

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input type="checkbox"/>	Endorsed: Some LMI Criteria Met <input checked="" type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
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Program LMI Endorsement Criteria

	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> there is projected to be 15,985 annual job openings throughout Los Angeles and Orange counties for these child development occupations, which is more than the 4,927 awards conferred by educational institutions.	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments:</i> All annual job openings for these child development occupations have entry-level hourly wages significantly below the OC living wage of \$20.63.	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments:</i> The typical entry-level education for these occupations ranges from a high school diploma or equivalent to an associate degree and more than one-third of workers in the field have completed some college or an associate degree as their highest level of education.	

Emerging Occupation(s)

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<i>Comments:</i> N/A	

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles/Orange County regional labor market related to three middle-skill occupations:

- Preschool Teachers, Except Special Education (25-2011)
- Teaching Assistants, Except Postsecondary (25-9045)
- Childcare Workers (39-9011)

Based on the available data there appears to be a supply gap for these child development occupations and typical education requirements for these occupations align with a community college education. However, the majority of annual job openings have entry-level wages significantly below the living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the occupations included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25 th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Preschool Teachers, Except Special Education (25-2011)	2,208	600	OC: \$14.37	Associate degree	34%
Teaching Assistants, Except Postsecondary (25-9045)	4,393	116	OC: \$17.43	Some college, no degree	39%
Childcare Workers (39-9011)	9,385	4,211	OC: \$14.00	High school diploma or equivalent	37%
Total	15,985	4,927	N/A	N/A	N/A

Demand:

- The number of jobs related to these child development occupations are projected to decrease 1% through 2026, equating to 15,985 annual job openings due to retirements and replacements.
- Hourly entry-level wages for these child development occupations range from \$14.00 to \$17.43 in Orange County; all annual job openings have entry-level wages significantly below the living wage.
- There were 19,621 online job postings for these child development occupations over the past 12 months. The highest number of postings were for nannies, preschool teachers, and baby sitters.
- The typical entry-level education for these child development occupations ranges from a high school diploma or equivalent to an associate degree.
- Between 34% and 37% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply:

- There was an average of 4,833 awards conferred by 27 community colleges and one noncredit institution in Los Angeles and Orange Counties from 2018 to 2021.
- Non-community college institutions conferred an average of 94 awards from 2017 to 2020.
- Orange County community college students that exited child development programs in the 2018-2019 academic year had a median annual wage of \$26,864 after exiting the program and 23% attained the regional living wage.
- Throughout Orange County, 82% of child development students that exited their program in 2017-18 reported that they are working in a job closely related to their field of study.

Demand

Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for these child development occupations from 2016 through 2026. There was a 11% decline for these child development occupations from 2019 to 2020,

which is higher than the 7% decline across all occupations due to the COVID-19 pandemic. These child development occupations are projected to grow at a slightly higher rate for all occupations through 2026.

Exhibit 2: Annual Percent Change in Jobs for Child Development Occupations, 2016-2026

