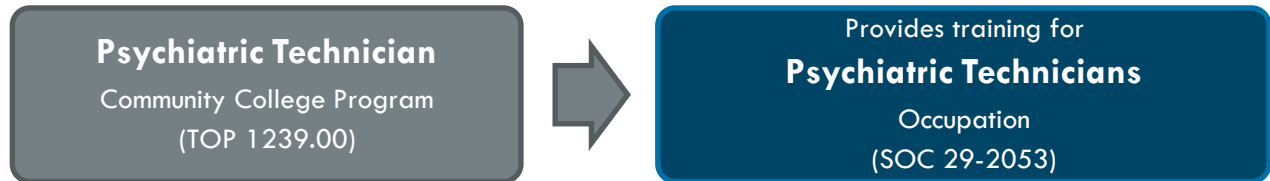


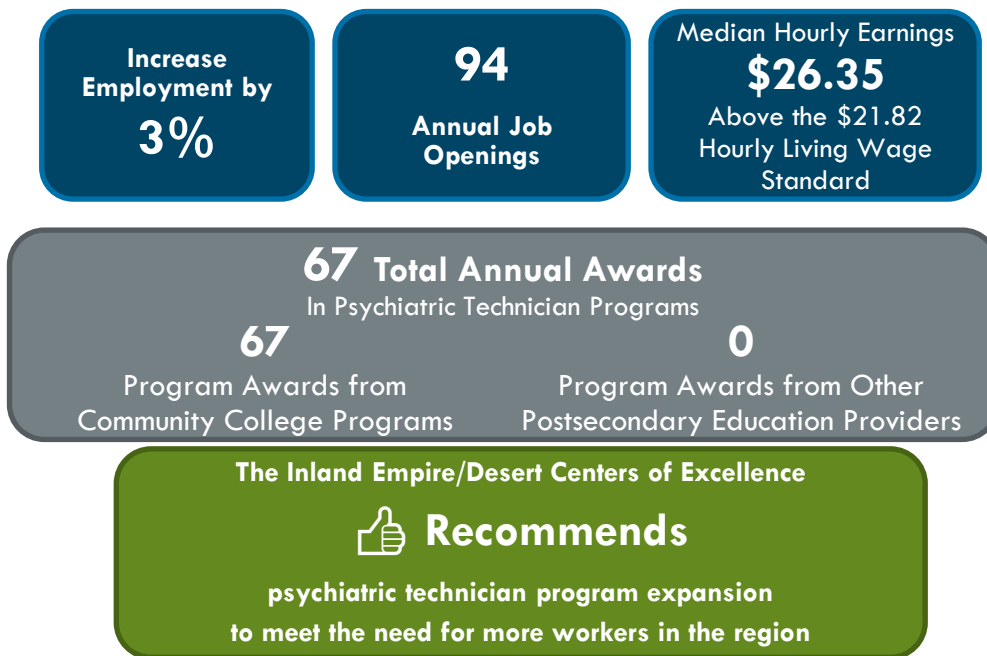
Psychiatric Technician

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

Summary



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



Introduction

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 healthcare settings specific to the licensure examination (Taxonomy of Programs, 2012). The knowledge, skills, and abilities trained by psychiatric technician programs lead to employment as psychiatric technicians.

This report contains employment demand for psychiatric technicians in the combined San Diego County and Imperial County area, further referred to as the San Diego/Imperial Region. However, this report’s recommendation concerns the educational supply and employment demand in the Inland Empire/Desert Region.

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 (BHT), 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%

Job Counts and Projections

In 2021, there were 930 psychiatric technician jobs in the Inland Empire/Desert Region. Regional employment for this occupation is projected to increase by 3% through 2026; 94 job openings are projected annually. Current and projected employment for psychiatric technicians is greater Inland Empire/Desert Region than in the San Diego/Imperial Region. Over the next five years, the San Diego/Imperial Region is projected to have 81 annual job openings, increasing employment by 28%. 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 local region and the San Diego/Imperial Region.

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

Region	2021 Jobs	2026 Jobs	5-Yr % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert Region	930	956	3%	468	94	12%
San Diego/Imperial Region	531	683	28%	403	81	9%
Total	1,461	1,638	12%	871	174	11%

Source: Lightcast 2023.1

An online job ad search for psychiatric technicians was conducted to reveal the employers seeking these workers, including the median posting duration, earnings information, and in-demand skills. Over the last 12 months, there were 242 job ads for psychiatric technicians in the Inland Empire/Desert Region and 241 job ads listed in the San Diego/Imperial Region.

