

Alameda County Office of Education Pathway Development



ALAMEDA COUNTY
OFFICE OF EDUCATION
Alyse Castro, Superintendent



OUR MISSION

**Equip the
Most Vulnerable Students and
Those Who Serve Them with the
Tools to Thrive**

ACOE TEAM



Michelle
Wong



Ashley
Knight-
Taylor



Juan
Macias

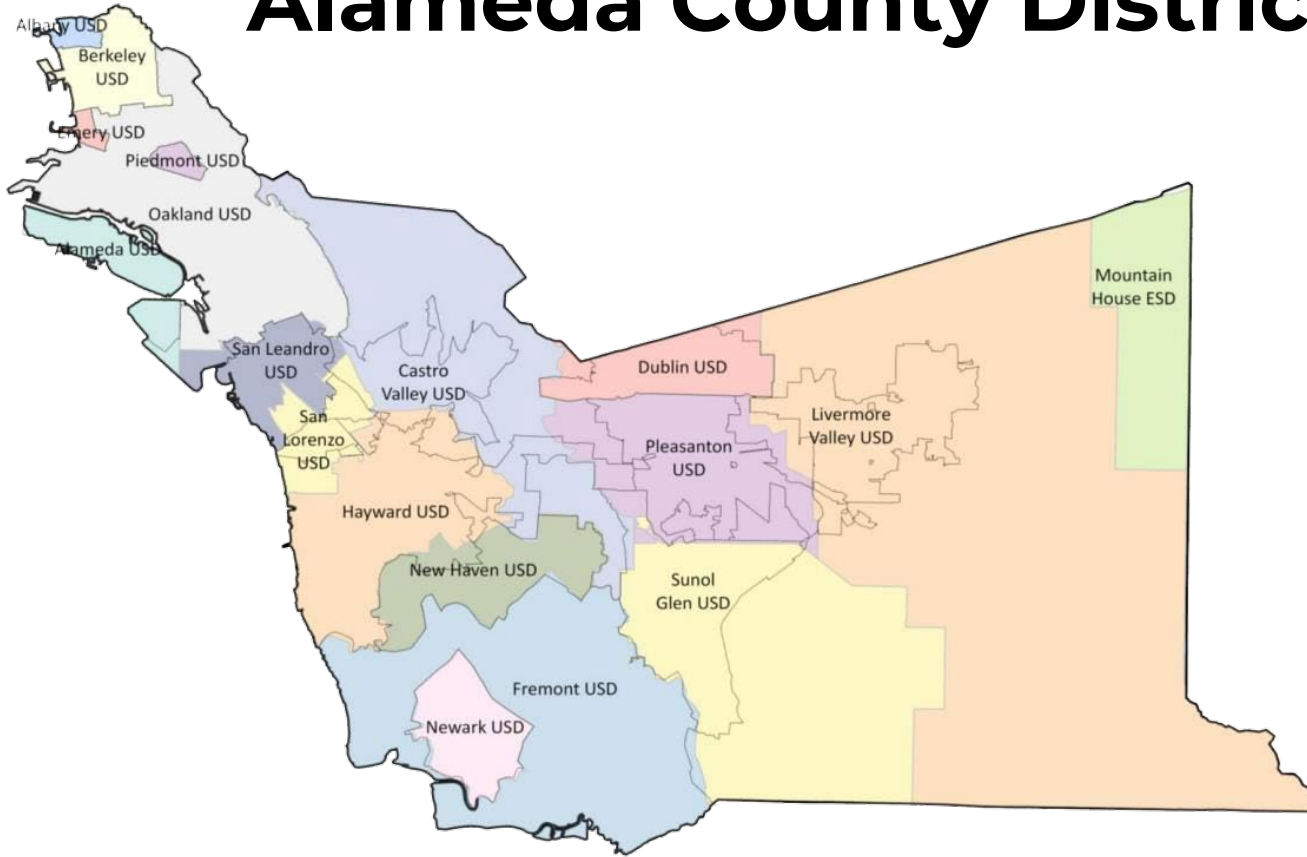


Sarah
Glasband



Olivia
Rangel

Alameda County Districts



Outcomes for today

- Learn a systematic approach to recruiting personnel
- Training staff to support our most vulnerable students
- Providing supports to staff that are multilingual themselves.

