










Dental Hygienists

Labor Market Analysis: San Diego County

September 2022

Summary

| NEW PROGRAM RECOMMENDATION? | EVIDENCE OF A SUPPLY GAP? | AT OR ABOVE THE LIVING WAGE? | EXPECTED LEVEL OF EDUCATION |
|---|---|---|--|
|  <p>Proceed with New Program</p> |   |   | <input type="checkbox"/> Bachelor's Degree+ <input checked="" type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less than a HS Diploma <input type="checkbox"/> Apprenticeship |
| SUPPORT FOR PROGRAM MODIFICATION? | NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING | NUMBER OF ANNUAL JOB OPENINGS | |
|   | <p>LOW</p>  | <p>MEDIUM</p>  | |

The San Diego-Imperial Center of Excellence for Labor Market Research (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available labor market information, *Dental Hygienists* in San Diego County have a labor market demand of 164 annual job openings (while average demand for a single occupation in San Diego County is 242 annual job openings), and one educational institution in San Diego County supplies 31 awards for this occupation, suggesting that there is a supply gap in the labor market. Entry-level and median wages for this occupation are above the living wage. This brief recommends to proceed with developing a new program and supports a program modification because 1) there is a supply gap in the region; 2) entry-level earnings for this occupation are above the living wage; and 3) a high number of annual job openings exist. Colleges should note, 43 percent of *Dental Hygienists* in California have an educational attainment of a bachelor's degree followed by 38 percent with an associate degree.

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

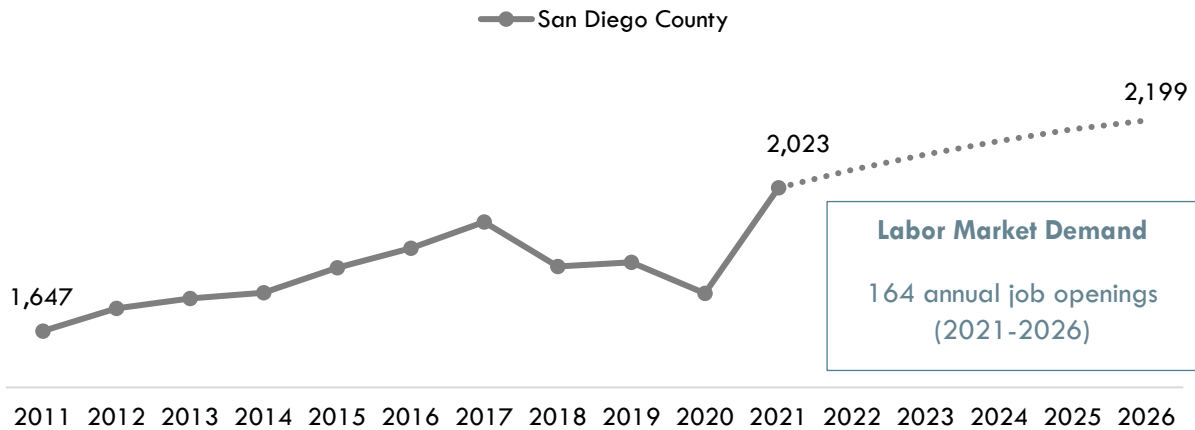
Dental Hygienists (SOC 29-1292): Administer oral hygiene care to patients. Assess patient oral hygiene problems or needs and maintain health records. Advise patients on oral health maintenance and disease prevention. May provide advanced care such as providing fluoride treatment or administering topical anesthesia. Sample reported job titles include:

- Registered Dental Hygienist
- Hygienist
- Pediatric Dental Hygienist
- Licensed Dental Hygienist
- Oral Hygienist
- Dental Nurse

Projected Occupational Demand

Between 2021 and 2026, *Dental Hygienists* are projected to increase by 176 net jobs or nine percent (Exhibit 1). Employers in San Diego County will need to hire 164 workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

