

Transitional Kindergarten Occupations Labor Market Information Report Merritt College

Prepared by the San Francisco Bay Center of Excellence
for Labor Market Research
August 2020

Recommendation

Based on all available data, there appears to be a significant undersupply of Transitional Kindergarten workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties). There is a projected annual gap of about 12,152 students in the Bay region and 3,561 students in the East Bay Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1305.00-Child Development/Early Care and Education in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Merritt College and in the region.

Introduction

This report profiles Transitional Kindergarten Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Merritt College.

- **Childcare Workers (SOC 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. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teacher Assistants" (25-9041).

Entry-Level Educational Requirement: High school *diploma or equivalent*

Training Requirement: Short-term *on-the-job training*

Percentage of Community College Award Holders or Some Postsecondary Coursework: 36%

- **Teacher Assistants (SOC 25-9041):** Perform duties that are instructional in nature or deliver direct services to students or parents. Serve in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services. Excludes "Graduate Teaching Assistants" (25-1191).

Entry-Level Educational Requirement: Some *college, no degree*

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 40%

- **Preschool Teachers, Except Special Education (SOC 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. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099). May be required to hold State certification. Excludes "Childcare Workers" (39-9011) and "Special Education Teachers" (25-2050).

Entry-Level Educational Requirement: Associate's degree

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 38%

- **Self-Enrichment Education Teachers (SOC 25-3021):** Teach or instruct courses other than those that normally lead to an occupational objective or degree. Courses may include self-improvement, nonvocational, and nonacademic subjects. Teaching may or may not take place in a traditional educational institution. Excludes "Fitness Trainers and Aerobics Instructors" (39-9031). Flight instructors are included with "Aircraft Pilots and Flight Engineers" (53-2010).

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 26%

- **Kindergarten Teachers, Except Special Education (SOC 25-2012):** Teach elemental natural and social science, personal hygiene, music, art, and literature to kindergarten students. Promote physical, mental, and social development. May be required to hold State certification. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099). Excludes "Special Education Teachers" (25-2050).

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 38%

Occupational Demand

Table 1. Employment Outlook for Transitional Kindergarten Occupations in Bay Region

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Childcare Workers	35,073	35,261	188	1%	27,343	5,469	\$9.69	\$13.77
Teacher Assistants	35,146	36,894	1,747	5%	20,692	4,138	\$14.16	\$17.72
Preschool Teachers, Except Special Education	19,663	20,983	1,320	7%	11,494	2,299	\$16.23	\$18.74
Self-Enrichment Education Teachers	16,619	18,317	1,698	10%	11,647	2,329	\$15.96	\$23.39
Kindergarten Teachers, Except Special Education	3,105	3,247	142	5%	1,732	346	\$22.60	\$30.04
TOTAL	39,386	42,547	3,161	8%	72,908	14,581	\$16.62	\$21.59

Source: EMSI 2020.1

Bay Region includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Transitional Kindergarten Occupations in East Bay Sub-Region

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Childcare Workers	9,574	9,446	-127	-1%	7,135	1,427	\$10.51	\$13.78
Teacher Assistants	12,396	13,012	616	5%	7,280	1,456	\$13.72	\$17.13
Preschool Teachers, Except Special Education	5,838	6,224	387	7%	3,403	681	\$15.93	\$18.51
Self-Enrichment Education Teachers	5,278	5,892	614	12%	3,792	758	\$16.14	\$22.56
Kindergarten Teachers, Except Special Education	1,019	1,067	48	5%	569	114	\$20.58	\$26.25
TOTAL	34,104	35,641	1,537	5%	22,179	4,436	\$13.77	\$17.54

Source: EMSI 2020.1

East Bay Sub-Region includes Alameda and Contra Costa Counties

Job Postings in Bay Region and East Bay Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (July 2019 - June 2020)

Occupation	Bay Region	East Bay
Preschool Teachers, Except Special Education	5,595	1,768
Teacher Assistants	4,556	1,566
Self-Enrichment Education Teachers	1,728	505
Kindergarten Teachers, Except Special Education	370	159
TOTAL	12,249	3,998

