

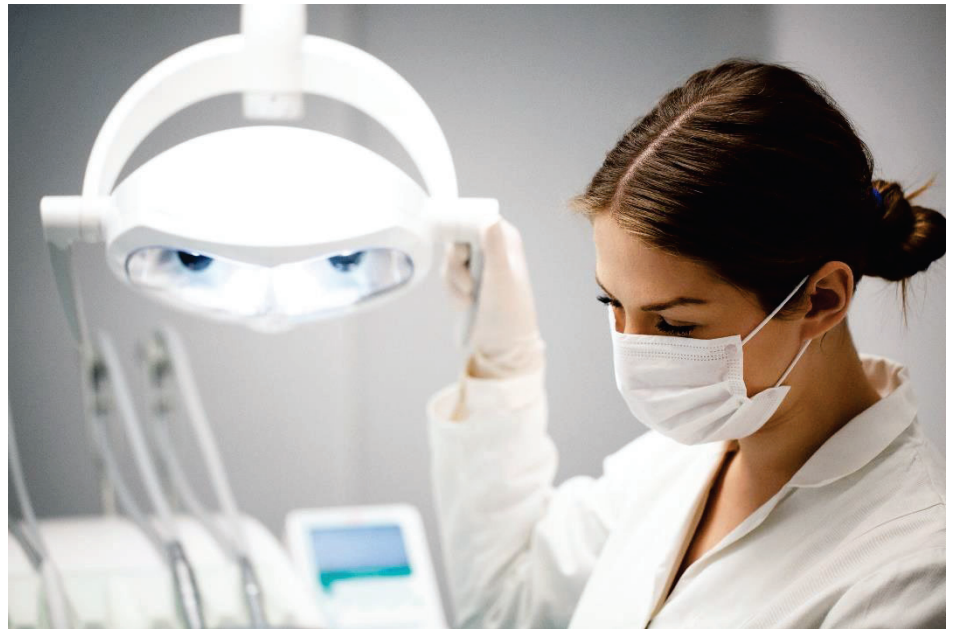
July 2022

Labor Market Analysis

Dental Assistant



POWERED BY



Prepared by the Central Valley/Mother Lode Center of Excellence

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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

Please note the COVID-19 statement on page 2 when considering this report's findings.

This study conducted by the Central Valley/Mother Lode Center of Excellence examines labor market demand, wages, skills, and postsecondary supply for Dental Assistant. One occupation related to Dental Assistant were identified for Fresno City College:

- 31-9091, Dental Assistants

Key findings:

- **Occupational demand** — Nearly 1,360 workers were employed in jobs related to Dental Assistant in 2021 in Fresno County. The largest occupation is dental assistants with 1,352 workers, a projected growth rate of 8% over the next five years, and 185 annual openings.
- **Wages** — Dental assistants earn the highest entry-level wage, \$15.15/hour in Fresno County.
- **Employers** — Employers with the most job postings in Fresno county are Aspen Dental, Pacific Dental Services Incorporated, and United Health Centers Of The San Joaquin Valley.
- **Occupational titles** — The most common occupational title in job postings in Fresno County is Dental Assistants. The most common job title is Dental Assistant.
- **Skills and certifications** — The top baseline skill is detail-oriented, the top specialized skill is x-rays, and the top software skill is Dentrix. The most in-demand certification is a certified dental assistant.
- **Education** — A postsecondary nondegree award is typically required for dental assistants.
- **Supply** — Analysis of postsecondary completions shows that on average 468 awards were conferred in the Central Valley/Mother Lode region each year.

Based on a comparison of occupational demand and supply, there is an undersupply of 121 trained workers in Fresno County and 251 workers in the region. The Center of Excellence recommends that Fresno City College work with the regional directors, the college's advisory board, and local industry in the development of programs to address the shortage of Dental Assistant workers in the region.

Introduction

The Central Valley/Mother Lode Center of Excellence was asked by Fresno City College to provide labor market information for Dental Assistant. The geographical focus for this report is Fresno County, but regional demand and supply data has been included for broader applicability and use. The average living wage for a single adult in Fresno County is \$11.61/hour.¹ Analysis of the program and occupational data related to Dental Assistant resulted in the identification of applicable occupations. The Standard Occupational Classification (SOC) System codes and titles used in this report are:

- 31-9091, Dental Assistants

The occupational titles, job descriptions, sample job titles, and knowledge and skills from the Bureau of Labor Statistics and O*NET OnLine are shown below.

Dental Assistants

Job Description: 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.

