



## Labor Market Analysis:

### 1305.00 – Child Development/Early Care and Education

### 19.0709 – Child Care Provider/Assistant

### Early Childhood Educator 1—Certificate requiring 8 to fewer than 16 semester units

Los Angeles Center of Excellence, March 2026

<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"/>
Program Endorsement Criteria			
<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"/>	
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 occupations<sup>1</sup> 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 four identified middle-skill 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 current workers in the field in three of these target occupations have completed some college or an associate degree as their highest 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

- 22,060 annual job openings are projected in the region through 2029. This number is substantially greater than the three-year average of 6,504 awards conferred by educational institutions in the region.

<sup>1</sup> 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**

- 99% of annual job openings for these early childhood education occupations have entry-level wages **below** Los Angeles County’s self-sufficiency standard hourly wage (\$24.03/hour).<sup>2</sup>

### **Educational Attainment**

- 60% of the annual job openings typically require a high school diploma or equivalent for middle-skill occupations related to early childhood education in the LA/OC region.
- 31%-37% of *preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers* in the field have completed some college or an associate degree as their highest level of educational attainment.
  - *Special education teachers, preschool* typically require a bachelor’s degree, and 90% of current workers in this occupation have completed a bachelor’s degree or more educational attainment.

### **Community college supply**

- 27 community colleges issued awards related to early childhood education in the greater LA/OC region.
- 4,811 awards (degrees and certificates) were conferred on average each year between 2022 and 2024.

### **Other postsecondary supply**

- 13 educational institutions in the LA/OC region have conferred awards in programs related to early childhood education over the past three years.
- 1,693 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2021 and 2023.

## **TARGET OCCUPATIONS**

LA COE prepared this report to provide regional labor market and postsecondary supply data related to four middle-skill occupations. Although *special education teachers, preschool* typically requires a bachelor’s degree, it is considered middle skill because community colleges have historically trained for this occupation. [For full occupation descriptions, please see Appendix.](#)

- **Preschool Teachers, Except Special Education (25-2011)**<sup>3</sup>
- **Special Education Teachers, Preschool (25-2051)**<sup>4</sup>
- **Teaching Assistants, Except Postsecondary (25-9045)** This aggregate occupation includes the following 2018 SOC detailed occupations:<sup>5</sup>
  - **Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042)**
  - **Teaching Assistants, Special Education (25-9043)**
  - **Teaching Assistants, All Other (25-9049)**

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

<sup>3</sup> [Preschool Teachers \(bls.gov\)](#)

<sup>4</sup> [Special Education Teachers, Preschool \(bls.gov\)](#)

<sup>5</sup> [Teacher Assistants \(bls.gov\)](#)

- **Childcare Workers (39-9011)** <sup>6</sup>

## OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these early childhood education occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to slightly decrease by less than 1% through 2029. However, there will be more than 22,000 job openings per year through 2029 due to retirements and workers leaving the field. The majority of jobs in 2024 for these middle-skill early childhood education occupations (80%) were located in Los Angeles County.

**Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties<sup>7</sup>**

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	119,020	117,650	(1,371)	(1%)	17,704
Orange	29,336	30,097	761	3%	4,356
<b>Total</b>	<b>148,356</b>	<b>147,747</b>	<b>(609)</b>	<b>(0%)</b>	<b>22,060</b>

## Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. 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 County<sup>8</sup>**

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Preschool Teachers, Except Special Education	14,881	15,426	4%	1,790	19%	80%
Special Education Teachers, Preschool	253	283	12%	24	22%	59%
Teaching Assistants, Except Postsecondary	41,117	41,762	2%	4,996	24%	43%
Childcare Workers	62,769	60,178	(4%)	10,894	30%	54%
<b>Total</b>	<b>119,020</b>	<b>117,650</b>	<b>(1%)</b>	<b>17,704</b>	-	-

<sup>6</sup> [Childcare Workers \(bls.gov\)](https://www.bls.gov)

<sup>7</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.

<sup>8</sup> Ibid.

