C·O·E CENTERS OF EXCELLENCE FOR LABOR MARKET RESEARCH

Psychiatric Technicians

Labor Market Analysis: Imperial County

April 2023

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
🟠 **Proceed with Caution**	☑ ☒	☑ ☒	☐ Bachelor's Degree+ ☐ Associate Degree ☑ Some College or Certificate ☐ HS Diploma or Equivalent ☐ Less than a HS Diploma ☐ Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
☑ ☒	LOW	LOW	

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, *Psychiatric Technicians* in Imperial County have a labor market demand of two annual job openings (while average demand for a single occupation in Imperial County is 14 annual job openings), and no educational institution in Imperial County supplies awards for this occupation, suggesting that a small supply gap exists in the labor market. Entry-level and median wages are above the living wage for this occupation This brief recommends to proceeding with caution when developing a new program but supports a program modification because although 1) entry-level and median earnings are above the living wage; 2) only a small supply gap exists.

Introduction

This report provides labor market information in Imperial County for the following occupational code in the Standard Occupational Classification (SOC)[1] system:

Psychiatric Technicians (SOC 29-2053): Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patient's 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 reported job titles include:
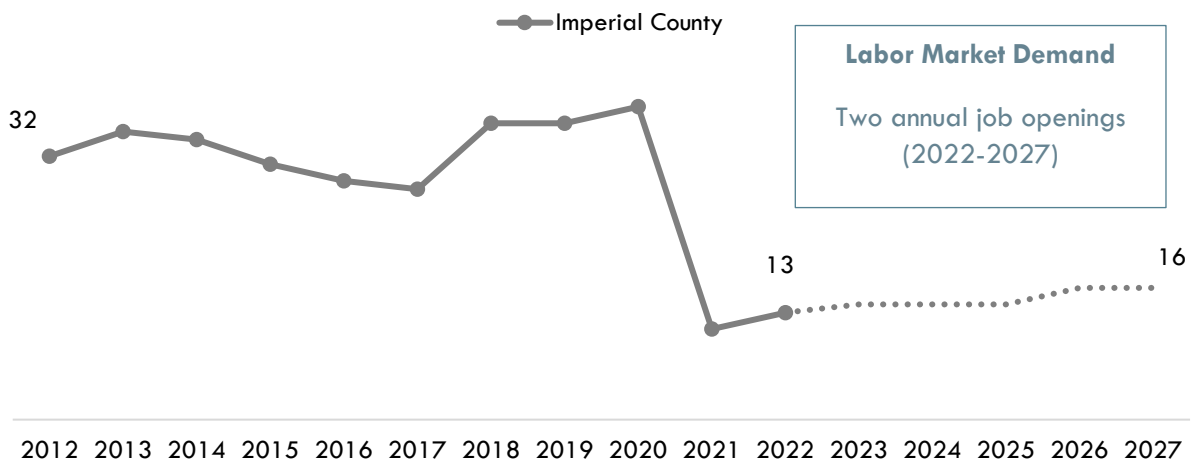
- Mental Health Technician
- Behavioral Health Technician
- Rehabilitation Technician
- Psychiatric Assistant
- Mental Health Worker

- Support Team Member
- Residential Aide
- Psychology Associate
- Patient Care Specialist

Projected Occupational Demand

Between 2022 and 2027, *Psychiatric Technicians* are projected to increase by three net jobs or 23 percent (Exhibit 1). Employers in Imperial County will need to hire two 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 *Psychiatric Technicians* (2012-2027)[2]

Imperial County

Labor Market Demand

Two annual job openings (2022-2027)

