



Education

Comprehensive Career Cluster Review (C3R)

Postsecondary, Workforce, CTE and Military Readiness | Spring 2025

Comprehensive Career Cluster Review (C3R)

The comprehensive career cluster review (C3R) is the intentional review of career and technical education (CTE) programs and the course standards within each program to ensure students have up-to-date course standards aligned to postsecondary and career needs. Each career cluster is reviewed annually with input from the state-wide advisory councils comprised of postsecondary partners, industry partners, and secondary CTE teachers. Advisory council meetings allow the stakeholders to engage in dialogue and discuss current needs, emerging trends, and necessary course revisions to course standards. Advisory council input could potentially lead to new or retired programs of study, new courses or retired courses, or revised course standards within existing courses, if necessary. The collaborative engagement ensures students receive instruction on the most up-to-date and relevant course standards, so they are prepared for postsecondary and the workforce.

Education

As stated by Advance CTE, the Education & Training career cluster has been updated to the Education cluster. In Tennessee, the *Education* career cluster plays a vital role in preparing students for high-demand careers as teachers, counselors, education administrators, and support service professionals. As the state faces persistent educator shortages and increasing demands for early childhood specialists and student support personnel, this career cluster offers a strategic solution to building a strong, homegrown education workforce. The cluster includes three essential programs of study: Early Childhood Education Careers, Educational Guidance and Social Services, and Teaching as a Profession (K–12). Each program equips students with foundational knowledge in pedagogy, human development, educational technology, classroom management, assessment strategies, and teaching practices, while also providing opportunities for real-world, hands-on learning through clinical experiences and practicums.

The Early Childhood Education Careers program addresses the critical need for qualified professionals to support young learners during the most formative years of development, with increasing demand across childcare centers, Pre-K classrooms, and early learning environments. The Educational Guidance and Social Services program responds to the growing need for school counselors, social workers, and mental health support professionals who are essential to student success and well-being. The Teaching as a Profession (K–12) program is a cornerstone in developing Tennessee’s future educators, offering a strong foundation in instructional methods, student engagement and responsiveness. Initiatives such as Grow Your Own further emphasize the importance of cultivating local talent to meet teacher shortages and support education access across the state. Together, these programs serve as a critical pipeline for building a skilled, and passionate education workforce to meet Tennessee’s current and future needs.

Early Childhood Education Careers (PreK-4)

Early Childhood Education Careers				
Year 1	Year 2	Year 3	Year 4	
Early Childhood Education Careers I (C32H06)	Early Childhood Education Careers II (C32H07)	Early Childhood Education Careers III (C32H08)	Early Childhood Education Careers Practicum (C32H09) -or- Foundational Literacy Practicum (C32H37) -or- SDC Introduction to Education (C32H28) -or- WBL Early Childhood Education Career Practicum ¹ (C32H34)	
Dual Enrollment Early Childhood Education Careers ²				
DE I (C32H10)	DE II (C32H18)	DE III (C32H22)	DE IV (C32H23)	DE V (C32H43)
DE VI (C32H44)	DE VII (C32H45)	DE VIII (C32H46)	DE IX (C32H47)	DE X (C32H48)
Available courses for elective credit in this cluster:				
<ul style="list-style-type: none">• Lifespan Development (C19H17) can be offered in addition to courses within the Early Childhood Education Careers program of study but does not count towards concentrator status.• JAG TN Course I (C25H20), JAG TN Course II (C25H21), JAG TN Course III (C25H22), and JAG TN Course IV (C25H09) are supplemental courses that can be offered in addition to courses within the programs of study but do not count toward concentrator status.• Preparing for the ACT, Postsecondary, and Career (G25H00) is a supplemental course that can be offered in addition to courses within the programs of study but does not count toward concentrator status.				
Footnotes				
¹ May be taught for 1, 2, or 3 credits.				
² Dual Enrollment (DE) courses can be taken in Year 1, Year 2, Year 3, or Year 4.				

Description

Early Childhood Education Careers is designed to prepare students for careers as a preschool teacher, an elementary teacher, a nanny, or a childcare provider. Course content covers the components of child development, planning age-appropriate activities, learning environments, and many other skills related to teaching younger populations. Upon completion of this POS, students will get to work alongside educators with younger populations, compile artifacts for a professional portfolio, and be prepared for further training at the postsecondary level. Students may gain job experience while still in high school through local and Career and Technical Student Organizations (CTSO) competitions and work-based learning.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions. Dual credit and dual enrollment opportunities allow high school students to earn college credits while still in high school by partnering with local postsecondary institutions. Upon successful completion of the course, students earn both high school and college credit. In addition to taking college-level courses, students may also have the option to take exams, such as Advanced Placement (AP) exams, which can also count toward college credit if they meet the required score thresholds. Through dual enrollment, students have the opportunity to accelerate their education, reduce future college costs, and gain a head start on earning a postsecondary degree or certification. Moreover, students who participate in dual credit programs often have a smoother transition to college, as they are already familiar with the demands of higher education.

This POS is aligned with [Family, Career and Community Leaders of America](#) (FCCLA) Career and Technical Student Organization (CTSO).

Job Outlook

Early childhood educators are essential as they shape the critical period of brain development from birth to age eight laying the groundwork for future learning behavior, and health outcomes. According to the Bureau of Labor Statistics, the national employment of preschool teachers is projected to grow 4 percent from 2022 to 2032 which aligns with the average for all occupations¹. However, Tennessee's outlook is even more promising, with a projected 6 percent increase in employment for preschool teachers.

In Tennessee specifically, there were 6,531 Preschool teachers employed in 2022. By 2032, that number is expected to rise to 7,163, reflecting a 10 percent growth rate. Each year, the state anticipates approximately 780 job openings for preschool teachers. Many of these openings will result from retirements and

¹ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, [Preschool Teachers], at <https://www.bls.gov/ooh/education-training-and-library/preschool-teachers.htm> (Visited February 1, 2025)

transitions to other fields, highlighting the importance of maintaining a steady pipeline of trained early childhood educators.

Elementary school teachers continue to be in high demand as Tennessee works to ensure that all students receive a strong foundation in core academic subjects. In 2022, the state employed 27,301 elementary teachers, and this number is expected to increase to 31,446 by 2032. This reflects a significant 15 percent growth rate over the next few years.

