

⚠ Endorsed: Caution Advised			
Program LMI Endorsement Criteria			
	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
Supply Gap:	There are projected to be 428 annual job openings throughout Los Angeles and Orange counties for <i>psychiatric technicians</i> , which is more than the 93 awards conferred by educational institutions.		
Self-Sufficiency Standard Living Wage ¹ :	Met <input type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input checked="" type="checkbox"/>
	The typical entry-level wage for <i>psychiatric technicians</i> is \$20.76 , which is below the OC living wage of \$27.13.		
Education:	Met <input checked="" type="checkbox"/>	Partially Met <input type="checkbox"/>	Not Met <input type="checkbox"/>
	Typical education requirement for <i>psychiatric technicians</i> is a postsecondary non-degree award, and 39% of workers in the field have completed some college or an associate degree as their highest level of education.		

Summary

The Orange County Center of Excellence for Labor Market Research (OC COE) prepared this report to determine whether there is a supply gap in the Los Angeles and Orange counties regional labor market related to one middle-skill occupation:

- *Psychiatric Technicians (29-2053)*

Based on the available data, there appears to be a supply gap for *psychiatric technicians* and typical education requirements for this occupation align with a community college education. However, entry-level wages are below the Self-Sufficiency Standard living wage. **Therefore, due to some of the regional labor market criteria being met, the COE endorses this proposed program.**

¹ The living wage endorsement criteria in this report uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard, which the COE refers to as a living wage; Orange County's living wage of \$27.13, was last updated in March 2024.

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for the middle-skill occupation included in this report.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Psychiatric Technicians (29-2053)	LA: 316 OC: 113	LA: 53 OC: 40	OC: \$20.76	Postsecondary non-degree award	39%
Total	428	93	N/A	N/A	N/A

Demand

- In Los Angeles and Orange counties, the number of jobs related to *psychiatric technicians* is projected to increase 30% through 2029, equating to 428 annual job openings.
- Hourly entry-level wages for *psychiatric technicians* are \$20.76 in Orange County; all annual openings have entry-level wages below the Self-Sufficiency Standard living wage.
- There were 1,636 online job postings for *psychiatric technicians* over the past 12 months. The highest number of postings were for behavioral health technicians, mental health technicians, and psychiatric technicians.
- The typical entry-level education for *psychiatric technicians* is a postsecondary non-degree award.
- Approximately 39% of workers in the field have completed some college or an associate degree as their highest level of educational attainment.

Supply

- Between 2021 to 2024, an average of 78 awards conferred by 2 community colleges this middle-skill occupation in Los Angeles and Orange counties.
- From 2020 to 2023, non-community college institutions conferred an average of 15 awards for this middle-skill occupation.
- In the 2022-23 academic year, Orange County community college students that exited psychiatric technician programs had a median annual wage of \$38,076 or \$18.31 per hour, post-exit.
- In 2021-22, there was insufficient data, most likely due to low numbers of students, to determine what percentage of students in Orange County were earning a living wage, or working a job closely related to their field of study after exiting their programs.

Demand

Occupational Projections

Exhibit 2 shows the annual percentage change in jobs for *psychiatric technicians* from 2019 through 2029. Between 2019 and 2020, employment levels across Los Angeles and Orange

counties declined sharply due to the broader economic impacts of the COVID-19 pandemic. From 2021 to 2024, Orange County saw a fluctuation in employment for this occupation, with a 1% drop in employment in 2023, followed by the highest growth of 7% in 2024. Beginning in 2025, Orange County job levels are projected to grow at a higher rate than the average for all occupations through 2029.

