

**Labor Market Analysis: 1305.00/Child Development-Early Care and Education**  
**Child Development: Transitional Kindergarten - Certificate requiring 16 to >30 semester units**  
 Los Angeles Center of Excellence, December 2023

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**Summary**

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

- **Kindergarten Teachers, Except Special Education (25-2012)** Teach academic and social skills to kindergarten students.<sup>1</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>2</sup> Although this occupation typically requires a bachelor's degree, the Child Development/Early Care and Education TOP Code (1305.00) has historically set community college students on the pathway towards this occupation. Additionally, at least one-third of current workers have completed some college or an associate degree as their highest level of education. 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 occupation.

Based on the available data, there appears to be an oversupply in the region for *kindergarten teachers, except special education*. However, this report considers all of the community college supply from the Child Development/Early Care and Education program (TOP 1305.00), which historically trains for *preschool teachers, childcare workers* and other occupations that focus on early childhood development. Programs coded under TOP 1305.00 have not historically trained

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<sup>1</sup> [Kindergarten and Elementary School Teachers \(bls.gov\)](https://www.bls.gov/occupations/kindergarten-and-elementary-school-teachers)

<sup>2</sup> 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.

for transitional kindergarten (TK) teachers, and therefore the supply data is likely overstated when considering only TK teachers.

While the supply gap is undetermined for transitional kindergarten teachers, there are two important points to highlight:

1. The typical entry-level hourly wage for *kindergarten teachers, except special education* (\$33.27) exceeds the self-sufficiency standard wage for one adult in Los Angeles County (\$18.10).<sup>3</sup>
2. More than one-third of current workers in the field have completed some college or an associate degree as their highest level of education.

**Due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

#### **Demand:**

- **Supply Gap Criteria** – Over the next five years, **326 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is less than the three-year average of 5,897 awards conferred** by educational institutions in the region.
  - This supply/demand analysis assumes that that all students completing Child Development/Early Care and Education programs (TOP 1305.00) will seek a position as a transitional kindergarten teacher, which is highly unlikely – especially since becoming a transitional kindergarten teacher typically requires a bachelor’s degree. Thus, the **supply for transitional kindergarten teachers is this analysis is overstated.**
  - Over the past 12 months, there were **231 online job postings for kindergarten teachers, except special education and 62 postings for transitional kindergarten teachers.**
- **Living Wage Criteria** – Within Los Angeles County, **typical entry-level hourly wages for kindergarten teachers, except special education are \$37.24, which is higher than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).<sup>4</sup>
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists a **bachelor’s degree as the typical entry-level education for kindergarten teachers, except special education.**
  - However, the national-level educational attainment data indicates **34% of workers in the field have completed some college or an associate degree.**

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<sup>3</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 12/8/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

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## Supply:

- There are **26 community colleges** in the greater LA/OC region that issue awards related to early childhood education, conferring an average of **4,244 awards annually** between 2019 and 2022.
  - Since there is not a dedicated TOP code for transitional kindergarten (TK) teacher programs, the majority of these programs across the state are coded under Child Development/Early Care and Education (TOP 1305.00).
  - Due to Child Development/Early Care and Education programs historically training for *preschool teachers* and *childcare workers* and not TK teachers, **community college supply data is overstated.**
- Between 2019 and 2021, there was an average of **1,653 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 *kindergarten teachers, except special education*. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 6% through 2026. There will be more than 300 job openings per year through 2027 due to job growth and replacements.

**NOTE:** The SOC code (25-2012) – *kindergarten teachers, except special education* includes all kindergarten teachers, and not solely transitional kindergarten (TK) teachers. Therefore, the data in Exhibit 1 is overstated for TK teachers.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>5</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	2,144	2,254	110	5%	252
Orange	588	637	49	8%	74
<b>Total</b>	<b>2,732</b>	<b>2,892</b>	<b>159</b>	<b>6%</b>	<b>326</b>

## Wages

The labor market endorsement in this report considers the entry-level hourly wages for *kindergarten teachers, except special education* 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 typical entry-level hourly wages for *kindergarten teachers, except special education* are \$37.24, which is above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County), and experienced workers can expect to earn wages of \$53.62.

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<sup>5</sup> 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 (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Kindergarten Teachers, Except Special Education (25-2012)	\$37.24	\$52.19	\$53.62	\$108,600

\*Rounded to the nearest \$100

### Orange County

The typical entry-level hourly wages for *kindergarten teachers, except special education* are \$36.86, which is above the self-sufficiency standard wage for one adult (\$20.63 in Orange County), and experienced workers can expect to earn wages of \$52.47.

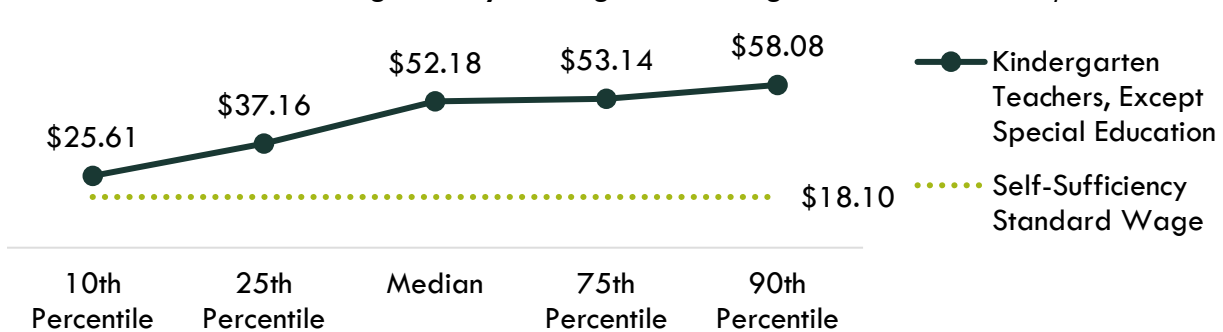
### Exhibit 3: Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Kindergarten Teachers, Except Special Education (25-2012)	\$36.86	\$51.45	\$52.47	\$107,000