On average, regional employers kept online job ads for psychiatric technicians open for 29 days. The average regional online job is open for 28 days, indicating that employers face similar challenges filling psychiatric technician positions as other jobs.

Exhibit 2. Job ads and posting duration, Inland Empire/Desert Region and San Diego/Imperial Region, May 2022 through April 2023

Region	Job Ads	Median Posting Duration (Days)
Inland Empire/Desert Region	242	29
San Diego/Imperial Region	241	28

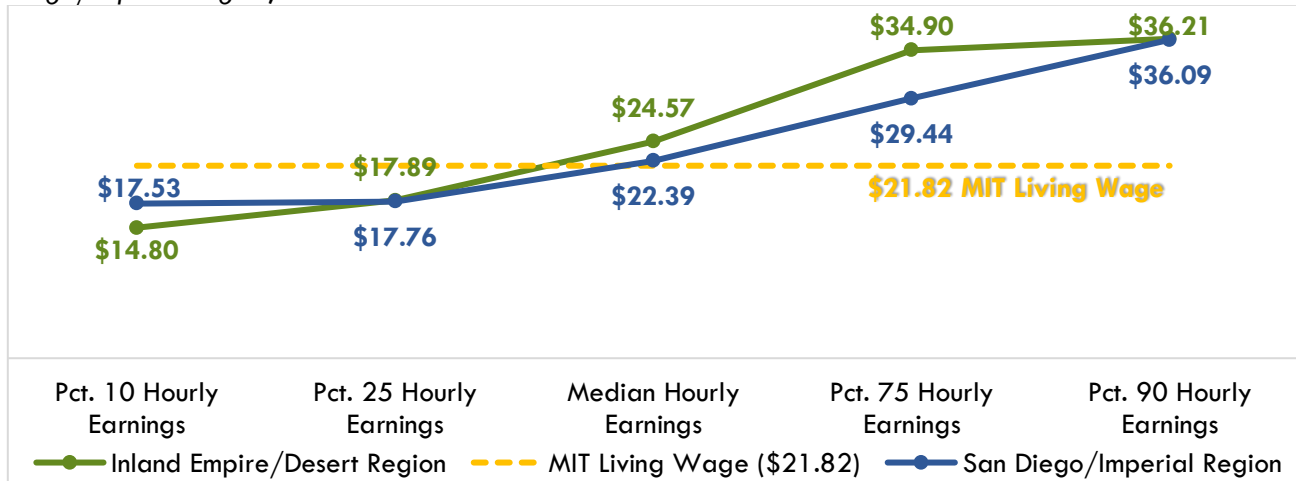
Source: Lightcast 2023.1

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 to be self-sufficient in California (Glasmeier, 2023).

Exhibit 3 displays the hourly earnings for psychiatric technicians in the local and San Diego/Imperial regions. The median hourly rate for psychiatric technicians is \$24.57 per hour in the Inland Empire/Desert Region, above the living wage standard, indicating that at least the top 50% of workers earn a living wage. Except for the 10th percentile, the hourly earnings for psychiatric technicians in the San Diego/Imperial Region are below the hourly earnings in the Inland Empire/Desert Region at each percentile.

