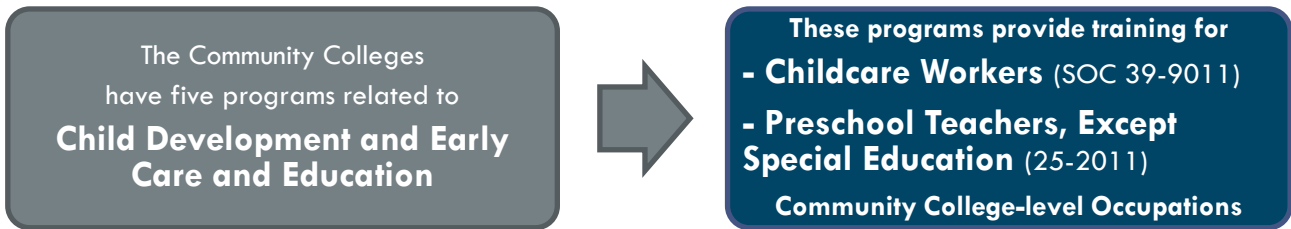


# Child Development

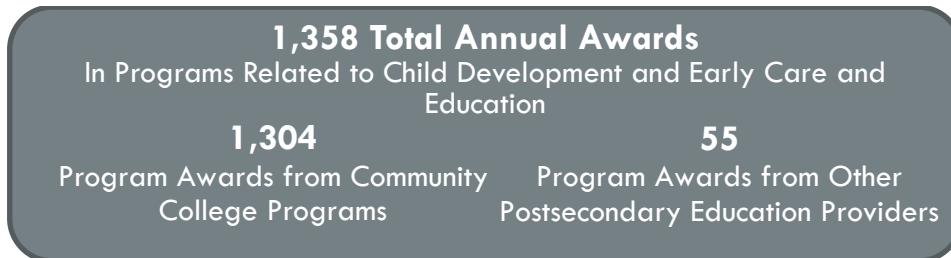
*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

*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.*

## Summary



Over the next five years (2020-2025), community college-level child development employment is projected to



The Inland Empire/Desert Centers of Excellence  
 **Recommends**  
 Child Development Program Expansion  
 to meet the need for more workers in the region

## Introduction

California Community College child development/early care and education (TOP 1305.00) programs prepare students for employment through instruction related to the intellectual, psychosocial, and physical development of children. These programs include the principles and practices in the care and education of children (Taxonomy of Programs, 2012). All 12 Inland Empire/Desert community colleges offer the child

development/early care and education program, alongside four other related programs with similar occupational outcomes:

1. Child Development/Early Care and Education (TOP 1305.00)
2. Child and Adolescent Development (1305.10)
3. Preschool Age Children (1305.40)
4. Child Development Administration and Management (1305.80)
5. Infants and Toddlers (1305.90)

The knowledge, skills, and abilities trained by child development/early care and education programs lead to three distinct occupations, collectively referred to as the child development occupational group in this report. The child development occupational group is separated into community college-level and bachelor's degree-level occupations to illuminate job opportunities for individuals with varying education levels. Workers in the child development occupational group may receive adequate education and training from a handful of related community college programs. The supply section of this report illuminates all the training programs that prepare students for employment in the child development occupational group.

The **community college-level occupations** in this report represent entry-level employment opportunities in the field of child development and typically require either a high school diploma or an associate degree. Between 34% 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. The community college-level occupations included in the child development occupational group are:

- Childcare Workers (SOC 39-9011)
- Preschool Teachers, Except Special Education (25-2011)

The **bachelor's degree-level occupation** in this report typically requires workers to obtain a bachelor's degree prior to employment. Approximately 12% of workers in this occupation have a community college-level education, some college or an associate degree, as their highest level of educational attainment. The bachelor's degree-level occupation included in the child development occupational group is:

- Education and Childcare Administrators, Preschool and Daycare (SOC 11-9031)

This report's educational supply and employment demand portions focus solely on the community college-level jobs students are likely to obtain after completing a community college child development/early care education program in the Inland Empire/Desert Region.

