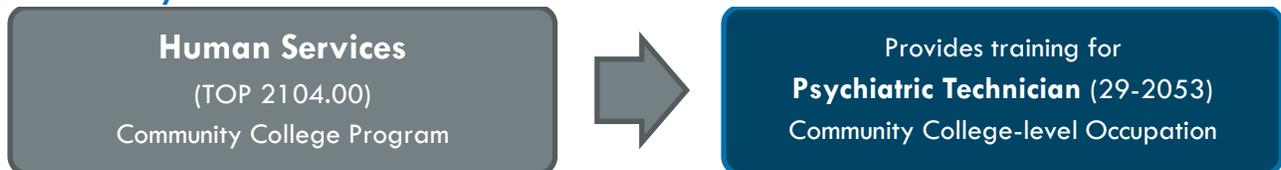


Registered Behavioral Technician

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), community-college-level behavioral technician employment is projected to



The Inland Empire/Desert Centers of Excellence

 **Recommends**

Expanding Human Services Programs
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 registered behavioral technicians. The Registered Behavior Technician (RBT) certification is a paraprofessional certification issued by the Behavioral Analysis Certification Board (BACB) that qualifies individuals to assist in delivering behavior analysis services and practice under the direction and supervision of an RBT supervisor (BACB, 2022). The California Community College program most likely to prepare students for the RBT certification is the human services program (TOP 2104.00).

Human services programs prepare students for employment through the instruction of the theory and practices in providing human and social services to individuals and communities. These programs include the preparation for work in public and private human services organizations (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by human services programs lead to the following occupations, further referred to as the behavioral technician occupational group. The behavioral technician occupational group is separated into community college-level and bachelor's degree-level occupations to illuminate job opportunities for individuals with varying levels of educational attainment.

The **community college-level occupation** in this report requires a postsecondary nondegree award. Approximately 42% of incumbent workers in this occupation have a community college-level education, some college or an associate degree, as their highest educational attainment. The community college-level occupation included in the behavioral technician occupational group is:

- Psychiatric Technicians (SOC 29-2053)

This report's **bachelor's degree-level occupation** typically requires workers to obtain a four-year degree before entering employment. Approximately 13% of workers in this occupation have a community college-level education, some college or an associate degree, as their highest educational attainment. The bachelor's degree-level occupation included in the behavioral technician occupational group is:

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

This report's educational supply and employment demand portions focus solely on the community college-level jobs students will likely obtain after completing a community college registered behavioral technician program in the region.

In 2021, there were 4,629 jobs in the behavioral technician occupational group in the Inland Empire/Desert Region. There are 584 job openings expected annually for the behavioral technician occupational group, increasing employment by 16% through 2026 in the region. 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 the behavioral technician occupational group, 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+ |
|--|--------------|--------------|---------------|--|--|----------------------|
| Community-College-Level | | | | | | |
| Psychiatric Technicians | 926 | 1,038 | 12% | 454 | 91 | 12% |
| Bachelor's Degree-Level | | | | | | |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 3,702 | 4,331 | 17% | 2,466 | 493 | 25% |
| Total | 4,629 | 5,368 | 16% | 2,921 | 584 | 25% |

Source: Lightcast 2022.3

An online job advertisement (ad) search for jobs in the behavioral technician occupational group 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 and the regional and statewide average time to fill this job. The job ad search was limited using a certification filter to ensure job ad information in this report is specific to registered behavior technician positions.

Over the last 12 months, there were 98 job ads posted for the behavioral technician occupational group in the Inland Empire/Desert Region. To ensure job ads for substance abuse, behavioral disorder, and mental health counselors are generalizable, the search for this occupation was expanded to California. Employers in the region fill online job ads for registered behavior technician positions in 47 days, ten days longer than the state overall. Time to fill information indicates that workers in the Inland Empire/Desert Region may experience more challenges filling open positions than other employers throughout the state.

