
Virginia's Dentistry Workforce: 2021

Healthcare Workforce Data Center

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Nearly 6,800 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 their ongoing cooperation.

Thank You!

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The Dentistry Workforce: At a Glance:

The Workforce

Licenses:	7,764
Virginia's Workforce:	5,857
FTEs:	4,589

Background

Rural Childhood:	18%
HS Diploma in VA:	39%
Prof. Degree in VA:	36%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	68%
Satisfied:	95%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	100%

Education

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

Job Turnover

Switched Jobs:	4%
Employed over 2 yrs.:	71%

Demographics

Female:	39%
Diversity Index:	57%
Median Age:	48

Finances

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

Time Allocation

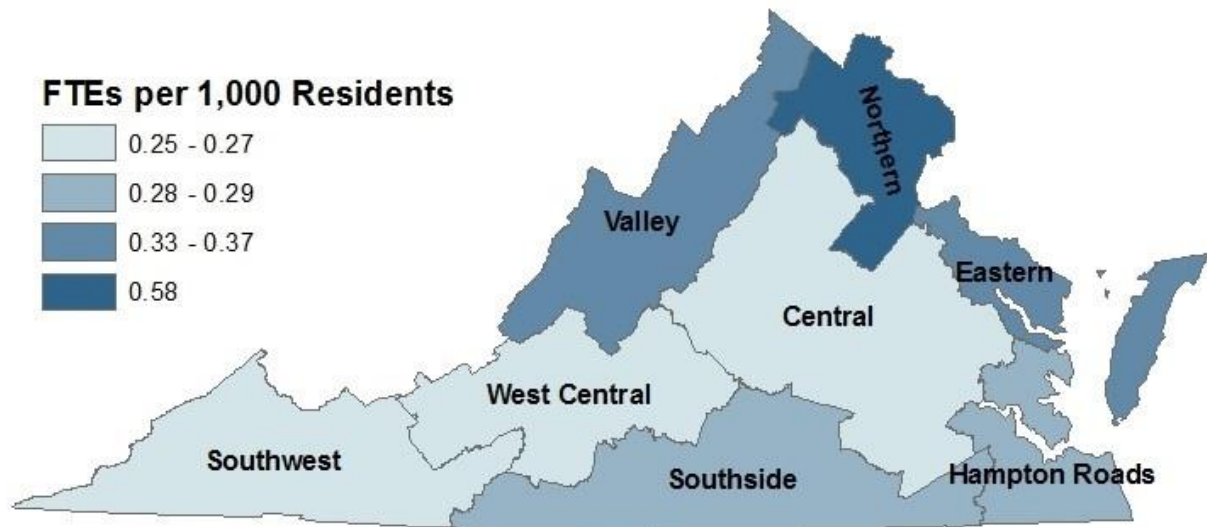
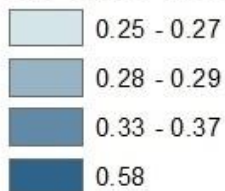
Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	91%

Source: Va. Healthcare Workforce Data Center

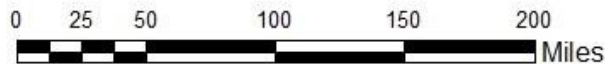
Full Time Equivalency Units Provided by Dentists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



Results in Brief

In 2021, 5,857 dentists in Virginia's workforce provided 4,589 "full-time equivalency units", which the HWDC defines as working 2,000 hours a year. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administered the 2021 Dentistry Survey which provided this data during the license renewal period in March 2021. The 6,780 survey respondents represent 87% of the 7,764 licensed dentists in the state and nearly all of the renewing practitioners.

Nearly 40% of dentists are female and the median age of all dentists is 48. In a random encounter between two dentists, there is a 57% chance that they would be of different races or ethnicities, a measure known as the diversity index. The diversity index in Virginia is also 57%. Dentists under age 40 have a diversity index of 62%.

Nearly all dentists hold a doctorate or professional degree. About 38% 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 \$150,000 and \$160,000. The median annual income for dentists is also 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 91% 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 organization. Nearly two-thirds of dentists work at a solo dental practice, while another 20% work at a group dental practice. Only 30% of the workforce expect to retire in the next decade, while half of the current workforce expect to retire by 2041.

Summary of Trends

The dental workforce has grown by about 100 licensed dentists a year for the past eight years. At 7,764, the number of dentists in the state's workforce in 2021 was at an 8-year high but the full time equivalency (FTE) units they provided was not. More dentists were needed to produce one FTE in 2021 compared to 2015.

