

**Labor Market Analysis: 1305-Child Development/Early Care and Education
 Infant and Toddler Studies (Certificate requiring 16 to fewer than 30 semester units)
 School Age Programs (Certificate requiring 16 to fewer than 30 semester units)**
 Los Angeles Center of Excellence, November 2022

Summary

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

- **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.¹

Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.² 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 *childcare workers* in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field have completed some college 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, **10,567 jobs are projected to be available annually** in the region due to retirements and workers leaving the field,

¹ [Childcare Workers \(bls.gov\)](https://www.bls.gov)

² 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.

which is more than the three-year average of 4,465 awards conferred by educational institutions in the region.

- **Living Wage Criteria** – Within Los Angeles County, typical entry-level hourly wages for *childcare workers* are **\$11.61, which is lower than the self-sufficiency standard** hourly wage (living wage) for one adult in the region (\$18.10 in Los Angeles County).³
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for *childcare workers*.
 - However, the national-level educational attainment data indicates **37% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **26 community colleges** in the greater LA/OC region that issue awards related to child development and/or early care and education, conferring an average of **4,386 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **79 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 *childcare workers*. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to decrease by 5% through 2026. However, there will be more than 10,500 job openings per year through 2026 due to retirements and workers leaving the field.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	66,738	62,650	(4,089)	(6%)	9,333
Orange	7,811	8,325	513	7%	1,234
Total	74,549	70,974	(3,575)	(5%)	10,567

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *childcare workers* 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.

³ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Los Angeles County—The typical entry-level hourly wages for *childcare workers* are \$11.61, which is below the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$18.07, which is nearly equal to the self-sufficiency standard.

Exhibit 2: Hourly Earnings for Occupations in LA County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Childcare Workers (39-9011)	\$11.61	\$14.60	\$18.07

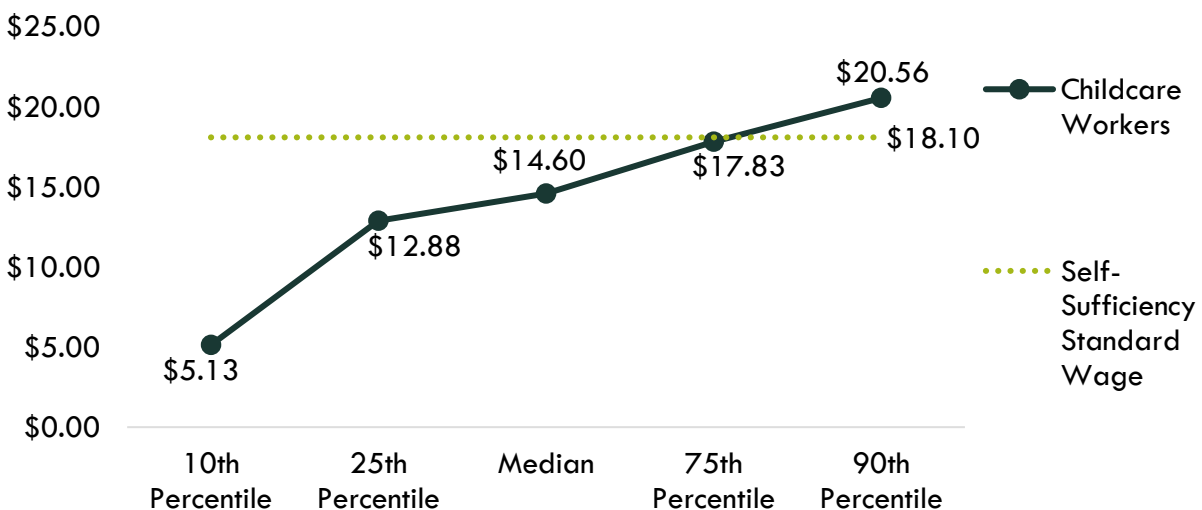
Orange County—The typical entry-level hourly wages for *childcare workers* are \$14.05, which is below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$16.53, which is lower than the self-sufficiency standard.

Exhibit 3: Hourly Earnings for Occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Childcare Workers (39-9011)	\$14.05	\$14.82	\$16.53

On average, the entry-level earnings for the occupation in this report are \$12.88; this is below the living wage for one single adult in Los Angeles County (\$18.10). Only very experienced *childcare workers* (90th percentile) earn wages above the county’s self-sufficiency standard wage. Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

Exhibit 4: Average hourly earnings for *childcare workers* in LA/OC



Job Postings

There were 4,091 online job postings related to *childcare workers* listed in the past 12 months. The highest number of job postings were for child care professionals, after-school program leaders, two-year-old teachers, daycare assistants, and childcare assistants. The top skills were cardiopulmonary resuscitation (CPR), working with children, child development, lesson planning, and automated external defibrillators. The top three employers, by number of job postings, in the region were: Educated Nannies, YMCA, and Think Together.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *childcare workers*. However, the national-level educational attainment data indicates 37% of workers in the field have completed some college or an associate degree. Of the 30% of *childcare worker* postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 70% (868) requested high school or vocational training, 7% (86) requested an associate degree, and 23% (281) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 5 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 LA Pierce.

