



California Community Colleges

Career Advancement Guide for Current & Prospective Students

Careers in education

August 2024

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Introduction

What are career advancement maps?

- **Key steps that you could take to begin** (or move up in) a specific career
- Guides explaining the **education and certifications needed** to hold specific jobs / roles
- Collection of **expected wages for each job / role** to help you understand the potential financial value of a career

What should you use this guide for?

- **Exploring potential careers** and learning more about jobs of interest
- Understanding the **education requirements, time, and effort necessary to start or advance** in a chosen career
- Informing **further research and/or discussions with a counselor on choosing a college program that is right for you**



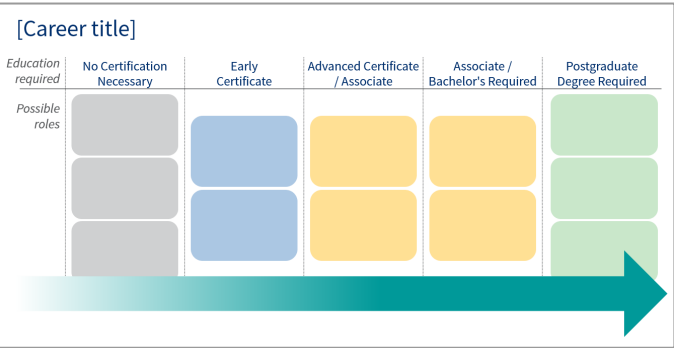
Note: This guide *does not explain every possible career, and the options shown are not always the only routes possible*; instead, these maps illustrate the most common routes to pursue a few specific careers

How to use this guide

Read career maps from left to right

Roles with no certification necessary are found on the far left of the map; the **level of education required for each role increases as you move from left to right**

Whether you are starting at step zero or step five, these career maps can help you find jobs of interest, along with the education needed and expected wages

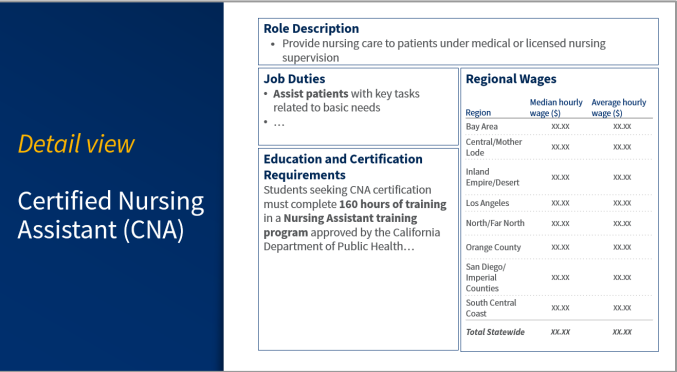


Sample career map

Look to additional pages for further detail

Career maps are followed by **detailed pages on specific roles**

These pages can tell you information on **job descriptions, wages in your area, and more detailed education / certification requirements**



Sample additional detail page



More research is needed!

Use this guide to start exploring career options, then **do more research and talk to a counselor** to get personalized advice

Counselors can give advice on **choosing a California Community Colleges program that will help you achieve your goals**



Note: This guide highlights **education / certification requirements and wages for the State of California, specifically.** Students who plan to work outside of California should research requirements and wages in other states.

This guide outlines two key careers within education

1

Early Childhood Education

Early Childhood Education focuses on the development and education of children from birth to early elementary school (around 5 years of age), emphasizing foundational skills in literacy, numeracy, socialization, and emotional growth

E.g., Engaging in play-based learning activities with infants and children in a daycare center

2

Teaching & Instruction

Teaching & Instruction focus on the delivery of educational content to students (for the purposes of this guide, from kindergarten through grade 12), including the process of curriculum development, implementing various teaching and classroom management strategies, and assessing student performance

E.g., Developing and delivering instructional lesson plans for a middle school science class



Early Childhood Education | Career advancement

CTC = California Commission on Teacher Credentialing
Program completion times assume Full-Time student status

Additional yrs. of education req.	High School / GED Required	+0-2 Years Some Additional Training Req.	+2-4 Years ¹ Advanced Training / Associate's / Bachelor's Required	+2-3 Years Postgraduate Degree Required	
Possible roles	<div><div>Family, Friend, and Neighbor (FFN) Caregiver ~\$17.97/hr²</div><div><ul style="list-style-type: none">License-exempt (child care license not required to work as FFN)Optional registration on TrustLine (background check platform) can confer added legitimacy for job recruitment purposes</div></div>	<div><div>Child Care Center Aide ~\$17.97/hr²</div><div><ul style="list-style-type: none">Complete 6 core semester units of early childhood educationTo work for state-funded programs (e.g., HeadStart), must also possess CTC Child Development Permit⁴</div></div>	<div><div>Child Care Center Director ~\$29.70/hr</div><div><ul style="list-style-type: none">Complete 12 core semester units in early childhood education / development AND 3 semester units in Administration or Staff RelationsHave 4 yrs of teaching experience in a supervised group Child Care CenterORComplete 3 semester units in Administration AND hold Associate degree in child development with 2 yrs teaching experience or Bachelor's degree in child development with 1 yr teaching experienceORHold CTC Child Development Site Supervisor Permit or Program Director Permit</div></div>	<div><div>Kindergarten or Elementary School Teacher ~\$96,000-105,000/yr</div><div><p>For preliminary certification⁵:</p><ul style="list-style-type: none">Earn Bachelor's degree (~4 yrs)Verify subject matter competence (see backup pages for additional detail)For Multiple Subject teachers: Complete a course (2 semester units / 3 quarter units) on the U.S. Constitution, or pass examComplete CTC-approved teacher preparation or intern program (~2-4 semesters)Pass the Reading Instruction Competence Assessment (RICA)Apply for CTC PK-3 ECE or Multiple Subject Teaching Credential (see backup for detail)</div></div>	<div><div>Notes:</div><div><ul style="list-style-type: none">Statewide median wages are listed, though wages may differ by school district & type (e.g., private, public, charter)Career progression is not necessarily linear (e.g., possible to become K-12 Teacher without previous experience as FFN Caregiver)</div></div>
	<div><div>Family Child Care Home Provider ~\$17.97/hr²</div><div><ul style="list-style-type: none">Attend Family Child Care Home orientation (1 day in-person or online)Complete 15 hours of health and safety trainingUndergo home inspectionApply for Family Child Care Home License</div></div>	<div><div>Child Care Center / Preschool Teacher⁶ ~\$19.49/hr</div><div><ul style="list-style-type: none">Complete 12 core semester units of early childhood education / developmentHave 6 months of experience in a group child care settingTo work for state-funded programs (e.g., HeadStart), must also possess CTC Child Development Permit⁴Bachelor's degree holders may also apply for CTC PK-3 ECE Specialist Credential</div></div>			
	<div><div>Other Relevant Roles</div><div>E.g., Tutor, Teaching Assistant, "Grey Economy" Child Care Workers³</div></div>				

