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Labor Market Analysis

Psychiatric Technician

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Prepared by the Central Valley/Mother Lode Center of Excellence

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COVID-19 Statement: This report includes employment projection data by Emsi. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

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Summary

Please note the COVID-19 statement on page 2 when considering this report's findings.

This study conducted by the Central Valley/Mother Lode Center of Excellence examines labor market demand, wages, skills, and postsecondary supply for psychiatric technician. Two occupations related to psychiatric technician were identified for Porterville College:

- 29-2053, Psychiatric Technicians
- 31-1133, Psychiatric Aides

Key findings:

- **Occupational demand** — Nearly 140 workers were employed in jobs related to psychiatric technician in 2020 in Kern County. The largest occupation is psychiatric technicians with 111 workers in 2020, a projected growth rate of 34% over the next five years, and 22 annual openings.
- **Wages** — Psychiatric technicians earn the highest entry-level wage, \$30.43/hour in Kern County.
- **Employers** — Employers with the most job postings in Kern County are California Public Utilities Commission, state of California, and Learn It Systems.
- **Occupational titles** — The most common occupational title in job postings in Kern County is psychiatric technicians. The most common job title is psychiatric technician safety.
- **Skills and certifications** — The top baseline skill is teamwork/ collaboration and the top specialized skill is mental health. The most in-demand certification is a driver's license.
- **Education** — A postsecondary nondegree award is typically required for psychiatric technicians. A high school diploma or equivalent is typically required for psychiatric aides.
- **Supply** — Analysis of postsecondary completions shows that on average 183 awards were conferred in the Central Valley/Mother Lode region each year.

Based on a comparison of occupational demand and supply, there is a surplus of 89 trained workers in Kern County and a small undersupply of 15 workers in the region. Therefore, the Center of Excellence cannot currently recommend that Porterville College expand or develop programs related to psychiatric technician.

Introduction

The Central Valley/Mother Lode Center of Excellence was asked by Porterville College to provide labor market information for psychiatric technician. The geographical focus for this report is Kern County, but regional demand and supply data has been included for broader applicability and use. The average living wage for a single adult in Kern County is \$10.76/hour.¹ Analysis of the program and occupational data related to psychiatric technician resulted in the identification of applicable occupations. The Standard Occupational Classification (SOC) System codes and titles used in this report are:

- 29-2053, Psychiatric Technicians
- 31-1133, Psychiatric Aides

The occupational titles, job descriptions, sample job titles, and knowledge and skills from the Bureau of Labor Statistics and O*NET OnLine are shown below.

Psychiatric Technicians

Job Description: Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.

Knowledge: Psychology, Therapy and Counseling, Customer and Personal Service, Public Safety and Security, English Language

Skills: Social Perceptiveness, Speaking, Active Listening, Monitoring, Reading Comprehension

Psychiatric Aides

Job Description: Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.

Knowledge: Psychology, English Language, Customer and Personal Service, Therapy and Counseling, Public Safety and Security

Skills: Social Perceptiveness, Service Orientation, Monitoring, Speaking, Active Listening

Occupational Demand

Kern County employed 133 workers in psychiatric technician occupations in 2020 (Exhibit 1). The largest occupation is psychiatric technicians with 111 workers in 2020. This occupation is projected to grow by 34% over the next five years and has the greatest number of projected annual openings, 16.

Exhibit 1. Psychiatric technician employment and occupational projections in Kern County

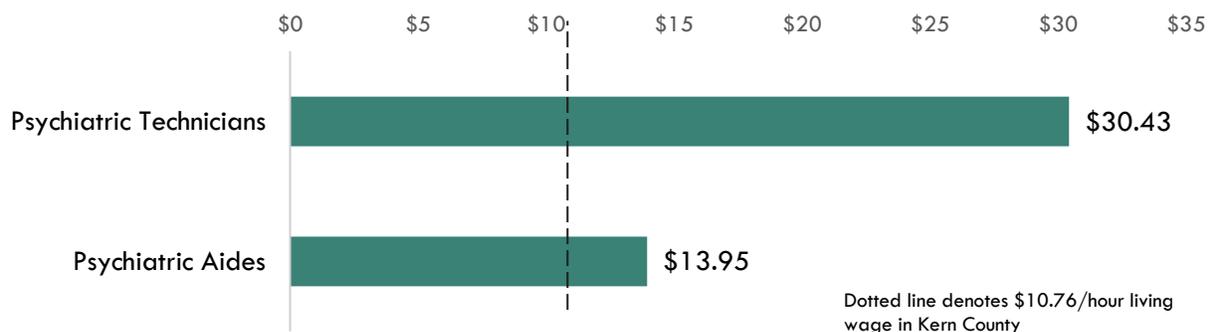
Occupation	2020 Jobs	2025 Jobs	5-Year Change	5-Year % Change	Annual Openings
Psychiatric Technicians	111	148	37	34%	16
Psychiatric Aides	22	33	11	51%	5
TOTAL	133	182	49	37%	22