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

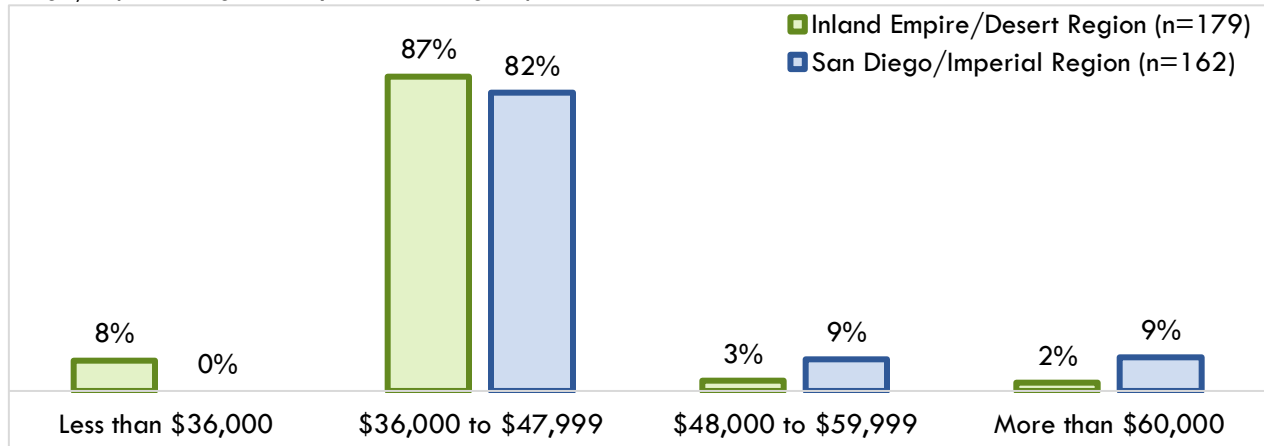


Source: Lightcast 2023.1

Advertised Salary from Online Job Ads

Exhibit 4 displays the online advertised salaries for psychiatric technicians over the last 12 months in the Inland Empire/Desert Region and San Diego/Imperial Region. Online job ad salary information reveals that employers are willing to pay psychiatric technicians an annual salary of \$42,494 or \$20.43 per hour in both regions, below the \$21.82 hourly living wage standard. Consider the salary information with caution since only 70% (341 of 483) of online job ads for this occupation provided salary information.

Exhibit 4. Online advertised salaries for psychiatric technicians, Inland Empire/Desert Region and San Diego/Imperial Region, May 2022 through April 2023



Source: Lightcast 2023.1

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

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

Exhibit 5. Job titles most frequently used in psychiatric technician job ads, Inland Empire/Desert Region and San Diego/Imperial Region, May 2022 through April 2023

Inland Empire/Desert Job Titles	Unique Job Ads	San Diego/Imperial Job Titles	Unique Job Ads
Behavior Technicians	100	Behavior Technicians	54
Behavioral Health Technicians	67	Behavioral Health Technicians	41
Mental Health Technicians	17	Mental Health Technicians	38
Behavioral Health Associates	16	Autism Behavior Technicians	25
Mental Health Workers	11	Behavioral Health Associates	24
Behavioral Technicians	10	Mental Health Workers	16
All other job titles	21	All other job titles	43
Total	242	Total	241

Source: Lightcast 2023.1

Exhibit 6 displays the employers posting the most job ads for psychiatric technicians during the last 12 months. Showing 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 Inland Empire/Desert Region. Roman Empire Agency posted the most job ads for psychiatric technicians in the San Diego/Imperial Region.

Exhibit 6. Employers posting the most job ads for psychiatric technicians, Inland Empire/Desert Region and San Diego/Imperial, May 2022 through April 2023

Inland Empire/Desert Top Employer	Unique Job Ads	San Diego/Imperial Top Employer	Unique Job Ads
Behavior Genius	39	Roman Empire ABA Services	12
Maxim Healthcare Services	27	Learn It Systems	11
Asteri Behavioral Treatment Center	10	Autism Spectrum Therapies	11
Center for Discovery	10	Lightfully Behavioral Health	10
Behavior and Education (BAE)	10	Center for Discovery	10
All other employers	146	All other employers	187
Total	242	Total	241

Source: Lightcast 2023.1

Exhibit 7 lists a sample of specialized and employability skills employers seek when seeking workers to fill psychiatric technician positions. Specialized skills are occupation-specific skills that employers request for industry or job competency. Common 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.

