
Virginia's Dental Hygienist Workforce: 2015

Healthcare Workforce Data Center

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4,883 Dental Hygienists 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 Dental Hygienist Workforce: At a Glance:

The Workforce

Licensees:	5,631
Virginia's Workforce:	4,623
FTEs:	3,024

Background

Rural Childhood:	35%
HS Diploma in VA:	58%
Prof. Degree in VA:	64%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	50%
Satisfied?:	92%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	91%

Education

Associate:	53%
Baccalaureate:	41%

Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	68%

Demographics

Female:	98%
Diversity Index:	32%
Median Age:	44

Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	45%
Under 40 w/ Ed debt:	50%

Time Allocation

Patient Care:	90-99%
Administration:	1-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

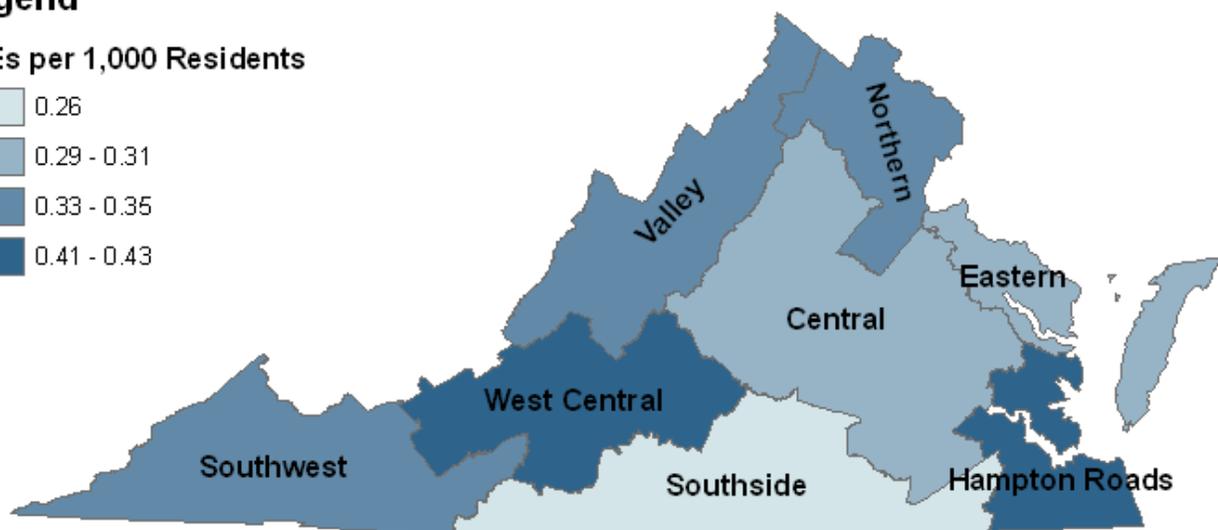
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.26
	0.29 - 0.31
	0.33 - 0.35
	0.41 - 0.43



July 2014 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

4,883 dental hygienists voluntarily took part in the 2015 Dental Hygienist 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 dental hygienists. These survey respondents represent 87% of the 5,631 dental hygienists who are licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 4,623 dental hygienists participated in Virginia's workforce during the survey period, which is defined as those dental hygienists 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 dental hygienist at some point in the future. Between April 2014 and March 2015, Virginia's dental hygienist workforce provided 3,024 "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 all dental hygienists are female, while the median age of all dental hygienists is 44. In a random encounter between two dental hygienists, there is a nearly one-third chance that they would be of different races or ethnicities, a measure known as the diversity index. Meanwhile, dental hygienists who are under the age of 40 are somewhat more diverse with a diversity index of 39%. However, both of these values are less than the diversity index for Virginia's population as a whole, which currently stands at 55%.

35% of dental hygienists grew up in a rural area, but only 19% of these professionals currently work in non-Metro areas of the state. Meanwhile, 58% of Virginia's dental hygienists graduated from high school in Virginia, and 64% received their initial professional degree in the state. Overall, 71% of dental hygienists have some educational background in the state.

53% of all dental hygienists hold an Associate's degree as their highest professional degree, while another 41% have earned a baccalaureate degree. Currently, 29% of dental hygienists have educational debt, including half of all dental hygienists who are under the age of 40. The median debt burden for those dental hygienists with educational debt is between \$10,000 and \$20,000.

92% of dental hygienists are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. In addition, half of all dental hygienists currently hold one full-time position. Nearly one-third of all dental hygienists currently work less than 30 hours per week, while only 1% work at least 60 hours per week.

The typical dental hygienist earns between \$50,000 and \$60,000 per year. Approximately three-quarters of all dental hygienists received an hourly wage at the primary work location, while only 22% earned a salary. 72% of dental hygienists who are paid with either an hourly wage or a salary also receive at least one employer-sponsored benefit, including 45% who have access to some form of retirement plan. 92% of dental hygienists indicate they are satisfied with their current employment situation, including 61% who indicate they are "very satisfied".

68% of dental hygienists have worked at their primary work location for at least two years, and only 6% switched jobs at some point in the past year. 72% of all dental hygienists work at a solo dental practice, while another 17% work at a group dental practice. Only 2% of Virginia's dental hygienists work for the federal government.

A typical dental hygienist spends nearly all of her time treating patients. For instance, 92% of all dental hygienists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. On average, a dental hygienist treats between 25 and 50 patients per week at her primary work location and an additional 1 to 25 patients at a secondary work location, if they had one.

23% of dental hygienists expect to retire in the next decade, while half the current workforce expects to retire by 2035. Over the next two years, only 3% of dental hygienists plan on leaving the state, while just 2% plan on leaving the profession entirely. Meanwhile, 13% of dental hygienists expect to increase patient care activities within the next two years, while 9% are planning to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,160	92%
New Licensees	261	5%
Non-Renewals	210	4%
All Licensees	5,631	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 91% of renewing dental hygienists submitted a survey. These represent 87% of dental hygienists who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	78	614	89%
30 to 34	82	680	89%
35 to 39	60	630	91%
40 to 44	85	637	88%
45 to 49	72	620	90%
50 to 54	81	611	88%
55 to 59	102	559	85%
60 and Over	188	532	74%
Total	748	4,883	87%
New Licenses			
Issued in Past Year	50	211	81%
Metro Status			
Non-Metro	49	426	90%
Metro	474	3,271	87%
Not in Virginia	226	1,179	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number: 5,631
 New: 5%
 Not Renewed: 4%

Response Rates

All Licensees: 87%
 Renewing Practitioners: 91%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	4,883
Response Rate, all licensees	87%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2015.
- 2. Target Population:** All Dental Hygienists who held a Virginia license at some point between April 2014 and March 2015.
- 3. Survey Population:** The survey was available to dental hygienists who renewed their licenses online. It was not available to those who did not renew, including some dental hygienists newly licensed in 2015.

At a Glance:

Workforce

Dental Hygienist Workforce: 4,623
 FTEs: 3,024

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.86
 Workers per FTE: 1.53

Source: Va. Healthcare Workforce Data Center

Definitions

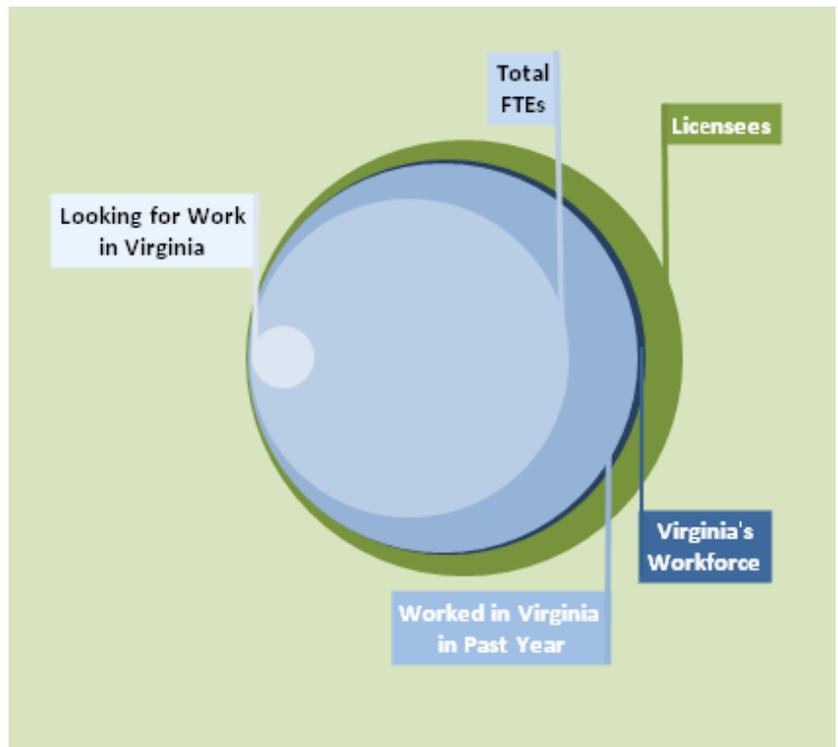
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2014 and March 2015 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. 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 Dental Hygienist Workforce		
Status	#	%
Worked in Virginia in Past Year	4,503	97%
Looking for Work in Virginia	119	3%
Virginia's Workforce	4,623	100%
Total FTEs	3,024	
Licensees	5,631	

