



B **INDUSTRY PROFILES 2025:** **EDUCATIONAL SERVICES IN BOSTON**

City of Boston Planning Department Research Division

EDUCATIONAL SERVICES

The educational services sector, encompassing elementary and secondary schools, community colleges and colleges, universities, and professional schools, is a vital part of Boston's economy. In Boston, the sector employs approximately 58,533 workers across 606 establishments, accounting for 1.9% of businesses and 8.5% of total employment.

EDUCATIONAL SERVICES EMPLOYMENT

Colleges and universities dominate Boston's educational services sector, employing 38,641 workers and accounting for 66% of total employment.¹ In 2023, the top three private universities in Boston's educational service sector—Boston University, Northeastern University, and Harvard University Graduate Schools—employed 24,987 workers, representing 40% of the sector's total workforce.² Boston University had the highest employment, with 10,674 workers (1.6% of total

¹ **Historical Employment and Business Establishments:** Employment and Wage (ES-202) data, <https://lmi.dua.eol.mass.gov/lmi/employmentandwages>

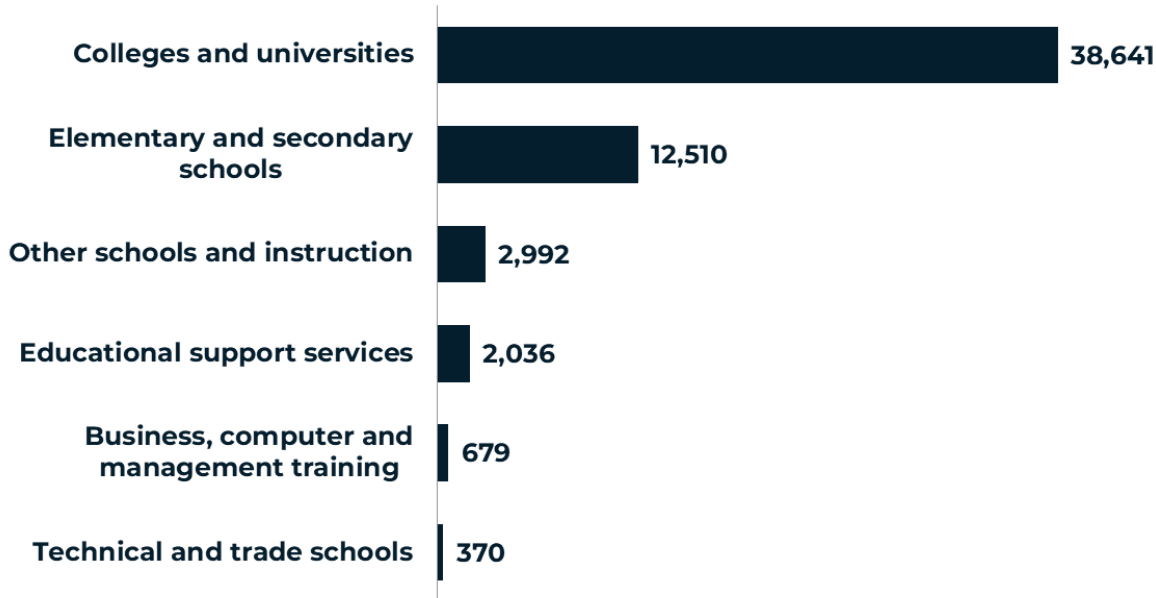
²



employment), followed by Northeastern University with 7,982 workers (1.2%), and Harvard University Graduate Schools with 6,331 workers (0.9%). Together, these institutions accounted for 62% of the total employment in colleges and universities.

NUMBER OF JOBS BY INDUSTRY

Average Monthly Employment in 2024 (Third Quarter)



Source: MA Department of Economic Research 2025, *Employment and Wages (ES-202)* City of Boston Planning Department Research Division Analysis.

