

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 9,633 annual job openings throughout Los Angeles and Orange counties for these early childhood education occupations, which is more than the 7,102 awards conferred by educational institutions.		
Self-Sufficiency Standard Living Wage ¹ :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
The vast majority (98%) job openings for these early childhood education occupations have entry-level hourly wages below the OC living wage of \$27.13.			
Education:	Met <input type="checkbox"/>	Partially Met <input checked="" type="checkbox"/>	Not Met <input type="checkbox"/>
Most (73%) annual job openings for these middle-skill early childhood education occupations typically require some college, no degree and between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of education.			

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to three occupations:

- Middle-Skill
 - *Preschool Teachers, Except Special Education (25-2011)*
 - *Kindergarten Teachers, Except Special Education (25-2012)*
 - *Teaching Assistants, Except Postsecondary (25-9045)*

Based on the available data, there appears to be a supply gap for these middle-skill occupations. However, typical education requirements partially align with a community college education and entry-level wages are below the Self-Sufficiency Standard living wage.

Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupations included in this report.

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Preschool Teachers, Except Special Education (25-2011)	LA: 1,864	LA: 101	OC: \$17.52	Associate degree	30%
	OC: 585	OC: 16			
	<i>TTL: 2,449</i>	<i>TTL: 117</i>			
Kindergarten Teachers, Except Special Education (25-2012)	LA: 153	<i>Accounted for Below</i>	OC: \$27.78	Bachelor's degree	30%
	OC: 42				
	<i>TTL: 194</i>				
Teaching Assistants, Except Postsecondary (25-9045)	LA: 5,275	LA: 5,320	OC: \$17.85	Some college, no degree	36%
	OC: 1,714	OC: 1,665			
	<i>TTL: 6,990</i>	<i>TTL: 6,986</i>			
Total	9,633	7,102	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to these early childhood education occupations is projected to increase 4% through 2029, equating to 9,633 annual job openings.
- Hourly entry-level wages for these early childhood education occupations range from \$17.52 to \$27.78 in Orange County; 98% of annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 11,365 online job postings for these early childhood education occupations over the past 12 months. The most common job titles were preschool teachers, teaching assistants, and paraprofessionals.
- The typical entry-level education for these early childhood education occupations ranges from some college, no degree to a bachelor's degree.
- Between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 5,293 awards were conferred by 28 community colleges in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 1,810 awards for the middle-skill occupations.
- In the 2022-23 academic year, Orange County community college students that exited child development/early care and education programs had a median annual wage of \$35,344 (\$16.99 per hour) post-exit, and 18% attained the regional living wage.

- In 2021-22, 80% of Orange County child development/early care and education students that exited their programs reported working a job closely related to their field of study.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for these early childhood education occupations from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. Despite a slight decline in 2021, Orange County saw employment growth between 2022 and 2024. Beginning in 2025, job levels are projected to grow at a higher rate to the average of all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for Early Childhood Education Occupations, 2019-29