Knowledge: Customer and Personal Service, Medicine and Dentistry, English Language, Administration and Management, Administrative

Skills: Active Listening, Speaking, Reading Comprehension, Active Learning, Instructing

Occupational Demand

Fresno County employed 1352 workers in Dental Assistant occupations in 2021 (Exhibit 1). The largest occupation is dental assistants with 1352 workers in 2021. This occupation is projected to grow by 8% over the next five years and has the greatest number of projected annual openings, 185.

Exhibit 1. Dental Assistant employment and occupational projections in Fresno County

Occupation	2020 Jobs	2025 Jobs	5-Year Change	5-Year % Change	Annual Openings
Dental Assistants	1,352	1,463	111	8%	185
TOTAL	1,352	1,463	111	8%	185

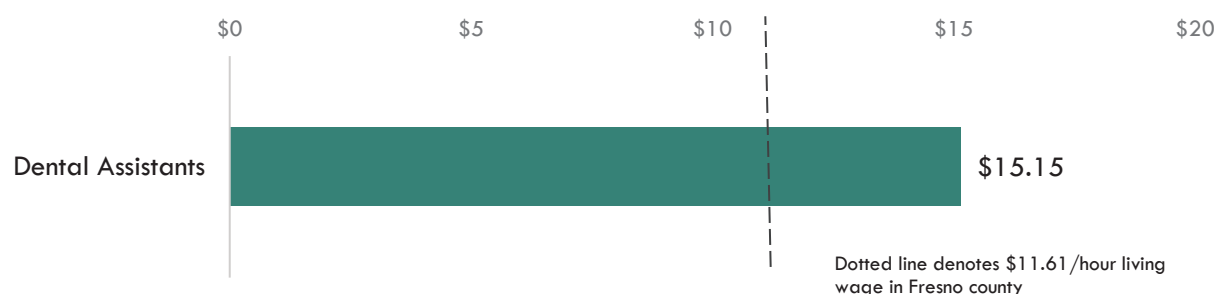
Wages

Exhibit 2 shows the entry-level hourly wages of the Dental Assistant occupations. Dental assistants earn the highest entry-level wage, \$15.15/hour in Fresno county².

¹ The term "living wage" in Center of Excellence reports is calculated by averaging the self-sufficiency wages from the Insight Center's California Family Needs Calculator for each county in the subregion: <https://insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>.

² Entry-level wages are derived from the 25th percentile.

Exhibit 2. Dental Assistant entry-level wages in Fresno County



Job Postings

There were 309 job postings for the one occupation in Fresno County from January 2022 to June 2022.³ The employers with the most job postings are listed in Exhibit 3.

Exhibit 3. Top employers of Dental Assistant by number of job postings

Employer	Job Postings	% Job Postings
Aspen Dental	11	5%
Pacific Dental Services Incorporated	11	5%
United Health Centers of The San Joaquin Valley	8	4%
Western Dental Services	7	3%
North Fresno Dental Care	6	3%
Willamette Dental	6	3%
Adventist Health	5	2%
Pacific Dental Clinic	4	2%
Smile Brands	4	2%
Big Smiles	3	1%

Exhibit 4 shows how job postings for the targeted occupations in Fresno County are distributed across one O*NET OnLine occupations. The occupational title Dental Assistants is listed in 309 job postings. Note how this occupational title dominates the job posting results. Common job titles in postings include Dental Assistant in 76 job postings, Registered Dental Assistant in 52 job postings, and Registered Dental Assistant Rda in 41 job postings.

Exhibit 4. Top occupational titles in job postings for Dental Assistant

Occupational Title	Job Postings	% of Job Postings
Dental Assistants	309	100%

³ Other than occupation titles and job titles, the categories below can be counted one or multiple times per job posting, and across several areas in a single posting. For example, a skill can be counted in two different skill types, and an employer can indicate more than one education level.

Salaries

Exhibit 5 shows the “Market Salaries” for Dental Assistant occupations. These are calculated by Burning Glass using a machine learning model built off of millions of job postings every year. This accounts for adjustments based on locations, industry, skills, experience, education requirements, among other variables.

Exhibit 5. Salaries for Dental Assistant occupations

Market Salary Percentile	Salary Amount
10th Percentile	\$27,517
25th Percentile	\$28,819
50th Percentile	\$31,709
75th Percentile	\$36,293
90th Percentile	\$42,333

Education

Of the 309 job postings, 125 listed an education level preferred for the positions being filled. Among those, 99% requested high school or vocational training, and 14% requested an associate degree (Exhibit 6). A job posting can indicate more than one education level. Hence, the percentages shown in the chart below may total more than 100%.

