



Child Development/Early Childhood Education Associate Teacher

May 2018

Prepared by the Los Angeles/Orange County Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the Los Angeles/Orange County Center of Excellence (COE) to provide regional labor market data for the program recommendation of child development/early childhood education associate teacher. This report intends to determine whether there is demand in the local labor market that is not being met by the supply from programs of study.

Based on the labor market supply and demand data, the COE was **unable to determine that there is an unmet need** for the child development/early childhood education associate teacher program in the Los Angeles County region. Here are a few important notations to consider:

- There are projected to be **1,651 annual openings** for preschool teachers through 2022.
- Between 2014 and 2017, community colleges in the county **conferred an average of 1,952 awards**, signaling a possible oversupply of early childhood education professionals in the regional workforce.
- In 2017, there were nearly 900 ads for child development/early childhood education jobs. Of those job ads, approximately **116 required a child development associate (CDA)** credential.

Occupation Codes and Descriptions

Currently, there is one occupation in the standard occupational classification (SOC) system directly related to early childhood education associate teacher. The occupation title, description, and reported job titles are included in Exhibit 1.

Exhibit 1 – Occupation, description, and sample job titles

| SOC Code | Title | Description | Sample of Reported Job Titles |
|----------|---|---|--|
| 25-2011 | Preschool Teacher, 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, Head Start Teacher, Lead Teacher, Pre-Kindergarten Teacher (Pre-K Teacher), Preschool Teacher, Teacher, Teacher Assistant, Toddler Teacher |

Source: O*NET Online

Current and Future Employment

In Los Angeles County, the number of jobs for preschool teachers is expected to increase by 6% over the next five years. More than 1,650 job opportunities will be available annually for this occupation through 2022 due to new job growth and replacement need (e.g., retirements).

Exhibit 2 – Five-year projections for preschool teachers, 2017-2022

| SOC | Occupation | 2017 Jobs | 2022 Jobs | 2017-2022 Change | 2017-2022 % Change | Annual Openings |
|---------|--|-----------|-----------|------------------|--------------------|-----------------|
| 25-2011 | Preschool Teachers, Except Special Education | 14,996 | 15,857 | 861 | 6% | 1,651 |

Source: EMSI 2018.2 – QCEW, non-QCEW, Self-Employed

Earnings

In Los Angeles County, the entry-level average wage for preschool teachers is \$10.49 per hour, which is significantly below the MIT Living Wage¹ estimate of \$13.54 per hour for a single adult. The average annual earnings for preschool teachers in the region is \$36,000 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for the occupation studied in this report. Entry-level hourly earnings is represented by the 10th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 90th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for preschool teachers, 2017-2022

| SOC | Occupation | Entry-Level Hourly Earnings | Median Hourly Earnings | Experienced Hourly Earnings | Average Annual Earnings |
|---------|--|-----------------------------|------------------------|-----------------------------|-------------------------|
| 25-2011 | Preschool Teachers, Except Special Education | \$10.49 | \$14.64 | \$27.63 | \$36,000 |

Source: EMSI 2018.2 – QCEW, non-QCEW, Self-Employed

¹ 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 childhood development/early childhood education professionals, and what they are looking for in potential candidates. To identify job postings related to the field of interest, the following keywords/search terms were used:

- SOC code: Preschool Teachers, except special education (25-2011)
- Education level: High school or vocational training or associate degree

Top Titles

The most common titles for child development/early childhood education jobs are listed in Exhibit 4. Preschool teacher was mentioned in 24% of all relevant job postings (210 postings). Associate teacher was only mentioned on six job postings during 2017.

Exhibit 4 –Job titles (n=888)

| Title | Job Postings, Full Year 2017 |
|--|---------------------------------|
| Preschool Teacher | 210 |
| Instructional Aide/Assistant | 80 |
| Lead Teacher | 71 |
| Childcare Provider/Teacher | 55 |
| Infant Teacher | 48 |
| Early Childhood Teacher | 30 |
| Child Development Instructional Support Specialist | 19 |
| Child Development Teacher | 14 |
| Toddler Teacher | 10 |
| Associate Teacher | 6 |

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 5 lists the major employers hiring professionals in the field of child development/early childhood education. Top employers postings job ads included both private and public education establishments. The top worksite cities in the region for these occupations were Los Angeles, Santa Clarita, Glendale, Pasadena, and Long Beach.

Exhibit 5 – Top employers (n=598)

| Employer | Job Postings, Full Year 2017 |
|----------------------------|------------------------------|
| Tutor Time | 70 |
| Bright Horizons | 33 |
| El Monte City Elementary | 20 |
| Norwalk La Mirada USD | 20 |
| Childtime Learning Centers | 18 |
| Archdiocese Los Angeles | 10 |
| Saugus Union Elementary | 9 |
| Claremont USD | 9 |
| Pine Crest Private School | 9 |
| Culver City USD | 8 |

Source: Labor Insight/Jobs (Burning Glass)

Job Certifications

First Aid/CPR/AED is the most sought after certification for this occupation, and was included on 47% of the postings that specified a certification. **The top education certification desired by employers was a child development associate (CDA), and this was mentioned in 41% of job postings (116 postings).**

Advertised Education Levels

Exhibit 6 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with a high school or vocational training. Approximately half of job postings did not specify a level of education.

Exhibit 6 – Education requirements for child development/early childhood education jobs (n=415)



Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 7 shows the typical entry-level education requirement for the occupation 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. About 38% of the workforce in the occupation of study has completed some community college education as their highest level of education.

Exhibit 7 – Education and training requirements

| SOC | Occupation | Typical entry-level education | Typical on-the-job training | % of Community College Award Holders or Some Postsecondary Coursework |
|---------|--|-------------------------------|-----------------------------|---|
| 25-2011 | Preschool Teachers, except Special Education | Associate degree | None | 38% |

Source: EMSI, Bureau of Labor Statistics Employment Projections (Educational Attainment)

In Los Angeles County, all 19 community colleges have conferred awards in programs that train students for child development/early care and education. Between 2014 and 2017, there was an average of 1,952 community college awards conferred annually across one program: Child Development/Early Care and Education (1305.00). 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 8 – CCC Student Awards (by TOP and College)

| TOP Code | Program | College | 2014-2015 Awards | 2015-2016 Awards | 2016-2017 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 |
| | | TOTAL | 1,653 | 1,924 | 2,280 | 1,952 |

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

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the Child Development/Early Care and Education Taxonomy of Program (TOP) code (1305.00) in Los Angeles County for the 2015-16 academic year.

- The median annual wage after program completion is \$20,901
- 31% of students are earning a living wage
- 68% of students are employed within six months after completing a program

Source: CTE LaunchBoard

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, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represents the labor market demand for positions most closely related to child development/early childhood education associate teacher. 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.