

# School Age Child

*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

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*This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.*

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## Summary

- Community college school age child programs provide the knowledge, skills, and abilities that prepare students for employment in two high school-level occupations.
- These occupations are projected to have 2,586 annual job openings through 2025, despite decreasing employment by 4%.
- The median hourly earnings for these occupations are between \$14.09 and \$14.29 per hour, below the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child.
- One regional community college has issued an annual average of one award in school age child programs over the last three academic years. Other postsecondary education providers have issued 55 awards annually in programs related to early childhood education and teaching.
- The COE cautiously recommends expanding school age child programs. See the [recommendation section](#) for further detail.

## Introduction

Child care is an essential service that fosters young children's development and allows parents to participate in the labor force. The Marketplace Morning Report noted that the COVID-19 pandemic heavily disrupted the operation and staffing of daycare and afterschool programs. With the reopenings of workplaces and schools, parents may be forced to remain home with their kids or place them in facilities they are uncomfortable with (Marketplace Morning Report). The pandemic has revealed, "The absence of reliable and affordable child care and limits which jobs people can accept...and ultimately restricts the ability of the broader economy to grow" (Inland Valley Daily Bulletin). This essential service is in high demand as parents need a suitable, safe, and affordable place to send their kids and is critical to getting workers back into the labor force.

The California Community College school age child (TOP 1305.50) programs prepare students for employment through the instruction of the principles and practices necessary for working with school age children and youth in out-of-school settings, such as before and after school programs, recreational activities, youth centers, and summer camps (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by school age child programs lead to two high school-level occupations, collectively referred to as the school age child occupational group in this report.

- Childcare Workers (SOC 39-9011)
- Recreation Workers (39-9032)

These high school-level occupations may benefit from a community college program to immerse students in child care training practices and prepare them for various work tasks and certification. Between 35% and 37% of incumbent workers in these occupations have a community college-level education, some college or an associate degree, as their highest level of educational attainment.

## Job Counts and Projections

In 2020, there were 18,036 school age child jobs in the Inland Empire/Desert Region. Employment for the school age child occupational group is projected to decrease by 4% through 2025. Despite the decrease in employment, the school age child occupational group is projected to have 2,586 job openings annually to backfill jobs that workers are permanently vacating (includes occupational transfers and retirements). Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

*Exhibit 1: Five-year projections for the school age child occupational group, 2020-2025*

| Occupation         | 2020 Jobs     | 2025 Jobs     | 5-Yr % Change (New Jobs) | 5-Yr Openings (New + Replacement Jobs) | Annual Openings (New + Replacement Jobs) | % of workers age 55+ |
|--------------------|---------------|---------------|--------------------------|--|--|----------------------|
| Childcare Workers  | 13,611        | 12,583        | (8%)                     | 9,184                                  | 1,837                                    | 30%                  |
| Recreation Workers | 4,425         | 4,727         | 7%                       | 3,746                                  | 749                                      | 22%                  |
| <b>Total</b>       | <b>18,036</b> | <b>17,310</b> | <b>(4%)</b>              | <b>12,930</b>                          | <b>2,586</b>                             | <b>28%</b>           |

Source: Emsi 2021.3

Exhibit 2 shows the number of job ads posted during the last 12 months in the region and the regional and statewide average time filling each occupation. This job advertisement search was limited to positions that included the keywords "child," "children," or "youth." Over the last 12 months, there were 474 job ads posted for the school age child occupational group posted in the region.

On average, regional employers fill online job advertisements for the school age child occupational group in 30 days, seven days shorter than the statewide average time to fill. Time to fill information indicates that regional employers likely face fewer challenges filling open positions than other employers in California.