Source: Burning Glass

Table 4a. Top Job Titles for Transitional Kindergarten Occupations for latest 12 months (July 2019 - June 2020)
Bay Region

Common Title	Bay	Common Title	Bay
Preschool Teacher	1,998	Paraprofessional	211
Paraeducator	817	Special Education Aide	206
Assistant Teacher	638	Dance Instructor	204
Instructional Assistant	552	Special Education Paraprofessional	176
Teacher	390	Teacher's Aide	153
Instructional Aide	350	Toddler Teacher	88
Childcare Teacher	338	Associate Teacher	79
Infant Teacher	330	Lead Teacher	70
Kindergarten Teacher	320	Teacher, Education Industry	66
Afterschool Teacher	259	Tennis Camp Instructor	65

Music Teacher	255	Head Teacher	63
Teacher's Assistant	248	Teaching Assistant	60
Early Childhood Teacher	238	Substitute Teacher	57
Art Teacher	216	Elementary Teacher	57

**Table 4.b Top Job Titles for Transitional Kindergarten Occupations for latest 12 months (July 2019 - June 2020)
East Bay Sub-Region**

Common Title	East Bay	Common Title	East Bay
Preschool Teacher	628	Early Childhood Teacher	67
Paraeducator	248	Teacher's Aide	63
Instructional Assistant	222	Childcare Teacher	62
Assistant Teacher	202	Dance Instructor	57
Teacher	146	Classroom Support Aide, Elementary	53
Instructional Aide	130	Paraprofessional	38
Kindergarten Teacher	126	Lead Teacher	32
Infant Teacher	125	Associate Teacher	32
Special Education Paraprofessional	85	Head Teacher	31
Teacher's Assistant	78	School Teacher	28
Afterschool Teacher	75	Toddler Teacher	26
Art Teacher	71	Substitute Teacher	26
Music Teacher	70	Tennis Camp Instructor	24
Special Education Aide	67	Teacher, Education Industry	24

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Transitional Kindergarten Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Elementary and Secondary Schools (Local Government) (903611)	25,334	26,261	4%	34%
Child Day Care Services (624410)	14,972	16,337	9%	20%
Elementary and Secondary Schools (611110)	6,547	6,955	6%	9%
Religious Organizations (813110)	3,263	3,267	0%	4%
Sports and Recreation Instruction (611620)	3,054	3,435	12%	4%
Exam Preparation and Tutoring (611691)	2,898	3,299	14%	4%
Fine Arts Schools (611610)	2,317	2,614	13%	3%
All Other Miscellaneous Schools and Instruction (611699)	1,861	2,251	21%	2%

Local Government, Excluding Education and Hospitals (903999)	1,286	1,339	4%	2%
Educational Support Services (611710)	1,282	1,440	12%	2%
Colleges, Universities, and Professional Schools (State Government) (902612)	1,203	1,275	6%	2%
Colleges, Universities, and Professional Schools (Local Government) (903612)	1,157	972	-16%	2%
Civic and Social Organizations (813410)	867	905	4%	1%
Colleges, Universities, and Professional Schools (611310)	862	948	10%	1%
Services for the Elderly and Persons with Disabilities (624120)	783	978	25%	1%
Other Individual and Family Services (624190)	758	806	6%	1%

Source: EMSI 2020.1

Table 6. Top Employers Posting Transitional Kindergarten Occupations in Bay Region and East Bay Sub-Region (July 2019 - June 2020)

Employer	Bay	Employer	Bay	Employer	East Bay
Kindercare	565	Galileo Learning	59	Kindercare	228
Bright Horizons	304	Aspire Public Schools	59	Oakland Unified School District	198
In House Vacancy Internal Candidates Only	200	Child Development Centers	53	West Contra Costa Unified School District	162
Oakland Unified School District	199	Sjb Child Development Centers	51	San Ramon Valley Unified School District	80
West Contra Costa Unified School District	162	Kipp Bay Area Schools	49	In House Vacancy Internal Candidates Only	75
Kidztopros	125	San Mateo Foster City School District	47	YMCA	47
Coe Incorporated	102	Guitar Center	44	Kidztopros	43
Summit Public Schools	95	Cupertino Union School District	44	Bright Horizons	43
Monterey County Office Of Education	90	Russian School Mathematics	42	Pleasanton Unified School District	42
Salinas City Elementary	81	Pleasanton Unified School District	42	Alameda Unified School District	35
San Ramon Valley Unified School District	80	Opya Inc	42	Contra Costa Community College District	33
Napa Valley Unified School District	72	Vallejo City Unified School District	40	Aspire Public Schools	32
Baby Signs Incorporated	72	Kidango	40	University Of California Berkeley	30
YMCA	71	Milpitas Unified	39	Yu Ming Charter School	29
Stratford School	68	Mission Graduates	38	La Petite Academy	29

