

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

ADDICTION STUDIES IN THE FAR NORTH

Far North
Center of Excellence

JULY 2022

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SUMMARY

The North/Far North Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the Far North subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a Bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this type of analysis due to the lessened barriers for entry-level work, such as no formal education and on-the-job training requirements.

Key findings include:

- The Far North subregion held 3,033 jobs related to addiction studies in 2020. Jobs related to addiction studies are projected to increase by 9% over the next five years, adding 277 new jobs to the subregion by 2025.
- Over the next five years, addiction studies jobs are projected to have 448 annual openings in the Far North subregion.
- Wage data shows that substance abuse counseling occupations earn \$2 to \$16 above the subregion's living wage of \$12.74 per hour.
- Awards data analysis shows that Far North training providers conferred an average of 18 awards (certificates and associate degrees) in addiction studies programs over the last three academic years.

Recommendations include:

- The North/Far North Center of Excellence recommends moving forward with the program.
- The Far North Center of Excellence also recommends that community colleges should consider offering a dedicated transfer pathway to students since advanced positions within this career pathway typically require a minimum of a four-year degree.

INTRODUCTION

The Far North Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- These middle-skill occupations require more education and training beyond a high school diploma but less than a four-year degree:
 - Social and Human Service Assistant (21-1093)
 - Community Health Worker (21-1094)
- Students who transfer and earn a four-year degree could pursue the following high-skill occupation:
 - Substance Abuse and Behavioral Disorder Counselors (21-1011)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Alcohol and Controlled Substances (2104.40)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Substance Abuse/Addiction Counseling (51.1501)*

*There were no programs offered in this CIP code within the study region.

OCCUPATIONAL DEMAND

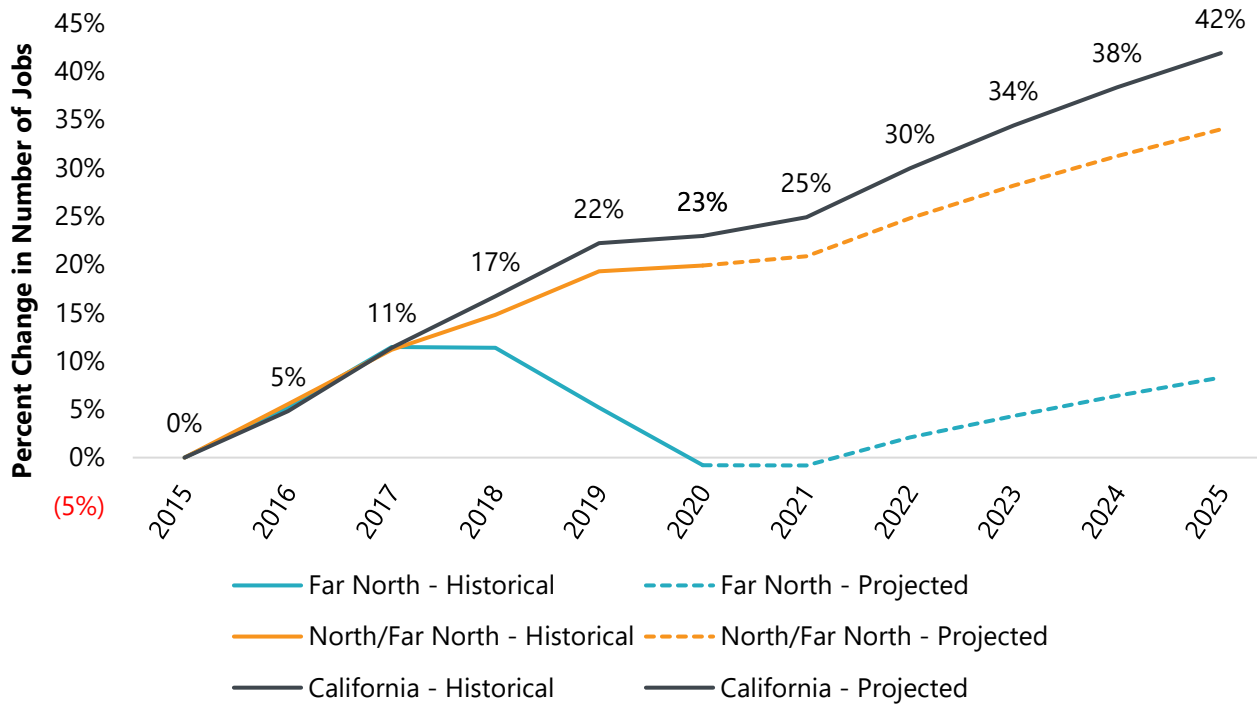
Exhibit 1 summarizes the five-year projected job growth for middle-skill and high-skill occupations in the Far North, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2020-2025

