

Program Endorsement Brief: 1305.00/Child Development/Early Care and Education; 1305.20/Children with Special Needs; 1305.40/Preschool Age Children; 1305.50/The School Age Child; 1305.80/Child Development Administration and Management; 1305.90/Infants and Toddlers

Child Development Lead Teacher A.S.

Child Development Leader Teacher Certificate of Achievement

Child Development Associate Teacher A.S.

Child Development Associate Teacher Certificate of Achievement

Exceptional Children Specialization, Certificate of Achievement

Child Development Core Certificate of Achievement

Child Development Curriculum Specialization Certificate of Achievement

Child Development Assistant Teacher Certificate of Achievement

Elementary Education Specialization, Certificate of Achievement

Child Development Administration, Certificate of Achievement

Infant and Toddler Specialization, Certificate of Achievement

Orange County Center of Excellence, October 2021

Summary Analysis

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 Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data for six occupations related to child development. To illuminate which occupations are immediately accessible to community college graduates, these education occupations have been divided into middle-skill and above middle-skill occupation groups. Middle-skill occupations typically accommodate community college graduates, while above middle-skill occupations typically require a four-year degree and/or prior work experience. The **middle-skill** group of child development occupations in this report includes *preschool teachers, except special education (25-2011)*, *teaching assistants, except postsecondary (25-9045)*, and *childcare workers (39-9011)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although *preschool teachers, except special education (25-2011)* typically

¹ 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

require a bachelor's degree, they are considered middle-skill because more than one-third of workers in the field have completed some college or an associate degree. The **above middle-skill** child development occupations are *education and childcare administrators, preschool and daycare (11-9031), kindergarten teachers, except special education (25-2012), and special education teachers, preschool (25-2051)*. 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 the middle-skill group of child development occupations in the region. While more than one-third of current workers in the field have completed some college or an associate degree, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **17,821 middle-skill jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 7,902 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, **all annual job openings** for middle-skill occupations related to child development **have entry-level wages below the county's living wage (\$20.63/hour).**²
- **Educational Criteria** – Within the LA/OC region, **62% of the annual job openings** for middle-skill occupations related to child development **typically require a high school diploma or equivalent.**
 - However, the national-level educational attainment data indicates **between 34.0% and 38.8% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **29 community colleges** in the LA/OC region that issue awards related to child development, conferring an average of **4,870 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **3,122 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **29 individual non-community college institutions throughout** the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the middle-skill group of child development occupations. In Los Angeles/Orange County, the number of jobs related to these

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- 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.

² Living wage data was pulled from California Family Needs Calculator on 9/20/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

occupations is projected to decrease by 2% through 2025. However, there will be more than 17,000 job openings per year through 2025 due to retirements and workers leaving the field.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Middle-Skill Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Orange	27,588	28,025	437	2%	3,286
Los Angeles	120,282	117,100	(3,182)	(3%)	14,535
Total	147,870	145,125	(2,745)	(2%)	17,821

Exhibit 2: Above Middle- Skill Occupational demand in Los Angeles and Orange Counties

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Orange	1,182	1,201	19	2%	100
Los Angeles	4,375	4,456	81	2%	372
Total	5,556	5,657	100	2%	472

Wages

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

Orange County: All of the annual openings for the middle-skill group of child development occupations have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$12.04 and \$15.31. Experienced *preschool teachers, except special education* and *teaching assistants, except postsecondary* can expect to earn wages between \$21.24 and \$21.92 which are higher than the living wage estimate. However, experienced *childcare workers* earn less than the living wage (\$17.48). Orange County's average wages are equal to the average statewide wage of \$17.68 for these occupations.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

The majority (64%) of the annual openings for the above middle-skill group of child development occupations have entry-level wages above the living wage for one adult (\$20.63 in Orange County). Experienced workers in these occupations can expect to earn wages between \$27.67 and \$48.51. Orange County's average wages are above the average statewide wage of \$30.82 for these occupations.

Los Angeles County: All of the annual openings for the middle-skill group of child development occupations have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles). Typical entry-level hourly wages are in a range between \$13.12 and \$15.17. Experienced workers can expect to earn wages between \$18.41 and \$22.72 which are higher than the living wage estimate. Los Angeles County's average wages are above the average statewide wage of \$17.68 for these occupations.

The majority (67%) of the annual openings for the above middle-skill group of child development occupations have entry-level wages above the living wage for one adult (\$18.10 in Los Angeles County). Experienced workers in this occupation can expect to earn wages between \$28.62 and \$47.87. Los Angeles County's average wages are above the average statewide wage of \$30.82 for these occupations.