There are noted changes in gender composition, age, and the racial/ethnic diversity of the state's dentistry workforce. Females make up a greater proportion of the dental workforce (39% vs 30%). Further, in 2021, 56% of the dentists under age 40 are female, up from 50% in 2013. Although the median age has only declined from 50 to 48 since 2013, the percentage of dentists above age 55 years declined from 40% to 36% in the same period. Further, the number of dentists under age 40 has increased from 27% to 29%. The diversity index of 57% for the dentistry workforce increased by 1% since last year and has increased significantly since 2013 when it was 48%. Further, the diversity index for dentists under 40 years, though previously declining, increased from 61% last year to 62% this year.

The percentage of dentists in non-metro areas did not change in 2021 after declining from 8% to 7% in 2018 for the first time in five years. The educational attainment level of dentists did not change in 2021 although the median debt increased by \$20,000 to between \$150,000 and \$160,000. The percent carrying more than \$140,000 in debt also increased from 19% to 21% for the first time since 2018. However, the percent with education debt has stayed at 39% since 2018 and the percent of dentists under age 40 with education debt also stayed at 71% from last year.

The coronavirus pandemic threatened the employment outlook for dentists in Virginia in 2020. Past year involuntary unemployment increased from an 8-year high of 2% to 20% in this report. Median income, however, remained unchanged at between \$150,000 and \$160,000 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 2021. 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 is now 42%; the finding that half of the dentistry workforce plan to retire within two decades of the survey also has remained unchanged in the past eight years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,759	87%
New Licensees	489	6%
Non-Renewals	516	7%
All Licensees	7,764	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. Nearly all renewing dentists submitted a survey. These represent 87% 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	57	193	77%
30 to 34	164	728	82%
35 to 39	126	953	88%
40 to 44	91	945	91%
45 to 49	89	808	90%
50 to 54	72	738	91%
55 to 59	59	606	91%
60 and Over	326	1,809	85%
Total	984	6,780	87%
New Licenses			
Issued 4/2020 to 3/2021	166	323	66%
Metro Status			
Non-Metro	56	350	86%
Metro	566	4,601	89%
Not in Virginia	362	1,829	83%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2021.
- 2. Target Population:** All dentists who held a Virginia license at some point between April 2020 and March 2021.
- 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 2021.

Response Rates	
Completed Surveys	6,780
Response Rate, All Licensees	87%
Response Rate, Renewals	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number: 7,764
 New: 6%
 Not Renewed: 7%

Response Rates

All Licensees: 87%
 Renewing Practitioners: 100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Dentistry Workforce: 5,857
 FTEs: 4,589

Utilization Ratios

Licenses in VA Workforce: 75%
 Licenses per FTE: 1.69
 Workers per FTE: 1.28

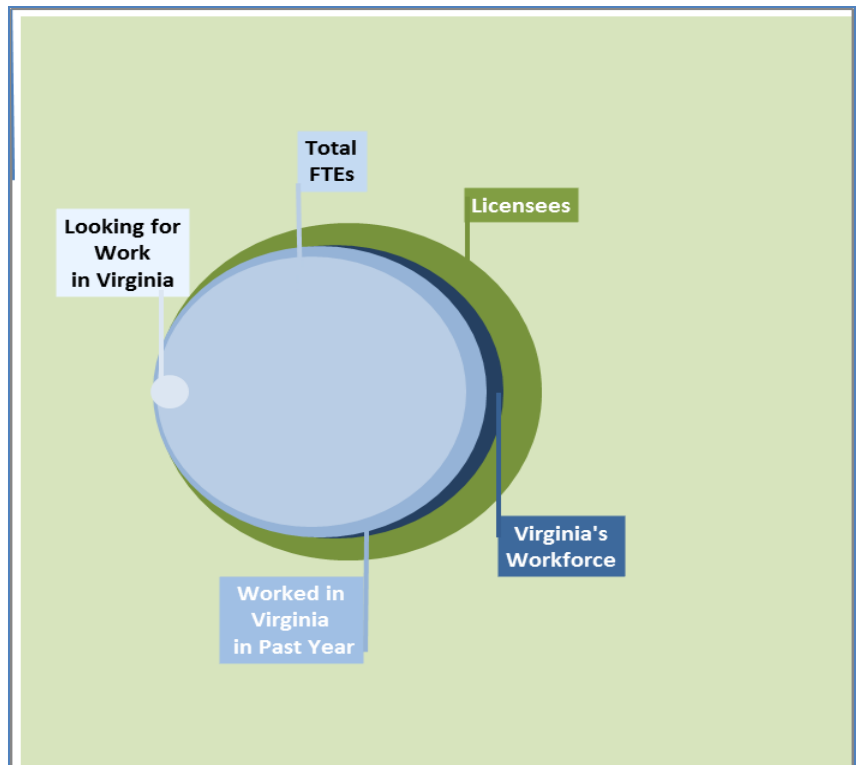
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2020 and March 2021 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,753	98%
Looking for Work in Virginia	104	2%
Virginia's Workforce	5,857	100%
Total FTEs	4,589	
Licenses	7,764	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	66	39%	103	61%	169	4%
30 to 34	254	46%	303	54%	558	12%
35 to 39	273	45%	340	56%	612	13%
40 to 44	293	51%	281	49%	574	13%
45 to 49	301	55%	247	45%	548	12%
50 to 54	274	59%	193	41%	466	10%
55 to 59	265	69%	120	31%	384	8%
60 +	1,064	86%	177	14%	1,241	27%
Total	2,789	61%	1,764	39%	4,553	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 39%
 % Under 40 Female: 56%

