
Virginia's Dental Hygienist Workforce: 2016

Healthcare Workforce Data Center

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5,062 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:	5,727
Virginia's Workforce:	4,684
FTEs:	3,045

Background

Rural Childhood:	35%
HS Diploma in VA:	59%
Prof. Degree in VA:	65%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	51%
Satisfied?:	93%

Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	92%

Education

Associate:	54%
Baccalaureate:	41%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	68%

Demographics

Female:	98%
Diversity Index:	33%
Median Age:	44

Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	46%
Under 40 w/ Ed debt:	49%

Time Allocation

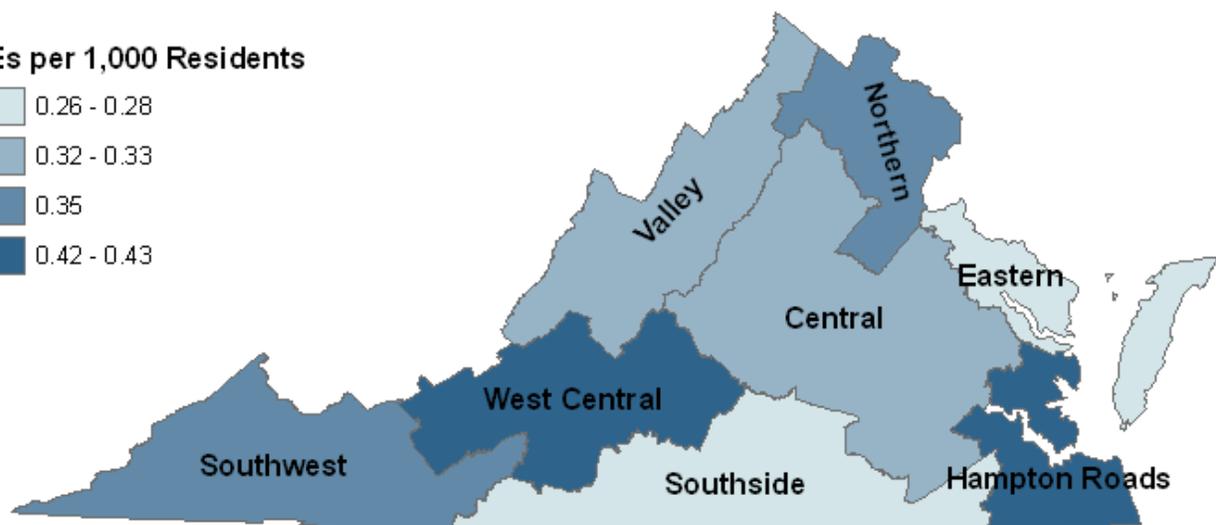
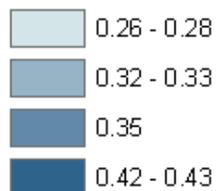
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	93%

Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



5,062 dental hygienists voluntarily took part in the 2016 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 88% of the 5,727 dental hygienists who are licensed in the state and 92% of renewing practitioners.

The HWDC estimates that 4,684 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 2015 and March 2016, Virginia's dental hygienist workforce provided 3,045 "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).

98% of all dental hygienists are female, and their median age is 44. In a random encounter between two dental hygienists, there is a 33% chance that they would be of different races or ethnicities, a measure known as the diversity index. This percentage increases to 40% for those dental hygienists who are under the age of 40. However, this profession is still less diverse than Virginia's population as a whole, which currently has a diversity index of 55%.

35% of dental hygienists grew up in a rural area, and 20% of these professionals currently work in non-Metro areas of the state. Overall, just 9% of Virginia's dental hygienists work in rural areas of the state. Meanwhile, 59% of Virginia's dental hygienists graduated from high school in Virginia, and 65% received their initial professional degree in the state. In total, 72% of the dental hygienist workforce has some educational background in the state.

54% of all dental hygienists hold an Associate's degree as their highest professional degree, while another 41% have earned a baccalaureate degree. 29% of dental hygienists currently have educational debt, including 49% of those who are under the age of 40. The median debt burden for those professionals with educational debt is between \$10,000 and \$20,000.

92% of dental hygienists are currently employed in the profession, and just 1% are involuntarily unemployed at the moment. 51% of Virginia's dental hygienists currently hold one full-time position, while 17% hold multiple positions simultaneously. With respect to work hours, just over half of all dental hygienists currently work between 30 and 39 hours per week, while only 1% work at least 60 hours per week.

The median annual income for Virginia's dental hygienist workforce is between \$50,000 and \$60,000. 77% of all dental hygienists earn this income through an hourly wage at the primary work location, while just 22% receive a salary. In addition, 72% of dental hygienists who receive either an hourly wage or a salary also get at least one employer-sponsored benefit, including 46% who have access to a retirement plan. 93% 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, while 7% switched jobs at some point in the past year. 72% of all dental hygienists work at a solo dental practice at their primary work location, while another 17% work at a group dental practice. Overall, 94% of Virginia's dental hygienists work at a for-profit establishment.

A typical dental hygienist spends nearly all of her time treating patients. In fact, 93% of all dental hygienists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. The typical dental hygienist treats between 25 and 49 patients per week at her primary work location and an additional 1 to 24 patients at a secondary work location, if they have one.

23% of all dental hygienists expect to retire in the next decade, while half the current workforce expects to retire by 2036. Over the next two years, just 3% of dental hygienists plan on leaving the state to practice elsewhere, while another 2% plan on leaving the profession entirely. Meanwhile, 13% of dental hygienists expect to increase patient care activities, while 9% are planning to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,261	92%
New Licensees	291	5%
Non-Renewals	175	3%
All Licensees	5,727	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 92% of renewing dental hygienists submitted a survey. These represent 88% of dental hygienists who held a license at some point in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	59	646	92%
30 to 34	63	699	92%
35 to 39	54	662	93%
40 to 44	77	643	89%
45 to 49	63	647	91%
50 to 54	80	605	88%
55 to 59	91	552	86%
60 and Over	178	608	77%
Total	665	5,062	88%
New Licenses			
Issued in Past Year	57	234	80%
Metro Status			
Non-Metro	46	486	91%
Metro	451	3,766	89%
Not in Virginia	168	810	83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number: 5,727
 New: 5%
 Not Renewed: 3%

Response Rates

All Licensees: 88%
 Renewing Practitioners: 92%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	5,062
Response Rate, all licensees	88%
Response Rate, Renewals	92%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2016.
- Target Population:** All Dental Hygienists who held a Virginia license at some point between April 2015 and March 2016.
- 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 2016.

At a Glance:

Workforce

Dental Hygienist Workforce: 4,684
 FTEs: 3,045

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.88
 Workers per FTE: 1.54

Source: Va. Healthcare Workforce Data Center

Definitions

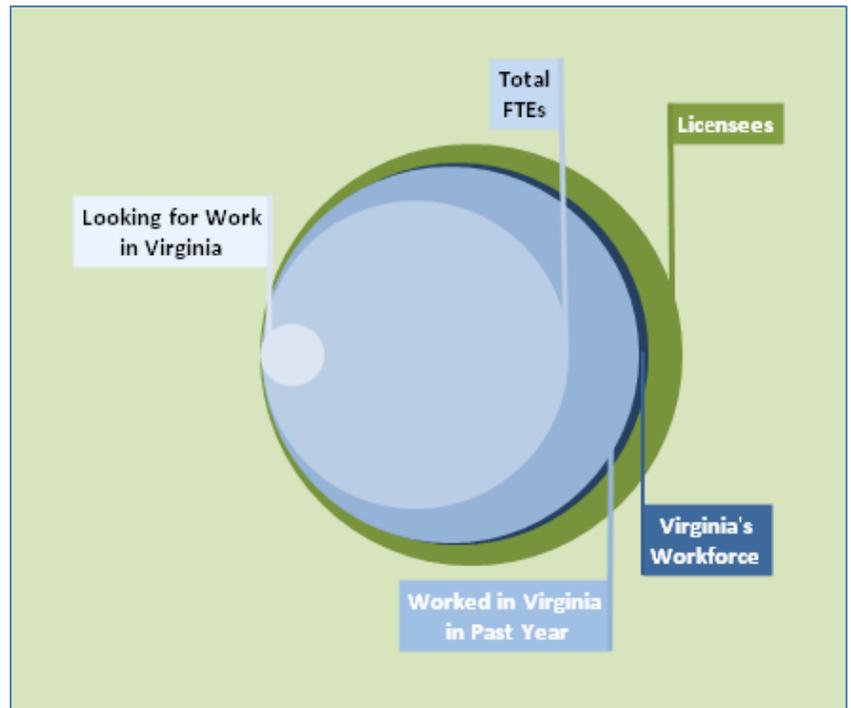
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2015 and March 2016 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) 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	4,555	97%
Looking for Work in Virginia	129	3%
Virginia's Workforce	4,684	100%
Total FTEs	3,045	
Licensees	5,727	

