



Labor Market Analysis for Program Recommendation Early Childhood Education Master Teacher Occupations Los Medanos College

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

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Recommendation

Based on all available data, there appears to be an “undersupply” of Early Childhood Education Master Teachers 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 5,718 students in the Bay region and 2,065 students in the East Bay Sub-Region.

Introduction

This report provides student outcomes data on employment and earnings for TOP 1305.00 - Child Development/Early Care and Education 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 Master Teacher 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.

- **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 Master Teacher 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
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	76,906	81,015	4,109	5%	41,534	8,306		

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 Master Teacher 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
Preschool Teachers, Except Special Education	5,746	6,255	509	9%	3,723	745	\$16	\$19
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	25,330	26,761	1,432	6%	13,814	2,763		

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

Source: Lightcast

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

Title	Bay	Title	Bay
Preschool Teachers	1,341	Early Childhood Educators	251
Paraeducators	396	Substitute Educators	223
Paraprofessionals	384	Elementary Teachers	209
Teachers	342	Early Childhood Teachers	202
Elementary School Teachers	341	Special Education Paraprofessionals	162
Infant/Toddler Teachers	326	Guest Editors	161
Teaching Assistants	322	Instructional Aides	152
Child Care Teachers	316	School Aides	143
Preschool Teacher Assistants	311	School Paraprofessionals	138

Source: Lightcast

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

Title	East Bay	Title	East Bay
Preschool Teachers	455	Substitute Educators	94
Paraeducators	147	Directors of Early Childhood Education	77
Child Care Teachers	130	Guest Editors	77
Infant/Toddler Teachers	127	Instructional Aides	72
Teachers	123	Preschool Teacher Assistants	66
Paraprofessionals	122	Guest Teachers	64
Teaching Assistants	119	5th Grade Teachers	63
Elementary School Teachers	116	School Aides	63
Special Education Paraprofessionals	114	Early Childhood Teachers	62

Source: Lightcast

Industry Concentration

Table 5. Industries hiring Early Childhood Education Master Teachers 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)	45,753	48,091	5%	59%
Child Day Care Services	14,279	15,476	8%	19%

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	10,938	11,146	2%	14%
Religious Organizations	1,587	1,451	-9%	2%
Local Government, Excluding Education and Hospitals	659	696	6%	1%
Other Individual and Family Services	503	583	16%	1%

Source: Lightcast 2024.1

Table 6. Top Employers Posting Early Childhood Education Master Teacher 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	548
KinderCare Education	698	Swing Education	474
Oakland Unified School District	548	KinderCare Education	219
San Francisco Unified School District	461	Fremont Unified School District	185
Bright Horizons	371	Concord Agency	147
Vallejo City Unified School District	273	Stepping Stones	96

Source: Lightcast

Educational Supply

There are 20 community colleges in the Bay Region issuing 2,128 awards on average annually (last 3 years ending 2021-23) on TOP 1305.00 - Child Development/Early Care and Education. In the East Bay Sub-Region, there are seven (7) community colleges that issued 698 awards on average annually (last 3 years) on this TOP code.

There are a three (3) other educational institutions in the Bay Region issuing 460 awards on average annually (last 3 years ending 2020-22) on CIP 13.1210 - Early Childhood Education and Teaching. There are no other educational institutions in the East Bay Sub-Region issuing awards on average annually (last 3 years) on this CIP code.