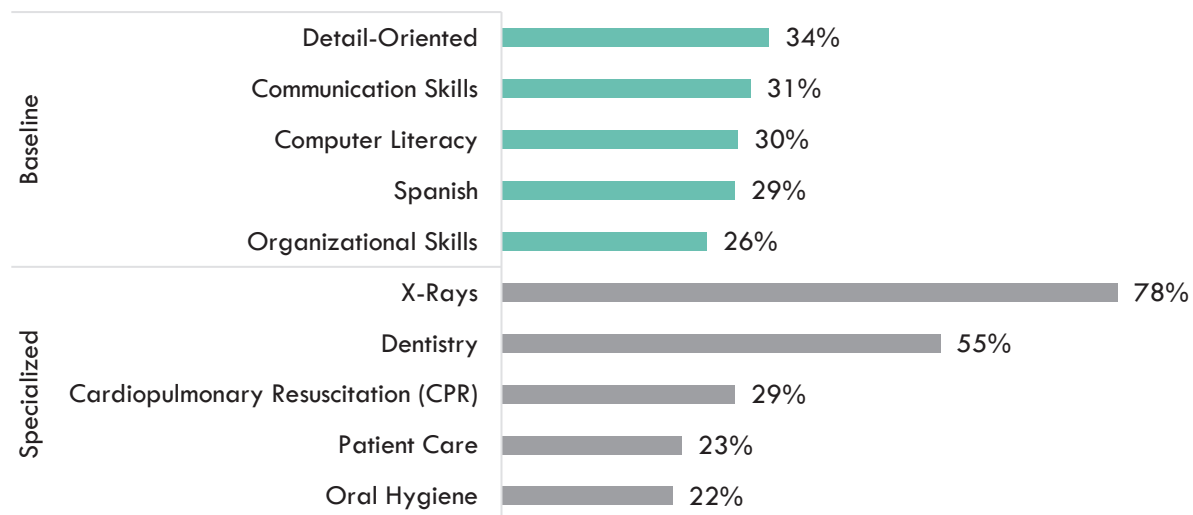
Exhibit 6. Education levels requested in job postings for Dental Assistant

Education Level	Job Postings	% of Job Postings
High school or vocational training	124	99%
Associate's degree	18	14%

Baseline and Specialized Skills

Exhibit 7 depicts the top baseline and specialized skills for the targeted occupations. The three most important baseline skills are detail-oriented, 34% of job postings, communication skills, 31%, and computer literacy, 30%. The top three specialized skills are x-rays, 78% of job postings, dentistry, 55%, and Cardiopulmonary Resuscitation (CPR), 29%.

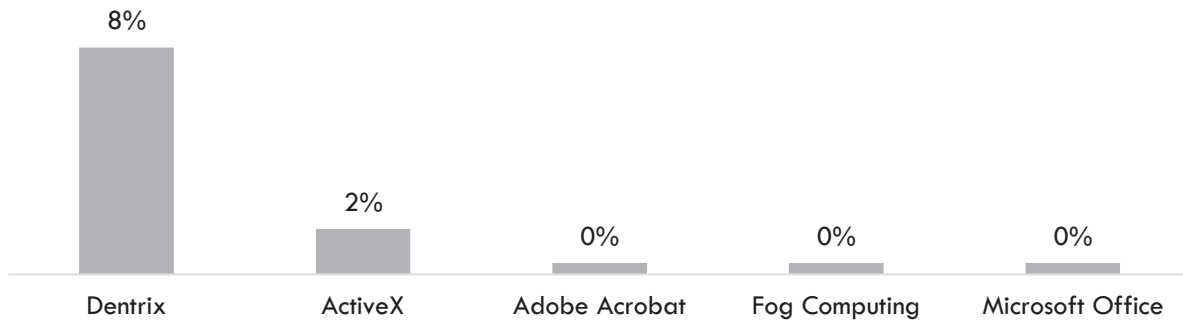
Exhibit 7. In-demand Dental Assistant baseline and specialized skills



Software Skills

Analysis also included the software skills most in demand by employers. Dentrix and ActiveX were the top two software skills identified in job postings (Exhibit 8).