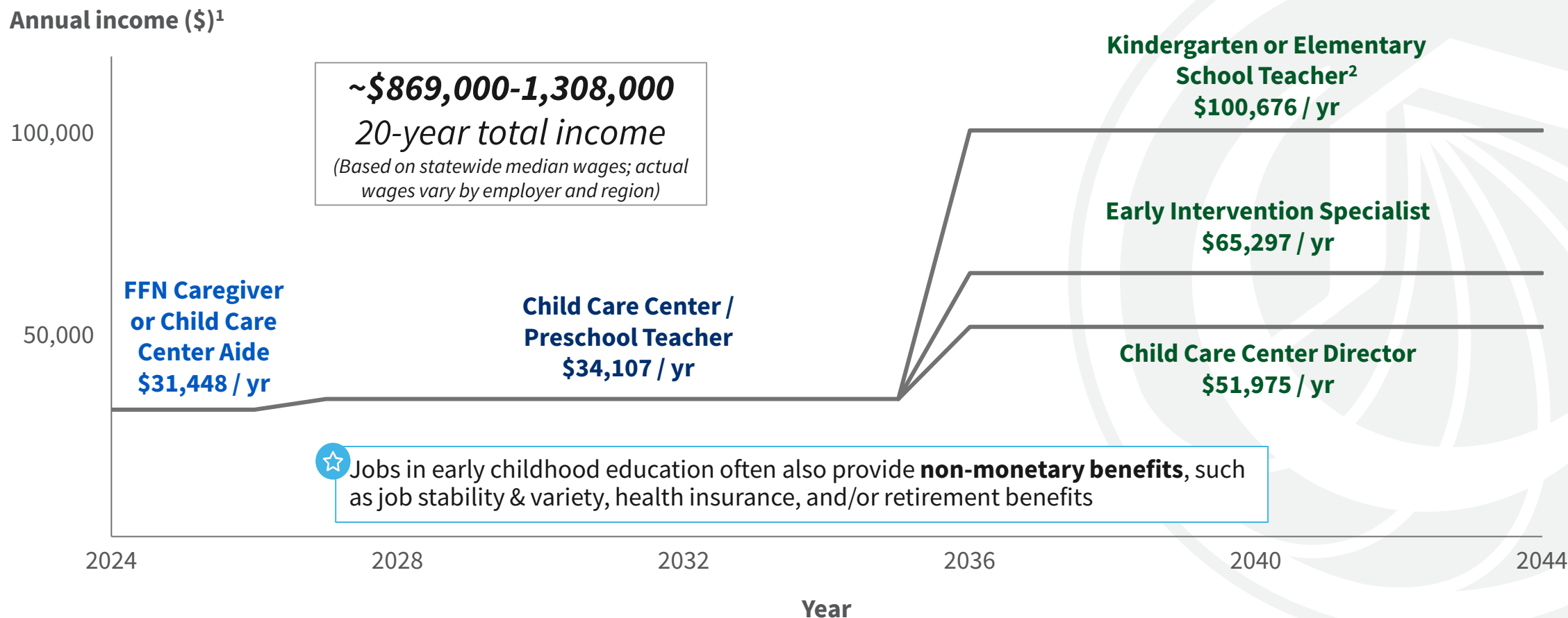
1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. Median wage for "Child Care Worker," though exact wage may vary based on employment setting 3. Child care workers paid "under the table" who are not captured in known employment data 4. CTC Child Development Permits are required to work in state-funded programs and may also be required by private employers 5. See backup pages for details on CTC's two-tier credentialing system

Notes: Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)

Source: CA Department of Social Services, Los Angeles Community Investment for Families Department; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Early Childhood Education | Continued education along an Early Childhood Education career can lead to 1.5-3x growth in annual salary

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)





Teaching & Instruction | Career advancement

Additional yrs.
of education req.

+0-3 Years

+2-4 Years¹

+2-5 Years

No Certification Necessary

Some Certification / Associate

Associate / Bachelor's Required

Postgraduate Degree Required

Possible
roles

Tutor
~\$18.21/hr

- Some employers may require certification by national certifying bodies such as National Tutoring Association
- Some employers of private tutors (e.g., families) may request background checks

Vocational Teacher
~\$99,000-102,000/yr

- For preliminary certification²:
- High school diploma required
 - 3 yrs experience in relevant Career Technical Education (CTE) industry sector (list of sectors found on backup page)
 - Apply for CTE Teaching Credential through CTC or certification through National Board for Professional Teaching Standards²

Substitute Teacher
~\$23.32/hr (often part-time)

- Earn Bachelor's degree³ (~4 yrs)
- Additional training & subject matter competency required for long-term substitutions (>60 days for one teacher)
- Apply for CTC substitute teaching permit (multiple permit options; see backup pages for detail)

