

Labor Market Analysis: 1305.00 – Child Development/Early Care and Education
Dual Language Elementary Education – Certificate requiring 6 to fewer than 18 semester units
Los Angeles Center of Excellence, April 2025

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, 25 th)	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 four identified middle-skill occupations in the region. While the majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of current workers in the field in three of these target occupations have completed some college or an associate degree as their highest 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

- 20,310 annual job openings are projected in the region through 2028. This number is greater than the three-year average of 6,392 awards conferred by educational institutions in the region.
 - Over the past 12 months, there were **1,618 online job postings requesting multilingual or dual language-related specialized skills for early childhood education occupations**. The highest number of postings for dual language-related

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.

early childhood education jobs were for preschool teachers, teacher assistants, child development specialists, head start teachers, and teacher aides.

Living Wage

- 99% of annual job openings for these early childhood education occupations have entry-level wages **below** Los Angeles County's self-sufficiency standard hourly wage (\$24.03/hour).²

Educational Attainment

- 56% of the annual job openings typically require a high school diploma or equivalent for middle-skill occupations related to early childhood education in the LA/OC region.
- 31%-37% of *preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers* in the field have completed some college or an associate degree as their highest level of educational attainment.
 - *Special education teachers, preschool* typically require a bachelor's degree, and 90% of current workers in this occupation have completed a bachelor's degree or more educational attainment.

Community college supply

- 27 community colleges issued awards related to early childhood education in the greater LA/OC region.
- 4,662 awards (degrees and certificates) were conferred on average each year between 2021 and 2023.

Other postsecondary supply

- 12 educational institutions in the LA/OC region have conferred awards in programs related to early childhood education over the past three years.
- 1,730 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region between 2020 and 2022.

TARGET OCCUPATIONS

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

- ***Preschool Teachers, Except Special Education (25-2011)***³
- ***Special Education Teachers, Preschool (25-2051)***⁴
- ***Teaching Assistants, Except Postsecondary (25-9045)*** This aggregate occupation includes the following 2018 SOC detailed occupations:⁵

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

³ [Preschool Teachers \(bls.gov\)](#)

⁴ [Special Education Teachers, Preschool \(bls.gov\)](#)

⁵ [Teacher Assistants \(bls.gov\)](#)

- *Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042)*
- *Teaching Assistants, Special Education (25-9043)*
- *Teaching Assistants, All Other (25-9049)*
- *Childcare Workers (39-9011)*⁶

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for these early childhood education occupations. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to slightly increase by less than 1% through 2028. There will be more than 20,300 job openings per year through 2028 due to job growth and replacements. It is important to note that these SOC codes include all early childhood education occupations and not solely dual language educators. Therefore, the data in Exhibit 1 is likely overstated for dual language early childhood education occupations. The majority of jobs in 2023 for these middle-skill early childhood education occupations (80%) were located in Los Angeles County.

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁷

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
Los Angeles	111,396	110,934	(462)	(0%)	16,337
Orange	27,015	28,076	1,060	4%	3,973
Total	138,411	139,010	598	0%	20,310

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for each of the target occupations in Los Angeles County. Positive scores for automation resilience⁸ reflect a lower-than-average threat of the occupation(s) being replaced by automation, while negative scores reflect a greater-than-average risk of automation. 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.

⁶ [Childcare Workers \(bls.gov\)](https://www.bls.gov)

⁷ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁸ Automation risk is calculated based on the percentage of time spent on high-risk compared to low-risk work, the number of high-risk jobs in compatible occupations, and the overall industry automation risk.

Exhibit 2: Detailed employment and occupational demand, Los Angeles County⁹

Occupation	2023 Jobs	2028 Jobs	5-Yr % Change	Annual Openings	Auto-mation Resilience	% Aged 55 and older	% Full Time Workers
Preschool Teachers, Except Special Education	14,959	15,766	5%	1,799	18.5	19%	80%
Special Education Teachers, Preschool	292	331	13%	29	15.6	22%	Data Unavail.
Teaching Assistants, Except Postsecondary	40,018	41,239	3%	4,972	10.3	24%	43%
Childcare Workers	56,126	53,598	(5%)	9,537	12.0	31%	54%
Total	111,396	110,934	(0%)	16,337	-	-	-

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for these early childhood education 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.

Los Angeles County

The majority, 99%, of annual openings for early childhood education 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 \$15.50 and \$37.96. (Exhibit 3).

One occupation has entry-level wages above the self-sufficiency standard wage:

- Special education teachers, preschool, \$37.96

Experienced *childcare workers* and *teaching assistants, except postsecondary* and *childcare workers* can expect to earn wages between \$19.73 and \$23.48, respectively, which are lower than the self-sufficiency standard. Experienced *preschool teachers, except special education* and *special education teachers, preschool* can expect to earn wages between \$24.18 and \$59.20, which are higher than the self-sufficiency standard.

⁹ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

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*
Preschool Teachers, Except Special Education	\$18.09	\$19.03	\$24.18	\$39,600
Special Education Teachers, Preschool	\$37.96	\$54.24	\$59.20	\$112,800
Teaching Assistants, Except Postsecondary	\$18.24	\$21.73	\$23.48	\$45,200
Childcare Workers	\$15.50	\$17.59	\$19.73	\$36,600

*Rounded to the nearest \$100

Orange County

The majority, 99%, of annual openings for these early childhood education 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 \$15.50 and \$37.44 (Exhibit 4).

One occupation has entry-level wages above the self-sufficiency standard wage:

- Special education teachers, preschool, \$37.44

Experienced *childcare workers; teaching assistants, except postsecondary; and preschool teachers, except special education* can expect to earn wages between \$18.22 and \$23.57, which are lower than the self-sufficiency standard. Experienced *special education teachers, preschool* can expect to earn \$58.27, which are higher than the self-sufficiency standard.

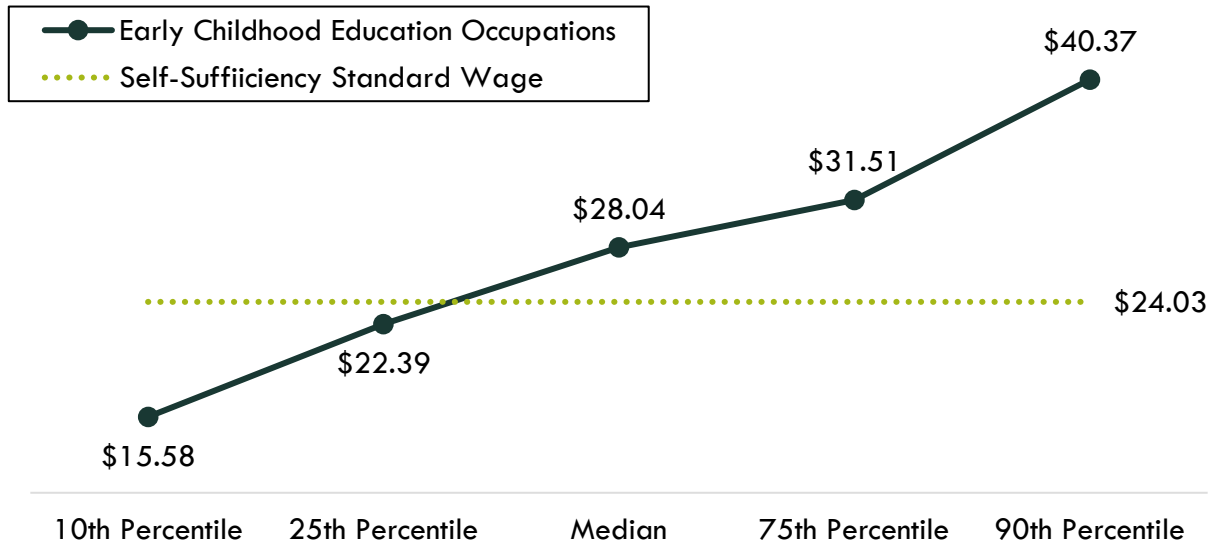
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Preschool Teachers, Except Special Education	\$17.35	\$18.34	\$23.12	\$38,100
Special Education Teachers, Preschool	\$37.44	\$53.49	\$58.27	\$111,300
Teaching Assistants, Except Postsecondary	\$18.30	\$21.76	\$23.57	\$45,300
Childcare Workers	\$15.50	\$16.21	\$18.22	\$33,700

*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 \$22.39; 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.

