Labor Market Assessment for:
Dental Hygienist
(1240.20 Dental Hygienist)

Inland Empire/Desert Center of Excellence, June 2025

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FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	☐	☐

Program LMI Endorsement Criteria		
Supply Gap	**Yes** ✓	No ☐
	Comments: There is *projected* to be **139 annual job openings** throughout the Inland Empire/Desert region, which is more than the **91 annual average awards conferred by educational institutions over the last 3 years.** Supply data includes both community college awards (17) and non-community college awards (74).	
Living Wage	**Yes** ✓	No ☐
	Comments: The **entry-level hourly wages** for dental hygienists are **$30 above the IE/D living wage** of 20.42.[1]	
Education	**Yes** ✓	No ☐
	Comments: The **typical entry-level education** for this occupation is **an associate degree**, also **more than 33% of all workers in the field (58%)** have completed **some college or an associate degree** as their highest level of education. See Exhibit 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
  - Dental Hygienists (29-1292)

Summary of findings

Demand

- The number of jobs related to the assessed occupation is projected to increase 3% through 2028, with 139 annual job openings (new and replacement jobs).
- Hourly entry-level wages for dental hygienists are above living wage at the 25th percentile hourly wage estimated to be $50.69 in IE/D.
- There were 332 online job postings from 72 employers over the past 12 months with the highest postings for dental hygienists and registered dental hygienists.
- Most job postings for target occupations require an associate degree (60%), followed by a high school diploma or equivalent (25%), a bachelor's degree (11%), and above a bachelor's degree (4%).

Supply

- On average, there were 91 annual awards conferred by educational institutions over the last 3 years in related fields: 17 from community colleges and 74 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of $35,914 ($17.27 per hour).
- In California, 68% of students that exited their program in 2022-23 reported that they are now earning a living wage.

[1] *The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

Introduction

California Community College Dental Hygienist (TOP 1240.20) programs prepare students for employment in oral health education, control of oral disease, preventive, educational, and therapeutic techniques used in dental treatments specific to the licensure examination (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Dental Hygienist programs lead to employment in occupations related to dental hygiene.

Job Demand

In 2023, there were 1,649 jobs in the occupation related to dental hygiene in the IE/D region. Regional employment for this occupation group is projected to increase by 3% through 2028 with 139 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to dental hygiene, IE/D Region, 2023-2028

Occupation	SOC	2023 Jobs	2028 Jobs	2023 - 2028 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Dental Hygienists	29-1292	1,649	1,693	3%	695	139

SOURCE: LIGHTCAST 2025.2

Job Postings

The following analysis for occupations related to dental hygiene using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.[2] While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to dental hygiene over the last 12 months and the median posting duration. Over the previous 12 months, there were 332 unique job postings for occupations related to dental hygiene in the region from 72 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, June 2024 – May 2025