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	13	2%	563	98%	576	14%
30 to 34	14	2%	568	98%	582	14%
35 to 39	11	2%	528	98%	539	13%
40 to 44	14	3%	517	97%	532	13%
45 to 49	9	2%	513	98%	522	12%
50 to 54	3	1%	496	99%	500	12%
55 to 59	0	0%	431	100%	431	10%
60 +	9	2%	510	98%	519	12%
Total	73	2%	4,127	98%	4,200	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	63%	3,415	81%	1,288	76%
Black	19%	205	5%	101	6%
Asian	6%	258	6%	149	9%
Other Race	0%	67	2%	27	2%
Two or more races	2%	67	2%	33	2%
Hispanic	9%	189	4%	91	5%
Total	100%	4,201	100%	1,689	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: 98%

Age

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

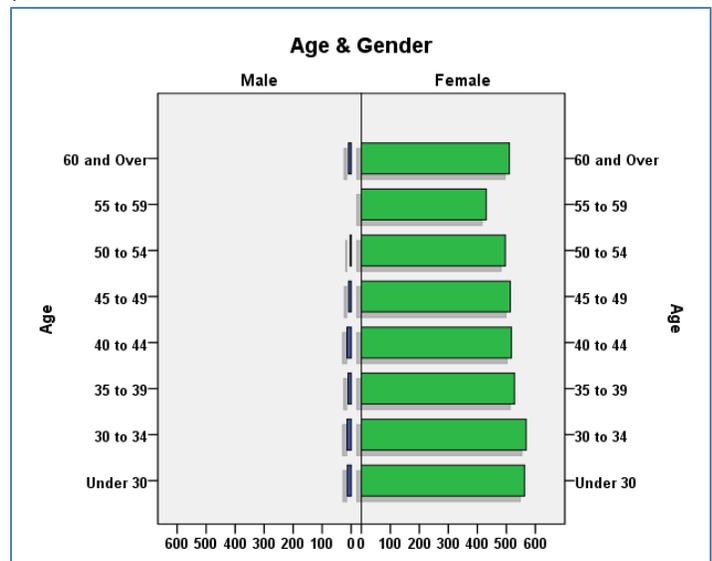
Diversity

Diversity Index: 33%
Under 40 Div. Index: 40%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is a 33% 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. 98% of these professionals are female, and they have a diversity index of 40%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 35%

Virginia Background

HS in Virginia: 59%
 Prof. in VA: 65%
 HS or Prof. in VA: 72%

Location Choice

% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 4%

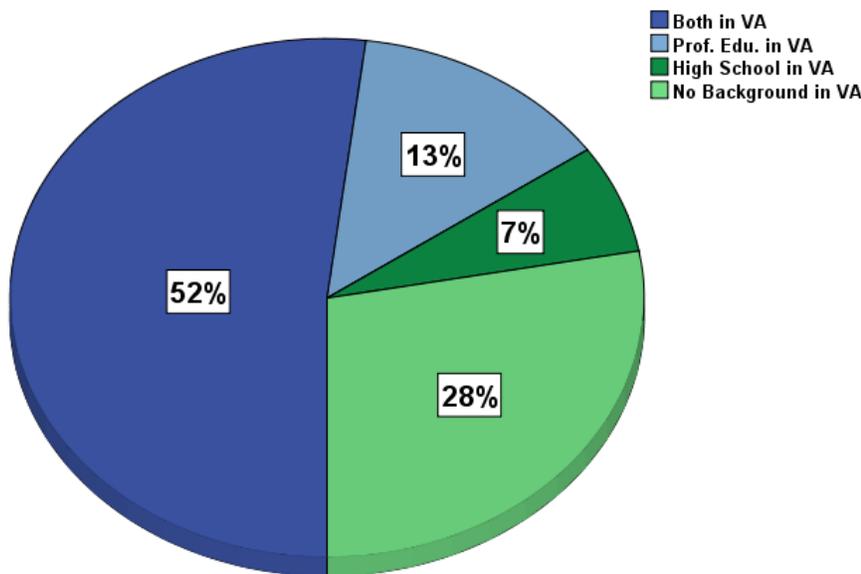
Source: Va. Healthcare Workforce Data Center

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+	24%	61%	15%
2	Metro, 250,000 to 1 million	49%	40%	10%
3	Metro, 250,000 or less	60%	31%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	60%	28%	12%
6	Urban pop, 2,500-19,999, Metro adj	69%	28%	4%
7	Urban pop, 2,500-19,999, nonadj	88%	8%	4%
8	Rural, Metro adj	76%	15%	10%
9	Rural, nonadj	74%	23%	3%
Overall		35%	53%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

35% of dental hygienists grew up in a rural area, and 20% of this group currently works in non-Metro areas of the state. Overall, 9% of dental hygienists currently work in non-Metro areas of Virginia.

Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Dental School	#
1	Virginia	2,462	Virginia	2,705
2	Outside U.S./Canada	233	North Carolina	208
3	Pennsylvania	138	Maryland	124
4	New York	137	New York	120
5	North Carolina	130	West Virginia	117
6	Maryland	122	Florida	95
7	West Virginia	118	Pennsylvania	89
8	Florida	96	Tennessee	87
9	New Jersey	75	Michigan	63
10	Michigan	74	Washington, D.C.	57

Source: Va. Healthcare Workforce Data Center

59% of all dental hygienists earned their high school degree in Virginia, and 65% received their initial professional degree in the state.

Among dental hygienists who received their initial license in the past five years, 57% earned their high school degree in Virginia, while 65% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	456	Virginia	511
2	Outside U.S./Canada	51	North Carolina	42
3	Maryland	31	Maryland	38
4	West Virginia	24	New York	22
5	Pennsylvania	23	Florida	22
6	North Carolina	22	West Virginia	15
7	New York	19	Pennsylvania	14
8	Ohio	15	Tennessee	10
9	Florida	13	Utah	9
10	Texas	12	Ohio	9

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:	1,043
% of Licensees:	18%
Federal/Military:	6%
Va Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Hygienist Degree		
Degree	#	%
Certificate	76	2%
Associate Degree	2,205	54%
Baccalaureate Degree	1,689	41%
Post-Graduate Cert.	15	0%
Master's Degree	112	3%
Doctorate	9	0%
Total	4,105	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Associate: 54%

Baccalaureate: 41%

Educational Debt

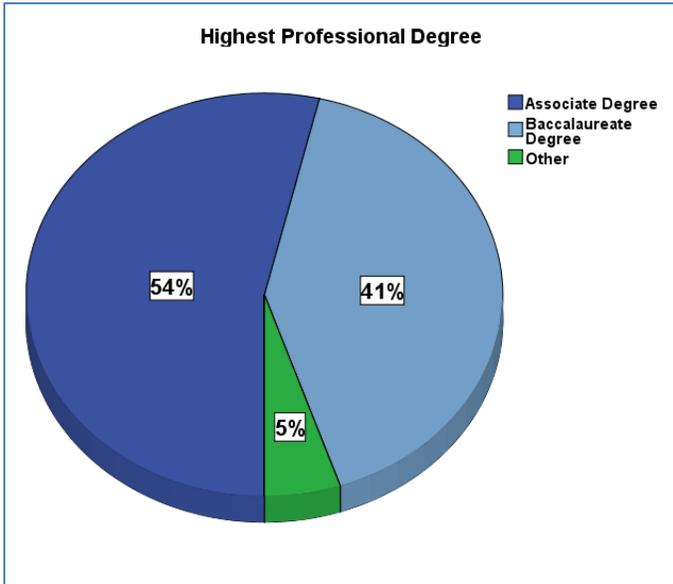
Carry debt: 29%

Under age 40 w/ debt: 49%

Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

29% of dental hygienists carry educational debt, including 49% 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	2,658	71%	788	51%
Less than \$10,000	300	8%	200	13%
\$10,000-\$19,999	260	7%	176	11%
\$20,000-\$29,999	197	5%	144	9%
\$30,000-\$39,999	97	3%	71	5%
\$40,000-\$49,999	82	2%	58	4%
\$50,000-\$59,999	46	1%	35	2%
\$60,000-\$69,999	40	1%	34	2%
\$70,000-\$79,999	15	0%	8	1%
\$80,000-\$89,999	26	1%	17	1%
\$90,000-\$99,999	6	0%	3	0%
\$100,000 or more	35	1%	20	1%
Total	3,763	100%	1,554	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 92%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 51%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 12%
60 or more: 1%
Less than 30: 30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a dentistry related capacity	3,838	92%
Employed, NOT in a dentistry related capacity	113	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	28	1%
Voluntarily unemployed	171	4%
Retired	38	1%
Total	4,189	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. 51% currently hold one full-time job, while 17% hold multiple positions simultaneously.

