

# Education & Human Development

Los Angeles County  
Sector Profiles Project



Prepared by the Los Angeles Center of Excellence

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A project supported by funding from the California Community Colleges  
Chancellor's Office Workforce and Economic Development Division



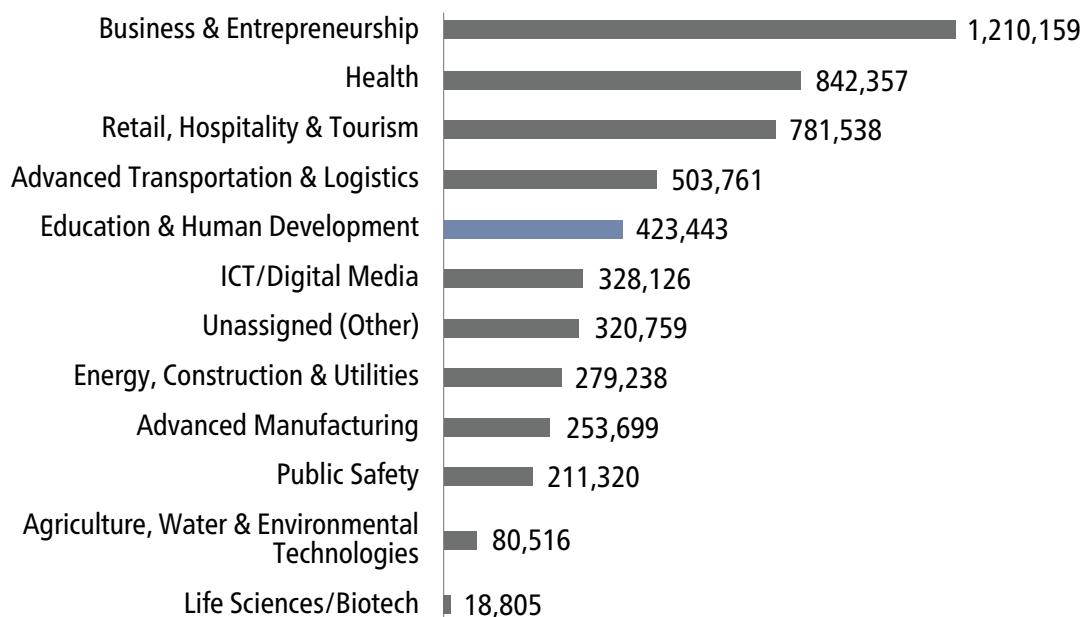
# Introduction

To support the collaborative planning and development of career education (CE) programs and to inform regional investments in Los Angeles County, the Los Angeles Center of Excellence developed a series of sector profiles examining labor market and community college program data that identify opportunity areas for workforce development in the region.

These sector profiles highlight middle-skill occupations—jobs that typically require some form of education or training beyond a high school diploma, but less than a bachelor's degree. These occupations are a critical component of the overall workforce and support the economic vitality of the county and state.

The profiles bring attention to community college programs aligned with key middle-skill occupations and by analyzing the number of awards being conferred by postsecondary institutions, identify whether a shortage or oversupply of workers exist for these priority occupations in the sector.

## 2024 Sector Employment



## Education & Human Development IN L.A. COUNTY

423,443

Jobs in 2024

433,369

Projected Jobs in 2029

9,926

New Jobs by 2029

2%

Projected Job Growth, 2024-2029

\$83,708

Median Annual Earnings, 2024

8%

Of Los Angeles County Employment, 2024

# Regional Importance

California's education sector is facing persistent teacher shortages due to low pay and high health insurance premiums, impacting the quality and variety of education students receive, especially those from low-income backgrounds. California has invested in strategies to increase the education workforce, including SB 153, which allows for any individual with a bachelor's degree or higher to qualify for teacher preparation programs, and awards grants to increase the number of BIPOC teacher residents.