Tennessee anticipates about 2,366 new job openings for elementary teachers each year². These positions are driven by both new roles and replacement needs, reinforcing the state's need for strong teacher education and certification programs.

As Tennessee schools grow and evolve, there is an increasing demand for strong leadership at the school and district levels. Education administrators including principals and assistant principals play a key role in ensuring high-quality instruction and effective school operations.

In 2022, Tennessee had 5,532 education administrators working in kindergarten through secondary settings. That number is expected to rise to 6,394 by 2025, marking a 16 percent increase³. The state projects around 478 job openings annually for these positions. These roles are critical for supporting teacher success, managing school improvement efforts, and driving student achievement.

The future is bright for those pursuing careers in education across Tennessee. With projected growth ranging from 10 percent to 16 percent across key roles such as preschool teachers, elementary educators, and administrators all supported by data from the 2025 Tennessee Academic Supply and Occupational Demand Report—the education sector offers stable and meaningful employment opportunities. These roles not only provide job security but also have a profound impact on the lives of Tennessee's children, families, and communities. Ensuring a strong pipeline of well-prepared educators is essential to meeting the state's future workforce and education goals.

² Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

³ Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

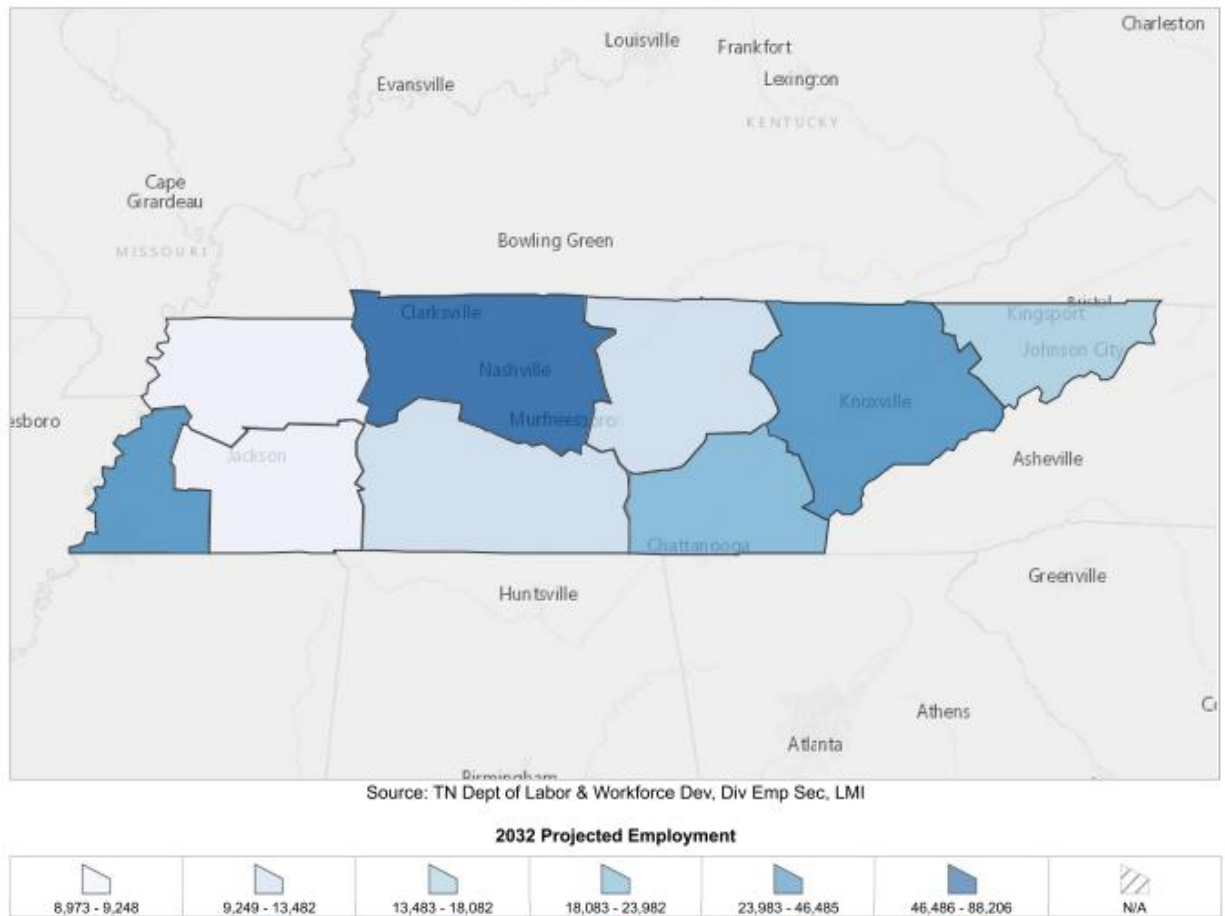
Figure 1. Tennessee employment projections for Early Childhood Education Careers related occupations with positive job openings projected 2022-2032 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).⁴

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Annual Growth (2022-2032)	Projected Annual Job Openings (2022-2032)
Preschool Teachers, Except Special Education*	25-2011	6,531	7,163	0.92%	780
Elementary School Teachers, Except Special Education	25-2021	27,301	31,446	1.42%	2,366
Education Administrators, Kindergarten through Secondary	11-9032	5,532	6,394	1.45%	478

⁴ Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

Figure 2. 2022-2032 projected employment for Educational Services in Tennessee by region.⁵

The map below shows the 2032 projected employment for all local workforce development areas for Educational Services in Tennessee in the 2022-2032 projection period.



Program of Study Level

Program of Study Levels

The Tennessee Investment in Student Achievement (TISA) provides direct funding for student participation in career and technical education (CTE) programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program

⁵ Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2024), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>

- Programs shall be designated into one (1) of three (3) levels.
 - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

CTE funding is tiered based on POS level and progression year through the program. The Governor's proposed FY26 budget still needs to go through the General Assembly's appropriations process. The state budget differentiates CTE funding with the lowest tier funded at \$5,000 per CTE ADM for 2025-26 school year (based on 2024-25 data). See the [CTE TISA Programs of Study Leveling Guide 2025-26](#) for the current POS levels. For more information on CTE TISA funding please see the [CTE Quick Guide](#).