Exhibit 2: Annual Percentage Change in Jobs for *Psychiatric Technicians*, 2019-2029

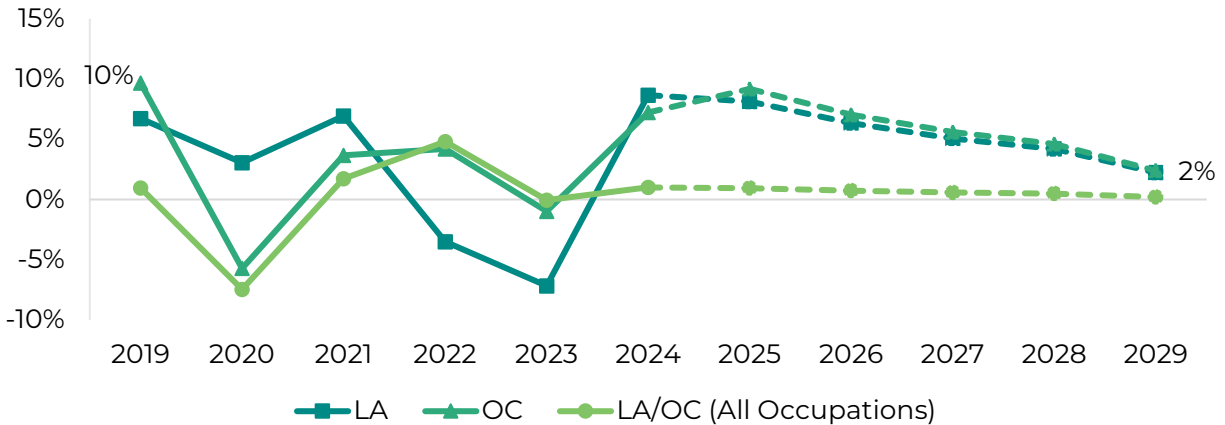


Exhibit 3 shows the five-year occupational demand projections for the middle-skill occupation *psychiatric technicians*. In Los Angeles and Orange counties, the number of jobs related to this occupation is projected to increase 30% through 2029. There is projected to be 428 available annually.

Exhibit 3: Middle-Skill Occupational Demand in Los Angeles and Orange Counties²

Geography	2024 Jobs	2029 Jobs	2024-2029 Change	2024-2029 % Change	Annual Openings
Los Angeles	2,094	2,694	600	29%	316
Orange	707	934	227	32%	113
Total	2,801	3,628	827	30%	428

Wages

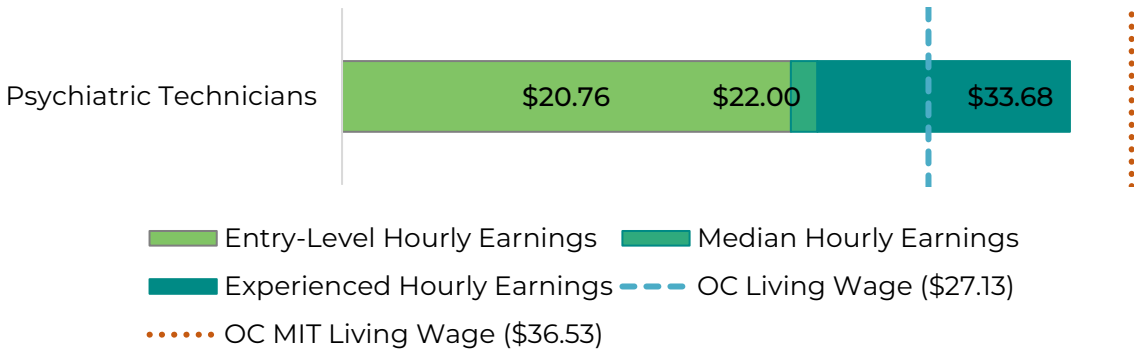
The labor market endorsement in this report considers the entry-level hourly wages for *psychiatric technicians* in Orange County as they relate to the county's living wage. Los Angeles County wages are included below to provide a complete analysis of the LA/OC region.

In addition to the Self Sufficiency Standard living wage, data for the MIT Living Wage (updated on February 15, 2026) is provided as a reference. Currently, the MIT Living Wage in Orange County is \$36.53. Both figures account for geographic-specific costs of necessities such as housing, food, health care, and transportation to assess the cost of living, and are notated in the exhibits below.

