** Addiction and Recovery Counseling Occupations**

**Labor Market Information Report**

**City College of San Francisco**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

February 2019

# Recommendation

Based on all available data, there appears to be a significant undersupply of Addiction and Recovery Counseling workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties). There is a projected annual gap of about 2,625 students in the Bay region and 673 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 2104.40 - Alcohol and Controlled Substances in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco (CCSF) and in the region.

# Introduction

This report profiles Addiction and Recovery Counseling Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for the revision of an existing program at City College of San Francisco. Substance Abuse, Behavioral Disorder, and Mental Health Counselors (SOC 21-1018) are included in this report, even though a Bachelors degree is the typical education level required for this occupation. This is because CCSF indicated that students who complete the Addiction and Recovery Counseling Certificate and then pass the state license exam for Drug and Alcohol counselor, can be hired and practice as a Drug and Alcohol counselor so long as they have a current state license, as well as meet the criteria for completed hours and education.

|  |
| --- |
| * **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. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (39-9021), and "Eligibility Interviewers, Government Programs" (43-4061). |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: Short-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 35%* |
|  |
| * **Substance Abuse, Behavioral Disorder, and Mental Health Counselors (SOC 21-1018):** Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education. |
| *Entry-Level Educational Requirement: Bachelor's degree* |
| *Training Requirement: Internship/residency* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 0%* |

# Occupational Demand

**Table 1. Employment Outlook for Addiction and Recovery Counseling Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Social and Human Service Assistants | 11,904 | 13,578 | 1,674 | 14% | 8,957 | 1,791 | $13.12 | $19.52 |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 7,582 | 8,462 | 880 | 12% | 4,964 | 993 | $15.14 | $21.71 |
| **Total** | **19,486** | **22,040** | **2,554** | **13%** | **13,921** | **2,784** | **$14.13** | **$20.62** |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Addiction and Recovery Counseling Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Social and Human Service Assistants | 3,216 | 3,632 | 416 | 13% | 2,382 | 476 | $13.69 | $21.10 |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 1,873 | 2,030 | 158 | 8% | 1,163 | 233 | $16.13 | $22.76 |
| **TOTAL** | **5,089** | **5,662** | **574** | **11%** | **3,545** | **709** | **$14.91** | **$21.93** |

