



Early Intervention and Inclusion

May 2018

Prepared by the Los Angeles/Orange County Center of Excellence
for Labor Market Research

Research Summary

The Los Angeles/Orange County Center of Excellence (COE) compiled this report to provide regional labor market supply and demand data related to **early intervention and inclusion**.

The following list summarizes key findings from this brief for early intervention and inclusion:

- The number of jobs for occupations that are related to early intervention and inclusion is expected to grow by 6% through 2022, resulting in nearly 6,900 annual job openings.
- The median hourly wages for occupations in this report are **above** the MIT Living Wage¹ estimate for the county – \$ 13.54 per hour for a single adult.
- Between 10% and 38% of the current workforce has some postsecondary coursework training, indicating that students may need to continue their pathway at a 4-year institution.
- In 2017, there were **over 2,500 ads** for early intervention and inclusion-related jobs.
- Between 2014 and 2017, community colleges in the county conferred an average of 2,349 awards (associate degrees and certificates).

¹ MIT Living Wage Calculator. <http://livingwage.mit.edu/>

Occupation Codes and Descriptions

Currently, there are three occupations in the standard occupational classification (SOC) system that are related to early intervention and inclusion. The occupation titles, descriptions, and reported job titles are included in the exhibit below.

Exhibit 1 – Occupations, descriptions, and sample job titles

SOC Code	Title	Description	Sample of Reported Job Titles
25-2011	Preschool Teachers, Except Special Education	Instruct preschool-aged children in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. May be required to hold State certification.	Early Childhood Teacher, Group Teacher, Head Start Teacher, Headstart Teacher, Lead Teacher, Pre-Kindergarten Teacher (Pre-K Teacher), Preschool Teacher, Teacher, Teacher Assistant, Toddler Teacher
25-2051	Special Education Teachers, Preschool	Teach preschool school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired.	Early Childhood Special Education Teacher (EC Special Education Teacher), Early Interventionist, Exceptional Student Education Teacher (ESE Teacher), Intervention Specialist, Preschool Special Education Teacher, Resource Teacher, Special Education Resource Teacher, Special Education Teacher, Teacher, Teacher of the Handicapped
25-9041	Teacher Assistants	Perform duties that are instructional in nature or deliver direct services to students or parents. Serve in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services.	Educational Technician, Instructional Aide, Instructional Assistant, Paraeducator, Paraprofessional, Special Education Paraprofessional, Special Education Teaching Assistant, Teacher Aide, Teacher Assistant, Teaching Assistant

Source: O*NET Online

Current and Future Employment

In Los Angeles County, the number of jobs for occupations related to early intervention and inclusion is expected to increase by 6% over the next five years. Nearly 6,900 job opportunities will be available annually for this occupation group through 2022 due to new job growth and replacement need (e.g., retirements). Exhibit 2 contains detailed employment projections data for the occupations.

Exhibit 2 – Five-year projections for early intervention and inclusion-related occupations

SOC	Occupation	2017 Jobs	2022 Jobs	2017 - 2022 Change	2017 - 2022 % Change	Annual Openings
25-9041	Teacher Assistants	44,742	47,276	2,534	6%	5,144
25-2011	Preschool Teachers, Except Special Education	14,996	15,857	861	6%	1,651
25-2051	Special Education Teachers, Preschool	533	660	127	24%	67
Total		60,271	63,793	3,522	6%	6,862

Source: EMSI 2018.2 – QCEW, non-QCEW, Self-Employed.

Earnings

In Los Angeles County, the median hourly wages for the occupations in this report are between \$14.67 and \$16.77 per hour, above the MIT Living Wage estimate of \$13.54 per hour for a single adult. The average annual earnings for the occupations in the region is between \$31,832 and \$40,390 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for the occupation group studied in this report. Entry-level hourly earnings is represented by the 10th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 90th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for early intervention and inclusion-related occupations

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
25-2051	Special Education Teachers, Preschool	\$12.27	\$16.77	\$30.85	\$40,390
25-2011	Preschool Teachers, Except Special Education	\$10.49	\$14.64	\$27.63	\$36,069
25-9041	Teacher Assistants	\$10.26	\$14.67	\$21.97	\$31,832

Source: EMSI 2018.2 – QCEW, non-QCEW, Self-Employed.

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study.

Employer job postings are consulted to understand who is employing in the field of early intervention and inclusion, and what they are looking for in potential candidates. To identify relevant job postings, the following SOC codes were used: Preschool teachers, except special education (25-2011); special education teachers, preschool (25-2051); and teacher assistants (25-9041). Job titles such as “nanny”, “babysitter”, and variations of these keywords were omitted.

Top Titles

The most common job titles for early intervention and inclusion-related jobs are listed in Exhibit 4. Instructional assistant was mentioned in 15% of all relevant job postings (387 out of 2,531 postings).

Exhibit 4 – Job titles (n=2,531)

Title	Job Postings, Full Year 2017
Instructional assistant	387
Instructional aide	263
Preschool teacher	210
Assistant teacher	148
Special education aide	109
Teacher's assistant	91
Behavior interventionist	87
Paraeducator	82
Child care services for children with special needs	63
Childcare teacher	49
Infant teacher	48
Home visitor	28
Behavior assistant	27
Child development teacher	19

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 5 lists the major employers hiring professionals in the field of early intervention and inclusion. Top employers postings job ads included Westside Union School District, Norwalk La Mirada Unified School District, and William S. Hart Union High School District. The top worksite cities in the region for these occupations were: Los Angeles, Santa Clarita, Lancaster, Glendale, and Whittier.

