



Child Development/Early Care and Education (TOP 1305.00)

April 2022

Prepared by the South Central Coast Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Child Development/Early Care and Education. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, **the number of jobs related to Child Development/Early Care and Education are expected to increase** for Special Education Teachers, Preschool and **remain steady** for the other four aligned occupations.
- Child Development/Early Care and Education is anticipated to experience a **low risk of automation** for all five related occupations.
- In 2020 there were 1,332 regional completions in programs related to the occupations identified as aligned with Child Development/Early Care and Education and 2,671 openings, indicating an **undersupply**.
- Typical entry-level education is a **high school diploma or equivalent** for Childcare Workers, **some college, no degree** for Teaching Assistants, an **Associate's degree** for Preschool Teachers, Except Special Education, and a **Bachelor's degree** for Kindergarten Teachers, Except Special Education and Special Education Teachers, Preschool.
- Completers of regional Child Development/Early Care and Education programs in the South Central Coast region from the 2018-2019 academic year had a **median annual wage upon completion of \$25,788**.
- 62% of students are **employed within a year** after completing a program.
- 28% of students **attained a living wage** within a year of completion.
- Completers experienced an average of **+23%** change in earnings after exiting.
- 69% of students were **part-time**, 9% **skill builders**, 43% **first-generation**, and 78% **economically disadvantaged**.

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There are five occupations in the standard occupational classification (SOC) system that were identified as related to Child Development/Early Care and Education for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, description, and sample job titles

SOC Code	Title	Description	Sample of Reported Job Titles
25-2011	Preschool Teachers, Except Special Education	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.	Child Development Teacher, Early Childhood Teacher, Group Teacher, Infant Teacher, Montessori Preschool Teacher, Nursery Teacher, Pre-Kindergarten Teacher (Pre-K Teacher), Teacher, Toddler Teacher
25-2012	Kindergarten Teachers, Except Special Education	Teach academic and social skills to kindergarten students.	Bilingual Kindergarten Teacher, Classroom Teacher, Educator, Instructor, Kinder Teacher, Kindergarten Classroom Teacher, Teacher, Title One Kindergarten Teacher, Transitional Kindergarten Teacher
25-2051	Special Education Teachers, Preschool	Teach academic, social, and life skills to preschool-aged students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.	Early Childhood Special Education Teacher (ECSE Teacher), Early Intervention Teacher, Exceptional Student Education Teacher (ESE Teacher), Handicapped Teacher, Preschool Special Education Teacher, Resource Teacher, Severe/Profound Mental Handicaps Special Education Teacher, Special Education Resource Teacher, Special Education Teacher, Teacher
25-9045	Teaching Assistants, Except Postsecondary	Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.	--
39-9011	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.	Caregiver, Child Care Worker, Child Caregiver, Childcare Provider, Childcare Worker, Daycare Teacher, Daycare Worker, Infant Teacher, Toddler Teacher

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Child Development/Early Care and Education are expected to increase for Special Education Teachers, Preschool and remain steady for the other four aligned occupations.

Exhibit 2 – Five-year projections for Child Development/Early Care and Education in the South Central Coast region

SOC	Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change
25-2011	Preschool Teachers, Except Special Education	3,089	3,121	32	1%
25-2012	Kindergarten Teachers, Except Special Education	605	579	-26	-4%
25-2051	Special Education Teachers, Preschool	30	33	3	10%
25-9045	Teaching Assistants, Except Postsecondary	8,098	7,791	-307	-4%
39-9011	Childcare Workers	10,260	9,842	-418	-4%

Source: Economic Modeling Specialists International (EMSI)

Earnings

The average wage for the listed occupations in the South Central Coast region is \$16.48 per hour.

Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Child Development/Early Care and Education in the South Central Coast region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
25-2011	Preschool Teachers, Except Special Education	\$14.63	\$16.50	\$19.66
25-2012	Kindergarten Teachers, Except Special Education	\$26.63	\$36.83	\$45.34
25-2051	Special Education Teachers, Preschool	\$18.64	\$23.15	\$35.98
25-9045	Teaching Assistants, Except Postsecondary	\$15.47	\$17.64	\$20.15
39-9011	Childcare Workers	\$12.88	\$14.51	\$18.54

Source: Economic Modeling Specialists International (EMSI)

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 looking in the field, and what they are looking for in potential candidates. To identify job postings related to Child Development/Early Care and Education the following standard occupational classifications were used:

25-2011	Preschool Teachers, Except Special Education
25-2012	Kindergarten Teachers, Except Special Education
25-2051	Special Education Teachers, Preschool
25-9041	Teaching Assistants
39-9011	Childcare Workers

Top Occupations

In 2021, there were 3,218 employer postings for the occupations related to Child Development/Early Care and Education.

