

Program Endorsement Brief: 1305.00/Child Development/Early Care and Education Associate Teacher Level II

Orange County Center of Excellence, June 2020

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 child development/early care and education occupations in the region. However, neither of the occupations in this report have entry-level wages above the region's living wages and Childcare Workers (39-9011) have entry-level wages below California's current minimum wage. **Therefore, the COE cautiously endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **11,227 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 3,511 awards conferred annually** by educational institutions in the region.
- The national-level educational attainment data indicates **between 37.4% and 39.7% of workers in the field have completed some college or an associate degree.**
- Wages for these two child development/early care and education occupations vary by occupation and by county.
 - **Typical regional entry-level hourly wages** for these occupations are between **\$9.88 and \$13.02, which are lower than the California Family Needs Calculator** hourly wage (living wage) for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County).²
 - **Childcare Workers (39-9011) earn entry-level regional wages that are lower than California's current minimum wage** (\$12.00 for employers with fewer than 25 employees; \$13.00 for employers with 26 employees or more).³

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 5/18/20. 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

- **Experienced Preschool Teachers**, except special education (25-2011) can expect to **earn regional wages of \$20.11, which is higher than the living wage estimate in both counties.**
- **Experienced Childcare Workers** (39-9011) *can expect to earn regional wages of \$15.54, which is higher than the living wage in Los Angeles County but lower than the living wage in Orange County.*

Supply:

- There are **26 community colleges** in the region that issue awards related to child development/early care and education, conferring an average of **3,511 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **74 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 these child development/early care and education occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 1% through 2024. However, there will be more than 11,200 job openings per year through 2024 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: Occupational demand in Los Angeles and Orange Counties⁴

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	65,613	64,035	(1,578)	(2%)	9,092
Orange	15,095	15,553	458	3%	2,135
Total	80,708	79,588	(1,120)	(1%)	11,227

Wages—Typical regional entry-level hourly wages for these child development/early care and education occupations are between \$9.88 and \$13.02. Regional entry-level wages for these occupations are lower than the California Family Needs Calculator hourly wage (living wage) for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County). Childcare

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.

Workers (39-9011) earn exceptionally low regional wages (\$9.88), which is not only lower than the living wage, but lower than California's current minimum wage (\$12.00 for employers with fewer than 25 employees; \$13.00 for employers with 26 employees or more).⁵ Though these typical entry-level hourly wages are lower than both the living wage and minimum wage for California, it is important to note that wage data is based on data collected over the previous three years. This historical data is a "point-in-time" estimate and does not reflect recent changes in minimum wage laws.

Experienced Preschool Teachers, except special education (25-2011) can expect to earn regional wages of \$20.11, which is higher than the living wage estimate in both counties. However, experienced Childcare Workers (39-9011) can expect to earn regional wages of \$15.54, which is higher than the living wage in Los Angeles County but lower than the living wage in Orange County. Regional average wages are below the average statewide wage of \$15.10 for these occupations. Wage information, by county, is included in Appendix A.

Job Postings—There were 6,643 online job postings related to child development/early care and education occupations listed in the past 12 months. The highest number of overall job postings related to child development/early care and education were for preschool teachers, childcare workers, infant teachers, afterschool teachers, and childcare teachers. 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: YMCA, Placentia-Yorba Linda Unified School District, and KinderCare.

Of these 6,643 child development/early care and education job postings, only 130 specifically mentioned "Associate" in the job title (2% of job postings). The top titles for these "Associate" job postings were: associate preschool teacher, associate child care teacher, child care associate, infant/toddler associate teacher, and associate teacher – after school program. The top skills were the same as those listed above for the broader child development/early care and education occupations. The top three employers for job postings that specifically mentioned "Associate" in the job title, by number of job postings, in the region were: Bright Horizons, Para Los Ninos, and University of Southern California.

