
Virginia's Dentistry Workforce: 2015

Healthcare Workforce Data Center

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Nearly 6,000 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:	7,191
Virginia's Workforce:	5,443
FTEs:	4,628

Background

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

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	69%
Satisfied?:	96%

Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	84%

Education

Doctorate/Prof.:	97%
Master's Degree:	1%

Job Turnover

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

Demographics

Female:	32%
Diversity Index:	49%
Median Age:	50

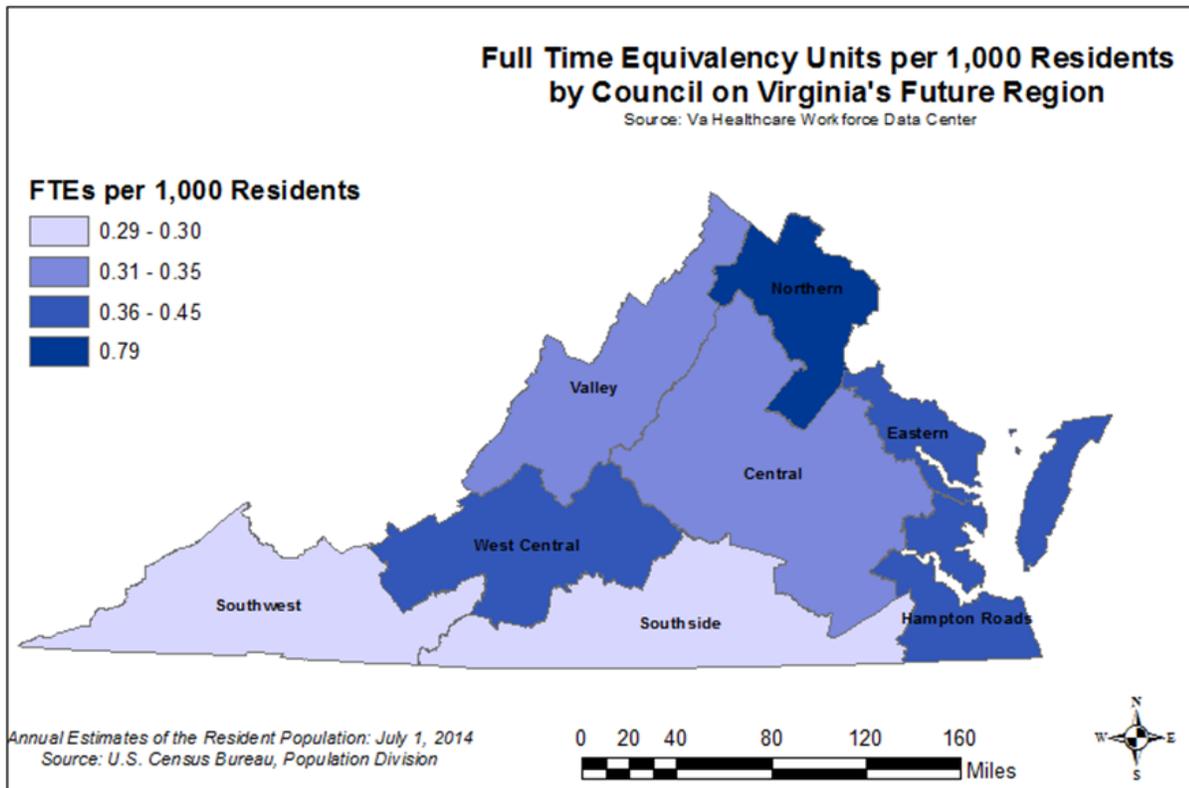
Finances

Median Inc.: \$130k-\$140k
Retirement Benefits: 31%
Under 40 w/ Ed debt: 79%

Time Allocation

Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

5,744 dentists voluntarily took part in the 2015 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 80% of the 7,191 dentists who are licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 5,443 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 2014 and March 2015, Virginia's dentist workforce provided 4,628 "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 50. In a random encounter between two dentists, there is a 49% 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 55%. Meanwhile, with a diversity index of 62%, 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 about one out of five of these professionals currently work in non-Metro areas of the state. Meanwhile, 40% 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 Master's 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.

96% of dentists are currently employed in the profession. 69% 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 \$130,000 and \$140,000. In addition, 40% of dentists receive at least one employer-sponsored benefit, including 31% who have access to some form of retirement plan. 96% of dentists indicate they are satisfied with their current employment situation, including 72% 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 89% 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 89% of his time treating patients. 92% 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 74 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 2035. 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 15% expect to increase their patient care activities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,481	90%
New Licensees	414	6%
Non-Renewals	296	4%
All Licensees	7,191	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 84% of renewing dentists submitted a survey. These represent 80% of dentists who held a license at some point in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	58	147	72%
30 to 34	164	662	80%
35 to 39	158	768	83%
40 to 44	138	791	85%
45 to 49	119	626	84%
50 to 54	123	551	82%
55 to 59	129	599	82%
60 and Over	558	1,600	74%
Total	1,447	5,744	80%
New Licenses			
Issued 4/2014 to 3/2015	136	278	67%
Metro Status			
Non-Metro	94	275	75%
Metro	864	3,572	81%
Not in Virginia	489	1,891	79%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number:	7,191
New	6%
Not Renewed:	4%

Response Rates

All Licensees:	80%
Renewing Practitioners:	84%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	5,744
Response Rate, All Licensees	80%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2015.
- 2. Target Population:** All dentists who held a Virginia license at some point between April 2014 and March 2015.
- 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 2015.

At a Glance:

Workforce

Dentistry Workforce: 5,443
 FTEs: 4,628

Utilization Ratios

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

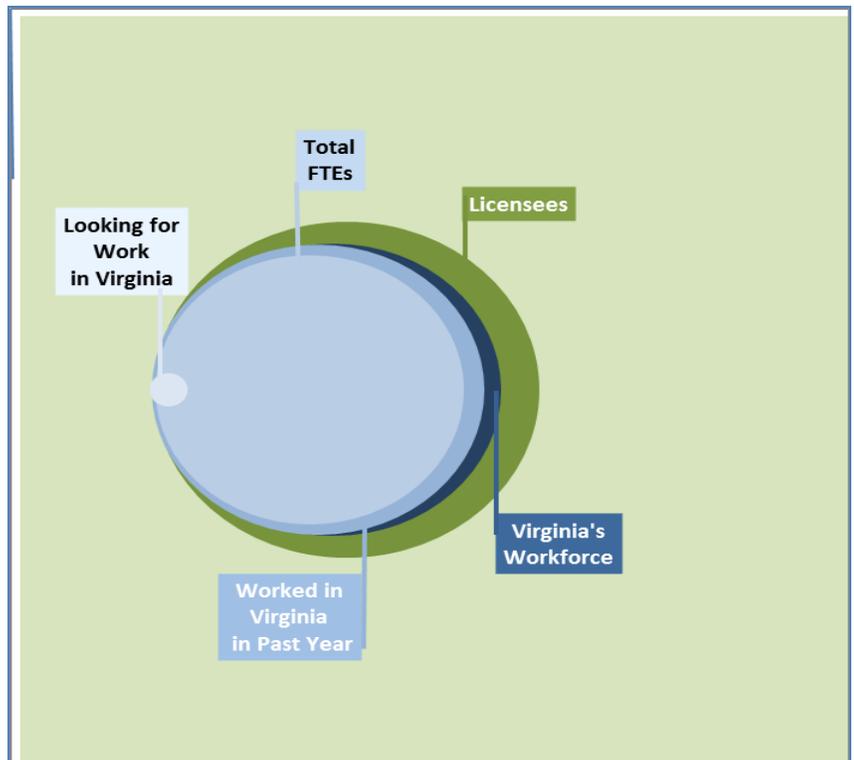
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2014 and March 2015 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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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	5,372	99%
Looking for Work in Virginia	71	1%
Virginia's Workforce	5,443	100%
Total FTEs	4,628	
Licenses	7,191	

Source: Va. Healthcare Workforce Data Center



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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	64	47%	72	53%	136	3%
30 to 34	231	44%	297	56%	527	11%
35 to 39	318	52%	292	48%	610	13%
40 to 44	357	56%	285	44%	642	13%
45 to 49	311	61%	195	39%	506	10%
50 to 54	323	68%	155	32%	478	10%
55 to 59	371	77%	113	23%	484	10%
60 +	1,308	90%	140	10%	1,448	30%
Total	3,282	68%	1,550	32%	4,832	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	63%	3,326	69%	692	55%
Black	19%	255	5%	69	5%
Asian	6%	816	17%	350	28%
Other Race	0%	160	3%	54	4%
Two or More Races	2%	84	2%	31	2%
Hispanic	9%	206	4%	67	5%
Total	100%	4,846	100%	1,264	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

More than one-quarter of dentists are under the age of 40. 52% of these professionals are female, and 28% are non-Hispanic Asian.