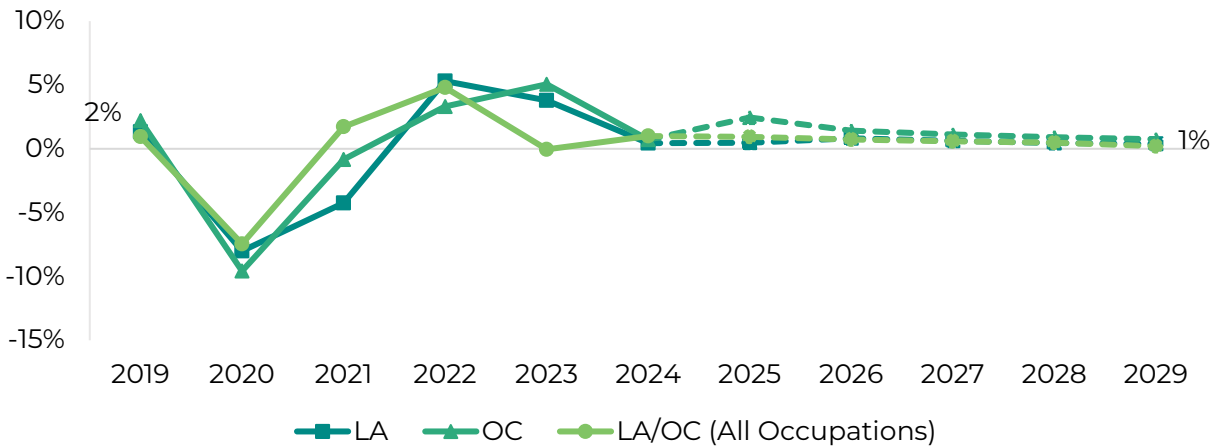


Exhibit 3 shows the five-year occupational demand projections for these middle-skill early childhood education occupations. In Los Angeles and Orange counties, the number of jobs related to these occupations is projected to increase 4% through 2029. There is projected to be 9,633 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	57,768	59,380	1,612	3%	7,293
Orange	17,083	18,248	1,165	7%	2,340
Total	74,851	77,628	2,777	4%	9,633

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these early childhood education occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

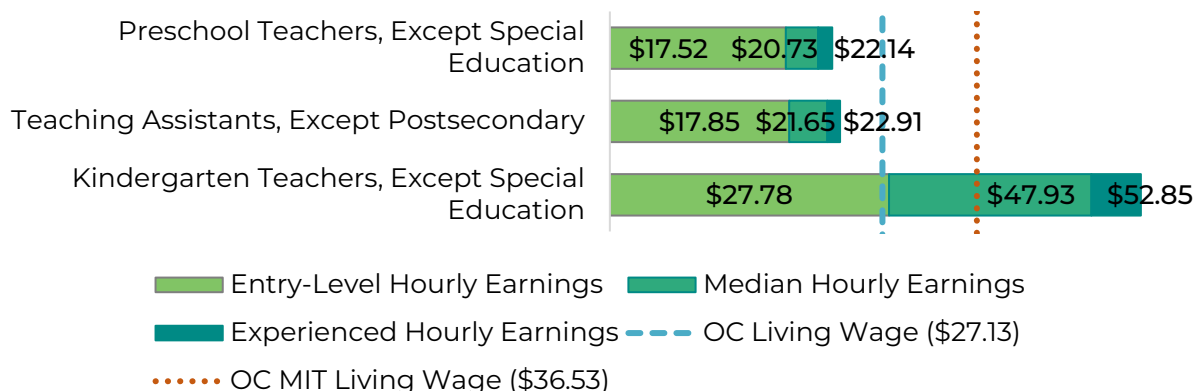
In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in

² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Orange County is \$36.53. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

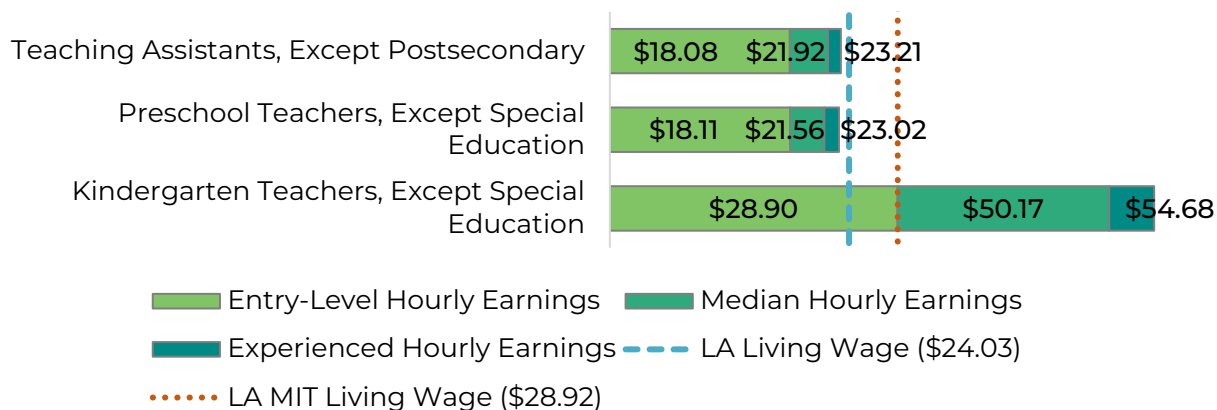
In Orange County, 98% of annual openings for these early childhood education occupations have entry-level wages below the Self-Sufficiency living wage of \$27.13 for a single adult, ranging from \$17.52 and \$27.78. Exhibit 4 shows the wage range for each of these early childhood education occupations in Orange County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, 98% of annual openings for these early childhood education occupations have entry-level wages below the Self-Sufficiency living wage of \$24.03 for a single adult, ranging from \$18.08 and \$28.90. Exhibit 5 shows the wage range for each of these early childhood education occupations in Los Angeles County and how they compare to the regional living wage, sorted from lowest to highest entry-level wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job³. Only one occupation, *kindergarten teachers, except special education*, met the criteria to be considered COVID-19 Pandemic Recession-Resilient Job. The other

³ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

occupations, *teaching assistants, except postsecondary* and *preschool teachers, except special education*, are a USN&WR Best Job.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Kindergarten Teachers, Except Special Education	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Preschool Teachers, Except Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Teaching Assistants, Except Postsecondary	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Job Postings

Important Job Postings Data Note: *There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.*

There were 11,365 online job postings related to these early childhood education occupations listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation. Over 64% of job postings were for *teaching assistants, except postsecondary*; meanwhile, 35% were for *preschool teachers, except special education*.

Exhibit 7: Number of Job Postings by Occupation (n= 11,365)

Occupation	Job Postings	Percentage of Job Postings
Teaching Assistants, Except Postsecondary	7,254	64%
Preschool Teachers, Except Special Education	3,998	35%
Kindergarten Teachers, Except Special Education	113	1%
Total Postings	11,365	100%

The top job titles for these middle-skill early childhood education occupations in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for Middle-Skill Occupation (n= 11,365)

Job Titles	Job Postings	Percentage
Preschool Teachers	810	7%
Teaching Assistants	523	5%
Paraprofessionals	469	4%
Teachers	284	2%
Preschool Teacher Assistants	279	2%
Teacher Aides	274	2%
Assistant Teachers	262	2%
Infant/Toddler Teachers	255	2%
Instructional Aides	254	2%
Child Care Teachers	237	2%

The top employers for these middle-skill early childhood education occupations in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for Middle-Skill Occupation (n= 11,365)

Employer	Job Postings	Percentage of Job Postings
Zen Educate	1197	11%
KinderCare Education	311	3%
Soliant Health	211	2%
Bright Horizons	204	2%
Edjoin.Org	201	2%
Amergis	191	2%
San Bernardino County Superintendent Of Schools	183	2%
Childtime Learning Centers	132	1%
Endeavor Schools	103	1%
EMIT Learning	94	1%

The top specialized, soft, and computer skills for these middle-skill early childhood education occupations listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for Middle-Skill Occupations (n= 11,365)

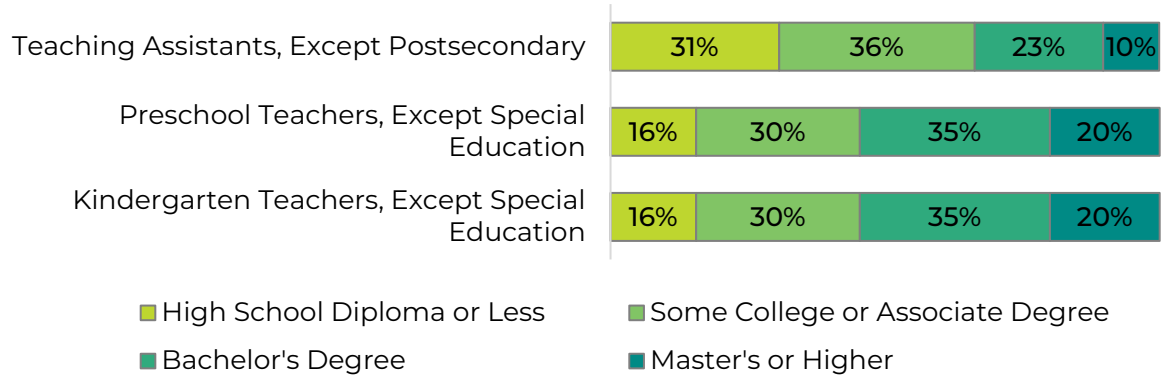
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Preschool Education (3,371)	Communication (4,986)	Microsoft Excel (415)
Child Development (3,075)	Teaching (4,217)	Microsoft Office (338)
Special Education (2,938)	English Language (2,455)	Microsoft Outlook (218)
Working With Children (2,014)	Interpersonal Communications (1,492)	Microsoft PowerPoint (179)
Lesson Planning (1,697)	Planning (1,216)	Microsoft Word (125)
Toileting (1,600)	Writing (1,092)	Spreadsheets (103)
Classroom Management (1,423)	Patience (1,028)	Google Workspace (92)
Early Childhood Education (1,414)	Multilingualism (872)	Zoom (Video Conferencing Tool) (84)
Personal Care (1,308)	Mathematics (858)	Student Information Systems (80)
Individualized Education Programs (IEP) (1,271)	Customer Service (786)	Productivity Software (41)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists some college, no degree for *teaching assistants, except postsecondary*; and associate degree for *preschool teachers, except special education*; and bachelor's degree for *kindergarten teachers, except special education*.

