



Child Development/Early Care and Education (TOP 1305.00)

February 2023

Prepared by the South Central Coast Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Child Development/Early Care and Education. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, the number of jobs related to Child Development/Early Care and Education are expected to **increase for Preschool Teachers, Except Special Education and remain steady for both Childcare Workers and Education and Childcare Administrators, Preschool and Daycare.**
- Child Development/Early Care and Education is anticipated to experience a **low risk of automation** for all three related occupations.
- In 2021 there were 1,526 regional completions in programs related to the occupations identified as aligned with Child Development/Early Care and Education and 1,719 openings, indicating an **undersupply.**
- Typical entry-level education ranges from **a high school diploma or equivalent** for Childcare Workers and **an Associate's degree** for Preschool Teachers, Except Special Education, to **a Bachelor's degree** for Education and Childcare Administrators, Preschool and Daycare.
- Completers of regional Child Development/Early Care and Education programs from the 2019-2020 academic year had a **median annual wage upon completion of \$25,902.**
- 60% of students are **employed within a year** after completing a program.
- 23% of students **attained a living wage** within a year of completion.
- Completers experienced an average of **+34% change in earnings after exiting.**
- 68% of students were **part-time**, 11% **skill builders**, 46% **first-generation**, and 79% **economically disadvantaged.**

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There are three occupations in the standard occupational classification (SOC) system that were identified as related to Child Development/Early Care and Education for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, Description, and Sample Job Titles

SOC Code	Title	Description	Sample of Reported Job Titles
11-9031	Education and Childcare Administrators, Preschool and Daycare	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.	Childcare Director, Early Head Start Director, Education Coordinator, Education Director, Education Site Manager, Preschool Director, Preschool Program Principal, Site Coordinator
25-2011	Preschool Teachers, Except Special Education	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.	Child Development Teacher, Early Childhood Teacher, Group Teacher, Infant Teacher, Montessori Preschool Teacher, Nursery Teacher, Pre-Kindergarten Teacher (Pre-K Teacher), Teacher, Toddler Teacher
39-9011	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.	Caregiver, Child Care Worker, Child Caregiver, Childcare Provider, Childcare Worker, Daycare Teacher, Daycare Worker, Infant Teacher, Toddler Teacher

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Child Development/Early Care and Education are expected to increase for Preschool Teachers, Except Special Education and remain steady for both Childcare Workers and Education and Childcare Administrators, Preschool and Daycare.

Exhibit 2 – Five-Year Projections for Child Development/Early Care and Education in the South Central Coast Region

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
11-9031	Education and Childcare Administrators, Preschool and Daycare	493	509	16	3%
25-2011	Preschool Teachers, Except Special Education	3,080	3,254	174	6%
39-9011	Childcare Workers	8,984	8,886	-98	-1%

Source: Economic Modeling Specialists International (EMSI)