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) |
|---|------------|--------------------------------------|---------------------------------------|
| Community-College-Level | | | |
| Psychiatric Technicians | 92 | 47 | 36 |
| Bachelor's Degree-Level | | | |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors* | 99 | - | 38 |
| Total | 191 | 47 | 37 |

Source: Burning Glass – Labor Insights

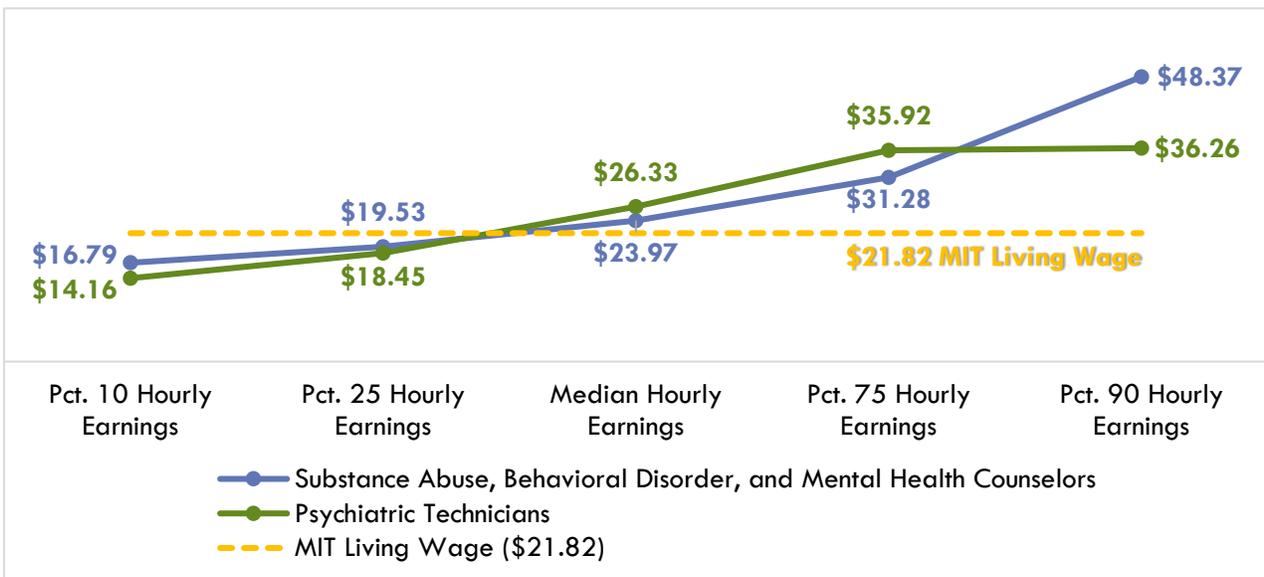
*California job ad information

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 the behavioral technician occupational group in the Inland Empire/Desert Region. The median hourly earnings for the behavioral technician occupational group surpass the living wage standard, indicating that at least half of the workers earn a living wage.

Exhibit 3: Hourly earnings by percentile for the behavioral technician occupational group, Inland Empire/Desert Region, 2021



Source: Lightcast 2022.3

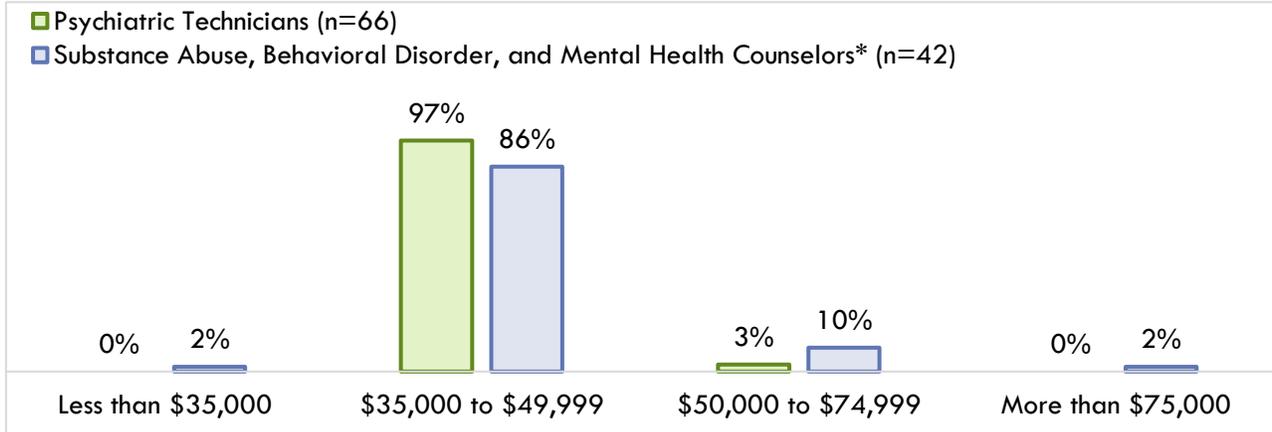
Benefits information, provided in the occupational guides developed by the California Labor Market Information Division, reveals that psychiatric technicians may receive medical, dental, and vision insurance as well as retirement plans, vacation, holidays, and sick leave. Some employers may offer tuition reimbursement for education. Benefits information is not available for substance abuse, behavioral disorder, and mental health counselors (Detailed Occupational Guides, 2022).

