

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

KINDERGARTEN TEACHERS IN THE FAR NORTH

Far North
Center of Excellence

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TABLE OF CONTENTS

Table of Contents

Summary.....	3
Introduction.....	5
Occupational Demand.....	7
Wages	8
Job Postings.....	8
Occupations and Job Titles	8
Employers.....	9
Certifications, Skills, and Experience.....	10
Education and Training	12
Educational Supply.....	13
Community College Supply	13
Other Postsecondary Supply	14
Findings.....	15
Recommendations	17
Appendix A. Methodology and Sources.....	18

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SUMMARY

The Far North Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for Transitional Kindergarten teachers in the Far North subregion. The job Transitional Kindergarten Teacher falls under the SOC for Kindergarten teacher. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

Key findings include:

- The Far North subregion held 154 Kindergarten teacher jobs in 2020. Kindergarten teacher jobs are projected to increase by 8% over the next five years, adding 13 new jobs to the subregion by 2025.
- Over the next five years, Kindergarten teacher jobs are projected to have 20 annual openings in the Far North subregion.
- Wage data shows that Kindergarten teachers earn \$3 above the subregion's living wage of \$12.74 per hour.
- Fifty-five percent of the current Kindergarten teacher workforce hold a Bachelor's degree or higher level of education.
- Awards data analysis shows that Far North community colleges conferred an average of 303 awards (certificates and associate degrees) in the TOP code that relates to Kindergarten teacher programs over the last three academic years. Other postsecondary training providers conferred an average of 86 awards (Bachelor's degrees).
- New legislation may impact demand for Transitional Kindergarten teachers that is not yet reflected in the traditional or real-time labor market information included in this report.
- Transitional Kindergarten teachers must possess a Multiple Subject Credential as well as at least 24 units in ECE or child development, or both, or a Child Development Teacher Permit.

Recommendations include:

- The Far North Center of Excellence recommends considering a transfer pathway, based on educational attainment levels of the current Kindergarten teacher workforce.
- The Far North Center of Excellence recommends proceeding with caution while continuing to work with local K-12 districts to determine local demand for Transitional Kindergarten.

INTRODUCTION

The Far North Center of Excellence (COE) was asked to provide labor market information for a proposed program to train Transitional Kindergarten teachers at a regional community college. CA AB 22 amends CA Education Code to expand Transitional Kindergarten (TK) programs across the state to all 4-year olds by 2025.¹ The credential requirements for TK teachers are the same as Kindergarten teachers in that both require a Multiple Subject Credential. TK teachers must also possess at least 24 units in ECE or child development, or both, or a Child Development Teacher Permit.

This report focuses on the following Standard Occupational Classification (SOC) occupation and code:

- Kindergarten Teachers, Except Special Education (25-2012)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Child Development/Early Care and Education (1305.00)
- The School Age Child (1305.50)*

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Kindergarten/Preschool Education and Teaching (13.1209)*
- Early Childhood Education and Teaching (13.1210)

¹ <https://earlyedgecalifornia.org/ab-22-universal-transitional-kindergarten/#:~:text=AB%2022%20will%20extend%20universal,success%20in%20kindergarten%20and%20beyond.>

*There were no programs offered in these TOP or CIP codes within the study region.

OCCUPATIONAL DEMAND

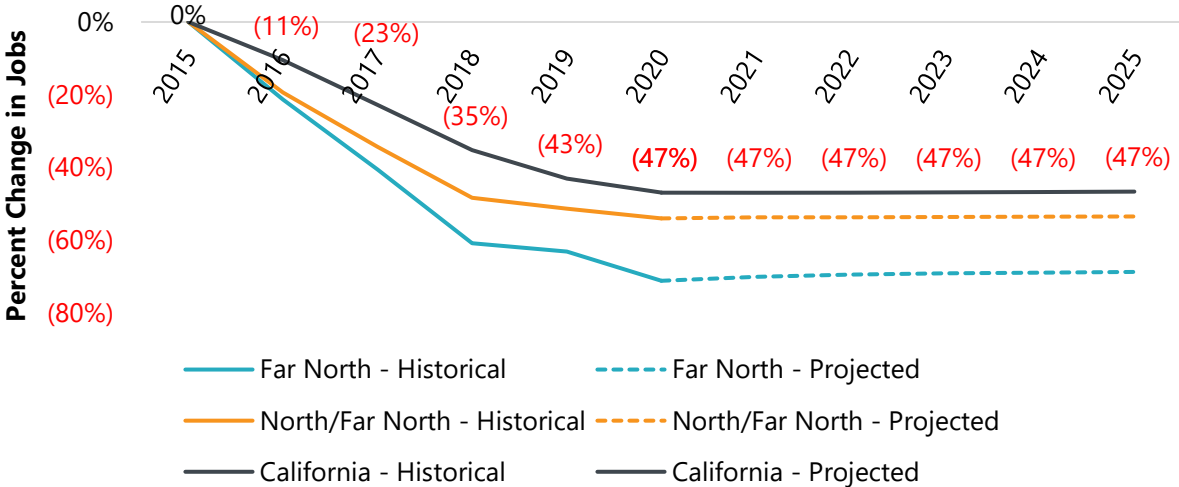
Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the Far North, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Kindergarten Teachers, Except Special Education	154	167	13	8%	20
Far North	154	167	13	8%	20
Kindergarten Teachers, Except Special Education	866	876	10	1%	95
North/Far North	866	876	10	1%	95
Kindergarten Teachers, Except Special Education	9,273	9,319	46	0%	976
California	9,273	9,319	46	0%	976

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

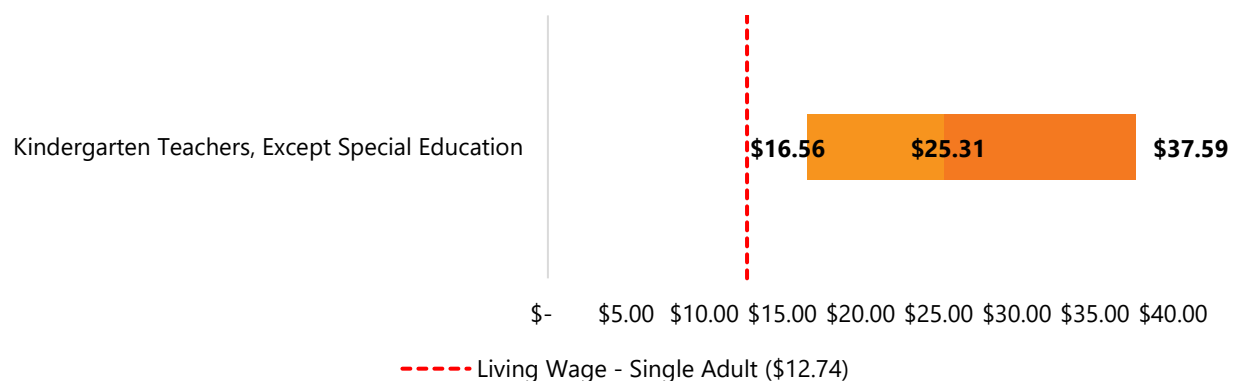
Exhibit 2. Changes in employment, 2015-2025



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the Far North living wage for a single adult - \$12.74 per hour.²

Exhibit 3. Comparison of wages by occupation, 2020



JOB POSTINGS

This section of the report analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The Far North COE identified 16 online job postings for the selected occupations in the Far North subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from May 1, 2021, to April 30, 2022.

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Kindergarten Teachers, Except Special Education	16	100%
Total Job Postings	16	100%

² Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

Exhibit 5 shows the top 10 job titles with the most job postings and the share of job postings. All job postings included a job title.

Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Kindergarten Teacher	5	31%
Teacher -Kindergarten	2	13%
Classroom Teacher, Kindergarten	1	6%
Kindergarten Teacher - Credential Not	1	6%
Kindergarten Teacher - Point Of Sale 70	1	6%
Kindergarten Teacher - School	1	6%
Kindergarten Teacher - School - In-House	1	6%
Kindergarten Teacher 72	1	6%
Kindergarten Teacher, 4 Fte	1	6%
Teacher 1 0 Fte Elementary 1St & Kindergarten - Internal/External	1	6%

Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations. All job postings included employer data.

Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
Del Norte County Unified School District & Coe	2	13%
Pacheco Union Elementary	2	13%
Ukiah Unified	2	13%
Antelope School District	1	6%
Columbia Elementary School District	1	6%

Employer	Job Postings	Share of Job Postings
Gateway Unified School District	1	6%
Grant Elementary	1	6%
Gridley Unified School District	1	6%
Konocti Unified School District	1	6%
Lakeport Unified School District	1	6%

Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations. Seventy-five percent (n = 12) of job postings did not include certification information.

