

**Program Endorsement Brief: 1305.00 – Child Development/Early Care and Education
Child Development – Associate of Science**

Los Angeles/Orange County Center of Excellence, July 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Education:	Yes <input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No	<input checked="" type="checkbox"/>

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE)/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one above middle-skill occupation: *special education teachers, preschool (25-2051)*; and three middle-skill occupations:

- *Preschool teachers, except special education (25-2011)*;
- *Teaching assistants, except postsecondary (25-9045)*; and
- *Childcare workers (39-9011)*.

Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for the occupations of interest in the region. While three of the four occupations studied in this report have entry-level wages below the living wage in Los Angeles County, 99.8% of the annual job openings in the LA/OC region typically require a high school diploma/equivalent or some type of community college training. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **19,010 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 6,185 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – In Los Angeles County, three of the four occupations have **entry-level wages below the county's living wage** (\$15.04/hour).²
- **Educational Criteria** – Within the LA/OC region, **99.8% of the annual job openings typically require a high school diploma/equivalent or some type of community college training**.
 - National-level educational attainment data indicates between 7% and 39% of workers in the field have completed some college or an associate degree.
 - Of the four occupations, *special education teachers, preschool (25-2051)* has the smallest proportion of community college educated workers – only 7% of incumbent workers have some college/no degree or an associate degree.

Supply:

- Between 2017 and 2020, **27 community colleges** in the LA/OC region issued awards in programs that have historically trained for the occupations of interest, conferring an annual average of **4,592 awards**.
- Between 2016 and 2019, non-community college institutions conferred an annual average of **1,593 awards** in programs crosswalked to the TOP of interest.

² Living wage data was pulled from California Family Needs Calculator on 7/28/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the four occupations of interest. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 2% through 2024. However, there will be more than 19,000 job openings per year through 2024 due to retirements and workers leaving the field. It is important to note that *teaching assistants, except postsecondary (25-9045)* includes teacher assistants for preschool through secondary school, and not solely preschool- or school-age children. Therefore, the data in Exhibit 1 is likely overstated for preschool-age and school-age occupations.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	127,001	123,828	(3,173)	(2%)	15,461
Orange	29,712	29,874	162	1%	3,549
Total	156,713	153,702	(3,011)	(2%)	19,010

Wages

The labor market endorsement in this report considers the hourly wages for the four occupations in Los Angeles County, as they relate to the county's living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County – Nearly all (99%) of the annual openings for the occupations of interest have entry-level wages **below** the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$12.00 and \$17.55. The only occupation in this report with entry-level wages above the county's living wage is *special education teachers, preschool* (\$17.55). Experienced workers can expect to earn wages between \$15.88 and \$24.68, which are higher than the living wage estimate.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Orange County – All of the annual openings for the occupations of interest have entry-level wages **below** the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$12.04 and \$16.37. Experienced *childcare workers* typically earn less than the county’s living wage (\$15.63), while experienced *preschool teachers, except special education; special education teachers, preschool; and teaching assistants, except postsecondary*, can expect to earn wages between \$18.66 and \$23.10, which are higher than the living wage estimate.

Job Postings

Over the past 12 months, there have been 6,976 online job postings related to the four occupations of interest. The highest number of job postings were for preschool teachers, behavior interventionists, infant/toddler teachers, assistant teachers, and instructional assistants. The top skills were teaching, child development, childcare, early childhood education, and cardiopulmonary resuscitation (CPR). The top employers, by number of job postings, in the region were KinderCare, Learning Care, and Intercare Therapy. Of the online job postings listing educational requirements in Los Angeles/Orange County, 56% (3,874) requested a high school diploma or vocational training, 29% (2,005) requested an associate degree, and 15% (1,083) requested a bachelor’s degree.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor’s degree:** *Special education teachers, preschool (25-2051)*
- **Some college, no degree:** *Teaching assistants, except postsecondary (25-9045)*
- **Associate degree:** *Preschool teachers, except special education (25-2011)*
- **High school diploma or equivalent:** *Childcare workers (39-9011)*

In the LA/OC region, 99.8% of the annual job openings typically require a high school diploma/equivalent or some type of community college training.