Exhibit 2: Job ads and time to fill

| Occupation         | Job Ads    | Regional Average Time to Fill (Days) | Statewide Average Time to Fill (Days) |
|--------------------|------------|--------------------------------------|---------------------------------------|
| Childcare Workers  | 293        | 21                                   | 25                                    |
| Recreation Workers | 181        | 44                                   | 48                                    |
| <b>Total</b>       | <b>474</b> | <b>30</b>                            | <b>37</b>                             |

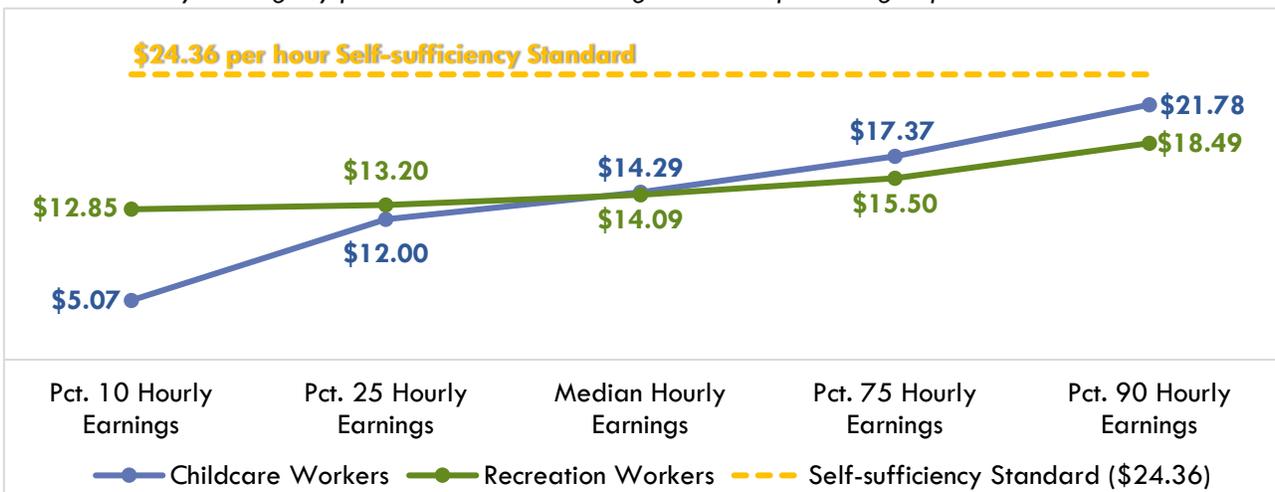
Source: Burning Glass – Labor Insights

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 3 displays the hourly earnings for the school age child occupational group. The hourly earnings for the school age child occupational group do not surpass the regional self-sufficiency standard, indicating that workers in this field may struggle to support themselves.

Exhibit 3: Hourly earnings by percentile for the school age child occupational group



Source: Emsi 2021.3

Benefits information, provided by the California Labor Market Information Division's occupational guides, reveals that workers in the school age child occupational group typically receive health insurance, vacation, and sick leave, when employed full-time (Detailed Occupational Guides, 2021).

## Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the school age child occupational group over the last 12 months in the region. Online job ad salary information reveals that employers are willing to pay the school age child occupational group between \$32,000 and \$39,000 annually, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. Consider the salary information with caution since only 59% (278 out of 474) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 4: Advertised salary information

| Occupations        | Number of job ads | Real-Time Salary Information |                      |                      |                    | Average Annual Salary |
|--------------------|-------------------|------------------------------|----------------------|----------------------|--------------------|-----------------------|
|                    |                   | Less than \$35,000           | \$35,000 to \$49,999 | \$50,000 to \$74,999 | More than \$75,000 |                       |
| Childcare Workers  | 187               | 77%                          | 21%                  | 1%                   | 1%                 | \$32,000              |
| Recreation Workers | 91                | 69%                          | 21%                  | 2%                   | 8%                 | \$39,000              |

Source: Burning Glass – Labor Insights

## Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted the most job ads during the last 12 months in the region. Displaying employer names provides some insight into where students may find employment after completing a program. Chuze Fitness posted the most job advertisements for the school age child occupational group in the region, primarily seeking individuals to work in their Kids Club.

Exhibit 5: Employers posting the most job ads for the school age child occupational group

| Occupation                    | Top Employers  |   |
|-------------------------------|--|---|
| Childcare Workers<br>(n=293)  | <ul style="list-style-type: none"> <li>• Chuze Fitness</li> <li>• Think Together</li> <li>• Murrieta Valley Unified School District</li> </ul> | <ul style="list-style-type: none"> <li>• Perris Elementary School District</li> <li>• Childhelp</li> <li>• Hemet Unified School District</li> </ul> |
| Recreation Workers<br>(n=181) | <ul style="list-style-type: none"> <li>• Boys &amp; Girls Clubs of America</li> <li>• YMCA</li> <li>• Hemet Unified School District</li> </ul> | <ul style="list-style-type: none"> <li>• Learning Care Group</li> <li>• Childhelp</li> </ul>  |

