

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

REGISTERED BEHAVIOR TECHNICIANS (RBTs) IN THE GREATER SACRAMENTO REGION

North (Greater Sacramento)
Center of Excellence

DECEMBER 2023

TABLE OF CONTENTS

Summary.....	3
Introduction.....	4
Occupational Demand.....	5
Wages.....	6
Job Postings.....	7
About Job Postings Analysis.....	7
Top Employers and Job Titles.....	7
Top Skills and Qualifications.....	9
Education and Training Requirements.....	11
About Registered Behavior Technicians.....	11
Educational Supply.....	13
Community College Supply.....	13
Other Postsecondary Supply.....	13
Findings.....	14
Recommendations.....	15
Appendix A. Methodology and Sources.....	16
Appendix B. Glossary.....	17

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SUMMARY

The North (Greater Sacramento) of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled careers in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is unmet by the supply from existing community college programs and other postsecondary training providers.

This report primarily focuses on training that leads to jobs in middle-skilled occupations - jobs that typically require education beyond a high school diploma but less than a bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this analysis due to the lessened barriers for entry-level work, such as no formal education and fewer on-the-job training requirements.

Key findings include:

- The Greater Sacramento subregion held 761 psychiatric technician and aide jobs in 2022. These jobs are projected to increase by 24% over the next five years, adding 182 new jobs to the subregion by 2027.
- Over the next five years, psychiatric technician and aide jobs are projected to have 116 annual openings in the Greater Sacramento subregion.
- Wages are highest for psychiatric technicians at \$18.35 per hour. (See Appendix B for notes about the updated living wage).
- Awards data analysis shows that North (Greater Sacramento) training providers conferred an average of 12 certificates in psychiatric technician programs over the last three academic years.

Recommendations include:

- The North (Greater Sacramento) Center of Excellence recommends developing new programs and expanding existing ones to meet the demand for psychiatric technicians and aides.

INTRODUCTION

The North (Greater Sacramento) Center of Excellence (COE) was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- Psychiatric Technicians (29-2053)
- Psychiatric Aides (31-1133)

A review of related programs revealed the following Taxonomy of Programs (TOP) title(s) and code(s) are appropriate for inclusion in this report:

- Psychiatric Technician (1239.00)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Psychiatric/Mental Health Services Technician (51.1502)

OCCUPATIONAL DEMAND

Exhibit 1 summarizes the five-year projected job growth for the studied occupations in North (Greater Sacramento)¹, North/Far North, and California.

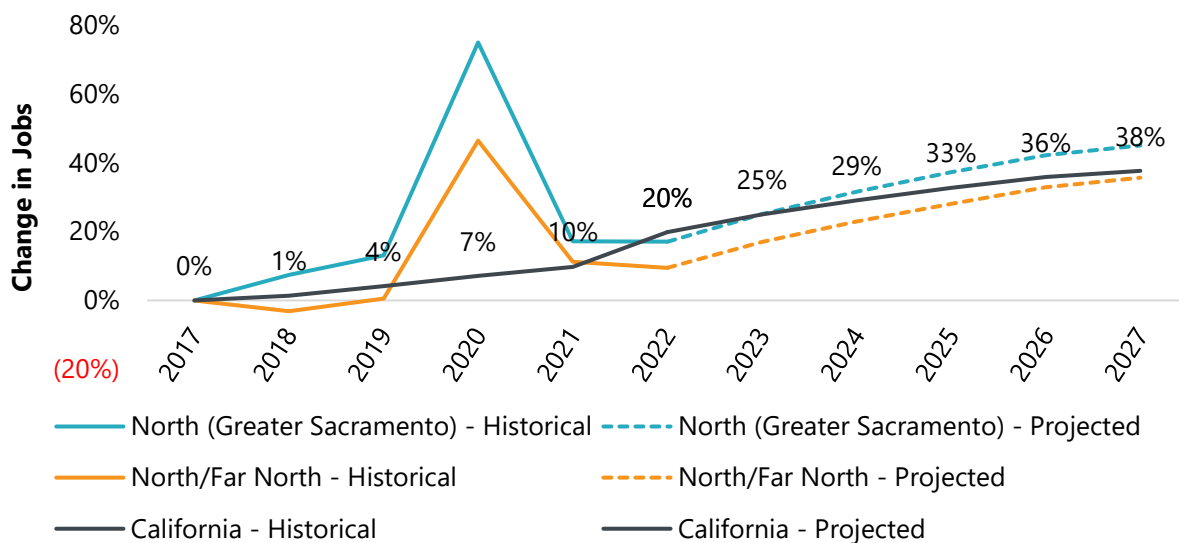
Exhibit 1. Employment and projected demand, 2022-2027

Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	2022-2027 Annual Openings
Psychiatric Technicians	680	819	138	20%	91
Psychiatric Aides	80	124	44	54%	24
North (Greater Sacramento)	761	943	182	24%	116
Psychiatric Technicians	829	1,007	177	21%	113
Psychiatric Aides	144	200	55	38%	38
North/Far North	974	1,206	233	24%	151
Psychiatric Technicians	11,278	12,899	1,621	14%	1,353
Psychiatric Aides	1,941	2,281	340	18%	395
California	13,219	15,180	1,961	15%	1,748

¹ The North (Greater Sacramento) subregion covers seven counties, including El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Exhibit 2 compares the net changes in jobs between 2017 through 2022 and the projected changes through 2027. The rate of change is indexed to the total number of jobs in 2017.

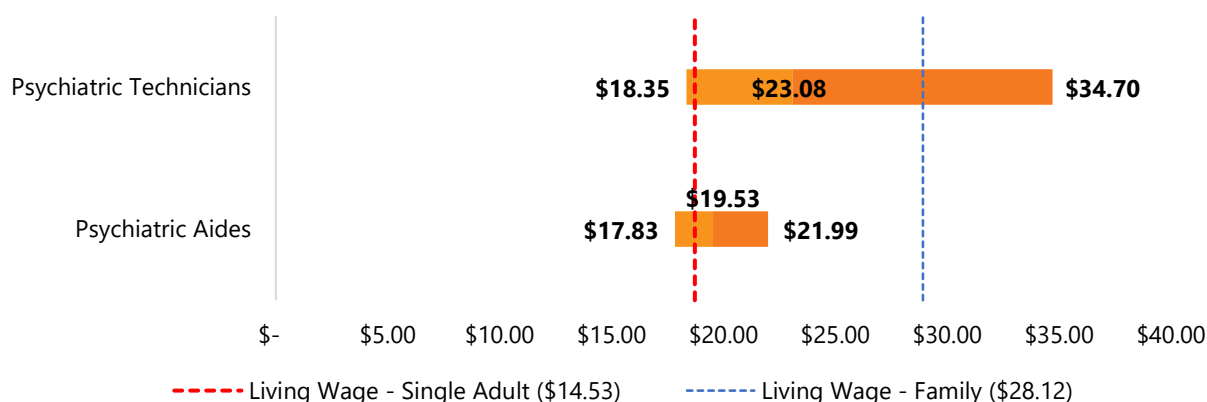
Exhibit 2. Changes in employment, 2017-2027



Wages

Exhibit 3 compares the 25th percentile, median, and 75th percentile hourly wages for the selected occupations to the Greater Sacramento living wage for one working adult (\$18.72 per hour) and a small family (\$28.91 per hour).^{2,3} The 25th and 75th percentile hourly wages are used to estimate entry-level and experienced worker wages.

Exhibit 3. Hourly wages by occupation, 2022



² Living wage is defined as the level of income one working adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. Please note that the 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

³ A small family is defined as one working adult and one school aged child (between the ages of 5 and 12 years).

JOB POSTINGS

About Job Postings Analysis

Traditional occupational analysis, while included in this report, does not fully estimate the demand for Registered Behavior Technicians (RBTs) because it is an entry-level paraprofessional certification. As a result, the RBT role and certification do not neatly fall into any one occupational classification. Any worker in an occupation could potentially hold an RBT certification.

To understand the range of occupations associated with the RBT certification in the North (Greater Sacramento) subregion, the Center of Excellence (COE) analyzed online job postings using Lightcast's Labor Insight database. The COE identified 618 unique postings that included RBT as a required certification for employment (Exhibit 4). These postings represent new online listings within the last 12 months, from November 1, 2022, to October 30, 2023, excluding internships and staffing companies.

Exhibit 4. Greater Sacramento RBT Job Postings Overview



Top Employers and Job Titles

Exhibit 5 shows the top 10 relevant employers with the most job postings for the selected occupations.

