

Addiction and Recovery Counseling Occupations

Labor Market Analysis: San Diego County

November 2020

Summary



The brief provides labor market information about *Addiction and Recovery Counseling Occupations* to assist the San Diego and Imperial Counties Community Colleges with program development and strategic planning. *Addiction and Recovery Counseling Occupations* include “Community and Social Service Specialists, All Other,” “Social and Human Service Assistants,” and “Substance Abuse, Behavioral Disorder, and Mental Health Counselors.” According to available labor market information, *Addiction and Recovery Counseling Occupations* in San Diego County have a labor market demand of 1,068 annual job openings (while average demand for a single occupation in San Diego County is 277 annual job openings), and 11 educational institutions in San Diego County supply 754 awards for these occupations, suggesting that there is a supply gap in the labor market. Entry-level wages for all occupations except “Social and Human Service Assistants,” and median wages for all occupations are above the living wage. This brief recommends proceeding with developing a **new** program because 1) a supply gap exists for these occupations and 2) most of these occupations’ entry-level and median earnings are above the living wage. **The region’s community colleges should also take note that 1) the majority of these occupations require a bachelor’s degree as the minimum level of educational attainment and 2) the percentage of students who complete related programs and earn a living wage is lower than students who complete Career Education programs in general.**

Introduction

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

- **Substance Abuse, Behavioral Disorder, and Mental Health Counselors (SOC 21-1018):** 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. 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.
- **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. "All Other" titles represent occupations with a wide range of characteristics which do not fit into one of the detailed O*NET-SOC occupations.

For the purpose of this report, these occupations are referred to as *Addiction and Recovery Counseling Occupations*.

¹ 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.

Projected Occupational Demand

Between 2019 and 2024, *Addiction and Recovery Counseling Occupations* are projected to increase by **1,157** net jobs or **17** percent (Exhibit 1 a). During this period, employers in San Diego County are projected to hire **1,068** workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1a: Number of Jobs for Addiction and Recovery Counseling Occupations (2009-2024)²

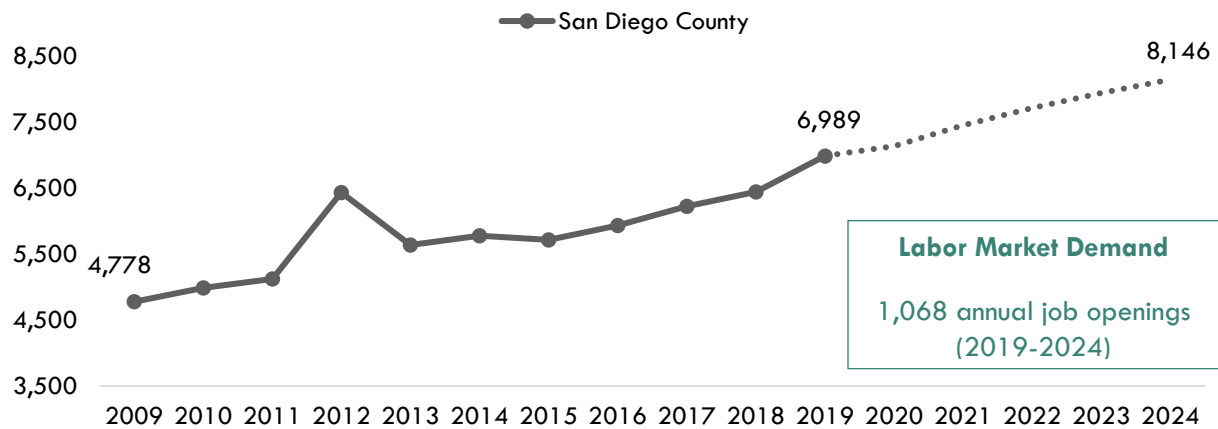


Exhibit 1 b breaks down the projected number of jobs change by occupation more specifically: *Social and Human Service Assistants* are projected to increase the most by 545 total jobs between 2019 and 2024.

Exhibit 1b: Number of Jobs for Addiction and Recovery Counseling Occupations in San Diego County (2019-2024)³

Occupational Title	2019 Jobs	2024 Jobs	2019 - 2024 Net Jobs Change	2019-2024 % Net Jobs Change	Annual Job Openings (Demand)
Social and Human Service Assistants	3,679	4,224	545	15%	572
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2,343	2,859	516	22%	363
Community and Social Service Specialists, All Other	967	1,063	96	10%	133
Total	6,989	8,146	1,157	17%	1,068