Job Title	Job Ads	Median Posting Duration
Dental Hygienists	332	26 days

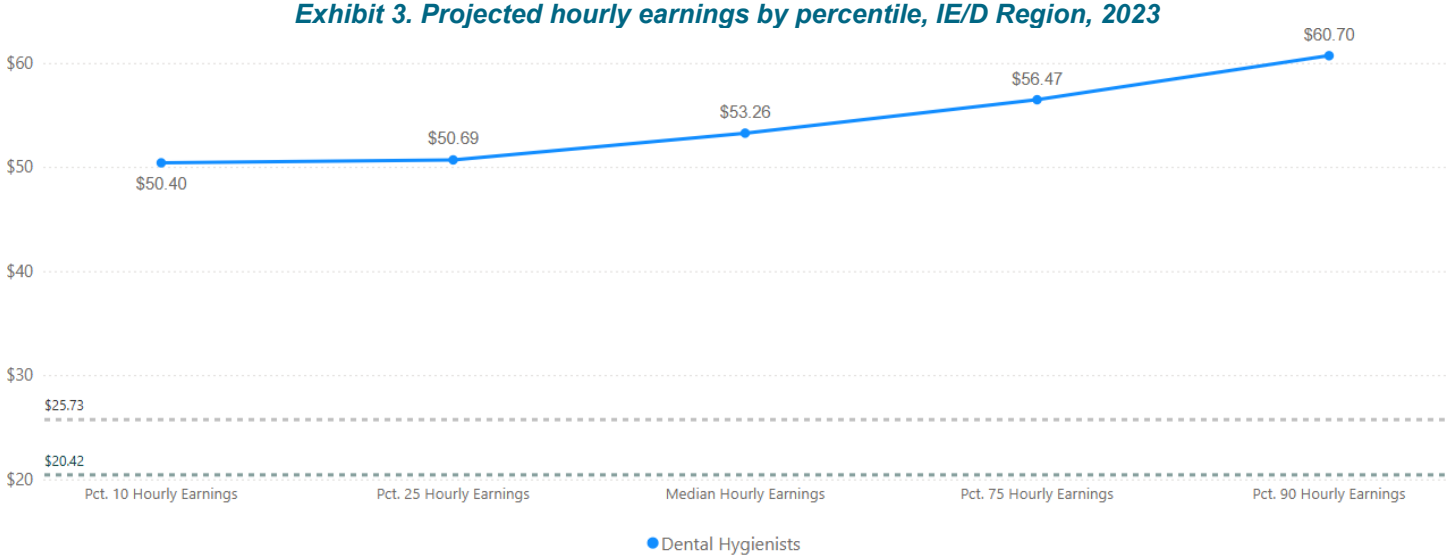
SOURCE: LIGHTCAST 2025.2

[2] *"Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology*

Earnings

Exhibit 3 displays the hourly earnings for occupations related to dental hygiene compared to both the UW Self-Sufficiency Standard for the IE/D of $20.42[3] and the MIT IE/D living wage of $25.73.[4]

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2023



SOURCE: 2025.2

All projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupation was also above the MIT living wage for an adult with no children ($25.73) in projected entry-level earnings (see Exhibit 3).

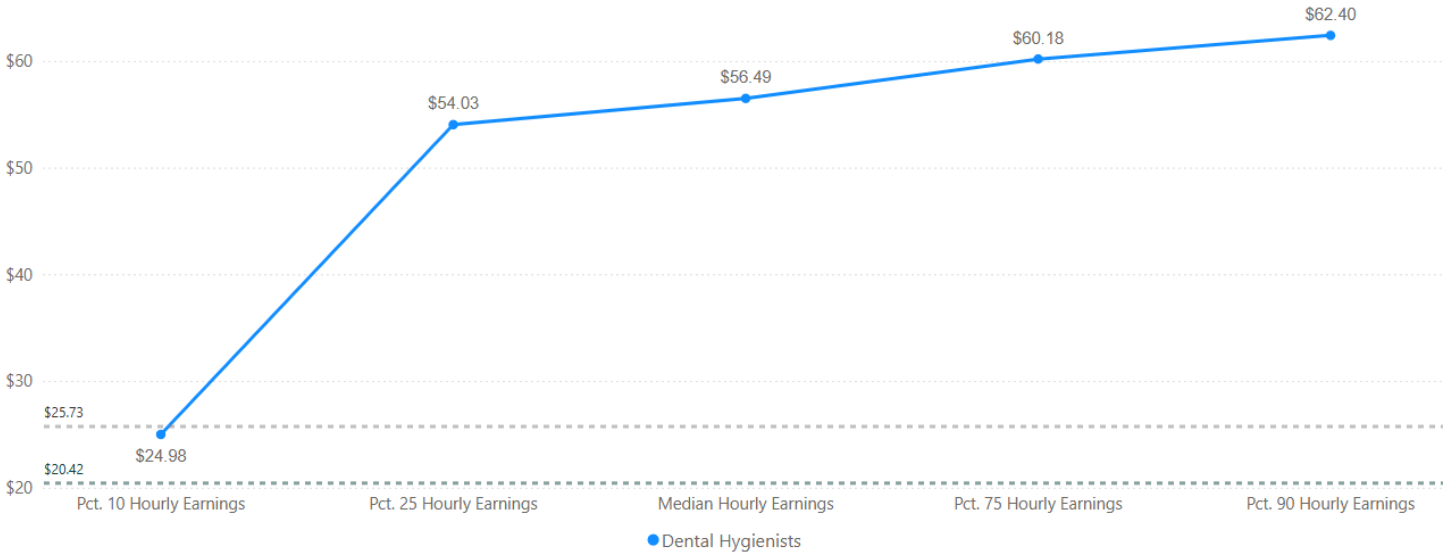
[3] *The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is $26.30 in Riverside County and $25.17 in San Bernadino County.*