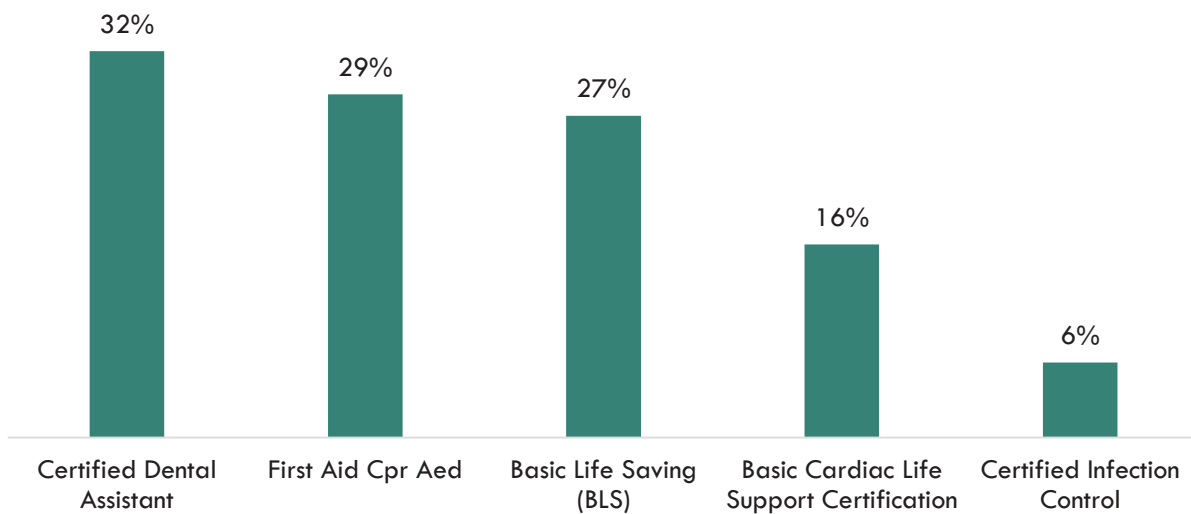
Exhibit 8. In-demand Dental Assistant software skills



Certifications

Of the 309 job postings, 111 contained certification data. Among those, 32% indicated a need for a certified dental assistant. The next top certifications are a First Aid Cpr Aed and Basic Life Saving (BLS) (Exhibit 9).

Exhibit 9. Top Dental Assistant certifications requested in job postings



Education, Work Experience & Training

A postsecondary nondegree award is typically required for dental assistants (Exhibit 10).

Exhibit 10. Education, work experience, training, and Current Population Survey results for Dental Assistant occupations⁴

Occupation	Typical Entry-level Education	Work Experience Required	Typical On-The-Job Training	CPS
Dental Assistants	Postsecondary nondegree award	None	None	55.9%

Supply

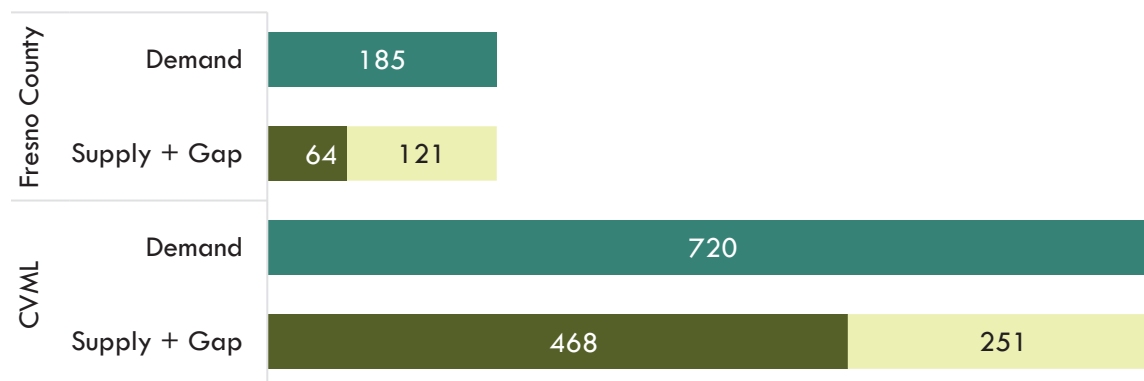
Analysis of program data from the Integrated Postsecondary Education Data System (IPEDS) included the TOP and CIP codes and titles: 124010 - Dental Assistant and 51.0601 - Dental Assisting/Assistant. Analysis of the last three years of data shows that, on average, 468 awards were conferred in the Central Valley/Mother Lode region each year (Exhibit 11).

Exhibit 11. Postsecondary supply for Dental Assistant occupations in the region

TOP/ CIP Code- Title	College	Associate Degree	Award < 1 Academic Year	Award 1 < 2 Academic Years	Certificate 30 < 60 Semester Units	Subtotal
124010 - Dental Assistant	Reedley College	5			16	21
	Carrington College-Stockton	0		33		33
	Milan Institute-Merced		22			22
	Milan Institute-Visalia		38			38
51.0601 - Dental Assisting/Assistant	San Joaquin Valley College-Visalia			155		155
	UEI College-Bakersfield			80		80
	UEI College-Fresno			64		64
	United Education Institute-UEI College Stockton			55		55
TOTAL		5	60	388	16	468

There is an undersupply of 121 Dental Assistant workers in Fresno County and 251 workers in the region (Exhibit 12).