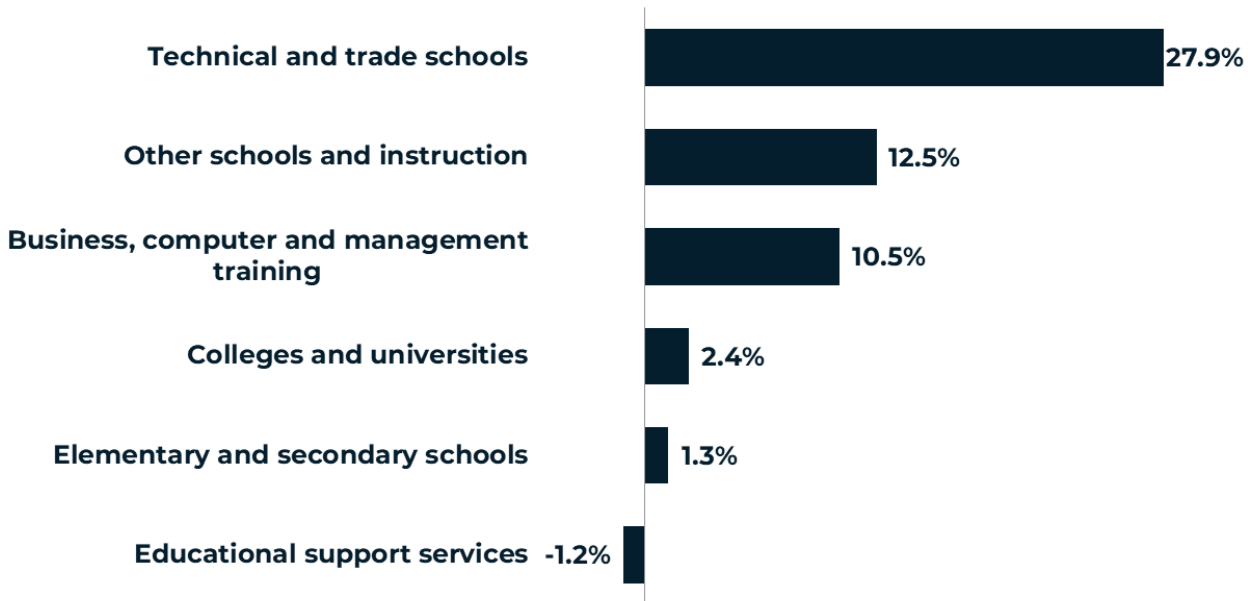
Elementary and secondary schools follow with 12,510 workers, contributing 21.4% to the sector's workforce. Other key contributors include 194 establishments offering specialized instruction, such as art, music, and sports schools, employing 2,992 workers, as well as educational support services with 198 establishments and 2,036 employees.



EMPLOYMENT GROWTH BY INDUSTRY

Boston's educational services sector experienced modest overall job growth from 2022 to 2023, with notable variations across different industries. Technical and trade schools saw the most significant expansion, growing by 27.9%. Similarly, other schools and instruction, which include art, music, and sports education, grew by 12.5%, while business, computer, and management training institutions expanded by 10.5%. Colleges and universities, the sector's largest employer, experienced 2.4% growth, indicating continued stability despite broader demographic and economic challenges. Elementary and secondary school employment grew at a slower pace of 1.3%, constrained by shifting student populations. In contrast, educational support services was the only segment to decline, shrinking by 1.2%.

CHANGE IN NUMBER OF JOBS BY INDUSTRY 2022-2023



Source: MA Department of Economic Research 2025, Employment and Wages, City of Boston Planning Department Research Division Analysis.