The human development sector is a broad field that includes social services for children, older adults, and people with disabilities. Employment demand for social services positions is being fueled by California's aging population and the state's investment in early childhood care and education. However, challenges facing the workforce include low wages, high turnover, and a shortage of full-time positions. Though demand for care workers is expected to surge by 2030, when over one-quarter of Californians will be age 60 or older, the constraints of state-funded care and costs of private care may prove to be obstacles to recruiting new workers. In response to the Covid-19 pandemic in 2021, California allocated \$1 billion to train direct care workers, but this one-time investment has not sustained support for social services training.

## Sources:

- Diana Lambert, "Crowded classes, staff shortages, insufficient pay are making some California teachers rethink careers," EdSource, January 7, 2025, <https://edsource.org/2025/crowded-classes-staff-shortages-insufficient-pay-are-making-some-california-teachers-rethink-careers/724664>.
- "Tackling Teacher Shortages: What We Know About California's Teacher Workforce Investments," Learning Policy Institute, January 27, 2025, <https://learningpolicyinstitute.org/product/ca-teacher-shortages-workforce-factsheet>.
- "New California Law Aims to Address Teacher Shortages by Easing Entry into Credential Programs," Commission on Teacher Credentialing, June 11, 2025, <https://www.ctc.ca.gov/commission/newsroom/press-releases/2024/2024-02>.
- Shannon McConville, et al, "California's Care Workforce," Public Policy Institute of California, April 2024, <https://www.ppic.org/publication/californias-care-workforce/>.

## L.A. Jobs First:

"The Los Angeles County Regional Report," which is part of the Governor's "California Jobs First" initiative, identifies economic priorities for the region. Although the report does not name education and human development as a target sector, the "State Economic Blueprint" names education as a "strategic theme" to advance the goals of California Jobs First through partnerships with local, regional, and state educational systems to foster and expand innovation. The plan notes the Governor's goal to expand apprenticeships to serve 500,000 Californians by 2029 and the "Master Plan for Career Education," which advocates for the creation of skills-based pathways, the expansion of work-based learning, and the strengthening of the talent pipeline in California to maintain a competitive edge.

## Sources:

- "State Economic Blueprint," California Jobs First, February 2025, <https://jobsfirst.ca.gov/wp-content/uploads/Economic-Blueprint.pdf>.



# Top Occupations

By applying specific criteria to an analysis of employment in the sector, the L.A. COE identified the top 10 occupations in the sector in the county.

- Above-middle-skill and middle-skill occupations were included to highlight jobs aligned with community college training.
- To bring attention to jobs that are in demand by employers, only occupations with more than 50 annual openings in the county were selected.
- Finally, to underscore the importance of connecting students with job opportunities that offer sustainable wages, occupations that pay above the region's living wage of \$24.03 were chosen for inclusion.

Occupation (SOC Code)	2024 Jobs	2029 Jobs	5-Year % Change	Annual Openings	Entry-Level Education
Elementary School Teachers, Except Special Education (25-2021)	35,697	36,035	1%	2,449	Bachelor's degree
Secondary School Teachers, Except Special and Career/Technical Education (25-2031)	24,152	24,413	1%	1,545	Bachelor's degree
Social and Community Service Managers (11-9151)	12,449	13,618	9%	1,250	Bachelor's degree
Teachers and Instructors, All Other (25-3099)	8,290	8,516	3%	1,054	Bachelor's degree
Middle School Teachers, Except Special and Career/Technical Education (25-2022)	14,417	14,559	1%	991	Bachelor's degree
Special Education Teachers, Kindergarten and Elementary School (25-2052)	4,941	4,998	1%	350	Bachelor's degree
Education Administrators, All Other (11-9039)	3,435	3,631	6%	274	Bachelor's degree
Interpreters and Translators (27-3091)	2,641	2,609	(1%)	249	Bachelor's degree
Special Education Teachers, Secondary School (25-2058)	3,346	3,396	1%	240	Bachelor's degree
Kindergarten Teachers, Except Special Education (25-2012)	1,239	1,257	1%	141	Bachelor's degree

