



## COMEBACK REPORT: PART 4 JULY JOB TRENDS & TEMP SURVEY

The majority of dental practices nationwide have reopened, and the industry is doing its part to stabilize while dealing with an **ongoing demand for talent to fill clinical roles**. Between team members who are unable to secure childcare to unexpected Covid-19 quarantines, the need for clinical support roles grows.

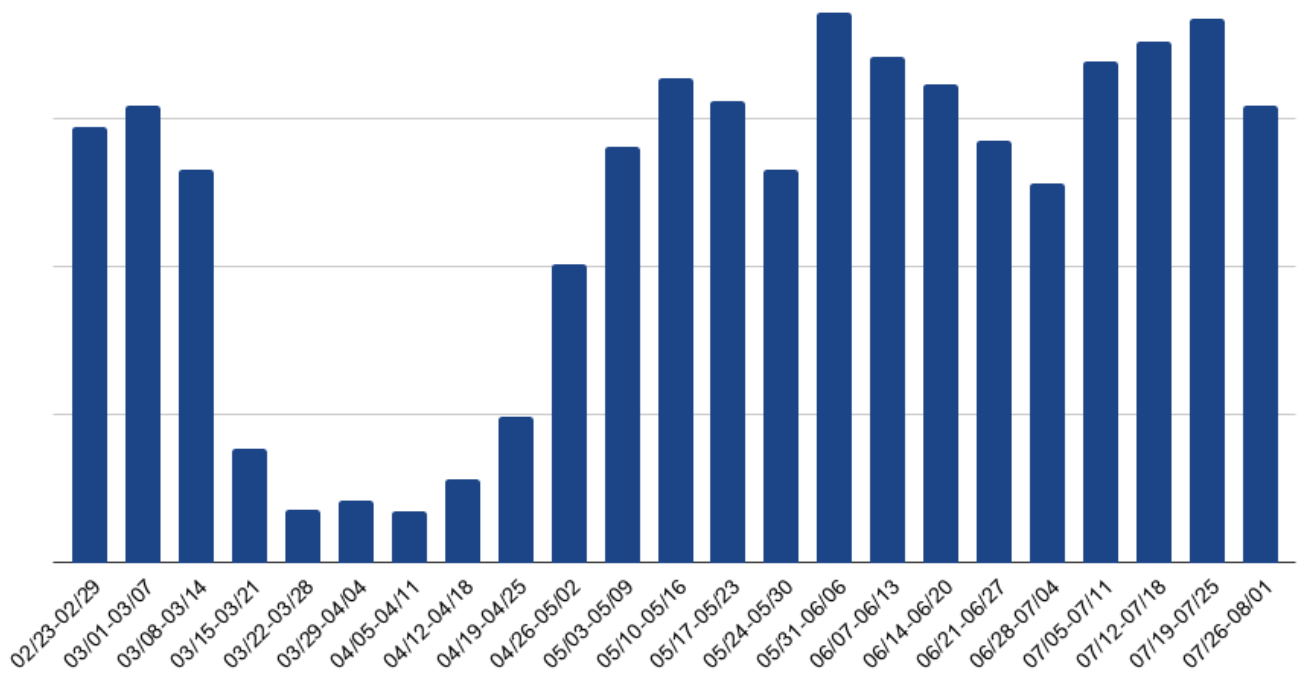
At the end of July, the CARES Act, which provides unemployment relief funds to independent contractors and furloughed workers during the Covid-19 pandemic, was renewed, but at a lower rate than previous months.

In light of these changes, opportunities for temp support are on the rise. DentalPost conducted a quick “temp” check of the industry. **We polled more than 800 dental professionals** to ask all the questions you want to know about temping and hiring temps.