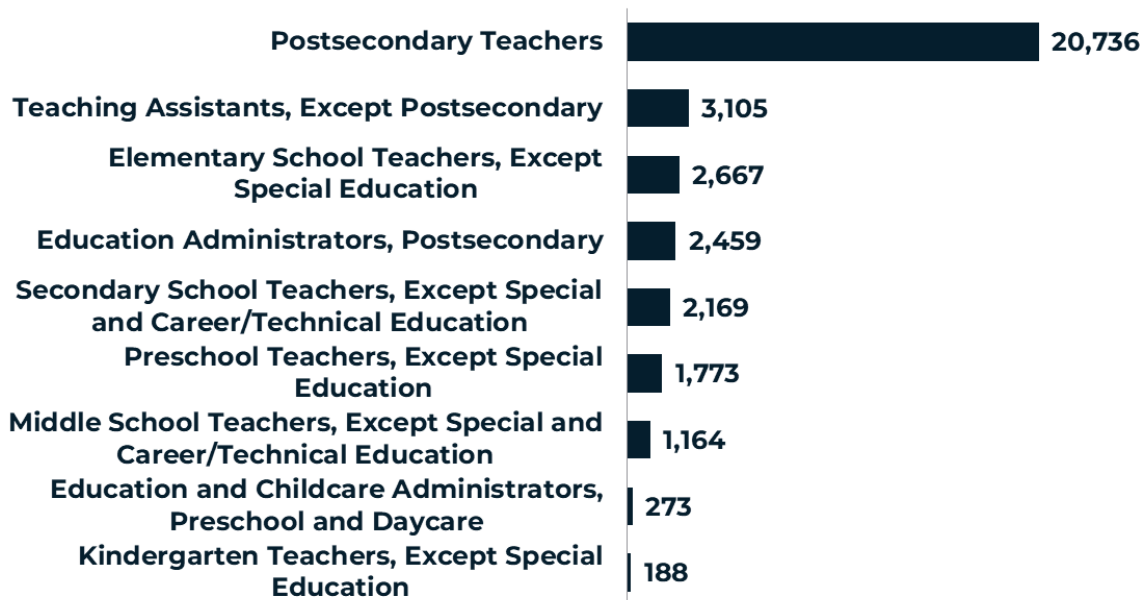


EDUCATIONAL SERVICES OCCUPATIONS

Boston's educational services sector is driven by a diverse range of occupations, with post-secondary teachers forming the largest workforce segment of 20,736 jobs. Teaching assistants, except post-secondary, represent the second-largest group with 3,105 jobs, playing a crucial role in supporting both elementary and secondary education. Among K-12 educators, elementary school teachers lead with 2,667 jobs, followed by secondary school teachers (2,169 jobs) and middle school teachers (1,164 jobs). Education administrators, post-secondary, account for 2,459 jobs, highlighting the management needs of Boston's higher education institutions. In early childhood education, there are 1,773 preschool teachers and 188 kindergarten teachers.

NUMBER OF JOBS BY OCCUPATION

2023



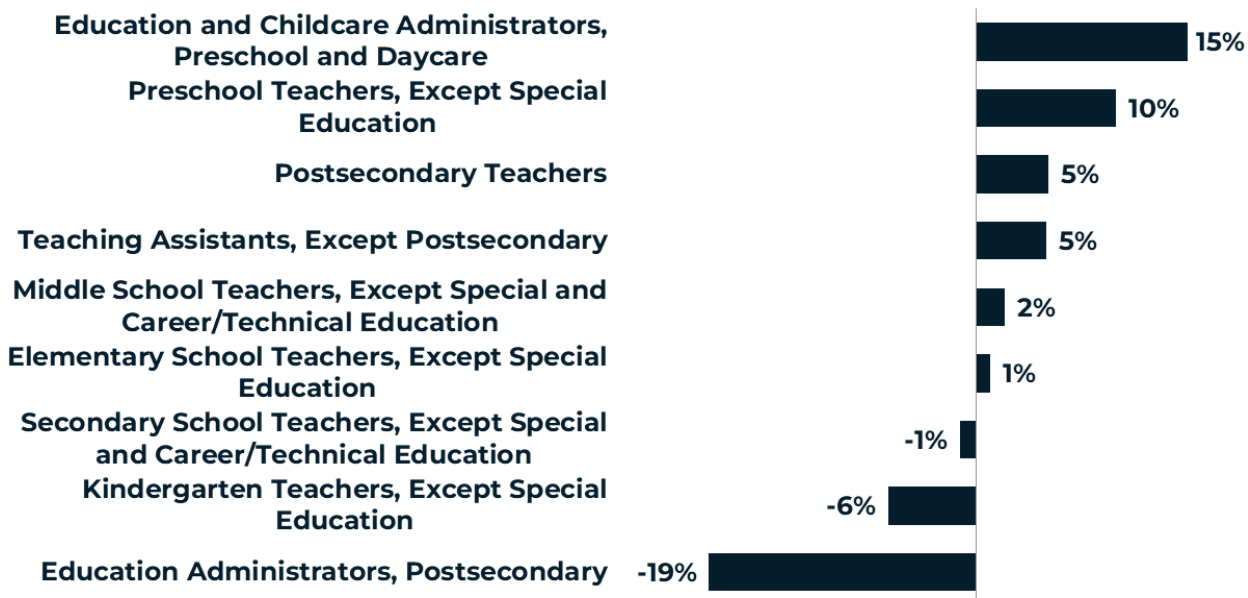
Source: Lightcat Q1 2025, City of Boston Planning Department Research Division Analysis.



