



# Labor Market Analysis for Program Recommendation Preschool and Transitional Kindergarten Teacher Occupations Santa Cruz and Monterey Subregion

Prepared by the Bay Region Center of Excellence for Labor Market Research

October 2025

## Recommendation

Based on all available data, there appears to be an “undersupply” of Preschool and Transitional Kindergarten Teacher workers compared to the demand for this cluster of occupations in the Bay Region and in the Santa Cruz and Monterey subregion (Monterey, San Benito, Santa Cruz counties). There is a projected annual gap of about 1,275 students in the Bay Region and 159 students in the Santa Cruz and Monterey subregion.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 1305.00 - Child Development/Early Care and Education programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at subregion in the state and region.

This report includes occupations with two different skill levels. The occupations classified as middle-skill occupations require a certificate, or an associate degree, or it may require a bachelor's degree, but 33% or fewer of current workers in these roles hold one. In contrast, above middle-skill occupations require a bachelor's degree or higher. This program is intended for individuals with and without a bachelor's degree.

This report profiles Preschool and Transitional Kindergarten Teacher Occupations in the 12 county Bay Region and in the Santa Cruz and Monterey subregion.

- **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.  
Typical Entry-Level Educational: Associate's degree  
Skill Level: Middle-Skill  
Work Experience Required: None  
Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 31%
- **Kindergarten Teachers, Except Special Education (25-2012):** Teach academic and social skills to kindergarten students.  
Typical Entry-Level Educational: Bachelor's degree  
Skill Level: Middle-Skill  
Work Experience Required: None  
Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 31%
- **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.

Typical Entry-Level Educational: Bachelor's degree

Skill Level: Above Middle-Skill

Work Experience Required: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 7%

- **Special Education Teachers, Kindergarten and Elementary School (25-2052):** Teach academic, social, and life skills to kindergarten 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.

Typical Entry-Level Educational: Bachelor's degree

Skill Level: Above Middle-Skill

Work Experience Required: None

Percentage of individuals 25+ with an associate degree, certificate, or some postsecondary coursework as their highest level of education attainment: 7%

## Occupational Demand

**Table 1. Employment Outlook for Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region**

Occupation	2023 Jobs	2028 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
Preschool Teachers, Except Special Education	15,889	17,264	1,375	9%	10,203	2,041	\$20	\$23
Kindergarten Teachers, Except Special Education	2,020	2,135	116	6%	1,215	243	\$34	\$45
Special Education Teachers, Preschool	534	584	51	10%	238	48	\$31	\$38
Special Education Teachers, Kindergarten and Elementary School	2,881	3,078	196	7%	1,201	240	\$33	\$43
<b>Total</b>	<b>21,324</b>	<b>23,061</b>	<b>1,737</b>	<b>8%</b>	<b>12,857</b>	<b>2,572</b>	<b>\$23</b>	<b>\$28</b>

Source: Lightcast 2025.1

The Bay Region includes: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Preschool and Transitional Kindergarten Teacher Occupations in the Santa Cruz and Monterey Subregion**

Occupation	2023 Jobs	2028 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
Preschool Teachers, Except Special Education	799	845	46	6%	498	100	\$17	\$20
Kindergarten Teachers, Except Special Education	239	254	15	6%	146	29	\$31	\$44
Special Education Teachers, Preschool	109	113	4	4%	42	8	\$31	\$39
Special Education Teachers, Kindergarten and Elementary School	434	461	28	6%	178	36	\$33	\$43

Occupation	2023 Jobs	2028 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
<b>Total</b>	<b>1,581</b>	<b>1,673</b>	<b>92</b>	<b>6%</b>	<b>864</b>	<b>173</b>	<b>\$24</b>	<b>\$31</b>

Source: Lightcast 2025.1

Santa Cruz and Monterey subregion includes: Monterey, San Benito, Santa Cruz Counties

## Job Postings in the Bay Region and Santa Cruz and Monterey Subregion

**Table 3. Number of Job Postings by Occupation for the latest 12 months**

Occupation	Bay Region	Santa Cruz and Monterey
Preschool Teachers, Except Special Education	3,926	190
Kindergarten Teachers, Except Special Education	262	4
Special Education Teachers, Kindergarten and Elementary School	144	8
Special Education Teachers, Preschool	76	20

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

**Table 4a. Top Job Titles in Job Postings for Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region**

Title	Bay	Title	Bay
Preschool Teachers	1,064	Transitional Kindergarten Teachers	84
Teachers	338	Daycare Teachers	83
Early Childhood Teachers	239	Infant Teachers	76
Infant/Toddler Teachers	231	Kindergarten/Elementary Teachers	69
Substitute Preschool Teachers	124	Kindergarten Teachers	67
Toddler Teachers	110	Early Childhood Educators	60
Child Care Teachers	103	Infant/Toddler/Preschool Teachers	59
Directors of Early Childhood Education	93	Toddler/Preschool Teachers	50
Child Development Specialists	86	After School Teachers	49

