Substance Abuse, Behavioral Disorder, and Mental Health Counselors
in 5 California Counties

Contents

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

Report Parameters

1 Occupation

21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors

5 Counties

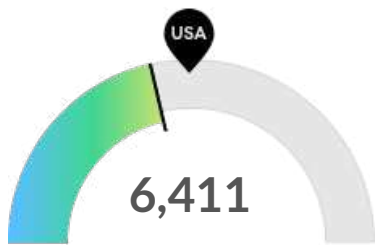|				
6001	Alameda County, CA		6081	San Mateo County, CA
6013	Contra Costa County, CA		6085	Santa Clara County, CA
6075	San Francisco County, CA			

Class of Worker

QCEW Employees

The information in this report pertains to the chosen occupation and geographical areas.
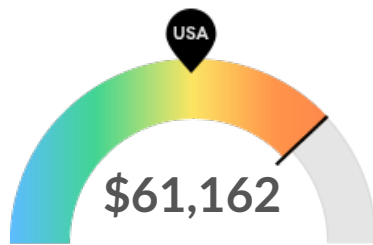
Executive Summary

Aggressive Job Posting Demand Over a Thin Supply of Regional Jobs
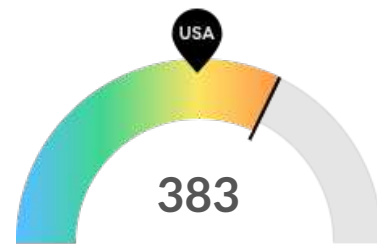
6,411

Jobs (2022)

Your area is not a hotspot for this kind of job. The national average for an area this size is 7,951* employees, while there are 6,411 here.

$61,162

Compensation

Earnings are high in your area. The national median salary for Substance Abuse, Behavioral Disorder, and Mental Health Counselors is $49,712, compared to $61,162 here.

383

Job Posting Demand

Job posting activity is high in your area. The national average for an area this size is 256* job postings/mo, while there are 383 here.

*National average values are derived by taking the national value for Substance Abuse, Behavioral Disorder, and Mental Health Counselors and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Lower Than the National Average

An average area of this size typically has 7,951* jobs, while there are 6,411 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.
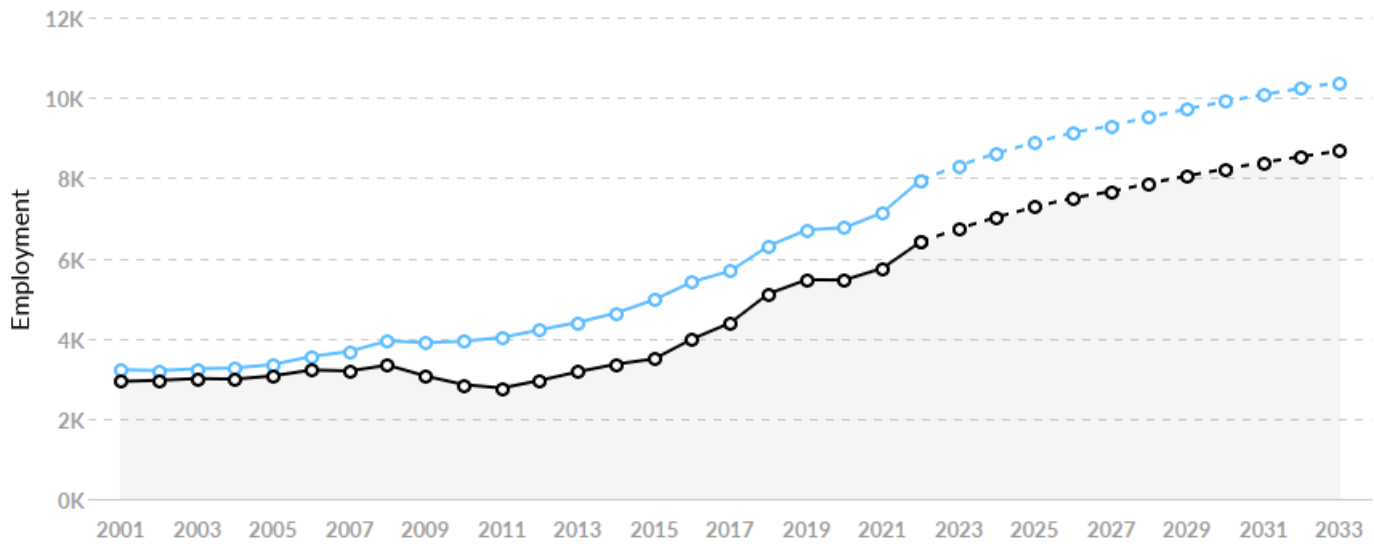
|	Region	2022 Jobs	2029 Jobs	Change	% Change
●	5 California Counties	6,411	8,052	1,640	25.6%
●	National Average	7,951	9,720	1,769	22.2%

