

NEA Higher Ed Education Support Professionals (ESPs) A Closer Look



NEA Education Support Professionals make up nearly a half million of NEA's 3 million members. As a critical part of the education workforce, ESPs meet the needs of the whole student, ensuring students and schools succeed. NEA ESP members work in public K-12 and higher education institutions.

ESP members working in higher ed institutions want improved wages, more promotion opportunities, job descriptions that accurately describe their work and responsibilities, and professional development opportunities. They've identified managing work stress and acquiring specific career-related knowledge as areas of greatest need. They believe that in-person, practice-based, collaborative professional learning activities are most effective, including apprenticeships, mentoring, and specialized coursework. They are concerned about privatization on campus and members report that a wide array of services are contracted out, with food services, custodial services, and skilled trades mentioned most frequently.

FAST FACTS

- 91% work at publicly funded institutions
- 58% work at 4-year colleges
- 39% work at 2-year institutions
- 75% work full-time
- 53% are paid an annual salary
- 56% female
- Average age is 43
- 87% hold only one job at a time

31%
HAVE A
BACHELOR'S
DEGREE

61%
STAY IN
FIELD

89%
SATISFIED WITH THEIR
CAREER

Educated, well-trained, and experienced. Higher Ed ESPs have reached advanced levels of education over the past 10 years. **94%** have at least some college education. **17%** have earned an Associate's degree, **31%** hold a Bachelor's degree, and **38%** have a Master's currently or higher degree. **33%** are currently attending school or college. Over three quarters of Higher Ed ESPs (**80%**) had to meet requirements to obtain their jobs, such as college credits (**45%**), special coursework (**29%**), special certificates (**15%**), 2-year associate's degree (**34%**) or 4-year college degree (**54%**).

Committed. Most (**61%**) plan to remain in the ESP field and **41%** plan to stay in their current profession until retirement. Overall, they are satisfied with their ESP careers (**89%**), primarily with their daily work schedule and the number of hours worked per week. Higher Ed ESPs have been in the ESP field for an average of 10 years and NEA members for an average of 8 years.