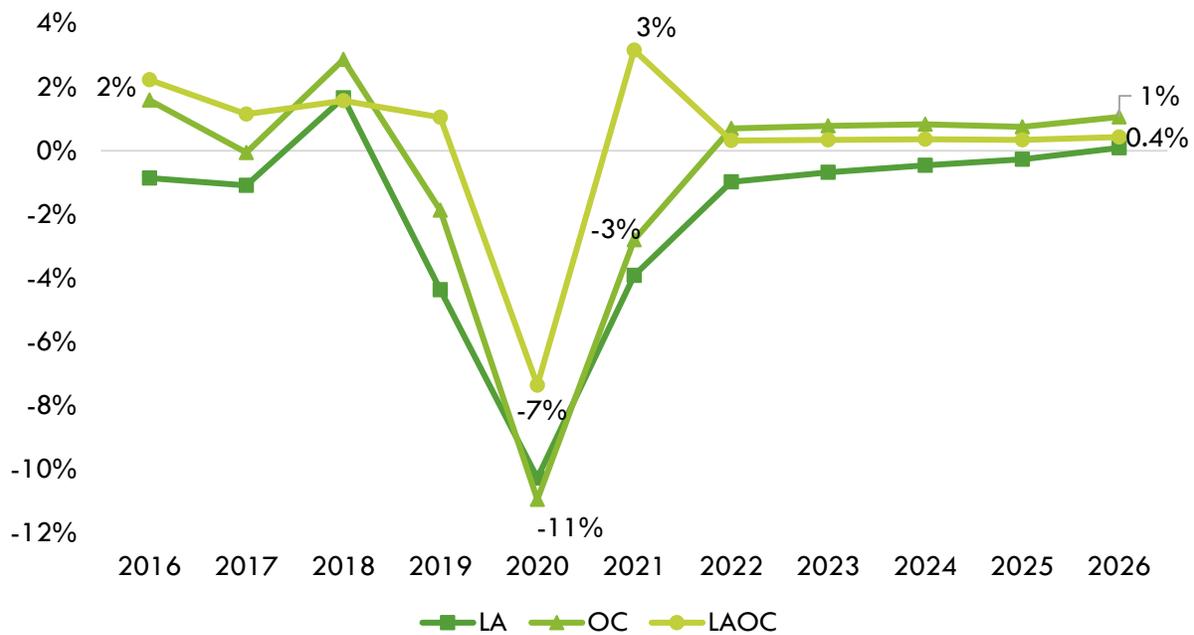


Exhibit 3 shows the five-year occupational demand projections for these child development occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 1% through 2026. There is projected to be 15,985 jobs available annually.

Exhibit 3: Occupational Demand in Los Angeles and Orange Counties¹

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	107,164	104,731	(2,433)	(2%)	12,905
Orange	25,063	26,113	1,050	4%	3,080
Total	132,227	130,844	(1,383)	(1%)	15,985

Wages:

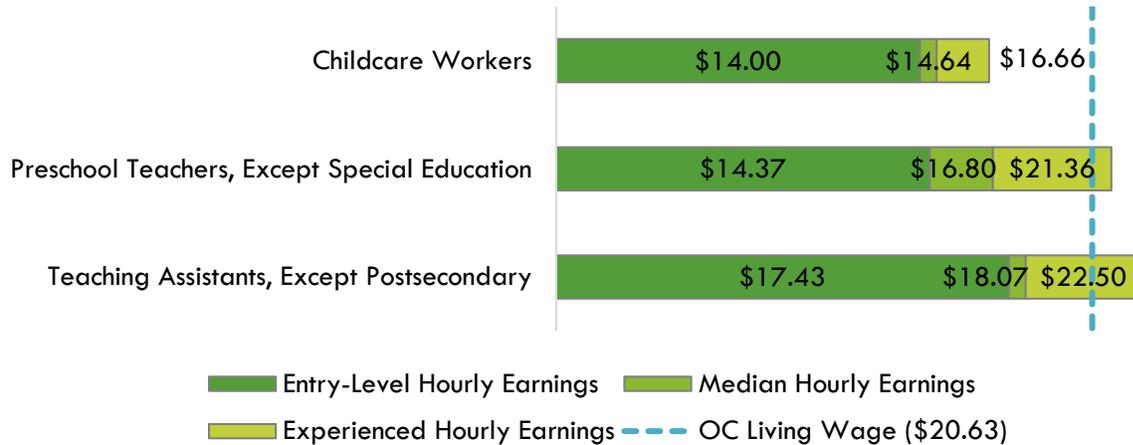
The labor market endorsement in this report considers the entry-level hourly wages for these child development occupations in Orange County as they relate to the county’s living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region.

All annual openings for these child development occupations have entry-level wages significantly below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages range between \$14.00 and \$17.43. Orange County’s average wages are nearly identical to the average statewide wage of \$17.92 for these occupations. Exhibit 4 shows the wage range for each of these child

¹ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

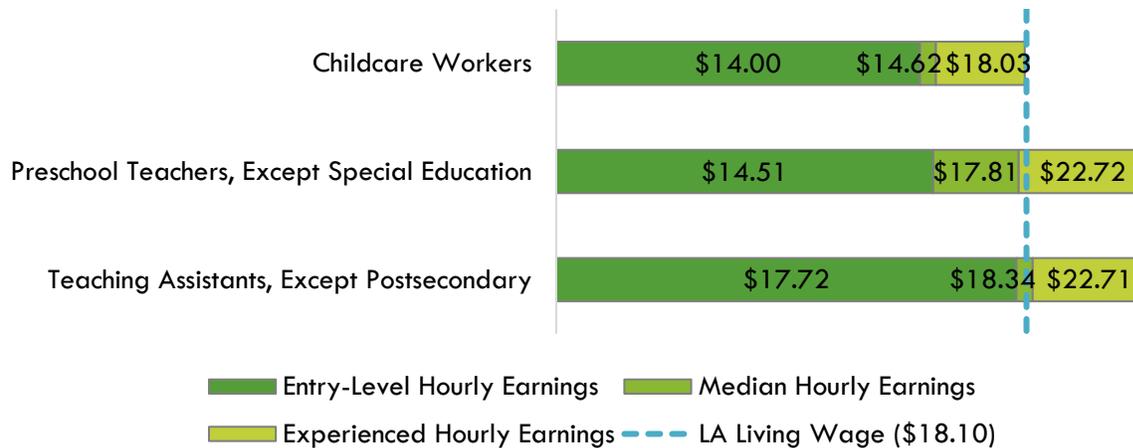
development occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