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

**Table 4b. Top Job Titles in Job Posting for Preschool and Transitional Kindergarten Teacher Occupations in the Santa Cruz and Monterey Subregion**

Title	Santa Cruz and Monterey	Title	Santa Cruz and Monterey
Preschool Teachers	38	Child Care Teachers	6

Title	Santa Cruz and Monterey	Title	Santa Cruz and Monterey
Early Intervention Specialists	20	Two Year Old Teachers	6
Teachers	16	Discovery Preschool Teachers	5
Early Preschool Teachers	13	Infant Teachers	5
Early Childhood Teachers	8	Elementary Special Education Teachers	4
After School Teachers	7	Early Childhood Assistants	3
Child Development Specialists	7	Kindergarten Teachers	3
Infant/Toddler Teachers	7	Lead Infant Teachers	3
Substitute Preschool Teachers	7	Montessori Preschool Teachers	3

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

## Industry Concentration

**Table 5. Industries Hiring for Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region**

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2023)	Jobs in Industry (2028)	% Change (2023-28)	% Occupation Group in Industry (2023)
Child Care Services	10,706	11,912	11%	51%
Elementary and Secondary Schools (Local Government)	5,650	5,944	5%	26%
Elementary and Secondary Schools	1,932	1,871	-3%	8%
Religious Organizations	1,280	1,226	-4%	6%
Other Individual and Family Services	302	315	4%	1%
Local Government, Excluding Education and Hospitals	331	249	-25%	1%
Civic and Social Organizations	187	214	15%	1%
Services for the Elderly and Persons with Disabilities	125	173	39%	1%
Child and Youth Services	129	131	1%	1%
Colleges, Universities, and Professional Schools (State Government)	85	76	-11%	0%

Source: Lightcast 2025.3

**Table 6. Top Employers Posting Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region and the Santa Cruz and Monterey Subregion**

Employer	Bay	Employer	Santa Cruz and Monterey
KinderCare Education	548	KinderCare Education	20
Bright Horizons	183	Monterey County Office Of Education	15
Stratford School	132	Abacus Childcare	9
Oakland Unified School District	88	Thrive Therapy & Social Center	8
Nobel Learning Communities	67	Community Action Partnership Of San Luis Obispo	7
YMCA	63	Discovery Preschool And Family Center	7

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

## Educational Supply

There are twenty-three community colleges in the Bay Region issuing 2,289 awards on average annually (last 3 years ending 2023-24) on TOP 1305.00 - Child Development/Early Care and Education. In the Santa Cruz and Monterey subregion, there are three community colleges that issued 159 awards on average annually (last 3 years) on this TOP code.

There is one other CTE educational institution in the Bay Region issuing 3 awards on average annually (last 3 years ending 2022-23) on CIP 13.1210- Early Childhood Education and Teaching. There are no other CTE educational institutions in the Santa Cruz and Monterey subregion issuing awards on average annually (last 3 years) on this CIP code.

There are two four-year institutions in the Bay Region issuing 449 bachelor's degrees on average annually (last 3 years ending 2022-23) on CIP 13.1210- Early Childhood Education and Teaching. There are no four-year institutions in the Santa Cruz and Monterey subregion issuing bachelor's degrees on this CIP code.

**Table 7a. Community College Awards on TOP 1305.00 - Child Development/Early Care and Education in the Bay Region**

College	Subregion	Associate Degree	High unit Certificate	Noncredit award	Total
Cabrillo	Santa Cruz and Monterey	23	69	12	104
Canada	Mid-Peninsula	25	0	0	25
Chabot	East Bay	32	0	0	32
Contra Costa	East Bay	28	17	0	45
Deanza	Silicon Valley	54	0	0	54
Diablo Valley	East Bay	34	24	0	58
Foothill	Silicon Valley	18	0	0	18
Gavilan	Silicon Valley	12	0	0	12
Hartnell	Santa Cruz and Monterey	23	6	0	29
Las Positas	East Bay	20	0	0	20
Los Medanos	East Bay	28	20	0	48
Marin	North Bay	3	1	0	4
Merritt	East Bay	40	26	0	66
Mission	Silicon Valley	27	12	0	39

College	Subregion	Associate Degree	High unit Certificate	Noncredit award	Total
Monterey	Santa Cruz and Monterey	17	9	0	26
Napa	North Bay	11	0	0	11
Ohlone	East Bay	7	5	0	12
San Francisco	Mid-Peninsula	92	0	0	92
San Jose City	Silicon Valley	12	6	0	18
Santa Rosa	North Bay	34	17	14	65
Skyline	Mid-Peninsula	30	0	0	30
Solano	North Bay	20	1	0	21
West Valley	Silicon Valley	15	1	0	16
<b>Total</b>	<b>-</b>	<b>605</b>	<b>214</b>	<b>26</b>	<b>845</b>

Source: Data Mart

Note: The annual average for awards is 2021-22 to 2023-24.