Boston’s educational workforce experienced mixed trends from 2022 to 2023, with notable growth in early childhood education roles as preschool administrator employment grew by 15% and preschool teacher employment grew by 10%. Post-secondary teachers and teaching assistants each expanded by 5%. Growth in K-12 teaching roles was more modest, with middle school teachers increasing by 2% and elementary school teachers by 1%, while secondary school teachers declined slightly by 1%. The steepest decline occurred among postsecondary education administrators, which shrank by 19%, indicating structural adjustments or cost-cutting measures in university management. Kindergarten teachers also saw a notable 6% decline, possibly reflecting demographic trends and lower enrollment in early grades.

CHANGE IN NUMBER OF JOBS BY OCCUPATION

2022-2023



Source: Lightcast Q1 2025, City of Boston Planning Department Research Division Analysis.

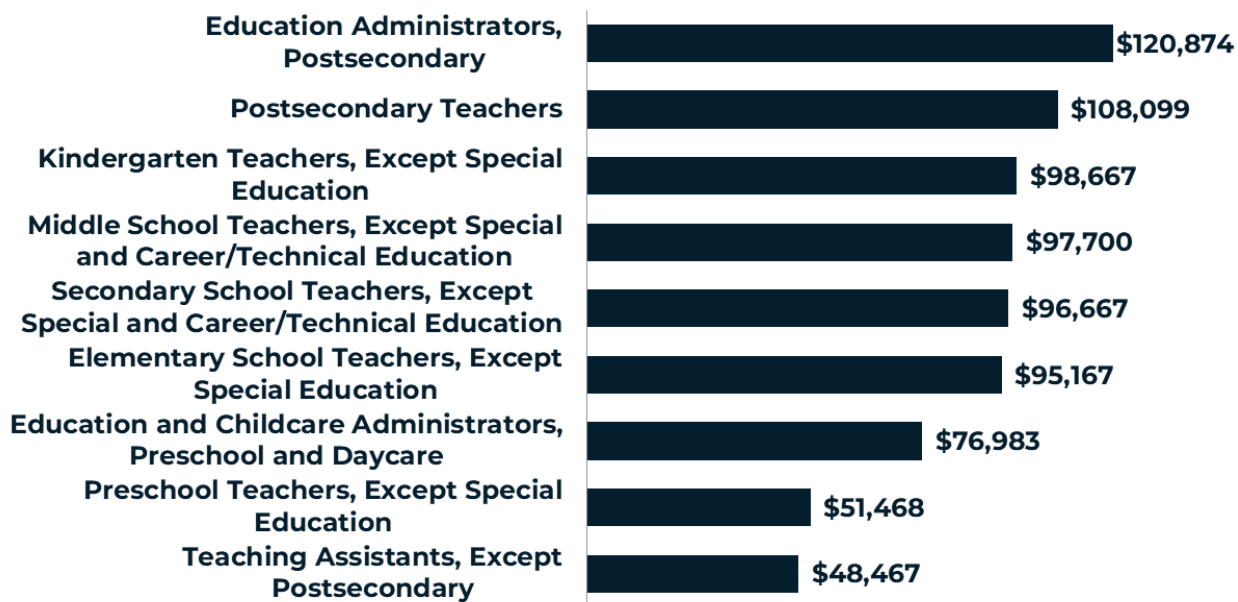
Earnings in Boston’s educational services sector vary significantly by role, reflecting differences in responsibility, required education levels, and demand. Postsecondary education administrators command the highest salaries, earning an average of \$120,874 annually and require at least a master’s degree. Post-secondary teachers, who typically hold a doctoral or professional degree, follow closely at \$108,099, reinforcing Boston’s strong academic sector and its ability to attract top faculty talent. Among K-12 educators, those requiring a bachelor’s degree earn relatively uniform salaries, with kindergarten teachers earning the highest at \$98,667,