In Orange County, the typical entry-level wage for *psychiatric technicians* is \$20.76, which is below the Self-Sufficiency living wage of \$27.13 for a single adult. Exhibit 4 shows the wage range for *psychiatric technicians* in Orange County and how it compares to the regional living wage.

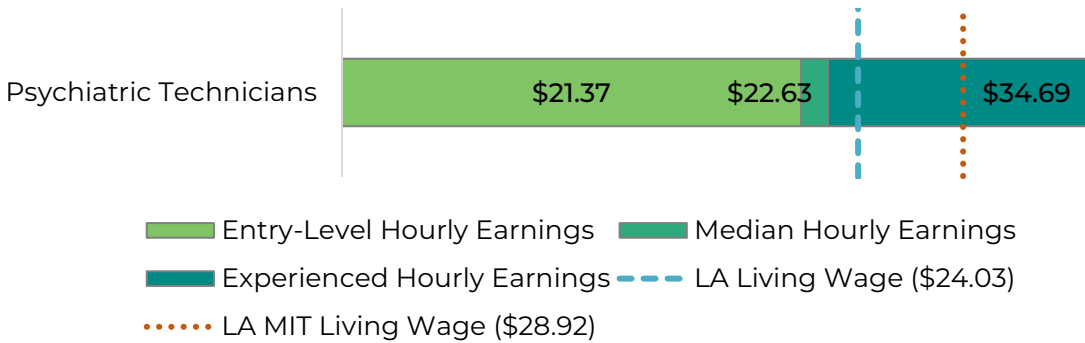
² Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Exhibit 4: Wages by Occupation in Orange County



In Los Angeles County, the typical entry-level wage for *psychiatric technicians* is \$21.37, which is below both the Self-Sufficiency living wage of \$24.03 and MIT Living Wage of \$28.92 for a single adult. Exhibit 5 shows the wage range for *psychiatric technicians* in Los Angeles County and how it compares to the regional living wage.

Exhibit 5: Wages by Occupation in Los Angeles County



Resilient Jobs and U.S. News & World Report Best Jobs

Exhibit 6 shows if each occupation is considered an Orange County Great Recession-Resilient, COVID-19 Pandemic Recession-Resilient Job, or a 2025 U.S. News & World Report (USN&WR) Best Job³. *Psychiatric technicians* did meet any of these designations.

Exhibit 6: Resilient Jobs and USN&WR Best Jobs Designations

Occupation	Great Recession-Resilient Job	COVID-19 Pandemic Recession-Resilient Job	2025 USN&WR Best Job
Psychiatric Technicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Postings

Important Job Postings Data Note: There are limitations when analyzing job postings. A single job posting may not represent a single job opening for a variety of reasons.

There were 1,636 online job postings related to *psychiatric technicians* listed in the past 12 months. Exhibit 7 shows the number of job postings by occupation.

Exhibit 7: Number of Job Postings by Occupation (n=1,636)

Occupation	Job Postings	Percentage of Job Postings
Psychiatric Technicians	1,636	100%
Total Postings	1,636	100%

The top job titles for *psychiatric technicians* in the region, by number of job postings, are shown in Exhibit 8.

Exhibit 8: Top Job Titles by Number of Job Postings for the Middle-Skill Occupation (n=1,636)

Job Titles	Job Postings	Percentage
Behavioral Health Technicians	545	33%
Mental Health Technicians	216	13%
Psychiatric Technicians	118	7%
Licensed Psychiatric Technicians	71	4%
Detox Technicians	56	3%
Clinical Support Technicians	45	3%
Rehabilitation Technicians	34	2%
Residential Technicians	29	2%
Recovery Counselors	27	2%
Mental Health Workers	26	2%

The top employers for *psychiatric technicians* in the region, by number of job postings, are shown in Exhibit 9.

Exhibit 9: Top Employers by Number of Job Postings for the Middle-Skill Occupation (n=1,636)

Employer	Job Postings	Percentage of Job Postings
Telecare	33	2%

³ "100 Best Jobs," U.S. News & World Report, accessed January 28, 2025, <https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>.

