

Early Childhood Education Occupations

Inland Empire/ Desert Region: Riverside-San Bernardino-Ontario Metropolitan Statistical Area (Riverside and San Bernardino counties combined) and California

Summary

- Employment growth for the early childhood education occupational group is expected to decrease by 3% through 2021. Despite this decrease, **more than 12,050 job openings** will be available over the five-year time frame in the Inland Empire/ Desert Region.
- The median wage for preschool teachers, except special education is above the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Riverside-San Bernardino-Ontario MSA, while childcare workers don't meet that standard until they reach the 90th percentile of earners in the same occupation.
- Based on the average annual number of program completions for the selected community college programs (**542 average annual community college awards**), and the annual openings for early childhood education occupations in the local region (**2,413 annual job openings**), there appears to be an opportunity for program growth.

Job Opportunities

In 2016, there were more than 219,100 early childhood education occupational group jobs in California. About 8% or nearly 18,300 of these job opportunities were in the local, Riverside-San Bernardino-Ontario MSA. Across the local region, employment related to the early childhood education occupational group is expected to decrease 3% through 2021, declining slightly faster than the state overall at -1% during the same timeframe. Despite this decrease, employers in the Riverside-San Bernardino-Ontario MSA will need to hire nearly 12,100 workers over the next five years to fill new jobs and to backfill jobs that workers are leaving (includes retirements). Appendix A, Table 1 show the projected job growth for each of the occupations in this group.



Exhibit 1: Five-year projections for the early childhood education occupational group in the Riverside-San Bernardino-Ontario MSA and California

Region	2016 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Riverside-San Bernardino-Ontario MSA	18,291	(3%)	12,063	2,413	23%
California	219,125	(1%)	146,330	29,266	22%

Source: EMSI 2017.3

Over the last 12 months (October 2016 to September 2017), there were 1,717 advertisements (ads) for jobs in the early childhood education occupational group in the Riverside-San Bernardino-Ontario MSA during the last 12 months. In the full-year 2016 there were 1,143 job ads; 3,773 job ads in 2015; 3,657 job ads in 2014; and 1,924 job ads in 2013. Exhibit 2 shows the number of job ads posted during the last 12 months for each of the occupations in the early childhood education occupational group.

Exhibit 2: Job ads by each of the early childhood education occupational group in the Riverside-San Bernardino-Ontario MSA during the last 12 months (Oct 2016 – Sep 2017)

Occupation	Job Ads
Childcare Workers	1,161
Preschool Teachers, Except Special Education	556
TOTAL	1,717

Source: Burning Glass – Labor Insights

Earnings

The median wage for preschool teachers, except special education is above the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Riverside-San Bernardino-Ontario MSA, while childcare workers don't meet that standard until they reach the 90th percentile of earners in the same occupation. See Exhibit 3 for wage information by occupation for the Riverside-San Bernardino-Ontario MSA and California.

Exhibit 3: Earnings for early childhood education occupational group in the Riverside-San Bernardino-Ontario MSA and California

Occupation	Entry to Experienced Hourly Earnings Range*		Avg. Annual Earnings	
	Riverside- San Bernardino-Ontario MSA	Riverside-San Bernardino Ontario MSA Median Wage	Riverside- San Bernardino-Ontario MSA	California
Preschool Teachers, Except Special Education	\$10.55 to \$21.18	\$13.80	\$30,800	\$35,200
Childcare Workers	\$6.70 to \$14.56	\$8.08	\$20,000	\$21,300

Source: EMSI 2017.3

*Entry Hourly is 10th percentile wage, median is 50th percentile wage, experienced is 90th percentile wage.

Work Locations, Skills, and Education

According to job ads, the top worksite regional cities for jobs in this occupational group were Riverside, Rancho Cucamonga, Fontana, Corona, and San Bernardino. Exhibit 4 lists the top specialized, soft, and software and programming skills that employers are seeking when looking for workers to fill early childhood education positions.

Exhibit 4: Top skills in greatest demand for the early childhood education occupational group in the Riverside-San Bernardino-Ontario MSA, Oct 2016-Sep 2017

Occupation	Specialized skills	Soft skills	Software and Programming skills
Preschool Teachers, Except Special Education	<ul style="list-style-type: none"> Teaching Child Development Early Childhood Education Child Care 	<ul style="list-style-type: none"> Planning Writing Physical Demand Communication Skills 	<ul style="list-style-type: none"> Microsoft Office
Childcare Workers	<ul style="list-style-type: none"> Child Care Cardiopulmonary Resuscitation (CPR) Cleaning 	<ul style="list-style-type: none"> Communication Skills English Energetic 	<ul style="list-style-type: none"> Microsoft Office

Source: Burning Glass – Labor Insights

Exhibit 5 displays the entry-level education level education typically required to enter each occupation according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census, and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 5: Educational attainment and online job ads with minimum advertised education requirements for the early childhood education occupational group in the Riverside-San Bernardino-Ontario MSA, Oct 2016-Sep 2017

Occupations	Typical Entry-Level Education Requirement	Educational Attainment (Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework)	Minimum Advertised Education Requirement from Job Ads		
			High school diploma or vocational training	Associate degree	Bachelor’s degree or higher
Preschool Teachers, Except Special Education	Associate degree	39%	44%	19%	37%
Childcare Workers	HS diploma or equivalent	37%	81%	2%	17%

Source: EMSI 2017.3, Current Population Survey, Burning Glass – Labor Insights

Industry

Exhibit 6 displays the industries that employ the most early childhood education occupations in the two-county region. Staffing patterns show the industries that employ the most workers of a specific occupation.

