

LABOR MARKET ANALYSIS

FOR PROGRAM RECOMMENDATION



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

DENTAL ASSISTANTS IN THE FAR NORTH

Far North
Center of Excellence

OCTOBER 2022

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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 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 held 1,005 dental assistant jobs in 2021. Dental assistant jobs are projected to decrease by 4% over the next five years, losing 40 jobs in the subregion by 2026.
- Over the next five years, dental assistant jobs are projected to have 131 annual openings in the Far North subregion.
- Wage data shows that dental assistants earn \$3 to \$12 above the single adult living wage of \$12.74 per hour. Experienced dental assistants earn close to the family-level wage for the subregion.
- Awards data analysis shows that Far North training providers conferred an average of 42 awards (certificates and associate degrees) in related programs over the last three academic years.

Recommendations include:

- The Far North Center of Excellence recommends moving forward with the program.

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) occupations and codes:

- This middle-skill occupation requires more education and training beyond a high school diploma but less than a four-year degree:
 - Dental Assistants (31-9091)

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 Assistant (1240.10)

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

- Dental Assisting/Assistant (51.0601)

OCCUPATIONAL DEMAND

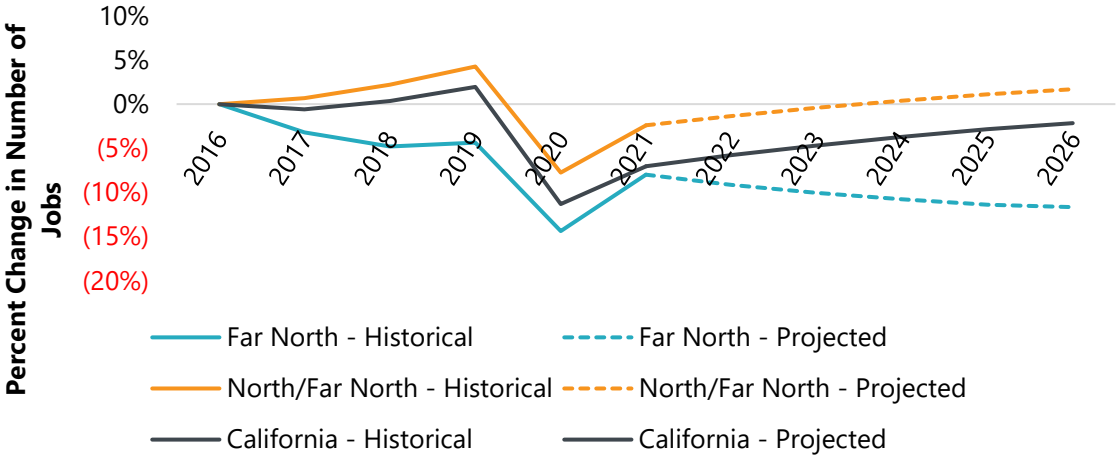
Exhibit 1 summarizes the five-year projected job growth for dental assistants in the Far North, North/Far North, and California.

Exhibit 1. Employment and projected demand, dental assistants, 2021-2026

Region	2021 Jobs	2026 Jobs	2021-2026 Change	2021-2026 % Change	2021-2026 Annual Openings
Far North	1,005	965	(40)	(4%)	131
North/Far North	4,744	4,942	198	4%	653
California	49,996	52,622	2,625	5%	6,783

Exhibit 2 compares the percent change in number of jobs between 2016 through 2021 and the projected changes through 2026. The rate of change is indexed to the total number of jobs in 2016.

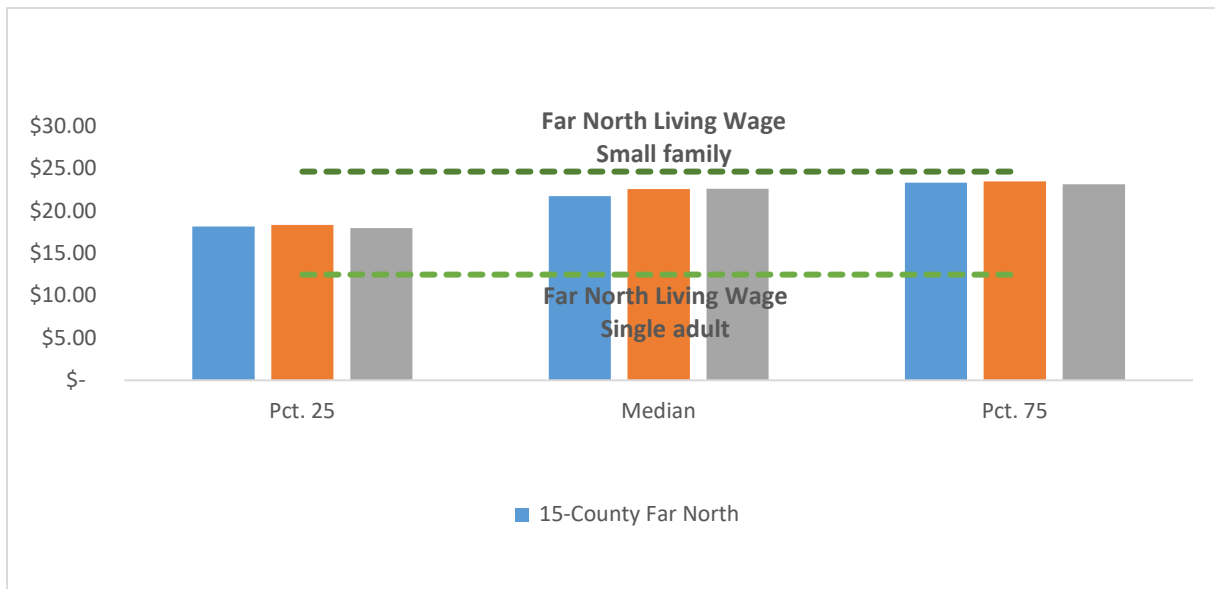
Exhibit 2. Changes in employment, 2016-2026