*Note: Occupations are grouped by sector according to the occupational titles and codes assigned by the Bureau of Labor Statistics' Standard Occupational Classification (SOC) system.*

# Hourly Wages

Elementary School Teachers, Except Special Education

Secondary School Teachers, Except Special and Career/Technical Education

Special Education Teachers, Secondary School

Middle School Teachers, Except Special and Career/Technical Education

Special Education Teachers, Kindergarten and Elementary School

Social and Community Service Managers

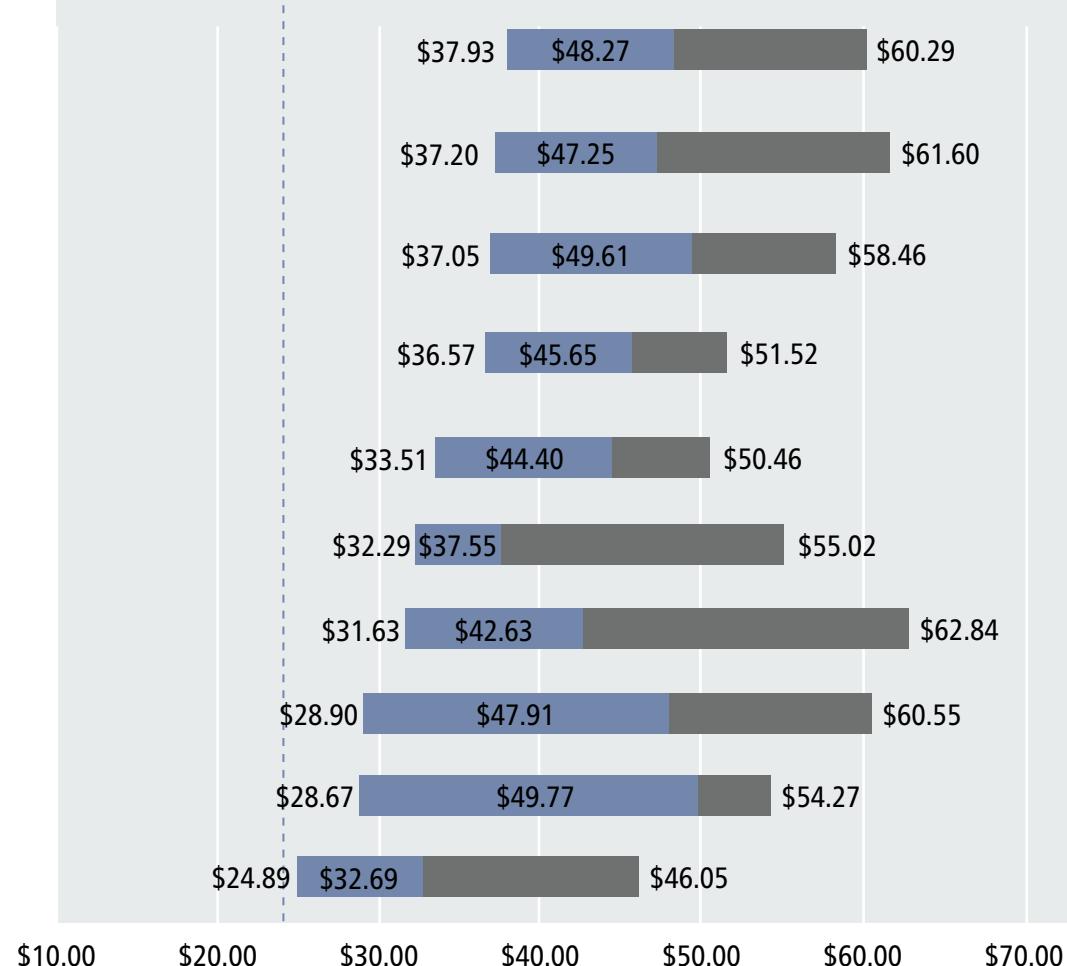
Education Administrators, All Other

Teachers and Instructors, All Other

Kindergarten Teachers, Except Special Education

Interpreters and Translators

Living Wage,  
\$24.03/hour



*Note: The hourly wage ranges include the 25th percentile (entry-level), median, and 75th percentile (experienced) hourly earnings for workers employed in these occupations Los Angeles County.*