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	15	3%	553	97%	568	14%
30 to 34	17	3%	575	97%	592	14%
35 to 39	11	2%	511	98%	522	12%
40 to 44	15	3%	502	97%	517	12%
45 to 49	8	2%	527	99%	534	13%
50 to 54	2	0%	509	100%	512	12%
55 to 59	0	0%	469	100%	469	11%
60 +	5	1%	478	99%	484	12%
Total	73	2%	4,125	98%	4,198	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	63%	3,459	82%	1,302	77%
Black	19%	194	5%	93	6%
Asian	6%	251	6%	139	8%
Other Race	0%	53	1%	23	1%
Two or more races	2%	85	2%	42	2%
Hispanic	9%	166	4%	85	5%
Total	100%	4,208	100%	1,684	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

At a Glance:

Gender

% Female: 98%
% Under 40 Female: 97%

Age

Median Age: 44
% Under 40: 40%
% 55+: 23%

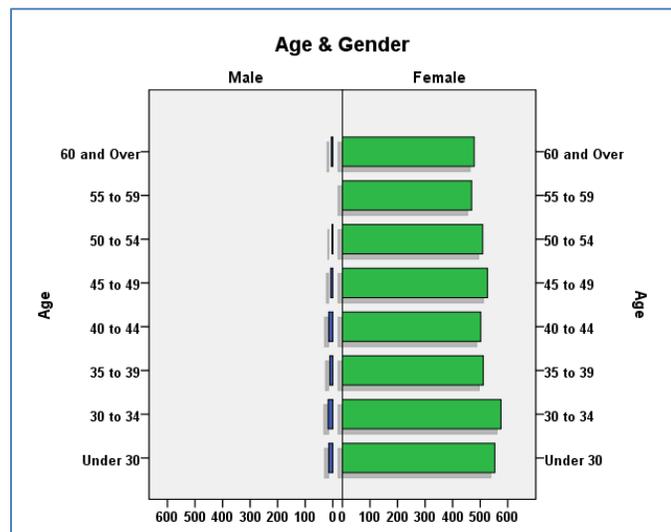
Diversity

Diversity Index: 32%
Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is a 32% chance they would be of a different race/ethnicity (a measure known as the Diversity Index).

40% of dental hygienists are under the age of 40. 97% of these professionals are female, and they have a diversity index of 39%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 35%

Virginia Background

HS in Virginia: 58%
 Prof. in VA: 64%
 HS or Prof. in VA: 71%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 4%

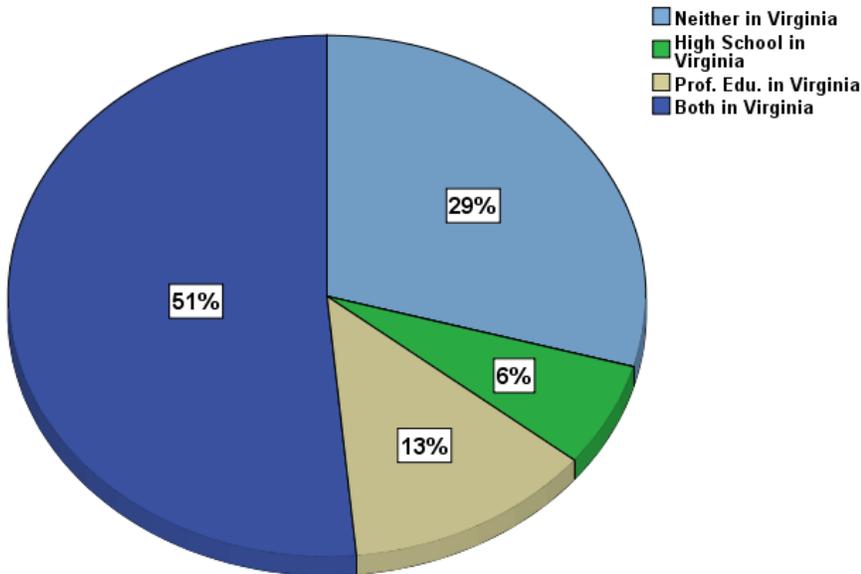
Source: Va. Healthcare Workforce Data Center

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+	25%	61%	15%
2	Metro, 250,000 to 1 million	49%	41%	10%
3	Metro, 250,000 or less	63%	31%	5%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	56%	35%	9%
6	Urban pop, 2,500-19,999, Metro adj	69%	23%	8%
7	Urban pop, 2,500-19,999, nonadj	89%	3%	8%
8	Rural, Metro adj	74%	23%	3%
9	Rural, nonadj	67%	25%	8%
Overall		35%	52%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background



Only 13% of dental hygienists grew up in a rural area, and 19% of this group currently works in non-Metro areas of the state. Overall, 9% of dental hygienists currently work in rural areas of Virginia.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Dental School	#
1	Virginia	2,435	Virginia	2,641
2	Outside U.S./Canada	218	North Carolina	205
3	New York	146	Maryland	122
4	Pennsylvania	145	West Virginia	117
5	North Carolina	140	New York	112
6	Maryland	122	Pennsylvania	96
7	West Virginia	113	Tennessee	95
8	New Jersey	85	Florida	94
9	Florida	84	Michigan	70
10	Michigan	77	Washington, D.C.	59

Source: Va. Healthcare Workforce Data Center

58% of all dental hygienists earned their high school degree in Virginia, and 64% received their initial professional degree in the state.

Among dental hygienists who received their initial license in the past five years, 55% earned their high school degree in Virginia, while 64% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	572	Virginia	662
2	Outside U.S./Canada	80	North Carolina	61
3	Pennsylvania	35	Maryland	40
4	North Carolina	34	Pennsylvania	26
5	Maryland	33	Florida	23
6	West Virginia	25	New York	23
7	New York	25	West Virginia	21
8	Michigan	20	Michigan	20
9	Ohio	17	Tennessee	16
10	California	17	Ohio	15

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees were not part of the state's dental hygienist workforce. 80% of these licensees worked at some point in the past year, and 69% currently work as dental hygienists.

At a Glance:

Not in VA Workforce

Total:	1,009
% of Licensees:	18%
Federal/Military:	5%
Va Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Hygienist Degree		
Degree	#	%
Certificate	82	2%
Associate Degree	2,184	53%
Bachelor Degree	1,686	41%
Post-Graduate Cert.	16	0%
Master's Degree	111	3%
Doctorate	6	0%
Total	4,085	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

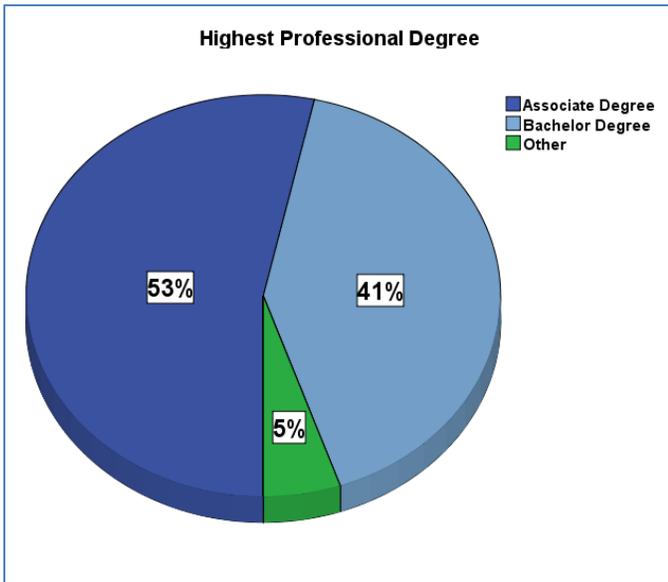
Associate: 53%
Baccalaureate: 41%

Educational Debt

Carry debt: 29%
Under age 40 w/ debt: 50%
Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

29% of dental hygienists carry educational debt, including one-half of those under the age of 40. For those with educational debt, their median burden is between \$10,000 and \$20,000.