followed by middle school (\$97,700), secondary school (\$96,667), and elementary school teachers (\$95,167).

AVERAGE ANNUAL EARNINGS BY OCCUPATION

2023



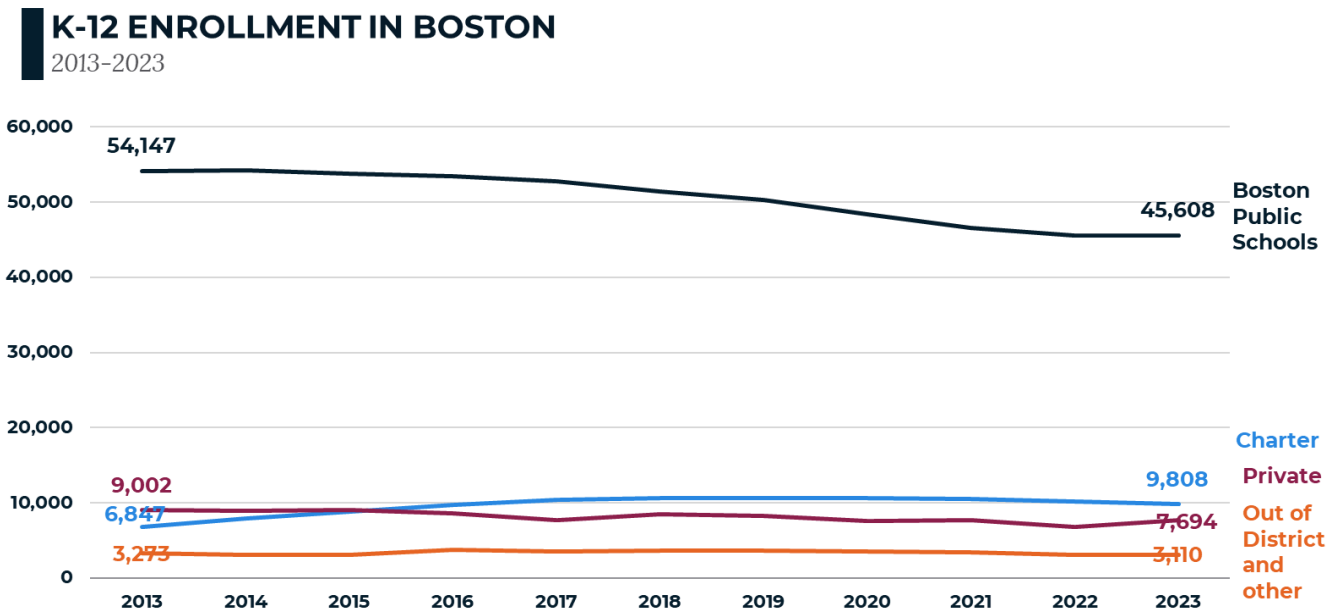
Source: Lightcast, City of Boston Planning Department Research Division Analysis.