All annual openings for these child development occupations have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$14.00 and \$17.72. Los Angeles County’s average wages are nearly identical to the average statewide wage of \$45.06 for these occupations. Exhibit 5 shows the wage range for each of these child development occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Job Postings:

There were 19,621 online job postings related to these child development occupations listed in the past 12 months. Exhibit 6 shows the number of job postings by occupation; 40% of job postings were for *childcare workers* and 37% were for *preschool teachers, except special education*.

Exhibit 6: Number of Job Postings by Occupation (n=19,621)

Occupation	Job Postings	Percentage of Job Postings
Childcare Workers	7,940	40%
Preschool Teachers, Except Special Education	7,306	37%
Teaching Assistants, Except Postsecondary	4,375	22%
Total Postings	19,621	100%

The top employers in the region, by number of job postings, are shown in Exhibit 7.

Exhibit 7: Top Employers by Number of Job Postings (n=19,621)

Employer	Job Postings	Percentage of Job Postings
KinderCare	516	3%
Learning Care	374	2%
Center For Autism & Related Disorders	367	2%
Educated Nannies	236	1%
YMCA	204	1%
Childtime Learning Centers	197	1%
Sitter	175	1%
Crunch Care	166	1%
Bright Horizons	152	1%
Pasadena High School	128	1%

The top specialized, soft, and computer skills listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

Exhibit 8: Top Skills by Number of Job Postings (n=19,621)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Preschool Education (4,618)	Teaching (4,666)	Microsoft Excel (410)
Cardiopulmonary Resuscitation (CPR) (4,243)	Communications (4,070)	Microsoft Office (387)
Child Development (4,166)	First Aid (3,111)	Microsoft Outlook (269)
Early Childhood Education (2,693)	Planning (2,167)	Microsoft Word (245)
Working With Children (2,362)	Valid Driver's License (1,813)	Microsoft PowerPoint (218)
Lesson Planning (1,406)	Energetic (1,301)	Zoom (Video Conferencing Tool) (177)
Housekeeping (944)	Leadership (1,152)	Google Workspace (40)
Special Education (930)	Lifting Ability (1,116)	ECI Empower (Human Capital Management Software) (34)
Autism Spectrum Disorders (859)	Patience (1,084)	Learning Management Systems (27)

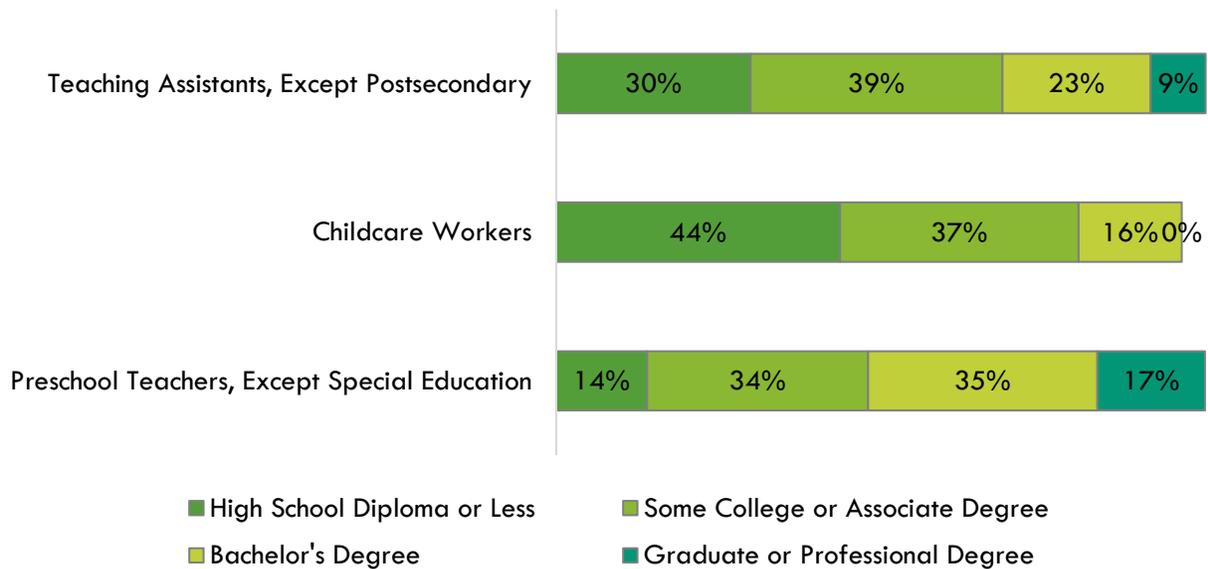
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Classroom Management (827)	Writing (1,063)	Productivity Software (26)