WAGES

Exhibit 3 compares the entry-level, median, and experienced wages for the selected occupation to the Far North living wage for a single adult (\$12.74 per hour) and a small family¹ (\$24.66 per hour).

Exhibit 3. Comparison of wages, 2021



JOB POSTINGS

This section 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 204 online job postings for the selected occupation in the 15-county Far North subregion. Job posting data comes from Burning Glass Labor Insights and represents new listings posted online within the last year, from October 1, 2021, to September 30, 2022.

Occupations and Job Titles

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

Exhibit 4. Number of job postings

¹ A small family is defined as a single adult and one school aged child (between the ages of 5 and 12 years).

Occupation	Job Postings	Share of Job Postings
Dental Assistants	204	100%
Total Job Postings	204	100%

Employers

Exhibit 5 shows the top 10 employers with the most job postings for the selected occupation. Fifty-five percent (n= 113) of job postings did not include an employer.

Exhibit 5. Employers with the most job postings

Employer	Job Postings	Share of Job Postings
Adventist Health	28	31%
Western Dental Services	14	15%
Western Dental/Brident	5	5%
Wellpath	5	5%
Aspen Dental	4	4%
Oroville Hospital	3	3%
Eastern Plumas Health Care	3	3%
Children's Choice And Premier Orthodontics	3	3%
Ampla Health	3	3%

Certifications, Skills, and Experience

Exhibit 6 shows the most relevant certifications requested by employers for the selected occupations. Sixty-seven percent (n= 137) of job postings did not include certification information.

Exhibit 6. Most in-demand certifications

Certification	Job Postings	Share of Job Postings
Basic Life Saving (BLS)	37	55%
First Aid Cpr Aed	15	22%
Radiation Safety Certification	13	19%
Certified Infection Control	8	12%
Basic Cardiac Life Support Certification	6	9%

Exhibit 7 shows the top 10 skills across three categories for the studied occupations: specialized, human-centered, and technical skills (8 technical skills were identified by employers).

Exhibit 7. Most in-demand specialized skills

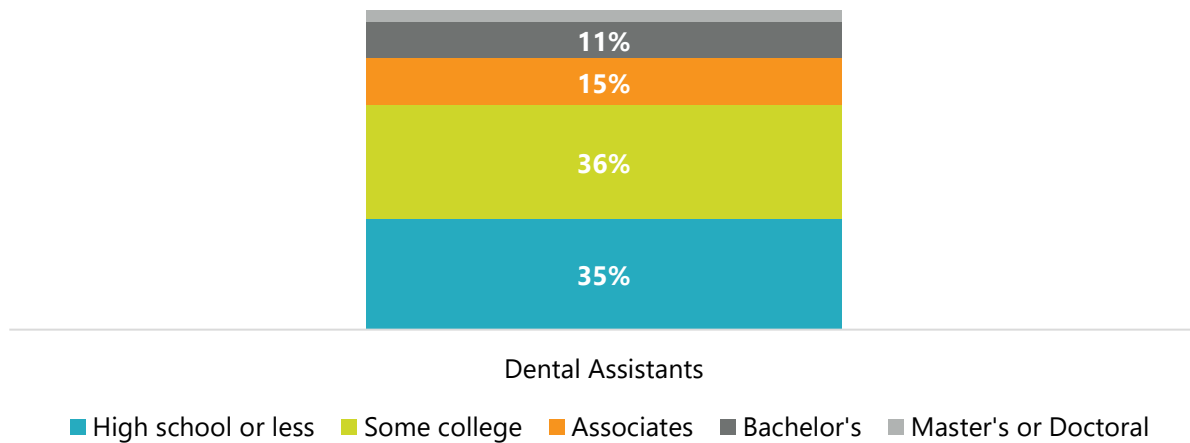
Top 10 Specialized Skills	Top 10 Human-Centered Skills	Top Technical Skills
X-Rays	Teamwork / Collaboration	Dentrix
Dentistry	Communication Skills	Microsoft Excel
Cardiopulmonary Resuscitation (CPR)	Self-Starter	Microsoft Office
Radiology	Detail-Oriented	Microsoft Word
Dental Assistance	Positive Disposition	Practice Management Software
Infection Control	Energetic	SoftDent
Oral Hygiene	Organizational Skills	Microsoft Operating Systems
Scheduling	Multi-Tasking	Microsoft Windows
Life Support	Computer Literacy	n/a
Patient Preparation	Bilingual	n/a

