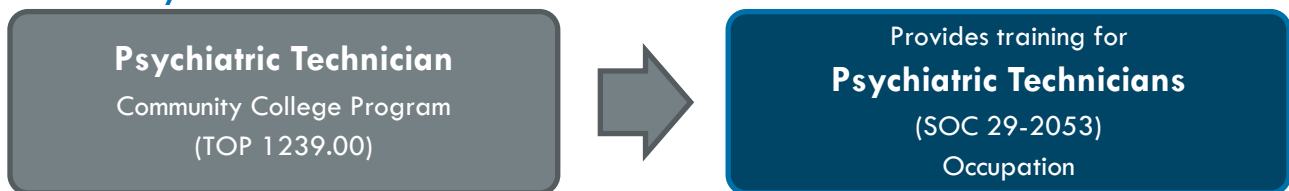


Psychiatric Technician

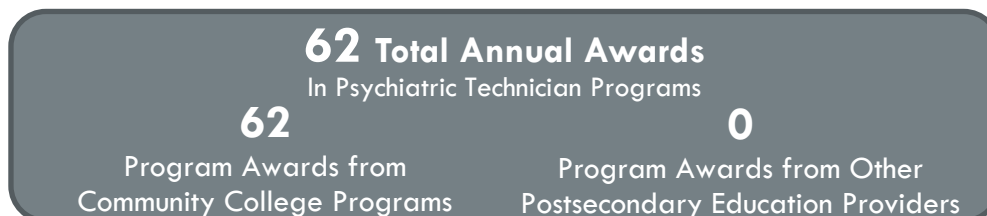
Inland Empire/Desert Region (Riverside and San Bernardino counties)

This workforce demand report uses state and federal job projection data developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to verify their current employment needs.

Summary



Over the next five years (2021-2026), employment for psychiatric technicians is projected to



The Inland Empire/Desert Centers of Excellence

 **Recommends**

Psychiatric Technician Program Expansion
to meet the need for more workers in the region

Introduction

This report provides labor market occupational demand and wage research and postsecondary program outcomes related to psychiatric technicians. California Community College psychiatric technician programs (TOP 1239.00) prepare students for employment through the instruction of the principles and techniques used in the care of mentally disordered, developmentally disabled, and emotionally disturbed patients, in a variety of health care setting specific to the licensure examination (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by psychiatric technician programs prepare students for employment as psychiatric technicians.

Psychiatric Technicians (29-2053)

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.

Sample job titles: Behavioral Health Technician, Health Care Technician, Licensed Psychiatric Technician (LPT), Mental Health Assistant (MHA), Mental Health Associate, Mental Health Specialist, Mental Health Technician (MHT), Mental Health Worker, Psychiatric Technician (PT), Residential Aide (RA)

Entry-Level Educational Requirement: Postsecondary nondegree award

Training Requirement: Less than one-month on-the-job training

Work Experience: Less than five years

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 42%

In 2021, there were 926 psychiatric technician jobs in the region. Regional employment for psychiatric technicians is projected to increase by 12% through 2026; 91 job openings are projected annually. Exhibit 1 displays the job counts, five-year projected job growth, job openings, and the share of incumbent workers aged 55 years and greater in the region.

Exhibit 1. Five-year projections for psychiatric technicians, Inland Empire/Desert Region, 2021-2026

Occupation	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Psychiatric Technicians	926	1,038	12%	454	91	12%

Source: Lightcast 2022.3

An online job ad search for psychiatric technician jobs was conducted to reveal the employers seeking these workers, including the time it takes to fill positions, earnings information, and in-demand skills. Exhibit 2 shows the number of job ads posted during the last 12 months, September 2021 through August 2022, and the regional and statewide average time to fill these jobs.

On average, employers in the local region fill online job ads for psychiatric technicians in 47 days, 11 days longer than the statewide average time to fill. Time to fill information indicates that employers in the region likely face significantly more challenges filling open positions than other employers in California.

