



## Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	<input type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
<b>Supply Gap</b>	<b>Yes</b> ✓	<b>No</b> <input type="checkbox"/>
	<i>Comments:</i> There is <i>projected</i> to be <b>1,470 annual job openings</b> throughout the Inland Empire/Desert region, which is more than the <b>168 annual average awards conferred by educational institutions over the last 3 years</b> . Supply data includes both community college awards (150) and non-community college awards (18).	
<b>Living Wage</b>	<b>Yes</b> ✓	<b>No</b> <input type="checkbox"/>
	<i>Comments:</i> <b>All (100%) of annual job openings</b> for these four occupations <b>have entry-level hourly wages above the IE/D living wage of 13.74.</b> <sup>1</sup>	
<b>Education</b>	<b>Yes</b> ✓	<b>No</b> <input type="checkbox"/>
	<i>Comments:</i> <b>Most job postings for target occupations require an Associate degree or high school degree or equivalent (70%).</b> See exhibits 8 and 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor’s degree)
  - Community Health Workers (21-1094)
  - Social and Human Service Assistants (21-1093)
- Above Middle-Skill (typically require a bachelor’s degree)
  - Mental Health and Substance Abuse Social Workers (21-1023)
  - Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)

## Summary of findings

### Demand

- The number of jobs related to the middle-skill occupations – Community Health Workers and Social and Human Service Assistants – is projected to increase 17% through 2027, with 840 annual job openings (new and replacement jobs).
- Hourly entry-level wages for all occupations are above living wage at the 25<sup>th</sup> percentile hourly wage range from \$17.49 to \$24.74 in IE/D.
- There were 2,613 unique online job postings from 444 employers over the past 12-months with the highest postings for behavior interventionists.
- Most job postings for target occupations require high school or equivalent (52%), followed by bachelor’s degree (29%) and associate degree (18%).

### Supply

- On average, there were 168 annual awards conferred by educational institutions over the last 3 years in related fields: 150 from community colleges and 18 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2020-21 academic year earned a median annual wage of \$33,590 (\$16.15 per hour).
- 80% of students that exited their program in 2021 - 2022 reported that they are working in a job closely related to their field of study.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in alcohol and controlled substances occupations are Hispanic or Latino (45%) and early and/or mid career (70%). Community college students in related programs are a majority Hispanic or Latino (53%) and mid career (65%).

<sup>1</sup> While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. For these reasons, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

## Introduction

California Community College alcohol and controlled substances (TOP 2104.40) programs prepare students with an integrated theoretical and practical experience to develop skills necessary to work in the field of alcohol/drug abuse, as well as with families or employers of chemically dependent persons. (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by 2104.40 programs lead to employment in occupations related to alcohol/drug abuse.

## Job Demand

In 2022, there were 11,219 jobs in occupations related to alcohol/drug abuse in the IE/D region. Regional employment for this occupation group is projected to increase by 17% through 2027 with 1,470 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

**Exhibit 1. Five-year projections for occupations related to alcohol/drug abuse, IE/D Region 2022-2027**

Occupation	SOC	2022 Jobs	2027 Jobs	2022 - 2027 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Social and Human Service Assistants	21-1093	5,441	6,252	15%	3,748.47	750
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	21-1018	3,775	4,511	19%	2,422.67	485
Mental Health and Substance Abuse Social Workers	21-1023	1,369	1,587	16%	725.27	145
Community Health Workers	21-1094	634	748	18%	450.45	90
<b>Total</b>		<b>11,219</b>	<b>13,098</b>	<b>17%</b>	<b>7,346.86</b>	<b>1,470</b>

SOURCE: LIGHTCAST 2023.4

## Job Postings

The following analysis for occupations related to alcohol/drug abuse using online job posting data.

**Important note:** The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.<sup>2</sup> While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to alcohol/drug abuse over the last 12 months and the median posting duration. Over the previous 12 months, there were 2,613 unique job postings for occupations related to alcohol/drug abuse the region from 444 employers.

