



Program Endorsement Brief

DENTAL SUPPORT OCCUPATIONS IN THE GREATER
SACRAMENTO REGION

North (Greater Sacramento) Center of Excellence
APRIL 2021

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COVID-19 Statement: This report includes employment projection data by EMSI. EMSI’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy during the projection period will be at approximately full employment or potential output. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, they may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Other measures such as unemployment rates and monthly industry employment estimates will reflect the most recent information on employment and jobs in the state and, in combination with input from local employers, may help validate current and future employment needs as depicted here.

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Summary

The North/Far North Center of Excellence for Labor Market Research prepared this report to provide a labor market analysis of educational supply and occupational demand for middle-skilled career pathways in the North (Greater Sacramento) subregion. This report aims to determine if demand in the local labor market is not being met by the supply from existing community college programs and other postsecondary training providers. This report primarily focuses on training that leads to jobs in middle-skilled occupations - that is, occupations that typically require education beyond a high school diploma but less than a bachelor's degree - but may include higher-skilled occupations for training pathways that lead to a bachelor's degree. Lowered skilled occupations are rarely considered in this type of analysis due to the lessened barriers for entry-level work, such as no formal education requirements and no requirements for on-the-job training.

Key findings include:

- The North (Greater Sacramento) region held 6,223 jobs for dental support occupations in 2019.
- Greater Sacramento dental support jobs are projected to decrease by 3% over the next five years, losing just over 200 jobs.
- Over the next five years, dental support occupations are projected to have 573 annual openings in the North (Greater Sacramento) region.
- Wage data shows that dental assistants and hygienists earn \$6 to \$30 above the subregion's living wage of \$13.18 per hour.
- Analysis of job postings suggests that local employers may prefer a registered or licensed dental assistant.
- Fifty-six percent of dental assistants and 60% of dental hygienists have education levels consistent with community college offerings (some college or associate degrees).
- Awards data analysis shows that postsecondary institutions conferred an average of 240 awards (certificates and associate degrees) in dental assisting programs and 71 associate degrees in dental hygienist programs over the last three academic years.

Introduction

The North (Greater Sacramento) Center of Excellence was asked to provide labor market information for a proposed program at a regional community college. This report focuses on the following Standard Occupational Classification (SOC) occupations and codes:

- Middle-Skill Occupations
 - Dental Assistants (31-9091)
 - Dental Hygienists (29-1292)

A review of related programs revealed the following program(s) and Taxonomy of Programs (TOP) code(s) are appropriate for inclusion in this report:

- Dental Assistant (1240.10)
- Dental Hygienist (1240.20)

The corresponding Classification of Instructional Programs (CIP) code(s) are:

- Dental Assistant (51.0601)
- Dental Hygienist (51.0602)

Occupational Demand

Exhibit 1 summarizes the five-year projected job growth for the North (Greater Sacramento) selected occupations, North/Far North, and California.

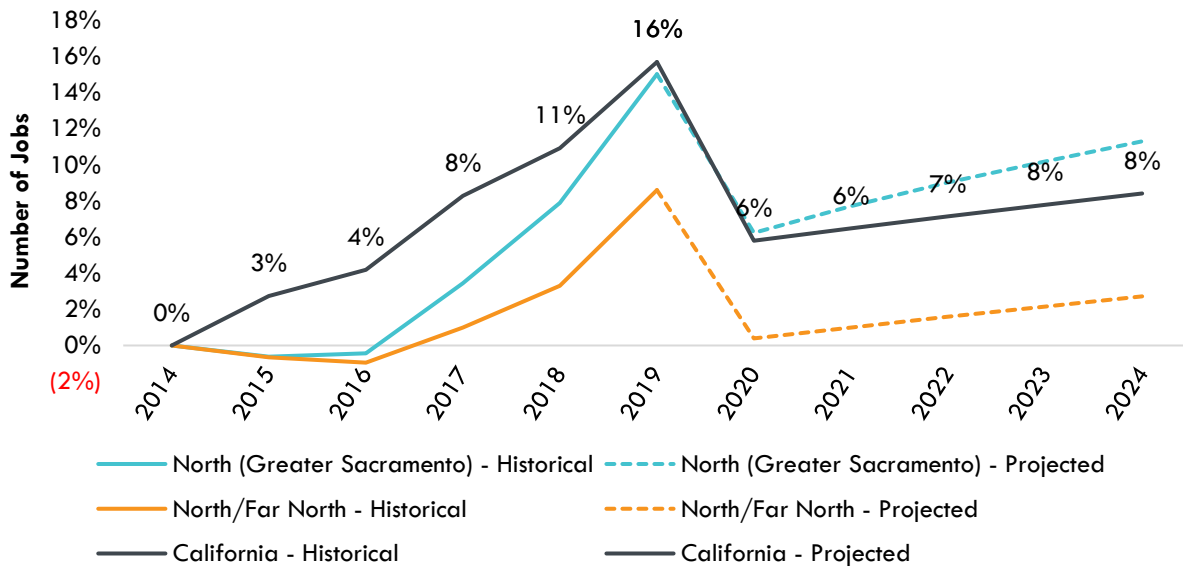
Exhibit 1. Occupational employment and projected demand, 2019-2024¹

