



## Early Childhood Studies (Child Development/Early Care and Education TOP 1305.00)

March 2023

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

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### Program Recommendation

This report was compiled by the South Central Coast<sup>1</sup> Center of Excellence to provide regional labor market data for the program recommendation – Early Childhood Studies. 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 Early Childhood Studies are expected to increase** for Preschool Teachers, Except Special Education and **remain steady** for Childcare Workers.
- Early Childhood Studies is anticipated to experience a **low risk of automation** for both Preschool Teachers, Except Special Education and Childcare Workers.
- In 2021 there were 1,498 regional completions in programs related to the occupations identified as aligned with Early Childhood Studies and 1,671 openings, indicating **supply is meeting demand**.
- Typical entry-level education ranges from a **high school diploma or equivalent** for Childcare Workers to an **Associate's degree** for Preschool Teachers, Except Special Education.
- 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.
- 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**.

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<sup>1</sup> 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 two occupations in the standard occupational classification (SOC) system that were identified as related to Early Childhood Studies 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**

<b>SOC Code</b>	<b>Title</b>	<b>Description</b>	<b>Sample of Reported Job Titles</b>
25-2011	<b>Preschool Teachers, Except Special Education</b>	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	<b>Childcare Workers</b>	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 Early Childhood Studies are expected to increase for Preschool Teachers, Except Special Education and remain steady for Childcare Workers.

**Exhibit 2 – Five-Year Projections for Early Childhood Studies in the South Central Coast Region**

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
25-2011	Preschool Teachers, Except Special Education	3,073	3,248	174	6%
39-9011	Childcare Workers	8,927	8,831	-96	-1%

Source: Economic Modeling Specialists International (EMSI)

## Earnings

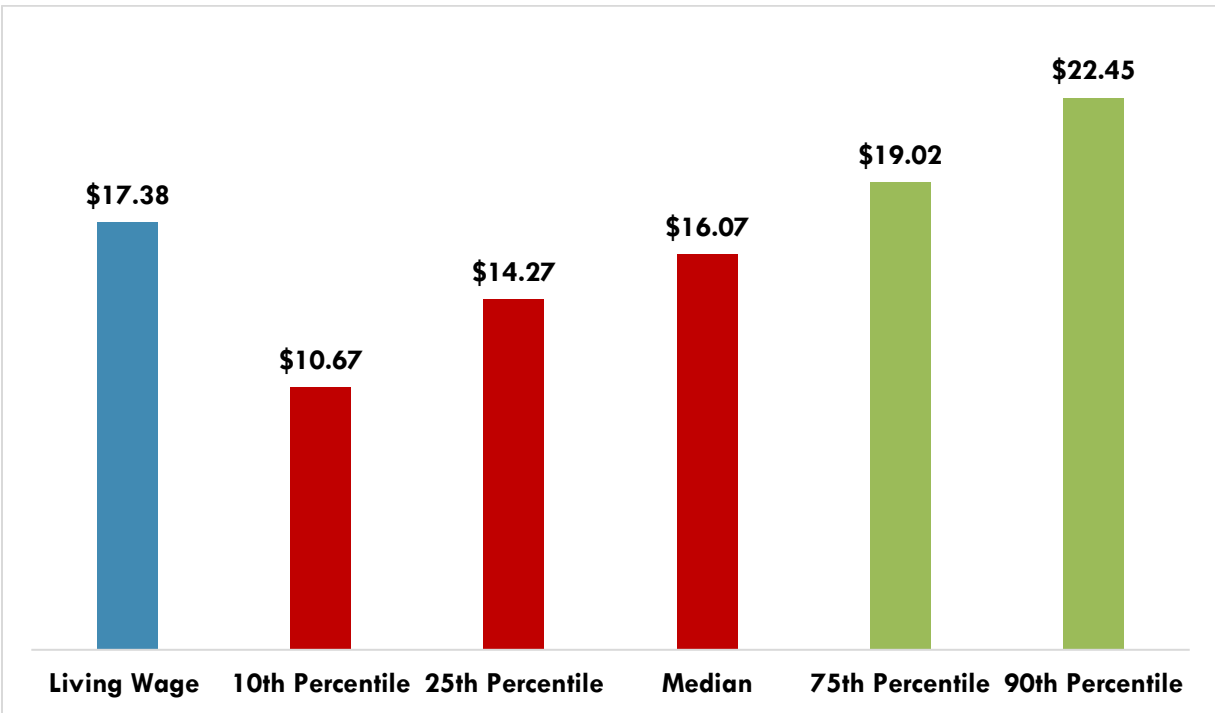
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25<sup>th</sup> percentile of wages, median hourly earnings are represented by the 50<sup>th</sup> percentile of wages, and experienced hourly earnings are represented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