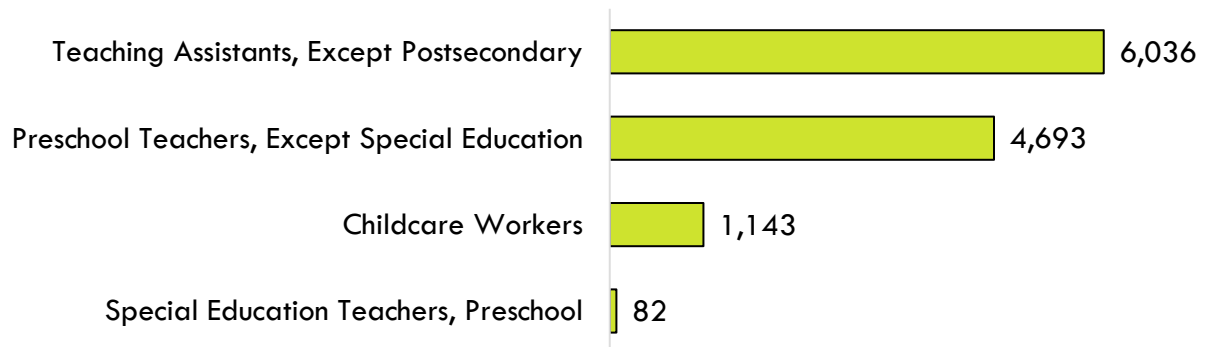
Exhibit 5: Average hourly earnings for early childhood education occupations, Los Angeles and Orange counties



JOB POSTINGS BY OCCUPATION

There were 11,954 online job postings related to early childhood education 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 (50%) were for *teaching assistants, except postsecondary*, followed by *preschool teachers, except special education* (39%) and *childcare workers* (10%).

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 • Childcare teachers • Infant/toddler teachers • Preschool teacher assistants • Early childhood teachers • Teacher assistants • Paraprofessionals 	<ul style="list-style-type: none"> • Preschool education • Child development • Early childhood education • Working with children • Lesson planning • Special education • Classroom management 	<ul style="list-style-type: none"> • KinderCare Education • Learning Care Group • Stepping Stones • Bright Horizons • Zen Educate • Amergis Educational Staffing • YMCA

In the greater Los Angeles/Orange County region, 58% of the early childhood education 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 early childhood education occupations, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	1,303	19%
Associate degree	1,437	21%
High school diploma or vocational training	4,241	61%

JOB POSTINGS BY SKILL

Of these 11,954 online job postings for early childhood education occupations, **there were 1,618 job postings that requested one of more of the top specialized multilingual and or dual language skills listed in Appendix B.** Exhibit 8 displays the most common job titles, skills, and employers associated with the dual language specialized skills in this report (Exhibit 9).

Exhibit 9: Most commonly requested job titles, skills and employers in dual language job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> • Preschool teachers • Teacher assistants • Child development specialists • Head Start Teachers • Teacher aides 	<ul style="list-style-type: none"> • Child development • Bilingual (Spanish/English) • Preschool education • Lesson planning • Early childhood education 	<ul style="list-style-type: none"> • Volunteers of America • PACE • Catalyst Kids • Baldwin Park USD • Strategic Kids

EDUCATIONAL ATTAINMENT

In the greater Los Angeles/Orange County region, the majority of annual job openings (58%) typically require a high school diploma or equivalent (Exhibit 10). However, the national-level data indicates between 31% and 37% of *preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers* in the field have completed some college or an associate degree as their highest level of educational attainment. *Special education teachers, preschool* typically require a bachelor's degree, and 90% of current workers in this occupation have completed a bachelor's degree or more educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 10: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Special education teachers, preschool	Bachelor's degree
Preschool teachers, except special education	Associate degree
Teaching assistants, except postsecondary	Some college, no degree
Childcare workers	High school diploma or equivalent

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 11 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are East LA, Santa Monica, and Santa Ana.