**Read on** to see how dental practices and professionals are faring with temporary employment.

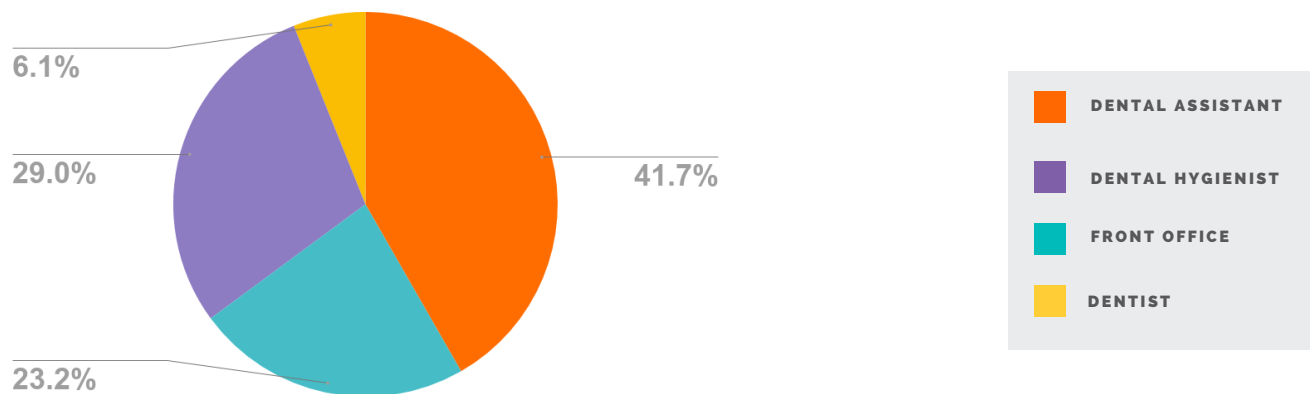
## WEEKLY JOB POSTINGS

July job postings saw a slight increase over June, with hiring activity reaching January numbers - historically the most active month for hiring.



## DEMAND BY POSITION

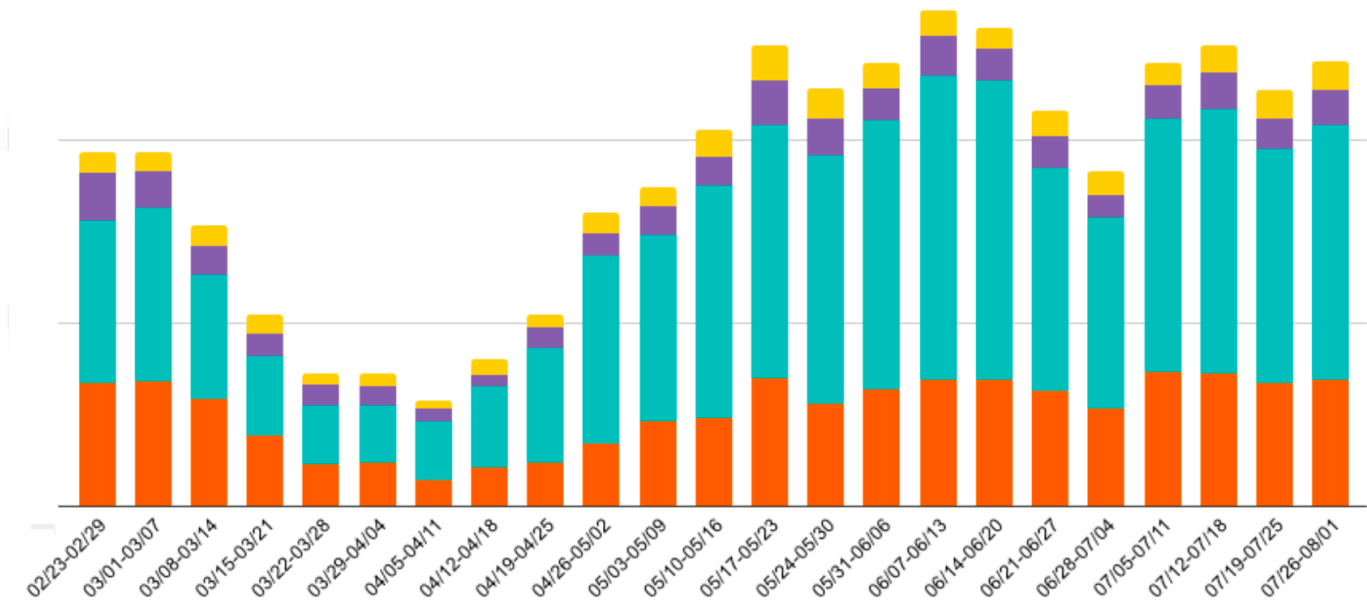
Dental Assistants continue to be the most sought after position by employers, with an average of 42% of jobs postings each week. Demand for Dental Hygienists was close behind, seeing an average of 29% of weekly job postings.