Exhibit 5. Top Employers

Employer	Number of Job Postings
Positive Behavior Supports Corp.	49
Behavior Frontiers	45
Butterfly Effects	32
Merakey	30
Kadiant	27

Employer	Number of Job Postings
Child Communication and Behavior Specialists	23
Allegheny Valley School (Merakey AVS)	21
Invo Healthcare - Family Companies	15
Learning Arts	15
Trumpet Behavioral Health	14

Exhibit 6 shows the top 10 relevant job titles with the most job postings.

Exhibit 6. Top jobs titles

Job Title	Number of Job Postings
Registered Behavior Technicians	197
Behavior Technicians	197
Direct Support Professionals	39
ABA Behavioral Technicians	21
Behavior Interventionists	16
Lead Direct Support Professionals	16
Interventionists	12
Developmental Disabilities Specialists	7
Behavior Technicians/ABA Therapists	7
Behavior Assistants	7

Top Skills and Qualifications

Exhibit 7 shows the most common qualifications and certifications that appeared alongside an RBT certification in the job postings.

It's important to note that the Board Certified Behavior Analyst (BCBA) and Board Certified Assistant Behavior Analyst (BCaBA) qualifications typically showed up in the job postings as a supervisor of a behavioral technician, not as a job requirement.

Exhibit 7. Top co-occurring certifications with RBT

Certification	Job Postings
Board Certified Behavior Analyst (BCBA)	242
Direct Support Professional I (DSP I)	65
Direct Support Professional II (DSP II)	64
Board Certified Assistant Behavior Analyst (BCaBA)	25

Exhibit 8 shows the top 10 skills across three categories for the studied occupations: specialized, essential, and software skills.⁴

Exhibit 8. Most in-demand skills

Specialized Skills	Common Skills	Software Skills
Autism Spectrum Disorders	Communications	Microsoft Office (Excel, PowerPoint, Word)
Developmental Disabilities	Teaching	Google Workspace
Working With Children	Writing	--
Applied Behavior Analysis	Social Skills	--
Psychology	Spanish Language	--
Data Collection	Research	--
Treatment Planning	Lifting Ability	--

⁴ Specialized skills are those primarily required to perform specific tasks in an occupation. Essential skills are typically related to employability. These are skills that are prevalent across many occupations, and include both interpersonal attributes and learned skills (aka "soft skills"). Software skills are specific to any software tool or programming component used to support a job.

Specialized Skills	Common Skills	Software Skills
Behavior Therapy	Problem-Solving	--
Special Education	Decision Making	--
Intervention Plans	Detail Oriented	--

Exhibit 9 shows the minimum education level preferred by employers for related job postings in the Greater Sacramento subregion.⁵

Exhibit 9. Employer-preferred education

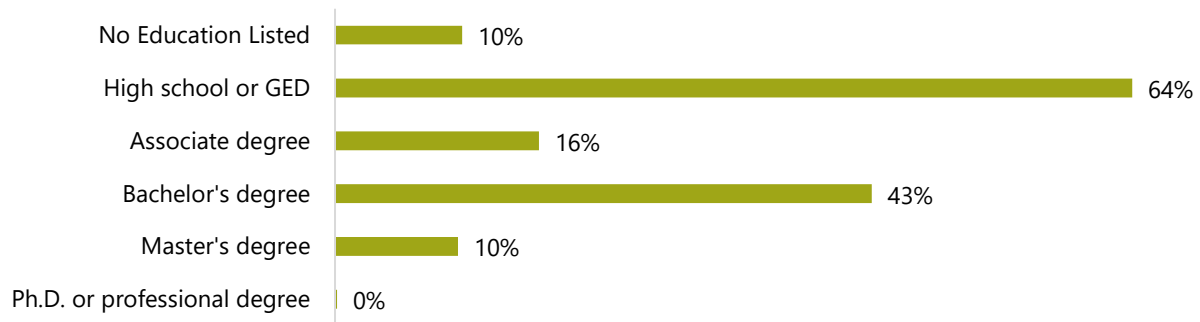
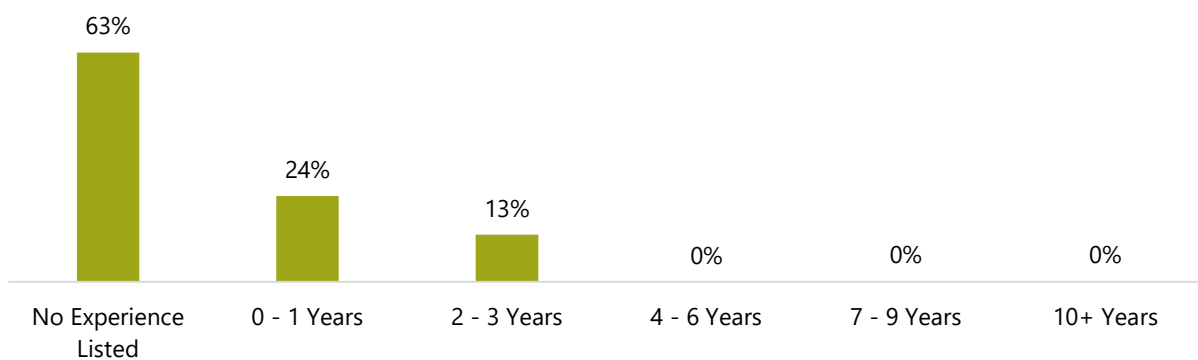


