

**Labor Market Analysis: 1305.00/Child Development/Early Care and Education**  
**Equity and Social Justice in Early Education - Certificate requiring 16 to < 30 semester units**  
 Los Angeles Center of Excellence, November 2023

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**Summary**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to one above middle-skill occupation:

- **Education and Childcare Administrators, Preschool and Daycare (11-9031)** Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.<sup>1</sup>

and three middle-skill occupations:

- **Preschool Teachers, Except Special Education (25-2011)** Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.<sup>2</sup>
- **Teaching Assistants, Except Postsecondary (25-9045)** This occupation includes the 2018 SOC occupations:<sup>3</sup>
  - **Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042)** 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.
  - **Teaching Assistants, Special Education (25-9043)** Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.

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<sup>1</sup> [Education and Childcare Administrators, Preschool and Daycare \(bls.gov\)](#)

<sup>2</sup> [Preschool Teachers \(bls.gov\)](#)

<sup>3</sup> [Teacher Assistants \(bls.gov\)](#)

- **Teaching Assistants, All Other (25-9049)** All teaching assistants not listed separately.
- **Childcare Workers (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.<sup>4</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>5</sup> Although *education and childcare administrators, preschool and daycare* typically requires a bachelor's degree, it is included in this report since community colleges have historically trained for this occupation. This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for these child development occupations in the region. While the majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, nearly half of annual openings in the region typically require some college/no degree or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### **Demand:**

- **Supply Gap Criteria** – Over the next five years, **19,346 jobs** are projected to be available annually in the region due to new job growth and replacements, which is **more** than the three-year average of **6,533 awards** conferred by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, the majority (99%) of annual job openings for these child development occupations have entry-level wages **below** the self-sufficiency standard hourly wage (\$18.10/hour).<sup>6</sup>
- **Educational Criteria** – Within the greater LA/OC region, **56% of the annual job openings** for occupations related to child development **typically require a high school diploma or equivalent.**
  - However, the national-level educational attainment data indicates **between 34% and 39% of workers** in the three occupations with the largest number of regional annual openings (*preschool teachers, except special education; teaching*

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<sup>4</sup> [Childcare Workers \(bls.gov\)](#)

<sup>5</sup> The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

<sup>6</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

assistants, except postsecondary; and childcare workers) have completed **some college or an associate degree**.

**Supply:**

- There are **27 community colleges** in the greater LA/OC region that issue awards related to child development and early care and education, conferring an average of **4,831 awards annually** between 2019 and 2022.
- Between 2019 and 2021, there was an average of **1,702 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for these child development occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 1% through 2027. There will be more than 19,300 annual job openings per year through 2027 due to job growth and replacements.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>7</sup>**

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	107,531	107,267	(264)	(0%)	15,584
Orange	25,510	26,909	1,399	5%	3,762
<b>Total</b>	<b>133,041</b>	<b>134,176</b>	<b>1,135</b>	<b>1%</b>	<b>19,346</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wages for these child development occupations in Los Angeles County as they relate to the county’s self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County**

The majority (99%) of annual openings for these child development occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages range between \$14.03 and \$21.10. Only one occupation in this report has entry-level wages above the county’s self-sufficiency standard wage: *Education and childcare administrators, preschool and daycare* (\$21.10). Experienced workers can expect to earn wages between \$18.31 and \$34.27, which are higher than the self-sufficiency standard.

<sup>7</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

**Exhibit 2: Earnings for Occupations in LA County**

<b>Occupation</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>	<b>Median Annual Earnings*</b>
Education and Childcare Administrators, Preschool and Daycare (11-9031)	\$21.10	\$28.81	\$34.27	\$59,900
Preschool Teachers, Except Special Education (25-2011)	\$17.51	\$18.29	\$23.63	\$38,100
Teaching Assistants, Except Postsecondary (25-9045)	\$17.63	\$19.08	\$22.58	\$39,700
Childcare Workers (39-9011)	\$14.03	\$15.77	\$18.31	\$32,800

\*Rounded to the nearest \$100

**Orange County**

All four occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$14.00 and \$20.33. Experienced *childcare workers* can expect to earn \$16.99, which is lower than the county’s self-sufficiency standard. However, experienced *education and childcare administrators, preschool and daycare; preschool teachers, except special education; and teaching assistants, except postsecondary* can expect to earn wages between \$22.43 and \$32.45, which are higher than the self-sufficiency standard.