Exhibit 5 – Top employers (n=1,269)

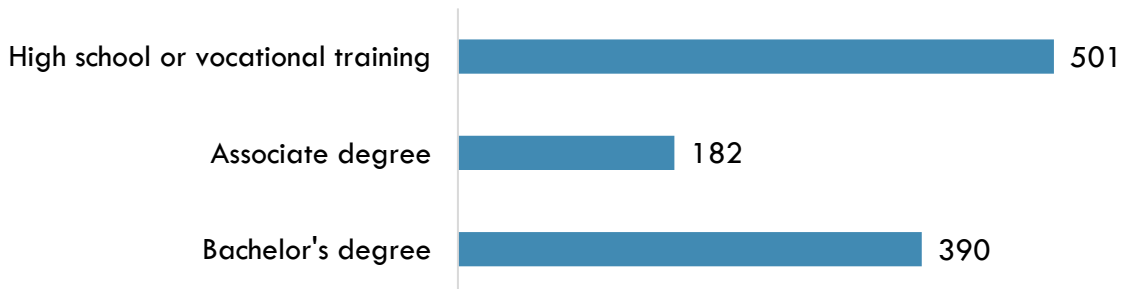
Employer	Job Postings, Full Year 2017
Westside Union School District	109
Norwalk La Mirada Unified School District	67
William S. Hart Union High School District	57
Archdiocese of Los Angeles	39
Bright Horizons	37
Easterseals Southern California	30
Childtime Learning Centers	30
Alliance College-Ready Public Schools	28
Las Virgenes Unified School District	28
University of La Verne	28
Baldwin Park Unified School District	26

Source: Labor Insight/Jobs (Burning Glass)

Advertised Education Levels

Exhibit 6 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with high school or vocational training. Approximately 58% of job postings did not specify a level of education.

Exhibit 6 – Advertised education requirements for early intervention and inclusion-related occupations (n=1,073)



Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 7 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training, and percentage of workers in the field who hold a community college award or have completed some postsecondary courses. Between 10% and 38% of the industry workforce has completed some community college education as their highest level of education.

Exhibit 7 – Education and training requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training	% of Community College Award Holders or Some Postsecondary Coursework
25-2011	Preschool Teachers, Except Special Education	Associate's degree	None	38%
39-9011	Childcare Workers	HS diploma/equivalent	Short-term	37%
25-2051	Special Education Teachers, Preschool	Bachelor's degree	Internship/Residency	10%

Source: EMSI, Bureau of Labor Statistics Employment Projections (Educational Attainment)

In Los Angeles County, all 19 community colleges have conferred awards in programs that have historically trained students for the occupations of interest.

Between 2014 and 2017, there was an average of 2,349 awards conferred annually across five programs. It is important to note that an award is not equivalent to a single person in search of a job opening, since a student may earn more than one award (e.g. an associate degree and a certificate).

Exhibit 8 – CCC Student Awards (by TOP and College)

TOP Code	Program	College	2014-15 Awards	2015-16 Awards	2016-2017 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	24	39	24	29
Subtotal/Average			24	39	24	29
0809.00	Special Education	LA Mission	N/A	N/A	1	1
		Long Beach	1	2	3	2
Subtotal/Average			1	2	4	2
		Cerritos	22	73	85	60
		Citrus	86	93	109	96
		Compton	51	52	75	59
		East LA	170	220	153	181
		El Camino	113	122	170	135

1305.00	Child Development/Early Care and Education	Glendale	30	20	21	24
		LA City	237	181	296	238
		LA Harbor	21	23	24	23
		LA Mission	58	60	153	90
		LA Pierce	59	68	89	72
		LA Southwest	81	81	62	75
		LA Trade	201	268	221	230
		LA Valley	66	90	104	87
		Long Beach	104	114	160	126
		Mt San Antonio	84	127	65	92
		Pasadena	30	26	64	40
		Rio Hondo	142	181	207	177
		Santa Monica	73	84	176	111
West LA	25	41	46	37		
Subtotal/Average		1,653	1,924	2,280	1,952	
1305.20	Children with Special Needs	Cerritos	4	9	1	5
		East LA	54	76	68	66
		LA City	9	13	14	12
		LA Valley	9	9	40	19
		Long Beach	3	1	3	2
		Pasadena	1	2	N/A	2
		Santa Monica	8	8	7	8
		West LA	N/A	1	2	2
Total		88	119	135	114	
1305.40	Preschool Age Children	LA Mission	26	24	19	23
		LA Pierce	110	116	156	127
		LA Valley	110	89	104	101
		Subtotal/Average	246	229	279	132
Total/Average		2,012	2,313	2,722	2,349	

Source: California Community Colleges Chancellor's Office MIS Data Mart

Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, and California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart

Notes

Data included in this analysis represents the labor market demand for positions most closely related to early intervention and inclusion. Standard occupational classification (SOC) codes were chosen based on the national education level required for employment (associate degree and postsecondary certificate) as well as the proportion of current workers who hold a community college award or have had some community college training. This selection process narrows the labor market analysis to the most relevant employment opportunities for students with community college education and/or training.

Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and should not be used to establish current job openings, because the numbers may include duplicate job postings or postings intended to gather a pool of applicants. Real-time labor market information can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.