** Transitional Kindergarten Teacher Occupations**

**Labor Market Information Report**

**Chabot College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

January 2019

# Recommendation

Based on all available data, there appears to be an undersupply of Transitional Kindergarten Teachers compared to the demand for this cluster of occupations in the Bay region. The gap is about 838 students annually in the Bay region. In the East Bay sub-region (Alameda and Contra Costa Counties) the gap is 13 students annually. However, this assumes that all students who received an award on TOP 1305 (i.e. supply) would be seeking positions as Transitional Kindergarten Teaches after completing the program. Since this is highly unlikely, the supply of students for this specific occupation is in all probability less than all awards on TOP 1305. Therefore, the undersupply is likely larger in both the Bay region and the sub-region.

In addition, the proposed program will also serve incumbent credentialed teachers assigned to teach TK, or a combination class of kindergarten and TK, after July 1, 2015, who will have until August 1, 2020, to acquire at least 24 units in early childhood education, or childhood development, or both. Since these teachers already have a position, but need the proposed educational up-skilling, the supply and demand analysis is not relevant.

This report also provides student outcomes data on employment and earnings for programs on TOP 1305.00 - Child Development/Early Care and Education in the state and region. It is recommended that this 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 Chabot College and in the region.

# Introduction

This report profiles Transitional Kindergarten Teacher Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Chabot College. SB 876 added additional requirements for TK teachers. Pursuant to Education Code 48000(g), a school district or charter school shall ensure that credentialed teachers who are first assigned to a TK classroom after July 1, 2015, have, by August 1, 2020, one of the following:

* At least 24 units in early childhood education, or childhood development, or both.
* As determined by the local educational agency employing the teacher, professional experience in a classroom setting with preschool age children that is comparable to the 24 units of education described in bullet 1.
* A child development teacher permit issued by the California Commission on Teacher Credentialing (CTC).

This proposed program would provide the 24 units of Early Childhood Education that credentialed K-5 teachers would need to qualify to teach Transitional Kindergarten. Any credentialed teacher assigned to teach TK, or a combination class of kindergarten and TK, after July 1, 2015, will have until August 1, 2020, to meet the above-mentioned education requirements.

|  |
| --- |
| * **Kindergarten Teachers, Except Special Education (SOC 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: 39%* |
|  |
| * **Preschool Teachers, Except Special Education** **(SOC 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: 39%* |

# Occupational Demand

**Table 1. Employment Outlook for Transitional Kindergarten Teachers in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Kindergarten Teachers, Except Special Education | 3,979 | 4,225 | 245 | 6% | 2,203 | 441 | $17.27 | $28.93 |
| Preschool Teachers, Except Special Education | 18,423 | 19,455 | 1,032 | 6% | 10,193 | 2,039 | $13.27 | $18.22 |
| **Total** | **22,403** | **23,680** | **1,277** | **6%** | **12,395** | **2,479** | **$13.98** | **$20.12** |

*Source: EMSI 2018.4*

**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 Transitional Kindergarten Teachers in East Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Kindergarten Teachers, Except Special Education | 1,468 | 1,554 | 85 | 6% | 806 | 161 | $15.97 | $26.89 |
| Preschool Teachers, Except Special Education | 5,446 | 5,810 | 364 | 7% | 3,083 | 617 | $13.61 | $18.09 |
| **TOTAL** | **6,915** | **7,364** | **449** | **6%** | **3,888** | **778** | **$14.11** | **$19.96** |

*Source: EMSI 2018.4*

**East Bay Sub-Region** includes Alameda and Contra Costa Counties

### Job Postings in Bay Region and East Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Jan 2018 - Dec 2018)**

| Occupation | Bay Region | East Bay |
| --- | --- | --- |
| Kindergarten Teachers, Except Special Education | 4,019 | 1,223 |
| Preschool Teachers, Except Special Education | 224 | 97 |
| **Total** | 4,243 | 1,320 |