*National average values are derived by taking the national value for Substance Abuse, Behavioral Disorder, and Mental Health Counselors and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown

County	2022 Jobs
Alameda County, CA	1,827
San Francisco County, CA	1,656
Santa Clara County, CA	1,512
Contra Costa County, CA	829
San Mateo County, CA	587

Lightcast

Most Jobs are Found in the Outpatient Care Centers Industry Sector
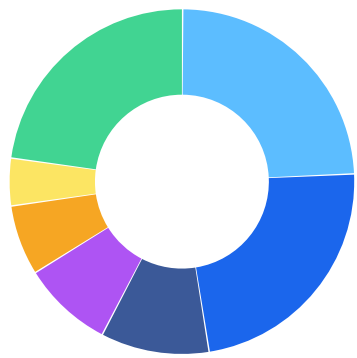
Industry	% of Occupation in Industry (2022)
● Outpatient Care Centers	24.2%
● Individual and Family Services	23.2%
● Offices of Other Health Practitioners	10.2%
● Local Government, Excluding Education and Hospitals	8.5%
● Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	6.6%
● Education and Hospitals (Local Government)	4.5%
● Other	22.9%

Compensation

Regional Compensation Is 23% Higher Than National Compensation

For Substance Abuse, Behavioral Disorder, and Mental Health Counselors, the 2022 median wage in your area is $61,162, while the national median wage is $49,712.
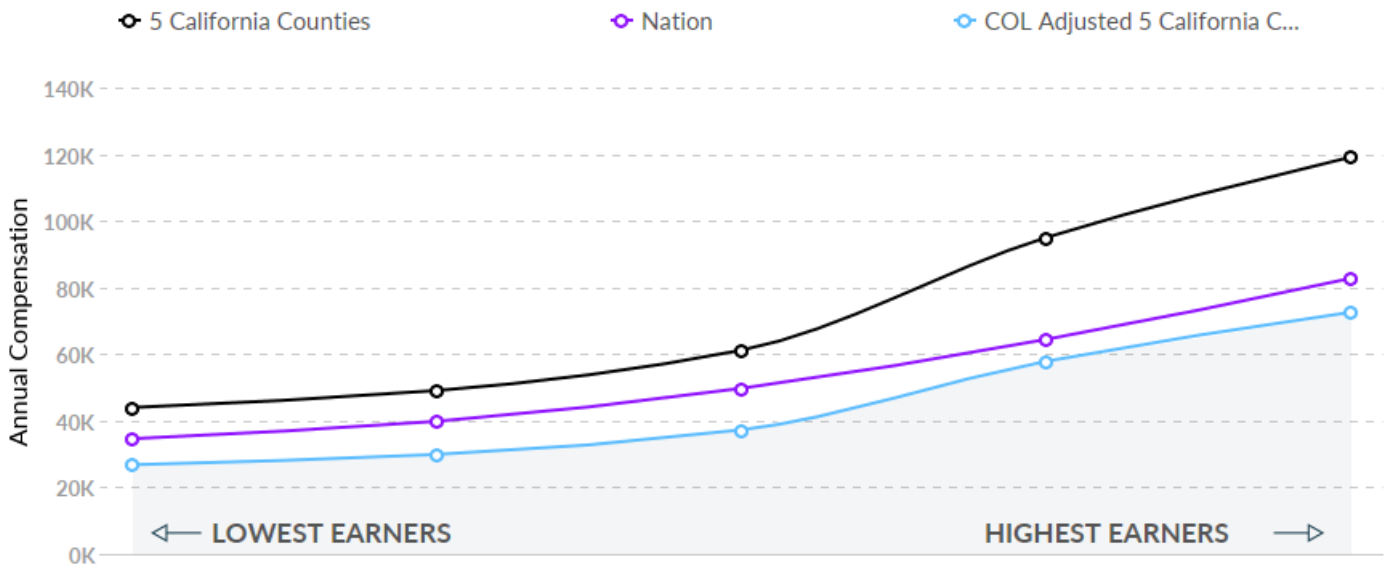
Job Posting Activity