Exhibit 7. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Cross-Cultural Language and Academic Development	2	13%
Certified Fraud Examiner (CFE)	1	6%
First Aid Cpr Aed	1	6%

Exhibit 8 shows the top 10 skills across two categories for the studied occupations: specialized and human-centered. Forty-four percent (n = 7) of job postings did not include a most in-demand skills. There were no specific technology skills listed in job postings data.

Exhibit 8. Most in-demand specialized skills

Top 10 Specialized Skills	Top 10 Human Skills
Teaching	Communication Skills
Educational Programs	Teamwork / Collaboration
Staff Development	Building Effective Relationships
Group Instruction	Problem Solving

Top 10 Specialized Skills	Top 10 Human Skills
Lesson Planning	Critical Thinking
Maintaining Student Records	Physical Abilities
Music	Presentation Skills
Progress Reports	Creative Problem Solving
Social Studies	Creativity
Bus Driving	Organizational Skills

Exhibit 9 shows the minimum level of education required by employers for job postings for the selected occupations. Fifty percent (n = 8) of job postings did not include a preferred education level.

Exhibit 9. Employer-preferred minimum education levels

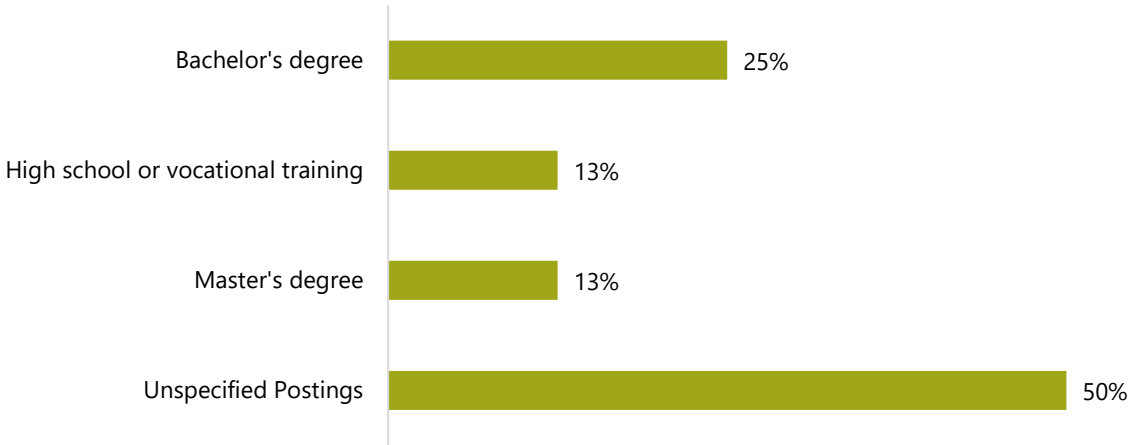
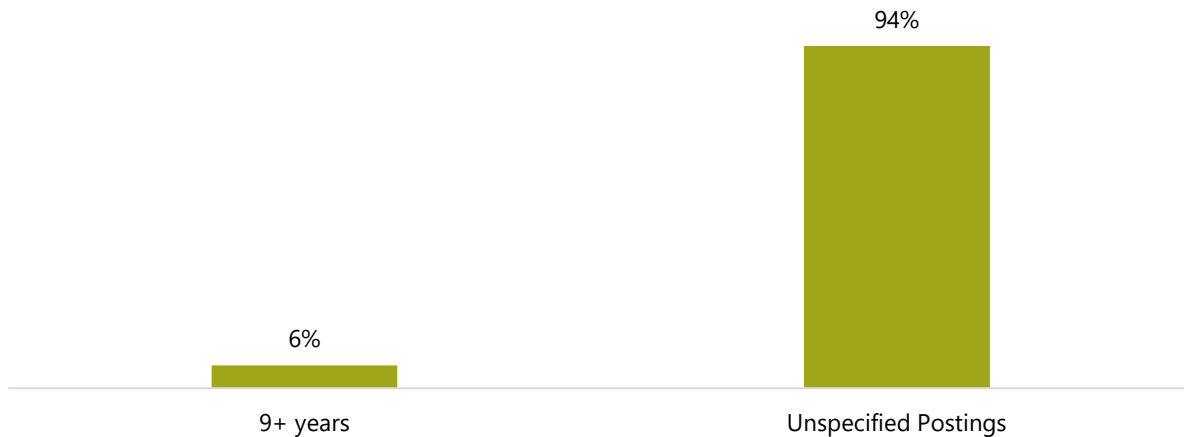


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations. Ninety-four percent (n = 15) of job postings did not include a preferred education level.