A majority of employers (74%) did not indicate preferred minimum education or experience levels.

EDUCATION AND TRAINING

The U.S. Census Bureau collects data on education achieved by workers employed in occupations. Exhibit 8 shows the state-level educational attainment of the current workforce in the selected occupation.

Exhibit 8. California worker educational attainment for selected occupation, 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 9 shows the selected occupation's entry-level job requirements.

Exhibit 9. Typical education, work experience, and on-the-job training requirements

Occupation	Typical Entry-level Education	Work Experience Required	On-the-job Training Required
Dental Assistant	Postsecondary nondegree award	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 13 shows the TOP and CIP codes for educational programs related to the selected occupations.

Exhibit 13. TOP and CIP codes for training programs related to the selected occupations

TOP Programs and Codes	Aligned CIP Programs and Codes
Dental Assistant (1240.10)	Dental Assisting/Assistant (51.0601)

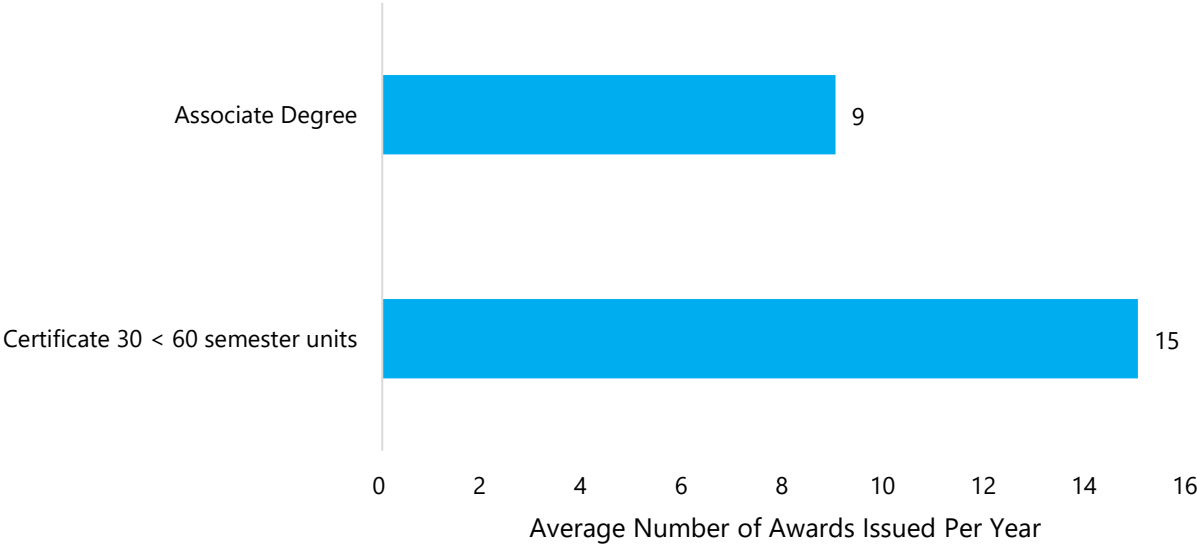
Community College Supply

Exhibits 14 and 15 display the average number of certificates and degrees from selected Far North community college programs over the last three academic years.

Exhibit 14. Annual average community college awards by program, 2018-19 through 2020-21

Program - TOP Code	College	Annual Awards 2018-19	Annual Awards 2019-20	Annual Awards 2020-21	3-Yr Annual Awards Average
Dental Assistant (1240.10)	Redwoods	17	28	26	24
	Total	17	28	26	24

Exhibit 15. Annual average community college awards by type, 2018-19 through 2020-21



Other Postsecondary Supply

Exhibit 16 compares the average number of degrees that non-community college training providers conferred in the Far North over the last three academic years. Please note that non-community college data typically lags by one year.