\*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$37.16; 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 Kindergarten Teachers in LA/OC



### Job Postings

There were **231 online job postings** related for *kindergarten teachers, except special education* listed in the past 12 months, and **62 job postings** for *transitional kindergarten teachers*. The highest number of job postings were for kindergarten teachers, transitional kindergarten teachers, pre-kindergarten teachers, kindergarten teacher assistants, and long-term substitute kindergarten teachers. The top skills were child development, preschool education, classroom management, lesson planning, and common core standards. The top employers, by number of job postings, in the region were KinderCare Education and Ilead Charter Schools.

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education for *kindergarten teachers, except special education*. However, the national-level educational

attainment data indicates 34% of workers in the field have completed some college or an associate degree. Of the 53% of *kindergarten teachers*, except *special education* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 16% (20) requested high school or vocational training, 2% (2) requested an associate degree, and 81% (100) requested a bachelor's degree.

## Educational Supply

### Community College Supply

Exhibit 5 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Child Development/Early Care and Education (1305.00) and Preschool Age Children (1305.40). The colleges with the most completions in the region are East LA, Santa Monica, and LA Mission.

Since there is not a dedicated TOP code for transitional kindergarten (TK) teacher programs, the majority of TK teacher programs across the state are coded under Child Development/Early Care and Education (1305.00). However, Child Development/Early Care and Education programs have historically trained for *preschool teachers* and *childcare workers* and not specifically kindergarten or TK teachers. Since the supply data in Exhibit 6 represents conferred awards across all Child Development/Early Care and Education programs and not solely transitional kindergarten (TK) teacher-focused programs, the data is overstated for TK teacher programs.

According to COCI, only two colleges in the LA/OC region (Glendale and Santa Monica) have Child Development/Early Care and Education (1305.00) programs that focus on transitional kindergarten (TK).

**Exhibit 5: Regional community college awards (certificates and degrees), 2019-2022**

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		

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		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
		<b>LA Subtotal</b>	<b>3,415</b>	<b>3,422</b>	<b>3,487</b>	<b>3,441</b>
		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
		<b>OC Subtotal</b>	<b>482</b>	<b>379</b>	<b>432</b>	<b>431</b>
<b>Supply Subtotal/Average</b>			<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
1305.40	Preschool Age Children	LA Mission	32	16	34	27
		LA Pierce	165	161	130	152
		LA Valley	88	80	94	87
		<b>LA Subtotal</b>	<b>285</b>	<b>257</b>	<b>258</b>	<b>267</b>
		Fullerton	14	11	11	12
		Orange Coast	34	16	27	26
		Santa Ana	52	53	64	56
		Santiago Canyon	6	17	9	11
		<b>OC Subtotal</b>	<b>106</b>	<b>97</b>	<b>111</b>	<b>105</b>
<b>Supply Subtotal/Average</b>			<b>391</b>	<b>354</b>	<b>369</b>	<b>371</b>
<b>Supply Total/Average</b>			<b>4,288</b>	<b>4,155</b>	<b>4,288</b>	<b>4,244</b>

### 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 in early childhood and elementary education. Exhibit 6 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 1,653 bachelor's and sub-baccalaureate awards. The majority (99%) of these awards were bachelor's degrees. Bachelor's awards are included since *kindergarten teachers, except special education* requires a bachelor's

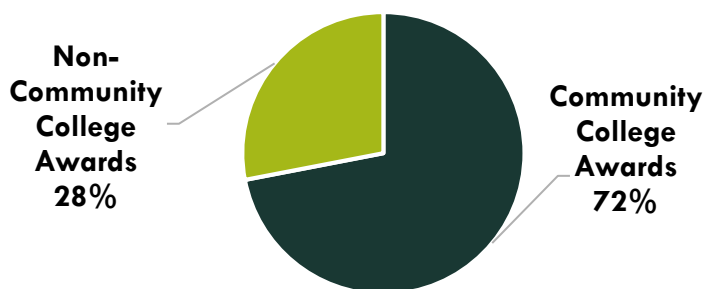
degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards.

**Exhibit 6: Regional non-community college awards, 2019-2021**

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
13.1202	Elementary Education and Teaching	Biola University	31	27	29
		University of Massachusetts Global	1	-	1
13.1209	Kindergarten/Preschool Education and Teaching	Bethesda University	9	5	7
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 Univ.	3	4	4
		Pacific Oaks College	61	51	56
		University of Massachusetts Global	51	62	57
		Vanguard University of Southern California	7	7	7
<b>Supply Total/Average</b>			<b>1,614</b>	<b>1,692</b>	<b>1,653</b>

Exhibit 7 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. Nearly three-quarters of awards conferred in these programs are awarded by community colleges in the LA/OC region.

**Exhibit 7: 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 8. Los Angeles County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Kindergarten Teachers, Except Special Education (25-2012)	2,144	2,254	110	5%	252	\$37.24	\$52.19	\$53.62

### Exhibit 9. Orange County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Kindergarten Teachers, Except Special Education (25-2012)	588	637	49	8%	74	\$36.86	\$51.45	\$52.47

### Exhibit 10. 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
Kindergarten Teachers, Except Special Education (25-2012)	2,732	2,892	159	6%	326	15%	Bachelor's degree

\*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. These occupations have a smaller share of older workers, which typically indicates fewer 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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