## Childcare Staffing Shortages

Post-COVID childcare worker and preschool teacher staffing shortages have been widely reported in research and media sources. Childcare is a critical service for working parents and "access to affordable and

reliable early education enables them to increase their workforce participation and earnings" (Kashen, et al., 2022). Recent research suggests that childcare facility closures had a significant impact on “whether parents work full time and the number of hours worked per week” (Garcia & Cowan, 2022). Limits on availability and hours of work affects labor force participation and the type of work parents can accept. A national survey of 1,000 small business owners found that the shortage of dependable and affordable childcare services for their employees had a negative impact on the workplace; hiring, client service delivery, and business growth opportunities (Small Business for America's Future). It is clear the childcare services are critical to the overall economy and the California Community Colleges should be at the forefront of training high-quality workers to meet the needs of the labor market.

## Job Counts and Projections

In 2020, there were 17,798 total child development jobs in the region. Employment for the community college-level child development occupational group is projected to decrease by 5% through 2025. Despite the projected decrease in employment, community college-level occupations are projected to have 2,256 annual job openings to backfill jobs that workers are permanently vacating (includes occupational transfers and retirements). Education and childcare administrators, preschool and daycare are expected to have 30 annual job openings, decreasing employment by 2% over the next five years. 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 child development 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+
Education and Childcare Administrators, Preschool and Daycare	405	398	(2%)	152	30	33%
<b>Bachelor's Degree-level Total</b>	<b>405</b>	<b>398</b>	<b>(2%)</b>	<b>152</b>	<b>30</b>	<b>33%</b>
Childcare Workers	13,370	12,392	(7%)	9,168	1,834	27%
Preschool Teachers, Except Special Education	4,024	4,054	1%	2,114	423	19%
<b>Community College-level Total</b>	<b>17,394</b>	<b>16,447</b>	<b>(5%)</b>	<b>11,282</b>	<b>2,256</b>	<b>25%</b>
<b>Total</b>	<b>17,798</b>	<b>16,845</b>	<b>(5%)</b>	<b>11,433</b>	<b>2,287</b>	<b>26%</b>

Source: Emsi 2022.1

An online job advertisement search for child development jobs was conducted to reveal the details about the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Over the previous 12 months, there were only 47 job advertisements posted for education administrators, preschool and daycare in the Inland Empire/Desert Region. To ensure there were sufficient advertisements from which to obtain reliable advertisement information, the job search for this occupation was expanded to include all advertisements posted in California.

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time to fill this job. On average, regional employers spent 40 days filling online job advertisements, the same as employers throughout the state. Time to fill information reveals that regional employers likely face similar challenges filling open positions as 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)
Education and Childcare Administrators, Preschool and Daycare*	994	41	41
<b>Bachelor's Degree-level Total</b>	<b>994</b>	<b>41</b>	<b>41</b>
Preschool Teachers, Except Special Education	1,158	42	43
Childcare Workers	145	22	25
<b>Community College-level Total</b>	<b>1,303</b>	<b>40</b>	<b>40</b>
<b>Total</b>	<b>2,297</b>	<b>40</b>	<b>40</b>

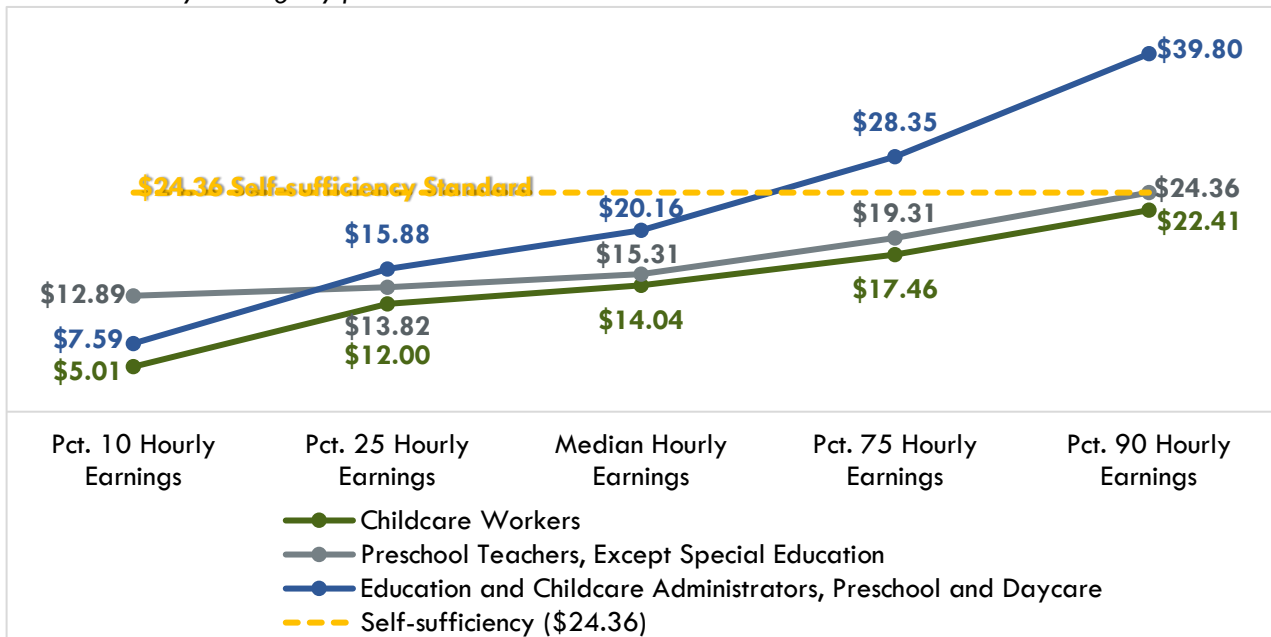
Source: Burning Glass – Labor Insights  
 \*California job advertisement information