In early childhood education, where an associate's degree is often sufficient, preschool teachers earn \$51,468, a stark contrast to K-12 educators despite strong job growth in the field. Education and childcare administrators for preschools and daycare centers, who require a bachelor's degree, earn \$76,983, reflecting greater responsibility but lower pay than their post-secondary counterparts. Teaching assistants, who typically have some college education but no degree, represent the lowest-paid group at \$48,467, underscoring the wage gap between support staff and lead educators. These salary trends align with broader employment shifts where early education jobs continue to see rising demand but remain among the lowest-paid positions in the sector.



STUDENT ENROLLMENT PATTERNS

Since the Great Recession in 2009, annual births have declined by 13% nationally and 15% in Boston. This birth decline has impacted the number of children born in Boston and the number of children in Boston schools today. Overall K-12 school enrollment in Boston has declined by 10% since 2013. Boston Public Schools enrollment has declined by 16% during this time.



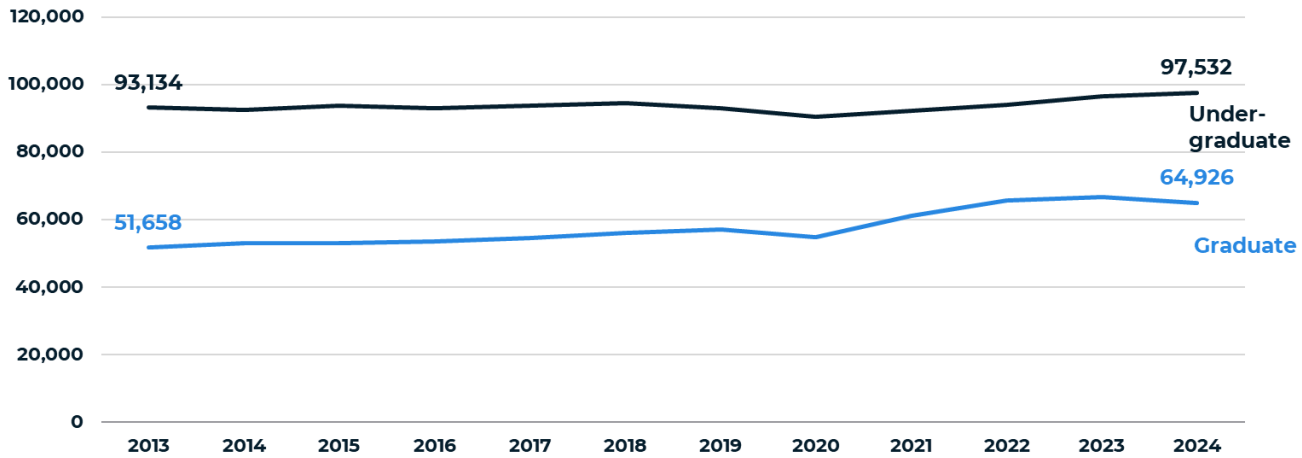
Source: MA Department of Secondary and Elementary Education, City of Boston Planning Department Research Division Analysis

Undergraduate enrollment in Boston universities has increased by just 4.7% from 2013 to 2024, reaching 97,532, while graduate enrollment increased by a significant 27% over the same period reaching 64,926 in 2024. Lower birth rates since 2009 may herald a trend for college student enrollment starting with undergraduate student admissions in 2026. The “college enrollment cliff” is projected to impact the pool of applicants available to apply for college over at least the next 16 years. However, Boston colleges and universities are nationally and internationally renowned, and most may be able to continue to maintain enrollment.



UNDERGRADUATE AND GRADUATE ENROLLMENT IN BOSTON

2013-2024



Source: University Accountability Ordinance, City of Boston Planning Department Research Division Analysis

