

## Labor Market Analysis: 2104.40/Alcohol and Controlled Substances Addiction Studies

(Associate of Arts (A.A.) degree; Certificate requiring 30 to <60 semester units)  
Los Angeles Center of Excellence, March 2023

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### Summary

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input checked="" type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
Program Endorsement Criteria			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
<b>Education:</b>	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 one above middle-skill and two middle-skill occupations:

- Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)** This occupation includes the 2018 SOC occupations: Substance Abuse and Behavioral Disorder Counselors (21-1011) and Mental Health Counselors (21-1014).<sup>1</sup>
  - Mental Health Counselors (21-1014)** Counsel and advise individuals and groups to promote optimum mental and emotional health, with an emphasis on prevention. May help individuals deal with a broad range of mental health issues, such as those associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; or aging.
  - Substance Abuse and Behavioral Disorder Counselors (21-1011)** Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs.
- Social and Human Service Assistants (21-1093)** Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.<sup>2</sup>

<sup>1</sup> [Substance Abuse, Behavioral Disorder, and Mental Health Counselors : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

<sup>2</sup> [Social and Human Service Assistants : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](#)

- **Community Health Workers (21-1094)** Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs.<sup>3</sup>

Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.<sup>4</sup> Although the occupation, *substance abuse, behavioral disorder, and mental health counselors* (21-1018) typically requires a bachelor's degree, it is included in this report because registered and/or certified job seekers are qualified to become "substance abuse counselors" without a bachelor's degree.<sup>5</sup> 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 addiction counseling occupations in the region. Furthermore, entry-level wages exceed the self-sufficiency standard wage in Los Angeles County, and the occupation with the majority of annual openings (*social and human service assistants*) has at least one-third of workers in the field who have completed some college or an associate degree. **Therefore, due to all the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

#### **Demand:**

- **Supply Gap Criteria** – Over the next five years, **3,572 middle-skill 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 402 awards conferred** by educational institutions in the region.
  - However, *social and human service assistants* (21-1093) and *community health workers* (21-1094) work in many different community and social service sub-industries, including addiction counseling. Therefore, **the number of job openings is likely overstated** for middle-skill addiction counseling occupations.
  - Over the past 12 months, there were **5,492 online job postings related to addiction counseling occupations**. The highest number of job postings were for counselors, mental health therapists, substance abuse counselors, care coordinators, and outreach specialists.

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<sup>3</sup> [Community Health Workers \(bls.gov\)](https://www.bls.gov)

<sup>4</sup> 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.

<sup>5</sup> [LA County Department of Public Health - Substance Abuse Prevention and Control - Workforce Development](#)

- **Living Wage Criteria** – Within Los Angeles County, all three occupations have **entry-level wages above the self-sufficiency standard hourly wage** (\$18.10/hour).<sup>6</sup>
- **Educational Criteria** – Within the greater LA/OC region, **61% of the annual job openings** for occupations related to addiction counseling **typically require a high school diploma.**
  - The national-level educational attainment data indicates between **18% and 50% of workers in the field have completed some college/associate degree or less education.** However, the occupation with the majority of the annual openings (*social and human service assistants*) **has at least one-third of workers in in the field who have completed some college or an associate degree.**

**Supply:**

- There are **11 community colleges** in the greater LA/OC region that issue awards related to addiction studies, conferring an average of **318 awards annually** between 2018 and 2021.
- Between 2017 and 2020, there was an average of **84 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.
  - Many colleges and universities offer online programs for addiction counseling; since these higher education institutions are not physically located in the LA/OC region, online supply data is not reflected in this report.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for the middle-skill addiction counseling occupations in this report. In the greater Los Angeles/Orange County region, the number of jobs related to these occupations is projected to increase by 17% through 2026. There will be nearly 3,600 job openings per year through 2026 due to job growth and replacements.