Advertised Salary from Online Job Ads

Exhibit 4 displays online job ad salary data for the behavioral technician occupational group over the last 12 months. Online job ad salary information reveals that employers are willing to pay psychiatric technicians with an RBT license \$42,000 annually and substance abuse, behavioral disorder, and mental health counselors with an RBT license \$45,000 annually, below the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 57% (108 out of 191) of online job ads for these

occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

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



Source: Burning Glass – Labor Insights

*California job ad information

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

Exhibit 5 displays the job titles most frequently included in ads for the behavioral technician occupational group over the last 12 months. Displaying job titles may provide insight into the types of positions available to students after completing a program. The most frequently requested job title over the last 12 months for the behavioral technician occupational group was behavior technician.

Exhibit 5: Job titles most frequently included in job ads for the behavioral technician occupational group, Inland Empire/Desert Region, September 2021 through August 2022

| Occupation | Top Job Titles | |
|--|---|--|
| Psychiatric Technicians (n=92) | <ul style="list-style-type: none"> Behavior Technician Behavioral Health Technician Autism Behavioral Technician | <ul style="list-style-type: none"> Registered Behavior Technician Kids Behavior Technician Crisis Behavior Technician |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors* (n=99) | <ul style="list-style-type: none"> Behavior Technician Behavioral Counselor Direct Care Mental Health | <ul style="list-style-type: none"> ABA Mental Health/Behavioral Health Technician Crisis Home Counselor |

Source: Burning Glass – Labor Insights

*California job ad information

Exhibit 6 displays the employers that posted the most job ads 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 the behavior technician occupational group over the last 12 months.

Exhibit 6: Employers posting the most job ads for the behavioral technician occupational group, Inland Empire/Desert Region, September 2021 through August 2022

| Occupation | Top Employers | |
|--|---|--|
| Psychiatric Technicians (n=92) | <ul style="list-style-type: none"> • Behavior Genius • Prism Behavioral Solutions • Learn It Systems | <ul style="list-style-type: none"> • ABS Kids • Behavior and Education • First Step Children’s Network, Inc. |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors* (n=99) | <ul style="list-style-type: none"> • Elemetry • Child Communication and Behavior Specialists • Center for Autism and Related Disorders, Inc. | <ul style="list-style-type: none"> • Liberty Healthcare Corporation • Telecare Corporation • Autism Behavior Services |

Source: Burning Glass – Labor Insights

*California job ad information

Exhibit 7 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions in the behavioral technician occupational group. 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