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each County in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

Wages

Exhibit 2 shows the entry-level hourly wages of the psychiatric technician occupations. Psychiatric technicians earn the highest entry-level wage, \$30.43/hour in Kern County. Entry-level wages are derived from the 25th percentile.

Exhibit 2. Psychiatric technician entry-level wages in Kern County



Job Postings

There were 23 job postings for the two occupations in Kern County from August 2021 to January 2022.² The employers with the most job postings are listed in Exhibit 3.

Exhibit 3. Top employers of psychiatric technician by number of job postings

Employer	Job Postings	% Job Postings
California Public Utilities Commission	6	27%
state of california	3	14%
Learn It Systems	2	9%
Wellpath	2	9%
Bakersfield Behavioral Healthcare Hospital	1	5%
California City Correctional Facility	1	5%
California Correctional Institution	1	5%
Center For Autism And Related Disorders, Inc	1	5%
Good Samaritan Hospital Healing Center Bakersfield	1	5%
Kern Community College District	1	5%

Exhibit 4 shows how job postings for the targeted occupations in Kern County are distributed across one O*NET OnLine occupations. The occupational title psychiatric technicians is listed in 23 job postings. Note how this occupational title dominates the job posting results. Common job titles in postings include Psychiatric Technician Safety in nine job postings, Psychiatric Technician in three job postings, and Behavioral Health Technician in two job postings.

² Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Exhibit 4. Top occupational titles in job postings for psychiatric technician

Occupational Title	Job Postings	% of Job Postings
Psychiatric Technicians	23	100%

Salaries

Exhibit 5 shows the “Market Salaries” for psychiatric technician occupations that are calculated by Burning Glass which uses a machine learning model built off of millions of job postings every year, and accounts for adjustments based on locations, industry, skills, experience, education requirements, among other variables.

Exhibit 5. Salaries for psychiatric technician occupations

Market Salary Percentile	Salary Amount
10th Percentile	\$23,955
25th Percentile	\$31,965
50th Percentile	\$43,591
75th Percentile	\$52,296
90th Percentile	\$58,184

Education

Of the 23 job postings, 11 listed an education level preferred for the positions being filled. Among those, 73% requested high school or vocational training, 45% requested a bachelor’s degree and 18% requested an associate degree (Exhibit 6). A job posting can indicate more than one education level. Hence, the percentages shown in the chart below may total more than 100%.

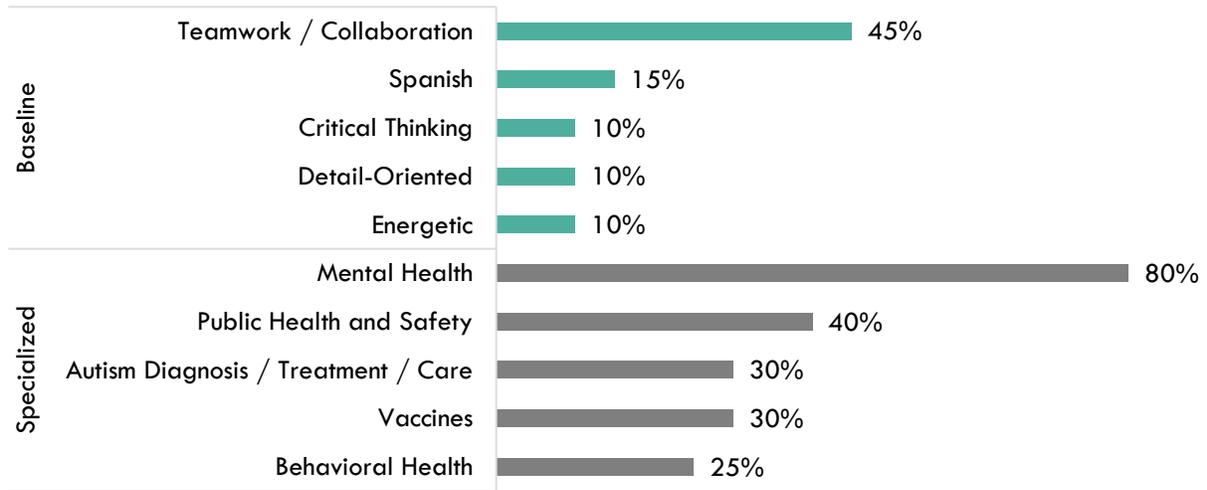
Exhibit 6. Education levels requested in job postings for psychiatric technician