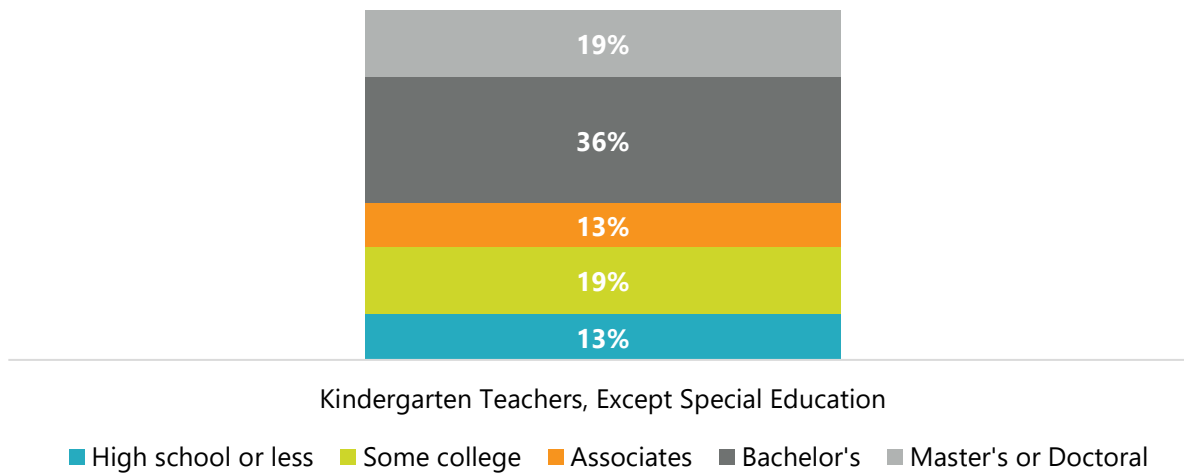
Exhibit 10. Employer-preferred experience levels



EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collects data on education achieved by workers employed in occupations. Exhibit 11 shows the national-level educational attainment of the current workforce in the selected occupations.

Exhibit 11. National worker educational attainment for selected occupations, 2019



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the skill level and entry-level job requirements for the selected occupations.

Exhibit 12. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Kindergarten Teachers, Except Special Education	Bachelor's degree	None	None

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Child Development/Early Care and Education (1305.00)	Kindergarten/Preschool Education and Teaching (13.1209)*
The School Age Child (1305.50)*	Early Childhood Education and Teaching (13.1210)

*There were no programs offered in these TOP or CIP codes within the study region.

Community College Supply

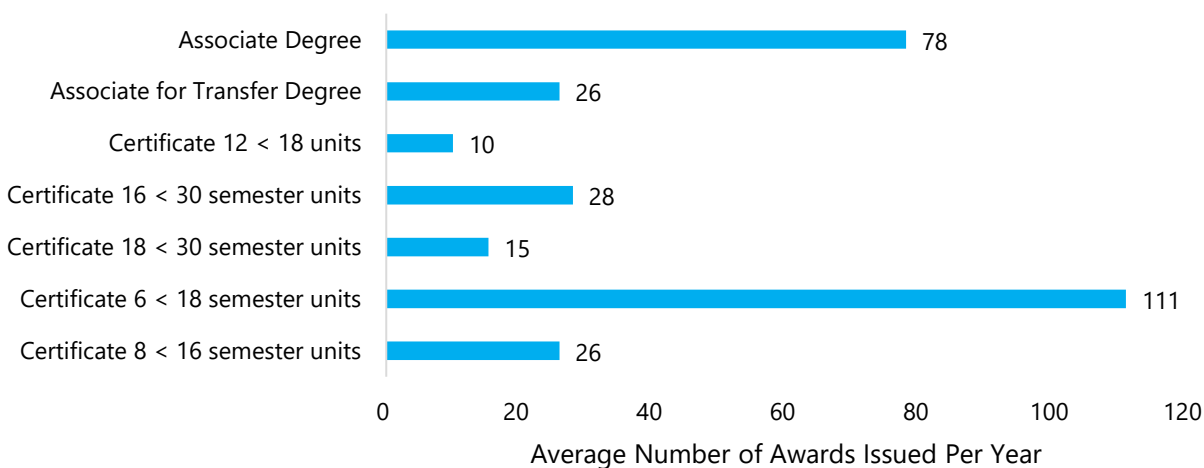
Exhibits 14 and 15 compare the average number of certificates and degrees conferred in selected community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program, 2018-19 through 2020-21

