

# Social Work Occupations

Labor Market Analysis: San Diego County

May 2019

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## Summary

- Do not Proceed
- Proceed with Caution
- Proceed

**PROCEED WITH  
NEW PROGRAM?**



**SUPPLY  
GAP?**



**AT OR ABOVE  
THE LIVING WAGE**



**NUMBER OF  
INSTITUTIONS THAT  
PROVIDE TRAINING**

- Bachelor's Degree+
- Associate Degree
- Some College or Certificate
- High School Diploma or Equivalent
- Less than a HS Diploma
- Apprenticeship

**EXPECTED LEVEL  
OF EDUCATION**

According to available labor market information, there is a supply gap for occupations that could be trained by a *Social Work* program. *Social Work Occupations* include “Social and Human Service Assistants” and “Community and Social Service Specialists, All Other.” *Social Work Occupations* in San Diego County have a labor market demand of 600 annual job openings, and seven educational institutions in San Diego County supply 222 awards for these occupations, suggesting that there is a supply gap. The top listed educational requirement for *Social Work Occupations* is a high school diploma or equivalent, followed by a bachelor’s degree.

## Introduction

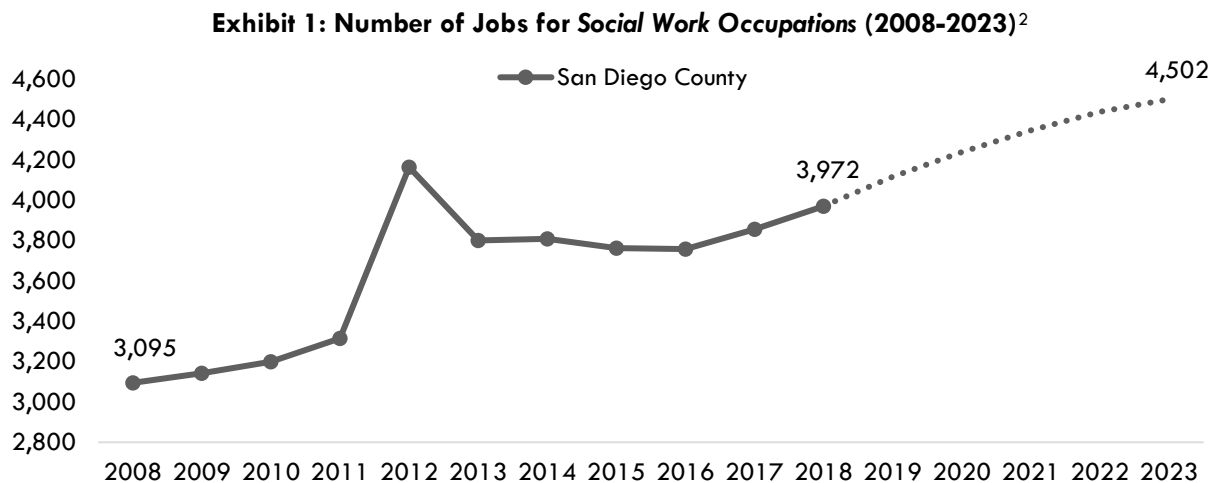
This report provides labor market information in San Diego County for the following occupational codes in the Standard Occupational Classification (SOC)<sup>1</sup> system:

- **Social and Human Service Assistants (SOC 21-1093):** Assist 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.
- **Community and Social Service Specialists, All Other (SOC 21-1099):** All community and social service specialists not listed separately.

For the purpose of this report, these occupations are referred to as *Social Work Occupations*.

## Projected Occupational Demand

Between 2018 and 2023, *Social Work Occupations* are projected to increase by 530 jobs or 13 percent (Exhibit 1). Employers in San Diego County will need to hire 600 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.



