

Labor Market Analysis: 1305.20 - Children with Special Needs

Special Needs - Certificate requiring 16 to fewer than 30 semester units

Los Angeles Center of Excellence, October 2023

Summary

| | | | |
|--|--|--|--|
| 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, 25th) | 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"/> | |

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to three middle-skill 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;¹
- **Teaching Assistants, Except Postsecondary (25-9045)** This occupation includes the 2018 SOC occupations: Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education (25-9042); Teaching Assistants, Special Education (25-9043); and Teaching Assistants, All Other (25-9049);²
 - **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;³
 - **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;⁴
 - **Teaching Assistants, Special Education (25-9049):** All teaching assistants not listed separately;⁵

¹ [Preschool Teachers, Except Special Education \(bls.gov\)](#)

² [Teaching Assistants, Except Postsecondary \(bls.gov\)](#)

³ [2018 Standard Occupational Classification System \(bls.gov\)](#)

⁴ Ibid.

⁵ Ibid.

- **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;⁶

and one above middle-skill occupation:

- **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.⁷

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.⁸ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for these early childhood education occupations in the region. While entry-level wages are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, more than one-third of workers in the middle-skill occupational group have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, **19,807 jobs are projected to be available annually** in the region due to new job growth and replacements, **which is more than the three-year average of 6,305 awards conferred** by educational institutions in the region.
- **Living Wage Criteria** – Within Los Angeles County, the majority (99%) of annual job openings for these early childhood education occupations have **entry-level wages below the self-sufficiency standard hourly wage** (\$18.10/hour).⁹
- **Educational Criteria** – Within the greater LA/OC region, **56% of the annual job openings** for occupations related to early childhood education **typically require a high school diploma.**

⁶ [Childcare Workers \(bls.gov\)](https://www.bls.gov/occupations/39-9011)

⁷ [Special Education Teachers, Preschool \(bls.gov\)](https://www.bls.gov/occupations/25-2051)

⁸ 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.

⁹ Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

- While the national-level educational attainment data indicates between 9% and 39% of workers in the field have completed some college or an associate degree, the three occupations with the majority of the annual openings (*preschool teachers, except special education, teaching assistants, except postsecondary and childcare workers*) have at least 34% of workers in the field who have completed some college or an associate degree.

Supply:

- There are **27 community colleges** in the greater LA/OC region that issue awards related to early childhood education, conferring an average of **4,828 awards annually** between 2019 and 2022.
- Between 2019 and 2021, there was an average of **1,618 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these early childhood education occupations of interest. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 2% through 2026. There will be nearly 20,000 job openings per year through 2027 due to job growth and replacements.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties¹⁰

| Geography | 2022 Jobs | 2027 Jobs | 2022-2027 Change | 2022-2027 % Change | Annual Openings |
|--------------|----------------|----------------|------------------|--------------------|-----------------|
| Los Angeles | 105,317 | 106,636 | 1,318 | 1% | 15,941 |
| Orange | 24,916 | 26,772 | 1,856 | 7% | 3,866 |
| Total | 130,234 | 133,408 | 3,174 | 2% | 19,807 |

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 LA/OC region. Detailed wage information, by county, is included in Appendix A.)

Los Angeles 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 (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$14.03 and \$28.39. Only one occupation has entry-level wages that exceed the county’s self-sufficiency standard wage: *special education teachers, preschool* (\$28.39). Experienced workers can expect to earn wages between \$18.31 and \$76.27, which are higher than the self-sufficiency standard.

¹⁰ 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 2: Earnings for Occupations in LA County

| Occupation | Entry-Level Hourly Earnings (25th Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75th Percentile) | Median Annual Earnings* |
|---|---|---------------------------------------|---|--|
| Preschool Teachers, Except Special Education (25-2011) | \$17.51 | \$18.29 | \$23.62 | \$38,100 |
| Special Education Teachers, Preschool (25-2051) | \$28.39 | \$38.89 | \$76.27 | \$80,900 |
| Teaching Assistants, Except Postsecondary (25-9045) | \$17.63 | \$19.08 | \$22.58 | \$39,700 |
| Childcare Workers (39-9011) | \$14.03 | \$15.78 | \$18.31 | \$32,800 |

*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 (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$14.00 and \$28.00. Only one occupation has entry-level wages that exceed the county’s self-sufficiency standard wage: *special education teachers, preschool* (\$28.00). Experienced *childcare workers* can expect to earn \$17.00, which is lower than the county’s self-sufficiency standard wage. However, experienced *preschool teachers, except special education; special education teachers, preschool; and teaching assistants, except postsecondary* can expect to earn between \$22.44 and \$74.82, which are higher than the self-sufficiency standard.