## 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 Los Angeles/Orange County region.

### Los Angeles County

The majority, 99%, of annual openings for early childhood education occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$16.01 and \$33.56. (Exhibit 3).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Special education teachers, preschool*, \$33.56

Experienced *childcare workers; preschool teachers, except special education; and teaching assistants, except postsecondary* can expect to earn wages between \$21.40 and \$23.15, which is lower than the self-sufficiency standard. However, experienced *special education teachers, preschool* can expect to earn \$50.04, which is higher than the self-sufficiency standard.

#### Exhibit 3: Earnings for occupations in Los Angeles 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*
Preschool Teachers, Except Special Education	\$18.05	\$21.50	\$22.97	\$44,700
Special Education Teachers, Preschool	\$33.56	\$47.90	\$50.04	\$99,600
Teaching Assistants, Except Postsecondary	\$18.04	\$21.89	\$23.15	\$45,500
Childcare Workers	\$16.01	\$18.01	\$21.40	\$37,500

\*Rounded to the nearest \$100

### Orange County

The majority, 99%, of annual openings for early childhood education occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$16.01 and \$33.24 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- *Special education teachers, preschool*, \$33.24

Experienced *childcare workers; preschool teachers, except special education; and teaching assistants, except postsecondary* can expect to earn wages between \$19.83 and \$22.92, which is lower than the self-sufficiency standard. However, experienced *special education teachers, preschool* can expect to earn \$48.63, which is higher than the self-sufficiency standard.

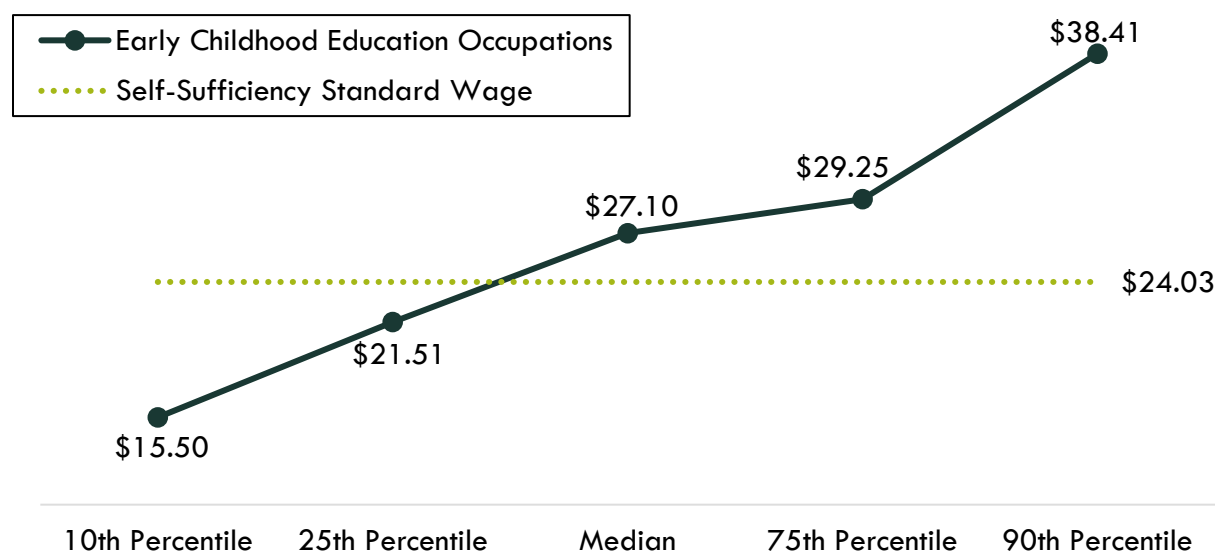
#### Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)	Median Annual Earnings*
Preschool Teachers, Except Special Education	\$17.49	\$20.72	\$22.42	\$43,100
Special Education Teachers, Preschool	\$33.24	\$46.61	\$48.63	\$97,000
Teaching Assistants, Except Postsecondary	\$17.86	\$21.68	\$22.92	\$45,100
Childcare Workers	\$16.01	\$16.61	\$19.83	\$34,600

\*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$21.51; 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 occupations in this report, for entry-level to experienced workers.

