



Associate Teacher Certificate of Achievement (Child Development/Early Care and Education TOP: 1305.00)

June 2019

**Prepared by the South Central Coast Center of Excellence for Labor
Market Research**

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Associate Teacher Certificate of Achievement. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, the number of jobs related to Child Development/Early Care and Education is expected to increase over the next five years.
- All five associated occupations are anticipated to experience a low risk of automation.
- In 2017 there were 429 regional completions in programs related to the occupations identified as related to Child Development/Early Care and Education and 2,372 openings, indicating an undersupply.
- Typical entry-level education ranges from Some college, no degree for Teacher Assistants, an Associate's degree for Preschool Teachers, Except Special Education, and a Bachelor's Degree for Kindergarten, Elementary, and Middle School Teachers, Except Special Education.
- Completers of regional Child Development/Early Care and Education programs (TOP 1305.00) from the 2015-2016 academic year had a median annual wage upon completion of \$19,596.
- 31% of students are earning a living.
- 69% of students are employed within a year after completing a program.

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

Currently, there are five occupations in the standard occupational classification (SOC) system that are related to Child Development/Early Care and Education. The occupation titles and descriptions, as well as 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 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
25-2012	Kindergarten Teachers, Except Special Education	Teach elemental natural and social science, personal hygiene, music, art, and literature to kindergarten students. Promote physical, mental, and social development. May be required to hold State certification.	Bilingual Kindergarten Teacher, Classroom Teacher, Educator, Instructor, Kinder Teacher, Kindergarten Classroom Teacher, Kindergarten Teacher, Teacher, Title One Kindergarten Teacher, Transitional Kindergarten Teacher
25-2021	Elementary School Teachers, Except Special Education	Teach students basic academic, social, and other formative skills in public or private schools at the elementary level.	Art Teacher, Classroom Teacher, Educator, Elementary Education Teacher, Elementary School Teacher, Elementary Teacher, Fifth Grade Teacher, First Grade Teacher, Second Grade Teacher, Teacher
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Teach students in one or more subjects in public or private schools at the middle, intermediate, or junior high level, which falls between elementary and senior high school as defined by applicable laws and regulations.	English Teacher, Language Arts Teacher, Mathematics Teacher (Math Teacher), Middle School Teacher, Music Teacher, Physical Education Teacher (PE Teacher), Reading Teacher, Science Teacher, Social Studies Teacher, Teacher
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 Assistant, Instructional Assistant, Paraeducator, Paraprofessional, Special Education Aide, Special Education Paraprofessional, Special Education Teacher Assistant, Teacher Aide, Teacher Assistant, Teaching Assistant

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Child Development/Early Care and Education is expected to increase over the next five years. Exhibit 2 contains detailed employment projection data for these occupations.

Exhibit 2 – Five-year projections for Child Development/Early Care and Education in the South Central Coast region

SOC	Occupation	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change
25-2011	Preschool Teachers, Except Special Education	2,904	3,100	196	7%
25-2012	Kindergarten Teachers, Except Special Education	918	965	47	5%
25-2021	Elementary School Teachers, Except Special Education	9,550	10,008	458	5%
25-2022	Middle School Teachers, Except Special and Career/Technical Education	2,925	3,095	170	6%
25-9041	Teacher Assistants	8,809	9,281	472	5%

Source: Economic Modeling Specialists International (EMSI)

Earnings

In the South Central Coast region, the average wage for the listed occupations is \$23.14 per hour.

Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings is represented by the 25th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Child Development/Early Care and Education in the South Central Coast region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
25-2011	Preschool Teachers, Except Special Education	\$12.70	\$15.54	\$18.60
25-2012	Kindergarten Teachers, Except Special Education	\$20.24	\$31.59	\$41.09
25-2021	Elementary School Teachers, Except Special Education	\$29.10	\$36.94	\$44.42
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$25.34	\$33.07	\$41.97
25-9041	Teacher Assistants	\$12.99	\$16.00	\$18.91

Source: Economic Modeling Specialists International (EMSI)

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 associate teachers, and what they are looking for in potential candidates. To identify job postings related to Child Development/Early Care and Education, the following standard occupational classifications were used:

25-2011	Preschool Teachers, Except Special Education
25-2012	Kindergarten Teachers, Except Special Education
25-2021	Elementary School Teachers, Except Special Education
25-2022	Middle School Teachers, Except Special and Career/Technical Education
25-9041	Teacher Assistants

Top Occupations

In 2018, there were 1,766 employer postings for occupations related to Child Development/Early Care and Education.