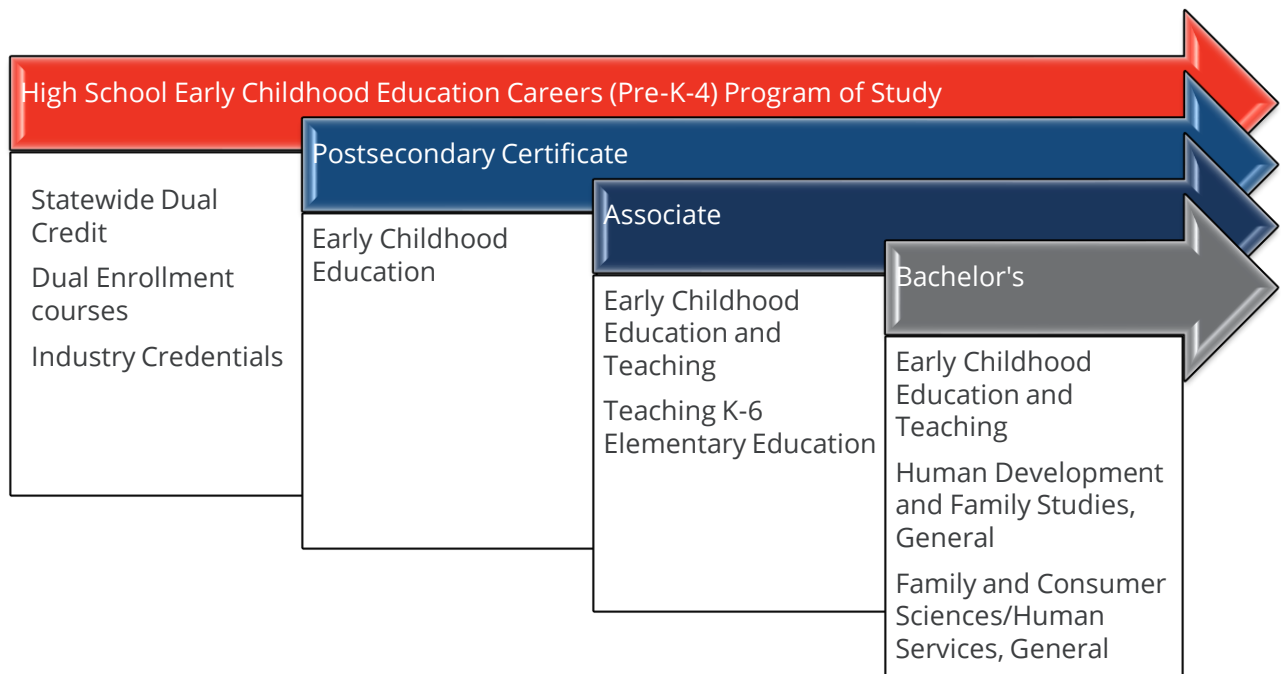
Early Childhood Education Careers: Level 1

Postsecondary Pathways

In Tennessee, students with a passion for early childhood education have abundant postsecondary opportunities to explore. The Tennessee College of Applied Technology (TCAT) offers specialized programs focusing on early childhood development and education, providing students with practical training and certifications essential for working in childcare settings. Community colleges like Volunteer State Community College and Roane State Community College also offer associate degree programs in early childhood education, covering topics such as child psychology, curriculum planning, and classroom management. For those seeking advanced study, universities such as East Tennessee State University and Tennessee State University provide bachelor's degree programs in early childhood education, preparing students for leadership roles in preschools, daycare centers, and other educational settings.

These postsecondary pathways enable students to develop the expertise, critical thinking, and analytical skills needed for successful careers in early childhood education. Whether students choose to enter the workforce immediately or pursue advanced degrees, Tennessee's robust education system ensures they have the resources and training necessary to thrive in an evolving early childhood education landscape. Specific information on post-secondary programs, and their anticipated costs can be found on [College for TN](#), a site developed to help students explore additional educational opportunities.

Figure 3. Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> •Teaching Assistant (\$28,356) •Tutors (\$35,360) •Preschool Teacher (\$35,501) 	<ul style="list-style-type: none"> •Preschool Teacher (\$35,501) •Tutors (\$35,360) •Teaching Assistant (\$28,356) 	<ul style="list-style-type: none"> •Preschool Teacher (\$35,501) •Tutors (\$35,360) •Teaching Assistant (\$28,356) 	<ul style="list-style-type: none"> •Elementary Education Teacher (\$51,549) •Special Education Teachers, Kindergarten and Elementary (\$61,899) •Kindergarten Teachers, Except Special Education (\$51,138)

Current Secondary Landscape

Over the past three years, the number of schools offering Early Childhood Education Careers has increased from 23 to 27. In the 2023-24 school, 1600 students were enrolled in Early Childhood Education Careers, which is average e from previous years. This program may not be appropriate for schools that do not have the supporting labor market data. The figures below show the open enrollment analysis for the 2021-22 through the 2023-24 school year as well as the enrollment in Early Childhood Education Careers and student concentration in the Education career cluster.

Figure 1a. Open Enrollment Analysis

School Year	Education and Training Concentrators
2021-22	1747
2022-23	2116
2023-24	2345

Figure 2b. Open Enrollment Analysis

School Year	Schools Offering Early Childhood Education Careers
2021-22	23
2022-23	21
2023-24	27

Figure 4c. Student Enrollment by Course

School Year	Early Childhood Education Careers I	Early Childhood Education Careers II	Early Childhood Education Careers III	Early Childhood Education Careers IV	Dual Enrollment Early Childhood Education Careers
2021-22	905	433	248	64	94
2022-23	831	422	212	32	112
2023-24	829	401	207	52	111