**Exhibit 2. Job ads and posting duration, IE/D Region, May 2023 – April 2024**

Job Title	Job Ads	Median Posting Duration (days)
Social and Human Service Assistants	504	26 days
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,087	29 days
Mental Health and Substance Abuse Social Workers	918	31 days
Community Health Workers	104	35 days
<b>Total</b>	<b>2,613</b>	

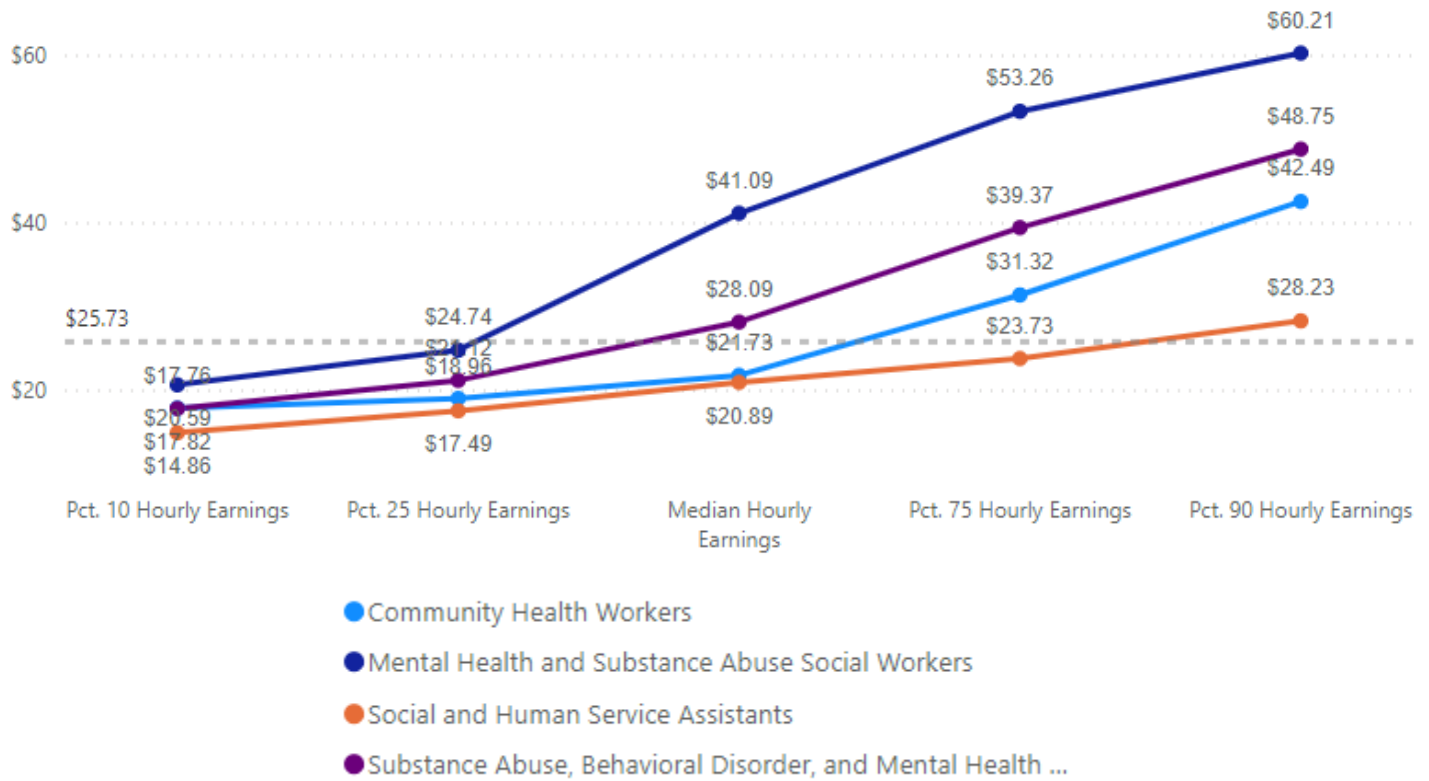
SOURCE: LIGHTCAST 2023.4

<sup>2</sup> "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

# Earnings

Exhibit 3 displays the hourly earnings for occupations related to alcohol/drug abuse and includes comparison of hourly earnings as compared to the MIT IE/D living wage of \$25.73.<sup>3</sup>

**Exhibit 3. Hourly earnings by percentile for occupations related to alcohol/drug abuse, IE/D Region, 2022**



SOURCE: LIGHTCAST 2023.3

All entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D<sup>4</sup>. However, none of the occupations were above the MIT living wage for an adult with no children (\$25.73).

