CENTER OF EXCELLENCE FOR LABOR MARKET RESEARCH LOS ANGELES

Labor Market Analysis: 1305.90 – Infants and Toddlers
CIP: 13.1210 – Early Childhood Education and Teaching

Infant Care Certificate*–*Certificate requiring 16 to fewer than 30 semester units

Los Angeles Center of Excellence, March 2026

Program Endorsement:	**Endorsed: All Criteria Met** ☐	**Endorsed: Some Criteria Met** ☒	**Not Endorsed** ☐

Program Endorsement Criteria		
Supply Gap:	Yes ☑	No ☐
Living Wage: (Entry-Level, 25th)	Yes ☐	No ☑
Education:	Yes ☑	No ☐
Emerging Occupation(s)		
Yes ☐		*No* ☑

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation[1] 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

- 13,194 annual job openings are projected in the region through 2029. This number is substantially greater than the three-year average of 4,216 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

- $16.01 is the typical entry-level hourly wage 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 infants and toddlers in the greater LA/OC region.
- 4,180 awards (degrees and certificates) were conferred on average each year between 2022 and 2024.

Other postsecondary supply

- 3 educational institutions in the LA/OC region have conferred awards in programs related to infants and toddlers over the past three years.
- 36 sub-baccalaureate awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2021 and 2023.

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 3% through 2029. However, there will be more than 13,000 job openings per year through 2029 due to retirements and workers leaving the field. The majority of jobs in 2024 for *childcare workers* (83%) 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)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties[4]

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	62,769	60,178	(2,591)	(4%)	10,894
Orange	12,720	13,001	281	2%	2,299
Total	**75,490**	**73,179**	**(2,310)**	**(3%)**	**13,194**

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for the target occupation 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[5]

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Childcare Workers	62,769	60,178	(4%)	10,894	30%	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 $16.01, 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 $21.40, which is still lower than the self-sufficiency standard (Exhibit 3).

Exhibit 3: Earnings for occupation in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
Childcare Workers	$16.01	$18.01	$21.40	$37,500

*Rounded to the nearest $100

[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] Ibid.

Orange County

The typical entry-level hourly wages for *childcare workers* are $16.01, which is below the self-sufficiency standard wage for one adult ($27.13 in Orange County). Experienced workers can expect to earn wages of $19.83, which is lower than the self-sufficiency standard (Exhibit 4).

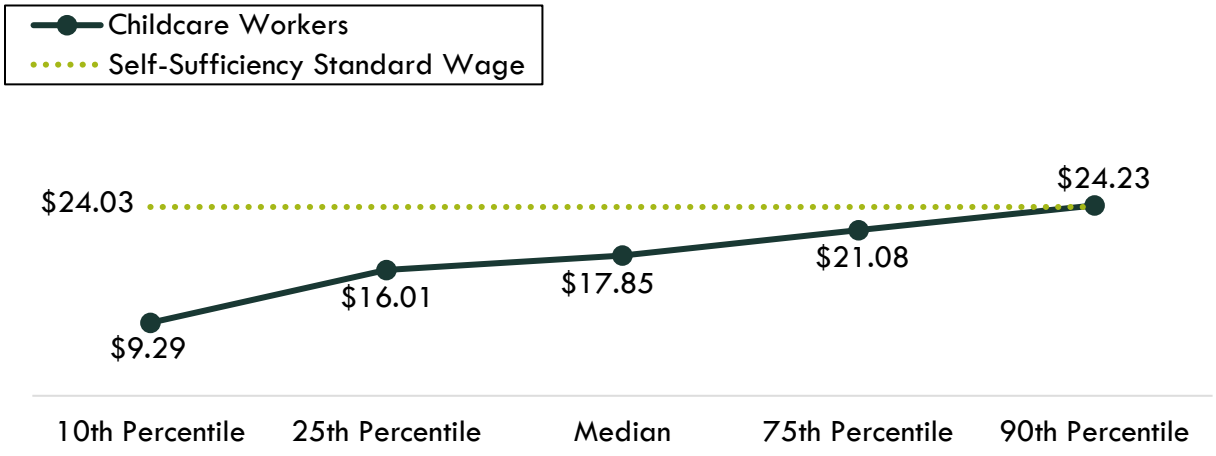
Exhibit 4: Earnings for occupation in Orange County