**Exhibit 3 – Earnings for Early Childhood Studies in the South Central Coast Region**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
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 Early Childhood Studies 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 looking for early childhood education workers, and what they are looking for in potential candidates. To identify job postings related to Early Childhood Studies the following standard occupational classifications were used:

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

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## Top Occupations

In 2022, there were 3,055 employer postings for the occupations related to Early Childhood Studies.

**Exhibit 4 – Top Occupations by Job Postings**

SOC Code	Occupation	Job Postings, Full Year 2022
25-2011	Preschool Teachers, Except Special Education	1,609
39-9011	Childcare Workers	1,446

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

Source: Labor Insight/Jobs (Burning Glass)

## Top Titles

The top job titles for employers posting ads for jobs related to Early Childhood Studies are listed in Exhibit 5. Nannies is mentioned as the job title in 15% of all relevant job postings (365 postings).

**Exhibit 5 – Job Titles**

<b>Title</b>	<b>Job Postings, Full Year 2022</b>
Nannies	365
Preschool Teachers	350
Pet Sitters	174
Baby Sitters	156
Teachers	127

Source: Labor Insight/Jobs (Burning Glass)

## Top Employers

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

**Exhibit 6 – Top Employers (n=1,199)**

<b>Employer</b>	<b>Job Postings, Full Year 2022</b>
KinderCare	138
Learning Care	133
Tutor Time Learning Centers	65
YMCA	58
La Petite Academy	58

Source: Labor Insight/Jobs (Burning Glass)

## Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Early Childhood Studies. 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 Software Systems were the most commonly requested software and programming skills.

**Exhibit 7 – Specialized Skills (n= 6,889)**

Skills	Job Postings, Full Year 2022
Preschool Education	924
Child Development	712
Early Childhood Education	679
Working With Children	326
Interactive Learning	289
Lesson Planning	284
Housekeeping	261
Cardiopulmonary Resuscitation (CPR)	179
Classroom Management	170
Pediatrics	169
Meal Planning and Preparation	151
Office Equipment	140
Toileting	122
Individualized Family Service Plans (IFSP)	117
Individualized Education Programs (IEP)	112

Source: Labor Insight/Jobs (Burning Glass)

**Exhibit 7b – Baseline Skills (n= 5,977)**

<b>Skills</b>	<b>Job Postings, Full Year 2022</b>
Teaching	592
Communications	554
Planning	334
Lifting Ability	236
Leadership	195
Patience	167
Multilingualism	166
Customer Service	166
Operations	155
Management	149

Source: Labor Insight/Jobs (Burning Glass)

**Exhibit 7c – Software and Programming Skills (n= 332)**

<b>Skills</b>	<b>Job Postings, Full Year 2022</b>
Microsoft Excel	117
Microsoft Outlook	49
Software Systems	24
Microsoft Word	24
Zoom (Video Conferencing Tool)	22
Microsoft Office	19
Spreadsheets	17
Google Workspace	12
Database Software	11
Database Systems	5

Source: Labor Insight/Jobs (Burning Glass)



### Industry Concentration

Exhibit 8 shows the industries with the most postings related to Early Childhood Studies in the South Central Coast region. Note: 57% 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 Early Childhood Studies Field, 2022**

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Health Care and Social Assistance	704	53%
Educational Services	303	23%
Other Services (except Public Administration)	93	7%
Professional, Scientific, and Technical Services	41	3%
Public Administration	34	3%

Source: Labor Insight/Jobs (Burning Glass)

### Certifications

Exhibit 9 lists the most in-demand certifications in the Early Childhood Studies field. The top requested certification in job postings was Cardiopulmonary Resuscitation (CPR) Certification.