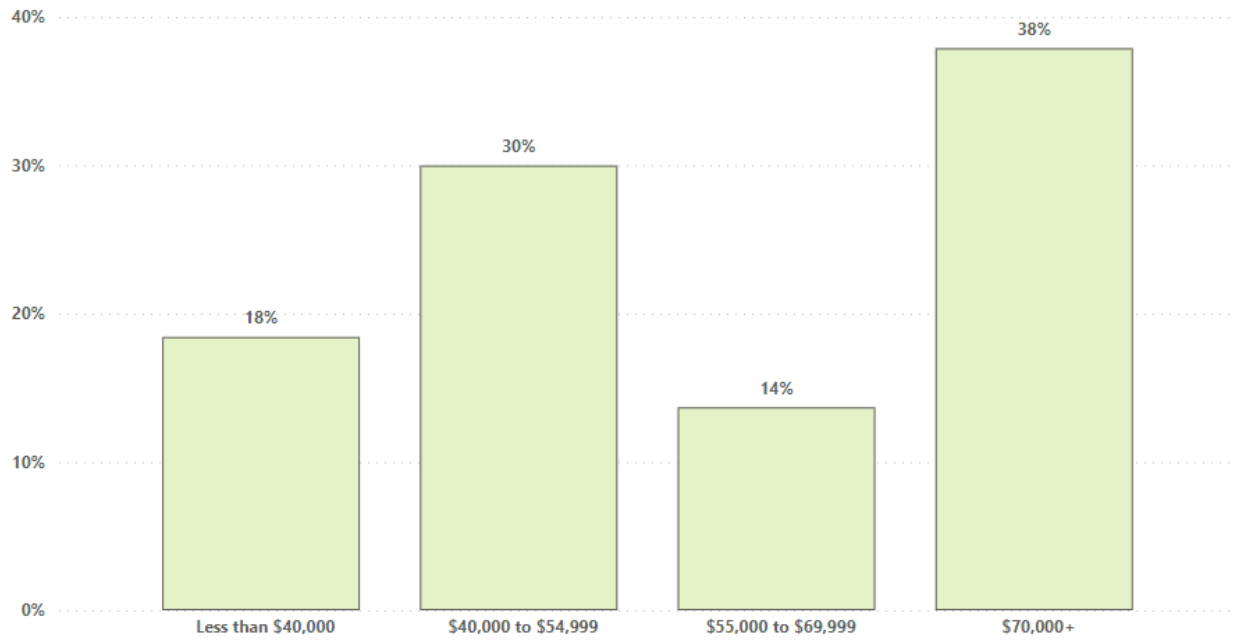
<sup>3</sup> While the [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of \$16.00. While the COE uses this standard for the LMI Wage criteria, For these reasons, the provides an alternative living wage calculation from MIT in the analysis as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

<sup>4</sup> *ibid*

## Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to alcohol/drug abuse over the last 12 months. Online job ad salary information data suggests some employers (38%) advertise an annual salary greater than \$70,000.

**Exhibit 4. Online advertised salaries for occupations related to alcohol/drug abuse, IE/D Region, May '23 to April '24**



SOURCE: LIGHTCAST 2023.4

## Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to alcohol/drug abuse over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

**Exhibit 5. Job titles most frequently used in job ads, IE/D May '23 to April '24**

Job Title	Unique Postings	Total Postings
Behavior Interventionists	239	720
Mental Health Clinicians	107	592
Mental Health Therapists	94	925
Counselors	82	320
Substance Abuse Counselors	76	270
Mental Health Counselors	73	265
Community Health Workers	67	406
Behavior Specialists	64	248
Mental Health Specialists	52	175
Behavioral Interventionists	51	281
Behavioral Health Counselors	48	154

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Guideline Healthcare and Telecare had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads, IE/D May '23 to April '24**

Company	Total/Unique (May 2023 - Apr 2024)	Posting Intensity	Median Posting Duration
Guideline Healthcare	625 / 182	3 : 1	24 days
Telecare	690 / 85	8 : 1	34 days
Bbi	291 / 82	4 : 1	35 days
Valley Star Behavioral Health	267 / 61	4 : 1	30 days
Easterseals	188 / 59	3 : 1	25 days
Kaiser Permanente	279 / 58	5 : 1	21 days
Stars Behavioral Health Group	145 / 55	3 : 1	37 days
County Of Riverside	173 / 52	3 : 1	29 days
Amity Foundation	111 / 41	3 : 1	35 days
360 Behavioral Health	145 / 41	4 : 1	42 days

SOURCE: LIGHTCAST 2023.4

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today’s demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.<sup>5</sup>

**Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D May '23 to April '24**

Common skills	Total Postings	Skill Growth Relative to Market	Specialized skills	Total Postings	Skill Growth Relative to Market
Communication	753	Lagging	Mental Health	991	Growing
Management	349	Stable	Psychology	848	Stable
Coordinating	306	Growing	Social Work	691	Growing
Multilingualism	297	Growing	Treatment Planning	677	Stable
Advocacy	283	Growing	Behavioral Health	621	Growing
Planning	274	Growing	Case Management	513	Growing
Ethical Standards And Conduct	244	Growing	Crisis Intervention	394	Growing
Spanish Language	232	Lagging	Behavioral Science	383	Rapidly Growing
Good Driving Record	229	Growing	Applied Behavior Analysis	308	Lagging
Writing	219	Growing	Substance Abuse	307	Growing

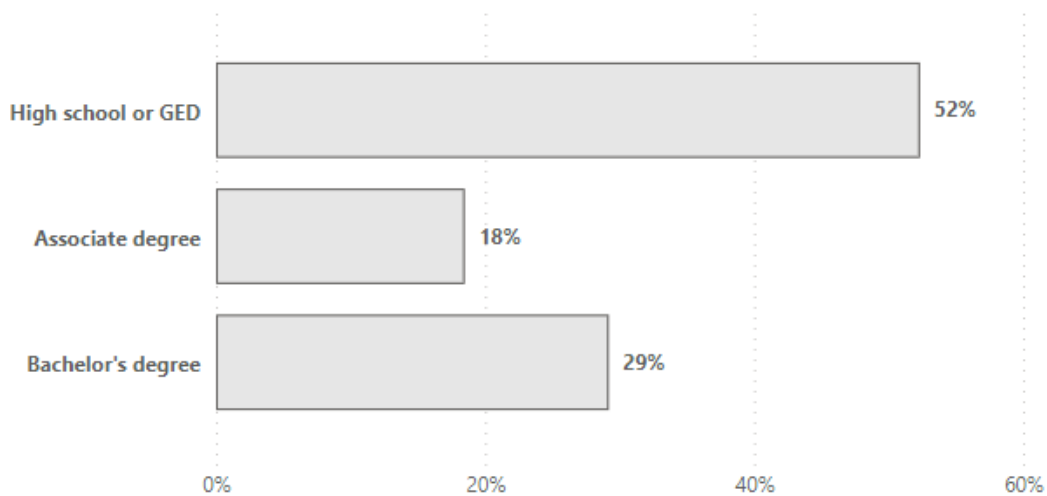
<sup>5</sup> “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	163	Growing
Microsoft Excel	100	Growing
Microsoft Outlook	89	Rapidly Growing
Microsoft PowerPoint	53	Rapidly Growing
Microsoft Word	50	Stable
Google Workspace	34	Growing
Clinic Management Systems	27	Growing
Homeless Management Information System	21	Lagging
Microsoft Access	19	Lagging
Spreadsheets	16	Rapidly Growing

SOURCE: LIGHTCAST 2023.4

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (52%) significantly greater than associate degree (18%) or bachelor's degree (29%).

