



# Paraprofessional Counseling Skills/Parenting Education/Family Coach Certificate of Achievement (Human Services TOP: 2104.00)

June 2019

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

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## Program Recommendation

This report was compiled by the South Central Coast<sup>1</sup> Center of Excellence to provide regional labor market data for the program recommendation - Paraprofessional Counseling Skills/Parenting Education/Family Coach 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 Human Services is expected to increase over the next five years.
- All three associated occupations are anticipated to experience a low risk of automation.
- In 2017 there were 54 regional completions in programs related to the occupations identified as related to Human Services and 673 openings, indicating an undersupply.
- Typical entry-level education ranges from a high school diploma or equivalent for Social and Human Service Assistants, to a Bachelor's degree for Child, Family, and School Social Workers & Community and Social Service Specialists, All Other.
- Completers of regional Human Services programs (TOP 2104.00) from the 2015-2016 academic year had a median annual wage upon completion of \$23,316.
- 43% of students are earning a living.
- 65% of students are employed within a year after completing a program.

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<sup>1</sup> 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.

## Occupation Codes and Descriptions

Currently, there are three occupations in the standard occupational classification (SOC) system that are related to Human Services. 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
21-1021	Child, Family, and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.	Adoption Social Worker, Case Manager, Case Worker, Child Protective Services Social Worker (CPS Social Worker), Family Protection Specialist, Family Resource Coordinator, Family Service Worker, Foster Care Social Worker, School Social Worker, Youth Services Specialist
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
21-1099	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 Human Services 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 Human Services in the South Central Coast region**

SOC	Occupation	2018 Jobs	2023 Jobs	2018-2023 Change	2018-2023 % Change
21-1021	<b>Child, Family, and School Social Workers</b>	1,912	2,114	202	11%
21-1093	<b>Social and Human Service Assistant</b>	2,564	2,917	353	14%
21-1099	<b>Community and Social Service Specialists, All Other</b>	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 \$22.48 per hour.

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

**Exhibit 3 – Earnings for Human Services in the South Central Coast region**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
21-1021	<b>Child, Family, and School Social Workers</b>	\$20.50	\$25.89	\$31.79
21-1093	<b>Social and Human Service Assistant</b>	\$16.40	\$20.27	\$25.11
21-1099	<b>Community and Social Service Specialists, All Other</b>	\$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 social workers, and what they are looking for in potential candidates. To identify job postings related to Human Services, the following standard occupational classifications were used:

21-1021	<b>Child, Family, and School Social Workers</b>
21-1093	<b>Social and Human Service Assistant</b>
21-1099	<b>Community and Social Service Specialists, All Other</b>

## Top Occupations

In 2018, there were 152 employer postings for occupations related to Human Services.

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

SOC Code	Occupation	Job Postings, Full Year 2018
21-1021	Child, Family, and School Social Workers	68
21-1093	Social and Human Service Assistants	68
21-1099	Community and Social Service Specialists, All Other	16

Source: Labor Insight/Jobs (Burning Glass)

SOC Code	Occupation	Risk of Automation
21-1021	Child, Family, and School Social Workers	Low
21-1093	Social and Human Service Assistants	Low
21-1099	Community and Social Service Specialists, All Other	Low

Source: Labor Insight/Jobs (Burning Glass)

### **Top Titles**

The top job titles for employers posting ads for jobs related to Human Services are listed in Exhibit 5. Speech Therapist is mentioned as the job title in 6% of all relevant job postings (9 postings).

**Exhibit 5 –Job titles**

<b>Title</b>	<b>Job Postings, Full Year 2018</b>
Speech Therapist	9
School Social Worker	8
Child and Family Specialist	7
Junior Outreach Specialist	6
Physical Therapist	5
Senior Service Officer	5
Community Support Attendant	4

Source: Labor Insight/Jobs (Burning Glass)

### **Top Employers**

Exhibit 6 lists the major employers hiring professionals in the Human Services 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 Lancaster, Santa Clarita, Ventura, Camarillo, and Oxnard.

**Exhibit 6 – Top employers (n=124)**

<b>Employer</b>	<b>Job Postings, Full Year 2018</b>
Mental Health America of Los Angeles	9
Aspiranet, Inc.	6
Casa Pacifica Centers for Children & Families	5
Pathpoint	4
Sulphur Springs Union Elementary	4

Source: Labor Insight/Jobs (Burning Glass)

## Skills

Case Management is the most sought after skill for employers hiring for jobs related to Human Services.

**Exhibit 7 –Job skills (n=111)**

Skills	Job Postings, Full Year 2018
Case Management	32
Mental Health	29
Social Services	25
Cardiopulmonary Resuscitation (CPR)	20
Customer Service	15

Source: Labor Insight/Jobs (Burning Glass)

## Industry Concentration

Exhibit 9 shows the industries where most social workers are employed in the South Central Coast region. Note: 19% 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 the most social workers, 2018**

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Health Care and Social Assistance	65	53%
Educational Services	19	15%
Finance and Insurance	12	10%
Public Administration	12	10%
Manufacturing	4	3%

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
21-1021	Child, Family, and School Social Workers	Bachelor's Degree	None
21-1093	Social and Human Service Assistants	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 54 regional completions (2017) and 673 regional openings (2017) in the South Central Coast region in programs related to the occupations identified as related to Human Services.

**Exhibit 11 – Completions and Openings**

<b>1</b> Regional Institution had a Related Program (2017)	<b>54</b> Regional Completions (2017)	<b>673</b> Annual Openings (2017)
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Source: Economic Modeling Specialists International (EMSI)

## Related Programs

CIP Code	Program	Completions (2017)
44.0000	Human Services, General	54

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 Human Services program (TOP Code: 2104.00) in the South Central Coast region for the 2015-16 academic year.

- The median annual wage for students after exiting is \$23,316
- Starting salary in the region for Brokerage Clerks is \$36,650
- 43% of students are earning a living wage
- 65% 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 human services. 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.