National-level educational attainment data indicates between 7% and 39% of workers in the field have completed some college or an associate degree. Of the four occupations, *special education teachers, preschool (25-2051)* has the smallest proportion of community college training – only 7% have some college, no degree **or** an associate degree. Most workers in this occupation hold a bachelor’s or master’s degree.

Educational Supply

Community College Supply – Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are Rio Hondo, East LA, and Santa Ana. Over the past 12 months, there were 25 other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	28	23	21	24
		LA Subtotal	28	23	21	24
		Coastline	-	3	2	2
		Fullerton	11	7	-	6
		Santa Ana	2	30	11	14
		Santiago Canyon	4	6	7	6
		OC Subtotal	17	46	20	28
Supply Subtotal/Average			45	69	41	52
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	-	1	1
		LA Subtotal	1	-	1	1
		Santiago Canyon	-	-	1	0
		OC Subtotal	-	-	1	0
Supply Subtotal/Average			1	-	2	1
0809.00	Special Education	Long Beach	1	2	1	1
		LA Subtotal	1	2	1	1
		Santa Ana	-	27	16	14
		Santiago Canyon	-	-	2	1
		OC Subtotal	-	27	18	15
Supply Subtotal/Average			1	29	19	16
1305.00	Child Development/ Early Care and Education	Cerritos	108	140	132	127
		Citrus	174	313	161	216
		Compton	50	64	21	45
		East LA	200	335	690	408
		El Camino	166	161	187	171
		Glendale	19	32	34	28
		LA City	201	163	190	185
		LA Harbor	39	35	26	33

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		LA Mission	210	259	227	232
		LA Pierce	104	92	107	101
		LA Southwest	65	50	51	55
		LA Trade	190	164	132	162
		LA Valley	71	98	148	106
		Long Beach	148	183	169	167
		Mt San Antonio	82	111	106	100
		Pasadena	83	105	114	101
		Rio Hondo	1,071	245	285	534
		Santa Monica	179	174	554	302
		West LA	30	51	60	47
		LA Subtotal	3,190	2,775	3,394	3,120
		Fullerton	27	47	39	38
		Irvine	72	96	99	89
		N. Orange Adult	66	75	59	67
		Orange Coast	-	20	41	20
		Saddleback	84	179	181	148
		Santa Ana	37	30	62	43
		Santiago Canyon	1	3	1	2
		OC Subtotal	287	450	482	406
		Supply Subtotal/Average	3,477	3,225	3,876	3,526
1305.20	Children with Special Needs	Cerritos	2	-	1	1
		Citrus	-	1	1	1
		East LA	65	109	51	75
		LA City	8	12	6	9
		LA Valley	45	51	55	50
		Long Beach	2	6	2	3
		Mt San Antonio	-	-	2	1
		Pasadena	2	-	-	1
		Rio Hondo	-	-	15	5
		Santa Monica	7	11	8	9
		LA Subtotal	131	190	141	154
		Supply Subtotal/Average	131	190	141	154

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1305.40	Preschool Age Children	LA Mission	29	29	32	30
		LA Pierce	122	152	165	146
		LA Valley	62	91	88	80
		Pasadena	-	1	-	0
		LA Subtotal	213	273	285	257
		Fullerton	9	9	14	11
		Orange Coast	24	34	34	31
		Santa Ana	50	45	52	49
		Santiago Canyon	7	-	6	4
		OC Subtotal	90	88	106	95
Supply Subtotal/Average			303	361	391	352
1305.50	The School Age Child	Compton	1	2	-	1
		El Camino	10	7	4	7
		Glendale	1	-	-	0
		LA Mission	1	3	4	3
		LA Pierce	7	10	6	8
		LA Valley	14	16	10	13
		Long Beach	-	-	1	0
		Pasadena	1	-	-	0
		LA Subtotal	35	38	25	33
		Irvine	5	3	1	3
		Saddleback	-	2	-	1
		OC Subtotal	5	5	1	4
Supply Subtotal/Average			40	43	26	36
1305.90	Infants and Toddlers	Cerritos	-	-	2	1
		East LA	32	45	3	27
		Glendale	1	3	1	2
		LA City	-	-	41	14
		LA Mission	9	13	8	10
		LA Pierce	34	35	45	38
		LA Valley	5	6	1	4
		Mt San Antonio	-	2	1	1
		Pasadena	-	2	1	1