Educational Attainment:

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *childcare workers*; some college, no degree for *teaching assistants, except postsecondary*; and an associate degree for *preschool teachers, except special education*. The national-level educational attainment data indicates between 34% and 39% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Of the 49% of the cumulative job postings for these child development occupations that listed a minimum education requirement in Los Angeles/Orange County, 78% (7,437) requested a high school diploma or an associate degree and 22% (2,149) requested a bachelor's degree or more.

Exhibit 9: National-level Educational Attainment for Occupations



Educational Supply

Community College Supply:

Exhibit 10 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Educational Aide (Teacher Assistant) (0802.00), 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), and Infants and Toddlers (1305.90). The colleges with the most completions in the region are: East LA, Santa Monica, and Santa Ana. Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

Exhibit 10: Regional Community College Awards (Certificates and Degrees), 2018-2021

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	23	21	21	22
		LA Subtotal	23	21	21	22
		Coastline	3	2	6	3
		Fullerton	7	0	0	2
		Santa Ana	30	11	80	40
		Santiago Canyon	6	7	20	11
		OC Subtotal	46	20	106	56
Supply Subtotal/Average			69	41	127	78
1305.00	Child Development/Early Care and Education	Cerritos	140	132	128	133
		Citrus	313	164	193	224
		Compton	64	21	32	39
		East LA	335	690	568	532
		El Camino	161	187	192	179
		Glendale	32	34	28	31
		LA City	163	190	200	183
		LA Harbor	35	26	43	35
		LA Mission	259	227	206	229
		LA Pierce	92	107	128	109
		LA Southwest	50	51	88	63
		LA Trade	164	132	169	154
		LA Valley	98	148	161	136
		Long Beach	183	169	151	167
		Mt San Antonio	111	106	219	145
		Pasadena	105	114	129	116
		Rio Hondo	245	288	296	277
Santa Monica	174	554	425	384		