**Exhibit 9 – Certifications (n= 1,515)**

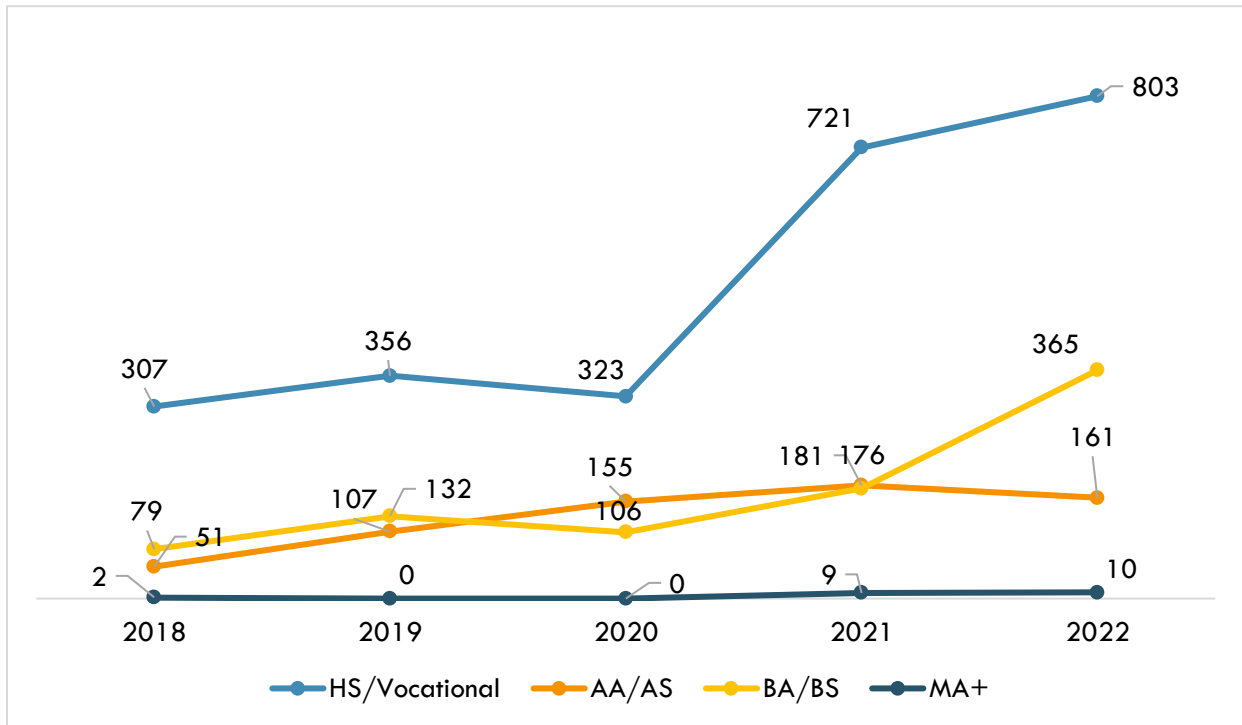
Certifications	Job Postings, Full Year 2022
Cardiopulmonary Resuscitation (CPR) Certification	564
First Aid Certification	482
Valid Driver's License	288
Automated External Defibrillator (AED) Certification	40
American Red Cross (ARC) Certification	25

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 Early Childhood Studies, according to the minimum advertised education. In 2022, there were 1,339 total job ads posted with a minimum advertised education, with 803 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 Early Childhood Studies 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
<b>HS Diploma / Vocational Training</b>	70%	60%	55%	66%	60%
<b>Associate Degree</b>	12%	18%	27%	17%	12%
<b>Bachelor’s Degree</b>	18%	22%	18%	16%	27%
<b>Graduate Degree</b>	0%	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
25-2011	<b>Preschool Teachers, Except Special Education</b>	Associate's degree	None
39-9011	<b>Childcare Workers</b>	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 1,498 regional completions (2021) and 1,671 regional openings (2021) in the South Central Coast region aligned with programs related to the occupations in this report.

**Exhibit 13 – Completions and Openings**

<b>17</b> Regional Institutions had Related Programs (2021)	<b>1,498</b> Regional Completions (2021)	<b>1,671</b> 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	811
13.0101	Education, General	509
13.9999	Education, Other	77
13.1210	Early Childhood Education and Teaching	71
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 Early Childhood Studies in the South Central Coast region.

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

<b>CCC Programs</b>		<b>Completers</b>
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
<b>Non-CCC Programs</b>		<b>Completers</b>
UC Santa Barbara		187
CSU Channel Islands		94
Cal Poly San Luis Obispo		70
Antioch University – Santa Barbara		17
The Master’s University and Seminary		17
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.

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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 Early Childhood Studies. 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.