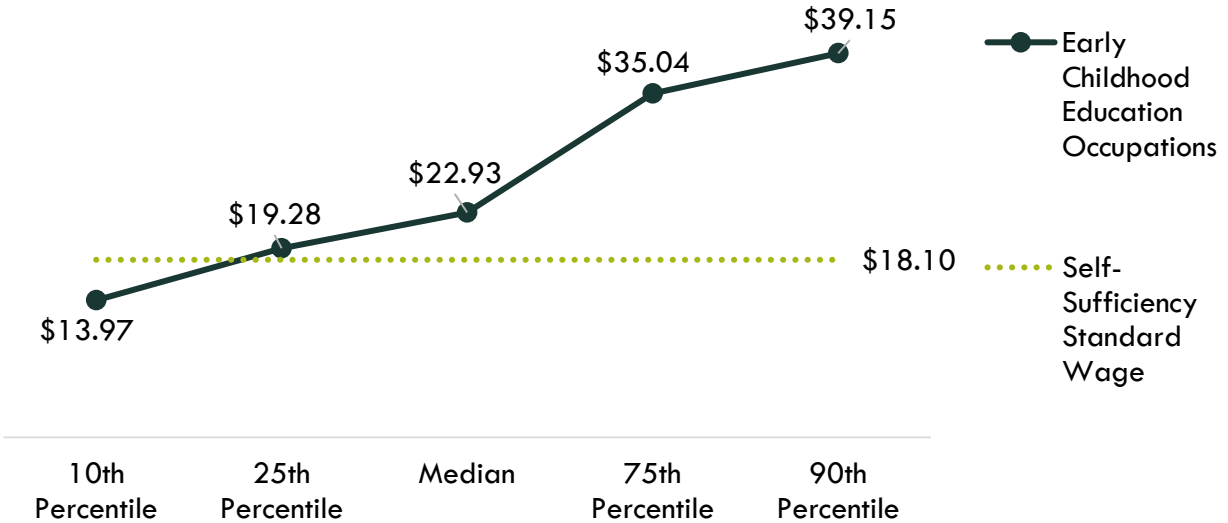
Exhibit 3: Earnings for Occupations in Orange County

| Occupation | Entry-Level Hourly Earnings (25th Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75th Percentile) | Median Annual Earnings* |
|---|---|---------------------------------------|---|--|
| Preschool Teachers, Except Special Education (25-2011) | \$16.65 | \$17.47 | \$22.44 | \$36,300 |
| Special Education Teachers, Preschool (25-2051) | \$28.00 | \$38.32 | \$74.82 | \$79,700 |
| Teaching Assistants, Except Postsecondary (25-9045) | \$17.54 | \$19.00 | \$22.49 | \$39,500 |
| Childcare Workers (39-9011) | \$14.00 | \$14.56 | \$17.00 | \$30,300 |

*Rounded to the nearest \$100

On average, the entry-level earnings for the occupations in this report are \$19.28; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 4 shows the average wage for the occupations in this report, from entry-level to experienced workers.

