

LABOR MARKET ANALYSIS

FOR PROGRAM EXPLORATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

DENTAL HYGIENISTS IN THE FAR NORTH

Far North
Center of Excellence

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SUMMARY

The 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 Far North subregion. This report aims to determine if demand in the local labor market is unmet 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 - jobs 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 and on-the-job training requirements.

Key findings include:

- The Far North subregion held 533 dental hygienist jobs in 2020. Dental hygienist jobs are projected to increase by 3% over the next five years, adding 18 new jobs to the subregion by 2025.
- Over the next five years, dental hygienist jobs are projected to have 43 annual openings in the Far North subregion.
- Wage data shows that dental hygienists earn \$29 to \$42 above the subregion's living wage of \$12.74 per hour.
- Awards data analysis shows that one Far North training provider conferred an average of 12 awards (Associate degrees) in a dental hygienist program over the last three academic years.

INTRODUCTION

The Far North Center of Excellence (COE) 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) occupation and code:

- Dental Hygienist (29-1292)

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

- Dental Hygienist (1240.20)

The corresponding Classification of Instructional Program (CIP) title(s) and code(s) are:

- Dental Hygiene/Hygienist (51.0602)

OCCUPATIONAL DEMAND

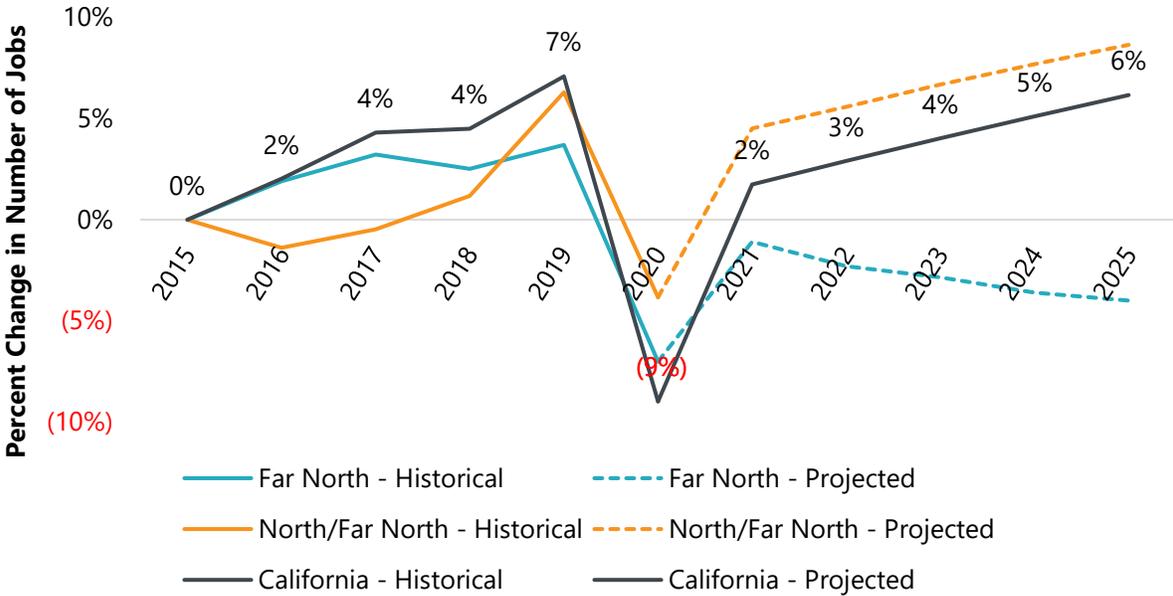
Exhibit 1 summarizes the five-year projected job growth for dental hygienists in the Far North, North/Far North, and California.

Exhibit 1. Employment and projected demand, 2020-2025

Dental Hygienist	2020 Jobs	2025 Jobs	2020-2025 Change	2020-2025 % Change	2020-2025 Annual Openings
Far North	533	551	18	3%	43
North/Far North	2,323	2,625	302	13%	219
California	19,498	22,742	3,244	17%	1,991

Exhibit 2 compares the percent change in jobs between 2015 through 2020 and the projected changes through 2025. The rate of change is indexed to the total number of jobs in 2015.

Exhibit 2. Changes in employment, 2015-2025



WAGES

Entry-level of wages of \$42.66 per hour are well-above the Far North living wage for a single adult - \$12.74 per hour.¹ Median hourly wages for dental hygienists in the region are \$48.11 and experienced wages are \$54.77 per hour.

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 Far North COE identified 99 online job postings for dental hygienists in the Far North subregion. Job postings data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from February 1, 2021 to January 31, 2022.

Occupations and Job Titles

All of the 99 job titles related to dental hygienists specified some iteration of “dental hygienist” in the job posting. Examples include, “registered dental hygienist”, “dental hygienist”, or “RDH”.

Employers

Exhibit 3 lists the twelve employers from postings where the employer was specified. Seventy-four percent (n= 73) of job postings did not include an employer. As a result, these figures may not be representative of the full sample.

