



Occupation Report

Counselors, Social Workers, and Other Community and Social Service Specialists

California



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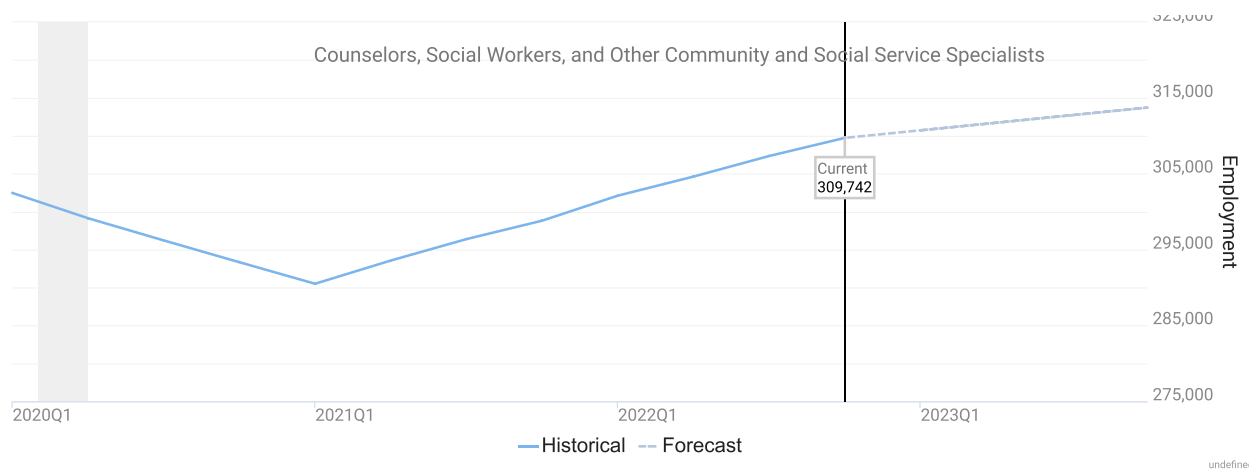
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Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Social and Human Service Assistants	57,098	\$51,400	1.12	1,484	7,715	1.5%
Child, Family, and School Social Workers	47,185	\$68,100	1.14	1,073	5,123	1.2%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	42,486	\$63,400	0.98	4,658	5,084	2.1%
Educational, Guidance, and Career Counselors and Advisors	33,905	\$86,900	0.91	-1,758	3,074	0.8%
Marriage and Family Therapists	26,370	\$63,100	2.82	4,824	2,630	1.6%
Mental Health and Substance Abuse Social Workers	16,754	\$83,700	1.16	-738	1,771	1.2%
Healthcare Social Workers	15,285	\$89,900	0.70	702	1,652	1.1%
Probation Officers and Correctional Treatment Specialists	15,090	\$101,400	1.41	140	1,287	0.1%
Community and Social Service Specialists, All Other	13,283	\$60,600	1.18	-157	1,621	1.0%
Rehabilitation Counselors	12,632	\$45,700	1.14	-1,602	1,361	1.3%
Remaining Component Occupations	29,655	\$63,500	1.06	780	3,451	1.0%
Counselors, Social Workers, and Other Community and Social Service Specialists	309,742	\$67,900	1.11	9,405	34,801	1.3%




💡 “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.