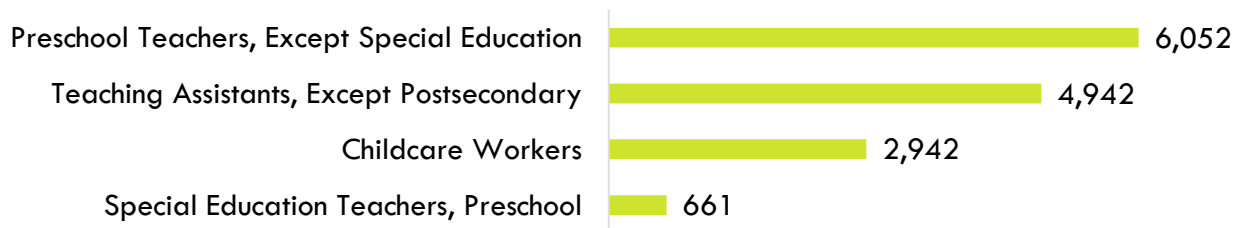
Exhibit 4: Average Hourly Earnings for Early Childhood Education Occupations in LA/OC



Job Postings

There were 14,597 online job postings related to these early childhood education occupations listed in the past 12 months. The highest number of job postings were for preschool teachers, child care teachers, preschool teacher assistants, behavior interventionists, and infant/toddler teachers. The top skills were preschool education, child development, working with children, early childhood education, and special education. The top three employers, by number of job postings, in the region were KinderCare Education, Learning Care Group, and Stepping Stones.

Exhibit 5: Job postings by occupation (last 12 months)



Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor's degree:** *Special education teachers, preschool*
- **Associate degree:** *Preschool teachers, except special education*
- **Some college/no degree:** *Teaching assistants, except postsecondary*
- **High school diploma or equivalent:** *Childcare workers*

In the greater LA/OC region, the majority of annual job openings (56%) typically require a high school diploma or equivalent. While the national-level educational attainment data indicates

between 9% and 39% of workers in the field have completed some college or an associate degree, the three occupations with the majority of the annual openings (*preschool teachers, except special education; teaching assistants, except postsecondary; and childcare workers*) have at least 34% of workers in the field who have completed some college or an associate degree. Of the 59% of early childhood education job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 65% (5,578) requested high school or vocational training, 17% (1,493) requested an associate degree, and 17% (1,469) requested a bachelor's degree.

Educational Supply

Community College Supply

Exhibit 6 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 6: Regional community college awards (certificates and degrees), 2019-2022

| TOP | Program | College | 2019-20 Awards | 2020-21 Awards | 2021-22 Awards | 3-Year Average |
|--------------------------------|---|--------------------|----------------|----------------|----------------|----------------|
| 0802.00 | Educational Aide (Teacher Assistant) | LA Pierce | - | - | 3 | 1 |
| | | Mt San Antonio | 21 | 21 | 13 | 18 |
| | | LA Subtotal | 21 | 21 | 16 | 19 |
| | | Coastline | 2 | 6 | - | 3 |
| | | Santa Ana | 11 | 80 | 60 | 50 |
| | | Santiago Canyon | 7 | 20 | 13 | 13 |
| | | OC Subtotal | 20 | 106 | 73 | 66 |
| Supply Subtotal/Average | | | 41 | 127 | 89 | 86 |
| 0802.10 | Educational Aide (Teacher Assistant), Bilingual | LA Mission | 1 | - | 1 | 1 |
| | | LA Subtotal | 1 | - | 1 | 1 |
| | | Santa Ana | - | 3 | 7 | 3 |
| | | Santiago Canyon | 1 | 4 | 5 | 3 |
| | | OC Subtotal | 1 | 7 | 12 | 7 |
| Supply Subtotal/Average | | | 2 | 7 | 13 | 7 |
| 0809.00 | Special Education | Compton | - | 2 | 1 | 1 |
| | | Long Beach | 1 | 1 | 3 | 2 |
| | | LA Subtotal | 1 | 3 | 4 | 3 |
| | | Santa Ana | 16 | 31 | 23 | 23 |
| | | Santiago Canyon | 2 | 6 | 7 | 5 |
| | | OC Subtotal | 18 | 37 | 30 | 28 |
| Supply Subtotal/Average | | | 19 | 40 | 34 | 31 |

