



Early Childhood Education Site Supervisor (TOP 1305.80)

April 2024

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 – Early Childhood 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 that align with this occupation (Education and Childcare Administrators, Preschool and Daycare).

Key Findings

- In 2022, there were 363 jobs for Education and Childcare Administrators, Preschool and Daycare in the South Central Coast Region.
- This number is expected to increase by 2% through 2027.
- Projections show approximately 67 annual openings in the region. There were 48 awards conferred in one relevant community college program and one non-community college program, indicating an undersupply.
- According to the Bureau of Labor Statistics, Education and Childcare Administrators, Preschool and Daycare, typically require a bachelor's degree.

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 is one occupation in the standard occupational classification (SOC) system that was identified for this analysis. The occupation title and description, 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
11-9031	Education and Childcare Administrators, Preschool and Daycare	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.	Childcare Director, Early Head Start Director, Education Coordinator, Education Director, Education Site Manager, Preschool Director, Preschool Program Director, Principal, Site Coordinator

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs for Education and Childcare Administrators, Preschool and Daycare is expected to increase 2% through 2027. Approximately 67 annual openings are expected through 2027.

Exhibit 2 – Five-Year Projections for Education and Childcare Administrators, Preschool and Daycare in the South Central Coast Region

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
11-9031	Education and Childcare Administrators, Preschool and Daycare	363	372	9	2%	67
		363	372	9	2%	67

Source: Lightcast™ Analyst 2023

Earnings

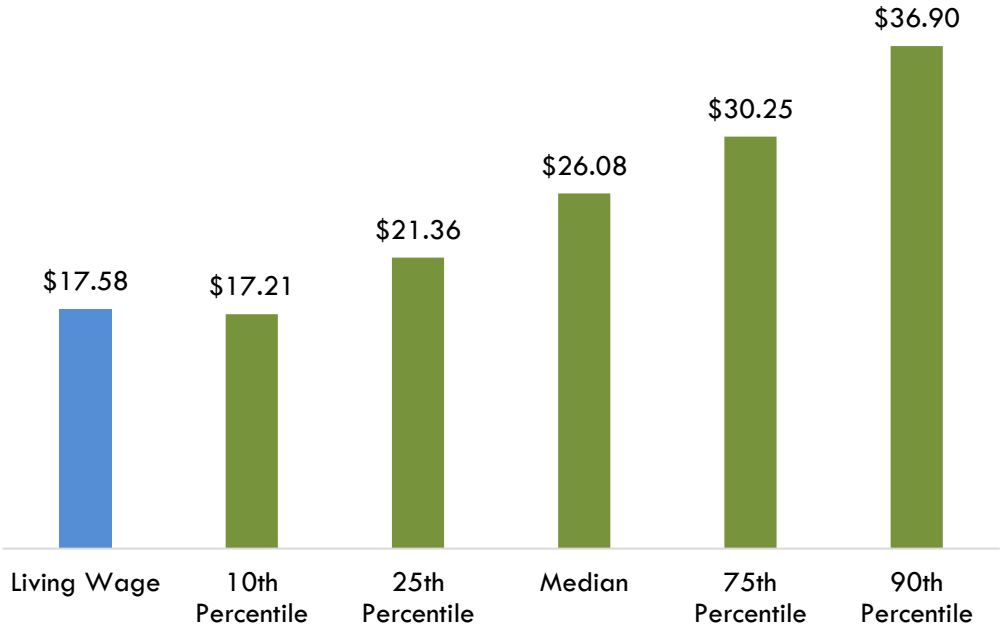
Exhibit 3 contains hourly wages for the occupation of interest. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating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

Exhibit 3 – Earnings for Education and Childcare Administrators, Preschool and Daycare in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
11-9031	Education and Childcare Administrators, Preschool and Daycare	\$21.36	\$26.08	\$30.25

Source: Lightcast™ Analyst 2023

**Exhibit 3b – Earnings for Education and Childcare Administrators, Preschool and Daycare
in the South Central Coast Region**



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Lightcast™ Analyst 2023

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 the occupation relevant to the field of study. Employer job postings are consulted to understand who is looking for professionals in a given field, and what they are looking for in potential candidates. To identify relevant job postings, the following occupation was used:

11-9031 Education and Childcare Administrators, Preschool and Daycare

Top Occupations

Over the past 12 months (April 2023 to March 2024), there have been 116 employer job postings for Education and Childcare Administrators, Preschool and Daycare.

