

# Alcohol and Controlled Substances

*Inland Empire/Desert Region (Riverside and San Bernardino counties)*

---

*This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.*

---

## Summary

- Community college alcohol and controlled substances programs provide the knowledge, skills, and abilities that prepare students for employment in two community college-level occupations and one bachelor's degree-level occupation.
- The recommendation in this report focuses on the community college-level substance abuse treatment occupations.
- The community college-level occupations are projected to have 788 annual job openings through 2025, increasing employment by 16% in the region.
- The median hourly earnings for the community college-level occupations are between \$18.56 and \$23.61 per hour, below the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child.
- Regional community colleges have issued an annual average of 143 awards in alcohol and controlled substances programs over the last three academic years. Three other postsecondary education providers in the region have issued 41 awards annually over the last three academic years.
- The COE recommends expanding alcohol and controlled substances programs. See the [recommendation section](#) for further detail.

## Introduction

California Community College alcohol and controlled substances (TOP 2104.40) programs prepare individuals 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, 2012).

The knowledge, skills, and abilities trained by alcohol and controlled substances programs lead to three distinct occupations, collectively referred to as the substance abuse treatment occupational group in this report. The substance abuse treatment occupational group is separated into community college-level and bachelor's degree-level occupations to illuminate job opportunities for individuals with varying education levels.

The **community college-level occupations** in this report represent entry-level employment opportunities in the field of substance abuse treatment and typically require a high school diploma or equivalent. Between 25% and 34% of incumbent workers in this occupation have a community college-level education, some college or an associate degree, as their highest level of educational attainment. The community college-level occupations included in the substance abuse treatment occupational group are:

- Community Health Workers (SOC 21-1094)
- Social and Human Service Assistants (21-1093)

The **bachelor's degree-level occupation** in this report typically requires workers to obtain a bachelor's degree prior to employment. Approximately 13% of workers in this occupation have a community college-level education, some college or an associate degree, as their highest level of educational attainment. The bachelor's degree-level occupation included in the substance abuse treatment occupational group is:

- Substance Abuse, Behavioral Disorder, and Mental Health Counselors (SOC 21-1018)

This report's educational supply and employment demand portions focus solely on the community college-level jobs students are likely to obtain after completing a community college alcohol and controlled substances program in the Inland Empire/Desert region.

## Job Counts and Projections

In 2020, there were 9,599 total alcohol and substance abuse treatment jobs in the region. Employment for the community college-level substance abuse treatment occupational group is projected to increase by 16% through 2025; 788 job openings are projected annually. Substance abuse, behavioral disorder, and mental health counselors are expected to have 543 annual job openings, increasing employment by 12% over the next five years. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers age 55 years and greater in the region.

*Exhibit 1: Five-year projections for the substance abuse treatment occupational group, 2020-2025*

Occupation	2020 Jobs	2025 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	4,466	5,010	12%	2,716	543	25%
<b>Bachelor's Degree-level Total</b>	<b>4,466</b>	<b>5,010</b>	<b>12%</b>	<b>2,716</b>	<b>543</b>	<b>25%</b>
Social and Human Service Assistants	4,774	5,496	15%	3,663	733	24%
Community Health Workers	358	434	21%	278	56	25%
<b>Community College-level Total</b>	<b>5,132</b>	<b>5,930</b>	<b>16%</b>	<b>3,941</b>	<b>788</b>	<b>24%</b>
<b>Total</b>	<b>9,599</b>	<b>10,940</b>	<b>14%</b>	<b>6,657</b>	<b>1,331</b>	<b>25%</b>

Source: Emsi 2021.4

Exhibit 2 shows the number of job ads posted during the last 12 months and the regional and statewide average time filling each occupation. This job advertisement search was limited to the field of substance abuse treatment through employer, industry, keyword, and job title filters. Over the previous 12 months, there were 167 job ads posted for the substance abuse treatment occupational group in the region, almost exclusively seeking substance abuse, behavioral disorder, and mental health counselors. The job advertisement search for community health workers and social and human service assistants was expanded to California to ensure actionable job-related data is provided.