Education Career Outlook

Bay Region



ALAMEDA COUNTY
OFFICE OF EDUCATION
Alyse Castro, Superintendent

SECTOR PROFILE

Early Childhood Education/Education



CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH
BAY AREA



POWERED BY



California
Community
Colleges



Bay Region Quick Facts



322,140

Number of Jobs
in Pathways in 2023



6%

5-year Job Growth,
2023-2028



37,960

5-year Avg. Annual
Job Openings, 2023-2028



26

Community Colleges (CC)
Offering Education Programs



20,597

Students Enrolled in
CC Education Programs
(2020-21 to 2022-23)



2,910

CC Degrees/Certificates Awarded on
Average in Education
(2020-21 to 2022-23)

Bay Region Education Careers Job Growth

Table 1 shows that the number of jobs in the education sector is projected to grow by 11% in the Bay Region over the next several years (2023-2028). In 2023, approximately 604,700 workers were employed in education related industries in the region, and this number is projected to increase to 668,630 workers by 2028.

Table 1: Projected Industry Jobs for the Education Sector

2023 JOBS	2028 JOBS	JOB CHANGE	% CHANGE
604,710	668,630	63,920	11%

Source: Lightcast, Projected Number of Industry Jobs for Education, 2023-2028 [2025.1].

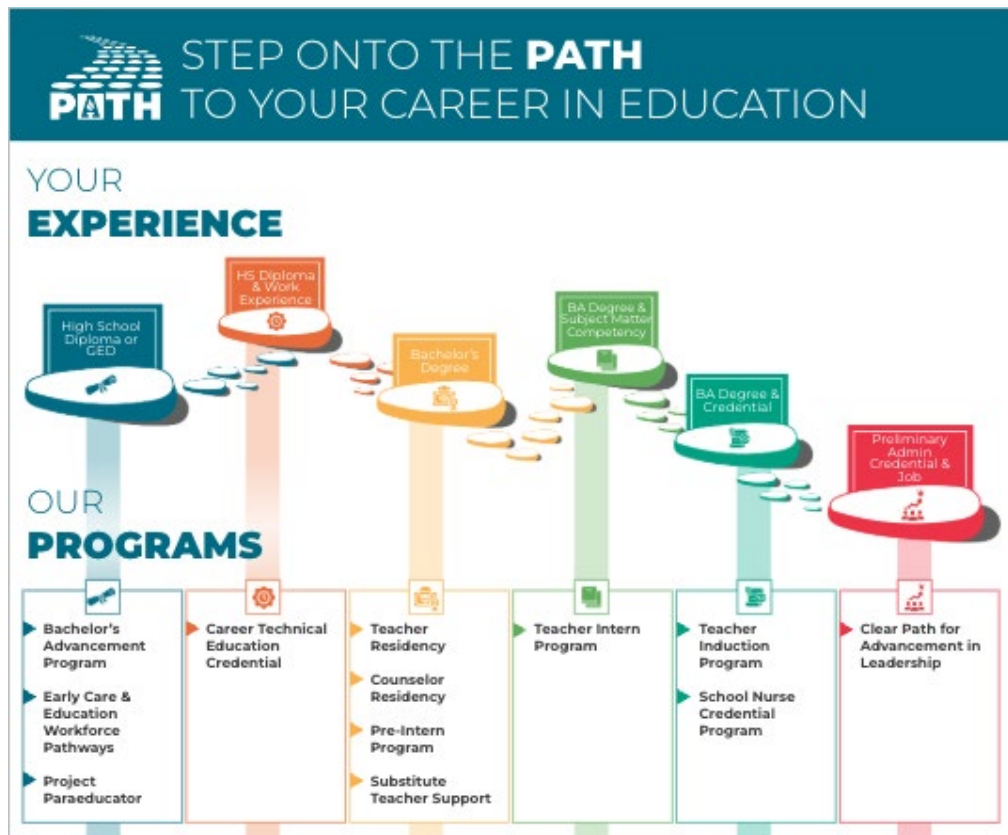
Opportunities for Advancement and Career Pathways



ALAMEDA COUNTY
OFFICE OF EDUCATION
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ACOE Pathways + Resources



