

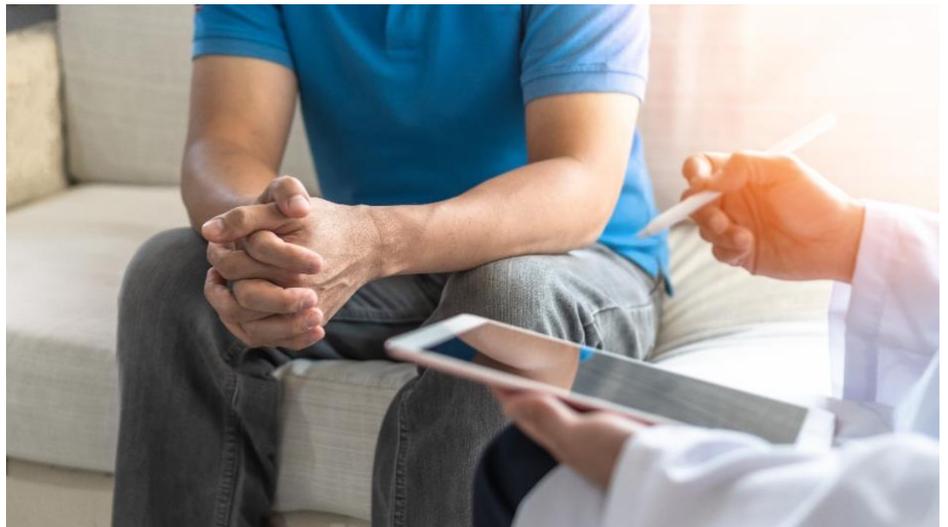
September 2022

Labor Market Analysis

Psychiatric Technician



POWERED BY



Prepared by the Central Valley/Mother Lode Center of Excellence

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COVID-19 Statement: This report includes employment projection data by Lightcast. Lightcast’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 900 workers were employed in jobs related to Psychiatric Technician in 2021 in the South Central Valley/Southern Mother Lode (SCV/SML) subregion. The largest occupation is psychiatric technicians with 657 workers, a projected growth rate of 12% over the next five years, and 64 annual openings.
- **Wages** — Psychiatric technicians earn the highest entry-level wage, \$23.60/hour in the subregion.
- **Employers** — Employers with the most job postings in the subregion are state of California, Wellpath, and Porterville Developmental Center.
- **Occupational titles** — The most common occupational title in job postings in the subregion is Psychiatric Technicians. The most common job title is Psychiatric Technician Safety.
- **Skills and certifications** — The top baseline skill is editing, the top specialized skill is mental health, and the top software skill is Adobe Acrobat. The most in-demand certification is a certified registered nurse practitioner.
- **Education** — A high school diploma or equivalent is typically required for psychiatric aides. A postsecondary nondegree award is typically required for psychiatric technicians.
- **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 an oversupply of 10 trained workers in the subregion and 21 workers in the region. The Center of Excellence recommends that Porterville College proceed with caution in considering an expansion of programs related to Psychiatric Technician workers in the region.

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 the South Central Valley/Southern Mother Lode (SCV/SML) subregion, but regional demand and supply data has been included for broader applicability and use. The average living wage for a single adult in the SCV/SML

subregion is \$11.91/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

The SCV/SML subregion employed 890 workers in Psychiatric Technician occupations in 2021 (Exhibit 1). The largest occupation is psychiatric technicians with 657 workers. This occupation is projected to grow by 12% over the next five years and has the greatest number of projected annual openings, 64.

Exhibit 1. Psychiatric Technician employment and occupational projections in the SCV/SML subregion

Occupation	2021 Jobs	2026 Jobs	5-Year Change	5-Year % Change	Annual Openings
Psychiatric Technicians	657	733	76	12%	64
Psychiatric Aides	233	266	33	14%	37
TOTAL	890	999	109	12%	101