On average, regional employers fill online job advertisements for substance abuse treatment workers in 36 days, three days shorter than the statewide time to fill. Job advertisements indicate that regional employers face similar challenges filling open positions as other employers in California.

Exhibit 2: Job ads and time to fill

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	165	36	39
<b>Bachelor's Degree-level Total</b>	<b>165</b>	<b>36</b>	<b>39</b>
Social and Human Service Assistants*	21	-	39
Community Health Workers*	19	-	52
<b>Community College-level Total</b>	<b>40</b>	<b>-</b>	<b>45</b>
<b>Total</b>	<b>205</b>	<b>36</b>	<b>39</b>

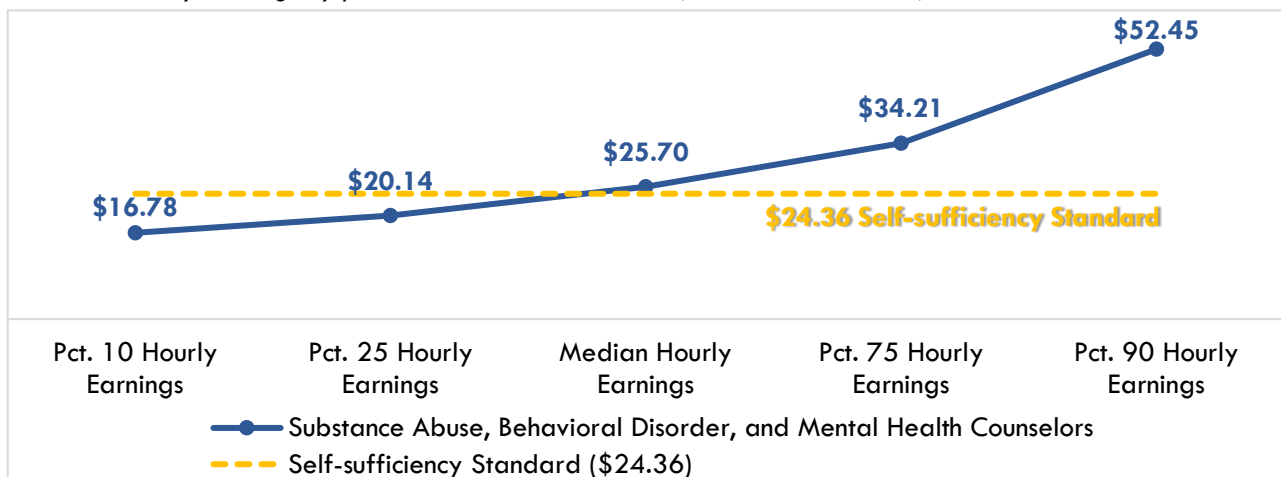
Source: Burning Glass – Labor Insights  
 \*State-level job advertisements

## Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide self-sustainable income. The University of Washington estimates that a self-sufficient hourly rate for a single adult with one school-age child is \$24.36 per hour or \$51,452 annually in Riverside County; \$23.73 per hour or \$50,119 annually in San Bernardino County (Pearce, 2021). For this study, the higher hourly earnings requirement in Riverside County is adopted as the self-sufficiency standard for the two-county region.

Exhibit 3 displays the hourly earnings for the bachelor's degree-level occupation, substance, behavioral disorder, and mental health counselors. The median hourly earnings for this occupation exceeds the regional self-sufficiency standard, indicating that at least 50% of workers in the field earn a self-sustainable wage.