💡 “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

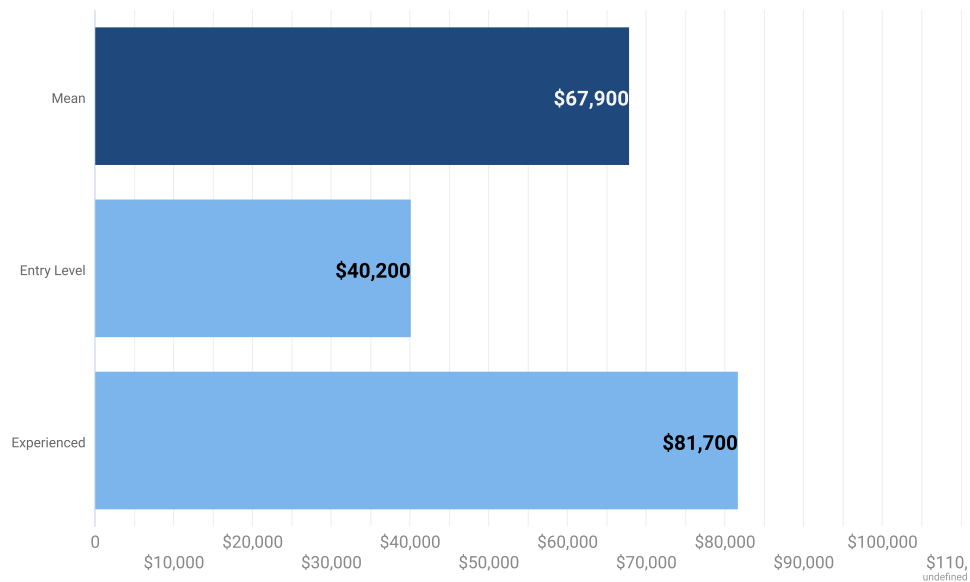
Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Individual and Family Services	25.7%	79,575	88,300	23,530	111,830
Elementary and Secondary Schools	8.5%	26,386	23,202	741	23,943
Outpatient Care Centers	8.5%	26,311	26,789	4,478	31,267
Offices of Other Health Practitioners	7.2%	22,259	21,614	4,141	25,755
Justice, Public Order, and Safety Activities	5.6%	17,369	16,513	216	16,729
Executive, Legislative, and Other General Government Support	5.0%	15,426	14,749	313	15,062
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	4.8%	14,979	15,242	1,640	16,882
Administration of Human Resource Programs	3.5%	10,804	10,241	101	10,342
Colleges, Universities, and Professional Schools	3.1%	9,684	8,883	1,599	10,483
Community Food and Housing, and Emergency and Other Relief Services	3.0%	9,179	10,020	1,141	11,160
General Medical and Surgical Hospitals	2.8%	8,672	8,495	261	8,755
Vocational Rehabilitation Services	2.3%	7,084	7,038	712	7,750
Administration of Economic Programs	2.2%	6,660	6,156	-145	6,011
Social Advocacy Organizations	1.7%	5,186	5,703	448	6,152
Administration of Environmental Quality Programs	1.7%	5,164	4,809	-67	4,741
Junior Colleges	1.4%	4,213	3,503	-87	3,417
Psychiatric and Substance Abuse Hospitals	1.2%	3,645	3,522	247	3,769
Offices of Physicians	1.0%	3,239	3,226	229	3,455
Employment Services	1.0%	3,072	3,155	255	3,410
Other Residential Care Facilities	1.0%	2,946	2,879	16	2,895
All Others	9.0%	27,888	28,392	2,547	30,939

 The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.

 “10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

Wages



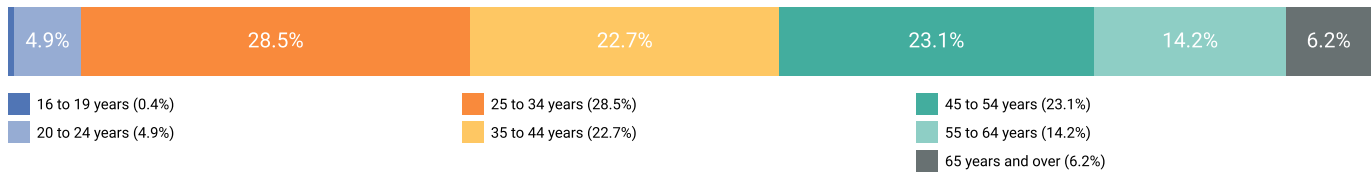
Occupation	Mean	Median	Entry Level	Experienced
Probation Officers and Correctional Treatment Specialists	\$101,400	\$101,900	\$69,700	\$117,300
Healthcare Social Workers	\$89,900	\$85,400	\$55,400	\$107,100
Educational, Guidance, and Career Counselors and Advisors	\$86,900	\$80,600	\$54,200	\$103,200
Mental Health and Substance Abuse Social Workers	\$83,700	\$82,200	\$47,300	\$102,000
Health Education Specialists	\$74,300	\$66,600	\$45,100	\$89,000
Social Workers, All Other	\$73,100	\$69,600	\$43,600	\$87,800
Child, Family, and School Social Workers	\$68,100	\$64,000	\$44,100	\$80,100
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$63,400	\$53,900	\$39,600	\$75,300
Marriage and Family Therapists	\$63,100	\$55,300	\$40,400	\$74,500
Community and Social Service Specialists, All Other	\$60,600	\$53,100	\$37,800	\$72,000

💡 Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.