Atria Senior Living	65	Campbell Union School District	38	New Haven Unified School District	28
Santa Clara Unified School District	62	Wu Yee Childrens Services	37	Castro Valley Unified School District	27

Source: Burning Glass

Educational Supply

There are 23 community colleges in the Bay Region issuing 2,010 awards on average annually (last 3 years ending 2018-19) on TOP 1305.00-Child Development/Early Care and Education. There are three colleges in the East Bay Sub-Region issuing 856 awards on average annually (last 3 years) on this TOP code.

There is one (1) Other Educational Institution in the Bay Region issuing 22 awards on average annually (last 3 years ending 2016-17) on TOP 1305.00-Child Development/Early Care and Education. There are no Other Educational Institutions in the East Bay Sub-Region issuing awards on this TOP code.

There are five (5) Other Educational Institutions in the Bay Region issuing 397 Bachelor's Degrees on TOP 1305.00-Child Development/Early Care and Education. There are two Other Educational Institutions in the East Bay Sub-Region issuing 19 Bachelor's Degrees on this TOP code.

Table 7a. Community College Awards on TOP 1305.00-Child Development/Early Care and Education in Bay Region

College	Sub-Region	Associates	Certificate 18+ Units	Certificate Low Unit	Total
Cabrillo	Santa Cruz-Monterey	29		83	113
Canada	Mid-Peninsula	46		48	94
Chabot Hayward	East Bay	31		76	107
Contra Costa	East Bay	9		12	21
De Anza	Silicon Valley	44		51	94
Diablo Valley	East Bay	35		165	199
Foothill	Silicon Valley	32		7	39
Gavilan	Silicon Valley	9		9	18
Hartnell	Santa Cruz-Monterey	28		14	43
Las Positas	East Bay	17		89	106
Los Medanos	East Bay	30		119	149
Marin	North Bay	4		0	5
Merritt	East Bay	31		305	336
Mission	Silicon Valley	27		17	44
Monterey	Santa Cruz-Monterey	26		14	40
Napa	North Bay	13		1	14
Ohlone	East Bay	11		5	16
San Francisco	Mid-Peninsula	64		149	214
San Jose City	Silicon Valley	18		43	61
Santa Rosa	North Bay	24		120	143

Skyline	Mid-Peninsula	40	32	72
Solano	North Bay	11		44
West Valley	Silicon Valley	27	1	38
Total Bay Region		607	1	1,402
Total East Bay Sub-Region		162		856

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Table 7b. Other Educational Institution Awards on TOP 1305.00-Child Development/Early Care and Education in Bay Region

College	Sub-Region	Award 1 < 2 academic yrs.	Total
CET-Sobrato	Silicon Valley	22	22
Total Bay Region		22	22
Total East Bay Sub-Region		0	0

Source: Data Mart

Note: The annual average for awards is 2014-15 to 2016-17.

Table 7c. Other Educational Institutions Bachelor's Degree Awards on TOP 1305.00-Child Development/Early Care and Education in Bay Region

College	Sub-Region	Bachelor's Degree
Mills College	East Bay	9
Pacific Union College	North Bay	6
Saint Mary's College of California	East Bay	10
San Francisco State University	Mid-Peninsula	141
San Jose State University	Silicon Valley	231
Total Bay Region		397
Total East Bay Sub-Region		19

Source: Data Mart

Note: The annual average for awards is 2014-15 to 2016-17.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 14,581 annual openings for the Transitional Kindergarten occupational cluster and 2,429 annual (3-year average) awards from community colleges and Other Educational Institutions for an annual undersupply of 12,152 students. In the East Bay Sub-Region, there is also a gap with 4,436 annual openings and 875 annual (3-year average) awards from community colleges and Other Educational Institutions for an annual undersupply of 3,561 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.00-Child Development/Early Care and Education

