



Drug and Alcohol Certificate

November 2017

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 recommendation of the alcohol and controlled substances program. 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.

Based on the data, the COE cannot conclusively determine if there is an unmet need for the drug and alcohol program in the South Central Coast region. Reasons include:

- Real-time labor market information suggests that there were approximately 50 online job postings for addiction studies workers in 2016
- On average, there are 91 awards conferred (associate degrees and certificates) each year for the alcohol and controlled substances program in the South Central Coast region
- 61% of completers from the 2014-2015 academic year became employed within six months of completion, and 45% of the completers earned living wages

Occupation Codes and Descriptions

Currently, there are two middle-skill occupations in the standard occupational classification (SOC) system related to addiction studies. The occupation titles and descriptions, as well as reported job titles are included in Exhibit 1. There are other occupations that address addiction studies, such as Substance Abuse and Behavioral Disorder Counselors (21-1011), Mental Health and Substance Abuse Social Workers (21-1023) and Mental Health Counselors (21-1014); however, these occupations often require a Master's degree and are not included in this report.

Exhibit 1 – Occupations, descriptions and sample job titles

SOC Code	Title	Description	Sample of Reported Job Titles
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	Advocate, Caseworker, Community Coordinator, Family Support Worker, Home based Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist,

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.

developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.

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)
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Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of middle-skill jobs related to alcohol and substance abuse is expected to increase by 19% over the next five years. Nearly 400 job opportunities will be available annually for this group of occupations through 2021 due to new job growth and replacement need (e.g., retirements). Exhibit 2 contains detailed employment projections data for these occupations. It is important to consider that these SOC codes may encompass many occupations and are not solely representative of alcohol and substance abuse workers.

Exhibit 2 – Five-year projections for middle-skill jobs related to addiction studies in the South Central Coast region

SOC	Occupation	2016 Jobs	2021 Jobs	2016 - 2021 Change	2016 - 2021 % Change	Annual Openings
21-1093	Social and Human Service Assistants	2,126	2,551	425	20%	341
21-1094	Community Health Workers	337	389	52	15%	51
		2,463	2,939	476	19%	392

Source: Economic Modeling Specialists International (EMSI)

Earnings

In the South Central Coast region, the entry-level average wage for community health workers is \$14.18 per hour, which is above the MIT Living Wage² estimate for a single adult in the counties that make up the region:

- Los Angeles County living wage: \$13.08/hour
- San Luis Obispo County living wage: \$12.54/hour
- Santa Barbara County living wage: \$13.85/hour
- Ventura County living wage: \$13.39/hour

Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings is represented by the 10th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 90th percentile of wages, demonstrating various levels of employment.

**Exhibit 3 – Earnings for middle-skill alcohol and substance abuse jobs
in the South Central Coast region, 2016-2021**

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
21-1094	Community Health Workers	\$14.18	\$19.77	\$37.19	\$47,998
21-1093	Social and Human Service Assistants	\$12.79	\$18.63	\$30.59	\$42,448

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 middle-skill jobs related to alcohol and substance abuse workers and what they are looking for in potential candidates. To identify job postings related to alcohol and substance abuse workers, the following SOC codes were used:

- Mental Health and Substance Abuse Social Workers (21-1023)
- Substance Abuse and Behavioral Disorder Counselors (21-1011)
- Mental Health Counselors (21-1014)
- Community Health Workers (21-1094)
- Social and Human Service Assistants (21-1093)

² MIT Living Wage Calculator. <http://livingwage.mit.edu/>

Search results were then limited to postings that included one or more of the following keywords: addiction, alcohol, drug*, rehab*, recovery, substance abuse, substance use, AOD, CADAC, CAADAC, CAADE, CATC, CADTP, CCAPP. Information on these certification acronyms can be found in the *Certification* section (Exhibit 6). Once these addiction studies jobs were identified, postings that required an education level of a Bachelor’s degree or higher were removed.