The national-level educational attainment data indicates between 30% and 36% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for each occupation, sorted by highest community college educational attainment to lowest.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

Of the cumulative job postings for these early childhood education occupations in Los Angeles and Orange counties that listed a minimum education requirement:

- 64% (7,311) of Middle-Skill Job Postings
 - 83% (6,095) requested a high school diploma or associate degree.
 - 15% (1,127) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for these middle-skill early childhood education occupations that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP codes:

- Educational Aide (Teacher Assistant) (0802.00)
- Educational Aide (Teacher Assistant), Bilingual (0802.10)
- Child Development/Early Care and Education (1305.00)
- Child and Adolescent Development (1305.10)
- Preschool Age Children (1305.40)
- The School Age Child (1305.50)
- Child Development Administration and Management (1305.80)
- Infants and Toddlers (1305.90)

The colleges with the most completions in the region are Cerritos (579), followed by East LA (528), and LA Mission (432). Over the past 12 months, there were two other related program recommendation requests from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-24

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	LA Pierce	3	1	1	2
		Long Beach	0	4	15	6
		Mt San Antonio	13	7	10	10
		West LA	0	12	4	5
		LA Subtotal	16	24	30	23
		Coastline	0	0	1	0
		Santa Ana	60	42	47	50
		Santiago Canyon	13	21	16	17
		OC Subtotal	73	63	64	67
Supply Subtotal/Average			89	87	94	90
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	0	0	0
		LA Subtotal	1	0	0	0
		Santa Ana	7	1	0	3
		Santiago Canyon	5	0	0	2
OC Subtotal	12	1	0	4		
Supply Subtotal/Average			13	1	0	5
1305.00	Child Development/Early Care and Education	Cerritos	275	370	1,057	567
		Citrus	184	109	80	124
		Compton	42	33	20	32

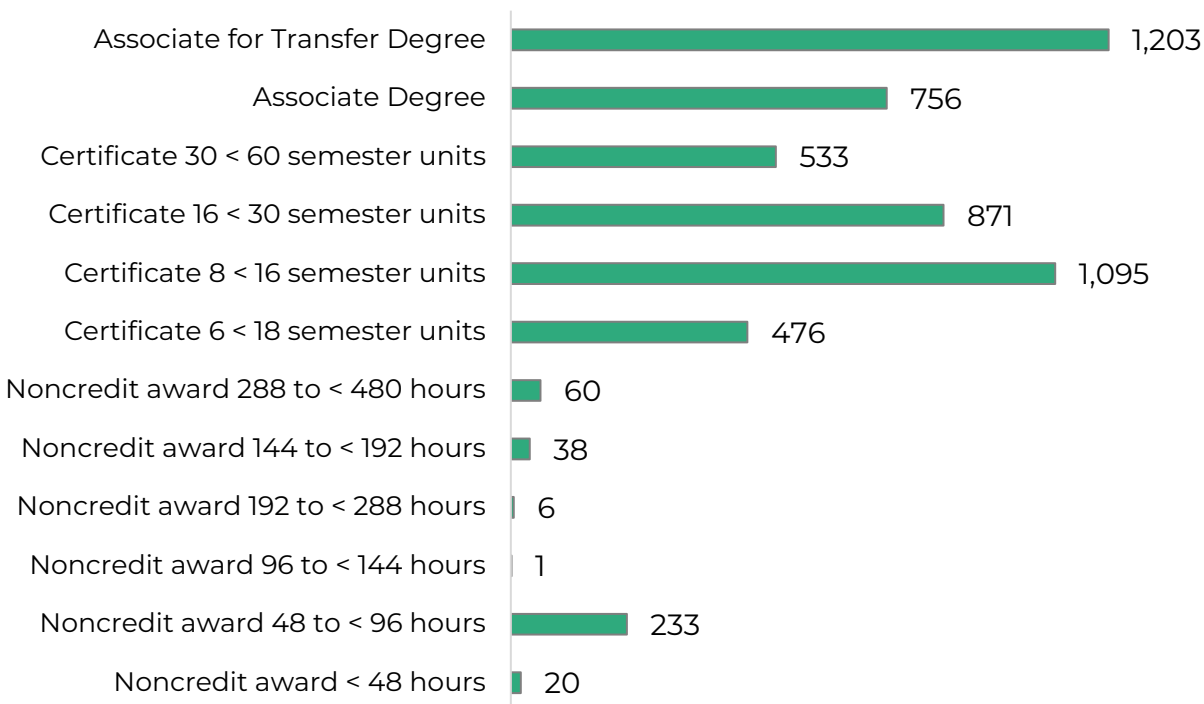
TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		East LA	602	455	377	478
		El Camino	188	186	151	175
		Glendale	26	26	40	31
		LA City	191	167	145	168
		LA Harbor	51	44	32	42
		LA Mission	337	332	381	350
		LA Pierce	85	83	104	91
		LA Southwest	53	32	21	35
		LA Trade	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
		North 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
1305.10	Child and Adolescent Development	Citrus	13	26	28	22
		East LA	0	48	73	40
		LA Trade	27	18	16	20
		Pasadena	118	65	114	99
		Santa Monica	29	25	16	23
		LA Subtotal	187	182	247	205
		Coastline	2	2	4	3
		Fullerton	110	99	76	95
		Golden West	43	39	19	34