*Social and human service assistants* (21-1093) and *community health workers* (21-1094) work in many different community and social service sub-industries, including addiction counseling. Therefore, demand for these occupations within the field of addiction counseling is likely overstated.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>7</sup>**

<b>Geography</b>	<b>2021 Jobs</b>	<b>2026 Jobs</b>	<b>2021-2026 Change</b>	<b>2021-2026 % Change</b>	<b>Annual Openings</b>
Los Angeles	18,797	21,913	3,116	17%	2,876
Orange	4,514	5,287	774	17%	697
<b>Total</b>	<b>23,311</b>	<b>27,201</b>	<b>3,890</b>	<b>17%</b>	<b>3,572</b>

<sup>6</sup> Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

<sup>7</sup> 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 shows the five-year occupational demand projections for the above middle-skill addiction counseling occupation in this report. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 18% through 2026. There will be nearly 2,000 job openings per year through 2026 due to job growth and replacements. It is also important to note that the labor market research tool Lightcast, where a lot of the labor market data in this brief comes from, uses a single aggregate code that combines *substance abuse and behavioral disorder counselors* (21-1011) and *mental health counselors* (21-1014). Since these two occupations are combined within the dataset, the demand data for *substance abuse and behavioral disorder counselors* is overstated.

**Exhibit 2: Above middle-skill occupational demand in Los Angeles and Orange counties**

Geography	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	Annual Openings
Los Angeles	11,377	13,242	1,865	16%	1,500
Orange	3,314	4,043	729	22%	483
<b>Total</b>	<b>14,690</b>	<b>17,285</b>	<b>2,595</b>	<b>18%</b>	<b>1,983</b>

### Wages

The labor market endorsement in this report considers the entry-level hourly wages for each of the addiction counseling occupations in this report (middle-skill and above middle-skill) 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**—All three occupations have entry-level wages above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$18.12 and \$19.18. Experienced workers can expect to earn wages between \$28.65 and \$34.37.

**Exhibit 3: Hourly Earnings for Occupations in LA County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	\$19.18	\$24.76	\$34.37
Social and Human Service Assistants (21-1093)	\$18.32	\$22.62	\$28.65
Community Health Workers (21-1094)	\$18.12	\$22.88	\$29.27

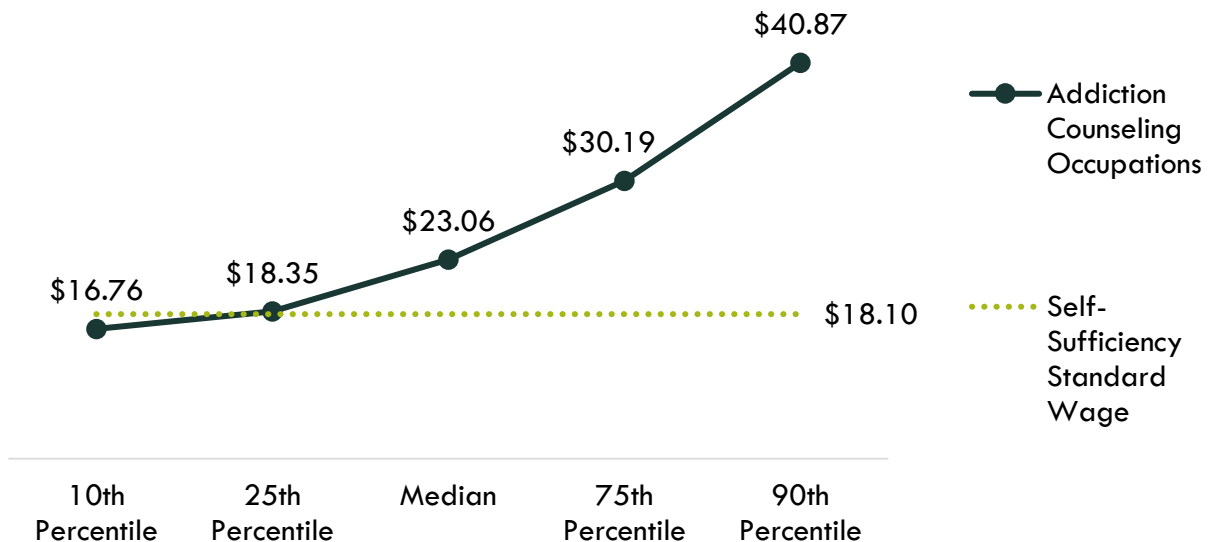
**Orange County**—All three occupations in this report have entry-level wages below the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$17.09 and \$17.86. Experienced workers can expect to earn wages between \$26.67 and \$30.65, which are higher than the self-sufficiency standard.