32

13

16

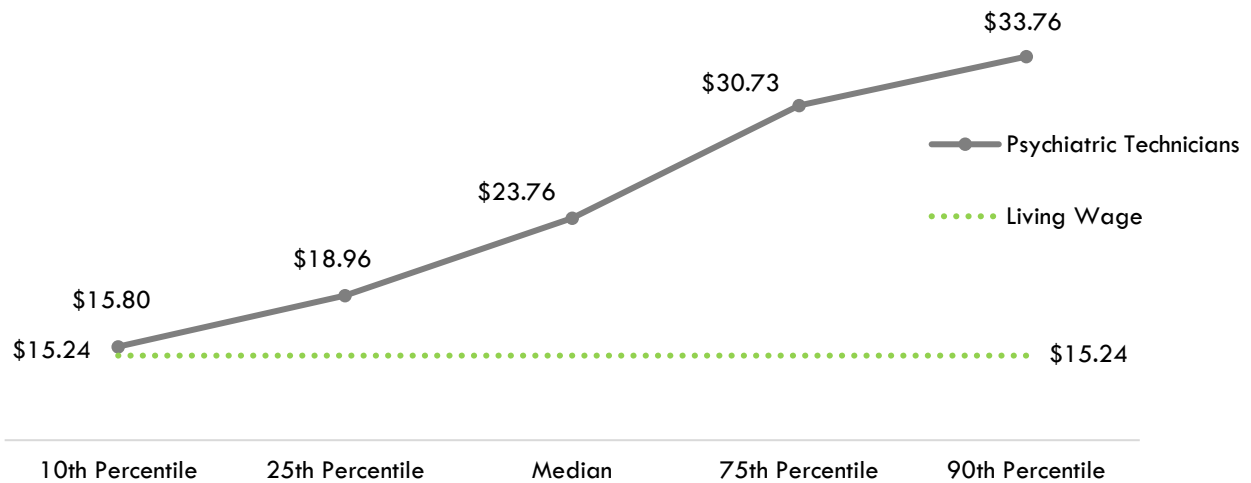2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027

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[1] 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.
[2] LIGHTCAST 2023.01; QCEW, Non-QCEW, Self-Employed.

Earnings

Psychiatric Technicians receive entry-level hourly earnings of $18.96; this is above 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).[3]

Exhibit 2: Hourly Earnings[4] for *Psychiatric Technicians* in Imperial County[5]

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.[6] There is one TOP code and one CIP code related to *Psychiatric Technicians* (Exhibit 3).

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

TOP or CIP Code	TOP or CIP Program Title
TOP 1239.00	Psychiatric Technician
CIP 51.1502	Psychiatric/Mental Health Services Technician

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

[4] 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.

[5] LIGHTCAST 2023.01; QCEW, Non-QCEW, Self-Employed.

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

According to TOP data, no community college or non-community college supplies the region with awards for this occupation (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)
1239.00	Psychiatric Technician	0	0	0
			Total	**0**

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply[7] suggests a small supply gap exists for this occupation in Imperial County, with two annual openings and zero awards. Comparatively, there are 1,167 annual openings in California and 515 awards, suggesting that there is a supply gap across the state[8] (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	2	0	**2**
California	1,167	515	**652**