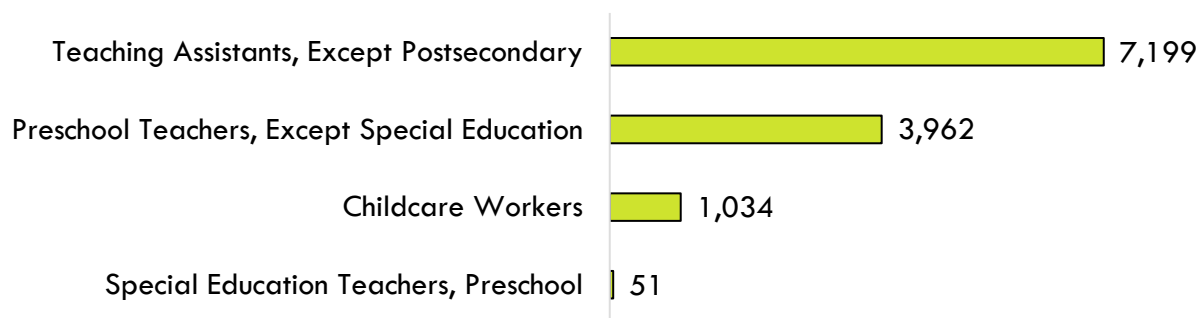
#### Exhibit 5: Average hourly earnings for target occupations, Los Angeles and Orange counties



## JOB POSTINGS

There were 12,246 online job postings related to early childhood education listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (59%) were for *teaching assistants, except postsecondary*, followed by *preschool teachers, except special education* (32%) and *childcare workers* (8%).

**Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties**



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

**Exhibit 7: 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"> <li>• Preschool teachers</li> <li>• Teaching assistants</li> <li>• Paraprofessionals</li> <li>• Preschool teacher assistants</li> <li>• Teacher aides</li> <li>• Assistant teachers</li> <li>• Infant/toddler teachers</li> <li>• Instructional aides</li> </ul>	<ul style="list-style-type: none"> <li>• Preschool education</li> <li>• Child development</li> <li>• Special education</li> <li>• Working with children</li> <li>• Lesson planning</li> <li>• Toileting</li> <li>• Classroom management</li> <li>• Early childhood education</li> </ul>	<ul style="list-style-type: none"> <li>• Zen Educate*</li> <li>• KinderCare Education</li> <li>• Bright Horizons</li> <li>• Soliant Health*</li> <li>• Amergis*</li> <li>• Childtime Learning Centers</li> <li>• Endeavor Schools</li> <li>• EMIT Learning*</li> </ul>

\*Staffing company

In the greater Los Angeles/Orange County region, 61% of the early childhood education 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 early childhood education occupations, Los Angeles and Orange counties**

Education Level	Job Postings	% of Job Postings
Bachelor's degree	1,165	16%
Associate degree	1,468	20%
High school diploma or vocational training	4,833	65%

**EDUCATIONAL ATTAINMENT**

In the greater Los Angeles/Orange County region, the majority of annual job openings (60%) typically require a high school diploma or equivalent (Exhibit 9). However, the national-level data indicates between 31% and 37% of *preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers* in the field have completed some college or an associate degree as their highest level of educational attainment. *Special education teachers, preschool* typically require a bachelor's degree, and 90% of current workers in this occupation have completed a bachelor's degree or more educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

**Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics**

Occupation	Education Level
Special Education Teachers, Preschool	Bachelor's degree
Preschool Teachers, Except Special Education	Associate degree
Teaching Assistants, Except Postsecondary	Some college, no degree
Childcare Workers	High school diploma or equivalent

**EDUCATIONAL SUPPLY**

**Community College Supply**

Exhibit 10 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 Cerritos, East LA, and LA Mission.

