



Labor Market Analysis:

1305.80 – Child Development Administration and Management

13.0414 – Early Childhood Program Administration

Family Childcare Business Management – Certificate requiring 16 to <30 semester units

Los Angeles Center of Excellence, May 2026

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"/>

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupations¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the three identified middle-skill occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, one-third of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Recommendation: Due to two of three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 15,142 annual job openings are projected in the region through 2029. This number is greater than the three-year average of 5,767 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree. 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.

Living Wage

- All three occupations have entry-level wages **below** Los Angeles County’s self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- 82% of the annual job openings typically require a high school diploma or equivalent for these target childcare management occupations in the LA/OC region.
- 12%-35% of workers in the field have completed some college or an associate degree, according to national educational attainment data.
 - The two occupations with the majority of annual openings (98%) in the region (*preschool teachers, except special education, teaching assistants, except postsecondary, and childcare workers*) count between 31% and 35% of workers in the field that have completed some college or an associate degree as their highest level of educational attainment.

Community college supply

- 27 community colleges issued awards related to early childhood education and administration in the greater LA/OC region.
- 4,067 awards (degrees and certificates) were conferred on average each year between 2023 and 2025.

Other postsecondary supply

- 14 educational institutions in the LA/OC region have conferred awards in programs related to early childhood education and administration over the past three years.
- 1,700 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2022 and 2024.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to three middle-skill occupations. Although *education and childcare administrators, preschool and daycare* typically requires a bachelor’s degree, it is included in this report because community colleges have historically trained for this occupation. [For full occupation descriptions, please see Appendix.](#)

- ***Education and Childcare Administrators, Preschool and Daycare (11-9031)***³
- ***Preschool Teachers, Except Special Education (25-2011)***⁴
- ***Childcare Workers (39-9011)***⁵

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these childcare management occupations. In the greater Los Angeles/Orange County region, the number of jobs related to

² Center for Women’s Welfare, University of Washington. (2024). *The self-sufficiency standard for California 2024.* <http://selfsufficiencystandard.org/California>.

³ [Preschool and Childcare Center Directors \(bls.gov\)](#)

⁴ [Preschool Teachers \(bls.gov\)](#)

⁵ [Childcare Workers \(bls.gov\)](#)

these occupations is projected to decrease by 2% through 2029. However, there will be more than 15,100 job openings per year through 2029 due to retirements and workers leaving the field. The majority of jobs in 2024 for these target occupations (82%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁶

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	78,181	75,103	(3,078)	(4%)	12,227
Orange	17,659	18,477	818	5%	2,916
Total	95,839	93,580	(2,260)	(2%)	15,142

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. The average percentage of workers aged 55+ across all occupations in the Los Angeles/Orange County region is 26%; occupations with a larger share of workers aged 55 and older typically have greater replacement needs to offset the amount of impending retirements. On average, 81% of workers across all occupations in California are employed full-time. Occupations with a lower-than-average percentage of full-time workers may have less employment security but may see increased activity in the gig economy.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁷

Occupation	2024 Jobs	2029 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older	% Full Time Workers
Education and Childcare Administrators, Preschool and Daycare	2,653	2,728	3%	197	30%	90%
Preschool Teachers, Except Special Education	15,055	15,892	6%	1,901	19%	80%
Childcare Workers	60,473	56,483	(7%)	10,128	28%	54%
Total	78,181	75,103	(4%)	12,227	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these childcare management occupations in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

⁶ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁷ Ibid.

Los Angeles County

All three occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$24.03 in Los Angeles County). Typical entry-level hourly wages are in a range between \$16.09 and \$23.55 (Exhibit 3). Experienced *education and childcare administrators, preschool and daycare* can expect to earn \$39.14, which is higher than the self-sufficiency standard. However, experienced *childcare workers* and *preschool teachers, except special education* can expect to earn wages between \$21.76 and \$23.02, which are lower than the self-sufficiency standard.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Education and Childcare Administrators, Preschool and Daycare	\$23.55	\$29.29	\$39.14	\$60,900
Preschool Teachers, Except Special Education	\$18.11	\$21.56	\$23.02	\$44,800
Childcare Workers	\$16.09	\$18.14	\$21.76	\$37,700

*Rounded to the nearest \$100

Orange County

All three occupations have entry-level wages below the self-sufficiency standard wage for one adult (\$27.13 in Orange County). Typical entry-level hourly wages are in a range between \$16.01 and \$22.92 (Exhibit 4). Experienced *education and childcare administrators, preschool and daycare* can expect to earn \$37.66, which is higher than the self-sufficiency standard. However, experienced *childcare workers* and *preschool teachers, except special education* can expect to earn wages between \$19.97 and \$22.14, which are lower than the self-sufficiency standard.

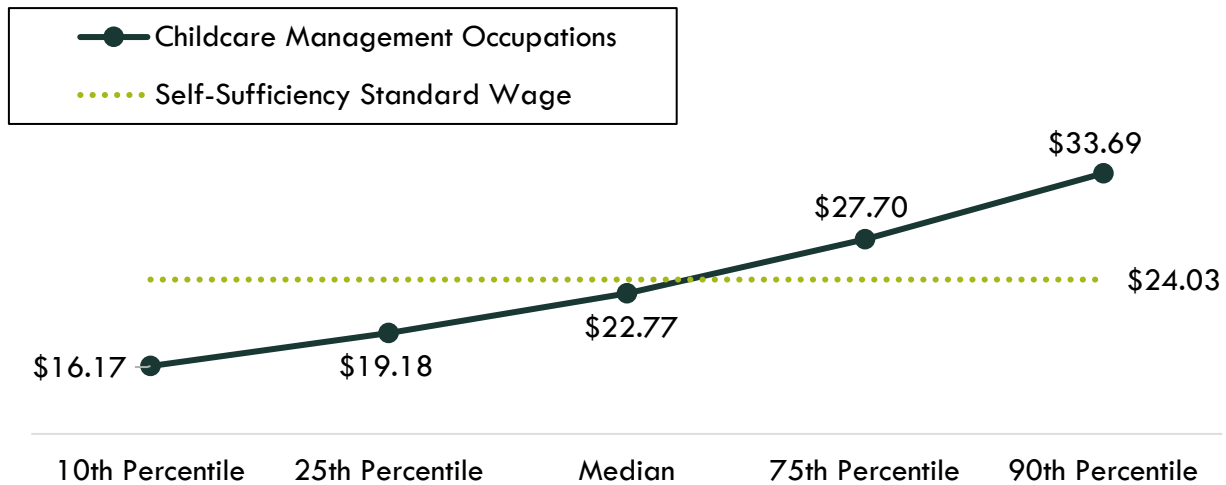
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Education and Childcare Administrators, Preschool and Daycare	\$22.92	\$28.35	\$37.66	\$59,000
Preschool Teachers, Except Special Education	\$17.52	\$20.73	\$22.14	\$43,100
Childcare Workers	\$16.01	\$16.63	\$19.97	\$34,600

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$19.18; this is below the living wage for one single adult in Los Angeles County (\$24.03). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

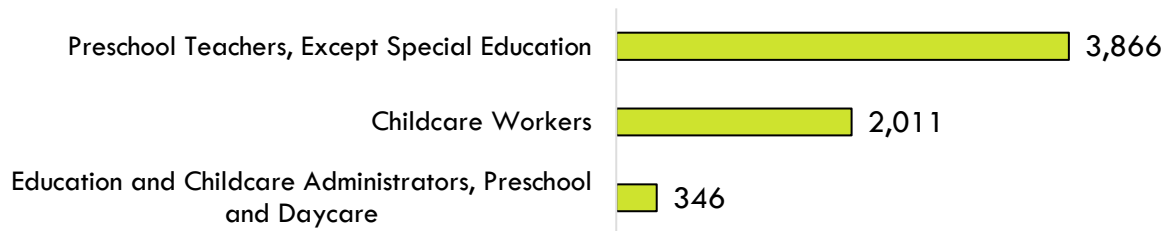
Exhibit 5: Average hourly earnings for target occupations, Los Angeles and Orange counties



JOB POSTINGS

There were 6,223 online job postings related to childcare management listed in the past 12 months in Los Angeles and Orange counties. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (62%) were for *preschool teachers, except special education*, followed by *childcare workers* (32%) and *education and childcare administrators, preschool and daycare* (6%).