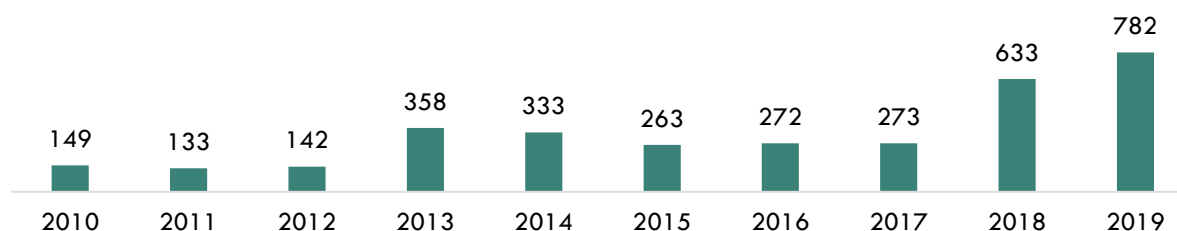
² EMSI 2020.04; QCEW, Non-QCEW, Self-Employed.

³ EMSI 2020.04; QCEW, Non-QCEW, Self-Employed.

Online Job Postings

This report analyzes not only historical and projected data (traditional labor market information or LMI), but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2010 and 2019, there was an average of 334 online job postings per year in San Diego County for *Addiction and Recovery Counseling Occupations* (Exhibit 2). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (Exhibit 1b). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 2: Number of Online Job Postings for *Addiction and Recovery Counseling Occupations* in San Diego County (2010-2019)⁴



Earnings

The entry-level hourly earnings for *Addiction and Recovery Counseling Occupations* range from \$14.23 to \$16.47 (Exhibit 3a).

Exhibit 3a: Hourly Earnings for *Addiction and Recovery Counseling Occupations* in San Diego County⁵

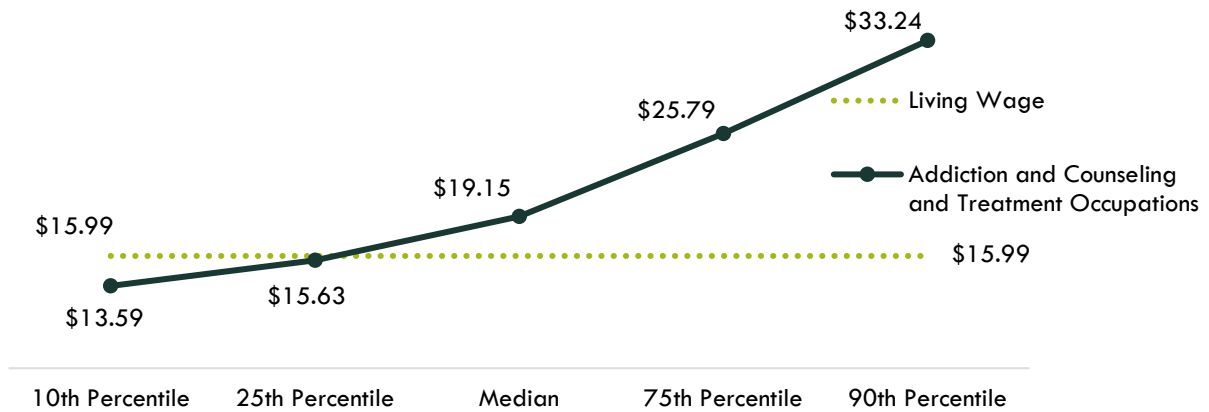
Occupational Title	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Community and Social Service Specialists, All Other	\$16.47	\$18.80	\$24.19
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$16.20	\$21.30	\$29.93
Social and Human Service Assistants	\$14.23	\$17.36	\$23.25

⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2010-2019.

⁵ EMSI 2020.04; QCEW, Non-QCEW, Self-Employed.

On average, the entry-level hourly earnings for *Addiction and Recovery Counseling Occupations* is \$15.63; this is less than the living wage for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 3b).⁶ As shown in Exhibit 3a, the entry-level wage for *Social and Human Service Assistants* is below the living wage, which lowers the average entry-level earnings for *Addiction and Counseling and Treatment Occupations* as a whole.

Exhibit 3b: Average Hourly Earnings⁷ for *Addiction and Recovery Counseling Occupations* in San Diego County⁸



⁶ "California Family Needs Calculator (formerly the Self-Sufficiency Standard)," Insight: Center for Community Economic Development, last updated 2018. insightccd.org/2018-self-sufficiency-standard.

⁷ 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.

⁸ EMSI 2020.04; QCEW, Non-QCEW, Self-Employed.

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.⁹ There are **eight** TOP codes and **eight** CIP codes related to *Addiction and Recovery Counseling Occupations* (Exhibit 4).

Exhibit 4: Related TOP and CIP Codes for *Addiction and Recovery Counseling Occupations*

<i>Addiction and Recovery Counseling Occupations</i>
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
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, **four** community colleges supply the region with awards for these occupations: *Cuyamaca College, Palomar College, San Diego City College, and Southwestern College*. According to CIP data, **seven** non-community colleges supply the region with awards: *Ashford University, California State University-San Marcos, National University, Point Loma Nazarene University, San Diego Christian College, San Diego State University, and University of California-San Diego* (Exhibit 5).

⁹ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

**Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2014-15 through PY2018-19 Average)**

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY16-17 to PY18-19)	Other Educational Institutions 3-Yr Annual Average Awards (PY14-15 to PY16-17)	3-Yr Total Average Supply (PY14-15 to PY18-19)
126100	Community Health Care Worker	2	0	2
	• San Diego City	2	0	
130560	Parenting and Family Education	7	0	7
	• Palomar	6	0	
	• San Diego City	1	0	
130800	Family Studies	17	0	17
	• Southwestern	17	0	
210400	Human Services	106	0	106
	• Cuyamaca	50	0	
	• San Diego City	38	0	
	• Southwestern	18	0	
210440	Alcohol and Controlled Substances	72	0	72
	• Palomar	25	0	
	• San Diego City	47	0	
19.0401	Family Resource Management Studies, General	0	9	9
	• Ashford University	0	9	
19.0701	Human Development and Family Studies, General	0	379	379
	• California State University-San Marcos	0	250	
	• San Diego Christian College	0	27	
	• University of California-San Diego	0	102	
44.0701	Social Work	0	108	108
	• Point Loma Nazarene University	0	10	
	• San Diego State University	0	98	

TOP6 or CIP	TOP6 or CIP Title	3-Yr Annual Average CC Awards (PY16-17 to PY18-19)	Other Educational Institutions 3-Yr Annual Average Awards (PY14-15 to PY16-17)	
51.1501	Substance Abuse/Addiction Counseling	0	2	2
	• National University	0	2	
51.2208	Community Health and Preventive Medicine	0	52	52
	• National University	0	52	
			Total	754

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁰ suggests that there is a **supply gap** for these occupations in San Diego County, with **1,068** annual openings and **754** awards. Comparatively, there are **16,161** annual openings in California and **2,684** awards, demonstrating that there is a supply gap across the state¹¹ (Exhibit 6).

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

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or OverSupply
San Diego	1,068	754	314
California	16,161	2,684	13,477

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.

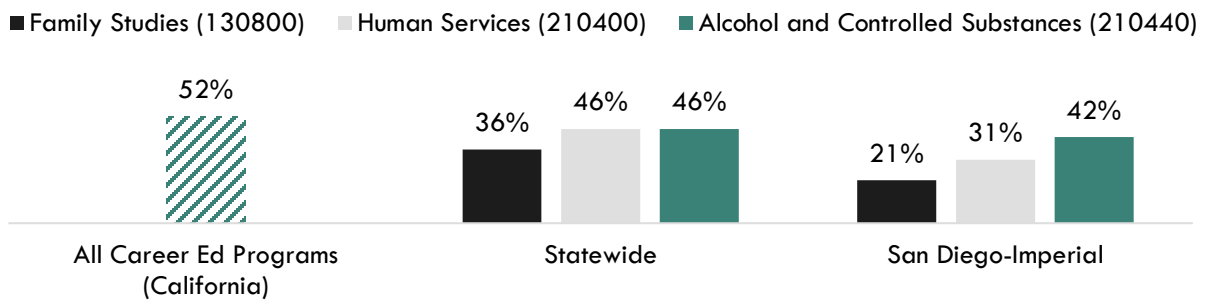
¹⁰ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹¹ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

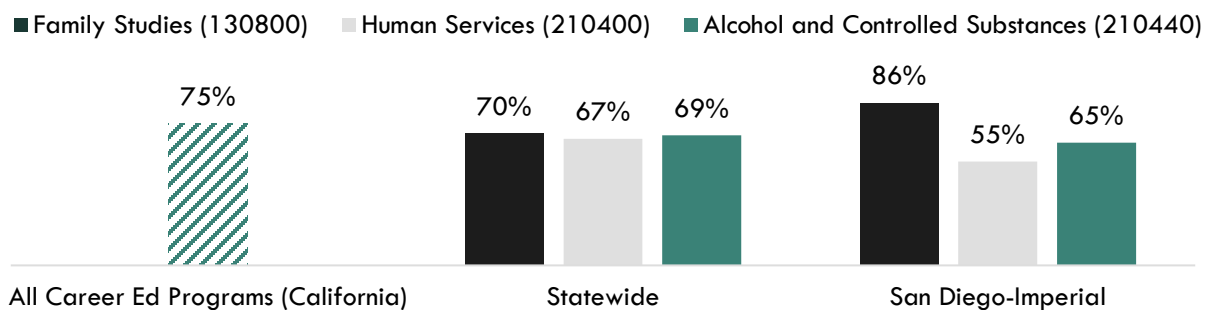
According to the California Community Colleges LaunchBoard, between 21 to 42 percent of students in the San Diego-Imperial region earned a living wage after completing a program related to *Addiction and Recovery Counseling Occupations*, compared to 36 to 46 percent statewide and 52 percent of students in Career Education programs in general across the state (Exhibit 7a).¹²