Exhibit 10 shows the minimum level of experience employers prefer for related job postings in the Greater Sacramento subregion.⁶

Exhibit 10. Employer-preferred job experience



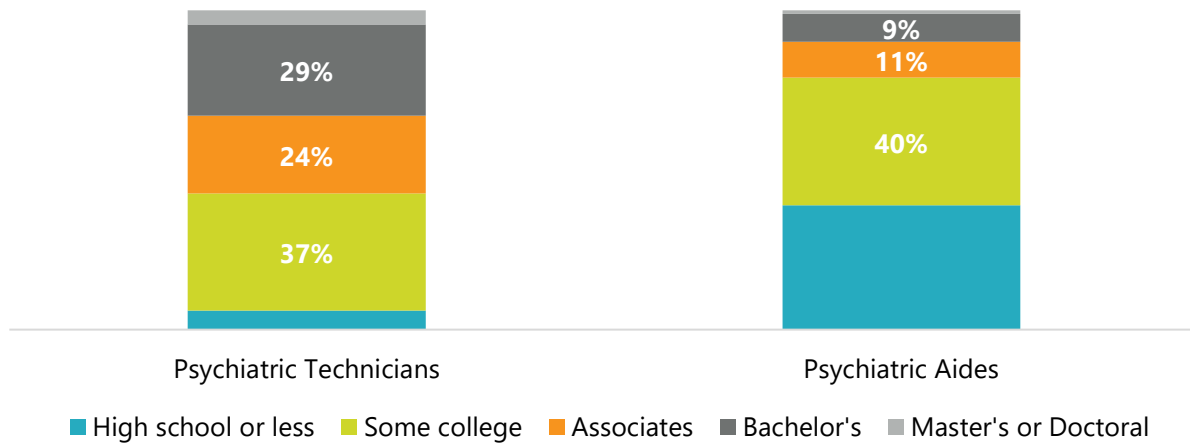
⁵ Employers may include more than one level of education as a hiring requirement in a job posting. As a result, the values in exhibit 9 may sum to greater than 100%.

⁶ Employers may include more than one level of experience as a hiring requirement in a job posting. As a result, the values in exhibit 10 may sum to greater than 100%.

EDUCATION AND TRAINING REQUIREMENTS

The U.S. Census Bureau collects data on the highest education level achieved by workers across all occupations. Exhibit 11 shows California's educational attainment of the current workforce in the selected occupations.

Exhibit 11. California educational attainment for selected occupations, 2019



The U.S. Bureau of Labor Statistics (BLS) uses a categorical system to assign typical entry-level education and job requirements to each occupation for which the BLS publishes projection data. These categories include entry-level education, work experience in a related occupation, and on-the-job training. Exhibit 12 shows the selected occupations' typical entry-level job requirements.

Exhibit 12. Typical entry-level job requirements

Occupation	Entry-level Education Requirements	Work Experience Requirements	On-The-Job Training Requirements
Psychiatric Technicians	Postsecondary nondegree award	Less than five years	Short-term on-the-job training
Psychiatric Aides	High school diploma or equivalent	None	Short-term on-the-job training

About Registered Behavior Technicians

The Registered Behavior Technician (RBT) is an entry-level paraprofessional certification in applied behavior analysis (ABA). RBTs assist in delivering behavior analytic services and practice under the direction and supervision of board-certified behavior analysts (BCBAs) and/or board-

certified assistant behavior analysts (BCaBA).

Certifications for RBTs, BCBAAs, and BCaBAs are issued through the Behavior Analyst Certification Board (BACB). Exhibit 13 compares the different levels of behavioral analyst certifications offered through the BACB.