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Saddleback	59	56	52	56
		Santiago Canyon	19	0	10	10
		OC Subtotal	233	196	161	197
Supply Subtotal/Average			420	378	408	402
1305.40	Preschool Age Children	LA Mission	34	51	53	46
		LA Pierce	130	148	118	132
		LA Valley	94	107	88	96
		LA Subtotal	258	306	259	274
		Fullerton	11	8	16	12
		Orange Coast	27	91	79	66
		Santa Ana	64	47	55	55
		Santiago Canyon	9	64	29	34
		OC Subtotal	111	210	179	167
Supply Subtotal/Average			369	516	438	441
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
		LA Subtotal	59	83	46	63
		Santa Ana	3	1	1	2
		OC Subtotal	3	1	1	2
Supply Subtotal/Average			62	84	47	64
1305.80	Child Development Administration and Management	Cerritos	10	11	10	10
		Glendale	0	0	7	2
		LA City	11	10	11	11
		LA Mission	6	4	21	10
		LA Valley	54	63	43	53
		Mt San Antonio	3	3	5	4
		Pasadena	4	3	6	4
		LA Subtotal	88	94	103	95
		Orange Coast	14	15	0	10
		Saddleback	0	1	5	2
Santa Ana	0	3	5	3		

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Santiago Canyon	1	2	1	1
		OC Total	15	21	11	16
Supply Subtotal/Average			103	115	114	111
1305.90	Infants and Toddlers	Cerritos	3	0	0	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	0	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 Total	174	127	63
Supply Subtotal/Average			278	235	143	219
Supply Total/Average			5,253	5,034	5,591	5,293

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for associate for transfer degrees, followed by certificates between 8 to 16 semester units, and certificates between 16 to 30 semester units.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 19 shows the Strong Workforce Program (SWP) metrics for child development/early care and education programs North Orange County Community College District (NOCCCD), the Orange County Region, and California. Of the 8,490 Orange County child development/early care and education students in the 2023-24 academic year, 19% (1,618) attended a NOCCCD college.

NOCCCD students that exited child development/early care and education programs in the 2022-23 academic year had lower median annual earnings (\$32,332 or \$15.54 per hour) compared to all child development/early care and education students in Orange County (\$35,344 or \$16.99 per hour). A lower percentage of NOCCCD child development/early care and education students attained the living wage (13%) when compared to all child development/early care and education students in Orange County (18%).

Exhibit 14: Child Development/Early Care and Education (1305.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	NOCCCD	OC Region	California
SWP Students	1,618	8,490	96,320
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	17%	21%	22%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	81%	73%	67%

⁴ All SWP metrics are for 2023-24 unless otherwise noted.