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

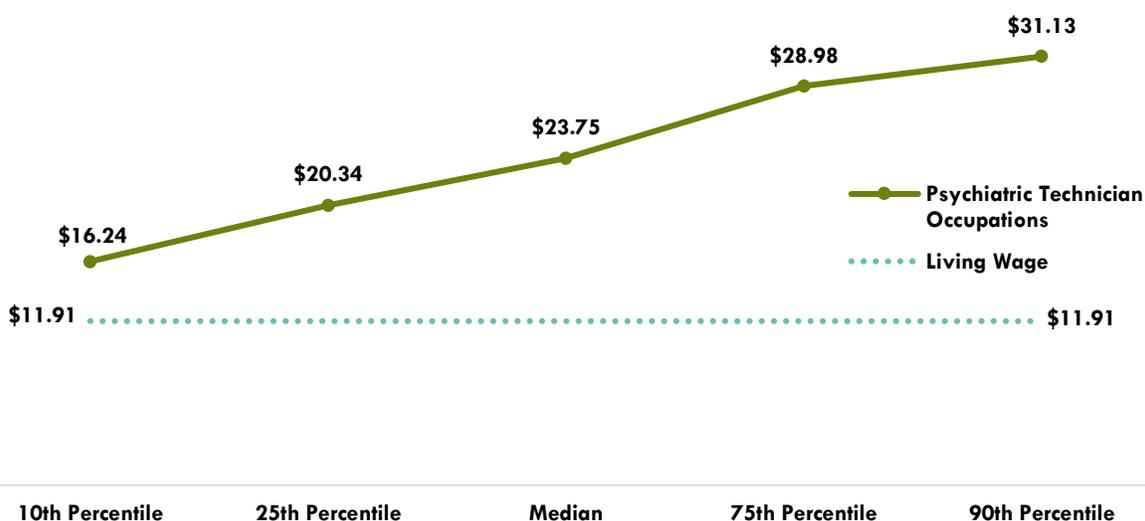
Exhibit 2a shows the hourly wages of the Psychiatric Technician occupations. Psychiatric technicians earn the highest entry-level wage, \$23.60/hour in the subregion². Please note 10th and 25th percentiles are considered entry-level wages while 75th and 90th are considered experienced wages, either by gained by long term employment, received extra training, etc.

Exhibit 2a. Psychiatric Technician hourly wages in the SCV/SML subregion

Occupation	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings
Psychiatric Technicians	\$18.22	\$23.60	\$27.92
Psychiatric Aides	\$14.26	\$17.07	\$19.57

Exhibit 2b shows the average hourly wages for Psychiatric Technician occupations, the average entry-level wage exceeds the average living wage for the South Central Valley/Southern Mother Lode (SCV/SML) subregion.

Exhibit 2b. Psychiatric Technician average hourly wages in the SCV/SML subregion



Job Postings

There were 121 job postings for the two occupations in the SCV/SML subregion from March 2022 to August 2022.³ The employers with the most job postings are listed in Exhibit 3.

² Entry-level wages are derived from the 25th percentile.

³ 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 3. Top employers of Psychiatric Technician by number of job postings

Employer	Job Postings	% Job Postings
state of california	18	19%
Wellpath	13	14%
Porterville Developmental Center	7	7%
California Public Utilities Commission	6	6%
California Correctional Health Care Services	5	5%
Porterville Developmental Center State Hospital	4	4%
Center for Discovery	3	3%
Discovery Mood & Anxiety Program	3	3%
Kaweah Delta Health Care Dst	3	3%
Avamed Workforce	2	2%

Exhibit 4 shows how job postings for the targeted occupations in the SCV/SML subregion are distributed across two O*NET OnLine occupations. The occupational title Psychiatric Technicians is listed in 120 job postings. Note how this occupational title dominates the job posting results. Common job titles in postings include Psychiatric Technician Safety in 23 job postings, Psychiatric Technician in 13 job postings, and Licensed Psychiatric Technician in 11 job postings.

Exhibit 4. Top occupational titles in job postings for Psychiatric Technician

Occupational Title	Job Postings	% of Job Postings
Psychiatric Technicians	120	99%
Psychiatric Aides	1	1%

Salaries

Exhibit 5 shows the “Market Salaries” for Psychiatric Technician occupations. These are calculated by Burning Glass using a machine learning model built off of millions of job postings every year. This 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	\$27,988
25th Percentile	\$30,872
50th Percentile	\$35,877
75th Percentile	\$42,790
90th Percentile	\$49,176

Education

Of the 121 job postings, 42 listed an education level preferred for the positions being filled. Among those, 57% requested high school or vocational training, 48% requested a bachelor’s degree, and 12% 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%.

