



Planning & Institutional Effectiveness

Labor Market Assessment:

Human Services

February 2016

Background

Jobs

Students graduating with a degree in Human Services can attain employment in a vast array of jobs including those in mental health, nursing, corrections, and social work. These fields include positions such as drug and alcohol counselors, psychiatric technicians, social service interviewers, community organizers, and personal counselors. These occupations are reflected in a number of positions that are identified in this report.

General responsibilities in these positions align with the 2016 Course Catalogs description of the skills and include: "Serve Human Services clients or carry out other supportive human service agency functions", "Explain the historical and philosophical foundation of Human Services", "Identify human systems, discuss their interaction, and recognize the conditions that promote or limit optimal human functioning", "Analyze service problems, select appropriate strategies, services, or interventions, and evaluate outcomes", "Apply human service ethics, values, and attitudes in personal, educational, and professional settings with an understanding of cultural/ethnic diversity.", and "Evaluate their own values, personalities, reaction patterns, interpersonal styles, and limitations".

Education

While most of the positions identified require a Master's degree, some require only a high school diploma or equivalent. According to the Bureau of Labor Statistics in regards to Social and Human Services Assistants, a position that generally only requires a high school degree, "The level of education that social and human service assistants have completed often determines the responsibilities they are given. Those with a high school diploma are likely to do lower level work, such as helping clients fill out paperwork. Assistants with some college education may coordinate program activities or manage a group home." In addition, the website clarifies that "additional education is almost always necessary for advancement. In general, advancement to case management or social work jobs requires a bachelor's or master's degree in human services, counseling, rehabilitation, social work, or a related field."

Outlook

Outlook in the identified positions in the region (Monmouth, Mercer, Middlesex, and Ocean) is expected to grow about fifteen percent in the next ten years, leading to about 2,222 new jobs in the area and including positions that need to be replaced, there will be approximately 6,102 openings during that time. This growth is well above the seven percent average growth expected nationally for all occupations. There are many reasons for this growth, including changes in federal health insurance reform and the aging population. In addition to those reasons, the Bureau of Labor Statistics has identified that "growth is expected as more people seek treatment for their addictions and more drug offenders are sent to treatment programs rather than to jail."

Earnings

The median hourly wage for the identified positions is \$26.17 an hour although that amount falls dramatically to \$20.50 an hour for positions that require only a High School diploma or equivalent. These values compare to new Jersey: \$24.76 for all the positions and \$20.02 for positions requiring a High School diploma, and to the nation: \$21.72 for all and \$18.02 for High School diploma positions.

Summary

The Human Services program is in a good position as it stands to benefit from the growing need for elderly care and drug addiction counseling (the former due to the aging population and the latter due in part to changes in whether incarcerations versus therapy is prescribed to convicted drug offenders). As indicated by the Bureau of Labor Statistics, people working as Social and Human Services Assistants directly benefit from additional training in that their potential to be employed in different jobs greatly depends on their educational level.

The Human Services program has shifted in its direction and now is focused almost completely on transfer degree. The program also helps train people who intend to seek further degrees in the Human Services field (Bachelor's and Master's) which can help them attain positions which pay around \$35/hour (as compared to Human and Social Service Assistants who make on average \$17.61, this is nearly double).

Table

Below is a table that includes the SOC (Standard Occupational Classification) code, a description, the total amount of positions in Monmouth, Mercer, Middlesex, and Ocean as well as the percent change, the average hourly rate, the amount of openings, and the expected change in positions as well as the average educational requirements. The data was acquired for EMSI and was the source of all statistics in the report.

SOC	Description	2015-2025 Change	2015-2025 Percent	Avg. Hourly Rate	Openings	Expected Change	Education
21-1011	Substance Abuse and Behavioral Disorder Counselors	179	19%	\$23.72	405	220	High school diploma or equivalent
21-1012	Educational, Guidance, School, and Vocational Counselors	80	5%	\$34.12	437	183	Master's degree
21-1013	Marriage and Family Therapists	114	13%	\$35.05	320	175	Master's degree
21-1014	Mental Health Counselors	224	19%	\$22.15	511	253	Master's degree
21-1015	Rehabilitation Counselors	92	18%	\$24.95	216	84	Master's degree
21-1019	Counselors, All Other	39	11%	\$35.03	119	54	Master's degree
21-1021	Child, Family, and School Social Workers	351	19%	\$27.33	792	262	Bachelor's degree
21-1022	Healthcare Social Workers	199	21%	\$26.91	428	206	Master's degree
21-1023	Mental Health and Substance Abuse Social Workers	129	28%	\$28.65	245	84	Bachelor's degree

21-1029	Social Workers, All Other	30	14%	\$31.96	80	18	Bachelor's degree
21-1091	Health Educators	45	23%	\$28.31	104	30	Bachelor's degree
21-1092	Probation Officers and Correctional Treatment Specialists	-29	-3%	\$33.77	274	16	Bachelor's degree
21-1093	Social and Human Service Assistants	591	17%	\$17.61	1,601	654	High school diploma or equivalent
21-1094	Community Health Workers	74	22%	\$20.18	174	70	High school diploma or equivalent
21-1099	Community and Social Service Specialists, All Other	105	10%	\$27.95	399	157	Master's degree

Citations

Economic Modeling Specialists International. (2016, March 1). *EMSI | Economic Modeling Specialists International*. Retrieved from Occupational Outlook:

https://e.economicmodeling.com/analyst/?t=20pRb#h=50v35&page=occupation_table

United States Department of Labor. (2016, March 1). *U.S. Bureau of Labor Statistics*. Retrieved from Social and Human Service Assistants: <http://www.bls.gov/ooh/community-and-social-service/social-and-human-service-assistants.htm#tab-4>