*Source: EMSI 2019.1*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Feb 2018 - Jan 2018)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
| Social and Human Service Assistants | 1,034 | 381 |
| Substance Abuse, Behavioral Disorder Counselors | 292 | 72 |
| **Total** | **180** | **71** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Addiction and Recovery Counseling Occupations for latest 12 months (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Substance Abuse Counselor | 86 | 29 | Home Visitor | 14 | 6 |
| Outreach Specialist | 73 | 27 | Residential Counselor | 14 | 12 |
| Advocate | 66 | 23 | Human Services Specialist | 12 | 1 |
| Coordinator | 65 | 23 | Shelter Advocate | 12 | 1 |
| Community Coordinator | 36 | 10 | Victim Advocate | 12 | 4 |
| Social Services Assistant | 36 | 9 | Addiction Counselor | 11 | 0 |
| Case Management Assistant | 31 | 9 | Community Support Facilitator | 11 | 1 |
| Intake Advocate, Healthcare Industry | 31 | 7 | Management Analyst | 10 | 9 |
| Primary Therapist | 24 | 6 | Manager | 10 | 5 |
| Social Services Coordinator | 24 | 5 | Tenant Coordinator | 9 | 7 |
| Resident Care Coordinator | 19 | 2 | Group Housing Coordinator | 8 | 1 |
| Public Service Aide | 15 | 13 | Intake Advocate | 8 | 2 |
| Social Work | 15 | 2 | Social Work Assistant | 8 | 3 |
| Child Care Specialist | 14 | 2 | Social Work Specialist | 8 | 8 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Addiction and Recovery Counseling Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Services for the Elderly and Persons with Disabilities (624120) | 3,464 | 3,557 | 28% | 18.0% |
| Other Individual and Family Services (624190) | 2,187 | 2,247 | 16% | 11.4% |
| Local Government, Excluding Education and Hospitals (903999) | 1,994 | 2,006 | 5% | 10.2% |
| Residential Mental Health and Substance Abuse Facilities (623220) | 1,449 | 1,446 | 6% | 7.3% |
| Outpatient Mental Health and Substance Abuse Centers (621420) | 1,356 | 1,285 | 8% | 6.5% |
| Child and Youth Services (624110) | 997 | 1,001 | 7% | 5.1% |
| State Government, Excluding Education and Hospitals (902999) | 554 | 563 | 5% | 2.9% |
| HMO Medical Centers (621491) | 503 | 512 | 26% | 2.6% |
| Vocational Rehabilitation Services (624310) | 443 | 438 | (9%) | 2.2% |
| Offices of Mental Health Practitioners (except Physicians) (621330) | 381 | 409 | 27% | 2.1% |
| Environment, Conservation and Wildlife Organizations (813312) | 348 | 351 | 21% | 1.8% |
| Temporary Shelters (624221) | 336 | 350 | 13% | 1.8% |
| General Medical and Surgical Hospitals (622110) | 337 | 337 | (1%) | 1.7% |
| Hospitals (State Government) (902622) | 308 | 294 | 3% | 1.5% |
| Other Social Advocacy Organizations (813319) | 271 | 281 | 11% | 1.4% |
| Other Community Housing Services (624229) | 235 | 242 | 19% | 1.2% |
| Offices of Physicians (except Mental Health Specialists) (621111) | 241 | 241 | 1% | 1.2% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 226 | 234 | 11% | 1.2% |
| Corporate, Subsidiary, and Regional Managing Offices (551114) | 217 | 232 | 13% | 1.2% |
| Hospitals (Local Government) (903622) | 210 | 214 | 11% | 1.1% |
| Other Residential Care Facilities (623990) | 227 | 205 | (31%) | 1.0% |
| Community Food Services (624210) | 195 | 196 | 5% | 1.0% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Addiction and Recovery Counseling Occupations in Bay Region and Mid-Peninsula Sub-Region (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| Mednax | 24 | Adobe Systems | 10 | SFMTA | 20 |
| Sfmta | 20 | Alternative Family Services | 10 | City and County of San Francisco | 13 |
| Kaiser Permanente | 19 | Star Nursing, Inc | 10 | County San Mateo | 11 |
| Deloitte | 17 | Sutter Medical Center | 10 | Mission Neighborhood Health Center | 11 |
| Sutter Health | 16 | Brookdale Senior Living | 9 | Deloitte | 9 |
| City and County of San Francisco | 15 | Homefirst Services | 9 | Healthright 360 | 7 |
| Meddata | 15 | YWCA | 9 | Sutter Health | 7 |
| Gap Inc. | 13 | Brookdale Corporation | 8 | Alternative Family Services | 6 |
| Hope Services | 13 | Center For Discovery | 8 | Epiphany Center | 6 |
| County San Mateo | 12 | Healthright 360 | 8 | Lifemoves | 6 |
| East Bay Innovations | 12 | La Clinica De La Raza | 8 | Wu Yee Childrens Services | 6 |
| Heluna Health | 12 | Sutter Health Sacramento Sierra Region | 8 | Anthem Blue Cross | 5 |
| Covenant House California | 11 | California State University | 7 | California State University | 5 |
| Mission Neighborhood Health Center | 11 | Contra Costa Arc | 7 | Curry Senior Center | 5 |

*Source: Burning Glass*

# Educational Supply

There are 7 community colleges in the Bay Region issuing 159 awards on average annually (last 3 years) on TOP 2104.40 - Alcohol and Controlled Substances. There are two colleges in the Mid-Peninsula Sub-Region issuing 36 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 2104.40 - Alcohol and Controlled Substances in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| City College of San Francisco | Mid Peninsula | 202 |  | 19 | 19 |
| College of Marin | North Bay | 77 |  |  |  |
| College of San Mateo | Mid Peninsula | 132 | 2 | 16 | 18 |
| Diablo Valley College | East Bay | 120 | 12 | 27 | 39 |
| Hartnell College | Santa Cruz - Monterey | n/a | 4 | 3 | 7 |
| Merritt College | East Bay | 157 | 10 | 17 | 26 |
| San Jose City College | Silicon Valley | 294 | 10 | 20 | 30 |
| Santa Rosa Junior College | North Bay | n/a | 7 | 12 | 19 |
| **Total Bay Region** | | **982** | **45** | **114** | **159** |
| **Total Mid-Peninsula Sub-Region** | | **334** | **2** | **34** | **36** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 2,784 annual openings for the Addiction and Recovery Counseling occupational cluster and 159 annual (3-year average) awards for an annual undersupply of 2,625 students. In the Mid-Peninsula Sub-Region, there is also a gap with 709 annual openings and 36 annual (3-year average) awards for an annual undersupply of 673 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2104.40 - Alcohol and Controlled Substances**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (2104.40) | Bay (2104.40) | Mid-Peninsula (2104.40) | City College of San Francisco (2104.40) |
| % Employed Four Quarters After Exit | 74% | 73% | 60% | 70% | 72% | 74% |
| Median Quarterly Earnings Two Quarters After Exit | $23,396 | $22,070 | $13,557 | $25,278 | $25,686 | $24,362 |
| Median % Change in Earnings | 46% | 50% | 50% | 41% | 31% | 42% |
| % of Students Earning a Living Wage | 63% | 55% | 47% | 57% | 44% | 47% |

