

March 2016

# Texas Pharmacy Technicians Education and Job Opening Statistics

## To Assist the Board:

- NHA engaged Gray Associates to conduct an analysis of the pharmacy technician education and job placement capacity in Texas.
- Gray Associates is a well-respected firm that provides analytics to postsecondary educational institutions throughout the US, focused on the viability of educational programs in specified markets.



# Relevant Data Sources Used by Gray

- U.S. Department of Education’s National Center for Education Statistics, Integrated Postsecondary Education Data System for Classification of Instructional Programs (“IPEDS”).
- U.S. Department of Labor, Bureau of Labor Statistics.
- *WANTEDAnalytics*: Specializes in job posting data collection and is the exclusive data provider for The Conference Board’s Help-Wanted OnLine Data Series™, the monthly economic indicator of Hiring Demand in the United States.
- GrayReports “Inquiries”: Proprietary database of over 40 million inquiries made by potential students searching for educational programs, collected from lead aggregators and vendors to educational institutions.





Pharmacy Technician School-based  
Education in Texas

# 2014 Top Programs

- Average cost of technician training programs within the state: \$17,779
- Lowest cost for ASHP with at least 50 completions: \$11,667
- Remington College leads the state with completions across its 4 campuses at a cost of \$20,520

Institution	Accreditor	Sector	Cost of Program	2014
Southern Careers Institute-San Antonio		Proprietary	\$16,600	127
Remington College-Dallas Campus	ASHP	Private not-for-profit	\$20,520	105
Houston Community College	ASHP	Public	NA	57
Everest College-Arlington	ASHP	Proprietary	\$11,667	54
Remington College-Houston Campus	ASHP	Private not-for-profit	\$20,520	52
Sanford-Brown College-Houston	ASHP	Proprietary	NA	51
Kaplan College-San Antonio-San Pedro		Proprietary	\$15,727	50
Lone Star College System	ASHP	Public	NA	50
Remington College-Fort Worth Campus	ASHP	Private not-for-profit	\$20,520	43
San Jacinto Community College	ASHP	Public	NA	43
Southern Careers Institute-Austin		Proprietary	\$16,600	39
Remington College-North Houston Campus	ASHP	Private not-for-profit	\$20,520	38
Austin Community College District	ASHP	Public	NA	31
Northwest Educational Center		Proprietary	NA	29
Southern Careers Institute-Corpus Christi		Proprietary	\$16,600	29
Pima Medical Institute-Houston		Proprietary	\$12,975	24
Texarkana College		Public	NA	24
South Texas College	ASHP	Public	NA	22
Alvin Community College		Public	NA	20
Angelina College	ASHP	Public	NA	20
El Paso Community College	ASHP	Public	NA	20
Virginia College-Austin	ASHP	Proprietary	\$23,320	20





# Demand for Pharmacy Technicians in Texas



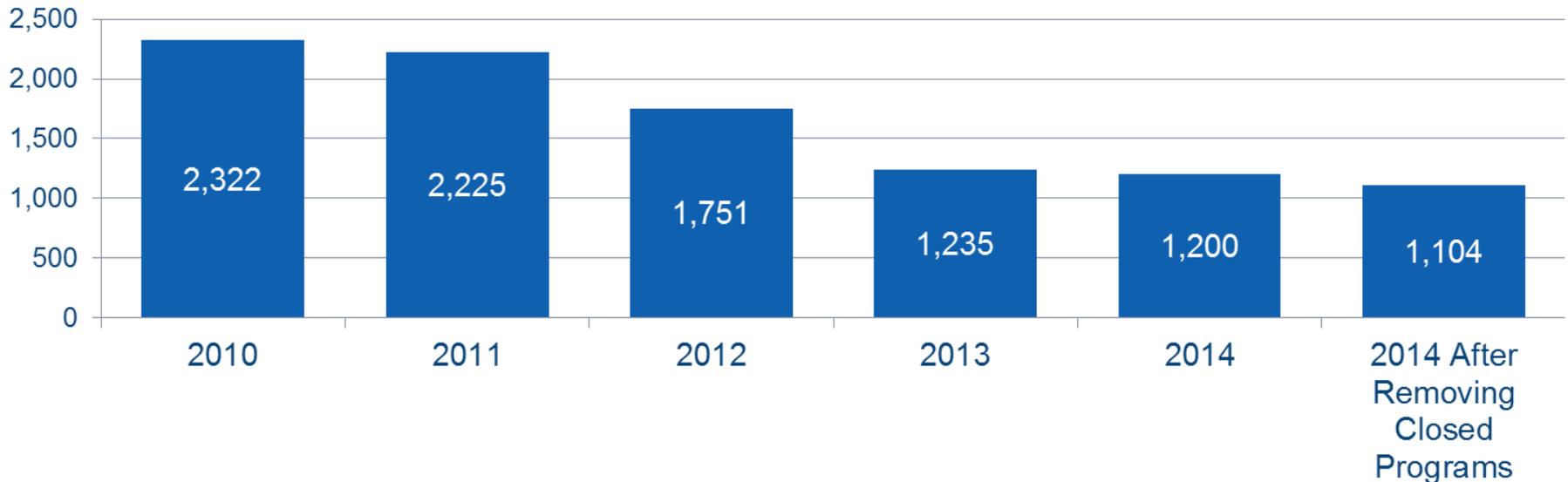
# Program Completions

Completions were **down almost 50%** in 2014 compared to 2010.

