

**Labor Market Information Report**

**Addiction & Recovery Counseling Occupations**

**City College of San Francisco**

### Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

**October 2022**

## Recommendation

Based on all available data, there appears to be an “undersupply” of Addiction & Recovery Counseling workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco, San Mateo counties). There is a projected annual gap of about 1,047 students in the Bay region and 271 students in the Mid-Peninsula Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 2104.40 Alcohol and Controlled Substances programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco and in the region.

This report profiles Addiction & Recovery Counseling Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for a college/district program review of an Addiction & Recovery Counseling Certificate program at City College of San Francisco.

* **Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018):** Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.  
    Entry-Level Educational Requirement: Bachelor’s degree  
    Training Requirement: None  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 12%

## Occupational Demand

| **Occupation** | **2020 Jobs** | **2025 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 8,130 | 9,823 | 1,693 | 21% | 5,915 | 1,183 | $21 | $27 |
| **Total** | **8,130** | **9,823** | **1,693** | **21%** | **5,915** | **1,183** | **$21** | **$27** |
| Source: EMSI 2022.3 | | | | | | | | |

**Table 1. Employment Outlook for Addiction & Recovery Counseling Occupations in Bay Region**

**Bay Region includes** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Addiction & Recovery Counseling Occupations in Mid-Peninsula Sub-region**

| **Occupation** | **2020 Jobs** | **2025 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 2,073 | 2,563 | 490 | 24% | 1,557 | 311 | $23 | $29 |
| **Total** | **2,073** | **2,563** | **490** | **24%** | **1,557** | **311** | **$23** | **$29** |
| Source: EMSI 2022.3 | | | | | | | | |

**Mid-Peninsula Sub-Region includes:** San Francisco, San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Oct. 2021 – Sept. 2022)**

| **Occupation** | **Bay Region** | **Mid-Peninsula** |
| --- | --- | --- |
| Substance Abuse and Behavioral Disorder Counselors | 611 | 105 |
| Source: Burning Glass | | |

**Table 4a. Top Job Titles for Addiction and Recovery Counseling Occupations for latest 12 months (Oct. 2021 – Sept. 2022) - Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Substance Abuse Counselor | 111 | Certified Substance Abuse Counselor | 14 |
| Registered or Certified Substance Abuse Counselor | 31 | Registered Substance Abuse Counselor | 11 |
| Intake Therapist | 22 | Primary Therapist | 9 |
| Substance Abuse Counselor, CADC | 17 | Behavioral Therapist | 8 |
| Behavior Technician - Training Provided | 17 | Domestic Violence Advocate | 6 |
| Licensed Clinician | 15 | Chemical Dependency Counselor | 6 |
| Source: Burning Glass | | | |

**Table 4b. Top Job Titles for Addiction and Recovery Counseling Occupations for latest 12 months (Oct. 2021 – Sept. 2022) - Mid-Peninsula Sub-Region**

| **Title** | **Mid-Peninsula** | **Title** | **Mid-Peninsula** |
| --- | --- | --- | --- |
| Substance Abuse Counselor | 30 | Registered Substance Abuse Counselor | 3 |
| Certified or Registered Substance Abuse Counselor | 5 | Substance Abuse Navigator | 2 |
| Substance Abuse Counselor, P90 | 4 | Intake Assessment Therapist II | 3 |
| Domestic Violence Advocate | 3 | Certified Substance Abuse Counselor | 2 |
| Employee Experience Coordinator | 3 | Drug and Alcohol Testing Technician | 2 |
| Addiction Counselor | 3 | Drug and Alcohol Technician | 2 |
| Source: Burning Glass | | | |

## Industry Concentration

**Table 5. Industries hiring Addiction & Recovery Counseling Certificate Program Workers in Bay Region**

| **Industry - 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2020)** | **Jobs in Industry (2025)** | **% Change (2020-25)** | **% Occupation Group in Industry (2020)** |
| --- | --- | --- | --- | --- |
| Outpatient Mental Health and Substance Abuse Centers | 1,185 | 1,572 | 33% | 16% |
| Other Individual and Family Services | 1,061 | 1,483 | 40% | 13% |
| Residential Mental Health and Substance Abuse Facilities | 765 | 775 | 1% | 9% |
| Local Government, Excluding Education and Hospitals | 744 | 717 | -4% | 8% |
| Offices of Mental Health Practitioners (except Physicians) | 461 | 712 | 54% | 7% |
| Child and Youth Services | 452 | 552 | 22% | 5% |
| Services for the Elderly and Persons with Disabilities | 515 | 544 | 5% | 5% |
| HMO Medical Centers | 321 | 446 | 39% | 4% |
| General Medical and Surgical Hospitals | 221 | 243 | 10% | 3% |
| All Other Outpatient Care Centers | 145 | 209 | 44% | 2% |
| Source: EMSI 2022.3 | | | | |

**Table 6. Top Employers Posting Addiction and Recovery Counseling Occupations in Bay Region and Mid-Peninsula Sub-Region (Oct. 2020 – Sept. 2021)**

| **Employer** | **Bay** | **Employer** | **Mid-Peninsula** |
| --- | --- | --- | --- |
| Baymark Health Services | 72 | Baymark Health Services | 16 |
| Center Point Incorporated | 14 | Healthright 360 | 8 |
| Eating Recovery Center | 12 | Caminar | 6 |
| The GEO Group. Inc. | 11 | Eating Recovery Center | 4 |
| Kaiser Permanente | 11 | Sutter Health | 4 |
| Healthright 360 | 11 | St. Anthonys | 3 |
| Bay Area Community Resources | 11 | Center Point Inc. | 3 |
| Acadia Healthcare | 10 | Baart Programs | 3 |
| Baart Programs | 9 | Ohlhoff Recovery Programs | 2 |
| Siera Health and Wellness Centers | 8 | Kaiser Permanente | 2 |
| Source: Burning Glass | | | |

## Educational Supply

There are seven (7) community colleges in the Bay Region issuing 134 awards on average annually (last 3 years ending 2019-20) on TOP 2104.40 Alcohol and Controlled Substances. In the Mid-Peninsula Sub-Region, there are two (2) community colleges that issued 40 awards on average annually (last 3 years) on this TOP code.