## 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 child development occupational group in the Inland Empire/Desert Region. The hourly earnings for education and childcare administrators, preschool and daycare do not surpass the regional self-sufficiency standard until the 75<sup>th</sup> percentile, indicating that only the top 25% of workers earn a self-sustainable wage. Hourly earnings information indicates that the top 10% of preschool teachers, except special education earn a self-sustainable wage. The hourly earnings for childcare workers fail to meet the regional self-sufficiency standard, indicating that workers in this field may struggle to support themselves.

Exhibit 3: Hourly earnings by percentile



Source: Emsi 2022.1

Benefits information, provided by the occupational guides developed by the California Labor Market Information Division, indicates that the community college-level child development occupational group usually receives health insurance, vacation, sick leave, and holidays. Benefits information is not available for education and childcare administrators, preschool and daycare (Detailed Occupational Guides, 2022).

### Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the child development occupational group over the last 12 months. Online job ad salary information reveals that employers are willing to pay the community college-level child development occupational group an average annual salary between \$32,000 and \$33,000, below the region's \$51,452 annual (\$24.36 hourly) self-sufficiency standard. The average advertised salary for education and childcare administrators, preschool and daycare falls below the regional self-sufficiency standard. Consider the salary information with caution since only 58% (1,331 out of 2,297) of online job advertisements for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 4: Advertised salary information

Occupation	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	
<b>Bachelor's Degree-level</b>						
Education and Childcare Administrators, Preschool and Daycare*	677	13%	47%	35%	5%	\$49,000
<b>Community College-level</b>						
Preschool Teachers, Except Special Education	550	80%	17%	2%	1%	\$33,000
Childcare Workers	104	80%	19%	1%	-	\$32,000

Source: Burning Glass – Labor Insights

\*California job advertisement information

## Employers, Skills, Education, and Work Experience

Exhibit 5 displays the employers that posted the most job ads for the child development occupational group over the last 12 months. Showing employer names provides some insight into where students may find employment after completing a program. KinderCare Learning Centers posted the most advertisements for the child development occupational group in the Inland Empire/Desert Region, accounting for 17% of total regional advertisements.

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

Occupation	Top Employers	
<b>Bachelor's Degree-level</b>		
Education and Childcare Administrators, Preschool and Daycare* (n=994)	<ul style="list-style-type: none"> <li>• YMCA</li> <li>• KinderCare Learning Centers</li> <li>• La Petite Academy</li> </ul>	<ul style="list-style-type: none"> <li>• Bright Horizons</li> <li>• MyVillage</li> </ul>
<b>Community College-level</b>		
Preschool Teachers, Except Special Education (n=1,158)	<ul style="list-style-type: none"> <li>• KinderCare Learning Centers</li> <li>• Learning Care Group</li> <li>• Tutor Time Learning Centers</li> </ul>	<ul style="list-style-type: none"> <li>• Childtime Learning Centers</li> <li>• La Petite Academy</li> <li>• Knowledge Universe Education, LLC</li> </ul>
Childcare Workers (n=145)	<ul style="list-style-type: none"> <li>• ThinkTogether</li> <li>• Shaw Family Child Care</li> </ul>	<ul style="list-style-type: none"> <li>• Lifesteps Incorporated</li> <li>• Family Child Care</li> </ul>

