

Careers in Social Work

Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)

Summary

- Employment for the social work occupational group is expected to increase **17% between 2017 and 2022** in the Inland Empire/Desert Region. A total of **6,783 job openings or 1,357 annual openings** will be available over the five-year timeframe.
- The entry-level wage for each occupation in the social work occupational group is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the average annual number of program completions for the selected community college program in the region (**279 annual average regional credentials**), and the annual openings for middle-skill social work occupations in the local region (**654 average annual openings**).

Introduction

This report details job opportunities that are relevant to the human services and the alcohol and controlled substances programs. Completion of the human services program prepares graduates for work in public and private human services organizations.¹ The alcohol and controlled substances program prepares graduates with integrated theoretical and practical experience to develop the skills necessary to work in the field of alcohol/drug abuse. The two occupations included for the supply/demand analysis in the social work occupational group are the following:

- Community Health Workers
- Social and Human Service Assistants

¹ The Taxonomy of Programs, 6th Edition, February 2004
http://extranet.cccco.edu/portals/1/aa/credit/2013files/topmanual6_2009_09corrected_12.5.13.pdf



The occupations listed below, which are included in the social work occupational group, have been excluded from the supply/demand analysis because job opportunities for these occupations are not applicable to recent community college graduates, due to their higher educational requirements (see Exhibit 6 for typical entry-level educational requirements).

- Child, Family, and School Social Workers
- Mental Health and Substance Abuse Social Workers
- Social and Community Service Managers

Job Opportunities

In 2017, there were 9,168 social work jobs in the Inland Empire/Desert Region. This occupational group is projecting to increase employment by 17% in the region by 2022. Employers in the region will need to hire 6,783 workers during the same timeframe to backfill jobs that workers are permanently vacating (includes retirements). Appendix A, Table 1 displays job growth, wages, education, training, and work experience required for this occupational group.

Exhibit 1: Five-year projections for the social work occupational group in the Inland Empire/Desert Region

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert	9,168	17%	6,783	1,357	26%

Source: EMSI 2018.3

On average, local employers fill online job posting for the social work occupational group within 44 days. When compared to the national average, it takes one week longer for local employers to find qualified candidates to fill open positions in the Inland Empire/Desert Region. Exhibit 2 shows the number of job ads posted during the last 12 months for each occupation along with the regional and national average time to fill.

Exhibit 2: Job ads by each of the social work occupations in the Inland Empire/Desert Region and time to fill, October 2017 - September 2018

Occupation	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Social and Human Service Assistants	118	38	31
Community Health Workers	5	44	40
Social and Community Service Managers	178	45	37
Child, Family, and School Social Workers	109	45	37
Mental Health and Substance Abuse Social Workers	28	49	40
TOTAL	438	-	-

Source: Burning Glass – Labor Insights

Earnings

The entry-level wage for each of the occupations in the social work occupational group is above the MIT Living Wage estimate of \$12.30 per hour for a single adult living in the Inland Empire/Desert Region. Exhibit 3 displays wage information for this occupational group in the Inland Empire/Desert Region.

Exhibit 3: Earnings for the social work occupational group in the Inland Empire/Desert Region

Occupation	Entry to Experienced Hourly Earnings Range*	Median Wage*	Average Annual Earnings
Mental Health and Substance Abuse Social Workers	\$19.17 to \$40.67	\$24.71	\$60,300
Child, Family, and School Social Workers	\$19.17 to \$29.67	\$24.60	\$52,600
Social and Community Service Managers	\$18.59 to \$30.59	\$23.76	\$54,900
Community Health Workers	\$16.52 to \$30.45	\$22.88	\$49,700
Social and Human Service Assistants	\$14.56 to \$24.83	\$18.27	\$40,900

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

Employers, Skills, and Education

Exhibit 4 displays the top local employers posting ads for social work occupations during the last 12 months.