Elementary, Middle, or High School Teacher
~\$95,000-99,000/yr

- For preliminary certification⁴:
- Earn Bachelor's degree⁵ (~4 yrs)
 - Verify subject matter competence (see backup pages for additional detail)
 - For Multiple and Single Subject teachers only: Complete a course (2 semester units or 3 quarter units) on the U.S. Constitution or pass exam
 - Complete CTC-approved teacher preparation program (~2-4 semesters) or CTC-approved district / university intern program (~2 yrs)
 - For PK-3 and Multiple Subject teachers only: Pass the Reading Instruction Competence Assessment (RICA)
 - Apply for CTC PK-3 ECE, Single Subject, or Multiple Subject Teaching Credential (see backup pages for detail)

Education Administrator
~\$134,488/yr

- Includes roles such as Assistant Principal, Principal, School Administrator
- Bachelor's degree (~4 yrs) required; many employers prefer Master's (~2 yrs) in Education, Education Administration, or related
- CTC administrative credential preferred by many employers; requires (a) prior Teaching or Pupil Personnel Services credential, (b) 5 yrs experience in school setting, and (c) CTC-approved administrative services preparation program or a passing score on CA Preliminary Administrative Credential Examination
- Prior experience in leadership roles (e.g., Mentor Teacher; Grade / Subject Dean) often preferred

Teaching Assistant (Pre-K through High School)
~\$40,271/yr

- Also known as Classroom Assistant, Instructional Aide, Educational Aide
- Position requirements vary by school district and employer; some employers require only high school diploma, while some require enrollment in or completion of Associate's degree program
- Applicants without Bachelor's degree may need to meet the CTC Basic Skills Requirement (see backup pages for detail)

Special Education Teacher
~\$90,000-\$103,000/yr

- For preliminary certification⁴:
- Earn Bachelor's degree (~4 yrs)
 - Verify subject matter competence (see backup pages for additional detail)
 - Complete course (2 semester units / 3 quarter units) on the U.S. Constitution or pass exam
 - Complete CTC-approved Education Specialist Credential program (~1-2.5 yrs) or CTC-approved district / university intern program (~2 yrs)
 - Pass the Reading Instruction Competence Assessment (RICA)
 - Apply for CTC Education Specialist Instruction Credential

Other Relevant Roles
E.g., Family Child Care Home Worker

Other Relevant Roles
E.g., Child Care Center Aide, Child Care Center Teacher



Notes: Statewide median wages are listed, though **wages may differ by school district & type (e.g., private, public, charter)**

Career progression is not necessarily linear (e.g., possible to become K-12 Teacher without previous experience as Tutor)

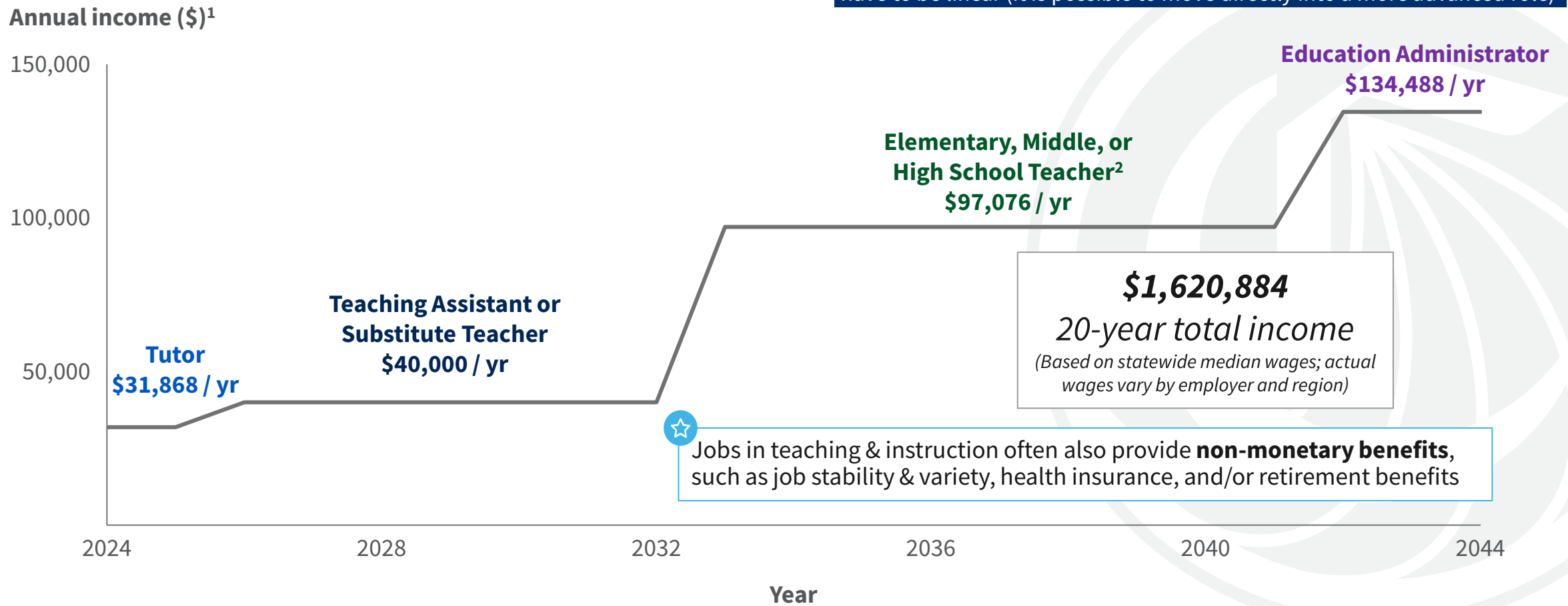
1. No prior certifications necessary to earn Associate or Bachelor's Degree 2. See backup page for further detail on CTE Teaching Credential requirements 3. Currently-enrolled Bachelor's candidates can apply for the Emergency Substitute Teaching Permit for Prospective Teachers, which allows permit holder to substitute teach for a maximum of 90 days 4. CTC uses a two-tier credentialing system; preliminary credential holders must upgrade their credential to the Clear credential after 5 years, which requires completion of a teacher induction program 5. Some 4-yr baccalaureate programs allow students to complete their Bachelor's degree coursework and their credential preparation requirements at the same time; these "integrated" programs are generally more intense than traditional programs but allow students to become teachers faster

