

**Program Endorsement Brief: 0802.00/Educational Aide (Teacher Assistant)
0809.00/Special Education
1305.00/Child Development/Early Care and Education
1305.80/Child Development Administration and Management
After School Program Assistant
After School Program Associate Teacher
Developmentally Appropriate Discipline & Behavior Guidance for Young Children
Early Childcare Administration and Leadership
Early Childhood Assistant Teacher
STEAM (Science, Technology, Engineering, Arts, Math) Certificate for Early Childhood Educators
Support for Students with Special Needs
Trauma-Informed Practices in Education**
Orange County Center of Excellence, June 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 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 for four occupations related to education. To illuminate which occupations are immediately accessible to community college graduates, these education occupations have been divided into middle-skill and above middle-skill occupation groups. Middle-skill occupations typically accommodate community college graduates, while above middle-skill occupations typically require a four-year degree and/or prior work experience. The **middle-skill** group of education occupations in this report includes *preschool teachers, except special education (25-2011)*, *teaching assistants, except postsecondary (25-9045)*, and *childcare workers (39-9011)*. The **above middle-skill** education occupation is *education and childcare administrators, preschool and daycare (11-9031)*. 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 the middle-skill group of education occupations 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 **18,985 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 6,210 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** – Within Orange County, **all the annual job openings** for these middle-skill education occupations **have entry-level wages below the county's living wage (\$17.36/hour).**¹
- **Educational Criteria** – Within the LA/OC region, **62% of the annual job openings** for middle-skill occupations related to education **typically require a high school diploma.**
 - However, the national-level educational attainment data indicates **between 37.8% 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 the education occupations in this report, conferring an average of **4,626 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **1,584 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 the middle-skill group of education occupations in this report. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 2% through 2024. However, there will be nearly 19,000 job openings per year through 2024 due to retirements and workers leaving the field.

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.

¹ Living wage data was pulled from California Family Needs Calculator on 6/21/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Exhibit 1: Middle-skill occupational demand in Los Angeles and Orange counties²

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	126,894	123,663	(3,231)	(3%)	15,440
Orange	29,691	29,842	151	1%	3,545
Total	156,585	153,505	(3,080)	(2%)	18,985

Exhibit 2 shows the five-year occupational demand projections for the above middle-skill education occupation in this report. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to decrease by 2% through 2024. However, there will be nearly 200 job openings per year through 2024 due to retirements and workers leaving the field.

Exhibit 2: Above middle-skill occupational demand in Los Angeles and Orange counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	2,138	2,103	(35)	(2%)	148
Orange	609	587	(22)	(4%)	41
Total	2,747	2,690	(57)	(2%)	189

Wages

The labor market endorsement in this report considers the entry-level hourly wages for both the middle-skill and above middle-skill education occupations in this report in Orange County as they relate to the county's living wage. Los Angeles 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.

Orange County— All of the annual openings for the middle-skill group of education occupations 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 \$12.04 and \$14.95. Experienced *preschool teachers, except special education* and *teaching assistants, except postsecondary* can expect to earn wages between \$18.66 and \$20.83, which are higher than the living wage estimate; however, experienced *childcare workers* earn less than the county's living wage (\$15.63). Orange County's average wages are below the average statewide wage of \$16.58 for these occupations.

Typical entry-level hourly wages for the above middle-skill occupation, *education and childcare administrators, preschool and daycare*, are \$18.10, which is above the living wage for one adult in Orange County. Experienced workers in this occupation can expect to earn \$26.91. Orange County's average wages are below the average statewide wage of \$26.82 for this occupation.

² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

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.

Los Angeles County— All of the annual openings for the middle-skill group of education occupations have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$12.00 and \$14.92. Experienced workers can expect to earn wages between \$15.88 and \$20.77, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$16.58 for these occupations.

Typical entry-level hourly wages for the above middle-skill occupation, *education and childcare administrators, preschool and daycare*, are \$18.14, which is above the living wage for one adult in Orange County. Experienced workers in this occupation can expect to earn \$27.72. Los Angeles County’s average wages are below the average statewide wage of \$26.82 for this occupation.

Job Postings

There were 8,823 online job postings related to the middle-skill group of education occupations listed in the past 12 months. The highest number of job postings were for preschool teachers, infant/toddler teachers, assistant teachers, instructional assistants, and Montessori teachers. The top skills were: teaching, child care, early childhood education, child development, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were: Placentia Yorba Linda Unified, KinderCare, and Learning Care.

