



Addiction Studies Alcohol and Controlled Substances (TOP: 2104.40)

June 2019

Prepared by the South Central Coast Center of Excellence for Labor
Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Addiction Studies Foundation Certificate of Achievement. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, the number of jobs related to Alcohol and Controlled Substances is expected to increase over the next five years.
- All four associated occupations are anticipated to experience a low risk of automation.
- In 2017 there were 194 regional completions in programs related to the occupations identified as related to Alcohol and Controlled Substances and 817 openings, indicating an undersupply in this area.
- Typical entry-level education ranges from a high school diploma or equivalent for Social and Human Service Assistants & Community Health Workers to a Bachelor's degree for Substance Abuse and Behavioral Disorder Counselors & Community and Social Service Specialists, All Other.
- Completers of regional Alcohol and Controlled Substances programs (TOP 2104.40) from the 2015-2016 academic year had a median annual wage upon completion of \$25,648.
- 48% of students are earning a living.
- 66% of students are employed within a year after completing a program.

Occupation Codes and Descriptions

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Currently, there are four occupations in the standard occupational classification (SOC) system that are related to Alcohol and Controlled Substances. The occupation titles and descriptions, as well as reported job titles are included in Exhibit 1.

Exhibit 1 – Occupation, description, and sample job titles

| SOC Code | Title | Description | Sample of Reported Job Titles |
|-----------------|---|---|---|
| 21-1011 | Substance Abuse and Behavioral Disorder Counselors | 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. | Addictions Counselor, Case Manager, Chemical Dependency Counselor (CD Counselor), Chemical Dependency Professional, Clinical Counselor, Correctional Substance Abuse Counselor, Counselor, Drug and Alcohol Treatment Specialist (DATS), Prevention Specialist, Substance Abuse Counselor (SA Counselor) |
| 21-1093 | 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. | 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 | 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. | 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) |
| 21-1099 | Community and Social Service Specialists, All Other | All community and social service specialists not listed separately. | -- |

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Alcohol and Controlled Substances is expected to increase over the next five years. Exhibit 2 contains detailed employment projections data for these occupations.

Exhibit 2 – Five-year projections for Alcohol and Controlled Substances in the South Central Coast region

| SOC | Occupation | 2018 Jobs | 2023 Jobs | 2018-2023 Change | 2018-2023 % Change |
|----------------------|--|-----------|-----------|------------------|--------------------|
| 21-1018 (21-1011) | Substance Abuse, Behavioral Disorder, and Mental Health Counselors (Substance Abuse and Behavioral Disorder Counselors) | 1,568 | 1,871 | 303 | 19% |
| 21-1093 | Social and Human Service Assistants | 2,564 | 2,917 | 353 | 14% |
| 21-1094 | Community Health Workers | 253 | 287 | 34 | 13% |
| 21-1099 | Community and Social Service Specialists, All Other | 613 | 663 | 50 | 8% |

Source: Economic Modeling Specialists International (EMSI)

Earnings

In the South Central Coast region, the average wage for the listed occupations is \$20.38 per hour.

Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings is represented by the 25th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Alcohol and Controlled Substances in the South Central Coast region

| SOC | Occupation | Entry-Level Hourly Earnings | Median Hourly Earnings | Experienced Hourly Earnings |
|----------------------|--|-----------------------------|------------------------|-----------------------------|
| 21-1018 (21-1011) | Substance Abuse, Behavioral Disorder, and Mental Health Counselors (Substance Abuse and Behavioral Disorder Counselors) | \$16.55 | \$19.66 | \$23.69 |
| 21-1093 | Social and Human Service Assistants | \$16.40 | \$20.27 | \$25.11 |
| 21-1094 | Community Health Workers | \$17.36 | \$21.25 | \$26.94 |
| 21-1099 | Community and Social Service Specialists, All Other | \$17.71 | \$22.90 | \$29.87 |

Source: Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is employing controlled substance counselors, and what they are looking for in potential candidates. To identify job postings related to Alcohol and Controlled Substances, the following standard occupational classifications were used:

| | |
|---------|---|
| 21-1011 | Substance Abuse and Behavioral Disorder Counselors |
| 21-1093 | Social and Human Service Assistants |
| 21-1094 | Community Health Workers |
| 21-1099 | Community and Social Service Specialists, All Other |

Top Occupations

In 2018, there were 125 employer postings for occupations related to Alcohol and Controlled Substances.