Occupation	2019 Jobs	2024 Jobs	2019-2024 Jobs Change	2019-2024 Jobs % Change	2019-2024 Annual Openings
Dental Assistants	4,224	4,086	(138)	(3%)	443
Dental Hygienists	2,009	1,945	(64)	(3%)	130
North (Greater Sacramento)	6,233	6,031	(202)	(3%)	573
Dental Assistants	5,276	4,998	(278)	(5%)	542
Dental Hygienists	2,587	2,439	(148)	(6%)	163
North/Far North	7,863	7,437	(426)	(5%)	705
Dental Assistants	57,787	54,173	(3,614)	(6%)	5,779
Dental Hygienists	24,061	22,524	(1,537)	(6%)	1,440
California	81,848	76,697	(5,151)	(6%)	7,219

¹ EMSI 2021.1; QCEW, Non-QCEW, and Self-employed.

Exhibit 2 compares the percent change in the number of jobs between 2014 through 2019 and the projected changes through 2024. The rate of change is indexed to the total number of jobs in 2014.

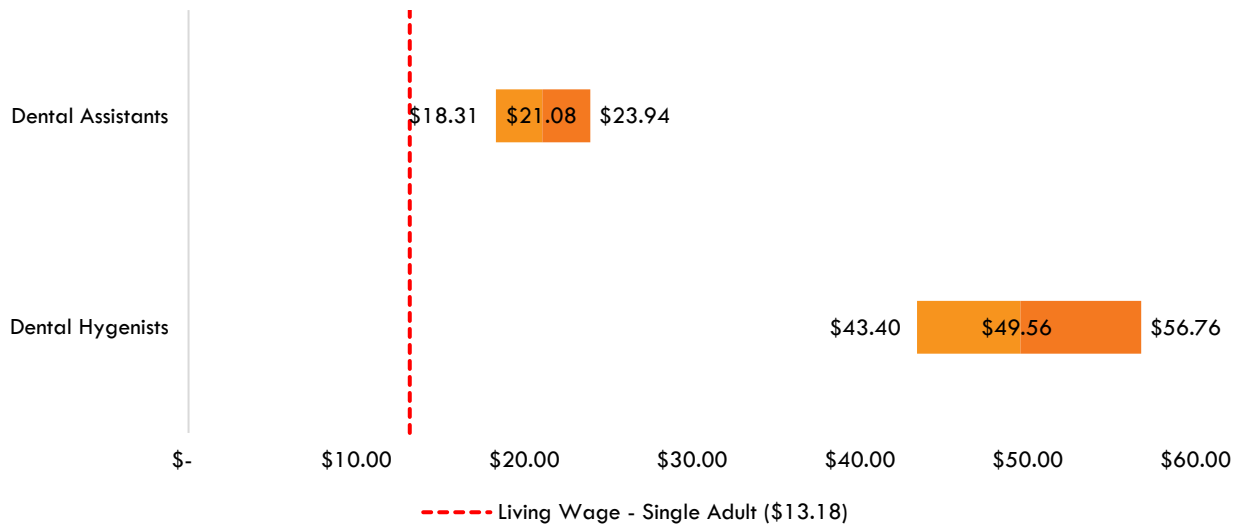
Exhibit 2. Changes in employment, 2014-2024²



Wages

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupations to the North (Greater Sacramento) living wage for a single adult - \$13.18 per hour.³

Exhibit 3. Comparison of wages by occupation, 2019⁴



² Ibid.