Exhibit 4 – Top occupations in job postings and risk of automation tables

SOC Code	Occupation	Job Postings, Full Year 2018
25-2022	Middle School Teachers, Except Special and Career/Technical Education	674
25-9041	Teacher Assistants	466
25-2011	Preschool Teachers, Except Special Education	376
25-2021	Elementary School Teachers, Except Special Education	230
25-2012	Kindergarten Teachers, Except Special Education	20

Source: Labor Insight/Jobs (Burning Glass)

SOC Code	Occupation	Risk of Automation
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Low
25-9041	Teacher Assistants	Low
25-2011	Preschool Teachers, Except Special Education	Low
25-2021	Elementary School Teachers, Except Special Education	Low
25-2012	Kindergarten Teachers, Except Special Education	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Child Development/Early Care and Education are listed in Exhibit 5. Instructional Assistant is mentioned as the job title in 13% of all relevant job postings (238 postings).

Exhibit 5 –Job titles

Title	Job Postings, Full Year 2018
Instructional Assistant	238
Preschool Teacher	138
Teacher (Middle School)	102
English Teacher	101
Elementary Teacher	95
Paraeducator	72
Teacher (Preschool)	44

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Child Development/Early Care and Education field. The top employer posting job ads was Westside Union School District. The top worksite cities in the region for these occupations were Lancaster, Oxnard, Santa Clarita, Palmdale, and Santa Barbara.

Exhibit 6 – Top employers (n=1,688)

Employer	Job Postings, Full Year 2018
Westside Union School District	104
Oxnard Elementary School District	69
William S. Hart Union High School District	49
Santa Maria Bonita School District	47
Palmdale School District	46

Source: Labor Insight/Jobs (Burning Glass)

Skills

Teaching is the most sought after skill for employers hiring for jobs related to Child Development/Early Care and Education.

Exhibit 7 –Job skills (n=1,007)

Skills	Job Postings, Full Year 2018
Teaching	1,444
Child Development	308
Special Education	270
Early Childhood Education	231
Lesson Planning	223

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 9 shows the industries where most associate teachers are employed in the South Central Coast region. Note: 12% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 9 – Industries employing the most associate teachers, 2018

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Educational Services	1,247	80%
Health Care and Social Assistance	220	14%
Public Administration	20	1%
Finance and Insurance	19	1%
Other Services (Except Public Administration)	17	1%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 10 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 10 – Education and training requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
25-2011	Preschool Teachers, Except Special Education	Associate’s Degree	None
25-2012	Kindergarten Teachers, Except Special Education	Bachelor’s Degree	None
25-2021	Elementary School Teachers, Except Special Education	Bachelor’s Degree	None
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Bachelor’s Degree	None
25-9041	Teacher Assistants	Some college, no degree	None

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

Regional Completions and Openings

There were 429 regional completions (2017) and 2,372 regional openings (2017) in the South Central Coast region in programs related to the occupations identified as related to Child Development/Early Care and Education.

Exhibit 11 – Completions and Openings

7 Regional Institutions had Related Programs (2017)	429 Regional Completions (2017)	2,372 Annual Openings (2017)
---	---	--

Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2017)
13.0101	Education, General	284
13.1210	Early Childhood Education and Training	99
13.1206	Teacher Education, Multiple Levels	21
13.1501	Teacher Assistant/Aide	17
13.1202	Elementary Education and Teaching	7
19.0708	Child Care and Support Services Management	1
13.1314	Physical Education Teaching and Coaching	0

Source: Economic Modeling Specialists International (EMSI)

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 program (TOP Code: 1305.00) in the South Central Coast region for the 2015-16 academic year.

- The median annual wage for students after exiting is \$19,596
- Starting salary in the region for Preschool Teachers, Except Special Education is \$30,430
- 31% of students are earning a living wage
- 69% of students are employed within a year 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 care and education. 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.