Exhibit 3. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
Adventist Health	8	31%
Western Dental Services	3	12%
Oroville Gentle Dentistry	3	12%
Aspen Dental	3	12%
Columbia Healthcare	2	8%

¹ 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.

Employer	Job Postings	Share of Job Postings
Western Dental	1	4%
Prodental	1	4%
Pacific Dental Services Incorporated	1	4%
Oroville Hospital	1	4%
Eastern Plumas Health Care	1	4%
Anderson Valley Health Center	1	4%
Advantage Dental Oral Health Center	1	4%

Certifications, Skills, and Experience

Exhibit 4 shows the most relevant certifications requested by employers for the selected occupation. Fifteen percent (n = 15) of job postings did not include certification information.

Exhibit 4. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Dental Hygienist Certification	72	86%
First Aid Cpr Aed	15	18%
Basic Life Saving (BLS)	9	11%
Radiation Safety Certification	2	2%
Dental Radiology License	2	2%
Certified Infection Control	1	1%

Exhibit 5 shows the specialized skills most requested by employers for the selected occupation.

Exhibit 5. Most in-demand specialized skills

Specialized Skill	Skill Postings	Share of Skill Postings
Dental Hygiene	93	100%
Dentistry	39	71%
X-rays	25	46%
Cardiopulmonary Resuscitation (CPR)	25	46%
Oral Hygiene	20	36%
Patient Care	13	24%
Patient/Family Education and Instruction	12	22%
Cancer Knowledge	12	22%
Oral Cancer Knowledge	11	20%
Sealants	10	18%

90 percent (n = 90) of job postings did not include preferred education levels or preferred experience levels and are excluded from this analysis.

EDUCATION AND TRAINING

The U.S. Census Bureau and Bureau of Labor Statistics collects data on education achieved by workers employed in occupations. In 2019, 9% of dental hygienists had some college education, 51% held an Associate’s degree, and 40% held a Bachelor’s or higher.

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 6 shows the skill level and entry-level job requirements for the dental hygienists.

Exhibit 6. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Dental Hygienist	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 7 shows the TOP and CIP codes for educational programs related to the selected occupation.

Exhibit 7. TOP and CIP codes for training programs related to the selected occupation

TOP Programs and Codes	Aligned CIP Programs and Codes
Dental Hygienist (1240.20)	Dental Hygiene/Hygienist (51.0602)

Community College Supply

Over the last three academic years (2018-19 and 2020-21), one community in the Far North (Shasta) conferred an average of 12 Associate of Science degrees in the related TOP code.

Other Postsecondary Supply

No other postsecondary training providers conferred awards in the related CIP code over the past three academic years. Please note that non-community college data lags by one year.

FINDINGS

- This report focuses on one occupation, dental hygienists.
- The Far North subregion held 533 dental hygienist jobs in 2020.
- Far North dental hygienist jobs are projected to increase by 3% over the next five years, adding 18 new jobs to the subregion by 2025. Jobs for dental hygienists are projected to grow slower in the Far North subregion than in California.
- Over the next five years, dental hygienist jobs are projected to have 43 annual openings in the Far North subregion.
- Wage data shows that dental hygienists earn \$29 to \$42 above the subregion's living wage of \$12.74 per hour.
- According to real-time labor market information, there were 99 online job postings for dental hygienists between February 1, 2021, and January 31, 2022. All postings listed some iteration of "dental hygienist" in job title.
- Between 9% and 51% of incumbent dental hygienists have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 40% of workers in this occupation hold a bachelor's degree or higher.
- One Far North community colleges offer degrees in the program related to dental hygienists. This program conferred an average of 12 Associate degrees over the last three academic years (2018-19 through 2020-21).

RECOMMENDATIONS

- Based on a three-year average of annual awards in the Far North region and projected yearly openings, the supply gap analysis shows that the region seems to have room for additional training.
 - Together, community colleges and other postsecondary training providers issued an average of 12 awards over the last three years.
 - There are 43 projected annual openings for dental hygienist jobs.
- The North/Far North Center of Excellence recommends moving forward with exploration of 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. METHODOLOGY AND SOURCES

Occupations in this report were identified using the Center of Excellence TOP-to-CIP-to-SOC crosswalk and O*Net OnLine. 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.

Cal-PASS Plus LaunchBoard. California Community Colleges Chancellor's Office.

<https://www.calpassplus.org/LaunchBoard/Home.aspx>.

Emsi 2022.1; QCEW Employees, Non-QCEW Employees, and Self-Employed.

<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).

Educational Attainment for Workers 25 Years and Older by Detailed Occupation, 2016-2017.

Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/educational-attainment.htm#>.

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<http://www.burning-glass.com>.

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Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. <https://datamart.cccco.edu/>.

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<https://www.bls.gov/oes/home.htm>.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA).

<https://www.onetonline.org/>.

Self-Sufficiency Standard Tool for California. The University of Washington.

<http://www.selfsufficiencystandard.org/>

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. <https://www.cccco.edu/-/media/CCCCO-Website/About->

[Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx](https://www.coecc.net/Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.aspx)

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. November 2015 Edition. <http://coecc.net/>

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.

Important Disclaimer: All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

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