Exhibit 7a: Proportion of Students Who Earned a Living Wage, PY2016-17¹³



According to the California Community Colleges LaunchBoard, between 55 to 86 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a related program, compared to 67 to 70 percent statewide and 75 percent of students in Career Education programs in general across the state (Exhibit 7b).¹⁴

Exhibit 7b: Percentage of Students in a Job Closely Related to Field of Study, PY2015-16¹⁵



¹² California Community Colleges Strong Workforce Program,TM California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹³ Among completers and skills builders who exited, the proportion of students who attained a living wage.

¹⁴ California Community Colleges Strong Workforce Program,TM California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁵ Most recent year with available data is Program Year 2014-15. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Top Employers

Between January 1, 2017 and December 31, 2019, the top five employers in San Diego County for these occupations were [Acadia Healthcare](#), [Community Research Foundation](#), [Mental Health Systems Incorporated](#), [Rady Children's Hospital](#), and [Volunteers Of America Southwest](#) (Exhibit 8).

Exhibit 8: Top Employers in San Diego County for *Addiction and Recovery Counseling Occupations*¹⁶

Top Employers	
<ul style="list-style-type: none"> • Acadia Healthcare • Community Research Foundation • Mental Health Systems Incorporated • Rady Children's Hospital • Volunteers Of America Southwest 	<ul style="list-style-type: none"> • County of San Diego • San Diego Youth Services • The GEO Group, Inc. • CoreCivic • SDSU Research Foundation

Education and Skills

Aside from *Gaming Managers*, *Addiction and Recovery Counseling Occupations* have national educational requirements ranging from a [high school diploma or equivalent](#) to a [bachelor's degree](#) (Exhibit 9a).

Exhibit 9a: National Educational Attainment for *Addiction and Recovery Counseling Occupations*¹⁷

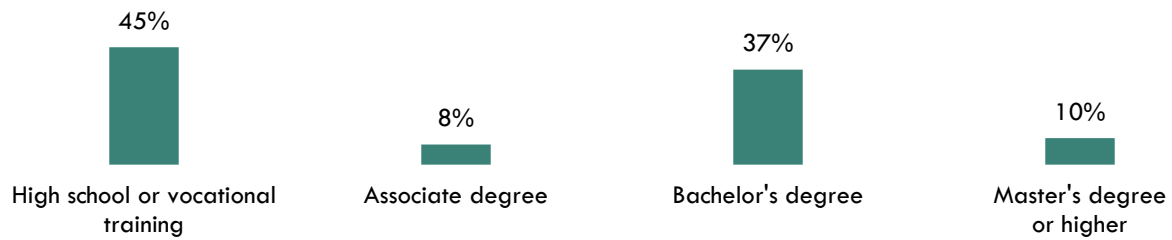
Occupational Title	Typical Entry-Level Education
Community and Social Service Specialists, All Other	Bachelor's degree
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree
Social and Human Service Assistants	High school diploma or equivalent

¹⁶ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

¹⁷ EMSI 2020.04; QCEW, Non-QCEW, Self-Employed.

Based on online job postings between January 1, 2017 and December 31, 2019 in San Diego County, the top listed educational requirement for *Addiction and Recovery Counseling Occupations* is a [high school or vocational training](#) (Exhibit 9b).¹⁸

Exhibit 9b: Educational Requirements for *Addiction and Recovery Counseling Occupations* in San Diego County¹⁹



*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, 2017 and December 31, 2019.

Exhibit 10: Top Skills for *Addiction and Recovery Counseling Occupations* in San Diego County²⁰

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Case Management • Treatment Planning • Mental Health • Social Services • Customer Service 	<ul style="list-style-type: none"> • Communication Skills • Organizational Skills • Bilingual • Spanish • English 	<ul style="list-style-type: none"> • Microsoft Excel • Microsoft Word • Microsoft PowerPoint • Word Processing • Microsoft Outlook

¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

¹⁹ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 4, 2019. bls.gov/emp/tables/educational-attainment.htm.

²⁰ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2017-2019.

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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.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.