## Pharmacy Technician Completions

Texas

■ Completions

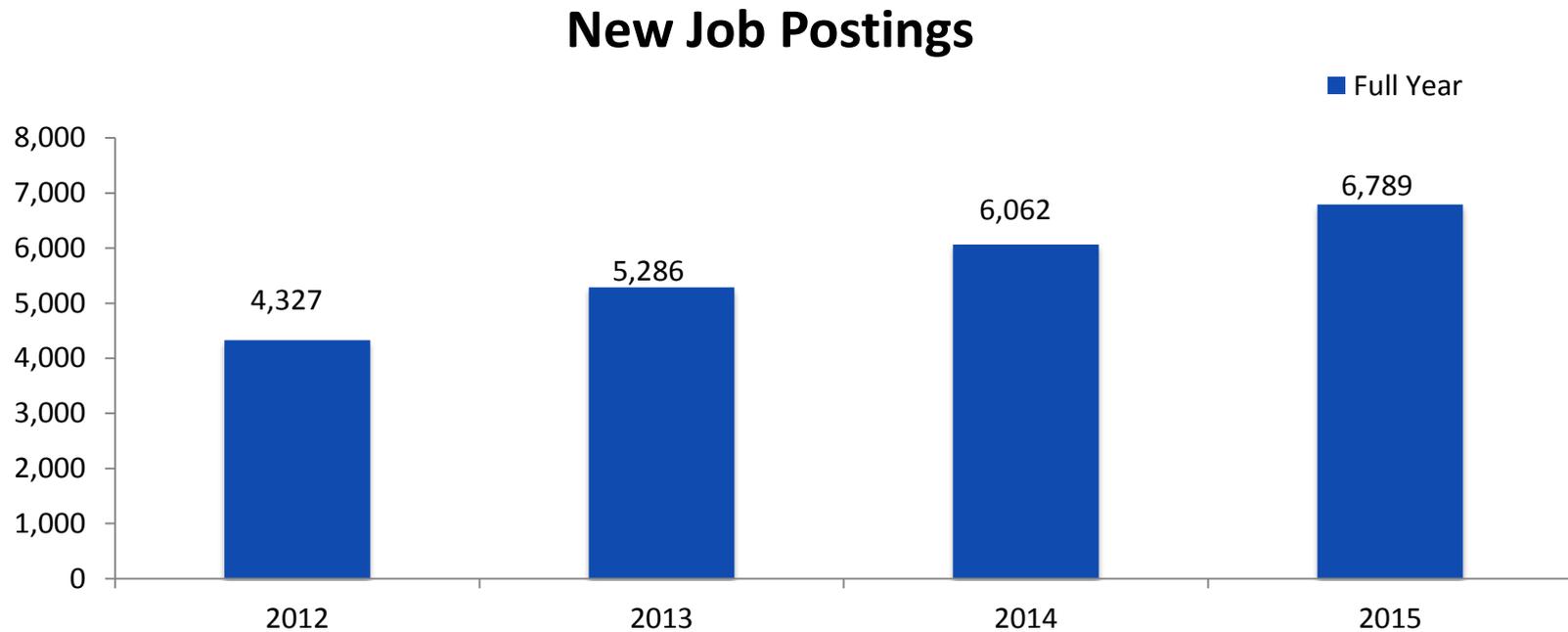


“Completions” refers to the number of students completing a pharmacy technician program at an educational institution in Texas.

Source: The Integrated Postsecondary Education Data System for Classification of Instructional Programs 51.0805 (Pharmacy Technician).

# New Job Postings

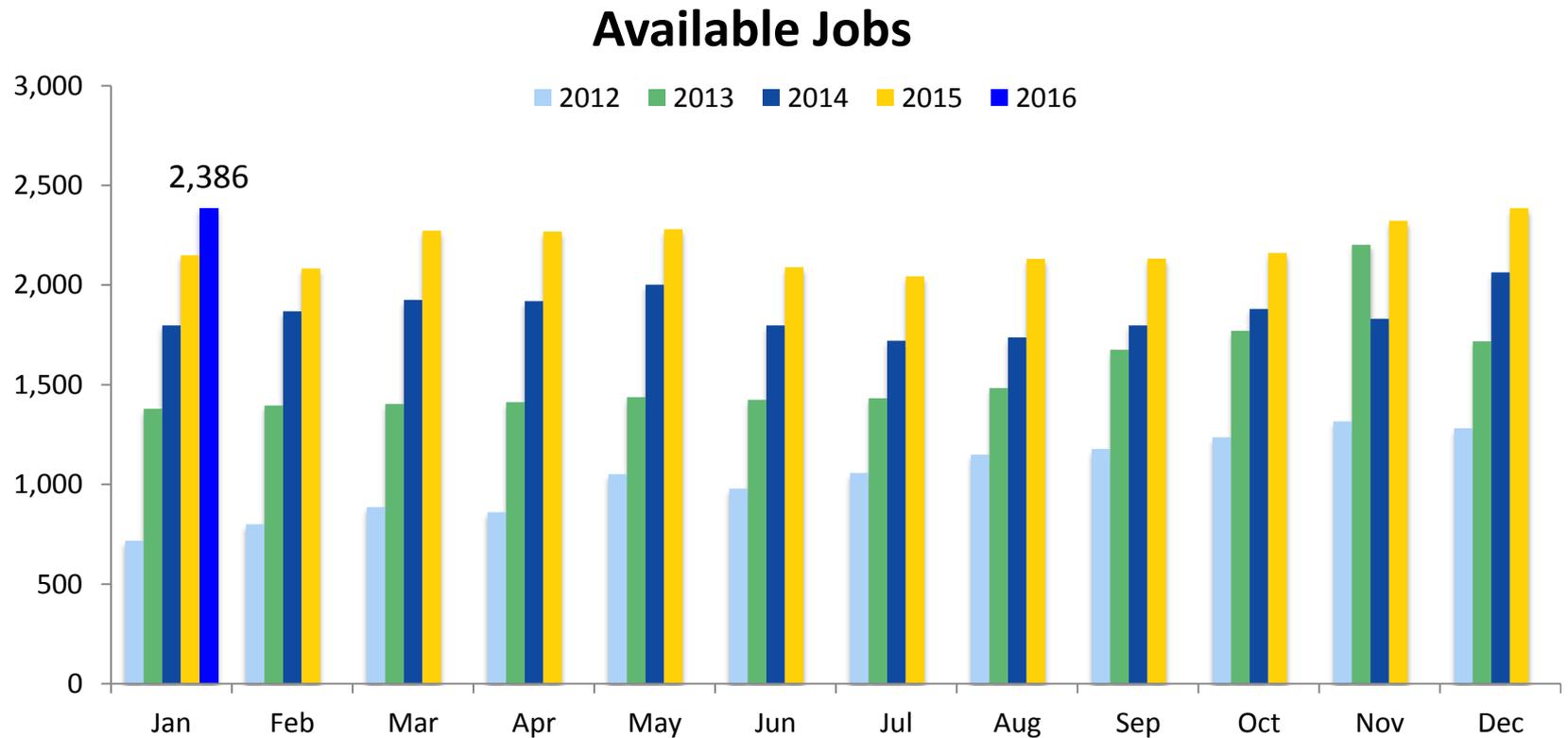
New job postings are trending upward: 57% increase since 2012.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Available Job Postings

The number of available jobs each month has been trending upward.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Texas State Pharmacy Technician Data

WANTED Analytics salary data:



Regional Trends





# Pharmacy Technician School-based Education by Region

- Austin-San Antonio
- Dallas-Ft. Worth
- Northwest

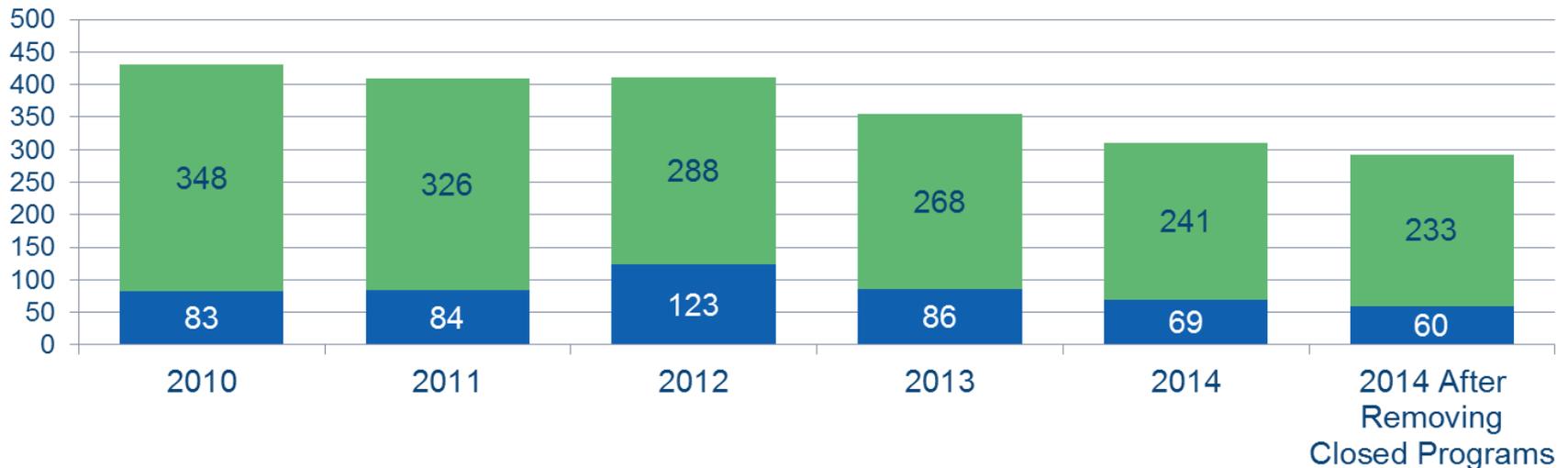
# Pharmacy Technician Completions

Completions were **down 28%** in 2014 compared to 2010.

## Pharmacy Technician Completions

Austin-San Antonio

■ ASHP ■ Other



# Top Programs by 2014 Completions Austin-San Antonio

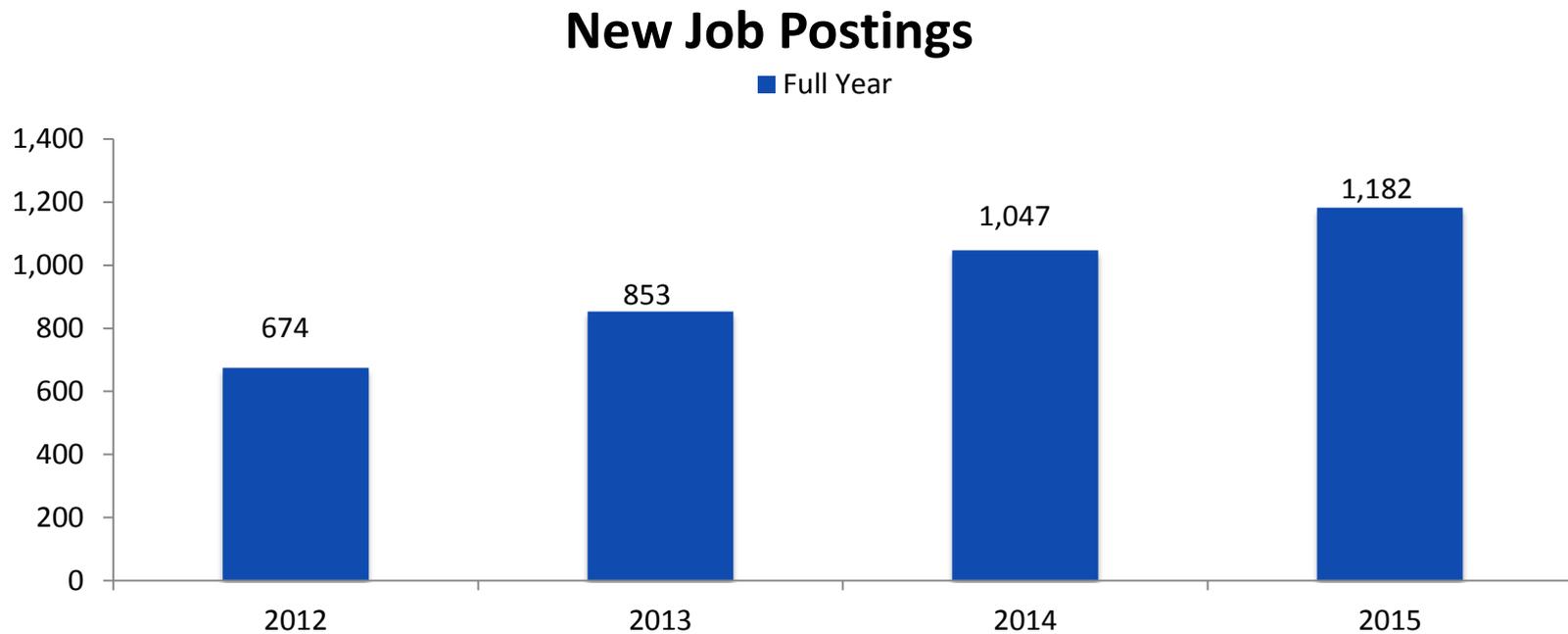
Institution	Accreditor	Sector	Award Level	Cost of Program	2010	2011	2012	2013	2014
Southern Careers Institute-San Antonio		Proprietary	Award of less than 1 academic year	\$16,600	82	81	106	136	127
Kaplan College-San Antonio-San Pedro		Proprietary	Award of at least 1 but less than 2 academic years	\$15,727	0	0	90	62	50
Southern Careers Institute-Austin		Proprietary	Award of less than 1 academic year	\$16,600	40	39	49	32	39
Austin Community College District	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	32	31	35	32	31
Virginia College-Austin	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	\$23,320	19	19	34	13	20
Northwest Vista College	ASHP	Public	Award of less than 1 academic year	NA	32	32	54	41	9
Northwest Vista College	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	0	0	0	0	9
Southwest School of Business and Technical Careers-San Antonio		Proprietary	Award of less than 1 academic year	\$14,610	46	39	27	20	9
Brown Mackie College-San Antonio		Proprietary	Associate's degree	\$34,752	0	0	0	8	8
Sanford-Brown College-San Antonio		Proprietary	Award of at least 1 but less than 2 academic years	NA	0	0	0	0	3
Sanford-Brown College-San Antonio		Proprietary	Award of at least 1 but less than 2 academic years	NA	0	0	0	0	3
National American University-Austin		Proprietary	Associate's degree	NA	0	0	0	1	2
Allied Health Careers		Proprietary	Award of at least 1 but less than 2 academic years		34	30	15	9	0
Coastal Bend College		Public	Associate's degree		0	0	1	0	0
Kaplan College-San Antonio-San Pedro		Proprietary	Award of less than 1 academic year		120	137	0	0	0
Northwest Vista College	ASHP	Public	Associate's degree		0	2	0	0	0
San Antonio College		Public	Award of less than 1 academic year		26	0	0	0	0

} Brown Mackie institutions are closed or closing.

