

Labor Market Analysis: 1305.20 - Children with Special Needs

Child Development - Early Intervention and Inclusion - Certificate requiring 16 to fewer than 30 semester units

Los Angeles Center of Excellence, October 2023

Summary

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

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to three middle-skill occupations:

- **Preschool Teachers, Except Special Education (25-2011)** Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth;¹
- **Teaching Assistants, Except Postsecondary (25-9045)** This occupation includes the 2018 SOC occupations: Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042); Teaching Assistants, Special Education (25-9043); and Teaching Assistants, All Other (25-9049);²
 - **Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042):** Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services;³
 - **Teaching Assistants, Special Education (25-9043):** Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services;⁴
 - **Teaching Assistants, Special Education (25-9049):** All teaching assistants not listed separately;⁵

¹ [Preschool Teachers, Except Special Education \(bls.gov\)](https://www.bls.gov/oes/current/oes252011.htm)

² [Teaching Assistants, Except Postsecondary \(bls.gov\)](https://www.bls.gov/oes/current/oes259045.htm)

³ [2018 Standard Occupational Classification System \(bls.gov\)](https://www.bls.gov/oes/current/oes259042.htm)

⁴ Ibid.

⁵ Ibid.

- **Childcare Workers (39-9011)** Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play;⁶

and one above middle-skill occupation:

- **Special Education Teachers, Preschool (25-2051)** Teach academic, social, and life skills to preschool-aged students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.⁷

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.⁸ 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 occupations.

Based on the available data, there appears to be a supply gap for these early childhood education occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of workers in the middle-skill occupational group have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **19,807 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 6,305 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, the majority (99%) of annual job openings for these early childhood education occupations have **entry-level wages below the self-sufficiency standard hourly wage** (\$18.10/hour).⁹
- **Educational Criteria** – Within the greater LA/OC region, **56% of the annual job openings** for occupations related to early childhood education **typically require a high school diploma.**

⁶ [Childcare Workers \(bls.gov\)](https://www.bls.gov/occupations/39-9011)

⁷ [Special Education Teachers, Preschool \(bls.gov\)](https://www.bls.gov/occupations/25-2051)

⁸ 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.

⁹ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- While the national-level educational attainment data indicates between 9% and 39% of workers in the field have completed some college or an associate degree, the three occupations with the majority of the annual openings (*preschool teachers, except special education, teaching assistants, except postsecondary and childcare workers*) have at least 34% of workers in the field who have completed some college or an associate degree.

Supply:

- There are **27 community colleges** in the greater LA/OC region that issue awards related to early childhood education, conferring an average of **4,828 awards annually** between 2019 and 2022.
- Between 2019 and 2021, there was an average of **1,618 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these early childhood education occupations of interest. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 2% through 2026. There will be nearly 20,000 job openings per year through 2027 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties¹⁰

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	105,317	106,636	1,318	1%	15,941
Orange	24,916	26,772	1,856	7%	3,866
Total	130,234	133,408	3,174	2%	19,807

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these early childhood education occupations 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 greater LA/OC region. Detailed wage information, by county, is included in Appendix A.)

Los Angeles County

The majority (99%) of annual openings for these early childhood education occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$14.03 and \$28.39. Only one occupation has entry-level wages that exceed the county’s self-sufficiency standard wage: *special education teachers, preschool* (\$28.39). Experienced workers can expect to earn wages between \$18.31 and \$76.27, which are higher than the self-sufficiency standard.

¹⁰ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 2: Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Preschool Teachers, Except Special Education (25-2011)	\$17.51	\$18.29	\$23.62	\$38,100
Special Education Teachers, Preschool (25-2051)	\$28.39	\$38.89	\$76.27	\$80,900
Teaching Assistants, Except Postsecondary (25-9045)	\$17.63	\$19.08	\$22.58	\$39,700
Childcare Workers (39-9011)	\$14.03	\$15.78	\$18.31	\$32,800

*Rounded to the nearest \$100

Orange County

The majority (99%) of annual openings for these early childhood education occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$14.00 and \$28.00. Only one occupation has entry-level wages that exceed the county’s self-sufficiency standard wage: *special education teachers, preschool* (\$28.00). Experienced *childcare workers* can expect to earn \$17.00, which is lower than the county’s self-sufficiency standard wage. However, experienced *preschool teachers, except special education; special education teachers, preschool; and teaching assistants, except postsecondary* can expect to earn between \$22.44 and \$74.82, which are higher than the self-sufficiency standard.

