

Labor Market Analysis: 1305.00/Child Development and Early Care and Education
Child Development – Certificates of Achievement requiring 8 to <16, 16 to <30 & 30 <60 units
 Los Angeles Center of Excellence, March 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: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.
 - **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.
 - **Teaching Assistants, All Other (25-9049)** All teaching assistants not listed separately.
- **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.³

¹ [Preschool Teachers : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

² [Teacher Assistants : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

³ [Childcare Workers : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.⁴ 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 child development occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the national-level educational attainment data indicates between 34% and 39% of workers in the field have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program this program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **22,011 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 6,130 awards conferred** by educational institutions in the region.
 - However, the *teaching assistants, except postsecondary (25-9045)* SOC code includes all levels of teaching assistants. Since the SOC code does not solely represent preschool teaching assistants, **the number of annual job openings is overstated.**
 - Over the past 12 months, there were **15,850 online job postings related to the three child development occupations in this report.** The highest number of job postings were for preschool teachers, preschool teacher assistants, child care professionals, infant/toddler teachers, and after school teachers.
- **Living Wage Criteria** – Within Los Angeles County, all three **child development occupations have entry-level wages below the self-sufficiency standard hourly wage (\$18.10/hour).**⁵
- **Educational Criteria** – Within the greater LA/OC region, **58% of the annual job openings** for occupations related to child development **typically require a high school diploma or equivalent.**
 - However, the national-level educational attainment data indicates **between 34% and 39% of workers in the field have completed some college or an associate degree.**

⁴ 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.

⁵ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

Supply:

- There are **27 community colleges** in the greater LA/OC region that issue awards related to child development and early care and education, conferring an average of **4,498 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **1,632 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 child development occupations. 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 more than 22,000 job openings per year through 2026 due to job growth and replacements. It is important to note that *teaching assistants, except postsecondary (25-9045)* includes teaching assistants of all age levels, not solely preschool and/or early childhood. Therefore, the data in exhibit 1 is overstated for preschool teaching assistants.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁶

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	113,614	112,673	(941)	(1%)	17,606
Orange	25,750	29,137	3,386	13%	4,405
Total	139,364	141,809	2,445	2%	22,011

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these child development 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.

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Los Angeles County—All three 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 \$13.64 and \$17.72. Experienced workers can expect to earn wages between \$18.24 and \$22.79, which are higher than the self-sufficiency standard.

Exhibit 2: Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Preschool Teachers, Except Special Education (25-2011)	\$14.52	\$17.73	\$22.73	\$36,900
Teaching Assistants, Except Postsecondary (25-9045)	\$17.72	\$18.36	\$22.79	\$38,200
Childcare Workers (39-9011)	\$13.64	\$14.63	\$18.24	\$30,400

*rounded to the nearest \$100

Orange County—All three 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 \$17.41. Experienced *preschool teachers, except special education* and *teaching assistants, except postsecondary* can expect to earn wages between \$21.29 and \$22.36, which are higher than the self-sufficiency standard. Experienced *childcare workers* can expect to earn less than the self-sufficiency standard wage (\$16.78).

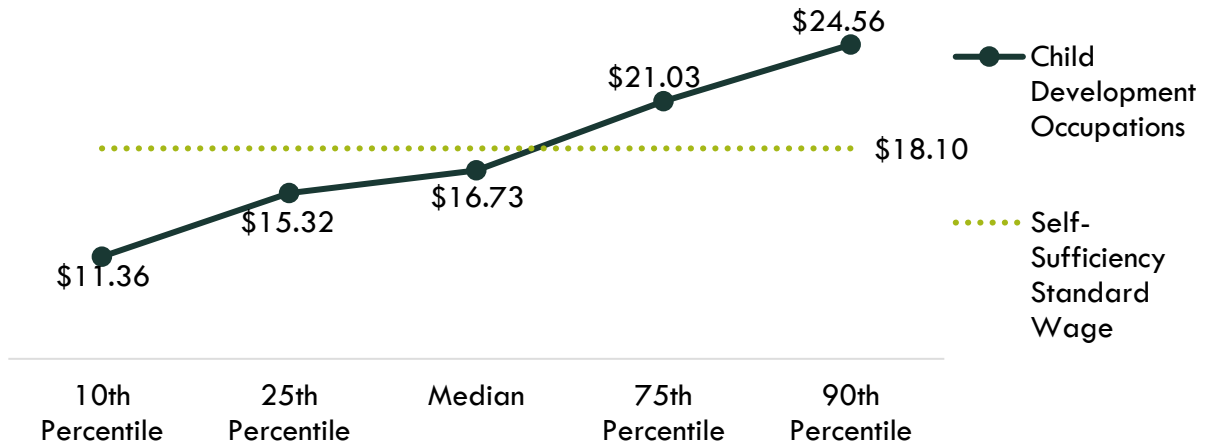
Exhibit 3: Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Preschool Teachers, Except Special Education (25-2011)	\$14.31	\$16.66	\$21.29	\$34,700
Teaching Assistants, Except Postsecondary (25-9045)	\$17.41	\$17.96	\$22.36	\$37,400
Childcare Workers (39-9011)	\$14.00	\$14.64	\$16.78	\$30,500

*rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$15.32; this is below 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.

