







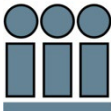


# Pharmacy Technicians

## Labor Market Analysis: Imperial County

March 2023

### Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 <p><b>Do Not Proceed with New Program</b></p>	 	 	<ul style="list-style-type: none"> <li><input type="checkbox"/> Bachelor's Degree<sup>+</sup></li> <li><input type="checkbox"/> Associate Degree</li> <li><input type="checkbox"/> Some College or Certificate</li> <li><input checked="" type="checkbox"/> HS Diploma or Equivalent</li> <li><input type="checkbox"/> Less than a HS Diploma</li> <li><input type="checkbox"/> Apprenticeship</li> </ul>
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	<p style="text-align: center;"><b>MEDIUM</b></p> 	<p style="text-align: center;"><b>HIGH</b></p> 	

The Center of Excellence (COE) for the San Diego and Imperial Counties Community Colleges developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Pharmacy Technicians* in Imperial County have a labor market demand of 18 annual job openings (while average demand for a single occupation in Imperial County is 14 annual job openings), and one educational institution in Imperial County supplies 27 awards for this occupation, suggesting that supply is met in the labor market. Entry-level and median wages are above the living wage for this occupation. This brief recommends that the colleges do not proceed with developing a **new** program for this occupation but supports a program modification because 1) entry-level and median earnings are above the living wage; and 2) supply is met by the awards from Imperial Valley College.

## Introduction

This report provides labor market information in Imperial County for the following occupational code in the Standard Occupational Classification (SOC)<sup>1</sup> system:

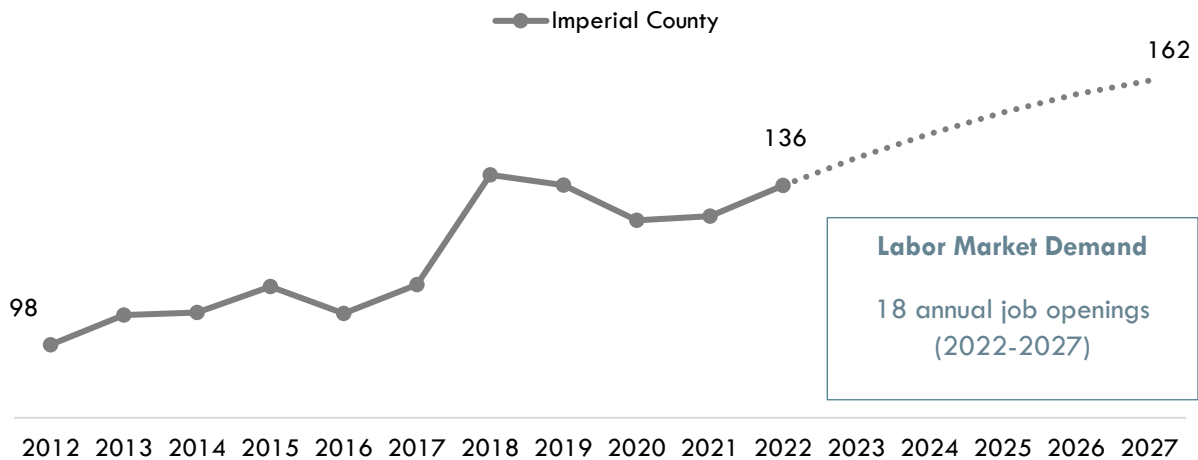
**Pharmacy Technicians (SOC 29-2052):** Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders. Sample reported job titles include:

- Accredited Pharmacy Technician
- Pharmacy Laboratory Technician
- Pharmacy Technologist
- Pharmacist Assistant
- Certified Pharmacy Technician
- Registered Pharmacy Technician
- Compounding Technician
- Chemotherapy Pharmacy Technician

## Projected Occupational Demand

Between 2022 and 2027, *Pharmacy Technicians* are projected to increase by 26 net jobs or 19 percent (Exhibit 1). Employers in Imperial County will need to hire 18 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