**Exhibit 8 Minimum educational requirements in job postings for this occupational group, 2022**

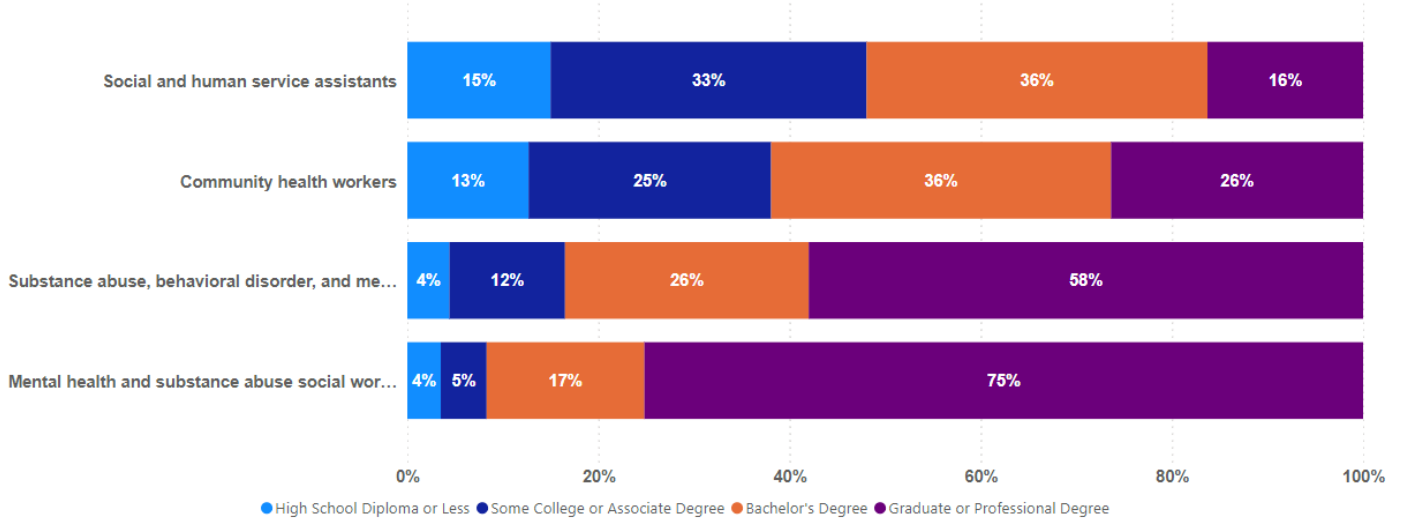


SOURCE: LIGHTCAST 2023.4

For the above middle-skill occupations (2), the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 5% and 12% of workers have completed some college or an associate degree as their highest level of education. Of the middle-skill occupations (2), both show that 36% have completed a bachelor's degree.

### Exhibit 9 National-level Education Attainment for Occupations

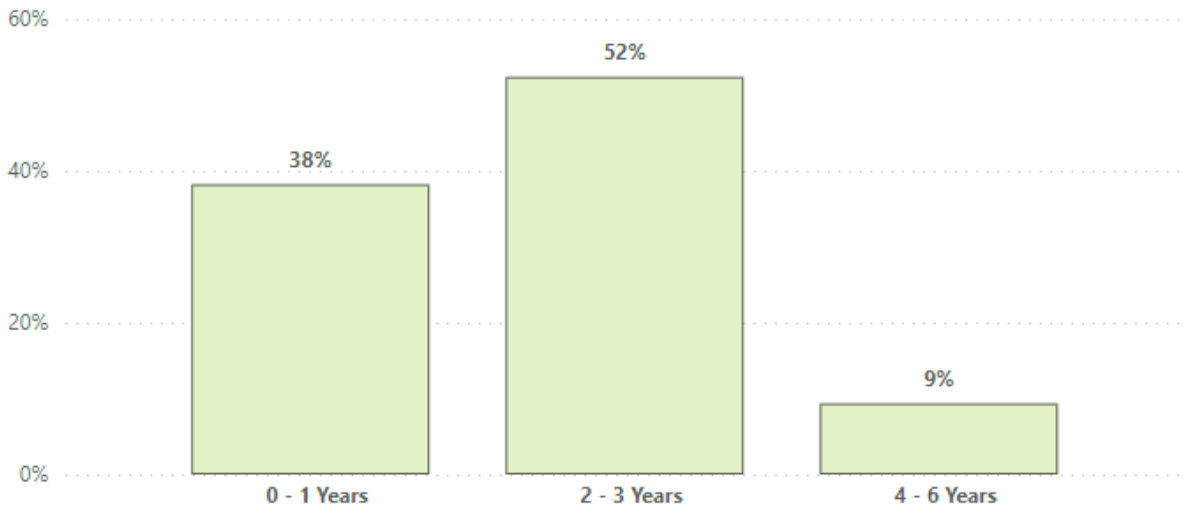
High School Diploma or Less, Some College or Associate Degree, Bachelor's Degree and Graduate or Professional Degree by 2022 National Employment Matrix title



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (52%) of employers listing minimum experience requirements sought candidates with 2 - 3 years of previous work experience.

### Exhibit 10 Work experience requirements, IE/D May '23 to April '24



SOURCE: LIGHTCAST 2023.4

## Student Completions and Program Outcomes

Exhibit 11 displays student completions for the alcohol and controlled substances (TOP 2104.40) programs over the last three academic years (2020-2023). In the previous three academic years, three regional community colleges issued an average of 150 awards in relevant programs.

**Exhibit 11 Annual average community college awards for alcohol and controlled substances (TOP 2104.40)**

Top Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
2104.40	Alcohol and Controlled Substances	Desert	17	22	13	17
2104.40	Alcohol and Controlled Substances	Palo Verde	99	128	111	113
2104.40	Alcohol and Controlled Substances	San Bernardino	19	19	23	20
<b>Total</b>			<b>135</b>	<b>169</b>	<b>147</b>	<b>150</b>

SOURCE: MIS DATA MART

### Non-Community College Supply

Award completion data is available for Substance Abuse/Addiction Counseling (51.1501) in the IE/D for non-community college programs.