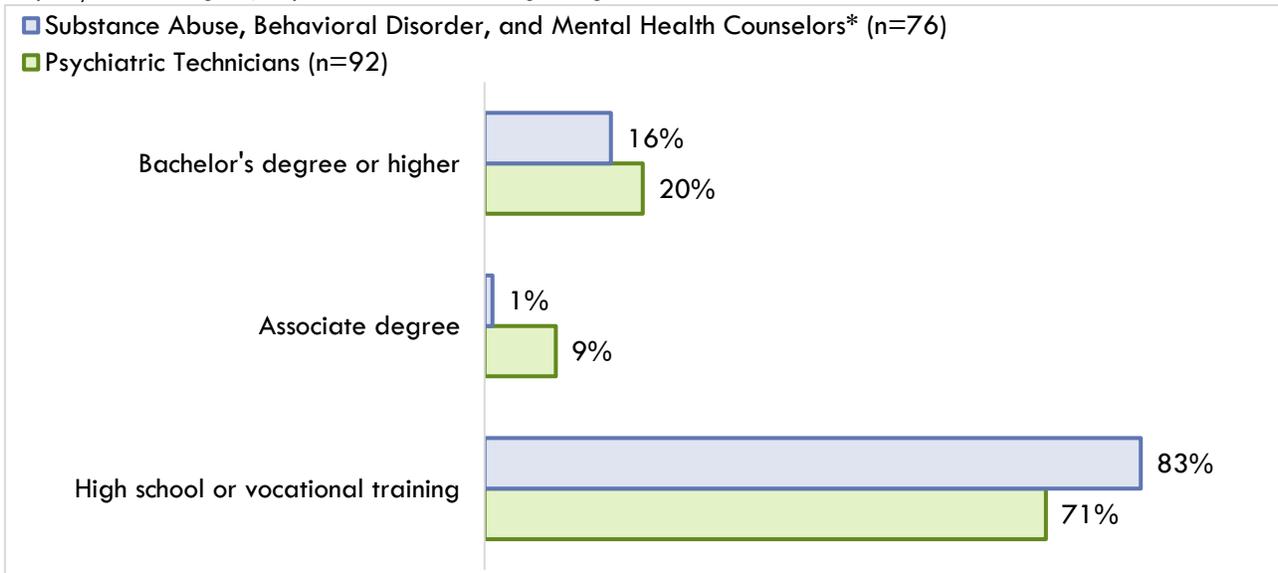
| Occupation | Specialized skills | Employability skills |
|--|---|---|
| Psychiatric Technicians (n=92) | <ul style="list-style-type: none"> • Autism Diagnosis/Treatment/Care • Behavioral Health • Behavior Analysis • Developmental Disabilities • Applied Behavior Analysis • Data Collection | <ul style="list-style-type: none"> • Bilingual (Spanish/English) • Energetic • Communication Skills • Time Management • Problem Solving • Organization Skills |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors* (n=97) | <ul style="list-style-type: none"> • Behavior Analysis • Autism Diagnosis/Treatment/Care • Developmental Disabilities • Patient Assistance • Data Collection | <ul style="list-style-type: none"> • Physical Abilities • Teamwork/Collaboration • Detail-Oriented • Typing • Communication Skills |

Source: Burning Glass – Labor Insights

*California job ad information

Exhibit 8 displays the minimum advertised education requirements for the behavioral technician occupational group. Between 70% and 74% of job ads for the behavioral technician occupational group sought candidates with a high school diploma or vocational training.

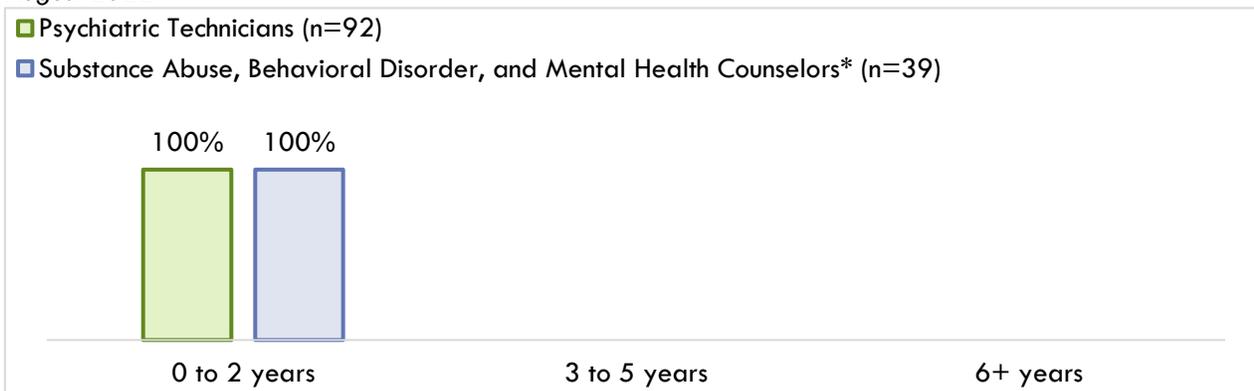
Exhibit 8: Minimum advertised education requirements for the behavioral technician occupational group, Inland Empire/Desert Region, September 2021 through August 2022



Source: Burning Glass – Labor Insights
*California job ad information

Exhibit 9 displays the real-time work experience requirements from employer job ads. All of the employers posting job ads for the registered behavioral technician occupational group sought workers with zero and 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
*California job ad information

Certifications

Exhibit 10 displays the certifications required by employers posting job ads for the behavior technician occupational group in the region. The Behavior Analyst Certification Board (BACB), a nonprofit agency that

certifies behavior analysts, requires that individuals be at least 18 years old, complete a high school-level education, pass a background check, obtain 40 hours of qualified training, and successfully complete an RBT initial competency assessment (BACB, 2022a). For more information regarding registered behavior technician certifications, please visit the BACB website.