Source: Burning Glass – Labor Insights

\*California job advertisement information

Exhibit 6 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the child development 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
<b>Bachelor's Degree-level</b>		
Education and Childcare Administrators, Preschool and Daycare* (n=903)	<ul style="list-style-type: none"> <li>Teaching</li> <li>Child Care</li> <li>Cardiopulmonary Resuscitation (CPR)</li> <li>Staff Management</li> <li>Budgeting</li> </ul>	<ul style="list-style-type: none"> <li>Communication Skills</li> <li>Organizational Skills</li> <li>Planning</li> <li>Teamwork/Collaboration</li> <li>Physical Abilities</li> </ul>
<b>Community College-level</b>		
Preschool Teachers, Except Special Education (n=1,063)	<ul style="list-style-type: none"> <li>Child Development</li> <li>Child Care</li> <li>Cardiopulmonary Resuscitation (CPR)</li> <li>Cleaning</li> <li>Lesson Planning</li> </ul>	<ul style="list-style-type: none"> <li>English</li> <li>Physical Abilities</li> <li>Organizational Skills</li> <li>Energetic</li> <li>Planning</li> </ul>
Childcare Workers (n=114)	<ul style="list-style-type: none"> <li>Cardiopulmonary Resuscitation (CPR)</li> <li>Teaching</li> <li>Cleaning</li> <li>Caregiving</li> <li>Social Services</li> </ul>	<ul style="list-style-type: none"> <li>Communication Skills</li> <li>Teamwork/Collaboration</li> <li>Creativity</li> <li>Physical Abilities</li> <li>Multi-Tasking</li> </ul>

Source: Burning Glass – Labor Insights  
 \*California job advertisement information

Exhibit 7 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the child development occupational group. According to the Bureau of Labor Statistics, between 12% and 37% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." Between 16% and 27% of employers posting job advertisements for the child development occupational group sought candidates with 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
<b>Bachelor's Degree-level</b>						
Education and Childcare Administrators, Preschool and Daycare**	Bachelor's degree	12%	802	36%	23%	41%
<b>Community College-level</b>						
Preschool Teachers, Except Special Education	Associate degree	34%	965	67%	27%	6%
Childcare Workers	High school diploma or equivalent	37%	93	80%	16%	4%

Source: Emsi 2021.4, Burning Glass – Labor Insights

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

\*\*California job advertisement information

Exhibit 8 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads. The majority of employers posting job advertisements for the child development occupational group sought candidates with zero to two years of previous work experience.

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
<b>Bachelor's Degree-level</b>					
Education and Childcare Administrators, Preschool and Daycare*	Less than 5 years	649	52%	45%	3%
<b>Community College-level</b>					
Preschool Teachers, Except Special Education	None	289	87%	13%	0%
Childcare Workers	None	67	96%	4%	-

Source: Burning Glass – Labor Insights

\*California job advertisement information



## Certifications

Job advertisements reveal that employers value the Child Development Associate certifications issued by the California Commission on Teacher Credentialing (CTC). The CTC offers six child development permits ranging from assistant to program director (CTC, 2022). For more information regarding credentialing, please visit the CTC website (CTC, 2022). Exhibit 9 displays the certifications most frequently required or requested by employers in job advertisements.

*Exhibit 9: Certifications most frequently required by employers*

Occupation	Certification
<b>Bachelor's Degree-level</b>	
Education and Childcare Administrators, Preschool and Daycare* (n=489)	<ul style="list-style-type: none"> <li>• First Aid CPR AED</li> <li>• Child Development Associate (CDA)</li> </ul>
<b>Community College-level</b>	
Preschool Teachers, Except Special Education (n=842)	<ul style="list-style-type: none"> <li>• Child Development Associate (CDA)</li> <li>• First Aid CPR AED</li> </ul>
Childcare Workers (n=97)	<ul style="list-style-type: none"> <li>• First Aid CPR AED</li> <li>• Child Development Associate (CDA)</li> </ul>

Source: Burning Glass – Labor Insights

\*California job advertisement information

## Student Completions and Programs Outcomes

The child development occupational group may receive training from a variety of community college programs. Exhibit 10 displays the child development programs offered by regional colleges. Community college programs related to child development include:

- Child Development/Early Care and Education (1305.00)
- Child and Adolescent Development (1305.10)
- Preschool Age Children (1305.40)
- Child Development Administration and Management (1305.80)
- Infants and Toddlers (1305.90)

*Exhibit 10: Child development programs offered at regional community colleges*

College	Child Development/Early Care and Education (1305.00)	Child and Adolescent Development (1305.10)	Preschool Age Children (1305.40)	Child Development Administration and Management (1305.80)	Infants and Toddlers (1305.90)
Barstow	X				
Chaffey	X				
Copper Mountain	X				
Crafton Hills	X			X	
College of the Desert	X	X		X	
Moreno Valley	X			X	
Mt. San Jacinto	X	X	X		X
Norco	X	X		X	X
Palo Verde	X	X			
Riverside	X	X		X	X
San Bernardino	X		X	X	X
Victor Valley	X			X	
<b>Count of Programs</b>	<b>12</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>4</b>
<b>Average Annual Awards</b>	<b>1,013</b>	<b>135</b>	<b>136</b>	<b>10</b>	<b>10</b>

Source: COE Program Inventory

Exhibit 11 displays student completions for child development/early care and education (TOP 1305.00) programs over the last three academic years (2018-21). Over the last three academic years, regional community colleges have issued 1,013 awards annually in child development/early care and education programs. Program completion and student outcome methodologies are found in the appendix.

*Exhibit 11: 2018-21, Annual average community college awards for child development/early care and education programs in the region*

<b>TOP 1305.00 – Child Development/Early Care and Education</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>Barstow</b>				<b>39</b>
Associate Degree	6	9	17	11
Associate for Transfer Degree	13	9	16	13
Certificate 30 < 60 semester units	0	7	4	4
Certificate 16 < 30 semester units	10	0	13	8
Certificate 12 < 18 semester units	3	0	0	1
Certificate 8 < 16 semester units	4	5	1	3
<b>Chaffey</b>				<b>64</b>
Associate Degree	17	21	21	20
Associate for Transfer Degree	51	56	26	44
<b>Copper Mountain</b>				<b>5</b>
Associate for Transfer Degree	4	1	2	2
Certificate 30 < 60 semester units	2	1	1	1
Certificate 18 < 30 semester units	1	0	0	0
Certificate 16 < 30 semester units	0	1	1	1
<b>Crafton Hills</b>				<b>14</b>
Associate Degree	8	4	4	5
Associate for Transfer Degree	5	5	1	4
Certificate 18 < 30 semester units	3	0	0	1
Certificate 16 < 30 semester units	0	3	3	2
Certificate 6 < 18 semester units	3	3	1	2

<b>TOP 1305.00 – Child Development/Early Care and Education</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>College of the Desert</b>				<b>136</b>
Associate Degree	6	10	7	8
Associate for Transfer Degree	38	44	60	47
Certificate 30 < 60 semester units	17	16	29	21
Certificate 6 < 18 semester units	22	99	59	60
<b>Moreno Valley</b>				<b>65</b>
Associate Degree	14	10	3	9
Associate for Transfer Degree	6	13	8	9
Certificate 30 < 60 semester units	13	11	3	9
Certificate 6 < 18 semester units	34	38	42	38
<b>Mt. San Jacinto</b>				<b>107</b>
Associate Degree	22	22	18	21
Associate for Transfer Degree	33	38	43	38
Certificate 30 < 60 semester units	66	12	0	26
Certificate 16 < 30 semester units	0	36	28	21
Certificate 8 < 16 semester units	0	2	0	1
Certificate 6 < 18 semester units	1	0	0	0
<b>Norco College</b>				<b>180</b>
Associate Degree	7	14	12	11
Associate for Transfer Degree	12	18	23	18
Certificate 30 < 60 semester units	10	15	11	12
Certificate 6 < 18 semester units	172	113	132	139
<b>Palo Verde</b>				<b>19</b>
Associate Degree	1	3	7	4
Associate for Transfer Degree	1	0	2	1
Certificate 30 < 60 semester units	1	0	2	1
Certificate 6 < 18 semester units	17	16	6	13