Notes: CTC certification not required by law to teach in private schools, but many private school employers prefer applicants with CTC credentials; Wages reflected are 2023 median (hourly or annually, whichever indicated) in California (entry-level wages may differ); Program completion time listed assumes Full-Time student status (at least 12 credits per term at a California Community College; may vary for Bachelors & Masters programs)

Source: CA Commission on Teacher Credentialing; TEACH California; 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Teaching & Instruction | Continued education along a teaching & instruction career can lead to high long-term financial value

Sample student journey is shown; however, career progression does not have to be linear (it is possible to move directly into a more advanced role)



Credentialing details

CTC uses a two-tier credentialing system for the PK-3 ECE Specialist, Multiple Subject, Single Subject, and Education Specialist Instruction Teaching Credentials

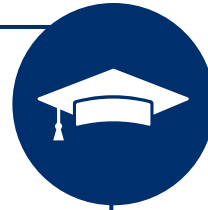
CTC = California Commission on Teacher Credentialing

Level I / Preliminary Credential

Issued for a maximum of 5 years

Requirements (California Preparation Option¹):

- Complete Bachelor's degree or higher
- Verify subject matter competence²
- For Single Subject, Multiple Subject, & Education Specialist only, must satisfy U.S. Constitution requirement by examination or 2 semester unit course
- For PK-3 ECE Specialist, Multiple Subject, & Education Specialist only, must pass the Reading Instruction Competence Assessment (RICA)
- Complete Commission-approved teacher preparation program (~2-4 semesters)
- Obtain formal recommendation for the credential by the program sponsor



Complete Teacher Induction Program
(2-year, job-embedded support program for new teachers)

To keep teaching, teachers MUST upgrade from the Preliminary Credential to the Clear Credential within 5 years or apply for a Preliminary Credential extension!



Level II / Clear Credential

Detail | Two methods possible to demonstrate subject matter competence for CTC Preliminary PK-3 Early Childhood Education Specialist Credential

CTC = California Commission on Teacher Credentialing

1

Related postsecondary degree

Completion of **Bachelor's degree or higher** in one of the following subjects:

- Child Development
- Child and Adolescent Development
- Human Development
- Early Childhood Education
- Child and Family Studies
- Early Childhood Studies
- Family Science
- Human Development and Family Science
- Child, Adolescent, and Family Studies

2

Related postsecondary coursework

Completion of **24 semester units or 36 quarter units** of non-remedial, degree-applicable coursework at a regionally accredited institution of higher education in the following subjects:

- Early Childhood Education
- Child Development

Detail | Five methods to demonstrate subject matter competence for CTC Subject, Multiple Subject, & Educational Specialist Instruction Teaching Credentials

	Method	Credential type		
		Single Subject	Multiple Subject	Educational Specialist
1	Subject matter preparation program <i>Completion of program offered by some California colleges / universities</i>	Complete a subject matter preparation program in the specific subject you wish to be credentialed for	Complete a preparation program for elementary subject matter	Complete a subject matter preparation program in the specific subject you want to be credentialed in <u>OR</u> complete a preparation program for elementary subject matter
2	Subject matter examination <i>Passing score on appropriate subject of California Subject Examination for Teachers (CSET)</i>	Pass CSET Single Subject Exam for subject you wish to be credentialed for	Pass CSET Multiple Subjects Exam	Pass CSET Single Subject Exam for subject you wish to be credentialed for <u>OR</u> CSET Multiple Subjects Exam
3	Commission-approved coursework <i>Completion of approved professional prep coursework at CA college / university</i>	Complete approved coursework in subject you wish to be credentialed for	Complete approved coursework in applicable subjects as determined by the Commission on Teacher Credentialing	Complete approved coursework in applicable subjects as determined by the Commission on Teacher Credentialing
4	Related postsecondary degree <i>Completion of Bachelor's degree or higher in relevant subject</i>	Complete degree with major in subject you wish to be credentialed for	Complete degree with major in liberal studies, liberal arts, elementary education, or equivalent	Complete degree with major in subject you wish to be credentialed for <u>OR</u> with major in liberal studies, liberal arts, elementary education, or equivalent
5	Combination of coursework & examination options	Combination of Methods 1, 2, or 3 that meets or exceeds the subject matter requirements adopted by the Commission in the content area of the desired credential (e.g., former U.S. History major seeking Single Subject Credential for Social Science takes only subtests 1 & 3 of the CSET: Social Science exam to satisfy the credential's remaining competency requirements, since prior coursework already satisfied the U.S. History content covered by CSET: Social Science subtest 2)		

Applicants without a Bachelor's degree must complete Basic Skills Requirement to earn a credential from CTC; eight methods to choose from

