

## Child Development

June 2018

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### Research Summary

The Los Angeles/Orange County Center of Excellence (COE) compiled this report to provide regional labor market supply and demand data related to **child development**.

The following list summarizes key findings from this data brief:

- The number of jobs for child development occupations is expected to increase by 1% over the next five years, resulting in over 14,000 annual openings.
- In 2017, there were over 3,200 online postings for middle-skill child development jobs.
- Between 2014 and 2017, community colleges in the county conferred an average of **2,667 awards annually** (associate degrees and certificates) in a related training program.

### Occupation Codes and Descriptions

Currently, there are four occupations in the standard occupational classification (SOC) system related to child development. The occupation titles, descriptions, and reported job titles are included in Exhibit 1.

**Exhibit 1 – Occupations, description, and sample job titles**

SOC Code	Title	Description	Sample of Reported Job Titles
25-2011	Preschool Teachers, Except Special Education	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. May be required to hold State certification.	Early Childhood Teacher, Group Teacher, Head Start Teacher, Headstart Teacher, Lead Teacher, Pre-Kindergarten Teacher (Pre-K Teacher), Preschool Teacher, Teacher, Teacher Assistant, Toddler Teacher
25-2051	Special Education Teachers, Preschool	Teach preschool school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life	Early Childhood Special Education Teacher (EC Special Education Teacher), Early Interventionist, Exceptional Student Education Teacher (ESE Teacher), Intervention Specialist, Preschool Special Education Teacher, Resource Teacher, Special Education

		processes skills to the mentally impaired.	Resource Teacher, Special Education Teacher, Teacher, Teacher of the Handicapped
25-9041	Teacher Assistants	Perform duties that are instructional in nature or deliver direct services to students or parents. Serve in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services.	Educational Technician, Instructional Aide, Instructional Assistant, Paraeducator, Paraprofessional, Special Education Paraprofessional, Special Education Teaching Assistant, Teacher Aide, Teacher Assistant, Teaching Assistant
39-9011	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.	Assistant Teacher, Caregiver, Child Care Worker, Child Caregiver, Childcare Provider, Childcare Worker, Daycare Teacher, Daycare Worker, Infant Teacher, Toddler Teacher

Source: O\*NET Online

## Current and Future Employment

In Los Angeles County, the number of jobs for child development occupations is expected to collectively increase by 1% over the next five years. The number of special education preschool teachers is expected to grow by 24% over the next five years, while childcare workers are expected to decrease by 5% over the same time period. More than 14,000 job opportunities will be available annually for this occupation group through 2022 due to new job growth and/or replacement need (e.g., retirements). Exhibit 2 contains detailed employment projections data for occupation group.

### Exhibit 2 – Five-year projections for child development occupations

SOC Code	Occupation	2017 Jobs	2022 Jobs	2017-2022 Change	2017-2022 % Change	Annual Openings
39-9011	Childcare Workers	50,652	48,177	(2,475)	(5%)	7,172
25-9041	Teacher Assistants	44,685	47,259	2,574	6%	5,148
25-2011	Preschool Teachers, Except Special Education	14,910	15,746	836	6%	1,637
25-2051	Special Education Teachers, Preschool	524	648	124	24%	66
<b>TOTAL</b>		<b>110,771</b>	<b>111,830</b>	<b>1,059</b>	<b>1%</b>	<b>14,023</b>

Source: Economic Modeling Specialists International (EMSI)

## Earnings

In Los Angeles County, the entry-level average wage for special education preschool teachers is \$12.27 per hour, which is below the MIT Living Wage<sup>1</sup> estimate of \$13.54 per hour for a single adult. The average annual earnings for special education preschool teachers in the region is \$40,000 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for child development occupations. Entry-level hourly earnings is represented by the 10<sup>th</sup> percentile of wages, median hourly earnings is represented by the 50<sup>th</sup> percentile of wages, and experienced hourly earnings is represented by the 90<sup>th</sup> percentile of wages, demonstrating various levels of employment.

**Exhibit 3 – Earnings for child development occupations**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
25-2051	Special Education Teachers, Preschool	\$12.27	\$16.77	\$30.85	\$40,000
25-2011	Preschool Teachers, Except Special Education	\$10.49	\$14.64	\$27.63	\$36,000
25-9041	Teacher Assistants	\$10.26	\$14.67	\$21.97	\$32,000
39-9011	Childcare Workers	\$7.23	\$9.02	\$14.51	\$21,000

Source: Economic Modeling Specialists International (EMSI)

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<sup>1</sup> MIT Living Wage Calculator. <http://livingwage.mit.edu/>

## Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is employing child development workers, and what they are looking for in potential candidates. To identify job postings related to child development, the following occupations were used: preschool teachers, except special education (25-2011); special education teachers, preschool (25-2051); teacher assistants (25-9041); and childcare workers (39-9011). In order to focus on middle-skill occupations, jobs that require some post-high school training and/or education less than a Bachelor's degree, as well as job titles such as "nanny", "babysitter", "Mother's helper" and variations of these keywords were omitted.