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the school age child occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

Exhibit 6: Sample of in-demand skills from employer job ads

| Occupation                    | Specialized skills   | Employability skills  |
|-------------------------------|--|---|
| Childcare Workers<br>(n=253)  | <ul style="list-style-type: none"> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Cleaning</li> <li>• Child Development</li> <li>• Teaching</li> <li>• Customer Service</li> </ul> | <ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• English</li> <li>• Building Effective Relationships</li> <li>• Multi-Tasking</li> <li>• Physical Abilities</li> </ul>          |
| Recreation Workers<br>(n=166) | <ul style="list-style-type: none"> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Teaching</li> <li>• Child Development</li> <li>• Cleaning</li> <li>• Staff Management</li> </ul> | <ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Building Effective Relationships</li> <li>• Physical Abilities</li> <li>• Planning</li> <li>• Organizational Skills</li> </ul> |

Source: Burning Glass – Labor Insights

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the school age child occupational group. According to the Bureau of Labor Statistics, between 35%-37% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree."

Exhibit 7: Typical entry-level education, educational attainment, and minimum advertised education requirements

| Occupation         | Typical Entry-Level Education Requirement | CC-Level Educational Attainment* | Number of Job Ads | Real-Time Minimum Advertised Education Requirement |                  |                             |
|--------------------|---|----------------------------------|-------------------|--|------------------|-----------------------------|
|                    |   |                                  |                   | High school or vocational training                 | Associate degree | Bachelor's degree or higher |
| Childcare Workers  | High school diploma or equivalent         | 37%                              | 216               | 84%  | 3%               | 13%                         |
| Recreation Workers | High school diploma or equivalent         | 35%                              | 129               | 80%  | 11%              | 9%                          |

Source: Emsi 2021.3, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

Exhibit 8 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads.

Exhibit 8: Work experience required and real-time work experience requirements

| Occupation         | Work Experience Typically Required | Real-Time Work Experience |             |             |          |
|--------------------|------------------------------------|---------------------------|-------------|-------------|----------|
|                    |                                    | Number of job ads         | 0 – 2 years | 3 – 5 years | 6+ years |
| Childcare Workers  | None                               | 134                       | 84%         | 8%          | 7%       |
| Recreation Workers | None                               | 101                       | 67%         | 33%         | -        |

Source: Emsi 2021.3, Burning Glass – Labor Insights

## Programs Completions and Student Outcomes

Exhibit 9 displays student completions from school age child (1305.50) programs over the last three academic years. San Bernardino Valley College has issued one award annually in its school age child program over the previous three academic years. Program completion and student outcome methodologies is found in the appendix.

*Exhibit 9: 2017-20, Annual average community college awards for school age child programs in the region*

| <b>TOP 1305.50 – The School Age Child</b> | <b>Certificate requiring 30 to &lt; 60-semester units</b> | <b>Total CC Annual Average Awards, Academic Years 2017-20</b> |
|---|---|---|
| San Bernardino Valley                     | 1   | 1   |
| <b>Total</b>                              | <b>1</b>  | <b>1</b>  |

Source: MIS Data Mart

California program outcome data may provide a useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 10. Among the students exiting school are child programs in the region, 73% of students reported working in their field of study and the median annual earnings were \$19,560. The outcome methodology is available in the appendix section of this report. The outcome methodology is available in the appendix section of this report.

*Exhibit 10: 1305.50 – The school age child strong workforce program outcomes*

| <b>Strong Workforce Program Metrics:<br/>1305.50 – The School Age Child<br/>Academic Year 2018-19, unless noted otherwise</b> | <b>Inland<br/>Empire/Desert<br/>Region</b> | <b>California</b> |
|---|--|-------------------|
| Unduplicated count of enrolled students (2019-20)   | 138  | 1,288             |
| Completed 9+ career education units in one year (2019-20)   | 17%  | 35%               |
| Perkins Economically disadvantaged students   | 89%  | 80%               |
| Students who earned a degree, certificate, or attained apprenticeship (2019-20)   | -  | 57                |
| Transferred to a four-year institution (transfers)  | 14   | 97                |
| Job closely related to the field of study (2017-18)   | 73%  | 67%               |
| Median annual earnings (all exiters)  | \$19,560                                   | \$27,848          |
| Median change in earnings (all exiters)   | -  | 12%               |
| Attained a living wage (completers and skills-builders)   | -  | 32%               |

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 11 displays awards reported by other postsecondary education providers in early childhood education and teaching (CIP 13.1210) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, two other postsecondary education institutions in the region issued 55 awards annually over the last three academic years.