It is important to note that while the SOC code(s) classifies “counselor” jobs as requiring a Bachelor’s degree or higher, many of the job postings for counselors relating to addiction studies do not require a Bachelor’s degree. Therefore, while “counselor” SOC codes were removed from the traditional labor market data in this report (Exhibits 1-3), they were used (with educational search parameters) in the real-time labor market information sections of this report.

Top Titles

The top job titles for employers posting ads for middle-skill jobs related to addiction studies are listed in Exhibit 4. Mental health rehabilitation worker was mentioned as the job title in 22% of all relevant job postings (11 postings).

Exhibit 4 –Job titles (n=50)

Title	Job Postings, Full Year 2016
Mental Health Rehabilitation Worker	11
Entry Level Counselor	6
Social Service Assistant	5
Counselor	4
Journey Counselor	4
Substance Abuse Counselor	4

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 5 lists the major employers hiring professionals in the field of middle-skill addiction studies. Top employers postings job ads included Anka Behavioral Health, WestCare, and Community Action Partnership of San Luis Obispo County. The top worksite cities in the region for these occupations were San Luis Obispo, Lancaster, Santa Barbara, and Santa Clarita.

Exhibit 5 – Top employers (n=50)

Employer	Job Postings, Full Year 2016
Anka Behavioral Health, Inc.	10
WestCare	5
Community Action Partnership of San Luis Obispo County	4
Community Education Centers	4
Mental Health America of Los Angeles	4

Source: Labor Insight/Jobs (Burning Glass)

Certifications

California law requires that volunteers, interns, or employees of alcohol and drug treatment facilities are registered with a state certifying body. Once registered, workers have five years to become fully certified, which includes education, testing and training.³ The California Department of Health Care Services currently recognizes three organizations that register and certify alcohol and other drug counselors in California.⁴ Exhibit 6 displays the certification organizations, and the minimum requirements for education, testing and training.

Exhibit 6 – California Alcohol and Drug Counselor Certification Organizations

Organization	Accredited Program	Education	Testing	Training
Addiction Counselors Certification Board of California (Affiliated with California Association for Alcohol/Drug Educators (CAADE))	Certified Addiction Treatment Counselor (CATC)	315 hours of formal classroom education at a CAADE accredited college	CATC Exam	2,240 supervised internship/work experience hours (includes 250 practicum/fieldwork hours)
California Association of DUI Treatment Programs (CADTP)	Certified Alcohol and Other Drug Counselor (CAODC)	315 hours of formal classroom education	IC&RC Exam	160 hours of supervised training and 2,080 experience hours
California Consortium of Addiction Programs and Professionals (CCAPP)	Certified Alcohol Drug Counselor (CADC)	315 hours of approved AOD Education	IC&RC Exam	255 field practicum hours and 2,080 hours work experience

Source: California Association for Alcohol/Drug Educators, California Association of DUI Treatment Programs, California Consortium of Addiction Programs and Professionals

In the South Central Coast region, Allan Hancock College, Oxnard College, and Santa Barbara City College are fully accredited colleges recognized by the California Association for Alcohol/Drug Educators (CAADE)⁵. CAADE also recognizes Cuesta College for having a *partial program*.

³ <http://caade.org/certification-faqs>

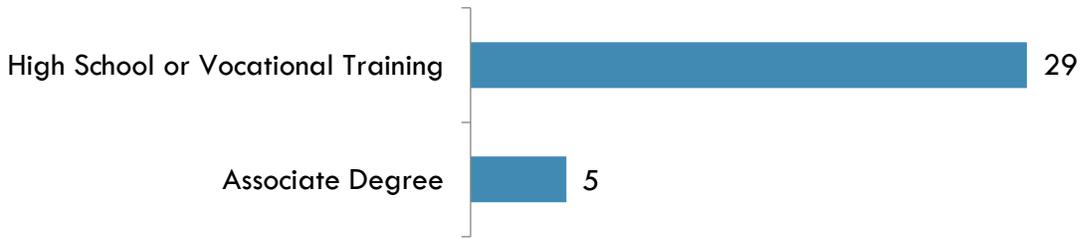
⁴ <http://www.dhcs.ca.gov/provgovpart/Pages/CounselorCertificationOrganizations.aspx>

⁵ http://caade.org/sites/default/files/GuidlinesManual_Corrections_2-8-12.pdf

Advertised Education Levels

Exhibit 7 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with a high school diploma or vocational training. Approximately 32% of job postings did not specify a level of education.