Education Level	Job Postings	% of Job Postings
High school or vocational training	8	73%
Bachelor's degree	5	45%
Associate's degree	2	18%

Baseline and Specialized Skills

Exhibit 7 depicts the top baseline and specialized skills for the targeted occupations. The three most important baseline skills are teamwork/ collaboration, 45% of job postings, Spanish, 15%, and critical thinking, 10%. The top three specialized skills are mental health, 80% of job postings, public health and safety, 40%, and autism diagnosis / treatment / care, 30%.

Exhibit 7. In-demand psychiatric technician baseline and specialized skills



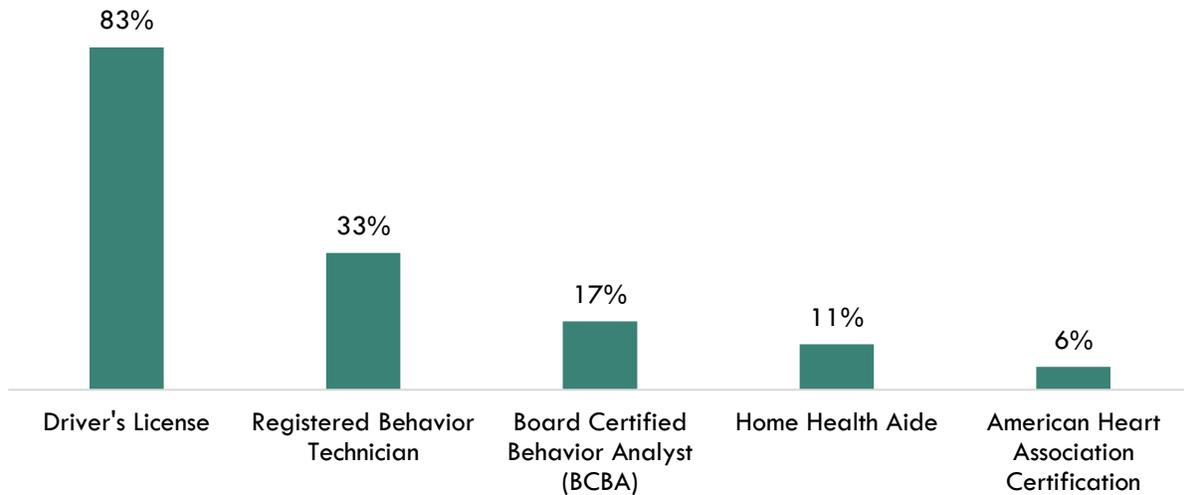
Software Skills

There was no software skill data available.

Certifications

Of the 23 job postings, 18 contained certification data. Among those, 83% indicated a need for a driver's license. The next top certifications are registered behavior technician and Board Certified Behavior Analyst (BCBA) (Exhibit 8)

Exhibit 8. Top psychiatric technician certifications requested in job postings



Education, Work Experience & Training

A postsecondary nondegree award is typically required for psychiatric technicians. A high school diploma or equivalent is typically required for psychiatric aides (Exhibit 9).