**Exhibit 1: Number of Jobs for *Pharmacy Technicians* (2012-2027)<sup>2</sup>**



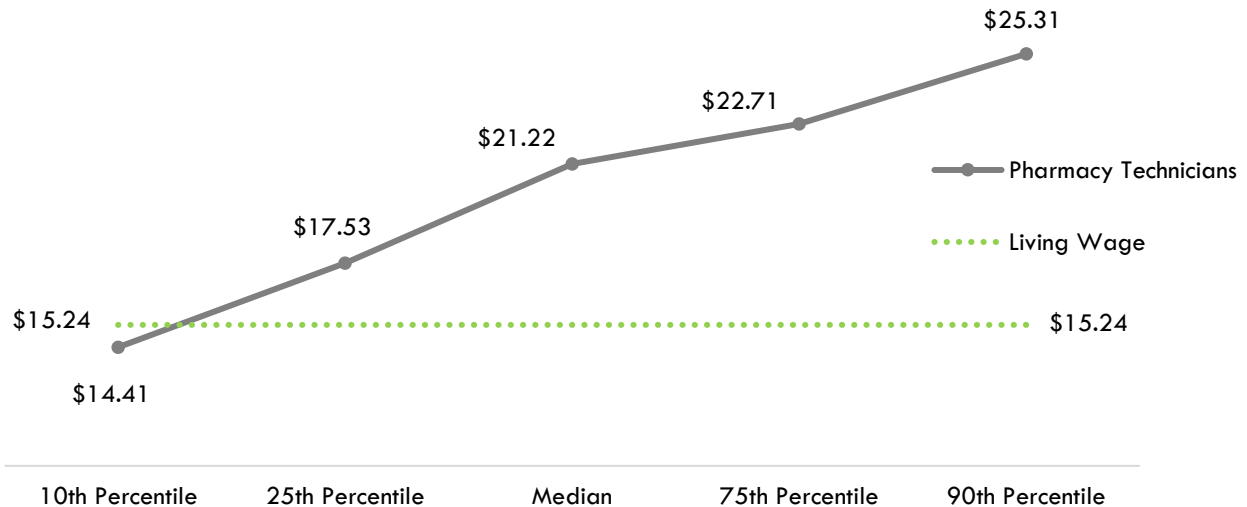
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

<sup>2</sup> LIGHTCAST 2023.01; QCEW, Non-QCEW, Self-Employed.

## Earnings

*Pharmacy Technicians* receive entry-level hourly earnings of **\$17.53**; this is above than the living wage for a household of two adults and two school-age children in Imperial County, which is **\$15.24** per hour (Exhibit 2).<sup>3</sup>

**Exhibit 2: Hourly Earnings<sup>4</sup> for *Pharmacy Technicians* in Imperial County<sup>5</sup>**



## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.<sup>6</sup> There is **one** TOP code and **two** CIP codes related to *Pharmacy Technicians* (Exhibit 3).

**Exhibit 3: Related TOP and CIP Codes for *Pharmacy Technicians***

TOP or CIP Code	TOP or CIP Program Title
TOP 1221.00	Pharmacy Technology
CIP 51.0805	Pharmacy Technician/Assistant
CIP 51.2008	Clinical, Hospital, and Managed Care Pharmacy

<sup>3</sup> "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. [insightccd.org/family-needs-calculator/](https://insightccd.org/family-needs-calculator/).

<sup>4</sup> 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

<sup>5</sup> LIGHTCAST 2023.01; QCEW, Non-QCEW, Self-Employed.

<sup>6</sup> TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](https://datamart.cccco.edu)) and CIP data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](https://nces.ed.gov/ipeds/use-the-data)).

According to TOP data, **one** community college supplies the region with awards for this occupation: **Imperial Valley College**. According to CIP data, **no** non-community-college institution supplies the region with awards (Exhibit 4).

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2017-18 through Program Year 2020-21 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY18-19 to PY20-21)	Other Educational Institutions 3-Yr Annual Average Awards (PY17-18 to PY19-20)	3-Yr Total Average Supply (PY17-18 to PY20-21)
1221.00	Pharmacy Technology	<b>27</b>	<b>0</b>	<b>27</b>
	• Imperial Valley	27	0	
			<b>Total</b>	<b>27</b>

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>7</sup> suggests that **supply is met** for this occupation in Imperial County, with **18** annual openings and **27** awards. Comparatively, there are **4,110** annual openings in California and **1,595** awards, suggesting that there is a supply gap across the state<sup>8</sup> (Exhibit 5).

**Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)**

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
Imperial	18	27	<b>-9</b>
California	4,110	1,595	<b>2,515</b>

**Please note:** This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

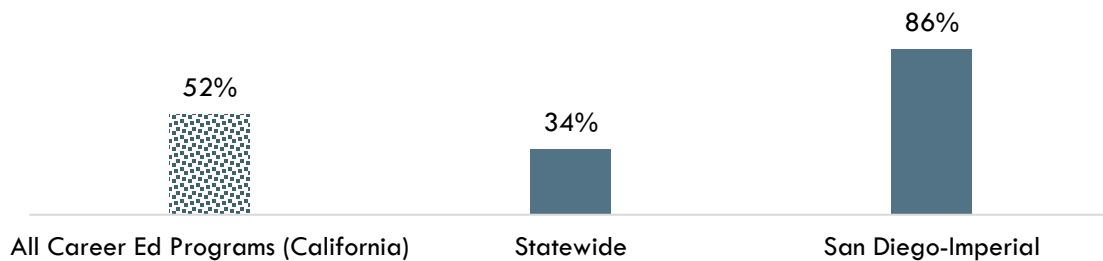
<sup>7</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>8</sup> "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/our-resources.