Exhibit 7 – 2016 Online job ads with minimum advertised education requirements for addiction studies (n=34)



Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Middle-skill jobs related to addiction studies in the South Central Coast region are most often found in the services for the elderly and persons with disabilities industry (43% of total jobs in the industry). Exhibit 8 shows the industries that are the largest employers of these jobs in the region.

Exhibit 8 – Industries with the most alcohol and substance abuse jobs

NAICS (6-Digit)	Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
624120	Services for the Elderly and Persons with Disabilities	1,055	43%
903999	Local Government, Excluding Education and Hospitals	265	11%
624190	Other Individual and Family Services	153	6%
623220	Residential Mental Health and Substance Abuse Facilities	91	4%
624310	Vocational Rehabilitation Services	88	4%

Source: Economic Modeling Specialists International (EMSI)

Education and Training

Exhibit 9 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training, and percentage of workers in the field who hold a community college award or have completed some postsecondary courses. About one-third of the workforce in each occupation has completed some community college education as their highest level of education.

Exhibit 9 – Education and training requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training	% of CC Award Holders or Some Postsecondary Coursework
21-1093	Social and Human Service Assistants	HS diploma or equivalent	Short-term on-the-job training	40%
21-1094	Community Health Workers	HS diploma or equivalent	Short-term on-the-job training	31%

Source: Economic Modeling Specialists International, Bureau of Labor Statistics Employment Projections (Educational Attainment)

Currently, there are five community colleges in the South Central Coast region that train students in programs related to alcohol and controlled substances. Exhibit 10 displays the headcount and annual average community college awards for each of the colleges training in this field. Headcount is the actual number of students enrolled, regardless of credit hours. It is also important to note that an award is not equivalent to a single person in search of a job opening, since a student may earn more than one award (e.g. an associate degree and a certificate).

Between 2012-2015, the total annual average community college awards conferred was 91 (25 associate degrees and 66 certificates) across one program: Alcohol and Controlled Substances (2104.40).

Exhibit 10 – CCC Student Awards (by TOP and College)

TOP Code	Program	College	2012 – 2015 Annual Average			
			CCC Headcount	CCC Associate Degrees	CCC Certificates	Total Average CC Awards
2104.40	Alcohol and Controlled Substances	Allan Hancock	N/A	8	13	21
		Cuesta	116	N/A	N/A	N/A
		Oxnard	442	14	43	57
		Santa Barbara	292	3	10	13
		Ventura	N/A	N/A	N/A	N/A
			850	25	66	91

Source: California Community Colleges Chancellor's Office MIS Data Mart

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 Taxonomy of Program (TOP) code (2104.40) in the South Central Coast region for the 2014-2015 academic year.

- The median annual wage after program completion is \$21,944
- 45% of students are earning a living wage
- 61% of students are employed within six months after completing a program

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, California Association for Alcohol/Drug Educators, California Association of DUI Treatment Programs, California Consortium of Addiction Programs and Professionals

Notes

Data included in this analysis represents the labor market demand for positions most closely related to alcohol and controlled substance abuse. Standard occupational classification (SOC) codes were chosen based on the national education level required for employment (associate degree and postsecondary certificate) as well as the proportion of current workers who hold a community college award or have had some community college training. This selection process narrows the labor market analysis to the most relevant employment opportunities for students with community college education and/or training.

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.