# Job Postings

Job postings can provide insights into workforce trends and employer hiring preferences. Analysis can reveal which competencies and skills employers most value for new hires, areas in which employers are hiring more aggressively than others, and changes in demand for certain types of workers or specific skillsets.



## Earnings

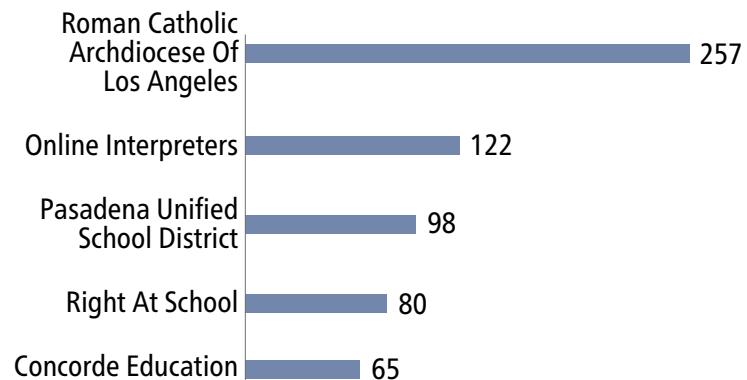
Occupational Title	Number of Job Postings	Median Annual Earnings
Secondary School Teachers, Except Special and Career/Technical Education	4,361	\$66,816
Interpreters and Translators	823	\$65,280
Elementary School Teachers, Except Special Education	643	\$72,448
Middle School Teachers, Except Special and Career/Technical Education	405	\$79,104
Social and Community Service Managers	316	\$75,008
Kindergarten Teachers, Except Special Education	84	\$59,136
Special Education Teachers, Kindergarten and Elementary School	47	N/A
Special Education Teachers, Secondary School	24	N/A
Teachers and Instructors, All Other *	0	N/A
Education Administrators, All Other *	0	N/A

\* Job postings for "All Other" occupations such as these tend to be sparse because job titles listed in online job ads typically map to other more easily recognized or more closely aligned occupations.

## In-Demand Skills

Specialized Skills	Soft Skills	Software and Technical Skills
<ul style="list-style-type: none"> <li>Lesson Planning</li> <li>Classroom Management</li> <li>Student Engagement</li> <li>Curriculum Development</li> <li>Mathematics Education</li> </ul>	<ul style="list-style-type: none"> <li>Teaching</li> <li>Communication</li> <li>English Language</li> <li>Mathematics</li> <li>Writing</li> </ul>	<ul style="list-style-type: none"> <li>Microsoft Office (Excel, Outlook, PowerPoint, Word)</li> <li>Google Workspace</li> <li>Learning Management Systems</li> <li>Python (Programming Language)</li> <li>Operating Systems</li> </ul>

