



Labor Market Analysis:

1305.00 – Child Development/Early Care and Education

Family Childcare Provider – Certificate requiring 16 to fewer than 30 semester units

Los Angeles Center of Excellence, January 2025

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, 25 th)	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"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the one identified middle-skill occupation 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 as their highest level of educational attainment.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 11,212 annual job openings are projected in the region through 2028. This number is greater than the three-year average of 4,546 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. 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.

Living Wage

- \$15.50 is the typical entry-level hourly wages for *childcare workers*, which is lower than Los Angeles County's self-sufficiency standard hourly (\$24.03/hour).²

Educational Attainment

- A high school diploma or equivalent is the typical entry-level education for *childcare workers*, according to the Bureau of Labor Statistics (BLS).
- 35% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 26 community colleges issued awards related to early childhood education in the greater LA/OC region.
- 4,519 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

Other postsecondary supply

- 3 educational institutions in the LA/OC region have conferred awards in programs related to early childhood education over the past three years.
- 27 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

TARGET OCCUPATION

LA COE prepared this report to provide regional labor market and postsecondary supply 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.³

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 this occupation is projected to decrease by 5% through 2028. However, there will be more than 11,200 job openings per year through 2028 due to retirements and workers leaving the field. The majority of jobs in 2023 for *childcare workers* (84%) were located in Los Angeles County.

² Center for Women's Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024*. <http://selfsufficiencystandard.org/California>.

³ [Childcare Workers \(bls.gov\)](https://www.bls.gov/occupations/childcare-workers)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁴

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	56,112	52,674	(3,438)	(6%)	9,348
Orange	10,642	10,724	82	1%	1,864
Total	66,753	63,398	(3,355)	(5%)	11,212

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for the target occupation in Los Angeles County. Positive scores for automation resilience⁵ reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁶

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Automation Resilience	% Aged 55 and older	% Full Time Workers
Childcare Workers	56,112	52,674	(6%)	9,348	12	31%	54%

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 Los Angeles/Orange County region.

Los Angeles County

The typical entry-level hourly wages for *childcare workers* are \$15.50, which is below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Experienced workers can expect to earn wages of \$19.72, which is still lower than the self-sufficiency standard (Exhibit 3).

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁵ Automation risk is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

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.

Exhibit 3: Earnings for occupation in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Childcare Workers	\$15.50	\$17.59	\$19.72	\$36,600

*Rounded to the nearest \$100

Orange County

The typical entry-level hourly wages for *childcare workers* are \$15.50, which is below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Experienced workers can expect to earn wages of \$18.25, which is still lower than the self-sufficiency standard (Exhibit 4).

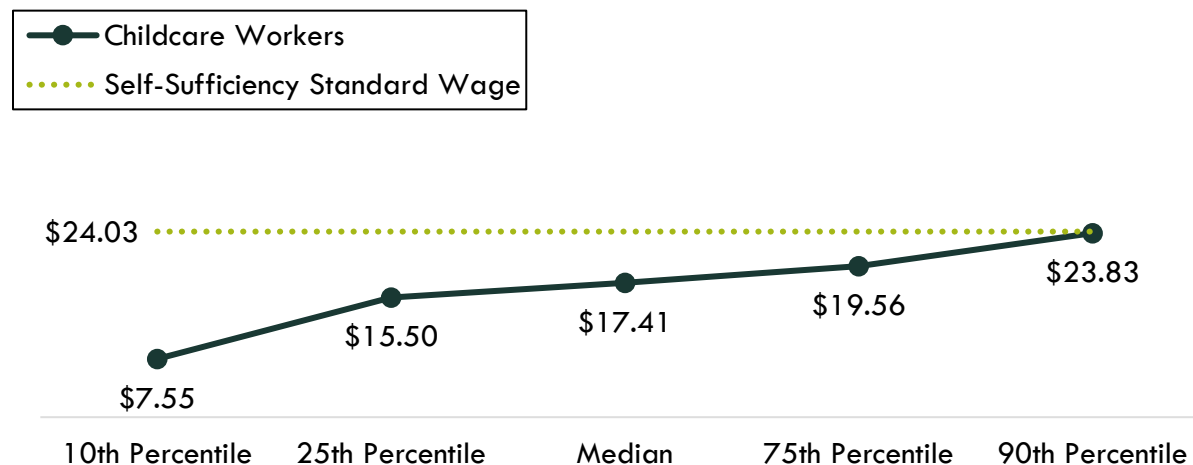
Exhibit 4: Earnings for occupation in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Childcare Workers	\$15.50	\$16.25	\$18.25	\$33,800

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupation in this report are \$15.50; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupation in this report, for entry-level to experienced workers.

Exhibit 5: Average hourly earnings for childcare workers, Los Angeles and Orange counties



JOB POSTINGS

There were 1,065 online job postings related to *childcare workers* listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupation in this report (Exhibit 6).

Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Child care professionals • Child care assistants • Childcare directors • Daycare assistants • Family assistants • Care providers • Daycare workers • Child care teachers 	<ul style="list-style-type: none"> • Child development • Working with children • Caregiving • Diaper changing • Meal planning and preparation • Housekeeping • Preschool education 	<ul style="list-style-type: none"> • BrightStar Care* • Care.com • Amergis* • YMCA • Acuity Behavior Solutions • Because Children Matter • Coast Community College District Office

*Staffing company

In the greater Los Angeles/Orange County region, 43% of the *childcare worker* job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for childcare workers, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	114	25%
Associate degree	44	10%
High school diploma or vocational training	298	65%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *childcare workers* (Exhibit 8). However, the national-level data indicates 35% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupation in this report:

Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Childcare workers	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the target occupation. The colleges with the most completions in the region are East LA, Santa Monica, and LA Mission.

Exhibit 9: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1305.00	Child Development/ Early Care and Education	Cerritos	128	275	370	258
		Citrus	193	184	109	162
		Compton	32	42	33	36
		East LA	568	602	455	542
		El Camino	192	188	186	189
		Glendale	28	26	26	27
		LA City	200	191	167	186
		LA Harbor	43	51	44	46
		LA Mission	206	337	332	292
		LA Pierce	128	85	83	99
		LA Southwest	88	53	32	58
		LA Trade-Tech	169	105	98	124
		LA Valley	161	135	170	155
		Long Beach	151	146	140	146
		Mt San Antonio	219	261	231	237
		Pasadena	129	94	59	94
		Rio Hondo	296	234	188	239
		Santa Monica	425	426	246	366
		West LA	66	52	42	53
		LA Subtotal	3,422	3,487	3,011	3,307
		Fullerton	53	46	49	49
		Irvine	61	130	72	88
		N. Orange Adult	63	32	129	75
		Orange Coast	16	12	47	25
		Saddleback	126	151	100	126
		Santa Ana	59	57	189	102
		Santiago Canyon	1	4	21	9
		OC Subtotal	379	432	607	473
Supply Subtotal/Average			3,801	3,919	3,618	3,779

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1305.40	Preschool Age Children	LA Mission	16	34	51	34
		LA Pierce	161	130	148	146
		LA Valley	80	94	107	94
		LA Subtotal	257	258	306	274
		Fullerton	11	11	8	10
		Orange Coast	16	27	91	45
		Santa Ana	53	64	47	55
		Santiago Canyon	17	9	64	30
		OC Subtotal	97	111	210	139
Supply Subtotal/Average			354	369	516	413
1305.50	The School Age Child	El Camino	12	14	16	14
		Glendale	2	2	3	2
		LA Mission	4	9	6	6
		LA Pierce	20	14	34	23
		LA Valley	13	19	23	18
		Mt San Antonio	-	1	1	1
		LA Subtotal	51	59	83	64
		Santa Ana	-	3	1	1
		OC Subtotal	-	3	1	1
Supply Subtotal/Average			51	62	84	66
1305.90	Infants and Toddlers	Cerritos	-	3	-	1
		East LA	13	7	11	10
		Glendale	5	6	10	7
		LA City	29	31	28	29
		LA Mission	10	14	19	14
		LA Pierce	34	29	32	32
		LA Valley	-	1	1	1
		Mt San Antonio	-	3	1	1
		Pasadena	5	7	1	4
		Rio Hondo	7	3	5	5
		LA Subtotal	103	104	108	105
		Irvine	3	4	2	3
		Orange Coast	2	4	3	3
		Saddleback	18	12	15	15
		Santa Ana	142	149	7	99

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
		Santiago Canyon	2	5	100	36
		OC Subtotal	167	174	127	156
		Supply Subtotal/Average	270	278	235	261
		Supply Total/Average	4,476	4,628	4,453	4,519

Other Postsecondary Supply

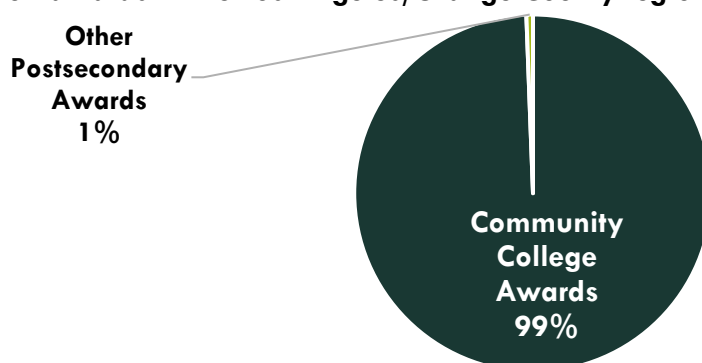
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *childcare workers*. Exhibit 10 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 27 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 10: Other regional postsecondary awards, 2020-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
13.1210	Early Childhood Education and Teaching	American Jewish Univ.	-	15	52	22
		Mount Saint Mary's Univ.	3	4	2	3
		Vanguard University of Southern California	1	3	1	2
		Supply Total/Average	4	22	55	27

Exhibit 11 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by community colleges in the greater Los Angeles/Orange County region.

Exhibit 11: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



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DATA SOURCES

POWERED BY



- 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)

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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