Exhibit 1: Number of Jobs for *Dental Hygienists* (2011-2026)²



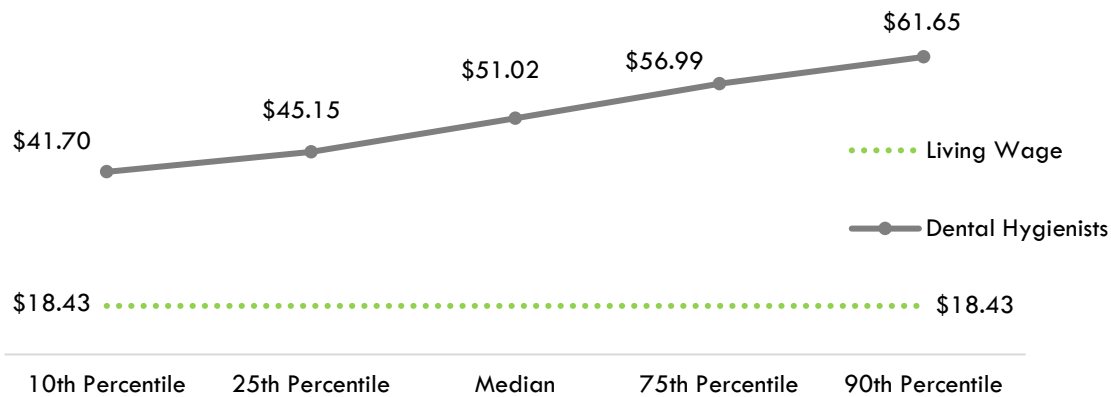
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² EMSI 2022.03; QCEW, Non-QCEW, Self-Employed.

Earnings

Dental Hygienists receive entry-level hourly earnings of **\$45.15**; this is more than the living wage for a single adult in San Diego County, which is **\$18.43** per hour (Exhibit 2).³

Exhibit 2: Hourly Earnings⁴ for *Dental Hygienists* in San Diego County⁵



Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes.⁶ There is **one** TOP code and **one** CIP code related to *Dental Hygienists* (Exhibit 3).

Exhibit 3: Related TOP and CIP Codes for *Dental Hygienists*

| TOP or CIP Code | TOP or CIP Program Title |
|-----------------|--------------------------|
| TOP 1240.20 | Dental Hygienist |
| CIP 51.0602 | Dental Hygiene/Hygienist |

³ "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2021. insightccd.org/family-needs-calculator/.

⁴ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

⁵ EMSI 2022.03; QCEW, Non-QCEW, Self-Employed.

⁶ TOP data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data).

According to TOP data, **one** community college supplies the region with awards for this occupation, **Southwestern College**. According to CIP data, **no** non-community-college institution supplies the region with awards (Exhibit 4).

**Exhibit 4: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions
(Program Year 2017-18 through Program Year 2020-21 Average)**

| TOP6 or CIP | TOP6 or CIP Title | 3-Yr Annual Average CC Awards (PY18-19 to PY20-21) | Other Educational Institutions 3-Yr Annual Average Awards (PY17-18 to PY19-20) | 3-Yr Total Average Supply (PY17-18 to PY20-21) |
|-------------|--|--|--|--|
| 1240.20 | Dental Hygienist | 31 | 0 | 31 |
| | <ul style="list-style-type: none"> Southwestern | 31 | 0 | |
| | | | Total | 31 |

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁷ suggests that there is a **supply gap** for this occupation in San Diego County, with **164** annual openings and **31** awards. Comparatively, there are **1,960** annual openings in California and **760** awards, suggesting that there is also a supply gap across the state⁸ (Exhibit 5).

Exhibit 5: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

| | Demand (Annual Openings) | Supply (Total Annual Average Supply) | Supply Gap or Oversupply |
|------------|--------------------------|--------------------------------------|--------------------------|
| San Diego | 164 | 31 | 133 |
| California | 1,960 | 760 | 1,200 |

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

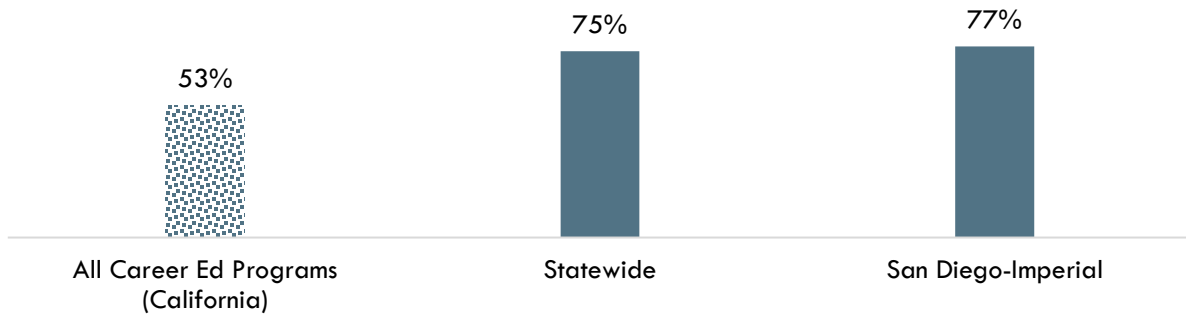
⁷ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁸ "Supply and Demand," Centers of Excellence Student Outcomes, coeccc.net/Supply-and-Demand.aspx.

