

Labor Market Analysis for: 1305.00 Child Development/Early Care and Education (Transitional Kindergarten Certificate)

Inland Empire/Desert Center of Excellence, March 2025

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Summary

Program LMI Endorsement

All LMI Criteria Met

Some LMI Criteria Met
(Proceed with Caution)

LMI Criteria NOT Met



Program LMI Endorsement Criteria		
Supply Gap	Yes ✓ (with caution)	No <input type="checkbox"/>
	<p><i>Comments:</i> There are 86 annual job openings projected throughout the Inland Empire/Desert region, which is more than the 0 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (0) and non-community college awards (0).</p> <p>Programs under this TOP code had 1,042 average awards in recent years, which would normally show a vast oversupply. However, none of the awards are from programs listed as focused on transitional kindergarten certification, according to COCI records. See page 9 for a longer explanation on this topic.</p>	
Living Wage	Yes ✓	No <input type="checkbox"/>
	<p><i>Comments:</i> The projected entry level hourly wage for this occupation (\$36.96) is above the IE/D living wage of 20.42.¹</p>	
Education	Yes <input type="checkbox"/>	No ✓
	<p><i>Comments:</i> The typical education level for this occupation is a bachelor's degree and the educational attainment level for workers in this occupation is 31%, which is less than the 33% cutoff to be considered middle skill. In addition, all job postings with a minimum education requirement listed bachelor's degree. See Exhibits 8 and 9 for more details.</p>	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Above Middle-Skill (typically require a bachelor's degree)
 - Kindergarten Teachers, Except Special Education (25-2012)

Summary of findings

Demand

- The number of jobs related to the assessed occupation is projected to increase 11% through 2028, with 86 annual job openings (new and replacement jobs).
- Hourly entry-level wages for this occupation are above living wage at the 25th percentile hourly wage, estimated to be \$36.96 in IE/D.
- There were 33 online job postings from 24 employers over the past 12 months with the highest postings for kindergarten teachers and transitional kindergarten teachers.
- All job postings, with education requirements listed, for the target occupation required a minimum of a bachelor's degree (100%); however, nearly half of all posting did not list a minimum education requirement.

Supply

- On average, there were 0 annual awards conferred by educational institutions over the last 3 years in related fields: 0 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools). However, see page 9 for a longer discussion of the methodology used to generate these figures.
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$30,316 (\$14.58 per hour).
- 27% of IE/D college students that exited these programs in the 2022-23 academic year reported that they are earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Child Development/Early Care and Education (TOP 1305.00) programs prepare students for employment focusing on the intellectual, psychosocial, and physical development of children; principles and practices in the care and education of children (Taxonomy of Programs, 2023) but with a specific focus on the Transitional Kindergarten (TK) space. The knowledge, skills, and abilities trained by Child Development/Early Care and Education programs, for this report, lead to employment in occupations related to kindergarten teachers.

Job Demand

In 2023, there were 585 jobs in occupations related to kindergarten teachers in the IE/D region. Regional employment for this occupation group is projected to increase 17% through 2028 with 86 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to kindergarten teachers, IE/D Region, 2023-2028

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Kindergarten Teachers, Except Special Education	25-2012	585	683	17%	432	86

SOURCE: LIGHTCAST 2025.1

Job Postings

The following analysis for occupations related to kindergarten teachers using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to kindergarten teachers over the last 12 months and the median posting duration. Over the previous 12 months, there were 33 unique job postings for occupations related to kindergarten teachers in the region from 24 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Mar 2024 – Feb 2025

Job Title	Job Ads	Median Posting Duration
Kindergarten Teachers, Except Special Education	33	24 days