Exhibit 3: Hourly earnings by percentile for substance abuse, behavioral disorder, and mental health counselors

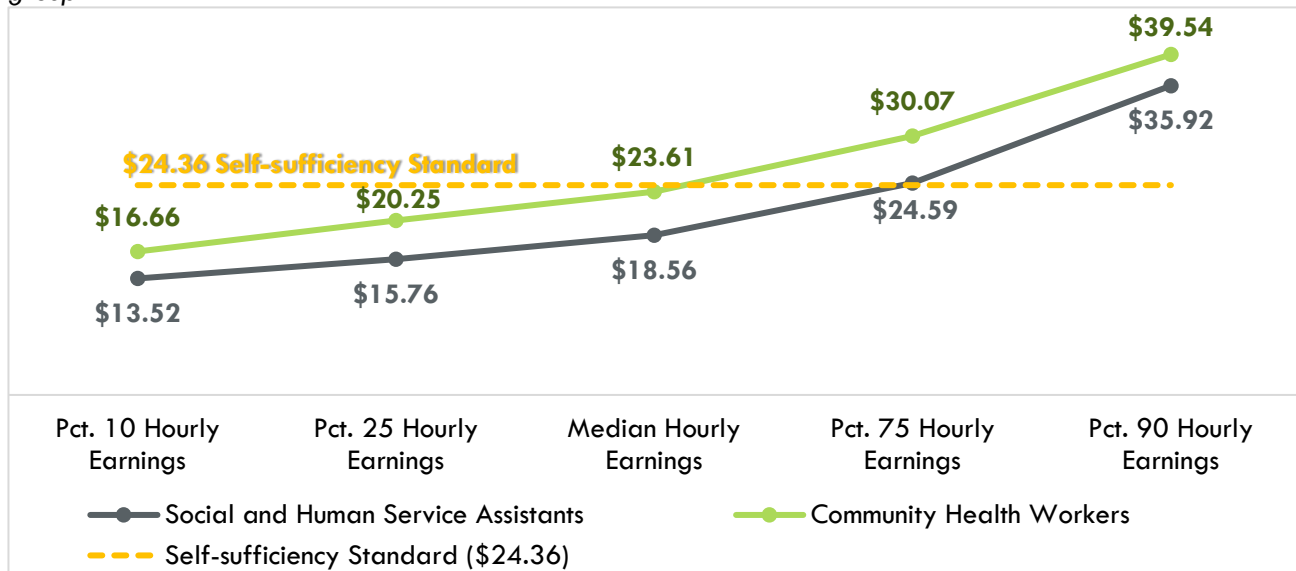


Source: Emsi 2021.4

Benefits information, typically provided by the occupational guides developed by the California Labor Market Information Division, is not available for substance abuse, behavioral disorder, and mental health counselors (Detailed Occupational Guides, 2021).

Exhibit 4 displays the hourly earnings for the community college-level substance abuse treatment occupational group. The median hourly earnings for the community college-level occupational group are between \$18.56 and \$23.61 per hour, below the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child. The hourly earnings for the community college-level occupations do not surpass the self-sufficiency standard until the 75<sup>th</sup> percentile, indicating that only the top 25% of workers earn a self-sustainable wage.

Exhibit 4: Hourly earnings by percentile for the community college-level substance abuse treatment occupational group



Source: Emsi 2021.4

According to the occupational guides developed by the California Labor Market Information Division, benefits for social and human service assistants typically include medical, dental, vision, and life insurance, as well as vacation and sick leave. Benefits information is not available for community health workers (Detailed Occupational Guides, 2021).

### Advertised Salary from Online Job Ads

Exhibit 5 displays online job ad salary data for the substance abuse treatment occupational group over the last 12 months. There were insufficient job advertisements for the community college-level substance abuse treatment occupational group to provide reliable advertised salary information. Online job ad salary information reveals that employers are willing to pay substance abuse, behavioral disorder, and mental health counselors \$63,000 annually, above the region's \$51,452 annual (\$24.36 hourly) self-sufficiency

standard. Consider the salary information with caution since only 37% (76 out of 205) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 5: Advertised salary information

Occupation	Real-Time Salary Information					Average Annual Salary
	Number of job ads	Less than \$35,000	\$35,000 to \$49,999	\$50,000 to \$74,999	More than \$75,000	
<b>Bachelor's Degree-level</b>						
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	67	5%	37%	39%	19%	\$63,000
<b>Community College-level</b>						
Social and Human Service Assistants*	7	N/A	N/A	N/A	N/A	N/A
Community Health Workers*	2	N/A	N/A	N/A	N/A	N/A

Source: Burning Glass – Labor Insights  
 \*State-level job advertisements

## Employers, Skills, Education, and Work Experience

Exhibit 6 displays the employers that posted the most job ads during the last 12 months. Displaying employer names provides insight into where students may find employment after completing a program. Anthem Blue Cross posted the most job advertisements for substance abuse, behavioral disorder, and mental health counselors in the region. Duffy's Napa Valley Rehab posted the most job advertisements for the community college-level substance abuse treatment occupational group.