○ 5 additional school closures from 2011-2014

# New Job Postings Austin-San Antonio

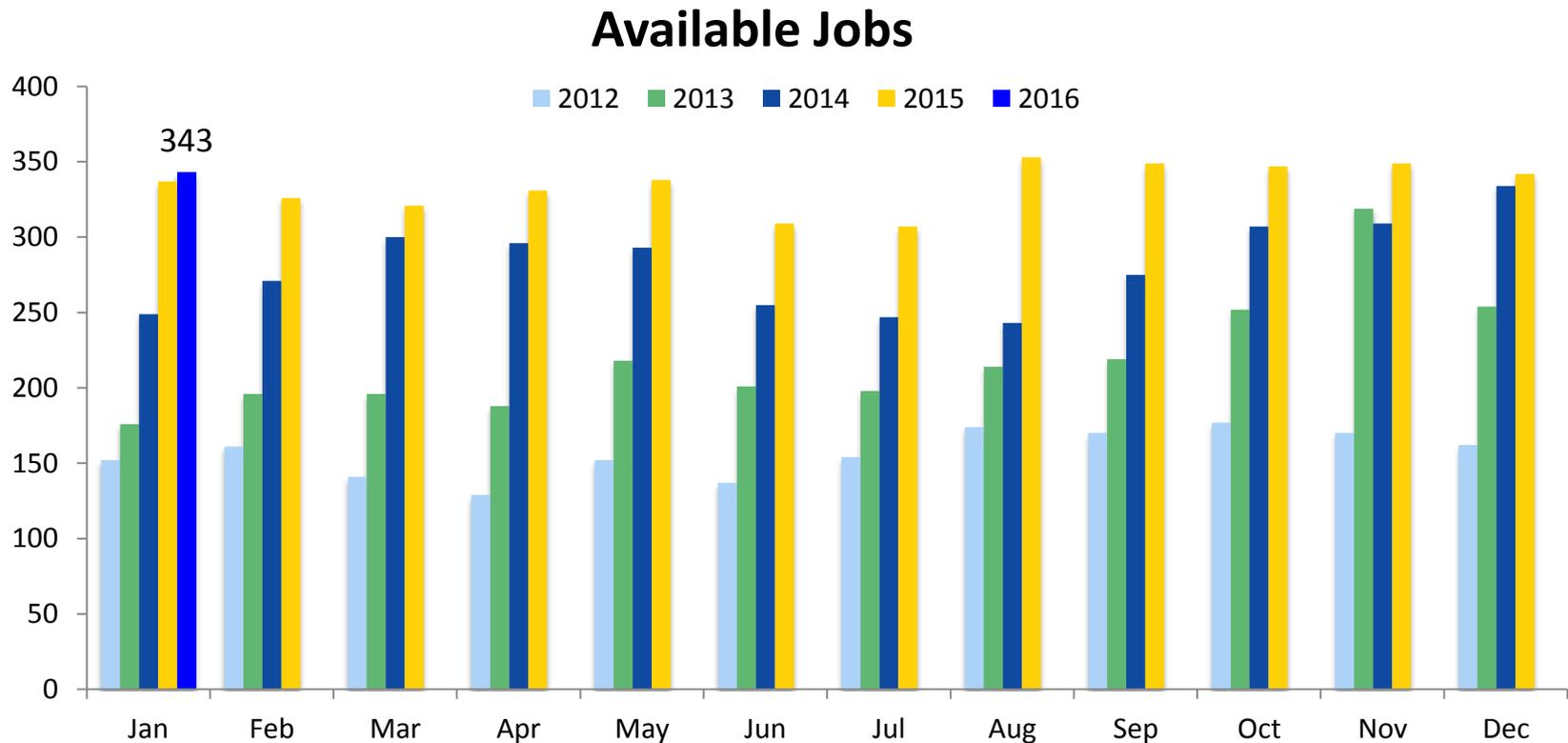
New job postings are up 75% in 2015 compared to 2012.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Available Job Postings Austin-San Antonio

On average, there were **19% more jobs** available in 2015 compared to 2014.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Pharmacy Technician School-based Education by Region

Austin

→ Dallas/Ft. Worth

Northwest



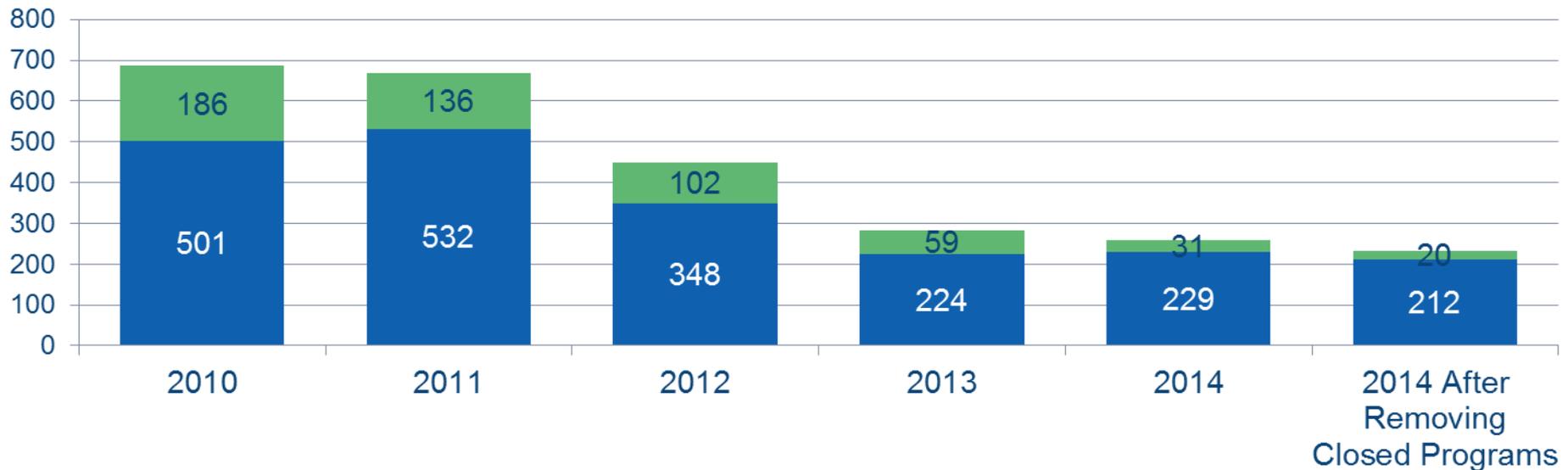
# Program Completions

Completions were **down 62%** in 2014 compared to 2010.

