

Labor Market Assessment: 2104.40/Alcohol and Controlled Substances Addiction Counseling (Associate of Science; Certificate)

Los Angeles Center of Excellence, April 2022

Summary

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

The Los Angeles Center of Excellence for Labor Market Research (LA COE) prepared this report to provide regional labor market supply and demand data related to two middle-skill occupations: *social and human service assistants* (21-1093), and *community health workers* (21-1094); and one above middle-skill occupation: *substance abuse and behavioral disorder counselors* (21-1011). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree, while above middle-skill occupations require a bachelor's degree or more education.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for these middle-skill addiction counseling occupations in the region. While the majority of annual openings have entry-level wages that are lower than the self-sufficiency standard wage in both Los Angeles and Orange counties, the occupation with the most annual openings (*social and human service assistants*) has at least one-third of workers in the field who have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the LA COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **3,288 jobs available annually** in the region due to new job growth and replacements, **which is more than the 485 awards conferred annually** by educational institutions in the region.

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

- However, *social and human service assistants* (21-1093) and *community health workers* (21-1094) work in many different community and social service sub-industries, including addiction counseling. Therefore, ***the number of job openings is likely overstated*** for middle-skill addiction counseling occupations.
- Over the past 12 months, there were **2,210 online job postings related to addiction counseling occupations**. The highest number of job postings were for substance abuse counselors, care coordinators, social services assistants, outreach specialists, and case management coordinators.
- **Living Wage Criteria** –Within Los Angeles County, the **majority (94%) of annual job openings** for these addiction counseling occupations have **entry-level wages below the self-sufficiency standard hourly wage** (\$18.10/hour).²
- **Educational Criteria** –Within the greater LA/OC region, **62% of the annual job openings** for occupations related to addiction counseling **typically require a high school diploma or equivalent**.
 - While the national-level educational attainment data indicates between 13% and 34% of workers in the field have completed some college or an associate degree, the occupation with the majority of the annual openings (*social and human service assistants*) **has at least one-third of workers in the field who have completed some college or an associate degree**.

Supply:

- There are **11 community colleges** in the greater LA/OC region that issue awards related to addiction counseling, conferring an average of **323 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **92 awards conferred annually** in related training programs by non-community college institutions throughout the greater LA/OC region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the middle-skill addiction counseling occupations in this report. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 17% through 2025. There will be nearly 3,300 job openings per year through 2025 due to job growth and replacements.

Social and human service assistants (21-1093) and *community health workers* (21-1094) work in many different community and social service sub-industries in addition to the field of addiction counseling. Therefore, demand for these occupations within the field of addiction counseling is likely overstated.

This report includes employment projection data by Emsi which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will

Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 4/11/2022. For more information, visit: <http://selfsufficiencystandard.org/california>.

be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	17,128	19,989	2,861	17%	2,674
Orange	3,904	4,579	674	17%	614
Total	21,032	24,568	3,536	17%	3,288

Exhibit 2 shows the five-year occupational demand projections for the above middle-skill addiction counseling occupation in this report. In Los Angeles/Orange County, the number of jobs related to this occupation is projected to increase by 18% through 2025. There will be nearly 2,000 job openings per year through 2025 due to job growth and replacements. It is also important to note that the labor market research tool Emsi Analyst, which generates the data in this brief, uses a single aggregate code that combines *substance abuse and behavioral disorder counselors* (21-1011) and *mental health counselors* (21-1014). Since these two occupations are combined within the dataset, the demand data for *substance abuse and behavioral disorder counselors* is overstated.

Exhibit 2: Above middle-skill occupational demand in Los Angeles and Orange counties

Geography	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	Annual Openings
Los Angeles	11,377	13,242	1,865	16%	1,500
Orange	3,314	4,043	729	22%	483
Total	14,690	17,285	2,595	18%	1,983

Wages

The labor market endorsement in this report considers the entry-level hourly wages for all of the addiction counseling occupations in this report (middle-skill and above middle-skill) in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County—The majority (94%) of annual openings for these addiction counseling occupations have entry-level wages **below** the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.16 and \$18.78. Only one occupation in this report has entry-level wages above the county's self-

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

sufficiency standard: *community health workers* (\$18.78). Experienced workers can expect to earn wages between \$24.78 and \$31.90, which are higher than the self-sufficiency standard.