Exhibit 6: Employers posting the most job ads for the substance abuse treatment occupational group

Occupation	Top Employers	
<b>Bachelor's Degree-level</b>		
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (n=165)	<ul style="list-style-type: none"> <li>Anthem Blue Cross</li> <li>Genesis Healthcare Corporation</li> <li>Phoenix House</li> </ul>	<ul style="list-style-type: none"> <li>UPMC Addiction Medicine Services</li> <li>Global Medical Detox</li> <li>Riverside Comprehensive Treatment Center</li> </ul>
<b>Community College-level</b>		
Social and Human Service Assistants* (n=21)	<ul style="list-style-type: none"> <li>Duffy's Napa Valley Rehab</li> <li>Behavioral Health Services</li> </ul>	
Community Health Workers* (n=19)	<ul style="list-style-type: none"> <li>Vituity</li> <li>Transitions Mental Health Association</li> </ul>	<ul style="list-style-type: none"> <li>Adventist Health</li> <li>Dignity Health</li> </ul>

Source: Burning Glass – Labor Insights \*State-level job advertisements

Exhibit 7 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the substance abuse treatment occupational group. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

*Exhibit 7: Sample of in-demand skills from employer job ads*

Occupation	Specialized skills	Employability skills
<b>Bachelor's Degree-level</b>		
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (n=161)	<ul style="list-style-type: none"> <li>• Treatment Planning</li> <li>• Crisis Intervention</li> <li>• Customer Contact</li> <li>• Case Management</li> <li>• Rehabilitation</li> </ul>	<ul style="list-style-type: none"> <li>• Problem Solving</li> <li>• Teamwork/Collaboration</li> <li>• Writing</li> <li>• Typing</li> <li>• Communication Skills</li> </ul>
<b>Community College-level</b>		
Social and Human Service Assistants* (n=21)	<ul style="list-style-type: none"> <li>• Mental Health</li> <li>• Customer Service</li> <li>• Case Management</li> <li>• Addiction Treatment</li> <li>• Patient Care</li> </ul>	<ul style="list-style-type: none"> <li>• Planning</li> <li>• Communication Skills</li> <li>• Bilingual (English/Spanish)</li> <li>• Teamwork/Collaboration</li> <li>• Building Effective Relationships</li> </ul>
Community Health Workers* (n=19)	<ul style="list-style-type: none"> <li>• Mental Health</li> <li>• Behavioral Health</li> <li>• Treatment Planning</li> <li>• Addiction Treatment</li> <li>• Scheduling</li> </ul>	<ul style="list-style-type: none"> <li>• Communication Skills</li> <li>• Problem Solving</li> <li>• Telephone Skills</li> <li>• Organizational Skills</li> <li>• Bilingual (English/Spanish)</li> </ul>

Source: Burning Glass – Labor Insights

\*State-level job advertisements

Exhibit 8 displays the typical entry-level education, educational attainment, and minimum advertised education requirements for the substance abuse treatment occupational group. According to the Bureau of Labor Statistics, between 13%-34% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree" and an "associate degree." The majority (62%) of employers posting advertisements for substance abuse, behavioral disorder, and mental health counselors sought candidates with a bachelor's degree or higher.