At a Glance:

Gender

% Female: 32%
% Under 40 Female: 52%

Age

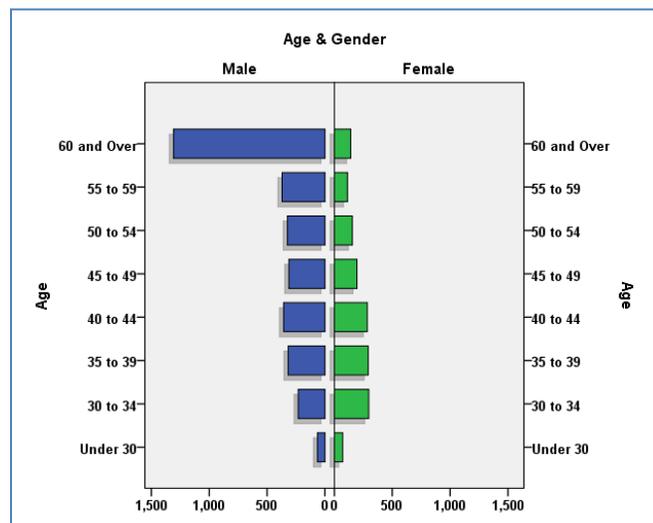
Median Age: 50
% Under 40: 26%
% 55+: 40%

Diversity

Diversity Index: 49%
Under 40 Div. Index: 62%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 49% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 23%
 Rural Childhood: 19%

Virginia Background

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

Location Choice

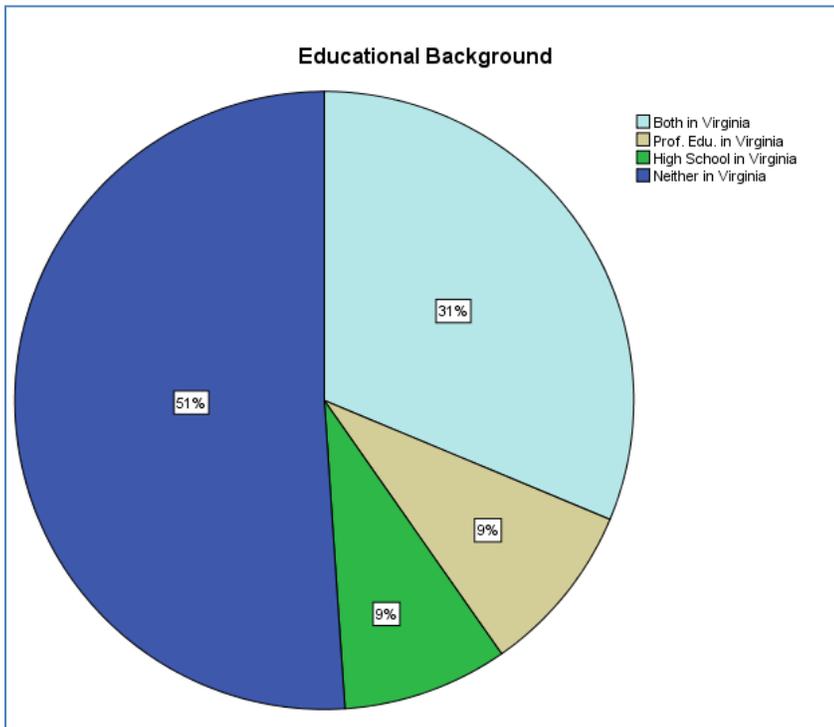
% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 5%

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+	13%	61%	25%
2	Metro, 250,000 to 1 million	33%	52%	15%
3	Metro, 250,000 or less	27%	56%	16%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	43%	44%	13%
6	Urban pop, 2,500-19,999, Metro adj	41%	44%	15%
7	Urban pop, 2,500-19,999, nonadj	63%	28%	8%
8	Rural, Metro adj	45%	38%	16%
9	Rural, nonadj	37%	37%	26%
Overall		19%	58%	23%

Source: Va. Healthcare Workforce Data Center



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	1,927	Virginia	1,908
2	Outside U.S./Canada	803	DC	451
3	New York	261	Pennsylvania	306
4	Maryland	206	Maryland	270
5	Pennsylvania	177	New York	210
6	New Jersey	123	Outside U.S./Canada	210
7	California	108	Massachusetts	169
8	North Carolina	104	West Virginia	125
9	West Virginia	99	Tennessee	110
10	Florida	97	Kentucky	101

Source: Va. Healthcare Workforce Data Center

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

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Outside U.S./Canada	269	Virginia	228
2	Virginia	244	Outside U.S./Canada	103
3	Maryland	46	Pennsylvania	91
4	New York	41	New York	88
5	North Carolina	38	Maryland	62
6	California	34	Washington, D.C.	58
7	Pennsylvania	33	Massachusetts	54
8	New Jersey	28	California	41
9	Canada	21	Ohio	25
10	Florida	20	West Virginia	24

Source: Va. Healthcare Workforce Data Center

Among dentists who received their initial license in the past five years, 26% earned their high school degree in Virginia, while 23% received their initial professional degree in the state.

Nearly one quarter of Virginia's licensees were not part of the state's dental workforce. 89% 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:	1,750
% of Licensees:	24%
Federal/Military:	17%
Va Border State/DC:	23%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	35	1%
Graduate Certificate	31	1%
Masters	58	1%
Doctorate/Professional	4,605	97%
Total	4,729	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: 97%
 Baccalaureate: 1%

Educational Debt
 Carry debt: 37%
 Under age 40 w/ debt: 79%
 Median debt: \$120k-\$130k

Residencies
 GPR-1: 14%
 AEGD: 9%
 Orthodontics: 6%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	737	14%
Advanced Education in General Dentistry (AEGD)	496	9%
Orthodontics	348	6%
Pediatric Dentistry	205	4%
Oral and Maxillofacial Surgery	184	3%
Periodontology	177	3%
Endodontics	169	3%
General Practice Residency -2 (GPR-2)	168	3%
Prosthodontics	139	3%
Dental Public Health	23	0%
Oral and Maxillofacial Pathology	13	0%
Oral and Maxillofacial Radiology	2	0%
At Least One	2,288	42%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,611	63%	224	21%
Less than \$40,000	207	5%	53	5%
\$40,000-\$59,999	120	3%	52	5%
\$60,000-\$79,999	133	3%	54	5%
\$80,000-\$99,999	122	3%	52	5%
\$100,000-\$119,999	147	4%	71	6%
\$120,000-\$139,999	105	3%	65	6%
\$140,000-\$159,999	116	3%	68	6%
\$160,000-\$179,999	73	2%	57	5%
\$180,000-\$199,999	74	2%	54	5%
\$200,000 or More	410	10%	340	31%
Total	4,119	100%	1,089	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%

Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 69%

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	2	0%
Employed in a dentistry related capacity	4,600	96%
Employed, NOT in a dentistry related capacity	21	0%
Not working, reason unknown	3	0%
Involuntarily unemployed	8	0%
Voluntarily unemployed	49	1%
Retired	102	2%
Total	4,786	100%

Source: Va. Healthcare Workforce Data Center

96% of Virginia's dentists are employed in the profession, and 69% 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	163	4%
One Part-Time Position	598	13%
Two Part-Time Positions	211	5%
One Full-Time Position	3,201	69%
One Full-Time Position & One Part-Time Position	314	7%
Two Full-Time Positions	18	0%
More than Two Positions	114	2%
Total	4,619	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	163	3%
1 to 9 hours	85	2%
10 to 19 hours	174	4%
20 to 29 hours	391	8%
30 to 39 hours	2,060	44%
40 to 49 hours	1,421	30%
50 to 59 hours	254	5%
60 to 69 hours	79	2%
70 to 79 hours	20	0%
80 or more hours	25	1%
Total	4,671	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	49	1%
Less Than \$30,000	161	4%
\$30,000-\$69,999	294	8%
\$70,000-\$109,999	720	20%
\$110,000-\$149,999	704	19%
\$150,000-\$189,999	512	14%
\$190,000-\$229,999	386	10%
\$230,000-\$269,999	297	8%
\$270,000-\$309,999	150	4%
\$310,000-\$349,999	71	2%
More than \$350,000	332	9%
Total	3,677	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$130k-\$140k

Benefits
Retirement: 31%
Paid Vacation: 21%

Satisfaction
Satisfied: 96%
Very Satisfied: 72%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3378	72%
Somewhat Satisfied	1114	24%
Somewhat Dissatisfied	122	3%
Very Dissatisfied	55	1%
Total	4669	100.0%

Source: Va. Healthcare Workforce Data Center

The typical dentist made between \$130,000 and \$140,000 in the past year. Among dentists who were compensated at the primary work location with either a salary or an hourly wage, 31% had access to a retirement plan and 21% received paid vacation.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,430	31%	35%
Paid Vacation	959	21%	31%
Paid Sick Leave	631	14%	20%
Group Life Insurance	569	12%	16%
Dental Insurance	464	10%	16%
Signing/Retention Bonus	127	3%	5%
Receive at least one benefit	1,862	40%	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?	52	1%
Experience voluntary unemployment?	167	3%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	131	2%
Work two or more positions at the same time?	767	14%
Switch employers or practices?	229	4%
Experienced at least 1	1,110	20%

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 5.2% in 2014.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	83	2%	59	5%
Less than 6 Months	229	5%	139	12%
6 Months to 1 Year	325	7%	138	12%
1 to 2 Years	537	12%	177	15%
3 to 5 Years	681	15%	219	19%
6 to 10 Years	730	16%	157	13%
More than 10 Years	2,024	44%	276	24%
Subtotal	4,608	100%	1,164	100%
Did not have location	75		4,206	
Item Missing	760		73	
Total	5,443		5,443	

Source: Va. Healthcare Workforce Data Center

More than half of dentists are salary or wage employees, while 38% receive income from their own practice.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 18%
Over 2 years: 75%
Over 2 yrs, 2nd location: 56%

Employment Type

Salary/Commission: 54%
Business/Practice Income: 38%
Hourly Wage: 72%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/ Commission	2,054	54%
Hourly Wage	123	3%
By Contract	128	3%
Business/ Practice Income	1,445	38%
Unpaid	47	1%
Subtotal	3,796	100%
Did not have location	75	
Item Missing	1,572	

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 5.6% in January 2014 to 4.5% in December 2014.

At a Glance:

Concentration

Top Region:	41%
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

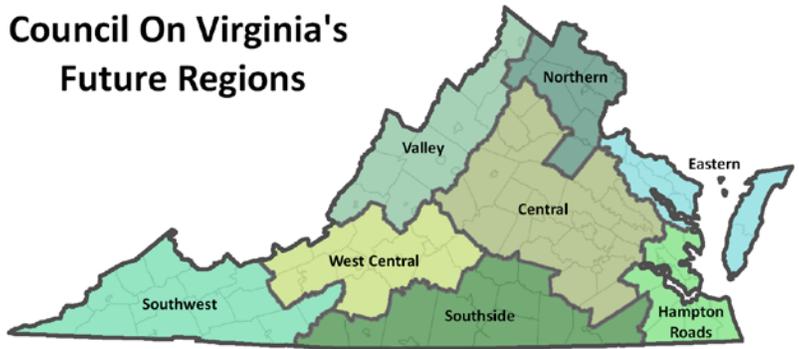
41% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 2% of the workforce, Eastern Virginia had the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	882	19%	234	19%
Eastern	74	2%	31	3%
Hampton Roads	800	17%	194	16%
Northern	1,885	41%	472	39%
Southside	138	3%	29	2%
Southwest	125	3%	18	2%
Valley	225	5%	48	4%
West Central	397	9%	73	6%
Virginia Border State/DC	35	1%	54	4%
Other US State	36	1%	58	5%
Outside of the US	0	0%	1	0%
Total	4,598	100%	1,212	100%
Item Missing	770		26	

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	74	1%	141	3%
1	4,133	76%	3,421	73%
2	799	15%	747	16%
3	333	6%	293	6%
4	59	1%	40	1%
5	20	0%	15	0%
6 or More	26	0%	18	0%
Total	5,443	100%	4,675	100%

*At the time of survey completion, March 2015.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,953	89%	963	85%
Non-profit	130	3%	72	6%
State/local government	178	4%	73	6%
Veterans Administration	21	0%	3	0%
U.S. Military	127	3%	18	2%
Other Federal Government	21	0%	5	0%
Total	4,429	100%	1,133	100%
Did not have location	75		4,206	
Item missing	940		105	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

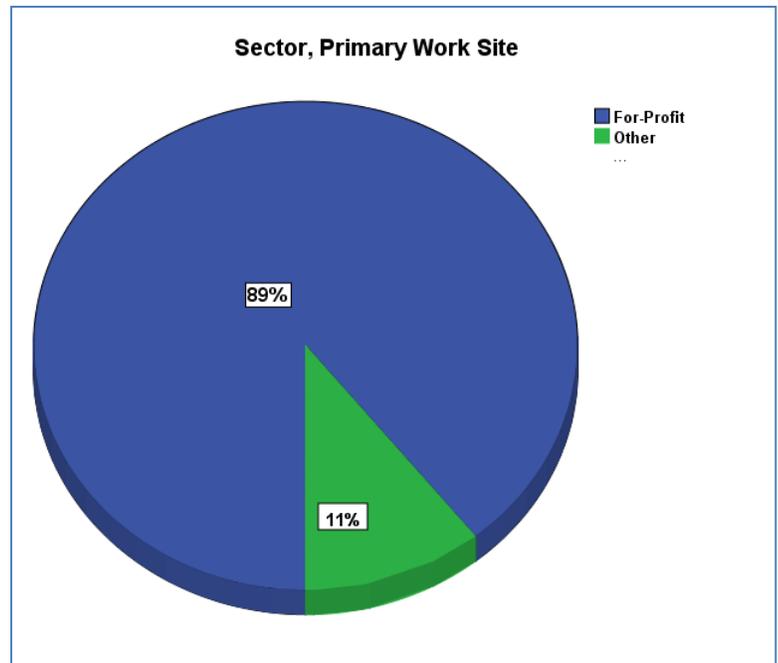
For Profit:	89%
Federal:	4%

Top Establishments

Solo Practice:	67%
Group Practice:	20%

Source: Va. Healthcare Workforce Data Center

89% of dentists worked in for-profit establishments. Another 7% worked for a government agency, including 3% who worked for the U.S. military.



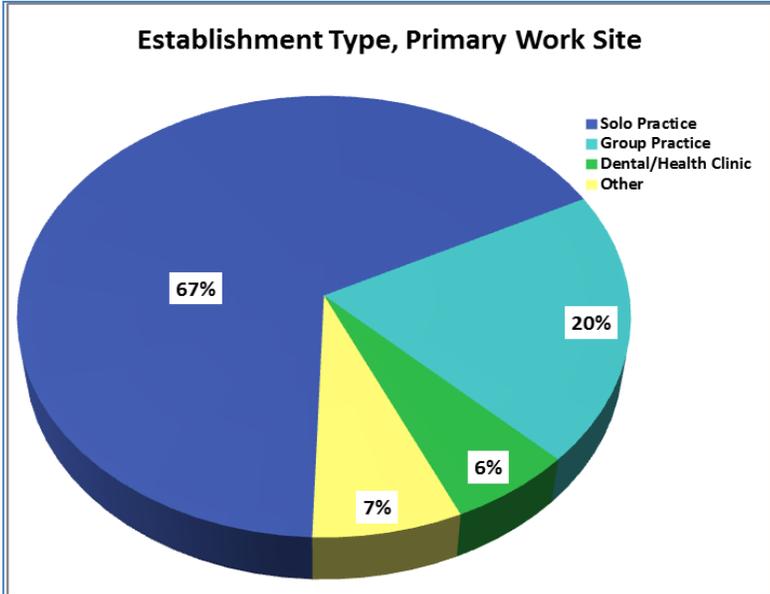
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,925	67%	597	53%
Group Practice	857	20%	276	25%
Dental/Health Clinic	276	6%	107	10%
Dental School (including Combined Dental/Dental Hygiene)	94	2%	46	4%
Hospital/Health System	80	2%	21	2%
Corrections	37	1%	10	1%
Public Health Program	16	0%	5	0%
Dental Hygiene Program (Community College)	11	0%	10	1%
Nursing Home/Long-Term Care Facility	8	0%	12	1%
Insurance	8	0%	4	0%
Supplier Organization	1	0%	1	0%
K-12 School or Non-Dental College	3	0%	1	0%
Dental Hygiene Program (Technical School)	0	0%	1	0%
Other	60	1%	30	3%
Total	4,376	100%	1,121	100%
Did Not Have a Location	75		4,206	

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, more than three-quarters work at a dental practice, including 53% 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

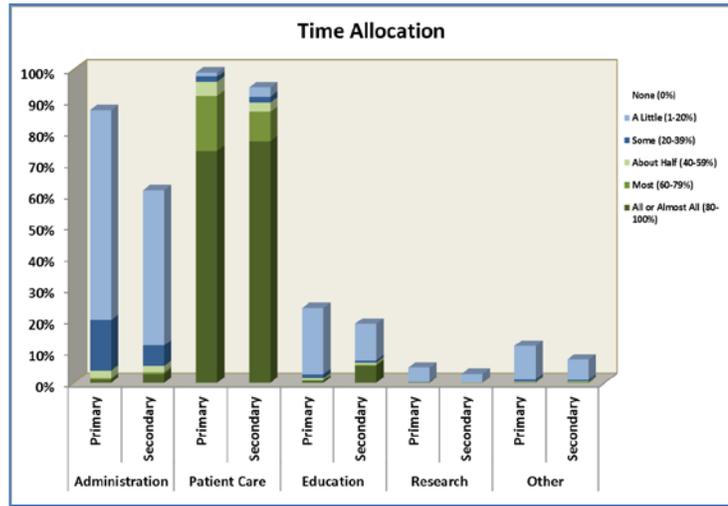
Patient Care: 92%
Administrative: 1%
Education: 1%

Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



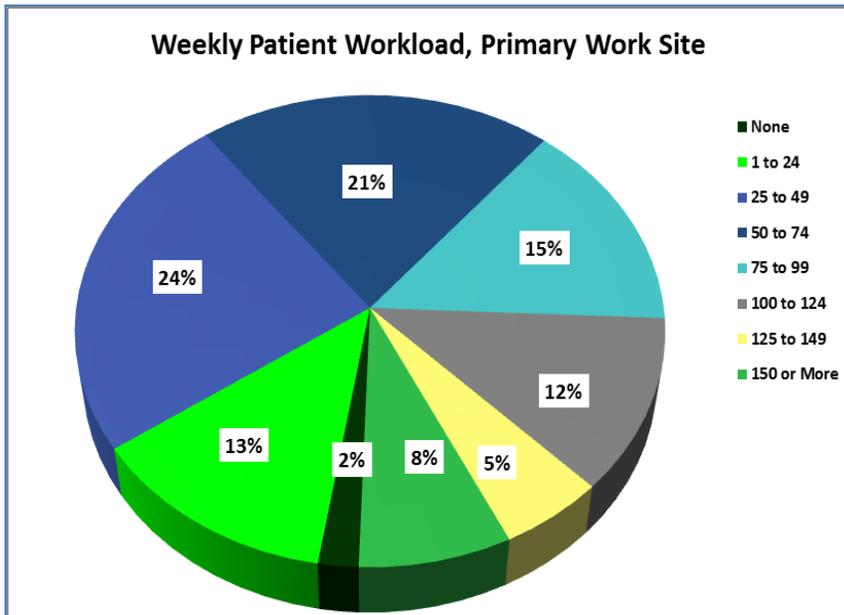
Source: Va. Healthcare Workforce Data Center

A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative tasks. 92% 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%	77%	1%	5%	0%	0%	0%	0%
Most (60-79%)	0%	1%	18%	9%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	2%	2%	4%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	16%	6%	2%	2%	1%	1%	0%	0%	1%	0%
A Little (1-20%)	67%	50%	1%	3%	21%	12%	5%	3%	11%	7%
None (0%)	13%	39%	1%	6%	76%	81%	95%	97%	88%	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	89	2%	1968	45%	88	8%	645	58%
1-24	564	13%	1,061	24%	533	47%	352	31%
25-49	1,074	24%	740	17%	242	21%	88	8%
50-74	941	21%	329	8%	143	13%	14	1%
75-99	648	15%	150	3%	61	5%	12	1%
100-124	525	12%	64	1%	30	3%	4	0%
125-149	234	5%	16	0%	14	1%	2	0%
150-174	146	3%	14	0%	9	1%	3	0%
175-199	45	1%	6	0%	6	1%	0	0%
200-224	63	1%	6	0%	1	0%	1	0%
225-249	27	1%	4	0%	1	0%	0	0%
250-274	17	0%	1	0%	0	0%	0	0%
275-299	9	0%	0	0%	0	0%	0	0%
300 or more	32	1%	1	0%	2	0%	0	0%
Total	4,412	100%	4,360	100%	1,132	100%	1,122	100%

*Performed by Support Personnel

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dentists		Dentists over 50	
	#	%	#	%
Under age 50	39	1%	-	-
50 to 54	133	3%	-	-
55 to 59	387	10%	52	3%
60 to 64	887	22%	304	15%
65 to 69	1,271	31%	690	35%
70 to 74	720	18%	500	25%
75 to 79	215	5%	173	9%
80 or over	99	2%	78	4%
I do not intend to retire	296	7%	181	9%
Total	4,047	100%	1,978	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: 18%
Under 60: 3%

Time until Retirement

Within 2 years: 8%
Within 10 years: 28%
Half the workforce: By 2035

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists expect to retire by the age of 65, but only 18% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about one-third of all dentists expect to work until at least age 70, including 7% 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, 15% of dentists plan on increasing their patient care activities, and 13% plan on pursuing additional educational opportunities.

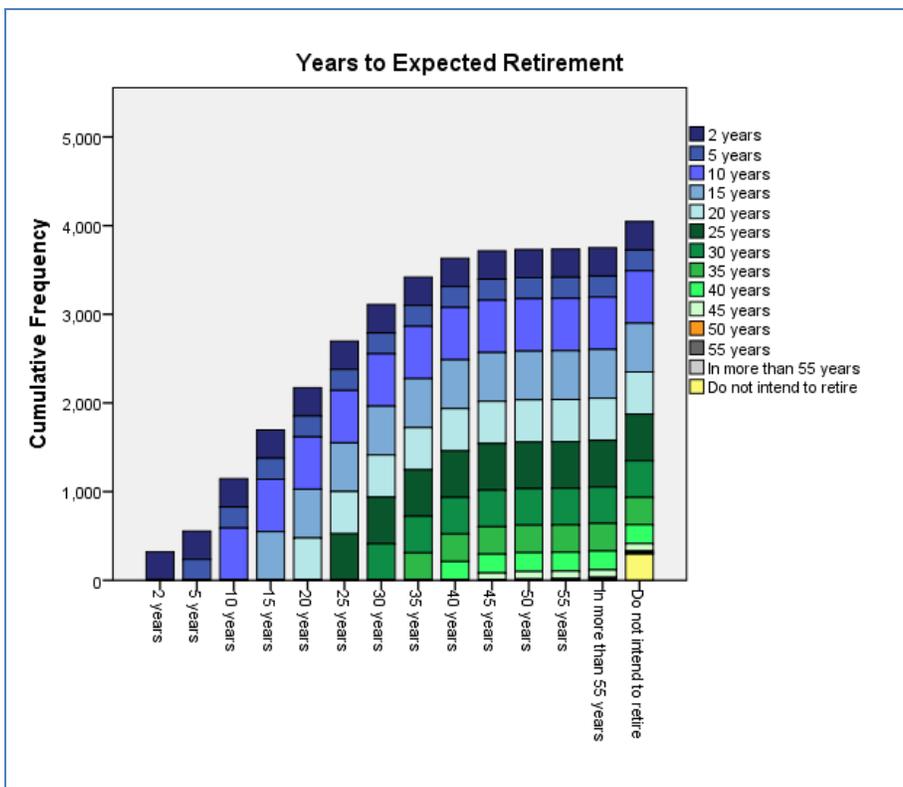
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	75	1%
Leave Virginia	99	2%
Decrease Patient Care Hours	449	8%
Decrease Teaching Hours	19	0%
Increase Participation		
Increase Patient Care Hours	795	15%
Increase Teaching Hours	229	4%
Pursue Additional Education	686	13%
Return to Virginia’s Workforce	29	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 2035.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	320	8%	8%
5 years	236	6%	14%
10 years	591	15%	28%
15 years	550	14%	42%
20 years	477	12%	54%
25 years	525	13%	67%
30 years	412	10%	77%
35 years	310	8%	85%
40 years	213	5%	90%
45 years	83	2%	92%
50 years	16	0%	92%
55 years	4	0%	92%
In more than 55 years	15	0%	93%
Do not intend to retire	296	7%	100%
Total	4,047	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2025. 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 2050.

At a Glance:

FTEs

Total: 4,628
 FTEs/1,000 Residents: 0.556
 Average: 0.86

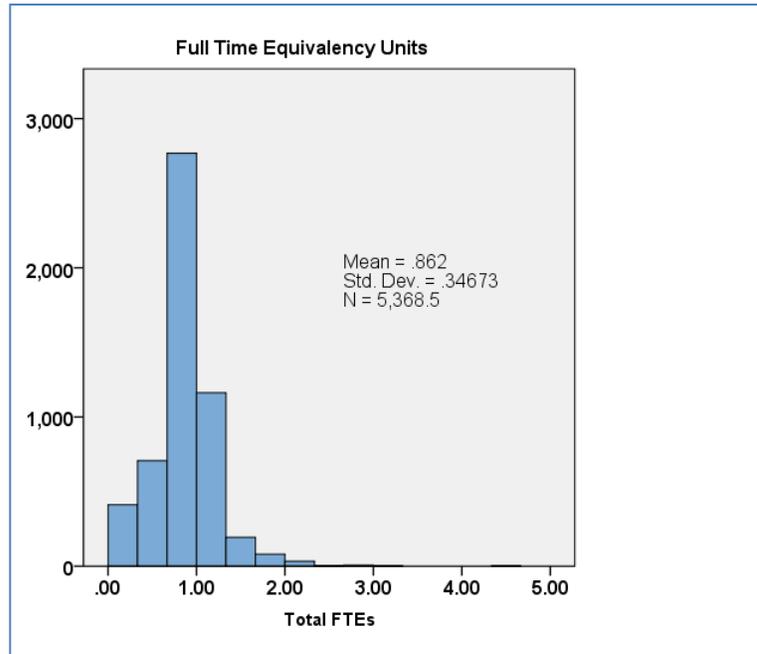
Age & Gender Effect

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:

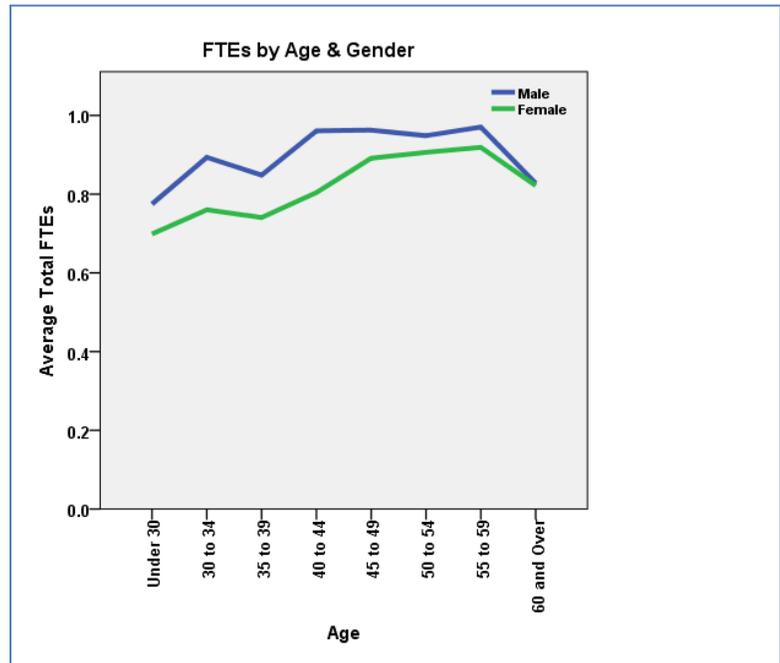


Source: Va. Healthcare Workforce Data Center

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

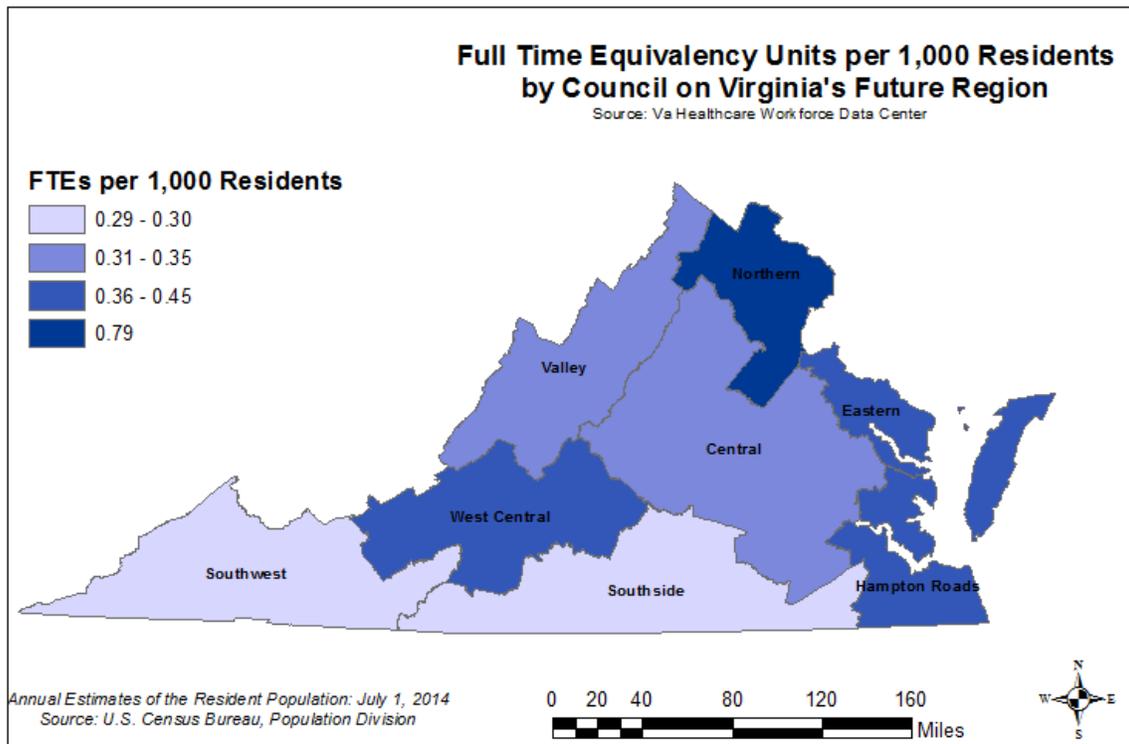
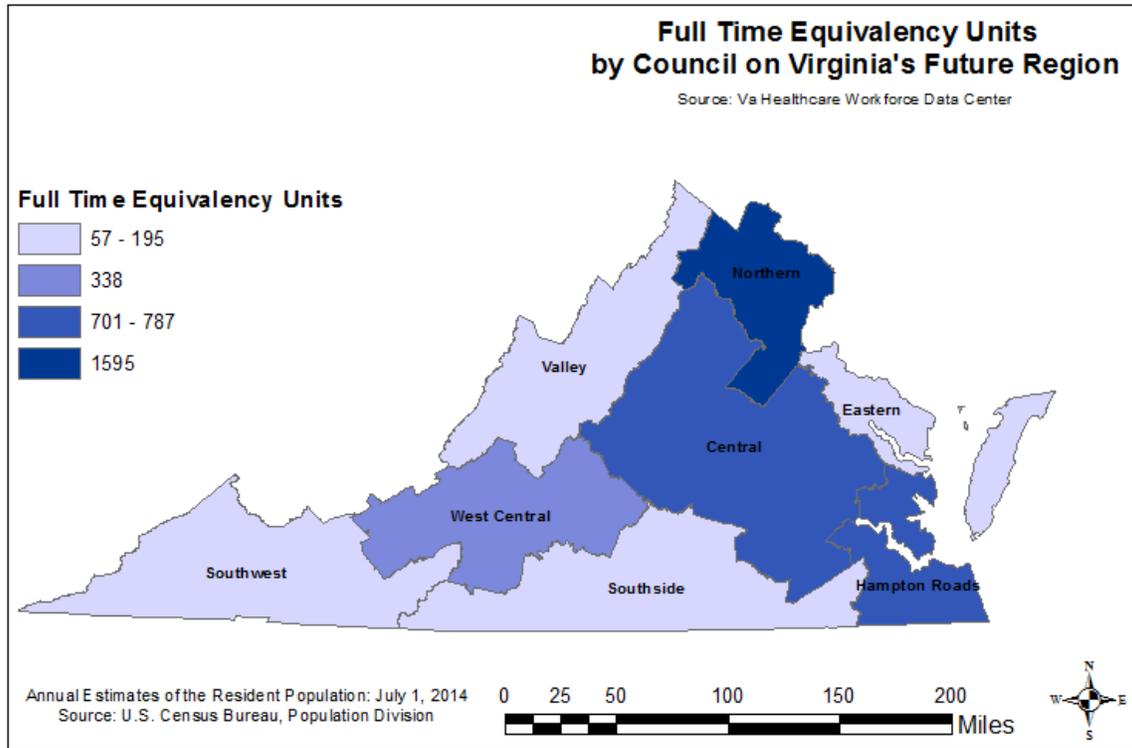
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.74	0.74
30 to 34	0.82	0.86
35 to 39	0.79	0.84
40 to 44	0.89	0.88
45 to 49	0.92	0.88
50 to 54	0.92	0.88
55 to 59	0.96	0.96
60 and Over	0.83	0.82
Gender		
Male	0.89	0.88
Female	0.81	0.84

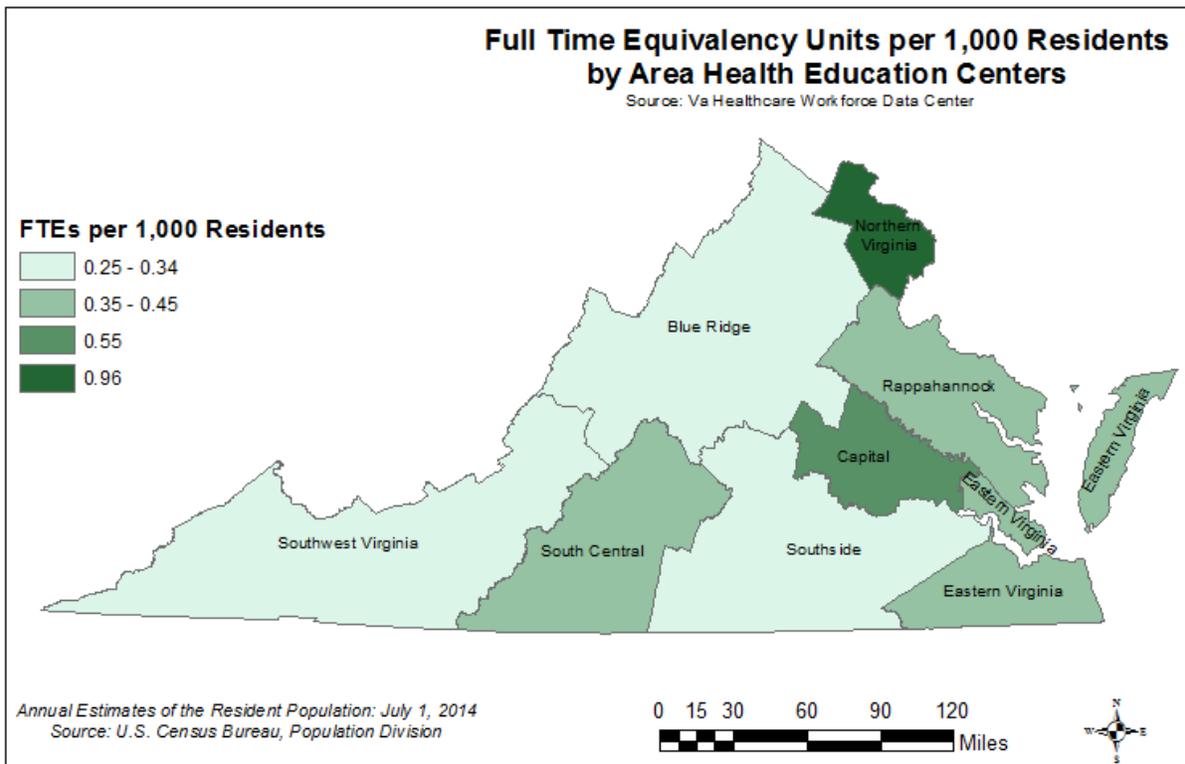
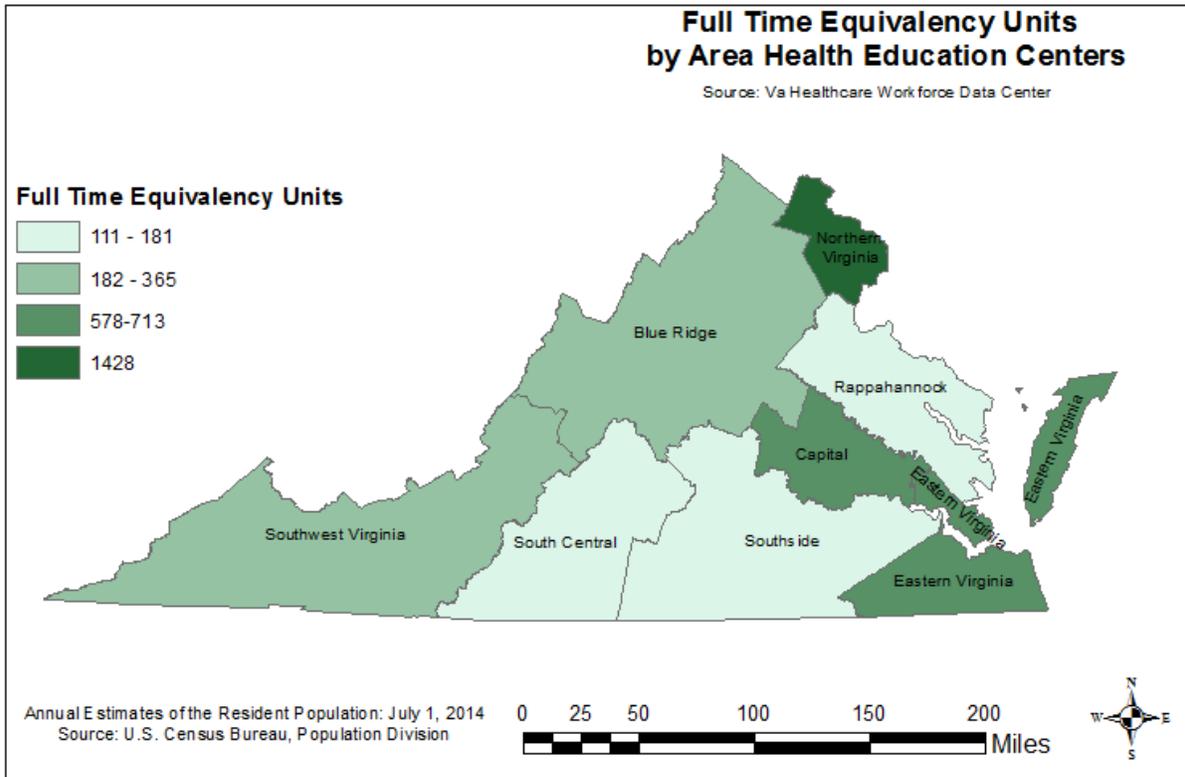
Source: Va. Healthcare Workforce Data Center

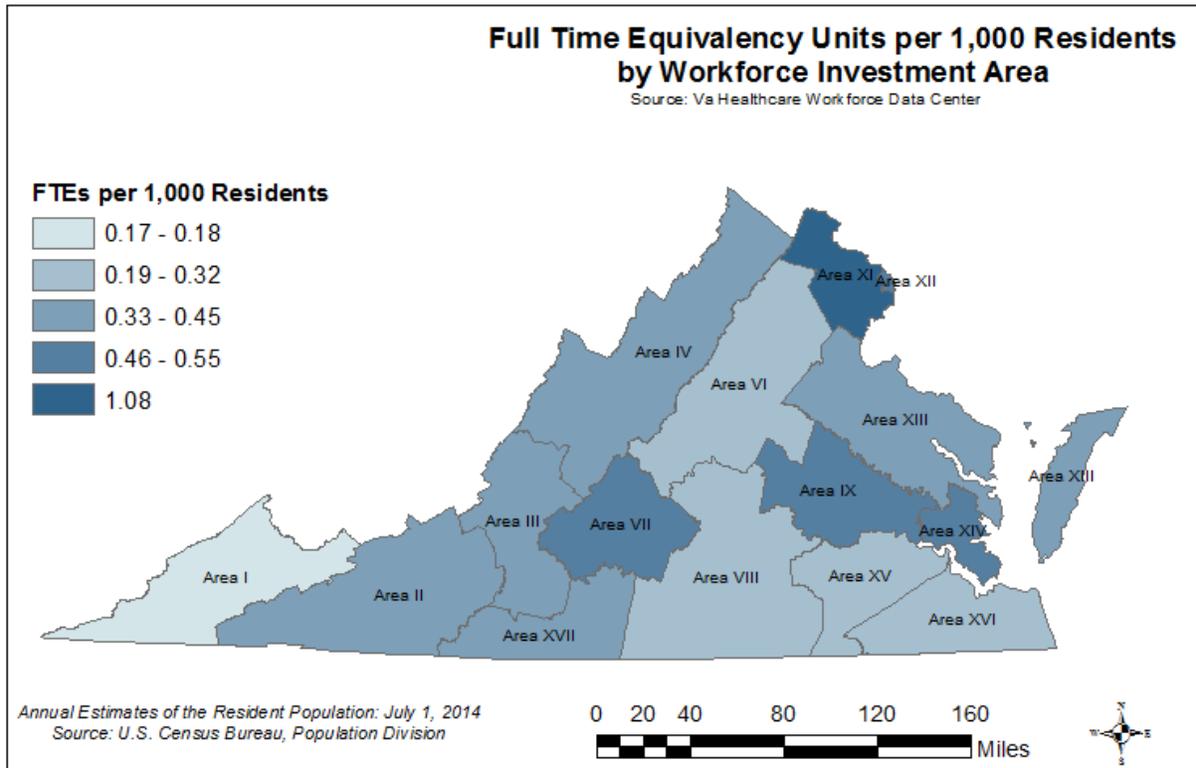
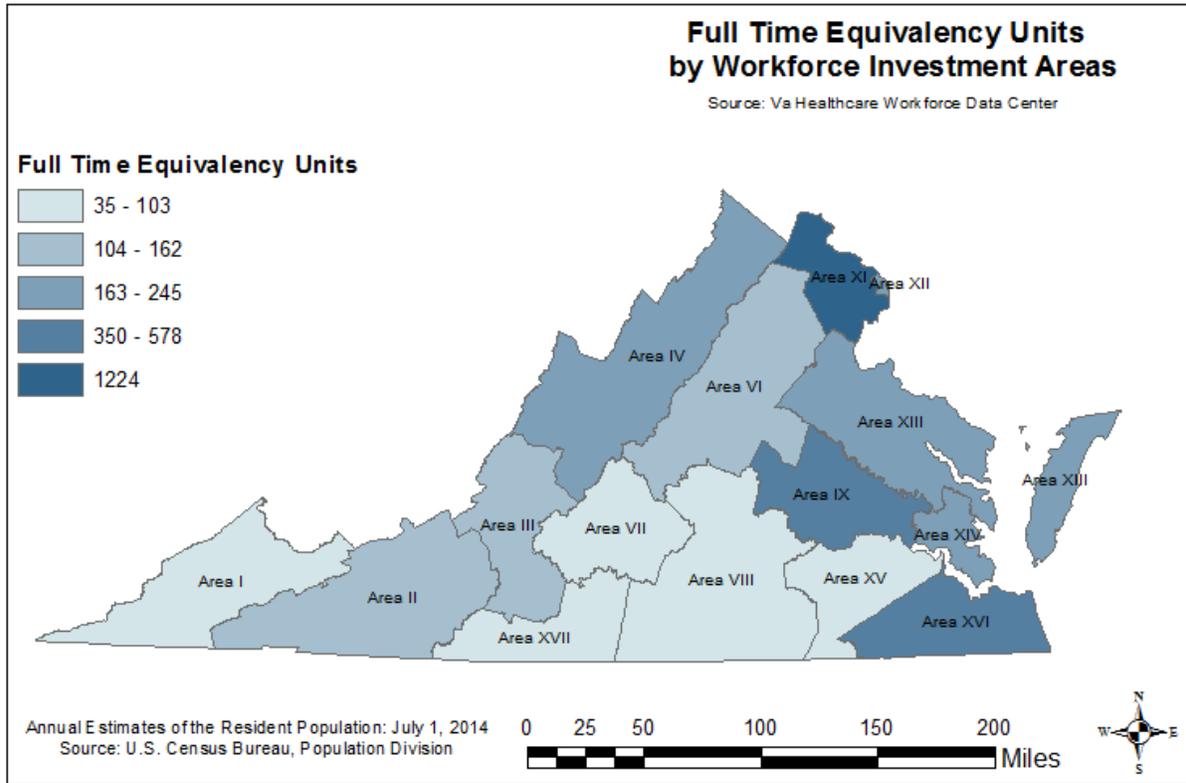


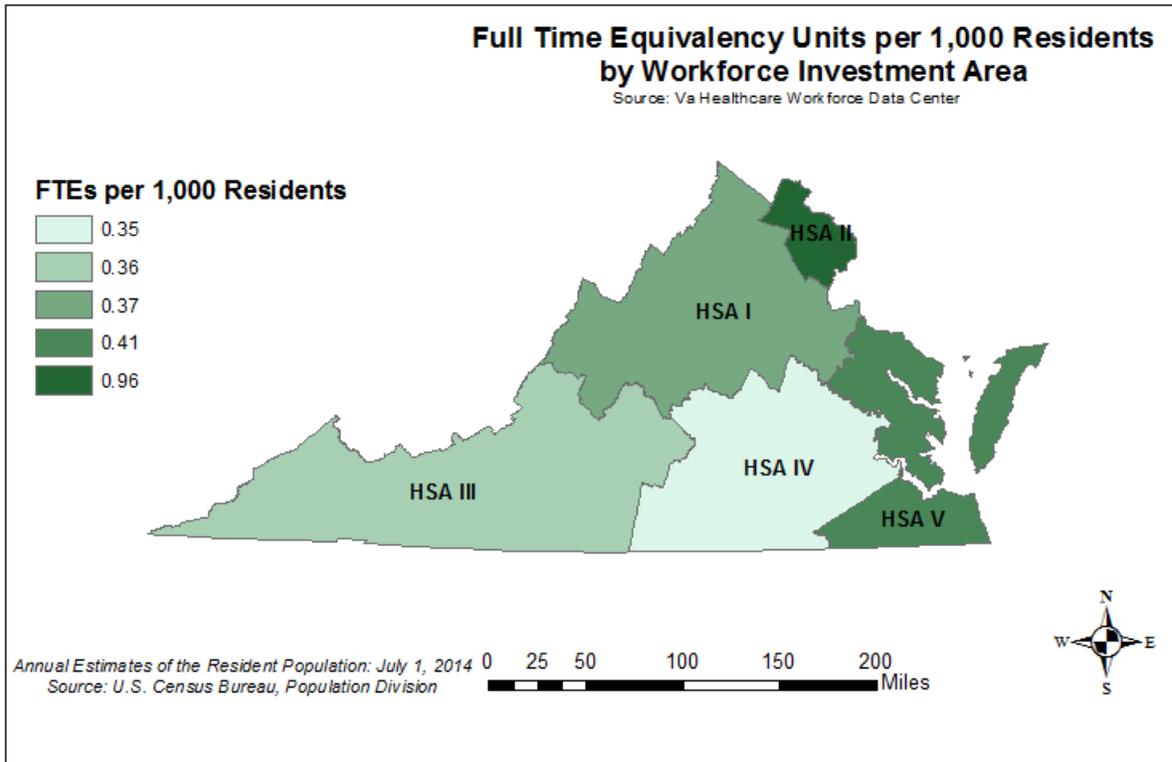
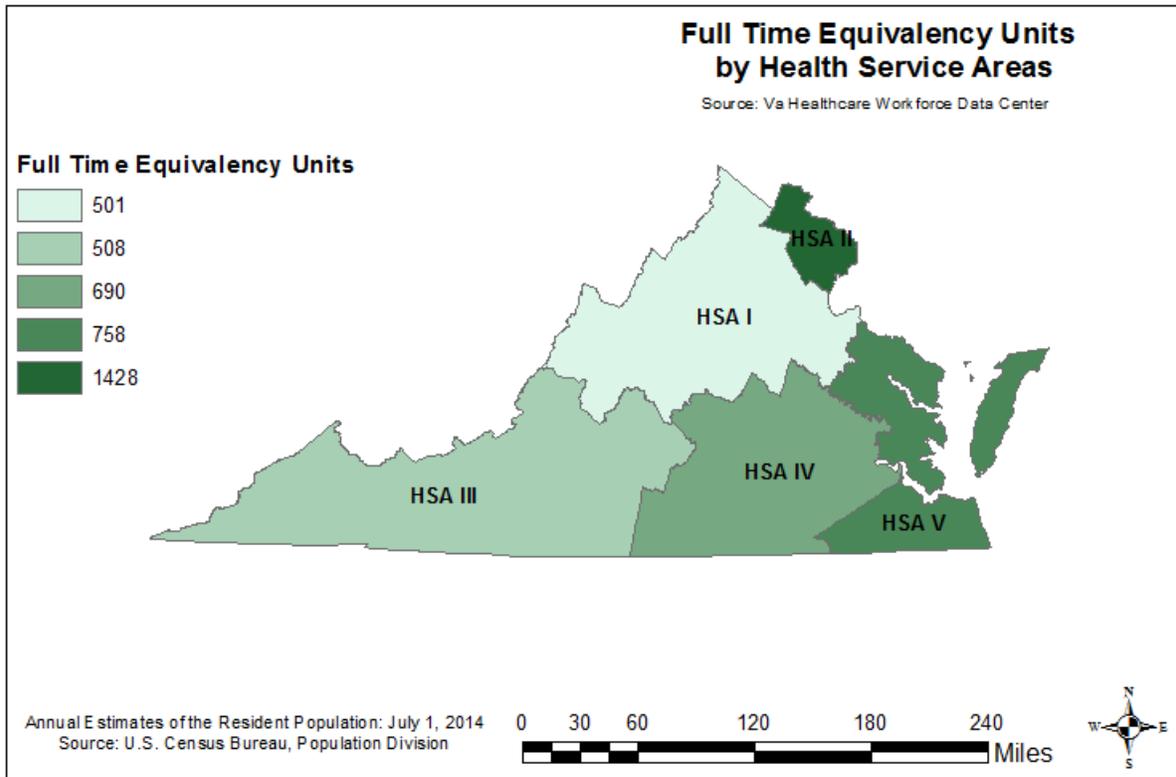
Source: Va. Healthcare Workforce Data Center

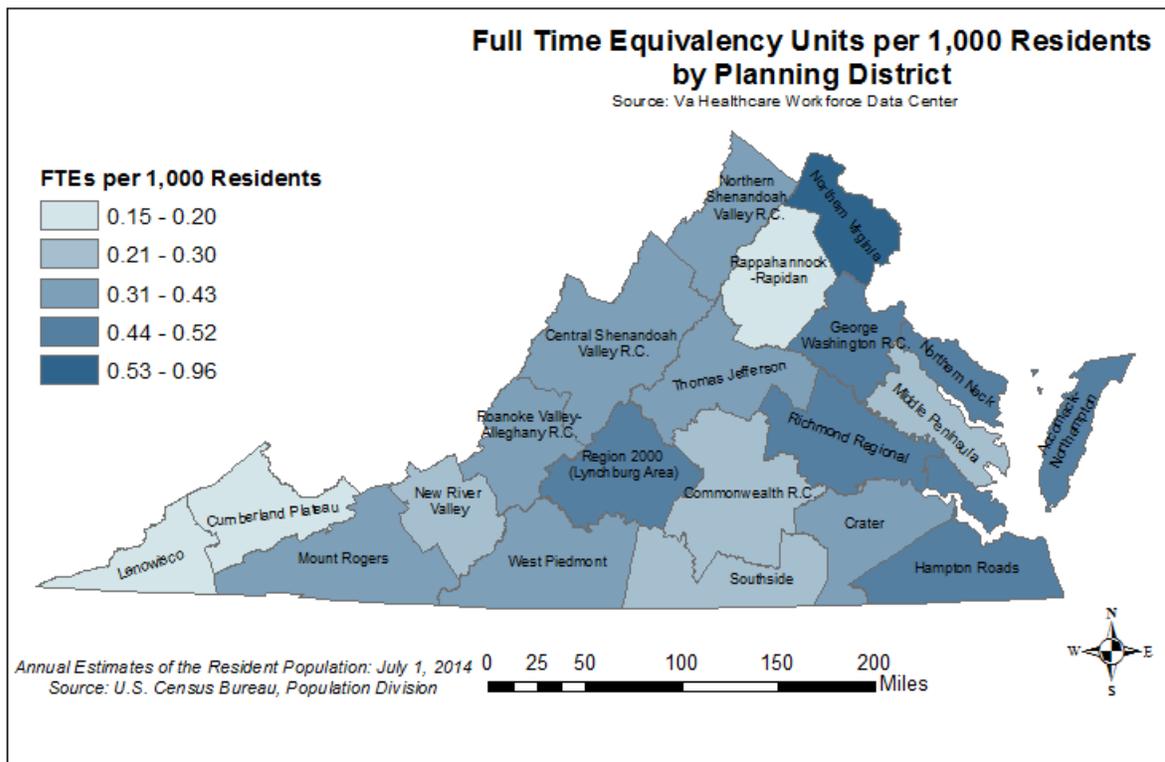
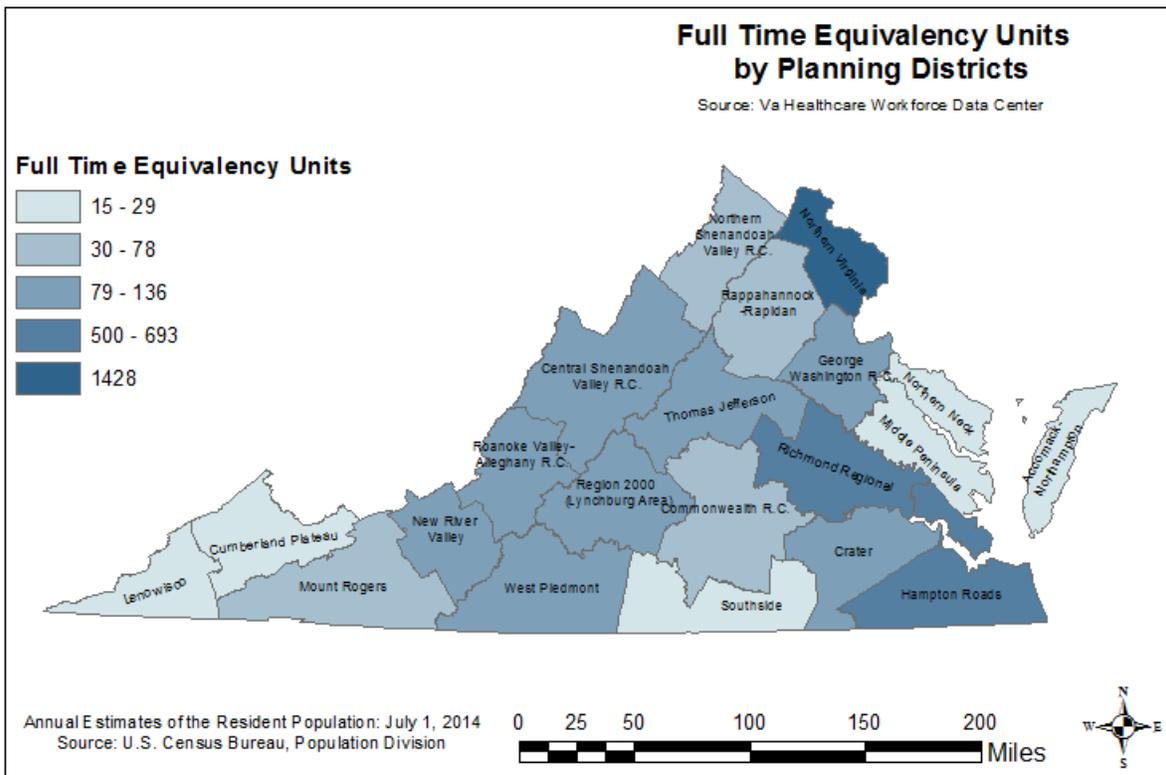
² Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3,687	80.85%	1.236833277	1.160314	1.377758
Metro, 250,000 to 1 million	309	76.38%	1.309322034	1.228318	1.458506
Metro, 250,000 or less	440	80.68%	1.23943662	1.162756	1.380658
Urban pop 20,000+, Metro adj	64	79.69%	1.254901961	1.177265	1.351968
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	125	71.20%	1.404494382	1.317602	1.513131
Urban pop, 2,500-19,999, nonadj	66	81.82%	1.222222222	1.146607	1.361482
Rural, Metro adj	85	70.59%	1.416666667	1.329022	1.526245
Rural, nonadj	29	72.41%	1.380952381	1.295517	1.487768
Virginia border state/DC	744	77.82%	1.284974093	1.205476	1.431384
Other US State	1,636	80.20%	1.24695122	1.169806	1.389028

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	205	71.71%	1.394557823	1.361482	1.458506
30 to 34	826	80.15%	1.247734139	1.21814	1.411936
35 to 39	926	82.94%	1.205729167	1.177132	1.364403
40 to 44	929	85.15%	1.174462705	1.146607	1.329022
45 to 49	745	84.03%	1.190095847	1.161869	1.346712
50 to 54	674	81.75%	1.22323049	1.194218	1.384207
55 to 59	728	82.28%	1.215358932	1.186533	1.3753
60 and Over	2,158	74.14%	1.34875	1.31676	1.526245

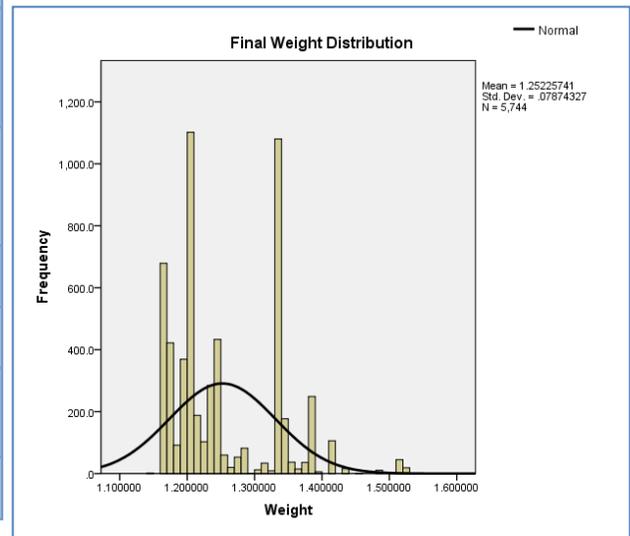
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.79877625



Source: Va. Healthcare Workforce Data Center