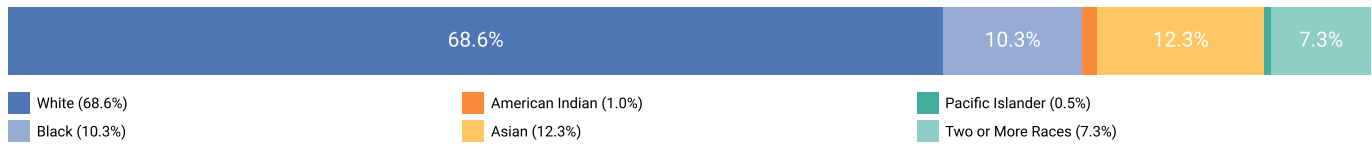
💡 When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

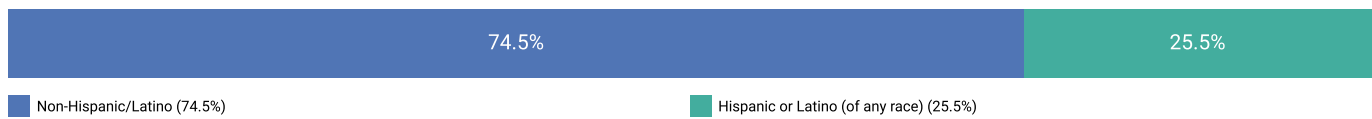
Age



Race



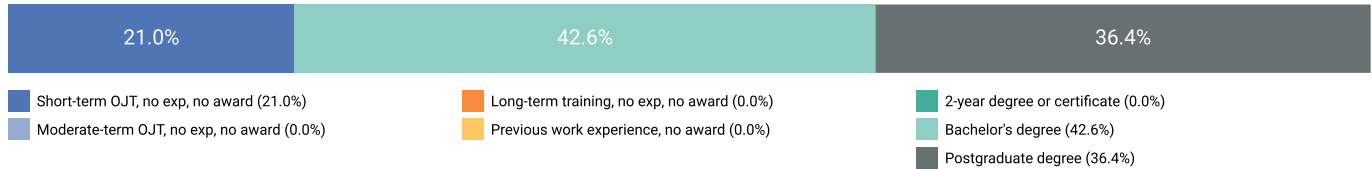
Ethnicity



Gender

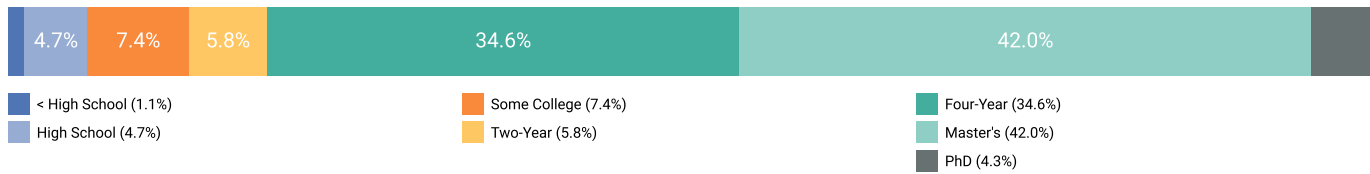


Education and Training Requirements



Education Profile

Educational Attainment





Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Social and Human Service Assistants	High school diploma or equivalent	None	Short-term on-the-job training
Child, Family, and School Social Workers	Bachelor's degree	None	None
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	None	None
Educational, Guidance, and Career Counselors and Advisors	Master's degree	None	None
Marriage and Family Therapists	Master's degree	None	Internship/residency
Mental Health and Substance Abuse Social Workers	Master's degree	None	Internship/residency
Healthcare Social Workers	Master's degree	None	Internship/residency
Probation Officers and Correctional Treatment Specialists	Bachelor's degree	None	Short-term on-the-job training
Community and Social Service Specialists, All Other	Bachelor's degree	None	None
Rehabilitation Counselors	Master's degree	None	None