Student Outcomes and Regional Comparisons

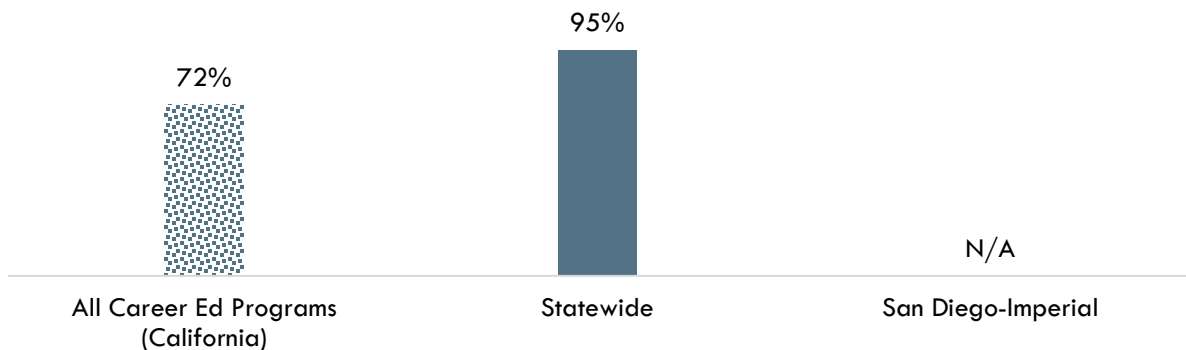
According to the California Community Colleges LaunchBoard, 77 percent of students in the San Diego-Imperial region earned a living wage after completing a Dental Hygienist (TOP 1240.20) program, compared to 75 percent statewide and 53 percent of students in Career Education programs in general across the state (Exhibit 6a).⁹

Exhibit 6a: Percentage of Students Who Earned a Living Wage by Program, (Dental Hygienist, PY2018-19)¹⁰



According to the California Community Colleges LaunchBoard, 95 percent of students statewide obtained a job closely related to their field of study after completing a Dental Hygienist (TOP 1240.20) program, compared to 72 percent of students in Career Education programs in general across the state (Exhibit 6b).¹¹

Exhibit 6b: Percentage of Students in a Job Closely Related to Field of Study by Program (Dental Hygienist, PY 2017-18)¹²



"N/A" indicates insufficient data

⁹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁰ Most recent year with available data is Program Year 2018-19. Among completers and skills builders who exited, the percentage of students who attained a living wage.

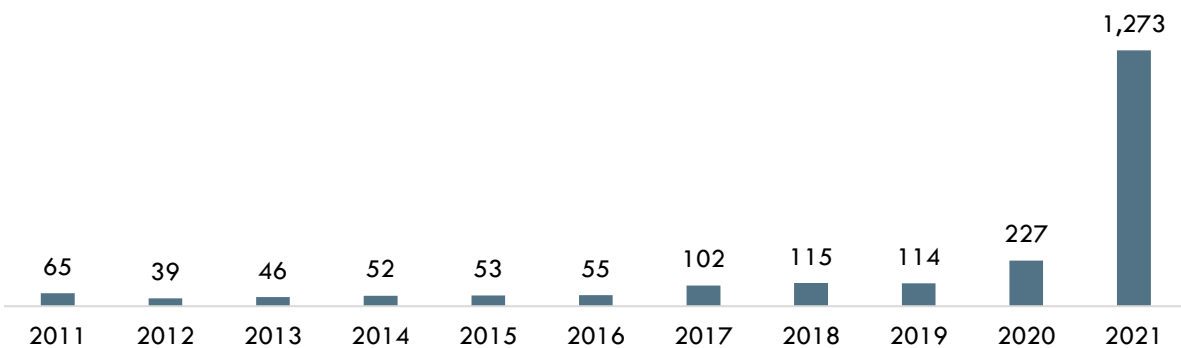
¹¹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹² Most recent year with available data is Program Year 2017-18. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2011 and 2021, there was an average of 195 online job postings per year for *Dental Hygienists* in San Diego County (Exhibit 7). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). Employers may post a position multiple times for various reasons, such as increasing the pool of applicants, for example.

