

Program Endorsement Brief: 1305.50/The School Age Child Schoolage Care and Education

Los Angeles/Orange County Center of Excellence, March 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

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 two middle-skill occupations: *teaching assistants, except postsecondary (25-9045)*, 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 *teaching assistants, except postsecondary* and *childcare workers* in the region. While more than one-third of current workers in the field have completed some college or an associate degree, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **14,423 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 4,561 awards conferred annually** by educational institutions in the region.
 - However, both occupations in this report (*teaching assistants, except postsecondary* and *childcare workers*) include workers who provide care and/or education for all ages of children, not solely schoolage children. Since the

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.

demand data does not represent care and/or education exclusively for schoolage children, **the number of annual job openings is overstated.**

- Over the past 12 months, there were **3,748 online job postings related to teaching assistants and childcare workers.** The highest number of job postings were for childcare workers, instructional assistants, teacher assistants, assistant teachers, and instructional aides.
- **Living Wage Criteria** – Within Los Angeles County, **all of the annual job openings** for these two occupations have **entry-level wages below the county's living wage** (\$15.04/hour).²
- **Educational Criteria** – Within the LA/OC region, **57% of the annual job openings** for occupations related to schoolage care and education **typically require a high school diploma.**
 - However, the national-level educational attainment data indicates **between 38.1% and 39.1% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **27 community colleges** in the LA/OC region that issue awards related to schoolage care and education, conferring an average of **3,185 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **1,376 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 *teaching assistants, except postsecondary* and *childcare workers*. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease slightly by less than 1% through 2024. However, there will be more than 14,400 job openings per year through 2024 due to retirements and workers leaving the field. It is important to note that the standard occupational classification (SOC) codes for *teaching assistants, except postsecondary* (25-9045) and *childcare workers* (39-9011) include workers who provide care and education for any age child, not solely elementary or schoolage children. Therefore, the demand in Exhibit 1 is overstated for jobs working exclusively in schoolage care and education settings.

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.

² Living wage data was pulled from California Family Needs Calculator on 3/2/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	88,490	87,162	(1,329)	(2%)	11,457
Orange	22,051	22,965	914	4%	2,966
Total	110,541	110,127	(414)	(0%)	14,423

Wages

The labor market endorsement in this report considers the entry-level hourly wages for *teaching assistants, except postsecondary* and *childcare workers* in Los Angeles County as they relate to the county’s living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County— All of the annual openings for the occupations in this report have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County).⁴ Typical entry-level hourly wages are in a range between \$8.76 and \$14.84. Typical wages for self-employed *childcare workers* are below California’s minimum wage and drive this average wage down; however, *childcare worker* employees can expect to earn entry-level wages of \$12.45, which is higher than the minimum wage but still lower than the county’s living wage.⁵ In Los Angeles County, approximately 45% of *childcare workers* are considered employees, while 55% are self-employed. Experienced workers (both employed and self-employed) can expect to earn wages between \$16.05 and \$20.64, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$16.07 for these occupations.

Orange County— All of the annual openings for the occupations in this report have entry-level wages below the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$12.00 and \$15.15. Typical wages for *childcare worker* employees are \$12.44; while these wages are slightly higher than self-employed *childcare workers*, they still do not exceed the state’s minimum wage or the county’s living wage.⁶ Again, it is the large portion of self-employed workers in this occupation that drive the average wages down. In Orange County, approximately 60% of *childcare workers* are considered employees, while 40% are self-employed. Experienced *childcare workers* (both employed and self-employed) can expect to earn \$15.79, which is still below the living wage. Experienced *teaching assistants, except postsecondary* can expect to earn \$20.64, which is higher than the living wage estimate. Orange County’s average wages are above the average statewide wage of \$16.07 for these occupations.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁴ Living wage data was pulled from California Family Needs Calculator on 3/2/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

⁵State of California Department of Industrial Relations Labor Commissioner’s Office website. https://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

⁶ibid.

Job Postings

There were 3,748 online job postings related to *teaching assistants* and *childcare workers* listed in the past 12 months⁷. The highest number of job postings were for childcare workers, instructional assistants, teacher assistants, assistant teachers, and instructional aides. The top skills were teaching, child care, cardiopulmonary resuscitation (CPR), child development, and early childhood education. The top three employers, by number of job postings, in the region were Placentia-Yorba Linda Unified, Saddleback Valley Unified, and Irvine Unified School District.