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		Rio Hondo	-	-	5	2
		LA Subtotal	81	106	108	98
		Irvine	-	1	-	0
		Orange Coast	7	5	6	6
		Saddleback	47	17	13	26
		Santa Ana	468	356	142	322
		Santiago Canyon	6	-	1	2
		OC Subtotal	528	379	162	356
Supply Subtotal/Average			609	485	270	455
Supply Total/Average			4,607	4,402	4,766	4,592

Non-Community College Supply – For a comprehensive regional supply analysis, it is important to consider completions from non-community college institutions in the area that have been crosswalked to the TOPs in Exhibit 2. The table below shows the annual and three-year average number of awards conferred by these institutions. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 1,593 awards.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
13.0201	Bilingual and Multilingual Education	CSU-Los Angeles	-	-	1	0
13.1001	Special Education and Teaching, General	Mount Saint Mary's Univ.	13	27	14	18
13.1099	Special Education and Teaching, Other	CSU-Los Angeles	-	13	-	4
		CSU-Northridge	-	5	7	4
13.1210	Early Childhood Education and Teaching	Bethesda University	10	8	5	8
		Brandman University	72	58	46	59
		CSU-Dominguez Hills	134	178	180	164
		CSU-Fullerton	438	477	531	482
		CSU-Los Angeles	224	238	298	253
		CSU-Northridge	296	322	349	322
		East San Gabriel Valley ROP	62	58	35	52
		Mount Saint Mary's University	6	4	4	5
		Pacific Oaks College	57	53	31	47
		Vanguard University of Southern California	20	21	15	19
World Mission Univ.	1	-	-	0		
19.0706	Child Development	Mount Saint Mary's Univ.	13	24	17	18
		University of La Verne	69	53	53	58
		Whittier College	21	18	27	22
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	55	36	82	58
Supply Total/Average			1,491	1,593	1,695	1,593

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Preschool Teachers, Except Special Education (25-2011)	16,129	16,092	(37)	0%	1,543	\$13.10	\$14.98	\$19.09
Special Education Teachers, Preschool (25-2051)	107	165	58	54%	20	\$17.55	\$20.40	\$24.68
Teaching Assistants, Except Postsecondary (25-9045)	41,327	41,198	(129)	0%	4,057	\$14.92	\$17.58	\$20.77
Childcare Workers (39-9011)	69,438	66,374	(3,064)	(4%)	9,840	\$12.00	\$13.09	\$15.88
Total	127,001	123,828	(3,173)	(2%)	15,460			

Exhibit 5. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Preschool Teachers, Except Special Education (25-2011)	4,723	4,573	(150)	(3%)	436	\$13.01	\$14.76	\$18.66
Special Education Teachers, Preschool (25-2051)	22	32	10	45%	4	\$16.37	\$19.03	\$23.10
Teaching Assistants, Except Postsecondary (25-9045)	12,054	12,139	85	1%	1,217	\$14.95	\$17.63	\$20.83
Childcare Workers (39-9011)	12,913	13,129	216	2%	1,892	\$12.04	\$13.07	\$15.63
Total	29,712	29,874	162	1%	3,548			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Preschool Teachers, Except Special Education (25-2011)	20,853	20,665	(188)	(1%)	1,979	Associate degree
Special Education Teachers, Preschool (25-2051)	129	197	68	53%	24	Bachelor's degree
Teaching Assistants, Except Postsecondary (25-9045)	53,381	53,337	(44)	0%	5,274	Some college, no degree
Childcare Workers (39-9011)	82,351	79,503	(2,848)	(3%)	11,733	HS diploma or equivalent
Total	156,713	153,702	(3,011)	(2%)	19,010	

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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