CTC = California Commission on Teacher Credentialing

Method	Reading proficiency	Writing proficiency	Mathematics proficiency
1 College / university coursework <i>Course must be at least 3 semester units, taken for credit, degree-applicable, & passed with grade "B-" or better</i>	<ul style="list-style-type: none"> Course in critical thinking, literature, philosophy, reading, rhetoric, or textual analysis 	<ul style="list-style-type: none"> Course in composition, English, rhetoric, written communication, or writing 	<ul style="list-style-type: none"> Course in algebra, geometry, mathematics, quantitative reasoning, or statistics
2 Qualifying score on ACT or SAT <i>Earn / show proof of qualifying score on either ACT or SAT</i>	<ul style="list-style-type: none"> ACT English: 22 SAT EBRW¹: 560 	<ul style="list-style-type: none"> ACT English: 22 SAT EBRW¹: 560 	<ul style="list-style-type: none"> ACT Mathematics: 23 SAT Math²: 570
3 California Basic Educational Skills Test (CBEST) <i>Passing score on each of the CBEST sections</i>	<ul style="list-style-type: none"> CBEST Reading³: Minimum scaled score of 41 	<ul style="list-style-type: none"> CBEST Writing³: Minimum scaled score of 41 	<ul style="list-style-type: none"> CBEST Mathematics³: Minimum scaled score of 41
4 CSET: Multiple Subjects plus Writing Skills Exam <i>Passing score on appropriate subsets of the California Subject Examinations for Teachers (CSET): Multiple Subjects Examination</i>	<ul style="list-style-type: none"> CSET Multiple Subjects Examination Subtest #101: 220 	<ul style="list-style-type: none"> CSET Writing Skills Examination Subtest #142: 220 	<ul style="list-style-type: none"> CSET Multiple Subjects Examination Subtest #214: 220
5 CSU Early Assessment or CSU Placement Exam <i>Passing scores on the California State University (CSU) Early Assessment Program (EAP) or CSU Placement Exams</i>	<ul style="list-style-type: none"> CSU EAP English: "College Ready" or "Exempt" CSU English Placement Test (EPT): 151 	<ul style="list-style-type: none"> CSU EAP English: "College Ready or "Exempt" CSU English Placement Test (EPT): 151 	<ul style="list-style-type: none"> CSU EAP Mathematics: "College Ready" or "Exempt" CSU Entry Level Mathematics (ELM) Assessment: 50
6 College Board Advanced Placement (AP) Exam <i>Earn / show proof of qualifying score on a specified College Board Advanced Placement (AP) examination</i>	<ul style="list-style-type: none"> AP English Language & Composition Exam: 3 AP English Literature & Composition: 3 	<ul style="list-style-type: none"> AP English Language & Composition Exam: 3 AP English Literature & Composition: 3 	<ul style="list-style-type: none"> AP Calculus AB Exam: 3 AP Calculus BC Exam: 3 AP Statistics Exam: 3
7 Out-of-state basic skills examination <i>Passing score on basic skills exam from another state</i>	Refer to California Commission on Teacher Credentialing's website for list of accepted out-of-state examinations		
8 Combination of multiple methods	Combination of the any of the above methods (excluding out-of-state basic skills exams) that satisfies the reading, writing, & mathematics proficiencies requirements; refer to the California Commission on Teacher Credentialing's website for further guidance on acceptable combinations of exam scores and coursework		

1. Refers to Evidence-Based Reading and Writing section taken after March 2016; equivalent for SAT taken before March 2016 is score of 500 on Critical Reading or Verbal sections 2. Refers to Math section taken after March 2016; equivalent for SAT taken before March 2016 is score of 550 on Math section 3. Score as low as 37 on an individual CBEST section is acceptable if the total scaled score is at least 123

Note: Scores listed in table reflect minimum qualifying scores to satisfy requirement

Source: [California Commission on Teacher Credentialing Basic Skills Requirement Summary](#)

CTC uses a two-tier credentialing system for the Career Technical Education (CTE) Credential

CTC = California Commission on Teacher Credentialing



Level I / Preliminary Credential

Issued for a maximum of 3 years

Requirements:

- High school diploma or equivalent
- Three years (with 1,000 clock hours per year) of work experience directly related to the selected industry sector
- Obtain recommendation for credential by CTC-approved CTE program sponsor

To keep teaching, vocational teachers MUST upgrade from the Preliminary Credential to the Clear Credential within 3 years!

Level II / Clear Credential

Must be renewed every 5 years



Requirements:

- Complete CTC-approved program of personalized preparation, including training in Specially Designed Academic Instruction Delivered in English
- Completion of two years of successful teaching with Preliminary CTE Credential or CTC-approved program of advanced personalized preparation
- Satisfy U.S. Constitution requirement by examination or 2 semester unit course
- Completion of health education (including nutrition & substance abuse education and CPR training)
- Completion of study in computer-based technology
- Obtain recommendation for credential by CTE program sponsor¹⁴

Role-specific details

Role details

Family Child Care Home Provider

Role Description

- Provide care for young children and infants **in your (provider's) home**

Job Duties

- **Perform child care tasks** such as engaging in play-based learning activities & managing child behavior
- **Manage the operations of a child care home business** through tasks such as budget planning & maintaining compliance with Department of Social Services standards

Education and Certification Requirements

Individuals interested in opening a Family Child Care Home **must attend an orientation approved by the California Department of Social Services**. Orientation typically takes place either in-person (over the course of one day) or in an online course (at a self-paced rate).

Applicants must also **complete 15 hours of health and safety training** and **pass a pre-licensure home inspection**. Applicants who complete these requirements may apply for a Family Child Care Home License.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	19.32	20.13
Central/Mother Lode	17.64	18.15
Inland Empire/Desert	18.73	20.03
Los Angeles	16.72	18.04
North/Far North	17.75	18.01
Orange County	16.72	18.22
San Diego/Imperial Counties	17.10	17.84
South Central Coast	17.97	18.41
Total Statewide	17.97	18.78

Role details

Child Care Center Aide

Role Description

- Assist teachers and directors in providing care for infants and young children in a child care center

Job Duties

- Assist with key child care tasks** such as supervising children, engaging in play and learning-based activities, maintaining an organized classroom

Education and Certification Requirements

Child Care Center Aides must be at least 18 years old and hold a **high school diploma or equivalent**. Aides must also have completed **6 semester units of early childhood education (ECE)** to be considered "fully qualified." An aide can be employed prior to completion of the 6 units, if the aide is enrolled in at least 2 units of ECE per semester until 6 units are completed.