Current Positions		
Positions	#	%
No Positions	237	6%
One Part-Time Position	1,101	27%
Two Part-Time Positions	393	9%
One Full-Time Position	2,107	51%
One Full-Time Position & One Part-Time Position	225	5%
Two Full-Time Positions	5	0%
More than Two Positions	77	2%
Total	4,145	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	237	6%
1 to 9 hours	154	4%
10 to 19 hours	346	8%
20 to 29 hours	727	18%
30 to 39 hours	2,100	51%
40 to 49 hours	473	12%
50 to 59 hours	29	1%
60 to 69 hours	15	0%
70 to 79 hours	15	0%
80 or more hours	5	0%
Total	4,101	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	32	1%
Less than \$20,000	210	6%
\$20,000-\$29,999	198	6%
\$30,000-\$39,999	346	10%
\$40,000-\$49,999	491	14%
\$50,000-\$59,999	695	20%
\$60,000-\$69,999	653	19%
\$70,000-\$79,999	436	13%
\$80,000-\$89,999	232	7%
\$90,000-\$99,999	86	3%
\$100,000 or More	51	2%
Total	3,430	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Paid Vacation: 64%
Retirement: 46%

Satisfaction
Satisfied: 93%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,491	61%
Somewhat Satisfied	1,312	32%
Somewhat Dissatisfied	197	5%
Very Dissatisfied	74	2%
Total	4,074	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 46% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,520	66%	64%
Retirement	1,821	47%	46%
Paid Sick Leave	1,336	35%	34%
Dental Insurance	554	14%	14%
Group Life Insurance	456	12%	11%
Signing/Retention Bonus	78	2%	2%
Received At Least One Benefit	2,811	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?	119	3%
Experience voluntary unemployment?	281	6%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	452	10%
Work two or more positions at the same time?	847	18%
Switch employers or practices?	308	7%
Experienced at least 1	1,443	31%

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 4.3% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	132	3%	112	11%
Less than 6 Months	257	6%	153	14%
6 Months to 1 Year	331	8%	161	15%
1 to 2 Years	564	14%	185	17%
3 to 5 Years	699	18%	182	17%
6 to 10 Years	760	19%	132	12%
More than 10 Years	1,224	31%	133	13%
Subtotal	3,967	100%	1,058	100%
Did not have location	166		3,563	
Item Missing	552		63	
Total	4,684		4,684	

Source: Va. Healthcare Workforce Data Center

77% of dental hygienists receive an hourly wage at their primary work location, while 22% earn a salary or work on commission.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 10%

Turnover & Tenure

Switched Jobs: 7%
New Location: 23%
Over 2 years: 68%
Over 2 yrs, 2nd location: 42%

Employment Type

Hourly Wage: 77%
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	#	%
Hourly Wage	2,558	77%
Salary/ Commission	720	22%
By Contract	36	1%
Unpaid	12	0%
Business/ Practice Income	9	0%
Subtotal	3,335	100%
Did not have location	166	
Item Missing	1,183	

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 3.9% in December 2015 to 4.7% in May 2015.

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	75%
Lowest Region:	1%

Locations

2 or more (Past Year):	27%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

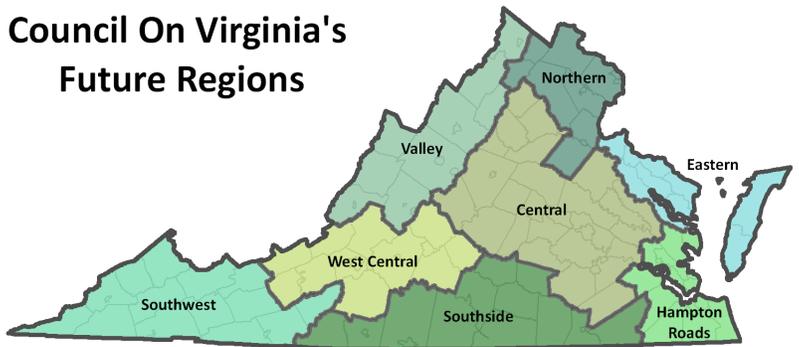
33% of all dental hygienists work in Northern Virginia, the most of any region in the state. Along with Hampton Roads and Central Virginia, these three regions employ 75% of the state's dental hygienist workforce.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	697	18%	190	17%
Eastern	52	1%	12	1%
Hampton Roads	954	24%	224	20%
Northern	1,292	33%	391	35%
Southside	127	3%	39	4%
Southwest	182	5%	37	3%
Valley	199	5%	51	5%
West Central	391	10%	105	10%
Virginia Border State/DC	14	0%	18	2%
Other US State	18	0%	30	3%
Outside of the US	1	0%	5	0%
Total	3,927	100%	1,102	100%
Item Missing	591		20	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



24% of all dental hygienists currently have multiple work locations, while 27% have worked at multiple locations over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	131	3%	242	6%
1	2,840	70%	2,882	71%
2	653	16%	602	15%
3	325	8%	315	8%
4	41	1%	13	0%
5	26	1%	8	0%
6 or More	71	2%	25	1%
Total	4,087	100%	4,087	100%

*At the time of survey completion, March 2016.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,583	94%	917	91%
Non-profit	63	2%	35	3%
State/local government	104	3%	44	4%
Veterans Administration	7	0%	3	0%
U.S. Military	47	1%	3	0%
Other Federal Government	12	0%	3	0%
Total	3,816	100%	1,005	100%
Did not have location	166		3563	
Item missing	703		115	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

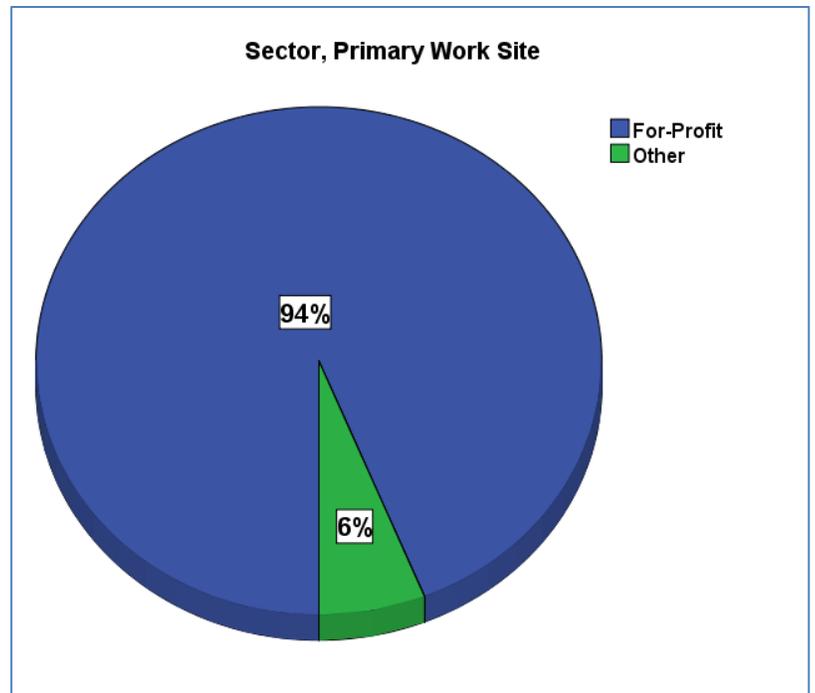
For Profit:	94%
Federal:	2%

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, while 2% work for the federal government.

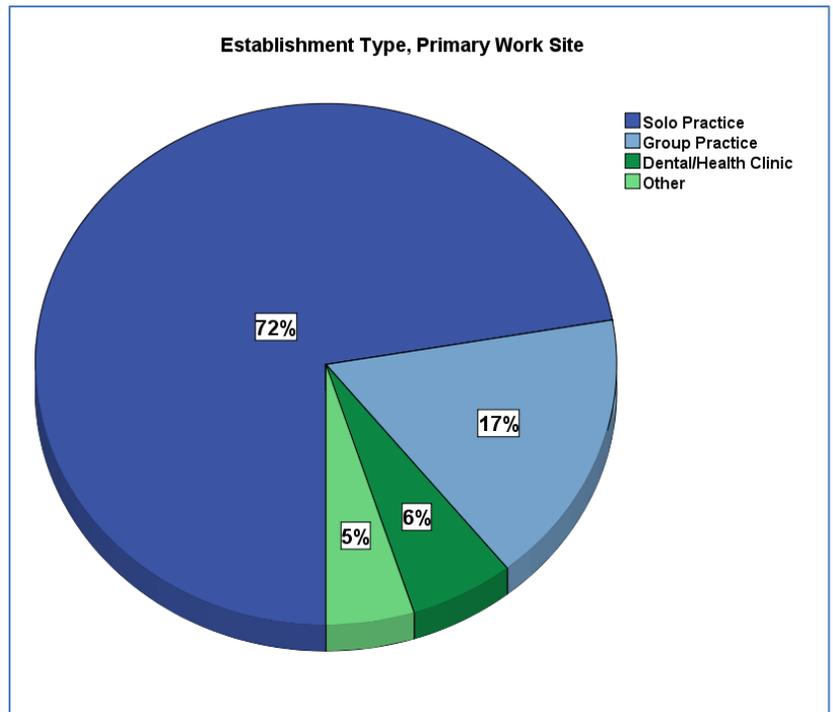


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,699	72%	703	71%
Group Practice	635	17%	124	13%
Dental/Health Clinic	217	6%	66	7%
Dental School (Including Combined Dental/Dental Hygiene)	56	1%	38	4%
Public Health Program	24	1%	5	1%
Hospital/Health System	18	0%	6	1%
Corrections	16	0%	5	1%
K-12 School or Non-Dental College	8	0%	4	0%
Insurance	6	0%	1	0%
Supplier Organization	6	0%	1	0%
Nursing Home/Long-Term Care Facility	5	0%	6	1%
Other	46	1%	27	3%
Total	3,736	100%	986	100%
Did Not Have a Location	166		3563	

72% of dental hygienists work at a solo dental practice at their primary work location, while another 17% work at a group dental practice.