Job Postings

There were 16,420 online job postings related to the group of middle-skill child development occupations listed in the past 12 months. The highest number of job postings were for preschool teacher, nanny for one child, and nanny. The top skills were: teaching, childcare, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were: Placentia Yorba Linda Unified, KinderCare, and Learning Care.

There were 1,854 online job postings related to the group of above middle-skill child development occupations listed in the past 12 months. The highest number of job postings were for behavioral interventionist, teacher, and kindergarten teacher. The top skills were: teaching, autism diagnosis/treatment/care, and behavior analysis. The top three employers, by number of job postings, in the region were: Intercare Therapy, KinderCare, and California Psychcare.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

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

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

In the LA/OC region, the majority of annual job openings for middle-skill occupations related to child development (62%) typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates. However, the national-level educational attainment data indicates between 34.0% and 38.8% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 50% of child development job postings listing a minimum education requirement in Los Angeles/Orange County, 63.4% (5,195) requested a high school diploma or vocational training and 23.9% (1,956) requested an associate degree.

In the LA/OC region, all annual job openings for above middle-skill occupations related to child development typically require a bachelor’s degree. Furthermore, the national-level educational attainment data indicates that between 8.8% and 34% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 82% of child development job postings listing a minimum education requirement in Los Angeles/Orange County, 35.5% (538) requested a high school diploma or vocational training, 32.2% (438) requested an associate degree, and 31.2% (473) requested a bachelor’s degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Educational Aide (Teacher Assistant) 0802.00, Special Education (0809.00), Child Development/Early Care and Education (1305.00), Children with Special Needs (1305.20), Preschool Age Children (1305.40), The School Age Child (1305.50), Child Development Administration and Management (1305.80), and Infants and Toddlers (1305.90). The colleges with the most completions in the region are: Rio Hondo, East LA, Santa Monica, Citrus, and Santa Ana. Over the past 12 months, there were 21 other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	Coastline	-	3	2	2
		Fullerton	11	7	-	6
		Santa Ana	2	30	11	14
		Santiago Canyon	4	6	7	6
		OC Subtotal	17	46	20	28
		Mt. San Antonio	28	23	21	24
		LA Subtotal	28	23	21	24
Supply Subtotal/Average			45	69	41	52
0809.00	Special Education	Santa Ana	-	27	16	14
		Santiago Canyon	-	-	2	1
		OC Subtotal	0	27	18	15

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average		
		Long Beach	1	2	1	1		
		LA Subtotal	1	2	1	1		
		Supply Subtotal/Average	1	29	19	16		
1305.00	Child Development/ Early Care and Education	Fullerton	27	47	39	38		
		Irvine	72	96	99	89		
		North Orange Adult	66	75	59	67		
		Orange Coast	-	20	41	20		
		Saddleback	84	179	181	148		
		Santa Ana	37	30	62	43		
		Santiago Canyon	1	3	1	2		
		OC Subtotal	287	450	482	406		
		Cerritos	108	140	132	127		
		Citrus	174	313	161	216		
		Compton	50	64	21	45		
		East LA	200	335	690	408		
		El Camino	16	161	187	171		
		Glendale	19	32	34	28		
		LA City	201	163	190	185		
		LA Harbor	39	35	26	33		
		LA Mission	210	259	227	232		
		LA Pierce	104	92	107	101		
		LA Southwest	65	50	21	55		
		LA Trade	190	16	132	162		
		LA Valley	71	98	148	10		
		Long Beach	148	183	169	167		
		Mt. San Antonio	82	111	106	100		
		Pasadena	83	105	114	101		
		Rio Hondo	1,071	174	285	534		
		Santa Monica	179	174	554	302		
		West LA	30	51	60	47		
				LA Subtotal	3,190	2,775	3,394	3,120
				Supply Subtotal/Average	3,477	2,225	3,876	3,526
		1305.20		OC Subtotal	0	0	0	0