Exhibit 6: Top industries employing each early childhood education occupation in the Riverside-San Bernardino-Ontario MSA

Occupation	Top Industries Staffing Pattern (NAICS)	Top Industries Job Ads (NAICS)
Preschool Teachers, Except Special Education	<ul style="list-style-type: none"> Child Day Care Services (6244) Education and Hospitals (Local Government) (9036) 	<ul style="list-style-type: none"> Child Day Care Services (6244) Elementary and Secondary Schools (6111)
Childcare Workers	<ul style="list-style-type: none"> Child Day Care Services (6244) Education and Hospitals (Local Government) (9036) 	<ul style="list-style-type: none"> Child Day Care Services (6244) Elementary and Secondary Schools (6111)

Source: EMSI 2017.3, Burning Glass – Labor Insights

Student Completions

Exhibit 7 shows the annual average regional community college awards (associate degrees and certificates) conferred during the three academic years between 2013 and 2016 with the relevant TOP code. Please note, an award is not equivalent to a single person in search of a job opening since a student may earn more than one award, such as an associate degree in addition to a certificate.

Community College student outcome information was obtained from the CTE LaunchBoard based on the selected TOP code(s) and region:

Exhibit 7: Annual average community college student completions for the child development/early care and education program in the Riverside-San Bernardino-Ontario MSA

1305.00 – Child Development/Early Care and Education	Annual Avg. CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)
Norco College	323	
Associate Degree		6
Certificate 30 to < 60 semester units		8
Associate for Transfer Degree		7
Certificate 6 to < 18 semester units		73
Barstow	257	
Associate Degree		7
Certificate 18 to < 30 semester units		2
Associate for Transfer Degree		1
Chaffey	1,619	
Associate Degree		15
Associate for Transfer Degree		11
Copper Mountain	93	
Associate Degree		3
Certificate 30 to < 60 semester units		5
Associate for Transfer Degree		1
Crafton Hills	406	
Associate Degree		6
Certificate 18 to < 30 semester units		1
Associate for Transfer Degree		1
Certificate 6 to < 18 semester units		2
Desert	927	
Certificate 30 to < 60 semester units		3
Associate for Transfer Degree		8
Mt. San Jacinto	1,388	
Associate Degree		26
Certificate 30 to < 60 semester units		9
Associate for Transfer Degree		8
San Bernardino	1,372	
Associate Degree		25
Certificate 60+ semester units		8
Certificate 30 to < 60 semester units		3
Certificate 18 to < 30 semester units		24
Associate for Transfer Degree		4
Moreno Valley	201	
Associate Degree		5
Certificate 30 to < 60 semester units		6
Associate for Transfer Degree		2
Certificate 6 to < 18 semester units		15

1305.00 – Child Development/Early Care and Education	Annual Avg. CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)
Palo Verde	120	
Associate Degree		2
Certificate 30 to < 60 semester units		1
Certificate 6 to < 18 semester units		24
Riverside	913	
Associate Degree		18
Certificate 30 to < 60 semester units		22
Associate for Transfer Degree		7
Certificate 6 to < 18 semester units		116
Victor Valley	796	
Associate Degree		25
Certificate 18 to < 30 semester units		31
Associate for Transfer Degree		3
Total CC Headcount (2015-16)	8,279	
Total annual average community college awards		542

Source: LaunchBoard, IPEDS

1305.00 – Child Development/Early Care and Education program outcomes in the Riverside-San Bernardino-Ontario MSA in academic year 2014-15:

- The median annual wage after program completion is \$15,075.
- 24% of students are earning a living wage.
- Median change in earnings was 46%
- 67% of students are employed within six months after completing a program

Sources

O*Net Online
 Labor Insight/Jobs (Burning Glass)
 Economic Modeling Specialists International (EMSI)
 Employment Development Department, Labor Market Information Division, OES
 Employment Development Department, Unemployment Insurance Dataset
 CTE LaunchBoard
 Statewide CTE Outcomes Survey
 Living Insight Center for Community Economic Development
 California Community Colleges Chancellor’s Office Management Information Systems (MIS)

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Appendix A: Occupation definitions, five-year projections, and earnings for early childhood education occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Preschool Teachers, Except Special Education (25-2011)

Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.

Entry-Level Educational Requirement: Associate degree

Training Requirement: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 39%

Childcare Workers (39-9011)

Directly supervise and coordinate activities of workers engaged in preparing and serving food.

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Less than one month on-the-job training

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 37%

Table 1. 2016 to 2021 job growth for the early childhood education occupational group, Riverside-San Bernardino-Ontario MSA

Occupation (SOC)	2016 Jobs	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Preschool Teachers, Except Special Education (25-2011)	4,247	4,490	243	6%	2,289	458
Childcare Workers (39-9011)	14,044	13,307	(737)	(5%)	9,774	1,955
Total	18,291	17,797	(494)	(3%)	12,063	2,413

Source: EMSI 2017.3