ACOE Vision

Workforce Development Map

	Young Leaders Youth Apprenticeship	Para Institute Pre-Apprenticeship	AA Apprenticeship (2 years)	BA Apprenticeship (2-4 years)	MA/Credential Apprenticeship
ECE ECEPTs Sponsored	<ul style="list-style-type: none"> Youth Central County Employment goals: TK Aide, ECE Para, Associate Teacher (community based) Certificate: ECE 1 Permit, CODESP Passage 	<ul style="list-style-type: none"> Adults County-wide Employment goals: TK Aide, ECE Para Certificate: CODESP Passage 	<ul style="list-style-type: none"> Adults County-wide Employment goals: Preschool Teacher, Early Care & Education Teacher (community based) Certificate: ECE 2 	<ul style="list-style-type: none"> Adults County-wide Employment goals: <ul style="list-style-type: none"> School District: PK-12 Intern Teacher, PK-12 Resident Teacher Community-based: Lead Teacher, Center Director, Program Director, Curriculum Director Certificate: BA Degree, ECE 3, ECA 1 	<ul style="list-style-type: none"> Early Childhood Special Education ECA 2 PK-3 Services Credential General Education Pathways Multiple Subjects Teacher Single Subjects Teacher
SpED ACOE Sponsored		<ul style="list-style-type: none"> Adults County-wide Employment goals: ECE SpED para, TK-12 SpED para Certificate: CODESP Passage 	<ul style="list-style-type: none"> Adults County-wide Employment goals: SLP-A, RBT, ASL-A, OT-A 	<ul style="list-style-type: none"> Adults County-wide Employment goals: Sub, Intern SpED Teacher, Resident 	<ul style="list-style-type: none"> Occupational Therapist Speech Language Pathologist School Psychologist School Nurse Early Childhood Special Ed MMSN SpEd ESN SpEd
Behavioral and Mental Health ACOE - Sponsored			<ul style="list-style-type: none"> Adults County-wide Employment goals: Wellness Coach 1 	<ul style="list-style-type: none"> Adults County-wide Employment goals: Wellness Coach 2 	<ul style="list-style-type: none"> School Counselor, PPS Credential Social Worker Counselor (MFT)

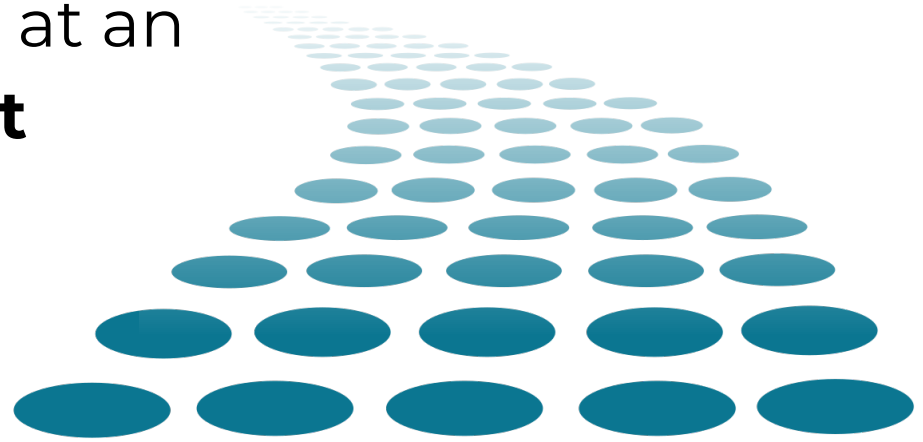


How are you feeling?



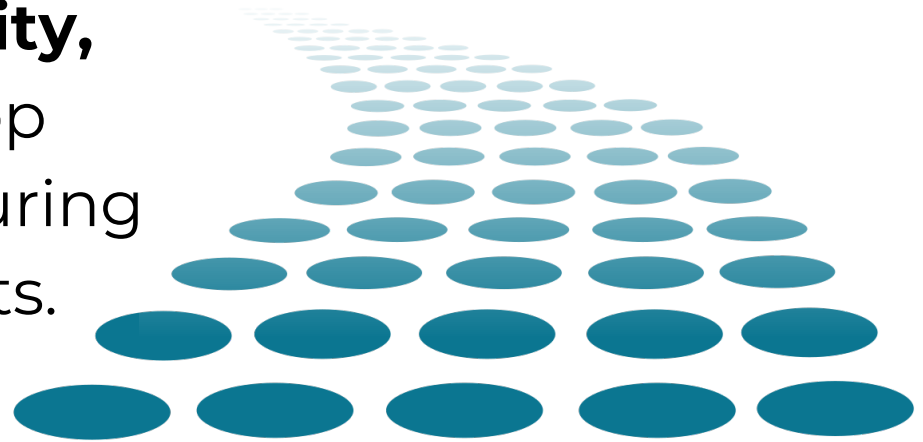


Alameda County districts began 2024-25 with over **340 vacancies for paraeducator positions**, prompting school districts to contract with external agencies to fill these roles, often with **less qualified candidates** at an **exponentially higher cost** to districts.