³ Living wage is defined as the level of income a single adult with no children must earn to meet basic needs, including food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs. The 25th-percentile and 75th-percentile hourly wages are used as proxy for entry-level and experienced-level wages.

⁴ Ibid.

Job Postings

This section of the report analyzes recent data from online job postings (real-time LMI). Online job postings may provide additional insight into recent changes in the labor market that are not captured by historical trends.

The NFN COE identified 1,018 new online job postings for the selected occupations in the North (Greater Sacramento) subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from April 1, 2020, to March 31, 2021.

Occupations and Job Titles

Exhibit 4 details the number of online job postings for the selected occupations.

Exhibit 4. Number of job postings by occupation

Occupation	Job Postings	Share of Job Postings
Dental Assistants	814	80%
Dental Hygienists	204	20%
Total Job Postings	1,018	100%

Exhibit 5 shows the top 10 job titles with the most job postings and the share of job postings. All job postings included a job title.

Exhibit 5. Top jobs titles for selected occupations in North (Greater Sacramento)

Job Title	Job Postings	Share of Job Postings
Dental Assistant	200	20%
Registered Dental Assistant, RDA	93	9%
Registered Dental Assistant	87	9%
Registered Dental Hygienist	61	6%
Dental Hygienist	54	5%
RDA	25	2%
Oral Surgery Assistant	25	2%
Orthodontic Assistant	19	2%
Registered Dental Hygienist, RDH	14	1%
Hygienist	14	1%

Employers

Exhibit 6 shows the number of job postings by the city for the selected occupations.

Exhibit 6. Cities with the most job postings for selected occupations in North (Greater Sacramento)

City	Job Postings	Share of Job Postings
Sacramento, CA	385	38%
Roseville, CA	129	13%
Rocklin, CA	73	7%
Elk Grove, CA	50	5%
Davis, CA	35	3%
Citrus Heights, CA	33	3%
Folsom, CA	32	3%
Yuba City, CA	28	3%
Rancho Cordova, CA	27	3%
El Dorado Hills, CA	21	2%

Exhibit 7 shows the top 10 employers with the most job postings for the selected occupations. Twenty percent of job postings did not include an employer.

Exhibit 7. Employers with the most job postings for selected occupations in North (Greater Sacramento)

Employer	Job Postings	Share of Job Postings
Pacific Dental Services Incorporated	37	4%
Western Dental Services	25	2%
Smile Brands	19	2%
Elica Health Centers	16	2%
Chapa-De	15	1%
Stynt	14	1%

Employer	Job Postings	Share of Job Postings
American Dental Partners	12	1%
Kids Care Dental & Orthodontics	11	1%
Various Dental Groups	11	1%
Various Private DDS/DMS Practitioners	10	1%

Skills and Certifications

Exhibit 8 shows the specialized skills most requested by employers for the selected occupations.

Exhibit 8. Top skills for selected occupations in North (Greater Sacramento)

Specialized Skill	Job Postings	Share of Job Postings
X-Rays	612	60%
Dentistry	419	41%
Cardiopulmonary Resuscitation (CPR)	306	30%
Dental Hygiene	232	23%
Cleaning	197	19%
Infection Control	192	19%
Radiology	190	19%
Orthodontics	182	18%
Patient Care	174	17%
Dental Care	172	17%

Exhibit 9 shows the most relevant certifications (for the occupations) requested by employers. About 46% of job postings did not mention or require certification, so this list may not represent all job postings.