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 some college/no degree as the typical entry-level education for *teaching assistants*, except postsecondary and a high school diploma or equivalent for *childcare workers*. In the LA/OC region, the majority of annual job openings (57%) typically require a high school diploma. However, the national-level educational attainment data indicates between 38.1% and 39.1% of workers in the field have completed some college or an associate degree. Of the 49% of teaching assistant and/or childcare worker job postings listing a minimum education requirement in Los Angeles/Orange County, 73% (1,350) requested a high school diploma, 19% (352) requested an associate degree, and 8% (139) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Educational Aide (Teacher Assistant) (0802.00), Educational Aide (Teacher Assistant), Bilingual (0802.10), Child Development/Early Care and Education (1305.00), and The School Age Child (1305.50). The colleges with the most completions in the region are Rio Hondo, East LA, and LA City. Over the past 12 months, there were nine 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
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	24	28	23	25
		LA Subtotal	24	28	23	25
		Coastline			3	1
		Fullerton	2	11	7	7
		Santa Ana	3	2	30	12
		Santiago Canyon		4	6	3
		OC Subtotal	5	17	46	23

⁷ Job postings for *nannies* and/or *sitters* were removed from the search in order to focus on schoolage care and/or education jobs that typically require a higher level of educational attainment.

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average		
Supply Subtotal/Average			29	45	69	48		
0802.10	Educational Aide (Teacher Assistant), Bilingual	LA Mission	-	1	-	0		
		LA Subtotal	0	1	0	0		
Supply Subtotal/Average			0	1	0	0		
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		
		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
		1305.50		Compton	4	1	2	2

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
	The School Age Child	El Camino	3	10	7	7
		Glendale	1	1	-	1
		LA Mission	1	1	3	2
		LA Pierce	12	7	10	10
		LA Valley	23	14	16	18
		Mt San Antonio	3	-	-	1
		Pasadena	-	1	-	0
		LA Subtotal	47	35	38	40
		Irvine	4	5	3	4
		Saddleback	3	-	2	2
		OC Subtotal	7	5	5	6
Supply Subtotal/Average			54	40	43	46
Supply Total/Average			2,656	3,563	3,337	3,185

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for schoolage care and education. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Bilingual, Multilingual, and Multicultural Education, Other (13.0299), Early Childhood Education and Teaching (13.1210), Child Development (19.0706), and Child Care Provider/Assistant (19.0709). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 1,376 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
13.0299	Bilingual, Multilingual, and Multicultural Education, Other	University of La Verne	1	-	-	0
13.1210	Early Childhood Education and Teaching	Bethesda Univ.	4	12	10	9
		Biola University	15	-	-	5
		Brandman Univ.	111	78	72	87
		CSU-Dominguez Hills	69	73	134	92
		CSU-Fullerton	417	436	438	430
		CSU-Los Angeles	133	200	224	186
		CSU-Northridge	255	281	296	277

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
		East San Gabriel Valley ROP	53	60	62	58
		Mount Saint Mary's University	6	2	6	5
		Pacific Oaks College	32	17	57	35
		Vanguard University of Southern California	21	22	20	21
		World Mission Univ.	1	-	1	1
19.0706	Child Development	Mount Saint Mary's University	9	25	13	16
		University of La Verne	71	63	69	68
		Whittier College	23	25	21	23
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	64	70	55	63
Supply Total/Average			1,285	1,364	1,478	1,376

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)
Teaching Assistants, Except Postsecondary (25-9045)	42,501	43,616	1,115	3%	4,733	\$14.84	\$17.47	\$20.64
Childcare Workers (39-9011)	45,989	43,545	(2,444)	(5%)	6,724	\$8.76	\$12.76	\$16.05
Total	88,490	87,162	(1,329)	(2%)	11,457			

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)
Teaching Assistants, Except Postsecondary (25-9045)	12,385	13,031	645	5%	1,454	\$15.15	\$17.85	\$21.09

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Childcare Workers (39-9011)	9,666	9,935	269	3%	1,513	\$12.00	\$12.93	\$15.79
Total	22,051	22,965	914	4%	2,966			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Teaching Assistants, Except Postsecondary (25-9045)	54,887	56,647	1,760	3%	6,186	Some college, no degree
Childcare Workers (39-9011)	55,655	53,480	(2,175)	(4%)	8,237	High school diploma or equivalent
Total	110,541	110,127	(414)	(0%)	14,423	

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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