### Top Occupations

In 2017, there were 3,239 employer postings in Los Angeles County for middle-skill occupations related to child development. Nearly one-third of the postings (44%) were for teacher assistants (1,430 job postings). Exhibit 4 shows the breakdown of job postings for each of the child development occupations.

**Exhibit 4 – Top occupations in job postings (n=3,239)**

SOC Code	Occupation	Job Postings, Full Year 2017
25-9041	Teacher Assistants	1,430
25-2011	Preschool Teachers, Except Special Education	880
39-9011	Childcare Workers	805
25-2051	Special Education Teachers, Preschool	124

Source: Labor Insight/Jobs (Burning Glass)

### Top Titles

The top titles for child development jobs are listed in Exhibit 5. Instructional assistant/aide was mentioned in 18% of all relevant job postings (650 postings).

**Exhibit 5 –Job titles (n=3,562)**

Title	Job Postings, Full Year 2017
Instructional Assistant/Aide	650
Assistant Teacher	239
Preschool Teacher	210
Childcare Teacher	112

Special Education Aide	109
Assistant Preschool Teacher	102
Preschool Aide/Paraprofessional	90
Paraeducator	82
Infant Teacher	48
Assistant Special Education Teacher	40
Behavior Interventionist	38

Source: Labor Insight/Jobs (Burning Glass)

### Top Employers

Exhibit 6 lists the major employers hiring child development professionals. Top employers postings job ads included both public school districts and private educational institutions. The top worksite cities in the region for these occupations were Los Angeles, Santa Clarita, Lancaster, Glendale, Whittier, and Norwalk.

### Exhibit 6 – Top employers (n=2,128)

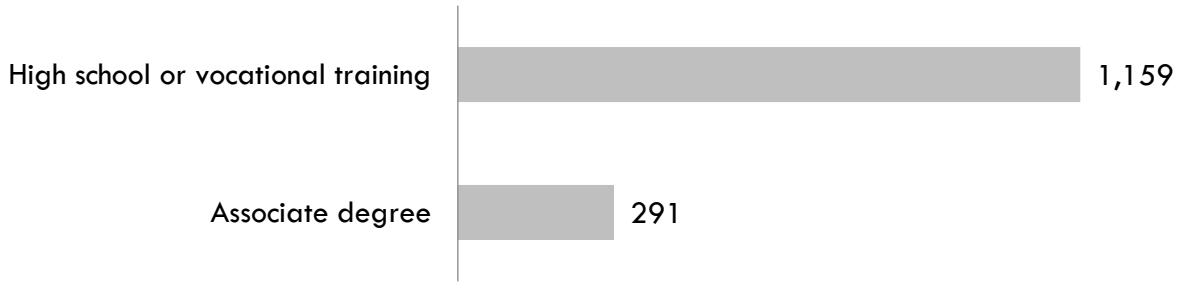
Employer	Job Postings, Full Year 2017
Westside Union School District	109
Tutor Time	86
Norwalk La Mirada Unified School District	67
William S Hart Union High School District	57
Archdiocese of Los Angeles	39
Bright Horizons	37
Childtime Learning Centers	30
Alliance College Ready Public Schools	28
Las Virgenes Unified School District	28
University of La Verne	28

Source: Labor Insight/Jobs (Burning Glass)

*Advertised Education Levels*

Exhibit 7 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with high school or vocational training. Approximately 55% of job postings did not specify a level of education.

**Exhibit 7 – Advertised education requirements for child development jobs (n=1,450)**



Source: Labor Insight/Jobs (Burning Glass)

**Education and Training**

Exhibit 8 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training, and percentage of workers in the field who hold a community college award or have completed some postsecondary courses.

