



Addiction Studies

September 2017

Prepared by the Los Angeles/Orange County Center of Excellence for Labor Market Research

Occupation Codes and Descriptions

Currently, there are two middle-skills 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 mental health occupations 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 developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.	Advocate, Caseworker, Community Coordinator, Family Support Worker, Home based Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Social Services Assistant, Social Work Associate
21-1094	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	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

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.

Worker (CHW), Community Nutrition Educator, HIV CTS Specialist (Human Immunodeficiency Virus Counseling and Testing Services Specialist)

Source: O*NET Online

Current and Future Employment

In Los Angeles County, the number of middle-skills jobs related to addiction studies is expected to increase by 23% over the next five years. More than 2,800 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.

Exhibit 2 – Five-year projections for middle-skills jobs related to addiction studies in Los Angeles County

SOC	Occupation	2016 Jobs	2021 Jobs	2016 - 2021 Change	2016 - 2021 % Change	Annual Openings
21-1093	Social and Human Service Assistants	15,394	18,951	3,557	23%	2,571
21-1094	Community Health Workers	1,429	1,777	348	24%	246
		16,822	20,728	3,906	23%	2,817

Source: Economic Modeling Specialists International (EMSI)

Earnings

In Los Angeles County, the entry-level average wage for community health workers is \$14.04 per hour, which is above the MIT Living Wage¹ estimate of \$13.08 per hour for a single adult. The average annual earnings for this occupation in the region is \$48,000 per year, assuming full-time employment.

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.

¹ MIT Living Wage Calculator. <http://livingwage.mit.edu/>

Exhibit 3 – Earnings for middle-skills addiction studies jobs in Los Angeles County, 2016-2021

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
21-1094	Community Health Workers	\$14.04	\$20.74	\$35.75	\$48,000
21-1093	Social and Human Service Assistants	\$12.44	\$20.12	\$34.08	\$46,000
TOTAL		\$12.57	\$20.18	\$34.23	\$46,000

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-skills jobs related to addiction studies and what they are looking for in potential candidates. To identify job postings related to addiction studies, 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)

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, CAADAC, CADE, 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 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-skills jobs related to addiction studies are listed in exhibit 4. Certified Substance Abuse/Alcohol & Drug (AOD) Counselors was mentioned as the job title in 30% of all relevant job postings (84 postings).

Exhibit 4 –Job titles (n=284)

Title	Job Postings, Full Year 2016
Certified Substance Abuse/Alcohol & Drug (AOD) Counselor	84
Counselor	54
Mental Health Specialist/Worker	24
Intake Coordinator	9
Peer Advocate	6

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 5 lists the major employers hiring professionals in the field of middle-skills addiction studies. Top employers postings job ads included Healthright 360, Phoenix House, and Didi Hirsch Mental Health Services. The top worksite cities in the region for these occupations were Los Angeles, Santa Monica and Long Beach.

Exhibit 5 – Top employers (n=167)

Employer	Job Postings, Full Year 2016
Healthright 360	17
Phoenix House	10
Didi Hirsch Mental Health Services	9

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.² The California Department of Health Care Services currently recognizes three organizations that register and certify alcohol and other drug counselors in California.³ Exhibit 6 displays the certification organizations, and the minimum requirements for education, testing and training.

² <http://caade.org/certification-faqs>

³ <http://www.dhcs.ca.gov/provgovpart/Pages/CounselorCertificationOrganizations.aspx>

Exhibit 6 – California Alcohol and Drug Counselor Certification Organizations

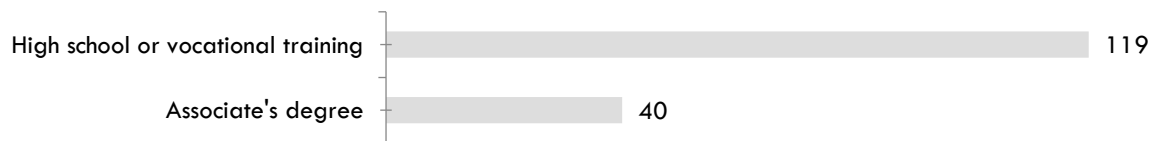
Organization	Accredited Program	Education	Testing	Training
Addiction Counselors Certification Board of California (Affiliated with California Association for Alcohol/Drug Educators (CAADE))	Certified Addiction Treatment Counselor (CATC)	315 hours of formal classroom education at a CAADE accredited college	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 Adduction Programs and Professionals

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 44% 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=159)



Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Middle-skills jobs related to addiction studies in Los Angeles County are most often found in the services for the elderly and persons with disabilities industry (5% of total jobs in the industry). Exhibit 9 shows the industries that are the largest employers of these jobs in the region.

Exhibit 9 – Industries with the largest number of addiction studies jobs (2016-2021)

NAICS (6-Digit)	Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
624120	Services for the Elderly and Persons with Disabilities	10,697	63.6%
624190	Other Individual and Family Services	832	4.9%
903999	Local Government, Excluding Education and Hospitals	755	4.5%
623220	Residential Mental Health and Substance Abuse Facilities	690	4.1%
624110	Child and Youth Services	397	2.4%
623210	Residential Intellectual and Developmental Disability Facilities	323	1.9%
621420	Outpatient Mental Health and Substance Abuse Centers	259	1.5%

Source: Economic Modeling Specialists International (EMSI)

Education and Training

Exhibit 10 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training, 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 10 – Education and training requirements (2015-2020)

SOC	Occupation	Typical entry-level education	Typical on-the-job training	% of Community College 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 nine community colleges in Los Angeles County that train students in programs related to the field of addiction studies. Exhibit 11 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 272 (46 associate degrees and 225 certificates) across one program: Alcohol and Controlled Substances (2104.40).

Exhibit 11 – CCC Student Awards (by TOP and College)

2012 – 2015 Annual Average						
TOP Code	Program	College	CCC Headcount	CCC Associate Degrees	CCC Certificates	Total Average CC Awards
2104.40	Alcohol and Controlled Substances	East LA	N/A	N/A	58	58
		Glendale	232	4	19	23
		LA City	N/A	5	13	18
		LA Pierce	433	5	21	26
		LA Southwest	N/A	N/A	17	17
		Long Beach	N/A	10	25	35
		Mt. San Antonio	560	14	49	64
		Rio Hondo	48	6	11	16
		West LA	N/A	2	12	15
TOTAL			1,273	46	225	272

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 Los Angeles County for the 2013-14 academic year.

- The median annual wage after program completion is \$18,362
- 30% of students are earning a living wage
- 63% of students are employed within six months after completing a program

Source: CTE LaunchBoard

Program Recommendation

This report was compiled by the Los Angeles/Orange County Center of Excellence to provide regional labor market data for the program recommendation of addiction studies. This report is to 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 determine if there is an unmet need for the addiction studies program in the Los Angeles County region, and if these jobs allow students to make living wages. Reasons include:

- Real-time LMI suggests that there were 284 online job postings for middle-skills addiction studies workers in 2016, and the Los Angeles community colleges have an average of 272 annual award recipients
- The median wage for Alcohol and Controlled Substances program exiters in the region was less than \$19,000 per year
- Only 30% of program exiters reported earning a living wage

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

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Notes

Data included in this analysis represents the labor market demand for positions most closely related to addiction studies. 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.