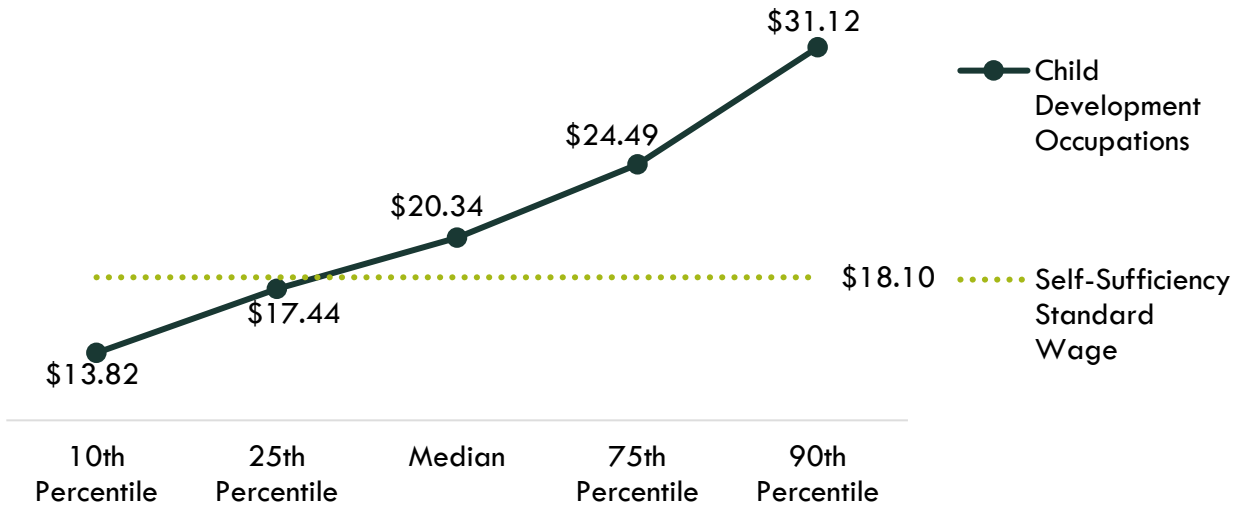
**Exhibit 3: Earnings for Occupations in Orange County**

<b>Occupation</b>	<b>Entry-Level Hourly Earnings (25<sup>th</sup> Percentile)</b>	<b>Median Hourly Earnings</b>	<b>Experienced Hourly Earnings (75<sup>th</sup> Percentile)</b>	<b>Median Annual Earnings*</b>
Education and Childcare Administrators, Preschool and Daycare (11-9031)	\$20.33	\$27.51	\$32.45	\$57,200
Preschool Teachers, Except Special Education (25-2011)	\$16.64	\$17.47	\$22.43	\$36,300
Teaching Assistants, Except Postsecondary (25-9045)	\$17.53	\$19.00	\$22.48	\$39,500
Childcare Workers (39-9011)	\$14.00	\$14.56	\$16.99	\$30,300

\*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$17.44; this is below the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

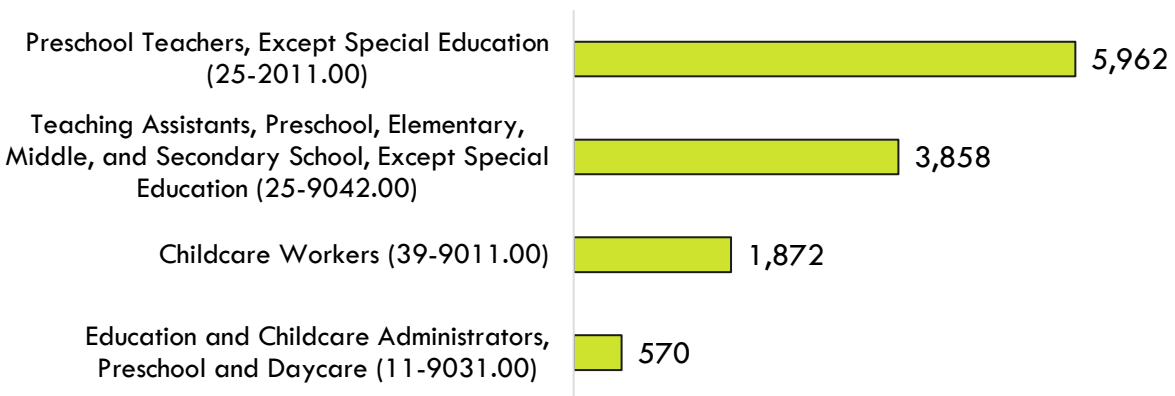
**Exhibit 4: Average Hourly Earnings for Child Development Occupations in LA/OC**