Educational Guidance and Social Services

Educational Guidance and Social Services				
Year 1	Year 2	Year 3	Year 4	
Educational Guidance and Social Services I (C32H29)	Educational Guidance and Social Services II (C32H30)	Educational Guidance and Social Services III (C32H31)	Educational Guidance and Social Services Practicum (C32H32) -or- WBL Educational Guidance and Social Services Career Practicum ¹ (C32H35)	
Dual Enrollment Educational Guidance and Social Services ²				
DE I (C32H16)	DE II (C32H19)	DE III (C32H24)	DE IV (C32H25)	DE V (C32H49)
DE VI (C32H50)	DE VII (C32H51)	DE VIII (C32H52)	DE IX (C32H53)	DE X (C32H54)
Available courses for elective credit in this cluster:				
<ul style="list-style-type: none">• Lifespan Development (C19H17) can be offered in addition to courses within the Educational Guidance and Social Services program of study but does not count towards concentrator status.• JAG TN Course I (C25H20), JAG TN Course II (C25H21), JAG TN Course III (C25H22), and JAG TN Course IV (C25H09) are supplemental courses that can be offered in addition to courses within the programs of study but do not count toward concentrator status.• Preparing for the ACT, Postsecondary, and Career (G25H00) is a supplemental course that can be offered in addition to courses within the programs of study but does not count toward concentrator status.				
Footnotes				
¹ May be taught for 1, 2, or 3 credits.				
² Dual Enrollment (DE) courses can be taken in Year 1, Year 2, Year 3, or Year 4.				

Description

Educational Guidance and Social Services focuses on the skills and knowledge needed for occupations that support the everyday functioning of school environments, such as school counselors. In this POS, students are exposed to all the critical components of effective teaching and learning at the K-12 level, as well as professional ethics, communication skills, school counseling models, and counseling approaches for a range of ages.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions. Dual credit and dual enrollment opportunities allow high school students to earn college credits while still in high school by partnering with local postsecondary institutions. Upon successful completion of the course, students earn both high school and college credit. In addition to taking college-level courses, students may also have the option to take exams, such as Advanced Placement (AP) exams, which can also count toward college credit if they meet the required score thresholds. Through dual enrollment, students have the opportunity to accelerate their education, reduce future college costs, and gain a head start on earning a postsecondary degree or certification. Moreover, students who participate in dual credit programs often have a smoother transition to college, as they are already familiar with the demands of higher education.

This POS is aligned with [ECCLA](#) CTSO.

Job Outlook

Guidance counselors, social workers, and education administrators are essential in supporting student success and overall community well-being. These professionals provide critical services, from academic and career advising to emotional and social support, helping individuals overcome barriers and achieve their full potential. Their work strengthens schools, promotes positive life outcomes, and fosters healthier, more resilient communities.

According to the Bureau of Labor Statistics, employment of Educational Guidance and Career Counselors and Advisors is projected to grow 5 percent nationally from 2022 to 2032, faster than the average for all occupations⁶. In Tennessee, employment for Educational Guidance and Career Counselors and Advisors is expected to grow by 1.88 percent annually, reaching 6,888 positions by 2032 with approximately 560

⁶ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, [School and Career Counselors and Advisors], at <https://www.bls.gov/ooh/community-and-social-service/school-and-career-counselors.htm> (Visited February 1, 2025)

projected annual job openings⁷. Similarly, Child, Family, and School Social Workers in Tennessee are projected to grow by 1.58 percent annually, with employment rising from 6,360 in 2022 to 7,440 in 2032 and approximately 632 projected annual openings. Employment of Education Administrators, Kindergarten through Secondary, is projected to grow by 1.45 percent annually, adding about 478 job openings each year statewide.

Nationally, there are about 26,600 openings projected each year for Educational Guidance and Career Counselors and Advisors¹. Many of these opportunities will arise as workers retire or transition to other fields. In Tennessee, steady employment growth across counseling, social work, and administrative roles highlights strong demand for qualified professionals committed to educational advancement and social service.

Figure 1. Tennessee employment projections for Educational Guidance and Social Services related occupations with positive job openings projected 2020-2030 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).⁸

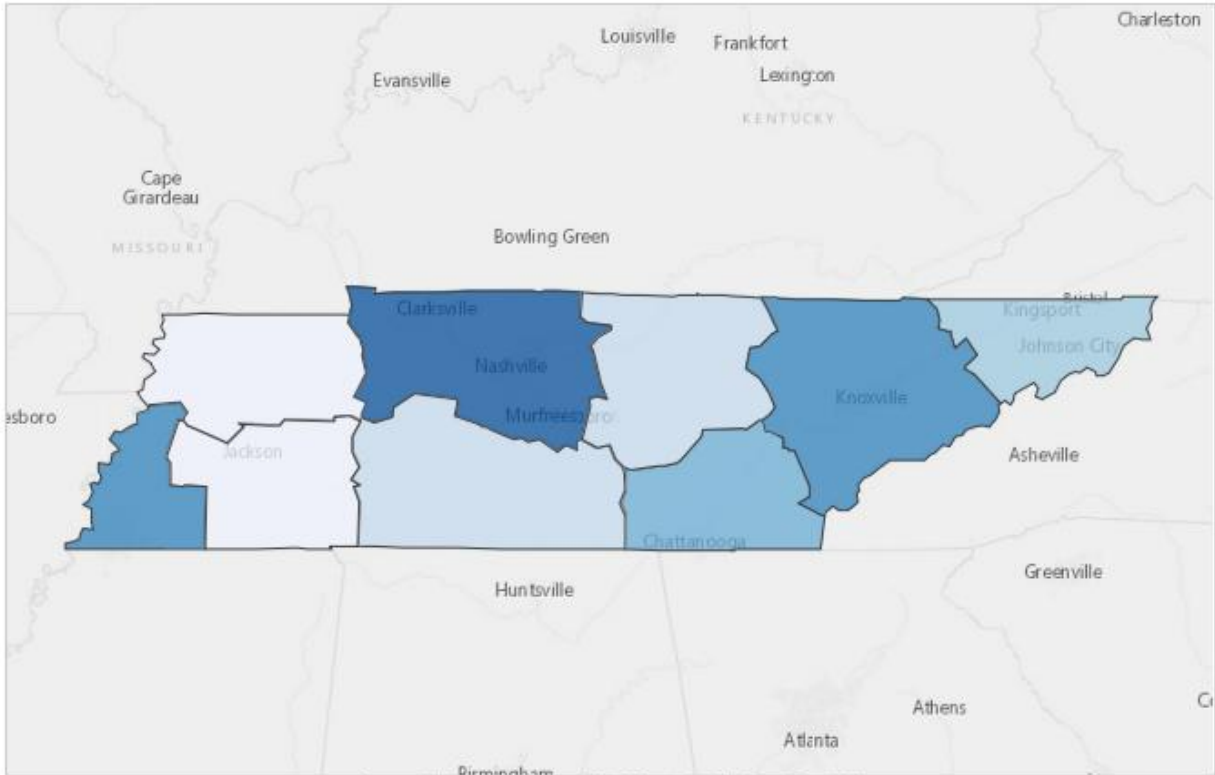
Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Annual Growth (2022-2032)	Projected Annual Job Openings (2022-2032)
Educational Guidance, and Career Counselors and Advisors	21-1012	5,714	6,888	1.88%	560
Child, Family, and School Social Workers	21-1021	6,360	7,440	1.58%	632
Education Administrators, Kindergarten through Secondary	11-9032	5,532	6,394	1.45%	478