[4] *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for dental hygienists over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of $54.03 (estimated to be equal to an annual salary of $112,382).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, June 2024 – May 2025



SOURCE: LIGHTCAST 2025.2

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for dental hygienists over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, June 2024 – May 2025

Job Title	Unique Postings
Dental Hygienists	135
Registered Dental Hygienists	112
Hygienists	35
Treatment Coordinators	14
Dental Treatment Coordinators	12
Registered Dental Assistants	6
Dental Billers	3
Dental Hygiene Instructors	3
Compensation Analysts	2
Ortho Technicians	2

SOURCE: LIGHTCAST 2025.2

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Pacific Dental Services and West Coast Dental Services had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, June 2024 – May 2025

Company	Total/Unique (Jun 2024 - May 2025)	Posting Intensity	Median Posting Duration
Pacific Dental Services	105 / 65	2 : 1	27 days
West Coast Dental Services	137 / 27	5 : 1	38 days
Western Dental Orthodontics	80 / 23	3 : 1	21 days
Gentle Dental	68 / 20	3 : 1	28 days
Gentle Dental Careers	23 / 11	2 : 1	31 days
Smile Brands	10 / 10	1 : 1	13 days
Sonrava Health	9 / 9	1 : 1	16 days
Toothio	4 / 4	1 : 1	14 days
Bright Now! Dental	5 / 4	1 : 1	17 days
Porter Dental	13 / 4	3 : 1	35 days

SOURCE: LIGHTCAST 2025.2

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole. [5]

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, June 2024 – May 2025

Common skills	Total Postings	Skill Growth Relative to Market
Communication	112	Lagging
Customer Service	65	Stable
Apple IPad	28	Growing
Interpersonal Communications	26	Growing
Multilingualism	20	Growing
Leadership	16	Stable
Scheduling	16	Growing
Lifting Ability	12	Growing
Compassion	11	Growing
Computer Literacy	10	Lagging

[5] *"What are Lightcast Skill Projects", Lightcast Knowledge base, https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections*

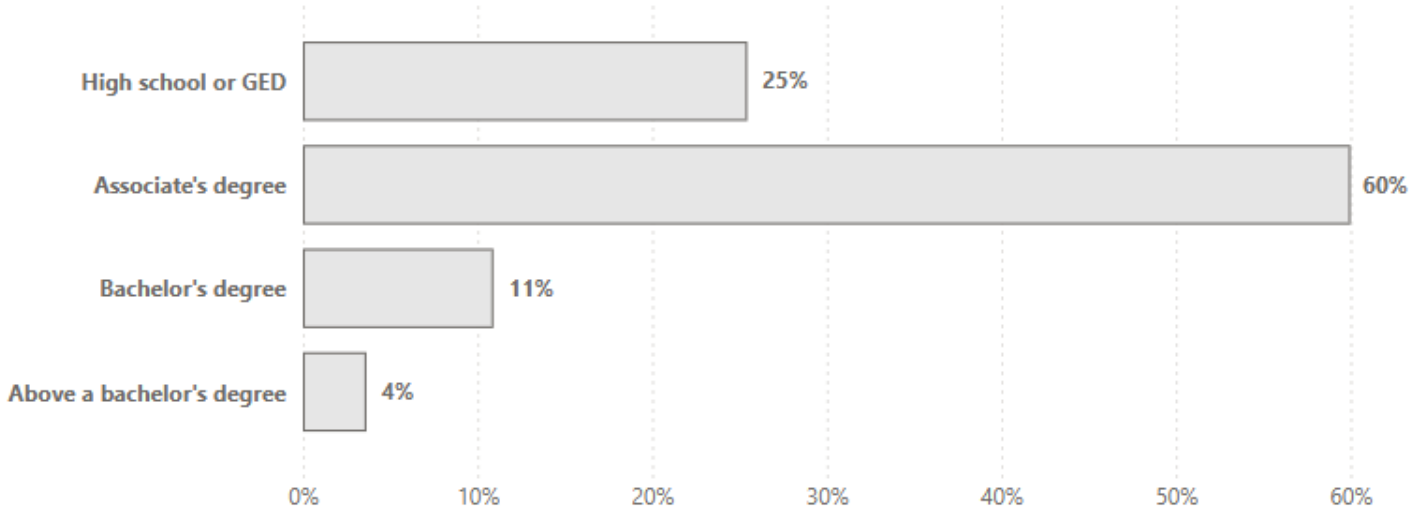
Specialized skills	Total Postings	Skill Growth Relative to Market
Dental Hygiene	230	Growing
Oral Hygiene	133	Growing
Patient Education And Counseling	129	Growing
Dental Health	79	Growing
Scaling And Root Planing	69	Lagging
Dentistry	63	Stable
Dental Plaque Removal	61	Lagging
Dental Procedures	52	Stable
Cardiopulmonary Resuscitation (CPR)	51	Growing
Oral Health	48	Stable