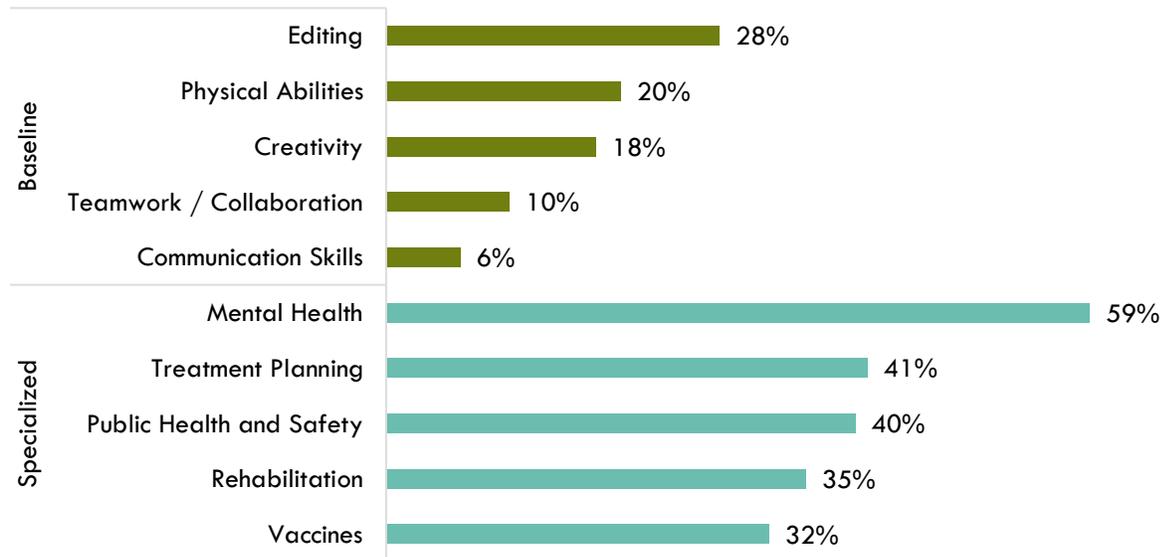
Exhibit 6. Education levels requested in job postings for Psychiatric Technician

Education Level	Job Postings	% of Job Postings
High school or vocational training	24	57%
Bachelor's degree	20	48%
Associate's degree	5	12%

Baseline and Specialized Skills

Exhibit 7 depicts the top baseline and specialized skills for the targeted occupations. The three most important baseline skills are editing, 28% of job postings, physical abilities, 20%, and creativity, 18%. The top three specialized skills are mental health, 59% of job postings, treatment planning, 41%, and public health and safety, 40%.

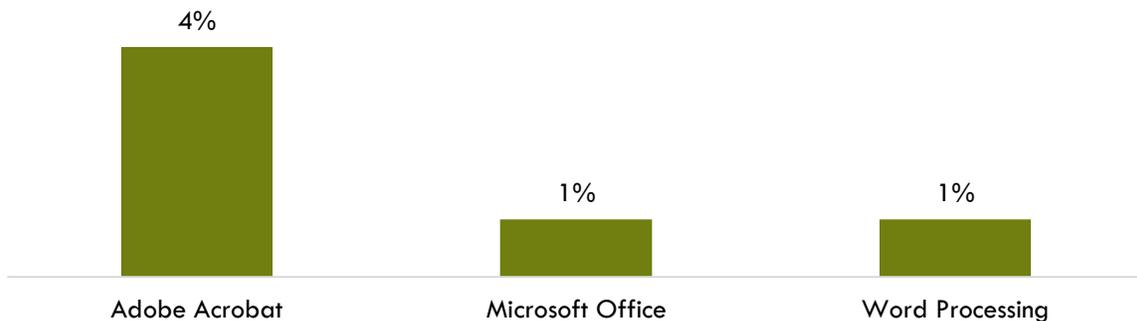
Exhibit 7. In-demand Psychiatric Technician baseline and specialized skills



Software Skills

Analysis also included the software skills most in demand by employers. Adobe Acrobat and Microsoft Word were the top two software skills identified in job postings (Exhibit 8).

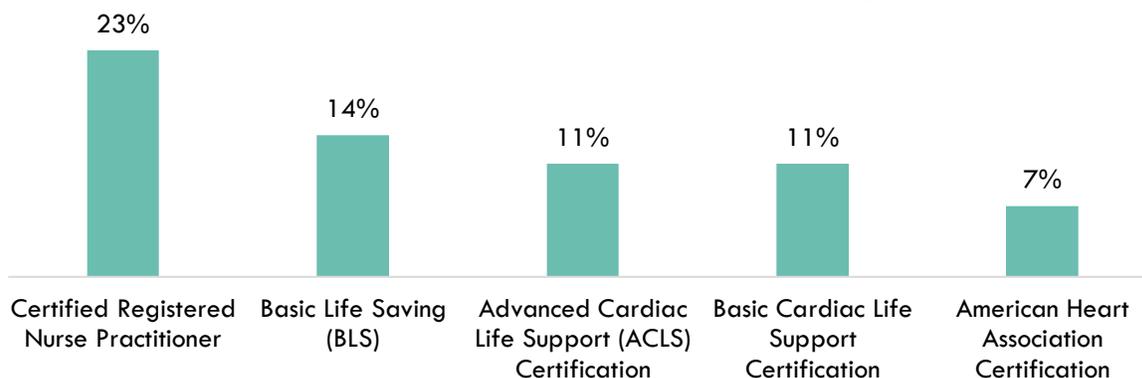
Exhibit 8. In-demand Psychiatric Technician software skills