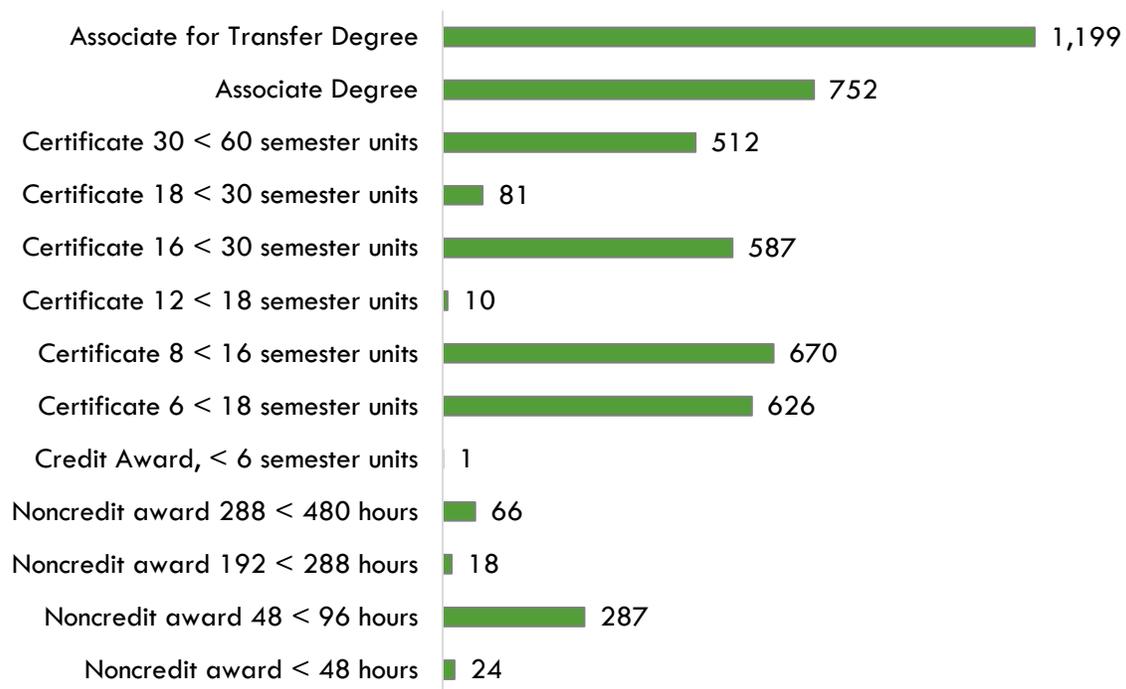
TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
		West LA	51	60	66	59
		LA Subtotal	2,775	3,882	3,801	3,632
		Fullerton	47	39	53	46
		Irvine	96	99	61	86
		North Orange Adult	75	59	63	66
		Orange Coast	20	41	16	25
		Saddleback	179	181	126	162
		Santa Ana	30	62	59	50
		Santiago Canyon	3	1	1	2
		OC Subtotal	450	482	379	437
		Supply Subtotal/Average	3,225	3,882	3,801	3,632
1305.10	Child and Adolescent Development	East LA	12	5	0	6
		LA Trade	0	5	35	13
		Pasadena	0	0	170	57
		Santa Monica	0	4	24	9
		LA Subtotal	12	14	229	85
		Coastline	0	1	1	1
		Fullerton	15	66	107	63
		Golden West	0	31	47	26
		Saddleback	0	14	41	18
		Santiago Canyon	8	0	12	7
		OC Subtotal	23	112	208	115
		Supply Subtotal/Average	35	126	437	200
1305.40	Preschool Age Children	LA Mission	29	32	16	26
		LA Pierce	152	165	161	160
		LA Valley	91	88	80	86
		Pasadena	1	0	0	0
		LA Subtotal	273	285	257	272
		Fullerton	9	14	11	11
		Orange Coast	34	34	16	28
		Santa Ana	45	52	53	50
		Santiago Canyon	0	6	17	8
		OC Subtotal	88	106	97	97
		Supply Subtotal/Average	361	391	354	369
1305.50	The School Age Child	Compton	2	0	0	1
		El Camino	7	4	12	7

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
		Glendale	0	0	2	0
		LA Mission	3	4	4	3
		LA Pierce	10	6	20	12
		LA Valley	16	10	13	13
		Long Beach	0	1	0	0
		LA Subtotal	38	25	51	36
		Irvine	3	1	0	1
		Saddleback	2	0	0	1
		OC Subtotal	5	1	0	2
		Supply Subtotal/Average	43	26	51	38
1305.80	Child Development Administration and Management	Cerritos	72	65	55	64
		Glendale	1	0	2	1
		LA City	5	9	5	6
		LA Mission	2	3	5	3
		LA Valley	39	43	46	42
		Mt San Antonio	72	76	6	52
		Pasadena	1	0	3	1
		LA Subtotal	192	196	122	169
		Orange Coast	1	1	6	3
		Saddleback	7	2	2	4
		OC Subtotal	8	3	8	7
		Supply Subtotal/Average	200	199	130	176
1305.90	Infants and Toddlers	Cerritos	0	2	0	0
		East LA	45	3	13	20
		Glendale	3	1	5	3
		LA City	0	41	29	23
		LA Mission	13	8	10	10
		LA Pierce	35	45	34	38
		LA Valley	6	1	0	2
		Mt San Antonio	2	1	0	1
		Pasadena	2	1	5	2
		Rio Hondo	0	5	7	4
		LA Subtotal	106	108	103	103
		Irvine	1	0	3	2
		Orange Coast	5	6	2	4
		Saddleback	17	13	18	16
		Santa Ana	356	142	142	214

TOP Code	Program	College	2018-2019 Awards	2019-2020 Awards	2020-2021 Awards	3-Year Award Average
		Santiago Canyon	0	1	2	1
		OC Subtotal	379	162	167	237
		Supply Subtotal/Average	485	270	270	340
		Supply Total/Average	4,418	4,935	5,170	4,833

Exhibit 11 shows the annual average community college awards by type from 2018-19 through 2020-21. The plurality of the awards are for associate for transfer degrees, followed by associate degrees, certificates between 8 and less than 16 semester units, and certificates between 6 and less than 18 semester units.