Exhibit 4: Top employers posting job ads for the social work occupations in the Inland Empire/Desert Region during the last 12 months, October 2017 - September 2018

Occupation	Top Employers
Social and Human Service Assistants (n=106)	<ul style="list-style-type: none"> The Mentor Network Universal Health Services, Inc.
Community Health Workers (n=5)	<ul style="list-style-type: none"> Dignity Health – St. Bernardine Medical Center UnitedHealth Group
Social and Community Service Managers (n=167)	<ul style="list-style-type: none"> The Mentor Network San Bernardino County
Child, Family, and School Social Workers (n=109)	<ul style="list-style-type: none"> Loma Linda University Health Uplift Family Services
Mental Health and Substance Abuse Social Workers (n=28)	<ul style="list-style-type: none"> Universal Health Services, Inc.

Source: Burning Glass – Labor Insights

Exhibit 5 lists a sample of in-demand specialized and employability skills that employers are seeking when looking for workers to fill social work positions. The skills reported in job postings may be utilized as a helpful guide for curriculum development. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.”

Exhibit 5: Sample of in-demand skills from employer job ads for social work occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Specialized skills	Employability skills
Social and Human Service Assistants (n=100)	<ul style="list-style-type: none"> • Case Management • Customer Service • Cardiopulmonary Resuscitation (CPR) 	<ul style="list-style-type: none"> • Communication Skills • Teamwork/Collaboration • Microsoft Office
Community Health Workers (n=5)	<ul style="list-style-type: none"> • Medical Terminology • Managed Care • Patient Care 	<ul style="list-style-type: none"> • Communication Skills • Microsoft Office • Bilingual
Social and Community Service Managers (n=158)	<ul style="list-style-type: none"> • Case Management • Psychology • Scheduling 	<ul style="list-style-type: none"> • Planning • Building Effective Relationships • Creativity
Child, Family, and School Social Workers (n=87)	<ul style="list-style-type: none"> • Case Management • Mental Health • Treatment Planning 	<ul style="list-style-type: none"> • Teamwork/Collaboration • Communication Skills • Microsoft Office
Mental Health and Substance Abuse Social Workers (n=28)	<ul style="list-style-type: none"> • Cardiopulmonary Resuscitation (CPR) • Behavioral Health • Case Management 	<ul style="list-style-type: none"> • Teamwork/Collaboration • Communication Skills • Problem Solving

Source: Burning Glass – Labor Insights

Exhibit 6 displays the entry-level education level education typically required to enter each occupation according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census, and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 6: Educational attainment and online job ads with minimum advertised education requirements for the social work occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Work Experience Required	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
				Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Social and Human Service Assistants	None	High school diploma or equivalent	36%	76	44%	9%	47%
Community Health Workers	None	High school diploma or equivalent	29%	2	100%	-	-
Social and Community Service Managers	5 years or more	Bachelor's degree	15%	112	7%	49%	44%
Child, Family, and School Social Workers	None	Bachelor's degree	15%	72	-	-	100%
Mental Health and Substance Abuse Social Workers	None	Master's degree	15%	22	68%	9%	23%

Source: EMSI 2018.3, Current Population Survey, Burning Glass – Labor Insights

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

Specialties in Social Work

The first portion of this report focused on the regional demand for social work occupations. The second portion will focus on specialty areas within social work. The specialty areas within social work include behavioral therapists, social work administrators, drug and alcohol studies, family studies, justice system studies, multicultural counseling, military social work, and child welfare. Each section includes a definition of the specialty as well as regional demand for occupations within the specialty area. All of the sections, except for multicultural counseling, include specialized and employability skills as well as the advertised educational experience requested in employer job postings during the last 12 months (October 2017 to September 2018). Social work resources for each section appear as footnotes throughout but are also listed together on page 16 for convenience.

Behavioral Therapists

Behavioral therapy is a form of therapy used to identify and change potentially self-destructive or unhealthy behaviors within patients. People most commonly seek behavioral therapy to treat depression, anxiety, panic disorders, and anger issues. Also, behavioral therapy treats conditions such as eating disorders, post-traumatic stress disorder (PTSD), bipolar disorder, ADHD, OCD, phobias, self-harm, and substance abuse.² Exhibits 7 through 9 present data obtained from the 71 employer job postings with “behavioral therapist” in the job title over the last 12 months (October 2017 to September 2018) in the Inland Empire/Desert Region.

Exhibit 7: Job ads by each of the behavioral therapist occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Job Ads
Marriage and Family Therapists	50
Substance Abuse and Behavioral Disorder Counselors	17
Mental Health Counselors	3
Child, Family, and School Social Workers	1
TOTAL	71

Source: Burning Glass – Labor Insights

Exhibit 8: Sample of in-demand skills from employer job ads for behavioral therapist occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Behavioral Therapist Occupational Group (n=67)	<ul style="list-style-type: none"> Autism Diagnosis/Treatment/Care Psychology Child Development 	<ul style="list-style-type: none"> Energetic Bilingual Detail-Oriented

Source: Burning Glass – Labor Insights

Exhibit 9: Percentage of job postings seeking each level of education for behavioral therapists in the Inland Empire/Desert Region, Oct 2017 – Sep 2018



Source: Burning Glass – Labor Insights

² Healthline, Behavioral Therapy, October 2018
<https://www.healthline.com/health/behavioral-therapy#who-benefits>

Social Work Administrators

While social workers provide direct help to families, individuals, workers, and students, social work administrators develop programs to improve services, oversee social workers, write grants, analyze budgets, and secure funding for programs and services. Administrators in social work must possess knowledge of human behavior, psychology, social policies, and business administration.³ It is difficult to assess the demand for social work administrators because the majority of organizations hire internally. The majority of administrators begin their careers as social workers and move up to administration positions with experience. Over the last 12 months (October 2017 to September 2018), five job advertisements included the keyword “social work administration” or “social work administrator” in the Inland Empire/Desert Region. The results are summarized in Exhibits 10 and 11.

Exhibit 10: Job titles from job postings for social work administrators in the Inland Empire/Desert Region, October 2017 - September 2018

Job Title	Job Ads
Manager, Social Work	4
Educator, Staff Development	1
TOTAL	5

Source: Burning Glass – Labor Insights

Exhibit 11: Sample of in-demand skills from employer job ads for social work administrators in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Social Work Administration Group (n=5)	<ul style="list-style-type: none"> • Patient Care/Safety • Financial Management • Teaching 	<ul style="list-style-type: none"> • Communication Skills • English • Teamwork/Collaboration

Source: Burning Glass – Labor Insights

The majority of social work administration positions require a master’s degree, although some accept a bachelor’s degree and comparable experience. In the Inland Empire/Desert Region, all of the job postings for social work administrators mention a master’s degree as a requirement as well as additional work experience.

³ Careers in Psychology, Social Work Administration Careers, October 2018
<https://careersinpsychology.org/social-work-administration-careers/>

Drug and Alcohol Studies

Substance abuse treatment and counseling is a specialty within social work that treats patients with a chemical dependency to drugs or alcohol. Over the last 12 months (October 2017 to September 2018), 67 job advertisements included the certifications Addiction Studies, Addiction Treatment Counselor, Licensed Alcohol and Drug Counselor, or Certified Alcohol and Drug Abuse Counselor in the Inland Empire/Desert Region. The search results are summarized in Exhibits 12 through 14.

Exhibit 12: Job ads by each of the top substance abuse treatment occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Job Ads
Mental Health Counselors	15
Substance Abuse and Behavioral Disorder Counselors	14
Social and Community Service Managers	6
Registered Nurses	5
Medical and Health Services Managers	4

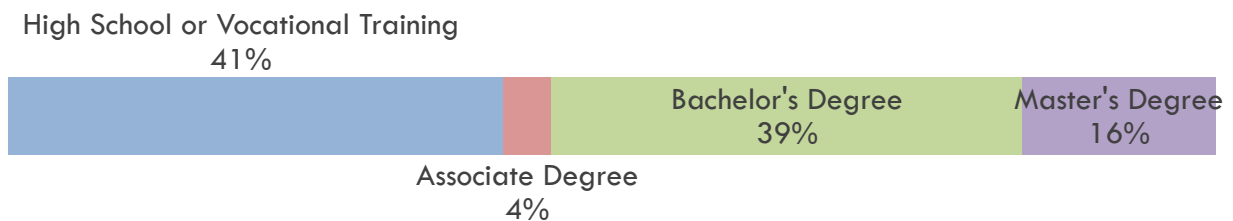
Source: Burning Glass – Labor Insights

Exhibit 13: Sample of in-demand skills from employer job ads for substance abuse treatment occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Substance Abuse Treatment Occupational Group (n=64)	<ul style="list-style-type: none"> Addiction Treatment Case Management Treatment Planning 	<ul style="list-style-type: none"> Communication Skills Microsoft Office Teamwork/Collaboration

