

# Teaching and Related Human Services



Requires a  
Bachelor's  
Degree  
or Higher

## Adult Education Teachers

Adult education teachers instruct out-of-school youths and adults in self-improvement or non-vocational courses. These may include basic education, art, photography, music, stock market analysis, languages, automobile driving, and health and fitness. Courses are often taken for enjoyment or enrichment, and do not always further an occupational objective or lead to a degree. Many of these teachers work part-time, often holding other jobs related to the subjects they teach.

### Factors Driving the Job Growth

More adults are expected to take courses for career advancement or personal benefit. Increased awareness of the difficulty in finding a good job without basic academic skills should also advance demand for basic education teachers. As a result, this occupation is expected to grow faster than the average for all occupations through 2016.

### Where Jobs are Currently Found

- Other Schools & Instruction (31%)
- Self-employed (15%)
- Membership Organizations (12%)
- Elementary & Secondary Schools (10%)
- Arts, Entertainment, & Recreation (7%)
- Social Assistance (7%)

### Wages and Salaries

Mean Hourly Earnings:	\$23.53	Adult Literacy, Remedial Ed., and GED Teachers*
	\$18.28	Self Enrichment Teachers*
	* Many adult education teachers work part-time	

### Education and Training Requirements

Training requirements vary by subject area taught. In general, teachers must work or have work experience in their field and/or licenses or certificates where required. Adult education teachers should communicate well with students, and be patient, understanding, and supportive.

### Career Paths

With more experience, adult education teachers can advance to administrative positions within colleges and universities or corporate training departments.

**Growth Rate:** 17.8%

**Current Jobs:** 10,550

**Job Change:** 1,880

**Replacement Job  
Openings:** 1,310

## Counselors (Educational, Vocational, and School)



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Bachelor's  
Degree  
or Higher

Counselors assist people with personal, family, and educational problems and career decisions. Their duties depend on the clients they serve. The field includes school guidance counselors and career counselors.



**Growth Rate:** 8.0%

**Current Jobs:** 7,410

**Job Change:** 600

**Replacement Job  
Openings:** 1,470

### Factors Driving the Job Growth

Jobs for educational, vocational, and school counselors are expected to increase about as fast as the average for all occupations through 2016. Although schools realize the need for counselors, budget constraints will dampen job growth somewhat for this particular segment of the overall counseling profession. Job opportunities should be more favorable in rural and inner-city schools.

### Where Jobs are Currently Found

Elementary & Secondary Schools (47%)

Colleges, Universities, & Professional Schools (17%)

Social Assistance (15%)

Self-Employed (5%)

### Wages and Salaries

Mean Annual Earnings: \$53,550

### Education and Training Requirements

Counselors usually have a master's degree in elementary and secondary school counseling, career counseling, or a related field. School counselors must also hold a counseling or teaching certificate.

### Career Paths

Prospects for advancement vary by field. With experience, school counselors can advance to larger school systems or become a director or supervisor of counseling services. With further education some counselors can become educators, psychologists, or school administrators.



Requires  
Specialized  
Training or an  
Associate's Degree

## Human Service Workers

Human service workers assist social workers in group homes, halfway houses, community mental health centers, and other social service agencies. They organize and lead group activities, drive and accompany clients to doctors' offices and other appointments, and keep and record written progress reports. In some cases, they may help clients obtain social and community services.

### Factors Driving the Job Growth

Jobs for human service workers should increase much more rapidly than the average for all occupations through 2016 as more programs are developed to assist battered women, alcoholics, drug abusers, and the mentally impaired. In addition, thousands of jobs should arise from the need to replace human service workers who change jobs or move up the career ladder.