7,271 Unique Job Postings

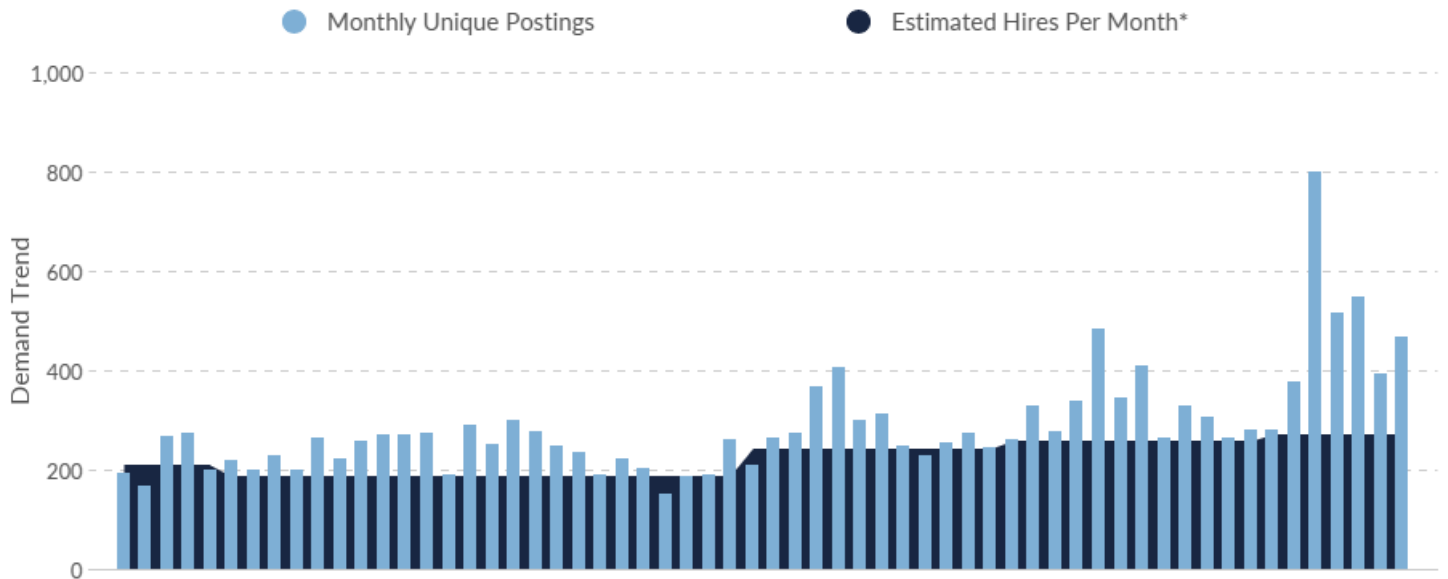The number of unique postings for this job from Jan 2022 to Jul 2023.

846 Employers Competing

All employers in the region who posted for this job from Jan 2022 to Jul 2023.

36 Day Median Duration

Posting duration is 6 days longer than what's typical in the region.