Table 7a. Community College Awards on TOP 1305.00 - Child Development/Early Care and Education in Bay Region

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Noncredit award	Total
Canada	Mid-Peninsula	35	0	26	0	61
Chabot	East Bay	35	1	68	0	104
Contra Costa	East Bay	19	12	3	0	34
DeAnza	Silicon Valley	61	0	89	0	150
Diablo Valley	East Bay	31	19	123	0	173
Foothill	Silicon Valley	23	0	2	0	25
Gavilan	Silicon Valley	9	0	8	0	17
Las Positas	East Bay	21	0	20	0	41
Los Medanos	East Bay	25	17	41	0	83
Marin	North Bay	3	1	0	0	4
Merritt	East Bay	31	28	191	0	250

College	Subregion	Associate Degree	High unit Certificate	Low unit Certificate	Noncredit award	Total
Mission	Silicon Valley	29	10	26	0	65
Napa	North Bay	13	0	0	0	13
Ohlone	East Bay	8	5	0	0	13
San Francisco	Mid-Peninsula	87	0	690	0	777
San Jose City	Silicon Valley	15	9	38	0	62
Santa Rosa	North Bay	39	20	67	9	135
Skyline	Mid-Peninsula	36	0	0	0	36
Solano	North Bay	22	1	28	0	51
West Valley	Silicon Valley	20	0	14	0	34
Total		562	123	1,434	9	2,128

Source: Data Mart

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

Table 7b. Other Education Institutions Awards on CIP 13.1210 - Early Childhood Education and Teaching in Bay Region

College	Subregion	Associate degree	Bachelor's degree	Total
San Francisco State University	Mid-Peninsula	0	233	233
San Jose State University	Silicon Valley	0	224	224
Pacific Union College	North Bay	1	2	3
Total		1	459	460

Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 8,306 annual openings for the Early Childhood Education Master Teacher occupational cluster and 2,588 annual (3-year average) awards for an annual undersupply of 5,718 students. In the East Bay Sub-Region, there is also a gap with 2,763 annual openings and 698 annual (3-year average) awards for an annual undersupply of 2,065 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1305.00 - Child Development/Early Care and Education

Metric Outcomes	Bay All CTE Programs	Los Medanos All CTE Programs	State 1305.00	Bay 1305.00	East Bay 1305.00	Los Medanos 1305.00
Students with a Job Closely Related to Their Field of Study	74%	72%	74%	80%	77%	64%
Median Annual Earnings for SWP Exiting Students	\$53,090	\$36,864	\$28,400	\$34,422	\$32,822	\$29,156
Median Change in Earnings for SWP Exiting Students	24%	37%	26%	28%	26%	31%
Exiting Students Who Attained the Living Wage	54%	37%	35%	26%	27%	23%

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

Skills, Certifications and Education

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

Skill	Posting	Skill	Posting
Preschool Education	3,970	Curriculum Development	660
Lesson Planning	3,260	Behavior Management	640
Child Development	3,250	Punctuation And Capitalization	530
Special Education	2,227	Cardiopulmonary Resuscitation (CPR)	512
Early Childhood Education	2,155	Bilingual (Spanish/English)	506
Working With Children	1,684	Office Equipment	484
Classroom Management	1,326	Psychology	463
Individualized Education Programs (IEP)	1,259	Intervention Plans	446
Toileting	1,014	Diaper Changing	420
Disabilities	787	Physical Education	420

Source: Lightcast

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

Certification	Posting	Certification	Posting
Cardiopulmonary Resuscitation (CPR) Certification	2,223	Registered Behavior Technician (RBT)	62
First Aid Certification	1,867	American Society For Quality (ASQ) Certified	62
Valid Driver's License	914	Automated External Defibrillator (AED) Certification	41
No Child Left Behind Act (NCLB) Standards	755	Mandated Reporter Certification	33
English Learner Authorization	604	Board Certified/Board Eligible	33
Teaching Certificate	307	Certified Diabetes Educator (CDE)	23
Board Certified Behavior Analyst (BCBA)	182	Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	19
American Red Cross (ARC) Certification	72		

Source: Lightcast

Table 11. Education Requirements for Early Childhood Education Master Teacher Occupations in Bay Region

Education Level	Job Postings	% of Total
High school or GED	4,655	34%

Education Level	Job Postings	% of Total
Associate degree	2,834	21%
Bachelor's degree & higher	6,030	45%

Source: Lightcast

Note: 36% 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 CCCCO 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

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