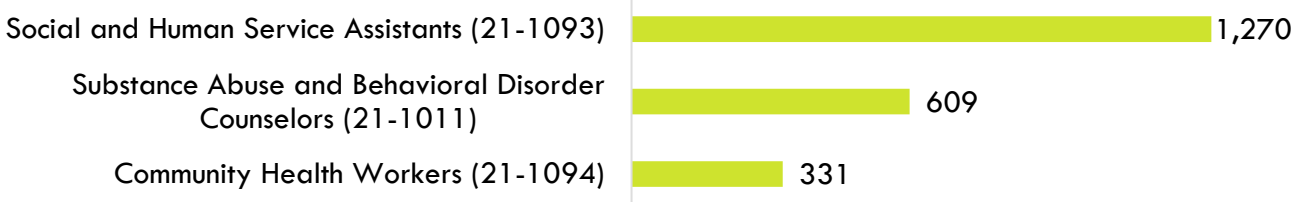
Orange County—All of the occupations in this report have entry-level wages **below** the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$14.33 and \$17.87. Experienced workers can expect to earn wages between \$23.44 and \$29.79, which are higher than the self-sufficiency standard.

Job Postings

There were 2,210 online job postings related to middle-skill addiction counseling occupations listed in the past 12 months. Exhibit 3 displays the number of job postings by occupation. The majority of job postings (57%) were for *social and human service assistants*, followed by *substance abuse and behavioral disorder counselors* (28%) and *community health workers* (15%). The highest number of job postings were for substance abuse counselors, care coordinators, social services assistants, outreach specialists, and case management coordinators. The top skills were case management, knowledge of mental health, customer service, treatment planning, knowledge of social services and addiction treatment. The top three employers, by number of job postings, in the region were: Anthem Blue Cross, Behavioral Health Services California, and Mental Health America of Los Angeles.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Exhibit 3: Job postings by occupation (last 12 months)



Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

- **Bachelor's degree:** *Substance abuse, behavioral disorder, and mental health counselors* (21-1018)
- **High school diploma or equivalent:** *Social and human service assistants* (21-1093); *community health workers* (21-1094)

In the greater LA/OC region, the majority of annual job openings (62%) typically require a high school diploma or equivalent. While the national-level educational attainment data indicates between 13% and 34% of workers in the field have completed some college or an associate degree, the occupation with the majority of the annual openings (*social and human service*

assistants) has at least one-third of workers in the field who have completed some college or an associate degree. Of the 65% of middle-skill addiction counseling job postings listing a minimum education requirement in the greater Los Angeles/Orange County region, 86% (1,231) requested high school or vocational training, and 14% (206) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 4 shows the three-year average number of awards conferred by community colleges in the related TOP code: Alcohol and Controlled Substances (2104.40). The colleges with the most completions in the region are: Mt. San Antonio, Long Beach, and East LA.

Exhibit 4: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
2104.40	Alcohol and Controlled Substances	East LA	37	41	44	41
		Glendale	11	19	13	14
		LA City	15	8	17	13
		LA Pierce	34	37	33	35
		LA Southwest	34	27	17	26
		Long Beach	58	32	48	46
		Mt San Antonio	65	79	67	70
		Rio Hondo	16	13	13	14
		West LA	6	14	7	9
		LA Subtotal	276	270	259	268
		Cypress	2	22	35	20
		Saddleback	30	45	30	35
		OC Subtotal	32	67	65	55
		Supply Total/Average	308	337	324	323

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for addiction counseling. Exhibit 5 shows the annual and three-year average number of awards conferred by these institutions in programs crosswalked to the community college programs listed in Exhibit 4. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 92 awards annually in related training programs.