Exhibit 9. Employer-requested, relevant certifications for selected occupations

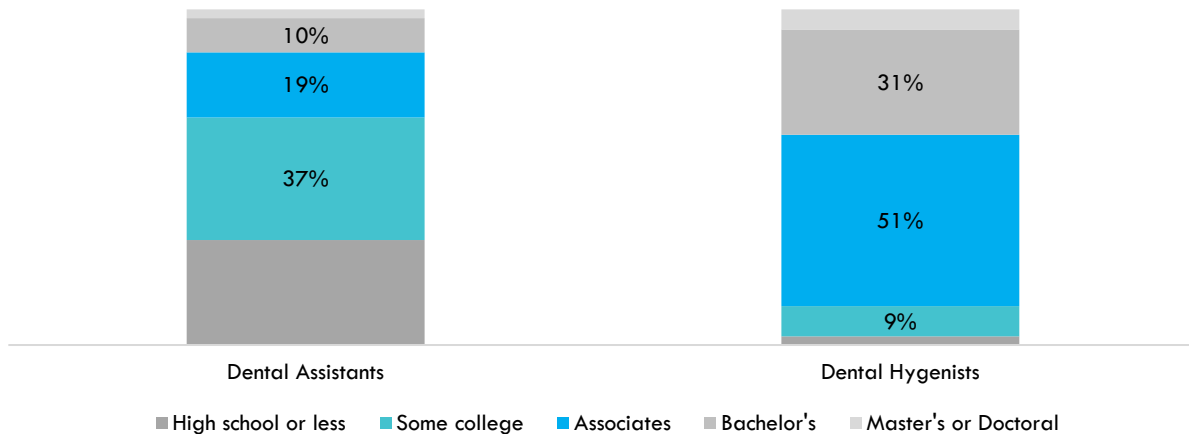
Relevant Certifications	Job Postings	Share of Job Postings
Certified Dental Assistant	201	20%

Relevant Certifications	Job Postings	Share of Job Postings
First Aid CPR AED	162	16%
Dental Hygienist Certification	129	13%
Basic Life Saving (BLS)	90	9%
Basic Cardiac Life Support Certification	51	5%
Certified Infection Control	46	5%
Radiation Safety Certification	35	3%
Dental Radiology License	16	2%
American Heart Association Certification	8	1%

Education and Training Requirements

The U.S. Census Bureau and Bureau of Labor Statistics collected data on education achieved by workers employed in occupations. Exhibit 10 shows the national-level educational attainment of the current workforce in the selected occupations.

Exhibit 10. Educational attainment for selected occupations, 2019



The Bureau of Labor Statistics (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 the BLS publishes projections data. Exhibit 11 shows the skill level and entry-level job requirements for the selected occupations.

Exhibit 11. Typical education, training, and work experience for selected occupations

Occupation	Skill Level	Typical Entry-Level Education Required	Work Experience Required	Typical On-the-job Training Required
Dental Assistants	Middle-Skill	Postsecondary nondegree award	None	None
Dental Hygienists	Middle-Skill	Associate's degree	None	None

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards issued in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. Exhibit 12 shows the TOP and CIP codes related to the selected occupations.

Exhibit 12. Related TOP and CIP programs and codes for the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Dental Assistant (1240.10)	Dental Assistant (51.0601)
Dental Hygienist (1240.20)	Dental Hygienist (51.0602)

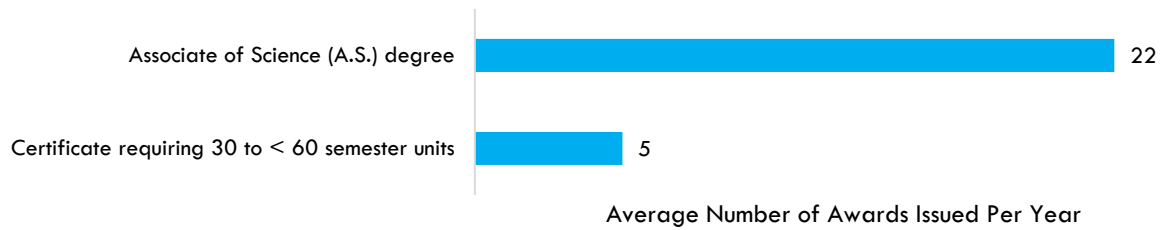
Community College Supply

Exhibits 13 and 14 compare the average number of degrees conferred in human service programs by North (Greater Sacramento) postsecondary training providers over the last three academic years.

Exhibit 13. Community college awards (certificates and degrees), 2017-18 through 2019-20

Program	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Year Annual Awards Average
Dental Assistant (1240.10)	Sacramento City	23	6	7	12
Dental Hygienist (1240.20)	Sacramento City	20	23	1	15
Grand Totals		43	29	8	27

Exhibit 14. Annual average awards by type, 2017-18 through 2019-20



Non-Community College Supply

Exhibit 17 compares the average number of degrees conferred by non-community college training providers in the North (Greater Sacramento) area over the last three academic years. Please note that non-community college data lags by one year.

