

Program Endorsement Brief: 1240.20 – Dental Hygienist *Dental Hygiene*

Los Angeles/Orange County Center of Excellence, June 2021

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 Los Angeles/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 the middle-skill occupation: *dental hygienists* (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 occupation.

Based on the available data, there appears to be a supply gap for this occupation in the region. Furthermore, the entry-level wages greatly exceed the living wage in both Los Angeles and Orange counties. **Therefore, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **422 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 233 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria:** Within Los Angeles County/Orange County, typical entry-level hourly wages for occupation(s) are **\$41.20, which is higher than the California Family Needs Calculator** hourly wage (living wage) for one adult in Los Angeles County (\$15.04).²

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.

² Living wage data was pulled from California Family Needs Calculator on 3/2/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

- **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 **60% of workers in the field have completed some college or an associate degree.**

Supply:

- There are **four community colleges** in the LA/OC region that issue awards related to dental hygienist, 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.

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 this occupation is projected to decrease by 4% through 2024. However, there will be more than 420 job openings per year through 2024 due to retirements and workers leaving the field.

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	4,778	4,591	(188)	(4%)	289
Orange	2,193	2,110	(83)	(4%)	133
Total	6,971	6,701	(270)	(4%)	422

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 Los Angeles County as they relate to the county's living wage. Orange 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.

Los Angeles County: The typical entry-level hourly wages for dental hygienists are \$41.20, which is above the living wage for one adult (\$15.04 in Los Angeles County).⁴ Experienced workers can expect to earn wages of \$58.25, which is higher than the living wage estimate.

Orange County: The typical entry-level hourly wages for dental hygienists are \$43.78, which is above the living wage for one adult (\$17.36 in Orange County).⁵ Experienced workers can expect to earn wages of \$61.76, which is higher than the living wage estimate.

Job Postings

There were 390 online job postings related to dental hygienists listed in the past 12 months. The top skills were dental hygiene, dentistry, and cardiopulmonary resuscitation (CPR). The top three employers, by number of job postings, in the region were Stynt, Smile Brands, and Pacific Dental Services Incorporated.

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 60% of workers in the field have completed some college or an associate degree. Of the 12% of dental hygienists job postings listing a minimum education requirement in Los Angeles/Orange County, 71.7% (33) requested an associate degree and 28.3% (13) requested a bachelor's degree.

Educational Supply

Community College Supply—Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Dental Hygienist (1240.20) programs. The college with the most completions in the region is West LA. 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 3/2/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

⁵ Ibid.

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 Total/Average			61	85	115	87

Non-Community College Supply— It is important to consider the supply from non-community college institutions in the region that provide training programs for dental hygienist/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: 51.0602/Dental Hygiene/Hygienist. 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. 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)	4,778	4,591	(188)	(4%)	289	\$41.20	\$50.56	\$58.25
Total	4,778	4,591	(188)	(4%)	289			

Exhibit 5. Orange 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)	2,193	2,110	(83)	(4%)	133	\$43.78	\$53.62	\$61.76
Total	2,193	2,110	(83)	(4%)	133			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Educational Attainment
Dental Hygienists (29-1292)	6,971	6,701	(270)	(4%)	422	Associate degree
Total	6,971	6,701	(270)	(4%)	422	

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)

For more information, please contact:

Luke Meyer, Director
Los Angeles/Orange County Center of Excellence
lmeyer7@mtsac.edu

June 2021

