



Program Endorsement Brief:

Social Work/ Human Services ADT (Addiction Studies focus)

North/Far North Center of Excellence, June 2019

INTRODUCTION

College of the Redwoods (COR) is developing a Social Work/Human Services Associate Degree for Transfer with a specialized track in addiction studies. COR currently offers an Addiction Studies Certificate. The proposed ADT will build upon existing curriculum and course sequencing to create an efficient and clear track for students who complete the Addiction Studies Certificate and wish to transfer into a 4-year social work program. This report provides a brief overview of labor market demand and supply for two middle-skill social work/human services occupations related to addiction studies in the North and Far North regions.

Key findings include:

- Projected occupational growth for social and human service assistants and community health workers is strong (at least 11%) for both the North and Far North regions.
- Median hourly wages for the occupations studied fall below the Far North average median hourly wage rate of \$25.25 for one adult, one child but exceed the living wage of \$11.38 for one adult.
- In the Far North region, an average of 16 certificates and 3 Associate degrees have been conferred since 2015-16, while there are 395 projected annual openings (through 2023) for selected occupations in the region.

Findings in this report were determined using labor market data from EMSI and Burning Glass. Education supply data is sourced from the Community College Chancellor's Office MIS via Datamart and Launchboard.

This report contains the following sections:

- Occupational demand
- Wages and job postings
- Educational attainment and supply, and
- Findings and recommendations

OCCUPATIONAL DEMAND

The following Standard Occupational Classification (SOC) codes were analyzed in relation to the proposed program¹:

21-1093.00 - Social and Human Service Assistants

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.

Sample of reported job titles: Advocate, Caseworker, Community Coordinator, Family Support Worker, Home based Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Social Services Assistant, Social Work Associate

21-1094.00 - Community Health Workers

Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs.

Sample of reported job titles: Apprise Counselor, Assistant Director of Nutrition and Wellness Programs, Chief Program Officer, Community Health Outreach Worker, Community Health Program Coordinator, Community Health Program Representative (Community Health Program Rep), Community Health Promoter, Community Health Worker (CHW), Community Nutrition Educator, HIV CTS Specialist (Human Immunodeficiency Virus Counseling and Testing Services Specialist)

Exhibit 1 summarizes job trends per the SOC codes in the 15-county Far North region and the 22-county North/Far North region.

Exhibit 1: Employment, projected occupational demand and education levels²

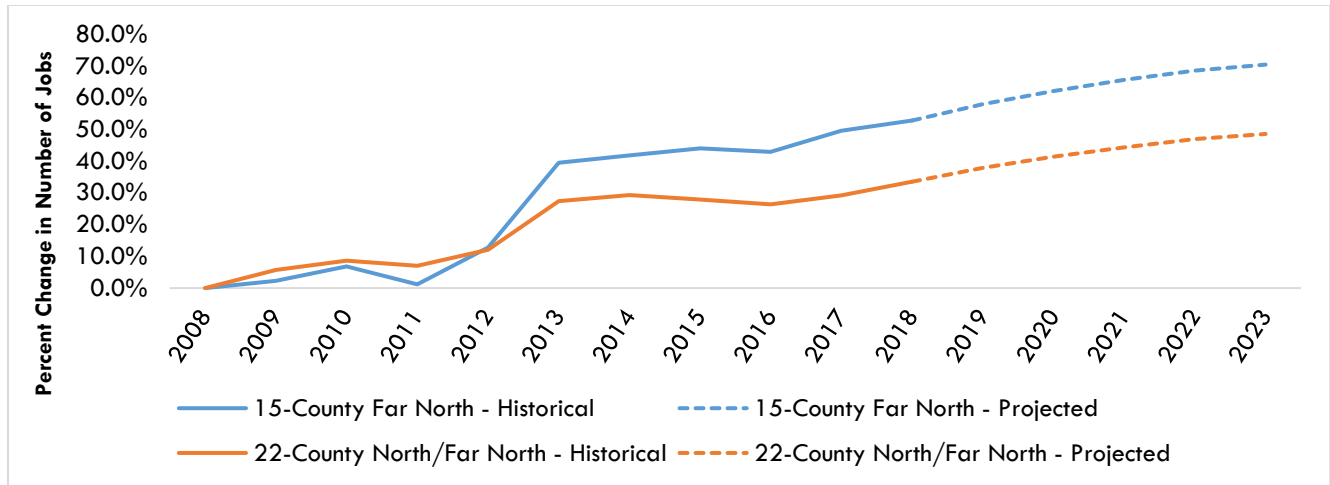
Occupation	SOC	2008 Jobs	2018 Jobs	2023 Jobs	2018-23 Jobs % Change	Annual Open- ings
Social and Human Service Assistants	21-1093	1,691	2,562	2,852	11%	372
Community Health Workers	21-1094	82	147	170	16%	23
15-County Far North Region	TOTAL	1,773	2,710	3,022	12%	395
Social and Human Service Assistants	21-1093	5,823	7,483	8,317	11%	1,082
Community Health Workers	21-1094	415	847	951	12%	128
22-County North/Far North Region	TOTAL	6,238	8,060	9,268	11%	1,209

Exhibit 2 shows the percentage change in number of jobs between 2008 through 2018 and occupational projections from 2018 through 2023. The rate of change is indexed to the total number of jobs in 2008 as the base year and compares the 15-county Far North region and the 22-county North/Far North region.