## Student Outcomes and Regional Comparisons

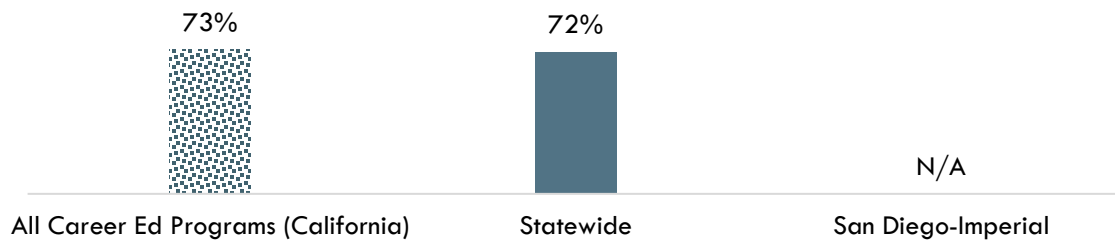
According to the California Community Colleges LaunchBoard, 86 percent of students in the San Diego-Imperial region earned a living wage after completing a Pharmacy Technology (TOP 1221.00) program, compared to 34 percent statewide and 52 percent of students in Career Education programs in general across the state (Exhibit 6a).<sup>9</sup>

**Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program  
(Pharmacy Technology, PY2019-20)<sup>10</sup>**



According to the California Community Colleges LaunchBoard, 72 percent of students statewide obtained a job closely related to their field of study after completing a Pharmacy Technology (TOP 1221.00) program, compared to 73 percent of students in Career Education programs in general across the state (Exhibit 6b).<sup>11</sup>

**Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program  
(Pharmacy Technology, PY2018-19)<sup>12</sup>**



"N/A" indicates insufficient data

<sup>9</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>10</sup> Most recent year with available data is Program Year 2019-20. Among completers and skills builders who exited, the percentage of students who attained a living wage.

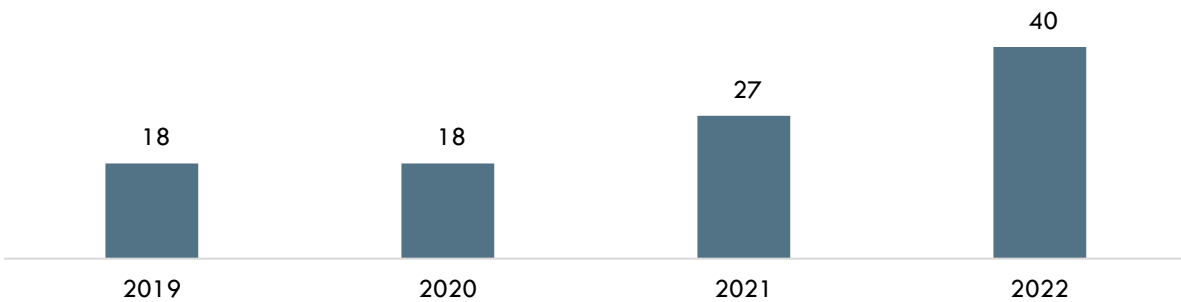
<sup>11</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>12</sup> Most recent year with available data is Program Year 2018-19. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

## Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2019 and 2022, there was an average of 26 online job posting per year for *Pharmacy Technicians* in Imperial County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). While this brief includes online jobs postings data to help with curriculum development, the community colleges should note that this type of data is impacted by several variables: employers may post a position multiple times to increase the pool of applicants; a job posting can remain posted after a business decides not to fill a position; or an employer may use one posting to fill multiple positions, for example.

**Exhibit 7: Number of Online Job Postings for *Pharmacy Technicians* in Imperial County (2019-2022)<sup>13</sup>**



<sup>13</sup> Lightcast; "Job Posting Analytics." 2018-2021.

## Top Employers

Between January 1, 2020 and December 31, 2022, the top five employers in Imperial County for *Pharmacy Technicians* were *CVS Health, Walmart, Walgreens Boots Alliance, El Centro Regional Medical Center, and Pioneers Memorial Healthcare District* based on online job postings (Exhibit 8).