 The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

 The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

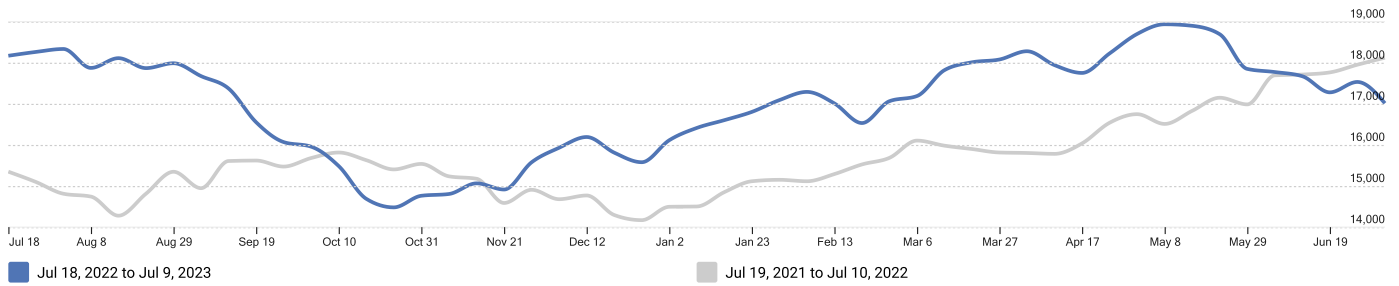
Postsecondary Programs Linked to Counselors, Social Workers, and Other Community and Social Service Specialists

Program	Awards
California State University-Dominguez Hills	
Human Services, General	123
California State University-Fullerton	
Human Services, General	296
Psychology, General	812
California State University-Monterey Bay	
Human Services, General	115
California State University-Northridge	
Psychology, General	881
Public Health, General	413
San Diego State University	
Psychology, General	638
University of California-Berkeley	
Public Health, General	477
University of California-Los Angeles	
Psychology, General	684
University of Southern California	
Social Work	1,081

-  The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.
-  Among postsecondary programs at schools located in California, the sampling above identifies those most linked to Counselors, Social Workers, and Other Community and Social Service Specialists. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

RTI (Job Postings)

Active Job Ads by Date



💡 Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Active Job Ads
21- 1093.00	Social and Human Service Assistants	50,650
21- 1014.00	Mental Health Counselors	22,296
21- 1023.00	Mental Health and Substance Abuse Social Workers	10,316
21- 1021.00	Child, Family, and School Social Workers	5,248
21- 1012.00	Educational, Guidance, and Career Counselors and Advisors	3,115
21- 1022.00	Healthcare Social Workers	1,946
21- 1099.00	Community and Social Service Specialists, All Other	1,225
21- 1011.00	Substance Abuse and Behavioral Disorder Counselors	1,091
21- 1013.00	Marriage and Family Therapists	771
21- 1094.00	Community Health Workers	713

Locations

Location	Active Job Ads	
Los Angeles, California	3,303	
San Diego, California	1,826	
San Francisco, California	1,747	
Sacramento, California	1,704	
Oakland, California	1,158	
San Jose, California	1,086	
Fresno, California	684	
Long Beach, California	521	
Stockton, California	464	
90802	380	

Employers

Employer Name	Active Job Ads	
Kaiser Permanente	2,576	
Telecare	2,465	
Discovery Behavioral Health	1,527	
Behavior Frontiers	1,116	
Stars Behavioral Health Group	1,051	
Volunteers of America Los Angeles	848	
Seneca Family of Agencies	801	
Department of Veterans Affairs	788	
Easterseals Southern California	727	
Maxim Healthcare	658	

Hard Skills

Skill Name	Active Job Ads	
Spanish	17,672	
Microsoft Excel	12,316	
Microsoft Office	11,966	
Bilingual	8,456	
Microsoft Outlook	7,401	
Mental Health	6,335	
Microsoft Word	6,141	
Teaching/Training, Job	5,502	
Working With Children	5,057	
Microsoft PowerPoint	4,926	

Job Titles

Job Title	Active Job Ads	
Case Manager	775	
Social Worker	504	
Program Coordinator	456	
Board Certified Behavior Analyst (BCBA)	384	
Board Certified Behavior Analyst (BCBA) Clinical Supervisor	368	
Program Assistant	357	
Behavior Therapist, Autism (ABA) - Entry Level	329	
Counselor	327	
Behavior Interventionist	288	
Medical Social Worker II - Grade 10	287	

Education Levels

Minimum Education Level	Active Job Ads	
Bachelor's degree	21,235	
High school diploma or equivalent	20,847	
Master's degree	19,594	
Associate's degree	5,000	
Doctoral or professional degree	657	
Unspecified/other	31,435	

Programs

Program Name	Active Job Ads	
Social Work	17,853	
Psychology	12,711	
Counseling	5,554	
Behavioral Science	3,934	
Human Services	3,002	
Social Science	2,540	
Social Service	2,522	
Sociology	2,430	
Education	2,292	
Nursing	1,751	