ACOE's Paraeducator Project aims to dramatically **increase the pool of qualified Paraeducator** candidates with the **skills and training** to support our most vulnerable students by **eliminating financial, equity, & process barriers** that stop good candidates from securing positions within our districts.





Paraeducator Vacancies

19 Districts in
Alameda County
report:

340

Paraeducator
vacancies

Student Impacts:

- Reduced services
- Inconsistent Services
- Missed Learning
- Reduced connectedness

Impact for districts:

- Higher cost for lower service
- Legal cost for not providing services
- Parent and staff frustration
- Morale due to burnout
- Criticism for outsourcing
- Impact to CAASPP data



Paraeducator Requirements

Qualifications

- HS Diploma/GED
- **48 units or Exam** (CODESP Basic Skills)

Compensation

Average paraeducator pay: **\$18-\$25 per hour**



Interventions to support candidates to employment and remove barriers

Exam Adjustment

Collaborative process to review barriers within the current test and procedures

Paraeducator Institute

The Paraeducator Institute serves as a transitional employment support program to recruit, develop and place paraeducators across Alameda County, with a specific emphasis on districts that have high vacancy rates.

Power Hour

Just in time support for aspiring Paraeducators with critical test taking knowledge and skills



Paraeducator Institute

Goal:

Remove **financial barriers** for candidates.

Program Details

- Four weeks, 9am - 3pm
- 120 total hours
- \$3000 stipend
- ACOE leading modules
 - Workforce readiness
 - Skill Development
- 25-30 candidates/session



Paraeducator Institute

Goal:

Professionally **prepare** candidates for paraeducator **roles & responsibilities.**

- Diversity, Equity, and Inclusion
- Basics of an IEP and Disability Awareness
- Evidence-based Pedagogical Practices
- Supporting Language Development
- Safety and Care
 - Crisis Prevention Intervention
 - Basics on Medical & Physical Needs

Intended Outcomes

- Reduce barriers to application process for paraeducators
- Provide quality training to at least 150 candidates through 2025-2026
- Address acute needs for district partners
- Model strong recruitment & hiring practices
- Deliver quality service, meeting the needs of the whole child in special education and early learning
- Increase the workforce and retention of quality employees

Recruitment

- Sent flyer to all districts. HR, SPED, Superintendent's, and Assistant Superintendents.
- Posted on Indeed.
- County form
- Interview
- Fingerprinting
- Invitation to join

ALAMEDA COUNTY OFFICE OF EDUCATION


Become a Paraprofessional



 **Join our Para Project Programs!**

The Alameda County Office of Education (ACOE) offers multiple programs to help individuals become paraprofessionals: **Para Institute**, a 4-week full time intensive training with instruction, test prep, and onboarding support and the **Path to Para**, a 12-week evening program for those transitioning into education. Both programs provide hands-on experience, professional development, and financial incentives to prepare participants for meaningful careers supporting students in the classroom. Additional offerings include the **Power Hour** and **Instructional Exam** testing to support you to pass the Para Exam, as well as **Application Support** Sessions to support you to complete the district application process.

<p>Para Institute</p> <ul style="list-style-type: none">• 4-week intensive training• Summer cohort meets daily <u>July 7, 2025 - August 1, 2025 - Monday-Friday, 9:00AM-3:00PM</u>• \$3,000 paid training• Application assistance• Academic support & test preparation• \$250 onboarding stipend• Career readiness support	<p>Path to Para</p> <ul style="list-style-type: none">• 12-week evening program• Cohort meets weekly on Thursdays <u>June 5, 2025 - August 28, 2025 - 4:30PM-7PM</u>• \$750 Paid Training• Application assistance• Academic support & test preparation• \$250 onboarding stipend• Career readiness support
<p>Application Support Sessions</p> <ul style="list-style-type: none">• Assistance with job portals• Cover letter & resume help	<p>Power Hour & Instructional Aide Exam</p> <ul style="list-style-type: none">• Exam Preparation• Test taking strategies



