

California Educational Employment

Labor Market Demand

Exhibit 1 displays the labor market demand for preschool, primary (includes middle school teachers), secondary, and other teaching occupations, including employment estimates, five-year projected growth, as well as demand for replacement workers. Occupations are shown in clusters to approximate educational staffing patterns (where indicated) and sorted in descending order by annual openings.¹ Based on the demand data shown below, the 21 instruction related occupations detailed below could generate about 117,000 annual openings and more than 587,000 openings over the five-year period.

Exhibit 1. Occupational Employment Estimates - Current and 5-Year Projections

SOC	Cluster or SOC Title	2016 Jobs	5-Yr Change	5-Yr % Change	5-Yr Replacements	Total Openings	Annual Openings
Preschool/Childcare							
39-9011	Childcare Workers	148,915	(3,689)	(2%)	106,231	110,168	22,034
25-2011	Preschool Teachers	50,833	2,922	6%	24,944	28,083	5,617
11-9031	Administrators, Preschool and Childcare Center/Program	8,158	387	5%	3,072	3,531	706
25-2051	Special Education Teachers, Preschool	1,783	407	23%	677	1,086	217
Total, Preschool/Childcare		209,689	27		134,924	142,868	28,574
Primary							
25-2021	Elementary School Teachers	147,485	9,975	7%	52,933	63,046	12,609
25-2022	Middle School Teachers	47,515	3,915	8%	17,144	21,088	4,218
25-2012	Kindergarten Teachers	15,923	1,007	6%	7,823	8,852	1,770
25-2052	Special Education Teachers, Kindergarten & Elementary	16,390	1,347	8%	5,911	7,269	1,454
25-2053	Special Education Teachers, Middle School	6,743	551	8%	2,431	2,985	597
25-2023	Career/Technical Education Teachers, Middle School	644	74	11%	235	310	62
Total, Primary		234,700	16,869		86,477	103,550	20,710
Secondary							
25-2031	Secondary School Teachers	102,572	6,555	6%	35,710	42,327	8,465
25-2054	Special Education Teachers, Secondary	9,973	933	9%	3,612	4,549	910
25-2032	Career/Technical Education Teachers, Secondary	4,183	344	8%	1,464	1,812	362
Total, Secondary		116,728	7,832		40,786	48,688	9,737
Other Education Occupations							
25-9041	Teacher Assistants	150,737	10,653	7%	78,142	88,881	17,776
25-3098	Substitute Teachers	105,305	6,321	6%	58,119	64,537	12,907
25-3099	Teachers and Instructors, All Other	65,766	4,375	7%	36,426	40,885	8,177
25-9031	Instructional Coordinators	19,472	1,289	7%	8,782	10,091	2,018
25-2059	Special Education Teachers, All Other	2,812	362	13%	1,031	1,395	279
25-9011	Audio-Visual and Multimedia Collections Specialists	1,572	91	6%	707	799	160
Total, Other Education		345,664	23,091		183,207	206,588	41,317
Total, All Education Occupations		1,088,036	61,502	6%	516,809	587,758	117,552

¹ Replacement estimates include retirements and general separations, but not turnover within the occupation. As such, replacements and new job growth combined is a good estimate of demand. Data source: Economic Modeling Specialists, Intl. (EMSI), 2017.4 – QCEW Employees and Self-Employed.

As shown in Exhibit 2, CTE-related job postings on EdJoin relate additional demand information.²

Exhibit 2. EdJoin CTE-related Job Postings

Industry / Occupational Title	15-16	16-17	Total	Industry / Occupational Title	15-16	16-17	Total
Ag & Nat'l Resources	7	7	14	Mfg. & Product Dev.	9	8	17
Arts, Media & Entertainment	48	52	100	Marketing, Sales & Service	6	4	10
Building & Construction Trades	21	19	40	Public Services	27	28	55
Business & Finance	14	14	28	Transportation	17	21	38
Edu, Child Dev, & Family Serv	8	9	17	Coach, TSA, Specialist	27	17	44
Energy, Environment & Utilities	5	4	9	Admin, Coord, Director	28	27	55
Engineering & Architecture	23	25	48	Counselor	7	8	15
Fashion & Interior Design	1	1	2	Unknown Sector	24	21	45
Health Science & Medical Tech	79	69	148	CTE Substitute	26	11	37
Hospitality, Tourism & Recreation	17	23	40	CTE Clerical	7	9	16
Information & Communication Tech	42	28	70	Other	3	12	15
				Total, All	446	417	863

Wages

In Exhibit 3, annual wage estimates for each occupation are detailed for the 25th and 50th (median) percentiles.

Exhibit 3. Annual Wage Estimates by Occupation

SOC	Cluster or SOC Title	25th Pct Annual Wage	Median Annual Wage
Preschool/Childcare			
39-9011	Childcare Workers	\$15,930	\$20,026
25-2011	Preschool Teachers	\$25,759	\$32,173
11-9031	Administrators, Preschool and Childcare Center/Program	\$36,451	\$46,248
25-2051	Special Education Teachers, Preschool	\$36,900	\$51,130
Primary			
25-2021	Elementary School Teachers	\$58,276	\$73,675
25-2022	Middle School Teachers	\$54,165	\$68,955
25-2012	Kindergarten Teachers	\$48,415	\$62,649
25-2052	Special Education Teachers, Kindergarten & Elementary	\$57,870	\$71,620
25-2053	Special Education Teachers, Middle School	\$54,690	\$68,240
25-2023	Career/Technical Education Teachers, Middle School	\$50,107	\$61,958
Secondary			
25-2031	Secondary School Teachers,	\$60,218	\$74,852
25-2054	Special Education Teachers, Secondary	\$59,800	\$76,620
25-2032	Career/Technical Education Teachers, Secondary	\$54,920	\$71,209
Other Education Occupations			
25-9041	Teacher Assistants	\$25,743	\$31,571
25-3098	Substitute Teachers	\$33,717	\$38,165
25-3099	Teachers and Instructors, All Other	\$29,471	\$42,634
25-9031	Instructional Coordinators	\$54,767	\$73,301
25-2059	Special Education Teachers, All Other	\$40,510	\$72,660
25-9011	Audio-Visual and Multimedia Collections Specialists	\$35,975	\$43,478

² Posting data from 2015-16 and 2016-17. These data reflect a broader interpretation of demand, are likely not inclusive of all postings or openings. Sector assignment is based on CDE CTE industry sectors and correlates to specific K12 teaching credentials.