Exhibit 2. Job ads and time to fill, Inland Empire/Desert Region, September 2021 through August 2022

Occupation	Job Ads	Regional Average Time to Fill (Days)	Statewide Average Time to Fill (Days)
Psychiatric Technicians	360	47	36

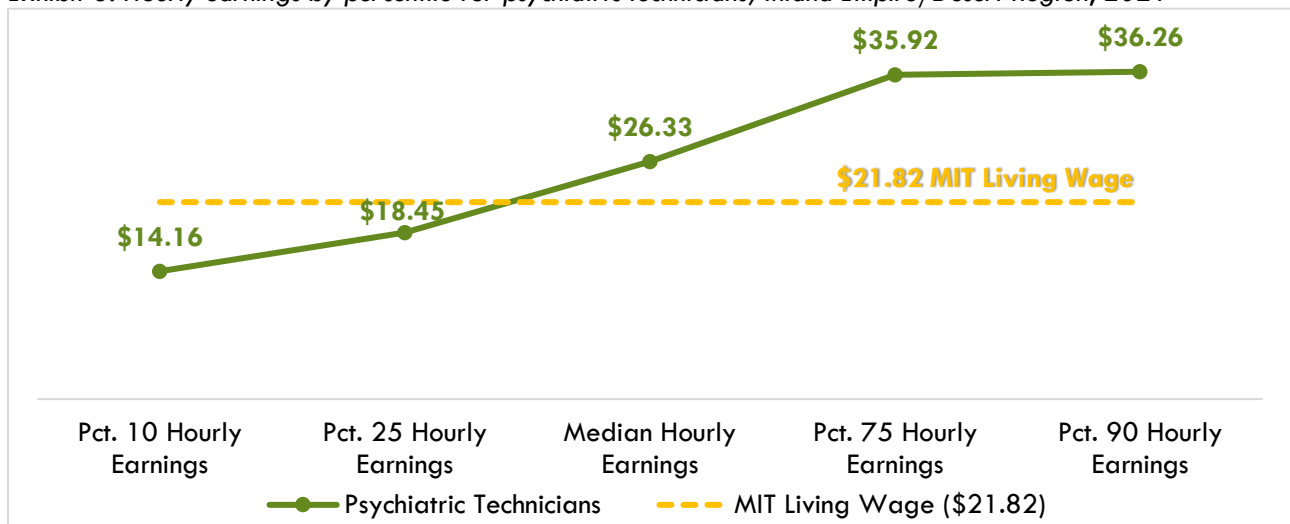
Source: Burning Glass – Labor Insights

Earnings and Benefits

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually in California (Glasmeier, 2022).

Exhibit 3 displays the hourly earnings for psychiatric technicians. The median hourly earnings for psychiatric technicians are above the living wage standard, indicating that at least the top 50% of workers earn a living wage.

Exhibit 3. Hourly earnings by percentile for psychiatric technicians, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.3

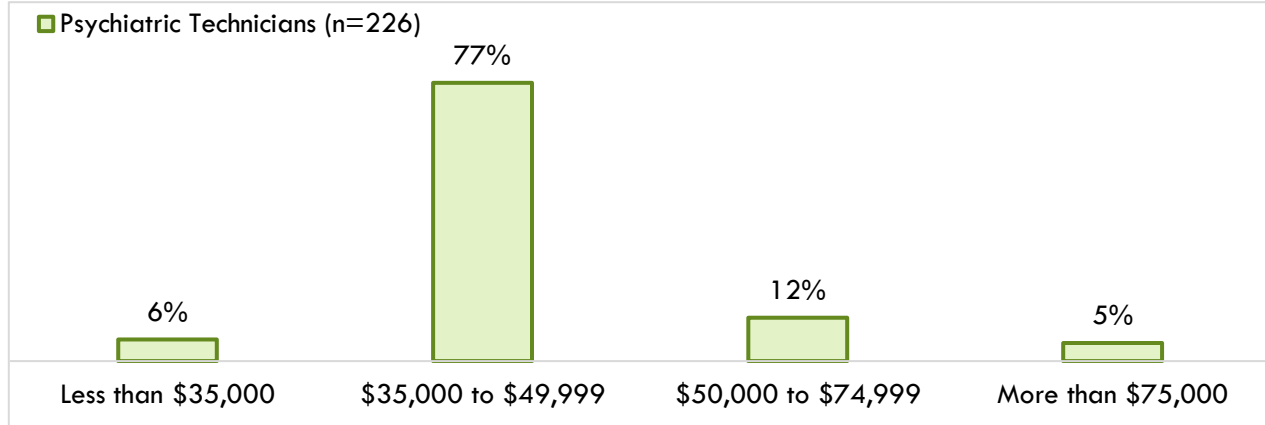
Benefits information, provided in the occupational guides developed by the California Labor Market Information Division, reveals that psychiatric technicians may receive medical, dental, and vision insurance as well as retirement plans, vacation, holidays, and sick leave. Some employers may offer tuition reimbursement for education (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for psychiatric technicians over the last 12 months. Online job ad salary information reveals that employers are willing to pay psychiatric technicians an average annual salary of \$45,000, similar to the region's \$45,386 annual (\$21.82 hourly) MIT living wage standard. Consider the

