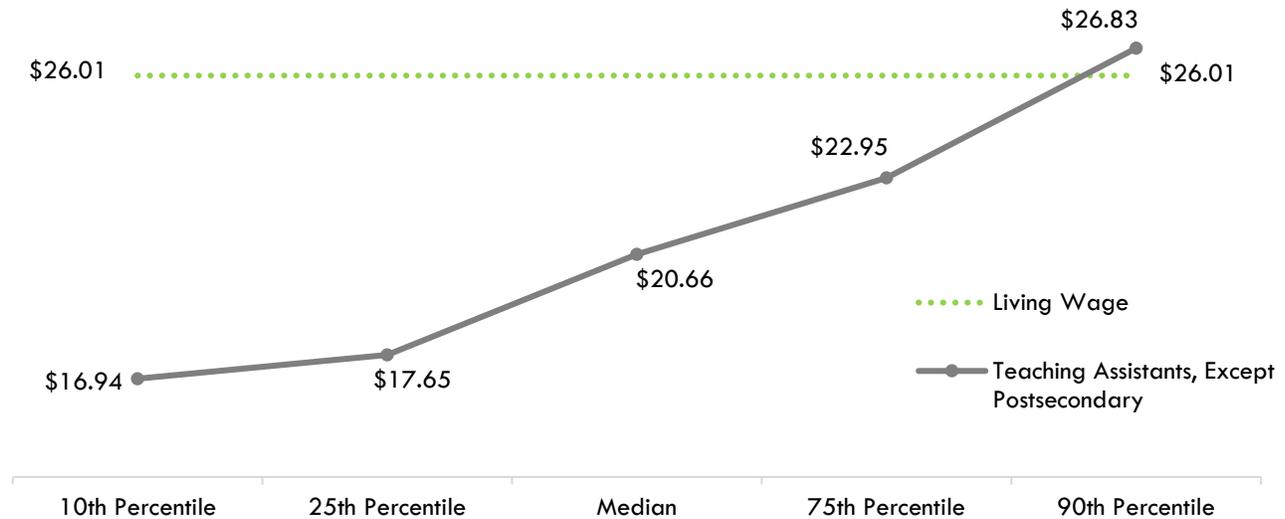
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. <https://www.bls.gov/soc/>.

² Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

Earnings

According to traditional³ labor market information (LMI), entry-level hourly earnings for *Teaching Assistants, Except Postsecondary* were \$17.65—or \$36,712 annual salary⁴; this is less than the living wage for a single adult in San Diego County, which is \$26.01 per hour (Exhibit 2).⁵

Exhibit 2: Hourly Earnings⁶ for *Teaching Assistants, Except Postsecondary* in San Diego County⁷



In online job postings, employers advertised between \$17 to \$19 per hour between January 1, 2022 and December 30, 2024 for *Teaching Assistants, Except Postsecondary* in San Diego County (Exhibit 3).⁸ This suggests that employers in recent years are increasing wages due to labor market forces that may not be captured by traditional LMI.

³ Traditional LMI is generally historical data captured by the U.S. Bureau of Labor Statistics (BLS) or the California Employment Development Department (EDD). It does not account for recent technological, economic, or legislative changes that may affect labor market demand and wages.

⁴ Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.

⁵ Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. selfsufficiencystandard.org/California.

⁶ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁷ Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

⁸ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

Exhibit 3: Entry-Level Advertised Salaries in Online Job Postings for Teaching Assistants, Except Postsecondary in San Diego County (2022-2024)*



*Hourly wages are rounded to the nearest dollar amount.

Expected Level of Education

According to traditional LMI (data reported to EDD and BLS), *Teaching Assistants, Except Postsecondary* have a national educational attainment of **some college, no degree** (Exhibit 4).⁹

Exhibit 4: National Educational Attainment for Teaching Assistants, Except Postsecondary¹⁰

Occupational Title	Typical Entry-Level Education
Teaching Assistants, Except Postsecondary	Some college, no degree

Similarly, online job postings between January 1, 2022 and December 31, 2024 in San Diego County had a **high school or GED** as the most requested educational requirement for *Teaching Assistants, Except Postsecondary*; however, employers also expected the following certifications (Exhibit 5).¹¹

⁹ Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.
¹⁰ Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.
¹¹ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

**Exhibit 5: Top Certifications for Teaching Assistants, Except Postsecondary
in San Diego County in Online Job Postings (2022-2024)¹²**

- | | |
|---|--|
| 1. Cardiopulmonary Resuscitation (CPR) Certification | 6. Registered Behavior Technician (RBT) |
| 2. First Aid Certification | 7. Teaching Certificate |
| 3. No Child Left Behind Act (NCLB) Standards | 8. Mandated Reporter Certification |
| 4. Automated External Defibrillator (AED) Certification | 9. Board Certified Behavior Analyst (BCBA) |
| 5. American Red Cross (ARC) Certification | 10. English Learner Authorization |

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. There are **three** TOP codes and **three** CIP codes related to *Teaching Assistants, Except Postsecondary* (Exhibit 6).

