

## Labor Market Analysis: 1305.90/Infants and Toddlers

**Infant Care Teacher** - Certificate requiring 8 to fewer than 16 semester units

Los Angeles Center of Excellence, February 2024

### 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 checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" 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:

- **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.<sup>1</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>2</sup> 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 *childcare workers* 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 current 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.** Detailed reasons include:

### Demand:

- **Supply Gap Criteria** – Over the next five years, **10,924 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is**

<sup>1</sup> [Childcare Workers \(bls.gov\)](#)

<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.

more than the three-year average of 4,158 awards conferred by educational institutions in the region.

- **Living Wage Criteria** – Within Los Angeles County, typical entry-level hourly wages for *childcare workers* are **\$14.00, which is lower than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).<sup>3</sup>
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a **high school diploma** or equivalent as the typical entry-level education for *childcare workers*.
  - However, the national-level educational attainment data indicates **37% of workers in the field have completed some college or an associate degree.**

**Supply:**

- There are **26 community colleges** in the greater LA/OC region that issue awards related to infant and toddler care and development, conferring an average of **4,145 awards annually** between 2019 and 2022.
- Between 2019 and 2021, there was an average of **13 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 *childcare workers*. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to decrease by 4% through 2027. However, there will be nearly 11,000 job openings per year through 2027 due to retirements and workers leaving the field. The majority of jobs in 2022 for these commercial dance occupations (85%) were located in Los Angeles County.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>4</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	53,485	50,473	(3,012)	(6%)	9,146
Orange	9,698	10,028	330	3%	1,778
<b>Total</b>	<b>63,183</b>	<b>60,501</b>	<b>(2,682)</b>	<b>(4%)</b>	<b>10,924</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wages for *childcare workers* 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 the Appendix.

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

<sup>4</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.

## Los Angeles County

The typical entry-level hourly wages for *childcare workers* are \$14.00, which is below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$18.58, which is higher than the self-sufficiency standard.

**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*
Childcare Workers (39-9011)	\$14.00	\$15.82	\$18.58	\$32,900

\*Rounded to the nearest \$100

## Orange County

The typical entry-level hourly wages for *childcare workers* are \$14.00, which is below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$20.90 which is higher than the self-sufficiency standard.

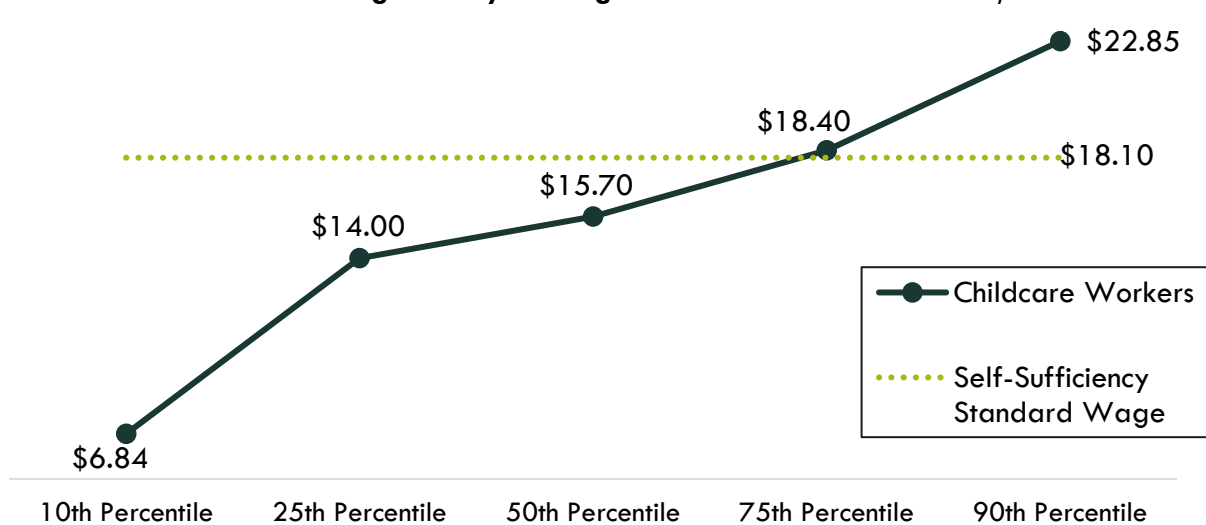
**Exhibit 3: Earnings for Occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Childcare Workers (39-9011)	\$14.00	\$14.49	\$17.13	\$30,100