**Growth Rate:** 25.8%

**Current Jobs:** 22,870

**Job Change:** 5,900

**Replacement Job  
Openings:** 3,200

### Where Jobs are Currently Found

Social Assistance (26%)

*Individual Family Services (17%)*

Nursing & Residential Care Facilities (22%)

Outpatient Care Centers (15%)

Government (13%)

Hospitals (9%)

Religious, Grantmaking, Civic, Professional, & Similar Organizations (7%)

### Wages and Salaries

Mean Annual Earnings:	\$39,290	Substance Abuse and Behavioral Disorder Counselors
	\$43,110	Marriage and Family Therapists*
	\$39,720	Mental Health Counselors
	\$31,490	Social and Human Service Assistants
	*Employment data not published	

### Education and Training Requirements

Most employers require college courses in human services, social work, psychology, or one of the behavioral sciences. Volunteer work is also helpful. Certificate and associate degree programs in social work or mental health are offered at community and junior colleges, vocational-technical institutes, and other post-secondary schools. Patience, understanding, and a strong desire to help others are essential for work in this field. Orientation is generally provided.

### Career Paths

Human service workers can advance with a bachelor's or master's degree in counseling, rehabilitation, social work, or a related field. Other workers who help people include occupational and physical therapy assistants and aides, psychiatric aides, community outreach workers, social workers, and religious workers.

## Kindergarten and Elementary School Teachers



Requires a Bachelor's Degree or Higher

Kindergarten and elementary school teachers introduce children to numbers, language, science, and social studies in public or private schools. They prepare lessons and games, hold parent/teacher conferences, and supervise after-school activities.



**Growth Rate:** 11.0%

**Current Jobs:** 37,910

**Job Change:** 4,180

**Replacement Job Openings:** 8,060

### Factors Driving the Job Growth

Job growth for kindergarten and elementary school teachers is expected to increase slightly faster than the average for all occupations through 2016. In addition to modest job growth, there will be a need to replace thousands of teachers who are expected to retire or who transfer to other occupations.

### Where Jobs are Currently Found

Elementary & Secondary Schools (96%)

Social Assistance (2%)

Child Day Care Services (1%)

### Wages and Salaries

Mean Annual Earnings:	\$54,170	Kindergarten Teachers
	\$59,570	Elementary School Teachers

### Education and Training Requirements

All States require public school teachers to be certified. Requirements for certification include a bachelor's degree and completion of an approved teacher training program with a prescribed number of education credits.

### Career Paths

Kindergarten and elementary school teachers with experience can advance to administrative positions in schools and other organizations. Other workers who teach and motivate others include employment development specialists, employment interviewers, librarians, social workers, and counselors.



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## Postsecondary Teachers

Postsecondary teachers instruct students in a wide variety of academic and vocational subjects beyond the high school level. These teachers include college and university faculty, postsecondary career and technical education teachers, and graduate teaching assistants.

### Factors Driving the Job Growth

Overall employment of postsecondary teachers is expected to grow much faster than the average for all occupations through 2016. This is primarily due to the expected increase in the population of 18-to-24-year-olds and from the increasing number of high school graduates who choose to further their education at the postsecondary level. In addition to the expected growth in demand for postsecondary teachers, the need to replace the large number of postsecondary teachers who are likely to retire over the coming years will also create a significant number of job openings. Although opportunities for postsecondary teaching jobs are expected to be good, many of the openings will be for part-time or non-tenure-track positions.

**Growth Rate:** 18.3%

**Current Jobs:** 50,370

**Job Change:** 9,240

**Replacement Job  
Openings:** 8,430

### Where Jobs are Currently Found

Colleges, Universities, & Professional Schools (84%)

Community Colleges (6%)

### Wages and Salaries

Wages for postsecondary teachers vary widely depending on their specialty, as the following examples illustrate:

Mean Annual Earnings:	All Occupations	\$50,990
	Engineering Teachers	\$104,060
	Economics Teachers	\$103,450
	Chemistry Teachers	\$86,260
	Education Teachers	\$62,980
	Graduate Teaching Assistants	\$44,770

### Education and Training Requirements

The education and training required of postsecondary teachers varies widely, depending on the subject taught and the educational institution employing them. Four year colleges and universities generally require a doctoral degree for full-time tenure-track positions, but may hire master's degree holders or doctoral candidates for certain disciplines or part-time positions. Postsecondary career and technical schools generally require a bachelor's degree or higher, plus at least three years of work experience in a particular field. Two-year colleges usually require at least a master's degree and increasingly prefer candidates with a doctoral degree or some teaching experience.