Employer	Job Postings	Percentage of Job Postings
Amergis	27	2%
California Correctional Health Care Services	25	2%
HealthRIGHT 360	24	1%
Newport Healthcare Center	23	1%
Southern California Tms Center	23	1%
University of California	21	1%
Avera Health	20	1%
Valley Star Behavioral Health	20	1%
Ro Health	19	1%

The top specialized, soft, and computer skills for the middle-skill occupation *psychiatric technicians* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 10.

Exhibit 10: Top Skills by Number of Job Postings for the Middle-Skill Occupation (n=1,636)

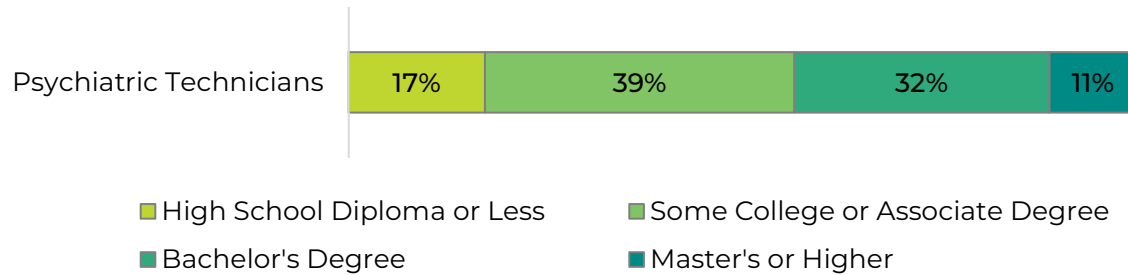
Top Specialized Skills	Top Soft Skills	Top Computer Skills
Behavioral Health (844)	Communication (809)	Microsoft Office (98)
Mental Health (708)	Management (296)	Google Workspace (76)
Crisis Intervention (409)	Confidentiality (267)	Microsoft Word (63)
Psychiatry (376)	Cleanliness (248)	Microsoft Excel (52)
Treatment Planning (361)	Compassion (230)	Microsoft Outlook (46)
Vital Signs (354)	Interpersonal Communications (230)	Document-Oriented Databases (22)
Substance Abuse (290)	Ethical Standards And Conduct (227)	Microsoft PowerPoint (11)
Nursing (271)	Coordinating (194)	Spreadsheets (10)
Medical Records (270)	Operations (182)	Productivity Software (7)
Medication Administration (267)	Empathy (176)	Software Systems (7)

Educational Attainment

The Bureau of Labor Statistics (BLS) lists postsecondary non-degree as the typical entry-level education for *psychiatric technicians*.

The national-level educational attainment data indicates that 39% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 11 shows the educational attainment for this occupation.

Exhibit 11: National-level Educational Attainment for Occupations



Requested Minimum Education Requirement

In Los Angeles and Orange Counties, 60% (989) of job postings for *psychiatric technicians* included a stated minimum education requirement:

- 91% (902) requested a high school diploma or associate degree.
- 7% (73) requested a bachelor's degree.

Educational Supply

The following supply tables display the total supply for *psychiatric technicians* that align with these TOP and CIP codes and program needs.

Community College Supply

Exhibit 12 shows the three-year average number of awards conferred by community colleges in the related TOP code:

- Psychiatric Technician (1239.00)

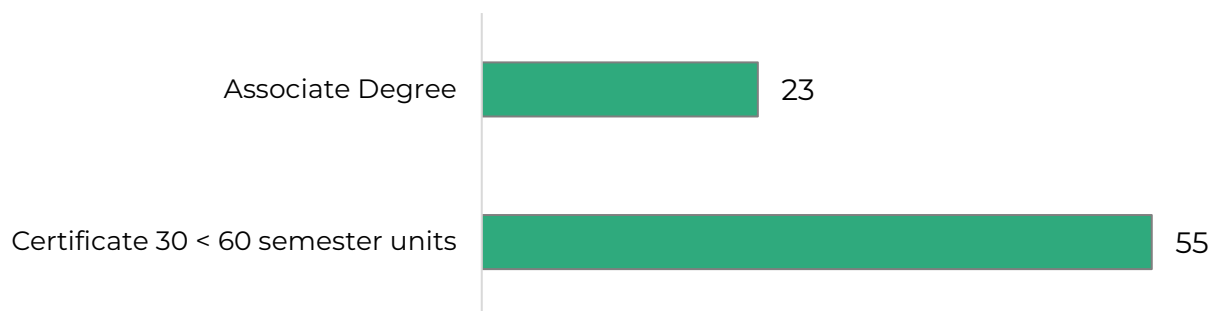
The colleges with the most completions in the region are Cypress (40), followed by Mount San Antonio (37). Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 12: Regional Community College Awards (Certificates and Degrees), 2021-2024