Exhibit 13. Applied Behavior Analyst Certifications offered through BACB

	Registered Behavior Technicians (RBT)	Board Certified Assistant Behavior Analysts (BCaBA)	Board Certified Behavior Analysts (BCBAs)
Minimum Education Requirement	HS Diploma or equivalent	Bachelor's degree	Graduate degree

Individuals with a BACB certification provide behavior analyst services in several subspecialty practice areas, including but not limited to:⁷

- Autism and other developmental disabilities,
- Clinical behavior analysis,
- Education and school settings,
- Gerontology,
- Health and fitness,
- Organizational behavior management,
- Pediatrics,
- And Substance use disorders.

⁷ Behavior Analyst Certification Board. (n.d.). "Popular ABA Subspecialty Practice Areas." Retrieved from <https://www.bacb.com/about-behavior-analysis/>.

EDUCATIONAL SUPPLY

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Psychiatric Technician (1239.00)	Psychiatric/Mental Health Services Technician (51.1502)

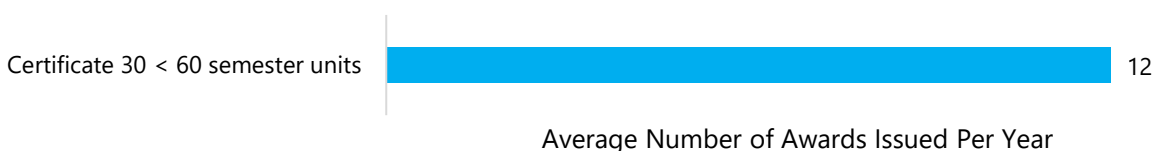
Community College Supply

Exhibits 14 and 15 compare the average number of certificates and degrees from selected Greater Sacramento community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program

Program - TOP Code	College	Annual Awards 2020-21	Annual Awards 2021-22	Annual Awards 2022-23	3-Yr Annual Awards Average
Psychiatric Technician (1239.00)	Yuba	12	7	18	12
	Grand Total	12	7	18	12

Exhibit 15. Annual average community college awards by type



Other Postsecondary Supply

No other postsecondary training programs are related to psychiatric technicians and aides in the Greater Sacramento subregion.

FINDINGS

This report focuses on two occupations closely related to the Registered Behavior Technician (RBT) certification: psychiatric technicians and psychiatric aides.

Occupational Demand

- The Greater Sacramento subregion held 761 psychiatric technician and aide jobs in 2022. These jobs are projected to increase by 24% over the next five years, adding 182 new jobs to the subregion by 2027.
- Jobs for psychiatric technicians and aides are projected to grow faster in the Greater Sacramento subregion than in California.
- Over the next five years, psychiatric technician and aide jobs are projected to have 116 annual openings in the Greater Sacramento subregion.

Wages

- Analysis of wage data shows that psychiatric technicians and aides earn an hourly wage close to the single adult living wage of \$18.72 per hour. Wages are highest for psychiatric technicians at \$18.35 per hour.

Job Postings

- In the last 12 months, there were 618 online job postings for jobs requiring the Registered Behavior Technician (RBT) certification.
- Employers with the most postings in Sacramento include Positive Behavior Supports, Behavior Frontiers, Butterfly Effects, Merakey, and Kadiant.

Education and Training Requirements

- Between 51% and 61% of California's psychiatric technicians and aides have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 9% to 29% of workers in these occupations hold a bachelor's degree.
- The Registered Behavior Technician (RBT) is an entry-level applied behavior analysis paraprofessional certification from the Board Certified Behavior Analysts organization.
- The minimum level of education required for a Registered Behavior Technician certification is a High School Diploma (or its equivalent).

Postsecondary Supply

- One Greater Sacramento community college offers training related to Registered Behavior Technicians: the psychiatric technician program at Yuba College.
- Yuba conferred an average of 12 certificates in its psychiatric technician program over the last three academic years (2020-21 through 2022-23).

RECOMMENDATIONS

- A comparison of annual openings to average annual awards in the Greater Sacramento subregion shows an undersupply of workers for psychiatric technician and aide jobs.
 - Community colleges and other postsecondary training providers issued an average of 12 awards over the last three years.
 - There are 116 projected annual openings for psychiatric technician and aide jobs.
- The North (Greater Sacramento) Center of Excellence recommends developing new programs and expanding existing ones to meet local demand.