Exhibit 9. Education, work experience, training, and Current Population Survey results for psychiatric technician occupations³

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Psychiatric Technicians	Postsecondary nondegree award	Less than 5 years	Short-term	37.6%
Psychiatric Aides	High school diploma or equivalent	None	Short-term	48.0%

Supply

Analysis of program data from the California Community Colleges Chancellor's Office Data Mart included the TOP code and title: 123900 - Psychiatric Technician. Analysis of the last three years of data shows that, on average, 183 awards were conferred in the Central Valley/Mother Lode region each year (Exhibit 10).

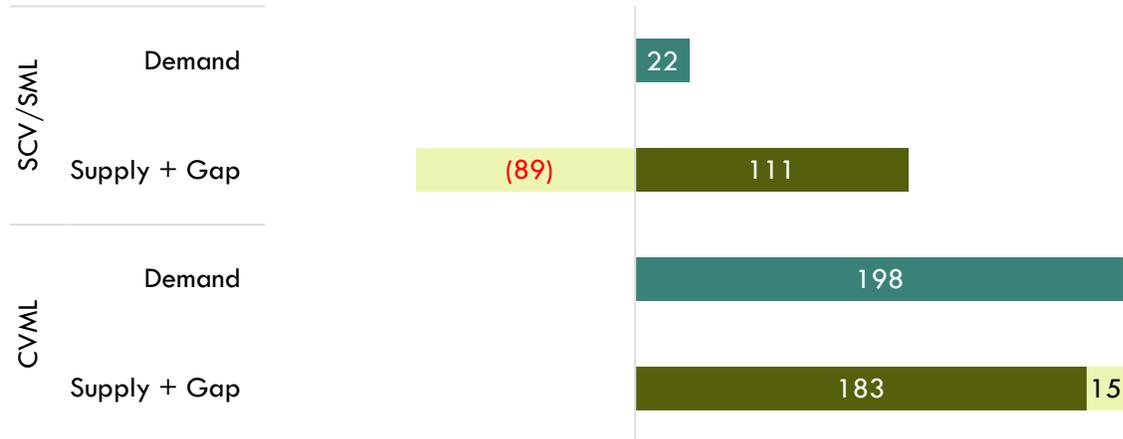
Exhibit 10. Postsecondary supply for psychiatric technician occupations in the region

TOP/CIP Code- Title	College	Associate Degree	Certificate 16 < 30 Semester Units	Certificate 30 < 60 Semester Units	Subtotal
123900 - Psychiatric Technician	Porterville			31	31
	San Joaquin Delta	34	13	25	72
	West Hills Coalinga	27		53	80
TOTAL		61	13	109	183

³ "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

There is a surplus of 89 psychiatric technician workers in Kern County and an undersupply of 15 workers in the region (Exhibit 11).

Exhibit 11. Psychiatric technician workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill gap in Kern County and region



Student Outcomes

Exhibit 12 summarizes employment and wage outcomes from the California Community College Chancellor’s Cal-PASS Plus LaunchBoard for the TOP code related to psychiatric technician. Of note, 109 psychiatric technician students received a degree or certificate or attained apprenticeship journey status; 46% had a median change in earnings; and 76% of students attained a living wage.

Exhibit 12. Regional metrics for the TOP code related to psychiatric technician

Metric	Psychiatric Technician 123900
Students Who Got a Degree or Certificate or Attained Apprenticeship Journey Status	109
Number of Students Who Transferred	*
Job Closely Related to Field of Study	*
Median Change in Earnings	46%
Attained a Living Wage	76%
* denotes data not available.	

Conclusion

The entry-level wages of the two occupations exceed Kern County's average living wage. There were 23 job postings in the past six months for occupations related to psychiatric technician in Kern County. Analysis of skills and certification requirements in job postings indicates:

- The top baseline skill is teamwork/ collaboration, and the top specialized skill is mental health.
- The top certification is a driver's license.

The Top Code related to psychiatric technician is a program expansion There is a surplus of 89 trained workers in Kern County and a shortage of 15 workers in the region.

Recommendation

Based on these findings, the Center of Excellence cannot currently recommend that Porterville College expand or develop program related to psychiatric technician.

Appendix A: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (EMSI). EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by County-level EMSI earnings by industry: economicmodeling.com .
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Burning Glass: burning-glass.com/ .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (EMSI) formula that includes historical employment and economic indicators along with national, state and local trends.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.