*Exhibit 8: Typical entry-level education, educational attainment, and minimum advertised education requirements*

Occupation	Typical Entry-Level Education Requirement	CC-Level Educational Attainment*	Number of Job Ads	Real-Time Minimum Advertised Education Requirement		
				High school or vocational training	Associate degree	Bachelor's degree or higher
<b>Bachelor's Degree-level</b>						
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	13%	125	30%	8%	62%
<b>Community College-level</b>						
Social and Human Service Assistants**	High school diploma or equivalent	34%	21	38%	-	62%
Community Health Workers**	High school diploma or equivalent	25%	18	83%	-	17%

Source: Emsi 2021.4, Burning Glass – Labor Insights

\*Percentage of incumbent workers with a Community College Award or Some Postsecondary Coursework

\*\*State-level job advertisements

Exhibit 9 displays the work experience typically required to enter each occupation and the real-time work experience requirements from employer job ads. The majority of employers posting job advertisements for community health workers sought candidates with zero to two years of previous work experience, while employers posting ads for substance abuse, behavioral disorder, and mental health counselor sought candidates with three to five years of work experience. There were insufficient advertisements for social and human service assistants to obtain reliable advertised experience information.

*Exhibit 9: Work experience required and real-time work experience requirements*

Occupation	Work Experience Typically Required	Real-Time Work Experience			
		Number of job ads	0 – 2 years	3 – 5 years	6+ years
<b>Bachelor's Degree-level</b>					
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	None	93	38%	62%	-
<b>Community College-level</b>					
Social and Human Service Assistants*	None	7	N/A	N/A	N/A
Community Health Workers*	None	12	83%	17%	-

Source: Emsi 2021.4, Burning Glass – Labor Insights \*State-level job advertisements



## Programs Completions and Student Outcomes

Exhibit 10 displays student completions for alcohol and controlled substances (TOP 2104.40) programs over the last three academic years. Regional community colleges have issued 143 awards annually in alcohol and controlled substances programs in the previous three academic years. Program completion and student outcome methodologies can be found in the appendix.

*Exhibit 10: 2017-20, Annual average community college awards for alcohol and controlled substances programs in the region*

TOP 2104.40 – Alcohol and Controlled Substances (Local Program Title)	Associate Degree	Certificate requiring 30 to < 60-semester units	Certificate requiring 6< 18-semester units	Total CC Annual Average Awards, Academic Years 2017-20
<b>Desert</b> (Alcohol and Drug Studies)	7	17	-	24
<b>Mt. San Jacinto</b> (Alcohol & Drug Studies)	1	-	-	1
<b>Palo Verde</b> (Alcohol and Drug Studies)	-	6	85	91
<b>San Bernardino</b> (Addiction Studies)	-	27	-	27
<b>Total</b>	<b>8</b>	<b>50</b>	<b>85</b>	<b>143</b>

Source: MIS Data Mart, COCI

California program outcome data may provide a 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 11. Among the students exiting alcohol and controlled substances programs in the region, 77% of students reported working in their field of study, the median annual earnings were \$28,160, and 56% attained a living wage. The outcome methodology is available in the appendix section of this report.

*Exhibit 11: 2104.40 – Alcohol and controlled substances strong workforce program outcomes*

Strong Workforce Program Metrics: 2104.40 – Alcohol and Controlled Substances Academic Year 2018-19, unless noted otherwise	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	1,236	7,698
Completed 9+ career education units in one year (2019-20)	26%	29%
Perkins Economically disadvantaged students (2019-20)	95%	85%
Students who attained a noncredit workforce milestone in a year (2019-20)	-	89%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	48	535

<b>Strong Workforce Program Metrics: 2104.40 – Alcohol and Controlled Substances Academic Year 2018-19, unless noted otherwise</b>	<b>Inland Empire/Desert Region</b>	<b>California</b>
Transferred to a four-year institution (transfers)	23	242
Job closely related to the field of study (2017-18)	77%	72%
Median annual earnings (all exiters)	\$28,160	\$30,136
Median change in earnings (all exiters)	16%	23%
Attained a living wage (completers and skills-builders)	56%	39%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Exhibit 12 displays awards that other postsecondary education providers reported in substance abuse/addiction counseling (CIP 51.1501) programs. Completion data is compiled from the Integrated Postsecondary Education Data System (IPEDS) for the most recent three years available. On average, three other postsecondary education providers in the region issued 41 awards annually in substance abuse/addiction counseling programs.