Source: Va. Healthcare Workforce Data Center



Among those dental hygienists who also have a secondary work location, 71% work at a solo dental practice and 13% 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

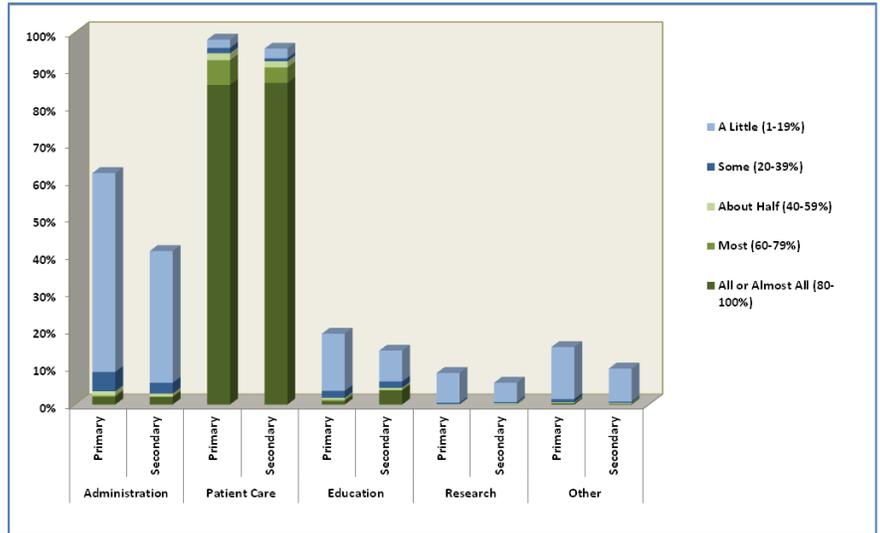
Patient Care: 93%
Administrative: 2%
Education: 1%

Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



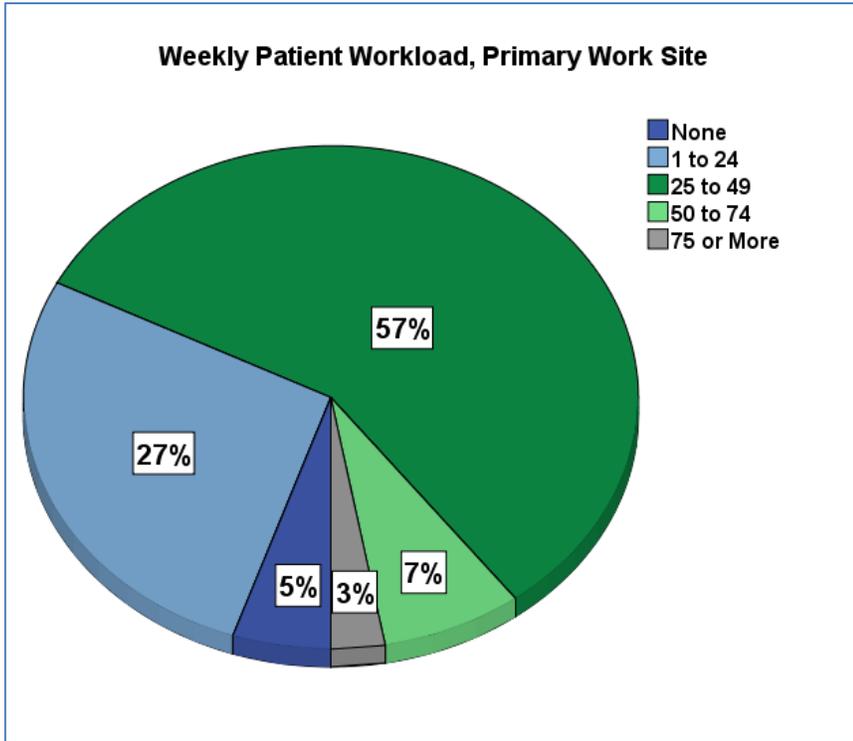
Source: Va. Healthcare Workforce Data Center

A typical dental hygienist spends nearly all of her time treating patients. In particular, 93% of dental hygienists 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%)	2%	2%	86%	86%	1%	4%	0%	0%	0%	0%
Most (60-79%)	0%	0%	7%	4%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	1%	1%	2%	2%	1%	1%	0%	0%	0%	0%
Some (20-39%)	5%	3%	1%	1%	2%	2%	0%	0%	1%	0%
A Little (1-20%)	53%	35%	2%	3%	15%	8%	8%	5%	14%	9%
None (0%)	38%	59%	2%	4%	81%	85%	92%	94%	84%	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	199	5%	111	11%
1-24	1,055	27%	699	68%
25-49	2,207	57%	164	16%
50-74	286	7%	36	4%
75-99	54	1%	7	1%
100-124	25	1%	4	0%
125-149	9	0%	1	0%
150-174	5	0%	0	0%
175-199	5	0%	0	0%
200 or More	12	0%	4	0%
Total	3,857	100%	1,026	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists over 50	
	#	%	#	%
Under age 50	262	7%	-	-
50 to 54	380	10%	23	2%
55 to 59	672	18%	130	11%
60 to 64	1,024	28%	386	32%
65 to 69	856	23%	443	36%
70 to 74	201	6%	134	11%
75 to 79	50	1%	25	2%
80 or over	16	0%	9	1%
I do not intend to retire	182	5%	75	6%
Total	3,643	100%	1,225	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dental Hygienists

Under 65: 64%

Under 60: 36%

Hygienists 50 and over

Under 65: 44%

Under 60: 12%

Time until Retirement

Within 2 years: 5%

Within 10 years: 23%

Half the workforce: By 2036

Source: Va. Healthcare Workforce Data Center

64% of dental hygienists expect to retire by the age of 65. Among dental hygienists who are already at least age 50, 44% still expect to retire by age 65.

Within the next two years, 13% of Virginia’s dental hygienists plan on increasing their patient care activities, and 9% plan on pursuing additional educational opportunities.

Future Plans

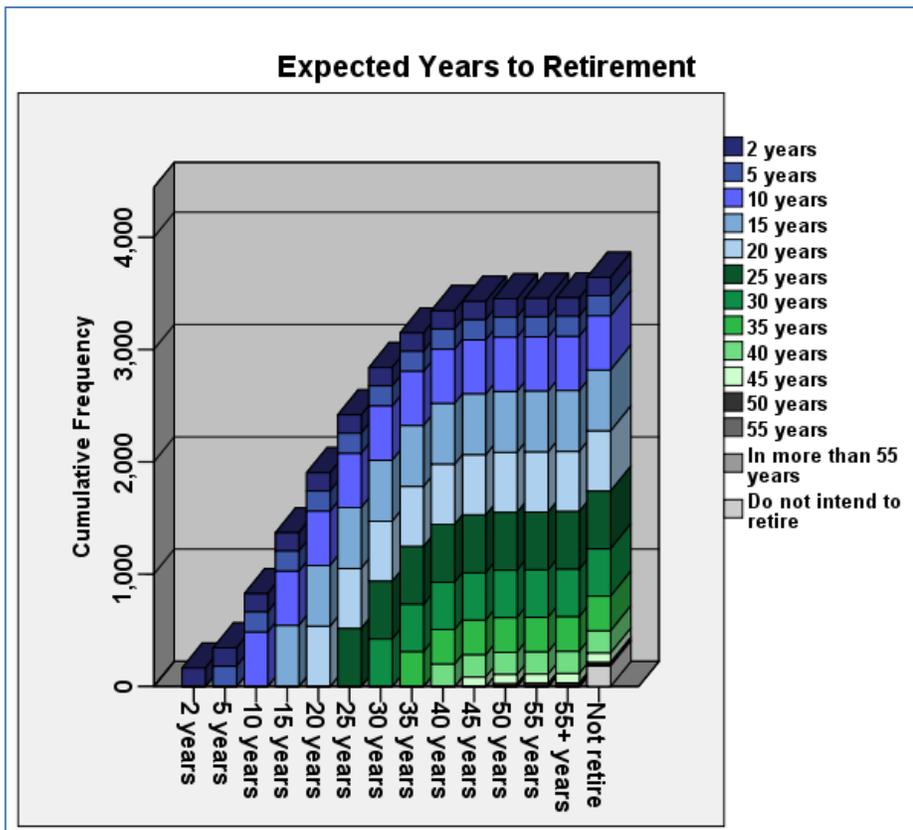
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	105	2%
Leave Virginia	137	3%
Decrease Patient Care Hours	406	9%
Decrease Teaching Hours	14	0%
Increase Participation		
Increase Patient Care Hours	604	13%
Increase Teaching Hours	124	3%
Pursue Additional Education	425	9%
Return to Virginia’s Workforce	54	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, 23% plan on retiring within the next decade. More than half of the current workforce expects to retire by 2036.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	164	5%	5%
5 years	180	5%	9%
10 years	483	13%	23%
15 years	543	15%	38%
20 years	535	15%	52%
25 years	515	14%	66%
30 years	422	12%	78%
35 years	309	8%	86%
40 years	198	5%	92%
45 years	83	2%	94%
50 years	23	1%	95%
55 years	3	0%	95%
In more than 55 years	5	0%	95%
Do not intend to retire	182	5%	100%
Total	3,643	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 2026. Retirements will peak at 15% of the current workforce around 2036 before declining to under 10% of the current workforce again around 2051.