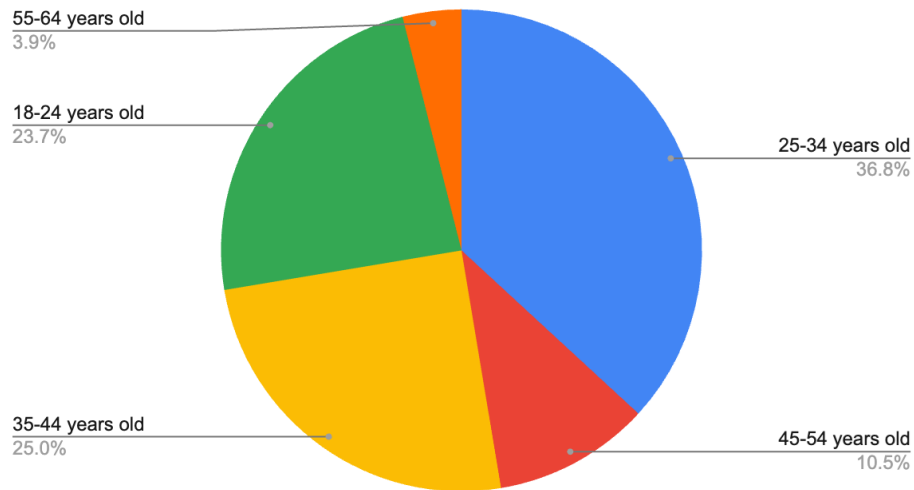
Apply Here



Demographic Data

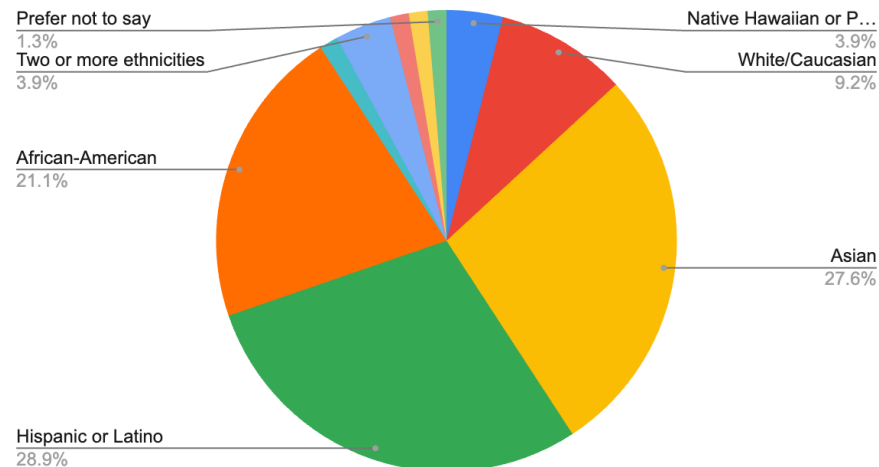
Age

What is your age?



Race - Ethnicity

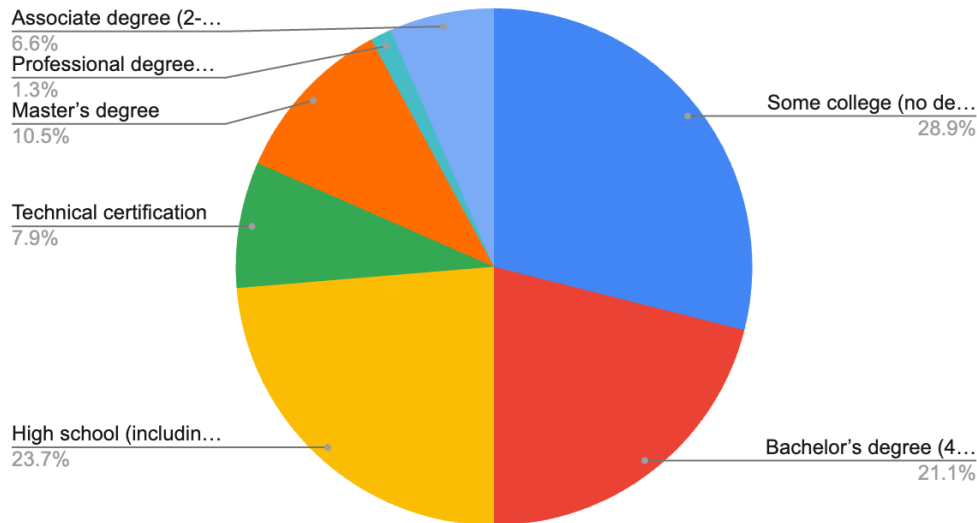
What is your ethnic background?