Earnings

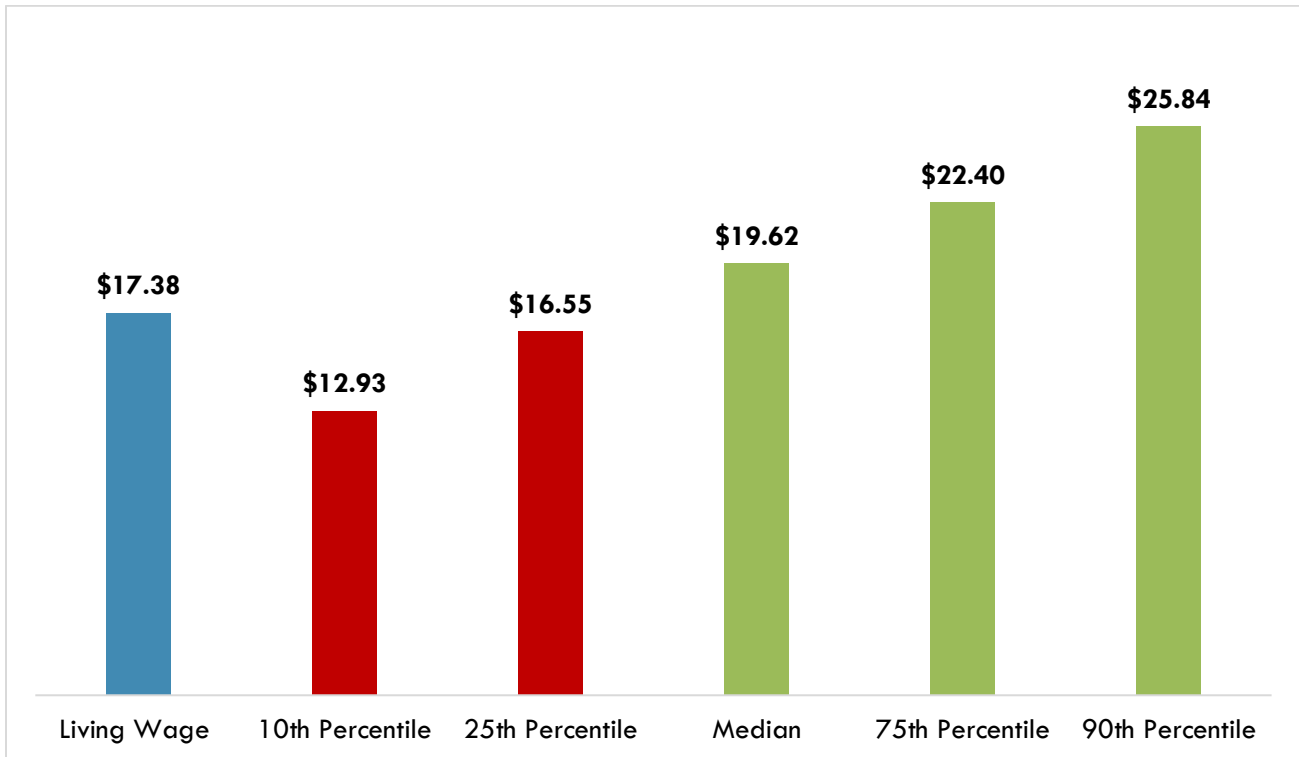
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Child Development/Early Care and Education in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
11-9031	Education and Childcare Administrators, Preschool and Daycare	\$21.11	\$26.71	\$29.14
25-2011	Preschool Teachers, Except Special Education	\$14.53	\$17.56	\$20.26
39-9011	Childcare Workers	\$14.00	\$14.59	\$17.79

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Child Development/Early Care and Education in the South Central Coast Region



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is hiring in the field and what they are looking for in potential candidates. To identify job postings related to Child Development/Early Care and Education the following standard occupational classifications were used:

11-9031	Education and Childcare Administrators, Preschool and Daycare
25-2011	Preschool Teachers, Except Special Education
39-9011	Childcare Workers

Top Occupations

In 2022, there were 2,492 employer postings for the occupations related to Child Development/Early Care and Education.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2022
25-2011	Preschool Teachers, Except Special Education	1,594
39-9011	Childcare Workers	794
11-9031	Education and Childcare Administrators, Preschool and Daycare	104

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

SOC Code	Occupation	Risk of Automation
25-2011	Preschool Teachers, Except Special Education	Low
39-9011	Childcare Workers	Low
11-9031	Education and Childcare Administrators, Preschool and Daycare	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Child Development/Early Care and Education are listed in Exhibit 5. Preschool Teachers is mentioned as the job title in 18% of all relevant job postings (348 postings).

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2022
Preschool Teachers	348
Baby Sitters	150
Teachers	126
Infant/Toddler Teachers	104
Preschool Teacher Assistants	86

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Child Development/Early Care and Education field. The top employer posting job ads was KinderCare. The top worksite cities for these occupations were Santa Barbara, Ventura, Santa Clarita, Thousand Oaks, and Oxnard.

