

**Program Endorsement Brief: 1305.00 – Child Development/Early Care and Education  
Transitional Kindergarten (TK) Teacher (Certificate)**

Los Angeles/Orange County Center of Excellence, December 2021

**Summary**

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

The Los Angeles/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 middle-skill occupation: *kindergarten teachers, except special education (25-2012)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.<sup>1</sup> Although this occupation typically requires a bachelor’s degree, the Child Development/Early Care and Education program (TOP 1305.00) has historically set community college students on the pathway towards this occupation. Additionally, at least one-third of current workers have completed some college or an associate degree as their highest level of education. 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 occupation.

**NOTE:** Data included in this analysis represents the labor market demand for positions related to transitional kindergarten (TK) teachers. In California, TK teachers need to have a teaching credential, just like kindergarten teachers. According to the California Department of Education website<sup>2</sup>, pursuant to EC 48000(g), a school district or charter school shall ensure that credentialed teachers who are first assigned to a TK classroom after July 1, 2015, have by August 1, 2020, one of the following:

- At least 24 units in early childhood education, or childhood development, or both.
- As determined by the local educational agency employing the teacher, professional experience in a classroom setting with preschool age children that is comparable to the 24 units of education described above.

<sup>1</sup> 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.

<sup>2</sup> State of California Department of Education: <https://www.cde.ca.gov/ci/gs/em/kinderfaq.asp>

- A child development teacher permit issued by the California Commission on Teacher Credentialing (CTC).

Based on the available data, there appears to be an oversupply in the region for *kindergarten teachers, except special education*. However, this report considers all of the community college supply from the Child Development/Early Care and Education program (TOP 1305.00). Programs coded under TOP 1305.00 have not historically trained for this occupation, and therefore the supply data is likely overstated when considering only transitional kindergarten (TK) teachers.

While the supply gap is undetermined for transitional kindergarten teachers, there are two important points to highlight:

1. The typical entry-level hourly wage for *kindergarten teachers, except special education* (\$33.27) exceeds the self-sufficiency standard wage for one adult in Los Angeles County (\$18.10).<sup>3</sup>
2. More than one-third of current workers in the field have completed some college or an associate degree as their highest level of education.

**Due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

**Demand:**

- **Supply Gap Criteria** – Over the next five years, there is projected to be nearly **300 jobs available annually** in the region due to new job growth and replacements, **which is less than the 4,991 awards conferred annually** by educational institutions in the region.
  - This supply/demand analysis assumes that that all students completing Child Development/Early Care and Education programs (TOP 1305.00) will seek a position as a transitional kindergarten teacher, which is highly unlikely. Thus, the supply for transitional kindergarten teachers is overstated.
- **Living Wage Criteria** – In Los Angeles County, the **typical entry-level hourly wage** for *kindergarten teachers, except special education* is approximately **\$33.27, which is above the self-sufficiency standard wage** (living wage) for one adult (\$18.10 in Los Angeles County).
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **bachelor’s degree** as the **typical entry-level education** for *kindergarten teachers, except special education*.
  - However, national-level educational attainment data indicates that **34% of workers in the field have completed some college or an associate degree.**

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<sup>3</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 12/8/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

**Supply:**

- Between 2017 and 2020, **26 community colleges** in the LA/OC region issued awards in Child Development/Early Care and Education programs (TOP 1305.00), conferring an average of **3,526 awards**.
  - Since there is not a dedicated TOP code for transitional kindergarten (TK) teacher programs, the majority of these programs across the state are coded under Child Development/Early Care and Education (TOP 1305.00).
  - Due to Child Development/Early Care and Education programs historically training for preschool teachers and childcare workers and not TK teachers, **community college supply data is overstated**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **1,465 awards in relevant programs**.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for *kindergarten teachers, except special education*. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 2% through 2025. There will be nearly 300 job openings per year through 2025 due to job growth and replacements.

**NOTE:** The SOC 25-2012 – *kindergarten teachers, except special education* includes all kindergarten teachers, and not solely transitional kindergarten (TK) teachers. Therefore, the data in Exhibit 1 is overstated.