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 the following typical entry-level education levels for the occupations in this report:

- **High school diploma:** *Childcare workers*
- **Some college/no degree:** *Teaching assistants, except postsecondary*
- **Associate degree:** *Preschool teachers, except special education*
- **Bachelor’s degree:** *Education and childcare administrators, preschool and daycare*

In the LA/OC region, the majority of annual job openings for the middle-skill group of education occupations in this report (62%) typically require a high school diploma. However, the national-level educational attainment data indicates between 37.8% and 39.1% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 57% of middle-skill education job postings listing a minimum education requirement in Los Angeles/Orange County, 67% (3,359) requested a high school diploma and 33% (1,665) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 3 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Educational Aide (Teacher Assistant) (0802.00), Special Education (0809.00), Child Development/Early Care and Education (1305.00), Preschool Age Children (1305.40), The School Age Child (1305.50), Child

Development Administration and Management (1305.80), and Infants and Toddlers (1305.90). The colleges with the most completions in the region are: Rio Hondo, Santa Ana, and East LA. Over the past 12 months, there were 21 other related program recommendation requests from regional community colleges.

Exhibit 3: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
0802.00	Educational Aide (Teacher Assistant)	Mt San Antonio	28	23	21	24
		LA Subtotal	28	23	21	24
		Coastline	-	3	2	2
		Fullerton	11	7	-	6
		Santa Ana	2	30	11	14
		Santiago Canyon	4	6	7	6
		OC Subtotal	17	46	20	28
Supply Subtotal/Average			45	69	41	52
0809.00	Special Education	Long Beach	1	2	1	1
		LA Subtotal	1	2	1	1
		Santa Ana	-	27	16	14
		Santiago Canyon	-	-	2	1
		OC Subtotal	-	27	18	15
Supply Subtotal/Average			1	29	19	16
1305.00	Child Development/ Early Care and Education	Cerritos	108	140	132	127
		Citrus	174	313	161	216
		Compton	50	64	21	45
		East LA	200	335	690	408
		El Camino	166	161	187	171
		Glendale	19	32	34	28
		LA City	201	163	190	185
		LA Harbor	39	35	26	33
		LA Mission	210	259	227	232
		LA Pierce	104	92	107	101
		LA Southwest	65	50	51	55
		LA Trade	190	164	132	162
		LA Valley	71	98	148	106
		Long Beach	148	183	169	167
		Mt San Antonio	82	111	106	100
Pasadena	83	105	114	101		

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		Rio Hondo	1,071	245	285	534
		Santa Monica	179	174	554	302
		West LA	30	51	60	47
		LA Subtotal	3,190	2,775	3,394	3,120
		Fullerton	27	47	39	38
		Irvine	72	96	99	89
		N. Orange Adult	66	75	59	67
		Orange Coast	-	20	41	20
		Saddleback	84	179	181	148
		Santa Ana	37	30	62	43
		Santiago Canyon	1	3	1	2
		OC Subtotal	287	450	482	406
Supply Subtotal/Average			3,477	3,225	3,876	3,526
1305.40	Preschool Age Children	LA Mission	29	29	32	30
		LA Pierce	122	152	165	146
		LA Valley	62	91	88	80
		Pasadena	-	1	-	0
		LA Subtotal	213	273	285	257
		Fullerton	9	9	14	11
		Orange Coast	24	34	34	31
		Santa Ana	50	45	52	49
		Santiago Canyon	7	-	6	4
		OC Subtotal	90	88	106	95
Supply Subtotal/Average			303	361	391	352
1305.50	The School Age Child	Compton	1	2	-	1
		El Camino	10	7	4	7
		Glendale	1	-	-	0
		LA Mission	1	3	4	3
		LA Pierce	7	10	6	8
		LA Valley	14	16	10	13
		Long Beach	-	-	1	0
		Pasadena	1	-	-	0
		LA Subtotal	35	38	25	33
		Irvine	5	3	1	3
		Saddleback	-	2	-	1

