

Behavioral Health

Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)

Summary

- Employment for the behavioral health occupational group is expected to **remain constant between 2017 and 2022** in the Inland Empire/Desert Region. A total of **713 job openings** will be available over the five-year timeframe due to replacement needs.
- The entry-level wage for each occupation in the behavioral health occupational group is **above the MIT Living Wage estimate of \$12.30 per hour** for a single adult living in the Inland Empire/Desert Region.
- **There appears to be an opportunity for program growth** based on the average annual number of program completions for the psychiatric technician program in the region (**53 annual average regional credentials**), and the annual openings for behavioral health occupations in the region (**143 average annual openings**).

Introduction

Completion of the psychiatric technician program (TOP 1239.00) provides knowledge of the principles and techniques used in the care of mentally disordered, developmentally disabled and emotionally disturbed patients, in a variety of health care settings specific to the licensure examination. The occupations related to the psychiatric technician training program are the following:

- Psychiatric Aides
- Psychiatric Technicians

Job Opportunities

In 2017, there were an estimated 1,616 behavioral health jobs in the Inland Empire/Desert Region. Flat new job growth is expected for this occupational group through 2022. Despite the lack of new job growth, employers in the region will need to hire 713 more workers during the same timeframe to backfill jobs that workers are permanently vacating (includes retirements). Table 1 in the Appendix displays job growth, wages, education, training, and work experience required for this occupational group.

Exhibit 1: Combined five-year projections for the behavioral health occupational group

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert	1,616	0%	713	143	15%

Source: EMSI 2018.4

Earnings

The entry-level wage for each of the occupations in the behavioral health occupational group is above the MIT Living Wage estimate of \$12.30 per hour for a single adult living in the Inland Empire/Desert Region. Detailed information on the MIT Living Wage Calculator, including additional wage requirements for adults with dependent children, is available on their website: <http://livingwage.mit.edu/metros/40140>.

Exhibit 3: Earnings for the behavioral health occupational group

Behavioral Health Occupations	Entry to Experienced Hourly Earnings Range*	Median Wage*	Average Annual Earnings
Psychiatric Technicians	\$25.67 to \$32.33	\$28.90	\$59,000
Psychiatric Aides	\$13.74 to \$17.65	\$15.46	\$32,700

Source: EMSI 2018.4

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

Job Posting Data (Real-Time Labor Market Information)

On average, local employers fill online job postings for the behavioral health occupational group within 40 days. When compared to the national average, it takes four days longer for local employers to find qualified candidates, indicating that behavioral health positions may be slightly harder to fill in the Inland Empire/Desert Region. Exhibit 2 shows the number of job ads posted during the last 12 months for each occupation along with the regional and national average time to fill.

Exhibit 2: Job ads and time to fill for behavioral health occupations, December 2017 - November 2018

Behavioral Health Occupations (n=108)	Job Ads	Regional Average Time to Fill (Days)	National Average Time to Fill (Days)
Psychiatric Technicians	105	40	36
Psychiatric Aides	3	38	35

Source: Burning Glass – Labor Insights

Employers

Exhibit 4 displays local employers posting the most job ads for behavioral health occupations during the last 12 months in the Inland Empire/Desert region.

Exhibit 4: Employers most frequently posting job ads for the behavioral health occupations during the last 12 months, December 2017 – November 2018

Behavioral Health Occupations	Top Employers
Psychiatric Technicians (n=76)	<ul style="list-style-type: none"> State of California Autism Learning Partners
Psychiatric Aides (n=3)	<ul style="list-style-type: none"> ResCare McKinley Children’s Center

Source: Burning Glass – Labor Insights

In-Demand Skills

Exhibit 5 lists a sample of in-demand specialized and employability skills that employers are seeking when looking for workers to fill behavioral health positions. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly

referred to as “soft skills.” The skills reported in job postings may be utilized as a helpful guide for curriculum development.

Exhibit 5: Sample of in-demand skills from employer job ads for behavioral health occupations, December 2017 – November 2018

Behavioral Health Occupations	Specialized skills	Employability skills
Psychiatric Technicians (n=87)	<ul style="list-style-type: none"> • Mental Health • Behavioral Health • Rehabilitation 	<ul style="list-style-type: none"> • Communication Skills • Spanish • Physical Abilities
Psychiatric Aides (n=1)	<ul style="list-style-type: none"> • Caregiving • Developmental Disabilities • Case Management 	<ul style="list-style-type: none"> • Word Processing • Typing

Source: Burning Glass – Labor Insights

Educational Requirements

Exhibit 6 displays the entry-level education typically required to enter each occupation according to the Bureau of Labor Statistics, educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census, and the minimum advertised education requirement requested by employers in online job ads.