<b>TOP 1305.00 – Child Development/Early Care and Education</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>Riverside</b>				<b>250</b>
Associate Degree	24	28	31	28
Associate for Transfer Degree	22	31	26	26
Certificate 30 < 60 semester units	41	38	36	38
Certificate 6 < 18 semester units	179	157	138	158
<b>San Bernardino</b>				<b>23</b>
Associate for Transfer	20	24	24	23
Certificate 16 < 30 semester units	0	0	1	0
<b>Victor Valley</b>				<b>112</b>
Associate Degree	29	28	38	32
Associate for Transfer Degree	17	20	31	23
Certificate 30 < 60 semester units	0	27	15	14
Certificate 18 < 30 semester units	50	0	0	17
Certificate 16 < 30 semester units	0	51	30	27
<b>Total</b>	<b>1,005</b>	<b>1,059</b>	<b>976</b>	<b>1,013</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 12. The outcome methodology is available in the appendix section of this report.

*Exhibit 12: 1305.00 – Child development/early care and education strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 1305.00 – Child Development/Early Care and Education Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2019-20)	9,252	115,482
Completed 9+ career education units in one year (2019-20)	21%	20%
Perkins Economically disadvantaged students (2019-20)	89%	81%
Students who attained a noncredit workforce milestone in a year (2019-20)	20%	74%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	401	5,839
Transferred to a four-year institution (transfers)	596	7,405
Job closely related to the field of study (2017-18)	68%	76%

<b>Strong Workforce Program Metrics: 1305.00 – Child Development/Early Care and Education Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Median annual earnings (all exiters)	\$23,248	\$25,876
Median change in earnings (all exiters)	23%	24%
Attained a living wage (completers and skills-builders)	41%	33%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 13 displays student completions for child and adolescent development (TOP 1305.10) programs over the last three academic years. Over the last three academic years, regional community colleges have issued 135 awards annually in child and adolescent development programs.

*Exhibit 13: 2018-21, Annual average community college awards for child and adolescent development programs in the region*

<b>TOP 1305.10 – Child and Adolescent Development</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>College of the Desert</b>				<b>7</b>
Associate for Transfer Degree	6	7	7	7
<b>Mt. San Jacinto</b>				<b>56</b>
Associate for Transfer Degree	27	64	77	56
<b>Norco College</b>				<b>21</b>
Associate for Transfer Degree	0	22	40	21
<b>Palo Verde</b>				<b>0</b>
Associate for Transfer Degree	0	0	0	0
<b>Riverside</b>				<b>51</b>
Associate for Transfer Degree	0	63	91	51
<b>Total</b>	<b>33</b>	<b>156</b>	<b>215</b>	<b>135</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 14. The child and adolescent development program code is in the process of being phased out, and, therefore, most program outcome metrics are not available for this program.

*Exhibit 14: 1305.10 – Child and adolescent development strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 1305.10 – Child and Adolescent Development Academic Year 2019-20</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Students who earned a degree, certificate, or attained apprenticeship	152	488

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 15 displays student completions for preschool age children (TOP 1305.40) programs over the last three academic years. Over the last three academic years, regional community colleges have issued 136 awards annually in preschool age children programs.

*Exhibit 15: 2018-21, Annual average community college awards for preschool age children programs in the region*

<b>TOP 1305.40 – Preschool Age Children</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>Mt. San Jacinto</b>				<b>82</b>
Certificate 30 < 60 semester units	95	0	0	32
Certificate 16 < 30 semester units	0	0	73	24
Certificate 8 < 16 semester units	0	78	0	26
<b>San Bernardino</b>				<b>54</b>
Associate Degree	30	48	30	36
Certificate 60+ semester units	5	3	4	4
Certificate 30 < 60 semester units	0	2	1	1
Certificate 18 < 30 semester units	11	0	0	4
Certificate 16 < 30 semester units	0	15	12	9
<b>Total</b>	<b>141</b>	<b>146</b>	<b>120</b>	<b>136</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 16.

*Exhibit 16: 1305.40 – Preschool age children strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 1305.40 – Preschool Age Children Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2019-20)	282	3,998
Completed 9+ career education units in one year (2019-20)	47%	38%
Perkins Economically disadvantaged students (2019-20)	93%	81%
Students who attained a noncredit workforce milestone in a year (2019-20)	-	95%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	119	758
Transferred to a four-year institution (transfers)	26	318
Job closely related to the field of study (2017-18)	60%	76%
Median annual earnings (all exiters)	\$25,678	\$24,828
Median change in earnings (all exiters)	45%	15%
Attained a living wage (completers and skills-builders)	44%	32%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 17 displays student completions for child development administration and management (TOP 1305.80) programs over the last three academic years. Over the last three academic years, regional community colleges have issued ten (10) awards annually in child development administration and management programs.