### Career Paths

A postsecondary teaching position is often the culmination of one's career aspirations. However, opportunities in a non-academic setting are numerous and varied, depending on the particular discipline. For example, economics professors can practice as private consultants; law professors can practice as attorneys; and chemistry professors can work for corporation research and development departments.

## Preschool Teachers and Child-Care Workers



Requires  
Specialized  
Training or an  
Associate's Degree

Preschool teachers and child-care workers attend to children's needs in schools, businesses, and other organizations. Child-care workers may feed and dress children, change diapers and clothing, provide games and other activities, and serve meals and snacks. Preschool teachers develop and organize activities that stimulate children's physical, emotional, intellectual, and social growth.

### Factors Driving the Job Growth

Jobs for preschool teachers and child-care workers are projected to increase more rapidly than the average for all occupations through 2016, as more women return to work after having children. In addition, many parents need formal child-care arrangements because they need two incomes. Some parents prefer formal arrangements for personal reasons, such as a more structured learning and social environment.

**Growth Rate:** 18.5%

**Current Jobs:** 32,740

**Job Change:** 6,070

**Replacement Job  
Openings:** 6,830

### Where Jobs are Currently Found

Child Day Care Services (42%)

Self-Employed (17%)

Religious, Grantmaking, Civic, Professional, & Similar Organizations (14%)

Nursing & Residential Care Facilities (6%)

Individual & Family Services (5%)

Other Residential Care Facilities (3%)

Leisure & Hospitality (2%)

### Wages and Salaries

Mean Hourly Earnings:	\$14.76	Preschool Teachers
	\$11.02	Child-Care Workers

### Education and Training Requirements

Requirements for child-care workers vary and range from a high school diploma, to college courses, to a bachelor's degree in childhood development or early childhood education. For entry-level positions in Massachusetts, an individual must be at least 16 years old and possess a high school diploma or the equivalent. For positions above this level, formal education is required. For more information contact the Massachusetts Office of Child Care Services (617-472-2881).

### Career Paths

Child-care workers can advance with more experience and education. With more courses or an associate's degree, some can become assistant or lead teachers. With a bachelor's degree, preschool teachers may become certified to teach in public schools at the kindergarten, elementary, or secondary school level.

## Psychologists (Clinical, Counseling, and School)



Requires a  
Bachelor's  
Degree  
or Higher



**Growth Rate:** 15.4%

**Current Jobs:** 6,440

**Job Change:** 1,000

**Replacement Job  
Openings:** 990

Psychologists study the human mind and human behavior in a variety of settings, including health care, business, industry, education, and non-profits. Clinical psychologists, who constitute the largest specialty, help mentally and emotionally disturbed clients adjust to life. Counseling psychologists use various techniques, including interviewing and testing, to advise people on how to deal with problems of everyday living. School psychologists work with students in elementary and secondary schools. They collaborate with school personnel and parents to create a healthy learning environment for student.

### Factors Driving the Job Growth

Employment of all psychologists is expected to grow faster than the average for all occupations through 2016, because of increased demand for psychological services in many sectors of the economy. Among the specialties within this occupation, school psychologists, especially those with advanced degrees, may enjoy the best opportunities. The increase in employee assistance programs, the growing need to help people deal with personal, family, or work problems, and other factors should ensure continued demand for clinical and counseling psychologists.

### Where Jobs are Currently Found

Elementary & Secondary Schools (29%)

Individual & Family Services (12%)

Colleges, Universities, & Professional Schools (7%)

Outpatient Care Centers (5%)

Government (3%)

### Wages and Salaries

Mean Annual Earnings: \$73,040

### Education and Training Requirements

A doctoral degree is usually required for employment as an independent licensed clinical or counseling psychologist. A specialist degree is required in most states for an individual to work as a school psychologist, although a few states, including Massachusetts, still credential school psychologists with master's degrees. A bachelor's degree in psychology qualifies a person to assist psychologists and other professionals in a variety of settings.