*Source: Burning Glass*

**Table 4. Top Job Titles for Transitional Kindergarten Teachers for latest 12 months (Jan 2018 - Dec 2018)**

| Common Title | Bay | East Bay | Common Title | Bay | East Bay |
| --- | --- | --- | --- | --- | --- |
| Preschool Teacher | 1,410 | 430 | Creative Lead | 30 | 12 |
| Kindergarten Teacher | 302 | 113 | Teacher, Afterschool | 28 | 3 |
| Infant Teacher | 235 | 52 | School Program Teacher | 27 | 1 |
| Childcare Teacher | 194 | 55 | Child Care Assistant | 26 | 8 |
| Teacher | 186 | 69 | Teacher's Assistant | 24 | 6 |
| Early Childhood Teacher | 170 | 52 | Teacher, School | 23 | 1 |
| Afterschool Teacher | 143 | 42 | Pre-School And In-Home Daycare For | 21 | 9 |
| Assistant Teacher | 117 | 34 | Child Development Teacher | 19 | 11 |
| Substitute Teacher | 60 | 23 | Kindergarten And Pre-School For | 19 | 2 |
| Preschool Aide | 56 | 23 | School Teacher | 19 |  |
| Lead Teacher | 51 | 20 | Child Development Specialist | 18 |  |
| Toddler Teacher | 49 | 17 | Summer Outdoor Play Instructor | 17 | 10 |
| Instructional Aide | 32 |  | Afterschool Program Teacher | 16 | 7 |
| Head Teacher | 31 | 17 | Teacher's Aide | 15 | 8 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Transitional Kindergarten Teachers in Bay Region**

| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| --- | --- | --- | --- | --- |
| Child Day Care Services (624410) | 10,985 | 10,985 | 6% | 48.9% |
| Elementary and Secondary Schools (Local Government) (903611) | 4,581 | 4,585 | 5% | 20.4% |
| Elementary and Secondary Schools (611110) | 2,491 | 2,525 | 7% | 11.2% |
| Religious Organizations (813110) | 1,643 | 1,660 | 2% | 7.4% |
| Local Government, Excluding Education and Hospitals (903999) | 464 | 467 | 5% | 2.1% |
| Other Individual and Family Services (624190) | 417 | 420 | 11% | 1.9% |
| Civic and Social Organizations (813410) | 338 | 335 | (1%) | 1.5% |
| Child and Youth Services (624110) | 198 | 199 | 5% | 0.9% |
| Services for the Elderly and Persons with Disabilities (624120) | 141 | 139 | 11% | 0.6% |
| Fitness and Recreational Sports Centers (713940) | 96 | 97 | 8% | 0.4% |
| Colleges, Universities, and Professional Schools (611310) | 82 | 82 | 6% | 0.4% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 80 | 81 | 0% | 0.4% |

*Source: EMSI 2018.4*

**Table 6. Top Employers Posting Jobs for Transitional Kindergarten Teachers in Bay and East Bay Sub-Region (Jan 2018 - Dec 2018)**

| Employer | Bay | Employer | Bay | Employer | East Bay |
| --- | --- | --- | --- | --- | --- |
| Bright Horizons | 288 | Diocese San Jose | 17 | La Petite Academy | 51 |
| La Petite Academy | 65 | Childtime Learning Centers | 16 | Bright Horizons | 38 |
| YMCA | 56 | Coe Incorporated | 16 | YMCA | 25 |
| Stratford School | 48 | Primrose School Of Willow Glen | 16 | Learning Care | 17 |
| Zum | 39 | Berkeley Unified School District | 15 | Berkeley Unified School District | 15 |
| Learning Care | 28 | Galileo Learning | 15 | Pleasanton Unified School District | 15 |
| Nobel Learning Communities | 26 | Jcc Association | 15 | San Ramon Valley Unified School District | 15 |
| Cdi/Cdc Continuing Development Inc/Child Development Centers | 23 | Pleasanton Unified School District | 15 | Primrose School Of Livermore | 14 |
| Child Development Incorporated | 23 | San Ramon Valley Unified School District | 15 | Oakland Unified School District | 13 |
| Pajaro Valley Unified School District | 23 | Sjb Child Development Centers | 15 | University Of California Berkeley | 13 |
| Child Development Centers | 21 | Wonderschool | 15 | Contra Costa Arc | 12 |
| International Child Resource Institute Icri | 19 | Primrose School Of Livermore | 14 | West Contra Costa Unified School District | 12 |
| Kipp Bay Area Schools | 19 | Russian School Mathematics | 14 | Unity Council | 11 |
| Santa Clara Unified School District | 18 | Trinity Lutheran Preschool | 14 | Child Day Schools | 10 |