Age
 Median Age: 48
 % Under 40: 29%
 % 55+: 36%

Diversity
 Diversity Index: 57%
 Under 40 Div. Index: 62%

Source: Va. Healthcare Workforce Data Center

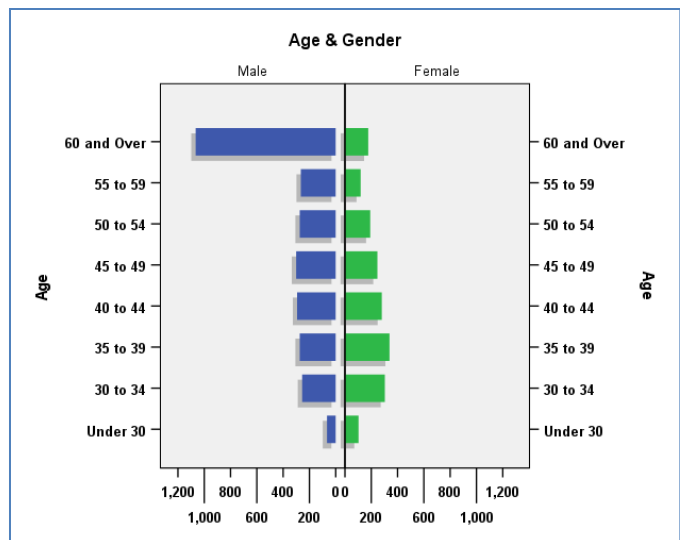
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	61%	2,787	62%	726	55%
Black	19%	272	6%	66	5%
Asian	7%	971	21%	355	27%
Other Race	0%	169	4%	68	5%
Two or More Races	3%	84	2%	30	2%
Hispanic	10%	246	5%	74	6%
Total	100%	4,529	100%	1,319	100%

*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, 2019.

Source: Va. Healthcare Workforce Data Center

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

More than one-quarter of dentists are under the age of 40. 56% 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: 36%
HS or Dental Ed. in VA: 48%

Location Choice

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

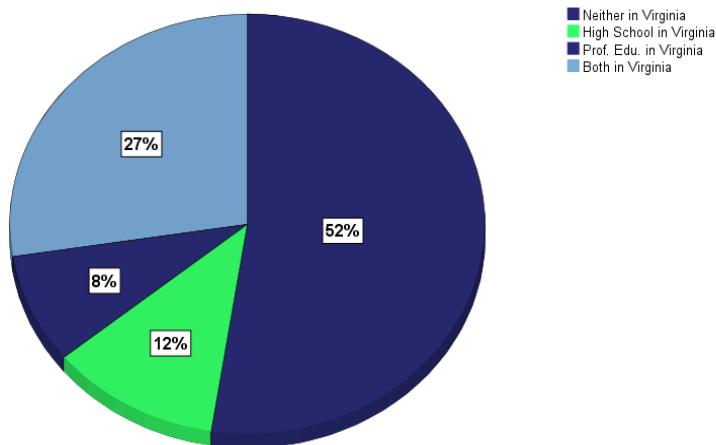
Source: Va. Healthcare Workforce Data Center

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%	62%	25%
2	Metro, 250,000 to 1 million	30%	56%	14%
3	Metro, 250,000 or less	27%	54%	19%
Non-Metro Counties				
4	Urban pop 20,000+, metro adjacent (adj)	46%	46%	8%
6	Urban pop, 2,500-19,999, metro adj	40%	40%	19%
7	Urban pop, 2,500-19,999, nonadj	75%	16%	9%
8	Rural, metro adj	47%	39%	14%
9	Rural, nonadj	33%	52%	15%
Overall		18%	59%	23%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