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Child Development/Early Care and Education (1305.00)	Butte	175	145	149	156
	Feather River	3	5	1	3
	Lassen	4	3	14	7
	Mendocino	26	24	29	26

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
	Redwoods	49	68	53	57
	Shasta	31	31	37	33
	Siskiyou	15	13	8	12
	303	289	291	294	303

Exhibit 15. Annual average community college awards by type, 2018-19 through 2020-21



Other Postsecondary Supply

Exhibit 16 compares the average number of degrees conferred by non-community college training providers in the Far North over the last three academic years. Please note that non-community college data lags by one year.

Exhibit 16. Other postsecondary awards by program, 2017-18 through 2019-20

Program - CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Early Childhood Education and Teaching (13.1210)	California State University-Chico	75	111	72	86
	Grand Total	75	111	72	86

FINDINGS

- This report focuses one occupation, Kindergarten Teachers, Except Special Education (25-2012).
- The Far North subregion held 154 Kindergarten teacher jobs in 2020.
- Far North Kindergarten teacher jobs are projected to increase by 8% over the next five years, adding 13 new jobs to the subregion by 2025. Jobs for Kindergarten teachers are projected to grow at a faster rate in the Far North subregion than in California.
- Over the next five years, Kindergarten teacher jobs are projected to have 20 annual openings in the Far North subregion.
- Wage data shows that Kindergarten teachers earn \$3 above the subregion's living wage of \$12.74 per hour.
- According to real-time labor market information, there were 16 online job postings for Kindergarten teacher occupations between May 1, 2021, and April 30, 2022.
- Between 13% and 19% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Fifty-five percent of Kindergarten teachers hold a Bachelor's degree or higher.
- Seven Far North community colleges offer degrees and certificates in programs related to Kindergarten teacher. Together, these programs conferred an average of 303 awards (certificates and associate degrees over the last three academic years (2018-19 through 2020-21). This TOP code trains for occupations besides Kindergarten teachers so supply may be overestimated.
- Local non-community college postsecondary training providers also offer training related to the studied occupations. Between 2017-18 and 2019-20, non-community college training providers conferred an average of 86 awards in Kindergarten teacher programs over the last three years. Please note that non-community college awards data lags by one year.
- New legislation may impact demand for Transitional Kindergarten teachers that is not yet reflected in the traditional or real-time labor market information included in this report.
- A recent study conducted by the Center for the Study of Child Care Employment (CSCCE) at UC Berkeley suggests there may be demand for as many as 11,000 TK teachers across

the state by 2025, though demand may be met by the existing early childhood education workforce.³

³ Williams, A., Montoya, E., Kim, Y., & Austin, L.J.E. (2021). New Data Shows Early Educators Equipped to Teach TK. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. <https://cscce.berkeley.edu/publications/data-snapshot/early-educators-equipped-to-teach-tk/>

RECOMMENDATIONS

- Based on a three-year average of annual awards in Far North region Kindergarten teacher programs and projected yearly openings, the supply gap analysis shows that the region seems to be meeting labor market demand.
 - Together, community colleges and other postsecondary training providers issued an average of 303 awards over the last three years.
 - There are 30 projected annual openings for Kindergarten teachers.
- The Far North Center of Excellence recommends continued engagement with CDE and local elementary school districts to gauge impacts of legislation that aims to increase the number of students who are eligible for Transitional Kindergarten.
- The Far North Center of Excellence recommends proceeding with caution.

COE Recommendation		
Move forward with the program	Proceed with caution	Program is not recommended
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

Occupations in this report were identified using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2022.2; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

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"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

COVID-19 Statement: This report includes employment projection data by EMSI. 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 or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they 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. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and
Workforce Development Program



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FOR MORE INFORMATION,
PLEASE CONTACT:

Sara Phillips, Director

Far North Center of Excellence

sphillips@ShastaCollege.edu