¹ <https://www.onetonline.org>

² Emsi 2019.2; QCEW Employees, Non-QCEW Employees and Self-Employed. The fifteen-county Far North region includes Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity. The 22-county North/Far North region includes the aforementioned counties as well as El Dorado, Placer, Nevada, Sacramento, Sutter, Yolo and Yuba.

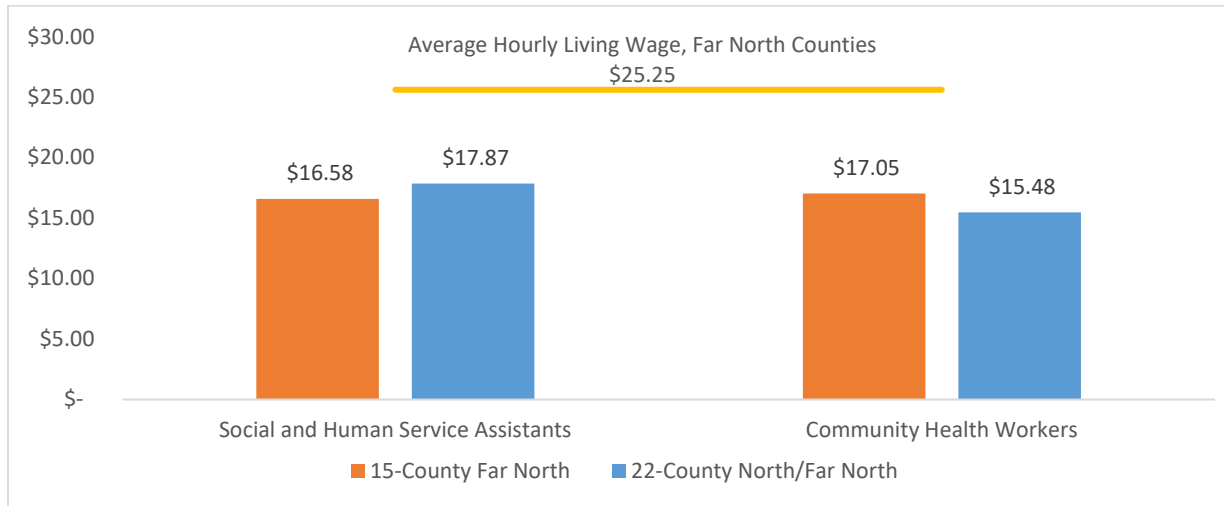
Exhibit 2: Rate of change for selected occupations³



WAGES AND JOB POSTINGS

Exhibit 3 displays hourly wages for the selected occupations in the Far North and North/Far North regions. The average living wage for Far North counties for a one-adult, one-child household is \$25.25. The average living wage for one adult is \$11.38.

Exhibit 3: Wages for selected occupations⁴



³ Ibid.

⁴ Emsi 2019.2, Living Wage Calculator: Counties and Metropolitan Statistical Areas in CA, <http://livingwage.mit.edu/states/06/locations>.

Burning Glass data for job postings for representative SOC codes identified a pool of 318 listings in the North/Far North region during the past year. Exhibit 4 shows job posting trends since 2011 by occupation for each region.