● Monthly Unique Postings   ● Estimated Hires Per Month*

Occupation	Avg Monthly Postings (Jan 2022 - Jul 2023)	Avg Monthly Hires (Jan 2022 - Jul 2023)
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	383	263

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings		Top Job Titles	Unique Postings	
Kaiser Permanente	1,568	▬▬▬	Licensed Mental Health Professi…	786	▬▬▬
HealthRIGHT 360	167	▮	Mental Health Clinicians	539	▬▬
Telecare	163	▮	Mental Health Therapists	524	▬▬
Guideline Healthcare	146	▮	Licensed Mental Health Therapi…	396	▬
BayMark Health Services	131	▮	Counselors	283	▬
Seneca Family Of Agencies	113	▮	Mental Health Counselors	242	▬
Foresight Mental Health	111	▮	Substance Abuse Counselors	213	▬
Thriveworks	105	▮	Mental Health Specialists	206	▬
Maxim Healthcare Services	87	▮	Mental Health Professionals	165	▬
Caminar	74	▮	Behavioral Health Counselors	118	▬

Top Distinguishing Skills by Demand

An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.
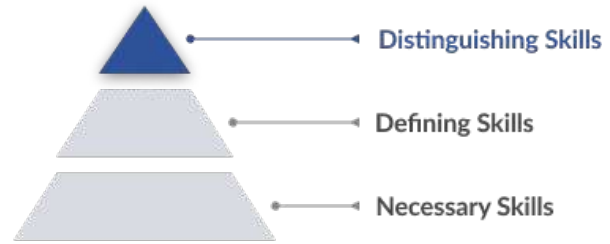
Skill	Salary Boosting	Job Postings Requesting
Psychoeducation	❌	1,279
Diagnostic And Statistical Manual Of Mental Disorders	❌	1,271
Mental Health Assessments	❌	1,201
Behavioral Science	❌	1,191
Psychological Evaluations	❌	1,119
Clinical Psychology	❌	439
Cognitive Behavioral Therapy	❌	411
Substance Dependence	❌	361
Motivational Interviewing	❌	354
Clinical Psychology License	❌	319

Top Defining Skills by Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

Distinguishing Skills

Defining Skills

Necessary Skills
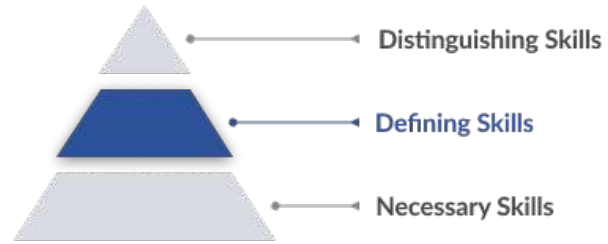
Skill	Salary Boosting	Job Postings Requesting
Mental Health	❌	4,804
Psychology	❌	3,331
Treatment Planning	❌	3,092
Social Work	❌	3,082
Licensed Clinical Social Worker (LCSW)	❌	2,800
Crisis Intervention	❌	2,482
Licensed Marriage And Family Therapist (LMFT)	❌	2,353
Psychotherapy	❌	2,155
Case Management	✅	1,621
Mental Diseases	❌	1,598

Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.

Distinguishing Skills

Defining Skills

Necessary Skills
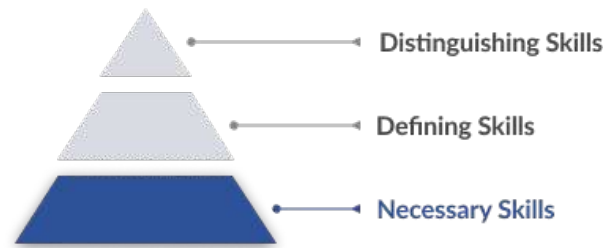
Skill	Salary Boosting	Job Postings Requesting
Psychiatry	✖	2,049
Trauma Care	✖	794
Discharge Planning	✖	577
Telehealth	✖	424
Medical Records	✖	423
Electronic Medical Record	✖	399
Billing	✖	386
Human Services	✖	182

Demographics

Retirement Risk Is High, While Overall Diversity Is High
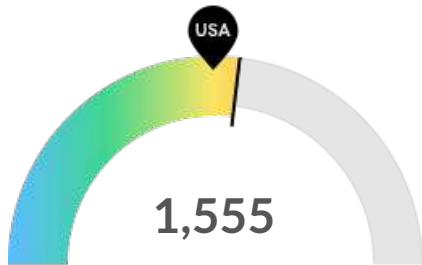
Retiring Soon

1,555

Retirement risk is high in your area. The national average for an area this size is 1,396* employees 55 or older, while there are 1,555 here.