## Pharmacy Technician Completions

Dallas-Fort Worth

■ ASHP ■ Other



# Top Programs by 2014 Completions Dallas-Ft. Worth

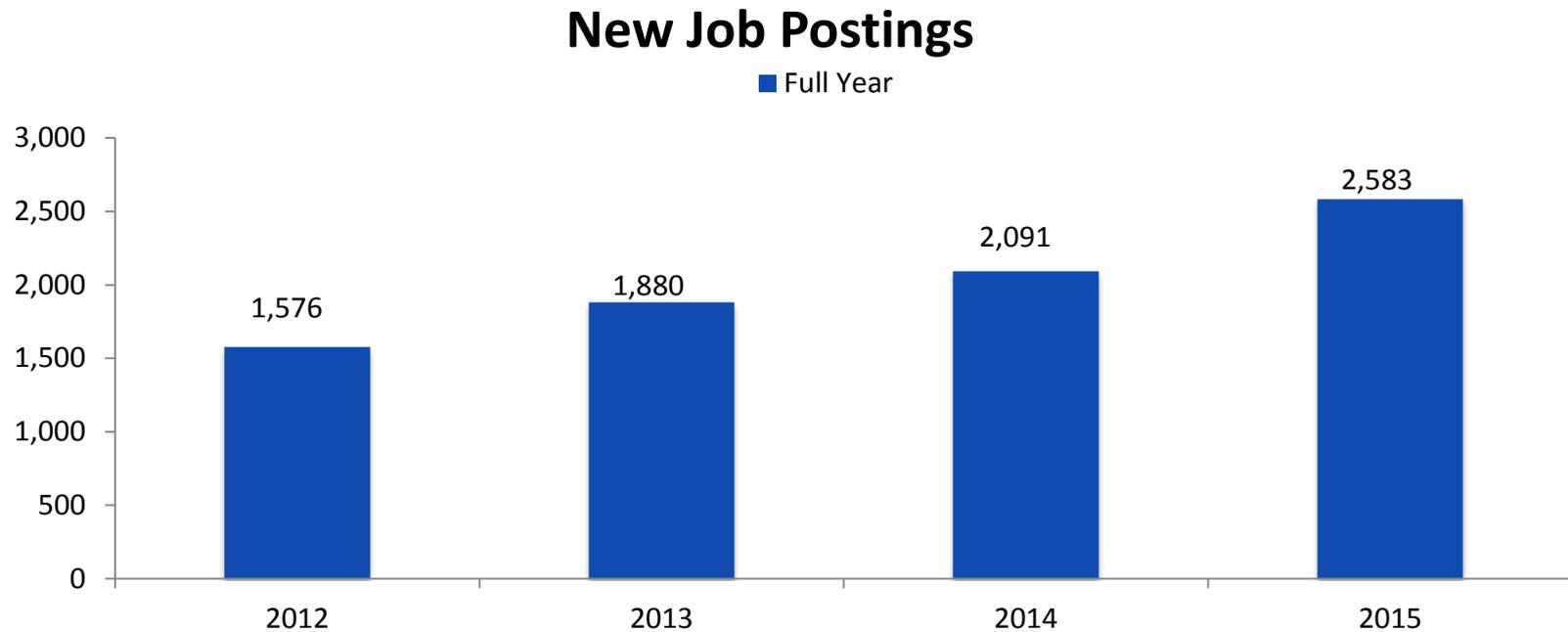
Only 5 programs remain after 17 school closures since 2012

Institution	Accreditor	Sector	Award Level	Cost of Program	2010	2011	2012	2013	2014	Still Offered?
Remington College-Dallas Campus	ASHP	Private not-for-profit	Award of less than 1 academic year	\$20,520	156	148	106	92	105	
Everest College-Arlington	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	\$11,667	0	116	91	55	54	
Remington College-Fort Worth Campus	ASHP	Private not-for-profit	Award of less than 1 academic year	\$20,520	80	95	50	59	43	
CCI Training Center-Arlington		Proprietary	Award of less than 1 academic year	\$13,350	0	30	44	29	18	
Sanford-Brown College-Dallas	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	NA	52	94	78	7	15	No
Carrington College	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	\$14,103	46	31	18	9	10	
Fortis Institute-Grand Prairie		Proprietary	Award of at least 1 but less than 2 academic years	NA	0	0	0	5	10	No
Asher College		Proprietary	Award of less than 1 academic year	NA	6	9	6	3	2	
Carrington College	ASHP	Proprietary	Associate's degree	NA	2	12	5	2	2	No
Navarro College		Public	Associate's degree	NA	4	4	1	0	1	No
Anthem College-Irving		Proprietary	Award of at least 1 but less than 2 academic years		0	0	34	22	0	No
Anthem College-Irving		Proprietary	Award of less than 1 academic year		48	56	0	0	0	No
ATI Career Training Center-Dallas		Proprietary	Award of less than 1 academic year		47	0	0	0	0	No
Everest College-Arlington	ASHP	Proprietary	Award of less than 1 academic year		95	0	0	0	0	No
Everest College-Fort Worth	ASHP	Proprietary	Award of at least 1 but less than 2 academic years		0	36	0	0	0	No
Everest College-Fort Worth	ASHP	Proprietary	Award of less than 1 academic year		69	0	0	0	0	No
Hill College		Public	Award of less than 1 academic year		3	1	1	0	0	No
Iverson Business School		Proprietary	Award of less than 1 academic year		4	9	0	0	0	No
Kaplan College-Dallas		Proprietary	Award of less than 1 academic year		8	0	0	0	0	No
Kaplan College-Fort Worth		Proprietary	Award of less than 1 academic year		16	0	0	0	0	No
Platt College-Dallas		Proprietary	Award of less than 1 academic year		39	14	3	0	0	No
Tarrant County College District		Public	Award of less than 1 academic year		10	14	14	0	0	No
Weatherford College		Public	Associate's degree		1	0	0	0	0	No

Source: The Integrated Postsecondary Education Data System for Classification of Instructional Programs 51.0805 (Pharmacy Technician).