Exhibit 6: Related TOP and CIP Codes for Teaching Assistants, Except Postsecondary¹³

TOP or CIP Code	TOP or CIP Program Title
TOP 0802.00	Educational Aide (Teacher Assistant)
TOP 0802.10	Educational Aide (Teacher Assistant), Bilingual
TOP 1305.20	Children with Special Needs
CIP 13.1001	Special Education and Teaching, General
CIP 13.1501	Teacher Assistant/Aide
CIP 19.0709	Child Care Provider/Assistant

According to TOP data, **four** community colleges supply San Diego County with awards for these occupations: *MiraCosta College, Palomar College, San Diego College of Continuing Education, and Southwestern College*. According to CIP data, **three** non-community-college institutions supply the region with awards: *Alliant International University-San Diego, National University, and Poway Adult School* (Exhibit 7).

¹² Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

¹³ This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 6.

**Exhibit 7: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2020-21 Through Program Year 2023-24 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY23-24)
0802.00	Educational Aide (Teacher Assistant)	31	0	31
	MiraCosta	16	0	
	• Noncredit 48 < 96 hours	16	0	
	San Diego College of Cont Ed	15	0	
	• Noncredit 96 < 144 hours	12	0	
	• Noncredit 48 < 96 hours	3	0	
	Southwestern	0	0	
	• Certificate 16 < 30 units	0	0	
1305.20	Children with Special Needs	7	0	7
	MiraCosta	4	0	
	• Certificate 16 < 30 units	4	0	
	Palomar	3	0	
	• Associate degree	1		
	• Certificate 30 < 60 units	2	0	
13.1001	Special Education and Teaching, General	0	24	24
	Alliant International University-San Diego	0	22	
	• Certificate > 1 year	0	22	
	National University	0	2	
	• Bachelor's degree	0	2	
13.1501	Teacher Assistant/Aide	0	12	12
	Poway Adult School	0	12	
	• Certificate > 1 year	0	12	
			Total	74

Demand vs. Supply

Comparing labor demand with labor supply¹⁴ suggests that there is a **supply gap** for this occupation in San Diego County, with **1,553** annual openings and **74** awards. Comparatively, there are **21,269** annual openings in California and **622** awards, suggesting that there is a **supply gap** across the state (Exhibit 8).¹⁵

Exhibit 8: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Annual Awards)	Supply Gap or Oversupply
San Diego	1,553	74	1,479
California	21,269	622	20,647

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

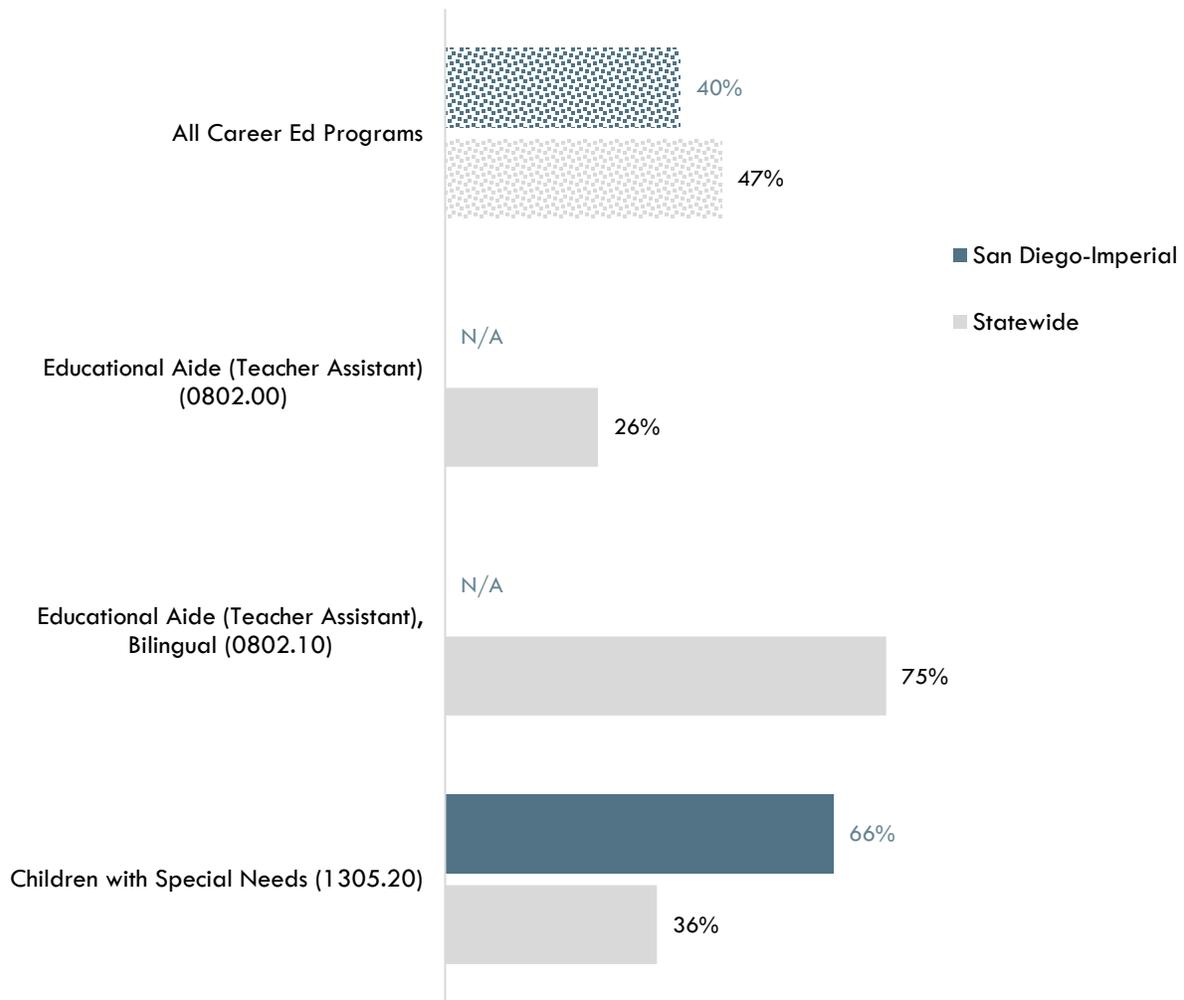
¹⁴ Labor supply can be found from two different sources: Lightcast or the California Community Colleges Chancellor's Office MIS Data Mart. Lightcast uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹⁵ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/our-resources.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 66% of students in the San Diego-Imperial region earned a living wage after completing a program related to a *Teaching Assistants, Except Postsecondary*, compared to 26 to 75% statewide and 47% of students in Career Education programs in general across the state (Exhibit 9).¹⁶

Exhibit 9: Percentage of Students Who Earned a Living Wage by Program, PY2022-23¹⁷