**Table 7b. Other CTE Institutions Awards on CIP 13.1210- Early Childhood Education and Teaching in the Bay Region**

College	Subregion	Associate degree	Bachelor's degree	Total
Pacific Union College	North Bay	1	2	3
<b>Total</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>3</b>

Source: Data Mart

Note: The annual average for awards is 2020-21 to 2022-23.

**Table 7c. Bachelor's Degree Awards on CIP 13.1210- Early Childhood Education and Teaching in the Bay Region**

College	Subregion	Bachelor's degree	Total
San Francisco State University	Mid-Peninsula	246	246
San Jose State University	Silicon Valley	203	203
<b>Total</b>	<b>-</b>	<b>449</b>	<b>449</b>

Source: Data Mart

Note: The annual average for awards is 2020-21 to 2022-23.

## Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay Region with 2,572 annual openings for the Preschool and Transitional Kindergarten Teacher occupational cluster and 1,297 annual (3-year average) awards for an annual oversupply of 1,275 students. However, in the Santa Cruz and Monterey subregion, there is a gap with 173 annual openings and 159 annual (3-year average) awards for an annual undersupply of 14 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.00 - Child Development/Early Care and Education**

<b>Metric Outcomes</b>	<b>Bay All CTE Program</b>	<b>State 1305.00</b>	<b>Bay 1305.00</b>	<b>Santa Cruz and Monterey 1305.00</b>
Students with a Job Closely Related to Their Field of Study	74%	74%	80%	79%
Median Annual Earnings for SWP Exiting Students	\$53,090	\$28,400	\$34,422	\$30,259
Median Change in Earnings for SWP Exiting Students	24%	26%	28%	41%
Exiting Students Who Attained the Living Wage	54%	35%	26%	26%

Source: Launchboard Strong Workforce Program Median of 2018 to 2021.

## Skills, Certifications and Education

**Table 9. Top Skills in Job Postings for Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region**

<b>Skill</b>	<b>Posting</b>	<b>Skill</b>	<b>Posting</b>
Preschool Education	2,392	Curriculum Development	210
Child Development	2,138	Safety Training	197
Early Childhood Education	1,026	Pediatric First Aid	170
Lesson Planning	779	Pediatrics	168
Classroom Management	517	Developmental Psychology	162
Working With Children	497	Toileting	161
Special Education	336	Montessori Education	159
Cardiopulmonary Resuscitation (CPR)	259	Learning Styles	145
Diaper Changing	253	Developmental Assessment	139
Early Intervention	215	Cognitive Development	136

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

**Table 10. Certifications in Job Postings for Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region**

<b>Certification</b>	<b>Posting</b>	<b>Certification</b>	<b>Posting</b>
Cardiopulmonary Resuscitation (CPR) Certification	972	Mandated Reporter Certification	10
First Aid Certification	905	Basic Life Support (BLS) Certification	5
Teaching Certificate	79	ServSafe Certification	3
Automated External Defibrillator (AED) Certification	24		

Certification	Posting	Certification	Posting
---------------	---------	---------------	---------

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

**Table 11. Education Requirements for Preschool and Transitional Kindergarten Teacher Occupations in the Bay Region**

Education Level	Job Postings	% of Total
High school or GED	806	23%
Associate degree	904	26%
Bachelor's degree & higher	1,832	52%

Source: Lightcast 2025.3; "Job Posting Analytics." Oct. 2024 - Sep. 2025

Note: 45% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

## Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O\*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCCO Data Mart and CTE Launchboard.

## Sources

O\*Net Online

Lightcast

CTE LaunchBoard [www.calpassplus.org](http://www.calpassplus.org)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

CCCCCO Data Mart

## Contacts

For more information, please contact:

- Yumi Huang, Research Analyst, Bay Region Center of Excellence, [yumi@baccc.net](mailto:yumi@baccc.net) or (831) 275-0043
- Marcela Reyes, Director, Research and Center of Excellence, [marcela@baccc.net](mailto:marcela@baccc.net) or (831) 219-8875