Racial Diversity

4,289

Racial diversity is high in your area. The national average for an area this size is 2,736* racially diverse employees, while there are 4,289 here.

Gender Diversity

4,298

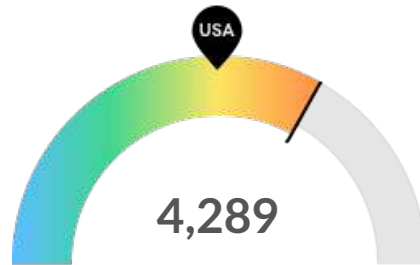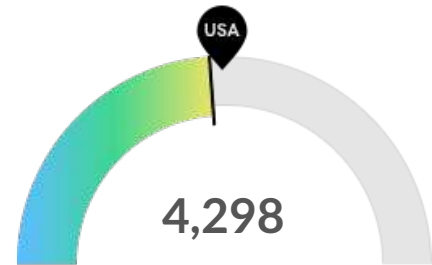Gender diversity is about average in your area. The national average for an area this size is 4,594* female employees, while there are 4,298 here.

*National average values are derived by taking the national value for Substance Abuse, Behavioral Disorder, and Mental Health Counselors and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown

	% of Jobs	Jobs
14-18	0.2%	15
19-24	5.0%	321
25-34	25.8%	1,653
35-44	24.5%	1,572
45-54	20.2%	1,295
55-64	17.0%	1,092
65+	7.2%	464
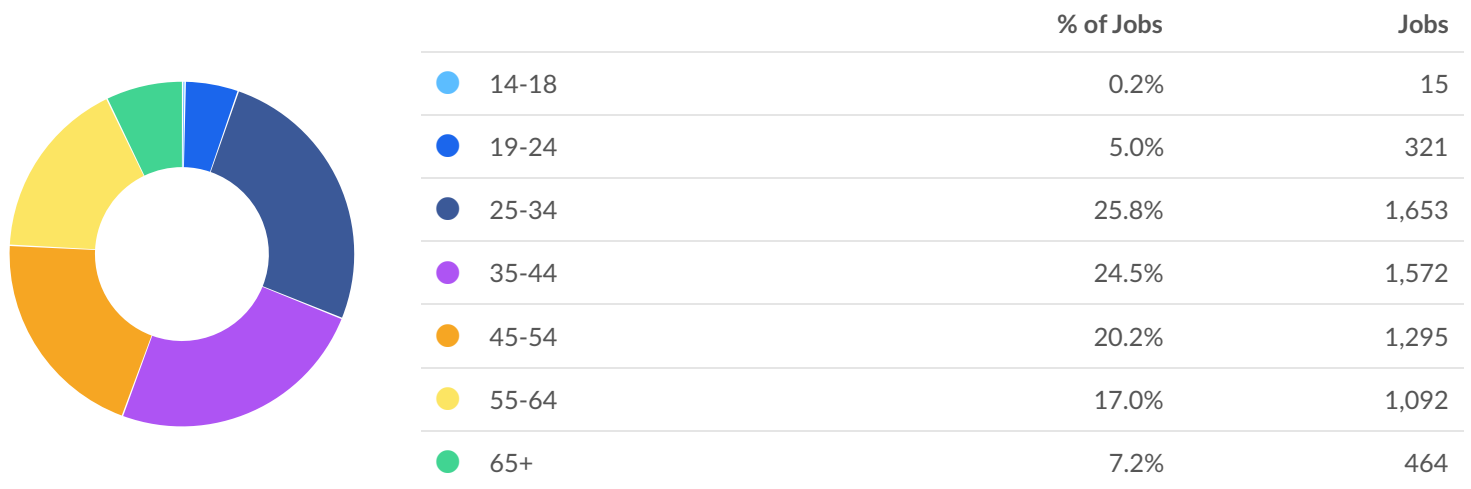
Occupation Race/Ethnicity Breakdown
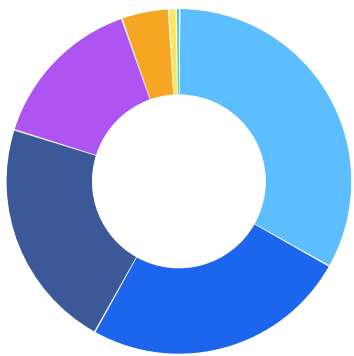
	% of Jobs	Jobs
● White	33.1%	2,122
● Hispanic or Latino	24.9%	1,599
● Asian	21.7%	1,393
● Black or African American	14.8%	948
● Two or More Races	4.4%	283
● Native Hawaiian or Other Pacific Islander	0.7%	46
● American Indian or Alaska Native	0.3%	20