**Exhibit 10: Regional community college awards (certificates and degrees), 2022-2024**

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	LA Pierce	3	1	1	2
		Long Beach	-	4	15	6
		Mt San Antonio	13	7	10	10
		West LA	-	12	4	5
		<b>LA Subtotal</b>	<b>16</b>	<b>24</b>	<b>30</b>	<b>23</b>
		Coastline	-	-	1	0
		Santa Ana	60	42	47	50
		Santiago Canyon	13	21	16	17
		<b>OC Subtotal</b>	<b>73</b>	<b>63</b>	<b>64</b>	<b>67</b>
<b>Supply Subtotal/Average</b>			<b>89</b>	<b>87</b>	<b>94</b>	<b>90</b>
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	-	-	0
		<b>LA Subtotal</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>0</b>
		Santa Ana	7	1	-	3
		Santiago Canyon	5	-	-	2
		<b>OC Subtotal</b>	<b>12</b>	<b>1</b>	<b>-</b>	<b>4</b>
<b>Supply Subtotal/Average</b>			<b>13</b>	<b>1</b>	<b>-</b>	<b>5</b>
0809.00	Special Education	Compton	1	-	-	0
		Long Beach	3	2	5	3
		<b>LA Subtotal</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>4</b>
		Santa Ana	23	27	21	24
		Santiago Canyon	7	1	4	4
		<b>OC Subtotal</b>	<b>30</b>	<b>28</b>	<b>25</b>	<b>28</b>
<b>Supply Subtotal/Average</b>			<b>34</b>	<b>30</b>	<b>30</b>	<b>31</b>
1305.00	Child Development/ Early Care and Education	Cerritos	275	370	1,057	567
		Citrus	184	109	80	124
		Compton	42	33	20	32
		East LA	602	455	377	478
		El Camino	188	186	151	175
		Glendale	26	26	40	31
		LA City	191	167	145	168
		LA Harbor	51	44	32	42
		LA Mission	337	332	381	350
		LA Pierce	85	83	104	91
		LA Southwest	53	32	21	35
		LA Trade-Tech	105	98	84	96

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
		LA Valley	135	170	107	137
		Long Beach	146	140	188	158
		Mt San Antonio	261	231	243	245
		Pasadena	94	59	76	76
		Rio Hondo	234	188	236	219
		Santa Monica	426	246	305	326
		West LA	52	42	52	49
		<b>LA Subtotal</b>	<b>3,487</b>	<b>3,011</b>	<b>3,699</b>	<b>3,399</b>
		Fullerton	46	49	60	52
		Irvine	130	72	70	91
		N. Orange Adult	32	129	132	98
		Orange Coast	12	47	73	44
		Saddleback	151	100	117	123
		Santa Ana	57	189	194	147
		Santiago Canyon	4	21	2	9
		<b>OC Subtotal</b>	<b>432</b>	<b>607</b>	<b>648</b>	<b>562</b>
		<b>Supply Subtotal/Average</b>			<b>3,919</b>	<b>3,618</b>
1305.40	Preschool Age Children	LA Mission	34	51	53	46
		LA Pierce	130	148	118	132
		LA Valley	94	107	88	96
		<b>LA Subtotal</b>	<b>258</b>	<b>306</b>	<b>259</b>	<b>274</b>
		Fullerton	11	8	16	12
		Orange Coast	27	91	79	66
		Santa Ana	64	47	55	55
		Santiago Canyon	9	64	29	34
		<b>OC Subtotal</b>	<b>111</b>	<b>210</b>	<b>179</b>	<b>167</b>
<b>Supply Subtotal/Average</b>			<b>369</b>	<b>516</b>	<b>438</b>	<b>441</b>
1305.50	The School Age Child	El Camino	14	16	11	14
		Glendale	2	3	2	2
		LA Mission	9	6	7	7
		LA Pierce	14	34	11	20
		LA Valley	19	23	10	17
		Mt San Antonio	1	1	5	2
		<b>LA Subtotal</b>	<b>59</b>	<b>83</b>	<b>46</b>	<b>63</b>
		Santa Ana	3	1	1	2
		<b>OC Subtotal</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
<b>Supply Subtotal/Average</b>			<b>62</b>	<b>84</b>	<b>47</b>	<b>64</b>
1305.90	Infants and Toddlers	Cerritos	3	-	-	1
		East LA	7	11	10	9
		Glendale	6	10	4	7
		LA City	31	28	20	26
		LA Mission	14	19	21	18
		LA Pierce	29	32	12	24
		LA Valley	1	1	-	1
		Mt San Antonio	3	1	1	2
		Pasadena	7	1	8	5
		Rio Hondo	3	5	4	4
		<b>LA Subtotal</b>	<b>104</b>	<b>108</b>	<b>80</b>	<b>97</b>
		Irvine	4	2	1	2
		Orange Coast	4	3	1	3
		Saddleback	12	15	19	15
		Santa Ana	149	7	14	57
		Santiago Canyon	5	100	28	44
		<b>OC Subtotal</b>	<b>174</b>	<b>127</b>	<b>63</b>	<b>121</b>
<b>Supply Subtotal/Average</b>			<b>278</b>	<b>235</b>	<b>143</b>	<b>219</b>
<b>Supply Total/Average</b>			<b>4,764</b>	<b>4,571</b>	<b>5,099</b>	<b>4,811</b>