New Program Recommendation		
Move forward with the new program	Proceed with caution	A new program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Program Modification	
Move forward with program modifications	Program modifications are not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

"The Chancellor's Office Curriculum Inventory System (COCI)." California Community Colleges Curriculum Inventory (COCI), 2023. <https://coci2.ccctechcenter.org/>.

Glasmeier, Amy K. "Living Wage Calculator." Living Wage Calculator, 2023. <https://livingwage.mit.edu/>.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

Lightcast (Formerly EMSI/Burning Glass) 2023.3; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. (Note: EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors)).

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington. <http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

APPENDIX B. GLOSSARY

Key Terms	Definition
Occupation	<p>Occupation refers to a category of jobs, careers, or professions that are similar regarding the work performed and the skills the workers possess. Workers who perform essentially the same tasks are in the same occupation, whether in the same industry. Some occupations are concentrated in a few industries, while others are found in many industries.</p> <p>Occupations differ from jobs in that jobs show the number of positions held in each occupation.</p>
Jobs	<p>A job is a specific instance of employment and includes any position where a worker provides labor for monetary compensation.</p> <p>Job numbers include employees (those who work for businesses) and proprietors (those who work for themselves). Full- and part-time jobs are included and counted equally (i.e., not adjusted to full-time equivalents). Data for jobs, or employment, are annual averages.</p>
Employment	<p>Employment refers to filled jobs, whether full- or part-time, temporary or permanent. The scope of "who" is counted as employed is noted in Appendix A. Methodology and Sources.</p>
Job Change	<p>Job change is the net increase or decrease of jobs over a given timeframe.</p>
Job Opening	<p>Job openings are the projected number of positions available for workers entering an occupation.</p> <p>Openings include growth and replacement job counts. Growth job counts are the positive change in the total number of workers employed. Replacement job counts are the estimates of new workers needed to replace workers permanently leaving the occupation.</p>
Percentile Wage (or wages)	<p>A percentile wage is the value of a wage at which a certain percentage of workers falls below. For example, a 25th percentile hourly wage of \$15.00 indicates that 25% of workers earn less than \$15.00, while 75% earn more. Percentile wages are specific to the geography shown in the report.</p> <p>The 25th-percentile and 75th-percentile hourly wages are used as a proxy for entry-level and experienced-level wages.</p>
Living Wage	<p>The living wage is the level of income a single, working adult with no children must earn to meet basic needs. The living wage is calculated using basic allowances for food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs, and assumes full-time employment (40 hours per week, 52 weeks a year).</p>

Key Terms	Definition
	Beginning in 2023-24, NFN COE adopted the MIT calculations for a living wage better aligned to the economic conditions following the pandemic. For additional information, please visit https://livingwage.mit.edu/ .
Educational Attainment	Educational attainment is the highest level of education achieved by workers in an occupation. The data include workers aged 25 years and older.
Typical Entry-level Education	<p>The education level most workers need to gain employment in an occupation. Categories range from "no formal educational credential" and "high school diploma or equivalent" to "doctoral or professional degree." The types most relevant to community training are "some college, no degree," "postsecondary nondegree award," and "associate degree."</p> <p>The typical entry-level education may differ from the actual educational levels attained by workers employed in an occupation.</p>
Typical Work Experience	The relevant prior experience a worker needs to gain employment in an occupation. Categories include "5 years or more", "less than five years," and "none."
Typical On-The-Job (OTJ) Training	The level of on-the-job training a worker needs to obtain for competency in the skills required for an occupation. Categories include "none," "short-term (1 month or less)," "moderate-term (more than one month but less than 12 months)," "long-term (more than 12 months)," "apprenticeship," and "internship/residency."
Awards	Awards are the number of certificates and degrees conferred for a specific course of study each year. Awards count "papers" and, as a result, may be greater than the number of students who complete a program.

Funding Acknowledgement: This report was made available with Strong Workforce Program funding from the North Far North Regional Consortium.

COVID-19 Statement: This report includes employment projection data produced by Lightcast (formerly EMSI). Employment projections are developed using models based on historical data, which in this set of projections covers the period through 2021. Most input data, therefore, precedes the pandemic. Employment projections are long-term projections intended to capture structural changes in the economy, not cyclical fluctuations. As such, projections data are not intended to capture the impacts of the recession that began in February 2020. Cyclical fluctuations, like recessions, impact projections when they become part of the historical data set.

Important Disclaimer: 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. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges, or their representatives based upon components or recommendations contained in this study.

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Centers of Excellence for Labor Market Research, Economic and
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