⁷ Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

⁸ Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

Figure 2. 2022-2032 projected employment for Educational Guidance, and Career Counselors and Advisors in Tennessee.⁹

The map below shows the 2032 projected employment for all local workforce development areas for Educational Services in Tennessee in the 2022-2032 projection period.



Source: TN Dept of Labor & Workforce Dev, Div Emp Sec, LMI



⁹ Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2025), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>

Program of Study Level

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
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 - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

CTE funding is tiered based on POS level and progression year through the program. The Governor's proposed FY26 budget still needs to go through the General Assembly's appropriations process. The state budget differentiates CTE funding with the lowest tier funded at \$5,000 per CTE ADM for 2025-26 school year (based on 2024-25 data). See the [CTE TISA Programs of Study Leveling Guide 2025-26](#) for the current POS levels. For more information on CTE TISA funding please see the [CTE Quick Guide](#).

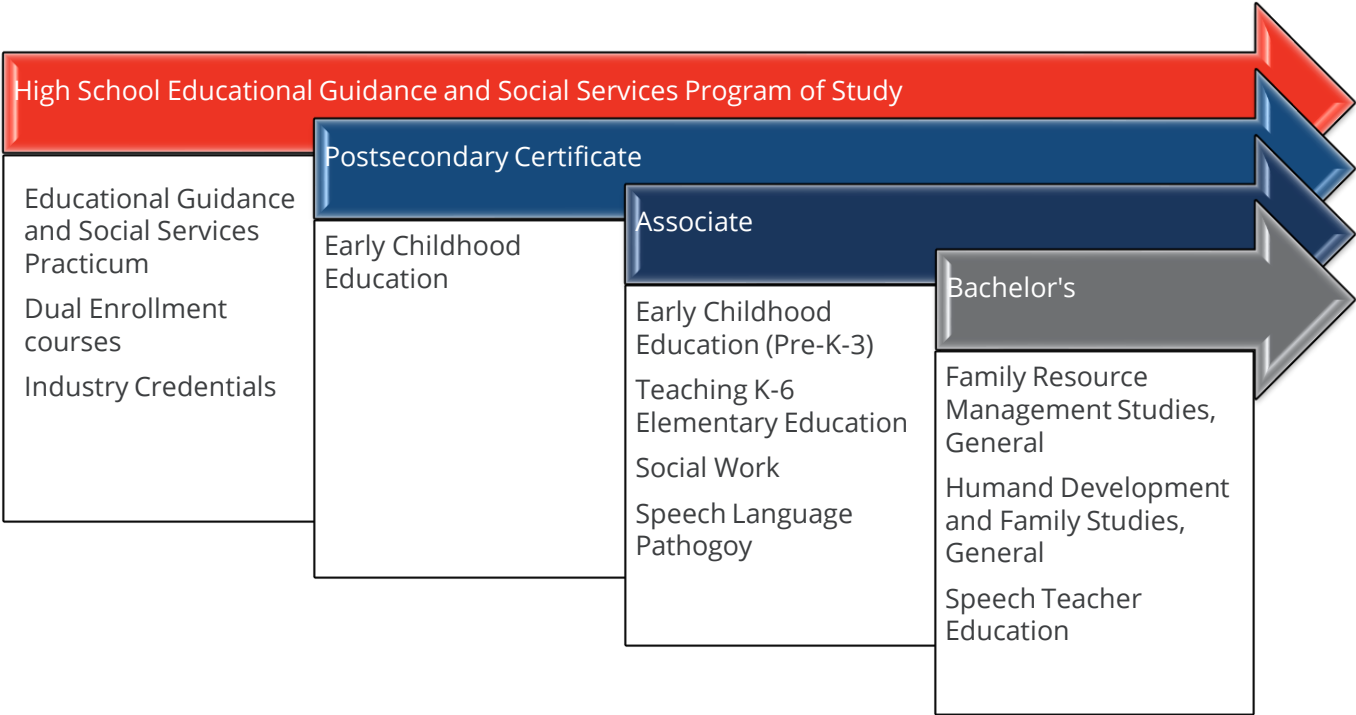
Educational Guidance and Social Services: Level 1

Postsecondary Opportunities

In Tennessee, students passionate about educational guidance counseling and social services have a wealth of postsecondary opportunities to explore. The Tennessee College of Applied Technology (TCAT) offers specialized programs in counseling and social services, providing students with practical skills and certifications vital for assisting individuals in educational settings. Community colleges such as Pellissippi State Community College and Chattanooga State Community College also offer associate degree programs in human services or social work, covering topics such as counseling techniques, crisis intervention, and family dynamics. For those aiming for advanced study and licensure, universities like the University of Tennessee Knoxville and Middle Tennessee State University provide bachelor's and master's degree programs in counseling psychology or social work, equipping students with the theoretical knowledge and practical experience needed for careers as licensed counselors or social workers.

These postsecondary pathways enable students to develop the expertise, critical thinking, and analytical skills needed for successful careers in educational guidance and social services. Whether students choose to enter the workforce immediately or pursue advanced degrees, Tennessee's robust education system ensures they have the resources and training necessary to thrive in an evolving educational guidance and social services industry. Specific information on post-secondary programs, and their anticipated costs can be found on [College for TN](#), a site developed to help students explore additional educational opportunities.