Computer Skills	Total Postings	Skill Growth Relative to Market
Epic EMR	14	Growing
Dentrix	8	Stable
Patient Management Software	3	Growing
Microsoft Office	2	Growing
IBM MQ	1	Rapidly Growing
Microsoft Outlook	1	Rapidly Growing
Office Management Software	1	Stable
Open Dental	1	Lagging
Project Management Software	1	Stable

SOURCE: LIGHTCAST 2025.2

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with associate degree (60%) significantly greater than high school diploma or equivalent (25%) or bachelor's degree (11%) or above a bachelor's degree (4%).

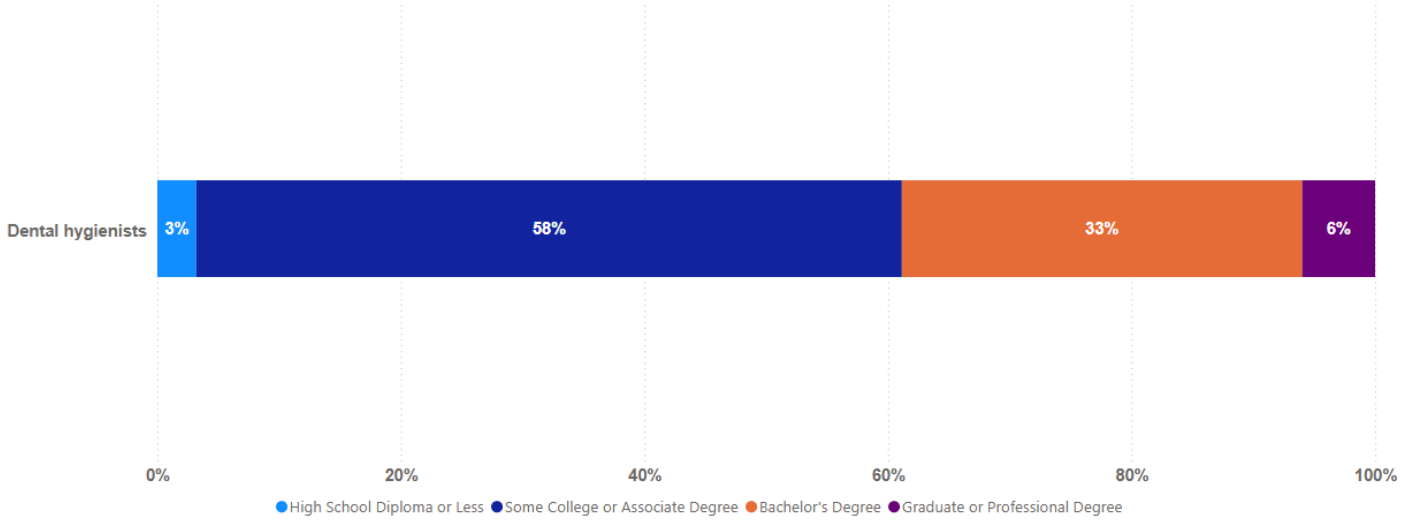
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, June 2024 – May 2025



SOURCE: LIGHTCAST 2025.2

For dental hygienists, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupation of interest indicates that 58% of workers have completed some college or an associate degree as their highest level of education.