Demographics

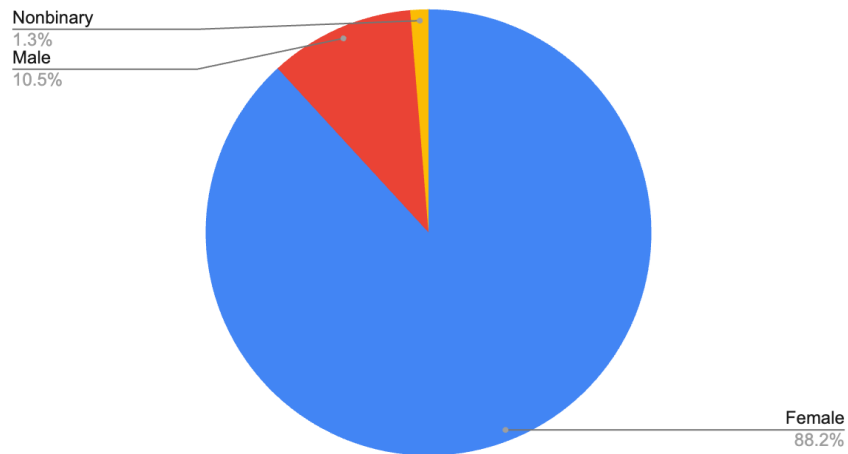
Highest Level of Education

Count of What is your current highest level of education?



Gender ID

Count of What is your gender identity?



Partnerships:

ACOE Cross Departmental:

Purple: Whole Child

Green: Human Resources

Yellow: Path Department

Red: Student Services

District supports:

HR Hiring Event

Behaviorist

Speech and Language
Therapist

Site Visits



Content Topics: Week 1

How topics were chosen:

- Asked experts in the room
- Asked current paras
- Asked District Administrators
- Build flexibility to add items after seeking information from candidates.

Welcome, Community Build, Information about Program 9 – 10:30am	Basics on Disabilities and Special Education Part 1 9 – 10:30am	CODESP Test 9 – 10:30am	Opportunities for Advancement 9 – 10:30am	Fostering Student Agency 9 – 10:30am
Journey Mapping and Relationship to 10:45am – 12pm	Power Hour: Intro ELA 10:45am – 12pm	Reflection and Concern 10:30 – 11:30am	How to Serve as an Effective 10:45am – 12pm	Introduction to Behaviors 10:45am – 12pm
The Role of a Paraeducator in ACOE Schools 12:45 – 3pm	Power Hour: Instruction 12:45 – 1:30pm	Intro to ACOE Job Land 12:45 – 1:45pm	Classroom Culture and 12:45 – 1:45pm	Resume Development a 12:45 – 1:45pm
	HR Logistics 2 – 3pm	Basics on Disabilities a 2 – 3pm	CC: Navigating Difficul 2 – 3pm	Writing a Cover Letter 2 – 3pm

Week 2



Power Hour: Mathematics 9 – 10:30am	Test and Study 9am – 12pm	DEI 9 – 10am	Welcome and Reflection 9 – 10am
Power Hour: #2 Math 10:45am – 12pm		Prompt Hierarchy 10:45am – 12pm	Communication Development 10am – 12pm
Power Hour: ELA 12:45 – 1:45pm	Working With Multi-Lingual Learners 12:45 – 3pm	Prompt Hierarchy 12:45 – 1:45pm	ACOE Hiring Event 1 – 3pm
Power Hour: Instruction 2 – 3pm		Accommodations and Modifications 2 – 3pm	

Week 3



Check In Breakfast and Survey 9 – 10:30am	Trauma Informed Training 9am – 12pm	Testing or Instructional Practices 9am – 12pm	IDEA and the Law 9am – 12pm	CPI: Crisis Prevention Intervention 9am – 3pm
Integrating Art into Learning 10:45am – 12pm				
CPR/First Aid/TB Testing 12:45 – 3pm	Healing Centered Approach 12:45 – 3pm	Medical Needs 12:45 – 3pm	CLRP 12:45 – 3pm	

Project Para Data

District Hiring

Summer 2025

13/20 (65%)

Path to Para

33/64 (52%)

Para Institute

Winter 2025

32/33 (97%)

Para

Institute

Fall 2025

Applications
open in
September

Bachelor's Advancement Program

- The Bachelor's Advancement program is designed to support students with college persistence
- Designed for career builders in education, social services, or other fields
- Program offers a flexible and supportive pathway to achieve your academic and professional goals.