**Exhibit 4: Hourly Earnings for Occupations in Orange County**

Occupation	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	\$17.86	\$22.71	\$30.65
Social and Human Service Assistants (21-1093)	\$17.16	\$21.11	\$26.67
Community Health Workers (21-1094)	\$17.09	\$21.71	\$27.61

On average, the entry-level earnings for the occupations in this report are \$18.35; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 5 shows the average wage for the occupations in this report, from entry-level to experienced workers.

**Exhibit 5: Average Hourly Earnings for Addiction Counseling Occupations in LA/OC**



**Job Postings**

There were 5,492 online job postings related to addiction counseling occupations listed in the past 12 months. Exhibit 6 displays the number of job postings by occupation. The majority of job postings (61%) were for *substance abuse, behavior disorder, and mental health counselors*, followed by *social and human service assistants* (33%) and *community health workers* (6%). The highest number of job postings were for counselors, mental health therapists, substance abuse counselors, care coordinators, and outreach specialists. The top skills were mental health, case management, social work, treatment planning, substance abuse, and crisis intervention. The top three employers,

by number of job postings, in the region were Foresight Mental Health, Telecare Corporation, and Elevance Health.

**Exhibit 6: 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:** *Substance abuse, behavioral disorder, and mental health counselors (21-1018)*
- **High school diploma or equivalent:** *Social and human service assistants (21-1093); community health workers (21-1094)*

In the greater LA/OC region, the majority of annual job openings (61%) typically require a high school diploma. The national-level educational attainment data indicates between 18% and 50% of workers in the field have completed some college/associate degree or less education. However, the occupation with the majority of the annual openings (*social and human service assistants*) has at least one-third of workers in in the field who have completed some college or an associate degree. Of the 62% of addiction counseling job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 50% (1,696) requested high school or vocational training, 12% (414) requested an associate degree, and 38% (1,284) requested a bachelor’s degree.

**Educational Supply**

**Community College Supply**—Exhibit 7 shows the annual and three-year average number of awards conferred by community colleges in the related TOP code: Alcohol and Controlled Substances (2104.40). The colleges with the most completions in the region are Mt. San Antonio, Long Beach, and East LA.

**Exhibit 7: Regional community college awards (certificates and degrees), 2018-2021**

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
2104.40	Alcohol and Controlled Substances	East LA	41	44	42	42
		Glendale	19	13	9	14
		LA City	8	17	20	15
		LA Pierce	37	33	39	36

TOP	Program	College	2018-19 Awards	2019-20 Awards	2020-21 Awards	3-Year Average
		LA Southwest	27	17	11	18
		Long Beach	32	48	62	47
		Mt San Antonio	79	67	57	68
		Rio Hondo	13	13	8	11
		West LA	14	7	8	10
		<b>LA Subtotal</b>	<b>270</b>	<b>259</b>	<b>256</b>	<b>262</b>
		Cypress	22	35	17	25
		Saddleback	45	30	20	32
		<b>OC Subtotal</b>	<b>67</b>	<b>65</b>	<b>37</b>	<b>56</b>
<b>Supply Total/Average</b>			<b>337</b>	<b>324</b>	<b>293</b>	<b>318</b>

**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 addiction counseling. Exhibit 8 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 2017 to 2020. Between 2017 and 2020, non-community college institutions in the region conferred an average of 84 sub-baccalaureate awards.<sup>8</sup>

Many colleges and universities offer online programs for addiction counseling. Since these higher education institutions are not physically located in the LA/OC region, this supply data is not reflected in Exhibit 8 (below). Students in Los Angeles and Orange Counties can take addiction counseling courses from online academic institutions, become accredited California addiction counselors and enter the local workforce. Information on California certification programs is include in Exhibit 10.