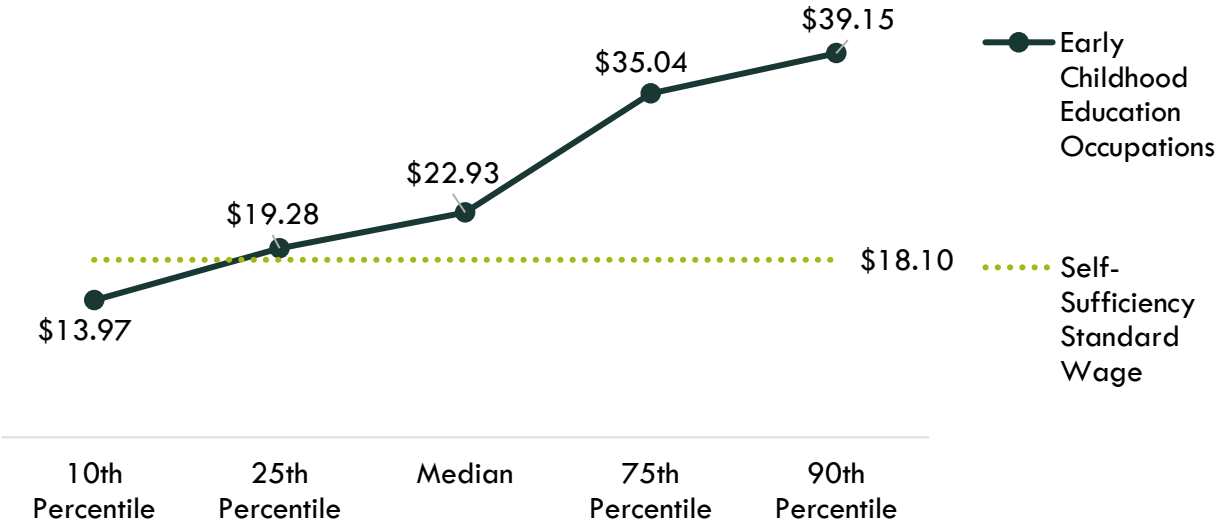
Exhibit 3: Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Preschool Teachers, Except Special Education (25-2011)	\$16.65	\$17.47	\$22.44	\$36,300
Special Education Teachers, Preschool (25-2051)	\$28.00	\$38.32	\$74.82	\$79,700
Teaching Assistants, Except Postsecondary (25-9045)	\$17.54	\$19.00	\$22.49	\$39,500
Childcare Workers (39-9011)	\$14.00	\$14.56	\$17.00	\$30,300

*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$19.28; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

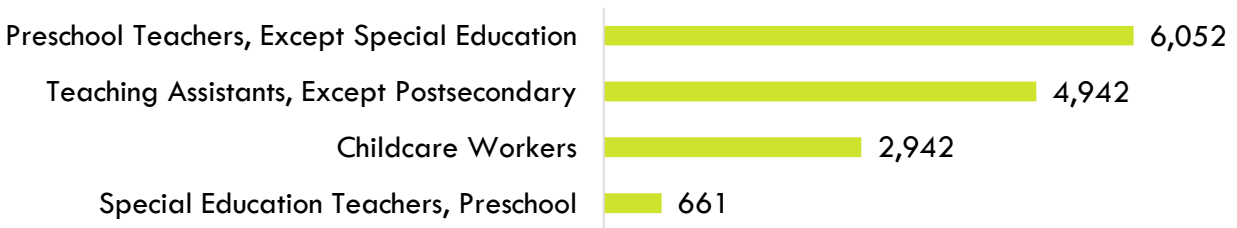
Exhibit 4: Average Hourly Earnings for Early Childhood Education Occupations in LA/OC



Job Postings

There were 14,597 online job postings related to these early childhood education occupations listed in the past 12 months. The highest number of job postings were for preschool teachers, child care teachers, preschool teacher assistants, behavior interventionists, and infant/toddler teachers. The top skills were preschool education, child development, working with children, early childhood education, and special education. The top three employers, by number of job postings, in the region were KinderCare Education, Learning Care Group, and Stepping Stones.

