**Pharmacy Aide Occupations**

**Labor Market Information Report**

**Foothill College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

June 2020

# Recommendation

Based on all available data, there appears to be an undersupply of Pharmacy Aide workers compared to the demand for this cluster of occupations in the Bay region and in the Silicon Valley sub-region (Santa Clara County). There is a projected annual gap of about 778 students in the Bay region and 161 students in the Silicon Valley 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 Foothill College and in the region.

# Introduction

This report profiles Pharmacy Aide Occupations in the 12 county Bay region and in the Silicon Valley sub-region for a proposed new program at Foothill College.

|  |
| --- |
| * **Pharmacy Aides (SOC 31-9095):** Record drugs deliveredto the pharmacy, store incoming merchandise, and inform the supervisor of stock needs. May operate cash register and accept prescriptions for filling.
 |
| Entry-Level Educational Requirement: High school *diploma or equivalent* |
| Training Requirement: Short-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 45% |
|  |
| * **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 Aide Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2019 Jobs | 2024 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Pharmacy Aides |  1,945  |  1,820  | -125 | -6% |  1,201  |  240  | $13.39 | $17.20 |
| Pharmacy Technicians |  8,026  |  8,409  | 383 | 5% |  3,714  |  743  | $17.43 | $21.81 |
| **TOTAL** |  **9,971**  |  **10,229**  | **259** | **3%** |  **4,915**  |  **983**  | **$16.64** | **$20.91** |

*Source: EMSI 2020.1*

**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 Aide Occupations in Silicon Valley Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2019 Jobs | 2024 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 25% Hourly Wage | Median Hourly Wage |
| Pharmacy Aides |  354  |  316  | -37 | -11% |  214  |  43  | $12.40 | $14.13 |
| Pharmacy Technicians |  1,931  |  1,977  | 46 | 2% |  836  |  167  | $15.03 | $18.76 |
| **TOTAL** |  **2,285**  |  **2,294**  | **9** | **0%** |  **1,049**  |  **210**  | **$14.63** | **$18.04** |

*Source: EMSI 2020.1*

**Silicon Valley Sub-Region** includes Santa Clara County

### Job Postings in Bay Region and Silicon Valley Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (June 2019 - May 2020)**

| Occupation | Bay Region | Silicon Valley |
| --- | --- | --- |
|  Pharmacy Technicians | 3,256 | 565 |
|  Pharmacy Aides | 348 | 72 |
|  **TOTAL** | **3,604** | **637** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Pharmacy Aide Occupations for latest 12 months (June 2019 - May 2020) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Pharmacy Technician | 2,919 | Technician | 3 |
| Certified Pharmacy Technician | 261 | Pharmacy Support Clerk | 3 |
| Pharmacy Cashier | 163 | Pharmacy Clerk, Delivery | 3 |
| Pharmacy Clerk | 85 | Pharmacy Clerk, Bilingual, Cantonese | 3 |
| Pharmacist | 39 | Pet Technician, Accommodation/Hotels Industry | 3 |
| Pharmacy Assistant | 31 | Coordinator, Order Entry | 3 |
| Data Entry Technician | 19 | Pt Pharmacy Technology Instructor | 2 |
| Prototyper IV | 5 | Production Technician | 2 |
| Project Technical Lead, Pharmacy | 5 | Pharmacy Technology Instructor | 2 |
| Entry Pharmacy Clerk | 5 | Pharmacy Clerk, Spanish, Public Speaking | 2 |
| Retail Clerk | 4 | Pharmacy Clerk, Mill | 2 |
| Pharmacy Coordinator | 4 | Medication Coordinator | 2 |
| Glassware Technician | 4 | Laboratory Glassware | 2 |
| Veterinary Technician | 3 | Food Pharmacy Coordinator | 2 |