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

| Occupation | Certifications |
|--|---|
| Psychiatric Technicians (n=92) | <ul style="list-style-type: none"> Registered Behavior Technician (RBT) Driver's License Board Certified Behavior Analyst (BCBA) |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors* (n=99) | <ul style="list-style-type: none"> Registered Behavior Technician (RBT) Driver's License Board Certified Behavior Analyst (BCBA) |

Source: Burning Glass – Labor Insights

*California job ad information

Registered Behavior Technician Certification Job Ads

An RBT license may be held by occupations outside of the behavioral technician occupational group. A job ad search for RBT licenses was conducted to gain a holistic understanding of employer demand for RBT licenses in the region. The job ad search was limited using a certification filter to ensure job ad information in this report is specific to registered behavior technician positions. Exhibit 11 displays the occupations with the most RBT requirements and the percentage of occupation job ads that contain RBT requirements. Over the last twelve months, there were 1,402 job ads posted with RBT certification requirements in the Inland Empire/Desert Region, accounting for 0.4% of total regional job ads (388,286 ads). Approximately 38% (528 ads) of job ads with RBT certifications were for the occupation medical dosimetrists, medical records specialists, and health technologists and technicians, all other.

Exhibit 11: Occupations with the most RBT license requirements, Inland Empire/Desert Region, September 2021 through August 2022

| Occupations | Job Ads | % of Total Ads |
|--|---------|----------------|
| Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other | 528 | 14% |
| Marriage and Family Therapists | 123 | 26% |
| Nursing Assistants | 108 | 5% |
| Teaching Assistants, Except Postsecondary | 104 | 10% |
| Psychiatric Technicians | 92 | 25% |
| Special Education Teachers, Preschool | 89 | 21% |
| Cardiovascular Technologists and Technicians | 54 | 8% |

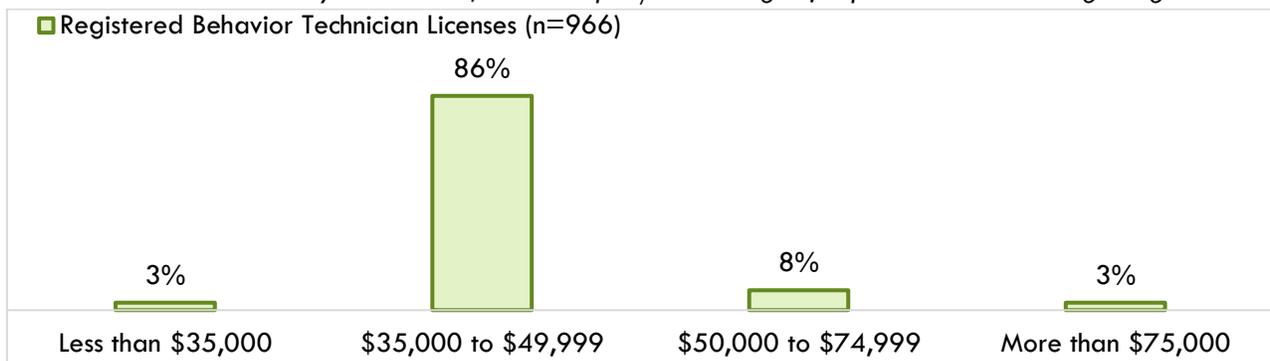
| Occupations | Job Ads | % of Total Ads |
|--------------------------------------|--------------|----------------|
| Registered Nurses | 48 | 0.3% |
| Home Health and Personal Care Aides | 38 | 1% |
| Training and Development Specialists | 33 | 5% |
| All other occupations | 185 | - |
| Total | 1,402 | 0.4% |

Source: Burning Glass – Labor Insights

Advertised Salary from Online Job Ads

Exhibit 12 displays online job ad salary data for the jobs that require an RBT certification over the last 12 months. Online job ad salary information reveals that employers are willing to pay individuals with an RBT certification \$45,000, similar to the region's \$45,386 annual (\$21.82 hourly) living wage standard. Consider the salary information with caution since only 69% (966 out of 1,402) of online job ads for these occupations provided salary information. The salary figures are prorated to reflect full-time, annual wage status.