# New Job Postings Dallas-Ft. Worth

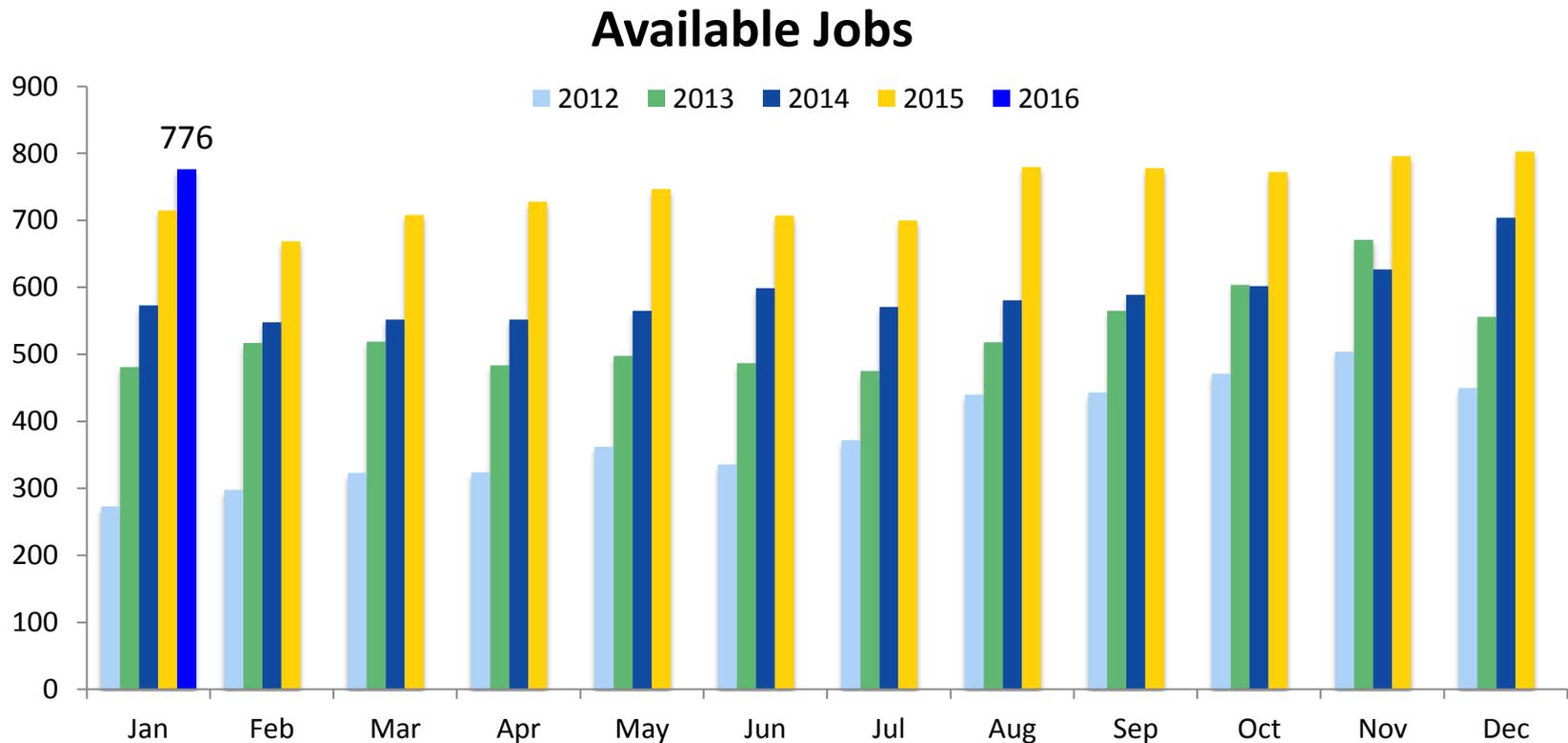
New job postings are up 64% in 2015 compared to 2012.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Available Job Postings Dallas-Ft. Worth

On average, there were **26% more** jobs available in 2015 compared to 2014.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Pharmacy Technician School-based Education by Region