Top Skill and Certification Gaps

Top 10 Skill Gaps in California

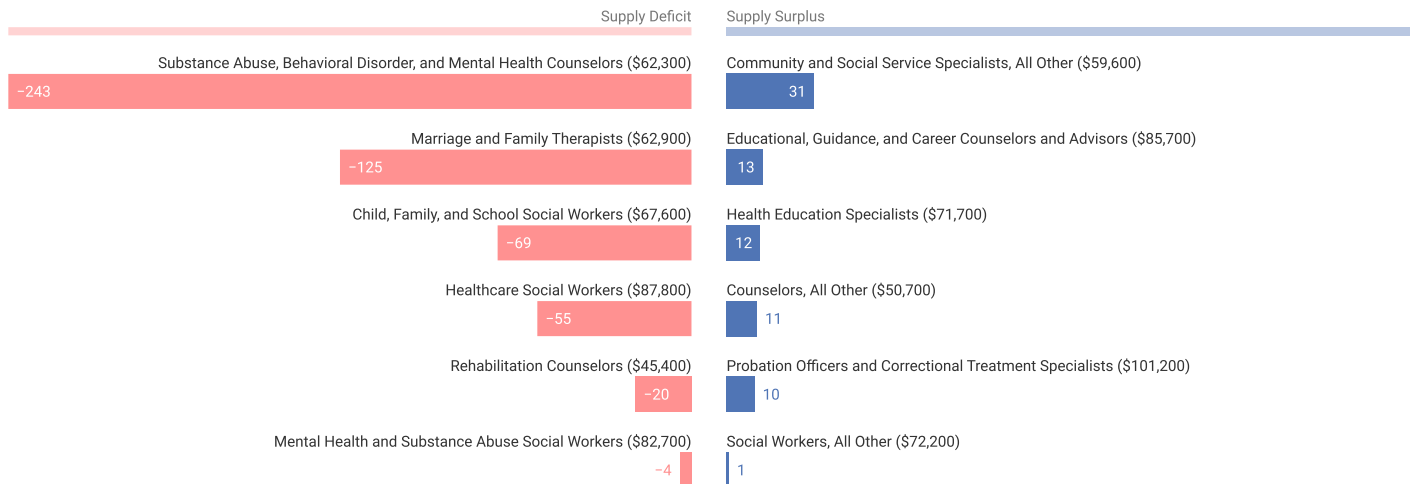
Name	Candidates	Openings	Gap
Microsoft Office	2,733	4,078	-1,345
Spanish	5,059	6,299	-1,240
Microsoft Excel	2,833	3,937	-1,104
Teaching/Training, Job	1,471	2,305	-834
Bilingual	2,582	3,250	-668
Microsoft PowerPoint	1,063	1,724	-661
Microsoft Word	1,545	2,104	-559
Microsoft Outlook	1,516	1,886	-370
Home Health Care	467	820	-353
Keyboarding/Typing	268	497	-229

Top 10 Certification Gaps in California

Name	Candidates	Openings	Gap
First Aid Certification	785	1,402	-617
Licensed Professional Counselor (LPC)	149	449	-300
Certification in Cardiopulmonary Resuscitation (CPR)	1,262	1,427	-165
Licensed Clinical Social Worker (LCSW)	2,400	2,556	-156
Licensed Master Social Worker (LMSW)	81	187	-106
Academy of Certified Social Workers Credential (ACSW)	35	125	-89
Registered Behavior Technician (RBT)	274	344	-70
Certified Social Worker	50	78	-29
Licensed Practical Nurse (LPN)	22	49	-27
Certified Case Manager (CCM)	47	69	-22