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dental Hygienists		Hygienists under 40	
	#	%	#	%
None	2,676	71%	775	50%
Less than \$10,000	295	8%	206	13%
\$10,000-\$19,999	262	7%	189	12%
\$20,000-\$29,999	179	5%	129	8%
\$30,000-\$39,999	114	3%	91	6%
\$40,000-\$49,999	72	2%	51	3%
\$50,000-\$59,999	37	1%	25	2%
\$60,000-\$69,999	35	1%	27	2%
\$70,000-\$79,999	24	1%	15	1%
\$80,000-\$89,999	24	1%	17	1%
\$90,000-\$99,999	13	0%	7	0%
\$100,000 or more	27	1%	19	1%
Total	3,757	100%	1,550	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 92%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 50%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 11%
60 or more: 1%
Less than 30: 31%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in a dentistry related capacity	3,868	92%
Employed, NOT in a dentistry related capacity	102	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	34	1%
Voluntarily unemployed	167	4%
Retired	31	1%
Total	4,203	100%

Source: Va. Healthcare Workforce Data Center

92% of Virginia's dental hygienists are currently employed in the profession, and only 1% are involuntarily unemployed. One-half of the state's dental hygienist workforce currently holds one full-time job, while more than one-quarter hold one part-time job.

Current Positions		
Positions	#	%
No Positions	232	6%
One Part-Time Position	1,137	27%
Two Part-Time Positions	398	10%
One Full-Time Position	2,059	50%
One Full-Time Position & One Part-Time Position	227	5%
Two Full-Time Positions	7	0%
More than Two Positions	87	2%
Total	4,147	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	232	6%
1 to 9 hours	154	4%
10 to 19 hours	358	9%
20 to 29 hours	766	19%
30 to 39 hours	2,085	51%
40 to 49 hours	468	11%
50 to 59 hours	35	1%
60 to 69 hours	13	0%
70 to 79 hours	9	0%
80 or more hours	6	0%
Total	4,126	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	35	1%
Less than \$20,000	226	7%
\$20,000-\$29,999	206	6%
\$30,000-\$39,999	375	11%
\$40,000-\$49,999	485	14%
\$50,000-\$59,999	670	20%
\$60,000-\$69,999	637	19%
\$70,000-\$79,999	441	13%
\$80,000-\$89,999	206	6%
\$90,000-\$99,999	80	2%
\$100,000 or More	59	2%
Total	3,419	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$50k-\$60k

Benefits
Paid Vacation: 64%
Retirement: 45%

Satisfaction
Satisfied: 92%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,509	61%
Somewhat Satisfied	1,269	31%
Somewhat Dissatisfied	242	6%
Very Dissatisfied	74	2%
Total	4,094	100%

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist made between \$50,000 and \$60,000 in the past year. Among dental hygienists who were compensated at their primary work location with either a salary or an hourly wage, 64% received paid vacation and 45% had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,543	66%	64%
Retirement	1,730	45%	45%
Paid Sick Leave	1,360	35%	34%
Dental Insurance	574	15%	14%
Group Life Insurance	440	11%	11%
Signing/Retention Bonus	82	2%	2%
Received At Least One Benefit	2,825	73%	72%

*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?	123	3%
Experience voluntary unemployment?	284	6%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	462	10%
Work two or more positions at the same time?	828	18%
Switch employers or practices?	274	6%
Experienced at least 1	1,410	30%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia’s dental hygienists experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 5.2% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	140	4%	100	10%
Less than 6 Months	223	6%	134	14%
6 Months to 1 Year	332	8%	139	14%
1 to 2 Years	583	15%	185	19%
3 to 5 Years	735	18%	172	18%
6 to 10 Years	777	20%	129	13%
More than 10 Years	1,184	30%	122	12%
Subtotal	3,973	100%	982	100%
Did not have location	162		3,570	
Item Missing	488		71	
Total	4,623		4,623	

Source: Va. Healthcare Workforce Data Center

More than three-quarters of all dental hygienists receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 10%

Turnover & Tenure

Switched Jobs: 6%
New Location: 21%
Over 2 years: 68%
Over 2 yrs, 2nd location: 43%

Employment Type

Hourly Wage: 76%
Salary/Commission: 22%

Source: Va. Healthcare Workforce Data Center

68% of dental hygienists have been employed at their primary work location for at least two years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	719	22%
Hourly Wage	2,534	76%
By Contract	40	1%
Business/ Practice Income	16	0%
Unpaid	17	1%
Subtotal	3,326	100%
Did not have location	162	
Item Missing	1,135	

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

At a Glance:

Concentration

Top Region:	34%
Top 3 Regions:	75%
Lowest Region:	1%

Locations

2 or more (Past Year):	26%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

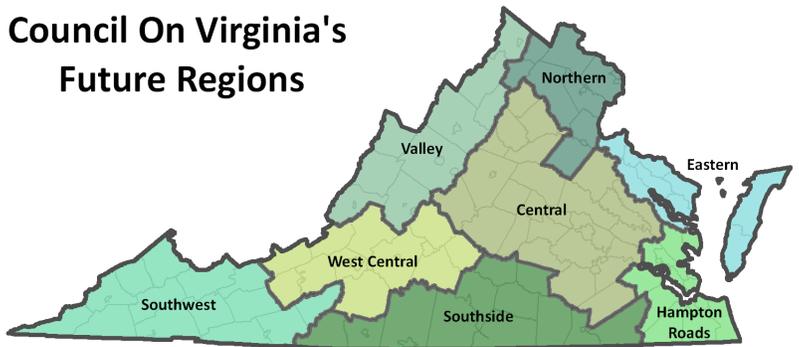
34% of all dental hygienists work in Northern Virginia, the most of any region in the state. Along with Hampton Roads and Central Virginia, these three regions employ three-quarters of the state's dental hygienist workforce.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	658	17%	158	15%
Eastern	59	1%	12	1%
Hampton Roads	975	25%	224	22%
Northern	1,327	34%	395	38%
Southside	122	3%	32	3%
Southwest	167	4%	30	3%
Valley	219	6%	42	4%
West Central	400	10%	100	10%
Virginia Border State/DC	18	0%	14	1%
Other US State	9	0%	26	3%
Outside of the US	0	0%	2	0%
Total	3,954	100%	1,035	100%
Item Missing	507		16	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



22% of all dental hygienists currently have multiple work locations, while 26% have worked at multiple locations over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	124	3%	240	6%
1	2,920	71%	2,947	72%
2	599	15%	552	14%
3	303	7%	289	7%
4	67	2%	29	0%
5	19	1%	6	1%
6 or More	57	1%	26	0%
Total	4,089	100%	4,089	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	3,629	94%	872	90%
Non-profit	55	1%	43	4%
State/local government	102	3%	48	5%
Veterans Administration	7	0%	1	0%
U.S. Military	51	1%	2	0%
Other Federal Government	11	0%	4	0%
Total	3,855	100%	970	100%
Did not have location	162		3,570	
Item missing	606		81	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

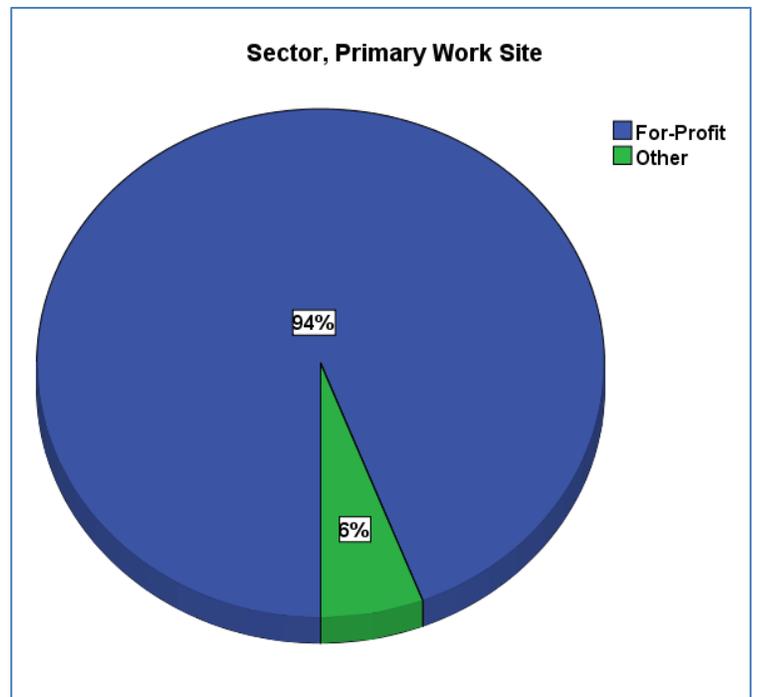
For Profit:	94%
Federal:	2%

Top Establishments

Solo Practice:	72%
Group Practice:	17%
Dental/Health Clinic:	6%

Source: Va. Healthcare Workforce Data Center

94% of dental hygienists work in for-profit establishments. Another 3% work for a state or local government, while 2% work for the federal government.