To improve employability, aides can obtain the **Child Development Assistant Permit through the California Commission on Teacher Credentialing (CTC)**. Aides can qualify for this permit by completing **6 semester units of ECE / child development coursework** or by completing an **approved Home Economics and Related Occupations (HERO) or Regional Occupation Program (ROP) in Child Development Related Occupations**. The permit is issued for 5 years and may be renewed in 5-year periods upon completion of 105 hours of professional growth¹.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	19.32	20.13
Central/Mother Lode	17.64	18.15
Inland Empire/Desert	18.73	20.03
Los Angeles	16.72	18.04
North/Far North	17.75	18.01
Orange County	16.72	18.22
San Diego/Imperial Counties	17.10	17.84
South Central Coast	17.97	18.41
Total Statewide	17.97	18.78

1. The Commission on Teacher Credentialing defines professional growth as "participation in activities that contribute to a permit holder's competence [...] in the early childhood profession" (e.g., college coursework, conferences, workshops, and staff development programs)

Source: [California Department of Social Services Child Care Licensing Summary](#); [CTC Child Development Permit Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Child Care Center Teacher

Role Description

- **Provide care and education for infants and young children** in a child care center

Job Duties

- **Provide care and education for young children** through key tasks such as supervision, development of lesson plans that include play and learning-based activities, maintenance of an organized classroom

Education and Certification Requirements

Child Care Center Teachers must have completed **12 core semester units of early childhood education (ECE)** and have **6 months of experience in a licensed child care center** or comparable group child care program to be considered "fully qualified." To qualify as an Infant Teacher, 3 of the 12 core units must be related to infant care and the 6 months of experience must be with children under age 5. Teachers can be employed if they have completed 6 semester units of ECE and are enrolled in at least 2 units per semester until fully qualified.

To improve employability, teachers can obtain the **Child Development Associate Teacher Permit through the California Commission on Teacher Credentialing (CTC)**. Teachers can qualify for this permit by completing **12 semester units of ECE / child development coursework (including courses in child growth / development, child and family relations, and programs / curriculum)** and have **50 days of experience working in a child care program**. Alternatively, teachers may qualify by possessing a **Child Development Associate (CDA) Credential¹**.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	22.35	26.22
Central/Mother Lode	19.47	23.54
Inland Empire/Desert	18.64	22.28
Los Angeles	18.98	24.91
North/Far North	18.93	23.64
Orange County	18.75	22.49
San Diego/Imperial Counties	18.40	21.64
South Central Coast	18.95	22.26
Total Statewide	19.49	24.25

1. The CDA credential is a widely recognized credential for early childhood education nationally; those considering working outside of California should consider earning a CDA credential

Source: [California Department of Social Services Child Care Licensing Summary](#); [CTC Child Development Permit Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Child Care Center Director

Role Description

- **Operate a child care center** and ensure the health, safety, and learning of all children within the center

Job Duties

- Perform key tasks such as **developing education curriculum, maintaining student records, communicating with parents, managing budget planning, and overseeing staff hiring & management**

Education and Certification Requirements

Child Care Center Directors must have completed **12 core semester units of early childhood education (ECE), 3 semester units in Administration or Staff Relations, and have 4 years of teaching experience in a supervised group Child Care Center.** To qualify as an Infant Director, 3 of the 12 core units must be related to infant care and the 4 years of experience must be with children under age 5. Graduates with an **Associate Degree in Child Development can become directors after 2 years of teaching experience.** Those with a **Bachelor's Degree in Child Development can qualify with only 1 year of teaching experience.**

Individuals who hold a **Child Development Site Supervisor Permit or Program Direct Permit** through the California Commission on Teacher Credentialing (CTC) are also qualified to become directors.

Regional Wages

Region	Median hourly wage (\$)	Average hourly wage (\$)
Bay Area	30.92	35.06
Central/Mother Lode	26.60	30.33
Inland Empire/Desert	28.56	33.06
Los Angeles	30.46	33.53
North/Far North	28.12	29.56
Orange County	30.46	31.67
San Diego/Imperial Counties	29.05	31.09
South Central Coast	26.94	28.88
Total Statewide	29.70	32.94

Role details

Early Intervention Specialist

Role Description

- Support infants and young children with **developmental delays and disabilities**

Job Duties

- **Perform services based on a child's developmental needs**, such as speech therapy, physical therapy, and play-based therapy

Education and Certification Requirements

Early Intervention Specialists have **Bachelor's degrees in fields such as child development, early childhood education, occupational therapy, or education**. Some employers may also require a **Master's degree in a related field**.

Some employers may require an **Education Specialist Instruction Credential through the California Commission on Teacher Credentialing (CTC)**. Candidates for this credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved Education Specialist Credential program (~1-2.5 yrs) or district / university intern program, and pass the Reading Instruction Competence Assessment**. Candidates who satisfy these requirements can apply for the preliminary Education Specialist Instruction Credential.

The preliminary credential must be "upgraded" to the Clear Credential within 5 years; [see detail pages for information on CTC's two-tier credential system & how to upgrade a preliminary credential](#).

Statewide and Regional Wages

Statewide Median Annual Wage

\$65,297

Statewide Average Annual Wage

\$78,516

Average annual wage can range from \$46-84k dependent on region; recommend consulting employers or job postings to get a clearer sense of wages in your region

Role details

Teaching Assistant (Pre-K through High School)

Role Description

- **Assist teachers** in providing student instruction and managing a classroom

Job Duties

- Assist in classroom instruction through key tasks **such as assisting with learning activities, managing classroom behavior, and providing individual student assistance where needed**

Education and Certification Requirements

Requirements for teaching assistant positions **vary by school district and employer**. Some employers require only high school diploma, while some require enrollment in or completion of an Associate's degree program.

