



Labor Market Analysis for Program Recommendation Early Childhood Education Site Supervisor Occupations Los Medanos College

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

May 2024

Recommendation

Based on all available data, there appears to be an “undersupply” of Early Childhood Education Site Supervisor workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda, Contra Costa counties). There is a projected annual gap of about 8,928 students in the Bay region and 2,986 students in the East Bay Sub-Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1305.80 - Child Development Administration and Management programs 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 Los Medanos College and in the region.

This report profiles Early Childhood Education Site Supervisor Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Los Medanos College. Los Medanos College already offers an Associate of Science for Transfer degree in Early Childhood Education and a Certificate of Achievement in Child Development, both within its Early Childhood Education department. The College seeks to expand student options by offering new credentials that lead to immediate employment and align with emerging registered apprenticeships.

- **Education and Childcare Administrators, Preschool and Daycare (11-9031):** Plan, direct, or coordinate the academic and nonacademic activities of preschool and childcare centers or programs. Excludes “Preschool Teachers” (25-2011).
Entry-Level Educational Requirement: Bachelor’s degree
Training Requirement: None
Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%
- **Education Administrators, Kindergarten through Secondary (11-9032):** Plan, direct, or coordinate the academic, administrative, or auxiliary activities of public or private elementary or secondary level schools.
Entry-Level Educational Requirement: Master’s degree
Training Requirement: None
Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%
- **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. 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 degree

Training Requirement: None

Percentage of Community College Award Holders or Some Postsecondary Coursework: 31%

- **Elementary School Teachers, Except Special Education (25-2021):** Teach students basic academic, social, and other formative skills in public or private schools at the elementary level. 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: 5%

- **Teaching Assistants, Except Postsecondary (25-9045):** 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: 37%

Occupational Demand

Table 1. Employment Outlook for Early Childhood Education Site Supervisor Occupations in Bay Region

Occupation	2022 Jobs	2027 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
Education and Childcare Administrators, Preschool and Daycare	3,129	3,244	116	4%	1,213	243	\$26	\$30
Education Administrators, Kindergarten through Secondary	5,633	5,878	245	4%	2,235	447	\$52	\$66
Preschool Teachers, Except Special Education	17,690	18,959	1,268	7%	11,076	2,215	\$18	\$20
Elementary School Teachers, Except Special Education	31,414	32,801	1,387	4%	12,266	2,453	\$33	\$45
Teaching Assistants, Except Postsecondary	27,801	29,255	1,454	5%	18,192	3,638	\$18	\$21
Total	85,667	90,137	4,469	5%	44,982	8,996		

Source: Lightcast 2024.1

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 Early Childhood Education Site Supervisor Occupations in East Bay Sub-region

Occupation	2022 Jobs	2027 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
Education and Childcare Administrators, Preschool and Daycare	990	1,043	54	5%	402	80	\$25	\$28
Education Administrators, Kindergarten through Secondary	1,914	1,978	65	3%	752	150	\$46	\$61
Preschool Teachers, Except Special Education	5,746	6,255	509	9%	3,723	745	\$16	\$19

Occupation	2022 Jobs	2027 Jobs	5-yr Change	5-yr % Change	5-yr Total Openings	Annual Openings	25% Hourly Wage	Median Hourly Wage
Elementary School Teachers, Except Special Education	10,500	10,946	445	4%	4,119	824	\$33	\$45
Teaching Assistants, Except Postsecondary	9,083	9,560	477	5%	5,972	1,194	\$18	\$21
Total	28,233	29,783	1,550	5%	14,967	2,993		

Source: Lightcast 2024.1

East Bay Sub-Region includes: Alameda, 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 (Apr. 2023 - Mar. 2024)

Occupation	Bay Region	East Bay
Teaching Assistants, Except Postsecondary	6,529	2,154
Preschool Teachers, Except Special Education	5,106	1,667
Elementary School Teachers, Except Special Education	3,557	1,402
Education Administrators, Kindergarten through Secondary	2,698	907
Education and Childcare Administrators, Preschool and Daycare	725	230

Source: Lightcast

Table 4a. Top Job Titles for Early Childhood Education Site Supervisor Occupations for latest 12 months (Apr. 2023 - Mar. 2024) - Bay Region

Title	Bay	Title	Bay
Preschool Teachers	1,341	Early Childhood Educators	256
Paraeducators	406	Substitute Educators	224
Paraprofessionals	384	Elementary Teachers	206
Teachers	349	Early Childhood Teachers	200
Elementary School Teachers	342	Special Education Paraprofessionals	162
Infant/Toddler Teachers	326	Instructional Aides	150
Teaching Assistants	322	School Aides	143
Child Care Teachers	316	School Paraprofessionals	141
Preschool Teacher Assistants	311		

Source: Lightcast

Table 4b. Top Job Titles for Early Childhood Education Site Supervisor Occupations for latest 12 months (Apr. 2023 - Mar. 2024) - East Bay Sub-Region

Title	East Bay	Title	East Bay
Preschool Teachers	455	Substitute Educators	95

Title	East Bay	Title	East Bay
Paraeducators	149	Directors of Early Childhood Education	86
Child Care Teachers	130	Guest Editors	77
Infant/Toddler Teachers	127	Instructional Aides	72
Teachers	126	Noon Supervisors	68
Paraprofessionals	122	Preschool Teacher Assistants	66
Teaching Assistants	119	Guest Teachers	64
Elementary School Teachers	116	5th Grade Teachers	63
Special Education Paraprofessionals	114	School Aides	63