salary information with caution since only 63% (226 out of 360) of online job ads for this occupation provided salary information. The salary figures are prorated to reflect full-time, annual earnings status.

Exhibit 4. Advertised salary information, Inland Empire/Desert Region, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Job Titles, Employers, Skills, Education, and Work Experience

Exhibit 5 displays the job titles most frequently used in job ads for psychiatric technicians. Displaying advertised job titles may provide insight into the types of positions sought by employers posting ads. The most frequently requested job title for psychiatric technicians over the last 12 months was behavior health technician.

Exhibit 5. Job titles most frequently used in psychiatric technician job ads, Inland Empire/Desert Region, September 2021 through August 2022

Job Titles	Job Ads
Behavior Health Technician	91
Behavior Technician	86
Psychiatric Technician	32
Mental Health Technician	20
Registered Behavior Technician	16
Autism Behavior	10
<i>All other job titles</i>	<i>105</i>
Total	360

Source: Burning Glass – Labor Insights

Exhibit 6 displays the employers that posted more than five job ads for psychiatric technicians during the last 12 months. Displaying employer names provides insight into where students may find employment after completing a program. Behavior Genius posted the most job ads for psychiatric technicians in the region.

Exhibit 6. Employers posting the most job ads for psychiatric technicians, Inland Empire/Desert Region, September 2021 through August 2022

Top Employers	Job Ads
Behavior Genius	58
Prism Behavioral Solutions	13
State of California	11
Center for Discovery	10
LEARN Behavioral	9
Discovery Mood & Anxiety Program	9
ABS Kids	9
Liberty Healthcare Corporation	8
Genesis HealthCare	8
South Coast Community Services	6
Quantum Behavioral Solutions	6
Pacific Grove Hospital	6
Behavior and Education Therapy	6
All other employers	201
Total	360

Source: Burning Glass – Labor Insights

Exhibit 7 lists a sample of specialized and employability skills employers seek when looking for workers to fill psychiatric technician positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is often referred to as "soft skills." The skills requested in job ads may be utilized to guide curriculum development.

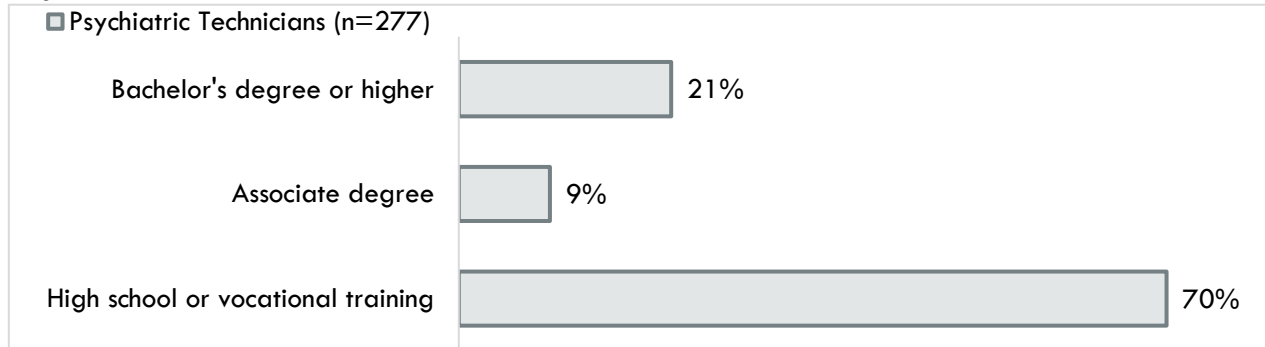
Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, September 2021 through August 2022