Occupation	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	793	920	127	16%	116
Social and Human Service Assistants	2,026	2,163	137	7%	137
Community Health Workers	214	227	13	6%	31
Far North	3,033	3,310	277	9%	448
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,207	3,766	559	17%	436
Social and Human Service Assistants	7,549	8,248	699	9%	1,104
Community Health Workers	655	739	84	13%	96
North/Far North	11,411	12,753	1,342	12%	1,635
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	39,075	46,002	6,927	18%	5,572
Social and Human Service Assistants	55,408	63,014	7,606	14%	8,213
Community Health Workers	6,500	7,511	1,011	16%	946
California	100,984	116,527	15,543	15%	14,731

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

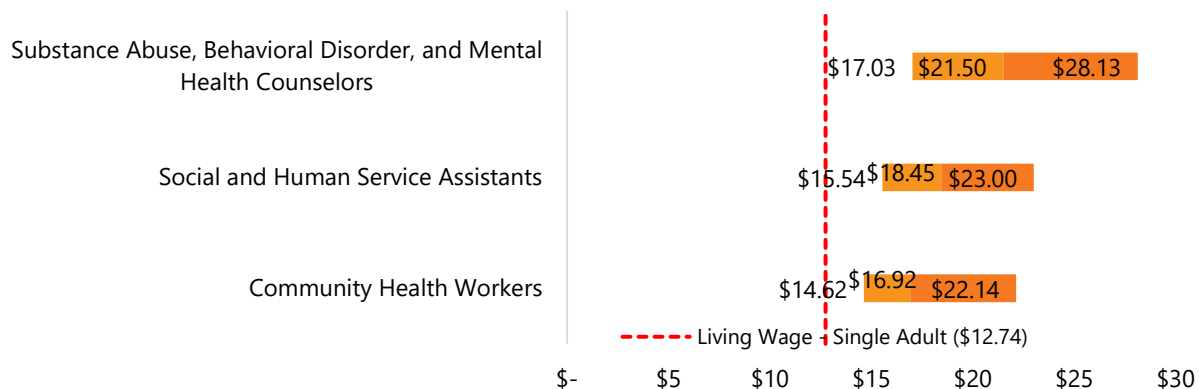
Exhibit 2. Changes in employment, 2015-2025



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the Far North living wage for a single adult - \$12.74 per hour.¹

Exhibit 3. Comparison of wages by occupation, 2020



¹ Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

JOB POSTINGS

This section of the report analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The Far North COE identified 198 online job postings for the selected occupations in the Far North subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from July 1, 2021, to June 29, 2022.

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	29	15%
Social and Human Service Assistants	162	82%
Community Health Workers	7	3%
Total Job Postings	198	100%

Exhibit 5 shows the top 10 job titles with the most job postings and the share of job postings. All job postings included a job title.