For candidates who have not completed a Bachelor's degree, public school employers may require completion of the California Commission on Teacher Credentialing Basic Skills Requirement. [See detail pages for more information on how to satisfy the Basic Skills Requirement.](#)

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	46	47
Central/Mother Lode	39	40
Inland Empire/Desert	40	42
Los Angeles	41	44
North/Far North	39	41
Orange County	45	45
San Diego/Imperial Counties	39	42
South Central Coast	39	42
Total Statewide	40	44

Role details

Vocational Teacher

Commission-approved industry sectors

- Agriculture & Natural Resources
- Arts, Media, & Entertainment
- Building & Construction Trades
- Business & Finance
- Education, Child Development, & Family Services
- Energy, Environment, & Utilities
- Engineering & Architecture
- Fashion & Interior Design
- Health Science & Medical Technology
- Hospitality, Tourism, & Recreation
- Information & Communication Technologies
- Manufacturing & Product Development
- Marketing, Sales, & Service
- Public Services
- Transportation

Role Description <ul style="list-style-type: none">• Provide occupational training at the middle / high school level & in classes organized primarily for adults in one of the industry sectors approved by California Commission on Teacher Credentialing		
Job Duties <ul style="list-style-type: none">• Provide industry-related instruction to students through key tasks such as developing industry-relevant lesson plans, delivering classroom instruction, and assessing student performance		
Education and Certification Requirements <p>California public schools require credentials for teacher positions. While credentials are not <i>required</i> for private schools, many private schools prefer teachers to have them.</p> <p>Vocational Teachers can be certified with the Designated Subjects Career Technical Education (CTE) Credential through the California Commission on Teacher Credentialing (CTC). Those who hold a qualifying certification by the National Board for Professional Teaching Standards will be issued a Clear CTE Credential in their selected industry sector. Otherwise, candidates must have a high school diploma & 3 years of work experience in a Commission-approved industry sector to qualify for the preliminary CTE credential. Note that many industries require Bachelor's degrees or higher to gain the work experience necessary for this credential.</p> <p>The preliminary CTE credential must be "upgraded" to the Clear Credential within 3 years; see detail pages for information on CTC's two-tier credentialing system and how to upgrade a preliminary credential.</p>	Regional Wages¹	
	Region	Median annual wage (\$K)
	Bay Area	103
	Central/Mother Lode	99
	Inland Empire/Desert	112
	Los Angeles	100
	North/Far North	79
	Orange County	100
	San Diego/Imperial Counties	84
	South Central Coast	90
	Total Statewide	99

1. Wages listed reflect wages for *Secondary School* Vocational Teachers; wages may vary by school level/type
Source: Bureau of Labor Statistics; [California Commission on Teacher Credentialing CTE Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Substitute Teacher

Role Description <ul style="list-style-type: none">• Provide temporary classroom instruction and manage students in the absence of the regular teacher• Typically work in part-time capacity; substitutes frequently hold other jobs or are pursuing education																															
Job Duties <ul style="list-style-type: none">• Maintain classroom instruction through key tasks such as following lesson plans, managing classroom behavior, and reporting to the regular teacher																															
Education and Certification Requirements <p>California public schools require permits for substitutes. While permits are not <i>required</i> for private school substitutes, some private schools may prefer them.</p> <p>Bachelor's degree holders can apply for the Emergency 30-Day Substitute Teaching Permit through the California Commission on Teacher Credentialing, which authorizes the holder to serve as a substitute (can only sub for max 30 days per classroom, or 20 days per special education classroom, during a school year).</p> <p>Students currently enrolled in a Bachelor's program can apply for the Emergency Substitute Teaching Permit for Prospective Teachers. Students must have completed at least 90 semester units of coursework from a 4-year California college / university and satisfied the Basic Skills Requirement¹. This permit allows substitution for a maximum of 90 days total.</p> <p>Substitute teachers with 3 consecutive years (at least 90 days per year) of substitute teaching experience can apply for the Emergency Career Substitute Permit, which allows the holder to substitute for up to 60 days max per classroom.</p>	Regional Wages																														
	<table><tr><th>Region</th><th>Median hourly wage (\$)</th><th>Average hourly wage (\$)</th></tr><tr><td>Bay Area</td><td>27.92</td><td>29.06</td></tr><tr><td>Central/Mother Lode</td><td>21.55</td><td>23.09</td></tr><tr><td>Inland Empire/Desert</td><td>20.03</td><td>23.29</td></tr><tr><td>Los Angeles</td><td>24.69</td><td>26.58</td></tr><tr><td>North/Far North</td><td>25.39</td><td>25.42</td></tr><tr><td>Orange County</td><td>19.66</td><td>22.61</td></tr><tr><td>San Diego/Imperial Counties</td><td>23.50</td><td>25.25</td></tr><tr><td>South Central Coast</td><td>24.08</td><td>25.72</td></tr><tr><td>Total Statewide</td><td>23.32</td><td>25.45</td></tr></table>	Region	Median hourly wage (\$)	Average hourly wage (\$)	Bay Area	27.92	29.06	Central/Mother Lode	21.55	23.09	Inland Empire/Desert	20.03	23.29	Los Angeles	24.69	26.58	North/Far North	25.39	25.42	Orange County	19.66	22.61	San Diego/Imperial Counties	23.50	25.25	South Central Coast	24.08	25.72	Total Statewide	23.32	25.45
Region	Median hourly wage (\$)	Average hourly wage (\$)																													
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Total Statewide	23.32	25.45																													

1. See backup pages for details on how to satisfy the Basic Skills Requirement
Source: University of Massachusetts Global; [California Commission on Teacher Credentialing Substitute Permits Requirements](#);
2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Kindergarten or Elementary School Teacher

Role Description

- **Teach children ages ~5-10**, typically in multiple subjects

Job Duties

- **Provide classroom instruction to children** through key tasks such as developing & delivering lesson plans, managing classroom behavior, evaluating student performance, communicating with parents

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private school teaching, many private schools prefer teachers to have them.

Kindergarten and Elementary School teachers are typically **certified with the Multiple Subject Teaching Credential through the California Commission on Teacher Credentialing (CTC)**.

Candidates for this credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved teacher preparation program (~2-4 semesters) or intern program, and pass the Reading Instruction Competence Assessment**. Candidates who satisfy these requirements can apply for the preliminary Multiple Subject Teaching Credential.

The preliminary credential must be "upgraded" to the Clear Credential within 5 years; [see detail pages for information on CTC's two-tier credentialing system & how to upgrade a preliminary credential](#).

