

Family Child Care Occupations

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

Summary

- Employment growth for the family child care occupational group is expected to decrease by 3% through 2021. Despite this decrease, **more than 12,300 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 and education administrators, preschool and childcare center/program **are above the MIT Living Wage estimate of \$12.10 per hour** for a single adult living in the Inland Empire/Desert Region, while childcare workers don't meet that standard until they reach the 90th percentile of earners in their occupation.
- Based on the average annual number of program completions for the selected community college programs (**13 average annual community college awards**), and the annual openings for family child care occupations in the local region (**2,465 annual job openings**), there appears to be an opportunity for program growth.
- The selected TOP code is designed for child development administration and management. The typical entry level education for education administrators, preschool and childcare center/program is a bachelor's degree. Despite this, 72% of online job ads from local employers are only requesting a high school diploma or equivalent.

Job Opportunities

In 2016, there were nearly 19,000 family child care occupational group jobs in the Inland Empire/Desert Region. Across the local region, employment related to the family child care occupational group is expected to decrease 3% through 2021. Despite this decrease, employers in the region will need to hire more than 12,300 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 family child care occupational group in the Inland Empire/Desert Region

Region	2016 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert Region	18,957	(3%)	12,323	2,465	24%

Source: EMSI 2017.3

Over the last 12 months (October 2016 to September 2017), there were 1,791 advertisements (ads) for jobs in the family child care occupational group in the Inland Empire/Desert Region. In the full-year 2016 there were 1,201 job ads; 3,849 job ads in 2015; 3,694 job ads in 2014; and 1,978 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 family child care occupational group.

Exhibit 2: Job ads by each of the family child care occupations in the Inland Empire/Desert Region during the last 12 months (Oct 2016 – Sep 2017)

Occupation	Job Ads
Childcare Workers	1,161
Preschool Teachers, Except Special Education	556
Education Administrators, Preschool and Childcare Center/Program	74
TOTAL	1,791

Source: Burning Glass – Labor Insights

Earnings

The median wage for preschool teachers, except special education and education administrators, preschool and childcare center/program are above the MIT Living Wage estimate of \$12.10 per hour for a single adult living in the Inland Empire/Desert Region, 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 Inland Empire/Desert Region and California.

Exhibit 3: Earnings for family child care occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Avg. Annual Earnings
Preschool Teachers, Except Special Education	\$10.55 to \$21.18	\$13.80	\$30,800
Childcare Workers	\$6.70 to \$14.56	\$8.08	\$20,000
Education Administrators, Preschool and Childcare Center/Program	\$6.55 to \$35.77	\$17.97	\$40,900

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 family child care positions.

Exhibit 4: Top skills in greatest demand for the family child care occupational group in the Inland Empire/Desert Region, 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 Family child care 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
Education Administrators, Preschool and Childcare Center/Program	<ul style="list-style-type: none"> Teaching Early Childhood Education Child Development 	<ul style="list-style-type: none"> Communication Skills Writing Planning 	<ul style="list-style-type: none"> Microsoft Word Microsoft Excel

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 family child care occupational group in the Inland Empire/Desert Region, 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%
Education Administrators, Preschool and Childcare Center/Program	Bachelor's degree	13%	72%	7%	21%

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

Industry

Exhibit 6 displays the industries that employ the most family child care 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 family child care occupation in the Inland Empire/Desert Region

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)
Education Administrators, Preschool and Childcare Center/Program	<ul style="list-style-type: none"> Child Day Care Services (6244) Education and Hospitals (Local Government) (9036) 	<ul style="list-style-type: none"> Executive, Legislative, and Other Federal Government Support (9211) Child Day Care Services (6244)

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 administration and management program in the Inland Empire/Desert Region

1305.80 – Child Development Administration and Management	Annual Avg. CC Headcount (2015-16)	CC Annual Avg. Awards (2013-16)
Desert		
Associate Degree		7
Certificate 30 to < 60 semester units		1*
San Bernardino		
Associate Degree		1
Certificate 60+ semester units		2
Victor Valley		
Certificate 18 to < 30 semester units		2
Chaffey	71	
Moreno Valley	166	
Mt. San Jacinto	53	
Norco	464	
Riverside	998	
Total CC Headcount (2015-16)	1,737	
Total annual average community college awards		13

Source: LaunchBoard, IPEDS

*Desert awarded one certificate in 2015-16

1305.80 – Child Development Administration and Management program outcomes in the Inland Empire/Desert Region in academic year 2014-15:

- The median annual wage after program completion is \$22,069.
- 38% of students are earning a living wage.
- Median change in earnings was 44%
- 72% 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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October 2017



Appendix A: Occupation definitions, five-year projections, and earnings for family child care occupations

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

Education Administrators, Preschool and Childcare Center/Program (11-9031)

Plan, direct, or coordinate the academic and nonacademic activities of preschool and childcare centers or programs.

Entry-Level Educational Requirement: Bachelor's Degree

Training Requirement: None

Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework: 13%

Preschool Teachers, Except Special Education (25-2011)

Instruct preschool-aged children in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. May be required to hold State certification.

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)

Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.

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 family child care occupational group, Inland Empire/Desert Region

Occupation (SOC)	2016 Jobs	2021 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Childcare Workers (39-9011)	14,044	13,307	(737)	(5%)	9,774	1,955
Preschool Teachers, Except Special Education (25-2011)	4,247	4,490	243	6%	2,289	458
Education Administrators, Preschool and Childcare Center/Program (11-9031)	666	686	20	3%	260	52
Total	18,957	18,483	(474)	(3%)	12,323	2,465

Source: EMSI 2017.3