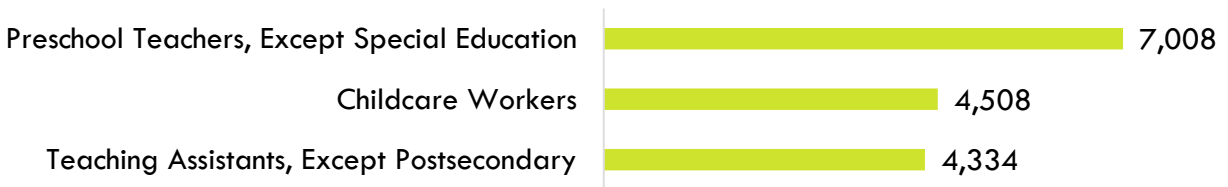
Exhibit 4: Average Hourly Earnings for Child Development Occupations in LA/OC



Job Postings

There were 15,850 online job postings related to child development listed in the past 12 months. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (44%) were for *preschool teachers, except special education*, followed by *childcare workers* (28%) and *teaching assistants, except postsecondary* (27%). The highest number of job postings were for preschool teachers, preschool teacher assistants, child care professionals, infant/toddler teachers, and after school teachers. The top skills were preschool education, child development, early childhood education, lesson planning, and knowledge of special education/autism spectrum disorders. The top three employers, by number of job postings, in the region were KinderCare, Learning Care, and Center for Autism & Related Disorders.

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:

- **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 (58%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates between 34% and 39% of workers in the field have completed some college or an associate

degree. Of the 55% of child development job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 66% (5,735) requested high school or vocational training, 15% (1,297) requested an associate degree, and 20% (1,709) 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), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	23	21	21	22
		LA Subtotal	23	21	21	22
		Coastline	3	2	6	4
		Fullerton	7	-	-	2
		Santa Ana	30	11	80	40
		Santiago Canyon	6	7	20	11
		OC Subtotal	46	20	106	57
Supply Subtotal/Average			69	41	127	79
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	-	1	-	0
		LA Subtotal	-	1	-	0
		Santa Ana	-	-	3	1
		Santiago Canyon	-	1	4	2
		OC Subtotal	-	1	7	3
Supply Subtotal/Average			-	2	7	3
0809.00	Special Education	Compton	-	-	2	1
		Long Beach	2	1	1	1
		LA Subtotal	2	1	3	2
		Santa Ana	27	16	31	25
		Santiago Canyon	-	2	6	3
		OC Subtotal	27	18	37	27
Supply Subtotal/Average			29	19	40	29
1305.00	Child Development/ Early Care and Education	Cerritos	140	132	128	133
		Citrus	313	164	193	223
		Compton	64	21	32	39
		East LA	335	690	568	531

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		El Camino	161	187	192	180
		Glendale	32	34	28	31
		LA City	163	190	200	184
		LA Harbor	35	26	43	35
		LA Mission	259	227	206	231
		LA Pierce	92	107	128	109
		LA Southwest	50	51	88	63
		LA Trade-Tech	164	132	169	155
		LA Valley	98	148	161	136
		Long Beach	183	169	151	168
		Mt San Antonio	111	106	219	145
		Pasadena	105	114	129	116
		Rio Hondo	245	288	296	276
		Santa Monica	174	554	425	384
		West LA	51	60	66	59
		LA Subtotal	2,775	3,400	3,422	3,199
		Fullerton	47	39	53	46
		Irvine	96	99	61	85
		N. Orange Adult	75	59	63	66
		Orange Coast	20	41	16	26
		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	3,636
1305.40	Preschool Age Children	LA Mission	29	32	16	26
		LA Pierce	152	165	161	159
		LA Valley	91	88	80	86
		Pasadena	1	-	-	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	-	6	17	8
		OC Subtotal	88	106	97	97