**Exhibit 8 – Education and training requirements**

SOC	Occupation	Typical entry-level education	Typical on-the-job training	% of Community College Award Holders or Some Postsecondary Coursework
25-9041	Teacher Assistants	Some college, no degree	None	44%
25-2011	Preschool Teachers, Except Special Education	Associate degree	None	38%
39-9011	Childcare Workers	High school diploma or equivalent	Short-term	37%
25-2051	Special Education Teachers, Preschool	Bachelor's degree	Internship/residency	10%

Source: Economic Modeling Specialists International, Bureau of Labor Statistics Employment Projections (Educational Attainment)

In Los Angeles County, all 19 community colleges have conferred awards in programs that may train for the occupations of interest. Between 2014 and 2017, there was an average of 2,667 community college awards conferred annually across seven related training programs. It is important to note that an award is not equivalent to a single person in search of a job opening, since a student may earn more than one award (e.g. an associate degree and a certificate).

**Exhibit 9 – CCC Student Awards (by TOP and College)**

TOP Code	Program	College	2014-15 Awards	2015-16 Awards	2016-17 Awards	3-yr Award Average
1305.00	Child Development/Early Care and Education	Cerritos	22	73	85	60
		Citrus	86	93	109	96
		Compton	51	52	75	59
		East LA	170	220	153	181
		El Camino	113	122	170	135
		Glendale	30	20	21	24
		LA City	237	181	296	238
		LA Harbor	21	23	24	23
		LA Mission	58	60	153	90
		LA Pierce	59	68	89	72
		LA SWest	81	81	62	75
		LA Trade	201	268	221	230
		LA Valley	66	90	104	87
		Long Beach	104	114	160	126
		Mt San Antonio	84	127	65	92
		Pasadena	30	26	64	40
		Rio Hondo	142	181	207	177
		Santa Monica	73	84	176	111
		West LA	25	41	46	37
		<b>Subtotal/Average</b>	<b>1,653</b>	<b>1,924</b>	<b>2,280</b>	<b>1,952</b>
1305.20	Children with Special Needs	Cerritos	4	9	1	5
		East LA	54	76	68	66
		LA City	9	13	14	12
		LA Valley	9	9	40	19
		Long Beach	3	1	3	2
		Pasadena	1	2	0	1
		Santa Monica	8	8	7	8
		West LA	-	1	2	2
		<b>Subtotal/Average</b>	<b>88</b>	<b>119</b>	<b>135</b>	<b>114</b>
1305.40	Preschool Age Children	LA Mission	26	24	19	23
		LA Pierce	110	116	156	127
		LA Valley	110	89	104	101
		<b>Subtotal/Average</b>	<b>246</b>	<b>229</b>	<b>279</b>	<b>251</b>

1305.50	The School Age Child	Compton	2	4	4	3
		El Camino	8	7	3	6
		Glendale	-	-	1	1
		LA Mission	-	-	1	1
		LA Pierce	14	5	12	10
		LA Valley	23	38	23	28
		Long Beach	3	-	-	3
		Mt San Antonio	-	-	3	3
		Pasadena	3	1	-	2
		<b>Subtotal/Average</b>	<b>53</b>	<b>55</b>	<b>47</b>	<b>52</b>
1305.60	Parenting and Family Education	Long Beach	3	5	6	5
		<b>Subtotal/Average</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>5</b>
1305.80	Child Development Administration and Management	Cerritos	56	39	38	44
		Glendale	2	1	4	2
		LA City	15	3	13	10
		LA Valley	43	44	32	40
		Mt San Antonio	73	115	29	72
		Pasadena	8	7	1	5
		West LA	1	-	-	1
		<b>Subtotal/Average</b>	<b>198</b>	<b>209</b>	<b>117</b>	<b>175</b>
1305.90	Infants and Toddlers	Cerritos	7	3	1	4
		East LA	65	68	38	57
		Glendale	2	2	7	4
		LA Mission	3	1	5	3
		LA Pierce	25	34	34	31
		LA Valley	14	5	3	7
		Mt San Antonio	4	8	4	5
		Pasadena	14	7	1	7
		<b>Subtotal/Average</b>	<b>134</b>	<b>128</b>	<b>93</b>	<b>118</b>
		<b>Total/Average</b>	<b>2,375</b>	<b>2,669</b>	<b>2,957</b>	<b>2,667</b>

Source: California Community Colleges Chancellor's Office MIS Data Mart

## Sources

O\*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, and California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart



## Notes

Data included in this analysis represents the labor market demand for positions most closely related to child development. Standard occupational classification (SOC) codes were chosen based on the national education level required for employment (associate degree and postsecondary certificate) as well as the proportion of current workers who hold a community college award or have had some community college training. This selection process narrows the labor market analysis to the most relevant employment opportunities for students with community college education and/or training.

Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and should not be used to establish current job openings, because the numbers may include duplicate job postings or postings intended to gather a pool of applicants. Real-time labor market information can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.