Labor Market Analysis for:
1239.00 Psychiatric Technician

Inland Empire/Desert Center of Excellence, May 2024

Prepared by: Chris Cruzcosa, ccruzcosa@iegocollaborative.org

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	☐	☐

Program LMI Endorsement Criteria		
Supply Gap	**Yes** ✓	No ☐
	Comments: There is *projected* to be **159 annual job openings** throughout the Inland Empire/Desert region, which is more than the **72 annual average awards conferred by educational institutions over the last 3 years.** Supply data includes both community college awards (70) and non-community college awards (2).	
Living Wage	**Yes** ✓	No ☐
	Comments: **All (100%) of annual job openings** for this occupation **have entry-level hourly wages above the IE/D living wage of 13.74.**[1]	
Education	**Yes** ✓	No ☐
	Comments: **Most job postings for target occupations require a high school or equivalent degree (7**1%**).** See exhibits 8 and 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
  - Psychiatric Technicians (29-2053)

Summary of findings

Demand

- The number of jobs related to the middle-skill occupation – Psychiatric Technicians - is projected to increase 14% through 2027, with 159 annual job openings (new and replacement jobs).
- Hourly entry-level wages for the occupation are above living wage at the 25th percentile hourly wage estimated at $22.06 in IE/D.
- There were 312 online job postings from 84 employers over the past 12-months with the highest postings for behavioral health technicians and psychiatric technicians.
- Most job postings for target occupations require high school or equivalent degree (71%), followed by bachelor's degree (16%), and associate degree (13%).

Supply

- On average, there were 71 annual awards conferred by educational institutions over the last 3 years in related fields: 70 from community colleges and 2 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2021-22 academic year earned a median annual wage of $76,174 ($36.62 per hour).
- 60% of students that exited their program in 2021-22 reported that they are working in a job closely related to their field of study.
- Community college programs play an important role diversifying the talent pipeline in these occupations. Most IE/D professionals in psychiatric healthcare occupations are Hispanic/Latino (44%), "early career" or "mid career" (69%), and female (69%). Most community college students in related programs are Hispanic/Latino (55%), "early career" (54%), and female (60%).

[1] *While the UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of $16.00. For these reasons, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

Introduction

California Community College Psychiatric Technician (TOP 1239.00) programs prepare students for employment using 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 (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Psychiatric Technician programs lead to employment in occupations related to psychiatric healthcare.

Job Demand

In 2022, there were 1,385 jobs in occupations related to psychiatric healthcare in the IE/D region. Regional employment for this occupation group is projected to increase by 14% through 2027 with 159 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to psychiatric healthcare. IE/D Region 2022-2027

Occupation	SOC	2022 Jobs	2027 Jobs	2022 - 2027 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Psychiatric Technicians	29-2053	1,385	1,583	14%	796	159
Total		**1,385**	**1,583**	**14%**	**796**	**159**

SOURCE: LIGHTCAST 2024.1

Job Postings

The following analysis for occupations related to psychiatric healthcare using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.[2] While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to psychiatric healthcare over the last 12 months and the median posting duration. Over the previous 12 months, there were 312 unique job postings for occupations related to psychiatric healthcare in the region from 84 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, May 2023 – April 2024

