



Child Development

Program Report For Greater South Bay and Peninsula Region (Santa Clara and San Mateo Counties)

October 2016

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Child Care Provider/Assistant

CIP 2010: A program that prepares individuals to be primary providers of home, family, residential, or institutional-based childcare services. Includes instruction in child growth and development, nutrition, recreation, planning and supervision of play and learning activities, child abuse and neglect prevention, parent-child relationships, and applicable legal and administrative requirements.

Target Occupations[‡]

Childcare Workers (39-9011)

Preschool Teachers, Except Special Education (25-2011)

Education Administrators, Preschool and Childcare Center/Program (11-9031)

[‡]Based on EMSI crosswalk of the Classification of Instructional Programs (CIP) codes with Standard Occupational Classification (SOC) codes as published by the U.S. Department of Education.

In 2016, the number of Child Care Provider/Assistant jobs in the target occupations in Santa Clara and San Mateo Counties totaled 21,219. The Bureau of Labor Statistics (BLS) expects the total number of positions to increase by almost 6% over the next three years.

Occupation Summary for Child Care Provider/Assistant

21,219 Jobs (2016) ¹ 16% above National average ²	5.7% % Change (2016-2019) ³ Nation: 1.0%	\$14.27/hr Median Hourly Earnings Nation: \$10.71/hr
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¹Based on total number of jobs for target occupations in Santa Clara and San Mateo Counties.

²Represents occupation density as compared to national average (national average=1).

³Based on turnover and new jobs.

Target occupations that are mapped to the Child Care Provider/Assistant program are disaggregated to see which occupations are projected to see the highest number of annual openings (Childcare Workers), highest percentage rate of growth over the next three year (Childcare Workers), and the highest median hourly earnings (Education Administrators, Preschool and Childcare Center/Program). While Childcare Workers are expected to experience job growth (7%) these occupations are slightly more represented and concentrated in our region (Santa Clara and San Mateo Counties) compared to the national average.

Target Occupations

Occupation	2016 Jobs	Annual Openings	Median Hourly Earnings	Growth (2016 - 2019)	Location Quotient (2016)
Childcare Workers	13,538	876	\$11.41/hr	7.25%	1.05
Preschool Teachers, Except Special Education	6,562	298	\$17.88/hr	3.15%	1.36
Education Administrators, Preschool and Childcare Center/Program	1,119	48	\$26.10/hr	1.70%	1.63

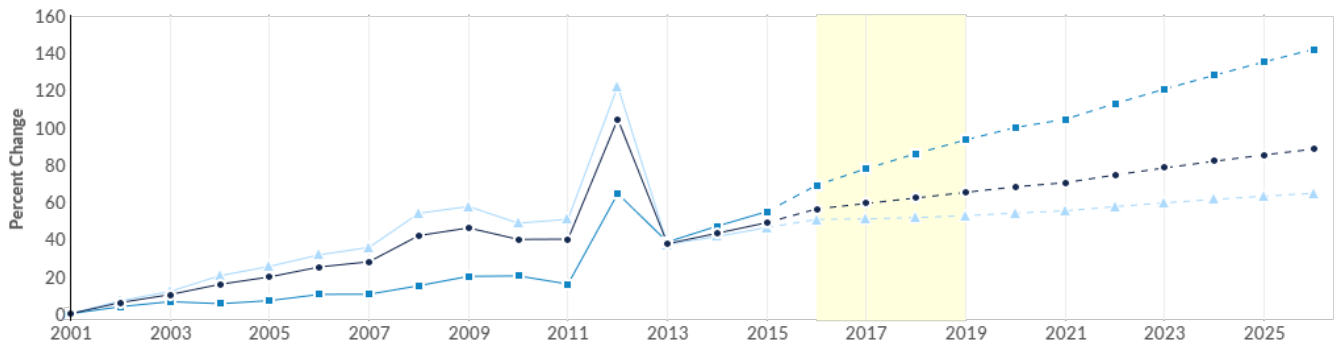
Growth in the Child Care Provider/Assistant occupations show how each occupation is projected to increase in jobs over the next three years. Growth is expected for Child Care Providers (6%), especially among Childcare Workers (7%).

