** Infant** **and Toddler Teacher Occupations**

**Labor Market Information Report**

**Solano 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 Infant and Toddler Teachers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano and Sonoma Counties.) There is a projected annual gap of about 5,890 students in the Bay region and 843 students in the North Bay Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1305.90 - Infants and Toddlers 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 Solano College and in the region.

# Introduction

This report profiles Infant and Toddler Teacher Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new program at Solano College. Labor market information (LMI) is not available at the eight-digit SOC Code level for Nannies (39-9011.01), therefore, the data shown in Tables 1 and 2 is for Childcare Workers (at the six digit SOC level). Tables 3, 4, 6, 9, 10 and 11 use job postings data from Burning Glass at the eight-digit SOC Code level for Nannies (39-9011.01).

|  |
| --- |
| * **Preschool Teachers, Except Special Education (SOC 25-2011):** Instruct preschool-agedchildren 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% |
| * **Childcare Workers (SOC 39-9011)**: Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teacher Assistants" (25-9041). |
| Entry-Level Educational Requirement: High *school diploma or equivalent* |
| Training Requirement: Short-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 36*%* |

# Occupational Demand

**Table 1. Employment Outlook for Infant and Toddler Teacher Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Preschool Teachers, Except Special Education | 19,509 | 20,970 | 1,460 | 7% | 11,107 | 2,221 | $16.22 | $18.73 |
| Childcare Workers | 35,044 | 35,851 | 806 | 2% | 27,166 | 5,433 | $8.98 | $13.52 |
| **Total** | **54,554** | **56,820** | **2,267** | **4%** | **38,273** | **7,655** | **$11.57** | **$15.39** |

*Source: EMSI 2019.3*

**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 Infant and Toddler Teacher Occupations in North Bay Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Preschool Teachers, Except Special Education | 2,184 | 2,292 | 108 | 5% | 1,183 | 237 | $14.67 | $17.33 |
| Childcare Workers | 5,162 | 5,233 | 70 | 1% | 3,958 | 792 | $10.22 | $13.10 |
| **TOTAL** | **7,346** | **7,525** | **179** | **2%** | **5,141** | **1,028** | **$11.54** | **$14.36** |

*Source: EMSI 2019.3*

**North Bay Sub-Region** includes Marin, Napa, Solano and Sonoma Counties

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

**Table 3. Number of Job Postings by Occupation for latest 12 months (January 2019 - December 2019)**

| Occupation | Bay Region | North Bay |
| --- | --- | --- |
| Preschool Teachers, Except Special Education | 5,805 | 519 |
| Childcare Workers | 4,728 | 663 |
| **Total** | **10,533** | **1,182** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Infant and Toddler Teacher Occupations for latest 12 months (January 2019 - December 2019) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Babysitter | 2,506 | Lead Teacher | 97 |
| Preschool Teacher | 2,054 | Substitute Teacher | 78 |
| Childcare Teacher | 319 | Daycare Assistant | 78 |
| Infant Teacher | 318 | Nanny | 76 |
| Teacher | 306 | Child Care Provider | 75 |
| Afterschool Teacher | 261 | Pet Sitter, Dog | 66 |
| Sitter | 243 | Afterschool Program Leader | 66 |
| Early Childhood Teacher | 241 | Head Teacher | 63 |
| Assistant Teacher | 201 | Summer Outdoor Play Instructor | 57 |
| Kindergarten Teacher | 174 | Dog Walker/Pet Sitter | 56 |
| Child Care Assistant | 159 | Math Teacher | 45 |
| Pet Sitter | 109 | Teacher, Education Industry | 42 |
| Toddler Teacher | 99 | Preschool Aide | 40 |
| After School Coordinator | 99 | School Teacher | 38 |

