

## Labor Market Assessment: 1305.00 – Child Development/Early Care and Education Curriculum Certificate (Certificate of Achievement 6 to <18 units)

Los Angeles County Center of Excellence, May 2022

### Summary

<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"/>
<b>Program Endorsement Criteria</b>			
<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"/>	
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The Los Angeles County Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to three middle-skill occupations:

- *Preschool teachers, except special education (25-2011);*
- *Teaching assistants, except postsecondary (25-9045); and*
- *Childcare workers (39-9011)*

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>1</sup> This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap in the region for the occupations of interest. Although the three occupations studied in this report have entry-level wages below the self-sufficiency standard wage in both Los Angeles and Orange counties, between 34% and 39% of workers in the field have completed some college or an associate degree. **Due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **16,969 jobs available annually** in the region due to retirements and workers leaving the field,

<sup>1</sup> 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.

which is more than the **4,561 awards conferred annually** by educational institutions in the region.

- **Living Wage Criteria** – In Los Angeles County, all three occupations have entry-level wages **below** the self-sufficiency standard wage (\$18.10/hour).<sup>2</sup>
- **Educational Criteria** – Within the LA/OC region, **62% of the annual job openings** for the occupations of interest **typically require a high school diploma or equivalent**.
  - However, national-level educational attainment data indicates that **between 34% and 39% of workers in the field have completed some college or an associate degree**.

**Supply:**

- Between 2017 and 2020, **27 community colleges** in the LA/OC region issued awards in programs that have historically trained for the occupations of interest, conferring an average of **4,438 awards**.
- Between 2016 and 2019, non-community college institutions in the LA/OC region conferred an average of **123 awards in relevant programs**.

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<sup>2</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

## Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the three occupations of interest. In the Los Angeles/Orange County region, the number of jobs related to these occupations is projected to decrease by 4% through 2025. However, there will be nearly 17,000 job openings per year through 2025 due to retirements and workers leaving the field.

*This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.*

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	115,339	109,240	(6,100)	(5%)	13,700
Orange	27,080	27,634	554	2%	3,270
<b>Total</b>	<b>142,420</b>	<b>136,874</b>	<b>(5,546)</b>	<b>(4%)</b>	<b>16,969</b>

## Wages

The labor market endorsement in this report considers the hourly wages for the three 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 LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County** – All three occupations have entry-level wages **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$13.14 and \$15.19. Experienced workers can expect to earn wages between \$18.35 and \$22.79, which are above the self-sufficiency standard wage estimate.

**Orange County** – All three occupations have entry-level wages **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$12.01 and \$15.27. Experienced *preschool teachers, except special education* and *teaching assistants, except postsecondary* can expect to earn wages between \$21.19 and \$21.83, which are above the self-sufficiency standard wage estimate. Experienced *childcare workers* typically earn less than the self-sufficiency standard wage estimate (\$17.32).

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<sup>3</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.

## **Job Postings**

Over the past 12 months, there have been 13,242 online job postings related to the occupations of interest. The highest number of job postings were for preschool teachers, infant/toddler teachers, paraprofessionals, assistant teachers, preschool teacher aides/assistants, and instructional aides. The top skills were teaching, childcare, child development, cardiopulmonary resuscitation (CPR), and early childhood education. The top employers, by number of job postings, in the region were KinderCare, Learning Care, and Center for Autism and Related Disorders.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

## **Educational Attainment**

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Associate degree:** *preschool teachers, except special education (25-2011)*
- **Some college/no degree:** *teaching assistants, except postsecondary (25-9045)*
- **High school diploma or equivalent:** *childcare workers (39-9011)*

In the LA/OC region, the majority of annual job openings (62%) typically require a high school diploma or equivalent. However, national-level educational attainment data indicates that between 34% and 39% of workers in the field have completed some college or an associate degree.

## Educational Supply

**Community College Supply** – Exhibit 2 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 community colleges with the most completions in the region are Rio Hondo, Santa Ana, and East LA.

**Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020**

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	28	23	21	24
		<b>LA Subtotal</b>	<b>28</b>	<b>23</b>	<b>21</b>	<b>24</b>
		Coastline	-	3	2	2
		Fullerton	11	7	-	6
		Santa Ana	2	30	11	14
		Santiago Canyon	4	6	7	6
		<b>OC Subtotal</b>	<b>17</b>	<b>46</b>	<b>20</b>	<b>28</b>
<b>Supply Subtotal/Average</b>			<b>45</b>	<b>69</b>	<b>41</b>	<b>52</b>
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	-	1	1
		<b>LA Subtotal</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>1</b>
		Santiago Canyon	-	-	1	0
		<b>OC Subtotal</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>0</b>
<b>Supply Subtotal/Average</b>			<b>1</b>	<b>-</b>	<b>2</b>	<b>1</b>
0809.00	Special Education	Long Beach	1	2	1	1
		<b>LA Subtotal</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>
		Santa Ana	-	27	16	14
		Santiago Canyon	-	-	2	1
		<b>OC Subtotal</b>	<b>-</b>	<b>27</b>	<b>18</b>	<b>15</b>
<b>Supply Subtotal/Average</b>			<b>1</b>	<b>29</b>	<b>19</b>	<b>16</b>
1305.00	Child Development/ Early Care and Education	Cerritos	108	140	132	127
		Citrus	174	313	161	216
		Compton	50	64	21	45
		East LA	200	335	690	408
		El Camino	166	161	187	171
		Glendale	19	32	34	28
		LA City	201	163	190	185
		LA Harbor	39	35	26	33

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
		LA Mission	210	259	227	232
		LA Pierce	104	92	107	101
		LA Southwest	65	50	51	55
		LA Trade-Tech	190	164	132	162
		LA Valley	71	98	148	106
		Long Beach	148	183	169	167
		Mt San Antonio	82	111	106	100
		Pasadena	83	105	114	101
		Rio Hondo	1,071	245	285	534
		Santa Monica	179	174	554	302
		West LA	30	51	60	47
		<b>LA Subtotal</b>	<b>3,190</b>	<b>2,775</b>	<b>3,394</b>	<b>3,120</b>
		Fullerton	27	47	39	38
		Irvine Valley	72	96	99	89
		North Orange Adult	66	75	59	67
		Orange Coast	-	20	41	20
		Saddleback	84	179	181	148
		Santa Ana	37	30	62	43
		Santiago Canyon	1	3	1	2
		<b>OC Subtotal</b>	<b>287</b>	<b>450</b>	<b>482</b>	<b>406</b>
		<b>Supply Subtotal/Average</b>	<b>3,477</b>	<b>3,225</b>	<b>3,876</b>	<b>3,526</b>
1305.40	Preschool Age Children	LA Mission	29	29	32	30
		LA Pierce	122	152	165	146
		LA Valley	62	91	88	80
		Pasadena	-	1	-	0
		<b>LA Subtotal</b>	<b>213</b>	<b>273</b>	<b>285</b>	<b>257</b>
		Fullerton	9	9	14	11
		Orange Coast	24	34	34	31
		Santa Ana	50	45	52	49
		Santiago Canyon	7	-	6	4
		<b>OC Subtotal</b>	<b>90</b>	<b>88</b>	<b>106</b>	<b>95</b>
		<b>Supply Subtotal/Average</b>	<b>303</b>	<b>361</b>	<b>391</b>	<b>352</b>