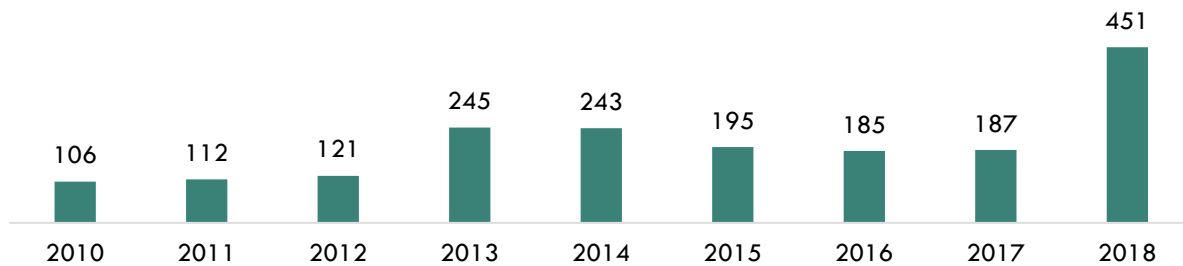
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

<sup>2</sup> Emsi 2019.02; QCEW, Non-QCEW, Self-Employed.

## Online Job Postings

Between 2010 and 2018, there was an average of 205 online job postings per year for *Social Work Occupations* in San Diego County (Exhibit 2).

**Exhibit 2: Number of Online Job Postings for Social Work Occupations in San Diego County (2010-2018)<sup>3</sup>**



## Earnings

The median hourly earnings of *Social Work Occupations* range from \$17.85 to \$21.43 (Exhibit 3a). On average, the median hourly earnings for *Social Work Occupations* is \$19.64; this is more than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 3b).<sup>4</sup>

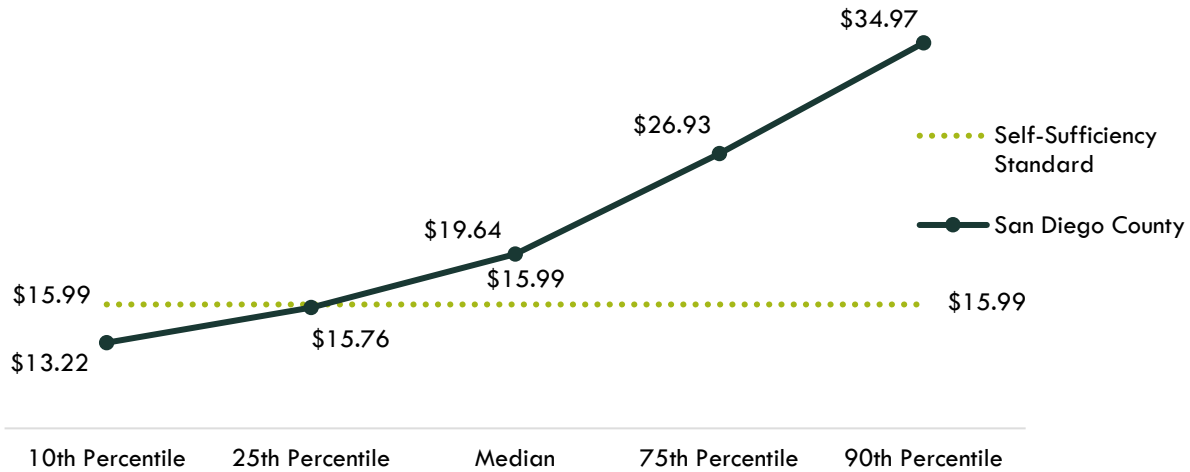
**Exhibit 3a: Hourly Earnings for Social Work Occupations in San Diego County**

Occupational Title	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Community and Social Service Specialists, All Other	\$17.01	\$21.43	\$30.32
Social and Human Service Assistants	\$14.51	\$17.85	\$23.55

<sup>3</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2018.

<sup>4</sup> "Self-Sufficiency Standard," Insight: Center for Community Economic Development, last updated 2018. [insightcced.org/2018-self-sufficiency-standard](https://insightcced.org/2018-self-sufficiency-standard).

**Exhibit 3b: Hourly Earnings<sup>5</sup> for Social Work Occupations in San Diego County<sup>6</sup>**



## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.<sup>7</sup> There are **eight** TOP codes and **eight** CIP codes related to *Social Work Occupations* (Exhibit 4).

**Exhibit 4: Related TOP and CIP Codes for Social Work Occupations**

### *Social Work Occupations*

TOP 126100: Community Health Care Worker

TOP 130100: Family and Consumer Sciences, General

TOP 130560: Parenting and Family Education

TOP 130570: Foster and Kinship Care

TOP 130800: Family Studies

TOP 210400: Human Services

TOP 210440: Alcohol and Controlled Substances

TOP 210450: Disability Services

<sup>5</sup> 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

<sup>6</sup> Emsi 2019.02; QCEW, Non-QCEW, Self-Employed.