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (60%).

**Exhibit 11: Community college awards by award type, 2022-2024**

Award Type	# of Awards	% of Awards
A.A./A.A.-T/A.S./A.S.-T degrees	1,546	32%
Certificates	2,907	60%
Noncredit awards	358	7%
<b>Total</b>	<b>4,811</b>	<b>100%</b>

**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 early childhood education. Exhibit 12 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2021 to 2023. Between 2021 and 2023, other postsecondary college institutions in the region conferred an average of 1,693 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 12: Other regional postsecondary awards, 2021-2023**

CIP Code	Program	Postsecondary Institution	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
13.1210	Early Childhood Education and Teaching	American Jewish Univ.	26	52	38	39
		Bethesda University	1	4	1	2
		Biola University	-	-	1	0
		CSU-Dominguez Hills	225	243	238	235
		CSU-Fullerton	510	527	396	478
		CSU-Los Angeles	372	391	402	388
		CSU-Northridge	392	400	329	374
		Mount Saint Mary's University	4	2	1	2
		Pacific Oaks College	51	61	32	48
		University of Massachusetts Global	62	68	48	59
		Vanguard University of Southern California	7	4	9	7
19.0706	Child Development	Mount Saint Mary's University	18	11	16	15
		University of La Verne	37	25	16	26
		Whittier College	19	23	16	19
<b>Supply Total/Average</b>			<b>1,724</b>	<b>1,811</b>	<b>1,543</b>	<b>1,693</b>

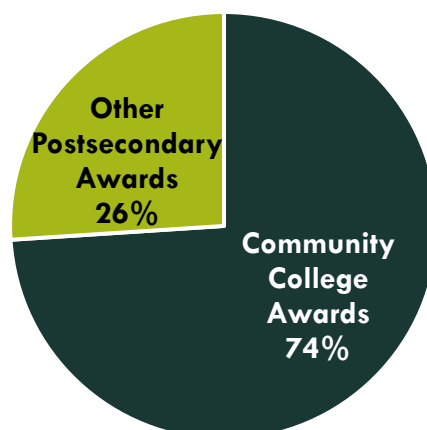
Exhibit 13 shows the breakdown of other postsecondary awards by award type. The majority of awards issued by other postsecondary schools are bachelor's degrees (98%).

**Exhibit 13: Other postsecondary awards by award type, 2021-2023**

Award Type	# of Awards	% of Awards
Bachelor's degrees	1,656	98%
Sub-baccalaureate awards	37	2%
<b>Total</b>	<b>1,693</b>	<b>100%</b>

Exhibit 14 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 14: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



## APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target 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. <sup>9</sup>
- **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. <sup>10</sup>
- **Teaching Assistants, Except Postsecondary (25-9045)** This occupation includes the 2018 SOC occupations: <sup>11</sup>
  - **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.

<sup>9</sup> [Preschool Teachers \(bls.gov\)](https://www.bls.gov)

<sup>10</sup> [Special Education Teachers, Preschool \(bls.gov\)](https://www.bls.gov)

<sup>11</sup> [Teacher Assistants \(bls.gov\)](https://www.bls.gov)

- **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>12</sup>

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POWERED BY



**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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<sup>12</sup> [Childcare Workers \(bls.gov\)](https://www.bls.gov)