At a Glance:

FTEs

Total: 3,045
 FTEs/1,000 Residents: 0.366
 Average: 0.67

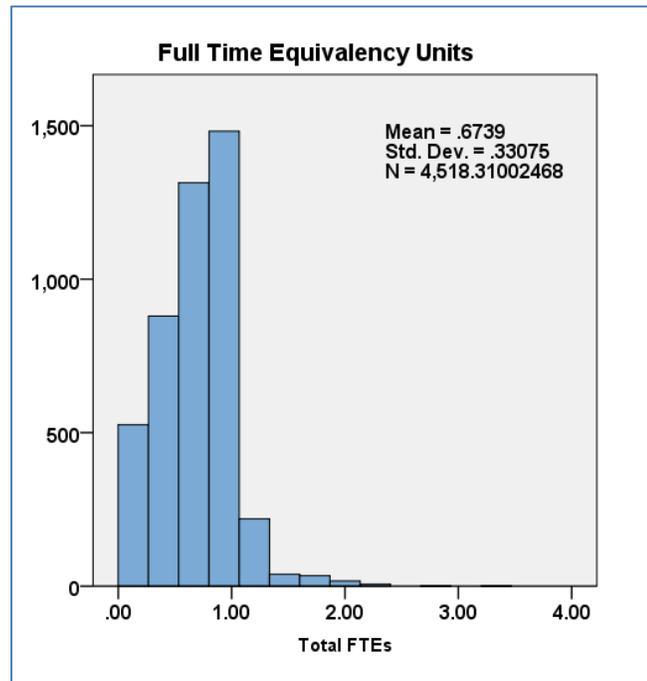
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: None

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

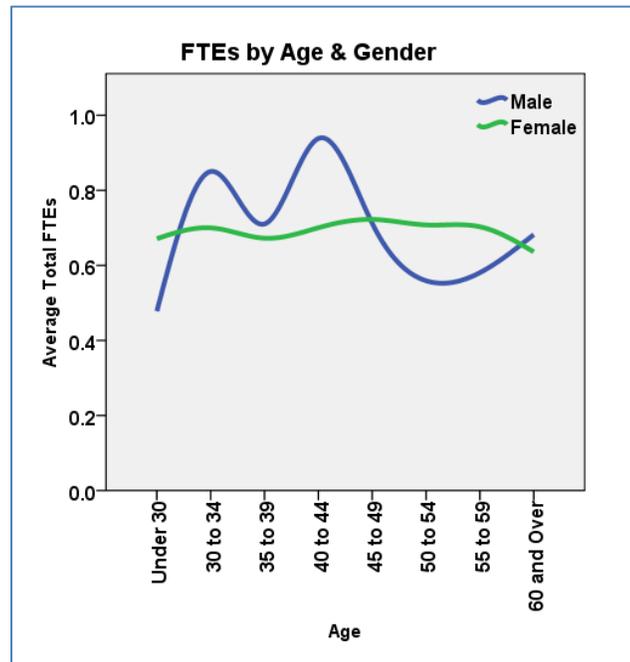


Source: Va. Healthcare Workforce Data Center

The typical dental hygienist provided 0.70 FTEs in the past year, or approximately 28 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify a difference exists.²

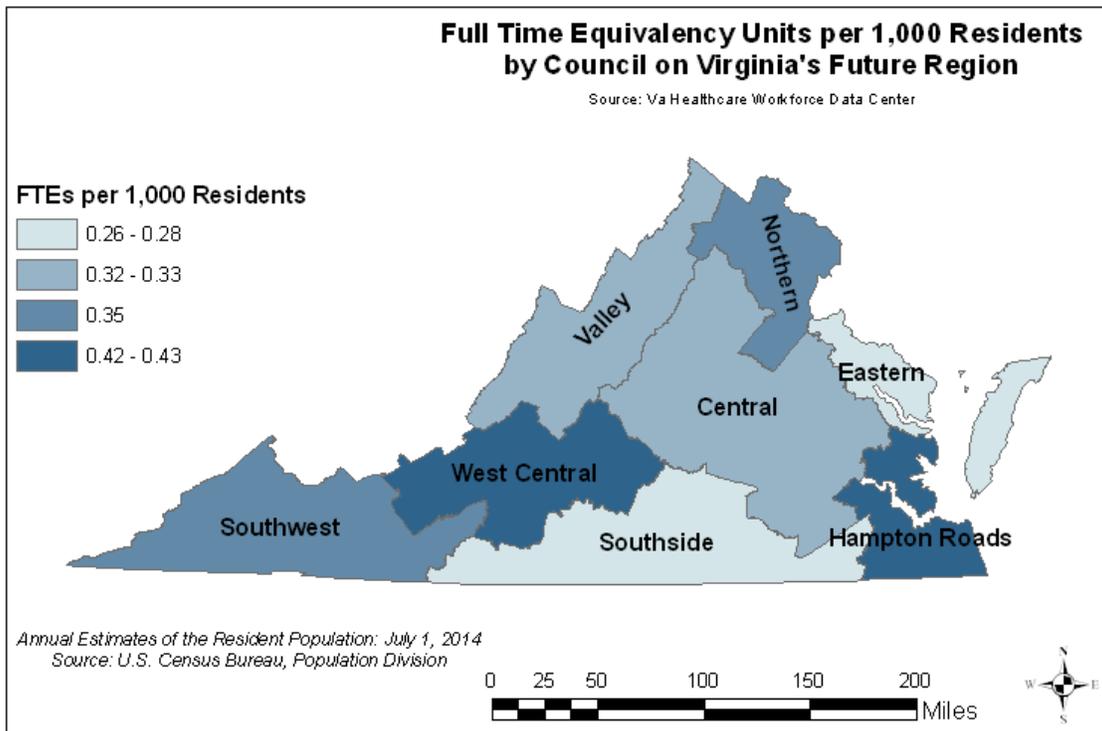
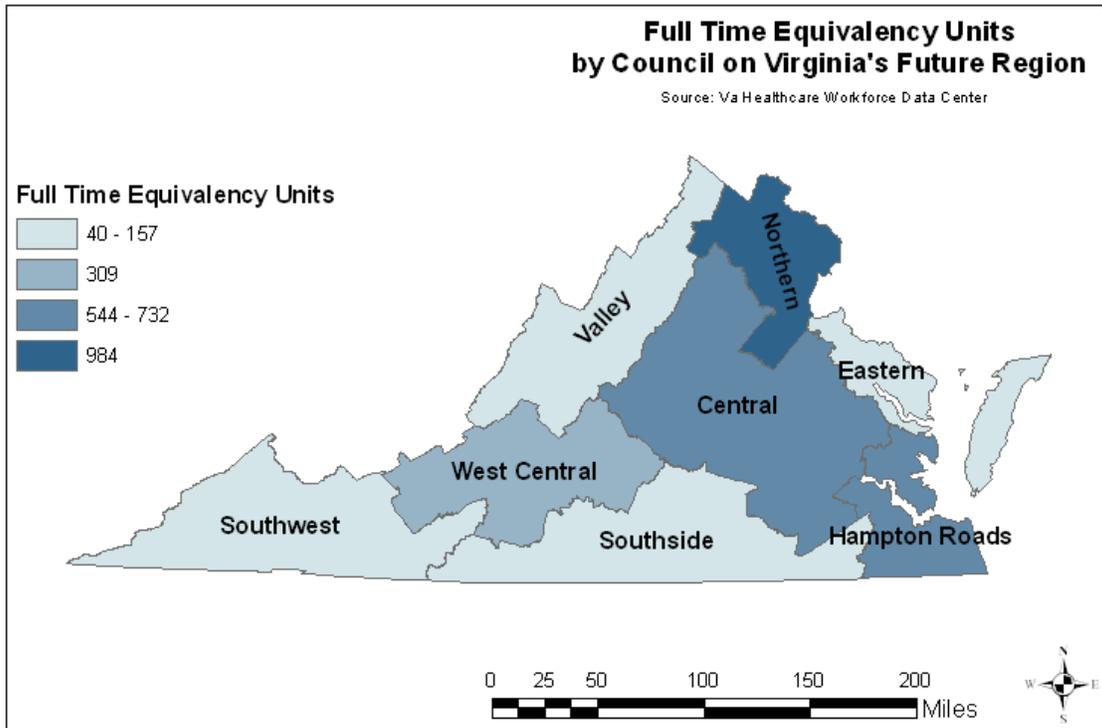
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.68	0.77
30 to 34	0.69	0.75
35 to 39	0.65	0.69
40 to 44	0.70	0.69
45 to 49	0.68	0.70
50 to 54	0.70	0.70
55 to 59	0.70	0.68
60 and Over	0.60	0.57
Gender		
Male	0.73	0.80
Female	0.69	0.75