Exhibit 5: Regional non-community college awards, 2016-2019

CIP Code	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
51.1501	Substance Abuse/Addiction Counseling	InterCoast Colleges-Santa Ana	74	75	90	80
		InterCoast Colleges-West Covina	13	8	15	12
Supply Total/Average			87	83	105	92

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.⁴ The California Department of Health Care Services currently recognizes three organizations that register and certify alcohol and other drug counselors in California.⁵ Exhibit 6 displays the certification organizations, and the minimum requirements for education, testing and training.

It is worth noting that due to the nature of these registration regulations, individuals do not have to complete their Alcohol and Drug Studies education at a community college, nor complete an associate degree to become certified.

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 and Drug Educators (CAADE) ⁶	Certified Addiction Treatment Counselor (CATC)	36 units of Alcohol and Drug Studies (ADS)/Addiction Studies at a community college or other accredited college	CATC Exam	2,240 supervised clinical/ field experience hours
California Association of DUI Treatment Programs (CADTP) ⁷	Substance Use Disorder Registered Counselor (SUDRC)	315 hours of formal SUD related education at a community college or other approved postsecondary school	IC&RC Exam	255 hours of supervised training and 2,080 experience hours

⁴ <https://www.accbc.org/get-certified/>

⁵ <http://www.dhcs.ca.gov/provgovpart/Pages/CounselorCertificationOrganizations.aspx>

⁶ California Association for Alcohol/Drug Educators. <https://dev.caaade.org/>

⁷ California Association of DUI Treatment Programs. <https://www.cadtp.org/>

Organization	Accredited Program	Education	Testing	Training
California Consortium of Addiction Programs and Professionals (CCAPP) ⁸	Certified Alcohol Drug Counselor (CADC)	315 hours of approved AOD education taken at a community college or other approved institution	IC&RC Exam	255 hours supervised work experience 3,000 hours supervised work experience without an associate degree or 2,080 hours supervised work experience with an associate degree

Appendix A: Occupational demand and wage data by county

Exhibit 7. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Social and Human Service Assistants (21-1093)	15,448	18,023	2,575	17%	2,430	\$15.16	\$19.34	\$24.78
Community Health Workers (21-1094)	1,680	1,966	286	17%	244	\$18.78	\$22.74	\$27.61
Middle-Skill Subtotal	17,128	19,989	2,861	17%	2,674	-	-	-
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	11,377	13,242	1,865	16%	1,500	\$18.04	\$23.67	\$31.90
Above Middle-Skill Subtotal	11,377	13,242	1,865	16%	1,500	-	-	-
Total	28,504	33,231	4,726	17%	4,174	-	-	-

⁸ California Consortium of Addiction Programs and Professionals. <https://www.ccapp.us/>

Exhibit 8. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Social and Human Service Assistants (21-1093)	3,474	4,075	601	17%	552	\$14.33	\$18.27	\$23.44
Community Health Workers (21-1094)	430	504	73	17%	62	\$17.87	\$21.67	\$26.38
Middle-Skill Subtotal	3,904	4,579	674	17%	614	-	-	-
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	3,314	4,043	729	22%	483	\$16.90	\$22.21	\$29.79
Above Middle-Skill Subtotal	3,314	4,043	729	22%	483	-	-	-
Total	7,218	8,622	1,404	19%	1,097	-	-	-

Exhibit 9. Los Angeles and Orange Counties

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Social and Human Service Assistants (21-1093)	18,922	22,099	3,176	17%	2,982	HS diploma or equivalent
Community Health Workers (21-1094)	2,110	2,469	359	17%	306	HS diploma or equivalent
Middle-Skill Subtotal	21,032	24,568	3,536	17%	3,288	-
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	14,690	17,285	2,595	18%	1,983	Bachelor's degree
Above Middle-Skill Subtotal	14,690	17,285	2,595	18%	1,983	-
Total	35,723	41,853	6,130	17%	5,271	-

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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