

**Labor Market Analysis for Program Recommendation**

**Pharmacy Technician Occupations**

**Santa Rosa Junior College**

### Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

### December 2022

## Recommendation

Based on all available data, there appears to be an “undersupply” of Pharmacy Technician workers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano, Sonoma counties). There is a projected annual gap of about 441 students in the Bay region and 63 students in the North Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 1221.00 Pharmacy Technology programs 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 Santa Rosa Junior College and in the region.

This report profiles Pharmacy Technician Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new program at Santa Rosa College.

* **Pharmacy Technicians (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: 51%

## Occupational Demand

**Table 1. Employment Outlook for Pharmacy Technician Occupations in Bay Region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Pharmacy Technicians | 8,066 | 8,100 | 34 | 0% | 2,950 | 590 | $21 | $26 |
| **Total** | **8,066** | **8,100** | **34** | **0%** | **2,950** | **590** | **$21** | **$26** |
| Source: Lightcast 2022.3 |
| **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 Technician Occupations in North Bay Sub-region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Pharmacy Technicians | 1,237 | 1,224 | -14 | -1% | 443 | 89 | $21 | $25 |
| **Total** | **1,237** | **1,224** | **-14** | **-1%** | **443** | **89** | **$21** | **$25** |
| Source: Lightcast 2022.3 |
| **North Bay Sub-Region includes:** Marin, Napa, Solano, Sonoma Counties |

### Job Postings in Bay Region and North Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Dec. 2021 - Nov. 2022)**

| **Occupation** | **Bay Region** | **North Bay** |
| --- | --- | --- |
| Pharmacy Technicians | 3,497 | 669 |
| Source: Lightcast |

**Table 4a. Top Job Titles for Pharmacy Technician Occupations for latest 12 months (Dec. 2021 - Nov. 2022) Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Pharmacy Technicians | 2,069 | Pharmacy Clerks/Technicians | 35 |
| Certified Pharmacy Technicians | 432 | Pharmacy Technicians IV | 24 |
| Inpatient Pharmacy Technicians | 167 | Pharmacy Technician Coordinators | 23 |
| Retail Pharmacy Technicians | 75 | Lead Pharmacy Technicians | 22 |
| Outpatient Pharmacy Technicians | 66 | Mail Order Pharmacy Technicians | 21 |
| Pharmacy Technicians-in-Training | 64 | Pharmacy Technician Managers | 20 |
| Hospital Pharmacy Technicians | 55 | Call Center Pharmacy Technicians | 18 |
| Compounding Pharmacy Technicians | 47 | Clinical Pharmacy Technicians | 17 |
| Licensed Pharmacy Technicians | 39 |  |  |
| Source: Lightcast |

**Table 4b. Top Job Titles for Pharmacy Technician Occupations for latest 12 months (Dec. 2021 - Nov. 2022) North Bay Sub-Region**

| **Title** | **North Bay** | **Title** | **North Bay** |
| --- | --- | --- | --- |
| Pharmacy Technicians | 407 | Outpatient Pharmacy Technicians | 8 |
| Certified Pharmacy Technicians | 58 | Call Center Pharmacy Technicians | 7 |
| Retail Pharmacy Technicians | 39 | Inpatient Hospital Pharmacy Technicians | 7 |
| Inpatient Pharmacy Technicians | 33 | Pharmacy Technician Coordinators | 5 |
| Licensed Pharmacy Technicians | 19 | IV Pharmacy Technicians | 4 |
| Hospital Pharmacy Technicians | 15 | Lead Pharmacy Technicians | 4 |
| Compounding Pharmacy Technicians | 12 | Pharmacy Clerks/Technicians | 4 |
| Pharmacy Technicians-in-Training | 10 | Pharmacy Technician Managers | 3 |
| Bilingual Pharmacy Technicians | 8 | Fulfillment Pharmacy Technicians | 2 |
| Source: Lightcast |

## Industry Concentration

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

| **Industry - 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2021)** | **Jobs in Industry (2026)** | **% Change (2021-26)** | **% Occupation Group in Industry (2021)** |
| --- | --- | --- | --- | --- |
| Pharmacies and Drug Stores | 3,413 | 3,237 | -5% | 42% |
| Supermarkets and Other Grocery (except Convenience) Stores | 867 | 898 | 4% | 11% |
| General Medical and Surgical Hospitals | 809 | 809 | 0% | 10% |
| Electronic Shopping and Mail-Order Houses | 493 | 518 | 5% | 6% |
| HMO Medical Centers | 393 | 466 | 19% | 5% |
| Hospitals (Local Government) | 279 | 303 | 9% | 3% |
| All Other General Merchandise Stores | 159 | 223 | 40% | 2% |
| Hospitals (State Government) | 137 | 170 | 24% | 2% |
| Warehouse Clubs and Supercenters | 213 | 162 | -24% | 3% |
| Department Stores | 210 | 146 | -30% | 3% |
| Source: Lightcast 2022.3 |

**Table 6. Top Employers Posting Pharmacy Technician Occupations in Bay Region and North Bay Sub-Region (Dec. 2021 - Nov. 2022)**

| **Employer** | **Bay** | **Employer** | **North Bay** |
| --- | --- | --- | --- |
| CVS Health | 745 | CVS Health | 172 |
| Walgreens Boots Alliance | 587 | Walgreens Boots Alliance | 75 |
| RPh on the Go | 126 | RPh on the Go | 25 |
| Rite Aid | 125 | Rite Aid | 24 |
| Kaiser Permanente | 85 | Walmart | 23 |
| Aerotek | 83 | Pharmaca Integrative Pharmacy | 22 |
| Soliant Health | 72 | Kaiser Permanente | 18 |
| Walmart | 68 | Adventist Health | 17 |
| Rx Relief | 49 | Avita Pharmacy | 14 |
| Sutter Health | 46 | NorthBay Healthcare | 12 |
| Source: Lightcast |

## Educational Supply

There are three (3) community colleges in the Bay Region issuing 52 awards on average annually (last 3 years ending 2019-20) on TOP 1221.00 - Pharmacy Technology. In the North Bay Sub-Region, there is one (1) community college (SRJC) that issued 14 awards on average annually (last 3 years) on this TOP code.