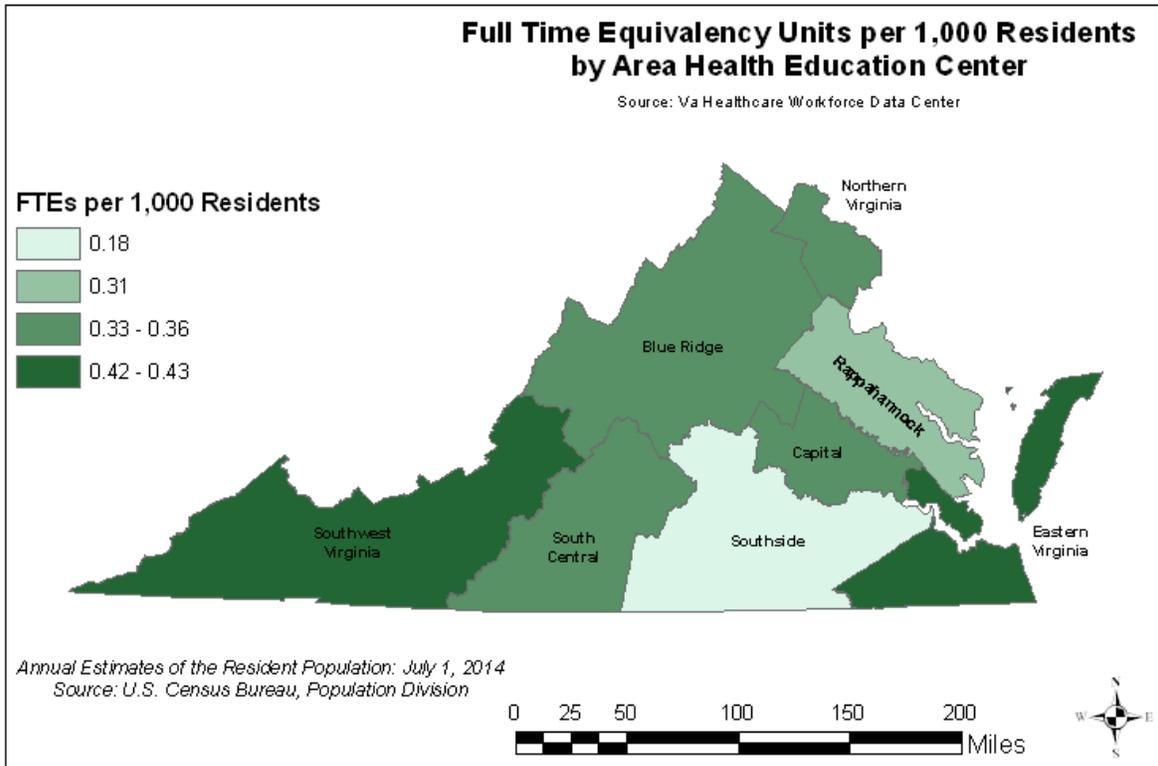
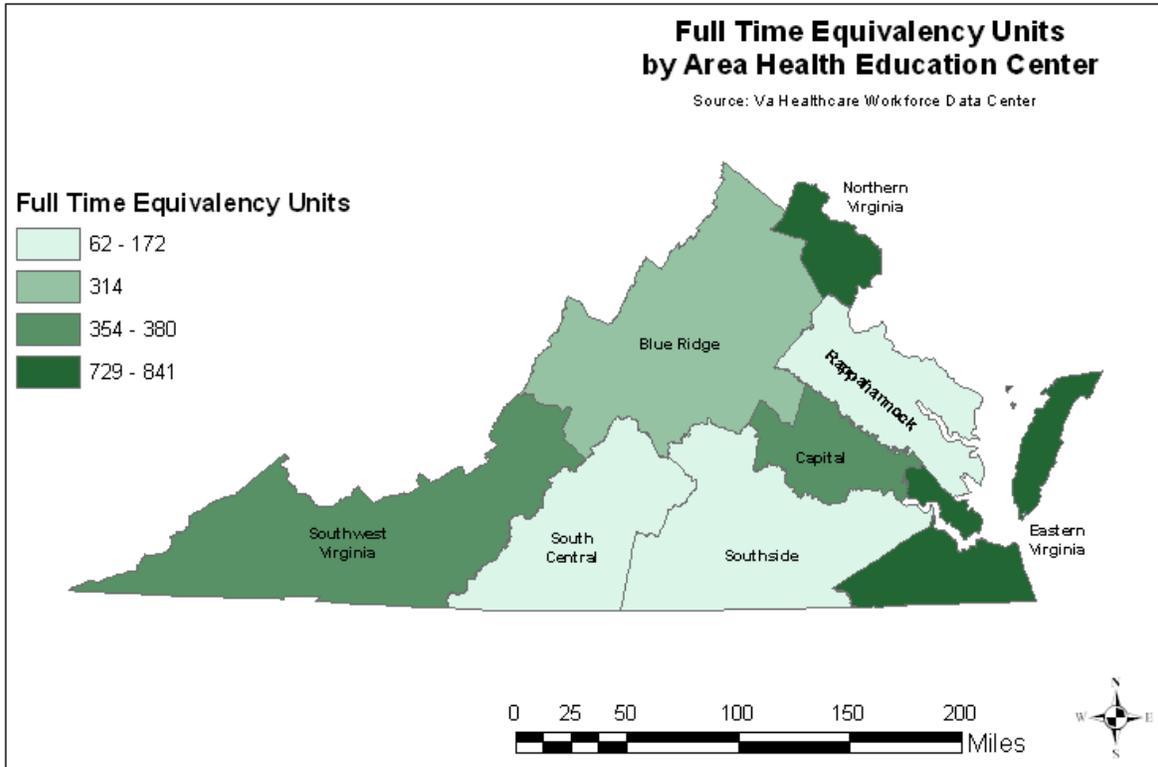
Source: Va. Healthcare Workforce Data Center