Exhibit 6: Job postings by occupation (last 12 months), Los Angeles and Orange counties



Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 7).

Exhibit 7: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> Preschool teachers Teachers Infant/toddler teachers Child care teachers 	<ul style="list-style-type: none"> Preschool education Child development Early childhood education 	<ul style="list-style-type: none"> KinderCare Education Bright Horizons Childtime Learning Centers

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Early childhood teachers • Child development specialists • Substitute preschool teachers • Infant teachers 	<ul style="list-style-type: none"> • Lesson planning • Working with children • Classroom management • Lifting ability • First aid • Parent communication 	<ul style="list-style-type: none"> • Zen Educate* • Learning Care Group • Kid Care • Edjoin.org • At Pace • Amergis*

*Staffing company

In the greater Los Angeles/Orange County region, 44% of the target job postings listed a minimum educational requirement. Exhibit 8 details the number and percentage of job postings by educational level.

Exhibit 8: Education levels requested in job postings for target occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	898	33%
Associate degree	708	26%
High school diploma or vocational training	1,107	41%

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (82%) typically require a high school diploma or equivalent (Exhibit 9). The national-level data indicates between 12% and 35% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. However, the two occupations with the majority of annual openings (98%) in the region (*preschool teachers, except special education, teaching assistants, except postsecondary, and childcare workers*) count between 31% and 35% of workers in the field that have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 9: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Education and Childcare Administrators, Preschool and Daycare	Bachelor's degree
Preschool Teachers, Except Special Education	Associate degree
Childcare Workers	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 10 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Child Development/Early Care and Education (1305.00) and Child Development Administration and Management (1305.80). The colleges with the most completions in the region are Cerritos, East LA, and LA Mission.

Exhibit 10: Regional community college awards (certificates and degrees), 2023-2025

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average		
1305.00	Child Development/Early Care and Education	Cerritos	370	1,057	684	704		
		Citrus	109	80	103	97		
		Compton	33	20	26	26		
		East LA	455	377	347	393		
		El Camino	186	151	155	164		
		Glendale	26	40	30	32		
		LA City	167	145	158	157		
		LA Harbor	44	32	43	40		
		LA Mission	332	381	245	319		
		LA Pierce	83	104	92	93		
		LA Southwest	32	21	42	32		
		LA Trade-Tech	98	84	133	105		
		LA Valley	170	107	111	129		
		Long Beach	140	188	155	161		
		Mt San Antonio	231	243	220	231		
		Pasadena	59	76	70	68		
		Rio Hondo	188	236	205	210		
		Santa Monica	246	305	356	302		
		West LA	42	52	77	57		
		LA Subtotal			3,011	3,699	3,252	3,321
		Coastline			-	-	3	1
		Fullerton			46	60	45	50
		Irvine			72	70	112	85
		N. Orange Continuing Ed.			-	132	115	82
		Orange Coast			47	73	77	66
		Saddleback			94	117	124	112
		Santa Ana			189	194	207	197

TOP Code	Program	College	2022-23 Awards	2023-24 Awards	2024-25 Awards	3-Year Average
		Santiago Canyon	21	2	5	9
		OC Subtotal	469	648	688	602
Supply Subtotal/Average			3,480	4,347	3,940	3,922
1305.80	Child Development Administration and Management	Cerritos	11	10	5	9
		Glendale	-	7	4	4
		LA City	10	11	5	9
		LA Mission	4	21	10	12
		LA Valley	63	43	155	87
		Mt San Antonio	3	5	6	5
		Pasadena	3	6	8	6
		West LA	-	-	5	2
		LA Subtotal	94	103	198	132
		Orange Coast	15	-	2	6
		Saddleback	1	5	2	3
		Santa Ana	3	5	3	4
		Santiago Canyon	2	1	-	1
		OC Subtotal	21	11	7	13
Supply Subtotal/Average			115	114	205	145
Supply Total/Average			3,595	4,461	4,145	4,067

Exhibit 11 displays the community college awards broken down by award type. In this case, the majority of awards issued by community colleges are certificates (61%).