Exhibit 17. Non-community college awards, 2016-17 through 2018-19

Program	College	Award Types	Annual Awards 2016-17	Annual Awards 2017-18	Annual Awards 2018-19	3-Year Annual Awards Average
Dental Assistant (51.0601)	Carrington College - Sacramento	Award of at least 1 but less than 2 years	113	85	290	163
	Carrington College - Sacramento	Associate Degree	58	57	81	65
Dental Hygienist (51.0602)	Carrington College - Sacramento	Associate Degree	29	56	84	56
Grand Totals			200	198	455	284

Findings

- The North (Greater Sacramento) region held 6,223 jobs for dental support occupations in 2019. About 68% of jobs were held by dental assistants, with the remaining 32% of jobs held by dental hygienists.
- Greater Sacramento dental support jobs are projected to decrease by 3% over the next five years, losing just over 200 jobs. Even though both occupations are projected to decline at the same rate, most jobs lost will be for dental assistants.
- Over the next five years, dental support occupations are projected to have 573 annual openings in the North (Greater Sacramento) region. More than three-quarters of the projected openings are for dental assistants, with the remaining for dental hygienists.

- Wage data shows that dental assistants and hygienists earn \$6 to \$30 above the subregion's living wage of \$13.18 per hour. Entry-level wages for dental assistants are around \$18 per hour, while dental hygienists can expect to earn about \$43 per hour.
- According to real-time labor market information, there were nearly 1,018 online job postings for dental support occupations between April 1, 2020, and March 31, 2021. Eighty percent of online job postings in the North (Greater Sacramento) subregion were for dental assistants, with the remaining for dental hygienists.
- Top job titles hint that local employers may prefer a registered or licensed dental assistant.
- The Dental Hygiene Board of California issues and maintains licenses for registered dental hygienists. Though not mandated, the Dental Board of California issues licenses for registered dental assistants. Dental assistants do have the option to practice as unlicensed in the state; however, the scope of practice differs from licensed dental assistants.
- Fifty-six percent of dental assistants and 60% of dental hygienists have education levels consistent with community college offerings (some college or associate degrees).
- Awards data analysis shows that postsecondary institutions conferred an average of 240 awards (certificates and associate degrees) in dental assisting programs and 71 associate degrees in dental hygienist programs over the last three academic years.

Recommendations

- Based on a three-year average of annual awards in North (Greater Sacramento) programs and projected yearly openings, the supply gap analysis shows that the region seems to have room for new or expanded training related to these occupations.
 - Dental assisting programs issued an average of 240 awards over the last three years, and there are 443 projected annual openings for dental assistants.
 - Dental hygienist training programs issued an average of 71 awards over the last three years, and there are 130 projected annual openings for licensed vocational nurses.
- Entry-level wages for dental assistants and dental hygienists are well above the living wage for a single adult.
- The North/Far North Center of Excellence recommends moving forward with the program.

COE Recommendation		
Move forward with the program	Proceed with caution	Program is not recommended
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix A. Occupation Definitions

Middle Skill Occupations (require, at most, an associate degree)

Dental Assistants (31-9091)

- Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.
- Sample of reported job titles: Certified Dental Assistant (CDA), Certified Registered Dental Assistant, Dental Assistant (DA), Expanded Duty Dental Assistant (EDDA), Expanded Function Dental Assistant, Oral Surgery Assistant, Orthodontic Assistant (Ortho Assistant), Registered Dental Assistant (RDA), Surgical Dental Assistant
- Incumbent workers with community college awards or some postsecondary work: 56%

Dental Hygienists (29-1292)

- Administer oral hygiene care to patients. Assess patient oral hygiene problems or needs and maintain health records. Advise patients on oral health maintenance and disease prevention. May provide advanced care such as giving fluoride treatment or administering topical anesthesia.
- Sample of reported job titles: Dental Hygienist; Dental Hygienist, Mobile Coordinator; Hygienist; Pediatric Dental Hygienist; Registered Dental Hygienist (RDH); Registered Dental Hygienist, Part-Time Clinical Faculty
- Incumbent workers with community college awards or some postsecondary work: 60%

Appendix B. Methodology and Sources

Occupations in this report were identified using O*Net. This report's findings were determined using labor market data from the Bureau of Labor Statistics (BLS), U.S. Census Bureau data from Emsi, and jobs posting data from Burning Glass.

Sources used for data analysis purposes in this report include:

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.
<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi. <https://www.economicmodeling.com/>. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

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