Exhibit 6 – Top Employers (n=1,163)

Employer	Job Postings, Full Year 2022
KinderCare	146
Learning Care	134
Tutor Time Learning Centers	67
YMCA	61
Catalyst Family	32

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Child Development/Early Care and Education. Preschool Education is the most sought-after specialized skill for employers, followed by Child Development and Early Childhood Education. Teaching, Communications, and Planning were the most requested baseline skills. Microsoft Excel, Microsoft Outlook, and Microsoft Word were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 6,477)

Skills	Job Postings, Full Year 2022
Preschool Education	919
Child Development	717
Early Childhood Education	663
Working With Children	288
Interactive Learning	286
Lesson Planning	284
Classroom Management	165
Pediatrics	161
Housekeeping	159
Cardiopulmonary Resuscitation (CPR)	145
Office Equipment	139
Head Start Performance Standards	122
Toileting	121
Individualized Family Service Plans (IFSP)	117

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 5,828)

Skills	Job Postings, Full Year 2022
Teaching	590
Communications	536
Planning	335
Lifting Ability	222
Leadership	208
Operations	178
Patience	160
Customer Service	152
Management	145
Multilingualism	144

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 285)

Skills	Job Postings, Full Year 2022
Microsoft Excel	118
Microsoft Outlook	52
Microsoft Word	22
Microsoft Office	19
Zoom (Video Conferencing Tool)	13
Database Software	12
Google Workspace	8
Software Systems	6
Database Systems	5
Microsoft Office 365	50

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Child Development/Early Care and Education postings in the South Central Coast region. Note: 48% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries Employing the Most in the Child Development/Early Care and Education Field, 2022

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Health Care and Social Assistance	697	54%
Educational Services	311	24%
Other Services (except Public Administration)	91	7%
Professional, Scientific, and Technical Services	39	5%
Management of Companies and Enterprises	32	2%

Certifications

Exhibit 9 lists the most in-demand certifications in the Child Development/Early Care and Education field. The top requested certification in job postings was Cardiopulmonary Resuscitation (CPR) Certification.

Exhibit 9 – Certifications (n= 1,345)

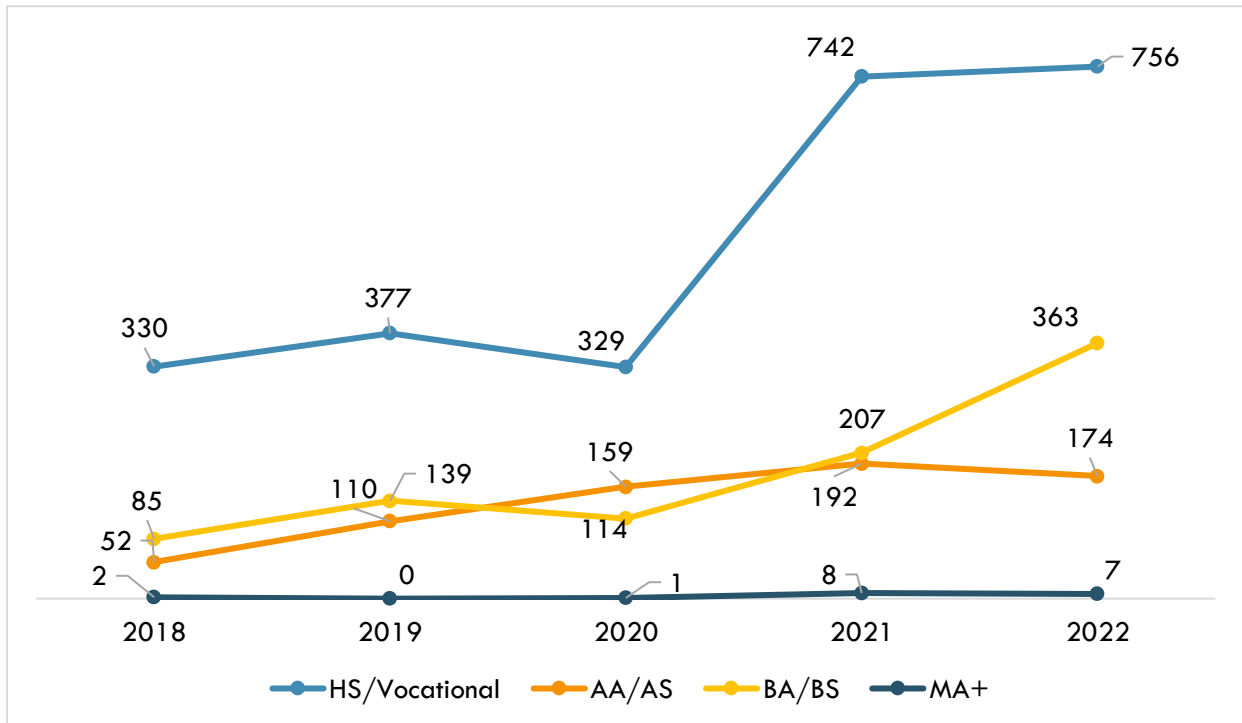
Certifications	Job Postings, Full Year 2022
Cardiopulmonary Resuscitation (CPR) Certification	498
First Aid Certification	446
Valid Driver's License	245
Automated External Defibrillator (AED) Certification	29
American Red Cross (ARC) Certification	25