Exhibit 4. Job posting trends for selected occupations⁵

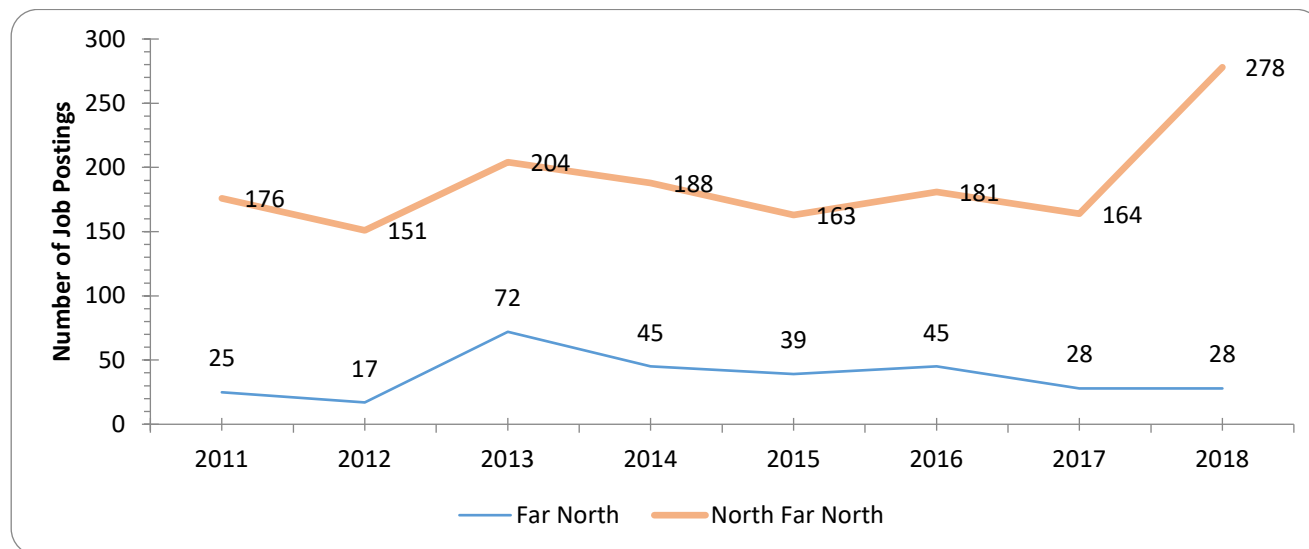


Exhibit 5 displays the skills most requested by employers in the 22-county North/Far North region for social and human service assistants and community health workers during the 12 month period of June, 2018 through May, 2019.

Exhibit 5. Top 10 skills desired in the selected occupations⁶

Social and Human Service Assistants (278 postings)		Community Health Workers (40 postings)	
Most requested skills	% of postings	Most requested skills	% of postings
Social Services	31%	Case Management	43%
Case Management	25%	Crisis Intervention	32%
Mental Health	21%	Cardiopulmonary Resuscitation (CPR)	27%
Budgeting	18%	Mental Health	27%
Crisis Intervention	17%	Teaching	27%
Psychology	12%	Cooking	16%
Customer Service	12%	Money Management	16%
Social Services Industry Knowledge	12%	Social Services	16%
Abuse Treatment	11%	Special Education	16%
Cardiopulmonary Resuscitation (CPR)	11%	Training Programs	16%

Note: 35 of the 278 social and human service assistant records have been excluded because they do not include a specialized skill.

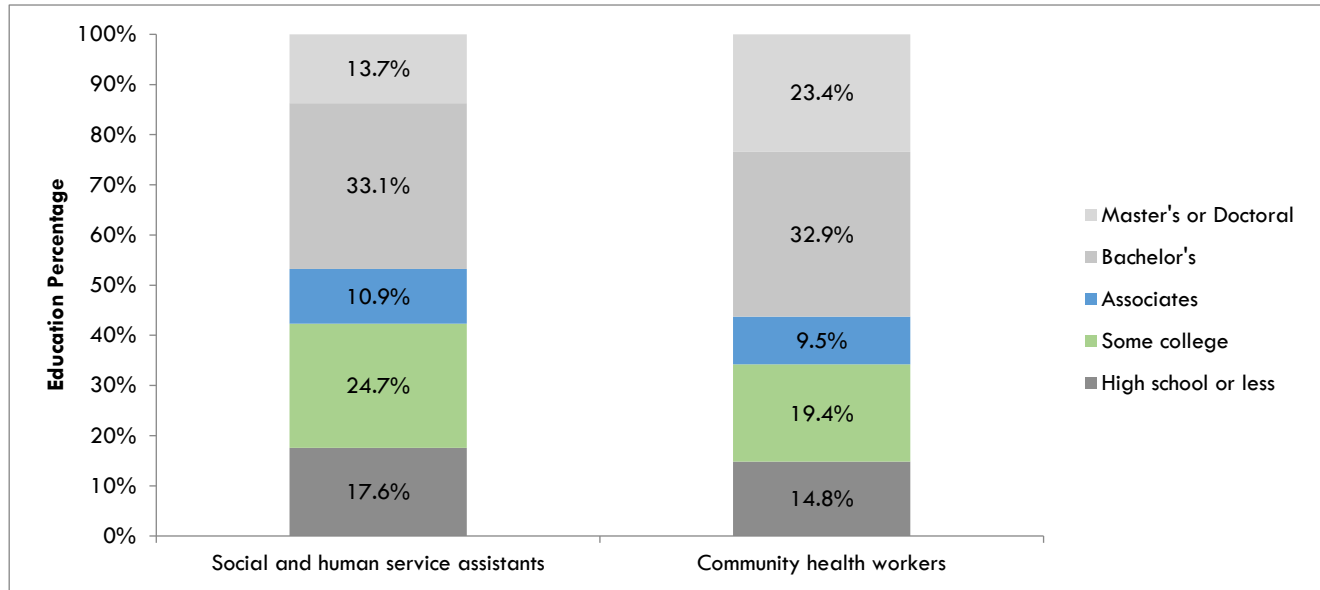
⁵ Burning Glass.

