

**Labor Market Analysis: 1305.80/Child Development Administration and Management
Administration and Supervision of Early Childhood
(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 checked="" type="checkbox"/>		No <input type="checkbox"/>
Education:	Yes <input type="checkbox"/>		No <input checked="" 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 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.¹

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree², while above middle-skill occupations typically require a bachelor's degree or more education. Although *education and childcare administrators, preschool and daycare* typically require a bachelor's degree, community colleges in the region 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 *education and childcare administrators, preschool and daycare* in the region. While entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, the Bureau of Labor Statistics (BLS) lists a bachelor's degree as the typical entry-level education. **Therefore, due to**

¹ [Education and Childcare Administrators, Preschool and Daycare \(bls.gov\)](https://www.bls.gov/occupations/11-9031)

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.

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, **272 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 176 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, **typical entry-level hourly wages** for *education and childcare administrators, preschool and daycare* are **\$19.54, which is higher 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 **bachelor’s degree** as the **typical entry-level education** for *education and childcare administrators, preschool and daycare*.
 - While the national-level educational attainment data indicates 17% of workers in the field have completed some college/associate degree or less education, 83% hold a bachelor’s degree or more education.

Supply:

- There are **9 community colleges** in the greater LA/OC region that issue awards related to child development administration and management, conferring an average of **176 awards annually** between 2018 and 2021.
- Currently, there are **no non-community college institutions** in the greater LA/OC region that have conferred comparable awards (BA or less) to train for *education and childcare administrators, preschool and daycare* in the past three years.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for *education and childcare administrators, preschool and daycare*. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 1% through 2026.

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	2,966	2,976	10	0%	217
Orange	729	739	10	1%	54
Total	3,695	3,716	20	1%	272

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.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *education and childcare administrators, preschool and daycare* 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 typical entry-level hourly wages for *education and childcare administrators, preschool and daycare* are \$19.54, which is above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$29.07.

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)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	\$19.54	\$27.80	\$29.07

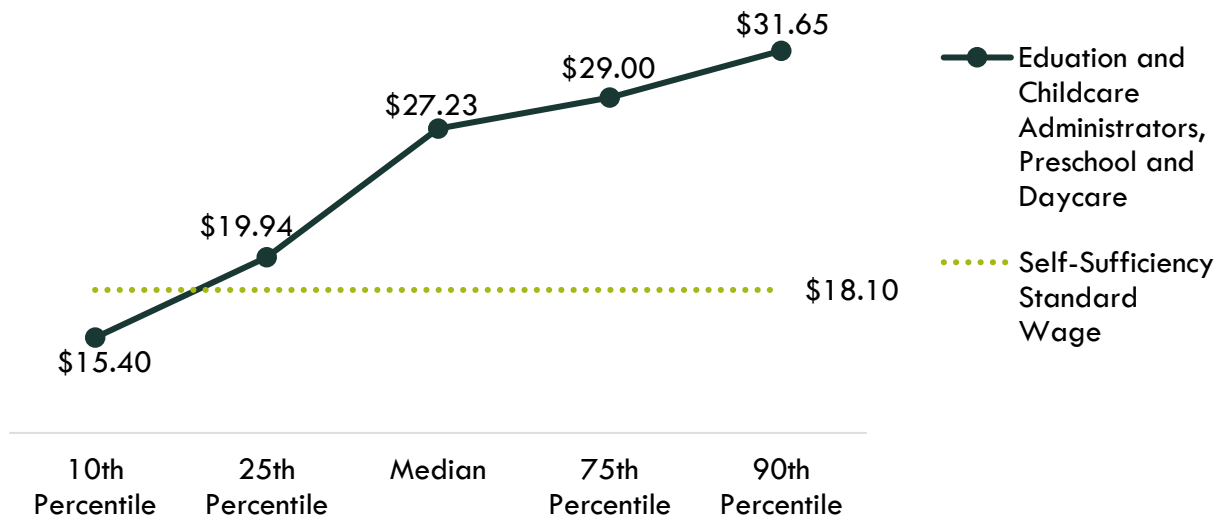
Orange County—The typical entry-level hourly wages for *education and childcare administrators, preschool and daycare* are \$21.24, which is above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$27.53.

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)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	\$21.24	\$26.96	\$27.53

On average, the entry-level earnings for the occupations in this report are \$19.94; this is above 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 Education and Childcare Administrators, Preschool and Daycare in LA/OC



Job Postings

There were 809 online job postings for *education and childcare administrators, preschool and daycare* listed in the past 12 months. The highest number of job postings were for preschool directors, childcare directors, preschool assistant directors, on-site coordinators, and elementary coordinators. The top skills were preschool education, child development, cardiopulmonary resuscitation (CPR), early childhood education, and social work. The top three employers, by number of job postings, in the region were Think Together, YMCA, and KinderCare.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a bachelor’s degree as the typical entry-level education for *education and childcare administrators, preschool and daycare*. While the national-level educational attainment data indicates 17% of workers in the field have completed some college/associate degree or less education, 83% hold a bachelor’s degree or more education. Of the 66% of *education and childcare administrators, preschool and daycare* job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 34% (183) requested high school or vocational training, 15% (80) requested an associate degree, and 51% (272) 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 the related TOP code: Child Development Administration and Management (1305.80). The colleges with the most completions in the region are: Cerritos, Mt. San Antonio, and LA Valley. Currently, there are no non-community college institutions in the greater LA/OC region that have conferred comparable awards for *education and childcare administrators, preschool and daycare* in the past three years.⁵

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
1305.80	Child Development Administration and Management	Cerritos	72	65	55	64
		Glendale	1	-	2	1
		LA City	5	9	5	6
		LA Mission	2	3	5	3
		LA Valley	39	43	46	43
		Mt San Antonio	72	76	6	51
		Pasadena	1	-	3	1
		LA Subtotal	192	196	122	170
		Orange Coast	1	1	6	3
		Saddleback	7	2	2	4
		OC Subtotal	8	3	8	6
		Supply Total/Average			200	199

⁵ University of La Verne offers a master's level program in Child Care and Support Services Management (19.0708). However, this is master's level program and not comparable to community college-level awards.

Appendix A: Occupational demand and wage data by county

Exhibit 6. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	2,966	2,976	10	0%	217	\$19.54	\$27.80	\$29.07

Exhibit 7. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	729	739	10	1%	54	\$21.24	\$26.96	\$27.53

Exhibit 8. Los Angeles and Orange Counties

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Education and Childcare Administrators, Preschool and Daycare (11-9031)	3,695	3,716	20	1%	272	Bachelor's degree

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)

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