Exhibit 4 – Top occupations in job postings and risk of automation tables

| SOC Code | Occupation | Job Postings, Full Year 2018 |
|----------|---|------------------------------|
| 21-1093 | Social and Human Service Assistants | 68 |
| 21-1011 | Substance Abuse and Behavior Disorder Counselors | 31 |
| 21-1099 | Community and Social Service Specialists, All Other | 16 |
| 21-1094 | Community Health Workers | 10 |

Source: Labor Insight/Jobs (Burning Glass)

| SOC Code | Occupation | Risk of Automation |
|----------|---|--------------------|
| 21-1093 | Social and Human Service Assistants | Low |
| 21-1011 | Substance Abuse and Behavior Disorder Counselors | Low |
| 21-1099 | Community and Social Service Specialists, All Other | Low |
| 21-1094 | Community Health Workers | Low |

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Alcohol and Controlled Substances are listed in Exhibit 5. Junior Outreach Specialist is mentioned as the job title in 5% of all relevant job postings (6 postings).

Exhibit 5 –Job titles

| Title | Job Postings, Full Year 2018 |
|------------------------------|---|
| Junior Outreach Specialist | 6 |
| Senior Service Officer | 5 |
| Substance Abuse Counselor | 5 |
| Community Support Attendant | 4 |
| Coordinator | 4 |
| Outreach Specialist | 4 |
| Student Relations Technician | 4 |

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Alcohol and Controlled Substances field. The top employer posting job ads was Mental Health America of Los Angeles. The top worksite cities in the region for these occupations were Ventura, Santa Clarita, Lancaster, Oxnard, and Santa Barbara.

Exhibit 6 – Top employers (n=116)

| Employer | Job Postings, Full Year 2018 |
|--------------------------------------|---|
| Mental Health America of Los Angeles | 12 |
| Lmt | 4 |
| Atria Senior Living | 3 |
| Bank of the West | 3 |
| Cencal Health | 3 |

Source: Labor Insight/Jobs (Burning Glass)

Skills

Case Management is the most sought after skill for employers hiring for jobs related to Alcohol and Controlled Substances.

Exhibit 7 –Job skills (n=102)

| Skills | Job Postings, Full Year 2018 |
|-------------------------------------|---|
| Case Management | 33 |
| Mental Health | 31 |
| Treatment Planning | 20 |
| Cardiopulmonary Resuscitation (CPR) | 19 |
| Customer Service | 16 |

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 9 shows the industries where most controlled substance counselors are employed in the South Central Coast region. Note: 16% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 9 – Industries employing within the field of Alcohol and Controlled Substances, 2018

| Industry | Occupation Group Jobs in Industry | % of Occupation Group in Industry |
|-----------------------------------|--|--|
| Health Care and Social Assistance | 53 | 51% |
| Public Administration | 15 | 14% |
| Educational Services | 13 | 12% |
| Finance and Insurance | 12 | 11% |
| Manufacturing | 4 | 4% |

Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 10 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 10 – Education and training requirements

| SOC | Occupation | Typical entry-level education | Typical on-the-job training |
|---------|---|-----------------------------------|--------------------------------|
| 21-1011 | Substance Abuse and Behavioral Disorder Counselors | Bachelor's Degree | None |
| 21-1093 | Social and Human Service Assistants | High school diploma or equivalent | Short-term on-the-job training |
| 21-1094 | Community Health Workers | High school diploma or equivalent | Short-term on-the-job training |
| 21-1099 | Community and Social Service Specialists, All Other | Bachelor's Degree | None |

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 194 regional completions (2017) and 817 regional openings (2017) in the South Central Coast region in programs related to the occupations identified as related to Alcohol and Controlled Substances.

Exhibit 11 – Completions and Openings

| | | |
|---|---|--------------------------------------|
| 3 Regional Institutions had Related Programs (2017) | 194 Regional Completions (2017) | 817 Annual Openings (2017) |
|---|---|--------------------------------------|

Source: Economic Modeling Specialists International (EMSI)

Related Programs

| CIP Code | Program | Completions (2017) |
|----------|--------------------------------------|--------------------|
| 51.1501 | Substance Abuse/Addiction Counseling | 140 |
| 44.0000 | Human Services, General | 54 |
| 19.0706 | Child Development | 0 |

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the Alcohol and Controlled Substances program (TOP Code: 2104.40) in the South Central Coast region for the 2015-16 academic year.

- The median annual wage for students after exiting is \$25,648
- Starting salary in the region for Community Health Workers is \$38,189
- 48% of students are earning a living wage
- 66% of students are employed within a year after completing a program
- Students who transfer and earn a bachelor's degree could pursue the following careers:
 - Community and Social Service Specialists, All Other

Source: CTE LaunchBoard

Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represents the labor market demand for positions most closely related to alcohol and controlled substances. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and should not be used to establish current job openings, because the numbers may include duplicate job postings or postings intended to gather a pool of applicants. Real-time labor market information can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.