<sup>7</sup> TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](http://datamart.cccco.edu)) and CIP data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://nces.ed.gov/ipeds/use-the-data)).

*Social Work Occupations*

CIP 19.0101: Family and Consumer Sciences/Human Sciences, General

CIP 19.0401: Family Resource Management Studies, General

CIP 19.0701: Human Development and Family Studies, General

CIP 19.0707: Family and Community Services

CIP 44.0000: Human Services, General

CIP 44.0701: Social Work

CIP 51.1501: Substance Abuse/Addiction Counseling

CIP 51.2208: Community Health and Preventive Medicine

According to TOP data, **five** community colleges supply the region with awards for these occupations: **Cuyamaca College, Grossmont College, Palomar College, San Diego City College and Southwestern College**. According to CIP data, **two** other educational institutions supply the region with awards: **Mueller College and National University** (Exhibit 5).

**Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2013-14 through PY2016-17 Average)**

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY14-15 to PY16-17)	Other Educational Institutions 3-Yr Annual Average Awards (PY13-14 to PY15-16)	3-Yr Total Average Supply (PY13-14 to PY16-17)
130100	Family and Consumer Sciences, General	<b>1</b>	<b>0</b>	<b>1</b>
	• Palomar	1	0	
130560	Parenting and Family Education	<b>5</b>	<b>0</b>	<b>5</b>
	• Palomar	5	0	
	• San Diego City	0	0	
210400	Human Services	<b>88</b>	<b>0</b>	<b>88</b>
	• Cuyamaca	38	0	
	• San Diego City	31	0	
	• Southwestern	19	0	

210440	Alcohol and Controlled Substances	<b>96</b>	<b>0</b>	<b>96</b>
	• Palomar	35	0	
	• San Diego City	61	0	
210450	Disability Services	<b>1</b>	<b>0</b>	<b>1</b>
	• Grossmont	1	0	
51.1501	Substance Abuse/Addiction Counseling	<b>0</b>	<b>10</b>	<b>31</b>
	• Mueller College	0	8	
	• National University	0	2	
			<b>Total</b>	<b>222</b>

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>8</sup> suggests that there is a **supply gap** for these occupations in San Diego County, with **600** annual openings and **222** awards. Comparatively, there are **11,170** annual openings in California and **2,687** awards<sup>9</sup> (Exhibit 6).

### Exhibit 6: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or <b>Oversupply</b>
San Diego	600	222	<b>378</b>
California	11,170	2,687	<b>8,483</b>

**Please note:** This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

<sup>8</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>9</sup> "Supply and Demand," Centers of Excellence Student Outcomes, [coecc.net/Supply-and-Demand.aspx](http://coecc.net/Supply-and-Demand.aspx).

## Student Outcomes and Regional Comparisons

Based on the information available in the CTE LaunchBoard, students who took courses in the related TOP codes exhibited the following outcomes (Exhibit 7).

**Exhibit 7: Strong Workforce Program Metrics for TOP 210400: Human Services  
San Diego-Imperial Region vs. California (PY2015-16)**

Metric	San Diego-Imperial	California
Number of course enrollments <sup>10</sup>	1,079	16,217
Completed 12+ CTE units in one year <sup>11</sup>	44	1,592
Completed 48+ CTE contact hours in one year <sup>12</sup>	0	N/A
Number of students who got a degree or certificate <sup>13</sup>	98	777
Number of students who transferred <sup>14</sup>	116	822
Employed in the second fiscal quarter after exit <sup>15</sup>	70%	65%
Employed in the fourth fiscal quarter after exit <sup>16</sup>	64%	61%
Job closely related to field of study <sup>17</sup>	N/A	N/A
Median earnings in the second fiscal quarter after exit <sup>18</sup>	\$6,387	\$6,108
Median change in earnings <sup>19</sup>	76%	52%
Attained a living wage <sup>20</sup>	43%	41%

<sup>10</sup> The number of enrollments in courses assigned to the TOP code in the selected year.

<sup>11</sup> The number of students who completed 12 or more credit CTE units.

<sup>12</sup> The number of students who completed 48 or more noncredit CTE instructional contact hours.

<sup>13</sup> The number of unduplicated students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate degree, and/or California Community Colleges bachelor's degree in the selected TOP code.