In the previous three academic years, 3 regional non-community colleges institutions issued an average of 18 in relevant programs.

CIP	CIP with Title	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
51.1501	51.1501 - Substance Abuse/Addiction Counseling	California Nurses Educational Institute	7	8	11	9
51.1501	51.1501 - Substance Abuse/Addiction Counseling	InterCoast Colleges-Riverside	14	0	0	5
51.1501	51.1501 - Substance Abuse/Addiction Counseling	Loma Linda University	6	2	5	4
<b>Total</b>			<b>27</b>	<b>10</b>	<b>16</b>	<b>18</b>

SOURCE: IPEDS

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12.

**Exhibit 12 Alcohol and controlled substances strong workforce program outcomes, IE/D, most recent academic year**

Program metric title	Inland Empire/Desert	Statewide
Attained a living wage (completers and skills-builders)	62%	50%
Completed 9+ career education units in one year	26%	28%
Job closely related to the field of study	80%	67%
Median annual earnings (all exiters)	\$33,590	\$37,140
Median change in earnings (all exiters)	0%	0%
Students who attained a noncredit workforce milestone in a year		93%
Students who earned a degree, certificate, or attained apprenticeship	52	578
Unduplicated count of enrolled students	1,043	7,115

SOURCE: LAUNCHBOARD

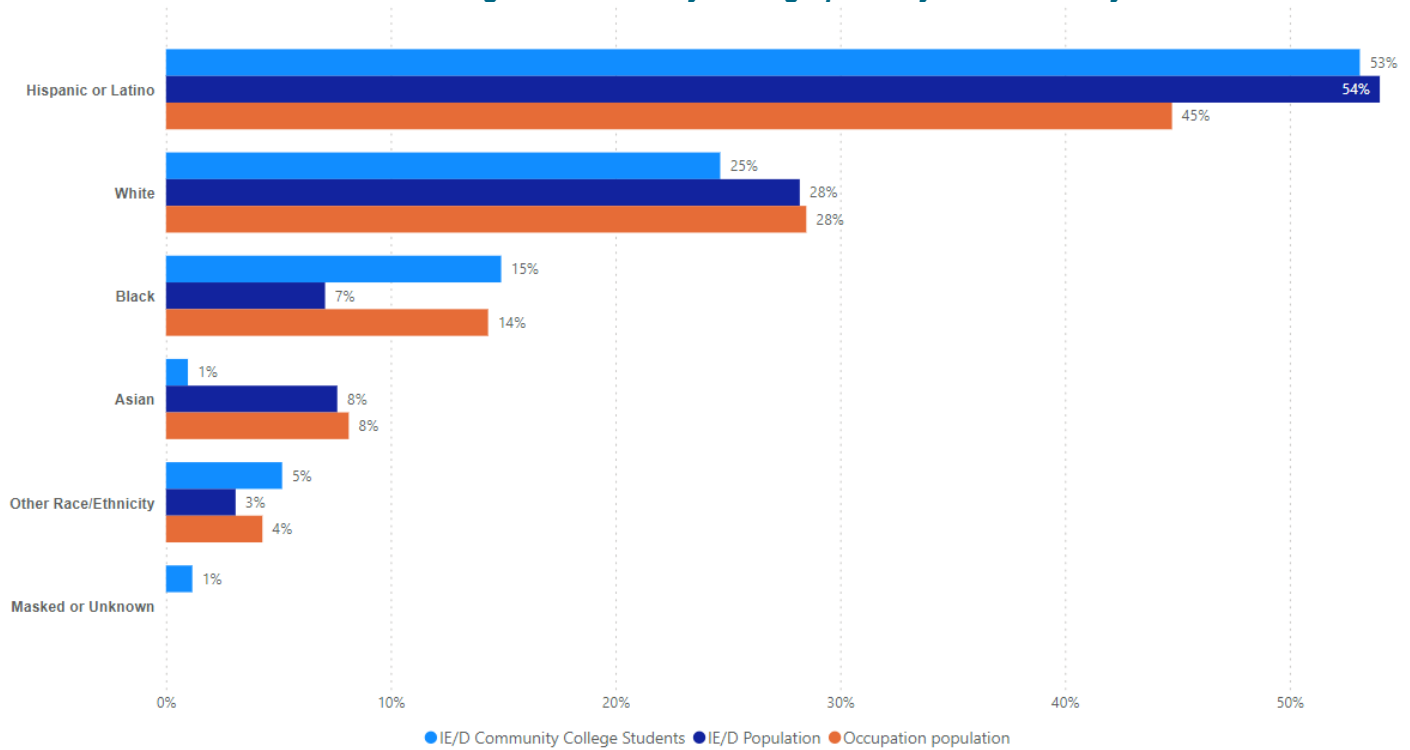
# Building an Inclusive Economy

This section examines demographic data for IE/D community college students in alcohol and controlled substances programs compared to the IE/D population. We also include demographics for related occupation data for the four occupations related to alcohol/drug abuse. This analysis can be used to:

- Understand the community college system’s current or potential role supporting a diverse talent pipeline into the occupations of interest.
- Inform students (and the faculty and staff working with them) the extent to which individuals from similar demographic groups are over or underrepresented in the professions related to their field of study.
- Inform employers of the diverse talent pipeline coming from the community college system for the occupations analyzed.

Notably, 1% of students enrolled in alcohol and controlled substances programs are Asian, which is much lower than Asian workers in occupations related to alcohol/drug abuse in the IE/D region (8%). Additionally, 45% of the IE/D population that are employed in occupations related to alcohol/drug abuse are Hispanic or Latino, which is lower than both IE/D community college students (54%) and IE/D population (53%).

**Exhibit 13 Program and County Demographics by Race/Ethnicity**



SOURCE: LIGHTCAST 2023.4 AND LAUNCHBOARD

Exhibit 14 shows that most IE/D professionals in alcohol/drug abuse occupations are Latino or Hispanic (45%), mid-career (35 - 54) (45%), and Female (73%). Most community college students in related programs are Latino or Hispanic (53%), mid-career (35 - 54) (65%), and Male (69%). Major takeaways:

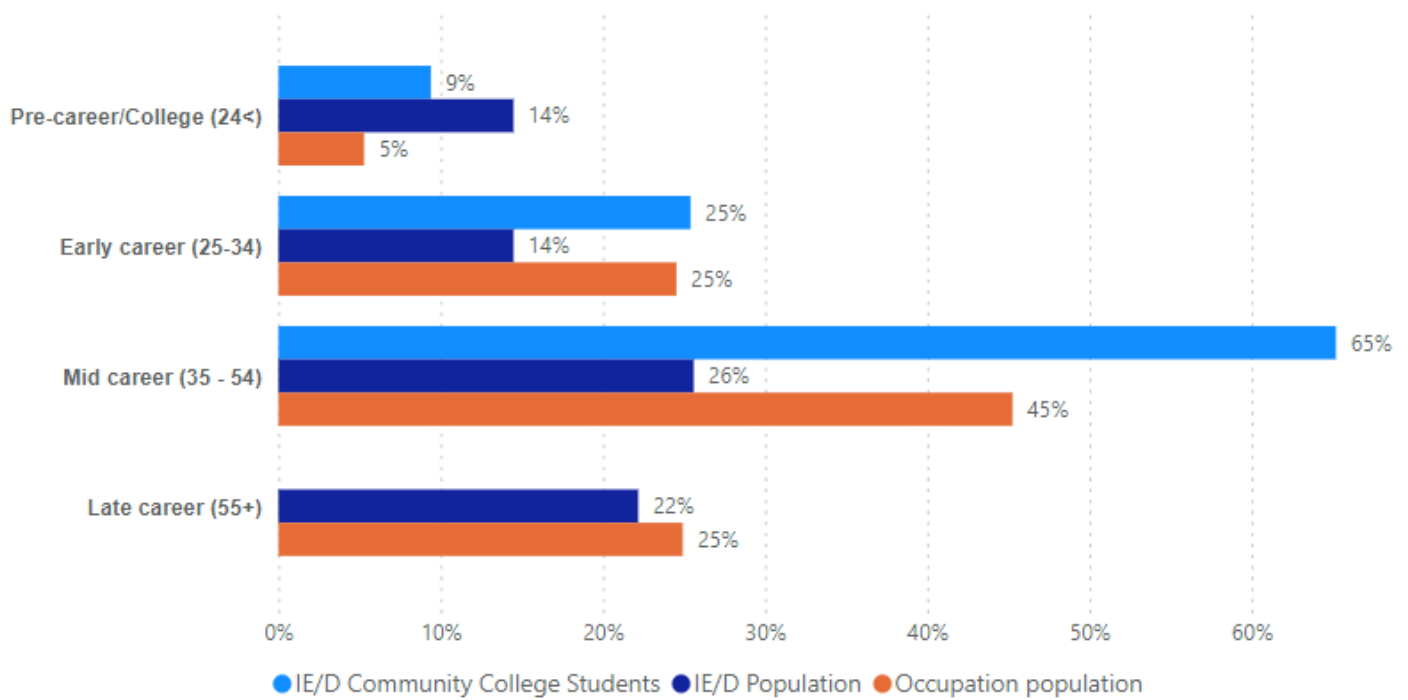
- Community colleges are an important talent source for employers committed to greater racial/ethnic diversity, especially Hispanic/Latino professionals.
- College programs may want to consider strategies to engage more women into these programs.