Occupation Gender Breakdown
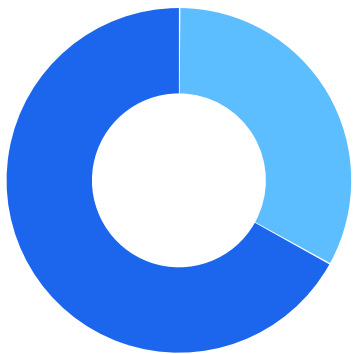
	% of Jobs	Jobs
● Males	33.0%	2,114
● Females	67.0%	4,298

National Educational Attainment
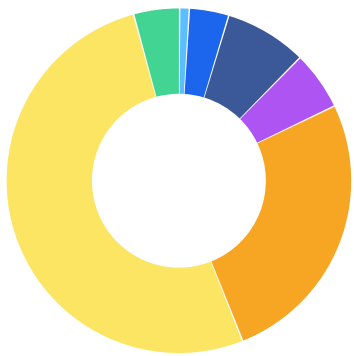
		% of Jobs
●	Less than high school diploma	0.9%
●	High school diploma or equivalent	3.7%
●	Some college, no degree	7.7%
●	Associate's degree	5.5%
●	Bachelor's degree	26.1%
●	Master's degree	51.8%
●	Doctoral or professional degree	4.3%

Occupational Programs

9 Programs

Of the programs that can train for this job, 9 have produced completions in the last 5 years.

4,542 Completions (2021)

The completions from all regional institutions for all degree types.

1,188 Openings (2021)

The average number of openings for an occupation in the region is 735.

CIP Code	Top Programs	Completions (2021)	
42.0101	Psychology, General	3,668	
44.0701	Social Work	548	
44.0000	Human Services, General	132	
30.1701	Behavioral Sciences	86	
51.1501	Substance Abuse/Addiction Counseling	82	
42.2813	Applied Psychology	10	
42.2814	Applied Behavior Analysis	9	
51.1508	Mental Health Counseling/Counselor	7	

Top Schools	Completions (2021)	
San Jose State University	778	
San Francisco State University	555	
California State University-East Bay	507	
Diablo Valley College	248	
University of California-Berkeley	197	
University of San Francisco	177	
Foothill College	169	
De Anza College	141	
City College of San Francisco	136	
Chabot College	134	

Appendix A

Substance Abuse, Behavioral Disorder, and Mental Health Counselors (SOC 21-1018):

This occupation includes the 2018 SOC occupations 21-1011 Substance Abuse and Behavioral Disorder Counselors and 21-1014 Mental Health Counselors.

Sample of Reported Job Titles:
Chemical Dependency Counselor (CD Counselor)
Addiction Counselor
Substance Abuse Counselor (SA Counselor)
Drug Counselor
Certified Substance Abuse Counselor
Mental Health Counselor
Mental Health Therapist
Mental Health Clinician
Clinical Mental Health Counselor
Mental Health Specialist

Related O*NET Occupations:
Substance Abuse and Behavioral Disorder Counselors (21-1011.00)
Mental Health Counselors (21-1014.00)