| TOP | Program | College | 2019-20 Awards | 2020-21 Awards | 2021-22 Awards | 3-Year Average | |
|---------|--|--------------------------------|----------------|----------------|----------------|----------------|--------------|
| 1305.00 | Child Development/ Early Care and Education | Cerritos | 132 | 128 | 275 | 178 | |
| | | Citrus | 164 | 193 | 184 | 180 | |
| | | Compton | 36 | 32 | 42 | 37 | |
| | | East LA | 690 | 568 | 602 | 620 | |
| | | El Camino | 187 | 192 | 188 | 189 | |
| | | Glendale | 34 | 28 | 26 | 29 | |
| | | LA City | 190 | 200 | 191 | 194 | |
| | | LA Harbor | 26 | 43 | 51 | 40 | |
| | | LA Mission | 227 | 206 | 337 | 257 | |
| | | LA Pierce | 107 | 128 | 85 | 107 | |
| | | LA Southwest | 51 | 88 | 53 | 64 | |
| | | LA Trade-Tech | 132 | 169 | 105 | 135 | |
| | | LA Valley | 148 | 161 | 135 | 148 | |
| | | Long Beach | 169 | 151 | 146 | 155 | |
| | | Mt San Antonio | 106 | 219 | 261 | 195 | |
| | | Pasadena | 114 | 129 | 94 | 112 | |
| | | Rio Hondo | 288 | 296 | 234 | 273 | |
| | | Santa Monica | 554 | 425 | 426 | 468 | |
| | | West LA | 60 | 66 | 52 | 59 | |
| | | LA Subtotal | | 3,415 | 3,422 | 3,487 | 3,441 |
| | | Fullerton | 39 | 53 | 46 | 46 | |
| | | Irvine | 99 | 61 | 130 | 97 | |
| | | N. Orange Adult | 59 | 63 | 32 | 51 | |
| | | Orange Coast | 41 | 16 | 12 | 23 | |
| | | Saddleback | 181 | 126 | 151 | 153 | |
| | | Santa Ana | 62 | 59 | 57 | 59 | |
| | | Santiago Canyon | 1 | 1 | 4 | 2 | |
| | | OC Subtotal | | 482 | 379 | 432 | 431 |
| | | Supply Subtotal/Average | | | 3,897 | 3,801 | 3,919 |
| 1305.20 | Children with Special Needs | Cerritos | 1 | 1 | - | 1 | |
| | | Citrus | 1 | - | - | 0 | |
| | | Compton | - | 1 | 1 | 1 | |
| | | East LA | 51 | 38 | 43 | 44 | |
| | | LA City | 6 | 16 | 12 | 11 | |
| | | LA Valley | 55 | 52 | 39 | 49 | |

| TOP | Program | College | 2019-20 Awards | 2020-21 Awards | 2021-22 Awards | 3-Year Average |
|---------|------------------------|--------------------------------|----------------|----------------|----------------|----------------|
| | | Long Beach | 2 | 3 | 5 | 3 |
| | | Mt San Antonio | 2 | 3 | 3 | 3 |
| | | Pasadena | - | 2 | - | 1 |
| | | Rio Hondo | 15 | 15 | 11 | 14 |
| | | Santa Monica | 8 | 15 | 8 | 10 |
| | | LA Subtotal | 141 | 146 | 122 | 136 |
| | | Orange Coast | - | 13 | - | 4 |
| | | Santiago Canyon | - | 2 | - | 1 |
| | | OC Subtotal | - | 15 | - | 5 |
| | | Supply Subtotal/Average | 141 | 161 | 122 | 141 |
| 1305.40 | Preschool Age Children | LA Mission | 32 | 16 | 34 | 27 |
| | | LA Pierce | 165 | 161 | 130 | 152 |
| | | LA Valley | 88 | 80 | 94 | 87 |
| | | LA Subtotal | 285 | 257 | 258 | 267 |
| | | Fullerton | 14 | 11 | 11 | 12 |
| | | Orange Coast | 34 | 16 | 27 | 26 |
| | | Santa Ana | 52 | 53 | 64 | 56 |
| | | Santiago Canyon | 6 | 17 | 9 | 11 |
| | | OC Subtotal | 106 | 97 | 111 | 105 |
| | | Supply Subtotal/Average | 391 | 354 | 369 | 371 |
| 1305.50 | The School Age Child | El Camino | 4 | 12 | 14 | 10 |
| | | Glendale | - | 2 | 2 | 1 |
| | | LA Mission | 4 | 4 | 9 | 6 |
| | | LA Pierce | 6 | 20 | 14 | 13 |
| | | LA Valley | 10 | 13 | 19 | 14 |
| | | Long Beach | 1 | - | - | 0 |
| | | Mt San Antonio | - | - | 1 | 0 |
| | | LA Subtotal | 25 | 51 | 59 | 45 |
| | | Irvine | 1 | - | - | 0 |
| | | Santa Ana | - | - | 3 | 1 |
| | | OC Subtotal | 1 | - | 3 | 1 |
| | | Supply Subtotal/Average | 26 | 51 | 62 | 46 |
| 1305.90 | Infants and Toddlers | Cerritos | 2 | - | 3 | 2 |
| | | East LA | 3 | 13 | 7 | 8 |
| | | Glendale | 1 | 5 | 6 | 4 |