Exhibit 12. Dental Assistant workforce demand (annual job openings), postsecondary supply of students (awards), and additional students needed to fill gap in Fresno County



⁴ “Labor Force Statistics from the Current Population Survey,” Bureau of Labor Statistics, <https://www.bls.gov/cps/>.

Student Outcomes

Exhibit 13 summarizes employment and wage outcomes from the California Community College Chancellor’s Cal-PASS Plus LaunchBoard for the TOP code related to Dental Assistant. Of note, 333 students received a degree or certificate or attained apprenticeship journey status; 10 students transferred; 88% of students obtained a job closely related to their field of study; 82% had a median change in earnings; and 24% of students attained a living wage.

Exhibit 13. Regional metrics for the TOP code related to Dental Assistant

Metric	Dental Assistant 124010
Students Who Got a Degree or Certificate or Attained Apprenticeship Journey Status	333
Number of Students Who Transferred	10
Job Closely Related to Field of Study	88%
Median Change in Earnings	82%
Attained a Living Wage	24%
* denotes data not available.	

Conclusion

The entry-level wages of the one occupation exceed Fresno County’s average living wage. There were 309 job postings in the past six months for occupations related to Dental Assistant in Fresno County. Analysis of skills and certification requirements in job postings indicates:

- The top baseline skill is detail-oriented, and the top specialized skill is x-rays.
- The top software skill is Dentrrix.
- The top certification is a certified dental assistant.

There is an undersupply of trained workers, a shortage of 121 in Fresno County and 251 in the region.

Recommendation

Based on these findings, it is recommended that Fresno City College work with the regional director, the college’s advisory board, and local industry in the development of programs to address the shortage of Dental Assistant in the region.

Appendix A: Methodology & Data Sources

Data Sources

Labor market and educational supply data compiled in this report derive from a variety of sources. Data were drawn from external sources, including the Economic Modeling Specialists, Inc., the California Community Colleges Chancellor’s Office Management Information Systems Data Mart and the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS). Below is the summary of the data sources found in this study.

Data Type	Source
Labor Market Information/Population Estimates and Projections/Educational Attainment	Economic Modeling Specialists, Intl. (EMSI). 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). Occupational wage estimates also affected by county-level EMSI earnings by industry: economicmodeling.com .
Typical Education Level and On-the-job Training	Bureau of Labor Statistics (BLS) uses a system to assign categories for entry-level education and typical on-the-job training to each occupation for which BLS publishes projections data: https://www.bls.gov/emp/tables/educational-attainment.htm .
Labor Force, Employment and Unemployment Estimates	California Employment Development Department, Labor Market Information Division: labormarketinfo.edd.ca.gov .
Job Posting and Skills Data	Burning Glass: burning-glass.com/ .
Additional Education Requirements/ Employer Preferences	The O*NET Job Zone database includes over 900 occupations as well as information on skills, abilities, knowledge, work activities and interests associated with specific occupations: onetonline.org .

Key Terms and Concepts

Annual Job Openings: Annual openings are calculated by dividing the number of years in the projection period by total job openings.

Education Attainment Level: The highest education attainment level of workers age 25 years or older.

Employment Estimate: The total number of workers currently employed.

Employment Projections: Projections of employment are calculated by a proprietary Economic Modeling Specialists, Intl. (EMSI) formula that includes historical employment and economic indicators along with national, state and local trends.

Living Wage: The cost of living in a specific community or region for one adult and no children. The cost increases with the addition of children.

Occupation: An occupation is a grouping of job titles that have a similar set of activities or tasks that employees perform.

Percent Change: Rate of growth or decline in the occupation for the projected period; this does not factor in replacement openings.

Replacements: Estimate of job openings resulting from workers retiring or otherwise permanently leaving an occupation. Workers entering an occupation often need training. These replacement needs, added to job openings due to growth, may be used to assess the minimum number of workers who will need to be trained for an occupation.

Total Job Openings (New + Replacements): Sum of projected growth (new jobs) and replacement needs. When an occupation is expected to lose jobs, or retain the current employment level, number of openings will equal replacements.

Typical Education Requirement: represents the typical education level most workers need to enter an occupation.

Typical On-The-Job Training: indicates the typical on-the-job training needed to attain competency in the skills needed in the occupation.