Classified Grant

- **\$4500** per year until funds run out or candidate obtains a preliminary Teaching Credential
- May be used on tuition, fees, books, and living expenses
- The program provides financial assistance to **current classified school employees** completing Bachelor of Arts (BA) degrees and/or teacher credential programs.
- Verification of employment as classified school employee of a school district in Alameda County
- Have completed at least **60*** college level units or AA degree at program entry



BA Advancement

Count of Ethnicity

Race and Ethnicity

2.2%

Other

4.4%

Asian

6.7%

Two or More Races

4.4%

Black or African

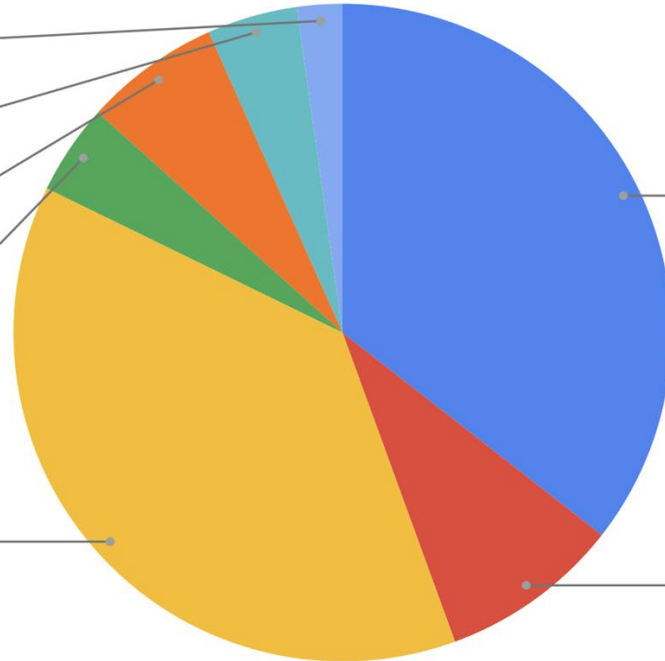
37.8%

Hispanics of any race

35.6%

White

8.9%



Total in
2025-26:

45

Different ACOE Teacher Pathways:



Career Tech Ed

- [CTE Industry Sectors](#)

Teacher Residency

- [Teacher Residency @ Alder](#)
- [Teacher Residency @ TCSJ](#)

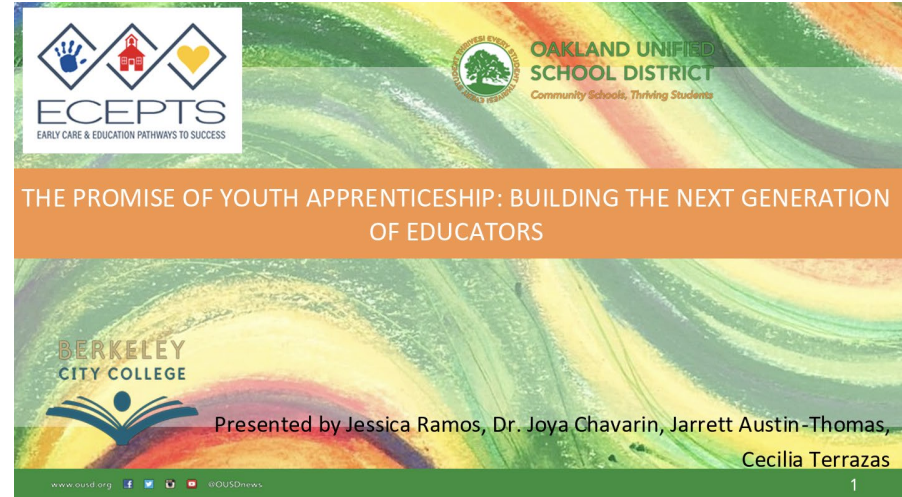
Teacher Intern

- Special Education
- Multiple Subjects
- Single Subjects
- PK-3 Credential

Promising Practices to Scale

Alameda County Goal:

- Support Youth Pre-Apprenticeship Development in Hayward, San Lorenzo and San Leandro in partnership with Chabot College
- Goal to support in school and out of school youth in partnership with ECEPTs



Q & A