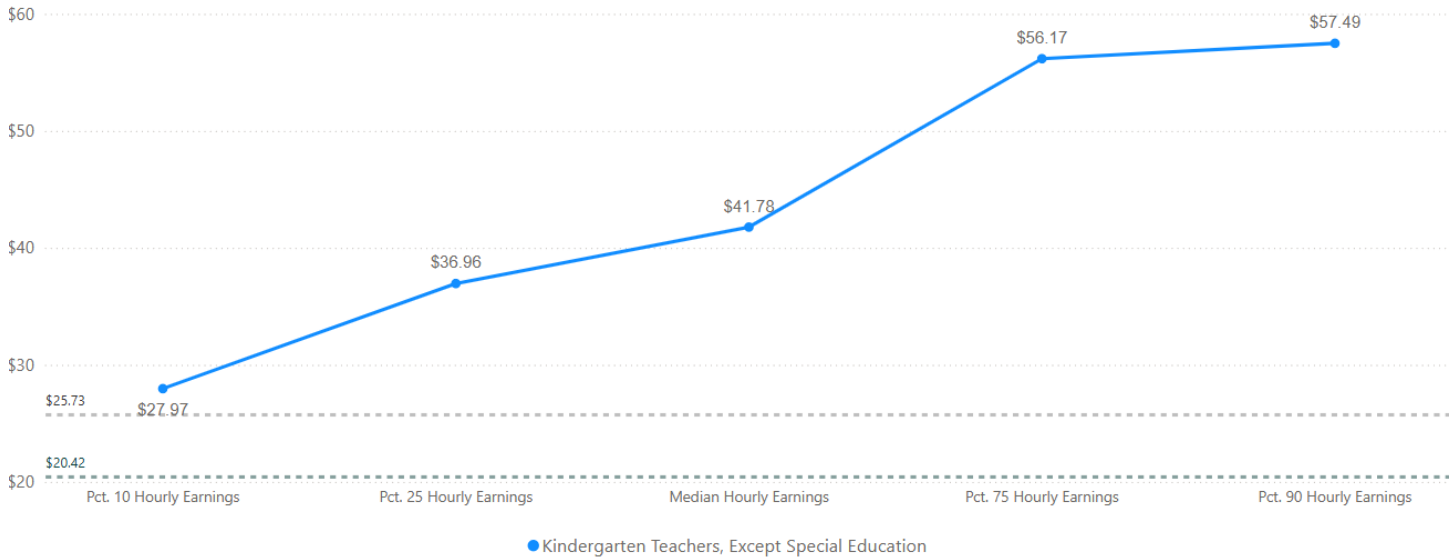
SOURCE: LIGHTCAST 2025.1

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3 displays the hourly earnings for occupations related to kindergarten teachers compares both to the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2023



SOURCE: 2025.1

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupation listed was also above the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

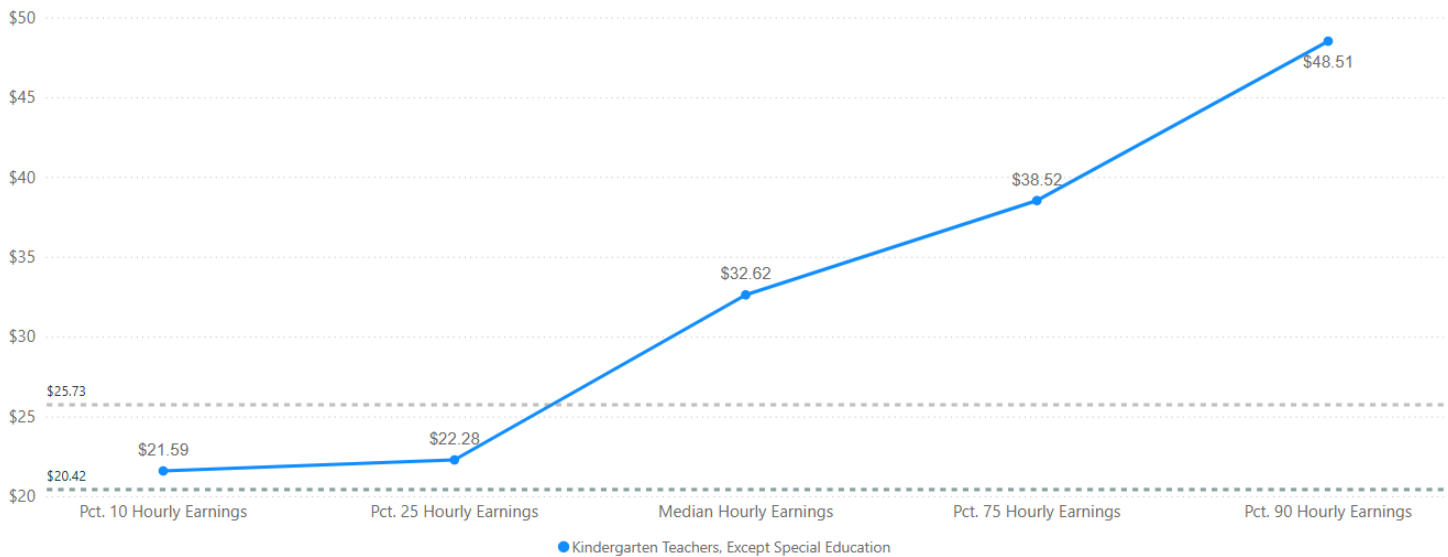
³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to kindergarten teachers over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of \$22.28 (estimated to be equal to an annual salary of \$46,342).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Mar 2024 – Feb 2025