*Source: Burning Glass*

# Educational Supply

There are 24 community colleges in the Bay Region issuing 1,641 awards annually on TOP 1305.00 - Child Development/Early Care and Education and seven colleges in the East Bay Sub-Region issuing 765 awards annually on this TOP code.

**Table 7. Awards on TOP 1305.00 - Child Development/Early Care and Education in the Bay Region**

*(see next page for Table 7)*

| College | Sub-Region | Headcount | Associates | Certificates | Total |
| --- | --- | --- | --- | --- | --- |
| **Berkeley City College** | East Bay | 109 |  |  |  |
| **Cabrillo** | Santa Cruz & Monterey | 718 | 23 | 86 | 109 |
| **Canada** | Mid-Peninsula | 675 | 44 | 60 | 104 |
| **Chabot** | East Bay | 1,203 | 27 | 19 | 46 |
| **Contra Costa** | East Bay | 430 | 9 | 13 | 22 |
| **Deanza** | Silicon Valley | 1,429 | 30 | 49 | 79 |
| **Diablo Valley** | East Bay | 1,662 | 28 | 118 | 146 |
| **Foothill** | Silicon Valley | 1,231 | 24 | 5 | 29 |
| **Gavilan** | Silicon Valley | 580 | 8 | 10 | 19 |
| **Hartnell** | Santa Cruz & Monterey | 452 | 15 | 9 | 24 |
| **Las Positas** | East Bay | 748 | 23 | 93 | 115 |
| **Los Medanos** | East Bay | 1,583 | 28 | 104 | 131 |
| **Marin** | North Bay | 248 | 3 | 1 | 4 |
| **Merritt** | East Bay | 658 | 32 | 257 | 289 |
| **Mission** | Silicon Valley | 650 | 14 | 11 | 25 |
| **Monterey** | Santa Cruz & Monterey | 419 | 23 | 12 | 36 |
| **Napa** | North Bay | 587 | 9 | 1 | 10 |
| **Ohlone** | East Bay | 335 | 11 | 5 | 16 |
| **San Francisco** | Mid-Peninsula | 1,775 | 62 | 60 | 121 |
| **San Jose City** | Silicon Valley | 409 | 20 | 15 | 35 |
| **Santa Rosa** | North Bay | 1,848 | 31 | 117 | 149 |
| **Skyline** | Mid-Peninsula | 748 | 38 | 32 | 71 |
| **Solano** | North Bay | 994 | 11 | 5 | 16 |
| **West Valley** | Silicon Valley | 650 | 25 | 22 | 46 |
| **Total Bay Region** | | **20,141** | **536** | **1,105** | **1,641** |
| **Total East Bay Sub-Region** | | **6,728** | **156** | **609** | **765** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 2,479 annual openings for the Transitional Kindergarten Teacher occupational cluster and 1,641 annual awards for an annual undersupply of 838 students. In the East Bay Sub-Region, there is also a gap, but much smaller, with 778 annual openings and 765 annual awards for an annual undersupply of 13 students.

However, this assumes that all students who received an award on TOP 1305 (i.e. supply) would be seeking positions as Transitional Kindergarten Teaches after completing the program. Since this is highly unlikely, the supply of students for this specific occupation is in all probability less than all awards on TOP 1305. Therefore, the undersupply is likely larger in both the Bay region and the sub-region.