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
	Children with Special Needs	Cerritos	2	-	1	1
		Citrus	-	1	1	1
		East LA	65	109	51	75
		LA City	8	12	6	9
		LA Valley	45	51	55	50
		Long Beach	2	6	2	3
		Mt. San Antonio	-	-	2	1
		Pasadena	2	-	-	1
		Rio Hondo	-	-	15	5
		Santa Monica	7	11	8	9
		LA Subtotal	131	190	141	144
		Supply Subtotal/Average			131	190
1305.40	Preschool Age Children	Fullerton	9	9	14	11
		Orange Coast	24	34	34	31
		Santa Ana	50	45	52	49
		Santiago Canyon	7	-	6	4
		OC Subtotal	90	8	106	95
		LA Mission	29	29	32	30
		LA Pierce	122	152	15	146
		LA Valley	62	91	88	80
		Pasadena	-	1	-	0
		LA Subtotal	213	273	285	257
		Supply Subtotal/Average			303	361
1305.50	The School Age Child	Irvine	5	3	1	3
		Saddleback	-	2	-	1
		OC Subtotal	5	5	1	4
		Compton	1	2	-	1
		El Camino	10	7	4	7
		Glendale	1	-	-	0
		LA Mission	1	3	4	3
		LA Pierce	7	10	6	8
		LA Valley	14	16	10	13
		Long Beach	-	-	1	0
		Pasadena	1	-	-	0

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		LA Subtotal	35	38	25	33
		Supply Subtotal/Average	40	43	26	36
1305.80	Child Development Administration and Management	Orange Coast	8	1	1	3
		Saddleback	5	7	2	5
		OC Subtotal	13	8	3	8
		Cerritos	47	72	65	61
		Glendale	2	1	-	1
		LA City	3	5	9	6
		LA Mission	4	2	3	3
		LA Valley	28	39	43	37
		Mt. San Antonio	72	72	76	73
		Pasadena	-	1	-	0
				LA Subtotal	156	192
		Supply Subtotal/Average	169	200	199	189
1305.90	Infants and Toddlers	Irvine	-	1	-	0
		Orange Coast	7	5	6	6
		Saddleback	47	17	13	26
		Santa Ana	468	356	142	322
		Santiago Canyon	6	-	1	2
		OC Subtotal	528	379	162	356
		Cerritos	-	-	2	1
		East LA	32	45	3	27
		Glendale	1	3	1	2
		LA City	-	-	41	14
		LA Mission	9	13	8	10
		LA Pierce	34	35	45	3
		LA Valley	5	6	1	4
		Mt. San Antonio	-	2	1	1
		Pasadena	-	2	1	1
Rio Hondo	-	-	5	2		
		LA Subtotal	81	106	108	98
		Supply Subtotal/Average	609	485	270	455
		Supply Total/Average	4,775	4,602	4,963	4,780

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average		
1305.00	Child Development/ Early Care and Education	Fullerton	27	47	39	38		
		Irvine	72	96	99	89		
		North Orange Adult	66	75	59	67		
		Orange Coast	-	20	41	20		
		Saddleback	84	179	181	148		
		Santa Ana	37	30	62	43		
		Santiago Canyon	1	3	1	2		
		OC Subtotal	287	450	482	406		
		Cerritos	108	140	132	127		
		Citrus	174	313	161	216		
		Compton	50	64	21	45		
		East LA	200	335	690	408		
		El Camino	16	161	187	171		
		Glendale	19	32	34	28		
		LA City	201	163	190	185		
		LA Harbor	39	35	26	33		
		LA Mission	210	259	227	232		
		LA Pierce	104	92	107	101		
		LA Southwest	65	50	21	55		
		LA Trade	190	16	132	162		
		LA Valley	71	98	148	10		
		Long Beach	148	183	169	167		
		Mt. San Antonio	82	111	106	100		
		Pasadena	83	105	114	101		
		Rio Hondo	1,071	174	285	534		
		Santa Monica	179	174	554	302		
		West LA	30	51	60	47		
		LA Subtotal	3,190	2,775	3,394	3,120		
		Supply Subtotal/Average			3,477	2,225	3,876	3,526
		1305.20	Children with Special Needs	OC Subtotal	0	0	0	0
Cerritos	2			-	1	1		

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		Citrus	-	1	1	1
		East LA	65	109	51	75
		LA City	8	12	6	9
		LA Valley	45	51	55	50
		Long Beach	2	6	2	3
		Mt. San Antonio	-	-	2	1
		Pasadena	2	-	-	1
		Rio Hondo	-	-	15	5
		Santa Monica	7	11	8	9
		LA Subtotal	131	190	141	144
		Supply Subtotal/Average			131	190
1305.40	Preschool Age Children	Fullerton	9	9	14	11
		Orange Coast	24	34	34	31
		Santa Ana	50	45	52	49
		Santiago Canyon	7	-	6	4
		OC Subtotal	90	8	106	95
		LA Mission	29	29	32	30
		LA Pierce	122	152	15	146
		LA Valley	62	91	88	80
		Pasadena	-	1	-	0
		LA Subtotal	213	273	285	257
		Supply Subtotal/Average			303	361
1305.50	The School Age Child	Irvine	5	3	1	3
		Saddleback	-	2	-	1
		OC Subtotal	5	5	1	4
		Compton	1	2	-	1
		El Camino	10	7	4	7
		Glendale	1	-	-	0
		LA Mission	1	3	4	3
		LA Pierce	7	10	6	8
		LA Valley	14	16	10	13
		Long Beach	-	-	1	0
		Pasadena	1	-	-	0
		LA Subtotal	35	38	25	33

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
Supply Subtotal/Average			40	43	26	36
1305.80	Child Development Administration and Management	Orange Coast	8	1	1	3
		Saddleback	5	7	2	5
		OC Subtotal	13	8	3	8
		Cerritos	47	72	65	61
		Glendale	2	1	-	1
		LA City	3	5	9	6
		LA Mission	4	2	3	3
		LA Valley	28	39	43	37
		Mt. San Antonio	72	72	76	73
		Pasadena	-	1	-	0
		LA Subtotal	156	192	196	181
Supply Subtotal/Average			169	200	199	189
1305.90	Infants and Toddlers	Irvine	-	1	-	0
		Orange Coast	7	5	6	6
		Saddleback	47	17	13	26
		Santa Ana	468	356	142	322
		Santiago Canyon	6	-	1	2
		OC Subtotal	528	379	162	356
		Cerritos	-	-	2	1
		East LA	32	45	3	27
		Glendale	1	3	1	2
		LA City	-	-	41	14
		LA Mission	9	13	8	10
		LA Pierce	34	35	45	3
		LA Valley	5	6	1	4
		Mt. San Antonio	-	2	1	1
		Pasadena	-	2	1	1
Rio Hondo	-	-	5	2		
LA Subtotal	81	106	108	98		
Supply Subtotal/Average			609	485	270	455
Supply Total/Average			4,729	4,504	4,903	4,712

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for child development. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Educational Leadership and Administration, General (13.0401), Special Education and Teaching, General (13.100), Education/Teaching of Individuals with Autism (13.1013), Education/Teaching of Individuals in Early Childhood Special Education Programs (13.1015), Early Childhood Education and Teaching (13.1210), Child Development (19.0706), Child Care and Support Services Management (19.0708), and Child Care Provider/Assistant (19.0709). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 3,121 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
13.0401	Educational Leadership and Administration, General	Azusa Pacific University	-	-	12	4
		Brandman University	115	165	120	133
		California State Polytechnic University-Pomona	14	18	14	15
		California State University- Fullerton	12	15	13	13
		California State University- Long Beach	21	12	9	14
		California State University- Los Angeles	64	65	50	60
		California State University- Northridge	78	130	87	98
		Chapman University	17	30	30	26
		Concordia University- Irvine	342	244	238	275
		DeVry University- California	-	2	-	1
		Hope International University	3	1	11	5
		Loyola Marymount University	45	57	61	77
		Pepperdine University	90	81	61	77
		Soka University of America	6	6	8	7

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average		
		Trident University International	30	27	29	29		
		University of California- Los Angeles	24	23	23	23		
		University of La Verne	58	56	33	49		
		University of Phoenix- California	7	14	-	7		
		University of Southern California	175	270	306	250		
		Vanguard University of Southern California	1	-	1	1		
Supply Subtotal/Average			1,102	1,202	1,120	1,141		
13.1001	Special Education and Teaching, General	Biola University	1	2	4	2		
		Brandman University	61	75	49	62		
		California State University- Dominguez Hills	28	16	20	21		
		California State University- Long Beach	13	28	24	22		
		California State University- Los Angeles	50	41	57	49		
		California State University-Northridge	37	40	30	36		
		Chaman University	29	25	17	24		
		Concordia University- Irvine	-	2	3	2		
		Loyola Marymount University	24	40	26	30		
		Mount Saint Mary's University	17	30	18	22		
		University of California Los Angeles	3	3	2	3		
		University of La Verne	8	12	11	10		
		University of Southern California	15	35	50	33		
		Supply Subtotal/Average			286	349	311	315

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
13.1013	Education/Teaching of Individuals with Autism	Brandman University	-	9	1	3
Supply Subtotal/Average			-	9	1	3
13.1015	Education/Teaching of Individuals in Early Childhood Special Education Programs	Brandman University	-	2	3	2
Supply Subtotal/Average			-	2	3	2
13.1209	Education/Teaching of Individuals in Early Childhood Special Education Programs	Brandman University	-	-	1	0
Supply Subtotal/Average			-	2	3	2
13.1210	Early Childhood Education and Teaching	Bethesda University	10	8	5	8
		Biola University	2	2	-	1
		Brandman University	72	58	46	59
		California State University- Dominguez Hills	134	178	180	164
		College California State University- Fullerton	438	477	531	482
		California State University- Los Angeles	239	248	310	266
		California State University- Northridge	296	322	349	322
		East Dan Gabriel Valley Regional Occupational Program	62	58	35	52
		Mount Saint Mary's University	6	4	4	5
		Pacific Oaks College	101	101	66	89
		Vanguard University of Southern California	21	21	15	19
		World Mission University	1	-	-	0

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
Supply Subtotal/Average			1,381	1,477	1,541	1,466
19.0706	Child Development	Mount Saint Mary's	13	24	17	18
		University of La Verne	92	74	75	80
		Whittier College	1	18	27	22
Supply Subtotal/Average			126	116	119	120
19.0708	Child Care and Support Services Management	University of La Verne	15	16	15	15
Supply Subtotal/Average			15	16	15	15
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	55	36	82	58
Supply Subtotal/Average			55	36	82	58
Supply Total/Average			2,965	3,207	3,193	3,122

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Preschool Teachers, Except Special Education (25-2011)	3,903	3,880	(23)	(1%)	33	\$13.66	\$15.28	\$21.92
Teaching Assistants, Except Postsecondary (25-9045)	11,406	11,654	248	2%	1,140	\$15.31	\$17.94	\$21.24
Childcare Workers (39-9011)	12,279	12,491	212	2%	1,789	\$12.04	\$13.38	\$17.48
Middle-Skill Total	27,588	28,025	437	2%	3,286			
Education and Childcare Administrators, Preschool and Daycare (11-9031)	499	492	(7)	(1%)	33	\$17.37	\$21.81	\$27.68
Kindergarten teachers, Except Special Education (25-2012)	664	681	18	3%	64	\$33.35	\$40.77	\$48.51
Special Education Teachers, Preschool (25-2051)	19	28	9	46%	3	\$18.37	\$22.65	\$39.61
Above Middle-Skill Total	1,182	1,201	19	2%	100			
Total	28,770	29,226	456	2%	3,386			

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Preschool Teachers, Except Special Education (25-2011)	13,786	13,980	195	1%	1,289	\$14.12	\$15.82	\$22.72
Teaching Assistants, Except Postsecondary (25-9045)	39,384	39,394	10	0%	3,823	\$15.17	\$17.76	\$21.01
Childcare Workers (39-9011)	67,113	63,726	(3,387)	(5%)	9,423	\$13.12	\$14.22	\$18.41
Middle-Skill Total	120,282	117,100	(3,182)	(3%)	14,535			
Education and Childcare Administrators, Preschool and Daycare (11-9031)	1,834	1,841	8	0%	124	\$17.61	\$22.29	\$28.62
Kindergarten teachers, Except Special Education (25-2012)	2,446	2,475	29	1%	231	\$33.37	\$40.40	\$47.87
Special Education Teachers, Preschool (25-2051)	95	139	44	47%	17	\$19.34	\$25.24	\$42.00
Above Middle-Skill Total	4,375	4,456	81	2%	372			
Total	124,657	121,556	(3,101)	(2%)	14,907			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Preschool Teachers, Except Special Education (25-2011)	17,688	17,860	172	1%	1,644
Teaching Assistants, Except Postsecondary (25-9045)	50,790	51,048	258	1%	4,964
Childcare Workers (39-9011)	79,391	76,217	(3,175)	(4%)	11,213
Middle-Skill Total	147,870	145,125	(2,745)	(2%)	17,821
Education and Childcare Administrators, Preschool and daycare (11-9031)	2,333	2,334	1	0%	156
Kindergarten teachers, Except Special Education (25-2012)	3,110	3,156	47	2%	295
Special Education Teachers, Preschool (25-2051)	114	167	53	47%	20
Above Middle-Skill Total	5,556	5,657	101	2%	471
Total	153,426	150,782	(2,644)	(2%)	18,292

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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