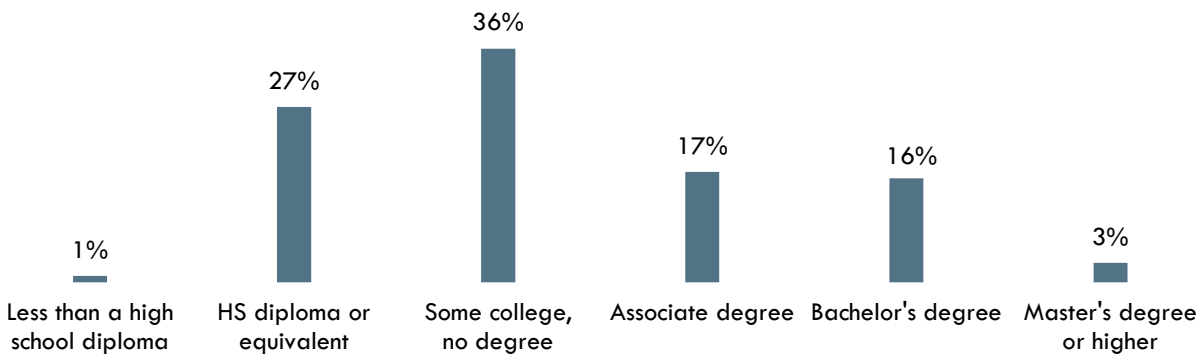
**Exhibit 8: Top Employers for *Pharmacy Technicians* in Imperial County<sup>14</sup>**

Top Employers	
<ul style="list-style-type: none"> <li>• CVS Health</li> <li>• Walmart</li> <li>• Walgreens Boots Alliance</li> <li>• El Centro Regional Medical Center</li> <li>• Pioneers Memorial Healthcare District</li> </ul>	<ul style="list-style-type: none"> <li>• Rite Aid</li> <li>• CIBC</li> <li>• State of California</li> <li>• Indian Health Service</li> <li>• California Correctional Health Care Services</li> </ul>

## Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for the occupation found currently in the national labor force is *some college, no degree*. The typical entry-level education is a *high school diploma or equivalent*.<sup>15</sup>

**Exhibit 9: National Educational Attainment of *Pharmacy Technicians*<sup>16</sup>**



\*may not total 100 percent due to rounding

<sup>14</sup> Lightcast; "Job Posting Analytics." 2020-2022.

<sup>15</sup> Lightcast 2023.01; QCEW, Non-QCEW, Self-Employed.

<sup>16</sup> "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 8, 2022. [bls.gov/emp/tables/educational-attainment.htm](https://bls.gov/emp/tables/educational-attainment.htm).

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2020 and December 31, 2022.

**Exhibit 10: Top Skills for *Pharmacy Technicians* in Imperial County<sup>17</sup>**

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>• Medical Prescription</li> <li>• Pharmaceuticals</li> <li>• Pharmacist Assistance</li> <li>• Medical Privacy</li> <li>• Asset Protection</li> <li>• State Laws</li> <li>• Pharmacy Operations</li> <li>• Cash Register</li> <li>• Patient Safety</li> <li>• Operational Excellence</li> <li>• Medication Dispensation</li> <li>• Vaccination Administration</li> <li>• Inventory Control</li> <li>• Narcotics</li> <li>• Inventory Management</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Service</li> <li>• Compassion</li> <li>• Ethical Standards and Conduct</li> <li>• Clerical Works</li> <li>• Communications</li> <li>• Mathematics</li> <li>• Operations</li> <li>• Mental Concentration</li> <li>• Verbal Communication Skills</li> <li>• Computer Terminals</li> <li>• Packaging And Labeling</li> <li>• Transcribing</li> <li>• Typing</li> <li>• Coordinating</li> <li>• Management</li> </ul>	<ul style="list-style-type: none"> <li>• IBM WebSphere MQ</li> </ul>

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<sup>17</sup> Lightcast; "Job Posting Analytics." 2020-2022.



Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2020 and December 31, 2022.

**Exhibit 11: Top Certifications for *Pharmacy Technicians* in Imperial County<sup>18</sup>**

Top Certifications in Online Job Postings

1. Certified Pharmacy Technician
  2. Cardiopulmonary Resuscitation (CPR) Certification
  3. Basic Life Support (BLS) Certification
  4. Security Clearance
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<sup>18</sup> Lightcast; "Job Posting Analytics." 2020-2022.

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### Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.