Source: Burning Glass – Labor Insights

Exhibit 14: Percentage of job postings seeking each level of education for substance abuse treatment occupations in the Inland Empire/Desert Region, Oct 2017 – Sep 2018



Source: Burning Glass – Labor Insights

Family Studies

Family Studies is a field within social work that focuses on building and maintaining families through counseling, education, youth program administration, and family outreach programs.⁴ Family studies education can be found at all academic levels, from associate to doctoral degree programs. Over the last 12 months (October 2017 to September 2018), there were 135 job advertisements for the family services occupational group in the Inland Empire/Desert Region. Exhibits 15 through 17 summarize the results of this search.

Exhibit 15: Job ads by each of the top family services occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Job Ads
Marriage and Family Therapists	89
Child, Family, and School Social Workers	23
Healthcare Social Workers	5
Health Educators	5
Directors, Religious Activities and Education	5

Source: Burning Glass – Labor Insights

Exhibit 16: Sample of in-demand skills from employer job ads for family services occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Family Services Occupational Group (n=125)	<ul style="list-style-type: none"> • Mental/Behavioral Health • Counseling Services • Psychology 	<ul style="list-style-type: none"> • Planning • Building Effective Relationships • Communication Skills

Source: Burning Glass – Labor Insights

Exhibit 17: Percentage of job postings seeking each level of education for substance abuse treatment occupations in the Inland Empire/Desert Region, Oct 2017 – Sep 2018



Source: Burning Glass – Labor Insights

⁴ Learn.org, What is Family Studies?, October 2018
https://learn.org/articles/What_is_Family_Studies.html

Justice System Social Workers

Justice system studies is the field within social work that focuses on providing social and human services to individuals in the criminal justice system. Justice system social workers may work with inmates, recently released ex-offenders, or intervention programs and are responsible for identifying rehabilitative services and support of family members impacted.⁵ Over the last 12 months (October 2017 to September 2018), there were 52 job advertisements for justice system social workers in the Inland Empire/Desert Region, which are summarized in Exhibits 18 through 20.

Exhibit 18: Job ads by each of the top justice system social work occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Job Ads
Marriage and Family Therapists	12
Social Workers, All Other	9
Probation Officers and Correctional Treatment Specialists	9
Mental Health Counselors	8
Social and Human Service Assistants	5
Healthcare Social Workers	4

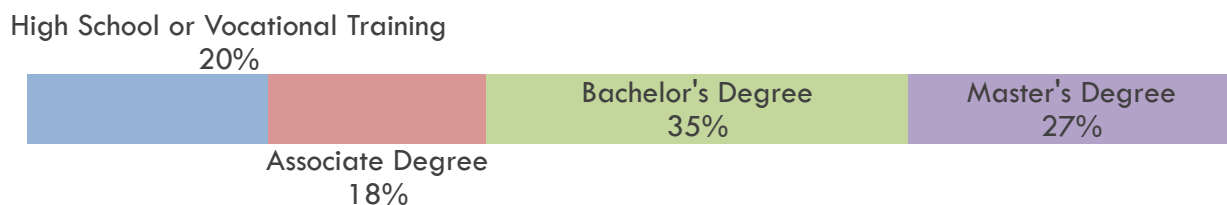
Source: Burning Glass – Labor Insights

Exhibit 19: Sample of in-demand skills from employer job ads for justice system social work occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Justice System Social Work Occupational Group (n=125)	<ul style="list-style-type: none"> • Criminal Justice • Mental Health/Illness • Case Management 	<ul style="list-style-type: none"> • Bilingual • Building Effective Relationships • Planning

Source: Burning Glass – Labor Insights

Exhibit 20: Percentage of job postings seeking each level of education for substance abuse treatment occupations in the Inland Empire/Desert Region, Oct 2017 – Sep 2018