*Source: Launchboard Pipeline (version available on 2/13/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Addiction and Recovery Counseling Occupations in Bay Region (Feb 2018 - Jan 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Case Management | 381 | Customer Contact | 91 | Spreadsheets | 60 |
| Mental Health | 243 | Addiction Treatment | 87 | Public Health and Safety | 55 |
| Customer Service | 221 | Health and Human Services | 84 | Social Media | 55 |
| Social Services | 213 | Rehabilitation | 84 | Teaching | 55 |
| Treatment Planning | 165 | Social Services Industry Knowledge | 83 | Appointment Setting | 54 |
| Psychology | 161 | Project Management | 81 | Administrative Functions | 48 |
| Crisis Intervention | 157 | Conflict Management | 80 | Developmental Disabilities | 48 |
| Scheduling | 149 | Discharge Planning | 73 | Administrative Support | 45 |
| Cardiopulmonary Resuscitation (CPR) | 143 | Customer Billing | 69 | Child Care | 45 |
| Budgeting | 133 | Data Collection | 69 | Child Development | 45 |
| Staff Management | 129 | Hospital Experience | 69 | Lifting Ability | 43 |
| Data Entry | 114 | Record Keeping | 69 | Psychotherapy | 43 |
| Trauma | 99 | Social Work | 68 | Criminal Justice | 41 |
| Behavioral Health | 91 | Patient Care | 64 | Government Regulations | 40 |

*Source: Burning Glass*

**Table 10. Certifications for Addiction and Recovery Counseling Occupations in the Bay Region (Feb 2018 - Jan 2018)**

Note: 58% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Driver's License | 348 | Crisis Intervention Certification | 7 |
| First Aid Cpr Aed | 106 | Cdl Class C | 6 |
| Social Work License | 64 | Licensed Counselor | 6 |
| Certified Alcohol and Drug Abuse Counselor | 28 | Mental Health Certification | 6 |
| Licensed Marriage and Family Therapist | 26 | Project Management Certification | 6 |
| Addiction Treatment Counselor | 24 | Basic Life Saving (BLS) | 5 |
| Certified Substance Abuse Counselor | 23 | Certified Case Manager (CCM) | 5 |
| Counseling Certification | 22 | Certified Medical Assistant | 5 |
| Domestic Violence | 15 | Child Development Associate (CDA) | 5 |
| Licensed Clinical Social Worker (LCSW) | 12 | Licensed Bachelor of Social Work (LBSW) | 5 |
| Licensed Alcohol and Drug Counselor | 11 | Registered Nurse | 5 |
| Registered Behavior Technician | 11 | Licensed Master Social Worker (LMSW) | 4 |
| Psychologist License | 10 | Basic Cardiac Life Support Certification | 3 |
| Certified Marriage and Family Therapist | 8 | Certified Cargo Security Professional | 3 |
| Licensed Professional Counselor | 8 | Certified Child Care Provider | 3 |
| Board Certified Behavior Analyst (BCBA) | 7 | Certified Employee Assistance Professional | 3 |

*Source: Burning Glass*

**Table 11. Education Requirements for Addiction and Recovery Counseling Occupations in Bay Region**

Note: 66% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 352 (40%) |
| Associate Degree | 100 (12%) |
| Bachelor’s Degree or Higher | 421 (48%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

For more information, please contact:

* Doreen O’Donovan, Data Research Analyst, for Bay Area Community College Consortium (BACCC) and Centers of Excellence (CoE), [doreen@baccc.net](mailto:doreen@baccc.net) or (831) 479-6481
* John Carrese, Director, San Francisco Bay Center of Excellence for Labor Market Research, [jcarrese@ccsf.edu](mailto:jcarrese@ccsf.edu) or (415) 267-6544