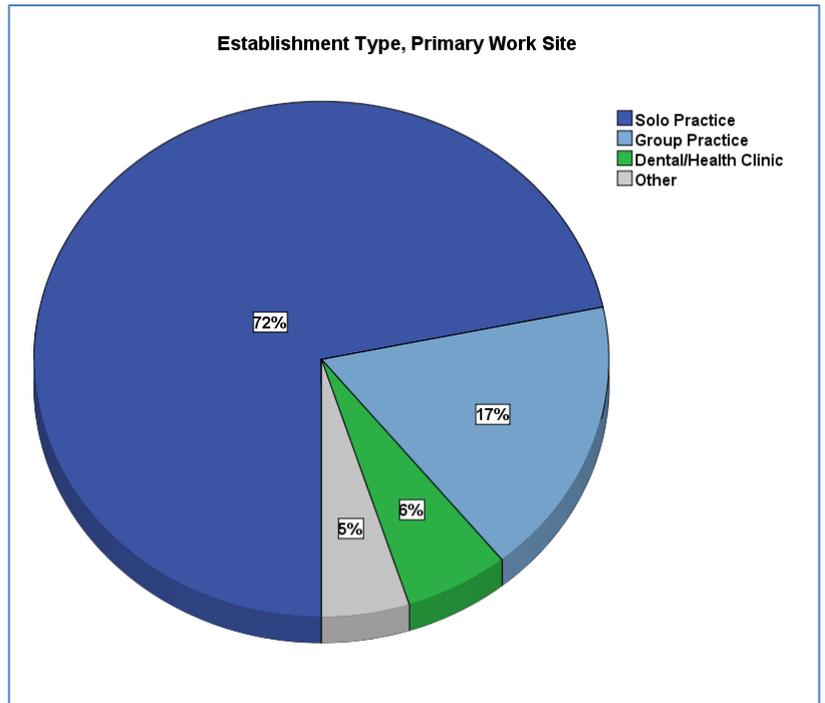


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,723	72%	661	69%
Group Practice	662	17%	130	14%
Dental/Health Clinic	223	6%	72	8%
Dental School (including Combined Dental/Dental Hygiene)	59	2%	39	4%
Hospital/Health System	25	1%	6	1%
Public Health Program	25	1%	5	1%
Corrections	12	0%	3	0%
Insurance	7	0%	2	0%
K-12 School or Non-Dental College	6	0%	4	0%
Nursing Home/Long-Term Care Facility	4	0%	7	1%
Supplier Organization	2	0%	1	0%
Other	49	1%	24	3%
Total	3,797	100%	954	100%
Did Not Have a Location	162		3,570	

72% of dental hygienists work at a solo dental practice at their primary work location, while another 17% work at a group dental practice. Another 6% of Virginia's dental hygienists work at Dental/Health Clinics.

Source: Va. Healthcare Workforce Data Center



Among those dental hygienists who also have a secondary work location, 69% work at a solo dental practice and 14% work at a group dentist practice.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%

Roles

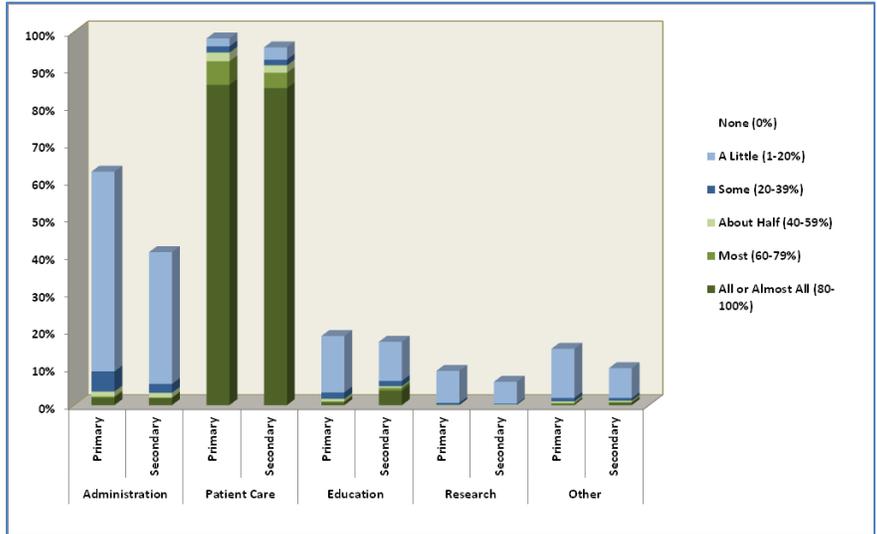
Patient Care: 92%
Administrative: 2%
Education: 1%

Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



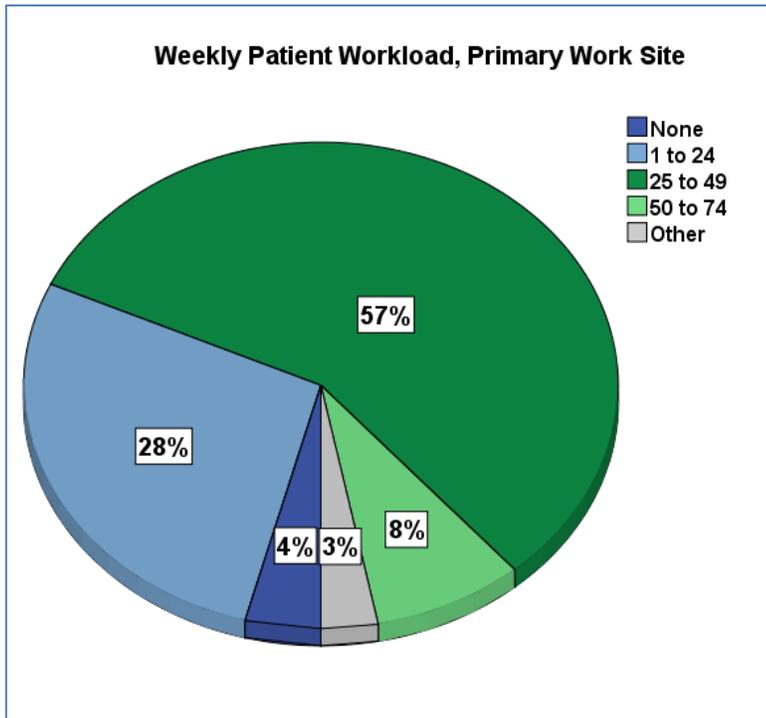
Source: Va. Healthcare Workforce Data Center

A typical dental hygienist spends nearly all of her time treating patients. In particular, 92% of dental hygienists fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 2% of dental hygienists fill an administrative role at their primary work location.

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%)	2%	2%	86%	85%	1%	4%	0%	0%	0%	1%
Most (60-79%)	0%	0%	6%	4%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	1%	1%	2%	2%	1%	0%	0%	0%	0%	0%
Some (20-39%)	5%	2%	2%	2%	2%	1%	1%	0%	1%	1%
A Little (1-20%)	54%	35%	2%	3%	15%	10%	9%	6%	13%	8%
None (0%)	38%	59%	2%	4%	82%	83%	91%	94%	85%	90%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 25-49
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist treated between 25 and 49 patients per week at her primary work location. For those dental hygienists who also had a secondary work location, the median workload was between 1 and 24 patients per week.