## Top Employers



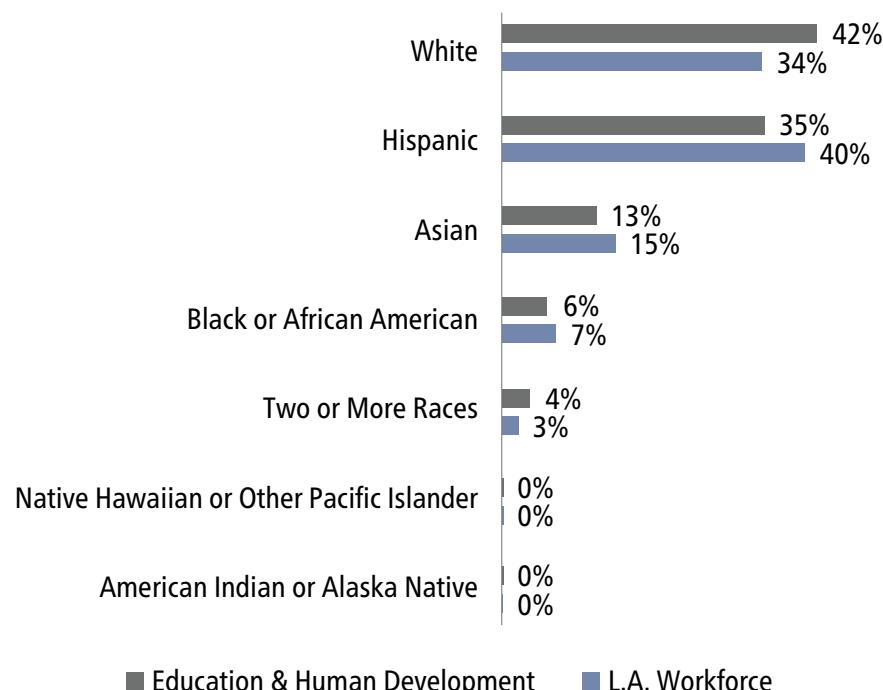
*Note: Job posting data was analyzed for the top 10 middle-skill occupations in Los Angeles County from August 1, 2024 to July 31, 2025. Postings are limited to in-state employers and exclude staffing companies.*

# Workforce & Student Demographics

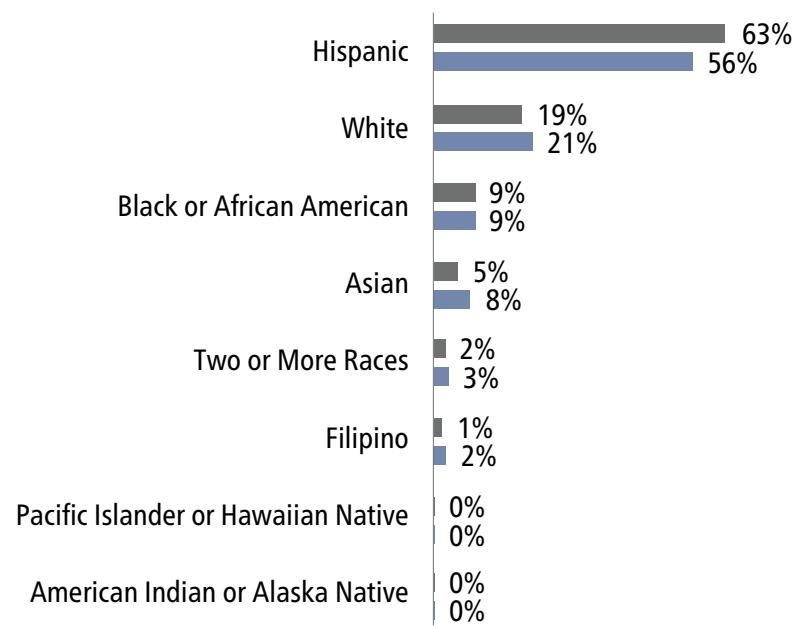
Due to the diversity of their student populations, community colleges play an important role in actively addressing equity gaps and disparities in the labor market while encouraging access to in-demand, well-paid career opportunities for students. Examining workforce race and ethnicity alongside student race and ethnicity can be useful for assessing

whether students from diverse backgrounds are equitably transitioning into the workforce and securing opportunities that align with their education. This type of data analysis can assist with identifying barriers to employment or advancement for certain groups and can highlight employment areas that might benefit from promoting inclusive hiring practices.