Exhibit 5: Job postings by occupation (last 12 months)



Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor’s degree:** *Special education teachers, preschool*
- **Associate degree:** *Preschool teachers, except special education*
- **Some college/no degree:** *Teaching assistants, except postsecondary*
- **High school diploma or equivalent:** *Childcare workers*

In the greater LA/OC region, the majority of annual job openings (56%) typically require a high school diploma or equivalent. While the national-level educational attainment data indicates

between 9% and 39% of workers in the field have completed some college or an associate degree, the three occupations with the majority of the annual openings (*preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers*) have at least 34% of workers in the field who have completed some college or an associate degree. Of the 59% of early childhood education job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 65% (5,578) requested high school or vocational training, 17% (1,493) requested an associate degree, and 17% (1,469) requested a bachelor's degree.

Educational Supply

Community College Supply

Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, Santa Monica, and Santa Ana.

Exhibit 6: Regional community college awards (certificates and degrees), 2019-2022

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	LA Pierce	-	-	3	1
		Mt San Antonio	21	21	13	18
		LA Subtotal	21	21	16	19
		Coastline	2	6	-	3
		Santa Ana	11	80	60	50
		Santiago Canyon	7	20	13	13
		OC Subtotal	20	106	73	66
Supply Subtotal/Average			41	127	89	86
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	-	1	1
		LA Subtotal	1	-	1	1
		Santa Ana	-	3	7	3
		Santiago Canyon	1	4	5	3
		OC Subtotal	1	7	12	7
Supply Subtotal/Average			2	7	13	7
0809.00	Special Education	Compton	-	2	1	1
		Long Beach	1	1	3	2
		LA Subtotal	1	3	4	3
		Santa Ana	16	31	23	23
		Santiago Canyon	2	6	7	5
		OC Subtotal	18	37	30	28
Supply Subtotal/Average			19	40	34	31

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average	
1305.00	Child Development/ Early Care and Education	Cerritos	132	128	275	178	
		Citrus	164	193	184	180	
		Compton	36	32	42	37	
		East LA	690	568	602	620	
		El Camino	187	192	188	189	
		Glendale	34	28	26	29	
		LA City	190	200	191	194	
		LA Harbor	26	43	51	40	
		LA Mission	227	206	337	257	
		LA Pierce	107	128	85	107	
		LA Southwest	51	88	53	64	
		LA Trade-Tech	132	169	105	135	
		LA Valley	148	161	135	148	
		Long Beach	169	151	146	155	
		Mt San Antonio	106	219	261	195	
		Pasadena	114	129	94	112	
		Rio Hondo	288	296	234	273	
		Santa Monica	554	425	426	468	
		West LA	60	66	52	59	
		LA Subtotal		3,415	3,422	3,487	3,441
		Fullerton	39	53	46	46	
		Irvine	99	61	130	97	
		N. Orange Adult	59	63	32	51	
		Orange Coast	41	16	12	23	
		Saddleback	181	126	151	153	
		Santa Ana	62	59	57	59	
		Santiago Canyon	1	1	4	2	
		OC Subtotal		482	379	432	431
Supply Subtotal/Average			3,897	3,801	3,919	3,872	
1305.20	Children with Special Needs	Cerritos	1	1	-	1	
		Citrus	1	-	-	0	
		Compton	-	1	1	1	
		East LA	51	38	43	44	
		LA City	6	16	12	11	
		LA Valley	55	52	39	49	

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		Long Beach	2	3	5	3
		Mt San Antonio	2	3	3	3
		Pasadena	-	2	-	1
		Rio Hondo	15	15	11	14
		Santa Monica	8	15	8	10
		LA Subtotal	141	146	122	136
		Orange Coast	-	13	-	4
		Santiago Canyon	-	2	-	1
		OC Subtotal	-	15	-	5
		Supply Subtotal/Average	141	161	122	141
1305.40	Preschool Age Children	LA Mission	32	16	34	27
		LA Pierce	165	161	130	152
		LA Valley	88	80	94	87
		LA Subtotal	285	257	258	267
		Fullerton	14	11	11	12
		Orange Coast	34	16	27	26
		Santa Ana	52	53	64	56
		Santiago Canyon	6	17	9	11
		OC Subtotal	106	97	111	105
		Supply Subtotal/Average	391	354	369	371
1305.50	The School Age Child	El Camino	4	12	14	10
		Glendale	-	2	2	1
		LA Mission	4	4	9	6
		LA Pierce	6	20	14	13
		LA Valley	10	13	19	14
		Long Beach	1	-	-	0
		Mt San Antonio	-	-	1	0
		LA Subtotal	25	51	59	45
		Irvine	1	-	-	0
		Santa Ana	-	-	3	1
		OC Subtotal	1	-	3	1
		Supply Subtotal/Average	26	51	62	46
1305.90	Infants and Toddlers	Cerritos	2	-	3	2
		East LA	3	13	7	8
		Glendale	1	5	6	4