Source: Burning Glass – Labor Insights

⁵ MSWGuide.org, Who Are Criminal Justice Social Workers, October 2018
<https://www.mswguide.org/careers/criminal-justice-social-work/>

Multicultural Counseling

Multicultural counseling/therapy addresses the concerns of those whose race, ethnicity, religion, gender identification, income, disability, or other social factor falls outside the majority.⁶ Multicultural counseling is a skillset that can be applied to multiple types of therapy, such as cognitive behavioral therapy or couples counseling. The primary purpose of multicultural counseling is to create a relationship between the patient, a member of a marginalized group, and therapist in which mutual trust and respect is established. Individuals with multicultural therapy skills recognize the impact of culture on psychosocial development. Over the last 12 months (October 2017 to September 2018), there were two job advertisements for “multicultural counseling” in the Inland Empire/Desert Region. These two ads, posted by the Department of Veteran Affairs, had the job title “Licensed Professional Mental Health Counselors.” The low demand from employer job postings for multicultural counseling skills may not be representative of the total demand for these skills because the social workers, therapists, and mental health professionals who have these skills view it as a practice that will develop through experience.

Military Social Work

Military social work is a specialized field of practice that provides necessary support and interventions to military personnel, retirees, their spouses, and their dependents through private practice, active service, or work with veterans services.⁷ Over the last 12 months (October 2017 to September 2018), there were 166 job advertisements for the military social workers in the Inland Empire/Desert Region. These results are summarized in Exhibits 21 through 24.

Exhibit 21: Top employers posting job ads for military social workers in the Inland Empire/Desert Region during the last 12 months, October 2017 - September 2018

Occupational Group	Top Employers
Military Social Workers (n=137)	<ul style="list-style-type: none"> • United States Navy • United States Marine Corps • Department of Veteran Affairs

Source: Burning Glass – Labor Insights

⁶ Psychology Today, Multicultural Therapy, October 2018
<https://www.psychologytoday.com/us/therapy-types/multicultural-therapy>

⁷ Social Work License Map, Military Social Work, October 2018
<https://socialworklicensemap.com/become-a-social-worker/social-worker-careers/military-social-work/>

Exhibit 22: Job ads by each of the top military social work occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Job Ads
Educational, Guidance, School, and Vocational Counselors	40
Marriage and Family Therapists	37
Social Workers, All Other	20
Mental Health Counselors	16
Social and Human Service Assistants	14
Health Educators	9
Healthcare Social Workers	8
Substance Abuse and Behavioral Disorder Counselors	7

Source: Burning Glass – Labor Insights

Exhibit 23: Sample of in-demand skills from employer job ads for military social workers in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Military Social Workers (n=156)	<ul style="list-style-type: none"> Behavioral/Mental Health Psychology Counseling Services 	<ul style="list-style-type: none"> Building Effective Relationships Planning Problem Solving

Source: Burning Glass – Labor Insights

Exhibit 24: Percentage of job postings seeking each level of education for military social work occupations in the Inland Empire/Desert Region, Oct 2017 – Sep 2018



Source: Burning Glass – Labor Insights

Child Welfare Social Work

Child welfare social workers help children and their families resolve conflict or intervene in issues of abuse or neglect. Professionals with a bachelor's degree are qualified for entry-level roles. Individuals may work for government agencies, nonprofits, or families. A master's degree in social work allows professionals to provide a higher level of care, including diagnosis and treatment of mental health disease or emotional or behavioral disorders.⁸ Over the last 12 months (October 2017 to September 2018), there were 305 job advertisements for the child welfare social workers in the Inland Empire/Desert Region, which are summarized in Exhibits 25 through 27.