Exhibit 5. Top jobs titles

Job Title	Job Postings	Share of Job Postings
Home Visitor	13	7%
Social Services Aide	9	5%
Advocate	6	3%
Interviewing Now - Work	6	3%
Social Services Coordinator	6	3%
Substance Abuse Counselor	6	3%

Job Title	Job Postings	Share of Job Postings
Drop-In Advocate, Catalyst Domestic Violence Services	5	3%
Case Management Assistant	4	2%
Senior Substance Abuse Counselor	4	2%
Social Work Certification Specialist	4	2%

Employers

Exhibit 6 shows the top 10 employers with the most job postings for the selected occupations. Forty-eight percent (n = 95) of job postings did not include an employer.

Exhibit 6. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
Tehama County	6	6%
Redwood Coast Regional Center	6	6%
Enloe Medical Center	5	5%
County Humboldt	5	5%
The Mentor Network	4	4%
County Mendocino	4	4%
Shasta Head Start Child Development Inc	3	3%
Salvation Army	3	3%
Providence Health & Services	3	3%
County Shasta	3	3%

Certifications, Skills, and Experience

Exhibit 7 shows the most relevant certifications requested by employers for the selected occupations. Forty-three percent (n= 85) of job postings did not include certification information.

Exhibit 7. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
First Aid Cpr Aed	12	11%
Certified Alcohol and Drug Abuse Counselor	11	10%
Licensed Alcohol and Drug Counselor	9	8%
Typing Certification	5	4%
Social Worker Certification	5	4%
Social Work License	5	4%
Certified Substance Abuse Counselor	5	4%

Exhibit 8 shows the specialized skills most requested by employers for the selected occupations.

Exhibit 8. Most in-demand specialized skills

Specialized Skill	Skill Postings	Share of Skill Postings
Social Services	59	35%
Case Management	57	34%
Crisis Intervention	42	25%
Customer Service	42	25%
Public Health and Safety	39	23%
Data Entry	35	21%
Social Services Industry Knowledge	33	20%
Human Development	28	17%

Specialized Skill	Skill Postings	Share of Skill Postings
Mental Health	27	16%
Psychology	27	16%

Exhibit 9 shows the minimum level of education required by employers for job postings for the selected occupations. Thirty-five percent (n= 69) of job postings did not include a preferred education level.