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		LA City	41	29	31	34
		LA Mission	8	10	14	11
		LA Pierce	45	34	29	36
		LA Valley	1	-	1	1
		Mt San Antonio	1	-	3	1
		Pasadena	1	5	7	4
		Rio Hondo	5	7	3	5
		LA Subtotal	108	103	104	105
		Irvine	-	3	4	2
		Orange Coast	6	2	4	4
		Saddleback	13	18	12	14
		Santa Ana	142	142	149	144
		Santiago Canyon	1	2	5	3
		OC Subtotal	162	167	174	168
		Supply Subtotal/Average	270	270	278	273
		Supply Total/Average	4,787	4,811	4,886	4,828

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 for early childhood education occupations. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2019 to 2021. Between 2019 and 2021, non-community college institutions in the region conferred an average of 1,618 bachelor's and sub-baccalaureate awards. Bachelor's degrees are included in this report, since *special education teachers*, *preschool* typically requires a bachelor's degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards.

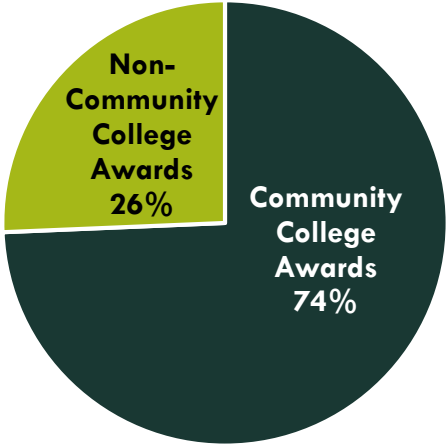
Exhibit 7: Regional non-community college awards, 2019-2021

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	2	-	1

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
13.1210	Early Childhood Education and Teaching	American Jewish University	-	26	13
		Bethesda University	2	1	2
		CSU-Dominguez Hills	194	226	210
		CSU-Fullerton	518	511	515
		CSU-Los Angeles	385	372	379
		CSU-Northridge	352	400	376
		Mount Saint Mary's University	3	4	4
		Pacific Oaks College	61	51	56
		University of Massachusetts Global	51	62	57
		Vanguard University of Southern California	7	7	7
		Supply Total/Average			1,575

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Three of four awards conferred in these programs are awarded by community colleges in the LA/OC region.

Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county

Exhibit 9. Los Angeles County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Preschool Teachers, Except Special Education (25-2011)	16,312	17,722	1,410	9%	2,106	\$17.51	\$18.29	\$23.62
Special Education Teachers, Preschool (25-2051)	361	413	52	15%	39	\$28.39	\$38.89	\$76.27
Teaching Assistants, Except Postsecondary (25-9045)	35,791	37,365	1,574	4%	4,578	\$17.63	\$19.08	\$22.58
Childcare Workers (39-9011)	52,853	51,135	(1,718)	(3%)	9,218	\$14.03	\$15.78	\$18.31
Total	105,317	106,636	1,318	1%	15,941	-	-	-

Exhibit 10. Orange County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Preschool Teachers, Except Special Education (25-2011)	4,685	5,124	439	9%	612	\$16.65	\$17.47	\$22.44
Special Education Teachers, Preschool (25-2051)	96	111	15	15%	10	\$28.00	\$38.32	\$74.82
Teaching Assistants, Except Postsecondary (25-9045)	10,546	11,402	856	8%	1,452	\$17.54	\$19.00	\$22.49
Childcare Workers (39-9011)	9,589	10,135	546	6%	1,792	\$14.00	\$14.56	\$17.00
Total	24,916	26,772	1,856	7%	3,866	-	-	-

Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Preschool Teachers, Except Special Education (25-2011)	20,997	22,846	1,849	9%	2,718	17%	Associate degree
Special Education Teachers, Preschool (25-2051)	457	524	67	15%	49	21%	Bachelor's degree
Teaching Assistants, Except Postsecondary (25-9045)	46,337	48,767	2,430	5%	6,030	23%	Some college, no degree
Childcare Workers (39-9011)	62,442	61,270	(1,172)	(2%)	11,009	28%	HS diploma or equivalent
Total	130,234	133,408	3,174	2%	19,807	-	-

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. *Childcare workers* have a slightly larger share of older workers, which typically indicates greater replacements needs to offset the amount of impending retirements.

Appendix B: Sources

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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