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1239.00	Psychiatric Technician	Mt San Antonio	32	41	39	37
		LA Subtotal	32	41	39	37
		Cypress	33	53	35	40
		OC Subtotal	33	53	35	40
Supply Subtotal/Average			65	94	74	78
Supply Total/Average			65	94	74	78

Exhibit 13 shows the annual average community college awards by type from 2021-22 to 2023-24. The plurality of the awards are for certificate between 30 to 60 semester units, followed by associate degrees.

Exhibit 13: Annual Average Community College Awards by Type, 2021-2024



Community College Student Outcomes

Exhibit 14 shows the Strong Workforce Program (SWP) metrics for psychiatric technician programs in the Coast Community College District (CCCD), the Orange County Region, and California. There were no enrollments in psychiatric technician programs at CCCD. Student outcomes data is available only at statewide and regional levels. Students who exited psychiatric technician programs in Orange County had lower annual earnings after exiting their programs (\$38,076 or \$18.31 per hour) compared to all psychiatric technician students in the state of California (\$59,492 or \$28.60 per hour).

Exhibit 14: Psychiatric Technician (1239.00) Strong Workforce Program Metrics, 2021-24⁴

SWP Metric	CCCD	OC Region	California
SWP Students	0	67	726
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	0	66%	71%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	0	Insufficient Data	28%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	0	25	235
SWP Students Who Transferred to a Four-Year Postsecondary Institution (2022-23)	0	0	Insufficient Data
SWP Students with a Job Closely Related to Their Field of Study (2021-22)	0	Insufficient Data	91%
Median Annual Earnings for SWP Exiting Students (2022-23)	0	\$38,076 (\$18.31)	\$59,492 (\$28.60)
Median Change in Earnings for SWP Exiting Students (2022-23)	0	Insufficient Data	80%
SWP Exiting Students Who Attained the Living Wage (2022-23)	0	Insufficient Data	66%

⁴ All SWP metrics are for 2023-24 unless otherwise noted.

Non-Community College Supply

To comprehensively analyze the regional supply, it is crucial to include data from other institutions offering psychiatric technician programs. Exhibit 15 displays the annual and three-year average awards granted by these institutions under the related Classification of Instructional Programs (CIP) code: Psychiatric/Mental Health Services Technician (51.1502).

The available data covers 2020 to 2023. During this period, non-community college institutions in the region conferred an average of 15 awards annually in related program.

Exhibit 15: Regional Non-Community College Awards, 2020-2023

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.1502	Psychiatric/Mental Health Services Technician	Hacienda La Puente Adult Education	5	7	3	5
		InterCoast Colleges-West Covina	12	7	12	10
		InterCoast Colleges-Santa Ana	0	0	0	0
Supply Total/Average			17	14	15	15