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
Supply Subtotal/Average			361	391	354	369
1305.50	The School Age Child	Compton	2	-	-	1
		El Camino	7	4	12	8
		Glendale	-	-	2	1
		LA Mission	3	4	4	4
		LA Pierce	10	6	20	12
		LA Valley	16	10	13	13
		Long Beach	-	1	-	0
		LA Subtotal	38	25	51	38
		Irvine	3	1	-	1
		Saddleback	2	-	-	1
		OC Subtotal	5	1	-	2
Supply Subtotal/Average			43	26	51	40
1305.90	Infants and Toddlers	Cerritos	-	2	-	1
		East LA	45	3	13	20
		Glendale	3	1	5	3
		LA City	-	41	29	23
		LA Mission	13	8	10	10
		LA Pierce	35	45	34	38
		LA Valley	6	1	-	2
		Mt San Antonio	2	1	-	1
		Pasadena	2	1	5	3
		Rio Hondo	-	5	7	4
		LA Subtotal	106	108	103	106
		Irvine	1	-	3	1
		Orange Coast	5	6	2	4
		Saddleback	17	13	18	16
		Santa Ana	356	142	142	213
Santiago Canyon	-	1	2	1		
OC Subtotal	379	162	167	236		
Supply Subtotal/Average			485	270	270	342
Supply Total/Average			4,212	4,631	4,650	4,498

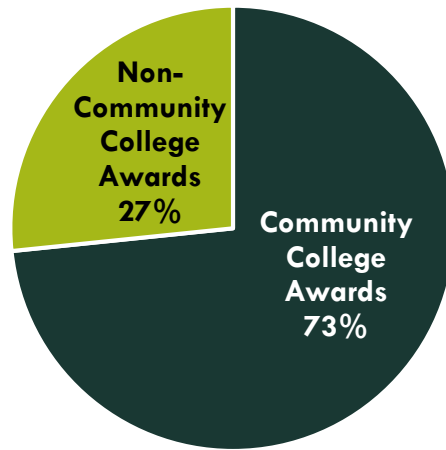
Non-Community College Supply—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for child development occupations. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 1,632 bachelor’s and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards that typically take fewer than four years to complete.

Exhibit 7: Regional non-community college awards, 2017-2020

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	-	6	2	3
13.1210	Early Childhood Education and Teaching	Bethesda University	8	5	2	5
		Brandman University	58	46	51	52
		CSU-Dominguez Hills	178	180	194	184
		CSU-Fullerton	477	531	518	509
		CSU-Los Angeles	238	298	385	307
		CSU-Northridge	322	349	352	341
		East San Gabriel Valley ROP	58	35	-	31
		Mount Saint Mary's University	4	4	3	4
		Pacific Oaks College	53	31	61	48
		Vanguard University of Southern California	21	15	7	14
19.0706	Child Development	Mount Saint Mary's University	24	17	27	23
		University of La Verne	53	53	40	49
		Whittier College	18	27	28	24
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	36	82	-	39
Supply Total/Average			1,548	1,679	1,670	1,632

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. More than two-thirds of 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)	2021 Jobs	2026 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)	16,262	17,957	1,695	10%	2,218	\$14.52	\$17.73	\$22.73
Teaching Assistants, Except Postsecondary (25-9045)	36,175	38,751	2,576	7%	4,914	\$17.72	\$18.36	\$22.79
Childcare Workers (39-9011)	61,177	55,965	(5,212)	(9%)	10,474	\$13.64	\$14.63	\$18.24
Total	113,614	112,673	(941)	(1%)	17,606	-	-	-

Exhibit 10. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Preschool Teachers, Except Special Education (25-2011)	4,636	5,246	610	13%	647	\$14.31	\$16.66	\$21.29
Teaching Assistants, Except Postsecondary (25-9045)	10,465	11,308	844	8%	1,434	\$17.41	\$17.96	\$22.36
Childcare Workers (39-9011)	10,650	12,582	1,932	18%	2,324	\$14.00	\$14.64	\$16.78
Total	25,750	29,137	3,386	13%	4,405	-	-	-

Exhibit 11. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	% Age 55 and older*	Typical Entry-Level Education
Preschool Teachers, Except Special Education (25-2011)	20,898	23,203	2,305	11%	2,865	17%	Associate degree
Teaching Assistants, Except Postsecondary (25-9045)	46,640	50,060	3,420	7%	6,348	23%	Some college, no degree
Childcare Workers (39-9011)	71,826	68,546	(3,280)	(5%)	12,798	27%	HS diploma or equivalent
Total	139,364	141,809	2,445	2%	22,011	24%	-

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 24%. 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)

For more information, please contact:

Luke Meyer, Director
Los Angeles Center of Excellence
Lmeyer7@mtsac.edu