Exhibit 12: 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 13 displays the job titles most frequently included in RBT job ads over the last 12 months. The most frequently requested job title over the last 12 months was behavior technician.

Exhibit 13: Job titles most frequently included in job ads, Inland Empire/Desert Region, September 2021 through August 2022

| Job Titles | Job Ads |
|--------------------------------------|---------|
| Behavior Technician | 274 |
| Registered Behavior Technician (RBT) | 141 |
| ABA Behavior Technician | 93 |
| Entry Level Behavior Technician | 69 |
| Behavior Interventionist | 46 |

| Job Titles | Job Ads |
|--------------------------|--------------|
| ABA Behavior Therapist | 31 |
| <i>All other job ads</i> | 748 |
| Total | 1,402 |

Source: Burning Glass – Labor Insights

Exhibit 14 displays the employers that posted the most job ads during the last 12 months. Center for Autism and Related Disorders posted the most job ads with RBT certification requirements over the last 12 months.

Exhibit 14: Employers posting the most job ads with RBT license requirements, Inland Empire/Desert Region, September 2021 through August 2022

| Top Employers | Job Ads |
|---|--------------|
| Center for Autism and Related Disorders | 115 |
| Behavior Frontiers | 103 |
| Behavioral Health Works | 76 |
| Elemy | 71 |
| ABS Kids | 61 |
| <i>All other employers</i> | 976 |
| Total | 1,402 |

Source: Burning Glass – Labor Insights

Exhibit 15 lists a sample of specialized and employability skills employers seek when looking for workers to fill positions that require RBT certification. 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.

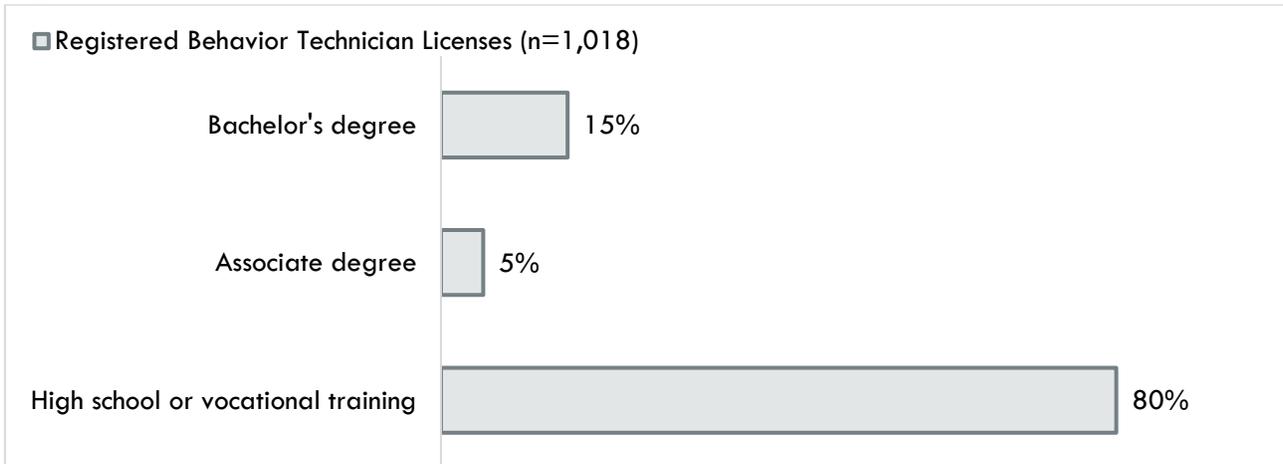
Exhibit 15: Sample of in-demand skills from employer job ads, Inland Empire/Desert Region, September 2021 through August 2022

| Specialized skills | Employability skills |
|---------------------------------|-----------------------------|
| Autism Diagnosis/Treatment/Care | Energetic |
| Applied Behavior Analysis | Bilingual (English/Spanish) |
| Developmental Disabilities | Communication Skills |
| Psychology | Teamwork/Collaboration |
| Teaching | Creativity |
| Data Collection | Organizational Skills |
| Treatment Planning | Physical Abilities |

Source: Burning Glass – Labor Insights

Exhibit 16 displays the minimum advertised education requirements from job ads that requested RBT certifications. Approximately 80% of job ads sought candidates with a high school diploma or vocational training.