Exhibit 9. Employer-preferred minimum education levels

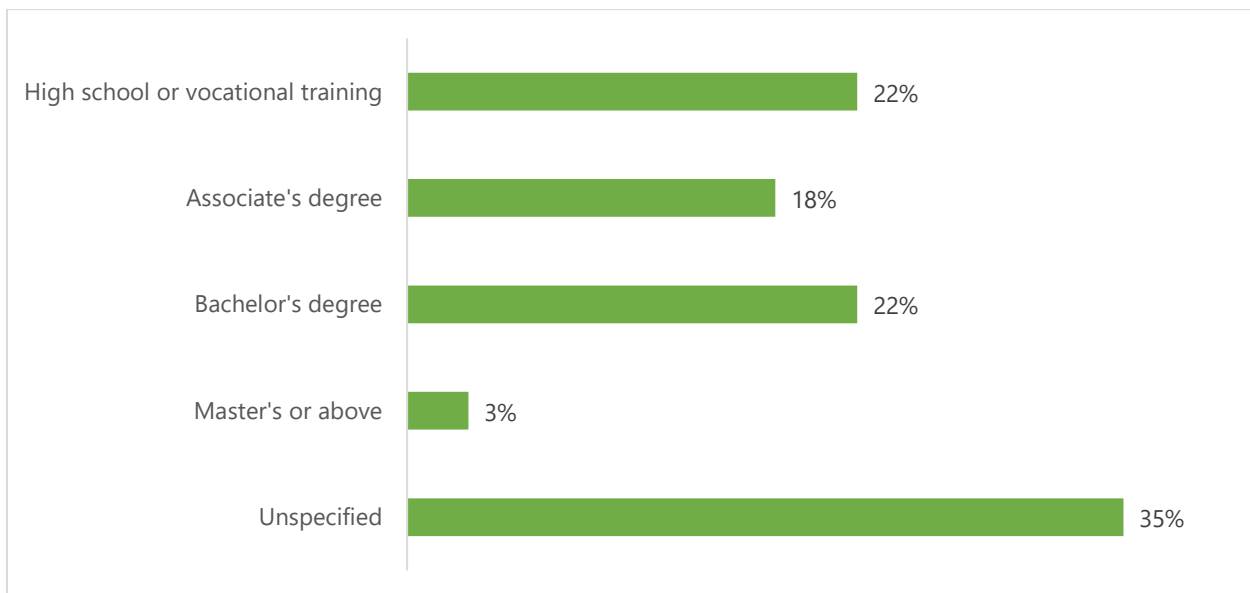
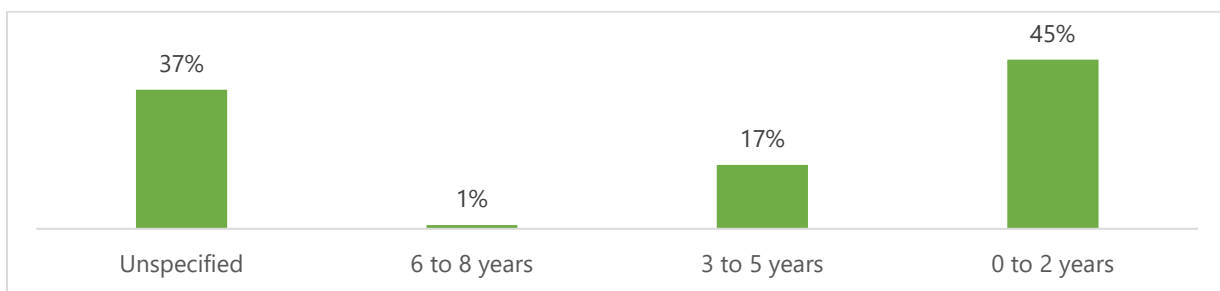


Exhibit 10 shows the experience levels required by employers for job postings for the selected occupations. Thirty-seven percent (n = 73) of job postings did not include a preferred education level.

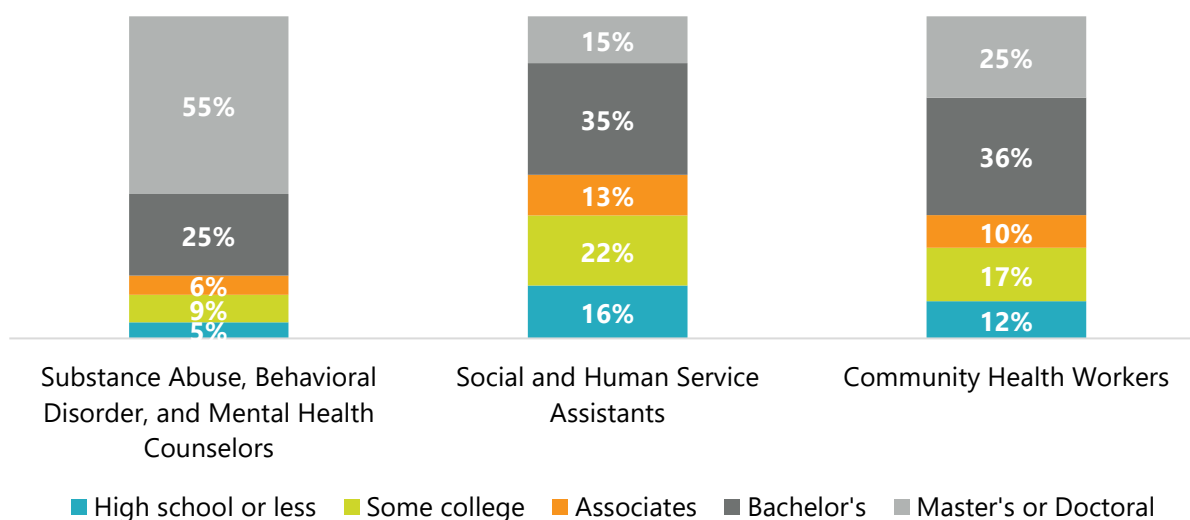
Exhibit 10. Employer-preferred experience levels



EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collects data on education achieved by workers employed in occupations. Exhibit 11 shows the national-level educational attainment of the current workforce in the selected occupations.