\*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$14.00; 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 Childcare Workers in LA/OC**



### Job Postings

There were 2,550 online job postings related to *childcare workers* listed in the past 12 months. The highest number of job postings were for after school program leaders, child care professionals, child care assistants, daycare assistants, and after school program instructors. The top skills were child development, working with children, lesson planning, meal planning/preparation, and bilingual (Spanish/English). The top three employers, by number of job postings, in the region were Care Group, Right At School, and Woodcraft Rangers.

### Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *childcare workers*. However, the national-level educational attainment data indicates 38% of workers in the field have completed some college or an associate degree. Of the 46% of *childcare worker* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 76% (888) requested high school or vocational training, 11% (130) requested an associate degree, and 12% (136) 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 Infants and Toddlers (1305.90). The colleges with the most completions in the region are East LA, Santa Monica, and Rio Hondo.

**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
Mt San Antonio	106	219	261	195		

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		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>3,897</b>	<b>3,801</b>	<b>3,919</b>	<b>3,872</b>
1305.90	Infants and Toddlers	Cerritos	2	-	3	2
		East LA	3	13	7	8
		Glendale	1	5	6	4
		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
		<b>LA Subtotal</b>	<b>108</b>	<b>103</b>	<b>104</b>	<b>105</b>
		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
		<b>OC Subtotal</b>	<b>162</b>	<b>167</b>	<b>174</b>	<b>168</b>
		<b>Supply Subtotal/Average</b>	<b>270</b>	<b>270</b>	<b>278</b>	<b>273</b>
		<b>Supply Total/Average</b>	<b>4,167</b>	<b>4,071</b>	<b>4,197</b>	<b>4,145</b>

### Non-Community College Supply

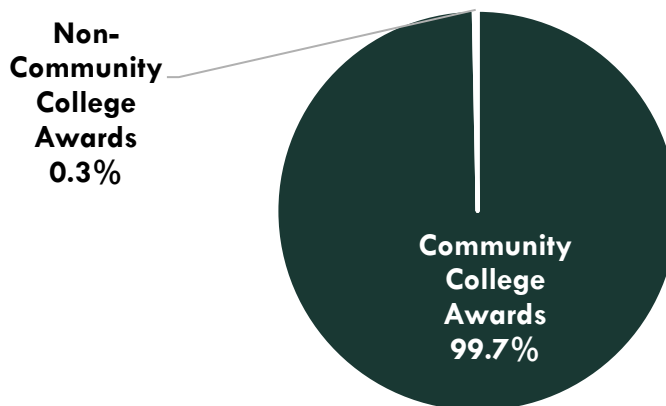
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *childcare workers*. Exhibit 6 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due 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 13 sub-baccalaureate awards. 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
13.1210	Early Childhood Education and Teaching	American Jewish University	-	15	8
		Mount Saint Mary's University	3	4	4
		Vanguard University of Southern California	1	3	2
<b>Supply Total/Average</b>			<b>4</b>	<b>22</b>	<b>13</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. The vast majority 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: 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)
Childcare Workers (39-9011)	53,485	50,473	(3,012)	(6%)	9,146	\$14.00	\$15.82	\$18.58

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)
Childcare Workers (39-9011)	9,698	10,028	330	3%	1,778	\$14.00	\$14.49	\$17.13

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
Childcare Workers (39-9011)	63,183	60,501	(2,682)	(4%)	10,924	31%	HS diploma or equivalent

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

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**DATA 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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