Austin

Dallas/Ft. Worth

→ **Northwest**



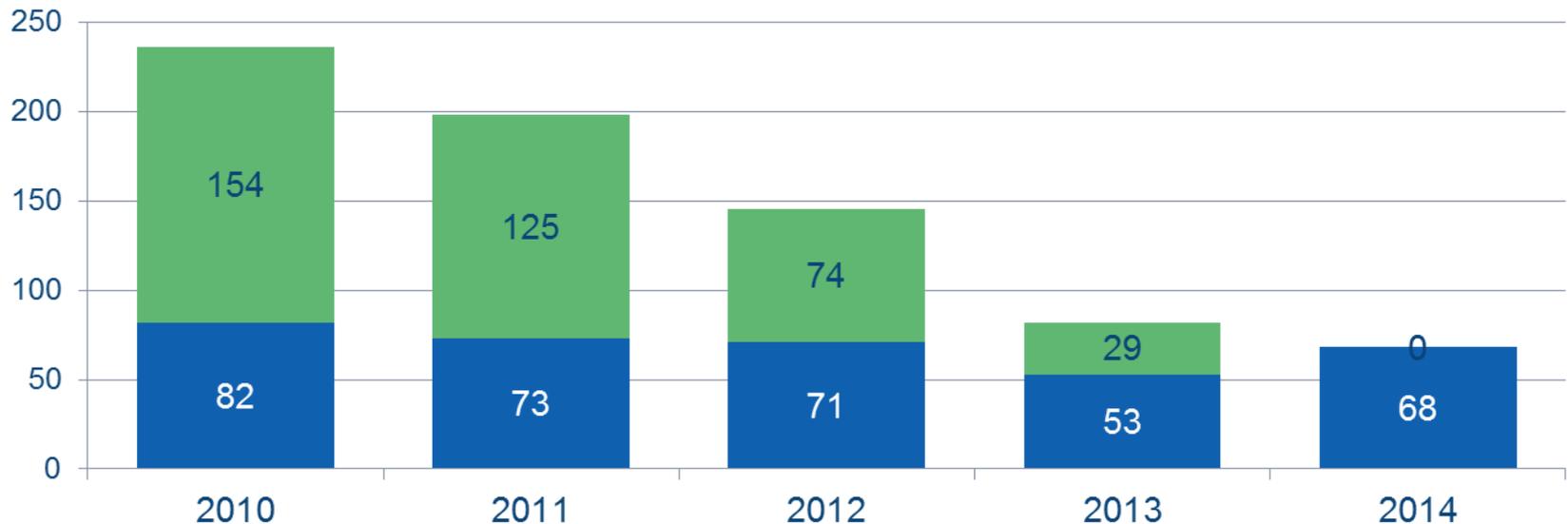
# Program Completions

Completions were **down 71%** in 2014 compared to 2010

## Pharmacy Technician Completions

Northwest

■ ASHP ■ Other



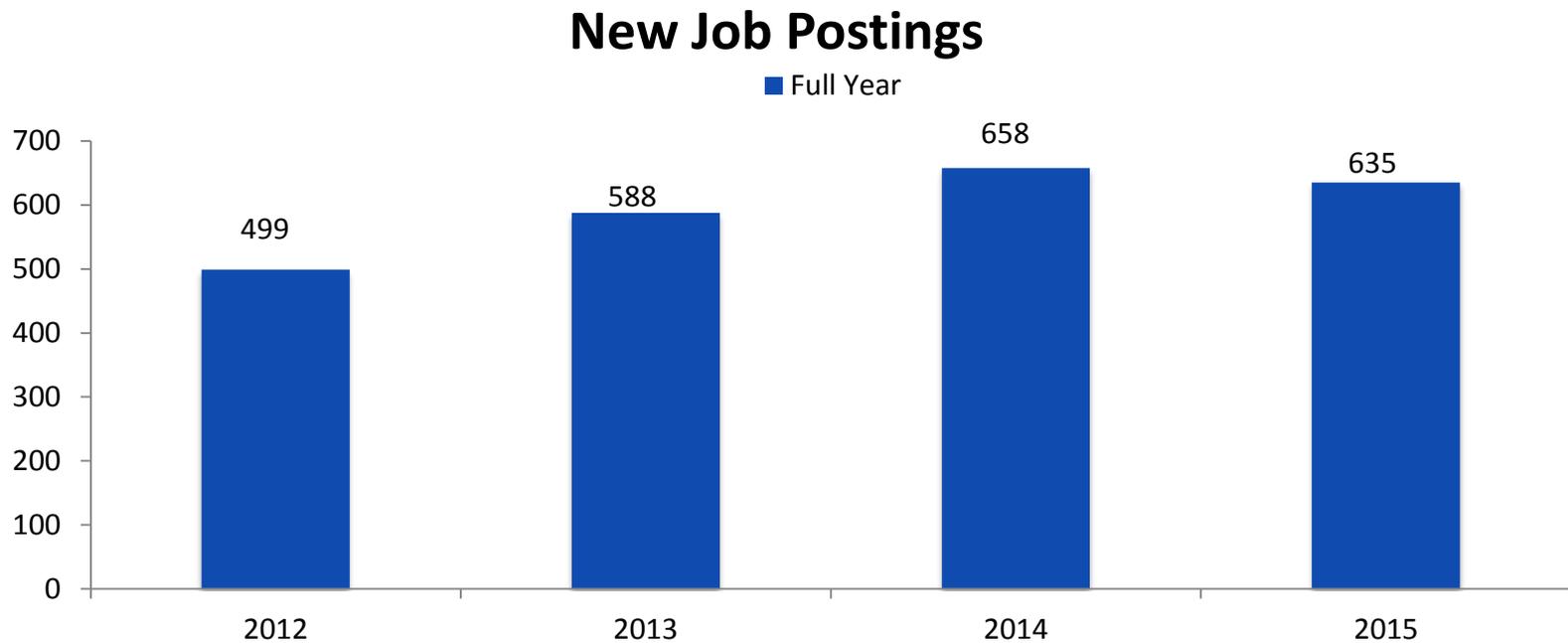
# Top Programs by 2014 Completions Northwest

Institution	Accreditor	Sector	Award Level	Cost of Program	2010	2011	2012	2013	2014
El Paso Community College	ASHP	Public	Award of less than 1 academic year	NA	17	12	11	6	20
Vernon College	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	10	25	18	12	11
Cisco College	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	14	10	10	7	10
El Paso Community College	ASHP	Public	Associate's degree	NA	12	0	7	7	10
Amarillo College	ASHP	Public	Award of less than 1 academic year	\$4,365	11	18	5	8	9
Milan Institute-Amarillo	ASHP	Proprietary	Award of less than 1 academic year	\$12,650	18	8	20	13	8
International Business College-EI Paso		Proprietary	Award of less than 1 academic year		49	69	74	29	0
International Business College-EI Paso		Proprietary	Award of at least 1 but less than 2 academic years		67	56	0	0	0
Kaplan College-EI Paso		Proprietary	Award of less than 1 academic year		38	0	0	0	0

Largest geographic region, rural pharmacy needs, least number of completers

# New Job Postings Northwest

New job postings were **up 27%** in 2015 compared to 2012.

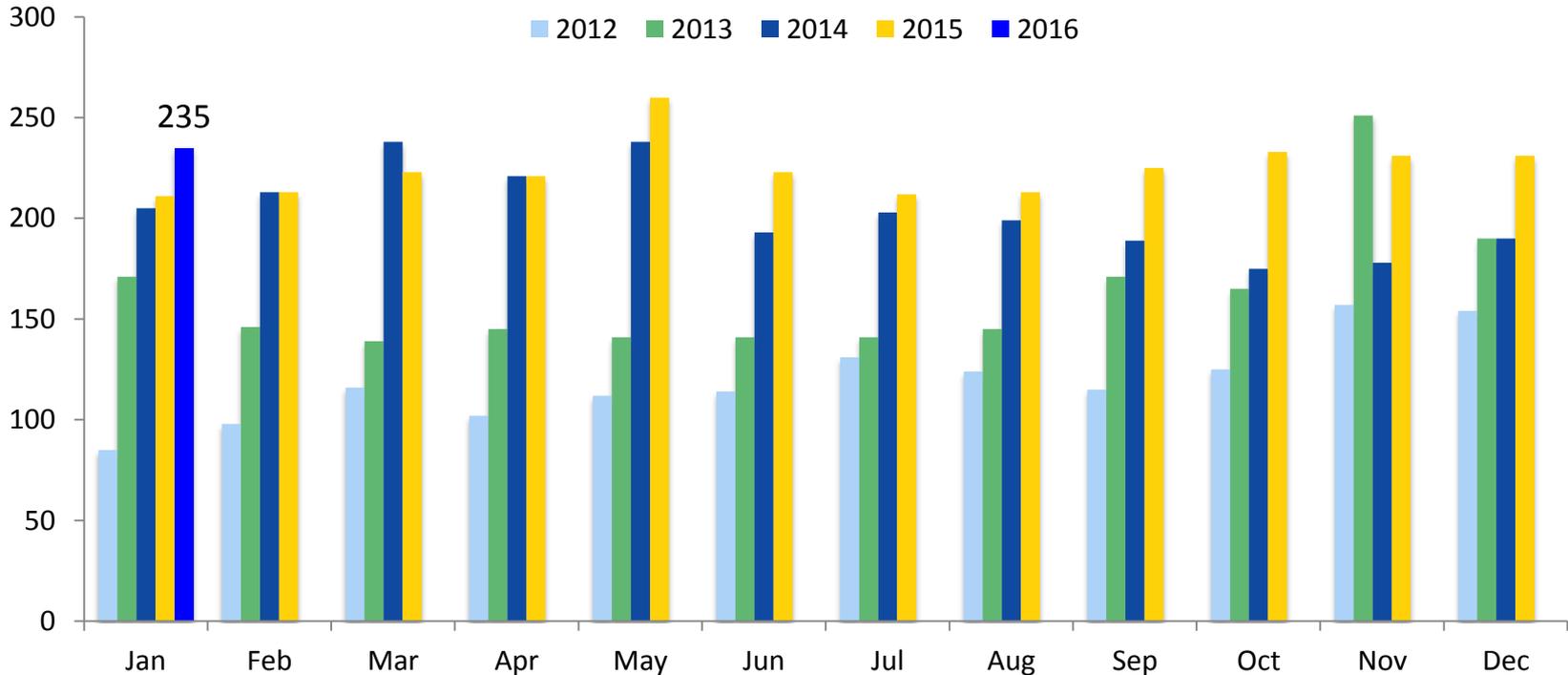


Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Available Job Postings Northwest

On average, there were 10% more jobs available in 2015 compared to 2014.

## Available Jobs



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Summary



# Interest in Pharm Tech Education in Texas

Interest in pharm tech education (reflected as “inquiries” in the table below) is declining, while job openings are out-pacing the completion rate of pharm tech education programs.

	Inquiries (prior 12 months)	Inquiry Rate (YOY) 2014-2015)	Completions (YOY)	Average Available Job Postings (YOY)
TX Statewide	8,180	-12%	-3%	18%
Austin area	2,528	-28%	-12%	19%
Dallas area	3,393	15%	-8%	26%
Houston area	452	-63%	3%	16%
Northeast	357	1%	45%	15%
Northwest	552	1%	-17%	10%
South	898	30%	13%	2%

# Considerations for the Board

Will there be enough pharmacy technicians to meet the demand if the proposed educational requirements are put in place?