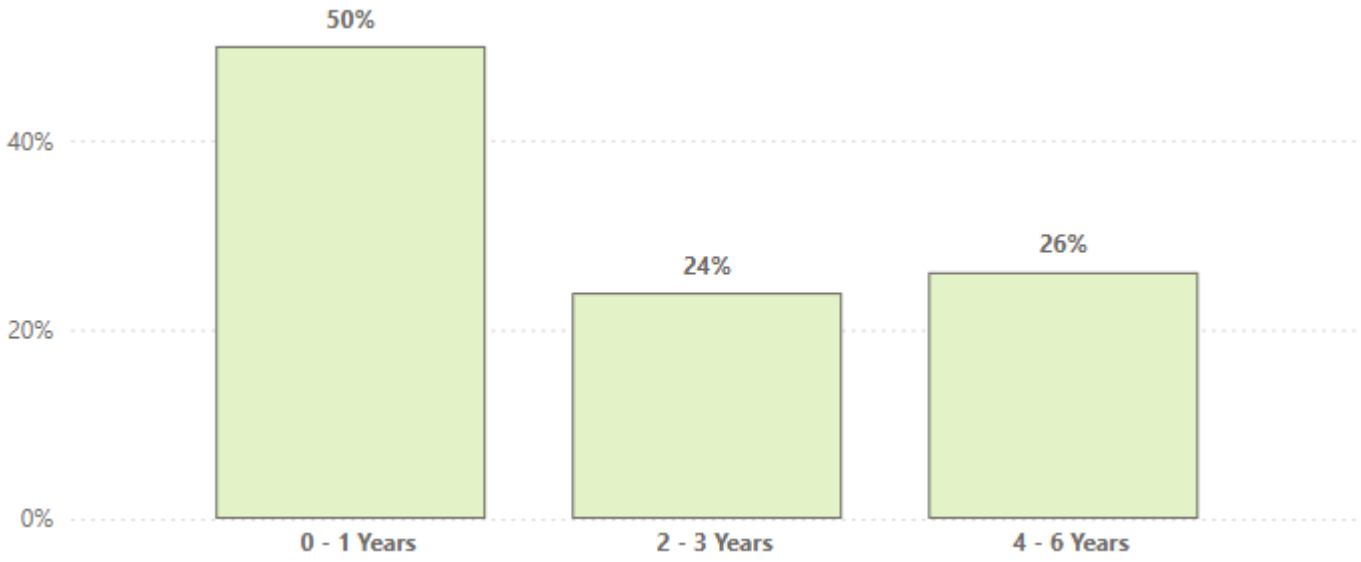
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (50%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, June 2024 – May 2025



SOURCE: LIGHTCAST 2025.2

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Dental Hygienist (TOP 1240.20) programs over the last three academic years (2021-2024). In the previous three academic years, one regional community college issued an average of 17 awards in relevant programs.

Exhibit 11 Annual average community college awards for Dental Hygienist (TOP 1240.20), IE/D, 2021-2024

Top Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1240.20	Dental Hygienist	Moreno Valley	16	17	18	17

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Dental Hygiene/Hygienist (CIP 51.0602).

In the previous three academic years, two regional non-community college institutions issued an average of 74 awards in relevant programs.

Exhibit 12 Annual average non-community college awards for dental hygiene programs, IE/D, 2020-2023

CIP	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
51.0602	Dental Hygiene/Hygienist	San Joaquin Valley College-Ontario	49	28	55	44
51.0602	Dental Hygiene/Hygienist	Concorde Career College-San Bernardino	22	46	22	30
Total			**71**	**74**	**77**	**74**

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Dental Hygienist strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	38	1,241
Earned 9+ Career Education Units	97%	61%
Completed Noncredit Workforce Preparation Milestone	-	67%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	45%	32%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	-	2%
Median Annual Earnings	$35,914	$73,932
Median Change in Earnings	-	110%
Attained Living Wage	-	68%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2021 and 2024 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California. The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is $20.07 per hour ($42,392 annually). The living wage for one adult in Riverside County is $20.76 per hour ($43,854 annually). The average living wage to represent Inland Empire/Desert is $20.42 per hour ($43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). *Living wage calculator*. Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is $25.17 per hour ($52,353.60 annually). The living wage for one adult in Riverside County is $26.30 per hour ($54,704 annually). The average living wage to represent Inland Empire/Desert is $25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. 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 BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard. DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report