## Workforce Race & Ethnicity



## Student Race & Ethnicity



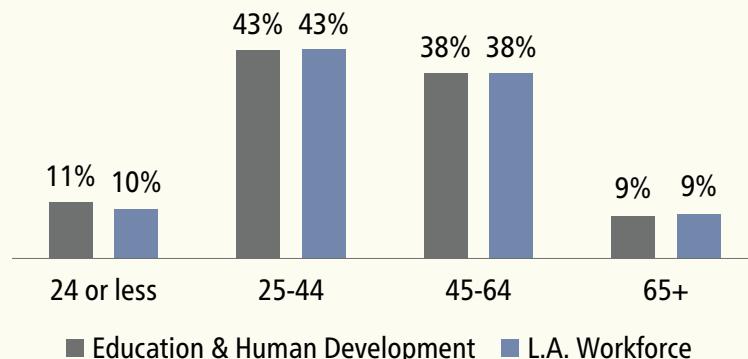
*Note: For student data, "All Masked Values," "Unknown," and "Multiple Values Reported" are not included in the above charts. Data shown is from the 2023-24 academic year.*

Examining demographics can lend insights into barriers to employment and assist with addressing impending workforce shortages or calibrating institutional allocation of resources.

The L.A. COE recommends three strategies to address equity gaps for community colleges:

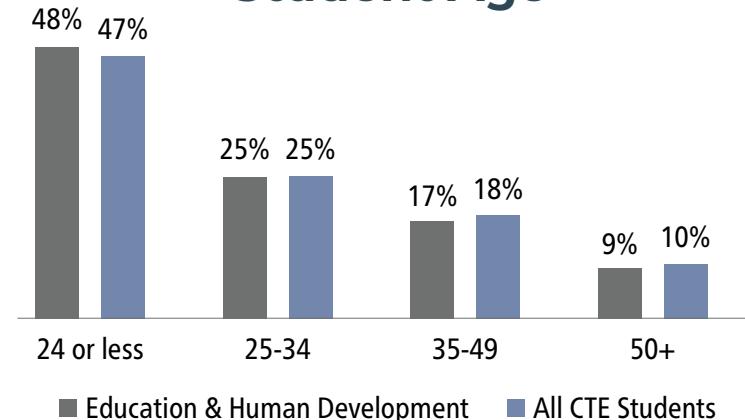
- Collaborate with employers to promote diversity in priority jobs and boost interest among underrepresented groups for these roles.
- Develop targeted recruitment and retention strategies for priority programs with significantly underrepresented groups.
- Focus on closing equity gaps in programs that also have existing disparities in high-demand, well-paid jobs.

## Workforce Age

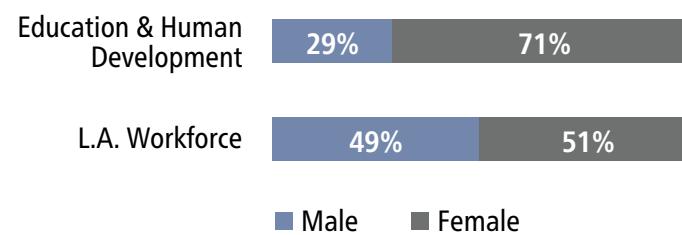


*Note: For student data, "All Masked Values," "Unknown," and "Multiple Values Reported" are not included in the above charts. Data shown is from the 2023-24 academic year.*