SWP Metric	NOCCCD	OC Region	California
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	125	445	6,363
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	87	391	5,496
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	88%	80%	80%
Median Annual Earnings for SWP Exiting Students (2022-23)	\$32,332 (\$15.54)	\$35,344 (\$16.99)	\$34,856 (\$16.76)
Median Change in Earnings for SWP Exiting Students (2022-23)	35%	35%	35%
SWP Exiting Students Who Attained the Living Wage (2022-23)	13%	18%	29%

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering child development/early care and education programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) codes:

- Bilingual and Multilingual Education (13.0201)
- Early Childhood Education and Teaching (13.1210)
- Child Development (19.0706)

No awards were conferred under the related CIP codes: Teacher Assistant/Aide (13.1501)

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 1,810 awards annually in related programs.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
13.0201	Bilingual and Multilingual Education	California State University-Los Angeles	1	1	0	1
		Loyola Marymount University	5	9	2	5
Supply Subtotal/Average			6	10	2	6
13.1210	Early Childhood Education and Teaching	American Jewish University	26	64	54	48
		Bethesda University	1	4	1	2
		Biola University	1	3	3	2
		California State University-Dominguez Hills	225	243	238	235
		California State University-Fullerton	510	527	396	478
		California State University-Los Angeles	384	402	417	401
		California State University-Northridge	392	400	329	374

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
		Mount Saint Mary's University	4	2	1	2
		Pacific Oaks College	106	112	76	98
		University of Massachusetts Global	62	68	48	59
		Vanguard University of Southern California	7	4	9	7
Supply Subtotal/Average			1,718	1,829	1,572	1,706
19.0706	Child Development	Mount Saint Mary's University	18	11	16	15
		University of La Verne	61	68	60	63
		Whittier College	19	23	16	19
Supply Subtotal/Average			98	102	92	97
Supply Total/Average			1,822	1,941	1,666	1,810

Regional Demographics

The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for these occupations. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in child development/early care and education programs, the overall Orange County population, and occupation-specific data for the three early childhood education occupations included in this report.

White individuals account for 42% of the workforce, which is nearly double program enrollment (23%), suggesting students are entering the field through alternative pathways. In contrast, Hispanic or Latino individuals make up over a third (35%) of workers, yet 56% of students, indicating a potential disconnect between education and employment. Asian (17% vs. 12%) and Black or African American (1% vs. 3%) individuals are closer in alignment between education and employment outcomes.

Exhibit 16: Program and County Demographics by Ethnicity

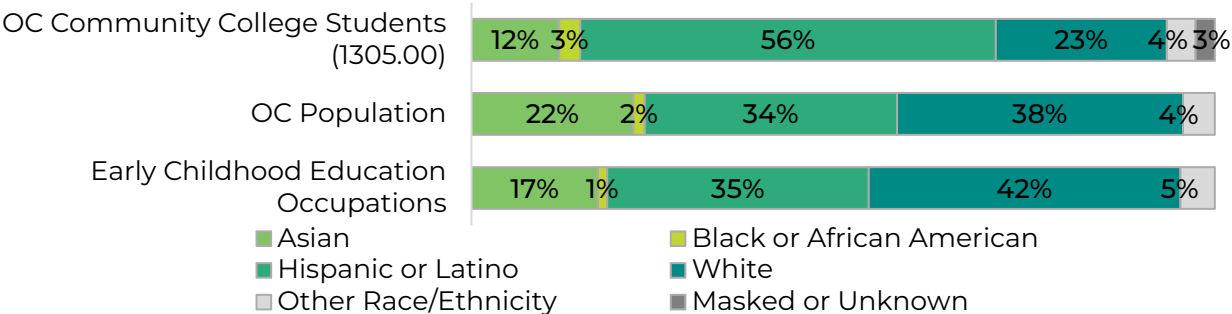
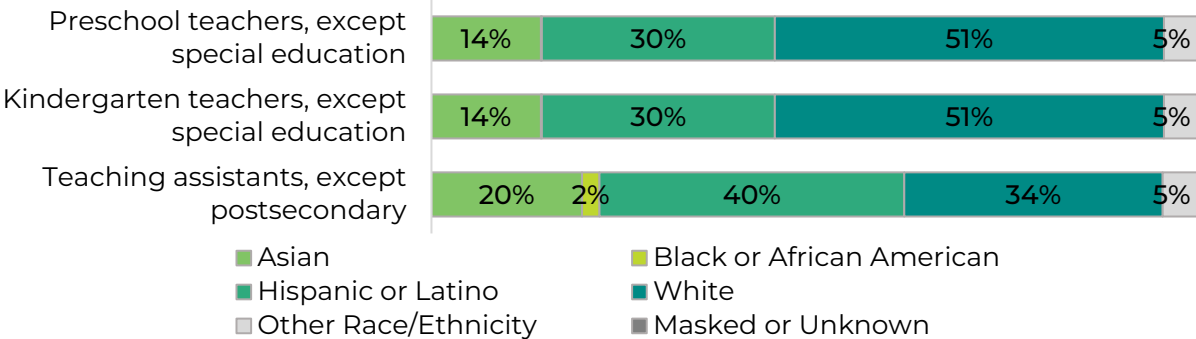