2015-16	Bay (All CTE Programs)	Merritt College (All CTE Programs)	State (1305.00)	Bay (1305.00)	East Bay (1305.00)	Merritt College (1305.00)
% Employed Four Quarters After Exit	74%	71%	67%	68%	68%	70%
Median Quarterly Earnings Two Quarters After Exit	\$10,550	\$9,306	\$6,000	\$7,217	\$6,859	\$6,828
Median % Change in Earnings	46%	43%	44%	42%	44%	32%
% of Students Earning a Living Wage	63%	60%	35%	39%	40%	39%

Source: Launchboard Pipeline (version available on (7/2/20))

Skills, Certifications and Education

Table 9. Top Skills for Transitional Kindergarten Occupations in Bay Region (July 2019 - June 2020)

Skill	Postings	Skill	Postings	Skill	Postings
Teaching	9,145	Health Screening	376	Curriculum Development	232
Early Childhood Education	3,265	Educational Programs	362	Piano	225
Child Development	2,822	Autism Diagnosis / Treatment / Care	342	Data Collection	218
Cardiopulmonary Resuscitation (CPR)	2,568	Tutoring	330	Psychology	213
Child Care	2,251	Special Needs Children	317	Guitar	187
Lesson Planning	1,637	Pertussis	307	Conflict Management	184
Special Education	1,281	Staff Management	300	Empower	177
Customer Service	1,048	Child Care Facility	296	Caregiving	165
Music	809	Maintaining Student Records	263	Group Instruction	164
Scheduling	739	Lifting Ability	252	Mental Health	163
Nurturing Environment	693	No Child Left Behind (NCLB)	252	Meal Preparation	159
Cleaning	512	Student Placement	251	Gymnastics	158
Toileting	467	Influenza	244	Measles Mumps Rubella (MMR)	158
Record Keeping	428	Multilingual	237	Developmental Disabilities	156
Clerical Duties	387	Staff Development	236	Emotional Support	156

Source: Burning Glass

Table 10. Certifications for Transitional Kindergarten Occupations in Bay Region (July 2019 - June 2020)

Note: 69% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

Certification	Postings	Certification	Postings
First Aid Cpr Aed	2,058	Board Certified Behavior Analyst (BCBA)	15

Driver's License	1,172	Crisis Intervention Certification	14
Child Development Associate (CDA)	860	Security Clearance	12
Certified Teacher	301	Certified Outpatient Coding (COC)	12
Certified Cyber Forensics Professional (CCFP)	98	Teaching Assistant	11
Registered Behavior Technician	70	Certified Occupational Therapy Assistant (COTA)	11
Early Childhood Education Certification	65	Basic Life Saving (BLS)	11
Cross-Cultural Language and Academic Development	21	Teaching English As A Foreign Language (TEFL)	10
Certified Child Care Provider	21	Certified Career Development Facilitator	9
CDL Class C	18	Board Certified Assistant Behavior Analyst (BCaBA)	8
Bloodborne Pathogens Certification	16	Administrative Services Credential	8

Source: Burning Glass

Table 11. Education Requirements for Transitional Kindergarten Occupations in Bay Region

Note: 44% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	3,542	51%
Associate Degree	1,778	26%
Bachelor's Degree or Higher	1,439	23%

Source: Burning Glass

Methodology

Occupations for this report were identified by use of skills listed in O*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCCO Data Mart.

Sources

O*Net Online
 Labor Insight/Jobs (Burning Glass)
 Economic Modeling Specialists International (EMSI)
 CTE LaunchBoard www.calpassplus.org/Launchboard/
 Statewide CTE Outcomes Survey
 Employment Development Department Unemployment Insurance Dataset
 Living Insight Center for Community Economic Development
 Chancellor's Office MIS system

Contacts

For more information, please contact:

- Doreen O'Donovan, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), doreen@baccc.net or (831) 479-6481
- John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, jcarrese@ccsf.edu or (415) 267-6544