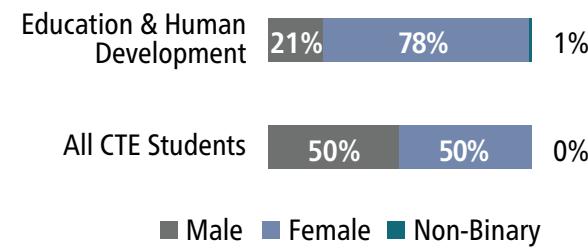
## Student Age



## Workforce Gender



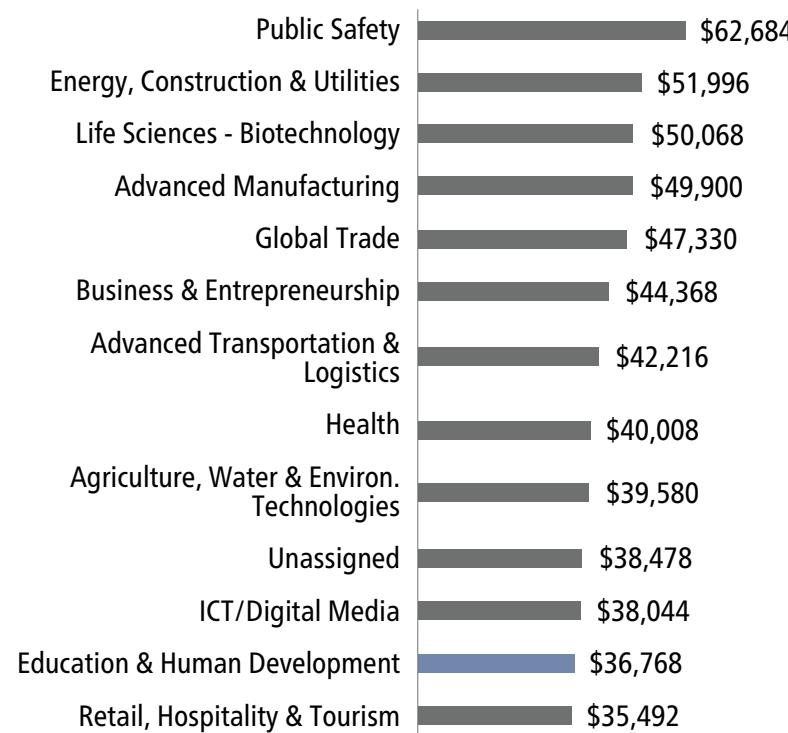
## Student Gender



# Student Outcomes

Tracking Strong Workforce Program outcomes is critical for evaluating whether regional community colleges are effectively preparing students for in-demand, well-paid jobs. This type of data-driven analysis can assist colleges in assessing whether students are successfully completing programs, securing employment related to their field of study, and increasing their earnings as they transition into the workforce.

## Median annual earnings for exiting students, 2022-23



# Strong Workforce Program Metrics

Sector	2023-24	2022-23	2022-23	2021-22
ICT/Digital Media	60,820	29%	34%	68%
Business & Entrepreneurship	59,779	23%	42%	73%
Public Safety	38,218	26%	59%	54%
Health	36,256	38%	35%	83%
Education & Human Development	30,660	32%	27%	76%
Unassigned	14,883	30%	31%	74%
Energy, Construction & Utilities	14,621	35%	51%	77%
Retail, Hospitality & Tourism	11,234	32%	30%	66%
Advanced Manufacturing	9,945	40%	49%	81%
Advanced Transportation & Logistics	7,075	50%	37%	80%
Agriculture, Water & Environmental Technologies	3,641	39%	34%	67%
Global Trade	1,439	25%	48%	59%
Life Sciences - Biotechnology	376	93%	47%	N/A

*Note: SWP metrics were the most recent year available.*



# Program Inventory

Analysis of academic offerings and the average number of awards conferred by community colleges in the county can be used by administrators for strategic planning to address program gaps to meet regional workforce needs, to make informed decisions about resource allocations, and to ensure students have access to programs that lead to promising career outcomes.