**Table 4b. Top Job Titles for Infant and Toddler Teacher Occupations for latest 12 months (January 2019 - December 2019) North Bay Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | North Bay | Common Title | North Bay |
| Babysitter | 386 | Elementary Teacher | 13 |
| Preschool Teacher | 159 | Pet Sitter, Dog | 12 |
| Teacher | 51 | Afterschool Teacher | 12 |
| Early Childhood Teacher | 36 | Child Development Assistant | 10 |
| Sitter | 35 | Substitute Teacher | 8 |
| Child Care Assistant | 33 | Pet Sitter | 8 |
| After School Coordinator | 29 | Summer Outdoor Play Instructor | 7 |
| Kindergarten Teacher | 22 | Child Care Provider | 7 |
| Childcare Teacher | 18 | Supervisor, Elementary, School | 6 |
| Infant Teacher | 17 | Lead Teacher | 6 |
| Child Development Assistant, Elementary | 17 | Daycare Assistant | 6 |
| Dog Walker/Pet Sitter | 15 | School Teacher | 5 |
| Assistant Teacher | 15 | Child Care Worker | 5 |
| Toddler Teacher | 13 | Teacher, Education Industry | 4 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Infant and Toddler Teachers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| Child Day Care Services (624410) | 24,396 | 25,656 | 5% | 44% |
| Private Households (814110) | 14,028 | 14,142 | 1% | 26% |
| Elementary and Secondary Schools (Local Government) (903611) | 3,303 | 3,440 | 4% | 6% |
| Religious Organizations (813110) | 2,847 | 2,888 | 1% | 5% |
| Elementary and Secondary Schools (611110) | 2,426 | 2,583 | 6% | 4% |
| Fitness and Recreational Sports Centers (713940) | 1,519 | 1,691 | 11% | 3% |
| Civic and Social Organizations (813410) | 1,151 | 1,177 | 2% | 2% |

*Source: EMSI 2019.3*

**Table 6. Top Employers Posting Infant and Toddler Teacher Occupations in Bay Region and North Bay Sub-Region (January 2019 - December 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | North Bay |
| Bright Horizons | 416 | Contra Costa Arc | 32 | Kindercare | 48 |
| Kindercare | 340 | Coe Incorporated | 31 | Bright Horizons | 43 |
| YMCA | 126 | Russian School Mathematics | 30 | Napa Valley Unified School District | 25 |
| Sitter | 125 | Mission Graduates | 29 | Vallejo City Unified School District | 23 |
| Petsitter | 118 | Santa Clara Unified School District | 26 | YMCA | 18 |
| Child Development Centers | 59 | Pajaro Valley Unified School District | 26 | Napa County Office Education | 17 |
| Stratford School | 54 | Napa Valley Unified School District | 25 | Petaluma City Schools | 15 |
| Sjb Child Development Centers | 51 | In House Vacancy Internal Candidates Only | 25 | Learning Care | 14 |
| Nanny Lane | 51 | Vallejo City Unified School District | 23 | Teach For America | 12 |
| Bay Area Community Resources | 49 | Edventure More | 23 | Santa Rosa City Schools | 12 |
| Learning Care | 45 | Sylvan Learning Centers | 22 | In House Vacancy Internal Candidates Only | 12 |
| Baby Signs Incorporated | 45 | Primrose School Of Evergreen | 22 | North Bay Children's Center | 11 |
| Teach For America | 43 | Oakland Unified School District | 22 | Napa Valley Unified | 10 |
| La Petite Academy | 39 | Guidepost Montessori | 22 | Sitter | 9 |
| Wu Yee Children’s Services | 33 | Galileo Learning | 22 | Child Development Centers | 8 |
| Primrose School Of Willow Glen | 32 | Cdi/Cdc Continuing Development Inc/Child Development Centers | 22 | La Petite Academy | 7 |
| Euro School Of Tennis | 32 | Eden Housing Incorporated | 21 | Fairfield Suisun Unified | 7 |

*Source: Burning Glass*

# Educational Supply

There are 23 community colleges in the Bay Region issuing 1,765 awards on average annually (last 3 years) on TOP 1305.90 - Infants and Toddlers. There are four colleges in the North Bay Sub-Region issuing 185 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 1305.90 - Infants and Toddlers in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ units | Certificate Low unit | Total |
| Cabrillo College | Santa Cruz-Monterey | 25 | 74 | 11 | 110 |
| Cañada College | Mid-Peninsula | 47 | 53 | - | 100 |
| Chabot College | East Bay | 29 | 16 | 33 | 78 |
| City College of San Francisco | Mid-Peninsula | 57 | 45 | 3 | 105 |
| College of Marin | North Bay | 3 |  |  | 3 |
| Contra Costa College | East Bay | 9 | 8 | 6 | 23 |
| De Anza College | Silicon Valley | 37 | 9 | 42 | 88 |
| Diablo Valley College | East Bay | 30 | 41 | 106 | 177 |
| Foothill College | Silicon Valley | 30 |  | 5 | 35 |
| Gavilan College | Santa Cruz-Monterey | 8 | 10 |  | 18 |
| Hartnell College | Santa Cruz-Monterey | 21 | 11 |  | 32 |
| Las Positas College | East Bay | 18 | 89 |  | 107 |
| Los Medanos College | East Bay | 29 | 24 | 90 | 143 |
| Merritt College | East Bay | 33 | 11 | 264 | 308 |
| Mission College | Silicon Valley | 23 | 12 |  | 35 |
| Monterey Peninsula College | Santa Cruz-Monterey | 26 | 10 |  | 36 |
| Napa Valley College | North Bay | 10 |  |  | 10 |
| Ohlone College | East Bay | 13 | 5 |  | 18 |
| San Jose City College | Silicon Valley | 21 | 15 | 19 | 55 |
| Santa Rosa Junior College | North Bay | 28 | 26 | 96 | 150 |
| Skyline College | Mid-Peninsula | 36 | 30 | 3 | 69 |
| Solano College | North Bay | 9 | 13 |  | 22 |
| West Valley College | Silicon Valley | 25 | 12 | 5 | 42 |
| **Total Bay Region** | | **567** | **513** | **685** | **1,765** |
| **Total North Bay Sub-Region** | | **50** | **39** | **96** | **185** |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 7,655 annual openings for the Infant and Toddler Teacher occupational cluster and 1,765 annual (3-year average) awards for an annual undersupply of 5,890 students. In the North Bay Sub-Region, there is also a gap with 1,028 annual openings and 185 annual (3-year average) awards for an annual undersupply of 843 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.90 - Infants and Toddlers**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | Solano College (All CTE Programs) | State (1305.90) | Bay (1305.90) | North Bay (1305.90) | Solano College (1305.90) |
| % Employed Four Quarters After Exit | 74% | 71% | 67% | 76% | n/a | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $7,671 | $6,000 | $7,217 | n/a | n/a |
| Median % Change in Earnings | 46% | 57% | 44% | 42% | n/a | n/a |
| % of Students Earning a Living Wage | 63% | 49% | 35% | 39% | n/a | n/a |

