
Virginia's Dentistry Workforce: 2020

Healthcare Workforce Data Center

April 2020

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Nearly 6,600 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

Licenses:	7,659
Virginia's Workforce:	5,754
FTEs:	4,478

Survey Response Rate

All Licenses:	86%
Renewing Practitioners:	98%

Demographics

Female:	38%
Diversity Index:	56%
Median Age:	49

Background

Rural Childhood:	18%
HS Diploma in VA:	39%
Prof. Degree in VA:	37%

Education

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

Finances

Median Inc.: \$150k-\$160k
Retirement Benefits: 37%
Under 40 w/ Ed Debt: 71%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	69%
Satisfied?:	95%

Job Turnover

Switched Jobs:	4%
Employed over 2 yrs:	73%

Time Allocation

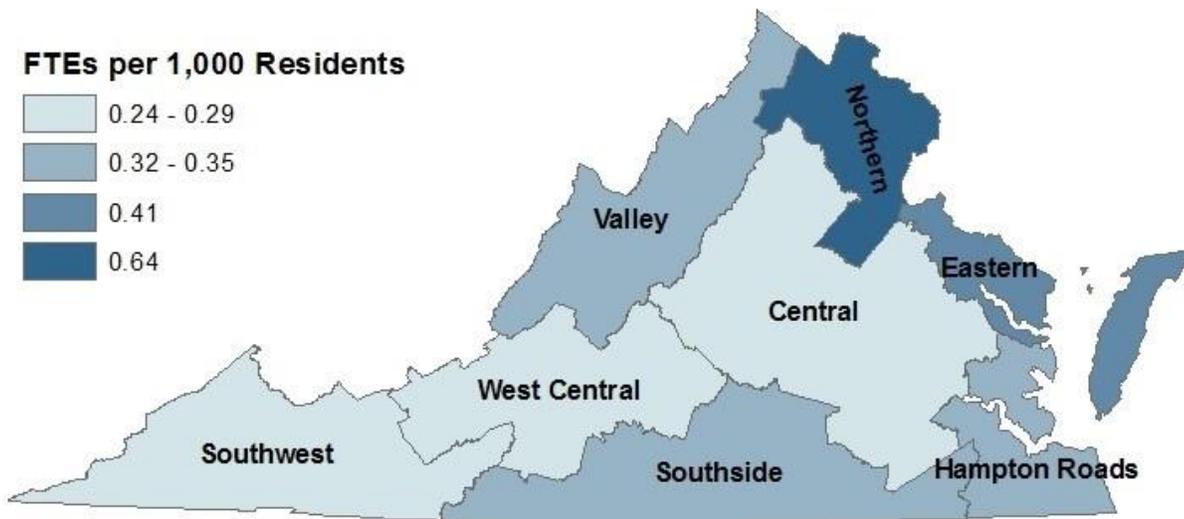
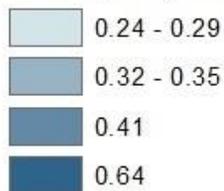
Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

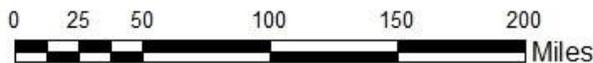
Full Time Equivalency Units Provided by Dentists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



Results in Brief

In 2020, 5,754 dentists in Virginia's workforce provided 4,478 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks). The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administered the 2020 Dentistry Survey which provided this data during the license renewal period in March 2020. The 6,582 survey respondents represent 86% of the 7,659 licensed dentists in the state and 98% of renewing practitioners.

Over one-third of dentists are female and the median age of all dentists is 49. In a random encounter between two dentists, there is a 56% chance that they would be of different races or ethnicities, a measure known as the diversity index. The index for Virginia, at 57%, is only slightly higher. Dentists under age 40 have a diversity index of 61%.

Nearly all dentists hold a doctorate or professional degree. About 39% of all dentists have educational debt, including 71% of dentists who are under the age of 40. The median debt for those dentists with educational debt is between \$130,000 and \$140,000. The median annual income for dentists is between \$150,000 and \$160,000, with 57% of wage or salaried dentists receiving at least one employer-sponsored benefit; 95% of dentists indicate that they are satisfied with their current employment situation.

Only 7% of dentists currently work in non-metro areas of the state. Nearly 80% of dentists worked in the Northern Virginia, Central Virginia, and Hampton Roads regions. Dentists spend about 90% of their time treating patients; on average, they treat 50-74 patients per week. Ninety-three percent of dentists work in the private sector, including 90% who work at a for-profit company. Nearly two-thirds of dentists work at a solo dental practice, while another 19% work at a group dental practice. Only 28% of the workforce expect to retire in the next decade, while half of the current workforce expect to retire by 2040.

Summary of Trends

The dental workforce has grown by about 100 licensed dentists a year for the past seven years. The number of dentists in the state's workforce in 2020 was at a 7-year high but the full time equivalency (FTE) units they provided was not. More dentists were needed to produce one FTE in 2020 compared to 2013.

The gender, age, and racial/ethnic diversity of the state's dentistry workforce is increasing. Females make up an increased proportion of the dental workforce (38% vs 30%). However, for dentists under age 40, the percent female increased from 50% in 2013 to a high of 56% in 2018 and has now declined to 54% in 2020. Although the median age has declined only from 50 to 49 since 2013, the percentage of dentists above age 55 years declined from 40% to 35% in the same period. Further, those under age 40 have increased from 27% to 29%. The diversity index at 56% for the dentistry workforce increased by 1% compared to last year and has indeed increased significantly compared to 48% in 2013. Further, the diversity index for dentists under 40 years, though previously declining, increased from 60% last year to 61% in 2020.

The percentage of dentists in non-metro areas did not change in 2020 after declining in 2018 for the first time in five years (7% vs 8%). The educational attainment and median educational debt of dentists did not change in 2020 although the median debt increased by \$10,000 in 2018 for the first time since 2013. The percent with debt (39%) and the percent carrying more than \$140,000 (19%) in debt have stayed the same since 2018. The percent of dentists under age 40 who have education debt, however, has declined by 3% since 2018; it also declined from 81% in 2013 to 71% in 2020.

The employment outlook continues to be strong for dentists in Virginia. Unemployment is nearly non-existent. Median income remains unchanged after increasing by \$10,000 for the first time in five years in 2018. The proportion receiving at least one employer-sponsored benefit increased from 46% in 2013 to 57% in 2020. This improvement in employment quality has not affected retirement intentions. The percent of dentists who intend to retire by age 65 increased from 36% in 2013 to 39% in 2018 and remains unchanged; the finding that half of the dentistry workforce plan to retire by two decades after the survey also has remained unchanged in the past seven years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,662	87%
New Licensees	443	6%
Non-Renewals	554	7%
All Licensees	7,659	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 98% of renewing dentists submitted a survey. These represent 86% 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	61	159	72%
30 to 34	165	689	81%
35 to 39	154	927	86%
40 to 44	113	878	89%
45 to 49	98	830	89%
50 to 54	75	684	90%
55 to 59	61	597	91%
60 and Over	350	1,818	84%
Total	1,077	6,582	86%
New Licenses			
Issued 4/2019 to 3/2020	187	256	58%
Metro Status			
Non-Metro	66	336	84%
Metro	597	4,546	88%
Not in Virginia	414	1,700	80%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2020.
- 2. Target Population:** All dentists who held a Virginia license at some point between April 2019 and March 2020.
- 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 2020.

Response Rates	
Completed Surveys	6,582
Response Rate, All Licensees	86%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number: 7,659
 New: 6%
 Not Renewed: 7%

Response Rates

All Licensees: 86%
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Dentistry Workforce: 5,754
 FTEs: 4,478

Utilization Ratios

Licenses in VA Workforce: 75%
 Licenses per FTE: 1.71
 Workers per FTE: 1.28

Source: Va. Healthcare Workforce Data Center

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,667	98%
Looking for Work in Virginia	87	2%
Virginia's Workforce	5,754	100%
Total FTEs	4,478	
Licenses	7,659	

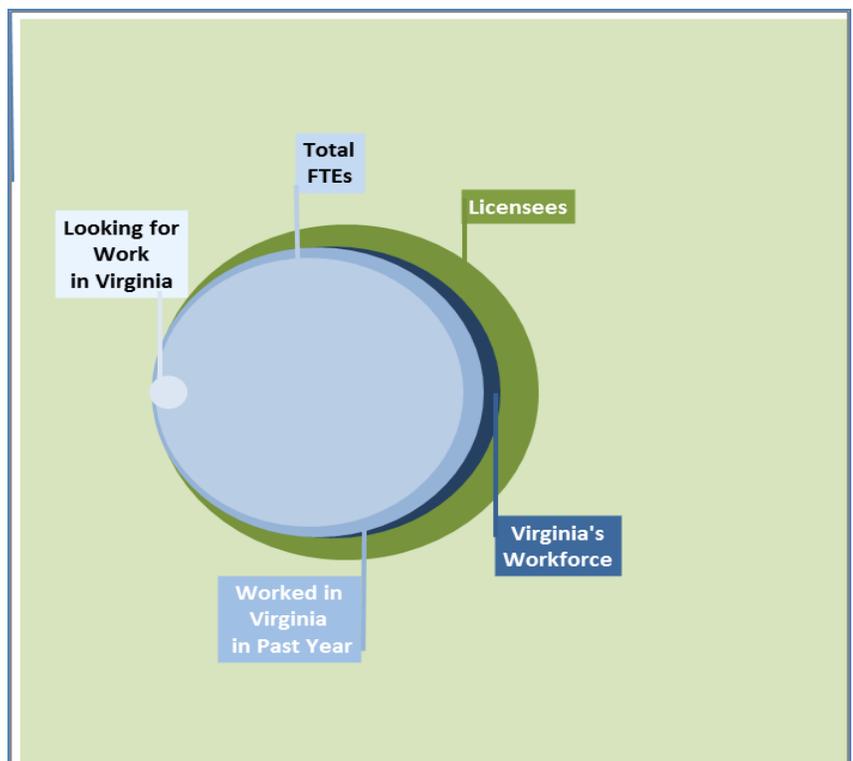
Source: Va. Healthcare Workforce Data Center

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

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2019 and March 2020 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.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	60	44%	76	56%	136	3%
30 to 34	232	44%	297	56%	529	12%
35 to 39	313	48%	336	52%	649	14%
40 to 44	301	51%	288	49%	589	13%
45 to 49	316	56%	246	44%	562	12%
50 to 54	280	60%	185	40%	465	10%
55 to 59	256	71%	107	30%	363	8%
60 +	1,050	87%	154	13%	1,204	27%
Total	2,808	62%	1,689	38%	4,497	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 38%
 % Under 40 Female: 54%

Age
 Median Age: 49
 % Under 40: 29%
 % 55+: 35%

Diversity
 Diversity Index: 56%
 Under 40 Div. Index: 61%

Source: Va. Healthcare Workforce Data Center

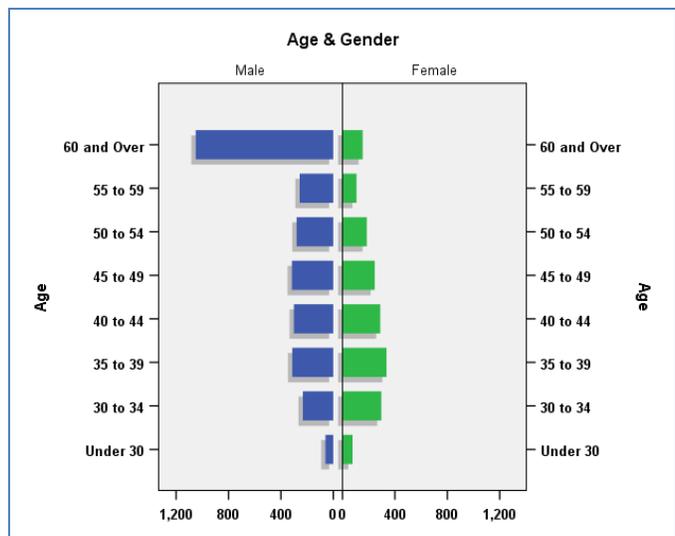
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	62%	2,822	63%	722	56%
Black	19%	260	6%	66	5%
Asian	7%	908	20%	355	27%
Other Race	0%	165	4%	52	4%
Two or More Races	3%	87	2%	29	2%
Hispanic	9%	219	5%	68	5%
Total	100%	4,461	100%	1,292	100%

*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, 2018.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 56% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 57% chance for Virginia's population as a whole.

More than one-quarter of dentists are under the age of 40. 54% of these professionals are female, and 27% are non-Hispanic Asian.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 23%
Rural Childhood: 18%

Virginia Background

HS in Virginia: 39%
Dental Ed. in VA: 37%
HS or Dental Ed. in VA: 48%

Location Choice

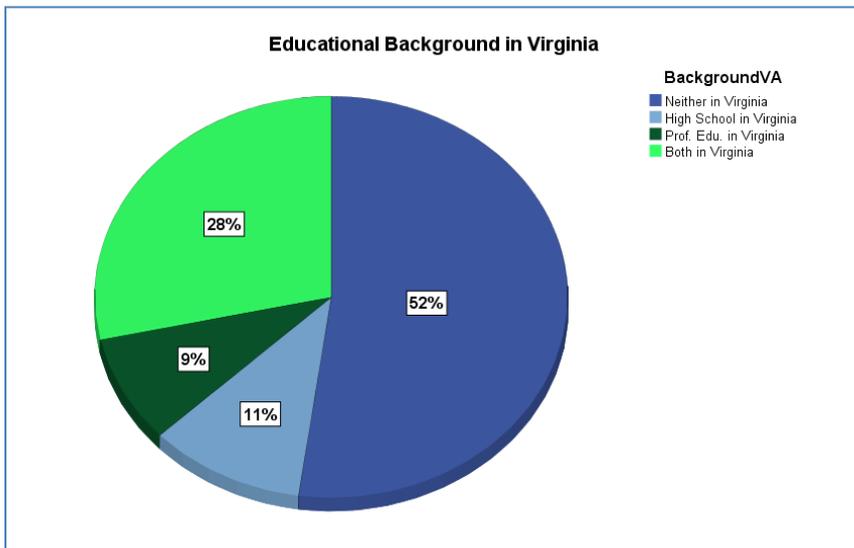
% Rural to Non-Metro: 20%
% Urban/Suburban to Non-Metro: 5%

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%	26%
2	Metro, 250,000 to 1 million	29%	58%	14%
3	Metro, 250,000 or less	28%	53%	19%
Non-Metro Counties				
4	Urban pop 20,000+, metro adjacent (adj)	44%	42%	14%
6	Urban pop, 2,500-19,999, metro adj	44%	43%	13%
7	Urban pop, 2,500-19,999, nonadj	63%	30%	7%
8	Rural, metro adj	43%	41%	16%
9	Rural, nonadj	36%	45%	19%
Overall		18%	59%	23%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Only 18% of dentists grew up in a rural area, and 20% of this group currently works in non-metro areas of the state. Overall, 7% of dentists currently work in rural areas of Virginia.

Top Ten States for Dentist Recruitment

Rank	All Dentists			
	High School	#	Dental School	#
1	Virginia	1,739	Virginia	1,617
2	Outside U.S./Canada	811	DC	335
3	New York	226	Pennsylvania	277
4	Maryland	161	Outside U.S./Canada	275
5	Pennsylvania	153	New York	230
6	California	112	Maryland	229
7	North Carolina	102	Massachusetts	194
8	Florida	101	California	115
9	New Jersey	94	West Virginia	114
10	West Virginia	86	Tennessee	105

Source: Va. Healthcare Workforce Data Center

39% of all dentists earned their high school degree in Virginia, and 37% received their initial professional degree in the state.

Among dentists who received their initial license in the past five years, 29% earned their high school degree in Virginia, while 24% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	466	Virginia	380
2	Outside U.S./Canada	422	Outside U.S./Canada	183
3	New York	64	New York	133
4	Maryland	56	Pennsylvania	107
5	North Carolina	56	Massachusetts	93
6	California	51	Maryland	84
7	Pennsylvania	44	Washington, D.C.	73
8	Florida	37	California	70
9	West Virginia	32	West Virginia	43
10	Texas	26	Ohio	37

Source: Va. Healthcare Workforce Data Center

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 84% who worked as dentists.

At a Glance:

Not in VA Workforce

Total:	1,906
% of Licensees:	25%
Federal/Military:	15%
Va Border State/DC:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	40	1%
Graduate Certificate	30	1%
Masters	55	1%
Doctorate/Professional	4,246	97%
Total	4,371	100%

Source: Va. Healthcare Workforce Data Center

Nearly 40% of dentists carry educational debt, including 71% of those under the age of 40. For those in debt, their median burden is between \$130,000 and \$140,000.

At a Glance:

Education
 Doctorate/Professional: 97%
 Baccalaureate: 1%

Educational Debt
 Carry debt: 39%
 Under age 40 w/ debt: 71%
 Median debt: \$130k-\$140k

Residencies
 GPR-1: 12%
 AEGD: 10%
 Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	681	12%
Advanced Education in General Dentistry (AEGD)	572	10%
Orthodontics	309	7%
Pediatric Dentistry	223	4%
Oral and Maxillofacial Surgery	159	3%
General Practice Residency -2 (GPR-2)	149	3%
Periodontology	149	3%
Endodontics	146	3%
Prosthodontics	119	2%
Dental Public Health	14	0%
Oral and Maxillofacial Pathology	13	0%
Oral and Maxillofacial Radiology	7	0%
At Least One	2,211	38%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,315	61%	318	29%
Less than \$40,000	206	5%	45	4%
\$40,000-\$59,999	126	3%	41	4%
\$60,000-\$79,999	117	3%	32	3%
\$80,000-\$99,999	106	3%	27	2%
\$100,000-\$119,999	125	3%	51	5%
\$120,000-\$139,999	76	2%	32	3%
\$140,000-\$159,999	95	2%	42	4%
\$160,000-\$179,999	70	2%	46	4%
\$180,000-\$199,999	73	2%	51	5%
\$200,000 or More	504	13%	407	37%
Total	3,813	100%	1,092	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%
 Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 69%
 2 or More Positions: 14%

Weekly Hours:

40 to 49: 30%
 60 or more: 3%
 Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a dentistry related capacity	4,212	96%
Employed, NOT in a dentistry related capacity	20	0%
Not working, reason unknown	0	0%
Involuntarily unemployed	12	0%
Voluntarily unemployed	63	1%
Retired	85	2%
Total	4,393	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	160	4%
One Part-Time Position	564	13%
Two Part-Time Positions	193	5%
One Full-Time Position	2,918	69%
One Full-Time Position & One Part-Time Position	299	7%
Two Full-Time Positions	19	0%
More than Two Positions	100	2%
Total	4,253	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	160	4%
1 to 9 hours	99	2%
10 to 19 hours	193	5%
20 to 29 hours	327	8%
30 to 39 hours	1,834	43%
40 to 49 hours	1,266	30%
50 to 59 hours	237	6%
60 to 69 hours	81	2%
70 to 79 hours	31	1%
80 or more hours	27	1%
Total	4,255	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	50	2%
Less Than \$30,000	104	3%
\$30,000-\$69,999	243	7%
\$70,000-\$109,999	532	16%
\$110,000-\$149,999	621	18%
\$150,000-\$189,999	530	16%
\$190,000-\$229,999	411	12%
\$230,000-\$269,999	264	8%
\$270,000-\$309,999	212	6%
\$310,000-\$349,999	80	2%
More than \$350,000	365	11%
Total	3,412	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$150k-\$160k

Benefits
Retirement: 37%
Paid Vacation: 21%

Satisfaction
Satisfied: 95%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,978	70%
Somewhat Satisfied	1,087	25%
Somewhat Dissatisfied	156	4%
Very Dissatisfied	52	1%
Total	4,272	100%

Source: Va. Healthcare Workforce Data Center

The typical dentist made between \$150,000 and \$160,000 in the past year. Among dentists who were compensated at the primary work location with either a salary or an hourly wage, 44% had access to a retirement plan and 29% received paid vacation leave.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,579	37%	44%
Paid Vacation	880	21%	29%
Paid Sick Leave	557	13%	19%
Group Life Insurance	576	14%	18%
Dental Insurance	533	13%	18%
Signing/Retention Bonus	173	4%	6%
Receive at least one benefit	1,973	47%	57%

*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?	103	2%
Experience voluntary unemployment?	186	3%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	122	2%
Work two or more positions at the same time?	704	12%
Switch employers or practices?	214	4%
Experienced at least 1	1,112	19%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s dentists experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 2.7 % in the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	75	2%	45	4%
Less than 6 Months	202	5%	109	11%
6 Months to 1 Year	303	7%	118	12%
1 to 2 Years	528	13%	192	19%
3 to 5 Years	688	16%	208	20%
6 to 10 Years	615	15%	127	12%
More than 10 Years	1,761	42%	227	22%
Subtotal	4,173	100%	1,025	100%
Did not have location	97		4,678	
Item Missing	1,484		51	
Total	5,754		5,754	

Source: Va. Healthcare Workforce Data Center

More than half of dentists are salary or wage employees, while 35% receive income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 18%
Over 2 years: 73%
Over 2 yrs, 2nd location: 55%

Employment Type

Salary/Commission: 57%
Business/Practice Income: 35%
Hourly Wage: 3%

Source: Va. Healthcare Workforce Data Center

Close to three-quarters of dentists have worked at their primary location for at least two years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,938	57%
Hourly Wage	118	3%
By Contract	139	4%
Business/ Practice Income	1,193	35%
Unpaid	37	1%
Subtotal	3,426	100%
Did not have location	97	
Item Missing	2,230	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate ranged from 2.5% in April 2019 to 3.3% in March 2020. The statistic for March 2020 was preliminary at the time of publishing this report.

At a Glance:

Concentration

Top Region:	42%
Top 3 Regions:	78%
Lowest Region:	1%

Locations

2 or more (Past Year):	19%
2 or more (Now*):	23%

Source: Va. Healthcare Workforce Data Center

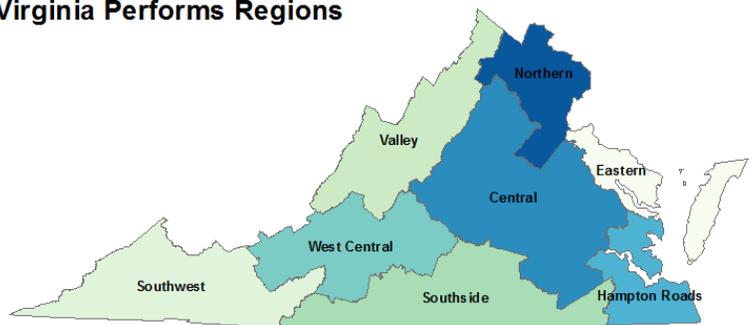
42% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 1% of the workforce, Eastern Virginia has the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	779	19%	201	19%
Eastern	61	1%	9	1%
Hampton Roads	701	17%	155	15%
Northern	1,749	42%	440	42%
Southside	106	3%	23	2%
Southwest	100	2%	15	1%
Valley	222	5%	42	4%
West Central	348	8%	77	7%
Virginia Border State/DC	35	1%	35	3%
Other US State	40	1%	52	5%
Outside of the US	0	0%	2	0%
Total	4,141	100%	1,051	100%
Item Missing	1,516		24	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



80% of dentists currently have just one work location, while 23% have two different work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	97	2%	146	3%
1	4,581	80%	3,122	73%
2	667	12%	634	15%
3	305	5%	278	7%
4	50	1%	40	1%
5	31	1%	18	0%
6 or More	23	0%	15	0%
Total	5,754	100%	4,253	100%

*At the time of survey completion, March 2020.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,533	90%	869	86%
Non-profit	116	3%	51	5%
State/local government	152	4%	53	5%
Veterans Administration	28	1%	2	0%
U.S. Military	97	2%	22	2%
Other Federal Government	9	0%	8	1%
Total	3,935	100%	1,005	100%
Did not have location	97		4,678	
Item missing	1,723		70	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	90%
Federal:	3%

Top Establishments

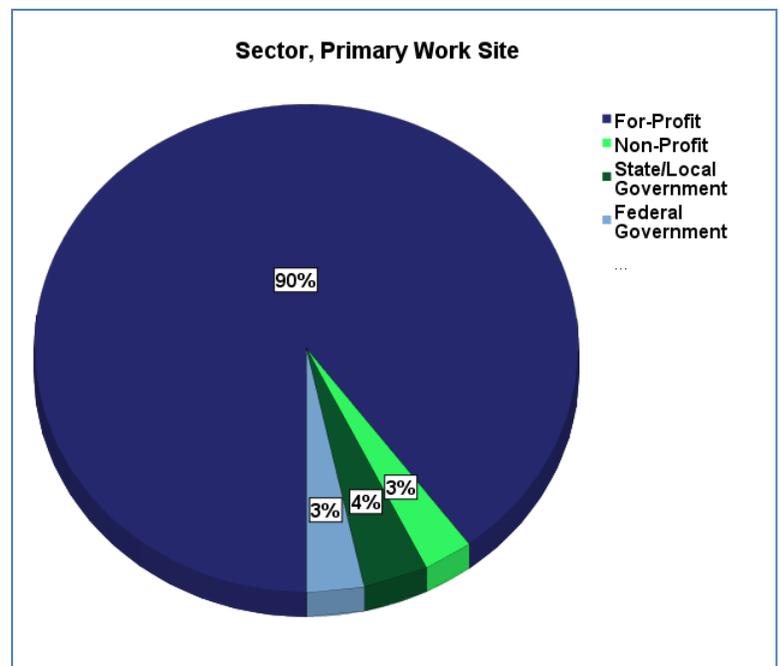
Solo Practice:	66%
Group Practice:	19%

Source: Va. Healthcare Workforce Data Center

90% of dentists worked in for-profit establishments. Another 7% worked for a government agency, including 4% who worked for the state government.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	806	65%
Private Insurance	780	63%
Medicare	695	56%
Medicaid	443	36%

Cash/self-pay the most commonly accepted form of payment among Virginia's dentistry workforce whereas Medicaid is the least commonly accepted form of payment.



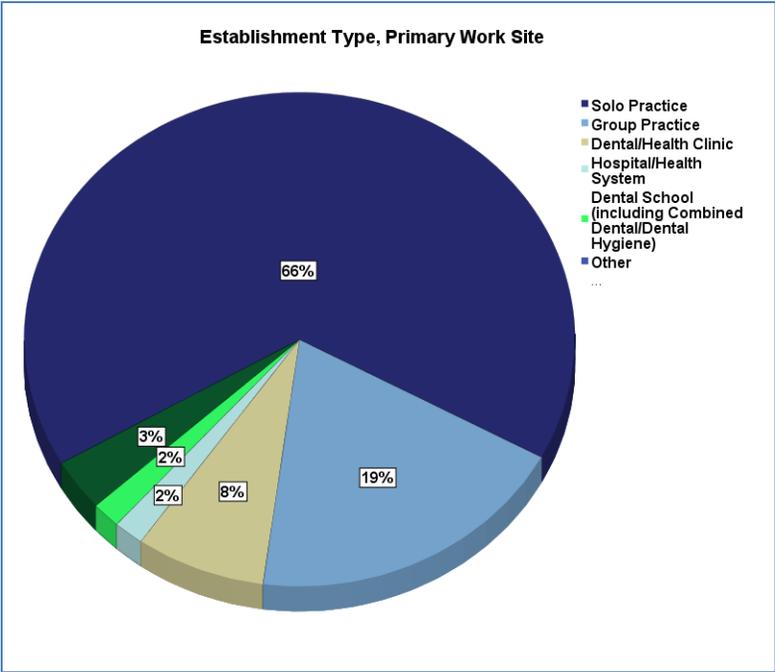
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,553	66%	520	53%
Group Practice	741	19%	251	26%
Dental/Health Clinic	296	8%	94	10%
Hospital/Health System	68	2%	20	2%
Dental School (including Combined Dental/Dental Hygiene)	66	2%	25	3%
Corrections	34	1%	25	3%
Public Health Program	15	0%	1	0%
K-12 School or Non-Dental College	7	0%	5	1%
Dental Hygiene Program (Community College)	7	0%	5	1%
Nursing Home/Long-term Care	5	0%	6	1%
Supplier Organization	3	0%	0	0%
Insurance	2	0%	2	0%
Other	56	1%	25	3%
Total	3,853	100%	979	100%
Did Not Have a Location	97		4,678	

Nearly two-thirds of dentists work at a solo dental practice as their primary work location, while another 19% 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 private 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

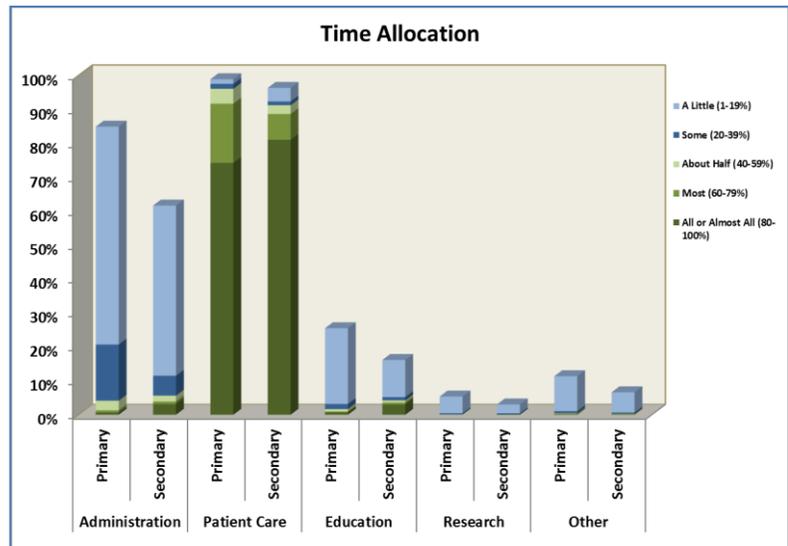
Patient Care: 92%
Administrative: 1%
Education: 1%

Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



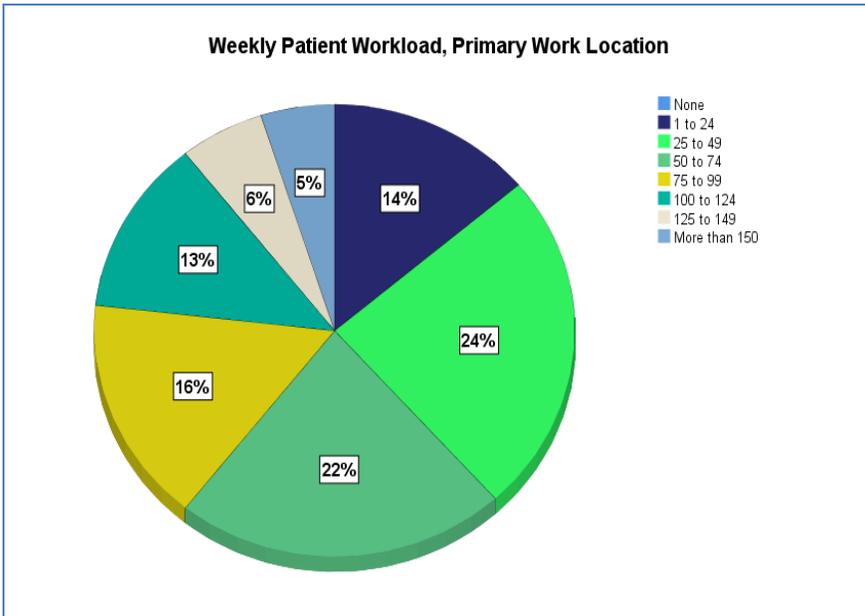
Source: Va. Healthcare Workforce Data Center

A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative and education 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%	81%	1%	3%	0%	0%	0%	0%
Most (60-79%)	1%	1%	17%	8%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	4%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	17%	6%	1%	1%	2%	1%	0%	0%	1%	0%
A Little (1-20%)	64%	50%	1%	4%	22%	11%	5%	3%	10%	6%
None (0%)	15%	38%	1%	4%	74%	84%	95%	97%	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 (Median)

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

The typical dentist treated between 50 and 74 patients per week at his primary work location. Approximately one-quarter 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%	1,655	42%	65	6%	500	50%
1-24	509	13%	889	23%	488	48%	377	37%
25-49	900	23%	743	19%	240	24%	77	8%
50-74	822	21%	361	9%	93	9%	29	3%
75-99	593	15%	151	4%	48	5%	10	1%
100-124	461	12%	69	2%	42	4%	6	1%
125-149	209	5%	18	0%	10	1%	1	0%
150-174	137	3%	21	1%	6	1%	2	0%
175-199	69	2%	12	0%	5	0%	1	0%
200-224	74	2%	8	0%	3	0%	1	0%
225-249	18	0%	0	0%	1	0%	1	0%
250-274	20	1%	2	0%	0	0%	0	0%
275-299	9	0%	0	0%	1	0%	0	0%
300 or more	46	1%	1	0%	6	1%	0	0%
Total	3,958	100%	3,930	100%	1,008	100%	1,006	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	67	2%	-	-
50 to 54	180	5%	-	-
55 to 59	383	10%	61	4%
60 to 64	826	22%	249	15%
65 to 69	1,035	28%	515	31%
70 to 74	614	17%	416	25%
75 to 79	229	6%	181	11%
80 or over	98	3%	74	5%
I do not intend to retire	240	7%	140	9%
Total	3,672	100%	1,636	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 39%

Under 60: 17%

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 2040

Source: Va. Healthcare Workforce Data Center

Nearly 40% 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, 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 2% of Virginia’s dentists plan on leaving the state and 1% plan on leaving the profession. Meanwhile, 13% of dentists plan on increasing their patient care activities, and 11% plan on pursuing additional educational opportunities.

Future Plans

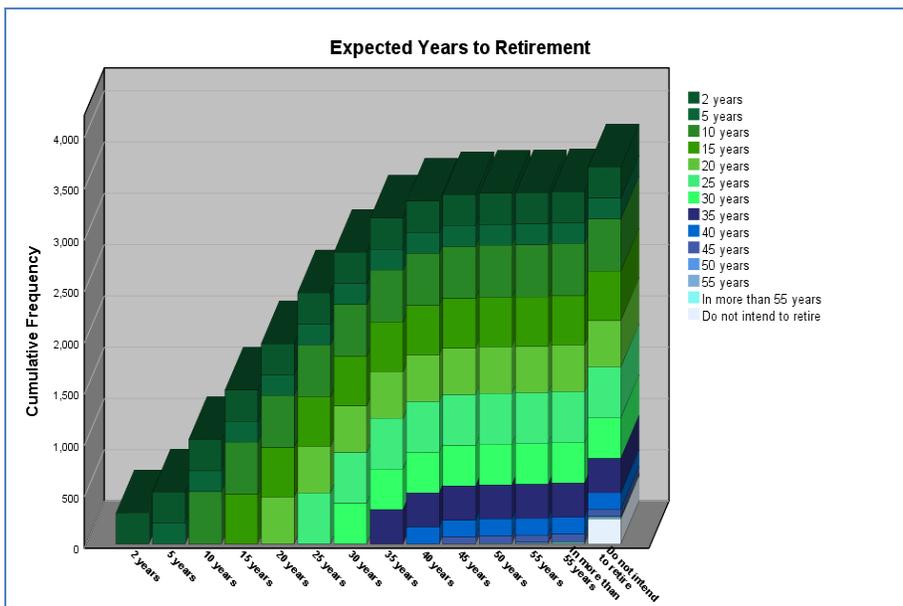
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	76	1%
Leave Virginia	101	2%
Decrease Patient Care Hours	500	9%
Decrease Teaching Hours	15	0%
Increase Participation		
Increase Patient Care Hours	751	13%
Increase Teaching Hours	226	4%
Pursue Additional Education	637	11%
Return to Virginia’s Workforce	30	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 expect to retire by 2040.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	303	8%	8%
5 years	204	6%	14%
10 years	508	14%	28%
15 years	483	13%	41%
20 years	453	12%	53%
25 years	494	13%	67%
30 years	395	11%	77%
35 years	334	9%	86%
40 years	164	4%	91%
45 years	66	2%	93%
50 years	11	0%	93%
55 years	5	0%	93%
In more than 55 years	12	0%	93%
Do not intend to retire	240	7%	100%
Total	3,674	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2030. Retirement will peak at 14% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 4,478
 FTEs/1,000 Residents²: 0.52573
 Average: 0.79

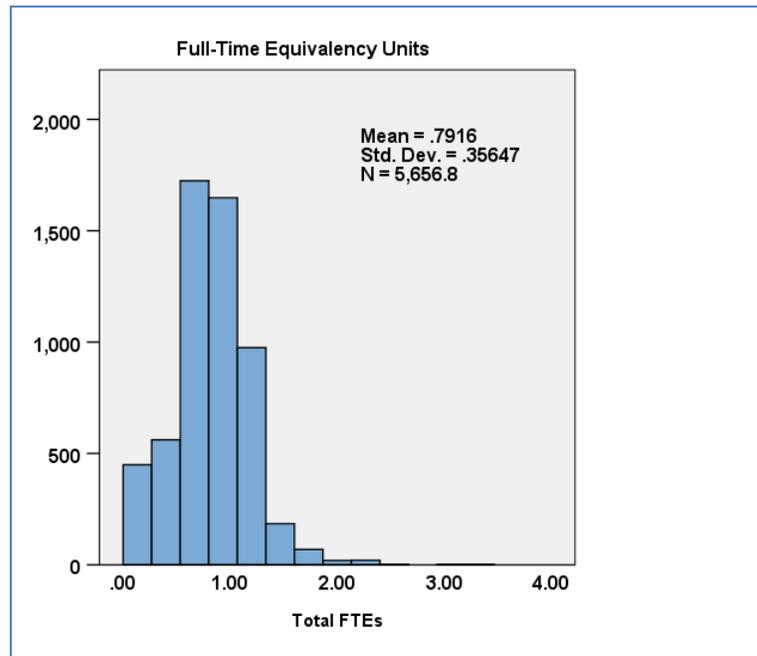
Age & Gender Effect³

Age, Partial Eta³: Small
 Gender, Partial Eta³: Small

Partial Eta Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

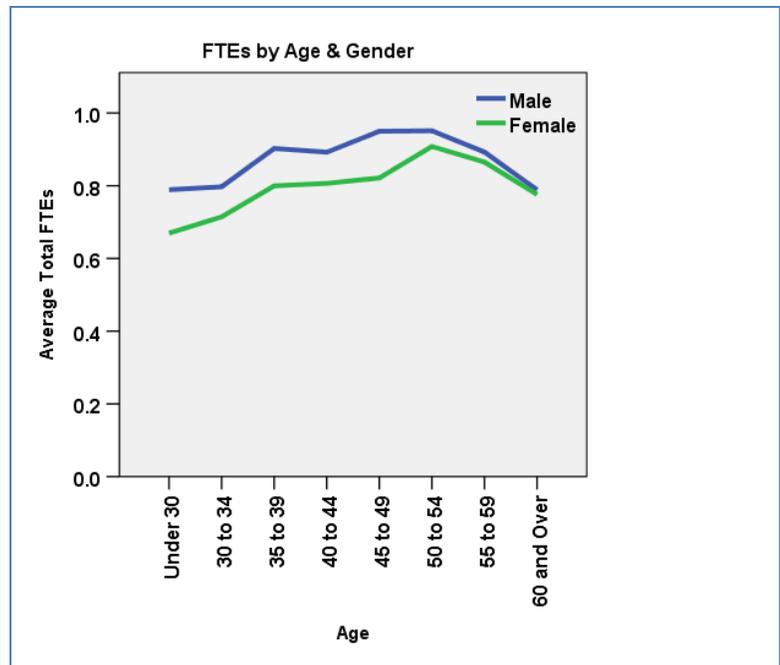


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.81 FTEs during the past year, or approximately 31 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.72	0.74
30 to 34	0.68	0.74
35 to 39	0.84	0.81
40 to 44	0.82	0.82
45 to 49	0.85	0.83
50 to 54	0.98	1.06
55 to 59	0.75	0.81
60 and Over	0.72	0.63
Gender		
Male	0.86	0.88
Female	0.80	0.84

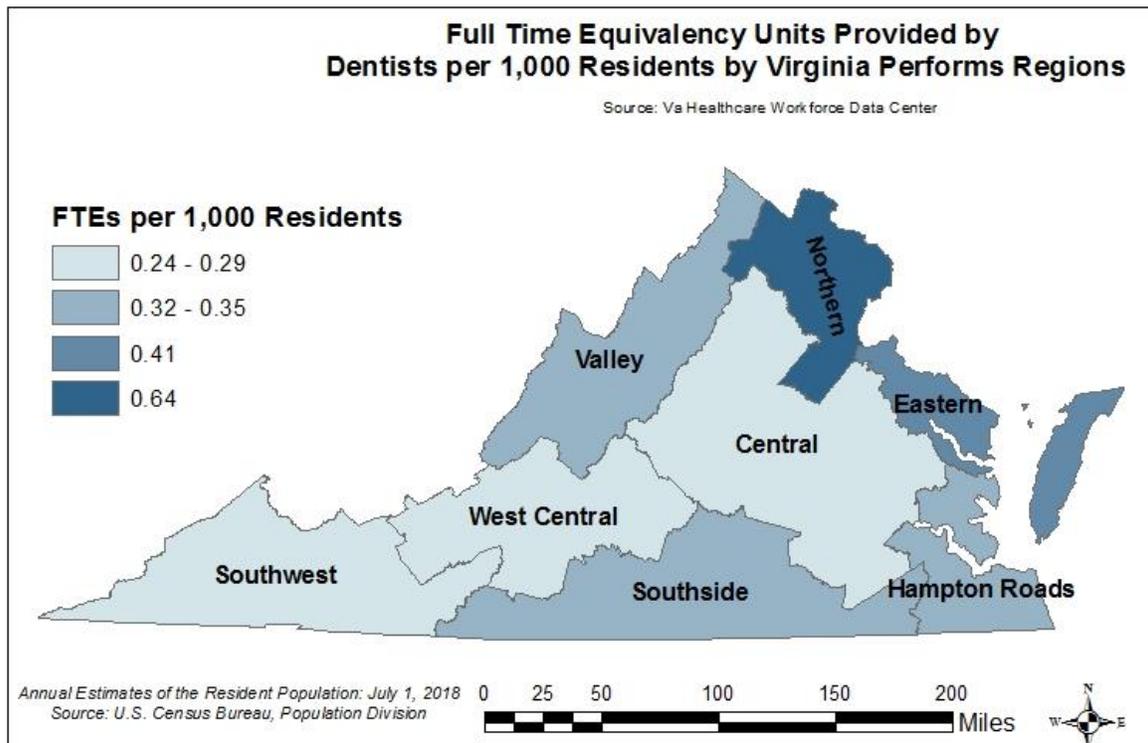
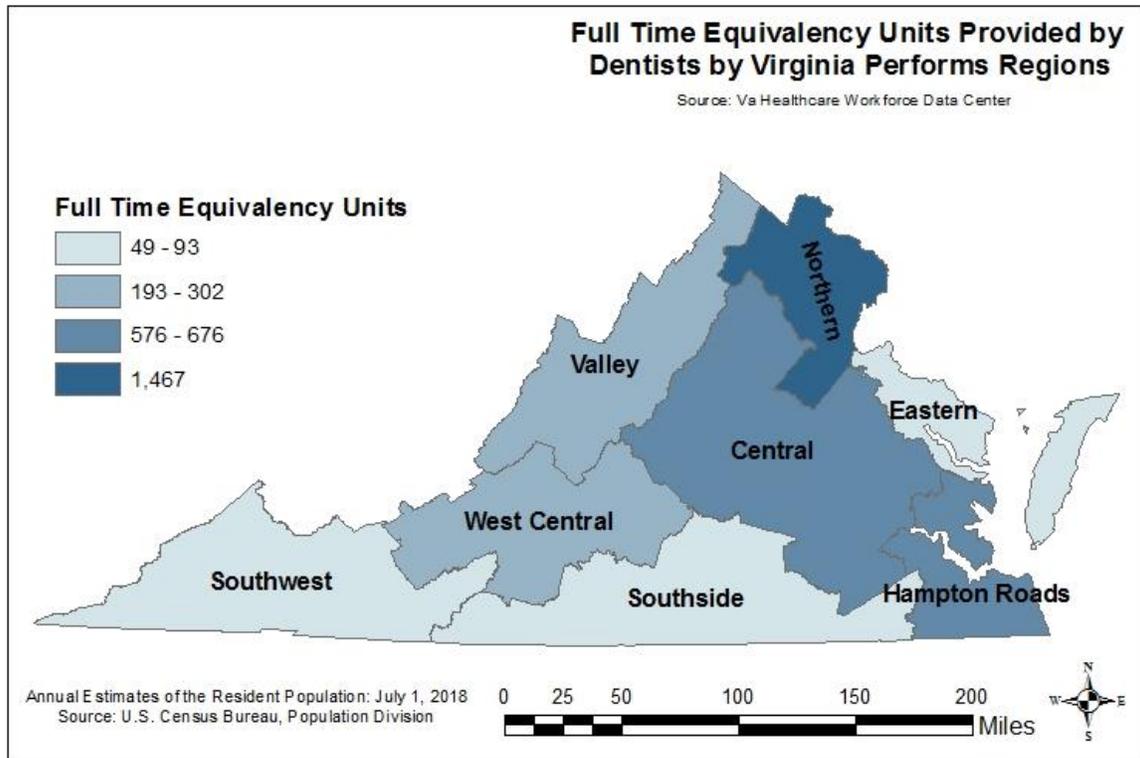
Source: Va. Healthcare Workforce Data Center

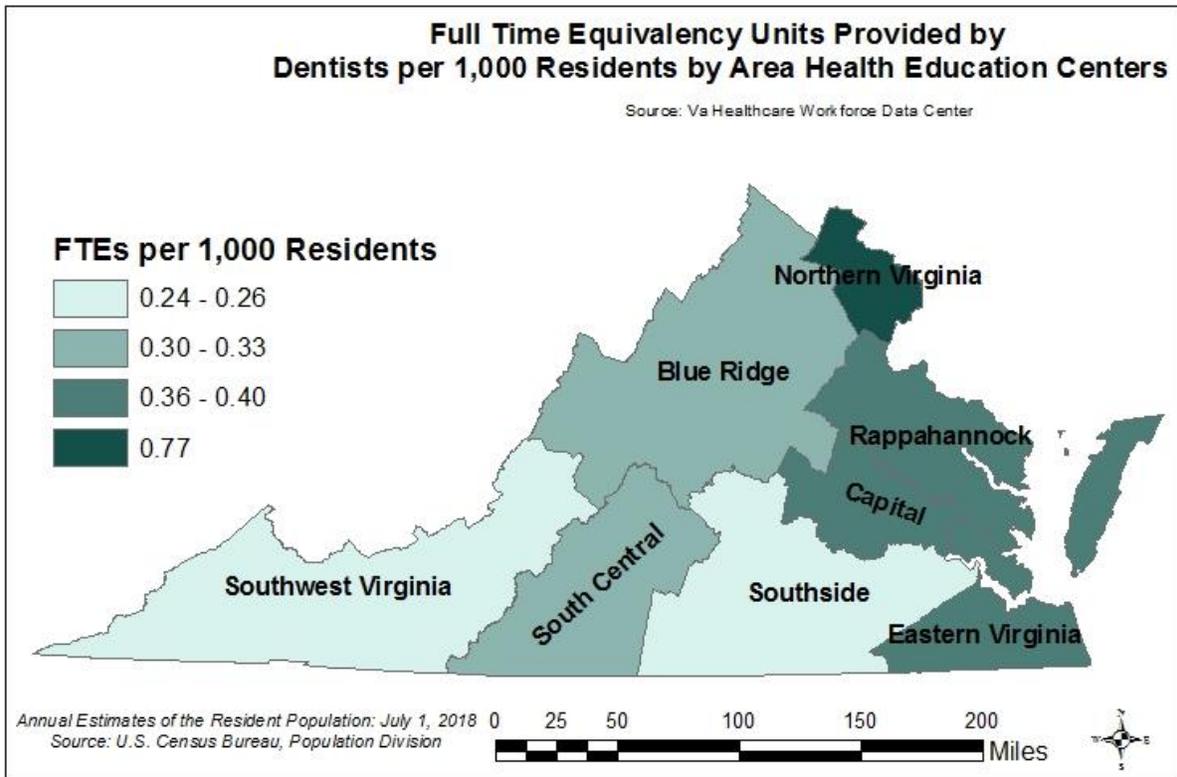
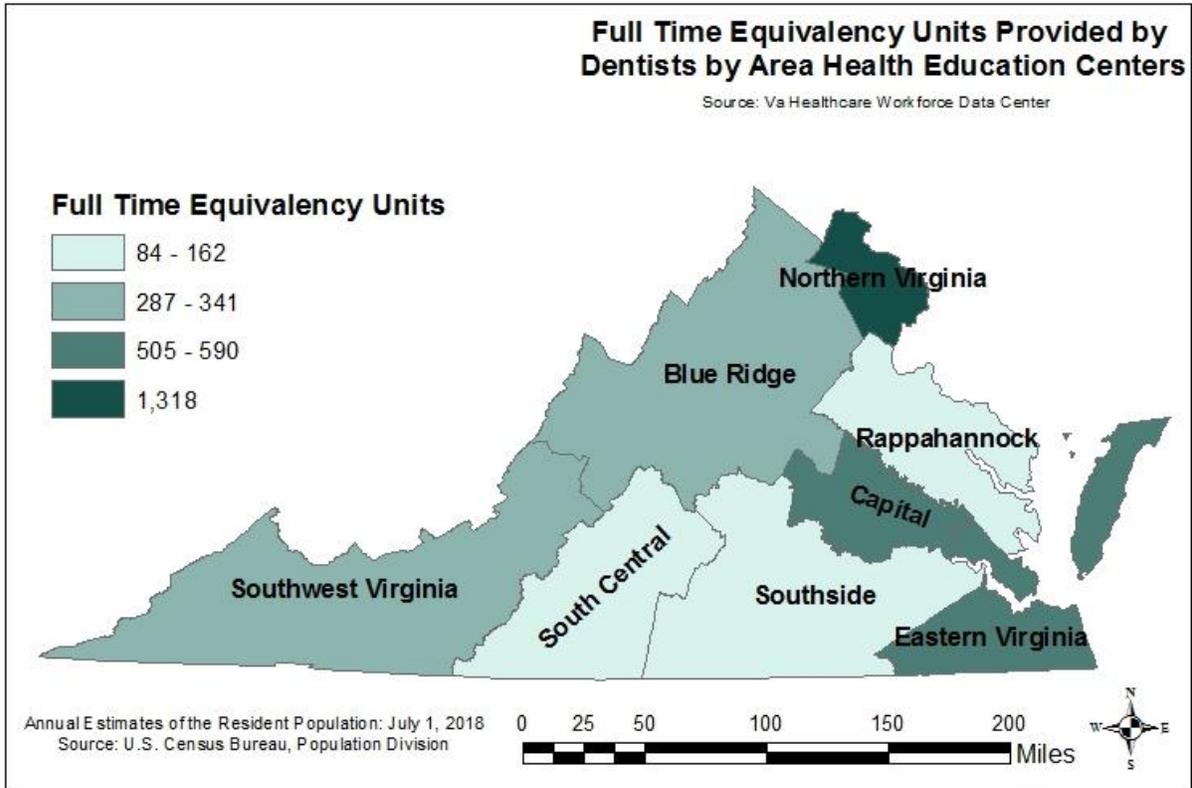


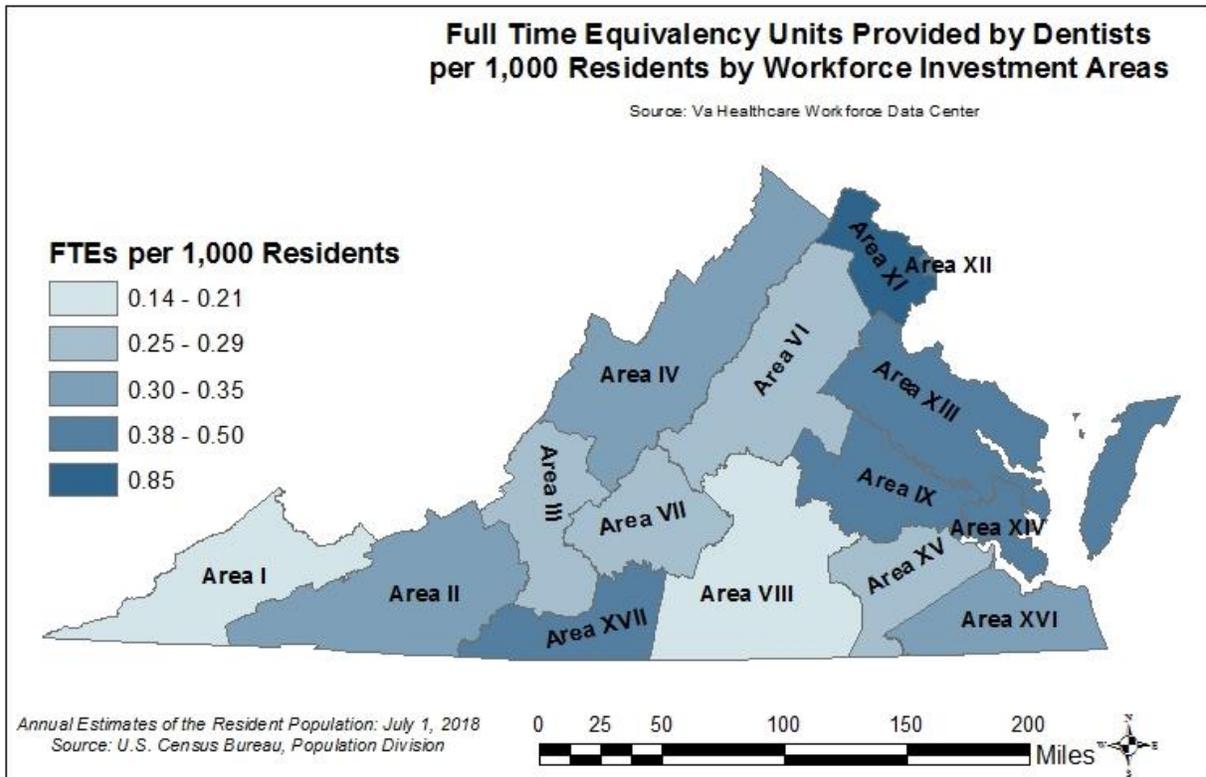
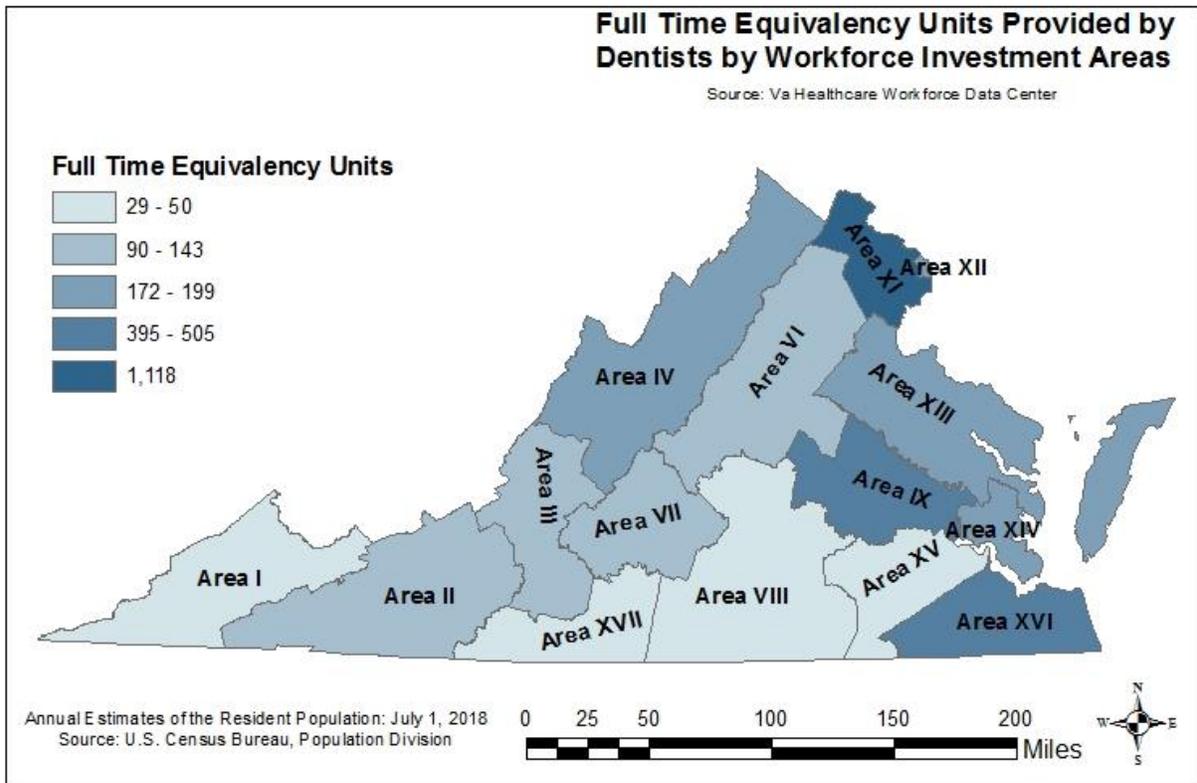
Source: Va. Healthcare Workforce Data Center

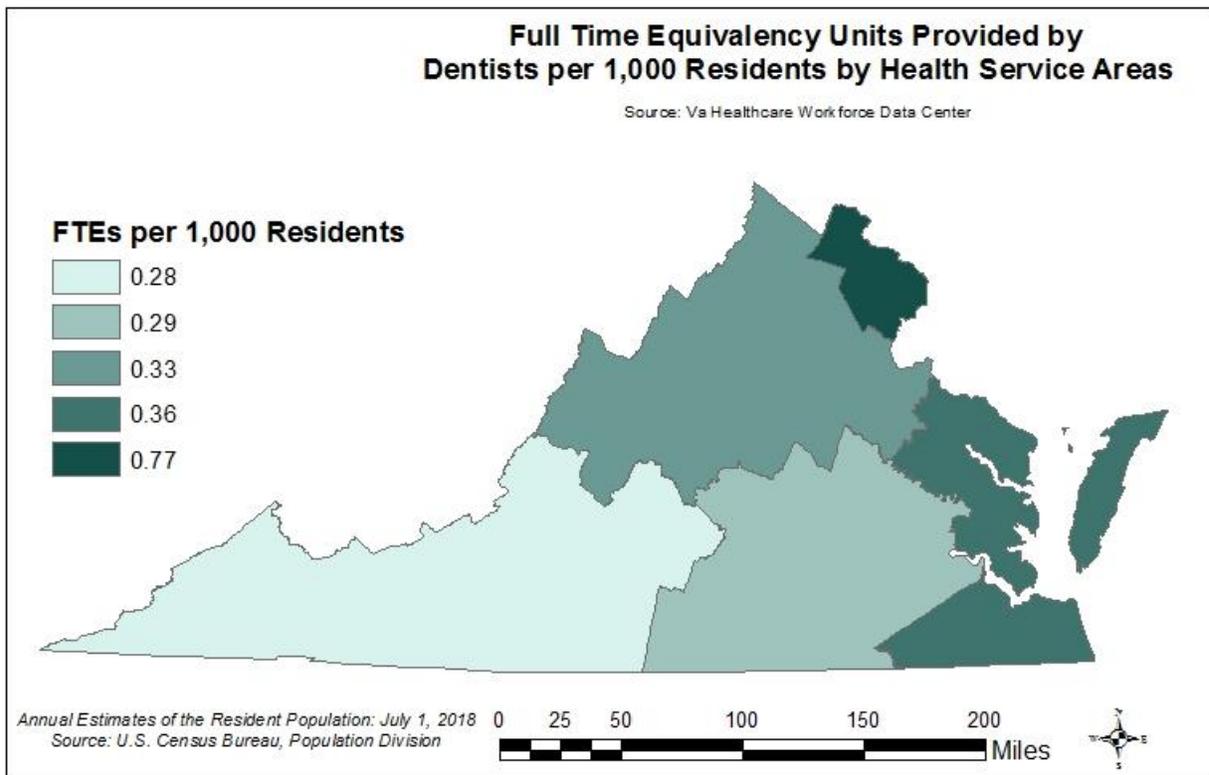
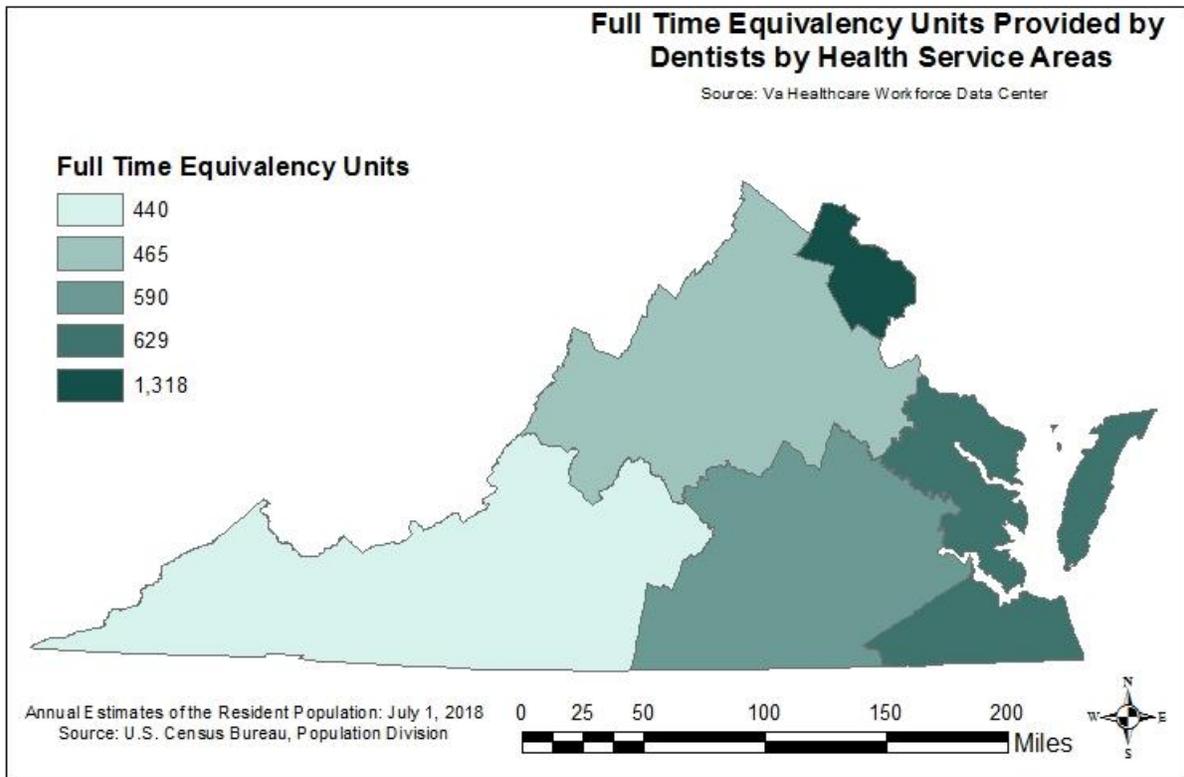
² Number of residents in 2018 was used as the denominator.

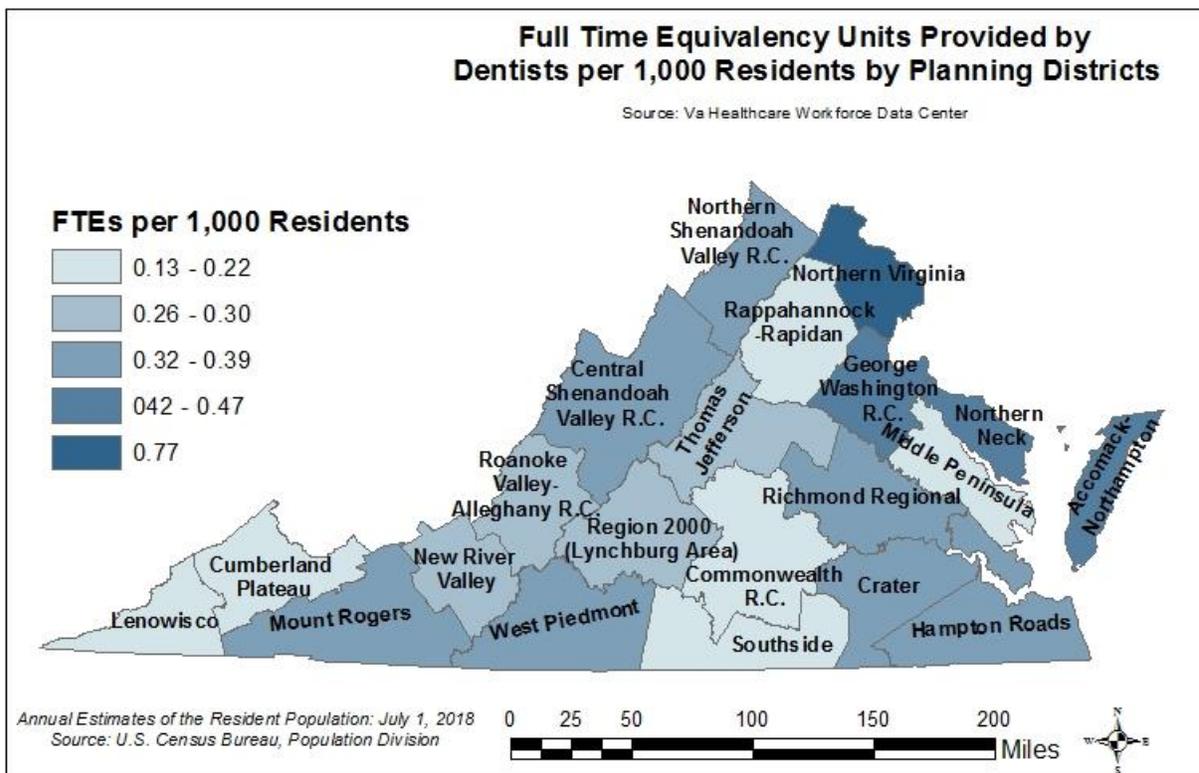
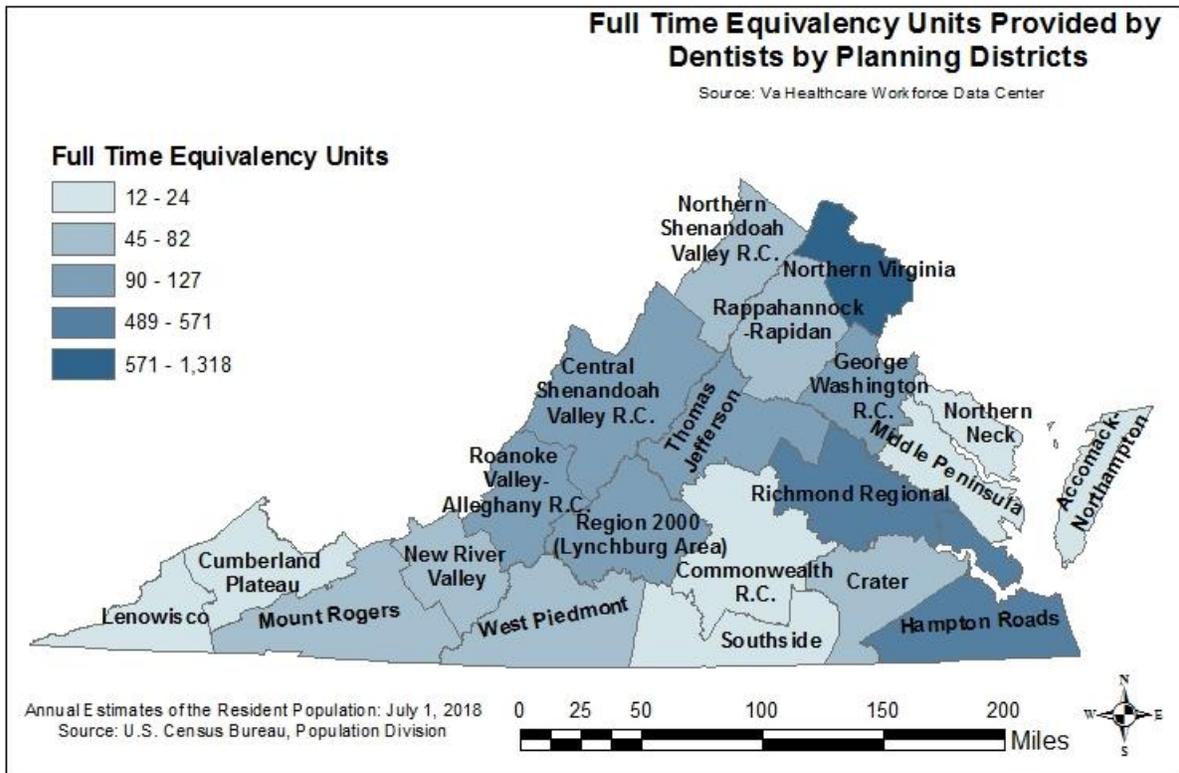
³ Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4303	88.26%	1.132965	1.073134	1.347187
Metro, 250,000 to 1 million	345	86.09%	1.161616	1.100272	1.381255
Metro, 250,000 or less	495	91.11%	1.097561	1.039599	1.305089
Urban pop 20,000+, Metro adj	66	90.91%	1.1	1.04191	1.171702
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	150	81.33%	1.229508	1.164579	1.309652
Urban pop, 2,500-19,999, nonadj	70	85.71%	1.166667	1.105056	1.387261
Rural, Metro adj	92	79.35%	1.260274	1.19372	1.498568
Rural, nonadj	24	87.50%	1.142857	1.082504	1.358949
Virginia border state/DC	788	79.57%	1.256778	1.190409	1.494411
Other US State	1326	80.92%	1.235788	1.170526	1.469451

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	220	72.27%	1.383648	1.305089	1.498568
30 to 34	854	80.68%	1.239478	1.169104	1.342423
35 to 39	1081	85.75%	1.166127	1.099918	1.262981
40 to 44	991	88.60%	1.128702	1.064618	1.222447
45 to 49	928	89.44%	1.118072	1.054592	1.210935
50 to 54	759	90.12%	1.109649	1.046647	1.201812
55 to 59	658	90.73%	1.102178	1.039599	1.19372
60 and Over	2168	83.86%	1.192519	1.124812	1.291565

Source: Va. Healthcare Workforce Data Center

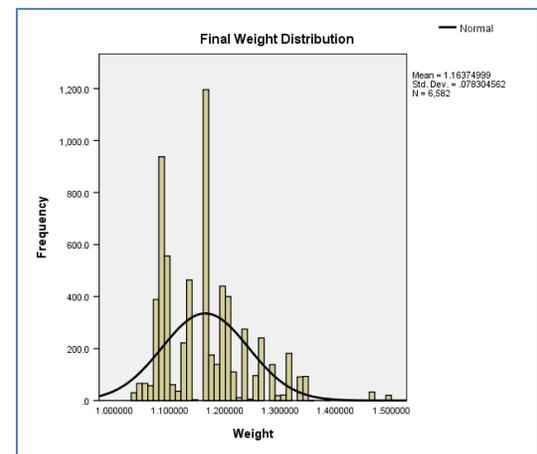
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.8594



Source: Va. Healthcare Workforce Data Center