**Job Postings**

There were 12,262 online job postings related to child development listed in the past 12 months. Exhibit 5 displays the number of job postings by occupation. The majority of job postings (49%) were for *preschool teachers, except special education*, followed by *teaching assistants, preschool, elementary, middle, and secondary school, except special education* (31%) and *childcare workers* (15%). The highest number of job postings were for preschool teachers, childcare teachers, preschool teacher assistants, infant/toddler teachers, and instructional aides. The top skills were preschool education, child development, early childhood education, working with children, and lesson planning. The top three employers, by number of job postings, in the region were KinderCare Education, Learning Care Group, and Stepping Stones.

**Exhibit 5: Job postings by occupation (last 12 months)**



**Educational Attainment**

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor's degree:** *Education and childcare administrators, preschool and daycare*
- **Associate degree:** *Preschool teachers, except special education*
- **Some college, no degree:** *Teaching assistants, except postsecondary*
- **High school diploma or equivalent:** *Childcare workers*

In the greater LA/OC region, the majority of annual job openings (55%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates between 34% and 39% of workers in the three occupations with the largest number of regional annual openings (*preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers*) have completed some college or an associate degree. Of the 58% of child development job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 63% (4,476) requested high school or vocational training, 19% (1,351) requested an associate degree, and 18% (1,292) requested a bachelor's degree.

## Educational Supply

### Community College Supply

Exhibit 6 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, Santa Monica, and Santa Ana.

**Exhibit 6: Regional community college awards (certificates and degrees), 2019-2022**

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	LA Pierce	-	-	3	1
		Mt San Antonio	21	21	13	18
		<b>LA Subtotal</b>	<b>21</b>	<b>21</b>	<b>16</b>	<b>19</b>
		Coastline	2	6	-	3
		Santa Ana	11	80	60	50
		Santiago Canyon	7	20	13	13
		<b>OC Subtotal</b>	<b>20</b>	<b>106</b>	<b>73</b>	<b>66</b>
<b>Supply Subtotal/Average</b>			<b>41</b>	<b>127</b>	<b>89</b>	<b>86</b>
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	1	-	1	1
		<b>LA Subtotal</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>1</b>
		Santa Ana	-	3	7	3
		Santiago Canyon	1	4	5	3
		<b>OC Subtotal</b>	<b>1</b>	<b>7</b>	<b>12</b>	<b>7</b>
<b>Supply Subtotal/Average</b>			<b>2</b>	<b>7</b>	<b>13</b>	<b>7</b>
0809.00	Special Education	Compton	-	2	1	1
		Long Beach	1	1	3	2
		<b>LA Subtotal</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>3</b>

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average		
		Santa Ana	16	31	23	23		
		Santiago Canyon	2	6	7	5		
		<b>OC Subtotal</b>	<b>18</b>	<b>37</b>	<b>30</b>	<b>28</b>		
		<b>Supply Subtotal/Average</b>	<b>19</b>	<b>40</b>	<b>34</b>	<b>31</b>		
1305.00	Child Development/ Early Care and Education	Cerritos	132	128	275	178		
		Citrus	164	193	184	180		
		Compton	36	32	42	37		
		East LA	690	568	602	620		
		El Camino	187	192	188	189		
		Glendale	34	28	26	29		
		LA City	190	200	191	194		
		LA Harbor	26	43	51	40		
		LA Mission	227	206	337	257		
		LA Pierce	107	128	85	107		
		LA Southwest	51	88	53	64		
		LA Trade-Tech	132	169	105	135		
		LA Valley	148	161	135	148		
		Long Beach	169	151	146	155		
		Mt San Antonio	106	219	261	195		
		Pasadena	114	129	94	112		
		Rio Hondo	288	296	234	273		
		Santa Monica	554	425	426	468		
		West LA	60	66	52	59		
				<b>LA Subtotal</b>	<b>3,415</b>	<b>3,422</b>	<b>3,487</b>	<b>3,441</b>
				Fullerton	39	53	46	46
				Irvine	99	61	130	97
				N. Orange Adult	59	63	32	51
				Orange Coast	41	16	12	23
				Saddleback	181	126	151	153
				Santa Ana	62	59	57	59
				Santiago Canyon	1	1	4	2
				<b>OC Subtotal</b>	<b>482</b>	<b>379</b>	<b>432</b>	<b>431</b>
				<b>Supply Subtotal/Average</b>	<b>3,897</b>	<b>3,801</b>	<b>3,919</b>	<b>3,872</b>

TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
1305.40	Preschool Age Children	LA Mission	32	16	34	27
		LA Pierce	165	161	130	152
		LA Valley	88	80	94	87
		<b>LA Subtotal</b>	<b>285</b>	<b>257</b>	<b>258</b>	<b>267</b>
		Fullerton	14	11	11	12
		Orange Coast	34	16	27	26
		Santa Ana	52	53	64	56
		Santiago Canyon	6	17	9	11
		<b>OC Subtotal</b>	<b>106</b>	<b>97</b>	<b>111</b>	<b>105</b>
<b>Supply Subtotal/Average</b>			<b>391</b>	<b>354</b>	<b>369</b>	<b>371</b>
1305.50	The School Age Child	El Camino	4	12	14	10
		Glendale	-	2	2	1
		LA Mission	4	4	9	6
		LA Pierce	6	20	14	13
		LA Valley	10	13	19	14
		Long Beach	1	-	-	0
		Mt San Antonio	-	-	1	0
		<b>LA Subtotal</b>	<b>25</b>	<b>51</b>	<b>59</b>	<b>45</b>
		Irvine	1	-	-	0
		Santa Ana	-	-	3	1
		<b>OC Subtotal</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>1</b>
		<b>Supply Subtotal/Average</b>			<b>26</b>	<b>51</b>
1305.80	Child Development Administration and Management	Cerritos	65	55	10	43
		Glendale	-	2	-	1
		LA City	9	5	11	8
		LA Mission	3	5	6	5
		LA Valley	43	46	54	48
		Mt San Antonio	76	6	3	28
		Pasadena	-	3	4	2
		<b>LA Subtotal</b>	<b>196</b>	<b>122</b>	<b>88</b>	<b>135</b>
		Orange Coast	1	6	14	7
		Saddleback	2	2	-	1
		Santiago Canyon	-	-	1	0
		<b>OC Subtotal</b>	<b>3</b>	<b>8</b>	<b>15</b>	<b>9</b>
<b>Supply Subtotal/Average</b>			<b>199</b>	<b>130</b>	<b>103</b>	<b>144</b>



TOP	Program	College	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
1305.90	Infants and Toddlers	Cerritos	2	-	3	2
		East LA	3	13	7	8
		Glendale	1	5	6	4
		LA City	41	29	31	34
		LA Mission	8	10	14	11
		LA Pierce	45	34	29	36
		LA Valley	1	-	1	1
		Mt San Antonio	1	-	3	1
		Pasadena	1	5	7	4
		Rio Hondo	5	7	3	5
		<b>LA Subtotal</b>	<b>108</b>	<b>103</b>	<b>104</b>	<b>105</b>
		Irvine	-	3	4	2
		Orange Coast	6	2	4	4
		Saddleback	13	18	12	14
		Santa Ana	142	142	149	144
		Santiago Canyon	1	2	5	3
		<b>OC Subtotal</b>	<b>162</b>	<b>167</b>	<b>174</b>	<b>168</b>
<b>Supply Subtotal/Average</b>			<b>270</b>	<b>270</b>	<b>278</b>	<b>273</b>
<b>Supply Total/Average</b>			<b>4,845</b>	<b>4,780</b>	<b>4,867</b>	<b>4,831</b>

### Non-Community College Supply

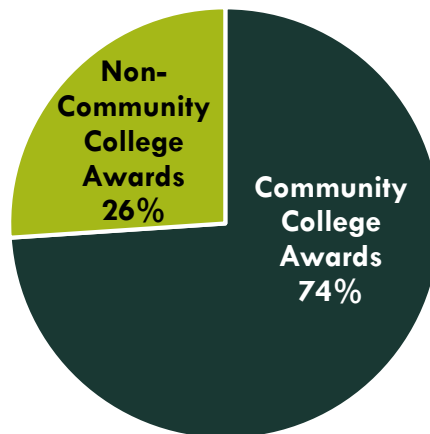
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for child development. Exhibit 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2019 to 2021. Between 2019 and 2021, non-community college institutions in the region conferred an average of 1,702 bachelor's and sub-baccalaureate awards. Bachelor's awards are included since one of the occupations in this report typically requires a bachelor's degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards.

**Exhibit 7: Regional non-community college awards, 2019-2021**

CIP	Program	Institution	2019-20 Awards	2020-21 Awards	2-Year Average
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	2	-	1
13.1210	Early Childhood Education and Teaching	American Jewish Univ.	-	26	13
		Bethesda University	2	1	2
		CSU-Dominguez Hills	194	226	210
		CSU-Fullerton	518	511	515
		CSU-Los Angeles	385	372	379
		CSU-Northridge	352	400	376
		Mount Saint Mary's Univ.	3	4	4
		Pacific Oaks College	61	51	56
		Univ. of Massachusetts Global	51	62	57
		Vanguard University of Southern California	7	7	7
19.0706	Child Development	Mount Saint Mary's Univ.	27	18	23
		University of La Verne	40	37	39
		Whittier College	28	19	24
<b>Supply Total/Average</b>			<b>1,670</b>	<b>1,734</b>	<b>1,702</b>

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Three out of four awards conferred in these programs are awarded by community colleges in the LA/OC region.

**Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average**



Appendix A: Occupational demand and wage data by county

Exhibit 9. Los Angeles County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	2,498	2,544	46	2%	183	\$21.10	\$28.81	\$34.27
Preschool Teachers, Except Special Education (25-2011)	16,314	17,175	860	5%	1,939	\$17.51	\$18.29	\$23.63
Teaching Assistants, Except Postsecondary (25-9045)	35,770	37,018	1,248	3%	4,460	\$17.63	\$19.08	\$22.58
Childcare Workers (39-9011)	52,948	50,530	(2,417)	(5%)	9,003	\$14.03	\$15.77	\$18.31
<b>Total</b>	<b>107,531</b>	<b>107,267</b>	<b>(264)</b>	<b>(0%)</b>	<b>15,584</b>	<b>-</b>	<b>-</b>	<b>-</b>

Exhibit 10. Orange County

Occupation (SOC)	2022 Jobs	2027 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	693	710	17	2%	51	\$20.33	\$27.51	\$32.45
Preschool Teachers, Except Special Education (25-2011)	4,685	4,967	282	6%	564	\$16.64	\$17.47	\$22.43
Teaching Assistants, Except Postsecondary (25-9045)	10,541	11,281	740	7%	1,412	\$17.53	\$19.00	\$22.48
Childcare Workers (39-9011)	9,590	9,951	360	4%	1,735	\$14.00	\$14.56	\$16.99
<b>Total</b>	<b>25,510</b>	<b>26,909</b>	<b>1,399</b>	<b>5%</b>	<b>3,762</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Exhibit 11. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2022 Jobs</b>	<b>2027 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>% Age 55 and older*</b>	<b>Typical Entry-Level Education</b>
Education and Childcare Administrators, Preschool and Daycare (11-9031)	3,192	3,254	62	2%	233	29%	Bachelor's degree
Preschool Teachers, Except Special Education (25-2011)	21,000	22,142	1,142	5%	2,503	17%	Associate degree
Teaching Assistants, Except Postsecondary (25-9045)	46,311	48,299	1,988	4%	5,872	23%	Some college, no degree
Childcare Workers (39-9011)	62,538	60,481	(2,057)	(3%)	10,738	28%	HS diploma or equivalent
<b>Total</b>	<b>133,041</b>	<b>134,176</b>	<b>1,135</b>	<b>1%</b>	<b>19,346</b>	<b>-</b>	<b>-</b>

\*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. *Preschool teachers, except special education and teaching assistants, except postsecondary* have a smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

**Appendix B: Sources**

- O\*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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