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		OC Subtotal	5	5	1	4
		Supply Subtotal/Average	40	43	26	36
1305.80	Child Development Administration and Management	Cerritos	47	72	65	61
		Glendale	2	1	-	1
		LA City	3	5	9	6
		LA Mission	4	2	3	3
		LA Valley	28	39	43	37
		Mt San Antonio	72	72	76	73
		Pasadena	-	1	-	0
		LA Subtotal	156	192	196	181
		Orange Coast	8	1	1	3
		Saddleback	5	7	2	5
		OC Subtotal	13	8	3	8
		Supply Subtotal/Average	169	200	199	189
1305.90	Infants and Toddlers	Cerritos	-	-	2	1
		East LA	32	45	3	27
		Glendale	1	3	1	2
		LA City	-	-	41	14
		LA Mission	9	13	8	10
		LA Pierce	34	35	45	38
		LA Valley	5	6	1	4
		Mt San Antonio	-	2	1	1
		Pasadena	-	2	1	1
		Rio Hondo	-	-	5	2
		LA Subtotal	81	106	108	98
		Irvine	-	1	-	0
		Orange Coast	7	5	6	6
		Saddleback	47	17	13	26
		Santa Ana	468	356	142	322
		Santiago Canyon	6	-	1	2
		OC Subtotal	528	379	162	356
		Supply Subtotal/Average	609	485	270	455
		Supply Total/Average	4,644	4,412	4,822	4,626

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 the education occupations in this report. Exhibit 4 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Codes: Special Education and Teaching, General (13.1001), 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 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 1,584 awards annually in related training programs.

Exhibit 4: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
13.1001	Special Education and Teaching, General	Biola University	-	-	-	-
		Mount Saint Mary's Univ.	13	27	14	18
		Univ. of Southern CA	-	-	-	-
13.1210	Early Childhood Education and Teaching	Bethesda University	10	8	5	8
		Biola University	-	-	-	-
		Brandman University	72	58	46	59
		CSU-Dominguez Hills	134	178	180	164
		CSU-Fullerton	438	477	531	482
		CSU-Los Angeles	224	238	298	253
		CSU-Northridge	296	322	349	322
		East San Gabriel Valley ROP	62	58	35	52
		Mount Saint Mary's Univ.	6	4	4	5
		Pacific Oaks College	57	53	31	47
		Vanguard University of Southern California	20	21	15	19
		World Mission University	1	-	-	0
19.0706	Child Development	Mount Saint Mary's Univ.	13	24	17	18
		University of La Verne	69	53	53	58
		Whittier College	21	18	27	22
19.0709	Child Care Provider/Assistant	Hacienda La Puente Adult Education	55	36	82	58
Supply Total/Average			1,491	1,575	1,687	1,584

Appendix A: Occupational demand and wage data by county

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)
Preschool Teachers, Except Special Education (25-2011)	4,723	4,573	(150)	(3%)	436	\$13.01	\$14.76	\$18.66
Teaching Assistants, Except Postsecondary (25-9045)	12,054	12,139	85	1%	1,217	\$14.95	\$17.63	\$20.83
Childcare Workers (39-9011)	12,913	13,129	216	2%	1,892	\$12.04	\$13.07	\$15.63
Middle-Skill Total	29,691	29,842	151	1%	3,545			
Education and Childcare Administrators, Preschool and Daycare (11-9031)	609	587	(22)	(4%)	41	\$18.10	\$21.85	\$26.91
Above Middle-Skill Total	609	587	(22)	(4%)	41			
Total	30,300	30,429	129	0%	3,586			

Exhibit 6. 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)
Preschool Teachers, Except Special Education (25-2011)	16,129	16,092	(37)	(0%)	1,543	\$13.10	\$14.98	\$19.09
Teaching Assistants, Except Postsecondary (25-9045)	41,327	41,198	(129)	(0%)	4,057	\$14.92	\$17.58	\$20.77
Childcare Workers (39-9011)	69,438	66,374	(3,064)	(4%)	9,840	\$12.00	\$13.09	\$15.88
Middle-Skill Total	126,894	123,663	(3,231)	(3%)	15,440			

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)
Education and Childcare Administrators, Preschool and Daycare (11-9031)	2,138	2,103	(35)	(2%)	148	\$18.14	\$22.36	\$27.72
Above Middle-Skill Total	2,138	2,103	(35)	(2%)	148			
Total	129,032	125,766	(3,266)	(3%)	15,589			

Exhibit 7. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Preschool Teachers, Except Special Education (25-2011)	20,853	20,665	(188)	(1%)	1,978
Teaching Assistants, Except Postsecondary (25-9045)	53,381	53,337	(44)	(0%)	5,274
Childcare Workers (39-9011)	82,351	79,503	(2,849)	(3%)	11,733
Middle-Skill Total	156,585	153,505	(3,080)	(2%)	18,985
Education and Childcare Administrators, Preschool and Daycare (11-9031)	2,747	2,690	(57)	(2%)	189
Above Middle-Skill Total	2,747	2,690	(57)	(2%)	189
Total	159,331	156,195	(3,137)	(2%)	19,175

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)

For more information, please contact:

Jacob Poore, Interim Director
Center of Excellence, Orange County
poore.jacob@rsccd.edu

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