Regional Demographics

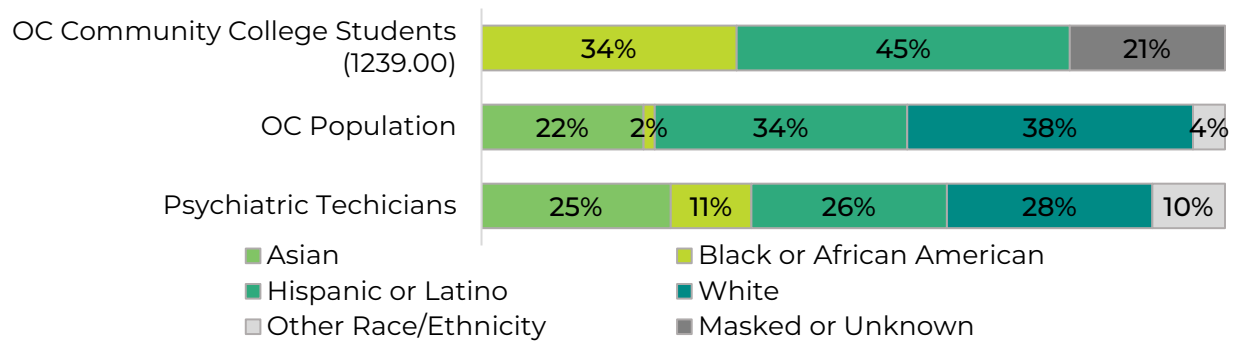
The following section presents occupational, community college program, and population demographic data for Orange County. This comparison can help identify possible equity gaps between the local workforce and the student pipeline who are preparing for this occupation. These insights can inform program development, outreach, and support strategies to better align community college programs with current labor market needs.

Ethnicity

Exhibit 16 compares the ethnicity of Orange County community college students enrolled in psychiatric technician programs, the overall Orange County population, and occupation-specific data for *psychiatric technicians* included in this report.

Although Black or African Americans represent a little over a third (34%) of students enrolled in psychiatric technician programs, they make up only 11% of the *psychiatric technicians* workforce. Additionally, Asian individuals make up none of the student enrollments in these programs whereas Hispanic or Latino students make up 45%. This points to possible entry and completion disparities within psychiatric technician programs. However, 21% of psychiatric technician students are masked or unknown, limiting the ability to fully assess race and ethnic representation in these programs.

Exhibit 16: Program and County Demographics by Ethnicity

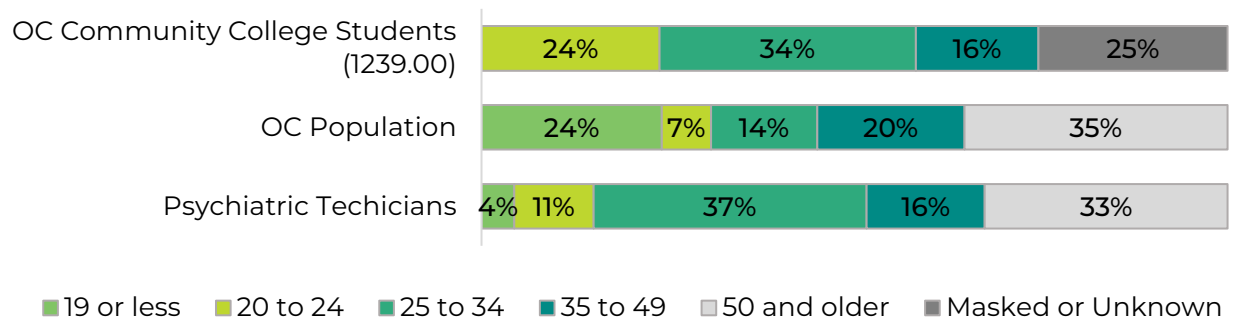


Age

Exhibit 17 compares the age of Orange County community college students enrolled in psychiatric technician programs, the overall Orange County population, and occupation-specific data for *psychiatric technicians*.

Over half of *psychiatric technicians* are between the ages of 25 and 49 (51%), which is similar to the number of students enrolled in psychiatric technician programs (53%). However, while students ages 20 to 24 make up 24% of program enrollments, they only represent 11% of those currently working in the field. This suggests that this profession is attracting a fair amount of younger entrants while the workforce is predominately aging. However, 25% of psychiatric technician students are masked or unknown, limiting the ability to fully assess age representation in these programs.