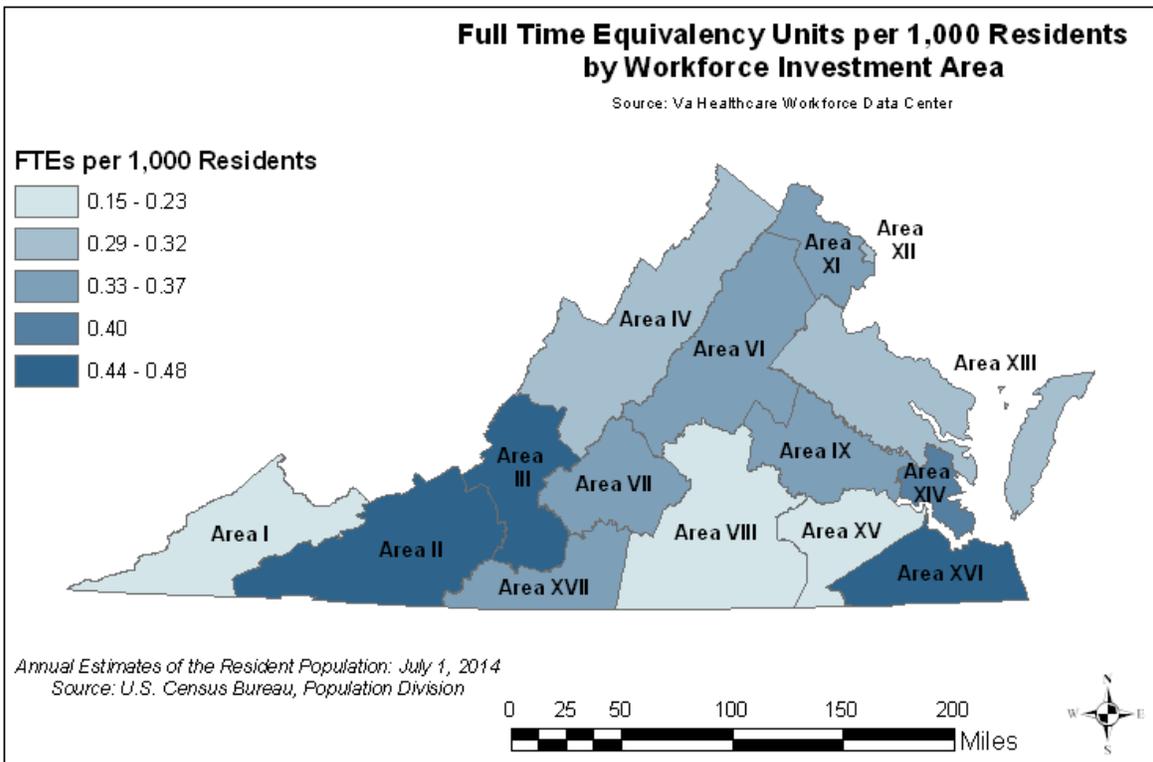
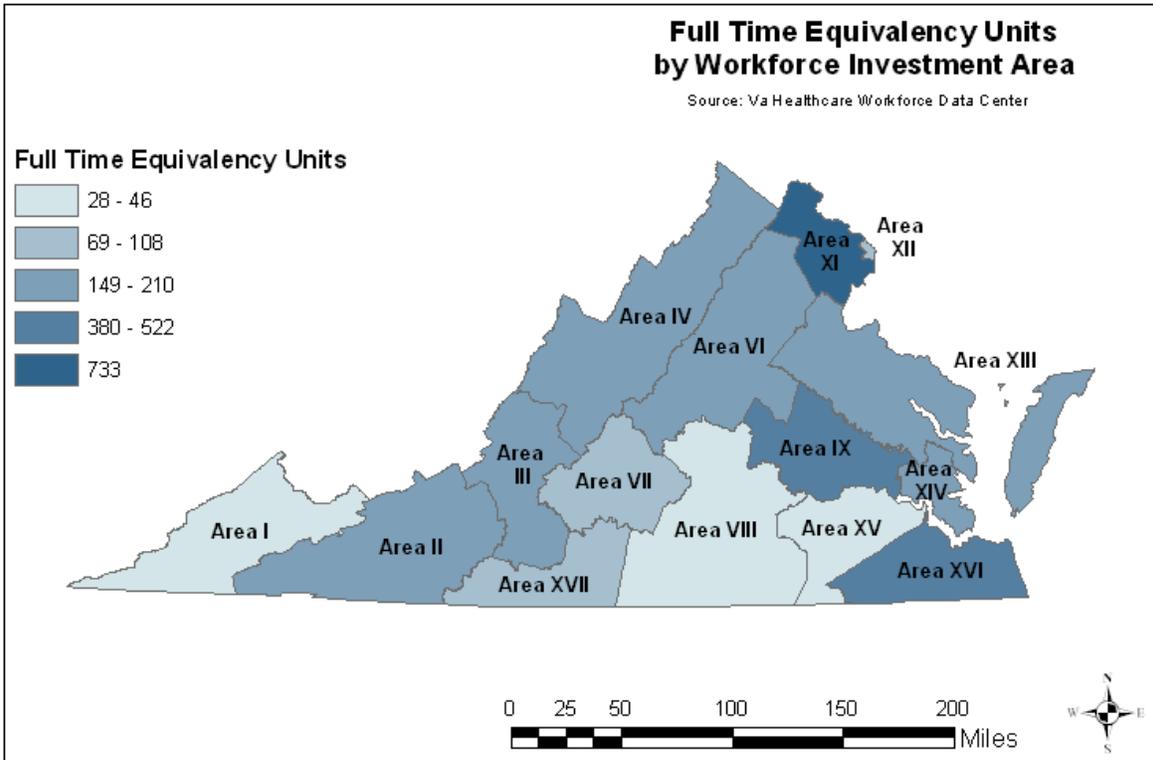


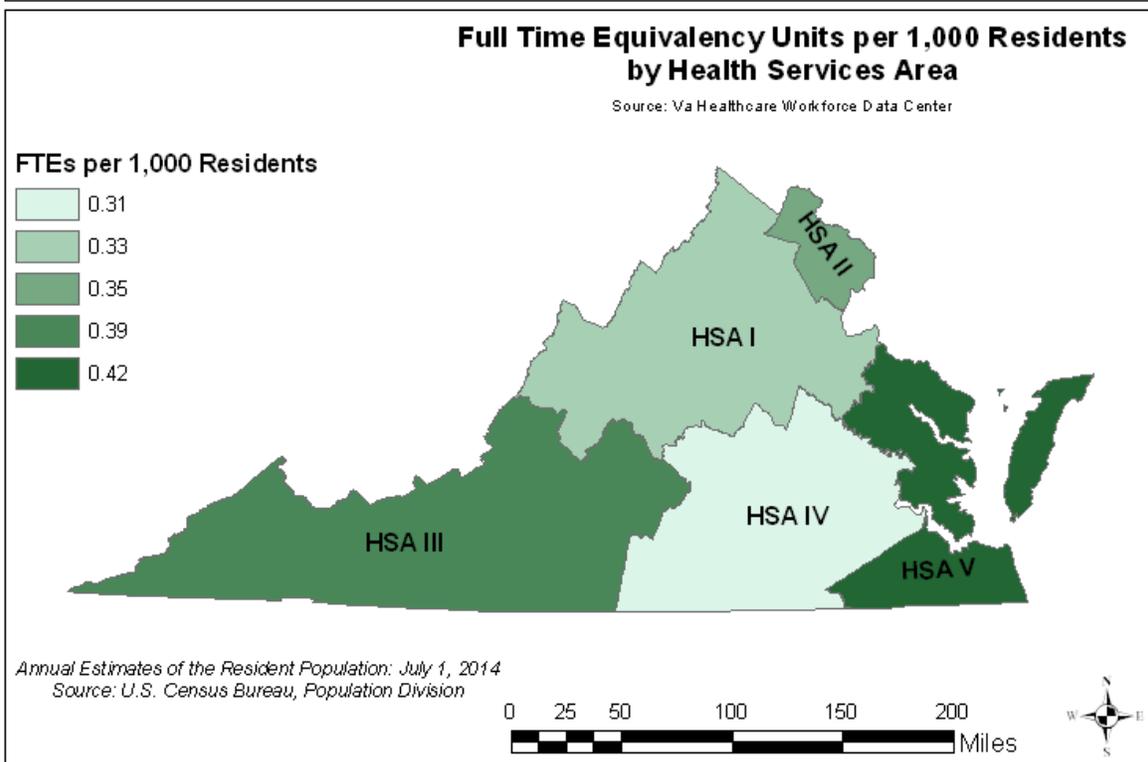
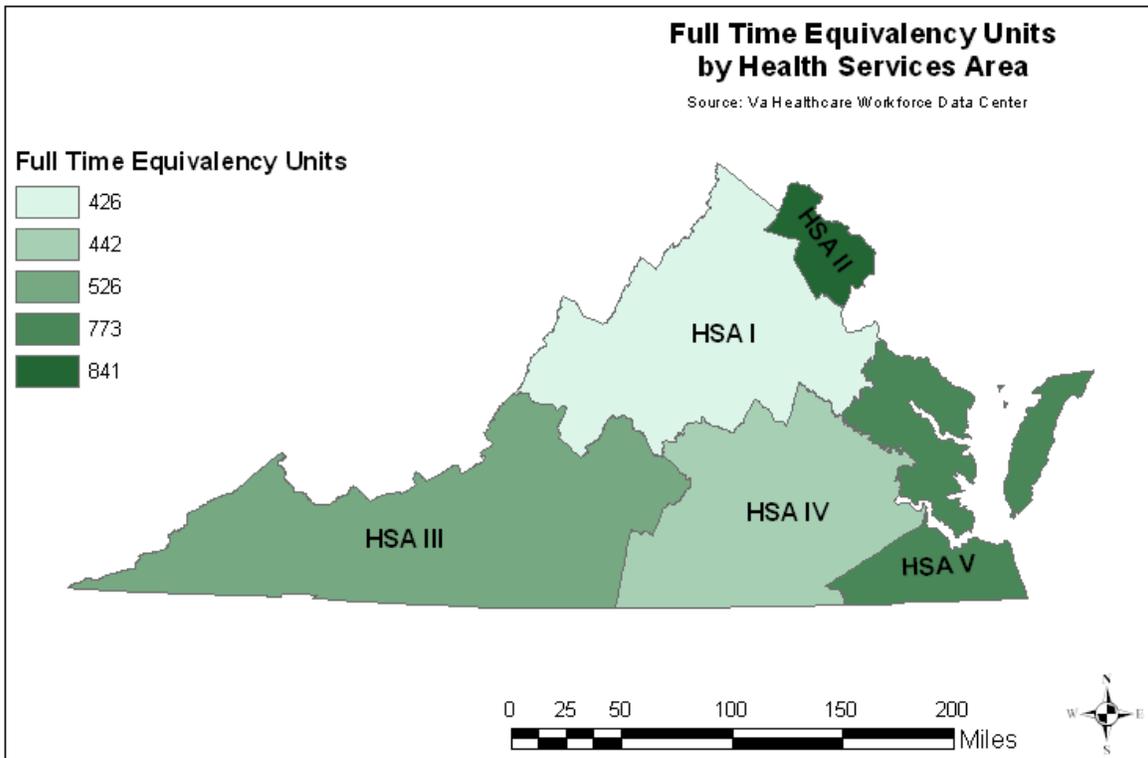
Source: Va. Healthcare Workforce Data Center

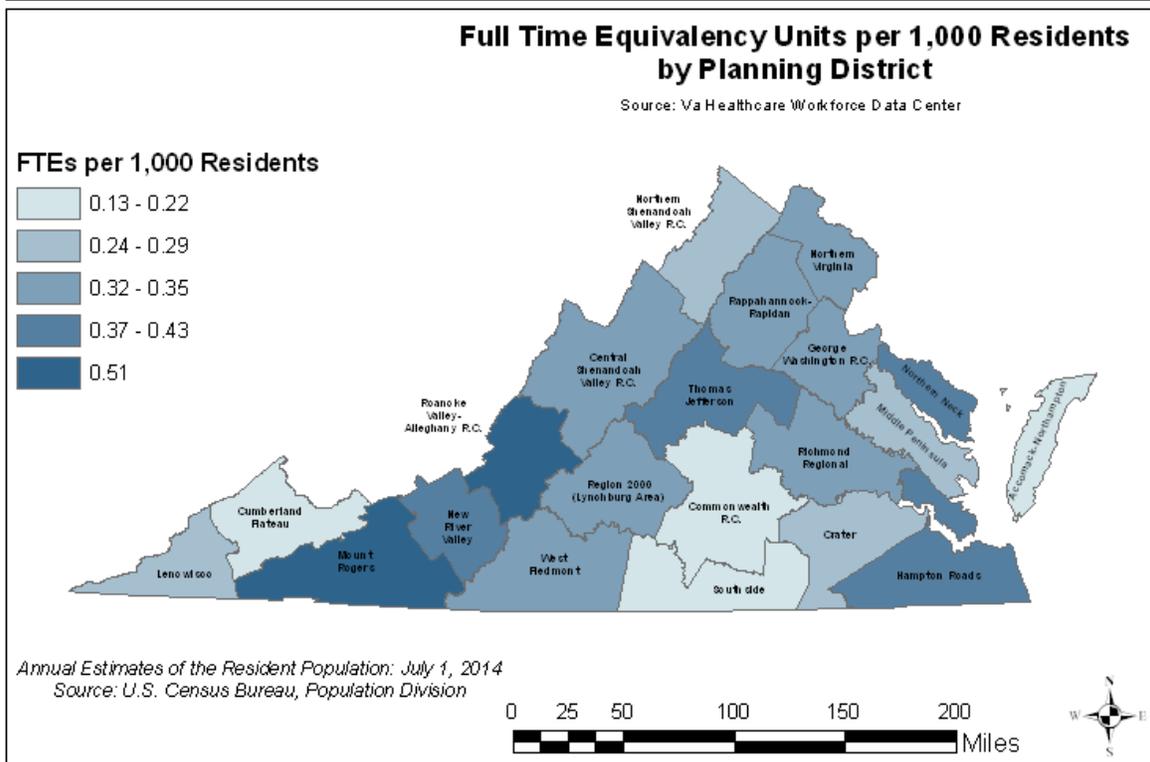
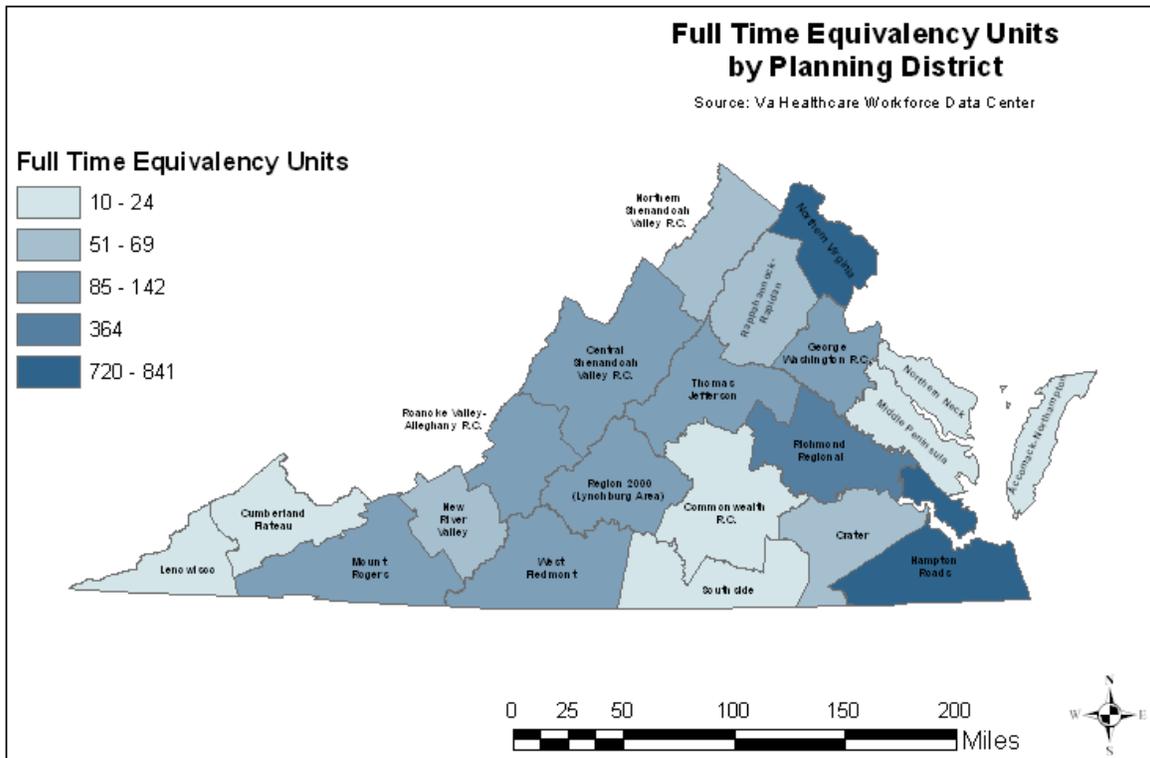
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3,416	89.58%	1.11634	1.0672	1.27559
Metro, 250,000 to 1 million	401	88.53%	1.129577	1.07986	1.29071
Metro, 250,000 or less	400	87.75%	1.139601	1.08944	1.30217
Urban pop 20,000+, Metro adj	99	90.91%	1.1	1.05158	1.25692
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	182	91.76%	1.08982	1.04185	1.24529
Urban pop, 2,500-19,999, nonadj	129	92.25%	1.084034	1.03632	1.23867
Rural, Metro adj	79	88.61%	1.128571	1.0789	1.28956
Rural, nonadj	43	93.02%	1.075	1.02768	1.22835
Virginia border state/DC	479	83.92%	1.191542	1.13909	1.36152
Other US State	499	81.76%	1.223039	1.1692	1.39751

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	705	91.63%	1.091331	1.03696	1.17976
30 to 34	762	91.73%	1.090129	1.03581	1.17846
35 to 39	716	92.46%	1.081571	1.02768	1.1692
40 to 44	720	89.31%	1.119751	1.06396	1.21048
45 to 49	710	91.13%	1.097372	1.0427	1.18629
50 to 54	685	88.32%	1.132231	1.07582	1.22397
55 to 59	643	85.85%	1.164855	1.10682	1.25924
60 and Over	786	77.35%	1.292763	1.22835	1.39751

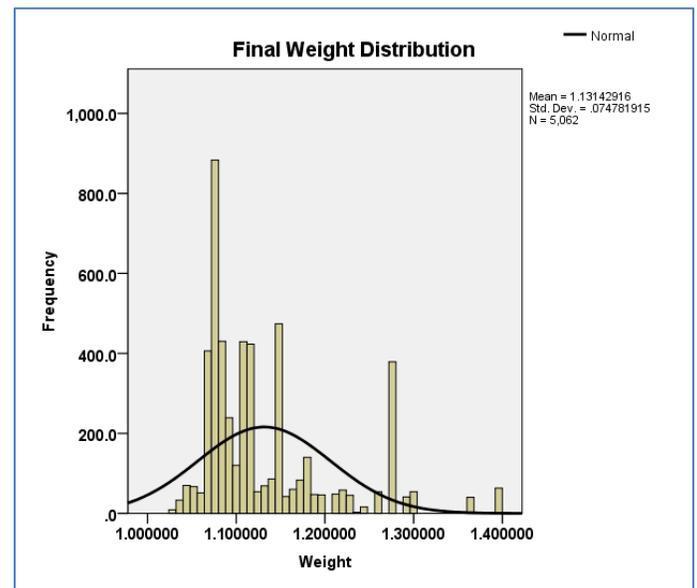
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.883883



Source: Va. Healthcare Workforce Data Center