 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

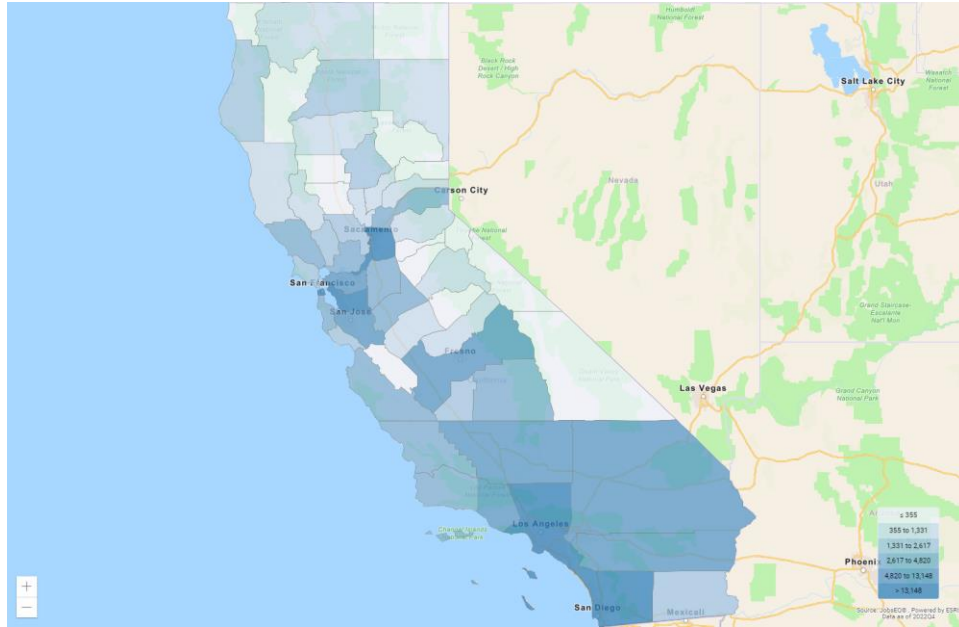
Occupation Gaps



💡 The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.

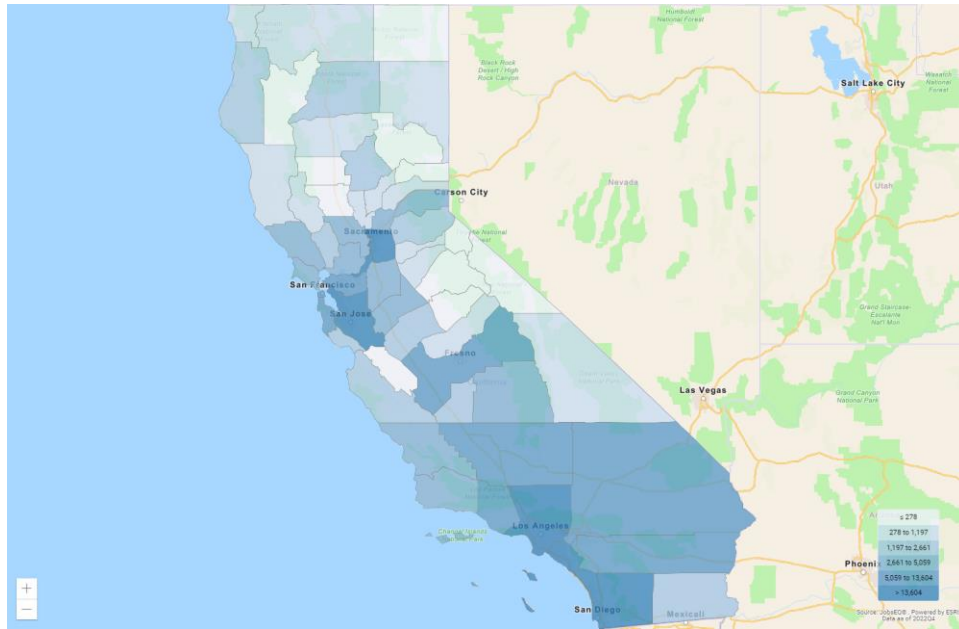
💡 The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

Geographic Distribution



Top Counties by Place of Work for Counselors, Social Workers, and Other Community and Social Service Specialists, 2022Q4

Region	Employment
Los Angeles County, California	88,932
San Diego County, California	23,659
Sacramento County, California	22,828
Orange County, California	22,433
Alameda County, California	13,397
San Francisco County, California	13,148
Santa Clara County, California	13,020
San Bernardino County, California	12,817
Riverside County, California	11,921
Fresno County, California	7,802



Top Counties by Place of Residence for Counselors, Social Workers, and Other Community and Social Service Specialists, 2022Q4

Region	Employment
Los Angeles County, California	85,977
Orange County, California	24,245
San Diego County, California	23,307
Sacramento County, California	19,603
Alameda County, California	14,638
Santa Clara County, California	13,605
Riverside County, California	13,163
San Bernardino County, California	12,747
San Francisco County, California	11,837
Contra Costa County, California	7,850

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

California Regional Map



Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2022Q4 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2022Q4, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2022Q4 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2022Q4 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2020-2021 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites. Data reflect ads active during the last twelve month period ending 07/13/2023 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of August 2021. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2022Q4 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.