

Program Endorsement Brief: 1305.00/Child Development/Early Care and Education Educational Studies: ECE Unit Concentration

Orange County Center of Excellence, November 2019

Summary Analysis

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 related to two middle-skill occupations: Preschool Teachers, except special education (25-2011), and Childcare Workers (39-9011). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ 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 early childhood education occupations in the region. However, these occupations have entry-level wages that are below the living wage for both Los Angeles and Orange Counties and has median wages at or slightly under the living wage. **Therefore, the COE cautiously endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **11,166 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 2,659 awards conferred annually** by educational institutions in the region.
- The national-level educational attainment data indicates **between 36.7% and 37.8% of workers in the field have completed some college or an associate degree.**
 - However, it is worth noting that typical **entry-level hourly wages** for early childhood education occupations throughout the region are between **\$9.04 and \$13.00, which are significantly lower than the California Family Needs Calculator** (living wage) hourly wage for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)².
 - The **entry-level and median wages for Childcare Workers** in the region are **\$9.04 and \$11.90**, respectively, which is **lower than California's current minimum wage.**³
 - The regional **median wages for Childcare Workers is \$11.90, which is lower than the living wage for both Los Angeles and Orange Counties.** Preschool Teachers

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.

² Living wage data was pulled from California Family Needs Calculator on 10/24/19. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

³ https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

have regional median wages of \$15.23, which is lower than the living wage in Orange County, and slightly higher than the living wage in Los Angeles County.

- **Experienced early childhood education workers can expect to earn between \$15.31 and \$20.06**, which is higher than the California Family Needs Calculator hourly wage estimate for both counties.

Supply:

- There are **24 community colleges** in the region that have early childhood education programs, conferring an average of **2,647 awards annually** between 2015 and 2018.
- Between 2013 and 2016, there were an average of **12 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **2 individual four-year colleges throughout** the region.

Occupational Demand

Exhibit 1, shows the five-year occupational demand projections for early childhood education occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to slightly decrease by 1% through 2023. However, there will be more than 11,100 job openings per year through 2023 due to retirements and workers leaving the field.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change	Annual Openings
Los Angeles	66,513	65,808	(705)	(1%)	9,062
Orange	15,047	15,689	642	4%	2,104
Total	81,560	81,497	(63)	(0%)	11,166

Wages—Typical entry-level hourly wages for early childhood education occupations throughout the region are between \$9.04 and \$13.00.⁵ Entry-level wages for these occupations are significantly lower than the California Family Needs Calculator hourly wage for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)⁶. The entry-level and median wages for Childcare Workers in the region are \$9.04 and \$11.90, respectively, which is lower than California’s current minimum wage.⁷ Experienced workers can expect to earn between \$15.31 and \$20.06, which is higher than the California Family Needs Calculator wage estimate for both counties. Regional average wages are below the average statewide wage of \$14.85 for these occupations. Wage information, by county, is included in Appendix A.

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.

⁵ Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

⁶ Living wage data was pulled from California Family Needs Calculator on 11/13/19. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

⁷ https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

Job Postings—There were 5,691 online job postings related to Early Childhood Education listed in the past 12 months. The highest number of job postings were for preschool teacher, infant teacher, child care assistant, childcare teacher, and early childhood teacher. The top skills were: teaching, child care, early childhood education, child development and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were: KinderCare, Placentia Yorba Linda Unified School District, and YMCA. Of the 5,691 online job postings, 43% list a minimum education requirement.

Educational Attainment—The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for Preschool Teachers, except special education, and a high school diploma for Childcare Workers. The national-level educational attainment data indicates between 36.7% and 37.8% of workers in the field have completed some college or an associate degree. Of the 43% of early childhood education job postings listing a minimum education requirement in Los Angeles/Orange County, 65% (1,591) requested a high school diploma and 35% (848) requested an associate degree.

Supply

Community College Supply—Exhibit 2, shows the three-year average number of awards conferred by community colleges in the related TOP code: Child Development/Early Care and Education (1305.00). The colleges with the most completions in the region are: Rio Hondo, LA City and LA Trade-Tech. Over the past 12 months, there were six other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2015-2018

TOP Code	Program	College	2015-2016 Awards	2016-2017 Awards	2017-2018 Awards	3-Year Award Average
1305.00	Child Development / Early Care and Education	Cerritos	73	85	108	89
		Citrus	93	109	174	125
		Compton	52	75	50	59
		East LA	220	156	200	192
		El Camino	122	170	166	153
		Glendale	20	21	19	20
		LA City	181	298	201	227
		LA Harbor	23	24	39	29
		LA Mission	60	155	210	142
		LA Pierce	68	95	104	89
		LA Southwest	81	62	65	69
		LA Trade	268	223	190	227
		LA Valley	90	104	71	88
		Long Beach	114	160	148	141
		Mt San Antonio	127	65	82	91
		Pasadena	26	64	83	58
		Rio Hondo	181	207	1,071	486
		Santa Monica	84	176	179	146
		West LA	41	46	30	39
		LA Subtotal	1,924	2,295	3,190	2,470
		Fullerton	8	25	27	20
		Irvine	44	95	72	70
		Saddleback	31	52	84	56
		Santa Ana	23	32	37	31
		Santiago Canyon	0	0	1	0
		OC Subtotal	106	204	221	177
		Supply Total/Average			2,030	2,499

Non-Community College Supply—It is important to consider the supply from four-year institutions in the region that provide training programs for Early Childhood Education. Exhibit 3 shows the annual and three-year average number of awards conferred by two education in the related Classification of Instructional Programs (CIP) Code: Early Childhood Education and Teaching (13.1210). Due to different data collection periods, the most recent three-year period of available data is from 2013 to 2016. Between 2013 and 2016, four-year colleges in the region conferred an average of 12 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2013-2016

CIP Code	Program	College	2013-2014 Awards	2014-2015 Awards	2015-2016 Awards	3-Year Award Average
13.1210	Early Childhood Education and Teaching	Bethesda University	1	2	-	1
		Vanguard University of Southern California	11	10	11	11
Supply Total/Average			12	12	11	12

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2018 Jobs	2023 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)
Childcare Workers (39-9011)	50,617	48,801	(1,816)	(4%)	7,270	\$8.55	\$11.87	\$15.35
Preschool Teachers, Except Special Education (25-2011)	15,896	17,007	1,111	7%	1,791	\$13.02	\$15.25	\$20.10
Total	66,513	65,808	(705)	(1%)	9,062			

Exhibit 5. Orange County

Occupation (SOC)	2018 Jobs	2023 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)
Childcare Workers (39-9011)	10,345	10,692	347	3%	1,583	\$11.00	\$12.06	\$15.14
Preschool Teachers, Except Special Education (25-2011)	4,702	4,997	295	6%	521	\$12.95	\$15.14	\$19.92
Total	15,047	15,689	642	4%	2,104			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2018 Jobs	2023 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)
Childcare Workers (39-9011)	60,962	59,493	(1,469)	(2%)	8,853	\$9.04	\$11.90	\$15.31
Preschool Teachers, Except Special Education (25-2011)	20,598	22,004	1,406	7%	2,313	\$13.00	\$15.23	\$20.06
Total	81,560	81,497	(63)	(0%)	11,166			

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
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- 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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