## JOB SEEKER ACTIVITY INCREASED IN JULY

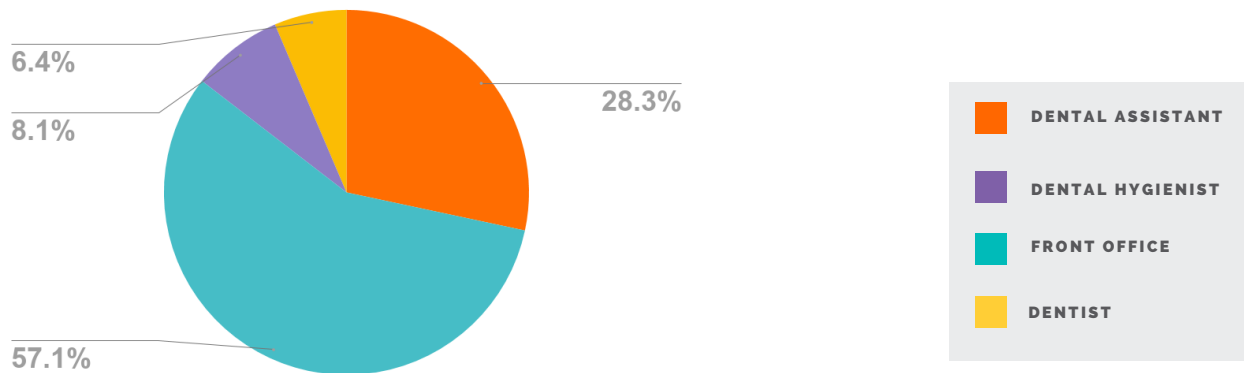
July saw a 58% increase in job seeker activity - a dramatic boost following a sharp decline in job seeker activity in the last half of June.

With the exception of a brief dip around the July 4 holiday (6/28-7/04), job seeker activity since the Covid-19 outbreak was higher year-over-year compared with "high season" activity pre-Covid. More than ever, dental professionals are seeking new job opportunities.



## JOB SEEKER DISTRIBUTION BY POSITION

In July, Front Office team members made up the largest percentage of job seekers at 57%, followed by Dental Assistants at 28.3%.



## AUDIENCE PROFILE

### 800+ TOTAL RESPONDENTS



**89%**

DENTAL PROFESSIONALS & FRONT OFFICE



**11%**

DENTAL PRACTICES & HIRING MANAGERS

## TEMP FREQUENCY



### HOW OFTEN DO EMPLOYERS HIRE TEMPS?

**35%** WEEKLY OR MONTHLY

**38%** A FEW TIMES A YEAR



### OF THE DENTAL PROFESSIONALS WHO TEMP, HOW OFTEN ARE THEY WORKING TEMP JOBS?

**67%** OCCASIONALLY

**15%** 2 - 3 DAYS PER WEEK

**6%** 1 DAY PER WEEK

**6%** 4 - 5 DAYS PER WEEK

**6%** ONLY WHEN THE OFFICE IS CLOSED FOR VACATION

## HERE'S WHAT DENTAL PROFESSIONALS HAD TO SAY...



### TEMP VS. PERM

**57%**

OF RESPONDENTS PREFER TO HAVE A COMBINATION OF BOTH TEMP AND PERM WORK.



