

**Program Endorsement Brief: 1240.20/Dental Hygienist
Administration of Local Anesthesia, Nitrous Oxide-Oxygen Analgesia and Periodontal
Soft Tissue Curettage Certificate
Dental Hygiene Pit and Fissure Sealant Certificate
Radiation Safety Certificate
Ultrasonic Scaling and Coronal Polishing**
Orange County Center of Excellence, October 2020

Summary Analysis

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"/>

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to one middle-skill occupation: *Dental Hygienist (29-1292)*. Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for dental hygienists in the region. Furthermore, the Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for this occupation, and entry-level wages exceed the living wage in both Los Angeles and Orange counties. **Therefore, due to all the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **609 jobs available annually** in the region due to new job growth and replacements, **which is more than the 233 awards conferred annually** by educational institutions in the region.

¹ 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 Criteria** –Within Orange County, **typical entry-level hourly wages** for dental hygienists are **\$44.04, which is higher than the California Family Needs Calculator** hourly wage (living wage) for one adult in the region (\$17.36 in Orange County).²
- **Educational Criteria** –The Bureau of Labor Statistics (BLS) lists an **associate degree** as the **typical entry-level education for dental hygienists**.
 - Furthermore, the national-level educational attainment data indicates **59.2% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **4 community colleges** in the LA/OC region that issue awards related to dental hygiene, conferring an average of **87 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **146 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for dental hygienists. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 10% through 2024. There will be more than 600 job openings per year through 2024 due to job growth and replacements.

This report includes employment projection data by Emsi which uses EDD information. 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. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it 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. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	4,709	5,163	454	10%	418
Orange	2,166	2,369	203	9%	191
Total	6,875	7,532	657	10%	609

² Living wage data was pulled from California Family Needs Calculator on 10/12/20. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for dental hygienists in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County—The typical entry-level hourly wages for dental hygienists are \$44.04, which is higher than the living wage for one adult (\$17.36 in Orange County).⁴ Experienced workers can expect to earn wages of \$61.86, which is higher than the living wage estimate. Orange County's average wages are above the average statewide wage of \$50.94 for this occupation.

Los Angeles County—The typical entry-level hourly wages for dental hygienists are \$41.51, which is higher than the living wage for one adult (\$15.04 in Los Angeles County).⁵ Experienced workers can expect to earn wages of \$58.34, which is higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$50.94 for this occupation.

Job Postings

There were 387 online job postings for dental hygienists listed in the past 12 months. The top skills were: dental hygiene, dentistry, cardiopulmonary resuscitation (CPR), anesthesiology, and x-rays. The top three employers, by number of job postings, in the region were: Pacific Dental Services, Smile Brands, and Western Dental.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for dental hygienists. Furthermore, the national-level educational attainment data indicates 59.2% of workers in the field have completed some college or an associate degree. Of the 16% of dental hygienist job postings listing a minimum education requirement in Los Angeles/Orange County, 66% (40) requested an associate degree and 34% (21) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP code: Dental Hygienist (1240.20). The colleges with the most completions in the region are: West LA, Cerritos, and Pasadena. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

⁴ Living wage data was pulled from California Family Needs Calculator on 10/12/2020. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
1240.20	Dental Hygienist	Cerritos	18	24	20	21
		Pasadena	7	22	32	20
		West LA	26	29	49	35
		LA Subtotal	51	75	101	76
		Cypress	10	10	14	11
		OC Subtotal	10	10	14	11
Supply Subtotal/Average			10	10	14	11
Supply Total/Average			61	85	115	87

Non-Community College Supply—It is important to consider the supply from other institutions in the region that provide training programs for dental hygienists. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Dental Hygiene/Hygienist (51.0602). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 146 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
51.0602	Dental Hygiene/Hygienist	Concorde Career College-Garden Grove	20	44	22	29
		University of Southern California	37	55	68	53
		West Coast University-Orange County	61	60	72	64
Supply Total/Average			118	159	162	146

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Dental Hygienists (29-1292)	2,166	2,369	203	9%	191	\$44.04	\$53.76	\$61.86

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Dental Hygienists (29-1292)	4,709	5,163	454	10%	418	\$41.51	\$50.69	\$58.34

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Dental Hygienists (29-1292)	6,875	7,532	657	10%	609

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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