Exhibit 11: Community college awards by award type, 2023-2025

Award Type	# of Awards	% of Awards
A.A./A.S. degrees	1,326	33%
Certificates	2,478	61%
Noncredit awards	263	6%
Total	4,067	100%

Other Postsecondary Supply

For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for childcare management. Exhibit 12 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2022 to 2024. Between 2022 and 2024, other postsecondary college institutions in the region conferred an average of 1,700 bachelor's and sub-baccalaureate awards. Sub-baccalaureate awards include associate degrees,

postsecondary awards, and other academic awards that typically take fewer than four years to complete. Over the past three years, there have been master's degrees conferred in the related CIP Code: Early Childhood Program Administration (13.0414).

Exhibit 12: Other regional postsecondary awards, 2022-2024

CIP Code	Program	Postsecondary Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Average
13.1210	Early Childhood Education and Teaching	American Jewish Univ.	52	38	49	46
		Bethesda University	4	1	3	3
		Biola University	-	1	5	2
		CSU-Dominguez Hills	243	238	228	236
		CSU-Fullerton	527	396	504	476
		CSU-Los Angeles	391	402	358	384
		CSU-Northridge	400	329	376	368
		Mt. St. Mary's Univ.	2	1	2	2
		Pacific Oaks College	61	32	33	42
		Univ. of Mass. Global	68	48	36	51
		Vanguard University of Southern California	4	9	5	6
19.0706	Child Development	CSU-Long Beach	-	-	105	35
		Mt. St. Mary's Univ.	11	16	5	11
		University of La Verne	25	16	22	21
		Whittier College	23	16	14	18
Supply Total/Average			1,811	1,543	1,745	1,700

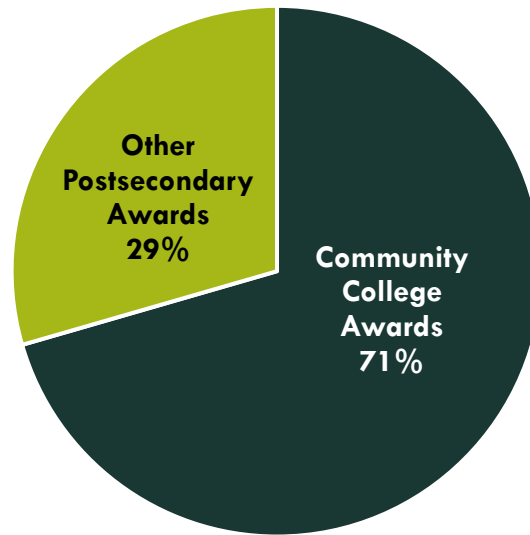
Exhibit 13 shows the breakdown of other postsecondary awards by award type. The majority of awards issued by other postsecondary schools are bachelor's degrees (97%).

Exhibit 13: Other postsecondary awards by award type, 2022-2024

Award Type	# of Awards	% of Awards
Bachelor's degrees	1,656	97%
Sub-baccalaureate awards	44	3%
Total	1,700	100%

Exhibit 14 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by community colleges in the greater Los Angeles/Orange County region.

Exhibit 14: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



APPENDIX: OCCUPATION DESCRIPTIONS

LA COE prepared this report to provide regional labor market supply and demand data related to these target occupations:

- **Education and Childcare Administrators, Preschool and Daycare (11-9031)** Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.⁸
- **Preschool Teachers, Except Special Education (25-2011)** Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.⁹
- **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.¹⁰

⁸ [Preschool and Childcare Center Directors \(bls.gov\)](#)

⁹ [Preschool Teachers \(bls.gov\)](#)

¹⁰ [Childcare Workers \(bls.gov\)](#)

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**DATA SOURCES**

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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