Exhibit 25: Job ads by each of the top child welfare social work occupations in the Inland Empire/Desert Region, October 2017 - September 2018

Occupation	Job Ads
Marriage and Family Therapists	97
Mental Health Counselors	59
Social Workers, All Other	38
Healthcare Social Workers	27
Educational, Guidance, School, and Vocational Counselors	24
Social and Human Service Assistants	15
Substance Abuse and Behavioral Disorder Counselors	14

Source: Burning Glass – Labor Insights

Exhibit 26: Sample of in-demand skills from employer job ads for child welfare social workers in the Inland Empire/Desert Region, October 2017 - September 2018

Occupational Group	Specialized skills	Employability skills
Child Welfare Social Workers (n=287)	<ul style="list-style-type: none"> Psychology Mental Health Child Development 	<ul style="list-style-type: none"> Bilingual Teamwork/Collaboration Communication Skills

Source: Burning Glass – Labor Insights

Exhibit 27: Percentage of job postings seeking each level of education for child welfare social work occupations in the Inland Empire/Desert Region, Oct 2017 – Sep 2018

High School or Vocational Training 10%



⁸ Social Work Licensure, Social Work vs Child Welfare Work, October 2018
<https://socialworklicensure.org/articles/social-worker-vs-child-welfare-worker/>

Student Completions

Exhibits 28 & 29 show the annual average regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code and the titles used at each college, sourced from the Chancellor’s Office Curriculum Inventory (COCI). Credentials granted from other educational institutions from 2013 to 2016 are displayed in Exhibit 30, along with the relevant CIP code. Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code and region.

Exhibit 28: Annual average community college student completions for human services programs in the Inland Empire/Desert

2104.00 Human Services	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Crafton Hills	10	
Moreno Valley – Human Services	197	
Associate Degree		5
Certificate 18 to < 30-semester units		12
Credit Award <6-semester units		7
Riverside – Human Services		
Associate Degree		1
Certificate 18 to < 30-semester units		1*
Credit Award <6-semester units		1
San Bernardino – Human Services/Career Specialist/Case Management in the Public Sector/Eating Disorder Studies	465	
Associate Degree		34
Certificate 30 to < 60-semester units		14
Total Community College Headcount (2016-17)	671	
Total Annual Average Community College Credentials (2014-17)		74

Source: LaunchBoard, IPEDS

*Riverside issued one certificate in 2016-17.

2104.00 Human Services program outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 1,068 (California median: 203) [2016-17]
- Number of students who transferred to a 4-year institution: 39 (CA: 21)
- Employed in the second fiscal quarter after exit: 73% (CA: 70%)
- Median earnings in the second fiscal quarter after exit: \$6,580 (CA: \$6,139)
- Employed in the fourth fiscal quarter after exit: 71% (CA: 63%)
- Median annual earnings: \$17,618 (CA: \$22,026)
- Job closely related to field of study: 80% (CA: 75%) [2014-15]
- Median change in earnings: 26% (CA: 48%)
- The proportion of students who attained a living wage: 46% (CA: 39%)

Exhibit 29: Annual average community college student completions for alcohol and controlled substances programs in the Inland Empire/Desert

2104.40 Alcohol and Controlled Substances	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
Desert – Alcohol and Drug Studies	173	
Associate Degree		4
Certificate 30 to < 60 semester units		12
Mt. San Jacinto – Alcohol & Drug Studies		
Associate Degree		3
Certificate 30 to < 60 semester units		1
Palo Verde – Alcohol and Drug Studies	514	
Certificate 30 to < 60 semester units		7
Certificate 6 to < 18 semester units		96
San Bernardino – Alcohol/Drug Studies	419	
Certificate 30 to < 60 semester units		29
Total Community College Headcount (2016-17)	1,106	
Total Annual Average Community College Credentials (2014-17)		152

Source: LaunchBoard, IPEDS

2104.40 Alcohol and Controlled Substances program outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 2,547 (California median: 373) [2016-17]
- Number of students who transferred to a 4-year institution: 22 (CA: 15)
- Employed in the second fiscal quarter after exit: 43% (CA: 66%)
- Median earnings in the second fiscal quarter after exit: \$6,764 (CA: \$6,954)
- Employed in the fourth fiscal quarter after exit: 40% (CA: 65%)
- Median annual earnings: \$22,769 (CA: \$24,043)
- Job closely related to field of study: 100% (CA: 88%) [2014-15]
- Median change in earnings: 34% (CA: 45%)
- The proportion of students who attained a living wage: 47% (CA: 47%)

Exhibit 30: Annual average other educational program student completions for substance abuse/addiction counseling programs in the Inland Empire/Desert Region