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
None	158	4%	93	10%
1-24	1,068	28%	697	73%
25-49	2,190	57%	122	13%
50-74	317	8%	28	3%
75-99	68	2%	10	1%
100-124	20	1%	7	1%
125-149	11	0%	0	0%
150-174	5	0%	1	0%
175-199	1	0%	1	0%
200 or More	15	0%	2	0%
Total	3,853	100%	961	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists over 50	
	#	%	#	%
Under age 50	258	7%	-	-
50 to 54	382	10%	24	2%
55 to 59	634	17%	128	10%
60 to 64	1,061	29%	410	33%
65 to 69	855	23%	449	36%
70 to 74	210	6%	124	10%
75 to 79	30	1%	20	2%
80 or over	24	1%	12	1%
I do not intend to retire	202	6%	77	6%
Total	3,655	100%	1,244	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dental Hygienists

Under 65: 64%

Under 60: 35%

Hygienists 50 and over

Under 65: 45%

Under 60: 12%

Time until Retirement

Within 2 years: 5%

Within 10 years: 23%

Half the workforce: By 2035

Source: Va. Healthcare Workforce Data Center

64% of dental hygienists expect to retire by the age of 65, while 13% plan on working until at least age 70. Among dental hygienists who are already age 50 and over, 45% still expect to retire by age 65, while 19% plan on working until at least age 70.

Within the next two years, only 3% of Virginia’s dental hygienists plan on leaving the state, while 2% plan on leaving the profession. At the same time, 13% of dental hygienists plan on increasing their patient care activities, and 9% plan on pursuing additional educational opportunities.

Future Plans

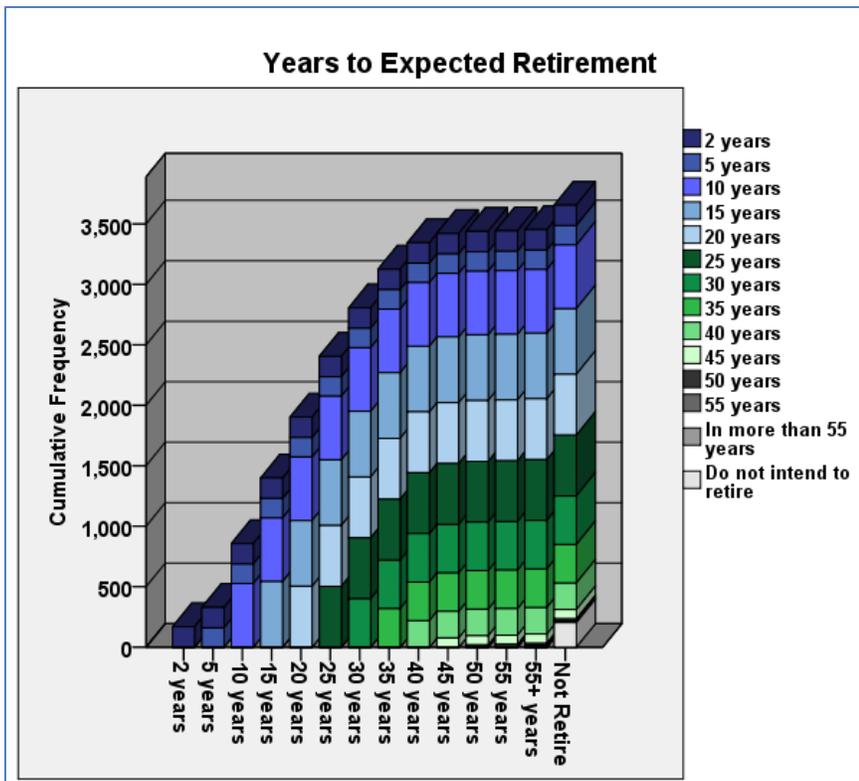
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	96	2%
Leave Virginia	137	3%
Decrease Patient Care Hours	398	9%
Decrease Teaching Hours	16	0%
Increase Participation		
Increase Patient Care Hours	602	13%
Increase Teaching Hours	136	3%
Pursue Additional Education	433	9%
Return to Virginia’s Workforce	50	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dental hygienists. While only 5% of dental hygienists expect to retire in the next two years, nearly one-quarter of them plan on retiring within the next decade. More than half of the current workforce expects to retire by 2035.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	169	5%	5%
5 years	160	4%	9%
10 years	526	14%	23%
15 years	543	15%	38%
20 years	504	14%	52%
25 years	503	14%	66%
30 years	401	11%	77%
35 years	319	9%	85%
40 years	219	6%	91%
45 years	77	2%	94%
50 years	18	0%	94%
55 years	4	0%	94%
In more than 55 years	9	0%	94%
Do not intend to retire	202	6%	100%
Total	3,655	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 five years by 2025. Retirements will peak at 15% of the current workforce around 2030 before declining to under 10% of the current workforce again around 2050.

At a Glance:

FTEs

Total: 3,024
 FTEs/1,000 Residents: 0.363
 Average: 0.68

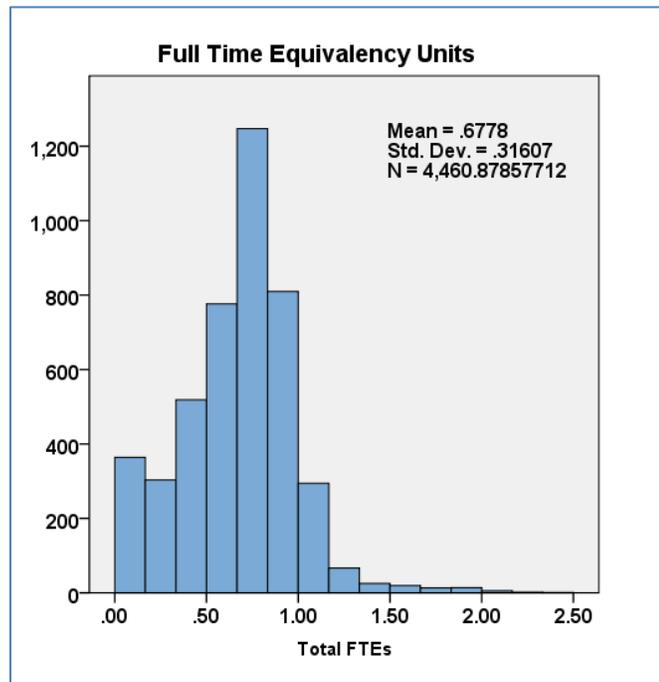
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

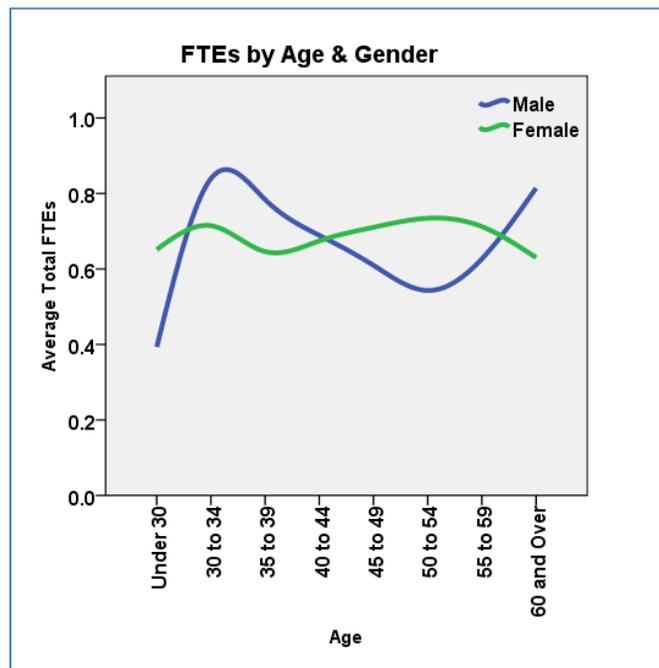


Source: Va. Healthcare Workforce Data Center

The typical dental hygienist provided 0.73 FTEs in the past year, or approximately 29 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify a difference exists.²

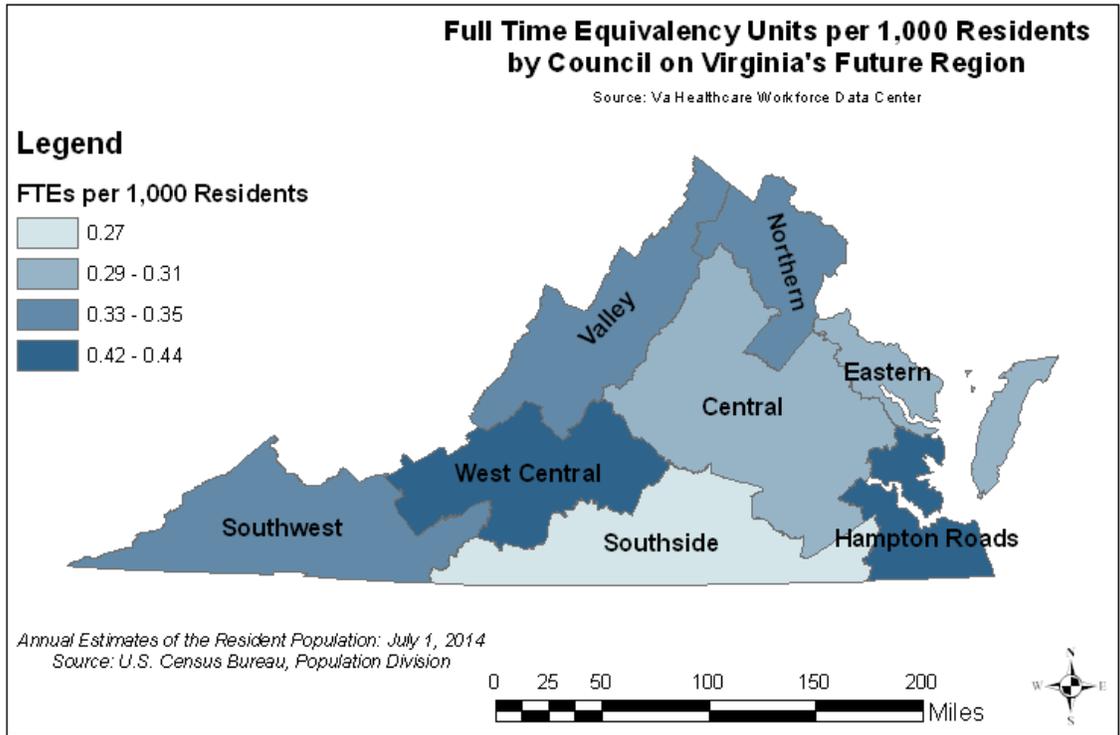
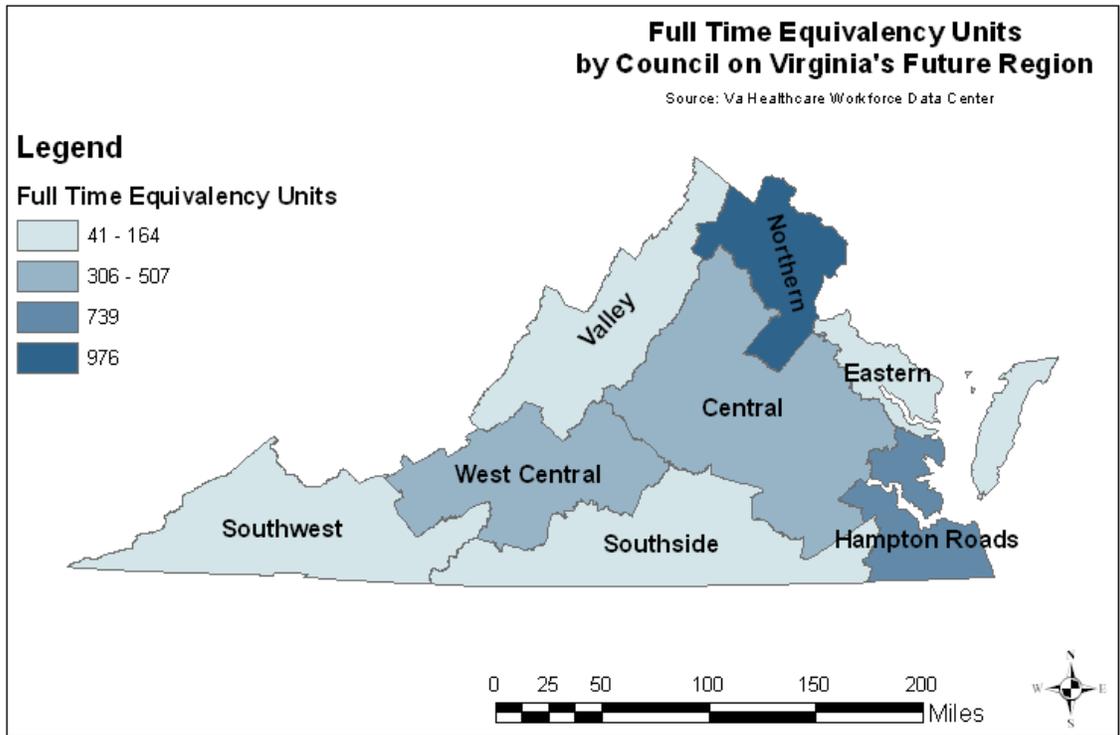
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.63	0.68
30 to 34	0.72	0.78
35 to 39	0.64	0.68
40 to 44	0.65	0.67
45 to 49	0.72	0.80
50 to 54	0.70	0.73
55 to 59	0.71	0.70
60 and Over	0.66	0.76
Gender		
Male	0.67	0.80
Female	0.68	0.75

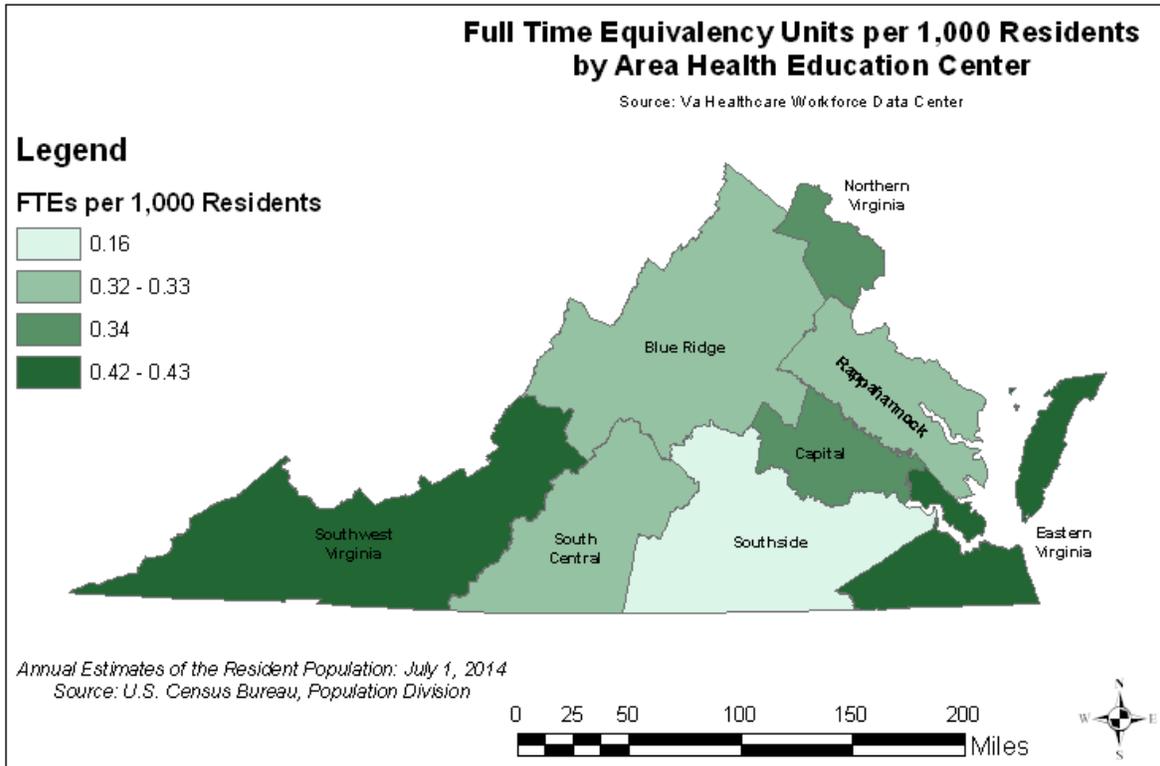
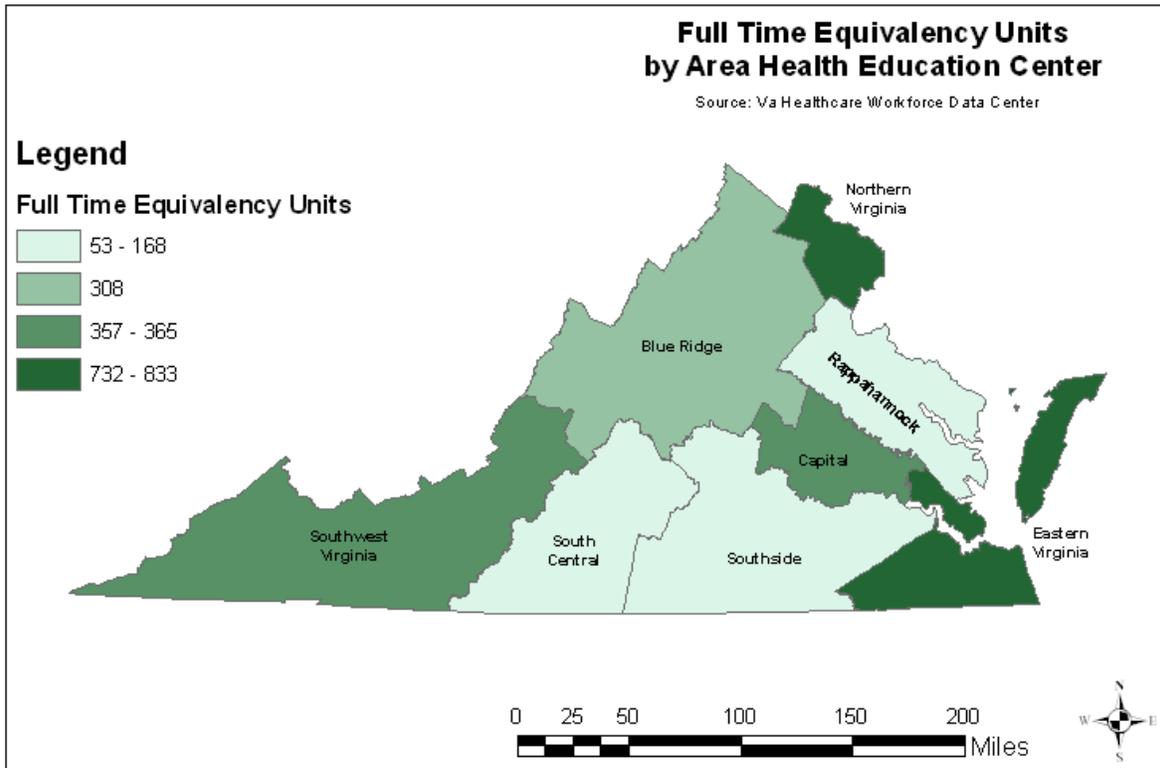
Source: Va. Healthcare Workforce Data Center

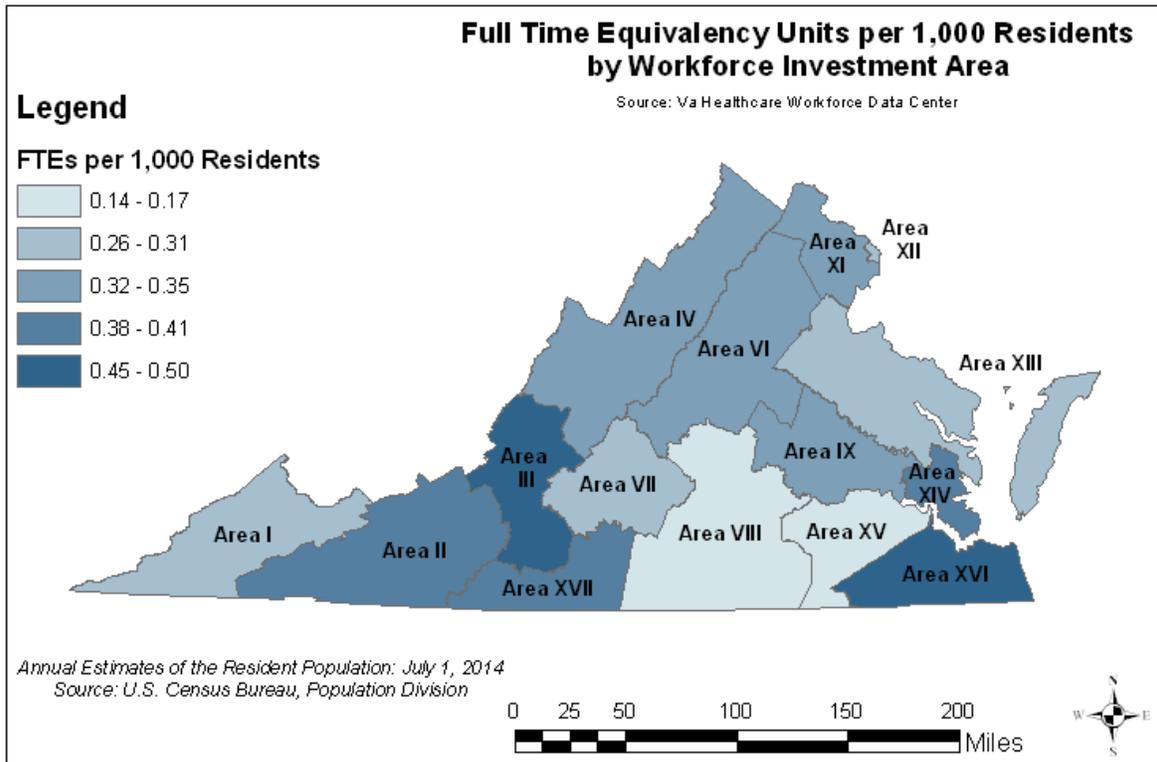
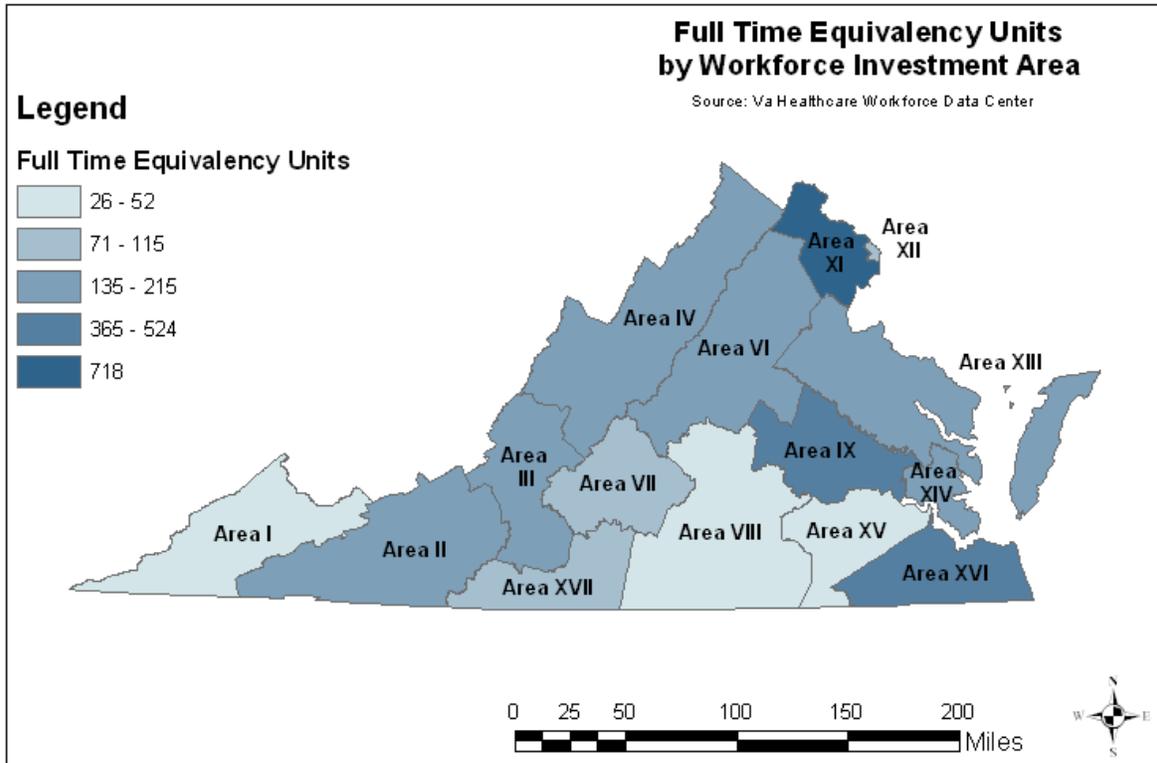


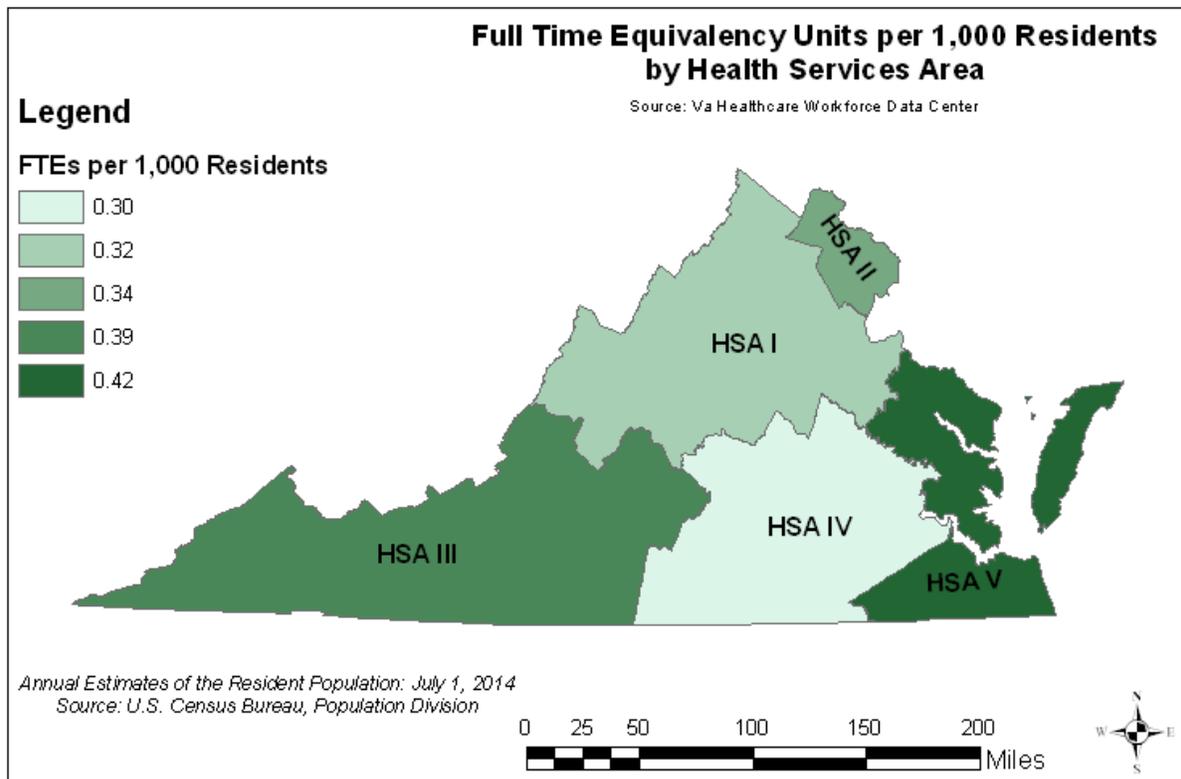
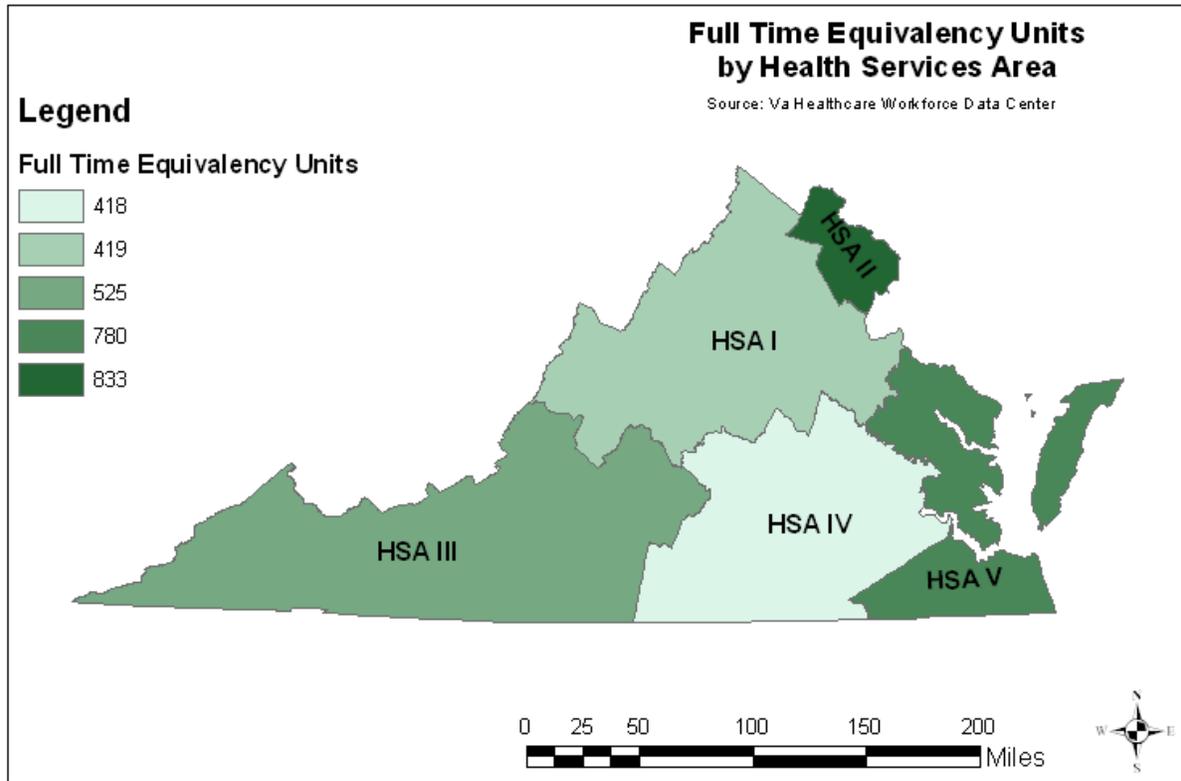
Source: Va. Healthcare Workforce Data Center

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+	3,032	87.10%	1.14805	1.09017	1.34712
Metro, 250,000 to 1 million	367	88.28%	1.132716	1.07561	1.32913
Metro, 250,000 or less	346	88.44%	1.130719	1.07371	1.32678
Urban pop 20,000+, Metro adj	86	89.53%	1.116883	1.06057	1.31055
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	153	88.89%	1.125	1.06828	1.32007
Urban pop, 2,500-19,999, nonadj	115	92.17%	1.084906	1.03021	1.27303
Rural, Metro adj	79	87.34%	1.144928	1.0872	1.34345
Rural, nonadj	42	90.48%	1.105263	1.04954	1.29691
Virginia border state/DC	469	79.96%	1.250667	1.18761	1.46753
Other US State	936	85.90%	1.164179	1.10548	1.36604

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	692	88.73%	1.127036	1.06012	1.22209
30 to 34	762	89.24%	1.120588	1.05405	1.2151
35 to 39	690	91.30%	1.095238	1.03021	1.18761
40 to 44	722	88.23%	1.133438	1.06614	1.22903
45 to 49	692	89.60%	1.116129	1.04986	1.21026
50 to 54	692	88.29%	1.13257	1.06532	1.22809
55 to 59	661	84.57%	1.182469	1.11226	1.2822
60 and Over	720	73.89%	1.353383	1.27303	1.46753

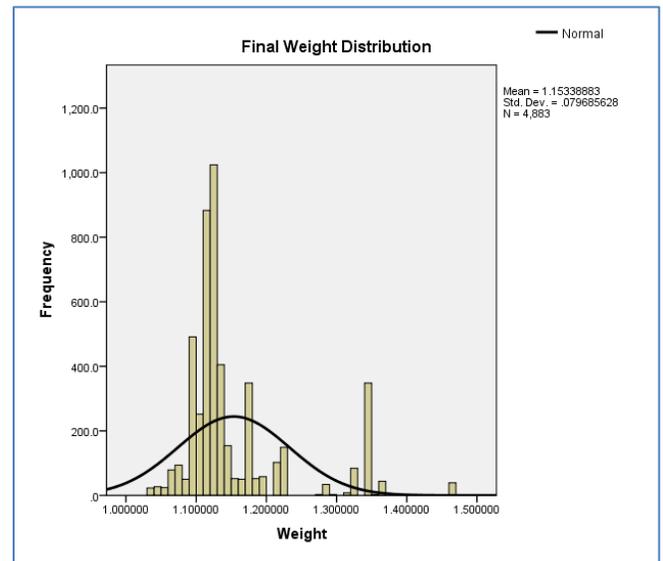
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.867010



Source: Va. Healthcare Workforce Data Center