*Exhibit 11: Other educational provider early childhood education and teaching programs, three-year annual average credentials in the region*

| 13.1210 – Early Childhood Education and Teaching | Master's degree | Bachelor's degree | Other Educational Providers Annual Average Credentials, Academic Years 2016-19 |
|--|-----------------|-------------------|--|
| California Baptist University                    | -               | 51                | 51   |
| California State University-San Bernardino       | 4               | -                 | 4  |
| <b>Total</b>                                     | <b>4</b>        | <b>51</b>         | <b>55</b>  |

Source: IPEDS

## Recommendation

Child care is a high demand and essential service that fosters young children's development and allows parents to participate in the labor force. Community college school age child programs provide the knowledge, skills, and abilities that prepare students for employment in two high school-level occupations. These occupations may benefit from a community college program to immerse students in child care training practices and prepare them for various work tasks and certification. The school age child occupational group is expected to have 2,586 annual job openings through 2025, despite decreasing employment by 4% over this period. The hourly earnings for the school age child occupational group do not surpass the regional self-sufficiency standard (\$24.36 per hour), indicating that workers in this field may struggle to support themselves.

San Bernardino Valley College's school age child program has issued one award annually over the last three academic years. Among the students exiting school are child programs in the region, 73% of students reported working in their field of study and the median annual earnings were \$19,560. Two other postsecondary educational institutions in the region issued 55 awards annually over the last three academic years.

The COE recommends expanding school age child programs to meet the demand for workers in the region. The lack of qualified workers in this field is well documented in various news sources and is critical to helping parents return to the labor force. It should be noted that the hourly earnings associated with these occupations are below the region's hourly self-sufficiency standard. Colleges considering this program should partner with

applicable employers to document their demand for school age child workers and the skills needed for students to earn self-sustainable earnings after exiting this program.

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## Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for school age child occupations

### **Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment**

#### **Childcare Workers (39-9011)**

Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.

**Sample job titles:** Caregiver, Child Care Worker, Child Caregiver, Childcare Provider, Childcare Worker, Daycare Teacher, Daycare Worker, Infant Teacher, Toddler Teacher

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Less than one month on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 37%*

#### **Recreation Workers (39-9032)**

Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.

**Sample job titles:** Activities Assistant, Activities Director, Activity Aide, Activity Assistant, Activity Coordinator, Activity Director, Recreation Assistant, Recreation Coordinator, Recreation Supervisor

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Less than one month on-the-job training*

*Work Experience: None*

*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 35%*

## Appendix: Methodology

Exhibit 9 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2017 and 2020 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included in each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2021 a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2021 a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job posting or collect resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the school age child occupational group

| Occupation (SOC)             | 2020 Jobs     | 5-Year Change (New Jobs) | 5-Year % Change (New Jobs) | Annual Openings (New + Replacement Jobs) | Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile) | Median Hourly Wage (50 <sup>th</sup> percentile) | Average Annual Earnings | Entry-Level Education & On-The-Job-Training | Work Experience Required |
|------------------------------|---------------|--------------------------|----------------------------|--|---|--|-------------------------|---|--------------------------|
| Childcare Workers (39-9011)  | 13,611        | (1,028)                  | (8%)                       | 1,837                                    | \$5.07 to \$21.78   | \$14.29  | \$31,700                | High school diploma or equivalent & 1 month | None                     |
| Recreation Workers (39-9032) | 4,425         | 302                      | 7%                         | 749                                      | \$12.85 to \$18.49  | \$14.09  | \$32,400                | High school diploma or equivalent & 1 month | None                     |
| <b>Total</b>                 | <b>18,036</b> | <b>(726)</b>             | <b>(4%)</b>                | <b>2,586</b>                             | -   | -  | -                       | -   | -                        |

Source: Emsi 2021.3