⁶ Ibid.

EDUCATIONAL ATTAINMENT AND SUPPLY

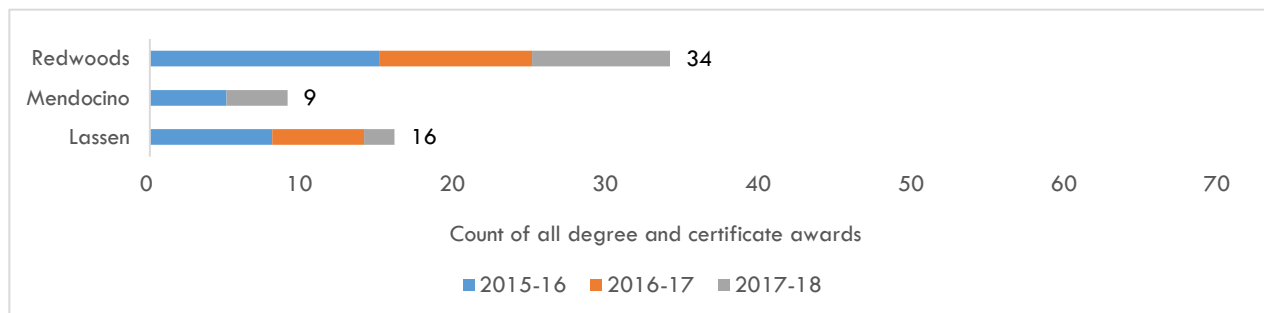
At the national level, the typical education requirement for entry-level social and human service assistants and for community health workers is a high school diploma or equivalent, though a majority of workers in both occupations have at least some college or an Associate's degree. Nearly half (47%) of social and human service assistants hold Bachelor's degrees or higher while more than half (56%) of community health workers hold Bachelor's degrees or higher. Exhibit 6 shows educational attainment percentages by occupation.

Exhibit 6. Typical educational attainment for selected occupations nationally⁷



To estimate supply, this study used the Taxonomy of Programs (TOP) code Alcohol and Controlled Substances (2104.40). Exhibits 7a and 7b show the number of awards conferred by Far North community colleges during the past three academic years. College of the Redwoods conferred more awards than other colleges in the region. A majority of awards conferred are certificates.⁸

Exhibit 7a: Total awards conferred by Far North community colleges, 2015-2018⁹



⁷ Current Population Survey, Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-17, https://www.bls.gov/emp/ep_table_111.htm.

⁸ California Community Colleges Chancellor's Office Data Mart, 6/13/19.

⁹ Ibid

Exhibit 7b: Annual awards conferred by Far North community colleges, 2015-2018¹⁰

	Certificate				Associate Degree			
	2015-16	2016-17	2017-18	3-Yr Avg	2015-16	2016-17	2017-18	3-Yr Avg
Lassen	4	3	1	4	4	3	1	4
Mendocino	4	0	3	4	1	0	1	1
Redwoods	15	10	9	15	0	0	0	0
Total	23	13	13	16	5	3	2	3

FINDINGS AND RECOMMENDATION

- Demand for these occupations is projected to be strong through 2023.
- Based on three-year average award data for colleges in the Far North region (3 degrees and 16 certificates) and projected annual openings in the region (395), there appears to be an opportunity for program growth.
- Data show that a majority of social and human service assistants and community health workers hold Bachelor’s degrees; thus, the proposed focus on transfer pathways is recommended. Furthermore, typical education levels required for Substance Abuse and Behavior Disorders Counselors is at least a Bachelor’s degree.

COE Recommendation	
<input checked="" type="checkbox"/>	Move forward with program
<input type="checkbox"/>	Program is not recommended
<input type="checkbox"/>	Additional information needed

¹⁰ Ibid.

APPENDIX A: SOURCES

Sources used for data analysis purposes in this report include:

- U.S. Department of Labor/Employment and Training Administration (DOLETA) O*NET Online
- Burning Glass, Labor Insight/Jobs
- Economic Modeling Specialists, International (EMSI)
- California Employment Development Department, Labor Market Information Division (EDD, LMID)
- California Community Colleges Chancellor's Office Management Information Systems (MIS Datamart)
- California Community Colleges Chancellor's Office, Cal-PASS Plus LaunchBoard

For more information, please contact:

Sara Phillips

Director, Far North Center of Excellence for Labor Market Research
sphillips@shastacollege.edu or 530.242.7635