51.1501 Substance Abuse/Addiction Counseling (CIP Program)	Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)
California Nurses Educational Institute	
Award 1 < 2 academic yrs	3
InterCoast Colleges-Riverside	
Associate Degree	4
Award 1 < 2 academic yrs	45
Total annual average other credentials	53

Source: IPEDS

Social Work Resources

Behavioral Therapy:

<https://www.healthline.com/health/behavioral-therapy#who-benefits>

Social Work Administration Careers:

<https://careersinpsychology.org/social-work-administration-careers/>

What is Family Studies?:

https://learn.org/articles/What_is_Family_Studies.html

Who are Criminal Justice Social Workers:

<https://www.mswguide.org/careers/criminal-justice-social-work/>

Multicultural Therapy:

<https://www.psychologytoday.com/us/therapy-types/multicultural-therapy>

Military Social Work:

<https://socialworklicensuremap.com/become-a-social-worker/social-worker-careers/military-social-work/>

Social Work vs. Child Welfare Work:

<https://socialworklicensure.org/articles/social-worker-vs-child-welfare-worker/>

Sources

O*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard

MIT Living Wage Calculator

Chancellor's Office Curriculum Inventory (COCI, version 2.0)

The Integrated Postsecondary Education Data System (IPEDS)

Taxonomy of Programs, 6th Edition

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October 2018



Appendix A: Occupation definitions, sample job titles, five-year projections, and earnings for social work occupations

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

Social and Community Service Managers (11-9151)

Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.

Sample job titles: Adoption Services Manager, Child Welfare Services Director, Children's Service Supervisor, Clinical Services Director, Community Services Block Grant/Outreach Social Worker (CSBG/Outreach Social Worker), Community Services Director, Psychiatric Social Worker Supervisor, Social Services Director, Transitional Care Director, Vocational Rehabilitation Administrator

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework: 19%

Child, Family, and School Social Workers (21-1021)

Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.

Sample job titles: Adoption Social Worker, Case Manager, Case Worker, Child Protective Services Social Worker (CPS Social Worker), Family Protection Specialist, Family Resource Coordinator, Family Service Worker, Foster Care Social Worker, School Social Worker, Youth Services Specialist

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework: 15%



Mental Health and Substance Abuse Social Workers (21-1023)

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.

Sample job titles: Case Manager, Clinical Social Worker, Clinical Therapist, Clinician, Counselor, Mental Health Therapist, Psychotherapist, Social Worker, Substance Abuse Counselor, Therapist

Entry-Level Educational Requirement: Master's degree

Training Requirement: Internship/Residency

Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework: 15%

Social and Human Service Assistants (21-1093)

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.

Sample job titles: Advocate, Caseworker, Community Coordinator, Family Support Worker, Home based Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Social Services Assistant, and Social Work Associate

Entry-Level Educational Requirement: High school diploma or equivalent

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

Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework: 36%



Community Health Workers (21-1094)

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.

Sample job titles: 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)

Entry-Level Educational Requirement: High school diploma or equivalent

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

Percentage of incumbent workers with a Community College Credential or Some Postsecondary

Coursework: 29%



Table 1. 2017 to 2022 job growth, wages, education, training, and work experience required for the social work occupational group, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage*	Median Hourly Wage*	Average Annual Earnings	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
Social and Human Service Assistants (21-1093)	3,519	714	20%	591	\$14.56 to \$24.83	\$18.27	\$40,900	High school diploma or equivalent & less than 1 month	None
Social and Community Service Managers (11-9151)	2,145	310	14%	261	\$18.59 to \$30.59	\$23.76	\$54,900	Bachelor's degree & None	Less than 5 years
Child, Family, and School Social Workers (21-1021)	2,098	311	15%	290	\$19.17 to \$29.67	\$24.60	\$52,600	Bachelor's degree & None	None
Mental Health and Substance Abuse Social Workers (21-1023)	1,063	180	17%	152	\$19.17 to \$40.67	\$24.71	\$60,300	Master's degree & Internship/Residency	None
Community Health Workers (21-1094)	342	86	25%	63	\$16.52 to \$30.45	\$22.88	\$49,700	High school diploma or equivalent & less than 1 month	None
Total	9,168	1,601	17%	1,357	-	-	-	-	-

Source: EMSI 2018.3

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage