
Virginia's Dentistry Workforce: 2014

Healthcare Workforce Data Center

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Nearly 5,500 Dentists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Dentistry Workforce: At a Glance:

The Workforce

Licensees:	7,106
Virginia's Workforce:	5,393
FTEs:	4,589

Background

Rural Childhood:	19%
HS Diploma in VA:	41%
Prof. Degree in VA:	40%

Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	70%
Satisfied?:	95%

Survey Response Rate

All Licensees:	77%
Renewing Practitioners:	83%

Education

Doctorate/Prof.:	95%
Masters Degree:	1%

Job Turnover

Switched Jobs:	4%
Employed over 2 yrs:	75%

Demographics

Female:	31%
Diversity Index:	50%
Median Age:	49

Finances

Median Inc.: \$140k-\$150k
Retirement Benefits: 31%
Under 40 w/ Ed debt: 79%

Time Allocation

Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	93%

Source: Va. Healthcare Workforce Data Center

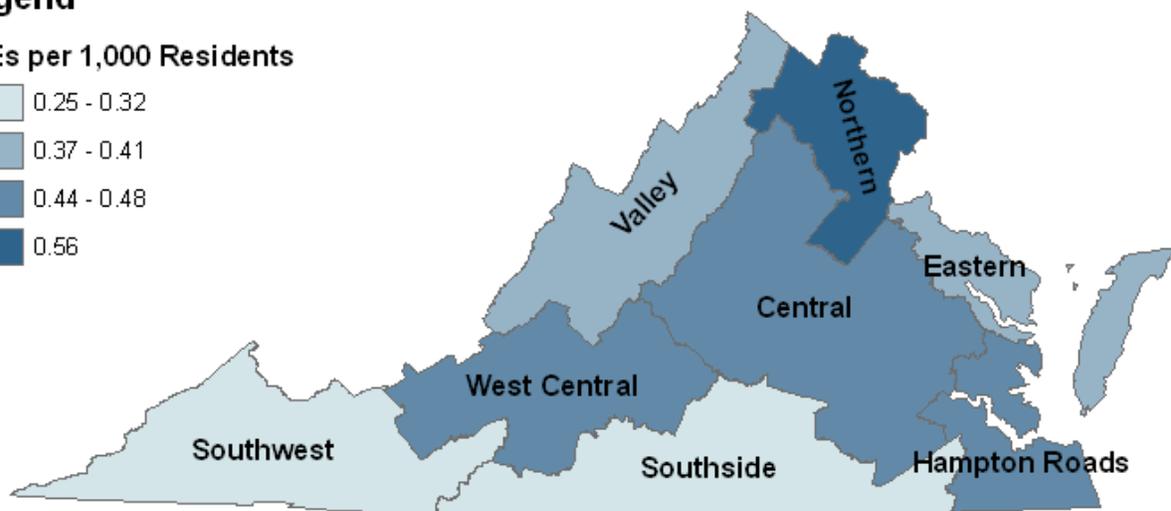
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.25 - 0.32
	0.37 - 0.41
	0.44 - 0.48
	0.56



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

5,489 dentists voluntarily took part in the 2014 Dentist Workforce Survey. The Virginia Department of Health Professions Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dentists. These survey respondents represent 77% of the 7,106 dentists who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 5,393 dentists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a dentist at some point in the future. Between April 2013 and March 2014, Virginia's dentist workforce provided 4,589 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Nearly one-third of dentists are female, while the median age of all dentists is 49. In a random encounter between two dentists, there is a 50% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, with a diversity index of 63%, dentists who are under the age of 40 are actually more diverse than the state's overall population.

Only 19% of dentists grew up in a rural area, and one out of five of these professionals currently work in non-Metro areas of the state. Meanwhile, 41% of Virginia's dentists graduated from high school in Virginia, and 40% received their initial professional degree in the state. In total, 49% of dentists have some educational background in the state.

Nearly all dentists hold a doctorate or professional degree, with most of the remaining dentists holding a baccalaureate degree as their highest professional degree. More than one-third of all dentists currently have educational debt, including 79% of dentists who are under the age of 40. The median debt burden for those dentists with educational debt is between \$120,000 and \$130,000.

97% of dentists are currently employed in the profession. 70% hold one full-time position, while another 14% hold at least two separate positions. 30% of all dentists work between 40 and 49 hours per week, while just 3% work at least 60 hours per week. Less than 1% of dentists are involuntarily unemployed, while just 1% are voluntarily unemployed.

The median annual income for dentists is between \$140,000 and \$150,000. In addition, 41% of dentists receive at least one employer-sponsored benefit, including 31% who have access to some form of retirement plan. 95% of dentists indicate they are satisfied with their current employment situation, including 73% who indicate they are "very satisfied".

Nearly 80% of dentists worked in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 93% of dentists work in the private sector, including 90% who work at a for-profit company. Two-thirds of dentists work at a solo dental practice, while another 20% work at a group dental practice.

A typical dentist spends between 80% and 90% of his time treating patients. 93% of all dentists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. On average, a dentist treats between 50 and 75 patients per week at his primary work location.

36% of dentists expect to retire by the age of 65. Only 8% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2034. Over the next two years, only 3% of dentists plan on leaving either the state or the profession. Meanwhile, 13% of dentists expect to pursue additional educational opportunities in the next two years, and 16% expect to increase their patient care activities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,272	88%
New Licensees	488	7%
Non-Renewals	346	5%
All Licensees	7,106	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 83% of renewing dentists submitted a survey. These represent 77% of dentists who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	67	168	72%
30 to 34	199	637	76%
35 to 39	170	707	81%
40 to 44	175	736	81%
45 to 49	126	588	82%
50 to 54	136	547	80%
55 to 59	156	606	80%
60 and Over	588	1,500	72%
Total	1,617	5,489	77%
New Licenses			
Issued 4/2013 to 3/2014	205	283	58%
Metro Status			
Non-Metro	111	304	73%
Metro	1,040	4,040	80%
Not in Virginia	460	1,101	71%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number:	7,106
New:	7%
Not Renewed:	5%

Response Rates

All Licensees:	77%
Renewing Practitioners:	83%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	5,489
Response Rate, All Licensees	77%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2014.
- 2. Target Population:** All Dentists who held a Virginia license at some point between April 2013 and March 2014.
- 3. Survey Population:** The survey was available to dentists who renewed their licenses online. It was not available to those who did not renew, including some dentists newly licensed in 2014.

At a Glance:

Workforce

Dentistry Workforce: 5,393
 FTEs: 4,589

Utilization Ratios

Licensees in VA Workforce: 76%
 Licensees per FTE: 1.55
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

Definitions

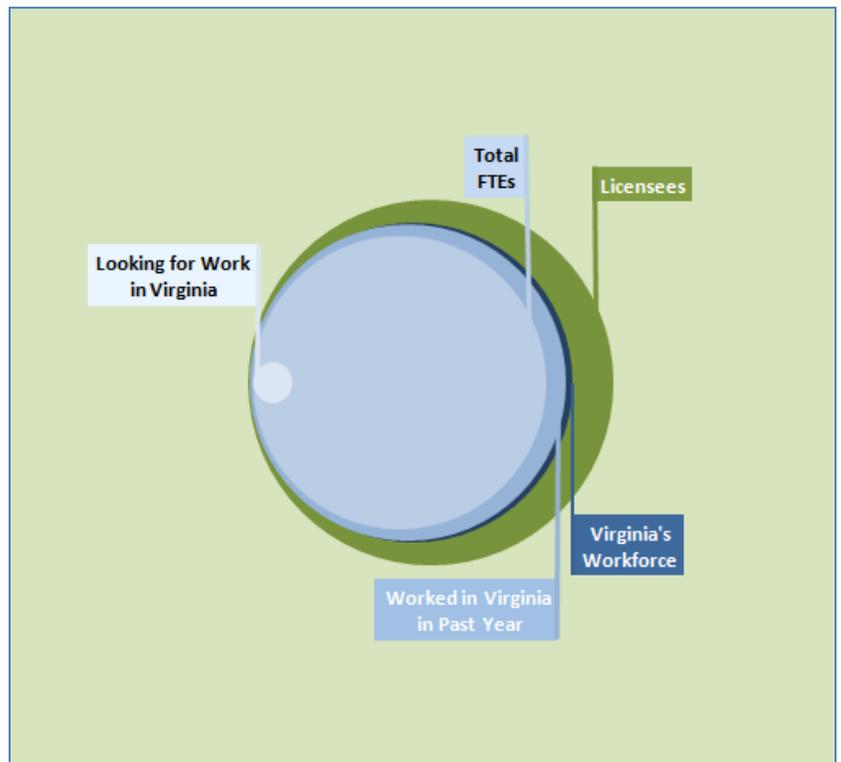
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2013 and March 2014 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,307	98%
Looking for Work in Virginia	86	2%
Virginia's Workforce	5,393	100%
Total FTEs	4,589	
Licensees	7,106	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	71	45%	85	55%	157	3%
30 to 34	246	44%	311	56%	557	11%
35 to 39	314	54%	263	46%	577	12%
40 to 44	349	53%	308	47%	657	14%
45 to 49	316	64%	179	36%	495	10%
50 to 54	333	69%	149	31%	482	10%
55 to 59	408	80%	103	20%	511	11%
60 +	1,303	91%	122	9%	1,425	29%
Total	3,340	69%	1,521	31%	4,861	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	64%	3,326	68%	689	54%
Black	19%	297	6%	83	6%
Asian	6%	792	16%	349	27%
Other Race	0%	164	3%	54	4%
Two or More Races	2%	92	2%	39	3%
Hispanic	8%	191	4%	68	5%
Total	100%	4,862	100%	1,282	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

More than one-quarter of dentists are under the age of 40. 51% of these professionals are female, and 27% are non-Hispanic Asian.

At a Glance:

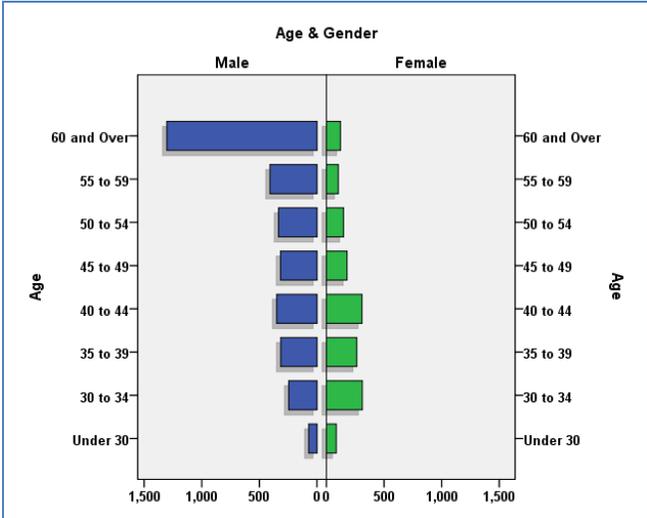
Gender
 % Female: 31%
 % Under 40 Female: 51%

Age
 Median Age: 49
 % Under 40: 27%
 % 55+: 40%

Diversity
 Diversity Index: 50%
 Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 50% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 24%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 41%
 Dental Ed. in VA: 40%
 HS or Dental Ed. in VA: 49%

Location Choice

% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 5%

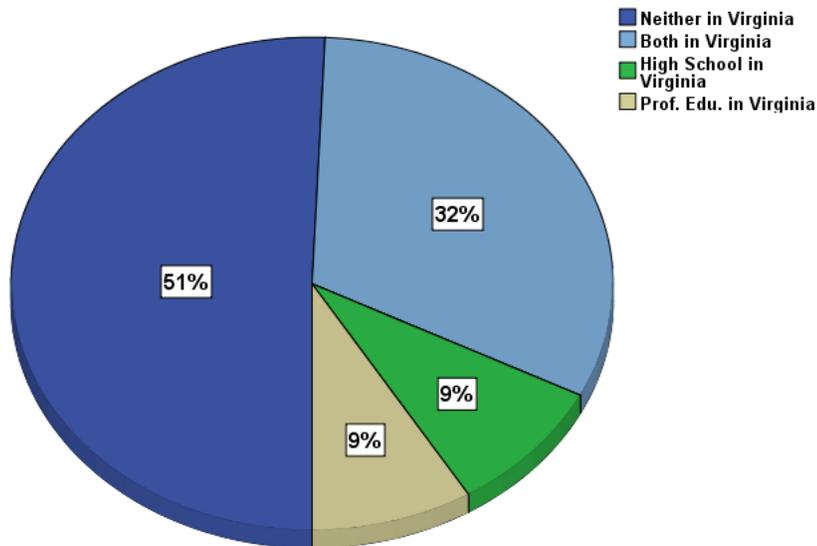
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	14%	60%	26%
2	Metro, 250,000 to 1 million	33%	49%	17%
3	Metro, 250,000 or less	25%	55%	20%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	39%	47%	15%
6	Urban pop, 2,500-19,999, Metro adj	50%	38%	12%
7	Urban pop, 2,500-19,999, nonadj	64%	29%	7%
8	Rural, Metro adj	43%	45%	12%
9	Rural, nonadj	32%	41%	27%
Overall		19%	57%	24%

Source: Va. Healthcare Workforce Data Center

Educational Background



Source: Va. Healthcare Workforce Data Center

Only 19% of dentists grew up in a rural area, and 20% of this group currently works in non-Metro areas of the state. Overall, 8% of dentists currently work in rural areas of Virginia.

Top Ten States for Dentist Recruitment

Rank	All Dentists			
	High School	#	Dental School	#
1	Virginia	1,964	Virginia	1,916
2	Outside U.S./Canada	737	Washington, D.C.	441
3	New York	249	Pennsylvania	320
4	Maryland	194	Maryland	263
5	Pennsylvania	181	New York	220
6	West Virginia	109	Outside U.S./Canada	199
7	New Jersey	109	Massachusetts	163
8	California	106	West Virginia	127
9	Florida	102	Tennessee	118
10	North Carolina	98	Kentucky	114

Source: Va. Healthcare Workforce Data Center

41% of all dentists earned their high school degree in Virginia, and 40% received their initial professional degree in the state.

Among dentists who received their initial license in the past five years, 25% earned their high school degree in Virginia, while 22% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Outside U.S./Canada	308	Virginia	218
2	Virginia	256	Outside U.S./Canada	107
3	Pennsylvania	35	Pennsylvania	102
4	California	34	New York	95
5	Maryland	33	Washington, D.C.	60
6	New York	27	Massachusetts	55
7	North Carolina	25	Maryland	51
8	Canada	23	California	38
9	Georgia	22	West Virginia	30
10	West Virginia	21	Kentucky	26

Source: Va. Healthcare Workforce Data Center

Nearly one quarter of Virginia's licensees were not part of the state's dental workforce. 88% of these licensees worked at some point in the past year, including 85% who worked as dentists.

At a Glance:

Not in VA Workforce

Total:	1,721
% of Licensees:	24%
Federal/Military:	18%
Va Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	127	3%
Graduate Certificate	54	1%
Masters	40	1%
Doctorate/Professional	4,581	95%
Total	4,801	100%

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists carry educational debt, including nearly 80% of those under the age of 40. For those in debt, their median burden is between \$120,000 and \$130,000.

At a Glance:

Education
 Doctorate/Professional: 95%
 Baccalaureate: 3%

Educational Debt
 Carry debt: 36%
 Under age 40 w/ debt: 79%
 Median debt: \$120k-\$130k

Residencies
 GPR-1: 13%
 AEGD: 10%
 Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	683	13%
Advanced Education in General Dentistry (AEGD)	522	10%
Orthodontics	355	7%
Pediatric Dentistry	202	4%
Oral and Maxillofacial Surgery	198	4%
Periodontology	184	3%
Endodontics	171	3%
General Practice Residency -2 (GPR-2)	169	3%
Prosthodontics	141	3%
Dental Public Health	23	0%
Oral and Maxillofacial Pathology	12	0%
Oral and Maxillofacial Radiology	4	0%
At Least One	2,286	42%

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,575	64%	225	21%
Less than \$40,000	201	5%	49	5%
\$40,000-\$59,999	110	3%	41	4%
\$60,000-\$79,999	117	3%	40	4%
\$80,000-\$99,999	120	3%	63	6%
\$100,000-\$119,999	146	4%	84	8%
\$120,000-\$139,999	95	2%	55	5%
\$140,000-\$159,999	90	2%	58	5%
\$160,000-\$179,999	102	3%	76	7%
\$180,000-\$199,999	80	2%	66	6%
\$200,000 or More	383	10%	301	28%
Total	4,017	100%	1,060	100%

At a Glance:

Employment

Employed in Profession: 97%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 70%
2 or More Positions: 14%

Weekly Hours:

40 to 49: 30%
60 or more: 3%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	0%
Employed in a dentistry related capacity	4,639	97%
Employed, NOT in a dentistry related capacity	10	0%
Not working, reason unknown	2	0%
Involuntarily unemployed	17	0%
Voluntarily unemployed	44	1%
Retired	91	2%
Total	4,808	100%

Source: Va. Healthcare Workforce Data Center

97% of Virginia's dentists are employed in the profession, and 70% currently have one full-time job. 30% of dentists currently work between 40 and 49 hours per week, while only 3% work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	154	3%
One Part-Time Position	571	12%
Two Part-Time Positions	204	4%
One Full-Time Position	3,249	70%
One Full-Time Position & One Part-Time Position	342	7%
Two Full-Time Positions	15	0%
More than Two Positions	99	2%
Total	4,634	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	154	3%
1 to 9 hours	74	2%
10 to 19 hours	189	4%
20 to 29 hours	381	8%
30 to 39 hours	2,094	45%
40 to 49 hours	1,400	30%
50 to 59 hours	256	5%
60 to 69 hours	71	2%
70 to 79 hours	25	1%
80 or more hours	24	1%
Total	4,668	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	34	1%
Less Than \$30,000	147	4%
\$30,000-\$69,999	317	9%
\$70,000-\$109,999	684	19%
\$110,000-\$149,999	650	18%
\$150,000-\$189,999	498	14%
\$190,000-\$229,999	403	11%
\$230,000-\$269,999	289	8%
\$270,000-\$309,999	158	4%
\$310,000-\$349,999	90	2%
More than \$350,000	336	9%
Total	3,604	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$140k-\$150k

Benefits
Retirement: 31%
Paid Vacation: 22%

Satisfaction
Satisfied: 95%
Very Satisfied: 73%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,396	73%
Somewhat Satisfied	1,049	23%
Somewhat Dissatisfied	155	3%
Very Dissatisfied	56	1%
Total	4,656	100%

Source: Va. Healthcare Workforce Data Center

The typical dentist made between \$140,000 and \$150,000 in the past year. Among dentists who were compensated at the primary work location with either a salary or an hourly wage, 35% had access to a retirement plan and 31% received paid vacation.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,429	31%	35%
Paid Vacation	1,041	22%	31%
Paid Sick Leave	662	14%	20%
Group Life Insurance	585	13%	16%
Dental Insurance	522	11%	16%
Signing/Retention Bonus	142	3%	5%
Receive at least one benefit	1,921	41%	50%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	67	1%
Experience voluntary unemployment?	158	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	171	3%
Work two or more positions at the same time?	751	14%
Switch employers or practices?	210	4%
Experienced at least 1	1,092	20%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience 2013

Involuntarily Unemployed: 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 4%
New Location: 18%
Over 2 years: 75%
Over 2 yrs, 2nd location: 59%

Employment Type

Salary/Commission: 52%
Business/Practice Income: 40%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's dentists experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.5% in 2013.²

Three-quarters of dentists have worked at their primary location for at least two years.

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	69	2%	54	5%
Less than 6 Months	219	5%	123	10%
6 Months to 1 Year	330	7%	138	12%
1 to 2 Years	523	11%	162	14%
3 to 5 Years	662	14%	226	19%
6 to 10 Years	711	16%	169	14%
More than 10 Years	2,070	45%	302	26%
Subtotal	4,584	100%	1,174	100%
Did not have location	88		4,127	
Item Missing	720		92	
Total	5,393		5,393	

Source: Va. Healthcare Workforce Data Center

More than half of dentists are salary or wage employees, while 40% receive income from their own practice.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,978	52%
Hourly Wage	135	4%
By Contract	122	3%
Business/ Practice Income	1,526	40%
Unpaid	37	1%
Subtotal	3,797	100%
Did not have location	88	
Item Missing	1,507	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 6.3% in January 2013 to 4.8% in December 2013.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	78%
Lowest Region:	2%

Locations

2 or more (Past Year):	23%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

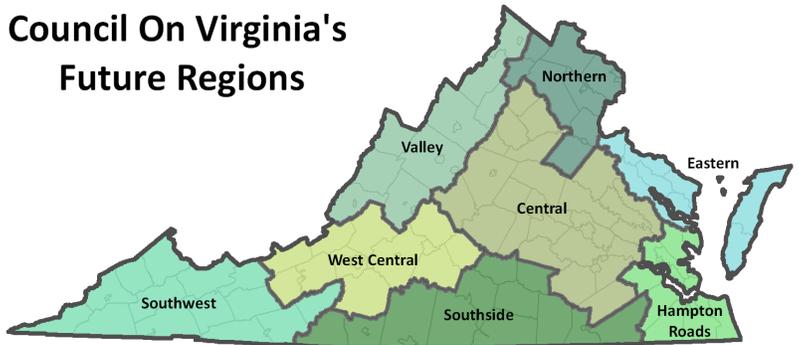
40% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 2% of the workforce, Eastern Virginia had the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	879	19%	220	18%
Eastern	69	2%	27	2%
Hampton Roads	825	18%	188	15%
Northern	1,850	40%	475	39%
Southside	143	3%	30	2%
Southwest	119	3%	28	2%
Valley	214	5%	51	4%
West Central	406	9%	82	7%
Virginia Border State/DC	23	1%	48	4%
Other US State	42	1%	79	6%
Outside of the US	1	0%	1	0%
Total	4,571	100%	1,229	100%
Item Missing	735		35	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly three out of four dentists currently have just one work location, while 16% have two different work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	88	2%	137	3%
1	4,039	75%	3,412	73%
2	797	15%	732	16%
3	372	7%	317	7%
4	44	1%	39	0%
5	25	1%	23	1%
6 or More	28	1%	11	1%
Total	5,393	100%	4,670	0%

*At the time of survey completion, March 2014.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,965	90%	946	83%
Non-profit	103	2%	68	6%
State/local government	147	3%	93	8%
Veterans Administration	22	1%	3	0%
U.S. Military	134	3%	22	2%
Other Federal Government	11	0%	6	1%
Total	4,382	100%	1,138	100%
Did not have location	88		4127	
Item missing	922		127	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

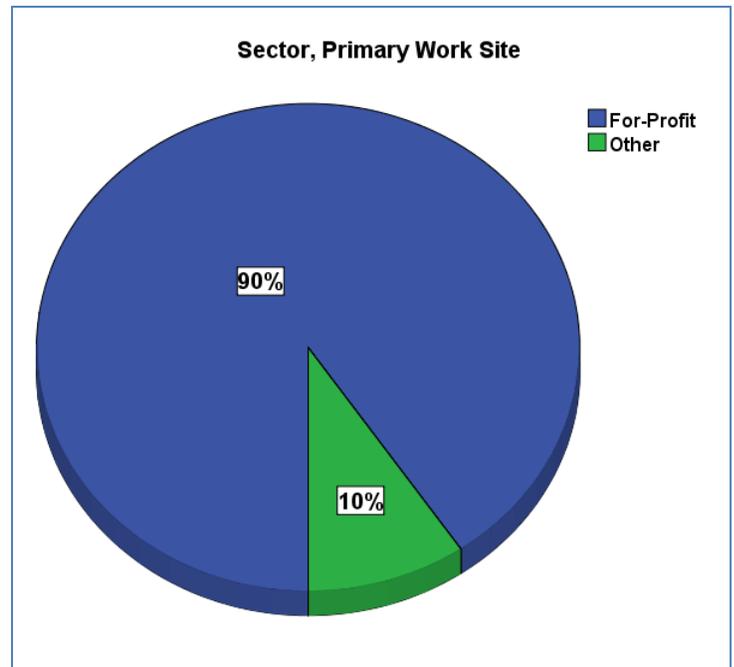
For Profit:	90%
Federal:	4%

Top Establishments

Solo Practice:	67%
Group Practice:	20%

Source: Va. Healthcare Workforce Data Center

90% of dentists worked in for-profit establishments. Another 7% worked for a government agency, including 3% who worked for the U.S. military.



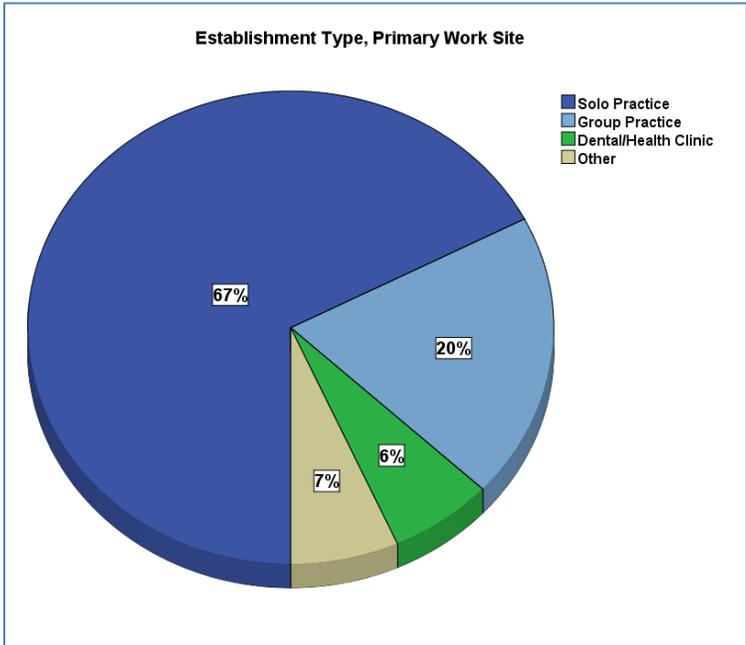
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,930	67%	562	50%
Group Practice	850	20%	295	26%
Dental/Health Clinic	278	6%	93	8%
Dental School (including Combined Dental/Dental Hygiene)	78	2%	69	6%
Hospital/Health System	72	2%	17	2%
Corrections	28	1%	17	2%
Public Health Program	27	1%	9	1%
Dental Hygiene Program (Community College)	8	0%	6	1%
Nursing Home/Long-Term Care Facility	8	0%	4	0%
Insurance	4	0%	3	0%
Supplier Organization	3	0%	3	0%
K-12 School or Non-Dental College	1	0%	8	1%
Dental Hygiene Program (Technical School)	0	0%	1	0%
Other	60	1%	29	3%
Total	4,347	100%	1,116	100%
Did Not Have a Location	88		4,127	

Two-thirds of dentists work at a solo dental practice at their primary work location, while another 20% work at a group dental practice. Dental/health clinics were also significant employers of Virginia's dental workforce.

Source: Va. Healthcare Workforce Data Center

Among those dentists who also have a secondary work location, approximately three-quarters work at a dental practice, including one-half who work at a solo dental practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%
Administration: 1%-9%

Roles

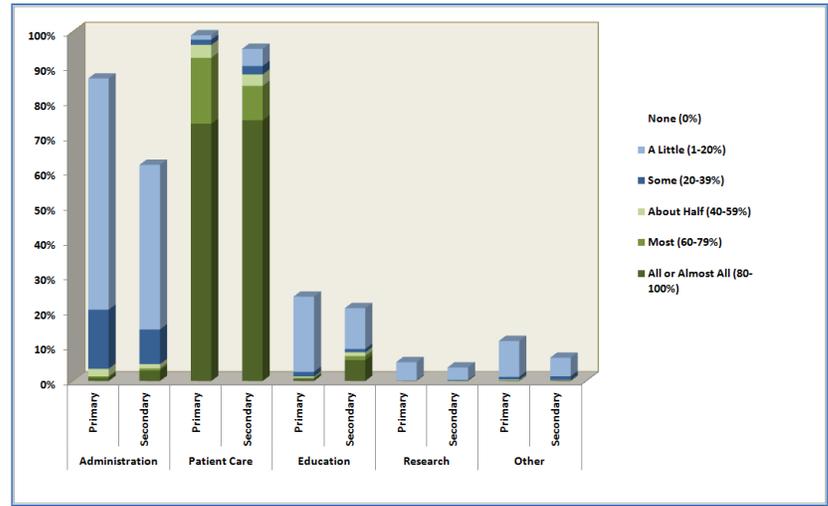
Patient Care: 93%
Administrative: 1%
Education: 1%

Patient Care Dentists

Median Admin Time: 1%-9%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



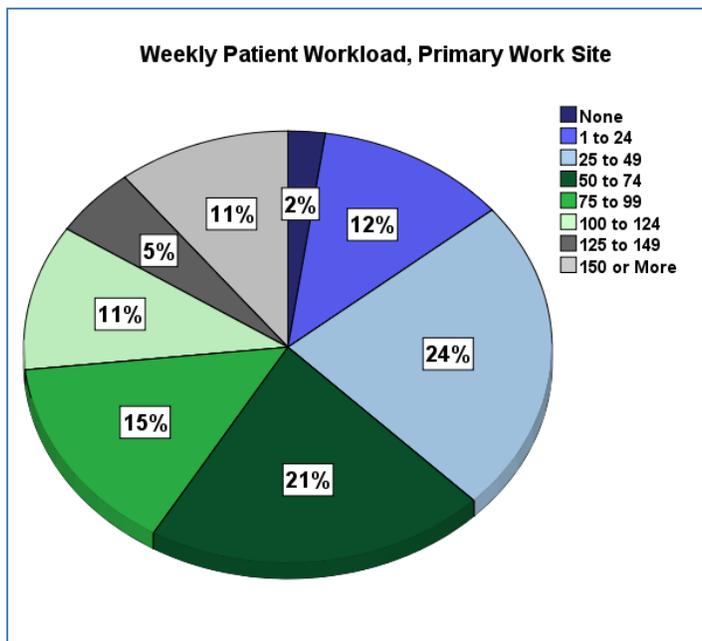
Source: Va. Healthcare Workforce Data Center

A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative tasks. 93% of dentists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	1%	3%	74%	75%	1%	6%	0%	0%	0%	0%
Most (60-79%)	0%	1%	19%	10%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	2%	1%	4%	3%	0%	1%	0%	0%	0%	0%
Some (20-39%)	17%	10%	1%	2%	1%	1%	0%	0%	1%	1%
A Little (1-20%)	66%	47%	1%	5%	22%	12%	5%	4%	10%	5%
None (0%)	13%	38%	1%	5%	76%	79%	95%	96%	89%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Total
 Primary Location: 50-74
 Secondary Location: 1-24

Hygiene Checks by Support Personnel

Primary Location: 1-24
 Secondary Location: None

Source: Va. Healthcare Workforce Data Center

The typical dentist treated between 50 and 74 patients per week at his primary work location. Approximately one-third of those visits were hygiene checks by support personnel.

# of Patients Per Week	Primary Work Location				Secondary Work Location			
	Total		Hygiene Checks*		Total		Hygiene Checks*	
	#	%	#	%	#	%	#	%
None	102	2%	2,052	48%	86	8%	700	62%
1-24	526	12%	920	21%	541	48%	307	27%
25-49	1,049	24%	731	17%	244	22%	66	6%
50-74	934	21%	298	7%	118	10%	25	2%
75-99	662	15%	166	4%	50	4%	10	1%
100-124	486	11%	68	2%	39	3%	7	1%
125-149	231	5%	24	1%	15	1%	2	0%
150-174	159	4%	16	0%	20	2%	3	0%
175-199	69	2%	2	0%	6	1%	0	0%
200-224	68	2%	3	0%	5	0%	0	0%
225-249	30	1%	2	0%	3	0%	0	0%
250-274	18	0%	1	0%	0	0%	1	0%
275-299	2	0%	1	0%	0	0%	0	0%
300 or more	39	1%	7	0%	5	0%	4	0%
Total	4,374	100%	4,293	100%	1,132	100%	1,125	100%

*Performed by Support Personnel

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dentists		Dentists over 50	
	#	%	#	%
Under age 50	49	1%	-	-
50 to 54	142	4%	-	-
55 to 59	373	9%	80	4%
60 to 64	856	22%	294	15%
65 to 69	1,243	32%	693	36%
70 to 74	679	17%	465	24%
75 to 79	190	5%	148	8%
80 or over	99	3%	65	3%
I do not intend to retire	306	8%	199	10%
Total	3,937	100%	1,944	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 36%
Under 60: 14%

Dentists 50 and over

Under 65: 19%
Under 60: 4%

Time until Retirement

Within 2 years: 8%
Within 10 years: 28%
Half the workforce: by 2034

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists expect to retire by the age of 65, but only 19% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, one-third of all dentists expect to work until at least age 70, including 8% who do not expect to retire at all.

Within the next two years, only 3% of Virginia’s dentists plan on leaving either the profession or the state. Meanwhile, 16% of dentists plan on increasing their patient care activities, and 13% plan on pursuing additional educational opportunities.

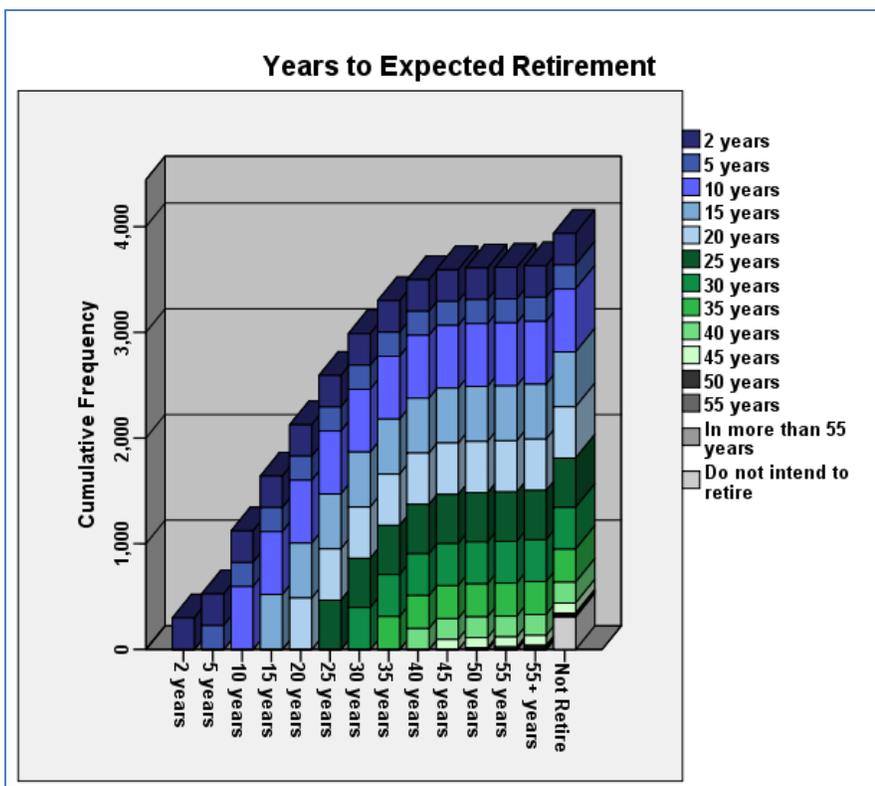
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	67	1%
Leave Virginia	106	2%
Decrease Patient Care Hours	506	9%
Decrease Teaching Hours	28	1%
Increase Participation		
Increase Patient Care Hours	879	16%
Increase Teaching Hours	268	5%
Pursue Additional Education	726	13%
Return to Virginia’s Workforce	35	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 8% of dentists expect to retire within the next two years, while 28% expect to retire in the next ten years. More than half of the current dentistry workforce expects to retire by 2034.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	299	8%	8%
5 years	227	6%	13%
10 years	595	15%	28%
15 years	519	13%	42%
20 years	486	12%	54%
25 years	466	12%	66%
30 years	396	10%	76%
35 years	312	8%	84%
40 years	197	5%	89%
45 years	95	2%	91%
50 years	17	0%	92%
55 years	6	0%	92%
In more than 55 years	15	0%	92%
Do not intend to retire	306	8%	100%
Total	3,937	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 15% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2049.

At a Glance:

FTEs

Total: 4,589
 FTEs/1,000 Residents: 0.556
 Average: 0.87

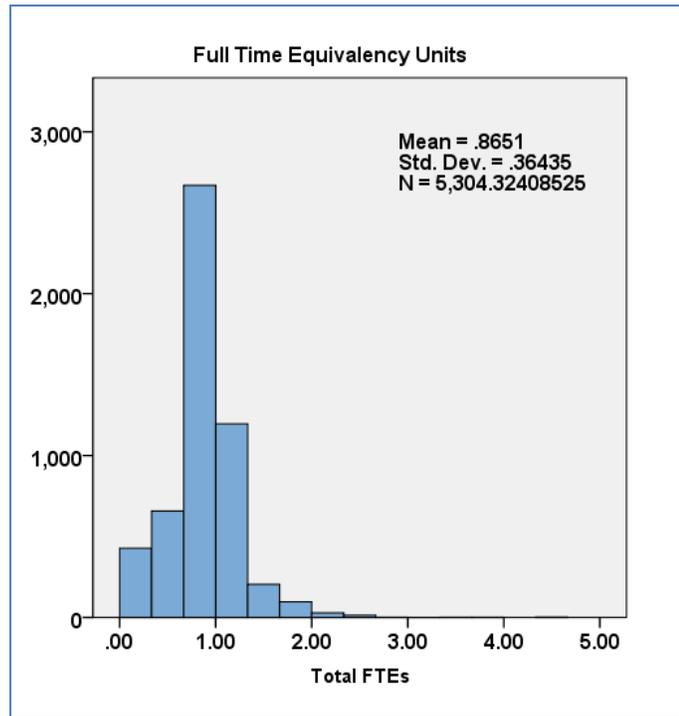
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

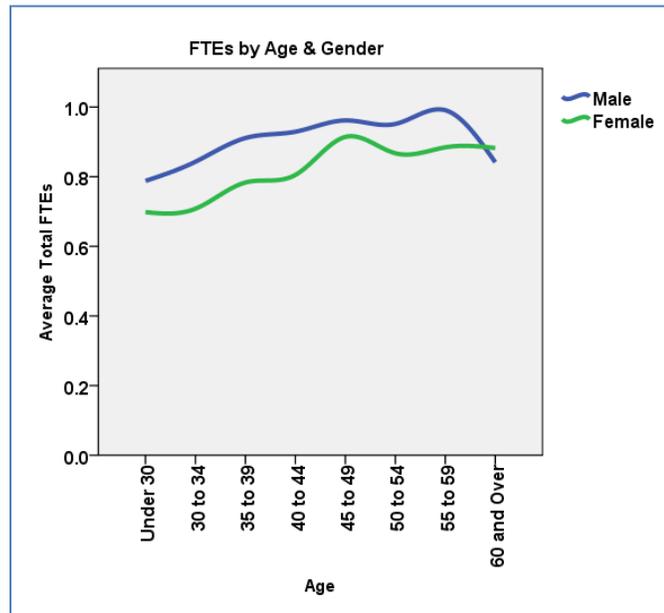


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.86 FTEs during the past year, or approximately 33 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

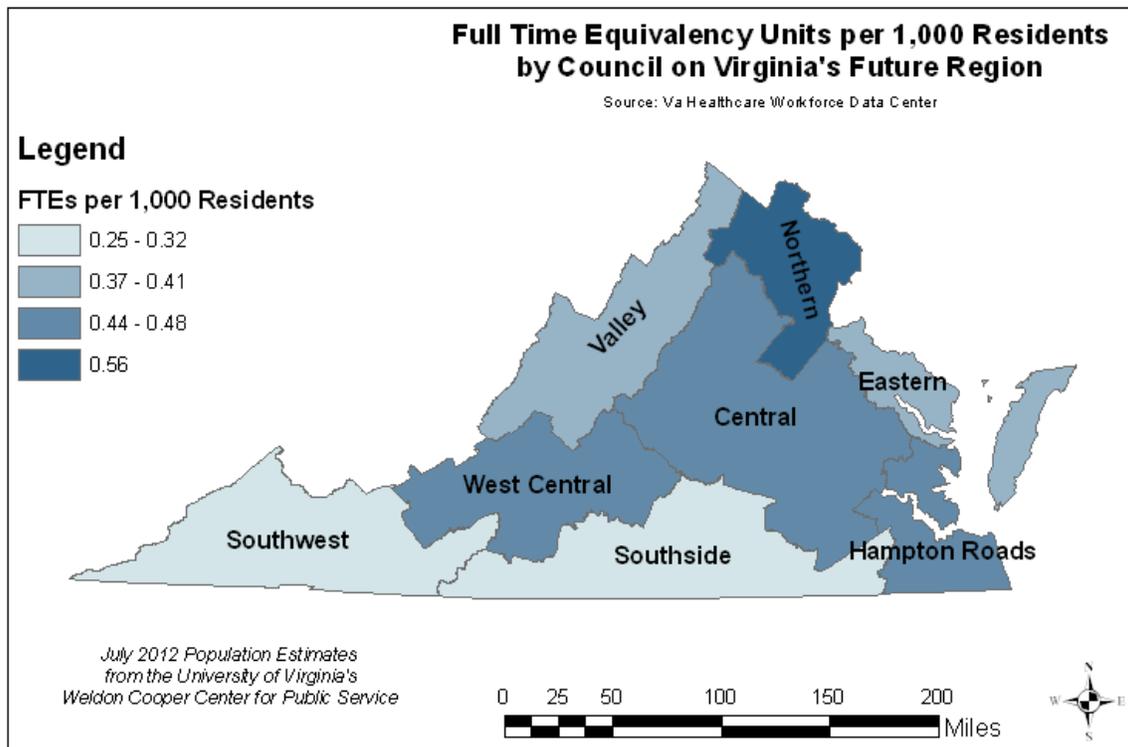
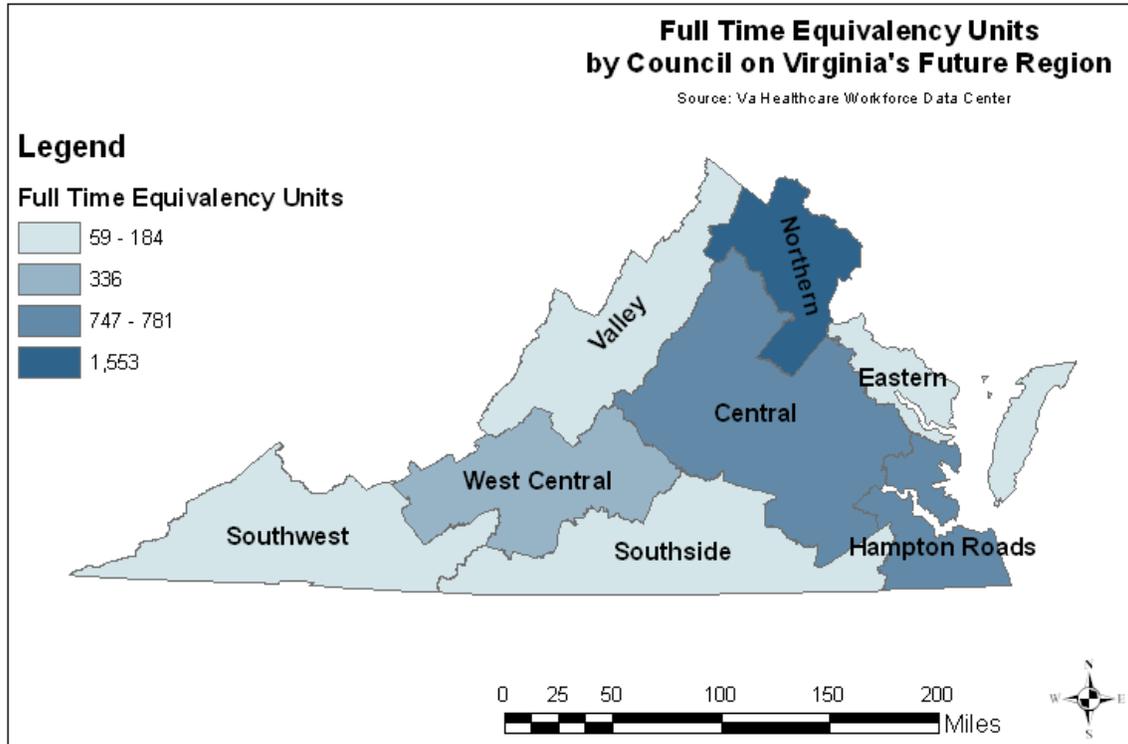
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.74	0.74
30 to 34	0.76	0.77
35 to 39	0.88	0.88
40 to 44	0.86	0.86
45 to 49	0.93	0.88
50 to 54	0.91	0.88
55 to 59	0.96	0.88
60 and Over	0.84	0.84
Gender		
Male	0.90	0.88
Female	0.81	0.84

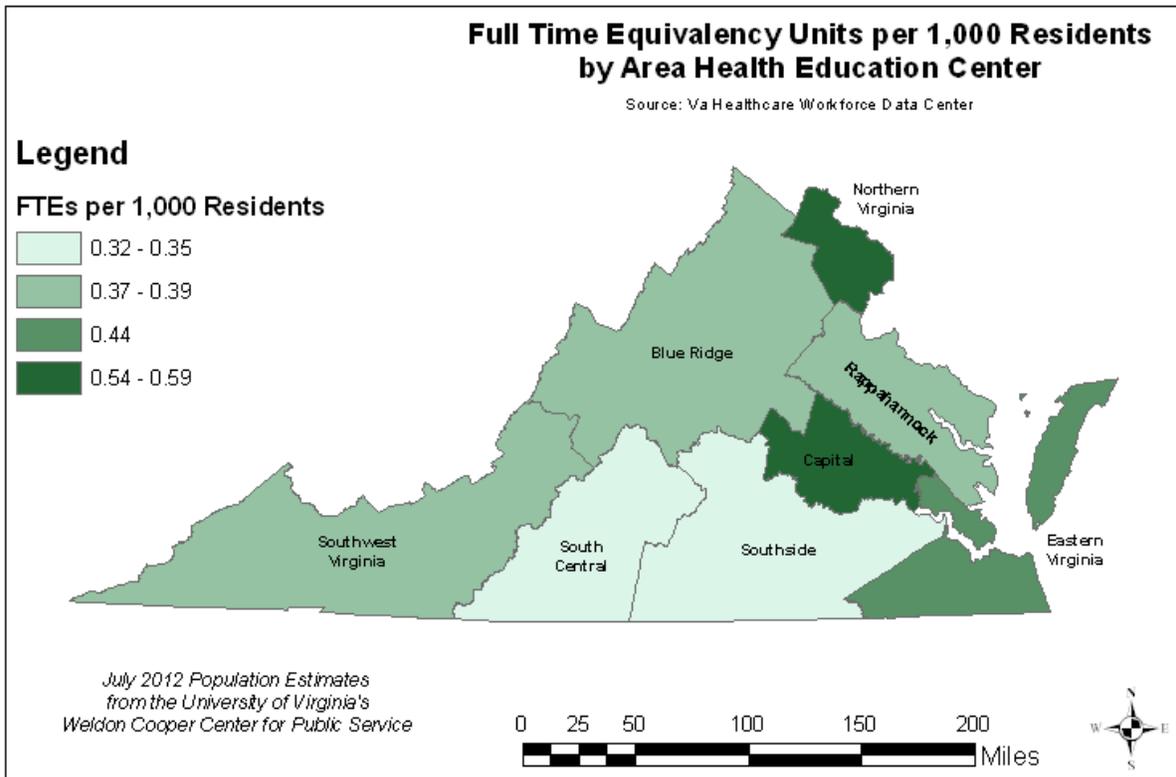
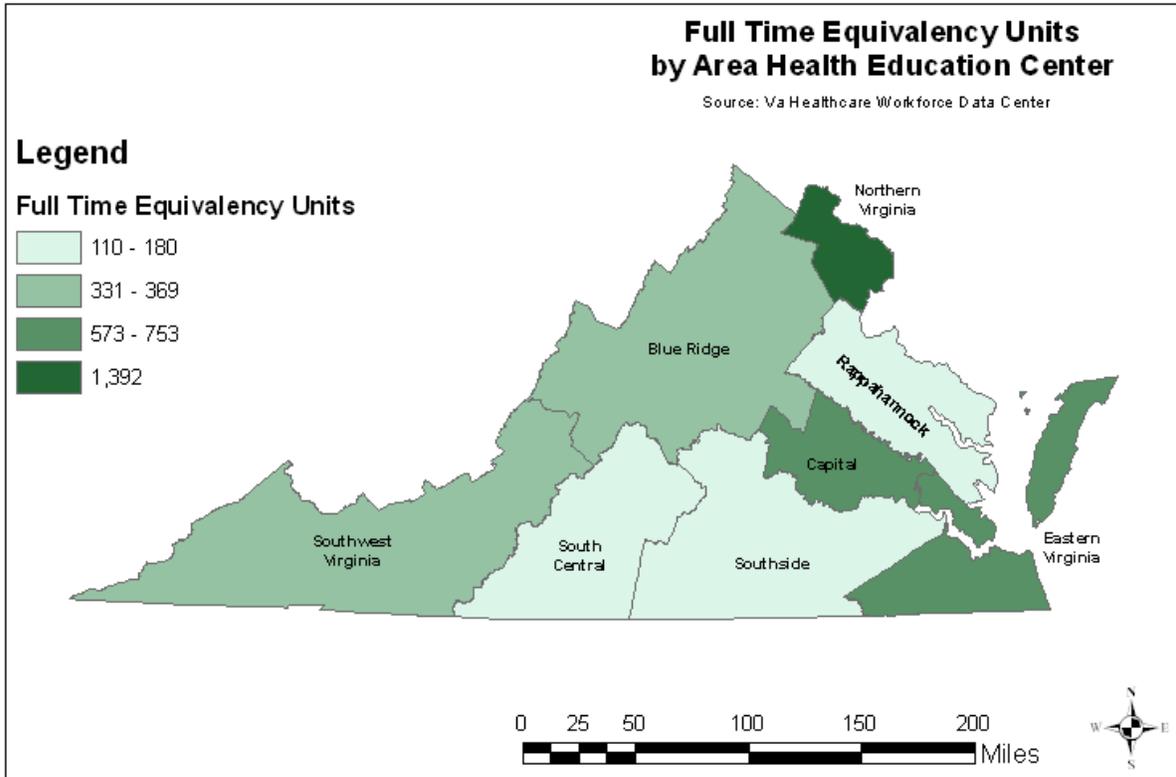
Source: Va. Healthcare Workforce Data Center

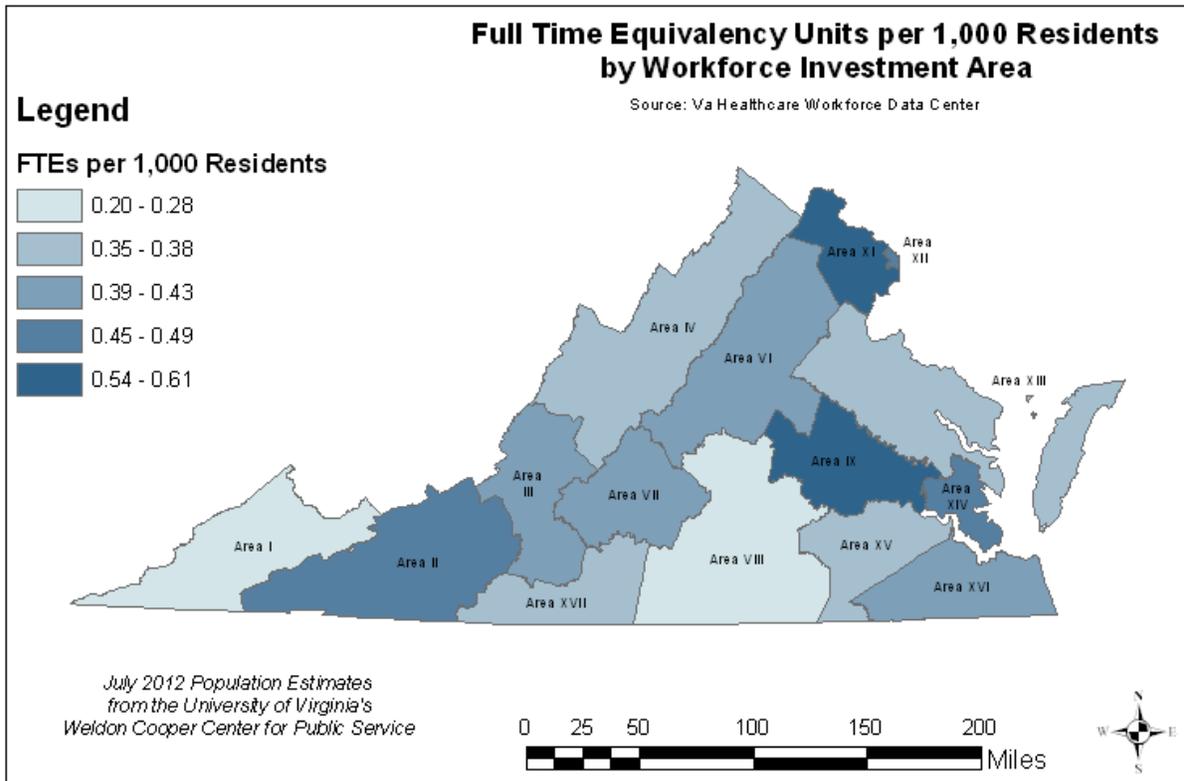
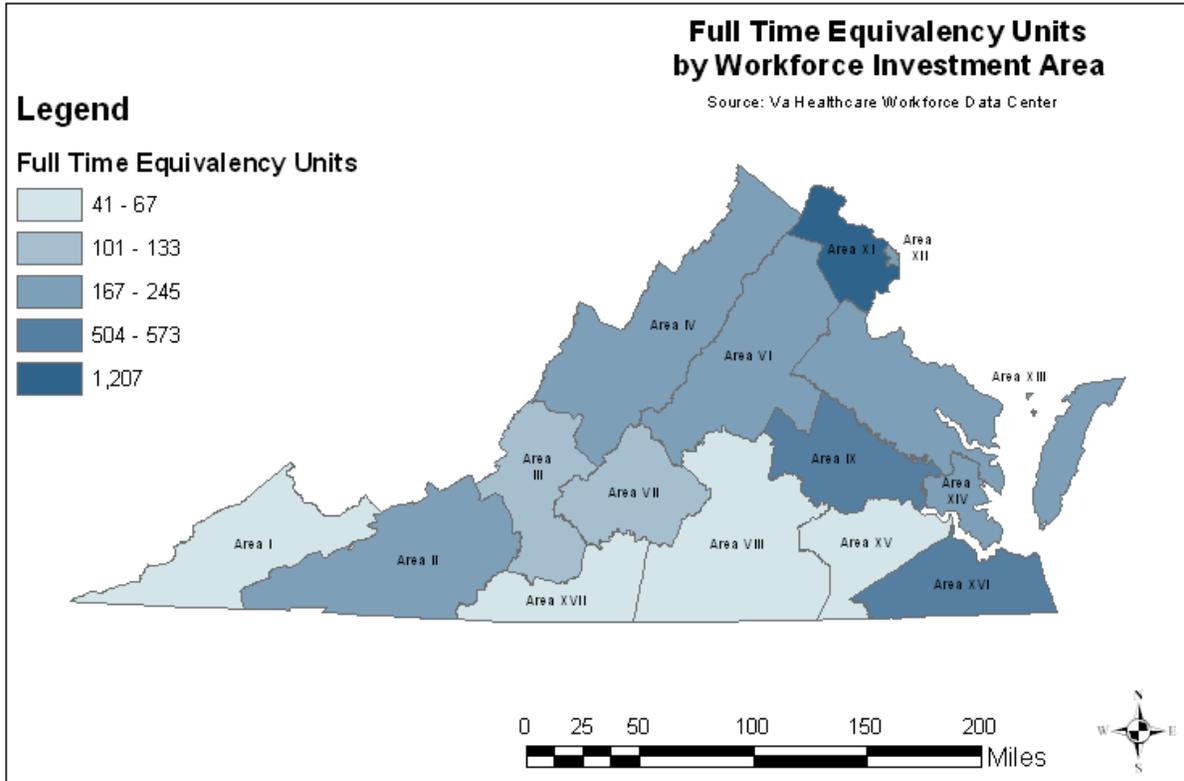


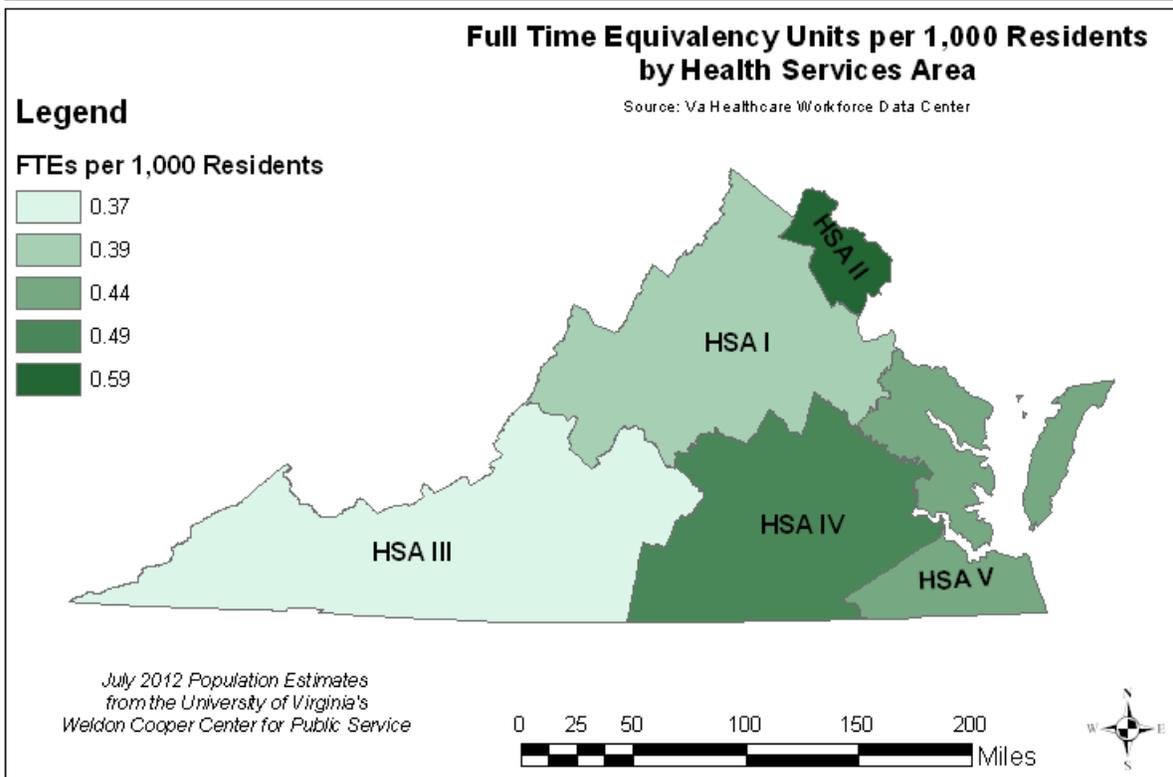
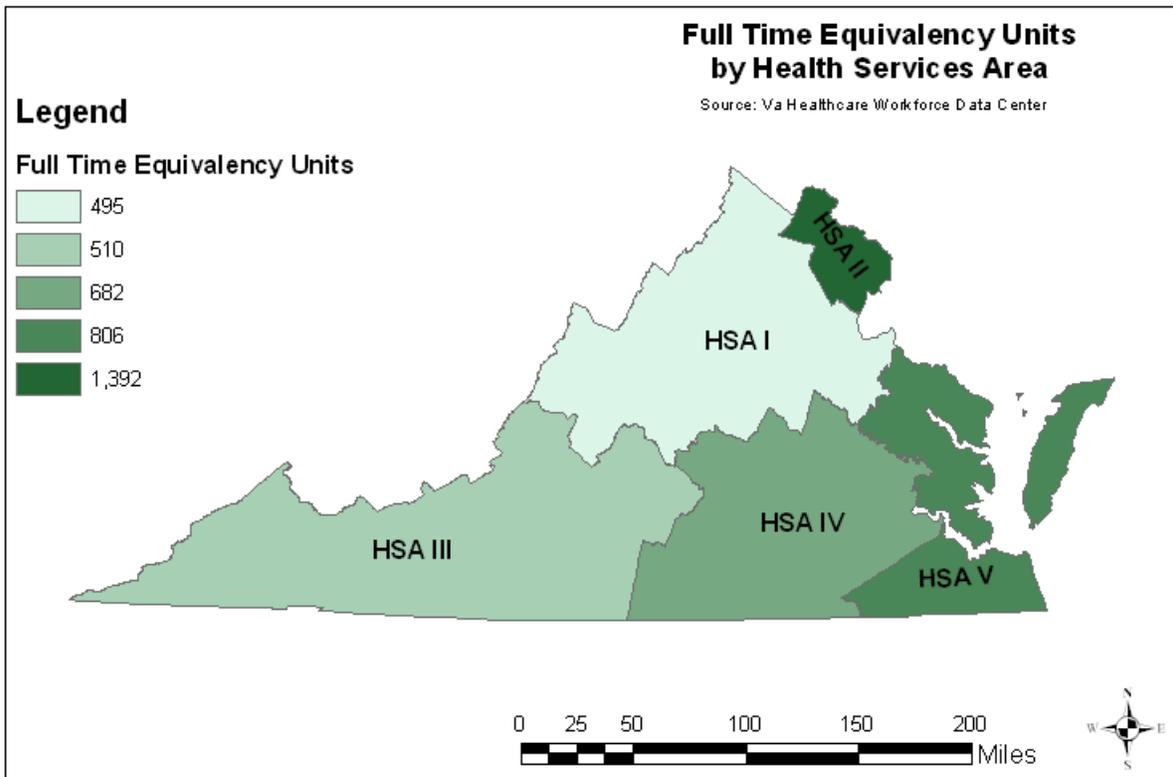
Source: Va. Healthcare Workforce Data Center

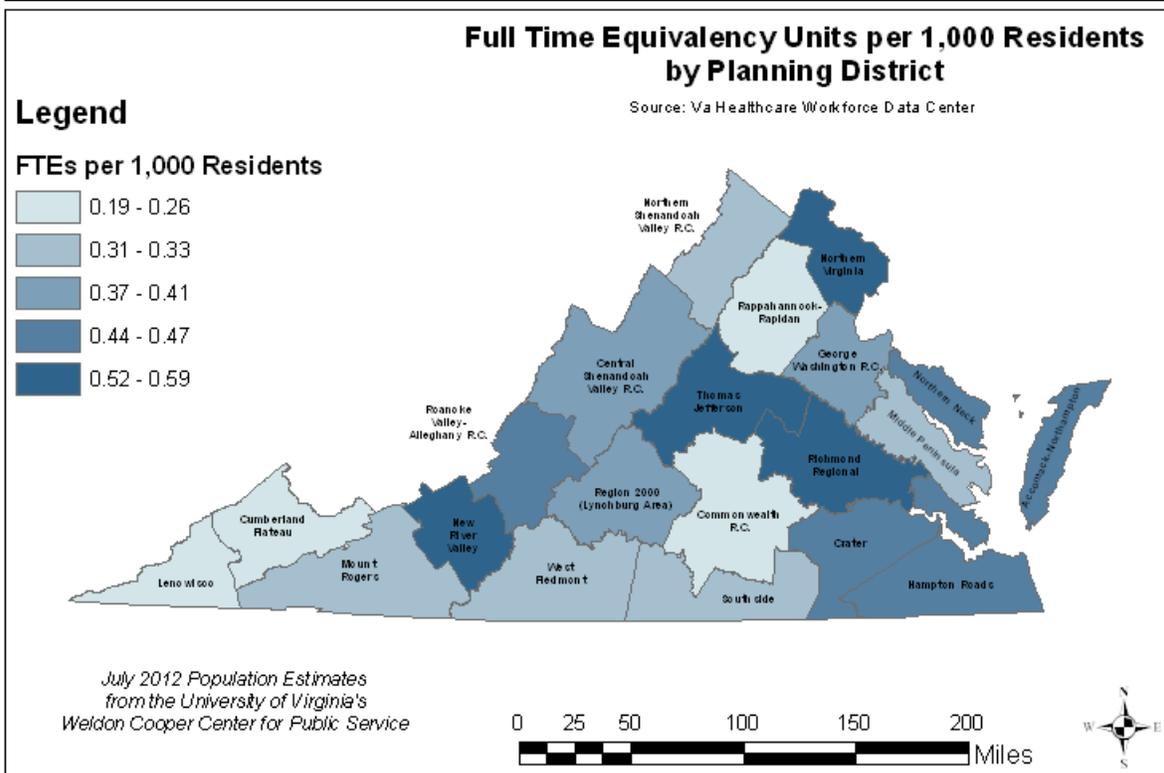
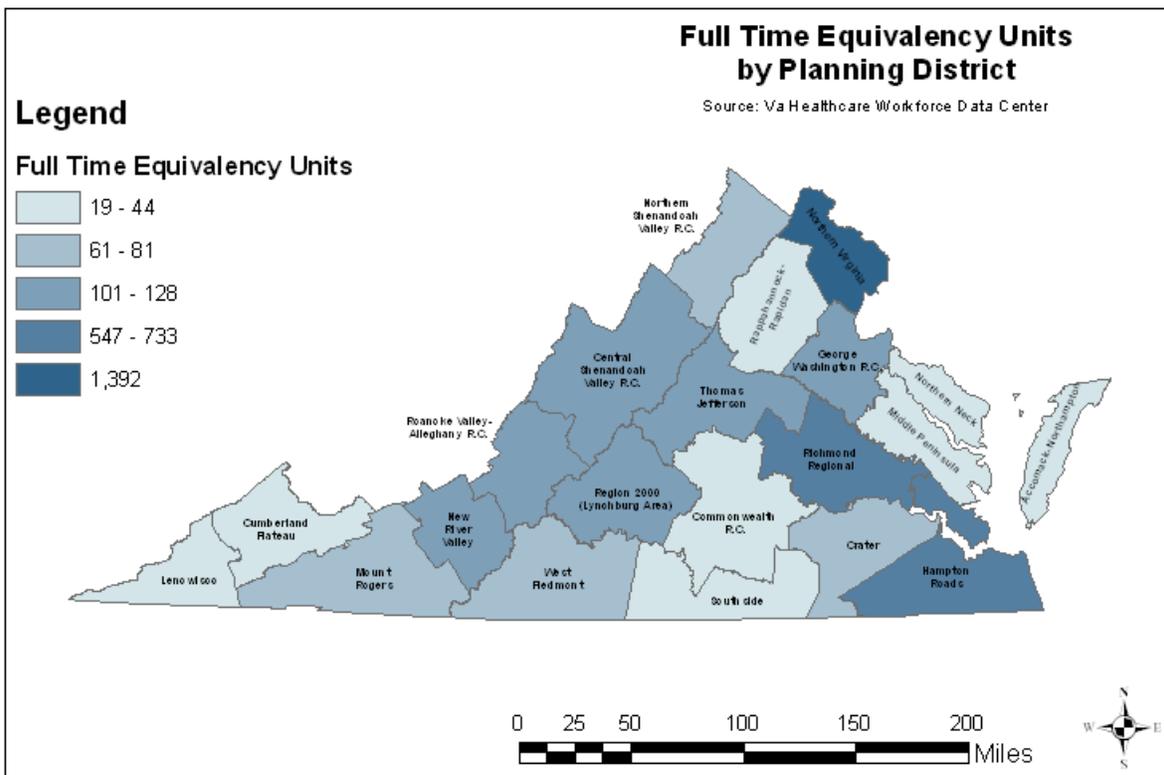
² Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,255	79.58%	1.256645	1.1787	1.35781
Metro, 250,000 to 1 million	373	77.21%	1.295139	1.2148	1.3994
Metro, 250,000 or less	452	80.97%	1.234973	1.15837	1.33439
Urban pop 20,000+, Metro adj	73	76.71%	1.303571	1.22271	1.40166
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	149	70.47%	1.419048	1.33102	1.53329
Urban pop, 2,500-19,999, nonadj	73	82.19%	1.216667	1.1412	1.31461
Rural, Metro adj	88	67.05%	1.491525	1.39901	1.60376
Rural, nonadj	32	75.00%	1.333333	1.25063	1.43366
Virginia border state/DC	734	74.39%	1.344322	1.26093	1.45255
Other US State	827	67.11%	1.49009	1.39766	1.61005

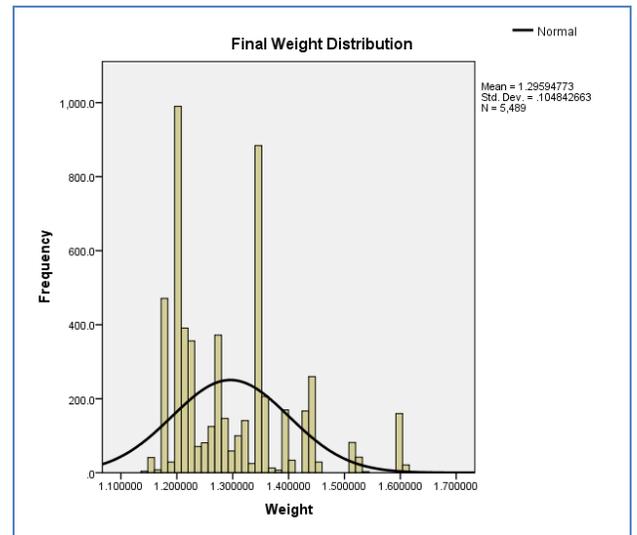
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	235	71.49%	1.39881	1.31461	1.61005
30 to 34	836	76.20%	1.312402	1.23341	1.51205
35 to 39	877	80.62%	1.240453	1.16579	1.42915
40 to 44	911	80.79%	1.237772	1.16327	1.42607
45 to 49	714	82.35%	1.214286	1.1412	1.39901
50 to 54	683	80.09%	1.248629	1.17347	1.43857
55 to 59	762	79.53%	1.257426	1.18174	1.44871
60 and Over	2,088	71.84%	1.392	1.30821	1.60376

See the Methods section on the HWDC website for details on HWDC Methods:
www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.772446



Source: Va. Healthcare Workforce Data Center