| TOP | Program | College | 2019-20 Awards | 2020-21 Awards | 2021-22 Awards | 3-Year Average |
|-----|---------|--------------------------------|----------------|----------------|----------------|----------------|
| | | LA City | 41 | 29 | 31 | 34 |
| | | LA Mission | 8 | 10 | 14 | 11 |
| | | LA Pierce | 45 | 34 | 29 | 36 |
| | | LA Valley | 1 | - | 1 | 1 |
| | | Mt San Antonio | 1 | - | 3 | 1 |
| | | Pasadena | 1 | 5 | 7 | 4 |
| | | Rio Hondo | 5 | 7 | 3 | 5 |
| | | LA Subtotal | 108 | 103 | 104 | 105 |
| | | Irvine | - | 3 | 4 | 2 |
| | | Orange Coast | 6 | 2 | 4 | 4 |
| | | Saddleback | 13 | 18 | 12 | 14 |
| | | Santa Ana | 142 | 142 | 149 | 144 |
| | | Santiago Canyon | 1 | 2 | 5 | 3 |
| | | OC Subtotal | 162 | 167 | 174 | 168 |
| | | Supply Subtotal/Average | 270 | 270 | 278 | 273 |
| | | Supply Total/Average | 4,787 | 4,811 | 4,886 | 4,828 |

Non-Community College 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 7 shows the annual and three-year average number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent three-year period of available data is from 2019 to 2021. Between 2019 and 2021, non-community college institutions in the region conferred an average of 1,618 bachelor's and sub-baccalaureate awards. Bachelor's degrees are included in this report, since *special education teachers*, *preschool* typically requires a bachelor's degree. Sub-baccalaureate awards include associate degrees, postsecondary awards, and other academic awards.

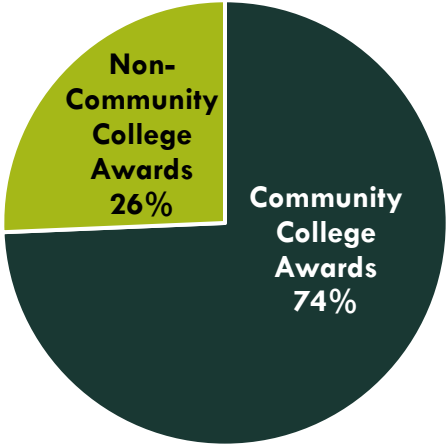
Exhibit 7: Regional non-community college awards, 2019-2021

| CIP | Program | Institution | 2019-20 Awards | 2020-21 Awards | 2-Year Average |
|---------|---|-------------------------------|----------------|----------------|----------------|
| 13.1001 | Special Education and Teaching, General | Mount Saint Mary's University | 2 | - | 1 |

| CIP | Program | Institution | 2019-20 Awards | 2020-21 Awards | 2-Year Average |
|---------|--|--|----------------|----------------|----------------|
| 13.1210 | Early Childhood Education and Teaching | American Jewish University | - | 26 | 13 |
| | | Bethesda University | 2 | 1 | 2 |
| | | CSU-Dominguez Hills | 194 | 226 | 210 |
| | | CSU-Fullerton | 518 | 511 | 515 |
| | | CSU-Los Angeles | 385 | 372 | 379 |
| | | CSU-Northridge | 352 | 400 | 376 |
| | | Mount Saint Mary's University | 3 | 4 | 4 |
| | | Pacific Oaks College | 61 | 51 | 56 |
| | | University of Massachusetts Global | 51 | 62 | 57 |
| | | Vanguard University of Southern California | 7 | 7 | 7 |
| | | Supply Total/Average | | | 1,575 |