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	1,762	Virginia	1,591
2	Outside U.S./Canada	862	DC	340
3	New York	201	Pennsylvania	301
4	Maryland	188	Outside U.S./Canada	270
5	Pennsylvania	160	Maryland	260
6	California	112	New York	256
7	Florida	98	Massachusetts	207
8	New Jersey	96	West Virginia	110
9	North Carolina	96	California	108
10	West Virginia	84	Kentucky	97

Source: Va. Healthcare Workforce Data Center

39% of all dentists earned their high school degree in Virginia, and 36% received their initial professional degree in the state.

Among dentists who received their initial license in the past five years, 31% earned their high school degree in Virginia, while 23% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	561	Virginia	408
2	Outside U.S./Canada	473	Outside U.S./Canada	177
3	Maryland	65	New York	166
4	California	57	Pennsylvania	129
5	New York	56	Massachusetts	115
6	North Carolina	54	Maryland	97
7	Pennsylvania	48	Washington, D.C.	83
8	Florida	41	California	67
9	West Virginia	36	West Virginia	48
10	Georgia	31	Ohio	42

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 83% who worked as dentists.

At a Glance:

Not in VA Workforce

Total:	1,908
% of Licensees:	25%
Federal/Military:	15%
VA Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	46	1%
Graduate Certificate	32	1%
Masters	66	1%
Doctorate/Professional	4,288	97%
Total	4,433	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 debt is between \$150,000 and \$160,000.

At a Glance:

Education
 Doctorate/Professional: 97%
 Baccalaureate: 1%

Educational Debt
 Carry debt: 39%
 Under age 40 w/ debt: 71%
 Median debt: \$150k-\$160k

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)	674	12%
Advanced Education in General Dentistry (AEGD)	566	10%
Orthodontics	322	7%
Pediatric Dentistry	235	4%
General Practice Residency -2 (GPR-2)	175	3%
Oral and Maxillofacial Surgery	152	3%
Endodontics	148	3%
Periodontology	147	3%
Prosthodontics	121	2%
Dental Public Health	19	0%
Oral and Maxillofacial Pathology	9	0%
Oral and Maxillofacial Radiology	8	0%
At Least One	2,236	38%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,317	61%	317	29%
Less than \$40,000	193	5%	38	3%
\$40,000-\$59,999	123	3%	32	3%
\$60,000-\$79,999	113	3%	39	4%
\$80,000-\$99,999	105	3%	33	3%
\$100,000-\$119,999	108	3%	36	3%
\$120,000-\$139,999	71	2%	28	3%
\$140,000-\$159,999	79	2%	39	4%
\$160,000-\$179,999	62	2%	31	3%
\$180,000-\$199,999	57	1%	40	4%
\$200,000 or More	598	16%	464	42%
Total	3,826	100%	1,097	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 95%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 68%
 2 or More Positions: 14%

Weekly Hours:

40 to 49: 28%
 60 or more: 3%
 Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	7	<1%
Employed in a dentistry related capacity	4,231	95%
Employed, NOT in a dentistry related capacity	14	<1%
Not working, reason unknown	0	0%
Involuntarily unemployed	29	1%
Voluntarily unemployed	72	2%
Retired	103	2%
Total	4,455	100%

Source: Va. Healthcare Workforce Data Center

95% of Virginia's dentists are employed in the profession, and 68% currently have one full-time job. 28% 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	204	5%
One Part-Time Position	576	13%
Two Part-Time Positions	225	5%
One Full-Time Position	2,952	68%
One Full-Time Position & One Part-Time Position	272	6%
Two Full-Time Positions	19	0%
More than Two Positions	86	2%
Total	4,334	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	204	5%
1 to 9 hours	107	2%
10 to 19 hours	182	4%
20 to 29 hours	347	8%
30 to 39 hours	1,890	44%
40 to 49 hours	1,217	28%
50 to 59 hours	244	6%
60 to 69 hours	77	2%
70 to 79 hours	16	0%
80 or more hours	31	1%
Total	4,315	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	41	1%
Less Than \$30,000	130	4%
\$30,000-\$69,999	258	7%
\$70,000-\$109,999	571	17%
\$110,000-\$149,999	655	19%
\$150,000-\$189,999	516	15%
\$190,000-\$229,999	434	13%
\$230,000-\$269,999	233	7%
\$270,000-\$309,999	198	6%
\$310,000-\$349,999	66	2%
More than \$350,000	356	10%
Total	3,458	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Retirement: 40%
Paid Vacation: 22%