There is one (1) other CTE educational institution in the Bay Region issuing two (2) awards on average annually (last 3 years ending 2019-20) on TOP 2104.40 Alcohol and Controlled Substances. There are no other CTE educational institutions in the Mid-Peninsula Sub-Region issuing awards on average annually (last 3 years) on this TOP code.

**Table 7a. Community College Awards on TOP 2104.40 Alcohol and Controlled Substances and CIP 51.1501 in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **Award < 1 academic yr.** | **Award 1< 2 academic yr.** | **Total** |
| --- | --- | --- | --- | --- | --- |
| City College of San Francisco | Mid-Peninsula | 0 | 15 | 18 | 33 |
| College of San Mateo | Mid-Peninsula | 1 | 1 | 5 | 7 |
| Diablo Valley College | East Bay | 12 | 7 | 8 | 27 |
| Hartnell College | SC-Monterey | 2 | 0 | 3 | 5 |
| Merritt College | East Bay | 11 | 0 | 13 | 24 |
| San Jose City College | Silicon Valley | 6 | 14 | 0 | 20 |
| Santa Rosa Junior College | North Bay | 6 | 0 | 12 | 18 |
| **Total** |  | **38** | **37** | **59** | **134** |
| Source: Data Mart | | | | | |

Note: The annual average for awards is 2017-18 to 2019-20.

**Table 7b. Other CTE Institutions Awards on TOP 2104.40 Alcohol and Controlled Substances and CIP 51.1501 in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **Award 1< 2 academic yr.** | **Total** |
| --- | --- | --- | --- | --- |
| InterCoast Colleges-Fairfield | North Bay | 0 | 2 | 2 |
| **Total** |  | **0** | **2** | **2** |

Note: The annual average for awards is 2017-18 to 2019-20.

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 1,183 annual openings for the Addiction & Recovery Counseling occupational cluster and 136 annual (3-year average) awards for an annual undersupply of 1,047 students. In the Mid-Peninsula Sub-Region, there is also a gap with 311 annual openings and 40 annual (3-year average) awards for an annual undersupply of 271 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 2104.40 Alcohol and Controlled Substances**

| **Metric Outcomes** | **Bay All CTE Programs** | **CCSF All CTE Programs** | **State 2104.40** | **Bay 2104.40** | **Mid-Peninsula 2104.40** | **CCSF 2104.40** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 72% | 71% | 71% | 86% | 83% |
| Median Annual Earnings for SWP Exiting Students | $47,419 | $52,800 | $30,160 | $39,286 | $41,649 | $41,991 |
| Median Change in Earnings for SWP Exiting Students | 23% | 18% | 23% | 18% | 12% | 6% |
| Exiting Students Who Attained the Living Wage | 52% | 48% | 39% | 34% | 31% | 37% |
| Source: Launchboard Strong Workforce Program Median of 2017 to 2020. | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Addiction & Recovery Counseling Occupations in Bay Region (Oct. 2021 – Sept. 2022)**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Treatment Planning | 380 | Opiods | 99 |
| Mental Health | 147 | Trauma | 72 |
| Discharge Planning | 139 | Psychology | 71 |
| Crisis Management | 130 | Customer Contact | 68 |
| Counseling Services | 116 | Scheduling | 67 |
| Case Management | 115 | Cardiopulmonary Resuscitation (CPR) | 64 |
| Addiction Treatment | 114 | Behavioral Analysis | 64 |
| Crisis Intervention | 112 | Group Therapy | 62 |
| Patient Assistance | 101 | Social Services | 61 |
| Patient Evaluation | 99 | Behavioral Health | 57 |
| Source: Burning Glass | | | |

**Table 10. Certifications for Addiction & Recovery Counseling Occupations in Bay Region (Oct. 2021 – Sept. 2022)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Certified Substance Abuse Counselor | 154 | Board Certified Behavioral Analyst | 48 |
| Driver's License | 113 | Registered Behavior Technician | 45 |
| Social Work License | 71 | Addiction Treatment Counselor | 38 |
| Licensed Marriage & Family Therapist | 60 | Licensed Clinical Social Worker | 30 |
| Counseling Certification | 54 | Certified Alcohol & Drug Abuse Counselor | 29 |
| First Aid CPR Aed | 48 | Mentor Certification | 19 |
| Source: Burning Glass | | | |

**Table 11. Education Requirements for Addiction & Recovery Counseling Occupations in Bay Region**

| **Education (minimum advertised)** | **Latest 12 Mos. Postings** | **Percent 12 Mos. Postings** |
| --- | --- | --- |
| High school or vocational training | 112 | 33% |
| Associate's degree | 25 | 7% |
| Bachelor's degree | 102 | 30% |
| Master's degree | 101 | 30% |
| Source: Burning Glass | | |

## Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

## Sources

O\*Net Online  
Labor Insight/Jobs (Burning Glass)  
Economic Modeling Specialists International (EMSI)  
CTE LaunchBoard www.calpassplus.org/Launchboard/  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor’s Office MIS system

## Contacts

For more information, please contact:

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