SOURCE: LIGHTCAST 2025.1

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to kindergarten teachers over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Mar 2024 – Feb 2025

Job Title	Unique Postings
Kindergarten Teachers	15
Transitional Kindergarten Teachers	9
Pre-Kindergarten Teachers	4
Early Childhood Education Instructors	1
Elementary School Teachers	1

SOURCE: LIGHTCAST 2025.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Temecula Valley Unified School District and Riverside Unified School District had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads,
IE/D Region, Mar 2024 – Feb 2025**

Company	Total/Unique (Mar 2024 - Feb 2025)	Posting Intensity	Median Posting Duration
Temecula Valley Unified School District	4 / 3	1 : 1	14 days
Riverside Unified School District	3 / 2	2 : 1	n/a
Lighthouse Education Center	4 / 2	2 : 1	34 days
Real Journey Academics	3 / 2	2 : 1	11 days
Lake Elsinore Unified School District	3 / 2	2 : 1	n/a
Fortune School Of Education	2 / 1	2 : 1	46 days
Qualified.Com	2 / 1	2 : 1	29 days
Elite Academics	3 / 1	3 : 1	34 days
Thermal	3 / 1	3 : 1	n/a
Tutor Time Learning Centers	2 / 1	2 : 1	12 days

SOURCE: LIGHTCAST 2025.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

**Exhibit 7. Top 10 in-demand skills from employer job ads,
IE/D Region, Mar 2024 – Feb 2025**

Common skills	Total Postings	Skill Growth Relative to Market
Teaching	25	Growing
English Language	11	Growing
Communication	7	Lagging
Innovation	4	Rapidly Growing
Leadership	4	Stable
Parent Communication	4	Growing
Problem Solving	4	Growing
Goal-Oriented	3	Growing
Honesty	3	Growing
Management	3	Stable

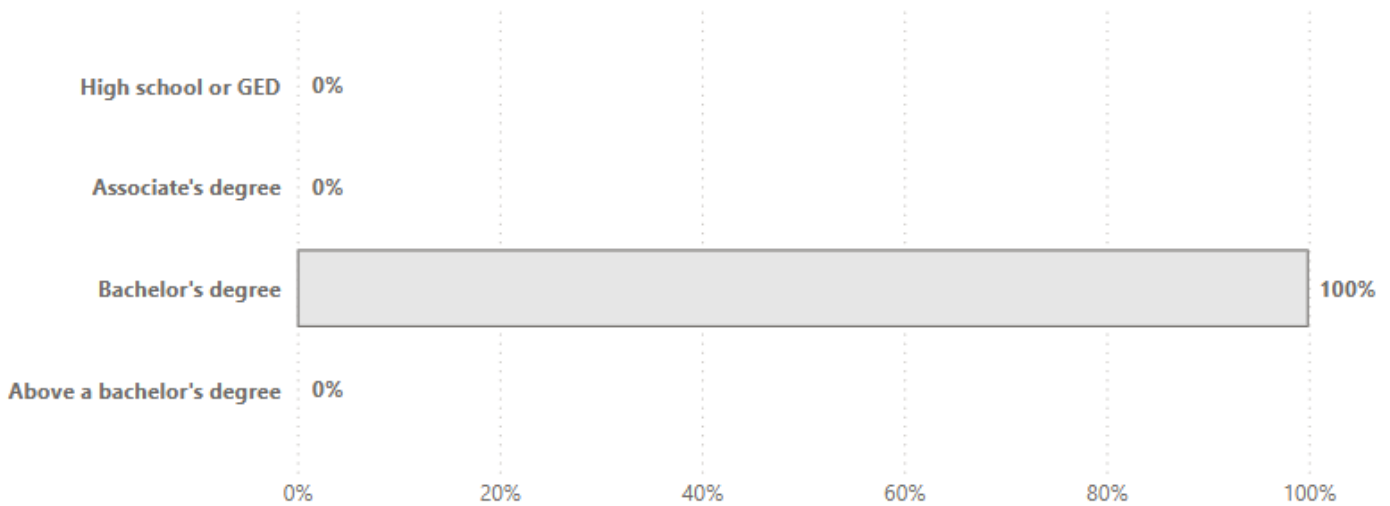
⁵ "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Specialized skills	Total Postings	Skill Growth Relative to Market
Lesson Planning	13	Growing
Classroom Management	10	Stable
Child Development	9	Lagging
Special Education	7	Growing
Preschool Education	5	Growing
Learning Styles	4	Rapidly Growing
Student Engagement	4	Rapidly Growing
Behavior Management	3	Stable
Common Core Standards	3	Lagging
Interactive Learning	3	Growing

SOURCE: LIGHTCAST 2025.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with all postings shown requiring a minimum of a bachelor’s degree (100%), however nearly half of all posting did not list a minimum education requirement.

Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Mar 2024 – Feb 2025



SOURCE: LIGHTCAST 2025.1

For the assessed occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 31% of workers have completed some college or an associate degree as their highest level of education.

Exhibit 9 National-level Education Attainment for Occupations

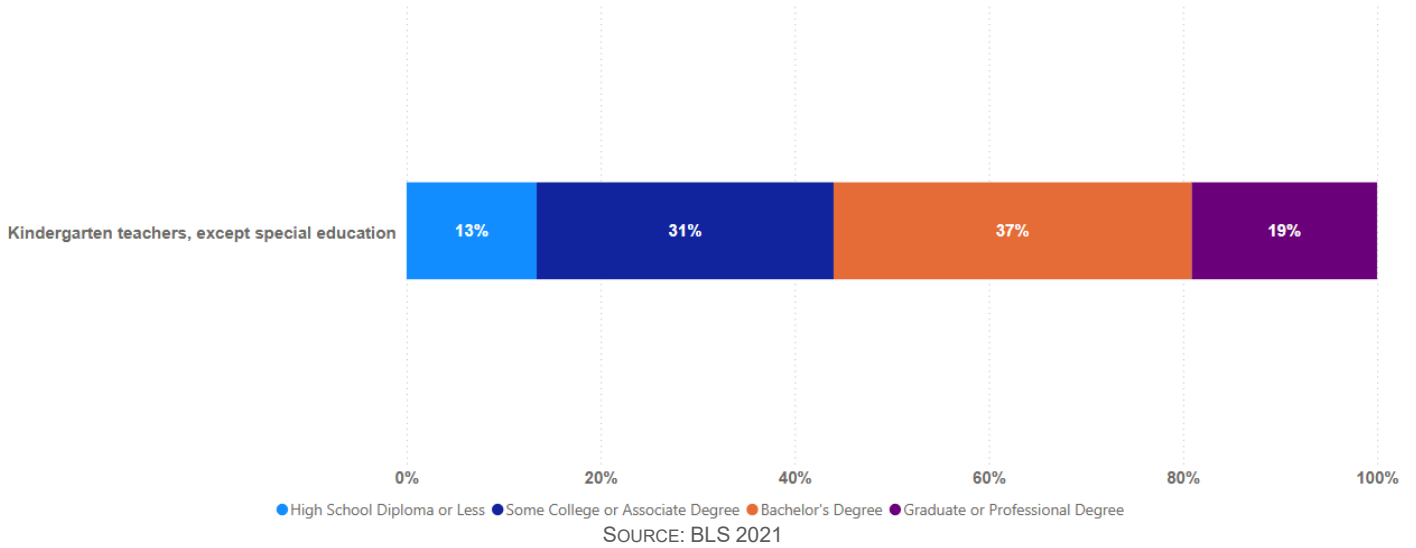
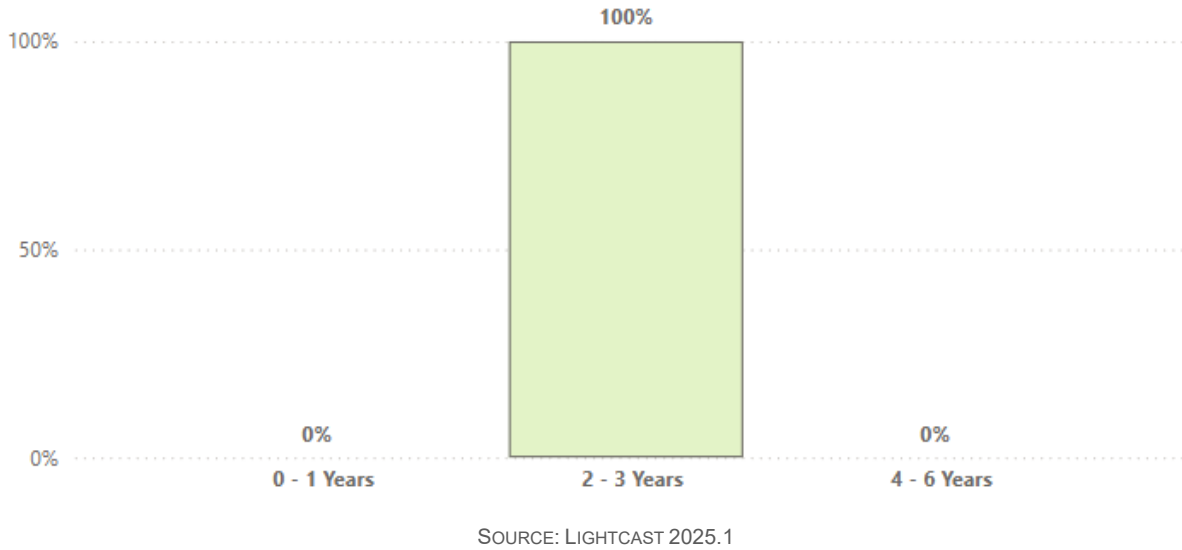


Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. All (100%) of employers listing minimum experience requirements sought candidates with 2-3 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Mar 2024 – Feb 2025



Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Child Development/Early Care and Education (TOP 1305.00) programs over the last three academic years (2020-2023). In the previous three academic years, 12 regional community colleges issued an average of 1,042 awards in relevant programs (however, see notes below exhibit 11).

**Exhibit 11 Annual average community college awards for
Child Development/Early Care and Education (TOP 1305.00), IE/D, 2020-2023**

Top Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
1305.00	Child Development/Early Care and Education	Riverside	231	222	190	214
1305.00	Child Development/Early Care and Education	Victor Valley	114	274	169	186
1305.00	Child Development/Early Care and Education	College of the Desert	155	177	152	161
1305.00	Child Development/Early Care and Education	Norco College	178	173	132	161
1305.00	Child Development/Early Care and Education	Chaffey	47	97	80	75
1305.00	Child Development/Early Care and Education	Moreno Valley	56	70	95	74
1305.00	Child Development/Early Care and Education	Mt. San Jacinto	89	75	37	67
1305.00	Child Development/Early Care and Education	Barstow	51	39	30	40
1305.00	Child Development/Early Care and Education	San Bernardino	25	35	26	29
1305.00	Child Development/Early Care and Education	Palo Verde	17	16	31	21
1305.00	Child Development/Early Care and Education	Crafton Hills	9	11	9	10
1305.00	Child Development/Early Care and Education	Copper Mountain	4	3	8	5
Total			976	1,192	959	1,042

SOURCE: MIS DATA MART

However, there is not a dedicated TOP code for transitional kindergarten (TK) teacher programs, so the majority of TK teacher programs across the state are coded under Child Development/Early Care and Education (1305.00). Child Development/Early Care and Education programs have historically trained for preschool teachers and childcare workers and not specifically kindergarten or TK teachers.

Because the supply data in Exhibit 11 represents conferred awards across all Child Development/Early Care and Education programs and not solely transitional kindergarten (TK) teacher-focused programs, the data is overstated for TK teacher programs and according to COCI records none of the above programs in the region are for TK programs.

Per Education Code section 48000(g), California Department of Education (CDE), requires credentialed teachers who are first assigned to a TK classroom after July 1, 2015, to have licensure, one of which being: “24 units in early childhood education, childhood development, or both.” This proposed program would focus on this aspect of the apportionment requirements, which does not appear to be offered by the current CCCC programs in the region.

For these reasons, when considering the supply for this specific TK certificate program, in the previous three academic years, 0 regional community colleges issued an average of 0 awards in relevant programs.

Non-Community College Supply

Student award completion data below a bachelor’s degree-level was not found in the IE/D for other related non-community college programs: Early Childhood and Family Studies (CIP 19.0711), Child Development (CIP 19.0706), Play Therapy/Therapist (CIP 51.2317), Early Childhood Education and Teaching (CIP 13.121), Child Care Provider/Assistant (CIP 19.0709).

In the previous three academic years, 0 regional non-community college institutions issued an average of 0 awards in relevant programs in awards below a bachelor’s degree-level.

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

Exhibit 12 Child Development/Early Care and Education strong workforce program outcomes, IE/D & California, Academic Year 2022-23

Program Metric Title	Inland Empire	Statewide
Students	7,638	89,823
Earned 9+ Career Education Units	22%	21%
Completed Noncredit Workforce Preparation Milestone	25%	76%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	6%	6%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	6%	6%
Median Annual Earnings	\$30,316	\$34,876
Median Change in Earnings	34%	35%
Attained Living Wage	27%	29%

SOURCE: LAUNCHBOARD

Appendix: Methodology

Exhibit 12 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2023a).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/ . This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions

Student Metrics and Demographics	LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx
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