Regional Wages

Kindergarten Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	105	103
Central/Mother Lode	93	91
Inland Empire/Desert	115	104
Los Angeles	113	97
North/Far North	98	89
Orange County	112	96
San Diego/Imperial Counties ²	-	-
South Central Coast	113	96
Total Statewide	105	98

Elementary School Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	98	99
Central/Mother Lode	83	87
Inland Empire/Desert	101	96
Los Angeles	100	96
North/Far North	81	83
Orange County	102	97
San Diego/Imperial Counties	83	90
South Central Coast	94	95
Total Statewide	96	94

1. See backup page for details on verifying subject matter competence 2. Wage data incomplete for this region
Source: [California Commission on Teacher Credentialing Multiple Subjects Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Middle or High School Teacher

Role Description

- **Teach children ages ~10-18**, typically in a limited number of subjects

Job Duties

- **Provide classroom instruction to students** through key tasks such as developing & delivering lesson plans, managing classroom behavior, evaluating student performance, communicating with parents

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private school teaching, many private schools prefer teachers to have them.

Middle and High School teachers are typically **certified with the Single Subject Teaching Credential through the California Commission on Teacher Credentialing (CTC)**. Candidates for the Single Subject Teaching Credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved teacher preparation program (~2-4 semesters) or intern program**. Candidates who satisfy these requirements can apply for the preliminary Single Subject Teaching Credential.

The preliminary Single Subject Teaching Credential must be "upgraded" to the Clear Credential within 5 years; [see detail pages for information on CTC's two-tier credentialing system and how to upgrade a preliminary credential](#).

Regional Wages

Middle School Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	100	102
Central/Mother Lode	88	89
Inland Empire/Desert	106	106
Los Angeles	101	95
North/Far North	97	91
Orange County	102	95
San Diego/Imperial Counties ²	83	99
South Central Coast	91	94
Total Statewide	96	97

High School Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	98	96
Central/Mother Lode	89	93
Inland Empire/Desert	109	113
Los Angeles	85	93
North/Far North	84	89
Orange County	85	94
San Diego/Imperial Counties	100	102
South Central Coast	93	91
Total Statewide	99	97

1. See backup page for details on verifying subject matter competence

Source: [California Commission on Teacher Credentialing Single Subject Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS) Survey collected by California Employment Development Dept

Role details

Special Education Teacher

Role Description

- Teach students of all ages with **developmental, physical, and behavioral/emotional needs**

Job Duties

- Provide specialized instruction to students** through key tasks such as implementing Individualized Education Plans (IEPs), managing classroom behavior, & evaluating student performance

Education and Certification Requirements

California public schools require credentials for teacher positions. While credentials are not *required* for private school teaching, many private schools prefer teachers to have them.

Special Education Teachers are **certified with the Education Specialist Instruction Teaching Credential through the California Commission on Teacher Credentialing (CTC)**. Candidates for this credential must hold a **Bachelor's degree, verify subject matter competence¹, satisfy the U.S. Constitution requirement (complete a 2-semester unit course or pass an exam), complete a CTC-approved Education Specialist Credential program (~1-2.5 yrs) or intern program, and pass the Reading Instruction Competence Assessment**. Candidates who satisfy these requirements can apply for the preliminary Education Specialist Instruction Credential.

The preliminary credential must be "upgraded" to the Clear Credential within 5 years; [see detail pages for information on CTC's two-tier credentialing system and how to upgrade a preliminary credential](#).

Regional Wages²

Kindergarten & Elementary Special Ed. Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	90	90
Central/Mother Lode	79	83
Inland Empire/Desert	88	94
Los Angeles	90	92
North/Far North	72	78
Orange County	84	91
San Diego/Imperial Counties ²	85	96
South Central Coast	88	90
Total Statewide	85	90

High School Special Ed. Teachers

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	98	98
Central/Mother Lode	89	90
Inland Empire/Desert	115	119
Los Angeles	102	101
North/Far North	103	96
Orange County	101	99
San Diego/Imperial Counties	104	114
South Central Coast	96	91
Total Statewide	102	102

1. See backup page for details on verifying subject matter competence 2. Preschool & Middle School Special Education Teachers not listed due to incomplete wage data availability; can assume wages for these roles are roughly near listed wages
Source: [CTC Education Specialist Credential Requirements](#); 2023 Occupational Employment and Wage Statistics (OEWS)
Survey collected by California Employment Development Dept

Role details

Education Administrator

Role Description

- **Oversee or manage school operations** in roles such as Principal or Assistant Principal

Job Duties

- **Lead schools and manage operations** through key tasks such as coordinating curriculum, managing budgets, evaluating teacher performance, managing relationships between students, parents, & faculty

Education and Certification Requirements

Education administrators typically have a background in teaching. **A Bachelor's degree** (~4 years) is required for education administrators, but **many employers prefer Master's degree** (~2 years) holders in **Education, Education Administration, or a related field**.

Education administrators can be certified with the **Administrative Services Credential** through the California Commission on Teacher Credentialing (CTC) to improve employability. To qualify for this credential, candidates must first hold a Bachelor's degree in addition to **a qualifying CTC credential**. Candidates must have **5 years of full-time experience** in a school setting. Candidates must also complete **either (1) a Commission-approved program of specialized preparation in administrative services and passage of the Administrative Performance Assessment, (2) a 1-year Commission-approved administrative services intern program, or (3) a passing score on the California Preliminary Administrative Credential Examination**. Candidates typically have prior experience in leadership roles within teaching (e.g., Dean, Mentor Teacher) before becoming administrators.

Regional Wages

Region	Median annual wage (\$K)	Average annual wage (\$K)
Bay Area	141	143
Central/Mother Lode	132	134
Inland Empire/Desert	137	143
Los Angeles	134	133
North/Far North	134	140
Orange County	134	135
San Diego/Imperial Counties	133	136
South Central Coast	133	133
Total Statewide	134	137



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