Exhibit 11. National worker educational attainment for selected occupations, 2019



The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which the BLS publishes projections data. Exhibit 12 shows the skill level and entry-level job requirements for the selected occupations.

Exhibit 12. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	None	None
Social and Human Service Assistants	High school diploma or equivalent	None	Short-term on-the-job training
Community Health Workers	High school diploma or equivalent	None	Short-term on-the-job training

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Alcohol and Controlled Substances (2104.40)	Substance Abuse/Addiction Counseling (51.1501)*

*There were no programs offered in this CIP code within the study region.

Community College Supply

Exhibit 14 shows the average number of certificates and degrees conferred in selected community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program, 2018-19 through 2020-21

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Alcohol and Controlled Substances (2104.40)	Lassen	6	0	0	2
	Mendocino	1	7	0	3
	Redwoods	15	12	14	14
	Total	22	19	14	18

Other Postsecondary Supply

There were no degrees conferred by non-community college training providers in the Far North over the last three academic years. Please note that non-community college data lags by one year.

FINDINGS

- This report focuses on three occupations related to addiction studies, including community health workers, social and human service assistants, and substance abuse, behavior disorder, and mental health counselors.
- The Far North subregion held 3,033 jobs related to addiction studies in 2020.
- Far North addiction studies jobs are projected to increase by 9% over the next five years, adding 277 new jobs to the subregion by 2025. Jobs for addiction studies are projected to grow slower in the Far North subregion than in California (projected increase of 15% statewide).
- Over the next five years, addiction studies jobs are projected to have 448 annual openings in the Far North subregion.
- Wage data shows that occupations related to addiction studies earn \$2 to \$16 above the subregion's living wage of \$12.74 per hour.
- According to real-time labor market information, there were 198 online job postings for occupations related to addiction studies between July 1, 2021, and June 29, 2021. A majority of postings (82%) were for Social and Human Service Assistants.
- Between 15% and 35% of incumbent workers in the studied occupations have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 50% to 80% of workers in these occupations hold a bachelor's degree or higher.
- Three Far North community colleges offer degrees and certificates in programs related to addiction studies. Together, these programs conferred an average of 18 awards (certificates and associate degrees) in addiction studies programs over the last three academic years (2018-19 through 2020-21).
- No non-community college postsecondary training providers in the subregion offer training related to the studied occupations. Please note that non-community college awards data lags by one year.

RECOMMENDATIONS

- Based on a three-year average of annual awards and projected yearly openings in the Far North subregion, the supply gap analysis shows that the region seems to have room for additional training.
 - Together, community colleges and other postsecondary training providers issued an average of 18 awards over the last three years.
 - There are 448 projected annual openings for jobs related to addiction studies.
- The North/Far North Center of Excellence recommends moving forward with the program.
- The Far North Center of Excellence also recommends that community colleges should consider offering a dedicated transfer pathway to students since advanced positions within this career pathway typically require a minimum of a four-year degree.

COE Recommendation		
Move forward with the program	Proceed with caution	Program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

Occupations in this report were identified using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2022.1; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<https://www.economicmodeling.com/>. EMSI occupational 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).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/educational-attainment.htm#>.

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Self-Sufficiency Standard Tool for California. The University of Washington.

<http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About->

[Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx](https://www.coecc.net/Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx)

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

COVID-19 Statement: This report includes employment projection data by EMSI. EMSI's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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