In addition, the proposed program will also serve incumbent credentialed teachers assigned to teach Transitional Kindergarten (TK), or a combination class of kindergarten and TK, after July 1, 2015, who will have until August 1, 2020, to acquire at least 24 units in early childhood education, or childhood development, or both. Since these teachers already have a position, but need the proposed educational up-skilling, the supply and demand analysis is not relevant.

# Student Outcomes

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | Chabot College (All CTE Programs) | State (1305.00) | Bay (1305.00) | East Bay (1305.00) | Chabot College (1305.00) |
| % Employed Four Quarters After Exit | 74% | 74% | 67% | 68% | 68% | 73% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $9,425 | $6,000 | $7,217 | $6,859 | $7,417 |
| Median % Change in Earnings | 46% | 71% | 44% | 42% | 44% | 54% |
| % of Students Earning a Living Wage | 63% | 60% | 35% | 39% | 40% | 48% |

*Source: Launchboard Pipeline (version available on 1/13/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Transitional Kindergarten Teachers in Bay Region (Jan 2018 - Dec 2018)**

| Skill | Postings | Skill | Postings | Skill | Postings |
| --- | --- | --- | --- | --- | --- |
| Teaching | 3,805 | Lifting Ability | 116 | Child Safety | 73 |
| Early Childhood Education | 1,752 | Special Needs Children | 109 | Tutoring | 73 |
| Child Development | 1,487 | Curriculum Development | 107 | Record Keeping | 70 |
| Child Care | 1,385 | Staff Management | 106 | Mental Health | 68 |
| Cardiopulmonary Resuscitation (CPR) | 786 | Educational Programs | 103 | Social Services | 66 |
| Lesson Planning | 671 | Special Education | 98 | Staff Development | 66 |
| Scheduling | 213 | Leadership Development | 93 | Parenting | 63 |
| Customer Service | 202 | Pertussis | 90 | Budgeting | 60 |
| Health Screening | 197 | Caregiving | 89 | Faculty Training | 60 |
| Child Care Facility | 184 | Toileting | 86 | Meal Serving | 60 |
| Music | 159 | Psychology | 76 | Primary Care | 60 |
| Nurturing Environment | 126 | Cooking | 75 | Child Care Program | 56 |
| Cleaning | 122 | Newsletters | 75 | Human Development | 55 |

*Source: Burning Glass*

**Table 10. Certifications for Transitional Kindergarten Teachers in the Bay Region (Jan 2018 - Dec 2018)**

Note: 73% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

| Certification | Postings | Certification | Postings |
| --- | --- | --- | --- |
| First Aid Cpr Aed | 488 | Certified Child Care Provider | 4 |
| Child Development Associate (CDA) | 431 | Teaching English As A Foreign Language (TEFL) | 4 |
| Driver's License | 198 | Food Handler Certification | 3 |
| Certified Teacher | 60 | Teachers of English To Speakers of Other Languages (TESOL) | 3 |
| Cross-Cultural Language and Academic Development | 10 | American Institute of Architects | 2 |
| Cdl Class C | 8 | Bilingual Certification | 2 |
| Certified Occupational Therapy Assistant (COTA) | 7 | Certified Clinical Transplant Coordinator | 2 |
| Certified Health Education Specialist | 5 | Certified Cyber Forensics Professional (CCFP) | 2 |
| Certified Outpatient Coding (COC) | 5 | Certified Regulatory Compliance Manager (CRCM) | 2 |
| Early Childhood Education Certification | 5 | Home Health Aide | 2 |

*Source: Burning Glass*

**Table 11. Education Requirements for Transitional Kindergarten Teacher Occupations in Bay Region**

Note: 47% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 1,002 (44%) |
| Associate Degree | 417 (19%) |
| Bachelor’s Degree or Higher | 848 (37%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://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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