*Exhibit 12: Other educational provider substance abuse/addiction counseling programs, three-year annual average credentials in the region*

<b>51.1501 – Substance Abuse/Addiction Counseling</b>	<b>Award &lt;1 academic year</b>	<b>Award 1&lt;2 academic years</b>	<b>Associate Degree</b>	<b>Bachelor's Degree</b>	<b>Other Educational Providers Annual Average Credentials, Academic Years 2016-19</b>
California Nurses Educational Institute	9	-	-	-	9
InterCoast Colleges-Riverside	-	29	0	-	29
Loma Linda University	-	-	-	3	3
<b>Total</b>	<b>9</b>	<b>29</b>	<b>0</b>	<b>3</b>	<b>41</b>

Source: IPEDS

## Recommendation

Community college alcohol and controlled substances programs provide the knowledge, skills, and abilities that prepare students for employment in two community college-level occupations and one bachelor's degree-level occupation. This report's educational supply and employment demand portions focus solely on the community college-level jobs students are likely to obtain after completing a community college alcohol and controlled substances program in the Inland Empire/Desert Region.

The community college-level substance abuse treatment occupations are expected to have 788 annual job openings and increase employment by 16% over the next five years in the region. The median hourly

earnings for the community college-level occupations are between \$18.56 and \$23.61 per hour, below the regional \$24.36 per hour self-sustainable wage standard for a single adult with one child. The hourly earnings for the community college-level occupations do not surpass the self-sufficiency standard until the 75<sup>th</sup> percentile, indicating that only the top 25% of workers earn a self-sustainable wage.

Regional community college alcohol and controlled substances (TOP 2104.40) programs have issued 143 awards annually over the last three academic years. Three other postsecondary education providers in the region have issued 41 awards annually in alcohol and controlled substances programs over the previous three academic years. Among the students exiting alcohol and controlled substances programs in the region, 77% of students reported working in their field of study, the median annual earnings were \$28,160, and 56% attained a living wage.

The Centers of Excellence cautiously recommends expanding alcohol and controlled substances programs. While employment demand for these occupations is strong, the hourly earnings for the community college-level occupations do not surpass the regional \$24.36 per hour self-sufficiency standard until the 75<sup>th</sup> percentile. This indicates that only the top 25% of workers in these occupations meet or exceed the self-sustainability standard. Colleges considering this program should partner with applicable employers to document their demand for alcohol and controlled substances workers and the skills and certifications needed for students to earn self-sustainable earnings after exiting the program.

### Contact

Michael Goss  
Paul Vaccher  
Centers of Excellence, Inland Empire/Desert Region  
[michael.goss@chaffey.edu](mailto:michael.goss@chaffey.edu)  
December 2021

### References

Burning Glass Technologies. (2021). *Labor Insights/Jobs*. Retrieved from <https://www.burning-glass.com/>

California Community Colleges Chancellor's Office. LaunchBoard. (2021). *California Community Colleges LaunchBoard*. Retrieved from <https://www.calpassplus.org/Launchboard/Home.aspx>

California Community Colleges Chancellor's Office. LaunchBoard. (2021a). *Strong Workforce Program Metrics Data Element Dictionary*. Pg. 3. Retrieved from <https://www.calpassplus.org/MediaLibrary/calpassplus/launchboard/Documents/SWP-DED.PDF>

California Community Colleges Chancellor's Office. (2021). *Chancellor's Office Curriculum Inventory (COCI), version 3.0*. Retrieved from <https://coci2.ccctechcenter.org/programs>

California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. (2021). *Data Mart*. Retrieved from <https://datamart.cccco.edu/datamart.aspx>

California Community Colleges Chancellor's Office, Curriculum and Instructional Unit, Academic Affairs Division. (2012). *Taxonomy of Programs, 6<sup>th</sup> Edition, Corrected Version*. Retrieved from <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Digital-Innovation-and-Infrastructure/Research/Files/TOPmanual6200909corrected12513.ashx?la=en&hash=94C709CA83C0380828415579395A5F536736C7C1>

