

Labor Market Analysis: 1240.20 – Dental Hygienist

Dental Hygiene – Associate of Science (A.S.) degree; Certificate requiring 60+ semester units

Los Angeles Center of Excellence, May 2024

Program Endorsement:	Endorsed: All Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some Criteria Met <input type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

SUMMARY

This report analyzes whether local labor market demand is being met by community college programs aligned with the identified middle-skill occupation¹ or whether a shortage of workers exists. Labor market demand is measured by annual job openings while education supply is measured by the number of awards (degrees and certificates) conferred on average each year.

Based on the available data, there appears to be a supply gap for the one identified occupation in the region. Furthermore, entry-level wages exceed the self-sufficiency standard wage in both Los Angeles and Orange counties, and the Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education.

Recommendation: Due to all three program endorsement criteria being met, the Los Angeles Center of Excellence for Labor Market Research (LA COE) endorses this proposed program.

Key Findings

Supply Gap

- 847 annual job openings are projected in the region through 2027. This number is greater than the three-year average of 341 awards conferred by educational institutions in the region.

¹ Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree. The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

Living Wage

- \$49.16 is the typical entry-level hourly wages for dental hygienists, which is higher than Los Angeles County's self-sufficiency standard hourly (\$18.10/hour).²

Educational Attainment

- An associate degree is the typical entry-level education for dental hygienists, according to the Bureau of Labor Statistics (BLS).
- 58% of workers in the field have completed some college or an associate degree, according to national educational attainment data.

Community college supply

- 4 community colleges issued awards related to dental hygiene in the greater LA/OC region.
- 231 awards (degrees and certificates) were conferred on average each year between 2020 and 2023.

Other postsecondary supply

- 3 educational institutions in the LA/OC region offer programs related to dental hygiene.
- 110 awards were conferred on average each year by other postsecondary institutions throughout the greater LA/OC region.

TARGET OCCUPATIONS

LA COE prepared this report to provide regional labor market and postsecondary supply data related to one middle-skill occupation.

- **Dental Hygienist (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.³

OCCUPATIONAL DEMAND

Exhibit 1 shows the five-year occupational demand projections for dental hygienists. In the greater Los Angeles/Orange County region, the number of jobs related to this occupation is projected to increase by 9% through 2027. There will be nearly 900 job openings per year through 2027 due to job growth and replacements. The majority of jobs in 2022 for dental hygienists (68%) were located in Los Angeles County.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: <http://selfsufficiencystandard.org/california>.

³ [Dental Hygienists \(bls.gov\)](https://www.bls.gov/occupations/dental-hygienists)

Exhibit 1: Current employment and occupational demand, Los Angeles and Orange counties⁴

Geography	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
Los Angeles	6,800	7,363	563	8%	569
Orange	3,136	3,465	329	10%	278
Total	9,936	10,828	892	9%	847

Detailed Occupation Data

Exhibit 2 displays the current employment and projected occupational demand for the target occupation in Los Angeles County. The percentage of workers aged 55+ and automation index is included in order to visualize upcoming replacement demand for these occupations. This occupation has a lower-than-average risk of automation, and a lower share of older workers in the field.

Exhibit 2: Current employment, projected occupational demand, percentage of workers aged 55+, Los Angeles County⁵

Occupation	2022 Jobs	2027 Jobs	5-Yr % Change	Annual Openings	% Aged 55 and older*	Automation Index**	% Full Time Workers***
Dental Hygienists	6,800	7,363	8%	569	22%	96.8	82%

*The average percentage of workers aged 55 and older across all occupations in the greater LA/OC region is 27%. These occupations have a smaller share of older workers, which typically indicates fewer replacements needs to offset the amount of impending retirements.

**The automation index captures an occupation's risk of being affected by automation with a base of 100. An automation index greater than 100 indicates a higher-than average risk of automation; less than 100 indicates a lower-than-average risk.