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.
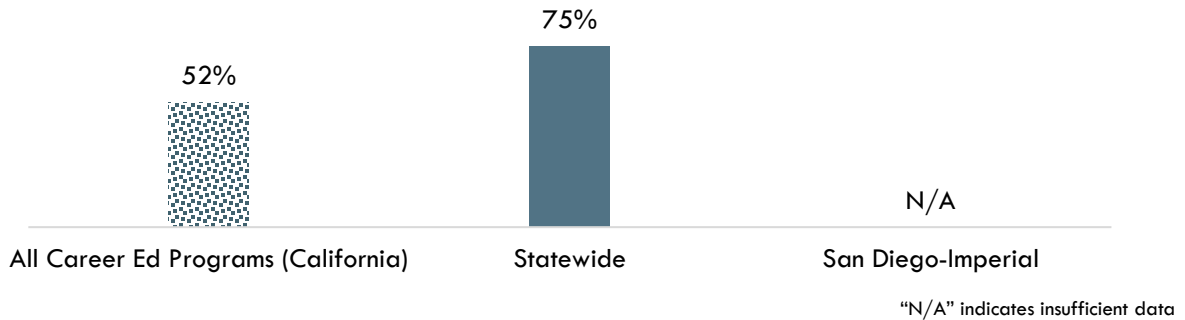
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[7] Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.
[8] "Supply and Demand," Centers of Excellence Student Outcomes, coeccc.net/our-resources.
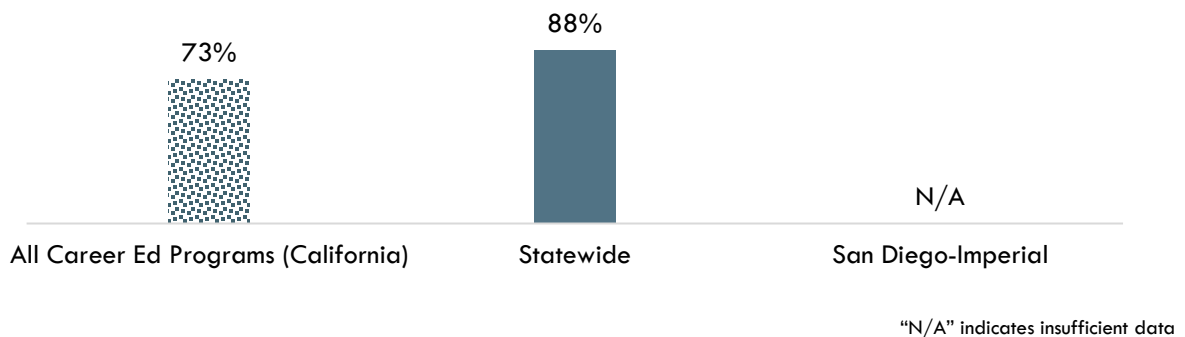
Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 75 percent of students statewide earned a living wage after completing a Psychiatric Technician (TOP 1239.00) program, compared to 52 percent of students in Career Education programs in general across the state (Exhibit 6a).[9]

Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program (Psychiatric Technician, PY2019-20)[10]

All Career Ed Programs (California)	Statewide	San Diego-Imperial
52%	75%	N/A

"N/A" indicates insufficient data

According to the California Community Colleges LaunchBoard, 88 percent of students statewide obtained a job closely related to their field of study after completing a Psychiatric Technician (TOP 1239.00) program, compared to 73 percent of students in Career Education programs in general across the state (Exhibit 6b).[11]

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program (Psychiatric Technician, PY2018-19)[12]

All Career Ed Programs (California)	Statewide	San Diego-Imperial
73%	88%	N/A

"N/A" indicates insufficient data

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[9] "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.
[10] 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.
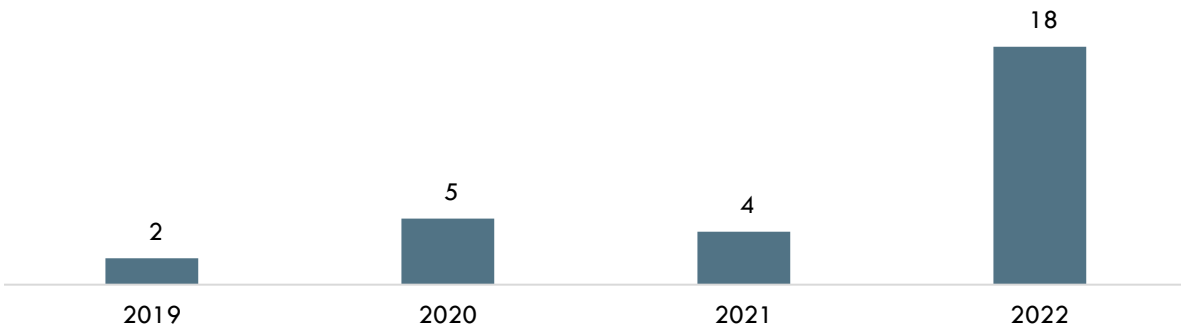[11] "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.
[12] Most recent year with available data is Program Year 2018-19. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the 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 seven online job posting per year for *Psychiatric 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 *Psychiatric Technicians* in Imperial County (2019-2022)[13]

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[13] Lightcast; "Job Posting Analytics." 2018-2021.