Exhibit 16. Other postsecondary awards by program, 2017-18 through 2019-20

Program - CIP Code	College	Annual Awards 2017-18	Annual Awards 2018-19	Annual Awards 2019-20	3-Yr Annual Awards Average
Dental Assisting/Assistant (51.0601)	Butte Regional Occupational Program	18	17	19	18
	Total	18	17	19	18

FINDINGS

- This report focuses on one occupation: dental assistant.
- The Far North subregion held 1,005 dental assistant jobs in 2021. These jobs are projected to decrease by 4% over the next five years, losing 40 jobs in the subregion by 2026.
- Jobs for dental assistants are projected to grow decline in the Far North subregion while 5% growth is projected for California over the next five years.
- Over the next five years, dental assistant jobs are projected to have 131 annual openings across the Far North subregion.
- Wage data shows that dental assistants earn \$3 to \$12 above the single adult living wage of \$12.74 per hour. Experienced dental assistants earn close to the family-level wage for the subregion.
- According to real-time labor market information, there were 204 online job postings for dental assistants in the Far North subregion between October 1, 2021, and September 30, 2022.
- Fifty-one percent of incumbent dental assistants have educational attainment levels consistent with community college offerings (some college or associate degrees). Another 11% of workers in this occupation hold a bachelor's degree.
- One Far North community college offers degrees and certificates in dental assisting. This program conferred an average of 24 awards (certificates and associate degrees) in dental assistant programs over the last three academic years (2018-19 through 2020-21).
- Local non-community college postsecondary training providers also offer training related to the studied occupations. Between 2018-19 and 2020-21, one non-community college training provider conferred an average of 18 awards in dental assisting/assistant over the last three years. Please note that non-community college awards data often lags by one year.

RECOMMENDATIONS

- Based on a three-year average of annual awards in the Far North, dental assistant programs and projected yearly openings, the supply gap analysis shows that the region seems to have room for additional training.
 - Community colleges and other postsecondary training providers issued an average of 42 awards over the last three years.
 - There are 131 projected annual openings for dental assistant jobs.
- The Far North Center of Excellence recommends moving forward with the program.

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

APPENDIX A. METHODOLOGY AND SOURCES

This report identified Occupations 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.

Lightcast (Formerly EMSI/Burning Glass) 2022.3; QCEW Employees, Non-QCEW Employees, and Self-Employed. <https://www.economicmodeling.com/>. *Note: 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).*

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. <https://nces.ed.gov/ipeds/>.

Labor Market Information Division. California Employment Development Department. <https://labormarketinfo.edd.ca.gov/>.

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

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOL ETA). <https://www.onetonline.org/>.

Public Use Microdata Sample (PUMS). U.S. Census Bureau American Community Survey (ACS). <https://www.census.gov/programs-surveys/acs/microdata.html>

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.ashx>

"TOP-CIP-SOC Crosswalk." Centers of Excellence for Labor Market Research. June 2021 Edition. <http://coecc.net/>

APPENDIX B. GLOSSARY OF KEY TERMS

Key Terms	Definition
Occupation	Occupation refers to professions, or careers, in the workforce. Occupations differ from jobs in that jobs show the number of positions held in a given occupation.
Jobs	<p>A job is any position where a worker provides labor for monetary compensation.</p> <p>Job numbers include employees (those who work for businesses) and proprietors (those who work for themselves). Full- and part-time jobs are included and counted equally (i.e., not adjusted to full-time equivalents). Data for jobs, or employment, are annual averages.</p>
Job Change	Job change is the net increase or decrease of jobs over a given timeframe.
Job Openings	<p>Job openings are the projected number of positions available for workers entering an occupation.</p> <p>Openings include growth and replacement jobs. Growth jobs are the positive change in the total number of workers employed. Replacement jobs are the estimates of new workers needed to replace workers permanently leaving the occupation.</p>
Wages	Wages, or compensation, show workers' percentile and average earnings in a given occupation. The 25th-percentile and 75th-percentile hourly wages are used as a proxy for entry-level and experienced-level wages.
Living Wage	The living wage is the level of income a single adult with no children must earn to meet basic needs. The living wage is calculated using basic levels of allowances for food, housing, transportation, healthcare, taxes, and other miscellaneous basic needs.
Educational Attainment	Educational attainment is the level of education achieved by workers in a given occupation. The data includes workers aged 25 years and older.
Typical Entry-level Education	The education level generally required for employment in an occupation. It may differ from the actual educational levels attained by workers in any given occupation.
Work Experience Required	The level of prior experience a worker needs to enter a job in a given occupation.
On-the-job Training Required	The level of on-the-job training a worker needs to obtain competency in a given occupation.
Awards	Awards are the number of certificates and degrees conferred for a specific course of study in a given year. Awards counts "papers" and, as a result, may be greater than the actual number of students who complete a program.

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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