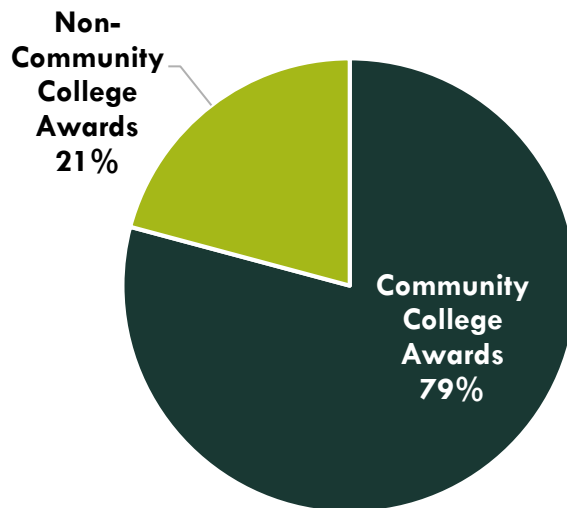
**Exhibit 8: Regional non-community college awards, 2017-2020**

CIP	Program	Institution	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
51.1501	Substance Abuse/Addiction Counseling	InterCoast Colleges-Santa Ana	75	90	57	74
		InterCoast Colleges-West Covina	8	15	6	10
<b>Supply Total/Average</b>			<b>83</b>	<b>105</b>	<b>63</b>	<b>84</b>

<sup>8</sup> Sub-baccalaureate awards include associate degrees and postsecondary awards below a bachelor's degree.

Exhibit 9 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. One out of five awards conferred in these programs are awarded by community colleges in the LA/OC region.

**Exhibit 9: Community College Awards Compared to Non-Community College Awards in LA/OC Region, 3-Year Average**



**Certifications**—California law requires that volunteers, interns, or employees of alcohol and drug treatment facilities are registered with a state certifying body. Once registered, workers have five years to become fully certified, which includes education, testing and training.<sup>9</sup> The California Department of Health Care Services currently recognizes three organizations that register and certify alcohol and other drug counselors in California.<sup>10</sup> Exhibit 6 displays the certification organizations, and the minimum requirements for education, testing and training.

*It is worth noting that due to the nature of these registration regulations, individuals do not have to complete their Alcohol and Drug Studies education at a community college, nor complete an associate degree to become certified.*

<sup>9</sup> <https://www.accbc.org/get-certified/>

<sup>10</sup> <http://www.dhcs.ca.gov/provgovpart/Pages/CounselorCertificationOrganizations.aspx>



**Exhibit 10: California Alcohol and Drug Counselor Certification Organizations<sup>11</sup>**

<b>Organization</b>	<b>Accredited Program</b>	<b>Education</b>	<b>Testing</b>	<b>Training</b>
Addiction Counselors Certification Board of California (Affiliated with California Association for Alcohol and Drug Educators (CAADE) <sup>12</sup>	Certified Addiction Treatment Counselor (CATC)	36 units of Alcohol and Drug Studies (ADS)/Addiction Studies at a community college or other accredited college	CATC Exam	2,240 supervised clinical/ field experience hours
California Association of DUI Treatment Programs (CADTP) <sup>13</sup>	Substance Use Disorder Certified Counselor (SUDCC)	315 hours of formal SUD related education at a community college or other approved postsecondary school	IC&RC Exam	255 hours of supervised training and  2,080 experience hours
California Consortium of Addiction Programs and Professionals (CCAPP) <sup>14</sup>	Certified Alcohol Drug Counselor II (CADC)	315 hours of approved AOD education taken at a community college or other approved institution	IC&RC Exam	255 hours supervised work experience  3,000 hours supervised work experience without an associate degree or  2,080 hours supervised work experience with an associate degree

