

**Program Endorsement Brief: 1305.20/Children with Special Needs
Child Development – Early Intervention and Inclusion**
Los Angeles/Orange County Center of Excellence, August 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 checked="" type="checkbox"/>	No <input type="checkbox"/>	

The Los Angeles/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 related to two middle-skill occupations: *special education teachers, preschool (25-2051)*, and *teaching assistants, except postsecondary (25-9045)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹

Data collection is currently underway for *teaching assistants, special education (25-9043)*, an emerging occupation. Since special education teaching assistant occupations and preschool teaching assistant occupations are currently accounted for under the broader *teaching assistants, except postsecondary (25-9045)* standard occupational classification (SOC) code, demand data within this report is likely overstated when considering only special education preschool occupations. 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 special education preschool occupations in the region. While the majority of annual openings for these occupations typically require some college/no degree, the majority of annual openings in the region have entry-level wages that are below the living wage in both Los Angeles and Orange County. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

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
- 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.

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **5,298 jobs available annually** in the region due to new job growth and replacements, **which is more than the 196 awards conferred annually** by educational institutions in the region.
 - However, *teaching assistants, except postsecondary* includes all levels of teaching assistants, and not only preschool-age or special education teaching assistants. Therefore, the **demand is overstated for special education preschool teaching assistants**.
 - **There were 1,357 online job postings related to special education preschool occupations listed in the past 12 months.** The highest number of job postings were for behavior interventionists, teacher assistants, instructional assistants, associate teachers, and instructional aides.
- **Living Wage Criteria** – Within Los Angeles County, **the majority (99%) of annual job openings for special education preschool occupations have entry-level wages below the county's living wage** (\$15.04/hour).²
- **Educational Criteria** – Within the LA/OC region, **99.5% of the annual job openings** for special education preschool occupations **typically require some college/no degree**.
 - While the national-level educational attainment data indicates only 11.5% of *special education teachers, preschool* in the field have completed some college or an associate degree, **39.1% of teaching assistants, postsecondary, the occupation in this report with the majority of annual openings, have completed some college or an associate degree.**

Supply:

- There are **12 community colleges** in the LA/OC region that issue awards related to special education, conferring an average of **170 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **26 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for special education preschool occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to slightly increase by less than 1% through 2024. There will be nearly 5,300 job openings per year through 2024 due to job growth and replacements. It is important to note that *teaching assistants, except postsecondary* includes all levels of teaching assistants, and not only preschool-age teaching assistants or special education teaching assistants. Therefore, the data in exhibit 1 is overstated for special education preschool teaching assistants.

² Living wage data was pulled from California Family Needs Calculator on 6/30/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	41,434	41,363	(71)	(0%)	4,078
Orange	12,076	12,171	96	1%	1,220
Total	53,509	53,534	25	0%	5,298

Wages

The labor market endorsement in this report considers the entry-level hourly wages for special education preschool occupations in Los Angeles County as they relate to the county's living wage. Orange 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.

Los Angeles County— The majority (99%) of annual openings for special education preschool occupations have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County). While entry-level *special education teachers, preschool* can expect to earn wages above the county's living wage (\$17.55), entry-level *teaching assistants, except postsecondary* typically earn below the living wage (\$14.92). Experienced workers can expect to earn wages between \$20.77 and \$24.68, which is higher than the living wage estimate.

Orange County— All of the annual openings for special education preschool occupations have entry-level wages below the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$14.95 and \$16.37. Experienced workers can expect to earn wages between \$20.83 and \$23.10, which is higher than the living wage estimate.

Job Postings

There were 1,357 online job postings related to special education preschool occupations listed in the past 12 months. The highest number of job postings were for behavior interventionists, teacher assistants, instructional assistants, associate teachers, and instructional aides. The top skills were: teaching, autism diagnosis/treatment/care, applied behavior analysis (ABA), psychology, and behavior analysis. The top three employers, by number of job postings, in the region were: Intercare Therapy, California Psychcare, and Easterseals Southern California.

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.

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 a bachelor’s degree as the typical entry-level education for *special education teachers, preschool* and some college/no degree for *teaching assistants, except postsecondary*. In the LA/OC region, the majority of annual job openings (99.5%) typically require some college/no degree. While the national-level educational attainment data indicates only 11.5% of *special education teachers, preschool* in the field have completed some college or an associate degree, 39.1% of *teaching assistants, postsecondary*, the occupation in this report with the majority of annual openings, have completed some college or an associate degree. Of the 75% of special education preschool occupations job postings listing a minimum education requirement in Los Angeles/Orange County, 49% (499) requested a high school diploma, 36% (361) requested an associate degree and 15% (151) 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: Special Education (0809.00), and Children with Special Needs (1305.20). The colleges with the most completions in the region are: East LA, LA Valley, and Santa Ana. Over the past 12 months, there were no 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
0809.00	Special Education	Long Beach	1	2	1	1
		LA Subtotal	1	2	1	1
		Santa Ana	0	27	16	14
		Santiago Canyon	0	0	2	1
		OC Subtotal	0	27	18	15
Supply Subtotal/Average			1	29	19	16
1305.20	Children with Special Needs	Cerritos	2	0	1	1
		Citrus	0	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	0	0	2	1
		Pasadena	2	0	0	1
		Rio Hondo	0	0	15	5

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		Santa Monica	7	11	8	9
		LA Subtotal	131	190	141	154
		Supply Subtotal/Average	131	190	141	154
		Supply Total/Average	132	219	160	170

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 special education preschool occupations. 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: Special Education and Teaching, General (13.1001), and Special Education and Teaching, Other (13.1099). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 26 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
13.1001	Special Education and Teaching, General	Mount Saint Mary's University	13	27	14	18
13.1099	Special Education and Teaching, Other	CSU-Los Angeles	-	13	-	4
		CSU-Northridge	-	5	7	4
		Supply Total/Average	13	45	21	26

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 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)
Special Education Teachers, Preschool (25-2051)	107	165	58	54%	20	\$17.55	\$20.40	\$24.68
Teaching Assistants, Except Postsecondary (25-9045)	41,327	41,198	(129)	(0%)	4,057	\$14.92	\$17.58	\$20.77
Total	41,434	41,363	(71)	(0%)	4,078			

Exhibit 5. Orange County

Occupation (SOC)	2019 Jobs	2024 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)
Special Education Teachers, Preschool (25-2051)	22	32	10	48%	4	\$16.37	\$19.03	\$23.10
Teaching Assistants, Except Postsecondary (25-9045)	12,054	12,139	85	1%	1,217	\$14.95	\$17.63	\$20.83
Total	12,076	12,171	96	1%	1,220			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Special Education Teachers, Preschool (25-2051)	129	197	68	53%	24	Bachelor's degree
Teaching Assistants, Except Postsecondary (25-9045)	53,381	53,337	(44)	(0%)	5,274	Some college, no degree
Total	53,509	53,534	25	0%	5,298	

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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August 2021



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