Exhibit 17 shows the disaggregated ethnicity data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Preschool teachers, except special education and kindergarten teachers, except special education share similar demographics, with over half of the workforce being White (51%). In contrast, teaching assistants, except postsecondary has a higher representation of Hispanic or Latino workers. This occupation also has the lowest education requirements of the three early childhood education occupations.

Exhibit 17: Disaggregated Ethnic Distribution by Occupation



Age

Exhibit 18 compares the age of Orange County community college students enrolled in child development/early care and education programs, the overall Orange County population, and occupation-specific data for the three early childhood education occupations included in this report.

While over half of students (51%) are 24 or younger, they represent only 16% of the workforce, suggesting a lag between training and entry. Conversely, the 25 to 34 age group shows a strong alignment between students (24%) and workers (28%). A slight mid-career dip at ages 35 to 49 (24%) followed by a 50 and older surge (32%) indicates that this role may be used as a professional stepping-stone or be entered later in life.

Exhibit 18: Program and County Demographics by Age

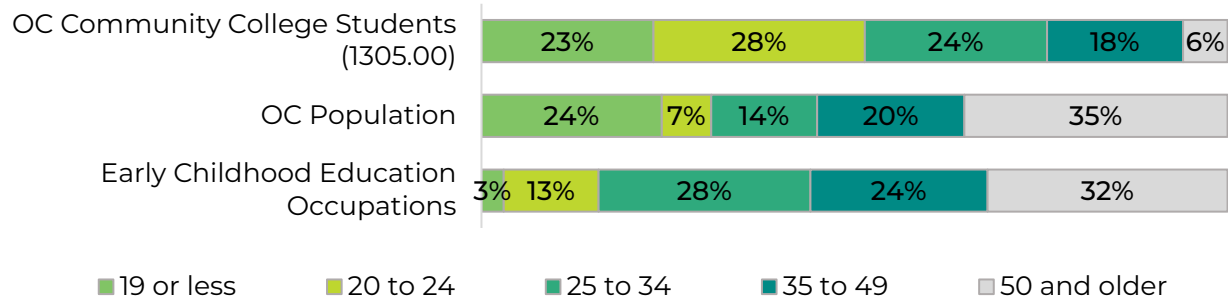
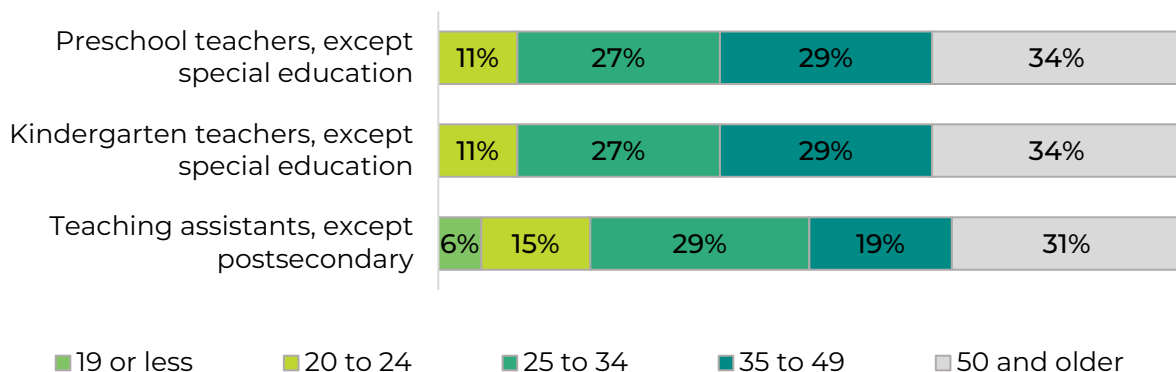


Exhibit 24 shows the disaggregated age data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Preschool teachers, except special education and *kindergarten teachers, except special education* share similar demographics, with age groups concentrated among those 25 and older and no representation for those 19 or younger. *Teaching assistants, except postsecondary* have a notable mid-career dip between ages 35 and 49 (19%), followed by a surge in those 50 and older (31%). This indicates that individuals may use this role as stepping-stone into the field or entered later in life.