Growth for Child Care Provider/Assistant

21,219 2016 Jobs	22,425 2019 Jobs	1,206 Change (2016-2019)	5.7% % Change (2016-2019)
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Occupation	2016 Jobs	2019 Jobs	Change	% Change
Education Administrators, Preschool and Childcare Center/Program (11-9031)	1,119	1,138	19	2%
Preschool Teachers, Except Special Education (25-2011)	6,562	6,769	207	3%
Childcare Workers (39-9011)	13,538	14,519	981	7%

Regional Trends

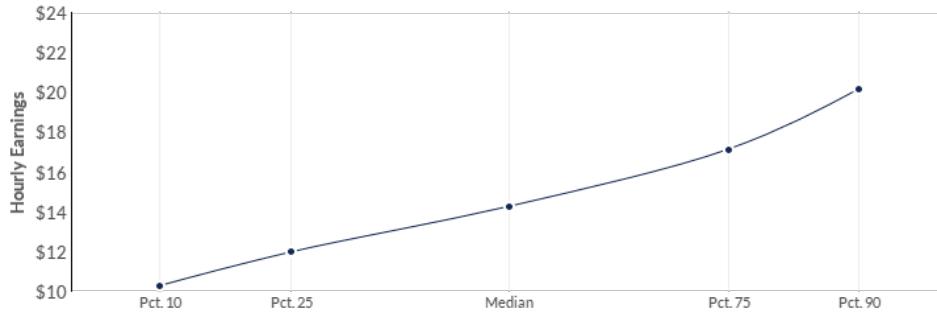


Region	2016 Jobs	2019 Jobs	Change	% Change
● Region	21,219	22,425	1,206	5.7%
● San Mateo County, CA	7,048	8,063	1,015	14.4%
● Santa Clara County, CA	14,170	14,362	192	1.4%

The percentile earnings table shows the range the Child Care Provider/Assistant occupations earn in the region. While the median earnings are approximately \$14/hour, wages can range from below \$11/hour to above \$17/hour. Each of the target occupations' range in wages is also displayed.

Percentile Earnings for Child Care Provider/Assistant

\$11.97/hr 25th Percentile Earnings	\$14.27/hr Median Earnings	\$17.13/hr 75th Percentile Earnings
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Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Education Administrators, Preschool and Childcare Center/Program (11-9031)	\$21.41	\$26.10	\$34.83
Preschool Teachers, Except Special Education (25-2011)	\$14.88	\$17.88	\$22.03
Childcare Workers (39-9011)	\$9.67	\$11.41	\$13.11

Program Completion Data

Program data reviews completion information about awards by institution and types of awards conferred in the region (Santa Clara and San Mateo Counties). Foothill College is the one of ten regional institutions that is supporting and preparing for Child Care Provider/Assistant occupations.

Program Summary for Child Care Provider/Assistant

10	414	1,624
Regional Institutions	Regional Program Completions (2015)	Annual Openings (2015)
had Completions in the last 13 years	Foothill College Completions: 15	

Regional Completions by Institution

Institution	Certificates (2015)	Degrees (2015)	Total Completions (2015)
Canada College	63	44	107
Skyline College	32	41	73
De Anza College	36	23	59
CET-Sobrato	27	0	27
West Valley College	21	24	45
Mission College	14	22	36
San Jose City College	9	18	27
Gavilan College	14	11	25
Foothill College	2	13	15
College of San Mateo	0	0	0



Regional Completions by Award Level

Award Level	Completions (2015)	Percent
Award of less than 1 academic year	176	42.5% 
Award of at least 1 but less than 2 academic years	42	10.1% 
Associates degree	196	47.3% 








Target Occupations Demographics

The demographics among those employed in Child Care Provider/Assistant occupations in Santa Clara and San Mateo Counties for 2016 show that a majority are female (93%) and almost a quarter are between the ages of 25-34 (22%) and more than a third are White (39%) or Hispanic/Latino (38%).








Occupation Gender Breakdown

Gender	2016 Jobs	2016 Percent
Males	1,572	7.4% 
Females	19,647	92.6% 

Occupation Age Breakdown

Age	2016 Jobs	2016 Percent
14-18	432	2.0% 
19-24	2,592	12.2% 
25-34	4,747	22.4% 
35-44	4,491	21.2% 
45-54	4,513	21.3% 
55-64	3,317	15.6% 
65+	1,127	5.3% 

Occupation Race/Ethnicity Breakdown

Race/Ethnicity	2016 Jobs	2016 Percent
White	8,283	39.0% 
Hispanic or Latino	8,144	38.4% 
Asian	3,084	14.5% 
Black or African American	1,129	5.3% 
Two or More Races	425	2.0% 
Native Hawaiian or Other Pacific Islander	94	0.4% 
American Indian or Alaska Native	60	0.3% 

