



Labor Market Analysis for Program Recommendation

Early Childhood Education Occupations

Cabrillo College

Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

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Recommendation

Based on all available data, there appears to be an “undersupply” of Early Childhood Education workers compared to the demand for this cluster of occupations in the Bay region and in the SC-Monterey sub-region (Monterey, San Benito, Santa Cruz counties). There is a projected annual gap of about 936 students in the Bay region and 18 students in the SC-Monterey Sub-Region.

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 colleges in the state and region, as well as to outcomes across all CTE programs at Cabrillo College and in the region.

This report profiles Early Childhood Education Occupations in the 12 county Bay region and in the SC-Monterey sub-region for a proposed new Early Childhood Education for Teaching Transitional Kindergarten program at Cabrillo College.

- **Education Administrators, Kindergarten through Secondary (11-9032):** Plan, direct, or coordinate the academic, administrative, or auxiliary activities of public or private elementary or secondary level schools.
Entry-Level Educational Requirement: Master’s degree
Training Requirement: None
Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%
- **Preschool Teachers, Except Special Education (25-2011):** 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. Substitute teachers are included in “Teachers and Instructors, All Other” (25-3099). May be required to hold State certification. Excludes “Childcare Workers” (39-9011) and “Special Education Teachers” (25-2050).
Entry-Level Educational Requirement: Associate’s degree
Training Requirement: None
Percentage of Community College Award Holders or Some Postsecondary Coursework: 38%
- **Kindergarten Teachers, Except Special Education (25-2012):** Teach elemental natural and social science, personal hygiene, music, art, and literature to kindergarten students. Promote physical, mental, and social development. May be required to hold State certification. Substitute teachers are included in “Teachers and Instructors, All Other” (25-3099). Excludes “Special Education Teachers” (25-2050).
Entry-Level Educational Requirement: Bachelor’s degree

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 38%

- Special Education Teachers, Preschool (25-2051):** 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. Substitute teachers are included in “Teachers and Instructors, All Other” (25-3099).
 Entry-Level Educational Requirement: Bachelor’s degree
 Training Requirement: None
 Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%
- Special Education Teachers, Kindergarten and Elementary School (25-2052):** Teach elementary 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. Substitute teachers are included in “Teachers and Instructors, All Other” (25-3099).
 Entry-Level Educational Requirement: Bachelor’s degree
 Training Requirement: None
 Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%

Occupational Demand

Table 1. Employment Outlook for Early Childhood Education Occupations in Bay Region

Occupation	2021 Jobs	2026 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Education Administrators, Kindergarten through Secondary	5,402	5,878	476	9%	2,586	517	\$50	\$64
Preschool Teachers, Except Special Education	16,430	18,773	2,343	14%	11,808	2,362	\$17	\$20
Kindergarten Teachers, Except Special Education	2,456	2,659	202	8%	1,581	316	\$26	\$39
Special Education Teachers, Preschool	250	302	53	21%	153	31	\$32	\$38
Special Education Teachers, Kindergarten and Elementary School	3,388	3,656	269	8%	1,566	313	\$27	\$39
Total	27,926	31,269	3,342	12%	17,695	3,539		

Source: Lightcast 2022.3

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 Early Childhood Education Occupations in SC-Monterey Sub-region

Occupation	2021 Jobs	2026 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Education Administrators, Kindergarten through Secondary	569	634	65	11%	288	58	\$51	\$61
Preschool Teachers, Except Special Education	750	869	119	16%	553	111	\$16	\$18
Kindergarten Teachers, Except Special Education	163	187	24	15%	118	24	\$30	\$39
Special Education Teachers, Preschool	37	41	4	11%	18	4	\$24	\$37

Occupation	2021 Jobs	2026 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Earning	Median Hourly Wage
Special Education Teachers, Kindergarten and Elementary School	368	405	37	10%	178	36	\$32	\$43
Total	1,887	2,136	249	13%	1,155	233		

Source: Lightcast 2022.3

SC-Monterey Sub-Region includes: Monterey, San Benito, Santa Cruz Counties

Job Postings in Bay Region and SC-Monterey Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (Jan. 2023 - Dec. 2023)

Occupation	Bay Region	SC-Monterey
Preschool Teachers, Except Special Education	6,983	334
Education Administrators, Kindergarten through Secondary	2,983	174
Special Education Teachers, Preschool	455	33
Kindergarten Teachers, Except Special Education	413	14
Special Education Teachers, Kindergarten and Elementary School	407	22