***In California, 81% of workers are employed full-time.

WAGES

The labor market endorsement in this report considers the entry-level hourly wages for dental hygienists in Los Angeles County as they relate to the county's self-sufficiency standard wage. Orange County wages are included below in order to provide a complete analysis of the greater Los Angeles/Orange County region.

Los Angeles County

The typical entry-level hourly wages for dental hygienists are \$49.16, which is above the self-sufficiency standard wage for one adult (\$18.10 in Los Angeles County). Experienced workers can expect to earn wages of \$59.15.

⁴ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

⁵ Ibid.

Exhibit 3: Earnings for occupations in Los Angeles County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Dental Hygienists	\$49.16	\$51.00	\$59.15	\$106,100

*Rounded to the nearest \$100

Orange County

The typical entry-level hourly wages for dental hygienists are \$51.57, which is above the self-sufficiency standard wage for one adult (\$20.63 in Orange County). Experienced workers can expect to earn wages of \$62.05.

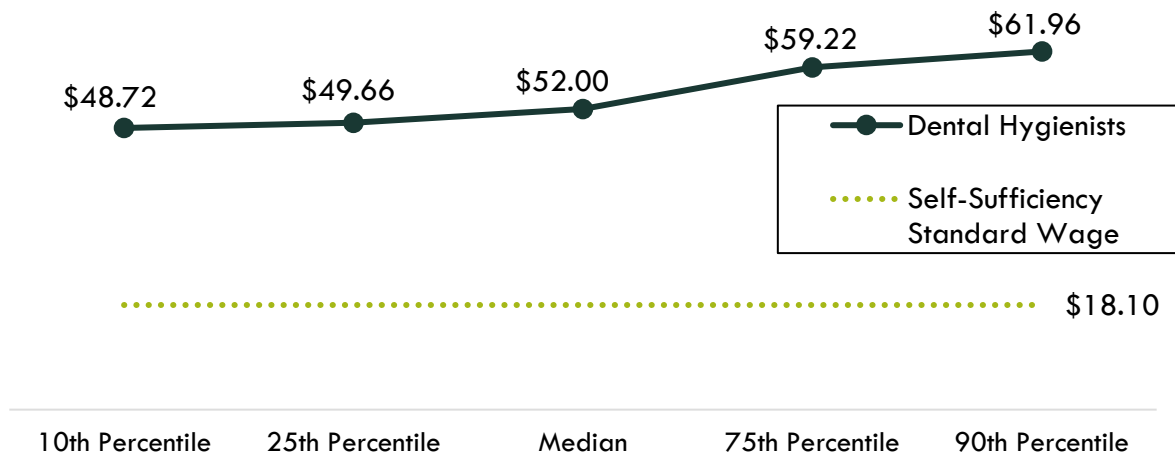
Exhibit 4: Earnings for occupations in Orange County

Occupation	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)	Median Annual Earnings*
Dental Hygienists	\$51.57	\$53.39	\$62.05	\$111,100

*Rounded to the nearest \$100

Across the greater Los Angeles and Orange County region, the average entry-level hourly earnings for the occupations in this report are \$49.66; this is above the living wage for one single adult in Los Angeles County (\$18.10). Exhibit 5 shows the average hourly wage for the occupations in this report, for entry-level to experienced workers.

Exhibit 5: Average hourly earnings for dental hygienists, Los Angeles and Orange counties



JOB POSTINGS

There were 1,437 online job postings for dental hygienists listed in the past 12 months in Los Angeles and Orange counties. Job postings were analyzed for the most common job titles, skills, and employers associated with the target occupations in this report (Exhibit 6).

Exhibit 6: Most commonly requested job titles, skills and employers in job postings, Los Angeles and Orange counties

Top Job Titles	Top Skills	Top Employers
<ul style="list-style-type: none"> Dental hygienists Hygienists Registered dental hygienists 	<ul style="list-style-type: none"> Dental hygiene Oral hygiene Patient education and counseling Dental procedures Front office/billing 	<ul style="list-style-type: none"> Western Dental Pacific Dental Services Gentle Dental Sonrava Health West Coast Dental Services

In the greater Los Angeles/Orange County region, 6% of the dental hygienist job postings listed a minimum educational requirement. The number and percentage of job postings by educational level appear in exhibit 7.