There are seven (7) other CTE educational institutions in the Bay Region issuing 97 awards on average annually (last 3 years ending 2019-20) on CIP 51.0805 - Pharmacy Technician/Assistant. There is one (1) other CTE educational institution in the North Bay Sub-Region issuing 12 awards on average annually (last 3 years) on this CIP code.

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

| **College** | **Subregion** | **Associate Degree** | **High unit Certificate** | **Low unit Certificate** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Foothill | Silicon Valley | 11 | 8 | 0 | 19 |
| San Francisco | Mid-Peninsula | 0 | 14 | 5 | 19 |
| Santa Rosa | North Bay | 4 | 0 | 10 | 14 |
| **Total** |  | **15** | **22** | **15** | **52** |
| Source: Data Mart |
| Note: The annual average for awards is 2017-18 to 2019-20. |

**Table 7b. Other CTE Institutions Awards on CIP 51.0805 - Pharmacy Technician/Assistant in Bay Region**

| **College** | **Subregion** | **Award < 1 academic yr.** | **Postsecondary awards** | **Total** |
| --- | --- | --- | --- | --- |
| Bay Area Medical Academy | Mid-Peninsula | 8 | 0 | 8 |
| Carrington College- Pleasant Hill Campus | East Bay | 0 | 7 | 7 |
| Carrington College-San Jose | Silicon Valley | 0 | 5 | 5 |
| Carrington College- San Leandro Campus | East Bay | 0 | 6 | 6 |
| Contra Costa Medical Career College | East Bay | 35 | 0 | 35 |
| InterCoast Colleges-Fairfield | North Bay | 12 | 0 | 12 |
| Unitek College | East Bay | 0 | 24 | 24 |
| **Total** |  | **55** | **42** | **97** |

## Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 590 annual openings for the Pharmacy Technician occupational cluster and 149 annual (3-year average) awards for an annual undersupply of 441 students. In the North Bay Sub-Region, there is also a gap with 89 annual openings and 26 annual (3-year average) awards for an annual undersupply of 63 students.

## Student Outcomes

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

| **Metric Outcomes** | **Bay All CTE Programs** | **SRJC All CTE Programs** | **State 1221.00** | **Bay 1221.00** | **North Bay 1221.00** | **SRJC 1221.00** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 74% | 75% | 73% | 80% | 80% |
| Median Annual Earnings for SWP Exiting Students | $47,419 | $42,405 | $28,158 | $33,347 | $31,858 | $31,858 |
| Median Change in Earnings for SWP Exiting Students | 23% | 29% | 30% | 30% | 28% | 28% |
| Exiting Students Who Attained the Living Wage | 52% | 58% | 31% | 35% | 43% | 43% |
| Source: Launchboard Strong Workforce Program Median of 2017 to 2020. |

## Skills, Certifications and Education

**Table 9. Top Skills for Pharmacy Technician Occupations in Bay Region (Dec. 2021 - Nov. 2022)**

| **Skill** |  **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Medical Prescription | 2,248 | Inventory Control | 621 |
| Pharmaceuticals | 1,229 | Quality Improvement | 599 |
| Pharmacist Assistance | 970 | Asset Protection | 577 |
| Inventory Management | 864 | Regulatory Compliance | 397 |
| Merchandising | 754 | State Laws | 365 |
| Medical Privacy | 711 | Patient Safety | 314 |
| Workflow Management | 709 | Vaccination Administration | 310 |
| Cash Register | 660 | Operational Excellence | 300 |
| Medication Dispensation | 654 | Admixtures | 273 |
| Warehousing | 626 | Data Entry | 249 |
| Source: Lightcast |

**Table 10. Certifications for Pharmacy Technician Occupations in Bay Region (Dec. 2021 - Nov. 2022)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Certified Pharmacy Technician | 2,523 | Certified Loss Control Specialist | 6 |
| Pharmacist License | 83 | Immunization Certification | 6 |
| Basic Life Support (BLS) Certification | 78 | Registered Vascular Technologist | 3 |
| NHA Certified | 33 | Advanced Cardiovascular Life Support (ACLS) Certification | 2 |
| IV (Intravenous) Certification | 28 | Patient Care Technician | 2 |
| Board Certified/Board Eligible | 25 | Pediatric Advanced Life Support | 1 |
| Security Clearance | 13 |  |  |
| Source: Lightcast |

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

| **Education Level** | **Job Postings** | **% of Total** |
| --- | --- | --- |
| High school or GED | 1,707 | 90% |
| Associate degree | 119 | 6% |
| Bachelor's degree & higher | 76 | 4% |
| Source: Lightcast |
| Note: 49% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample. |

## Methodology

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

## Sources

O\*Net Online
Lightcast
CTE LaunchBoard 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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