Exhibit 11: Annual Average Community College Awards by Type, 2018-2021



Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for child development/early care and education programs in North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 9,853 child development/early care and education students in the 2019-20 academic year, 25% (2,458) attended a NOCCCD college.

Additionally, NOCCCD students that exited child development/early care and education programs in the 2018-19 academic year had lower median annual earnings (\$24,292) compared to all child development/early care and education students in Orange County (\$26,864); both figures are significantly below the living wage.

Exhibit 12: Child Development/Early Care and Education (1305.00) Strong Workforce Program Metrics, 2019-20²

SWP Metric	NOCCCD	OC Region	California
SWP Students	2,458	9,853	115,482
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	10%	18%	20%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	92%	92%	74%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	84	327	5,839
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2018-19)	148	655	7,405
SWP Students with a Job Closely Related to Their Field of Study (2017-18)	78%	82%	76%
Median Annual Earnings for SWP Exiting Students (2018-19)	\$24,292 (\$11.68)	\$26,864 (\$12.92)	\$25,876 (\$12.44)
Median Change in Earnings for SWP Exiting Students (2018-19)	16%	18%	24%
SWP Exiting Students Who Attained the Living Wage (2018-19)	19%	23%	33%

Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for these child development occupations. Exhibit 13 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Early Childhood Education and Teaching (13.1210), Child Development (19.0706), and Child Care and Support Services Management (19.0708). Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 94 awards annually in related training programs.

Exhibit 13: Regional Non-Community College Awards, 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
13.1210	Early Childhood Education and Teaching	American Jewish University	0	0	18	6
		Biola University	2	0	0	1
		California State University-Los Angeles	10	12	6	9
		Loyola Marymount University	0	0	0	0
		Pacific Oaks College	48	35	33	39

² All SWP metrics are for 2019-20 unless otherwise noted.

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
Supply Subtotal/Average			60	47	57	55
19.0706	Child Development	University of La Verne	21	22	27	23
Supply Subtotal/Average			21	22	27	23
19.0708	Child Care and Support Services Management	University of La Verne	16	15	16	16
Supply Subtotal/Average			16	15	16	16
Supply Total/Average			97	84	100	94

Regional Demographics

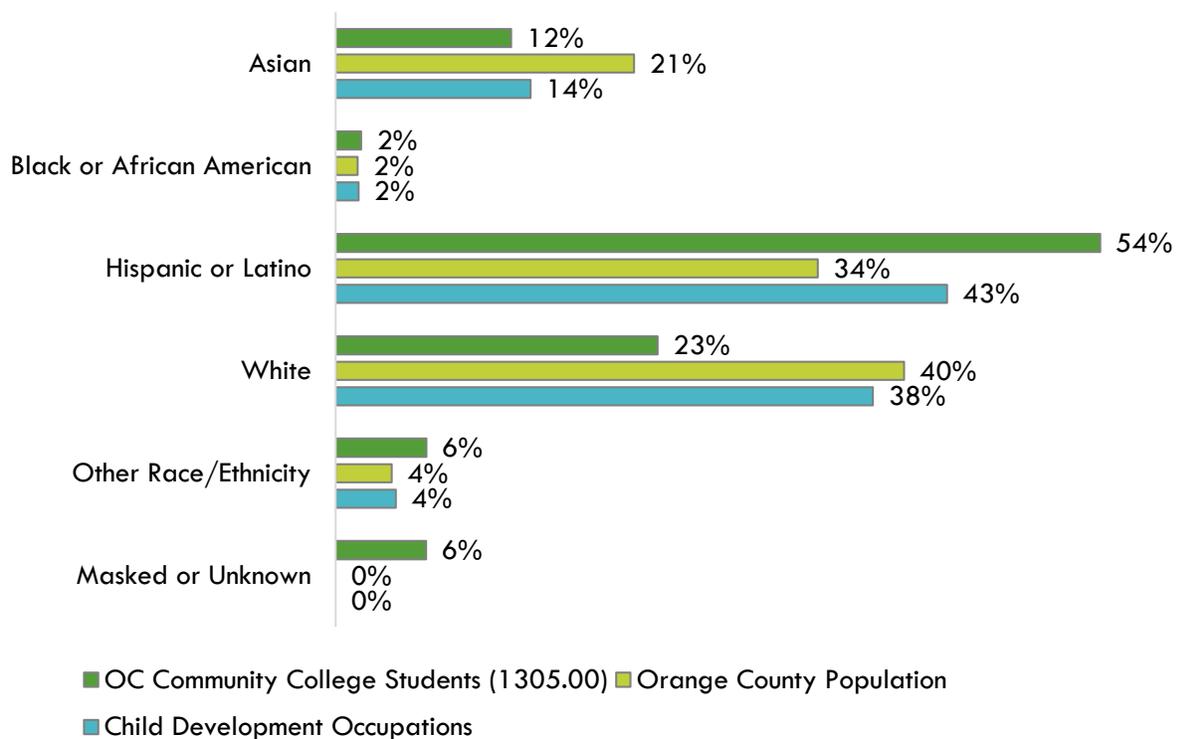
This section analyzes demographic data for Orange County community college students enrolled in child development/early care and education programs compared to the OC population, as well occupational data, for the purpose of identifying potential diversity and equity issues that can be addressed by community college programs.

Ethnicity:

Exhibit 14 shows the ethnicity of Orange County community college students enrolled in child development/early care and education programs compared to the overall Orange County population, as well as the three child development occupations included in this report. Notably, 54% of community college child development/early care and education students are Hispanic or Latino, which is significantly higher than both the population (34%) and these child development occupations (43%).

Examining disaggregated data for each occupation (not shown), the occupation with the highest percentage of White workers and lowest percentage of Hispanic or Latino workers is *preschool teachers, except special education*, which also has the highest typical entry-level education requirements. Conversely, the occupation with the highest percentage of Hispanic or Latino Workers is *childcare workers*, which has the lowest typical entry-level education requirements.

Exhibit 14: Program and County Demographics by Ethnicity

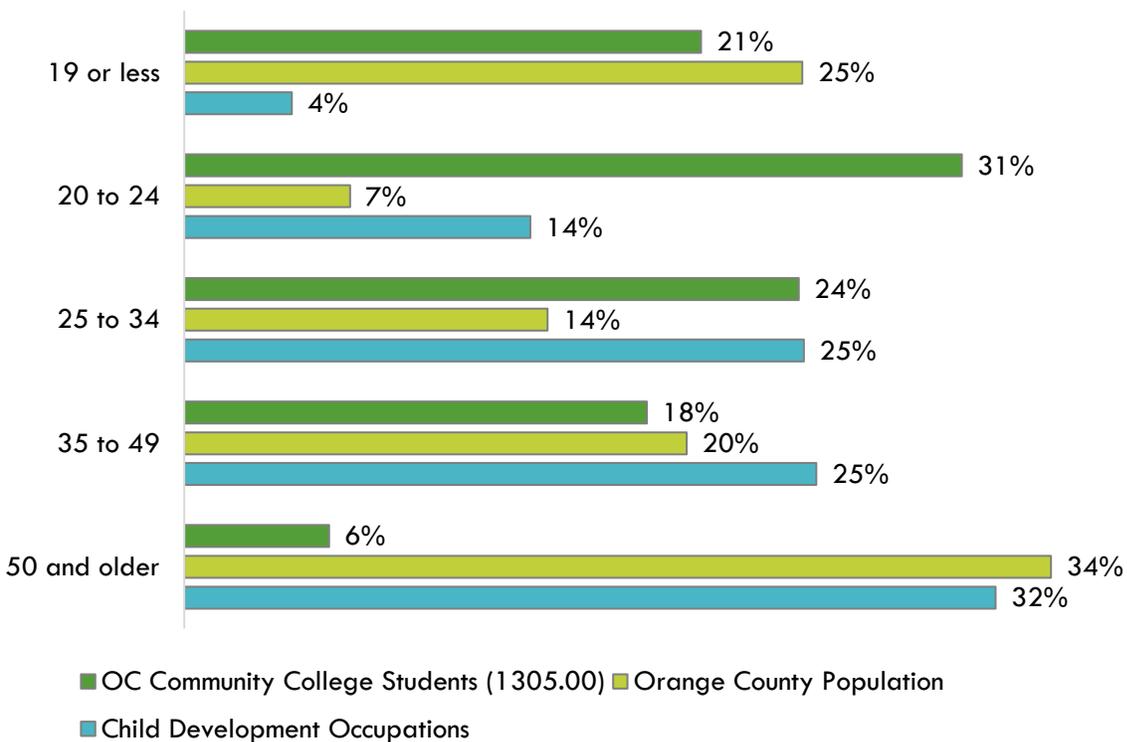


Age:

Exhibit 14 shows the age of Orange County community college students enrolled in child development/early care and education programs compared to the overall Orange County population, as well as the three child development occupations included in this report. The majority (51%) of child development/early care and education students are 25 or less, which is significantly higher than the population (32%) and these child development occupations (18%). Conversely, 32% of workers in these child development occupations are 50 and older, which is similar to the population (34%), but significantly higher than community college child development/early care and education students (6%).

Examining disaggregated data for each occupation (not shown), there are no significant differences in age for these three occupations.

Exhibit 14: Program and County Demographics by Age

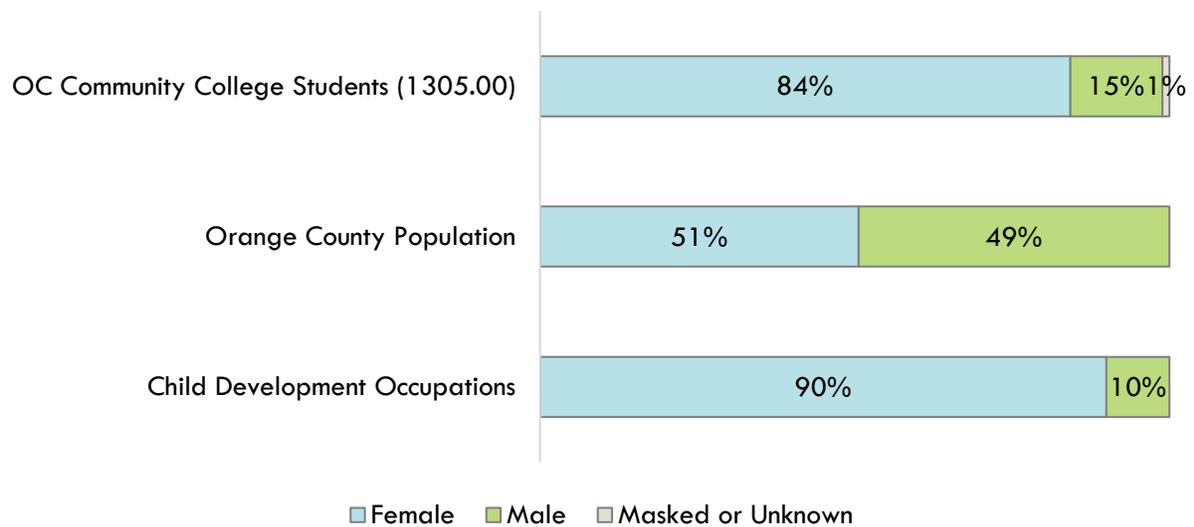


Sex:

Exhibit 15 shows the sex of Orange County community college students enrolled in child development/early care and education programs compared to the overall Orange County population as well as these child development occupations.

Though the population is split nearly evenly between men and women, the overwhelming majority of community college child development/early care and education students (84%) and workers in these child development occupations (90%) are women.

Exhibit 15: Program and County Demographics by Sex



Appendix A: Methodology

The OC COE prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- 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.

The OC COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/</p>
Living Wage	<p>The living wage is derived from the Insight Center’s California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, child care, health care, transportation, and taxes. For more information, see: https://insightccd.org/family-needs-calculator/</p> <p>The living wage for one adult in Orange County is \$20.63 per hour (\$42,910.40 annually). This figure is used by the CCCCCO to calculate the percentage of students that attained the regional living wage.</p>
Typical Education and Training Requirements, and Educational Attainment	<p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. 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 BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm</p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/</p>
Educational Supply	<p>The CCCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
Student Metrics and Demographics	<p>LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx</p>

Data Type	Source
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml</p>

For more information, please contact the Orange County Center of Excellence:

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