Source: Labor Insight/Jobs (Burning Glass)

Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements over the last five years for Child Development/Early Care and Education, according to the minimum advertised education. In 2022, there were 1,300 total job ads posted with a minimum advertised education, with 756 of them requiring a high school diploma or vocational training.

Exhibit 10 – Educational Demand, Minimum Advertised



Source: Labor Insight / Jobs (Burning Glass)

Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for Child Development/Early Care and Education have frequently sought candidates with a high school diploma or vocational training.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

Minimum Education Requirement	2018	2019	2020	2021	2022
HS Diploma / Vocational Training	70%	60%	55%	65%	58%
Associate Degree	11%	18%	26%	17%	13%
Bachelor's Degree	18%	22%	19%	18%	28%
Graduate Degree	2%	0%	0%	1%	1%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 12 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
11-9031	Education and Childcare Administrators, Preschool and Daycare	Bachelor's degree	None
25-2011	Preschool Teachers, Except Special Education	Associate's degree	None
39-9011	Childcare Workers	High school diploma or equivalent	Short-term on-the-job training

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 1,526 regional completions (2021) and 1,719 regional openings (2021) in the South Central Coast region for programs related to the occupations in this report.

Exhibit 13 – Completions and Openings

18 Regional Institutions had Related Programs (2021)	1,526 Regional Completions (2021)	1,719 Annual Openings (2021)
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Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2021)
19.0709	Child Care Provider/Assistant	81
13.0101	Education, General	509
13.9999	Education, Other	77
13.1210	Early Childhood Education and Teaching	71
13.0401	Educational Leadership and Administration, General	28
13.1206	Teacher Education, Multiple Levels	23
19.0708	Child Care and Support Services Management	7

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Child Development/Early Care and Education in the South Central Coast region.

Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2021

CCC Programs	Completers
Cuesta College	591
Moorpark College	167
College of the Canyons	76
Santa Barbara City College	73
Antelope Valley College	64
Ventura College	56
Allan Hancock College	49
Oxnard College	28
Non-CCC Programs	Completers
UC Santa Barbara	187
CSU Channel Islands	94
Cal Poly San Luis Obispo	87
Antioch University – Santa Barbara	17
The Master’s University and Seminary	17
Fielding Graduate University	11
University of Antelope Valley	8
California Lutheran University	1
Academy Education Services	0
Pacific Coast Trade School	0

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the regional Child Development/Early Care and Education Programs (TOP: 1305.00) for the 2019-2020 academic year.

- Completers of Child Development/Early Care and Education programs from the 2019-2020 academic year in the South Central Coast region had a **median annual wage upon completion of \$25,902.**
- 60% of students are **employed within a year** after completing a program.
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Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Child Development/Early Care and Education. 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 and 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.