Carnevale, A. P., Jayasundera, T., & Repnikov, D. (n.d.). Understanding Online Job Ads Data. Retrieved from <https://cew.georgetown.edu/wp-content/uploads/2014/11/OCLM.Tech.Web.pdf>

Economic Modeling Specialists International (Emsi). (2021). *Datarun 2021.4*. Retrieved from <https://www.economicmodeling.com/>

Labor Market Information Division. Employment Development Department of California. (2021). *Detailed Occupational Guides*. Retrieved from <https://www.labormarketinfo.edd.ca.gov/OccGuides/Search.aspx>

National Center for O\*NET Development. (2021). O\*NET OnLine. Retrieved from <https://www.onetonline.org/>

Pearce, D. University of Washington. (2021). *Self Sufficiency Standard – California*. Retrieved from <http://www.selfsufficiencystandard.org/california>

U.S. Department of Education. Institute of Education Sciences, National Center for Education Statistics. Integrated Postsecondary Education System (IPEDS). (2021). Retrieved from <https://nces.ed.gov/ipeds/use-the-data>

## Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for substance abuse treatment occupations

### **Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment**

#### **Bachelor's Degree-level**

#### **Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)**

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.

**Sample job titles:** Addictions Counselor, Case Manager, Certified Alcohol and Drug Counselor (ADAC), Chemical Dependency Counselor (CD Counselor), Chemical Dependency Professional, Clinical Counselor, Counselor, Drug and Alcohol Treatment Specialist (DATS), Prevention Specialist, Substance Abuse Counselor (SA Counselor)

*Entry-Level Educational Requirement: Bachelor's degree*

*Training Requirement: None*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 13%*

## **Community College-level**

### **Social and Human Service Assistants (21-1093)**

Assist other social and human service providers 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 job titles:** Addictions Counselor Assistant, Advocate, Clinical Assistant, Residential Care Assistant, Social Services Aide, Social Services Assistant, Social Work Assistant, Social Work Associate, Social Worker Assistant

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Less than one month on-the-job training*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 25%*

### **Community Health Workers (21-1094)**

Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs.

**Sample job titles:** Apprise Counselor, 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)

*Entry-Level Educational Requirement: High school diploma or equivalent*

*Training Requirement: Less than one month on-the-job training*

*Work Experience: None*

*Incumbent workers with a Community College Award or Some Postsecondary Coursework: 25%*

## Appendix: Methodology

Exhibit 10 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2017 and 2020 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued 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 records. 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, 2021 a). 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, 2021 a).

Job postings data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job postings often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job posting or collecting resumes for future hiring needs. A closed job posting may not be the result of a hired worker.

Table 1. 2020 to 2025 job growth, wages, entry-level education, training, and work experience required for the substance abuse treatment occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation (SOC)	2020 Jobs	5-Year Change (New Jobs)	5-Year % Change (New Jobs)	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 <sup>th</sup> to 90 <sup>th</sup> percentile)	Median Hourly Wage (50 <sup>th</sup> percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	4,466	543	12%	543	\$16.78 to \$52.45	\$25.70	\$62,200	Bachelor's degree & None	None
<b>Bachelor's Degree-level Total</b>	<b>4,466</b>	<b>543</b>	<b>12%</b>	<b>543</b>	-	-	-	-	-
Social and Human Service Assistants (21-1093)	4,774	722	15%	733	\$13.52 to \$35.92	\$18.56	\$44,400	High school diploma or equivalent & One month or less	None
Community Health Workers (21-1094)	358	76	21%	56	\$16.66 to \$39.54	\$23.61	\$54,200	High school diploma or equivalent & One month or less	None
<b>Community College-level Total</b>	<b>5,132</b>	<b>798</b>	<b>16%</b>	<b>788</b>	-	-	-	-	-
<b>Total</b>	<b>9,599</b>	<b>1,341</b>	<b>14%</b>	<b>1,331</b>	-	-	-	-	-

Source: Emsi 2021.4