Exhibit 19: Disaggregated Age Distribution by Occupation



Sex

Exhibit 20 compares the sex of Orange County community college students enrolled in child development/early care and education programs, the overall Orange County population, and occupation-specific data for these early childhood education occupations.

Though the population has an even gender distribution, only 15% of the cybersecurity workforce, and 11% of community college students, are men.

Exhibit 20: Program and County Demographics by Sex

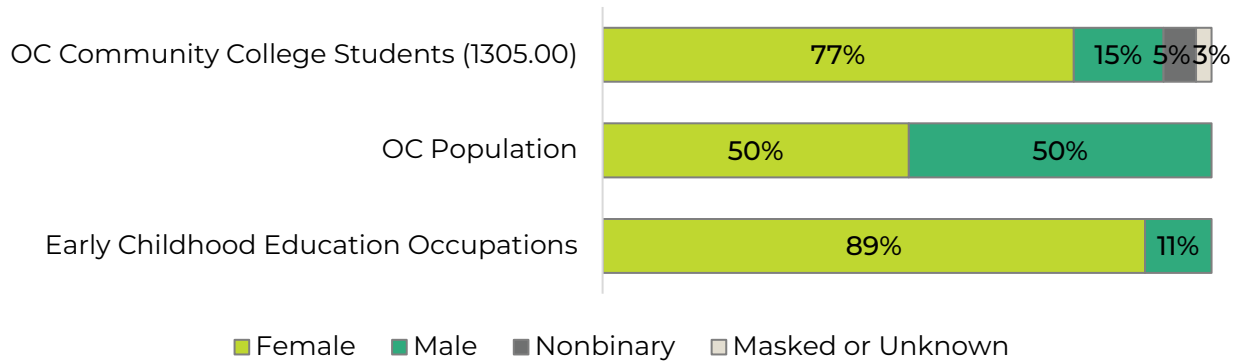
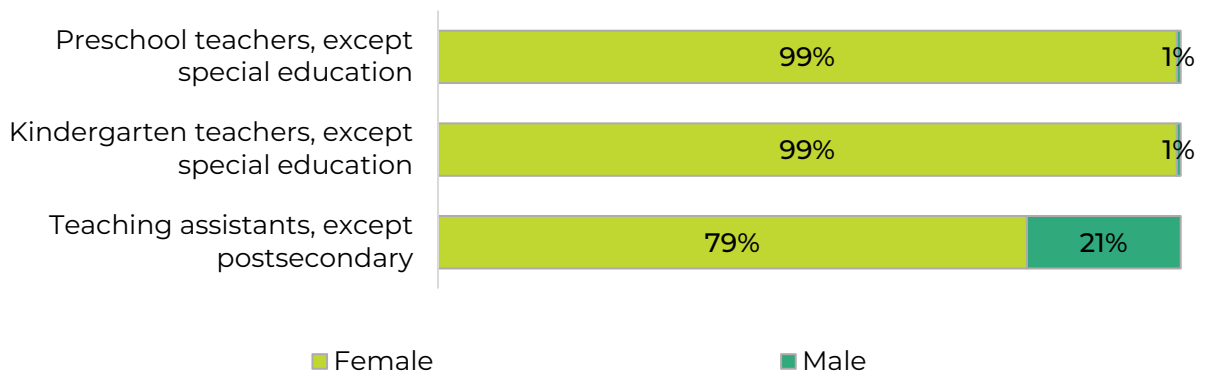


Exhibit 21 shows the disaggregated sex data for each occupation, revealing potential disparities in entry into well-paying occupations or career advancement.

Men are most represented in *teaching assistants, except postsecondary* (21%). This occupation has the lowest education requirements of the three early childhood education occupations.

Exhibit 21: Disaggregated Sex Distribution by Occupation



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have 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.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2026.1), a labor market analytics firm.
Living Wage	<p>Per the CCCC's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County.</p> <p>The MIT Living Wage, updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.</p>
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	<p>The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff.</p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).</p>
Student Metrics and Demographics	The Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information.</p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products.</p>

For more information, please contact the Orange County Center of Excellence:

Jesse Crete, Ed. D., Regional Director

crete_jesse@rscdd.edu

March 2026



FOR LABOR MARKET RESEARCH

ORANGE COUNTY