Exhibit 4 – Top occupations in job postings and risk of automation tables

SOC Code	Occupation	Job Postings, Full Year 2021
25-2011	Preschool Teachers, Except Special Education	1,268
25-9041	Teaching Assistants	889
39-9011	Childcare Workers	860
25-2051	Special Education Teachers, Preschool	138
25-2012	Kindergarten Teachers, Except Special Education	63

Source: Labor Insight/Jobs (Burning Glass)

SOC Code	Occupation	Risk of Automation
25-2011	Preschool Teachers, Except Special Education	Low
25-9041	Teaching Assistants	Low
39-9011	Childcare Workers	Low
25-2051	Special Education Teachers, Preschool	Low
25-2012	Kindergarten Teachers, Except Special Education	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Child Development/Early Care and Education are listed in Exhibit 5. Pre-School Teacher is mentioned as the job title in 4% of all relevant job postings (177 postings).

Exhibit 5 –Job Titles

Title	Job Postings, Full Year 2021
Pre-School Teacher	177
Nanny	115
Attended Donation Center Attendant ADC	50
Assistant Teacher	44
Teacher at Kindercare	44

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Child Development/Early Care and Education field. The top employer posting job ads was Kindercare. The top worksite cities in the region for these occupations were Santa Clarita, Santa Barbara, Lancaster, Thousand Oaks, and Ventura.

Exhibit 6 – Top Employers (n=2,391)

Employer	Job Postings, Full Year 2021
Kindercare	180
Learning Care	111
Tutor Time Learning Centers	75
La Petite Academy	62
William S Hart Union High School District	57

Source: Labor Insight/Jobs (Burning Glass)

Skills

Teaching is the most sought-after skill for employers hiring for jobs related to Child Development/Early Care and Education.

Exhibit 7 –Job Skills (n=2,297)

Skills	Job Postings, Full Year 2021
Teaching	1,789
Child Care	1,222
Child Development	99
Cardiopulmonary Resuscitation (CPR)	889
Early Childhood Education	699
Cleaning	327
Scheduling	299

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Child Development/Early Care and Education postings in the South Central Coast. Note: 19% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries employing the most in the Child Development/Early Care and Education field, 2021

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Health Care and Social Assistance	1,436	55.1%
Educational Services	896	34.4%
Other Services (except Public Administration)	125	4.8%
Retail Trade	53	2.0%
Public Administration	33	1.3%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 9 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 9 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
25-2011	Preschool Teachers, Except Special Education	Associate's degree	None
25-2012	Kindergarten Teachers, Except Special Education	Bachelor's degree	None
25-2051	Special Education Teachers, Preschool	Bachelor's degree	None
25-9045	Teaching Assistants, Except Postsecondary	Some college, no degree	None
39-9011	Childcare Workers	High school diploma or equivalent	Short-term on-the-job training

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

Regional Completions and Openings

There were 1,332 regional completions (2020) and 2,671 regional openings (2020) in the South Central Coast region in programs related to Development/Early Care and Education occupations.

Exhibit 10 – Completions and Openings

17 Regional Institutions had Related Programs (2020)	1,332 Regional Completions (2020)	2,671 Annual Openings (2020)
--	---	--

Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2020)
19.0709	Child Care Provider/Assistant	662
13.0101	Education, General	271
13.1210	Early Childhood Education and Teaching	70
13.1015	Education/Teaching of Individuals in Early Childhood Special Education Programs	69
13.9999	Education, Other	59
13.1501	Teacher Assistant/Aide	51
16.1603	Sign Language Interpretation and Translation	42
16.1601	American Sign Language (ASL)	41
13.1206	Teacher Education, Multiple Levels	22
13.1001	Special Education and Teaching, General	18
25.0101	Library and Information Science	16
13.1003	Education/Teaching of Individuals with Hearing Impairments Including Deafness	7
19.0708	Child Care and Support Services Management	4

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of regional Child Development/Early Care and Education Programs (TOP: 1305.00) for the 2018-19 academic year.

- Completers of regional Child Development/Early Care and Education programs in the South Central Coast region from the 2018-2019 academic year had a **median annual wage upon completion of \$25,788**.
- 62% of students are **employed within a year** after completing a program.
- 28% of students **attained a living wage** within a year of completion.
- Completers experienced an average of **+23%** change in earnings after exiting.
- 69% of students were **part-time**, 9% **skill builders**, 43% **first-generation**, and 78% **economically disadvantaged**.

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, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Child Development/Early Care and Education. 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 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. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.