### Career Paths

Psychologists with advanced degrees can work in academic settings or conduct research as well as practice in a clinical, school, or industrial setting. Occupations requiring skills similar to psychologists include counselors, social workers, sociologists, and special education teachers.



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## Secondary School Teachers

Secondary school teachers instruct public or private schools students in one or more subjects such as English, mathematics, or social studies. They may also design lesson plans, choose and evaluate textbooks, attend conferences, and organize science fairs.

### Factors Driving the Job Growth

Employment of secondary school teachers is expected to grow more slowly than the average for all occupations through 2016 as the children of the baby boom generation grow older and leave the secondary school system. Most of the job openings will result from the need to replace the large number of teachers who are expected to retire through 2016. Opportunities will vary greatly depending on the locality, grade level, and subject matter taught.

**Growth Rate:** 5.6%

**Current Jobs:** 45,500

**Job Change:** 2,540

**Replacement Job**

**Openings:** 12,020

### Where Jobs are Currently Found

Elementary & Secondary Schools (98%)

### Wages and Salaries

Mean Annual Earnings: \$58,500 Middle School Teachers

\$59,310 Secondary School Teachers

### Education and Training Requirements

Teachers must be certified to teach in public schools. They must continually upgrade their skills in order to incorporate the latest technology and curricula in the classroom.

### Career Paths

Secondary school teachers with experience and further education can advance to administrative positions and become principals or regional school superintendents. Other workers who influence, motivate, and train others include personnel specialists, employee trainers, librarians, and public relations representatives.



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## Social Workers

Social workers counsel and aid people coping with problems such as alcoholism, drug addiction, divorce, domestic violence, child abuse, and homelessness. They provide referral services for treatment, public assistance and other programs, verify eligibility requirements, complete required forms, arrange for services, and follow-up to ensure services are provided. They may specialize in child welfare and family services, mental health, medical, clinical, school, or community social work.



Applies only  
to Medical and  
Public Health  
Social Worker

**Growth Rate:** 13.4%

**Current Jobs:** 19,500

**Job Change:** 2,620

**Replacement Job  
Openings:** 4,110

### Factors Driving the Job Growth

Jobs for social workers should increase steadily through 2016, as the number of older people who are more likely to need social services grows. Increased services to the mentally ill, the mentally retarded and families in crisis should also swell demand.

In addition, thousands of jobs should also become available to replace social workers who retire or transfer to other jobs.

### Where Jobs are Currently Found

State Government, Excluding Education & Hospitals (28%)

Individual & Family Services (13%)

Hospitals (13%)

Nursing & Residential Care Facilities (11%)

Outpatient Care Centers (9%)

Elementary & Secondary Schools (5%)

Religious, Grantmaking, Civic, Professional, & Similar Organizations (5%)

Self-Employed (2%)

### Wages and Salaries

Mean Annual Earnings:	\$49,180	Child, Family and School Social Workers
	\$50,660	Medical and Public Health Social Worker
	\$42,860	Mental Health and Substance Abuse Social Workers

### Education and Training Requirements

A bachelor's degree is suitable for some entry-level positions. A master's degree in social work is generally required for positions in hospitals, mental health centers, schools, and other health settings. A state license (LICSW) is also necessary for private practice. Social workers must be emotionally mature, objective, and sensitive to people and their problems.

### Career Paths

With experience, social workers can advance to supervisory positions, become program managers, assistant directors or directors. Other workers who provide counseling services include psychologists and guidance counselors.



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or Higher

## Special Education Teachers

Special education teachers instruct students who have a variety of mental or physical disabilities. They may teach basic elementary and secondary school subjects or life process skills. Teachers who specialize and work with students having hearing or visual handicaps are also included.