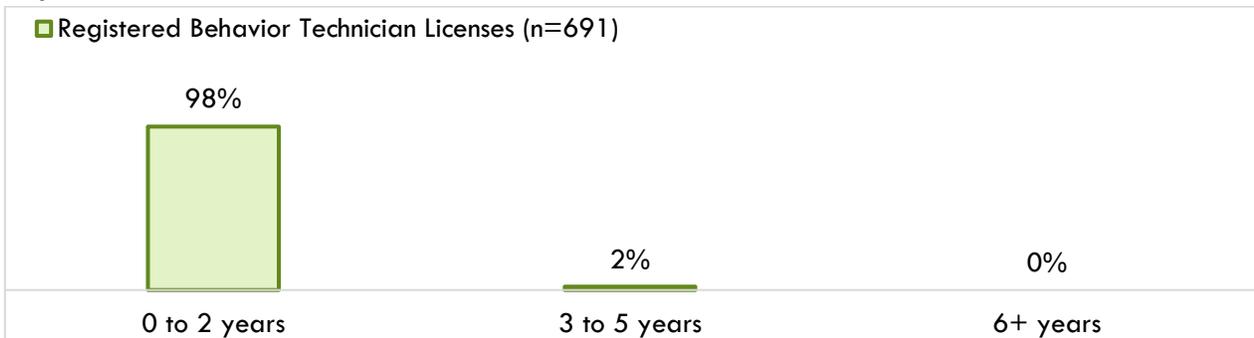
Exhibit 16: Minimum advertised education requirements, Inland Empire/Desert Region, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Exhibit 17 displays the real-time work experience requirements from employer job ads. Approximately 98% of employers sought RBT workers with zero and two years of previous work experience.

Exhibit 17: Real-time work experience requirements, Inland Empire/Desert Region, September 2021 through August 2022



Source: Burning Glass – Labor Insights

Student Completions and Programs Outcomes

Exhibit 18 displays student completions for human services programs (TOP 2104.00) over the last three academic years (2018-21). In the previous three academic years, three regional community colleges issued 98 awards annually in human services programs. Moreno Valley College’s Behavioral Therapist certificate program is the only regional program currently offered that provides training related to RBT licensure. Since Moreno Valley College offers other programs with the same unit requirements as their behavioral therapist

certificate, it is unclear how many students have exited this program over the last three academic years. Program completion and student outcome methodologies are found in the appendix.

Exhibit 18. Annual average community college awards for human services programs, Inland Empire/Desert Region, Academic Years 2018-2021

| TOP 2104.00 – Human Services (Local Program Title) | Academic Year 2018-19 | Academic Year 2019-20 | Academic Year 2021-21 | Total CC Annual Average Awards, Academic Years 2018-21 |
|--|--|--|--|---|
| Moreno Valley (Behavioral Therapist/Careers in Social Work/Child Welfare and Family Studies/ Drug and Alcohol Studies/ Family Childcare Provider/ Military Social Work/ Multicultural Counseling & Advocacy Resources/ Social Justice System Studies/ Social Work Administration Studies/ Social Work, Human Services, & Counseling Practices) | | | | 48 |
| Associate Degree | 7 | 17 | 21 | |
| Certificate 18 < 30 semester units | 12 | - | - | |
| Certificate 16 < 30 semester units | - | 21 | 26 | |
| Credit Award, < 6 semester units | 9 | 9 | 23 | |
| Riverside | | | | 1 |
| Associate Degree | 1 | - | - | |
| Certificate 18 < 30 semester units | 1 | - | - | |
| Credit Award, < 6 semester units | 1 | - | - | |
| San Bernardino (Career Specialist, Case Management in the Public Sector, Human Services) | | | | 48 |
| Associate Degree | 39 | 35 | 43 | |
| Certificate 30 < 60 semester units | 16 | 7 | 5 | |
| Total | 86 | 89 | 118 | 98 |

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 19.