Exhibit 17: Program and County Demographics by Age

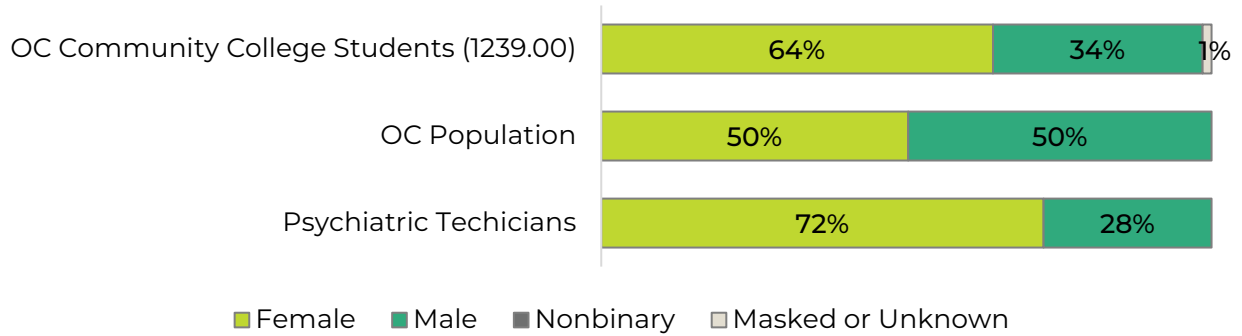


Sex

Exhibit 18 compares the sex of Orange County community college students enrolled in psychiatric technician programs, the overall Orange County population, and occupation-specific data for *psychiatric technicians*.

Although the gender distribution in the general population is relatively balanced, women make up the majority of program enrollments (64%) and the workforce (72%), indicating potential gender biases in who seeks out these programs, and who gets hired.

Exhibit 18: Program and County Demographics by Sex



Appendix A: Methodology

OC COE prepared this report by analyzing occupational and educational program data. Occupational data comes from Lightcast, a labor market analytics firm which compiles information from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS), and other agencies. Analysis of emerging occupations is predicated on online job postings data combined with Occupational Information Network (O*NET) profile descriptions. Program supply data was sourced from the California Community Colleges Chancellor's Office Data Mart (MIS Data Mart) (datamart.cccco.edu) and the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS, which was integrated into the COE's Supply Table. (IPEDS).

Using a TOP-SOC crosswalk, the OC COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that have an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The OC COE determined labor market supply for each occupation (SOC code) by analyzing the number of 3-year average program completers or awards in related TOP and CIP codes. TOP code data comes from MIS Data Mart and CIP code data comes from the IPEDS. The TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education throughout the United States and Canada. The California Community Colleges are the only system that use TOP codes.

The analysis reflects labor market demand for occupations closely related to the proposed program as expressed by the requesting college in consultation with the OC COE. assess current and projected employment based on data trends for detailed occupations, as well as annual average awards granted by regional postsecondary educational institutions. Real-time labor market information (online job postings) assesses employer preferences but cannot be used to measure the quantity of open positions, number of jobs, or annual openings.

All findings are based on the most current available data and a combination of primary and secondary sources. While care was taken to ensure accuracy, the OC COE, its host district, and the California Community Colleges Chancellor's Office are not responsible for individual decisions made based on this report.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional and real-time labor market information are captured using data from Lightcast (v.2025.4), a labor market analytics firm.
Living Wage	Per the CCCC's this report's endorsement criteria uses the University of Washington's Center for Women's Welfare Self-Sufficiency Standard last updated in March 2024, which is \$27.13 per hour (\$57,294 annually) in Orange County. The MIT Living Wage , updated on February 15, 2026, is a nationally recognized living wage metric and is provided for reference. The current MIT Living Wage in Orange County is \$36.53.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data.
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations.
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions).
Student Metrics and Demographics	Data Vista (v.2.0), a statewide data system supported by the California Community Colleges Chancellor's Office provides data on progress, success, employment, and earnings outcomes for California community college students.
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. Data is sourced from IPUMS USA , a database providing access to ACS and other Census Bureau data products.

For more information, please contact the Orange County Center of Excellence:

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February 2026



FOR LABOR MARKET RESEARCH

ORANGE COUNTY