- Job postings are increasing
- Limited geographic accessibility of ASHP-acc. training
- Earnings potential disproportionate to cost of training



# Considerations for the Board

With limited pharm tech training locations outside of metro centers, will trained pharm techs be attracted to practice elsewhere in Texas?

- Today, the option of pharmacy-based pharm tech training allows local pharmacies to draw from their communities.
- ASHP requirements will require attracting pharm techs from metro areas to local communities.



# Data Sources and Definitions

- Inquiry Volume (Trailing 12-months): A sample of inquiries from Gray Associates' GrayReports database for the past 12-months.
- Inquiry Percent Growth: The year-over-year percentage change in inquiries.
- 2014 Completions: Number of completions from the Integrated Postsecondary Education Data System (IPEDS)
- 2014 Employment: Estimate for the number of people employed from the Bureau of Labor Statistics (BLS)
- Annual Job Opportunities: Estimate of the number of job openings per year, calculated by looking at the number of jobs in 2014 and the projected number of jobs in 2024 as well as replacement jobs
- Job Opportunities Per Graduate (JOG) Ratio: Annual job opportunities divided by the number of 2014 completions
- Employment 10-year CAGR: Compound Annual Growth Rate of employment from 2014 to 2024.
- BLS 10<sup>th</sup> Percentile Wages: 10<sup>th</sup> percentile wage data from BLS
- Number of Institutions: Number of institutions listed in IPEDS





-----Original Message-----

From: Robin Randy

Sent: Wednesday, March 16, 2016 2:36 PM

Subject: Technician Testing.

I hire compounding technicians. Some of them have been trained by us. They have little or no hospital experience, nor do they want any. I would ask the board to allow the technicians to be licenced using the ExCPT or the PTCB tests. There are so many pharmacology questions on the PTCB test that it is difficult for a technician who wants to remain a technician to pass this exam. There is a portion of this test that covers information the you would NEVER want a technician to answer for a patient. If they can't answer the question, why do they need to know the answer, it only tempts them to answer.

Pease reconsider and allow either test to pass for these valuable students and employees.

Randy Robin

23606



NATIONAL ASSOCIATION OF  
CHAIN DRUG STORES

March 11, 2016

Gay Dodson  
Executive Director  
Texas State Board of Pharmacy  
333 Guadalupe St., Suite 3-600  
Austin, TX 78701-3943

Via email: [gay.dodson@tsbp.state.tx.us](mailto:gay.dodson@tsbp.state.tx.us)

Dear Ms. Dodson:

On behalf of our members operating in Texas, the National Association of Chain Drug Stores (NACDS) is writing to urge the Texas State Board of Pharmacy (“TSBP”) to expand the options for pharmacy technician candidates to meet the existing pharmacy technician certification exam requirement.

Texas law requires pharmacy technicians to pass “a board-approved pharmacy technician certification examination.”<sup>1</sup> TSBP rules specify that either the “Pharmacy Technician Certification Board's National Pharmacy Technician Certification Examination *or other examination approved by the board* [emphasis added]” fulfill this requirement.<sup>2</sup> To date, TSBP has only recognized the Pharmacy Technician Certification Board's (PTCB) certification exam, despite its authority to recognize alternative certification programs.

In earlier correspondence with TSBP pertaining to development the TSBP Strategic Plan for Fiscal Years 2015-2019, NACDS outlined our concerns related to this situation, especially in light of recent PTCB program changes linking PTCB certification with completion of an education program accredited by the American Society of Health System Pharmacists (ASHP) beginning in 2020. To reiterate those comments, ASHP accreditation standards create a “one size fits all” training model for all pharmacy practice settings. Chain pharmacy has numerous concerns regarding the new requirements including: the burdensome nature of the requirements; the potential lack of training capacity; geographical challenges to finding appropriate training programs; confusion regarding overlapping state requirements; increase in cost for the more rigorous training requirements; loss of flexibility in choosing a training program; and insufficient training in the ASHP programs for the retail pharmacy setting.

Given these barriers, we encourage TSBP to expand options for pharmacy technicians to meet the existing certification requirements, allowing pharmacy technicians to be certified through technician certification programs that are accredited by the National Commission for Certifying Agencies. Doing so would allow pharmacy technician candidates to meet certification requirements by completing the PTCB certification program *or* the National Healthcare Association’s Certified Pharmacy Technician (CPhT) certification program.

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<sup>1</sup> Texas Occupations Code § 568.001 (a)(1)(B)

<sup>2</sup> 22 TAC § 297.3 (c)(1)(B)

NACDS Regional Office

1560 East Southlake Boulevard, Suite 230 • Southlake, TX 76092 • 817.442.1155 • [www.NACDS.org](http://www.NACDS.org)

NACDS thanks TSBP for considering chain pharmacy's perspective on this matter. We welcome the opportunity to further discuss these comments with you. I can be reached at 817-442-1155; [mstaples@nacds.org](mailto:mstaples@nacds.org).

Sincerely,

A handwritten signature in black ink that reads "Mary Staples". The script is cursive and fluid, with the first letters of each name being capitalized and prominent.

Mary Staples  
Regional Director, State Government Affairs



# Angelina College

P.O. Box 1768, Lufkin, Texas 75902-1768 • 936/639-1301 • Fax 936/639-4299 • www.angelina.edu

April 1, 2016

Texas State Board of Pharmacy  
William P. Hobby Building, Suite 3-600  
333 Guadalupe Street  
Austin, Texas 78701

Re: PTCE v. ExCPT

Dear Board Member:

We the faculty and students of Angelina College's 2015-2016 Pharmacy Technology Program hereby oppose the possible acceptance/recognition of the ExCPT as a pharmacy technician certification exam for Texas technicians. The pharmacy technology program at Angelina College is ASHP/ACPE accredited. The faculty and staff work hard to provide a high-quality education and clinical experience for pharmacy technician trainees. Pharmacy technicians are increasingly called upon to perform duties traditionally fulfilled by pharmacists because of federal regulations. Consequently, the community benefits with well-trained technicians in all pharmacy settings. We feel the nationally accepted PTCE is a more comprehensive examination for both retail and institutional pharmacies.

Thank you for your thoughtful consideration regarding this important decision that could impact many pharmacies in the state of Texas.

Sincerely,

Angelina College Pharmacy Technology Program Faculty and Students

Maricela Nuñez

Elaine Young	Ashley Raw	Susie Ikner
Alma Cruz	Cecilia Venegas	Angie Smith
Youna Valinas	Galileo Garcia	K. Dawn Sheppard
[Signature]	[Signature]	Patricia Espree
[Signature]	Mary B. Ponce	Jesus Lopez
Jenni Carr	Roxanna Isaac	Morgan Kelley
Bonnie A. Acudo	Manuel Jones	Cierra Adams
		CA & SA

Angelina College... A Great Place To Start