Exhibit 11: Regional community college awards (certificates and degrees), 2021-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
0802.00	Educational Aide (Teacher Assistant)	LA Pierce	-	3	1	1
		Long Beach	-	-	4	1
		Mt San Antonio	21	13	7	14
		West LA	-	-	12	4
		LA Subtotal	21	16	24	20
		Coastline	6	-	-	2
		Santa Ana	80	60	42	61
		Santiago Canyon	20	13	21	18
		OC Subtotal	106	73	63	81
Supply Subtotal/Average			127	89	87	101
0802.10	Educational Aide	LA Mission	-	1	-	0
		LA Subtotal	-	1	-	0

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
	(Teacher Assistant), Bilingual	Santa Ana	3	7	1	4
		Santiago Canyon	4	5	-	3
		OC Subtotal	7	12	1	7
Supply Subtotal/Average			7	13	1	7
0809.00	Special Education	Compton	2	1	-	1
		Long Beach	1	3	2	2
		LA Subtotal	3	4	2	3
		Santa Ana	31	23	27	27
		Santiago Canyon	6	7	1	5
		OC Subtotal	37	30	28	32
Supply Subtotal/Average			40	34	30	35
1305.00	Child Development/ Early Care and Education	Cerritos	128	275	370	258
		Citrus	193	184	109	162
		Compton	32	42	33	36
		East LA	568	602	455	542
		El Camino	192	188	186	189
		Glendale	28	26	26	27
		LA City	200	191	167	186
		LA Harbor	43	51	44	46
		LA Mission	206	337	332	292
		LA Pierce	128	85	83	99
		LA Southwest	88	53	32	58
		LA Trade-Tech	169	105	98	124
		LA Valley	161	135	170	155
		Long Beach	151	146	140	146
		Mt San Antonio	219	261	231	237
		Pasadena	129	94	59	94
		Rio Hondo	296	234	188	239
		Santa Monica	425	426	246	366
		West LA	66	52	42	53
		LA Subtotal	3,422	3,487	3,011	3,307
		Fullerton	53	46	49	49
Irvine	61	130	72	88		
N. Orange Adult	63	32	129	75		
Orange Coast	16	12	47	25		
Saddleback	126	151	100	126		

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
		Santa Ana	59	57	189	102
		Santiago Canyon	1	4	21	9
		OC Subtotal	379	432	607	473
Supply Subtotal/Average			3,801	3,919	3,618	3,779
1305.40	Preschool Age Children	LA Mission	16	34	51	34
		LA Pierce	161	130	148	146
		LA Valley	80	94	107	94
		LA Subtotal	257	258	306	274
		Fullerton	11	11	8	10
		Orange Coast	16	27	91	45
		Santa Ana	53	64	47	55
		Santiago Canyon	17	9	64	30
		OC Subtotal	97	111	210	139
Supply Subtotal/Average			354	369	516	413
1305.50	The School Age Child	El Camino	12	14	16	14
		Glendale	2	2	3	2
		LA Mission	4	9	6	6
		LA Pierce	20	14	34	23
		LA Valley	13	19	23	18
		Mt San Antonio	-	1	1	1
		LA Subtotal	51	59	83	64
		Santa Ana	-	3	1	1
		OC Subtotal	-	3	1	1
Supply Subtotal/Average			51	62	84	66
1305.90	Infants and Toddlers	Cerritos	-	3	-	1
		East LA	13	7	11	10
		Glendale	5	6	10	7
		LA City	29	31	28	29
		LA Mission	10	14	19	14
		LA Pierce	34	29	32	32
		LA Valley	-	1	1	1
		Mt San Antonio	-	3	1	1
		Pasadena	5	7	1	4
		Rio Hondo	7	3	5	5
		LA Subtotal	103	104	108	105
		Irvine	3	4	2	3

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
		Orange Coast	2	4	3	3
		Saddleback	18	12	15	15
		Santa Ana	142	149	7	99
		Santiago Canyon	2	5	100	36
		OC Subtotal	167	174	127	156
		Supply Subtotal/Average	270	278	235	261
		Supply Total/Average	4,650	4,764	4,571	4,662

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 early childhood education occupations. 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 2020 to 2022. Between 2020 and 2022, other postsecondary college institutions in the region conferred an average of 1,730 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. The majority of awards (98%) in Exhibit 12 are bachelor's degrees (1,703 awards).