<sup>11</sup> LA County Department of Public Health - Substance Abuse Prevention and Control - Workforce Development

<sup>12</sup> California Association for Alcohol/Drug Educators. <https://dev.caade.org/>

<sup>13</sup> California Association of DUI Treatment Programs. <https://www.cadtp.org/>

<sup>14</sup> California Consortium of Addiction Programs and Professionals. <https://www.ccapp.us/>

Appendix A: Occupational demand and wage data by county

Exhibit 10. Los Angeles County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Social and Human Service Assistants (21-1093)	16,428	19,196	2,768	17%	2,535	\$18.32	\$22.62	\$28.65
Community Health Workers (21-1094)	2,368	2,717	349	15%	341	\$18.12	\$22.88	\$29.27
<b>Middle-Skill Subtotal</b>	<b>18,797</b>	<b>21,913</b>	<b>3,116</b>	<b>17%</b>	<b>2,876</b>	-	-	-
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	12,498	15,142	2,644	21%	1,783	\$19.18	\$24.76	\$34.37
<b>Above Middle-Skill Subtotal</b>	<b>12,498</b>	<b>15,142</b>	<b>2,644</b>	<b>21%</b>	<b>1,783</b>	-	-	-
<b>Total</b>	<b>31,295</b>	<b>37,055</b>	<b>5,761</b>	<b>18%</b>	<b>4,658</b>	-	-	-

Exhibit 11. Orange County

Occupation (SOC)	2021 Jobs	2026 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Social and Human Service Assistants (21-1093)	3,880	4,554	674	17%	604	\$17.16	\$21.11	\$26.67
Community Health Workers (21-1094)	634	734	99	16%	93	\$17.09	\$21.71	\$27.61
<b>Middle-Skill Subtotal</b>	<b>4,514</b>	<b>5,287</b>	<b>774</b>	<b>17%</b>	<b>697</b>	-	-	-
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	3,312	4,118	806	24%	496	\$19.18	\$24.76	\$34.37
<b>Above Middle-Skill Subtotal</b>	<b>3,312</b>	<b>4,118</b>	<b>806</b>	<b>24%</b>	<b>496</b>	-	-	-
<b>Total</b>	<b>7,826</b>	<b>9,405</b>	<b>1,579</b>	<b>20%</b>	<b>1,193</b>	-	-	-

**Exhibit 12. Los Angeles and Orange Counties**

<b>Occupation (SOC)</b>	<b>2021 Jobs</b>	<b>2026 Jobs</b>	<b>5-Yr Change</b>	<b>5-Yr % Change</b>	<b>Annual Openings</b>	<b>Typical Entry-Level Education</b>
Social and Human Service Assistants (21-1093)	20,308	23,750	3,442	17%	3,139	High school diploma or equivalent
Community Health Workers (21-1094)	3,003	3,451	448	15%	434	High school diploma or equivalent
<b>Middle-Skill Subtotal</b>	<b>23,311</b>	<b>27,201</b>	<b>3,890</b>	<b>17%</b>	<b>3,572</b>	<b>-</b>
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	15,810	19,260	3,450	22%	2,279	Bachelor's degree
<b>Above Middle-Skill Subtotal</b>	<b>15,810</b>	<b>19,260</b>	<b>3,450</b>	<b>22%</b>	<b>2,279</b>	<b>-</b>
<b>Total</b>	<b>39,121</b>	<b>46,461</b>	<b>7,340</b>	<b>19%</b>	<b>5,851</b>	<b>-</b>

**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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