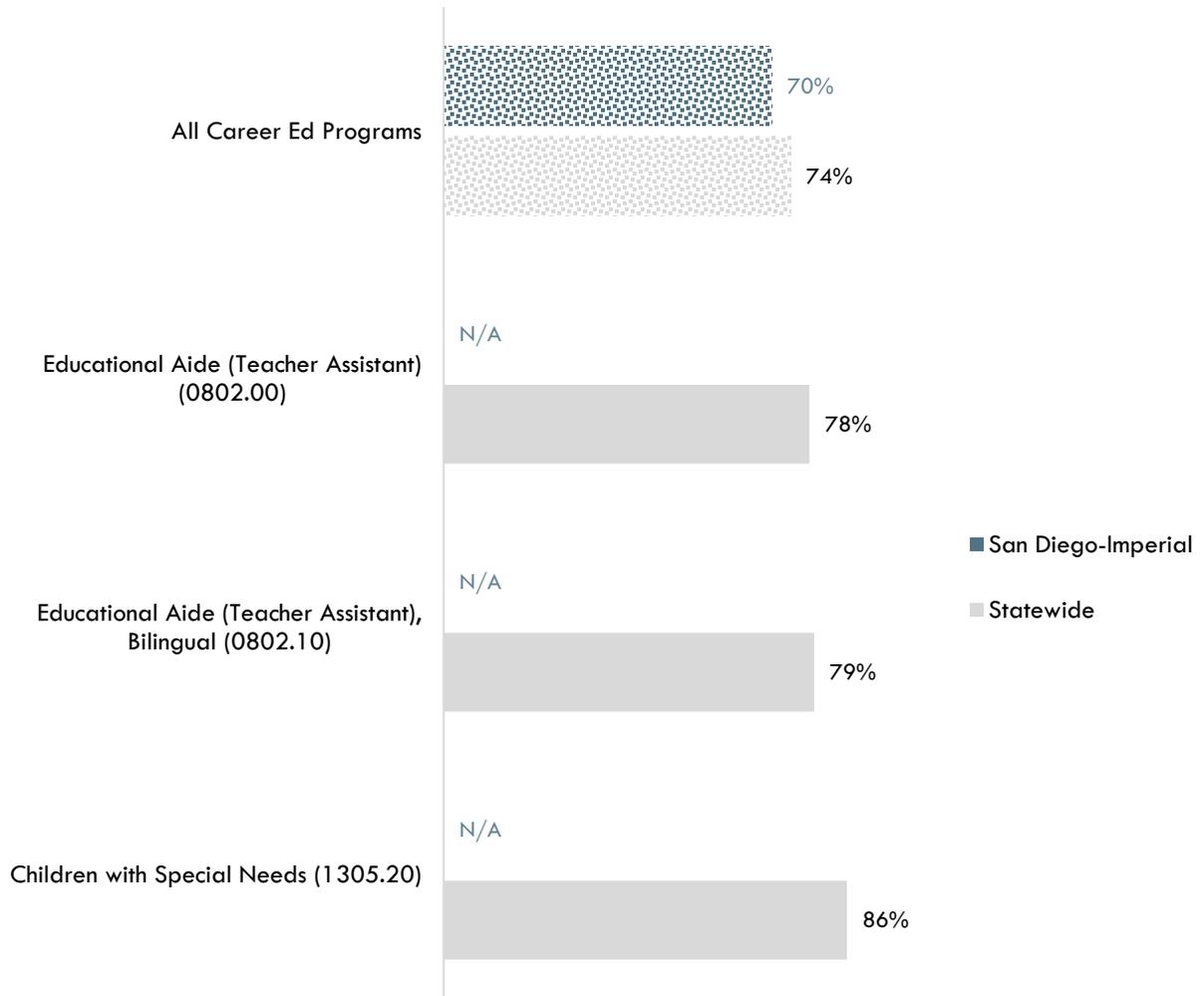
"N/A" indicates insufficient data

¹⁶ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁷ Most recent year with available data is Program Year 2022-23. Among completers and skills builders who exited, the percentage of students who attained a living wage.

According to the California Community Colleges LaunchBoard, 78 to 86% of students statewide obtained a job closely related to their field of study after completing a program related to a *Teaching Assistants, Except Postsecondary*, compared to 74% of students in Career Education programs in general across the state (Exhibit 10).¹⁸

Exhibit 10: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2021-22¹⁹



"N/A" indicates insufficient data

¹⁸ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁹ Most recent year with available data is Program Year 2021-22. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Employers

Between January 1, 2022 and December 31, 2024, the top five employers in San Diego County for *Teaching Assistants, Except Postsecondary* were MiraCosta College, Stepping Stones, Poway Unified School District, Zen Educate, and Center For Autism & Related Disorders based on online job postings (Exhibit 11).

Exhibit 11: Top Employers for Teaching Assistants, Except Postsecondary in San Diego County²⁰

Top Employers	
<ul style="list-style-type: none"> • MiraCosta College • Stepping Stones • Poway Unified School District • Zen Educate • Center For Autism & Related Disorders 	<ul style="list-style-type: none"> • Ro Health • Chula Vista Elementary • Public Consulting Group • Nobel Learning Communities • Santee School District

Skills

Exhibit 12 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2022 and December 31, 2024.

Exhibit 12: Top Skills for Teaching Assistants, Except Postsecondary in San Diego County²¹

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Special Education • Disabilities • Child Development • Preschool Education • Demonstration Skills • Lecturing • Curriculum Development • Working With Children • Student Information Systems • Learning Disabilities • Educational Technologies • Pedagogy • Student Learning Outcomes • Instructional Strategies • Learning Management Systems 	<ul style="list-style-type: none"> • Communication • Teaching • Writing • English Language • Confidentiality • Problem Solving • Operations • Presentations • Critical Thinking • Clerical Works • Administrative Functions • Mathematics • Management • Record Keeping • Planning 	<ul style="list-style-type: none"> • Student Information Systems • Learning Management Systems • Business Software

²⁰ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

²¹ Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

Prepared by:

Tina Ngo Bartel, Executive Director (tngobartel@miracosta.edu)

Christine Timbol Larson, Associate Director (ctimbollarson@miracosta.edu)

John Edwards, Research Analyst (jedwards@miracosta.edu)

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