Source: Lightcast

Industry Concentration

Table 5. Industries hiring Early Childhood Education Site Supervisor Workers in Bay Region

Industry - 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2022)	Jobs in Industry (2027)	% Change (2022-27)	% Occupation Group in Industry (2023)
Elementary and Secondary Schools (Local Government)	49,738	52,300	5%	58%
Child Day Care Services	16,665	17,942	8%	20%
Elementary and Secondary Schools	12,649	12,884	2%	15%
Religious Organizations	1,717	1,570	-9%	2%
Local Government, Excluding Education and Hospitals	745	787	6%	1%
Other Individual and Family Services	547	632	16%	1%

Source: Lightcast 2024.1

Table 6. Top Employers Posting Early Childhood Education Site Supervisor Occupations in Bay Region and East Bay Sub-Region (Apr. 2023 - Mar. 2024)

Employer	Bay	Employer	East Bay
Swing Education	1,048	Oakland Unified School District	651
KinderCare Education	787	Swing Education	474
Oakland Unified School District	651	KinderCare Education	235
San Francisco Unified School District	525	Fremont Unified School District	204
Bright Horizons	376	Concord Agency	168
Vallejo City Unified School District	317	University of California	137

Source: Lightcast

Educational Supply

There are six (6) community colleges in the Bay Region issuing 68 awards on average annually (last 3 years ending 2021-23) on TOP 1305.80 - Child Development Administration and Management. In the East Bay Sub-Region, there are two (2) community colleges that issued seven (7) awards on average annually (last 3 years) on this TOP code.

Table 7. Community College Awards on TOP 1305.80 - Child Development Administration and Management in Bay Region

College	Subregion	High unit Certificate	Low unit Certificate	Total
Chabot	East Bay	3	0	3
Diablo Valley	East Bay	4	0	4
Foothill	Silicon Valley	1	0	1
San Francisco	Mid-Peninsula	0	56	56
Skyline	Mid-Peninsula	0	3	3
West Valley	Silicon Valley	0	1	1
Total		8	60	68

Source: Data Mart

Note: The annual average for awards is 2019-20 to 2021-22.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 8,996 annual openings for the Early Childhood Education Site Supervisor occupational cluster and 68 annual (3-year average) awards for an annual undersupply of 8,928 students. In the East Bay Sub-Region, there is also a gap with 2,993 annual openings and seven (7) annual (3-year average) awards for an annual undersupply of 2,986 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.80 - Child Development Administration and Management

Metric Outcomes	Bay All CTE Programs	Los Medanos All CTE Programs	State 1305.80	Bay 1305.80	East Bay 1305.80	Los Medanos 1305.80
Students with a Job Closely Related to Their Field of Study	74%	72%	88%	92%	100%	N/A
Median Annual Earnings for SWP Exiting Students	\$53,090	\$36,864	\$34,980	\$47,528	\$44,558	N/A
Median Change in Earnings for SWP Exiting Students	24%	37%	16%	12%	18%	N/A
Exiting Students Who Attained the Living Wage	54%	37%	46%	36%	49%	N/A

Source: Launchboard Strong Workforce Program Median of 2018 to 2021.

Skills, Certifications and Education

Table 9. Top Skills for Early Childhood Education Site Supervisor Occupations in Bay Region (Apr. 2023 - Mar. 2024)

Skill	Posting	Skill	Posting
Preschool Education	4,281	Disabilities	892

Skill	Posting	Skill	Posting
Child Development	3,672	Behavior Management	730
Lesson Planning	3,411	Student Services	695
Special Education	2,513	Bilingual (Spanish/English)	668
Early Childhood Education	2,274	Office Equipment	653
Working With Children	1,929	Cardiopulmonary Resuscitation (CPR)	629
Classroom Management	1,474	Punctuation and Capitalization	622
Individualized Education Programs (IEP)	1,433	Psychology	582
Toileting	1,035	Pedagogy	542
Curriculum Development	937	Intervention Plans	480

Source: Lightcast

Table 10. Certifications for Early Childhood Education Site Supervisor Occupations in Bay Region (Apr. 2023 - Mar. 2024)

Certification	Posting	Certification	Posting
Cardiopulmonary Resuscitation (CPR) Certification	2,451	Registered Behavior Technician (RBT)	71
First Aid Certification	2,063	Automated External Defibrillator (AED) Certification	70
Valid Driver's License	1,254	American Society For Quality (ASQ) Certified	68
No Child Left Behind Act (NCLB) Standards	773	Master of Business Administration (MBA)	52
English Learner Authorization	661	Board Certified/Board Eligible	44
Teaching Certificate	347	Mandated Reporter Certification	38
Administrative Services Credential	281	Certified Diabetes Educator (CDE)	30
Board Certified Behavior Analyst (BCBA)	215	Certified Outpatient Coder (COC)	27
American Red Cross (ARC) Certification	81	Secret Clearance	23

Source: Lightcast

Table 11. Education Requirements for Early Childhood Education Site Supervisor Occupations in Bay Region

Education Level	Job Postings	% of Total
High school or GED	5,197	30%
Associate degree	3,153	19%

Education Level	Job Postings	% of Total
Bachelor's degree & higher	8,633	51%

Source: Lightcast

Note: 35% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample.

Methodology

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

Sources

O*Net Online

Lightcast

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:

- Leila Jamoosian, Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (COE), leila@baccc.net
- John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, icarrese@ccsf.edu or (415) 267-6544