Top Employers

Between January 1, 2020 and December 31, 2022, the top five employers in Imperial County for *Psychiatric Technicians* were State of California, County Imperial, Body Fit Plus, Wellpath, and California Correctional Health Care Services based on online job postings (Exhibit 8).
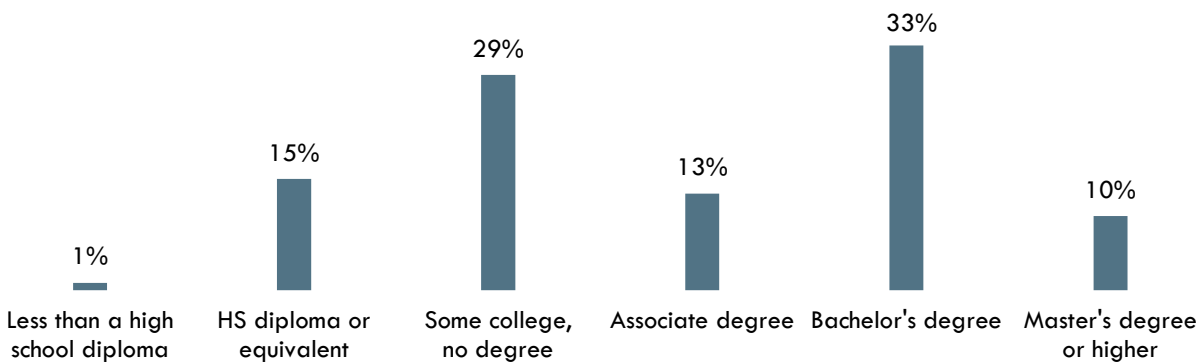
Exhibit 8: Top Employers for *Psychiatric Technicians* in Imperial County[14]

Top Employers
• State of California   • Evolve Healthcare
• County Imperial
• Body Fit Plus
• Wellpath
• California Correctional Health Care Services

Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for the occupation found currently in the national labor force is between some college, no degree and a bachelor's degree. The typical entry-level education is a postsecondary non-degree award.[15]

Exhibit 9: National Educational Attainment of *Psychiatric Technicians*[16]

Less than a high school diploma	HS diploma or equivalent	Some college, no degree	Associate degree	Bachelor's degree	Master's degree or higher
1%	15%	29%	13%	33%	10%

*may not total 100 percent due to rounding

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[14] Lightcast; "Job Posting Analytics." 2020-2022.
[15] Lightcast 2023.01; QCEW, Non-QCEW, Self-Employed.
[16] "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.

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 *Psychiatric Technicians* in Imperial County[17]

Specialized Skills	Soft Skills	Software Skills
• Psychiatry • Nursing • Mental Health • Psychiatric And Mental Health Nursing • Medication Administration • Rehabilitation • Community Reintegration • Restorative Justice • Treatment Planning • Nursing Care • Adverse Drug Reactions • Intravenous Therapy • IBM WebSphere MQ • Criminal Corrections • Appeals	• Communications • Training And Development • Operations • Planning • Incident Reporting • Coordinating • Advocacy • First Aid • Problem Solving • Rapport Building • Management	• IBM WebSphere MQ

[17] 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 *Psychiatric Technicians* in Imperial County[18]

Top Certifications in Online Job Postings
1. Basic Life Support (BLS) Certification
2. Cardiopulmonary Resuscitation (CPR) Certification

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[18] Lightcast; "Job Posting Analytics." 2020-2022.

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