Specialized skills (n=335)	Employability skills
Behavioral Health	Communication Skills
Autism Treatment and Care	Problem Solving
Mental Health	Building Effective Relationships
Behavioral Analysis	Organizational Skills
Data Collection	Bilingual (Spanish/English)
Cardiopulmonary Resuscitation (CPR)	Time Management
Treatment Planning	Teamwork/Collaboration

Source: Burning Glass – Labor Insights

Exhibit 8 displays the minimum advertised education requirements for psychiatric technicians. The majority of employer job ads for psychiatric technicians sought candidates with a high school diploma or vocational training.

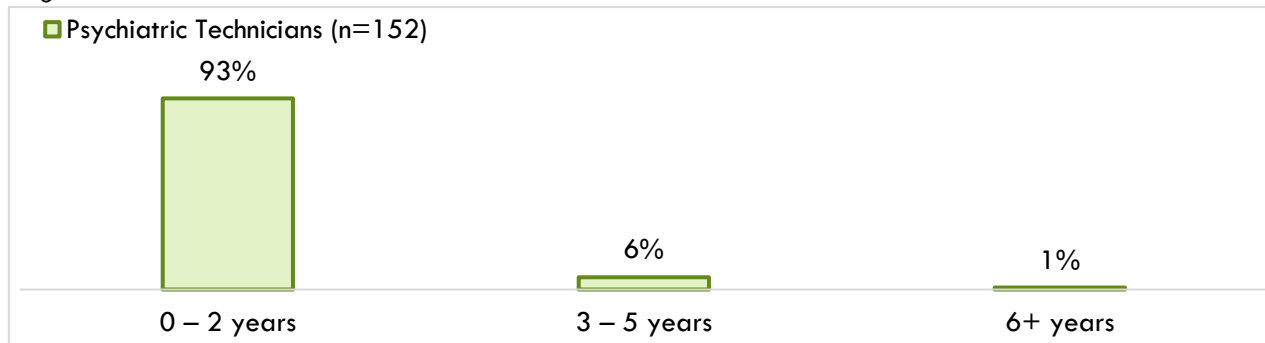
Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Exhibit 9 displays the real-time work experience requirements from employer job ads. Approximately 93% of employers sought psychiatric technicians with zero to two years of previous work experience.

Exhibit 9. Real-time work experience requirements, Inland Empire/Desert Region, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Certifications

Exhibit 10 displays the certifications required by employers posting job ads for psychiatric technicians in the region. In California, psychiatric technicians must possess a psychiatric technician license issued by the California Board of Vocational Nursing and Psychiatric Technicians (BVNPT). According to the BVNPT, individuals must be 18 years or older, complete high school or equivalent, complete a California Approved Psychiatric Technician program, and pass the licensing exam (BVNPT, 2022). For more information regarding psychiatric technician licensure, please visit the BVNPT website. Psychiatric technician licenses were not included in job ads for psychiatric technicians over the last twelve months.

Exhibit 10: Certifications required by employer job ads, Inland Empire/Desert Region, September 2021 through August 2022

Occupation	Certifications
Psychiatric Technicians (n=282)	<ul style="list-style-type: none"> • Driver's License • Registered Behavior Technician

Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Exhibit 11 displays student completions for psychiatric technician programs (TOP 1239.00) over the last three academic years (2018-21). In the previous three academic years, San Bernardino Valley College has issued 62 awards annually in its BVNPT-approved psychiatric technician program. Program completion and student outcome methodologies are found in the appendix.