**Table 4b. Top Job Titles for Pharmacy Aide Occupations for latest 12 months (June 2019 - May 2020) Silicon Valley Sub-Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Silicon Valley | Common Title | Silicon Valley |
| Pharmacy Technician | 498 | Pt Pharmacy Technology Instructor | 2 |
| Certified Pharmacy Technician | 56 | Pharmacy Clerk, Spanish, Public Speaking | 2 |
| Pharmacy Cashier | 42 | Laboratory Glassware | 2 |
| Pharmacist | 11 | Order Entry Coordinator, Entry | 1 |
| Pharmacy Clerk | 9 | Order Entry Coordinator | 1 |
| Pharmacy Assistant | 7 | Department Pharmacy Clerk, Veterinary, Outpatient, Healthcare Industry | 1 |
| Pharmacy Coordinator | 4 | Customer Service Technician | 1 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Pharmacy Aide Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2019) | Jobs in Industry (2022) | % Change (2019-24) | % Occupation Group in Industry (2019) |
| Pharmacies and Drug Stores (446110) | 4,602 | 4,850 | 5% | 49% |
| General Medical and Surgical Hospitals (622110) | 859 | 969 | 13% | 10% |
| Supermarkets and Other Grocery (except Convenience) Stores (445110) | 867 | 879 | 1% | 9% |
| HMO Medical Centers (621491) | 245 | 443 | 81% | 4% |
| Electronic Shopping and Mail-Order Houses (454110) | 239 | 430 | 80% | 4% |
| Hospitals (Local Government) (903622) | 297 | 361 | 22% | 4% |
| Warehouse Clubs and Supercenters (452311) | 340 | 267 | -21% | 3% |
| Department Stores (452210) | 388 | 223 | -43% | 2% |
| Drugs and Druggists' Sundries Merchant Wholesalers (424210) | 58 | 127 | 119% | 1% |
| Hospitals (State Government) (902622) | 33 | 109 | 230% | 1% |
| Offices of Physicians (except Mental Health Specialists) (621111) | 152 | 107 | -30% | 1% |

*Source: EMSI 2020.1*

**Table 6. Top Employers Posting Pharmacy Aide Occupations in Bay Region and Silicon Valley Sub-Region (June 2019 - May 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Silicon Valley |
| CVS Health | 477 | Pharmaca Integrative Pharmacy | 19 | Walgreens Boots Alliance Inc | 97 |
| Walgreens Boots Alliance Inc | 401 | Raley Family Of Fine Stores | 17 | CVS Health | 76 |
| Rite Aid Corporation | 176 | Postmeds Inc | 15 | Lucile Packard Childrens Hospital | 42 |
| Kaiser Permanente | 148 | Pharmacy Technician | 15 | Stanford Health Care | 26 |
| Rx Relief | 78 | Asereth Medical Services | 15 | Rite Aid Corporation | 22 |
| Soliant | 60 | Cardinal Health, Inc. | 14 | Kaiser Permanente | 16 |
| Walmart / Sam's | 59 | Northbay Healthcare Group | 13 | Soliant | 13 |
| Sutter Health | 55 | El Camino Health | 13 | El Camino Health | 13 |
| The Save Mart Companies | 47 | Albertsons | 13 | The Save Mart Companies | 10 |
| Lucile Packard Childrens Hospital | 46 | Safeway Incorporated | 12 | Hospital Corporation of America | 10 |
| Sutter Health Sacramento Sierra Region | 38 | Dignity Health | 12 | Calaveras Pharmacy | 10 |
| Pharmaca | 38 | UC San Diego | 11 | Regional Medical Center San Jose | 9 |
| Sutter Medical Center | 32 | Raleys | 11 | El Camino Hospital | 9 |
| UC San Francisco Medical Center | 30 | Alta Bates Summit | 11 | Department of Veterans Affairs | 8 |
| Stanford Health Care | 29 | Raley's Supermarkets | 10 | Walmart / Sam's | 7 |
| Department of Veterans Affairs | 26 | Pharmerica | 10 | Good Samaritan Hospital | 6 |
| University California | 22 | Hospital Corporation of America | 10 | Costco | 5 |

*Source: Burning Glass*

# Educational Supply

There are three (3) community colleges in the Bay Region issuing 73 awards on average annually (last 3 years ending 2018-19) on TOP 1221.00-Pharmacy Technology. There is one college (Foothill College) in the Silicon Valley Sub-Region issuing 33 awards on average annually (last 3 years) on this TOP code.

There are six (6) Other Educational Institutions in the Bay Region issuing 131 awards on average annually (last 3 years ending 2016-17) on TOP 1221.00-Pharmacy Technology. There is one Other Educational Institution issuing 16 awards on average annually (last 3 years) on this TOP code.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate Low Unit | Total |
| Foothill | Silicon Valley |  15  |  18  |  33  |
| San Francisco | Mid-Peninsula |  |  19  |  19  |
| Santa Rosa | North Bay |  6  |  15  |  21  |
| **Total Bay Region** |  **21**  |  **52**  |  **73**  |
| **Total Silicon Valley Sub-Region** |  **15**  |  **18**  |  **33**  |

# Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

**Table 7b. Other Educational Institutions Awards on TOP 1221.00-Pharmacy Technology in Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **College** | **Sub-Region** | **Award < 1 academic yr** | **Award 1 < 2 academic yrs** | **Award 2 < 4 academic yrs** | **Total** |
| Bay Area Medical Academy | Mid-Peninsula |  |  |  11  |  11  |
| Carrington College-Pleasant Hill | East Bay |  17  |  5  |  |  22  |
| Carrington College-San Jose | Silicon Valley |  11  |  5  |  |  16  |
| Carrington College-San Leandro | East Bay |  11  |  4  |  |  15  |
| InterCoast Colleges-Fairfield | North Bay |  |  |  15  |  15  |
| Unitek College | East Bay |  |  52  |  |  52  |
| **Total Bay Region** |  **39**  |  **66**  |  **26**  |  **131**  |
| **Total Silicon Valley Sub-Region** |  **11**  |  **5**  |  |  **16**  |

# Source: Data Mart

Note: The annual average for awards is 2014-15 to 2016-17.

# Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 983 annual openings for the Pharmacy Aide occupational cluster and 205 annual (3-year average) awards for an annual undersupply of 778 students. In the Silicon Valley Sub-Region, there is also a gap with 210 annual openings and 49 annual (3-year average) awards for an annual undersupply of 161 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) | Foothill College (All CTE Programs) | State (1221.00) | Bay (1221.00) | Silicon Valley (1221.00) | Foothill College (1221.00) |
| % Employed Four Quarters After Exit | 74% | 77% | 74% | 80% | 82% | 82% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $15,310 | $6,828 | $8,712 | $8,167 | $8,167 |
| Median % Change in Earnings | 46% | 82% | 97% | 95% | 109% | 109% |
| % of Students Earning a Living Wage | 63% | 76% | 38% | 51% | 56% | 56% |

*Source: Launchboard Pipeline (version available on 6/12/20)*

# Skills, Certifications and Education

**Table 9. Top Skills for Pharmacy Aide Occupations in Bay Region (June 2019 - May 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Customer Service | 1,378 | Cash Handling | 351 | Patient Privacy | 148 |
| Retail Industry Knowledge | 1,371 | Legal Compliance | 328 | Occupational Health and Safety | 146 |
| Pharmacist Assistance | 1,033 | Data Entry | 304 | Medical Terminology | 141 |
| Prescription Filling | 837 | Calculation | 302 | Cleaning | 140 |
| Quality Assurance and Control | 555 | Packaging | 267 | Medication Distribution | 138 |
| Customer Contact | 536 | Aseptic Technique | 212 | Order Entry | 136 |
| Product Location | 514 | Health Insurance Portability and Accountability Act (HIPAA) | 206 | IV Admixture | 135 |
| Scheduling | 474 | Pharmaceutical Services | 206 | Pharmaceutical Preparation | 121 |
| Transcription | 442 | Patient Contact | 182 | Prepare Compounds and Reagents | 118 |
| Insurance Knowledge | 424 | Processing Item Returns | 180 | Hospital Experience | 115 |
| Inventory Management | 416 | Refunds Exchanges and Adjustments | 180 | Cancer knowledge | 113 |
| Inventory Control | 404 | Prescription Label Creation | 177 | Medication Inventory | 113 |
| Clerical Duties | 389 | Patient Care | 171 | Record Keeping | 111 |
| Customer Billing | 381 | Interaction with Patients / Medical Personnel | 168 | Procurement | 110 |
| Staff Management | 379 | Patient Safety | 151 | Long-Term Care | 109 |

*Source: Burning Glass*

**Table 10. Certifications for Pharmacy Aide Occupations in Bay Region (June 2019 - May 2020)**

Note: 47% 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) | 1,087 | Pharmacy Technology | 6 |
| Certified Pharmacy Technician | 1,058 | Lean Certification | 6 |
| Ca License | 107 | American Heart Association Certification | 5 |
| Pharmacy Intern License | 71 | Environmental Protection Agency Certification | 3 |
| Driver's License | 52 | Advanced Cardiac Life Support (ACLS) Certification | 3 |
| American Council of Pharmaceutical Education (ACPE) | 40 | Certified Teacher | 2 |
| First Aid Cpr Aed | 34 | CDL Class A | 2 |
| Security Clearance | 29 | Automation Certification | 2 |
| Basic Life Saving (BLS) | 26 | Project Management Certification | 1 |
| IV (Intravenous) Certification | 23 | English Certification | 1 |
| Basic Cardiac Life Support Certification | 13 | Certified Veterinary Technician | 1 |
| Acquired Immune Deficiency Syndrome (AIDS) Certification | 7 | Certified Surgical Technologist | 1 |

*Source: Burning Glass*

**Table 11. Education Requirements for Pharmacy Aide Occupations in Bay Region**

Note: 56% 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 | Percent 12 Mos. Postings |
| High school or vocational training | 1,538 | 97% |
| Associate Degree | 55 | 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

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