

Program Endorsement Brief: 1305.00/Child Development/Early Care and Education Transitional Kindergarten (TK) Certificate

Los Angeles/Orange County Center of Excellence, March 2020

Summary Analysis

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 one above middle-skill occupation: kindergarten teachers, except special education (25-2012). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ Although this occupation typically requires a bachelor's degree, the Child Development/Early Care and Education has historically set community college students on the pathway towards this above middle-skill occupation. 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.

NOTE: Data included in this analysis represent the labor market demand for positions most closely related to Transitional Kindergarten. In California, transitional kindergarten teachers need to have a teaching credential, just like kindergarten teachers. According to the California Department of Education website², pursuant to EC 48000(g), a school district or charter school shall ensure that credentialed teachers who are first assigned to a TK classroom after July 1, 2015, have, by August 1, 2020, one of the following:

1. At least 24 units in early childhood education, or childhood development, or both.
2. As determined by the local educational agency employing the teacher, professional experience in a classroom setting with preschool age children that is comparable to the 24 units of education described in bullet 1.
3. A child development teacher permit issued by the California Commission on Teacher Credentialing (CTC).

Based on the available data, there appears to be an oversupply of kindergarten teachers, except special education in the region. However, this report considers the supply from a broad child development program in the analysis to determine if students who complete this program are qualified to be a transitional kindergarten teacher. Since it is difficult to determine this information from the available data, **the COE cautiously endorses the proposed program.** 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.

² State of California Department of Education: <https://www.cde.ca.gov/ci/gs/em/kinderfaq.asp>

Demand:

- Over the next five years, there is projected to be **451 jobs available annually** in the region due to new job growth and replacements, **which is less than the 3,054 awards conferred annually** by educational institutions in the region.
- The number of annual job openings for kindergarten teachers, except special education may potentially overstate the demand for transitional kindergarten teachers, as **not all kindergarten teachers are transitional kindergarten teachers**. Over the past 12 months, only **92 of the 348 total online job postings** for kindergarten teachers were seeking transitional kindergarten teachers.
- The national-level educational attainment data indicates 39.7% of workers in the field have completed some college or an associate degree.
- Typical **entry-level hourly wage** for kindergarten teachers, except special education throughout the region is \$26.08, **which is higher 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)³.

Supply:

- Currently, **25 community colleges** in the region offer child development/early care and education programs, conferring an average of **2,970 awards annually** between 2016 and 2019.
- Between 2013 and 2016, there were an average of **84 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 kindergarten teachers, except special education. In Los Angeles/Orange County, the number of jobs for this occupation is projected to increase by 6% through 2023. There will be approximately 451 job openings per year through 2023 due to job growth and replacements.

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	3,115	3,304	189	6%	358
Orange	823	867	44	5%	93
Total	3,938	4,171	233	6%	451

³ Living wage data was pulled from California Family Needs Calculator. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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.

Wages — The typical entry-level hourly wage for this occupation in the region is \$26.08.⁵ This wage surpasses the California Family Needs Calculator hourly wage for one adult in region (Los Angeles County (\$15.04) and Orange County (\$17.36)).⁶ Wage information, by county, is included in Appendix A.

Job Postings — There were 348 online job postings related to kindergarten teachers, except special education listed in the past 12 months; 92 of these job postings were for transitional kindergarten teachers. When analyzing all job postings for kindergarten teachers, the highest number of job postings were for kindergarten teacher, substitute kindergarten, and teacher. The top skills were: child development, cardiopulmonary resuscitation (CPR), early childhood education, and nurturing. The top three employers, by number of job postings, in the region were: East Whittier School District, Citizens of the World Los Angeles, and Archdiocese Los Angeles. Of the 348 online job postings, 62% list a minimum education requirement.

Educational Attainment — The Bureau of Labor Statistics (BLS) lists a bachelor’s degree as the typical entry-level education for kindergarten teachers, except special education. However, national-level educational attainment data indicates 39.7% of incumbent workers have completed some college or an associate degree. Of the 62% of job postings listing a minimum education requirement in Los Angeles/Orange County, 12% (26) requested a high school diploma, 58% (125) requested an associate degree, and 30% (64) requested a bachelor’s degree.

Supply

Community College Supply — Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in child development/early care and education (1305.00). The colleges with the most completions in the region are: Rio Hondo and LA City. In the last 12 months, there were no 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	219	192
		El Camino	170	166	161	166
		Glendale	21	19	32	24
		LA City	298	201	163	221
		LA Harbor	24	39	35	33

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. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		LA Mission	155	210	259	208
		LA Pierce	95	104	92	97
		LA Southwest	62	65	50	59
		LA Trade	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	153	169
		West LA	46	30	51	42
		LA Subtotal	2,295	3,190	2,638	2,708
		Fullerton	25	27	47	33
		Irvine	95	72	96	88
		Orange Coast	-	-	20	7
		Saddleback	52	84	179	105
		Santa Ana	32	35	19	29
		Santiago Canyon	0	1	3	1
		OC Subtotal	204	219	364	262
		Supply Total/Average	2,499	3,409	3,002	2,970

Non-Community College Supply — Since this occupation typically requires a bachelor’s degree, it is important to consider the supply from regional non-community college institutions that provide training programs for kindergarten teachers, except special education. Exhibit 3 shows the annual and three-year average number of awards conferred by five institutions 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 these years, non-community college institutions in the region conferred an average of 84 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
		East San Gabriel Valley Regional Occupational	85	53	60	66

	Program				
	Mount Saint Mary's University	7	6	2	5
	Vanguard University of Southern California	11	10	11	11
	World Mission University	2	1	-	1
	Supply Total/Average	106	72	73	84

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)
Kindergarten Teachers, Except Special Education (25-2012)	3,115	3,304	189	6%	358	\$25.97	\$33.31	\$43.12

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)
Kindergarten Teachers, Except Special Education (25-2012)	823	867	44	5%	93	\$26.51	\$34.06	\$44.08

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)
Kindergarten Teachers, Except Special Education (25-2012)	3,938	4,171	233	6%	451	\$26.08	\$33.47	\$43.31

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)

For more information, please contact:

Juan Madrigal, Assistant Director
Los Angeles/Orange County Center of Excellence
jmadrigal@mtsac.edu
March 2020