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 an associate degree as the typical entry-level education for Preschool Teachers, except special education (25-2011) and a high school diploma as the typical entry-level education for Childcare Workers (39-9011). The national-level educational attainment data indicates between 37.4% and 39.7% of workers in the field have completed some college or an associate degree. Of the 46% of child development/early care and education job postings listing a minimum education requirement in

⁵ https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

Los Angeles/Orange County, 69% (2,085) requested a high school diploma and 31% (949) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2, on the following page, shows the three-year average number of awards conferred by community colleges in the related TOP codes: Child Development/Early Care and Education (1305.00), and Preschool Age Children (1305.40). The colleges with the most completions in the region are: Rio Hondo, LA Pierce, and LA Mission. Over the past 12 months, there were four other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average		
1305.00	Child Development/Early Care and Education	Cerritos	85	108	140	111		
		Citrus	109	174	313	199		
		Compton	75	50	64	63		
		East LA	156	200	335	230		
		El Camino	170	166	161	166		
		Glendale	21	19	32	24		
		LA City	298	201	163	221		
		LA Harbor	24	39	35	33		
		LA Mission	155	210	259	208		
		LA Pierce	95	104	92	97		
		LA Southwest	62	65	50	59		
		LA Trade-Tech	223	190	164	192		
		LA Valley	104	71	98	91		
		Long Beach	160	148	183	164		
		Mt San Antonio	65	82	111	86		
		Pasadena	64	83	105	84		
		Rio Hondo	207	1,071	245	508		
		Santa Monica	176	179	174	176		
		West LA	46	30	51	42		
		LA Subtotal			2,295	3,190	2,775	2,753
				Fullerton	25	27	47	33
				Irvine	95	72	96	88
		North Orange Adult	74	66	75	72		
		Orange Coast	-	-	20	7		

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Saddleback	52	84	179	105
		Santa Ana	32	37	30	33
		Santiago Canyon	-	1	3	1
		OC Subtotal	278	287	450	338
Supply Subtotal/Average			2,573	3,477	3,225	3,092
1305.40	Preschool Age Children	LA Mission	21	29	29	26
		LA Pierce	168	122	152	147
		LA Valley	104	62	91	86
		Pasadena	-	-	1	0
		LA Subtotal	293	213	273	260
		Fullerton	9	9	9	9
		Orange Coast	19	24	34	26
		Santa Ana	52	50	45	49
		Santiago Canyon	-	7	-	2
		OC Subtotal	80	90	88	86
Supply Subtotal/Average			373	303	361	346
Supply Total/Average			2,946	3,780	3,586	3,437

Non-Community College Supply—It is important to consider the supply from four-year institutions in the region that provide training programs for child development/early care and education 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) Code: Early Childhood Education and Teaching. Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, other educational institutions in the region conferred an average of 74 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
13.1210	Early Childhood Education and Teaching	Bethesda University	2	-	-	1
		East San Gabriel Valley Regional Occupational Program	53	60	62	58
		Mount Saint Mary's University	6	2	6	5

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		Vanguard University of Southern California	10	11	7	9
		World Mission University	1	-	1	1
Supply Total/Average			72	73	76	74

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)
Preschool Teachers, Except Special Education (25-2011)	16,166	17,152	986	6%	1,864	\$13.04	\$15.27	\$20.16
Childcare Workers (39-9011)	49,446	46,883	(2,563)	(5%)	7,227	\$9.32	\$11.97	\$15.61
Total	65,613	64,035	(1,578)	(2%)	9,092			

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)
Preschool Teachers, Except Special Education (25-2011)	4,757	5,029	272	6%	543	\$12.95	\$15.15	\$19.95
Childcare Workers (39-9011)	10,338	10,524	186	2%	1,591	\$11.00	\$12.12	\$15.29
Total	15,095	15,553	458	3%	2,135			

Exhibit 6. Los Angeles and Orange Counties

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)
Preschool Teachers, Except Special Education (25-2011)	20,924	22,181	1,257	6%	2,408	\$13.02	\$15.24	\$20.11
Childcare Workers (39-9011)	59,784	57,407	(2,377)	(4%)	8,819	\$9.88	\$12.00	\$15.54
Total	80,708	79,588	(1,120)	(1%)	11,227			

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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