Exhibit 11. Annual average community college awards for psychiatric technician programs, Inland Empire/Desert Region, Academic Years 2018-2021

TOP 1239.00 – Psychiatric Technician (Local Program Title)	Academic Year 2018-19	Academic Year 2019-20	Academic Year 2021-21	Total CC Annual Average Awards, Academic Years 2018-21
San Bernardino Valley College (Psychiatric Technician)				62
Associate Degree	24	32	17	24
Certificate 30 < 60 semester units	32	39	41	37
Total	56	71	58	62

Source: MIS Data Mart, COCI

California program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 12. The median annual earnings for all psychiatric technician program exiters was \$59,452 in the 2018-19 academic year, above the MIT living wage standard.

Exhibit 12. 1239.00 – Psychiatric technician strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2018-2019 (Unless Noted)

Strong Workforce Program Metrics: 1239.00 – Psychiatric Technician	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2019-20)	96	1,144
Completed 9+ career education units in one year (2019-20)	95%	60%
Perkins Economically disadvantaged students (2019-20)	95%	89%
Students who earned a degree, certificate, or attained apprenticeship (2019-20)	43	301

Strong Workforce Program Metrics: 1239.00 – Psychiatric Technician	Inland Empire/Desert Region	California
Transferred to a four-year institution (transfers)	-	27
Job closely related to the field of study (2017-18)	82%	90%
Median annual earnings (all exiters)	\$59,452	\$47,264
Median change in earnings (all exiters)	125%	56%
Attained a living wage (completers and skills-builders)	71%	73%

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Other regional postsecondary education providers utilize the psychiatric/mental health services technician program code (CIP 51.1502). California Nurses Educational Institute offers a psychiatric technician program but has not issued any awards over the last three academic years.

Summary of Findings

The knowledge, skills, and abilities trained by psychiatric technician programs (TOP 1239.00) prepare students for employment as psychiatric technicians. Psychiatric technicians are projected to have 91 annual job openings and increase employment by 12% over the next five years. The median hourly earnings for psychiatric technicians are above the living wage standard, indicating that at least 50% of workers earn a living wage.

San Bernardino Valley College issued 62 awards annually over the last three academic years in psychiatric technician (TOP 1239.00) programs. Other postsecondary education providers in the region have not issued awards related to psychiatric technicians over the last three academic years. The median annual earnings for all psychiatric technician program exiters was \$59,452 in the 2018-19 academic year, above the MIT living wage standard.

The Centers of Excellence recommends expanding psychiatric technician programs to meet the regional demand for more workers. Colleges considering this program should partner with relevant employers and confirm their demand for psychiatric technicians and the skills needed for students to secure work in this field shortly after exiting the program.

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Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2018 and 2021 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total of associate degrees and certificates issued during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from LaunchBoard and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database records. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for LaunchBoard's Strong Workforce Program Metrics Data Element Dictionary in the References section (LaunchBoard, 2022a). Finally, employment in a job closely related to the field of study comes from self-reported student responses on the CTE Employment Outcomes Survey (CTEOS), administered by Santa Rosa Junior College (LaunchBoard, 2022a).

Job ad data is limited to the information provided by employers and the ability of artificial intelligence search engines to identify this information. Additionally, preliminary calculations by Georgetown Center on Education and the Workforce found that "just 30 to 40 percent of openings for candidates with some college or an associate degree, and only 40 to 60 percent of openings for high school diploma holders appear online" (Carnevale et al., 2014). Online job ads often do not reveal employers' hiring intentions; it is unknown if employers plan to hire one or multiple workers from a single online job ad or collecting resumes for future hiring needs. A closed job ad may not be the result of a hired worker.

Table 1. 2021 to 2026 job growth, wages, entry-level education, training, and work experience required for psychiatric technicians in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

Occupation	2021 Jobs	5-Year Change	5-Year % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage (10 th to 90 th percentile)	Median Hourly Wage (50 th percentile)	Average Annual Earnings	Entry-Level Education & On-The-Job-Training	Work Experience Required
Psychiatric Technicians (29-2053)	926	111	12%	91	\$14.16 to \$36.26	\$26.33	\$54,500	Postsecondary nondegree award & Less than one month	Less than five years

Source: Lightcast 2022.3