Figure 3. Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's and Beyond
<ul style="list-style-type: none"> Teaching Assitant (\$28,356) 	<ul style="list-style-type: none"> Teaching Assitant (\$28,356) 	<ul style="list-style-type: none"> Teaching Assistant (\$28,356) Speech-Language Pathology Assistant (\$31,400) 	<ul style="list-style-type: none"> Social Work (\$47,057) Educational, Guidance, and Career Counselor (\$52,855) Speech Pathologist (\$77,124) Education Administrators (\$86,906)

Current Secondary Landscape

Over the past three years, the number of schools offering Educational Guidance and Social Services has increased from two to eight schools offering the program. In the 2023-24 school year 440 students were enrolled in Educational Guidance and Social Services, which is an increase from previous years. This program may not be appropriate for schools that do not have the supporting labor market data. The figures below show the open enrollment analysis for the 2021-22 through the 2023-24 school year as well as the enrollment in Educational Guidance and Social Services and student concentration in the Education career cluster.

Figure 3a. Open Enrollment Analysis

School Year	Education and Training Concentrators
2021-22	1747
2022-23	2116
2023-24	2345

Figure 4b. Open Enrollment Analysis

School Year	Schools Offering Educational Guidance and Social Services
2021-22	2
2022-23	2
2023-24	8

Figure 4c. Student Enrollment by Course

School Year	Educational Guidance and Social Services I	Educational Guidance and Social Services II	Educational Guidance and Social Services III	Educational Guidance and Social Services Practicum	Dual Enrollment Educational Guidance and Social Services
2021-22	64	19	19	1	45
2022-23	217	22	11	0	23
2023-24	277	78	71	0	14

Teaching as a Profession

Teaching as a Profession (PK-12)				
Year 1	Year 2	Year 3	Year 4	
Introduction to Teaching as a Profession (C32H33)	Teaching as a Profession I (C32H01)	Teaching as a Profession II (C32H02)	Teaching as a Profession Practicum ¹ (C32H03) -or- Foundational Literacy Practicum (C32H37) -or Mathematics Pedagogy and Core Principles Practicum (C32H61) -or- SDC Introduction to Education (C32H28) -or- WBL Teaching as a Profession (PK-12) Career Practicum ² (C32H36)	
Dual Enrollment Teaching as a Profession (PK-12) ³				
DE I (C32H04)	DE II (C32H05)	DE III (C32H26)	DE IV (C32H27)	DE V (C32H55)
DE VI (C32H56)	DE VII (C32H57)	DE VIII (C32H58)	DE IX (C32H59)	DE X (C32H60)
Available courses for elective credit in this cluster:				
<ul style="list-style-type: none">• Lifespan Development (C19H17) can be offered in addition to courses within the Teaching as a Profession (PK-12) program of study but does not count towards concentrator status.• JAG TN Course I (C25H20), JAG TN Course II (C25H21), JAG TN Course III (C25H22), and JAG TN Course IV (C25H09) are supplemental courses that can be offered in addition to courses within the programs of study but do not count toward concentrator status.• Preparing for the ACT, Postsecondary, and Career (G25H00) is a supplemental course that can be offered in addition to courses within the programs of study but does not count toward concentrator status.				
Footnotes				
¹ A student pursuing an Industry 4.0 diploma distinction may substitute their 4th credit of math with this work-based learning course.				
² May be taught for 1, 2, or 3 credits.				
³ Dual Enrollment (DE) courses can be taken in Year 1, Year 2, Year 3, or Year 4.				

Description

Teaching as a Profession is designed for students interested in becoming an educator. In this POS, course content covers the components of instruction, teaching strategies, types of assessments, student learning, special populations, educational technology, classroom management, lesson planning, professionalism, and more. Students may gain job experience while still in high school through local and Career and Technical Student Organizations (CTSO) competitions and work-based learning.

Dual credit and dual enrollment opportunities may be established with local postsecondary institutions. Dual credit and dual enrollment opportunities allow high school students to earn college credits while still in high school by partnering with local postsecondary institutions. Upon successful completion of the course, students earn both high school and college credit. In addition to taking college-level courses, students may also have the option to take exams, such as Advanced Placement (AP) exams, which can also count toward college credit if they meet the required score thresholds. Through dual enrollment, students have the opportunity to accelerate their education, reduce future college costs, and gain a head start on earning a postsecondary degree or certification. Moreover, students who participate in dual credit programs often have a smoother transition to college, as they are already familiar with the demands of higher education.

This POS is aligned with the [ECCLA](#) CTSO.

Job Outlook

Educators serve as the backbone of society, offering guidance, dedication, and the transformative power of education to shape future generations. Through their role modeling and commitment, teachers empower young individuals with the knowledge and skills necessary for societal advancement, fostering social and economic development. By nurturing critical thinking, creativity, and leadership in students, teachers help lay the foundation for a prosperous and inclusive future.

According to the Bureau of Labor Statistics¹, the employment outlook for teachers is stable nationally and growing steadily in Tennessee. Nationally, employment for Elementary School Teachers, except Special Education, is projected to grow by 1 percent from 2022 to 2032, about as fast as the average for all occupations¹⁰. In Tennessee, employment for Elementary School Teachers is projected to grow by 1.42

¹⁰ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, [Kindergarten and Elementary School Teachers], at <https://www.bls.gov/ooh/education-training-and-library/kindergarten-and-elementary-school-teachers.htm> (Visited February 1, 2025)

percent annually, reaching 31,446 jobs by 2032, with approximately 2,366 projected annual openings¹¹. Middle School Teachers, excluding Special and Career/Technical Education, are expected to grow by 1.47 percent annually, and Secondary School Teachers by 1.49 percent, generating 963 and 1,473 projected annual openings respectively, reflecting consistent demand across all teaching levels¹².

Nationally, job opportunities for teachers will stem from the need to replace workers who retire, change careers, or leave the labor force¹. In Tennessee, the steady growth across elementary, middle, and secondary teaching positions highlights the state's ongoing commitment to educational excellence and offers promising career prospects for individuals entering the teaching profession.