Exhibit 14 compares the age of IE/D community college students enrolled in alcohol and controlled substances programs compared to the IE/D population.

The majority of students enrolled in alcohol and controlled substances programs are either in the “mid career (35 - 54)” category (65%) or “early career (25 – 34)” category (25%) as compared to IE/D population and workforce in these four

occupations related to alcohol/drug abuse. These programs are an important entry point for young alcohol/drug abuse professionals.

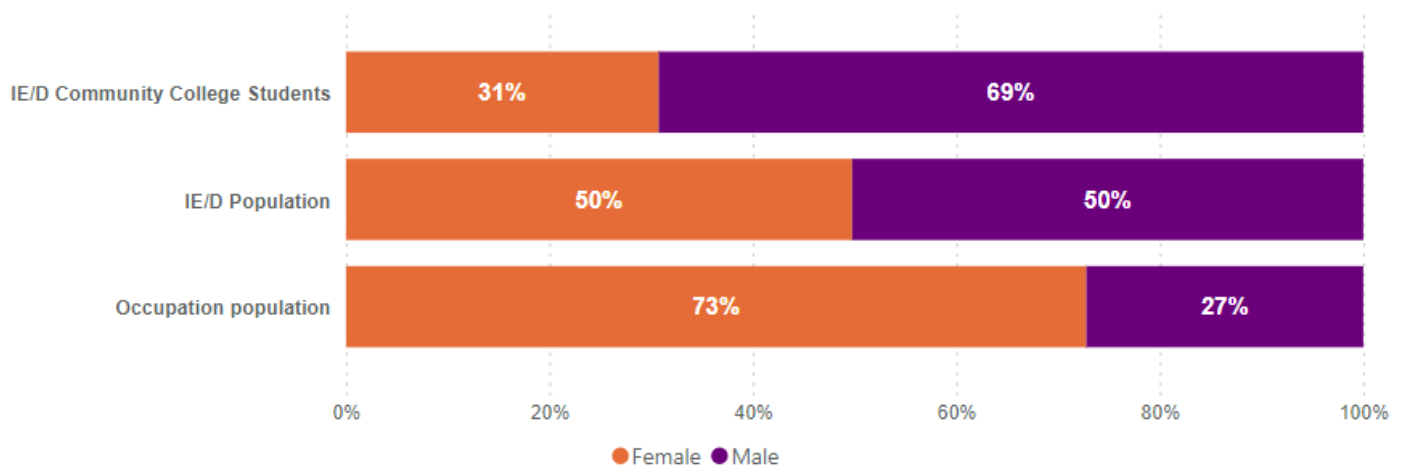
**Exhibit 14 Program and County Demographics by Age**



SOURCE: LIGHTCAST 2023.4

Exhibit 15 compares the gender of IE/D County community college students enrolled in alcohol and controlled substances programs compared to the IE/D population. We also include demographics for related occupation data for the four occupations related to alcohol/drug abuse to identify potential diversity and equity issues addressable by community college programs.

**Exhibit 15 Program and County Demographics by Gender**



SOURCE: LIGHTCAST 2023.4

## Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2023a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS) administered by Santa Rosa Junior College (LaunchBoard, 2023a).

## Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. <a href="https://lightcast.io/">https://lightcast.io/</a>
Living Wage	The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: <a href="https://livingwage.mit.edu/pages/methodology">https://livingwage.mit.edu/pages/methodology</a> The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a>
Educational Supply	The CCCC Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a> The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a>
Student Metrics and Demographics	LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: <a href="https://www.calpassplus.org/LaunchBoard/Home.aspx">https://www.calpassplus.org/LaunchBoard/Home.aspx</a>