Job Title	Job Ads	Median Posting Duration
Psychiatric Technicians	312	31 days

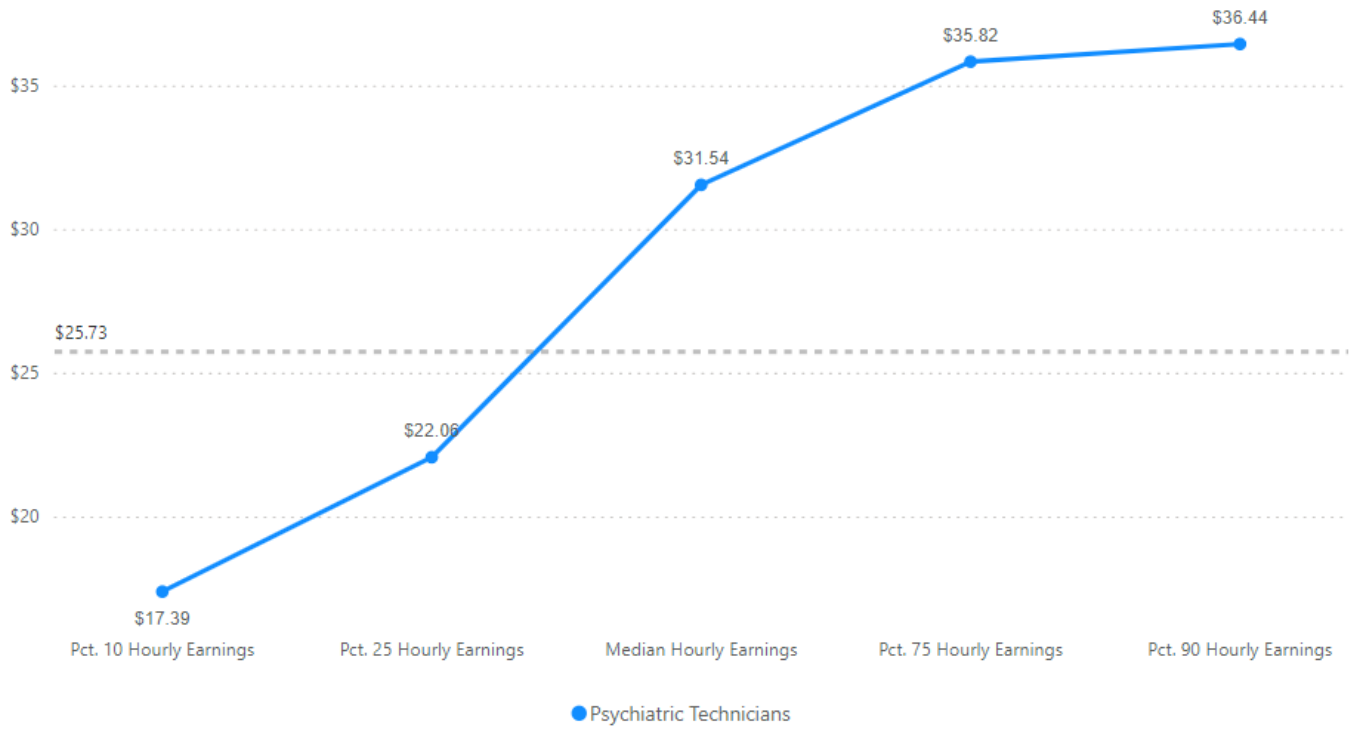
SOURCE: LIGHTCAST 2024.1

[2] *"Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology*

Earnings

Exhibit 3 displays the hourly earnings for occupations related to psychiatric healthcare and includes comparison of hourly earnings as compared to the MIT IE/D living wage of $25.73.[3]

Exhibit 3. Hourly earnings by percentile for occupations related to psychiatric healthcare, IE/D Region, 2022



SOURCE: LIGHTCAST 2024.1

All entry-level earnings (that is, the earnings of the lowest paid 10% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D[4]. However, the occupation was not above the MIT living wage for an adult with no children ($25.73).

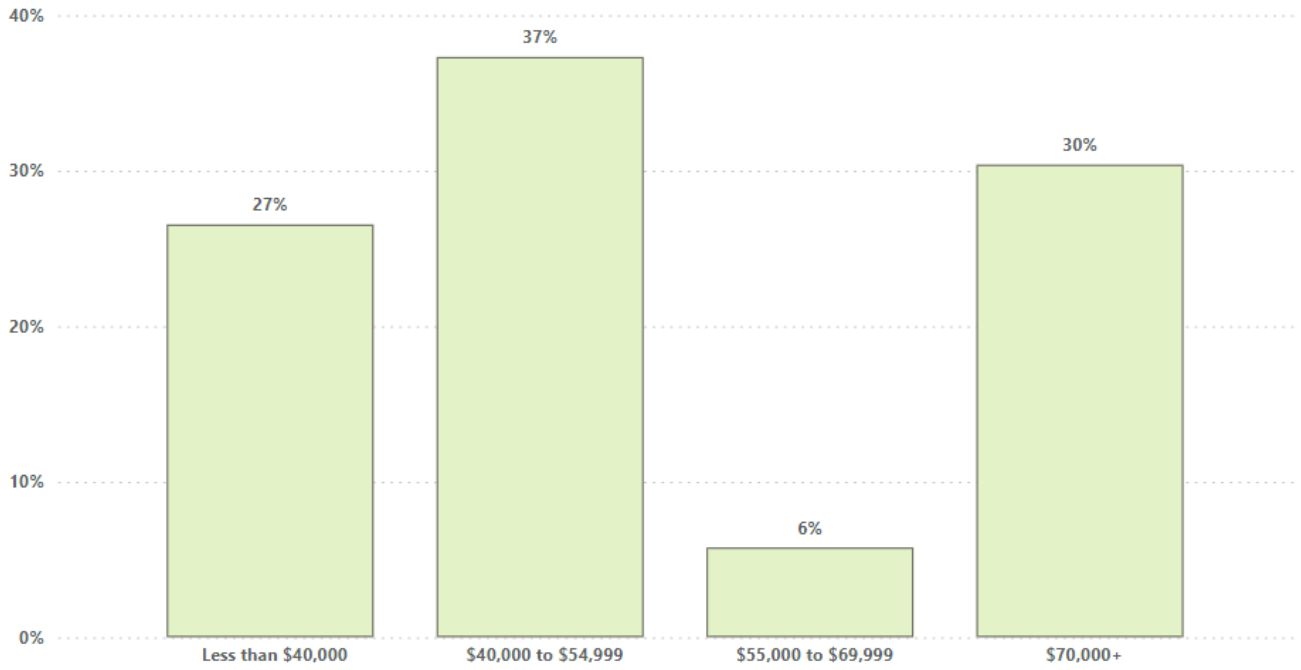
[3] *While the UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2021, does not account for significant increases in the cost of living in the Inland Empire the last three years, and is below the State of California minimum wage of $16.00. While the COE uses this standard for the LMI Wage criteria, For these reasons, the provides an alternative living wage calculation from MIT in the analysis as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

[4] *ibid*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to psychiatric healthcare over the last 12 months. Online job ad salary information data suggests few employers (30%) advertise an annual salary greater than $70,000 ($34.86 per hour).

Exhibit 4. Online advertised salaries for occupations related to psychiatric healthcare***, IE/D Region, May '23 to April '24***



SOURCE: LIGHTCAST 2024.1

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to psychiatric healthcare over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D May '23 to April '24

Job Title	Unique Postings
Behavioral Health Technicians	114
Psychiatric Technicians	37
Behavioral Health Associates	16
Mental Health Technicians	15
Mental Health Managers	13
Licensed Vocational Nurses/Licensed Psychiatric Technicians	10
Licensed Practical Nurses/Licensed Vocational Nurses	8
Licensed Practical Nurses/Licensed Psychiatric Technicians/Licensed Vocational Nurses	7
Licensed Vocational Nurses	7
Rehabilitation Technicians	7

SOURCE: LIGHTCAST 2024.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs.

Telecare and Newport Healthcare Center had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D May '23 to April '24

Company	Total/Unique (May 2023 - Apr 2024)	Posting Intensity	Median Posting Duration
Telecare	201 / 34	6 : 1	21 days
Newport Healthcare Center	44 / 13	3 : 1	31 days
Liberty Healthcare Corporation	162 / 12	14 : 1	42 days
Stars Behavioral Health Group	18 / 11	2 : 1	37 days
State of California	14 / 10	1 : 1	9 days
Acadia Healthcare	51 / 10	5 : 1	n/a
Pacific Grove Hospital	37 / 8	5 : 1	19 days
Benchmark Transitions	16 / 8	2 : 1	16 days
California Public Utilities Commission	10 / 7	1 : 1	5 days
Discovery Mood & Anxiety Program	40 / 7	6 : 1	15 days

SOURCE: LIGHTCAST 2024.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole. [5]

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D May '23 to April '24

Common skills	Total Postings	Skill Growth Relative to Market
Communication	107	Lagging
Management	44	Stable
Customer Service	42	Stable
Empathy	39	Growing
Detail Oriented	38	Stable
Writing	36	Growing
Professionalism	32	Growing
Problem Solving	24	Growing
English Language	22	Growing
Operations	22	Stable

Specialized skills	Total Postings	Skill Growth Relative to Market
Behavioral Health	152	Growing
Psychiatry	139	Growing
Nursing	93	Rapidly Growing
Mental Health	88	Growing
Medical Records	74	Growing
Vital Signs	46	Growing
Rehabilitation	44	Stable
Disabilities	42	Growing
Medication Administration	40	Growing
Treatment Planning	40	Stable

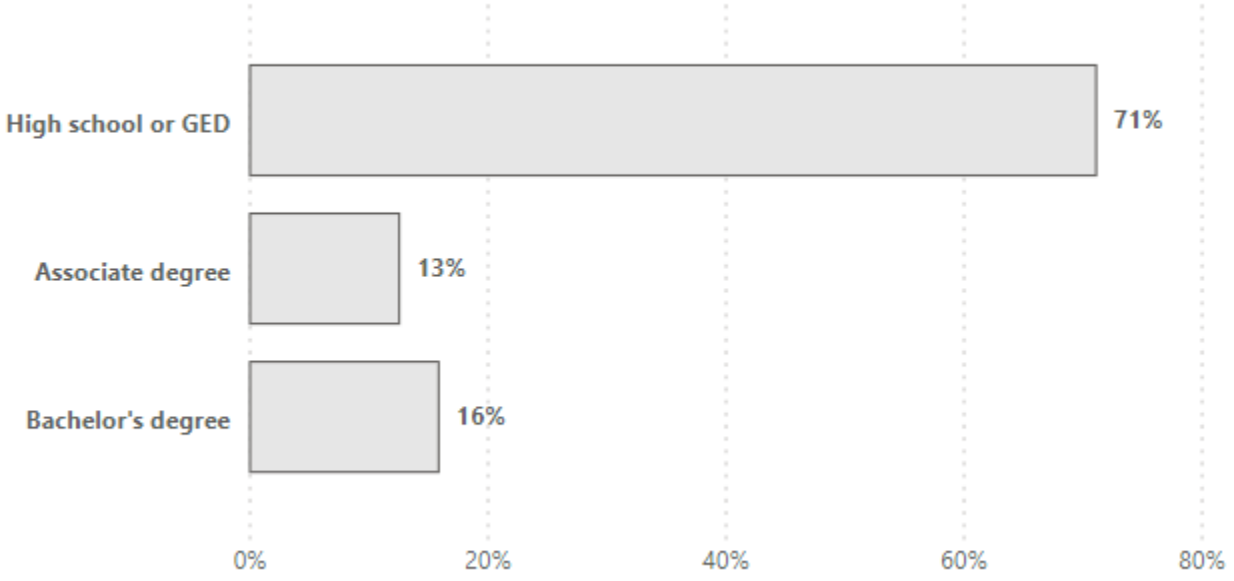
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	16	Growing
Microsoft Outlook	15	Rapidly Growing
Microsoft Word	15	Stable
Microsoft Office	13	Growing
Salesforce	6	Rapidly Growing
Google Workspace	5	Growing
Net Health Optima	5	Growing
Yardi (Property Management Software)	2	Growing
Database Systems	1	Growing
Microsoft PowerPoint	1	Rapidly Growing

SOURCE: LIGHTCAST 2024.1

[5] *"What are Lightcast Skill Projects", Lightcast Knowledge base, https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections*

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (71%) significantly greater than associate degree (13%) or bachelor's degree (16%).

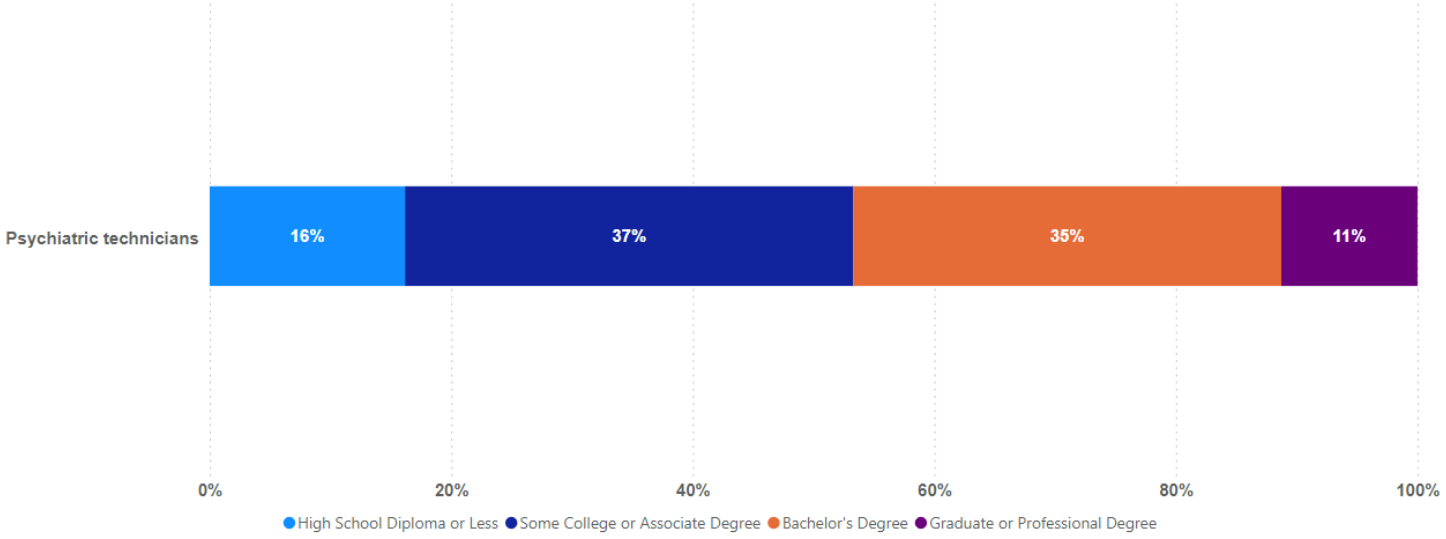
Exhibit 8 Minimum educational requirements in job postings for this occupational group, 2022



SOURCE: LIGHTCAST 2024.1

For the middle-skill occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that 37% of workers have completed some college or an associate degree as their highest level of education.

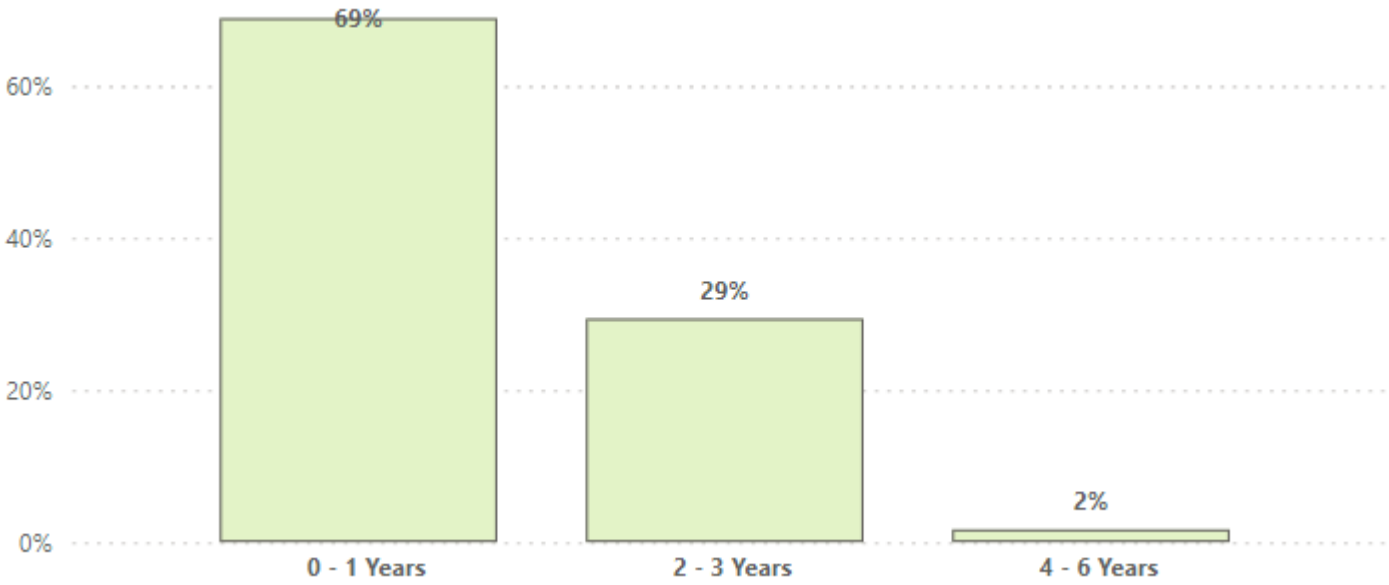
Exhibit 9 National-level Education Attainment for Occupations



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (69%) of employers listing minimum experience requirements sought candidates with 0 – 1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D May '23 to April '24



SOURCE: LIGHTCAST 2024.1

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Psychiatric Technician (TOP 1239.00) programs over the last three academic years (2020-2023). In the previous three academic years, one regional community college issued an average of 70 awards in relevant programs.

Exhibit 11 Annual average community college awards for Psychiatric Technician (TOP 1239.00)

TOP Code	Program	College	2020-2021 Awards	2020-2021 Awards	2020-2021 Awards	3-Year Award Average
1239.00	Psychiatric Technician	San Bernardino Valley College	58	73	78	70

SOURCE: MIS DATA MART

Non-Community College Supply

Award completion data is available for Emergency Medical Technology/Technician (CIP 51.0904) in the IE/D for non-community college programs.

In the previous three academic years, one regional non-community college institution issued an annual average of two awards in relevant programs.

CIP	CIP with Title	College	2019-2020 Awards	2020-2021 Awards	2021-2022 Awards	3-Year Award Average
51.1502	51.1502 - Psychiatric/Mental Health Services Technician	California Nurses Educational Institute	0	0	5	2

SOURCE: IPEDS

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 Psychiatric Technician strong workforce program outcomes, IE/D, most recent academic year

Program metric title	Inland Empire/Desert	Statewide
Attained a living wage (completers and skills-builders)	75%	73%
Completed 9+ career education units in one year	92%	69%
Job closely related to the field of study	60%	87%
Median annual earnings (all exiters)	$76,174	$53,412
Median change in earnings (all exiters)	100%	100%
Students who attained a noncredit workforce milestone in a year	93%	13%
Students who earned a degree, certificate, or attained apprenticeship	43	260
Unduplicated count of enrolled students	122	838

SOURCE: LAUNCHBOARD

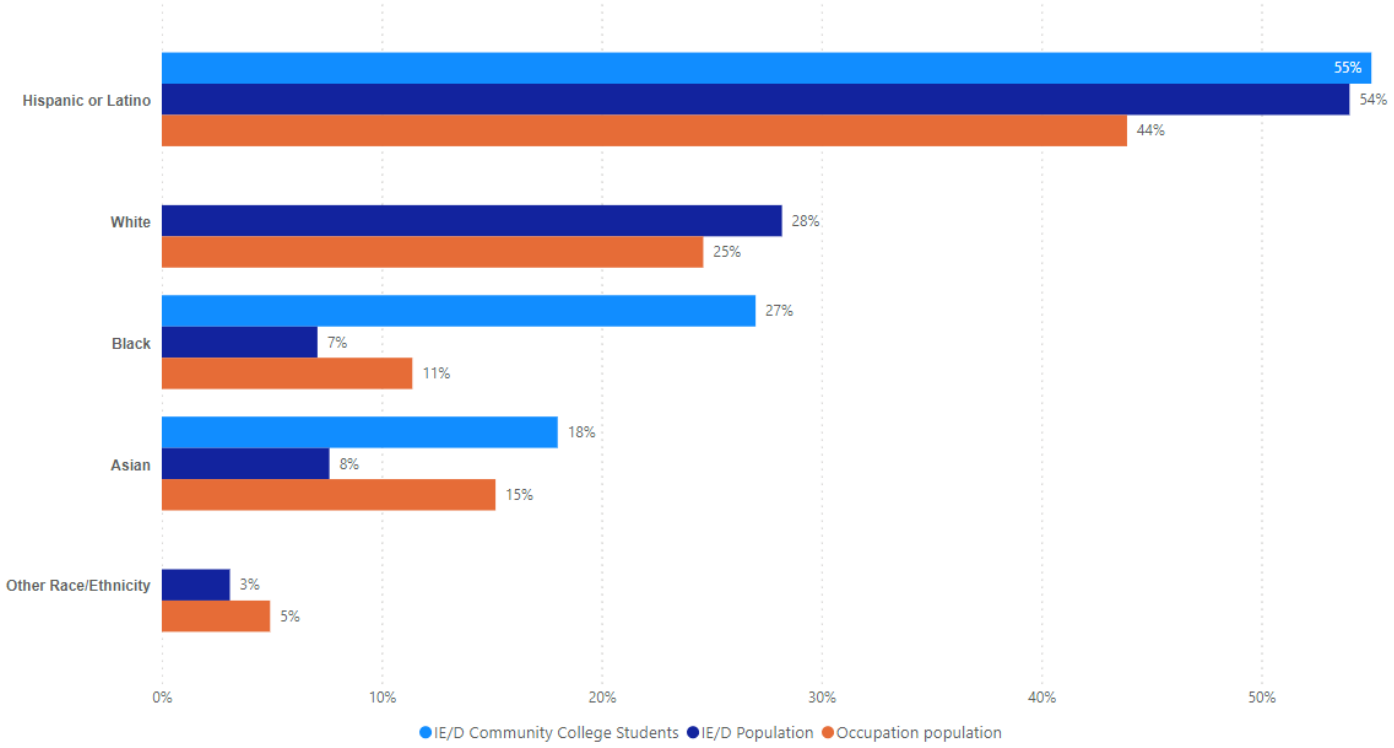
Building an Inclusive Economy

This section examines demographic data for IE/D community college students in Psychiatric Technician programs compared to the IE/D population. We also include demographics for related occupation data for the one occupation related to psychiatric healthcare. This analysis can be used to:

- Understand the community college system's current or potential role supporting a diverse talent pipeline into the occupations of interest.
- Inform students (and the faculty and staff working with them) the extent to which individuals from similar demographic groups are over or underrepresented in the professions related to their field of study.
- Inform employers of the diverse talent pipeline coming from the community college system for the occupations analyzed.

Notably, according to surveys, <1% of students enrolled in Psychiatric Technician programs are White, in comparison there are White workers in occupations related to psychiatric healthcare in the IE/D region (25%). Additionally, 11% of the IE/D population that are employed in occupations related to psychiatric healthcare are Black, which is significantly lower than IE/D community college students (27%) but higher than the overall IE/D population (7%).

Exhibit 13 Program and County Demographics by Ethnicity



SOURCE: LIGHTCAST 2024.1 AND LAUNCHBOARD

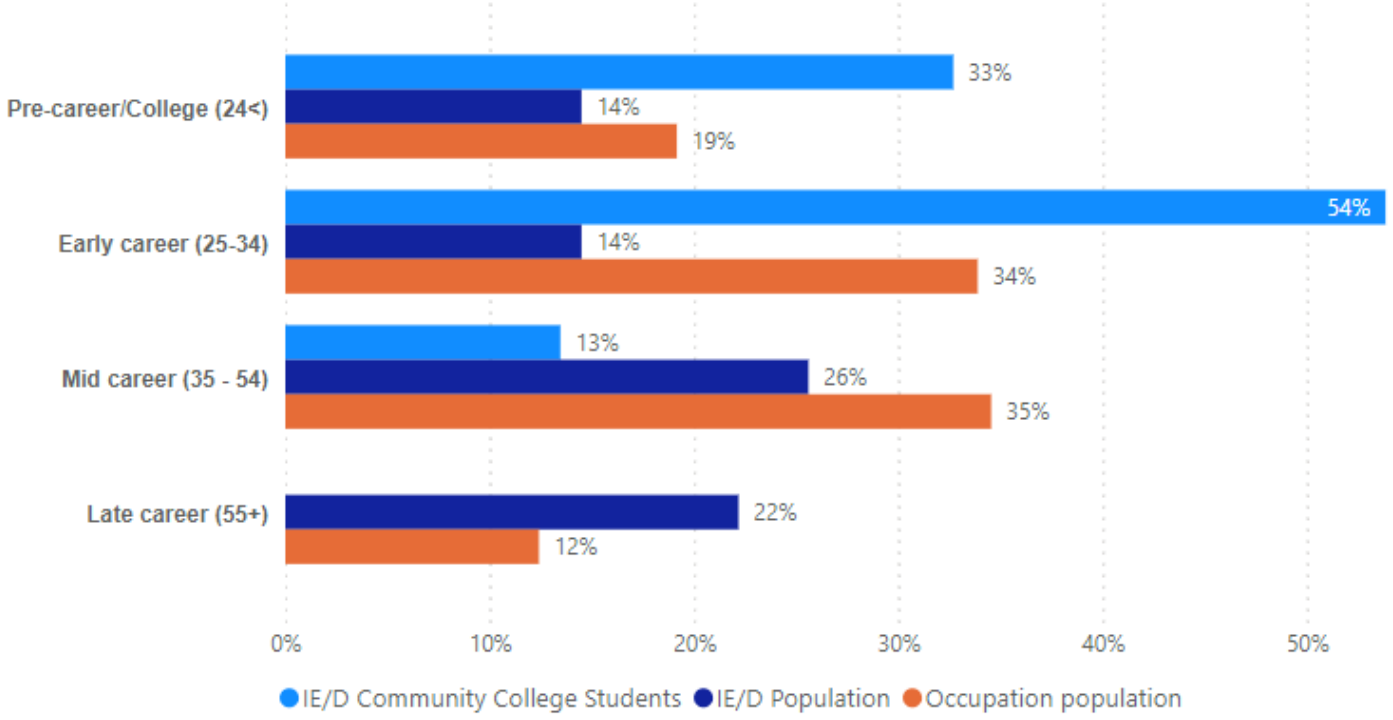
Most IE/D professionals in psychiatric healthcare occupations are Hispanic/Latino (44%), "early career" or "mid career" (69%), and female (69%). Most community college students in related programs are Hispanic/Latino (55%), "early career" (54%), and female (60%). Major takeaways:

- Community colleges are an important talent source for employers committed to greater racial/ethnic diversity, especially Hispanic/Latino professionals.
- College programs may want to consider strategies to engage more men into these programs.

Exhibit 14 compares the age of IE/D community college students enrolled in Psychiatric Technician programs compared to the IE/D population.

The majority of students enrolled in Psychiatric Technician programs are in the "early career" category (54%) as compared to IE/D population (14%) and workforce in this occupation related to psychiatric healthcare. These programs are an important entry point for young psychiatric healthcare professionals.

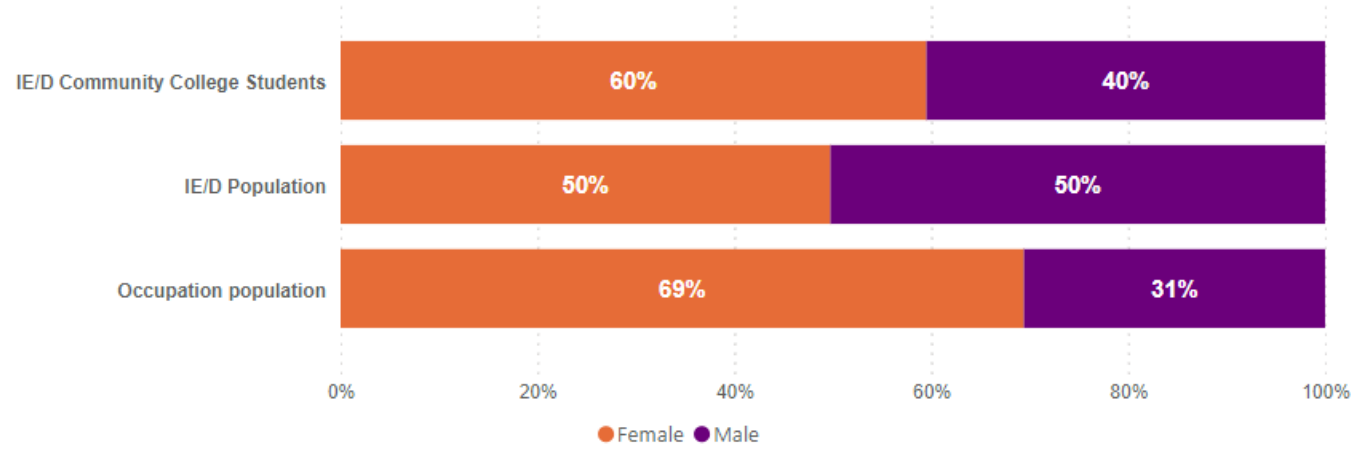
Exhibit 14 Program and County Demographics by Age



SOURCE: LIGHTCAST 2024.1

Exhibit 15 compares the gender of IE/D County community college students enrolled in Psychiatric Technician programs compared to the IE/D population. We also include demographics for related occupation data for this occupation related to psychiatric healthcare to identify potential diversity and equity issues addressable by community college programs.

Exhibit 15 Program and County Demographics by Gender



SOURCE: LIGHTCAST 2024.1

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2020 and 2023 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total 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 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. 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).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage	The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is $25.17 per hour ($52,353.60 annually). The living wage for one adult in Riverside County is $26.30 per hour ($54,704 annually). The average living wage to represent Inland Empire/Desert is $25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://www.calpassplus.org/LaunchBoard/Home.aspx