Figure 1. Tennessee employment projections for Teaching as a Profession-related occupations with positive job openings projected for 2022-2032 according to the Tennessee Higher Education Commission, [Supply and Demand Report](#).¹³

Occupation	SOC Code	Employment (2022)	Projected Employment (2032)	Projected Annual Growth (2022-2032)	Projected Annual Job Openings (2022-2032)
Middle School Teachers, Except Special and Career/Technical Education	25-2022	11,007	12,742	1.47%	963
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	17,948	20,813	1.49%	1,473
Elementary School Teachers, Except Special Education	25-2021	27,301	31,446	1.42%	2,366

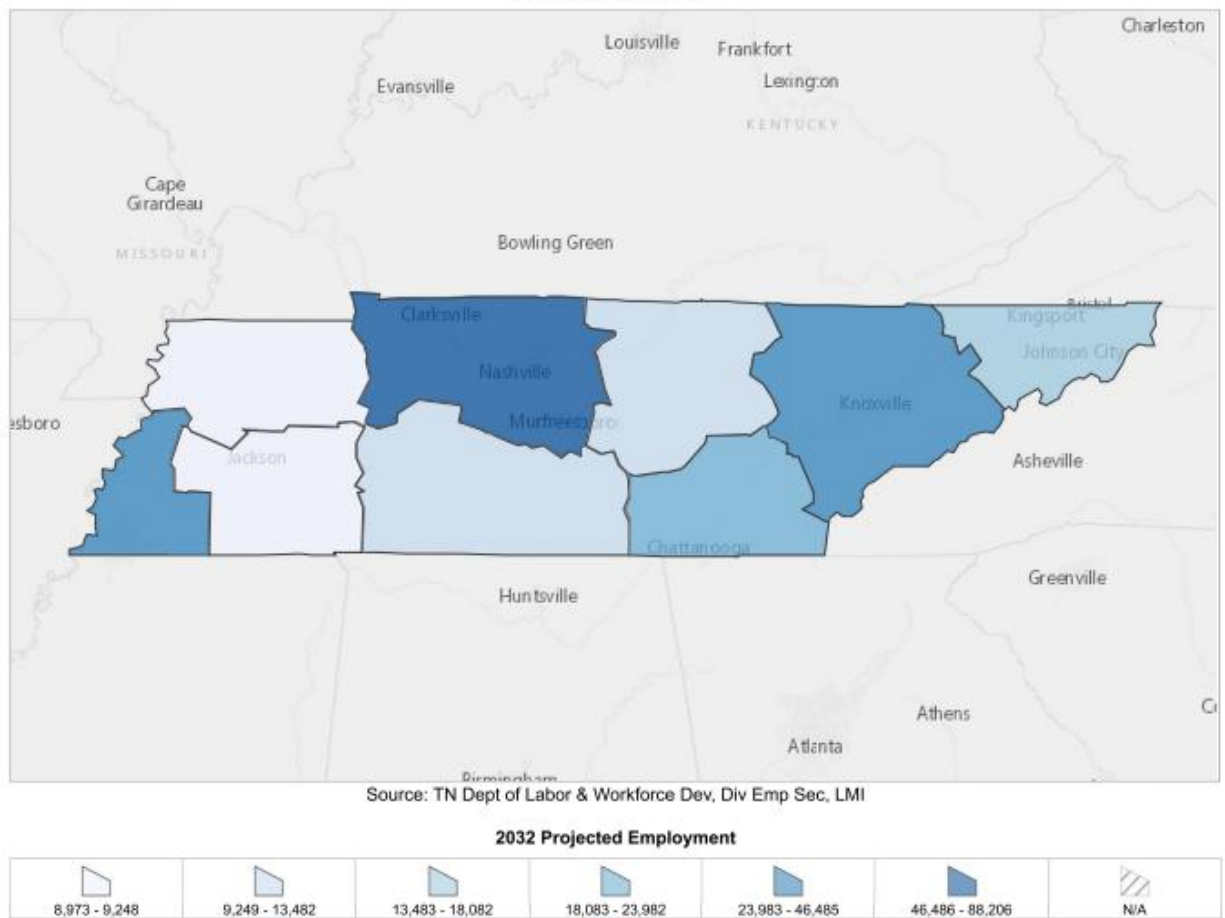
¹¹ Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

¹² Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

¹³ Tennessee Higher Education Commission, Supply and Demand Report, Retrieved March 1, 2025, from <https://www.tn.gov/thec/data-research-reports/reports-studies-pub/supply-and-demand-report.html>

Figure 2. 2022-2032 employment distribution for Educational Services careers in Tennessee by region.¹⁴

The map below shows the 2032 projected employment for all local workforce development areas for Educational Services in Tennessee in the 2022-2032 projection period.



¹⁴ Jobs4Tn.gov. Occupation Profile. Retrieved (February 1, 2025), from <https://jobs4tnwfs.tn.gov/vosnet/Default.aspx>

Program of Study Level

TISA provides direct funding for student participation in CTE programs to drive college and career readiness outcomes. Pursuant to [T.C.A. § 49-3-105\(c\)\(2\)](#), a direct allocation amount will be generated for each student membership in a CTE program based on the rule:

1. The level of the program
 - Programs shall be designated into one (1) of three (3) levels.
 - Programs will be classified into three (3) levels based on alignment to wage-earning potential indicators and additional resources required to support the program if aligned to wage-earning potential occupational pathways.
2. The student progression in coursework through the program

CTE funding is tiered based on POS level and progression year through the program. The Governor's proposed FY26 budget still needs to go through the General Assembly's appropriations process. The state budget differentiates CTE funding with the lowest tier funded at \$5,000 per CTE ADM for 2025-26 school year (based on 2024-25 data). See the [CTE TISA Programs of Study Leveling Guide 2025-26](#) for the current POS levels. For more information on CTE TISA funding please see the [CTE Quick Guide](#).