Exhibit 5: Regional community college awards (certificates and degrees), 2018-2021

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
1305.00	Child Development/ Early Care and Education	Cerritos	140	132	128	133
		Citrus	313	164	193	223
		Compton	64	21	32	39
		East LA	335	690	568	531
		El Camino	161	187	192	180
		Glendale	32	34	28	31
		LA City	163	190	200	184
		LA Harbor	35	26	43	35
		LA Mission	259	227	206	231
		LA Pierce	92	107	128	109
		LA Southwest	50	51	88	63
		LA Trade-Tech	164	132	169	155
		LA Valley	98	148	161	136
		Long Beach	183	169	151	168
		Mt San Antonio	111	106	219	145
Pasadena	105	114	129	116		

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		Rio Hondo	245	288	296	276
		Santa Monica	174	554	425	384
		West LA	51	60	66	59
		LA Subtotal	2,775	3,400	3,422	3,199
		Fullerton	47	39	53	46
		Irvine	96	99	61	85
		N. Orange Adult	75	59	63	66
		Orange Coast	20	41	16	26
		Saddleback	179	181	126	162
		Santa Ana	30	62	59	50
		Santiago Canyon	3	1	1	2
		OC Subtotal	450	482	379	437
		Supply Subtotal/Average	3,225	3,882	3,801	3,636
1305.40	Preschool Age Children	LA Mission	29	32	16	26
		LA Pierce	152	165	161	159
		LA Valley	91	88	80	86
		Pasadena	1	-	-	0
		LA Subtotal	273	285	257	272
		Fullerton	9	14	11	11
		Orange Coast	34	34	16	28
		Santa Ana	45	52	53	50
		Santiago Canyon	-	6	17	8
		OC Subtotal	88	106	97	97
		Supply Subtotal/Average	361	391	354	369
1305.50	The School Age Child	Compton	2	-	-	1
		El Camino	7	4	12	8
		Glendale	-	-	2	1
		LA Mission	3	4	4	4
		LA Pierce	10	6	20	12
		LA Valley	16	10	13	13
		Long Beach	-	1	-	0
		LA Subtotal	38	25	51	38
		Irvine	3	1	-	1
		Saddleback	2	-	-	1
		OC Subtotal	5	1	-	2

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		Supply Subtotal/Average	43	26	51	40
1305.90	Infants and Toddlers	Cerritos	-	2	-	1
		East LA	45	3	13	20
		Glendale	3	1	5	3
		LA City	-	41	29	23
		LA Mission	13	8	10	10
		LA Pierce	35	45	34	38
		LA Valley	6	1	-	2
		Mt San Antonio	2	1	-	1
		Pasadena	2	1	5	3
		Rio Hondo	-	5	7	4
		LA Subtotal	106	108	103	106
		Irvine	1	-	3	1
		Orange Coast	5	6	2	4
		Saddleback	17	13	18	16
		Santa Ana	356	142	142	213
		Santiago Canyon	-	1	2	1
		OC Subtotal	379	162	167	236
		Supply Subtotal/Average	485	270	270	342
		Supply Total/Average	4,114	4,569	4,476	4,386

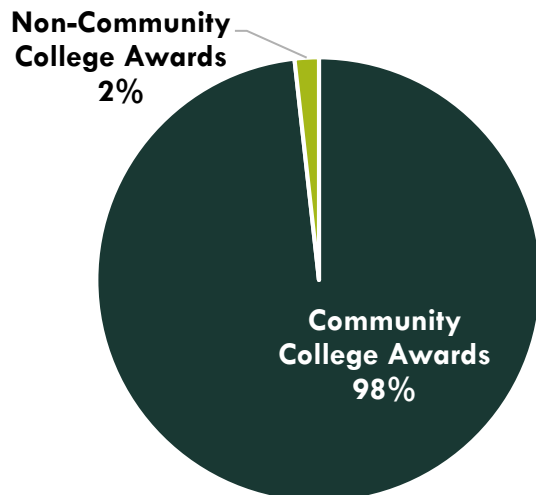
Non-Community College Supply—For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for *childcare workers*. Exhibit 6 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 79 awards.

Exhibit 6: Regional non-community college awards, 2017-2020

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
13.1210	Early Childhood Education and Teaching	Bethesda University	1	3	-	1
		East San Gabriel Valley ROP	58	35	-	31
		Mt. Saint Mary's Univ.	4	4	3	4
		Vanguard University of Southern California	6	3	1	3
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	36	82	-	39
Supply Total/Average			105	127	4	79

Exhibit 7 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. Nearly all of the awards conferred in these programs are awarded by community colleges in the LA/OC region.

Exhibit 7: 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 8. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Childcare Workers (39-9011)	66,738	62,650	(4,089)	(6%)	9,333	\$11.61	\$14.60	\$18.07

Exhibit 9. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Childcare Workers (39-9011)	7,811	8,325	513	7%	1,234	\$14.05	\$14.82	\$16.53

Exhibit 10. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Childcare Workers (39-9011)	74,549	70,974	(3,575)	(5%)	10,567	HS diploma or equivalent

Appendix B: Sources

- O*NET Online
- Labor Insight (Burning Glass Technologies)
- 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)

For more information, please contact:

Luke Meyer, Director
 Los Angeles Center of Excellence
Lmeyer7@mtsac.edu