Industries Employing Child Care Provider/Assistant Occupations

A number of industries in Santa Clara and San Mateo Counties employ those trained in Child Care Provider/Assistant and its related occupations. The following table represents a regional industry breakdown of the number of Child Care Provider/Assistant positions employed, the percentage of Child Care Provider/Assistant employed by industry and the percentage Child Care Provider/Assistant jobs represent within all jobs by each industry. While Child Day Care Services employed 43% of all regional Child Care Provider/Assistant positions in 2016, Child Care Provider/Assistants composed the majority of all jobs in that industry (82%).

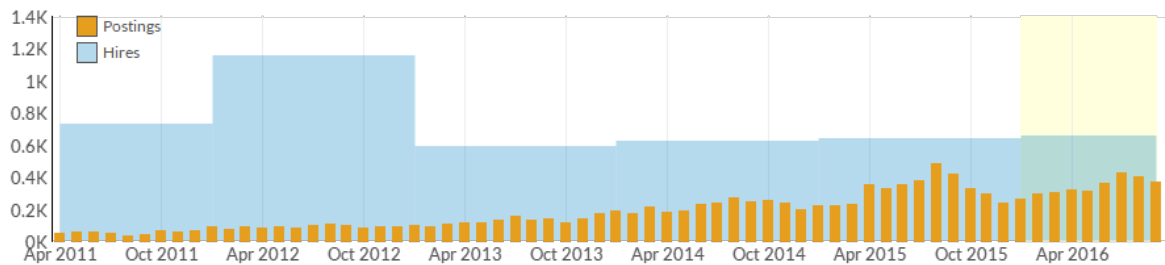
Industries Employing Child Care Provider/Assistants

Industry	Occupation Group Jobs in Industry (2016)	% of Occupation Group in Industry (2016)	% of Total Jobs in Industry (2016)
Child Day Care Services	9,135	43.1%	82.0%
Private Households	6,012	28.3%	28.1%
Elementary and Secondary Schools (Local Government)	1,133	5.3%	2.6%
Elementary and Secondary Schools	1,103	5.2%	8.4%
Religious Organizations	921	4.3%	9.6%

In an average month, there were 338 unique (internet) job postings for Child Care Provider/Assistant jobs, and 653 actually hired from January 2016 to September 2016. This means there was approximately 2 hires for every 1 unique (internet) job posting for occupations in Child Care Provider/Assistant. In cases where there were more hires compared to job postings, it suggests that the internet may not be the primary way that job openings for these occupations are advertised.

Job Postings vs. Hires

338	653
Avg. Monthly Postings (Jan 2016 - Sep 2016)	Avg. Monthly Hires (Jan 2016 - Sep 2016)



Occupation	Avg Monthly Postings (Jan 2016 - Sep 2016)	Avg Monthly Hires (Jan 2016 - Sep 2016)
Preschool Teachers, Except Special Education	212	283
Childcare Workers	67	322
Education Administrators, Preschool and Childcare Center/Program	60	48

The top five concentrated hard and soft skills employers list in Child Care Provider/Assistant job postings are listed below. The “Postings with Skill” column is the total amount of (internet) job postings that mention the skills listed below. These numbers may be higher than the average monthly postings from above, because this number includes duplicated (internet) job postings. The “Relevance Score” gauge relevance of the skill by indicating the frequency in which this skill is being mentioned in (internet) job postings for Child Care Provider/Assistant compared to all other (internet) job postings.

Concentrated Hard Skills

Skill	Relevance Score	Postings with Skill
Child Care	92.73	2,376
Child Development	40.62	1,001
Curriculums	36.87	2,326
Electrical And Computer Engineering	19.38	136
Preschool Education	17.90	405

Concentrated Soft Skills

Skill	Relevance Score	Postings with Skill
Interactive Learning	4.49	32
Active Learning	1.17	107
Learning	1.12	875
Social Skills	0.80	63
Creativity	0.69	437

Appendix A - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Completers Data

The completers data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

CareerBuilder/Emsi Job Postings

Job postings are collected from various sources and processed/enriched by Careerbuilder to provide information such as standardized company name, occupation, skills, and geography. Emsi performs additional filtering and processing to improve compatibility with Emsi data.

State Data Sources

This report uses state data from the following agencies: California Labor Market Information Department