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
1305.50	The School Age Child	Compton	1	2	-	1
		El Camino	10	7	4	7
		Glendale	1	-	-	0
		LA Mission	1	3	4	3
		LA Pierce	7	10	6	8
		LA Valley	14	16	10	13
		Long Beach	-	-	1	0
		Pasadena	1	-	-	0
		<b>LA Subtotal</b>	<b>35</b>	<b>38</b>	<b>25</b>	<b>33</b>
		Irvine Valley	5	3	1	3
		Saddleback	-	2	-	1
		<b>OC Subtotal</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>4</b>
		<b>Supply Subtotal/Average</b>			<b>40</b>	<b>43</b>
1305.90	Infants and Toddlers	Cerritos	-	-	2	1
		East LA	32	45	3	27
		Glendale	1	3	1	2
		LA City	-	-	41	14
		LA Mission	9	13	8	10
		LA Pierce	34	35	45	38
		LA Valley	5	6	1	4
		Mt San Antonio	-	2	1	1
		Pasadena	-	2	1	1
		Rio Hondo	-	-	5	2
		<b>LA Subtotal</b>	<b>81</b>	<b>106</b>	<b>108</b>	<b>98</b>
		Irvine Valley	-	1	-	0
		Orange Coast	7	5	6	6
		Saddleback	47	17	13	26
		Santa Ana	468	356	142	322
		Santiago Canyon	6	-	1	2
<b>OC Subtotal</b>	<b>528</b>	<b>379</b>	<b>162</b>	<b>356</b>		
<b>Supply Subtotal/Average</b>			<b>609</b>	<b>485</b>	<b>270</b>	<b>455</b>
<b>Supply Total/Average</b>			<b>4,476</b>	<b>4,212</b>	<b>4,625</b>	<b>4,438</b>

**Non-Community College Supply** – For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide training programs for the occupations of interest. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 123 awards.

**Exhibit 3: Regional non-community college awards, 2016-2019**

<b>CIP</b>	<b>Program</b>	<b>Institution</b>	<b>2016-17 Awards</b>	<b>2017-18 Awards</b>	<b>2018-19 Awards</b>	<b>3-Year Average</b>
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	-	-	6	2
13.1210	Early Childhood Education and Teaching	Bethesda University	-	1	3	1
		East San Gabriel Valley ROP	62	58	35	52
		Mount Saint Mary's University	6	4	4	5
		Vanguard University of Southern California	7	6	3	5
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	55	36	82	58
<b>Supply Total/Average</b>			<b>130</b>	<b>105</b>	<b>133</b>	<b>123</b>



Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Preschool Teachers, Except Special Education (25-2011)	13,924	13,806	(118)	(1%)	1,403	\$14.12	\$15.83	\$22.79
Teaching Assistants, Except Postsecondary (25-9045)	39,598	37,451	(2,147)	(5%)	3,541	\$15.19	\$17.79	\$21.05
Childcare Workers (39-9011)	61,818	57,983	(3,835)	(6%)	8,756	\$13.14	\$14.06	\$18.35
<b>Total</b>	<b>115,339</b>	<b>109,240</b>	<b>(6,100)</b>	<b>(5%)</b>	<b>13,700</b>	-	-	-

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Preschool Teachers, Except Special Education (25-2011)	3,964	4,022	58	1%	409	\$13.57	\$15.19	\$21.83
Teaching Assistants, Except Postsecondary (25-9045)	11,505	11,690	185	2%	1,100	\$15.27	\$17.90	\$21.19
Childcare Workers (39-9011)	11,611	11,922	311	3%	1,761	\$12.01	\$13.16	\$17.32
<b>Total</b>	<b>27,080</b>	<b>27,634</b>	<b>554</b>	<b>2%</b>	<b>3,270</b>	-	-	-

**Exhibit 6. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>
Preschool Teachers, Except Special Education (25-2011)	17,888	17,828	(60)	0%	1,812	Associate degree
Teaching Assistants, Except Postsecondary (25-9045)	51,103	49,141	(1,962)	(4%)	4,641	Some college, no degree
Childcare Workers (39-9011)	73,429	69,905	(3,524)	(5%)	10,516	High school diploma or equivalent
<b>Total</b>	<b>142,420</b>	<b>136,874</b>	<b>(5,546)</b>	<b>(4%)</b>	<b>16,969</b>	<b>-</b>

**Appendix B: Sources**

- O\*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (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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