*Source: Launchboard Pipeline (version available on 1/15/20)*

# Skills, Certifications and Education

**Table 9. Top Skills for Infant and Toddler Teacher Occupations in Bay Region (January 2019 - December 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Teaching | 5,591 | Laundry | 301 | Psychology | 153 |
| Child Care | 3,071 | Multilingual | 254 | Autism Diagnosis / Treatment / Care | 149 |
| Early Childhood Education | 2,763 | Child Care Facility | 250 | Mental Health | 146 |
| Babysitting | 2,686 | Pertussis | 239 | Child Safety | 144 |
| Child Development | 2,232 | Lifting Ability | 232 | Newsletters | 143 |
| Cardiopulmonary Resuscitation (CPR) | 2,066 | Staff Management | 223 | Record Keeping | 135 |
| Lesson Planning | 1,092 | Special Education | 195 | Social Services | 134 |
| Customer Service | 734 | Tutoring | 192 | Special Needs Children | 134 |
| Meal Preparation | 627 | Curriculum Development | 188 | Faculty Training | 123 |
| Caregiving | 567 | Cooking | 186 | Child CPR | 121 |
| Scheduling | 551 | Conflict Management | 182 | Measles Mumps Rubella (MMR) | 112 |
| Cleaning | 523 | Staff Development | 182 | Dog Walking | 108 |
| Nurturing Environment | 403 | Influenza | 179 | Employee Training | 107 |
| Health Screening | 337 | Educational Programs | 171 | Infant Care | 103 |
| Music | 305 | Toileting | 162 | Budgeting | 100 |

*Source: Burning Glass*

**Table 10. Certifications for Infant and Toddler Teacher Occupations in Bay Region (January 2019 - December 2019)**

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 | 1,676 | Certified Behavioral Analyst | 8 |
| Child Development Associate (CDA) | 731 | Food Handler Certification | 7 |
| Driver's License | 653 | Crisis Intervention Certification | 7 |
| Certified Teacher | 128 | Ca License | 7 |
| Early Childhood Education Certification | 97 | Home Health Aide | 6 |
| Certified Cyber Forensics Professional (CCFP) | 78 | Certified Occupational Therapy Assistant (COTA) | 6 |
| Board Certified Assistant Behavior Analyst (BCaBA) | 67 | Basic Cardiac Life Support Certification | 6 |
| Board Certified Behavior Analyst (BCBA) | 61 | Cross-Cultural Language and Academic Development | 5 |
| Registered Behavior Technician | 31 | Administrative Services Credential | 5 |
| Certified Child Care Provider | 15 | Project Management Certification | 4 |
| Cdl Class C | 13 | Insurance License | 4 |
| Basic Life Saving (BLS) | 9 | Insurance Agent Certification | 4 |

*Source: Burning Glass*

**Table 11. Education Requirements for Infant and Toddler Teacher Occupations in Bay Region**

Note: 60% 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 | Percent 12 Mos. Postings |
| High school or vocational training | 1,785 | 43% |
| Associate Degree | 1,165 | 28% |
| Bachelor’s Degree or Higher | 1,139 | 29% |

*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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