Source: Lightcast

**Table 4a. Top Job Titles for Early Childhood Education Occupations for latest 12 months (Jan. 2023 - Dec. 2023)
Bay Region**

Title	Bay	Title	Bay
Preschool Teachers	1,437	Toddler Teachers	139
Child Care Teachers	374	Substitute Preschool Teachers	138
After School Teachers	358	Behavior Interventionists	128
Infant/Toddler Teachers	351	Directors of Early Childhood Education	122
Teachers	347	After School Educators	121
Preschool Teacher Assistants	287	Daycare Teachers	113
Early Childhood Educators	212	Kindergarten Teachers	113
Early Childhood Teachers	180	Infant Teachers	112
After School Program Teachers	141	Principals	110

Source: Lightcast

**Table 4b. Top Job Titles for Early Childhood Education Occupations for latest 12 months (Jan. 2023 - Dec. 2023)
SC-Monterey Sub-Region**

Title	SC-Monterey	Title	SC-Monterey
Preschool Teachers	65	Bilingual Spanish Customer Service Representatives	8

Title	SC-Monterey	Title	SC-Monterey
After School Teachers	21	Child Development Specialists	8
Infant/Toddler Teachers	19	Early Intervention Specialists	8
Early Preschool Teachers	17	Preschool Associate Teachers	8
Teachers	16	Extended Day Teachers	7
Early Childhood Teachers	13	Montessori Primary Teachers	7
High School Assistant Principals	12	Special Education Resource Specialists	7
Child Development Teachers	10	Substitute Preschool Teachers	7
Preschool Teacher Assistants	10	After School Assistant Teachers	6

Source: Lightcast

Industry Concentration

Table 5. Industries hiring Early Childhood Education Workers in Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2021)	Jobs in Industry (2026)	% Change (2021-26)	% Occupation Group in Industry (2022)
Child Day Care Services	10,609	12,120	14%	39%
Elementary and Secondary Schools (Local Government)	10,030	10,453	4%	35%
Elementary and Secondary Schools	3,793	4,056	7%	13%
Religious Organizations	1,084	1,052	-3%	4%
Local Government, Excluding Education and Hospitals	429	445	4%	1%
Other Individual and Family Services	433	427	-1%	1%
Civic and Social Organizations	192	223	16%	1%
Child and Youth Services	186	168	-10%	1%
Services for the Elderly and Persons with Disabilities	139	193	39%	1%

Source: Lightcast 2022.3

Table 6. Top Employers Posting Early Childhood Education Occupations in Bay Region and SC-Monterey Sub-Region (Jan. 2023 - Dec. 2023)

Employer	Bay	Employer	SC-Monterey
KinderCare Education	715	Pajaro Valley Unified School District	72
San Francisco Unified School District	389	Monterey County Office Of Education	40
Bright Horizons	369	Community Action Partnership Of San Luis Obispo	27

Employer	Bay	Employer	SC-Monterey
Oakland Unified School District	324	KinderCare Education	17
Nobel Learning Communities	164	Campus Kids Connection	16
Stratford School	161	Salinas Union High School District	11

Source: Lightcast

Educational Supply

There are 23 community colleges in the Bay Region issuing 2,140 awards on average annually (last 3 years ending 2021-22) on TOP 1305.00 - Child Development/Early Care and Education. In the SC-Monterey Sub-Region, there are three (3) community colleges that issued 215 awards on average annually (last 3 years) on this TOP code.

There are a three (3) other CTE educational institutions in the Bay Region issuing 463 awards on average annually (last 3 years ending 2021-22) on CIP 13.1210 - Early Childhood Education and Teaching. There are no other CTE educational institution in the SC-Monterey Sub-Region issuing awards on average annually (last 3 years) on this CIP code.