<sup>14</sup> Students who took non-introductory courses or completed a California Community Colleges Chancellor's Office award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year.

<sup>15</sup> Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting California Community Colleges.

<sup>16</sup> Among exiting students with a valid SSN, the percentage who were employed four quarters after exiting California Community Colleges.

<sup>17</sup> Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

<sup>18</sup> Among exiting students, the median second-quarter earnings one year after the year in which they exited California Community Colleges.

<sup>19</sup> Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting California Community Colleges.

<sup>20</sup> Among completers and skills builders who exited, the proportion of students who attained a living wage.

## Top Employers and Work Locations

Between January 1, 2016 and December 31, 2018, the top five employers in San Diego County for these occupations were [Public Consulting Group](#), [Corrections Corporation of America](#), [Rady Children's Hospital](#), [County of San Diego](#), and [US Marine Corps](#) (Exhibit 8).

### Exhibit 8: Top Employers in San Diego County for Social Work Occupations<sup>21</sup>

Top Employers	
<ul style="list-style-type: none"><li>• Public Consulting Group</li><li>• Corrections Corporation of America</li><li>• Rady Children's Hospital</li><li>• County of San Diego</li><li>• US Marine Corps</li></ul>	<ul style="list-style-type: none"><li>• Deloitte</li><li>• Atria Senior Living</li><li>• International Rescue Committee</li><li>• Fred Finch Youth Center</li><li>• Sharp Healthcare</li></ul>

## Skills, Education, and Certifications

*Social Work Occupations* have educational requirements ranging from a high school diploma or equivalent to a bachelor's degree (Exhibit 9a).

### Exhibit 9a: Educational Requirements for Social Work Occupations<sup>22</sup>

Occupational Title	Typical Entry-Level Education
Community and Social Service Specialists, All Other	Bachelor's degree
Social and Human Service Assistants	High school diploma or equivalent

Based on online job postings between January 1, 2016 and December 31, 2018, the top listed educational requirement for *Social Work Occupations* is a [high school diploma or equivalent](#) (Exhibit 9b).<sup>23</sup>

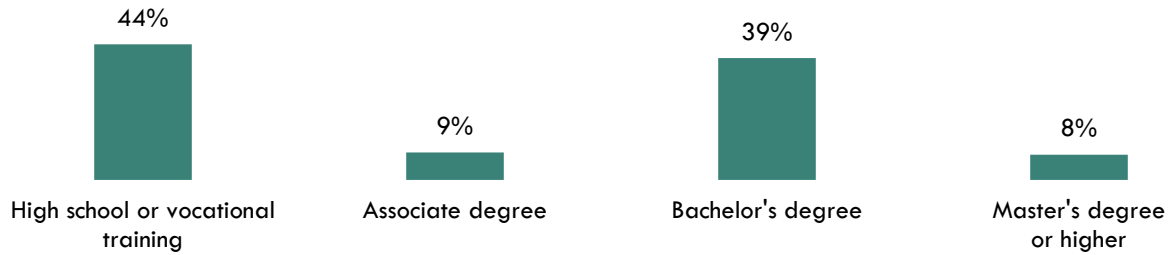
<sup>21</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

<sup>22</sup> Emsi, 2019.01; QCEW, Non-QCEW, Self-Employed.

<sup>23</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.



**Exhibit 9b: Educational Requirements for Social Work Occupations in San Diego County<sup>24</sup>**



\*May not add to 100% due to rounding

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2016 and December 31, 2018.

**Exhibit 10: Top Skills for Social Work Occupations in San Diego County<sup>25</sup>**

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Case Management</li> <li>• Social Services</li> <li>• Customer Service</li> <li>• Mental Health</li> <li>• Cardiopulmonary Resuscitation (CPR)</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Organizational Skills</li> <li>• English</li> <li>• Building Effective Relationships</li> <li>• Bilingual</li> </ul>	<ul style="list-style-type: none"> <li>• Microsoft Excel</li> <li>• Microsoft PowerPoint</li> <li>• Microsoft Word</li> <li>• Word Processing</li> <li>• Microsoft Outlook</li> </ul>

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<sup>24</sup> "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified October 18, 2018. [bls.gov/emp/tables/educational-attainment.htm](https://bls.gov/emp/tables/educational-attainment.htm).

<sup>25</sup> Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2016-2018.

**Important Disclaimers**

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. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.