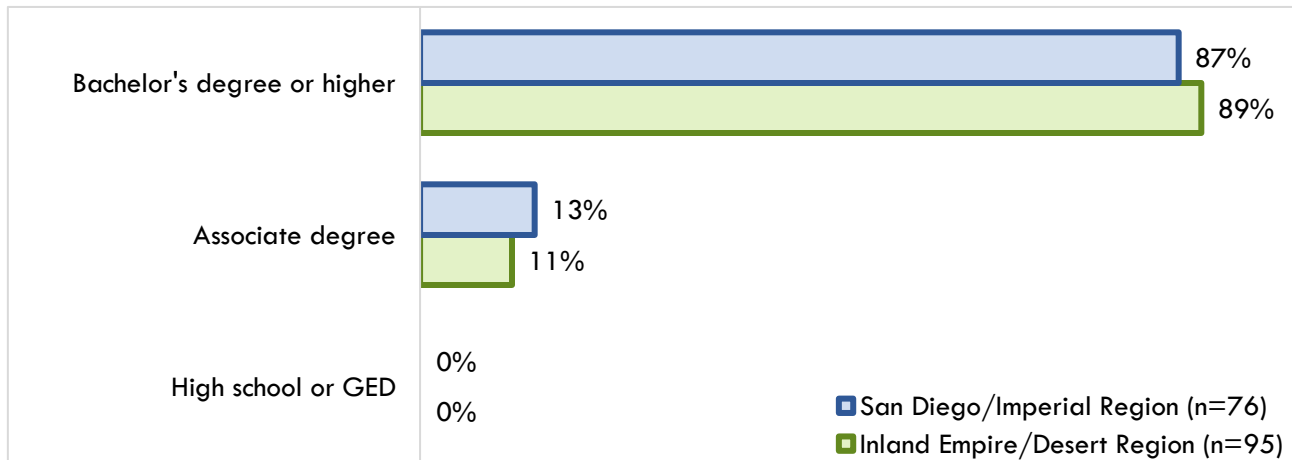
Exhibit 7. Sample of in-demand skills from employer job ads, Inland Empire/Desert Region and San Diego/Imperial Region, May 2022 through April 2023

Region	Specialized skills	Common skills
Inland Empire/Desert Region (n=242)	<ul style="list-style-type: none"> Autism Spectrum Disorders Developmental Disabilities Psychology Social Work Crisis Intervention Treatment Planning 	<ul style="list-style-type: none"> Communication Skills Problem-Solving Empathy Spanish Language Writing Time Management
San Diego/Imperial Region (n=241)	<ul style="list-style-type: none"> Behavioral Health Mental Health Psychology Autism Spectrum Disorders Life Skills Development Eating Disorder Treatment 	<ul style="list-style-type: none"> Communication Skills Management Teaching Strong Work Ethic Detail Oriented Problem-Solving

Source: Lightcast 2023.1

Exhibit 8 displays the minimum advertised education requirements for psychiatric technicians. According to the Bureau of Labor Statistics, 42% of incumbent workers in this field hold a community college-level of educational attainment; "some college, no degree," and an "associate degree." Most employers listing a minimum education level requested a candidate with a bachelor's degree.

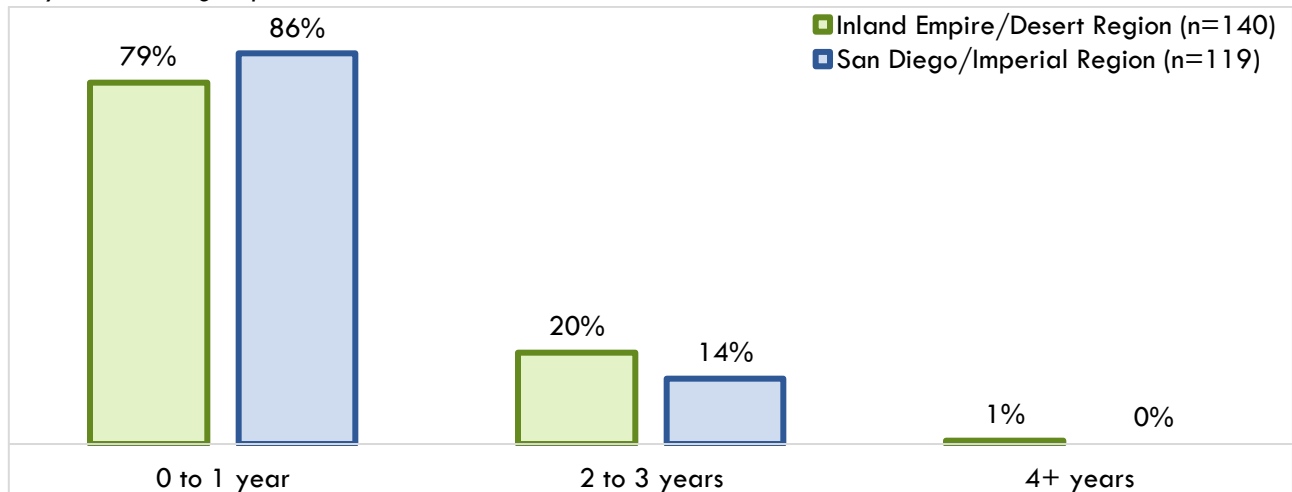
Exhibit 8. Minimum advertised education requirements, Inland Empire/Desert Region and San Diego/Imperial Region, May 2022 through April 2023



Source: Lightcast 2023.1

Exhibit 9 displays the work experience typically required from employer job ads for psychiatric technicians. Across both regions, most employers, 79% to 86%, sought candidates with zero to one year of previous work experience.