Exhibit 8 shows the proportion of community college awards conferred in LA/OC compared to the number of non-community college awards for the programs in this report. Three of four awards conferred in these programs are awarded by community colleges in the LA/OC region.

Exhibit 8: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average



Appendix A: Occupational demand and wage data by county

Exhibit 9. Los Angeles County

| Occupation (SOC) | 2022 Jobs | 2027 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings | Entry-Level Hourly Earnings (25th Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75th Percentile) |
|--|------------------|------------------|--------------------|----------------------|------------------------|---|-------------------------------|---|
| Preschool Teachers, Except Special Education (25-2011) | 16,312 | 17,722 | 1,410 | 9% | 2,106 | \$17.51 | \$18.29 | \$23.62 |
| Special Education Teachers, Preschool (25-2051) | 361 | 413 | 52 | 15% | 39 | \$28.39 | \$38.89 | \$76.27 |
| Teaching Assistants, Except Postsecondary (25-9045) | 35,791 | 37,365 | 1,574 | 4% | 4,578 | \$17.63 | \$19.08 | \$22.58 |
| Childcare Workers (39-9011) | 52,853 | 51,135 | (1,718) | (3%) | 9,218 | \$14.03 | \$15.78 | \$18.31 |
| Total | 105,317 | 106,636 | 1,318 | 1% | 15,941 | - | - | - |

Exhibit 10. Orange County

| Occupation (SOC) | 2022 Jobs | 2027 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings | Entry-Level Hourly Earnings (25th Percentile) | Median Hourly Earnings | Experienced Hourly Earnings (75th Percentile) |
|--|------------------|------------------|--------------------|----------------------|------------------------|---|-------------------------------|---|
| Preschool Teachers, Except Special Education (25-2011) | 4,685 | 5,124 | 439 | 9% | 612 | \$16.65 | \$17.47 | \$22.44 |
| Special Education Teachers, Preschool (25-2051) | 96 | 111 | 15 | 15% | 10 | \$28.00 | \$38.32 | \$74.82 |
| Teaching Assistants, Except Postsecondary (25-9045) | 10,546 | 11,402 | 856 | 8% | 1,452 | \$17.54 | \$19.00 | \$22.49 |
| Childcare Workers (39-9011) | 9,589 | 10,135 | 546 | 6% | 1,792 | \$14.00 | \$14.56 | \$17.00 |
| Total | 24,916 | 26,772 | 1,856 | 7% | 3,866 | - | - | - |

Exhibit 11. Los Angeles and Orange Counties

| Occupation (SOC) | 2022 Jobs | 2027 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings | % Age 55 and older* | Typical Entry-Level Education |
|--|------------------|------------------|--------------------|----------------------|------------------------|----------------------------|--------------------------------------|
| Preschool Teachers, Except Special Education (25-2011) | 20,997 | 22,846 | 1,849 | 9% | 2,718 | 17% | Associate degree |
| Special Education Teachers, Preschool (25-2051) | 457 | 524 | 67 | 15% | 49 | 21% | Bachelor's degree |
| Teaching Assistants, Except Postsecondary (25-9045) | 46,337 | 48,767 | 2,430 | 5% | 6,030 | 23% | Some college, no degree |
| Childcare Workers (39-9011) | 62,442 | 61,270 | (1,172) | (2%) | 11,009 | 28% | HS diploma or equivalent |
| Total | 130,234 | 133,408 | 3,174 | 2% | 19,807 | - | - |

*The average percentage of workers age 55 and older across all occupations in the greater LA/OC region is 27%. *Childcare workers* have a slightly larger share of older workers, which typically indicates greater replacements needs to offset the amount of impending retirements.

Appendix B: 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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