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

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Noncredit award	Total
Cabrillo	SC-Monterey	22	57	41	0	120
Canada	Mid-Peninsula	41	1	27	0	69
Chabot	East Bay	39	3	74	0	116
Contra Costa	East Bay	12	8	3	0	23
De Anza	Silicon Valley	29	0	46	0	75
Diablo Valley	East Bay	25	18	137	0	180
Foothill	Silicon Valley	22	0	0	0	22
Gavilan	Silicon Valley	11	0	6	0	17
Hartnell	SC-Monterey	39	0	18	0	57
Las Positas	East Bay	21	0	34	0	55
Los Medanos	East Bay	29	20	26	0	75
Marin	North Bay	4	1	0	0	5
Merritt	East Bay	31	24	232	0	287
Mission	Silicon Valley	27	8	22	0	57
Monterey	SC-Monterey	25	13	0	0	38
Napa	North Bay	11	0	0	0	11
Ohlone	East Bay	7	4	0	0	11
San Francisco	Mid-Peninsula	85	0	501	0	586
San Jose City	Silicon Valley	19	10	41	0	70
Santa Rosa	North Bay	42	23	72	5	142
Skyline	Mid-Peninsula	35	0	1	0	36
Solano	North Bay	22	1	31	0	54
West Valley	Silicon Valley	21	2	11	0	34
Total		619	193	1,323	5	2,140

Source: Data Mart

Note: The annual average for awards is 2019-20 to 2021-22.

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

College	Subregion	Associate degree	Bachelor's degree	Total
Pacific Union College	North Bay	2	3	5
San Francisco State University	Mid-Peninsula	0	224	224
San Jose State University	Silicon Valley	0	234	234
Total		2	461	463

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,539 annual openings for the Early Childhood Education occupational cluster and 2,603 annual (3-year average) awards for an annual undersupply of 936 students. In the SC-Monterey Sub-Region, there is also a gap with 233 annual openings and 215 annual (3-year average) awards for an annual undersupply of 18 students.

Student Outcomes

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

Metric Outcomes	Bay All CTE Programs	Cabrillo All CTE Programs	State 1305.00	Bay 1305.00	SC-Monterey 1305.00	Cabrillo 1305.00
Students with a Job Closely Related to Their Field of Study	74%	80%	74%	80%	79%	80%
Median Annual Earnings for SWP Exiting Students	\$53,090	\$46,381	\$28,400	\$34,422	\$30,259	\$31,818
Median Change in Earnings for SWP Exiting Students	24%	23%	26%	28%	41%	44%
Exiting Students Who Attained the Living Wage	54%	44%	35%	26%	26%	16%

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

Skills, Certifications and Education

Table 9. Top Skills for Early Childhood Education Occupations in Bay Region (Jan. 2023 - Dec. 2023)

Skill	Posting	Skill	Posting
Preschool Education	3,693	Bilingual (Spanish/English)	362
Child Development	2,672	Disabilities	360
Early Childhood Education	1,522	Autism Spectrum Disorders	290
Working With Children	1,092	Mental Health	274
Lesson Planning	1,089	Student Services	273
Special Education	1,022	Social Work	263
Classroom Management	601	Office Equipment	251
Curriculum Development	482	Toileting	246

Skill	Posting	Skill	Posting
Individualized Education Programs (IEP)	420	Diaper Changing	245
Psychology	412	Physical Education	240

Source: Lightcast

Table 10. Certifications for Early Childhood Education Occupations in Bay Region (Jan. 2023 - Dec. 2023)

Certification	Posting	Certification	Posting
Cardiopulmonary Resuscitation (CPR) Certification	1,208	Board Certified/Board Eligible	40
First Aid Certification	923	Microsoft Certified Professional	36
Valid Driver's License	670	Certified Diabetes Educator (CDE)	35
English Learner Authorization	303	American Society For Quality (ASQ) Certified	32
Administrative Services Credential	295	Mandated Reporter Certification	29
Registered Behavior Technician (RBT)	104	Automated External Defibrillator (AED) Certification	23
Board Certified Behavior Analyst (BCBA)	95	Master of Business Administration (MBA)	22
No Child Left Behind Act (NCLB) Standards	84	Licensed Clinical Social Worker (LCSW)	20
Teaching Certificate	47	Licensed Marriage And Family Therapist (LMFT)	19
American Red Cross (ARC) Certification	41	Clinical Psychology License	17

Source: Lightcast

Table 11. Education Requirements for Early Childhood Education Occupations in Bay Region

Education Level	Job Postings	% of Total
High school or GED	3,112	32%
Associate degree	1,612	16%
Bachelor's degree & higher	5,119	52%

Source: Lightcast

Note: 39% 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 CCCC Data Mart and CTE Launchboard.

Sources

O*Net Online

Lightcast

CTE LaunchBoard www.calpassplus.org

Launchboard

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor's Office MIS system

Contacts

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