Exhibit 19. 2104.00 – Human services strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2018-2019 (Unless Noted)

| Strong Workforce Program Metrics: 2104.00 – Human Services | Inland Empire/Desert Region | California |
|---|--|-------------------|
| Unduplicated count of enrolled students (2019-20) | 826 | 9,262 |
| Completed 9+ career education units in one year (2019-20) | 28% | 25% |
| Perkins Economically disadvantaged students (2019-20) | 94% | 91% |
| Students who attained a noncredit workforce milestone in a year (2019-20) | - | 39% |
| Students who earned a degree, certificate, or attained apprenticeship (2019-20) | 58 | 647 |
| Transferred to a four-year institution (transfers) | 68 | 686 |
| Job closely related to the field of study (2017-18) | 89% | 70% |
| Median annual earnings (all exiters) | \$28,600 | \$27,632 |
| Median change in earnings (all exiters) | 38% | 26% |
| Attained a living wage (completers and skills-builders) | 54% | 42% |

Sources: LaunchBoard Community College Pipeline and Strong Workforce Program Metrics

Other postsecondary educational institutions in the region do not currently provide training programs related to registered behavioral technicians. The Applied Behavior Analysis program (CIP 42.2814) provides the training most likely to prepare students for employment as registered behavioral technicians. Applied behavior analysis programs focus on the application of principles of learning and behavior to enhance the development, abilities, and choices of children and adults; and that prepares individuals to address the behavioral needs of individuals, especially those with developmental disabilities and autism. Includes instruction in behavior analysis and learning, behavioral and functional assessment, developmental psychology, applied behavioral analysis in developmental disabilities and autism, applied behavioral analysis in mental health and aging, research methods, evaluation of interventions, and professional and ethical issues (IPEDS, 2022).

Summary of Findings

The knowledge, skills, and abilities trained by human services programs (TOP 2104.00) lead to one community college-level and one bachelor’s degree-level occupation, collectively referred to as the behavioral technician occupational group. Over the next five years (2021-2026), community college-level behavioral technician employment is projected to increase by 12%, with 91 annual job openings in the region. The median hourly earnings for psychiatric technicians are above the MIT living wage standard.

Over the last 12 months, there were 1,402 job ads posted with RBT certification requirements in the region. Online job ad salary information reveals that employers are willing to pay individuals with an RBT certification \$45,000, similar to the region's \$45,386 annual (\$21.82 hourly) living wage standard. Approximately 80% of job ads sought candidates with a high school diploma or vocational training.

Over the last three academic years, three regional colleges issued 98 awards annually in human services programs (2104.00). Moreno Valley College's Behavioral Therapist certificate program is the only regional program currently offered that provides training related to RBT licensure. Other postsecondary educational institutions in the region do not currently offer programs related to registered behavior technician licensure.

The Centers of Excellence recommends expanding human services programs to meet the demand for these workers in the region. Colleges considering this program should have a strong partnership with the appropriate employers to document their demand for workers and the skills needed for students to work in this field and earn a living wage shortly after exiting the program.

Contact

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September 2022

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for behavioral technician occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

Substance Abuse and Behavioral Disorder Counselors (27-1011)

Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs.

Sample job titles: Addictions Counselor, Case Manager, Certified Alcohol and Drug Counselor (ADAC), Chemical Dependency Counselor (CD Counselor), Chemical Dependency Professional, Clinical Counselor, Counselor, Drug and Alcohol Treatment Specialist (DATS), Prevention Specialist, Substance Abuse Counselor (SA Counselor)

Entry-Level Educational Requirement: Bachelor's degree

Training Requirement: None

Work Experience: None

Incumbent workers with a Community College Award or Some Postsecondary Coursework: 13%

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%

Appendix: Methodology

Exhibit 18 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 the behavioral technician occupational group in the Inland Empire/Desert Region (Riverside and San Bernardino Counties combined)

| Occupation (SOC) | 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 |
|--|--------------|---------------|-----------------|--|---|--|-------------------------|---|--------------------------|
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018) | 3,702 | 628 | 17% | 493 | \$16.79 to \$48.37 | \$23.97 | \$60,600 | Bachelor's degree & None | None |
| 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 |
| Total | 4,629 | 740 | 16% | 584 | - | - | - | - | - |

Source: Lightcast 2022.3