Exhibit 7: Number of Online Job Postings for *Dental Hygienists* in San Diego County (2011-2021)¹³



Top Employers

Between January 1, 2019 and December 31, 2021, the top five employers in San Diego County for *Dental Hygienists* were *Pacific Dental Services Incorporated*, *Town Square Family Dentistry*, *Dental Express*, *Jinhyun Cho DDS, Inc*, and *Vista Community Clinic* based on online job postings (Exhibit 8).

Exhibit 8: Top Employers for *Dental Hygienists* in San Diego County¹⁴

| Top Employers | |
|--|---|
| <ul style="list-style-type: none">• Pacific Dental Services Incorporated• Town Square Family Dentistry• Dental Express• Jinhyun Cho DDS, Inc• Vista Community Clinic | <ul style="list-style-type: none">• Smile Brands• James A Snow DDS, Inc• InterDent• Dental Arts San Diego• San Elijo Dental |

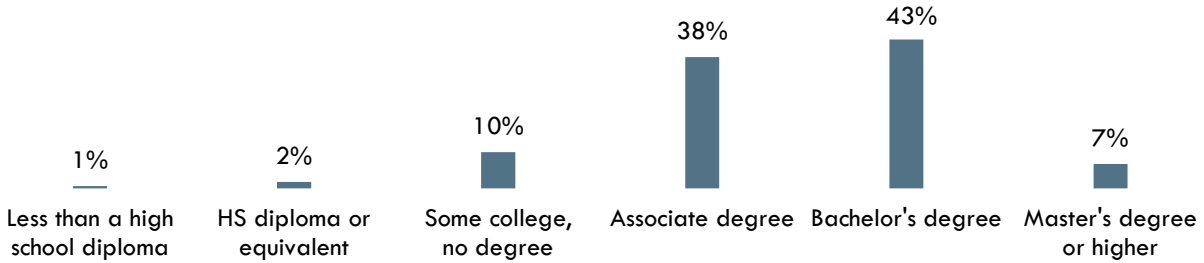
¹³ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2011-2021.

¹⁴ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

Education, Skills, and Certifications

Exhibit 9 indicates that the typical educational attainment for the occupation found currently in the California labor force is a **bachelor's degree**. The typical entry-level education is an **associate degree**.¹⁵

Exhibit 9: California Educational Attainment of Dental Hygienists¹⁶



*may not equal 100 percent due to rounding

Exhibit 10 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2019 and December 31, 2021.

Exhibit 10: Top Skills for Dental Hygienists in San Diego County¹⁷

| Specialized Skills | Soft Skills | Software Skills |
|--|---|--|
| <ul style="list-style-type: none"> • Dental Hygiene • X-Rays • General Practice • Cardiopulmonary Resuscitation • Dentistry • Sealants • Prophylaxis • Dental Calculus • Fissure • Health Education • Intraoral • Anesthesiology • Patient Care • Patient/Family Education and Instruction • Oral Hygiene | <ul style="list-style-type: none"> • Teamwork / Collaboration • Communication Skills • Planning • Time Management • Detail-Oriented • Spanish • Energetic • Bilingual • Positive Disposition • English • Organizational Skills • Presentation Skills • Physical Abilities • Self-Starter • Multi-Tasking | <ul style="list-style-type: none"> • Dentrix • Microsoft Excel • Microsoft Word |

¹⁵ EMSI 2022.03; QCEW, Non-QCEW, Self-Employed.

¹⁶ "Educational Attainment for Workers 25 Years and Older by Detailed Occupation," Bureau of Labor Statistics, last modified September 8, 2021. [bls.gov/emp/tables/educational-attainment.htm](https://www.bls.gov/emp/tables/educational-attainment.htm).

¹⁷ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

Exhibit 11 lists the top certifications that appeared in online job postings between January 1, 2019 and December 31, 2021.

Exhibit 11: Top Certifications for *Dental Hygienists* in San Diego County¹⁸

Top Certifications in Online Job Postings

1. Dental Hygienist Certification
 2. First Aid CPR AED
 3. Basic Life Saving (BLS)
 4. Basic Cardiac Life Support Certification
 5. Radiation Safety Certification
-

¹⁸ Burning Glass Technologies, "Labor Insight Real-Time Labor Market Information Tool." 2019-2021.

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Important Disclaimers

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. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.