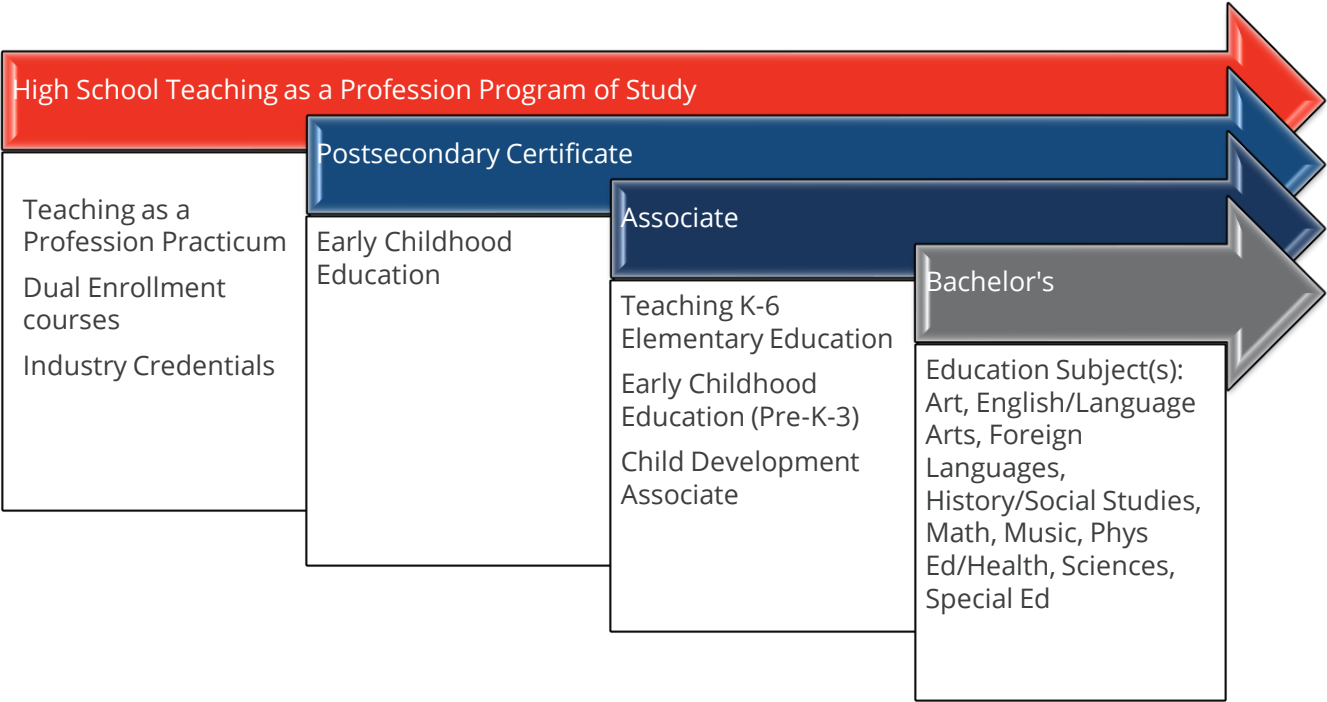
Teaching as a Profession (K-12): Level 3

Postsecondary Opportunities

In Tennessee, students aspiring to become educators have a plethora of postsecondary opportunities to pursue their passion for teaching. The state's educational landscape features a variety of pathways, starting with the Tennessee College of Applied Technology (TCAT), which offers specialized programs in education and instructional support, focusing on areas like early childhood education or teaching assistant certification. Community colleges such as Nashville State Community College and Northeast State Community College provide associate degree programs in education, laying a strong foundation with courses in educational psychology, classroom management, and teaching methods. For those aiming for bachelor's degrees and beyond, universities like the University of Tennessee Knoxville and Tennessee State University offer comprehensive teacher education programs, covering a wide range of subjects and grade levels, and providing opportunities for hands-on teaching experience through internships and practicums.

These postsecondary pathways enable students to develop the expertise, critical thinking, and analytical skills needed for successful careers in teaching as a profession. Whether students choose to enter the workforce immediately or pursue advanced degrees, Tennessee's robust education system ensures they have the resources and training necessary to embark on a fulfilling journey in the teaching profession. Specific information on post-secondary programs, and their anticipated costs can be found on [College for TN](#), a site developed to help students explore additional educational opportunities.

Figure 3. Outlines the related career opportunities and training necessary for each program of study. Students may acquire hours transferable to a postsecondary institution for the completion of a degree.



Additional opportunities are offered at multiple postsecondary institutions as indicated in the [Tennessee Department of Labor and Workforce Dashboard](#).

High School Diploma	Certificate	Associate	Bachelor's
<ul style="list-style-type: none"> •Teaching Assitant (\$28,356) •Tutor (\$35,360) 	<ul style="list-style-type: none"> •Teaching Assistant (\$28,356) •Tutor (\$35,360) 	<ul style="list-style-type: none"> •Teaching Assistant (\$28,356) •Tutor (\$35,360) 	<ul style="list-style-type: none"> •Elementary School Teacher (\$51,549) •Special Education Teacher (\$64,511) •Middle School Teacher (\$57,051) •Secondary Teachers (\$60,882)

Current Secondary Landscape

Over the past three years, the number of schools offering Teaching as a Profession has increased from 67 to 125 in 2023. In the 2023-24 school year, 5,704 students were enrolled in Teaching as a Profession, which is an increase from previous years. This program may not be appropriate for schools that do not have the supporting labor market data. The figures below show the open enrollment analysis for the 2021-22 through the 2023-24 school year as well as the enrollment in Teaching as a Profession and student concentration in the Education career cluster.

Figure 5a. Open Enrollment Analysis

School Year	Education and Training Concentrators
2021-22	1747
2022-23	2116
2023-24	2345

Figure 6b. Open Enrollment Analysis

School Year	Schools Offering Teaching as a Profession
2021-22	67
2022-23	77
2023-24	125

Figure 4c. Student Enrollment by Course

School Year	Introduction to Teaching as a Profession	Teaching as a Profession I	Teaching as a Profession II	Teaching as a Profession Practicum	Dual Enrollment (DE) Teaching as a Profession I	DE Teaching as a Profession II	DE Teaching as a Profession III
2021-22	1,680	1,238	574	1428	89	23	2
2022-23	2,089	1,373	446	968	166	43	14
2023-24	2485	1449	618	827	221	87	17

References

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Tennessee Department of Labor & Workforce Development. (2025, March 11). *Tennessee's in demand occupations to 2026*. JOBS4TN.GOV. [Occupations in Demand](https://jobs4tn.gov/occupations-in-demand)

Tennessee Higher Education Commission. (2025). *Improving the pipeline for Tennessee's workforce: Academic supply for occupational demand report 2025*. Supply and Demand Report. [2025 Supply and Demand Report.pdf \(tn.gov\)](https://tn.gov/2025-Supply-and-Demand-Report.pdf).

Recommendations

There are no recommendations for the Education career cluster for the 2025-26 school year.