Certifications

Of the 121 job postings, 70 contained certification data. Among those, 23% indicated a need for a certified registered nurse practitioner. The next top certifications are Basic Life Saving (BLS) and Advanced Cardiac Life Support (ACLS) (Exhibit 9). Please note 66% of job postings indicated a need for a driver's license, but it is not a certification.

Exhibit 9. Top Psychiatric Technician certifications requested in job postings



Education, Work Experience & Training

A high school diploma or equivalent is typically required for psychiatric aides. A postsecondary nondegree award is typically required for psychiatric technicians. (Exhibit 10).

Exhibit 10. Education, work experience, training, and Current Population Survey results for Psychiatric Technician occupations⁴

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 Integrated Postsecondary Education Data System (IPEDS) 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 11).

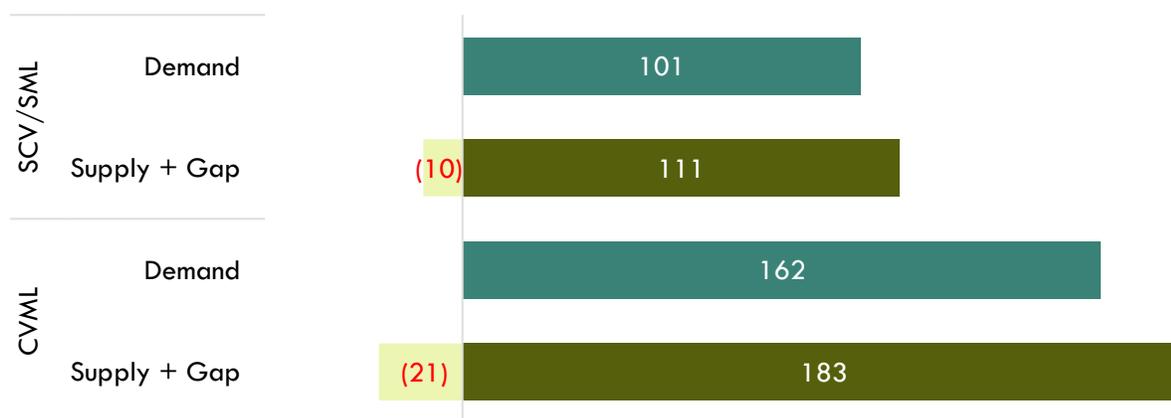
⁴ "Labor Force Statistics from the Current Population Survey," Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

Exhibit 11. 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

There is an oversupply of 10 Psychiatric Technician workers in the SCV/SML subregion and 21 workers in the region (Exhibit 12).

Exhibit 12. Psychiatric Technician workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill gap in the SCV/SML subregion and region



Student Outcomes

Exhibit 13 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, 69 students received a degree or certificate or attained apprenticeship journey status; 90% of students obtained a job closely related to their field of study; 46% had a median change in earnings; and 78% of students attained a living wage.

Exhibit 13. 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	69
Number of Students Who Transferred	*
Job Closely Related to Field of Study	90%
Median Change in Earnings	46%
Attained a Living Wage	78%
* denotes data not available.	

Conclusion

The entry-level wages of the two occupations exceed the SCV/SML subregion's average living wage. There were 121 job postings in the past six months for occupations related to Psychiatric Technician in the subregion. Analysis of skills and certification requirements in job postings indicates:

- The top baseline skill is editing, and the top specialized skill is mental health.
- The top software skill is Adobe Acrobat.
- The top certification is a certified registered nurse practitioner.

There is an oversupply of trained workers, a surplus of 10 in the SCV/SML subregion and 21 in the region.

Recommendation

Based on these findings, it is recommended that Porterville College proceed with caution in considering an expansion of programs related to Psychiatric Technician workers in the region.

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. (LIGHTCAST). LIGHTCAST occupational employment data are based on final LIGHTCAST industry data and final LIGHTCAST 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 LIGHTCAST 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. (LIGHTCAST) 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.