



Early Childhood Studies (Child Development/Early Care and Education TOP: 1305.00)

February 2021

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 – Child Development/Early Care and Education. 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 are expected to **remain steady** for Preschool Teachers, Except Special Education.
- Child Development/Early Care and Education is anticipated to experience a **low risk of automation** for Preschool Teachers, Except Special Education.
- In 2019 there were 314 regional completions in programs related to the occupation identified as aligned with Child Development/Early Care and Education and 317 openings, indicating **supply is being met**.
- Typical entry-level education is an **associate's degree** for related occupations.
- Completers of regional Child Development/Early Care and Education programs from the 2017-2018 academic year had a **median annual wage upon completion of \$25,540**.
- 64% of students are **employed within a year** after completing a program.
- 33% of students **attained a living wage** within a year of completion.
- Completers experienced an average of **+46% change in earnings** after exiting.
- 68% of students were **part time**, 12% **skill builders**, 38% **first-generation**, and 79% **economically disadvantaged**.

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

There is one occupation in the standard occupational classification (SOC) system that was identified as related to Child Development/Early Care and Education for this analysis. The occupation title and description, 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 students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.	Child Development Teacher, Early Childhood Teacher, Group Teacher, Infant Teacher, Montessori Preschool Teacher, Nursery Teacher, Pre-Kindergarten Teacher, Preschool Teacher, Teacher, Toddler Teacher

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 are expected to remain steady for Preschool Teachers, Except Special Education.

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

SOC	Occupation	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change
25-2011	Preschool Teachers, Except Special Education	3,467	3,401	-66	-2%

Source: Economic Modeling Specialists International (EMSI)

Earnings

In the South Central Coast region, the average wage for the listed occupation is \$16.25 per hour.

Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are 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	\$13.84	\$16.25	\$18.79

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 looking for early childhood 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 classification was used:

25-2011 Preschool Teachers, Except Special Education

Top Occupations

In 2019, there were 555 employer postings for the occupation related to Child Development/Early Care and Education.

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

SOC Code	Occupation	Job Postings, Full Year 2019
25-2011	Preschool Teachers, Except Special Education	555

Source: Labor Insight/Jobs (Burning Glass)

SOC Code	Occupation	Risk of Automation
25-2011	Preschool 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. Pre-School Teacher is mentioned as the job title in 14% of all relevant job postings (79 postings).

Exhibit 5 –Job titles

Title	Job Postings, Full Year 2019
Pre-School Teacher	79
Teacher	55
Lead Teacher	13
Infant/Toddler Teacher	10
After-School Teacher	8

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 Kindercare. The top worksite cities in the region for these occupations were Santa Clarita, Ventura, Thousand Oaks, Oxnard, and Santa Barbara.

Exhibit 6 – Top employers (n=526)

Employer	Job Postings, Full Year 2019
Kindercare	41
Learning Care	33
Child Development Centers	26
Easterseals Southern California	26
Cadence Education	24

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=796)

Skills	Job Postings, Full Year 2019
Teaching	489
Child Development	305
Early Childhood Education	287
Child Care	231
Cardiopulmonary Resuscitation (CPR)	160
Customer Service	101
Lesson Planning	95

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Child Development/Early Care and Education postings in the South Central Coast. Note: 13% 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 8 – Industries employing the most in the Child Development/Early Care and Education field, 2019

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Health Care and Social Assistance	261	53.2%
Educational Services	176	35.8%
Other Services (except Public Administration)	23	4.7%
Public Administration	12	2.4%

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 9 shows the typical entry-level education requirement for the occupation of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 9 – 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

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

Regional Completions and Openings

There were 314 regional completions (2019) and 317 regional openings (2019) in the South Central Coast region in programs related to the occupation identified as related to Child Development/Early Care and Education.

Exhibit 10 – Completions and Openings

3 Regional Institutions had Related Programs (2019)	314 Regional Completions (2019)	317 Annual Openings (2019)
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Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2019)
13.0101	Education, General	253
13.1210	Early Childhood Education and Teaching	61
19.0708	Child Care and Support Services Management	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 Child Development/Early Care and Education Program (TOP: 1305.00) in the South Central Coast region for the 2017-18 academic year.

- Completers of Child Development/Early Care and Education programs from the 2017-2018 academic year in the South Central Coast region had a **median annual wage upon completion of \$25,540**.
- 64% of students are **employed within a year** of completing a program.
- 33% of students **attained a living wage** within a year of completion.
- Completers experienced an average of **+46% change in earnings** after exiting.
- 68% of students were **part time**, 12% **skill builders**, 38% **first-generation**, and 79% **economically disadvantaged**.

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 represent the labor market demand for relevant 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 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. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.