Occupation	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)	Median Annual Earnings*
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 occupation in this report are $16.01; 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 2,165 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
• Nannies • Babysitters • Childcare professionals • Family assistants • Day care assistants • Childcare assistants • Childcare specialists • Childcare directors • In-home caregivers	• Meal planning and preparation • Child development • Working with children • Housekeeping • Caregiving • Good driving record • Preschool education • Infant care	• Estatejobs.com* • Kid Care • Educated Nannies* • Knightsbridge Nanny Agency • Jovie* • British American Household Staffing*

In the greater Los Angeles/Orange County region, 21% of the *childcare workers* job postings listed a minimum educational requirement. Exhibit 7 details the number and percentage of job postings by educational level.

Exhibit 7: Education levels requested in job postings for childcare workers, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	169	37%
Associate degree	59	13%
High school diploma or vocational training	226	50%

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 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 Cerritos, East LA, and LA Mission.

Exhibit 9: 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
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
		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
		LA Subtotal	**3,487**	**3,011**	**3,699**	**3,399**
		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
		OC Subtotal	**432**	**607**	**648**	**562**
Supply Subtotal/Average			**3,919**	**3,618**	**4,347**	**3,961**

TOP Code	Program	College	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
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
		LA Subtotal	**104**	**108**	**80**	**97**
		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
		OC Subtotal	**174**	**127**	**63**	**121**
		Supply Subtotal/Average	**278**	**235**	**143**	**219**
		Supply Total/Average	**4,197**	**3,853**	**4,490**	**4,180**

Exhibit 10 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (57%).

Exhibit 10: 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	1,451	35%
Certificates	2,376	57%
Noncredit awards	353	8%
Total	**4,180**	**100%**

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 11 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 36 sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other

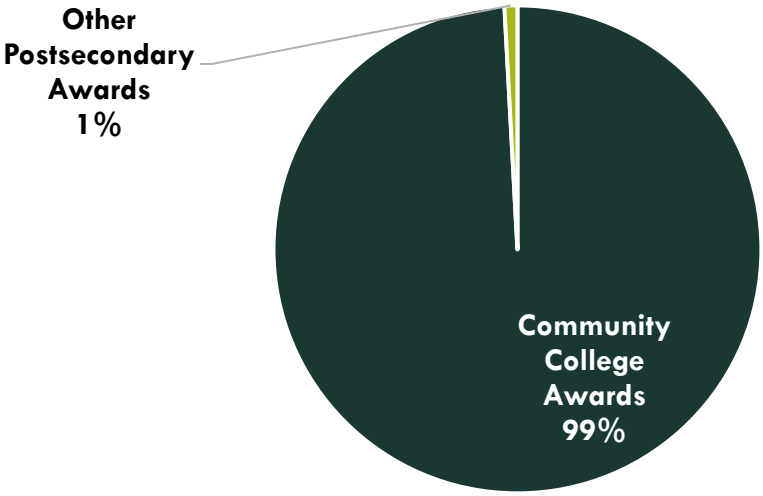
academic awards that typically take fewer than four years to complete. There are no programs in California that have conferred awards in the chosen CIP code in the past three academic years (51.1510 – Infant/Toddler Mental Health Services).

Exhibit 11: 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 University	15	52	31	33
		Mount Saint Mary's University	4	2	1	2
		Vanguard University of Southern California	3	1	-	1
		Supply Total/Average	**22**	**55**	**32**	**36**

Exhibit 12 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 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



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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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