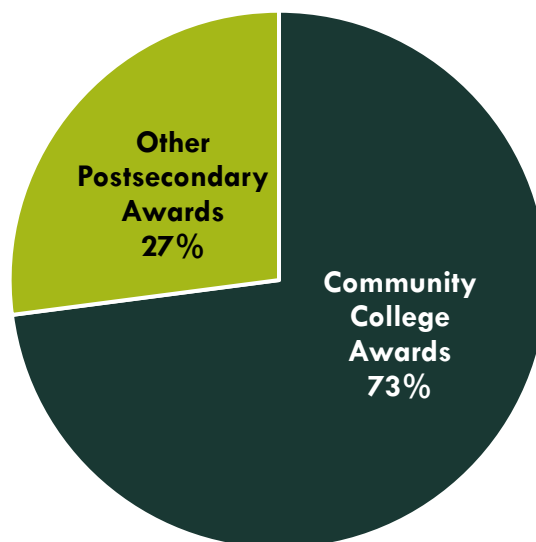
Exhibit 12: Other regional postsecondary awards, 2020-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
13.1001	Special Education and Teaching, General	Mt. Saint Mary's University	2	-	-	1
13.1210	Early Childhood Education and Teaching	American Jewish Univ.	-	26	52	26
		Bethesda University	2	1	4	2
		CSU-Dominguez Hills	194	225	243	221
		CSU-Fullerton	516	510	527	518
		CSU-Los Angeles	385	372	391	383
		CSU-Northridge	344	392	400	379
		Mount Saint Mary's University	3	4	2	3
		Pacific Oaks College	61	51	61	58
		University of Massachusetts Global	51	62	68	60
		Vanguard University of Southern California	7	7	4	6
19.0706	Child Development	Mount Saint Mary's University	27	18	11	19

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
		University of La Verne	40	37	25	34
		Whittier College	24	19	23	22
Supply Total/Average			1,656	1,724	1,811	1,730

Exhibit 12 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 12: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



APPENDIX A: OCCUPATION DESCRIPTIONS

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

- **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.¹⁰
- **Special Education Teachers, Preschool (25-2051)** Teach academic, social, and life skills to preschool-aged students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.¹¹

¹⁰ [Preschool Teachers \(bls.gov\)](https://www.bls.gov/occupations/25-2011)

¹¹ [Special Education Teachers, Preschool \(bls.gov\)](https://www.bls.gov/occupations/25-2051)

- **Teaching Assistants, Except Postsecondary (25-9045)** This occupation includes the 2018 SOC occupations:¹²
 - **Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042)** Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.
 - **Teaching Assistants, Special Education (25-9043)** Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.
 - **Teaching Assistants, All Other (25-9049)** All teaching assistants not listed separately.
- **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.¹³

APPENDIX B: TOP SPECIALIZED SKILLS IN JOB POSTINGS

For this job postings search, the terms “multilingual”, “bilingual” and/or “dual language” were included as specialized skills, as well as the top 30 languages spoken at home in Los Angeles County, according to census data.

- | | | |
|---|------------|------------------|
| ● Multilingual | ● Greek | ● Portuguese |
| ● Bilingual | ● Gujarati | ● Russian |
| ● Dual language | ● Haitian | ● Serbo-Croatian |
| ● Arabic | ● Hebrew | ● Spanish |
| ● Armenian | ● Hindi | ● Tagalog |
| ● Bengali | ● Italian | ● Tamil |
| ● Chinese (includes Cantonese and Mandarin) | ● Japanese | ● Telugu |
| ● Farsi | ● Korean | ● Ukrainian |
| ● Filipino | ● Nepali | ● Urdu |
| ● French | ● Polish | ● Vietnamese |
| ● German | ● Punjabi | ● Yiddish |

¹² [Teacher Assistants \(bls.gov\)](https://www.bls.gov)

¹³ [Childcare Workers \(bls.gov\)](https://www.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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