*Exhibit 17: 2018-21, Annual average community college awards for child development administration and management programs in the region*

<b>TOP 1305.80 – Child Development Administration and Management</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>Crafton Hills</b>				<b>0</b>
Certificate 18 < 30 semester units	0	0	0	0
<b>College of the Desert</b>				<b>6</b>
Certificate 30 < 60 semester units	1	4	11	5
Certificate 6 < 18 semester units	0	1	0	0



<b>TOP 1305.80 – Child Development Administration and Management</b>	<b>Academic Year 2018-19</b>	<b>Academic Year 2019-20</b>	<b>Academic Year 2020-21</b>	<b>Total CC Annual Average Awards, Academic Years 2018-21</b>
<b>Moreno Valley</b>				<b>0</b>
Noncredit	-	-	-	0
<b>Norco</b>				<b>0</b>
Noncredit	-	-	-	0
<b>Palo Verde</b>				<b>1</b>
Certificate 6 < 18 semester units	0	2	0	1
<b>Riverside</b>				<b>0</b>
Noncredit	-	-	-	0
<b>San Bernardino</b>				<b>1</b>
Certificate 60+ semester units	1	2	0	1
<b>Victor Valley</b>				<b>2</b>
Certificate 30 < 60 semester units	0	2	5	2
<b>Total</b>	<b>2</b>	<b>11</b>	<b>16</b>	<b>10</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 18.

*Exhibit 18: 1305.80 – Child development administration and management strong workforce program outcomes*

<b>Strong Workforce Program Metrics: 1305.80 – Child Development Administration and Management Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Unduplicated count of enrolled students (2019-20)	2,564	5,809
Completed 9+ career education units in one year (2019-20)	20%	26%
Perkins Economically disadvantaged students (2019-20)	87%	80%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	-	187
Transferred to a four-year institution (transfers)	156	349
Job closely related to the field of study (2017-18)	75%	89%
Median annual earnings (all exiters)	\$23,724	\$32,836
Median change in earnings (all exiters)	14%	15%
Attained a living wage (completers and skills-builders)	42%	44%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 19 displays student completions for infants and toddlers (TOP 1305.90) programs over the last three academic years. Over the last three academic years, regional community colleges have issued ten (10) awards annually in infant and toddlers programs.

*Exhibit 19: 2018-21, Annual average community college awards for infant and toddlers programs in the region*

TOP 1305.90 – Infant and Toddlers	Academic Year 2018-19	Academic Year 2019-20	Academic Year 2020-21	Total CC Annual Average Awards, Academic Years 2018-21
<b>Mt. San Jacinto</b>				<b>5</b>
Certificate 30 < 60 semester units	5	0	0	2
Certificate 16 < 30 semester units	0	0	5	2
Certificate 8 < 16 semester units	0	6	0	2
<b>Norco College</b>				<b>0</b>
Certificate 6 < 18 semester units	1	0	0	0
<b>Riverside</b>				<b>1</b>
Certificate 6 < 18 semester units	2	1	0	1
<b>San Bernardino</b>				<b>4</b>
Certificate 30 < 60 semester units	4	2	5	4
<b>Total</b>	<b>12</b>	<b>9</b>	<b>10</b>	<b>10</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 20. The outcome methodology is available in the appendix section of this report.

*Exhibit 20: 1305.90 – Infants and toddlers strong workforce program outcomes*

Strong Workforce Program Metrics: 1305.90 – Infants and Toddlers Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	447	6,127
Completed 9+ career education units in one year (2019-20)	41%	31%
Perkins Economically disadvantaged students (2019-20)	94%	77%
Students who attained a noncredit workforce milestone in a year (2019-20)	-	73%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	-	539
Transferred to a four-year institution (transfers)	37	333
Job closely related to the field of study (2017-18)	85%	76%

<b>Strong Workforce Program Metrics: 1305.90 – Infants and Toddlers Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Median annual earnings (all exiters)	\$22,728	\$29,362
Median change in earnings (all exiters)	28%	19%
Attained a living wage (completers and skills-builders)	38%	35%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 21 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 have issued 55 awards annually over the last three academic years in programs related to child development.