Exhibit 9. Real-time work experience requirements, Inland Empire/Desert Region and San Diego/Imperial Region, May 2022 through April 2023



Source: Lightcast 2023.1

Certifications

Exhibit 10 displays the certifications required by employers posting job ads for psychiatric technicians in both regions. 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, May 2022 through April 2023

Region	Certifications
Inland Empire/Desert Region (n=242)	<ul style="list-style-type: none"> • Driver's License • Cardiopulmonary Resuscitation (CPR) Certification • Board Certified Behavior Analyst (BCBA) • Registered Behavior Technician (RBT)
San Diego/Imperial Region (n=241)	<ul style="list-style-type: none"> • Driver's License • Registered Behavior Technician (RBT) • Board Certified Behavior Analyst (BCBA) • Cardiopulmonary Resuscitation (CPR) Certification

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 (2019-22). San Bernardino Valley College has issued 67 awards annually in its BVNPT-approved psychiatric technician program in the previous three academic years. 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 2019-20	Academic Year 2020-21	Academic Year 2021-22	Total CC Annual Average Awards, Academic Years 2019-22
San Bernardino Valley College (Psychiatric Technician)				67
Associate Degree	32	17	35	28
Certificate 30 < 60 semester units	39	41	38	39
Total	71	58	73	67

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.

Exhibit 12. 1239.00 – Psychiatric technician strong workforce program outcomes, Inland Empire/Desert Region, Academic Year 2019-2020 (Unless Noted)

Strong Workforce Program Metrics: 1239.00 – Psychiatric Technician	Inland Empire/Desert Region	California
Unduplicated count of enrolled students (2020-21)	97	903
Completed 9+ career education units in one year (2020-21)	93%	63%
Students who completed a noncredit CTE or workforce preparation course (2020-21)	93%	90%
Students who earned a degree, certificate, or attained apprenticeship (2020-21)	43	321
Transferred to a four-year institution (transfers)	-	19
Job closely related to the field of study (2018-19)	-	88%
Median annual earnings (all exiters)	\$66,144	\$52,020
Median change in earnings (all exiters)	240%	53%
Attained a living wage (completers and skills-builders)	88%	75%

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, located in Palm Desert, 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 (TOP 1239.00) programs prepare students for employment as psychiatric technicians. Psychiatric technicians are projected to have 94 annual job openings and increase employment by 3% in the Inland Empire/Desert Region over the next five years. The median hourly rate for psychiatric technicians is \$26.35 per hour, above the living wage standard, indicating that at least the top 50% of workers earn a living wage.

San Bernardino Valley College is the only community college in the region that offers a BVNPT-approved psychiatric technician (TOP 1239.00) program. In the previous three academic years, San Bernardino Valley College has issued 67 awards annually in its BVNPT-approved psychiatric technician program.

The Centers of Excellence recommends expanding psychiatric technician programs to meet the regional demand for psychiatric technicians. Colleges considering this program should partner with applicable employers to document their demand for psychiatric technicians and the skills and certifications needed for students to earn a living wage after exiting the program.

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June 2023

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Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2019 and 2022 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 is 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, 2023a). 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, 2023a).

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 collect 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) and San Diego/Imperial Region (San Diego and Imperial Counties combined)

Region	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
Inland Empire/Desert Region	930	26	3%	94	\$14.15 to \$36.22	\$26.35	\$54,500	Postsecondary nondegree award & One month	Less than five years
San Diego/Imperial Region	531	151	28%	81	\$17.53 to \$36.09	\$22.39	\$51,600	Postsecondary nondegree award & One month	Less than five years
Total	1,461	177	12%	174	-	-	-	-	-

Source: Lightcast 2023.1