## Program Awards by Community College

Community College	3-Year Average
Cerritos	581
Citrus	126
Compton	32
East LA	534
El Camino	200
Glendale	44
LA City	216
LA Harbor	42
LA Mission	439
LA Pierce	313
LA Southwest	35
LA Trade-Tech	96
LA Valley	375
Long Beach	182
Mt San Antonio	288
Pasadena	89
Rio Hondo	244
Santa Monica	347
West LA	54
<b>TOTAL</b>	<b>4,237</b>

# Program Awards by Taxonomy of Programs (TOP) Code

TOP	Program	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	23
0802.10	Educational Aide (Teacher Assistant), Bilingual	0
0809.00	Special Education	4
0835.60	Coaching	15
0850.10	Sign Language Interpreting	61
0860.00	Educational Technology	2
0899.00	Other Education	33
1305.00	Child Development/Early Care and Education	3,399
1305.20	Children with Special Needs	138
1305.40	Preschool Age Children	274
1305.50	The School Age Child	63
1305.60	Parenting and Family Education	26
1305.80	Child Development Administration and Management	95
1305.90	Infants and Toddlers	97
1308.00	Family Studies	7
<b>TOTAL</b>		<b>4,237</b>

The above program inventory provides awards data by TOP code and features a three-year average for the academic years 2021-22 to 2023-24.

TOP codes without existing programs are included below to highlight potential opportunities for program development in the sector.

## TOP Codes without Existing Programs

TOP	Program
0836.00	Recreation
0836.10	Recreation Assistant
1305.70	Foster and Kinship Care



# Demand & Supply Analysis

Occupations with similar knowledge areas, skills, and abilities (KSAs) have been grouped together to evaluate workforce demand and student supply in Los Angeles County. The table compares workforce demand as measured by annual job openings in the county with the supply of unduplicated students as measured by the number of awards conferred by community colleges and other postsecondary institutions.

**Note: Due to variations in employer demand and awards conferred each year, it is important to take into consideration that the over- or under-supply of students may be an underestimation or overestimation.**




Occupation	Demand (Annual Openings)	Community College Supply	Other Postsecondary Supply	Undersupply (-) / Oversupply (+)
Education Administrators, All Other (11-9039)				
Elementary School Teachers, Except Special Education (25-2021)				
Kindergarten Teachers, Except Special Education (25-2012)	6,455	3,971	1,742	-742
Middle School Teachers, Except Special and Career/Technical Education (25-2022)				
Secondary School Teachers, Except Special and Career/Technical Education (25-2031)				
Teachers and Instructors, All Other (25-3099)				
Social and Community Service Managers (11-9151)	1,250	140	368	-742
Special Education Teachers, Kindergarten and Elementary School (25-2052)	590	141	0	-449
Special Education Teachers, Secondary School (25-2058)				
Interpreters and Translators (27-3091)	249	61	0	-188

# Appendix: Sector Comparison

Sector	Number of Middle-Skill Occupations	Number of Degrees and Certificates Offered	Number of Los Angeles Community Colleges Issuing Awards
Advanced Manufacturing	46	254	16
Advanced Transportation & Logistics	41	176	14
Agriculture, Water & Environmental Technologies	19	83	9
Business & Entrepreneurship (and Global Trade)	45	510	19
Education & Human Development	6	215	19
Energy, Construction & Utilities	49	235	17
Health	40	318	19
ICT/Digital Media	25	808	19
Life Sciences/Biotech	4	49	11
Public Safety	21	122	19
Retail, Hospitality & Tourism	19	178	17
Unassigned (Other)	12	138	19

## Data Dashboard

To further assist with regional planning and strategic investments, the L.A. COE has prepared an interactive online dashboard featuring labor market and community college program data.

**Access the dashboard:**  
<https://bit.ly/2025LAdatas>



### Data Sources:

- Lightcast 2025.3, QCEW, non-QCEW, Self-Employed
- Centers of Excellence Skill/Occupation Crosswalk
- California Community Colleges Chancellor's Office DataVista
- California Community Colleges Chancellor's Office Data Mart
- Integrated Postsecondary Education Data System (IPEDS)
- Chancellor's Office Curriculum Inventory System (COCI)

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**Grant #G0914**

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