Exhibit 4 – Job Postings by Occupation

SOC Code	Occupation	Job Postings, Last 12 months
11-9031	Education and Childcare Administrators, Preschool and Daycare	116
	Total	116

Source: Lightcast™ Analyst 2023

Top Titles

The top job titles for employers posting ads for Education and Childcare Administrators, Preschool and Daycare are listed in Exhibit 5.

Exhibit 5 – Job Titles

Title	Job Postings, Last 12 months
After School Site Managers	19
Early Head Start Directors	17
Extended Care Supervisors	16
Assistant Directors	15
Child Development Directors	15
Directors of Early Childhood Education	12
Assistant Center Directors	12
After School Site Leads	11
Child Development Associates	10
Preschool Infant Teachers	10

Source: Lightcast™ Analyst 2023

Top Employers

Exhibit 6 lists the major employers hiring professionals in the field of interest. The top employer posting job ads was KinderCare Education. The top worksite cities for this occupation were Ventura, Thousand Oaks, Santa Barbara, Simi Valley, and Oxnard.

Exhibit 6 – Top Employers

Employer	Job Postings, Last 12 months
KinderCare Education	18
Easterseals	17
Right At School	15
Oak Park Unified School District	15
Tri-Counties Regional Center	14
Child Development Resources of Ventura County	12
Oak Park	11
Learning Experience	10
Boys & Girls Clubs of America	10
Casa Pacifica	9

Source: Lightcast™ Analyst 2023

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Education and Childcare Administrators, Preschool and Daycare. Child Development is the most sought-after specialized skill for employers. Communication was the most requested baseline skill. Microsoft Office was the most requested software and programming skill.

Exhibit 7 – Specialized Skills

Skills	Job Postings, Last 12 months
Child Development	49
Preschool Education	31
Social Work	19
Mental Health	14
Working With Children	13
Program Development	13
Bilingual (Spanish/English)	12
Special Education	11
Early Head Start (Education Program)	11
Human Services	11

Source: Lightcast™ Analyst 2023

Exhibit 7b – Baseline Skills

Skills	Job Postings, Last 12 months
Communication	51
Leadership	39
Planning	26
Teaching	25
Management	25
Problem Solving	19
Relationship Building	16
Multilingualism	13
Organizational Skills	10
Lifting Ability	10

Source: Lightcast™ Analyst 2023

Exhibit 7c – Software and Programming Skills

Skills	Job Postings, Last 12 months
Microsoft Office	8
Microsoft Excel	6
Spreadsheets	3
Microsoft Outlook	3
Microsoft PowerPoint	3

Source: Lightcast™ Analyst 2023

Education and Training

Exhibit 8 shows the typical entry-level education requirement for Education and Childcare Administrators, Preschool and Daycare, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 8 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
11-9031	Education and Childcare Administrators, Preschool and Daycare	Bachelor’s degree	None

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

Regional Completions and Openings

Between 2020 and 2023, there were 48 awards conferred in the South Central Coast region aligned with the programs that have historically trained for the occupation of interest.

Exhibit 9 – Three-Year Average of Awards Conferred in the Region

TOP/CIP Code	Program	3-Year Average (2020-2023)
1305.80	Child Development Administration and Management	6
13.0401	Educational Leadership and Administration, General	42
13.0414	Early Childhood Program Administration	-
	Average	48

Source: Datamart and IPEDS

CCC Awards

Exhibit 10 shows the average number of awards granted by community colleges within programs historically dedicated to training for Education and Childcare Administrators, Preschool and Daycare.

Exhibit 10 – CCC Awards in the South Central Coast Region, 2020-2023 Average

CCC Programs	3-Year Average
Canyons	3
Cuesta	3

Source: DataMart, 2023

Sources

O*Net Online, Lightcast™ Analyst 2023, 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 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.