

MEMORANDUM

To: Dr. Kate Mahar, AVP, Innovation and Strategic Initiatives, Shasta College

From: Sara Phillips, Director, Far North Center of Excellence

Date: September 18, 2024

Re: Updated LMI for CBE pilot, ECE focus

Background

Shasta College contacted the Far North Center of Excellence to request updated labor market information for the Competency Based Education pilot program. The focus of this pilot program is early childhood education.

This memo provides an analysis of occupational demand and job postings data. Data is provided for the fifteen-county Far North subregion, the 22-county North Far North region, and California. Data comes from Lightcast (formerly EMSI). Occupations are aligned to career education programs using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and the ONet OnLine education crosswalk. Job postings data are analyzed for the period between January 2024 through August 2024.

Findings

What occupations are aligned to the pilot program?

- The occupations that align with the program are preschool teachers, except special education (SOC 25-2011), childcare workers (SOC 39-9011), and teaching assistants, except postsecondary (25-9045).

What are the hourly wages for the studied occupations?

- Entry-level hourly wages for the occupations studied here are below the living wage threshold of \$21.93 for a single adult in the Far North subregion (Exhibit 1)¹.

What is the employment outlook for the studied occupations?

¹ The NFN COE currently uses the most recent version of the [MIT Living Wage Calculator](#) to estimate the living wage for each community college district and uses the living wage for a single, working adult without dependents. A working adult is assumed to work 2,080 full-time hours, which is equivalent to 40 hours a week for 52 weeks per year. The NFN COE will revise this practice as needed to ensure continued alignment with the Chancellor's Office.

- Employment for preschool teachers and teaching assistants, except postsecondary in the Far North is expected to increase by 2% and 8% respectively over the next five years. Employment for childcare workers is expected to decrease by 9% (Exhibit 2).
- Between 2023 and 2028, there are projected to be 1,274 job openings for these occupations each year in the Far North subregion.

What do job postings data indicate for the studied occupations?

- Exhibit 3 displays distribution of job postings by SOC code (occupation).
- Exhibit 4 shows top job titles listed in job postings for the three occupations.
- Exhibit 5 lists the most in-demand certifications found in job postings.
- Exhibit 6 displays the most in-demand specialized skills related to the three occupations.

Please contact Sara Phillips, Director, Far North COE, for further information at sphillips@shastacollege.edu

Exhibit 1. Summary of entry-level work requirements by occupation

Occupation	Skill Level	Typical Entry-Level Education	Work Experience Requirements	Typical On-the-job Training Required	Entry-level Hourly Wage
Preschool Teachers, Except Special Education	Middle	Associate's degree	None	None	\$16.90
Childcare Workers	Middle	High school diploma or equivalent	None	Short-term	\$15.51
Teaching Assistants, Except Postsecondary	Middle	Some college, no degree	None	Non	\$17.34

Exhibit 2. Occupational employment and projected demand, 2023-2028

Occupation	2023 Jobs	2028 Jobs	2023-2028 Projected Change	2023-2028 Projected % Change	2023-2028 Annual Openings
Preschool Teachers, Except Special Education	1,294	1,325	31	2%	147
Childcare Workers	2,675	2,446	(229)	(9%)	438
Teaching Assistants, Except Postsecondary	5,067	5,452	385	8%	689
Far North	9,036	9,224	188	2%	1,274
Preschool Teachers, Except Special Education	5,086	5,354	268	5%	616
Childcare Workers	10,386	9,868	(518)	(5%)	1,768
Teaching Assistants, Except Postsecondary	15,981	17,252	1,271	8%	2,182
North Far North	31,454	32,475	1,021	3%	4,566
Preschool Teachers, Except Special Education	57,430	61,438	4,008	7%	7,152
Childcare Workers	168,436	165,369	(3,067)	(2%)	29,238
Teaching Assistants, Except Postsecondary	164,347	175,201	10,854	7%	21,921
California	390,213	402,008	11,795	3%	58,311

Exhibit 3. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Preschool Teachers, Except Special Education	1,003	38%
Teaching Assistants, Except Postsecondary	1,444	54%
Childcare Workers	221	8%
Total Job Postings	2,668	100%

Exhibit 4. Top job titles

Job Title	Job Postings	Share of Job Postings
Preschool Teachers	233	9%
Paraeducators	136	5%
Special Education Instructional Aides	109	4%
Infant/Toddler Teachers	92	3%
Teachers	87	3%
Instructional Assistants	75	3%
Child Care Teachers	61	2%
School Paraprofessionals	47	2%
Child Care Professionals	45	2%
Paraprofessionals	44	2%

Exhibit 5. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Cardiopulmonary Resuscitation (CPR)	594	22%
First Aid	541	20%
No Child Left Behind Act (NCLB) Standards	213	8%
CDL Class C License	95	4%
Teaching Certificate	41	2%
Automated External Defibrillator (AED)	25	1%
English Learner Authorization	21	1%

Exhibit 6. Most in-demand specialized skills

Specialized Skill	Skill Postings	Share of Skill Postings
Child Development	745	28%
Preschool Education	690	26%
Early Childhood Education	378	14%
Special Education	370	14%
Lesson Planning	282	11%
Working With Children	230	9%
Classroom Management	204	8%
Office Equipment	92	3%
Toileting	90	3%
Individualized Education Programs (IEPs)	74	3%