Exhibit 7: Education levels requested in job postings for dental hygienists, Los Angeles and Orange counties

Education Level	Job Postings	% of Job Postings
Bachelor's degree	9	10%
Associate degree	70	80%
High school diploma or vocational training	8	10%

EDUCATIONAL ATTAINMENT

The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for dental hygienists (Exhibit 8). Furthermore, the national-level data indicates 58% of workers in the field have completed some college or an associate degree as their highest level of educational attainment. The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

Exhibit 8: Entry-level education preferred by employers nationally, Bureau of Labor Statistics

Occupation	Education Level
Dental Hygienists	Associate degree

EDUCATIONAL SUPPLY

Community College Supply

Exhibit 9 shows the annual and three-year average number of awards conferred by community colleges in the related TOP codes: Dental Occupations (1240.00) and Dental Hygienist (1240.20). The college with the most completions in the region is West LA.

Exhibit 9: Regional community college awards (certificates and degrees), 2020-2023

TOP Code	Program	College	2020-21 Awards	2021-22 Awards	2022-23 Awards	3-Year Average
1240.00	Dental Occupations	West LA	-	-	165	55
		LA Subtotal	-	-	165	55
Supply Subtotal/Average			-	-	165	55
1240.20	Dental Hygienist	Cerritos	1	33	17	17
		Pasadena	29	11	26	22
		West LA	71	74	68	71
		LA Subtotal	101	118	111	110
		Cypress	15	31	151	66
		OC Subtotal	15	31	151	66
Supply Subtotal/Average			116	149	262	176
Supply Total/Average			1116	149	427	231

Other Postsecondary Supply

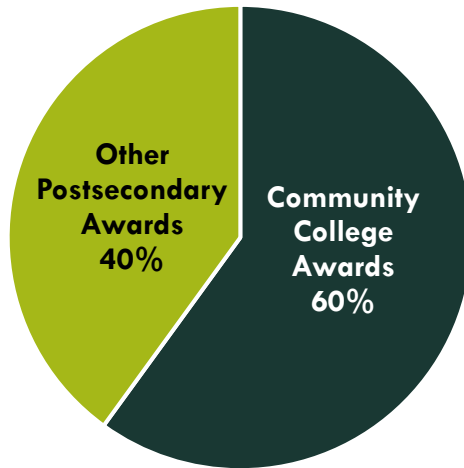
For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for dental hygienists. Exhibit 10 shows the number of awards conferred by these institutions in relevant programs. Due to different data collection periods, the most recent data is from 2019 to 2022. Between 2019 and 2022, other postsecondary college institutions in the region conferred an average of 110 bachelor's and associate degrees. Of the awards listed in Exhibit 10, the majority (72%) were bachelor's awards, while 28% were associate degrees.

Exhibit 10: Other regional postsecondary awards, 2019-2022

CIP Code	Program	Postsecondary Institution	2019-20 Awards	2020-21 Awards	2021-22 Awards	3-Year Average
51.0602	Dental Hygiene/Hygienist	Concorde Career College-Garden Grove	23	23	47	31
		University of Southern California	21	30	1	17
		West Coast University-Orange County	45	79	62	62
Supply Total/Average			89	132	110	110

Exhibit 11 shows the proportion of community college awards conferred in the greater Los Angeles/Orange County region compared to the number of other postsecondary awards for the programs in this report. The majority of awards conferred in these programs are awarded by community colleges in the greater Los Angeles/Orange County region.

Exhibit 11: Percentage of community college awards compared to other postsecondary institution awards in the Los Angeles/Orange County region



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POWERED BY



DATA SOURCES

- O*NET Online
- Lightcast (formerly Emsi)
- Bureau of Labor Statistics (BLS)
- California Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- Self-Sufficiency Standard at the Center for Women's Welfare, University of Washington
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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