*Exhibit 21: Other educational provider early childhood education and teaching programs, three-year annual average credentials in the Inland Empire/Desert Region*

<b>13.1210 – Early Childhood Education and Teaching</b>	<b>Academic Year 2016-17</b>	<b>Academic Year 2017-18</b>	<b>Academic Year 2018-19</b>	<b>Other Educational Providers Annual Average Credentials, Academic Years 2016-19</b>
<b>California Baptist University</b>				
Bachelor’s Degree	43	54	56	51
<b>California State University – San Bernardino</b>				
Master’s Degree	7	3	1	4
<b>Total</b>	<b>50</b>	<b>57</b>	<b>57</b>	<b>55</b>

Source: IPEDS

## Recommendation

Community college child development/early care and education programs provide the knowledge, skills, and abilities that prepare students for employment as childcare workers and preschool teachers, except special education. Despite a 5% decrease in employment projected through 2025, the community college-level child development occupational group is expected to have 2,256 annual job openings. Hourly earnings information indicates that only the top 10% of preschool teachers, except special education earn a self-sustainable wage, \$24.36 per hour and great. The hourly earnings for childcare workers fail to meet the regional self-sufficiency standard, indicating that workers in this field may struggle to support themselves.

There are five community college programs that provide training relevant to the child development occupational group. Combined, regional community college programs related to child development issued 1,304 awards annually over the last three academic years. Other postsecondary education providers in the

region have issued 55 awards annually in programs related to child development over the last three academic years. Combined, regional education providers issued approximately 1,358 awards annually.

The Centers of Excellence recommends expanding child development/early care and education programs to meet the regional demand for more workers. While reported earnings are low, the overall economic need for more workers and the reported shortages is a heavy consideration for this recommendation. Colleges considering this program should partner with applicable employers to document the skills and certifications needed for students to quickly earn self-sustainable earnings after exiting child development/early care and education programs.

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

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

#### **Bachelor's Degree-level Occupation**

##### **Education and Childcare Administrators, Preschool and Daycare (11-9031)**

Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.

**Sample job titles:** Childcare Director, Early Head Start Director, Education Coordinator, Education Director, Education Site Manager, Preschool Director, Preschool Program Director, Principal, Site Coordinator

*Entry-Level Educational Requirement: Bachelor's degree*

*Work Experience Required: Less than five years*

*Training Requirement: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 12%*

#### **Community College-level Occupations**

##### **Preschool Teachers, Except Special Education (25-2011)**

Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.

**Sample job titles:** Child Development Teacher, Early Childhood Teacher, Group Teacher, Infant Teacher, Montessori Preschool Teacher, Nursery Teacher, Pre-Kindergarten Teacher (Pre-K Teacher), Teacher, Toddler Teacher

*Entry-Level Educational Requirement: Associate degree*

*Work Experience Required: None*

*Training Requirement: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 34%*

**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*

*Work Experience Required: None*

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

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 37%*



## Appendix: Methodology

Exhibits 11, 13, 15, 17, and 19 display the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 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 variation 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 records provided by California's Employment Development Department's Unemployment Insurance database. 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 for 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 advertisement 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 advertisements often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or if they are collecting resumes for future hiring needs. A closed job ad 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 child development occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino counties combined)

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
Education and Childcare Administrators, Preschool and Daycare (11-9031)	405	(6)	(2%)	30	\$7.59 to \$39.80	\$20.16	\$48,900	Bachelor's degree & None	Less than five years
<b>Bachelor's Degree-level Total</b>	<b>405</b>	<b>(6)</b>	<b>(2%)</b>	<b>30</b>	-	-	-	-	-
Childcare Workers (39-9011)	13,370	(977)	(7%)	1,834	\$5.01 to \$22.41	\$14.04	\$32,400	High school diploma or equivalent & Less than one month	None
Preschool Teachers, Except Special Education (25-2011)	4,024	30	1%	423	\$12.89 to \$24.36	\$15.31	\$37,200	Associate's degree & None	None
<b>Community College-level Total</b>	<b>17,394</b>	<b>(947)</b>	<b>(5%)</b>	<b>2,256</b>	-	-	-	-	-
<b>Total</b>	<b>17,798</b>	<b>(954)</b>	<b>(5%)</b>	<b>2,287</b>	-	-	-	-	-

Source: Emsi 2022.1