Does **not** apply  
to Secondary  
School Special  
Education  
Teachers

**Growth Rate:** 13.1%

**Current Jobs:** 13,810

**Job Change:** 1,810

**Replacement Job  
Openings:** 3,070

### Factors Driving the Job Growth

Continued growth in the number of students requiring services, together with recent legislation emphasizing training and employment for individuals with disabilities, should result in an increased demand for special education teachers. These factors, combined with advances in technology that enable more people to survive accidents and other injuries, should also spur demand.

### Where Jobs are Currently Found

Elementary & Secondary Schools (95%)

Social Assistance (4%)

### Wages and Salaries

Mean Annual Earnings:	\$58,160	Special Education Teachers, Secondary School
	\$57,920	Special Education Teachers, Middle School
	\$54,510	Special Education Teachers, Preschool, Kindergarten and Elementary School

### Education and Training Requirements

Most special education teachers hold a master's degree in addition to a teaching certificate.

### Career Paths

Other workers who influence, motivate and teach or train others include employment counselors and trainers, personnel specialists, educational administrators, and public relations specialists.



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## Teacher Assistants

Teacher assistants perform many clerical and instructional tasks in classrooms to free teachers from non-teaching tasks. They may supervise students in the classroom, cafeteria, or schoolyard, record grades, set up equipment, and help prepare materials for instruction. They may also tutor and assist students with their lessons.

### Factors Driving the Job Growth

Employment of teacher assistants should expand moderately through 2016. In addition to job openings due to new growth, many openings will arise as assistants leave their jobs and must be replaced. Many assistant jobs require limited formal education and offer relatively low pay so each year many transfer to other jobs, leave the labor force, or return to school.

### Where Jobs are Currently Found

Educational Services (82%)  
Child Day Care Services (11%)  
Religious, Civic, & Professional Organizations (4%)

### Wages and Salaries

Mean Annual Earnings: \$25,280

### Education and Training Requirements

Most school systems prefer college training for assistants who tutor or instruct children. For monitoring and supervisory positions, a high school education is required. A number of community colleges offer associate's degree programs to prepare graduates for work as instructional aides. Aides must have good oral and written communications skills and be able to communicate effectively with both teachers and students.

### Career Paths

Assistants can advance with experience and additional education. Some who earn a bachelor's degree can become a certified teacher. Other workers who instruct people include library technicians and assistants.

**Growth Rate:** 6.7%

**Current Jobs:** 34,960

**Job Change:** 2,350

**Replacement Job  
Openings:** 5,690

## Vocational Education Teachers, Postsecondary



Requires a  
Bachelor's  
Degree  
or Higher

Vocational education teachers, also referred to as career and technical or career-technology teachers, instruct and train students to work in a wide variety of fields. Subjects may include business, secretarial science, data processing, trades, or practical nursing. The field also includes correspondence instructors, and industrial, commercial, or government training instructors. Many of these teachers work part-time, often holding other jobs related to the subjects they teach.

### Factors Driving the Job Growth

Jobs for postsecondary vocational education teachers should grow much faster than the average for all occupations as more people return to school to improve their skills. Increased cooperation between business and educational institutions should also spur job growth. Opportunities should be best in fast-growing fields such as computer training and medical technology.

**Growth Rate:** 23.7%

**Current Jobs:** 1,990\*

**Job Change:** 470

**Replacement Job**

**Openings:** 330

### Where Jobs are Currently Found

Technical & Trade Schools (38%)

Business Schools & Computer & Management Training (12%)

Colleges, Universities, & Professional Schools (7%)

### Wages and Salaries

Mean Annual Earnings: \$52,320

### Education and Training Requirements

Vocational education teachers must be certified and have work experience in their field.

### Career Paths

With experience, vocational education teachers can advance to administrative positions within colleges and universities and other institutions. Other workers who influence, motivate, and instruct others include public relations specialists, counselors, school administrators, and social workers.

\* Does not include numbers for middle school vocational education teachers – not publishable