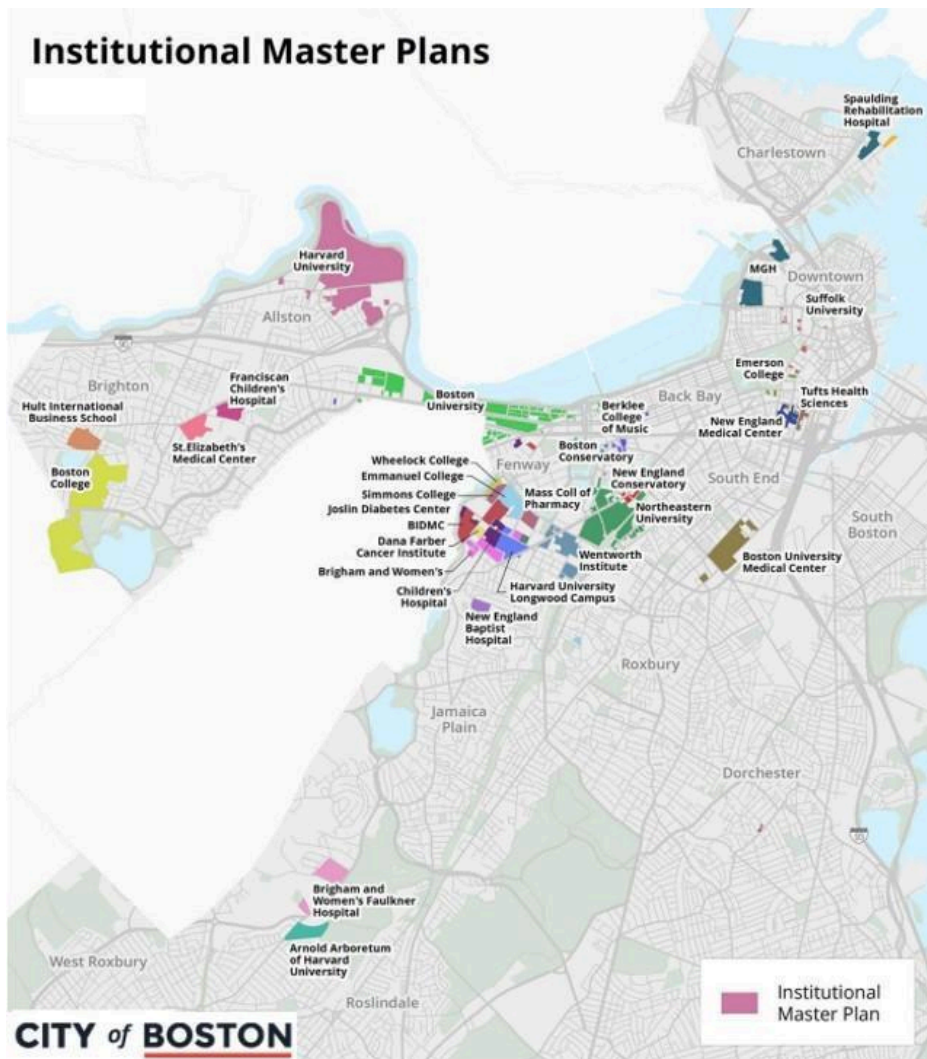
DEVELOPMENT

Institutional Master Plans

All institutions have IMPs but do not always have active projects associated with IMPs. The BPDA Board approved 1.5 million square feet of university development from 2022-2024. These projects include: a renovation of Boston University's Warren Towers which house 1,800 students, a new mixed-use building in Roxbury, where lower levels will serve as community space for Northeastern and upper levels will house over 1,000 students, and Boston College's Catholic Religious Archives Project to store collections, artwork, and cultural artifacts.³ Recently completed projects include the distinctive BU Data Sciences Center, with over 300,000 square feet of computer science and mathematics educational space overlooking the Charles River and a 110 bed dorm for Berklee College of Music students in Fenway.

³ City of Boston Planning Department Development Database





PILOT (Payment in Lieu of Taxes)

Universities have major real estate holdings in Boston and make payments in lieu of property taxes. In FY 2023, tax-exempt educational institutions paid the City of Boston ~\$36 million in cash contributions and ~\$62 million in community benefit credits. This was 76% of the City's request that PILOT contributions be 25% of what the institution might expect to pay in real estate taxes if the exempt property were taxable, an improvement on the 68% paid in FY 2022.⁴

⁴ <https://www.boston.gov/departments/assessing/payment-lieu-tax-pilot-program>



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