Exhibit 6: Educational attainment and online job ads with minimum advertised education requirements for the behavioral health occupations, December 2017 - November 2018

Behavioral Health Occupations	Work Experience Required	Typical Entry-Level Education Requirement	Two-Year Postsecondary Level of Educational Attainment*	Minimum Advertised Education Requirement from Job Ads			
				Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Psychiatric Technicians	Less than 5 years	Postsecondary nondegree award	56%	37	68%	8%	24%
Psychiatric Aides	None	High school diploma or equivalent	42%	2	100%	-	-

Source: EMSI 2018.4, Current Population Survey, Burning Glass – Labor Insights

*Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework

Student Completions

Exhibit 7 shows the annual average regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017, with the relevant TOP code and the titles used at each college, sourced from the Chancellor’s Office Curriculum Inventory (COCI). Please note, a credential is not equivalent to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate. Community College student outcome information is from the CTE LaunchBoard based on the selected TOP code and region.

Exhibit 7: Annual average community college student completions for psychiatric technician programs

1239.00 Psychiatric Technician	Annual Community College Headcount (2016-17)	Community College Annual Average Credentials (2014-17)
San Bernardino – Psychiatric Technology/Psychiatric Technician	75	
Associate Degree		21
Certificate 30 to < 60 semester units		33
Total Community College Headcount (2016-17)	75	
Total Annual Average Community College Credentials (2014-17)		53

Source: LaunchBoard, IPEDS, COCI

1239.00 Psychiatric Technician program outcomes in the Inland Empire/Desert Region in the academic year 2015-16 [unless noted otherwise]:

- Number of course enrollments: 122 (California median: 296) [2016-17]
- Completed 12+ CTE units in one year: 74 (CA: 78)
- Number of students who transferred to a 4-year institution: N/A (CA: 0)
- Employed in the second fiscal quarter after exit: 100% (CA: 92%)
- Median earnings in the second fiscal quarter after exit: \$16,385 (CA: \$12,128)
- Employed in the fourth fiscal quarter after exit: 100% (CA: 92%)
- Median annual earnings after exit: \$68,523 (CA: \$52,704)
- Job closely related to field of study: N/A (CA: 100%) [2014-15]
- Median change in earnings: 551% (CA: 246%)
- The proportion of students who attained a living wage: 96% (CA: 86%)



Sources

CTE LaunchBoard

Chancellor's Office Curriculum Inventory (COCI, version 2.0)

O*Net Online

Economic Modeling Specialists International (EMSI)

The Integrated Postsecondary Education Data System (IPEDS)

Labor Insight/Jobs (Burning Glass)

MIT Living Wage Calculator

Taxonomy of Programs, 6th Edition

Michael Goss, Director

Center of Excellence, Inland Empire/Desert Region

michael.goss@chaffey.edu

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Appendix: Occupation definitions, sample job titles, five-year projections, and earnings for behavioral health occupations

Occupation Definitions (SOC code), Education and Training Requirement, Community College Education Attainment

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, 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

Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework: 56%

Psychiatric Aides (31-1013)

Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.

Sample job titles: Mental Health Aide (MHA), Mental Health Technician (MHT), Mental Health Worker (MHW), Patient Care Assistant (PCA), Psychiatric Aide, Psychiatric Nursing Aide, Psychiatric Nursing Assistant, Resident Care Technician, Residential Counselor, Therapeutic Program Worker (TPW)

Entry-Level Educational Requirement: High school diploma or equivalent

Training Requirement: Less than one-month on-the-job training

Percentage of incumbent workers with a Community College Credential or Some Postsecondary Coursework: 42%



Table 1. 2017 to 2022 job growth, wages, education, training, and work experience required for the behavioral health occupational group, Inland Empire/Desert Region

Occupation (SOC)	2017 Jobs	5-Yr Change	5-Yr % Change	Annual Openings (New + Replacement Jobs)	Entry-Experienced Hourly Wage*	Median Hourly Wage*	Average Annual Earnings	Typical Entry-Level Education & On-The-Job Training Required	Work Experience Required
Psychiatric Technicians (29-2053)	1,316	(26)	(2%)	102	\$25.67 to \$32.33	\$28.90	\$59,000	Postsecondary nondegree award & less than 1 month	Less than 5 years
Psychiatric Aides (31-1013)	300	27	9%	40	\$13.74 to \$17.65	\$15.46	\$32,700	High school diploma or equivalent & less than 1 month	None
Total	1,616	2	0%	143	-	-	-	-	-

Source: EMSI 2018.4

*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage