** Pharmacy Technicians**

**Labor Market Information Report**

**City College of San Francisco**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

March 2019

# Recommendation

Based on all available data, there appears to be an undersupply of Pharmacy Technicians compared to the demand for this occupation in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties.) There is a projected annual gap of about 600 students in the Bay region and 130 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1221.00 - Pharmacy Technology in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco (CCSF) and in the region.

# Introduction

This report profiles Pharmacy Technicians in the 12 county Bay region and in the Mid-Peninsula sub-region for the review and modification of an existing program at City College of San Francisco.

|  |
| --- |
| * **Pharmacy Technicians (SOC 29-2052):** Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders. |
| Entry-Level Educational Requirement: High school *diploma or equivalent* |
| Training Requirement: Moderate-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 56% |

# Occupational Demand

**Table 1. Employment Outlook for Pharmacy Technicians in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Pharmacy Technicians | 7,573 | 8,024 | 450 | 6% | 3,437 | 687 | $13.78 | $20.79 |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Pharmacy Technicians in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Pharmacy Technicians | 1,436 | 1,618 | 182 | 13% | 760 | 152 | $15.80 | $24.29 |

*Source: EMSI 2019.1*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (March 2018 - Feb 2019)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
| Pharmacy Technicians | 2,064 | 461 |

*Source: Burning Glass*

**Table 4. Top Job Titles for Pharmacy Technicians for latest 12 months (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Pharmacy Technician | 1,854 | 405 | Media Prep Technician | 2 | 0 |
| Certified Pharmacy Technician | 157 | 40 | Operations Specialist | 2 | 2 |
| Pharmacy Coordinator | 8 | 3 | Operations Technician | 2 | 0 |
| Medication Coordinator | 6 | 0 | Production Technician | 2 | 2 |
| Technician | 5 | 2 | Technician, Accommodation/Hotels Industry | 2 | 0 |
| Data Entry Technician | 4 | 1 | Certified Pharm Tech1660 Blvd | 1 | 0 |
| Pharmacist | 4 | 0 | Laboratory Technician | 1 | 0 |
| CPH | 3 | 2 | Payment Solutions | 1 | 1 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Pharmacy Technicians in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Pharmacies and Drug Stores (446110) | 3,575 | 3,546 | 2% | 46.7% |
| General Medical and Surgical Hospitals (622110) | 801 | 806 | 2% | 10.6% |
| Supermarkets and Other Grocery (except Convenience) Stores (445110) | 618 | 618 | 3% | 8.1% |
| Hospitals (Local Government) (903622) | 293 | 298 | 11% | 3.9% |
| HMO Medical Centers (621491) | 284 | 290 | 32% | 3.8% |
| Electronic Shopping and Mail-Order Houses (454110) | 275 | 286 | 29% | 3.8% |
| Warehouse Clubs and Supercenters (452311) | 261 | 268 | 17% | 3.5% |
| Department Stores (452210) | 253 | 249 | (24%) | 3.3% |
| Drugs and Druggists' Sundries Merchant Wholesalers (424210) | 72 | 78 | 19% | 1.0% |
| Hospitals (State Government) (902622) | 80 | 78 | 24% | 1.0% |
| Offices of Physicians (except Mental Health Specialists) (621111) | 75 | 75 | 3% | 1.0% |
| All Other General Merchandise Stores (452319) | 72 | 75 | 24% | 1.0% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Jobs for Pharmacy Technicians in Bay Region and Mid-Peninsula Sub-Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| CVS Health | 307 | Hospital Corporation of America | 16 | CVS Health | 63 |
| Walgreens Boots Alliance Inc | 206 | Pharmacy Technician | 16 | Walgreens Boots Alliance Inc | 45 |
| Rite Aid Corporation | 77 | Dignity Health | 14 | Kaiser Permanente | 14 |
| Sutter Health | 62 | UC San Francisco Medical Center | 14 | UC San Francisco Medical Center | 13 |
| Kaiser Permanente | 57 | Uc San Diego | 12 | Sutter Health | 9 |
| Rx Relief | 38 | Alta Bates Summit | 11 | Asereth Medical Services | 8 |
| Sutter Health Sacramento Sierra Region | 36 | John Muir Health | 11 | Dignity Health | 8 |
| Sutter Medical Center | 36 | Pharmaca | 11 | Rx Relief | 7 |
| Costco | 29 | Pharmaca Integrative Pharmacy | 10 | Cardinal Health, Inc. | 6 |
| Lucile Packard Childrens Hospital | 27 | Northbay Healthcare Group | 9 | Phil Inc | 6 |
| Safeway Inc | 23 | Marin General Hospital | 8 | Sutter Health Sacramento Sierra Region | 6 |
| Pharmerica | 20 | The Save Mart Companies | 8 | Aids Healthcare Foundation | 5 |
| Department of Veterans Affairs | 19 | Alameda Health System | 7 | Costco | 5 |
| Stanford Health Care | 18 | Pharm | 7 | Department of Veterans Affairs | 5 |
| Cardinal Health, Inc. | 17 | Phil Inc | 7 | Pharmacy Technician | 5 |
| Asereth Medical Services | 16 | UnitedHealth Group | 7 | Rite Aid Corporation | 5 |

*Source: Burning Glass*

# Educational Supply

There are three community colleges in the Bay Region issuing 86 awards on average annually (last 3 years) on TOP 1221.00 - Pharmacy Technology. CCSF is the only college in the Mid-Peninsula Sub-Region issuing awards on this TOP code, issuing 22 awards on average annually (last 3 years).

**Table 7. Awards on TOP 1221.00 - Pharmacy Technology in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| Foothill | Silicon Valley | 137 | 15 | 16 | 31 |
| Ohlone | East Bay | 18 |  |  |  |
| San Francisco | Mid-Peninsula | 55 |  | 22 | 22 |
| Santa Rosa | North Bay | 220 | 8 | 25 | 33 |
| **Total Bay Region** | | **430** | **23** | **63** | **86** |
| **Total Mid-Peninsula Sub-Region** | | **55** | **0** | **22** | **22** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 687 annual openings for Pharmacy Technicians and 86 annual (3-year average) awards for an annual undersupply of 601 students. In the Mid-Peninsula Sub-Region, there is also a gap with 152 annual openings and 22 annual (3-year average) awards for an annual undersupply of 130 students.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1221.00 - Pharmacy Technology**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (1221.00) | Bay (1221.00) | Mid-Peninsula (1221.00) | City College of San Francisco (1221.00) |
| % Employed Four Quarters After Exit | 74% | 73% | 74% | 80% | 84% | 74% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $22,070 | $6,828 | $8,712 | $8,409 | $8,409 |
| Median % Change in Earnings | 46% | 50% | 97% | 95% | 91% | 91% |
| % of Students Earning a Living Wage | 63% | 55% | 38% | 51% | n/a | n/a |

*Source: Launchboard Pipeline (version available on 3/25/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Pharmacy Technicians in Bay Region (March 2018 - Feb 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Customer Service | 757 | Scheduling | 241 | Patient Advisement | 158 |
| Retail Industry Knowledge | 620 | Inventory Control | 229 | Aseptic Technique | 135 |
| Pharmacist Assistance | 609 | Clerical Duties | 216 | Patient Care | 127 |
| Prescription Filling | 427 | Staff Management | 216 | IV Admixture | 120 |
| Customer Contact | 347 | Cash Handling | 206 | Medical Terminology | 107 |
| Transcription | 284 | Product Location | 198 | Interaction with Patients / Medical Personnel | 93 |
| Legal Compliance | 278 | Calculation | 188 | Pharmaceutical Preparation | 88 |
| Insurance Knowledge | 262 | Customer Billing | 178 | Inventory Maintenance | 87 |
| Quality Assurance and Control | 252 | Data Entry | 168 | Pharmaceutical Services | 87 |
| Inventory Management | 242 | Packaging | 159 | Hospital Experience | 85 |

*Source: Burning Glass*

**Table 10. Certifications for Pharmacy Technicians in the Bay Region (March 2018 - Feb 2019)**

Note: 44% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Pharmacy Technician Certification Board (PTCB) | 653 | First Aid Cpr Aed | 3 |
| Certified Pharmacy Technician | 631 | Certified Satellite Installer (CSI) | 2 |
| Pharmacy Intern License | 50 | Pharmacy Technology | 2 |
| Ca License | 44 | American Occupational Therapy Association (AOTA) | 1 |
| Acquired Immune Deficiency Syndrome (AIDS) Certification | 41 | Automotive Service Excellence (ASE) Certification | 1 |
| Driver's License | 27 | Certified Nuclear Medicine Technologist | 1 |
| Security Clearance | 13 | Certified Occupational Therapy Assistant (COTA) | 1 |
| American Council of Pharmaceutical Education (ACPE) | 9 | Chemotherapy Certified | 1 |
| Basic Life Saving (BLS) | 7 | Emergency Medical Technician (EMT) | 1 |
| American Heart Association Certification | 6 | Global Food Safety Initiative (GFSI) | 1 |
| Basic Cardiac Life Support Certification | 5 | Licensed Practical Nurse (LPN) | 1 |
| IV (Intravenous) Certification | 4 | Speech-Language Pathologist License | 1 |

*Source: Burning Glass*

**Table 11. Education Requirements for Pharmacy Technicians in Bay Region**

Note: 55% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 940 (97%) |
| Associate Degree | 34 (3%) |
| Bachelor’s Degree or Higher | 0 (0%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

For more information, please contact:

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