**83%**

OF DENTAL PROFESSIONALS WHO TEMP WORK IN MULTIPLE OFFICES VS. JUST 17% WHO TEMP WITH ONE PRACTICE ONLY.



**76%**

PREFER TO BE PAID DIRECTLY WHEN THEY TEMP, BEING IN CONTROL OF THEIR OWN FINANCES AND TAXES.

### SURVEY SAYS...



**Last-minute cancellations** are the #1 frustration respondents have when it comes to temping. Temp employees are committing valuable time out of their schedules, and they want the same commitment from employers.



**Late payments** were a close second. Most respondents prefer getting paid directly by their employers at the end of their work day.

## HERE'S WHAT DENTAL PROFESSIONALS HAD TO SAY... (CONTINUED...)



# 40%

OF THOSE WHO DON'T TEMP SAID IT'S BECAUSE THEY DON'T KNOW WHERE TO START OR HOW TO FIND TEMP WORK.



### PRO TIP: 3 EASY STEPS TO FINDING TEMP JOBS

**Temps are in high demand** and DentalPost makes it easy to find jobs near you with just a few clicks!

#### Want to temp? Let employers know!

1. Update your DentalPost profile - complete with FREE assessments
2. Choose the days you're open to temp
3. When a new job matches - we'll let you know!



### NEW FEATURE!

Starting August 27, DentalPost is making Temp even better for you. **Apply directly to temp jobs via the DentalPost mobile app or website** and stand out with an updated profile, including your work history and qualifications, and free assessments! Control your schedule. Make extra money.

## HERE'S WHAT DENTAL PRACTICES HAD TO SAY...



# 42%



OF DENTAL PRACTICES SCHEDULE TEMP HELP 1 - 3 WEEKS IN ADVANCE, WHILE **40%** SCHEDULE TEMPS LAST-MINUTE.

**18%** SCHEDULE TEMP HELP SEVERAL WEEKS OR MONTHS IN ADVANCE IN PREPARATION FOR FUTURE NEEDS.

## WHAT HAPPENS WHEN A TEAM MEMBER TAKES UNPLANNED TIME OFF?



**39%** CANCEL OR RESCHEDULE PATIENT APPOINTMENTS.

**14%** SAID EMPLOYEES COORDINATE THEIR OWN REPLACEMENT.

### DID YOU KNOW?

The national average for hygiene production is about \$1,500/day. In a completely fee-for-service practice, it's even higher at \$2,000 or more. Canceled hygiene appointments not only reduce that day's production, but also miss out on opportunities for future restorative dentistry work that would be discovered and scheduled in the hygiene visit.



## HERE'S WHAT DENTAL PRACTICES HAD TO SAY...

(CONTINUED...)



### GOOD HELP IS HARD TO FIND!

# 67%

OF RESPONDENTS SAID THEY FIND IT DIFFICULT OR ALMOST IMPOSSIBLE TO FIND GOOD TEMP HELP.

### MOST COMMON CHALLENGES DENTAL PRACTICES EXPERIENCE WHEN HIRING TEMP SUPPORT:



- NO SHOWS / UNRELIABLE HELP
- SUB-PAR WORK OR "LAZINESS"
- LACK OF RESPONSES/ CANDIDATE AVAILABILITY
- TOO MUCH TIME REQUIRED FOR ORIENTATION
- COST PROHIBITIVE, ESPECIALLY IF A TEMP AGENCY IS INVOLVED

### PRO TIP:

On August 27, **DentalPost's New & Improved Temp** product launches, giving dental practices the same features as our perm products, including assessments (DISC, Emotional Intelligence, Culture, Core Values and Skills), direct messaging and candidate tracking. Extended posting days, more flexibility and other features will help you find temps faster, saving time and money.