*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 full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.*

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>4</sup>**

<b>Geography</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>2020-2025 Change</b>	<b>2020-2025 % Change</b>	<b>Annual Openings</b>
Los Angeles	2,446	2,475	29	1%	231
Orange	664	681	18	3%	64
<b>Total</b>	<b>3,110</b>	<b>3,156</b>	<b>47</b>	<b>2%</b>	<b>295</b>

<sup>4</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## **Wages**

The labor market endorsement in this report considers the hourly wages for *kindergarten teachers, except special education* in Los Angeles County, as they relate to the county's self-sufficiency standard 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** — The typical entry-level hourly wage for *kindergarten teachers, except special education* is \$33.27, which is **above** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn approximately \$47.87/hour, which is above the self-sufficiency standard wage estimate.

**Orange County** — The typical entry-level hourly wage for *kindergarten teachers, except special education* is \$33.35, which is **above** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn approximately \$48.11/hour, which is above the self-sufficiency standard wage estimate.

## **Job Postings**

Over the past 12 months, there were 355 online job postings in the region for *kindergarten teachers, except special education*. Of these, 44 were specifically for transitional kindergarten (TK) teachers (12% of job postings). The highest number of job postings were for kindergarten teachers, transitional kindergarten teachers, Montessori lead children's house guides, and TK/kindergarten teachers. The top skills were teaching, child development, cardiopulmonary resuscitation (CPR), nurturing environment, and early childhood education. The top three employers, by number of job postings, in the region were KinderCare, Guidepost Montessori, and KIPP Public Charter Schools.

*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 full 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 a bachelor's degree as the typical entry-level education for *kindergarten teachers, except special education*. However, national-level educational attainment data indicates that 34% of workers in the field have completed some college or an associate degree. Of the 80% of job postings listing a minimum education requirement in Los Angeles/Orange County, 12% (34) requested high school or vocational training, 51% (146) requested an associate degree, and 37% (105) requested a bachelor's degree.

## Educational Supply

**Community College Supply** — Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Child Development/Early Care and Education (TOP 1305.00). Over the past 12 months, there was one other request from a regional community college for transitional kindergarten. Since there is not a dedicated TOP code for transitional kindergarten (TK) teacher programs, the majority of TK teacher programs across the state are coded under Child Development/Early Care and Education (1305.00). However, Child Development/Early Care and Education programs have historically trained for preschool teachers and childcare workers and not specifically kindergarten or TK teachers.

NOTE: Supply data in Exhibit 2 represents conferred awards across all Child Development/Early Care and Education programs and not solely transitional kindergarten (TK) teacher-focused programs. Therefore, the supply data is overstated for TK teacher programs.

According to COCI, only two colleges in the LA/OC region (Glendale and Santa Monica) have Child Development/Early Care and Education (1305.00) programs that focus on transitional kindergarten (TK).

**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
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
		LA Mission	210	259	227	232
		LA Pierce	104	92	107	101
		LA Southwest	65	50	51	55
		LA Trade-Tech	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		
		<b>LA Subtotal</b>	<b>3,190</b>	<b>2,775</b>	<b>3,394</b>	<b>3,120</b>

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		Fullerton	27	47	39	38
		Irvine Valley	72	96	99	89
		North 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
		<b>OC Subtotal</b>	<b>287</b>	<b>450</b>	<b>482</b>	<b>406</b>
<b>Supply Total/Average</b>			<b>3,477</b>	<b>3,225</b>	<b>3,876</b>	<b>3,526</b>

**Non-Community College Supply** — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs in early childhood and elementary education. Exhibit 3 shows the annual and three-year average number of awards conferred by institutions in relevant programs. 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 1,465 awards.

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

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
13.1202	Elementary Education and Teaching	Biola University	52	55	46	51
		Brandman University	-	-	1	0
		Hope International Univ.	-	1	1	1
		University of Phoenix-CA	3	2	1	2
13.1209	Kindergarten/Preschool Education and Teaching	Brandman University	-	-	1	0
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 Univ.	6	4	4	5

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
		Pacific Oaks College	57	53	31	47
		Vanguard University of Southern California	20	21	15	19
		World Mission University	1	-	-	0
<b>Supply Total/Average</b>			<b>1,375</b>	<b>1,475</b>	<b>1,544</b>	<b>1,465</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Los Angeles County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Kindergarten Teachers, Except Special Education (25-2012)	2,446	2,475	29	1%	231	\$33.27	\$40.60	\$47.87

**Exhibit 5. Orange County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Kindergarten Teachers, Except Special Education (25-2012)	664	681	18	3%	64	\$33.35	\$40.77	\$48.11

**Exhibit 6. Los Angeles and Orange Counties**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Kindergarten Teachers, Except Special Education (25-2012)	3,110	3,156	47	2%	295	Bachelor's degree

## 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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