Satisfaction
Satisfied: 95%
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,006	69%
Somewhat Satisfied	1,122	26%
Somewhat Dissatisfied	146	3%
Very Dissatisfied	55	1%
Total	4,329	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, 46% had access to a retirement plan and 28% received paid vacation leave.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,682	40%	46%
Paid Vacation	912	22%	28%
Paid Sick Leave	626	15%	19%
Group Life Insurance	567	13%	17%
Dental Insurance	535	13%	17%
Signing/Retention Bonus	182	4%	7%
Receive at least one benefit	2,056	49%	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?	1,170	20%
Experience voluntary unemployment?	304	5%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	166	3%
Work two or more positions at the same time?	689	12%
Switch employers or practices?	205	4%
Experienced at least 1	2,026	35%

Source: Va. Healthcare Workforce Data Center

20% of Virginia's dentists experienced involuntary unemployment at some point during the last year. By comparison, Virginia's average monthly unemployment rate was 6.9 % in the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	110	3%	52	5%
Less than 6 Months	222	5%	121	12%
6 Months to 1 Year	340	8%	83	8%
1 to 2 Years	524	13%	177	18%
3 to 5 Years	646	15%	191	19%
6 to 10 Years	611	15%	133	14%
More than 10 Years	1,737	41%	222	23%
Subtotal	4,190	100%	980	100%
Did not have location	107		4,815	
Item Missing	1,559		62	
Total	5,857		5,857	

Source: Va. Healthcare Workforce Data Center

More than half of dentists are salary or wage employees, while 33% receive income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 20%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 4%
New Location: 18%
Over 2 years: 71%
Over 2 yrs., 2nd location: 56%

Employment Type

Salary/Commission: 59%
Business/Practice Income: 33%
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	2,016	59%
Hourly Wage	113	3%
By Contract	124	4%
Business/ Practice Income	1,145	33%
Unpaid	32	1%
Subtotal	3,429	100%
Did not have location	107	
Item Missing	2,321	

Source: Va. Healthcare Workforce Data Center

¹ According to the U.S. Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate over the past year fluctuated between a low of 5.1% and a high of 11.0%. At the time of publication, the unemployment rate from March 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	43%
Top 3 Regions:	79%
Lowest Region:	1%

Locations

2 or more (Past Year):	18%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

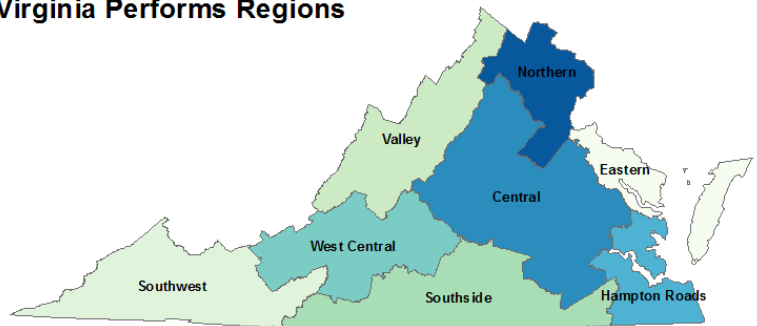
43% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 1% of the workforce, Eastern Virginia has the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	795	19%	177	17%
Eastern	57	1%	19	2%
Hampton Roads	674	16%	135	13%
Northern	1,799	43%	450	44%
Southside	108	3%	15	1%
Southwest	99	2%	18	2%
Valley	216	5%	50	5%
West Central	334	8%	60	6%
Virginia Border State/DC	39	1%	46	5%
Other US State	34	1%	45	4%
Outside of the US	0	0%	2	0%
Total	4,155	100%	1,017	100%
Item Missing	1,595		24	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



74% of dentists currently have just one work location, while 22% have two different work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	107	2%	197	5%
1	4,708	80%	3,154	74%
2	690	12%	623	15%
3	254	4%	238	6%
4	52	1%	41	1%
5	23	0%	12	0%
6 or More	24	0%	18	0%
Total	5,857	100%	4,282	100%

*At the time of survey completion, March 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,562	90%	836	88%
Non-profit	127	3%	40	4%
State/local government	131	3%	56	6%
Veterans Administration	16	0%	2	0%
U.S. Military	107	3%	12	1%
Other Federal Government	15	0%	2	0%
Total	3,958	100%	948	100%
Did not have location	106		4,815	
Item missing	1,793		93	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	90%
Federal:	3%

Top Establishments

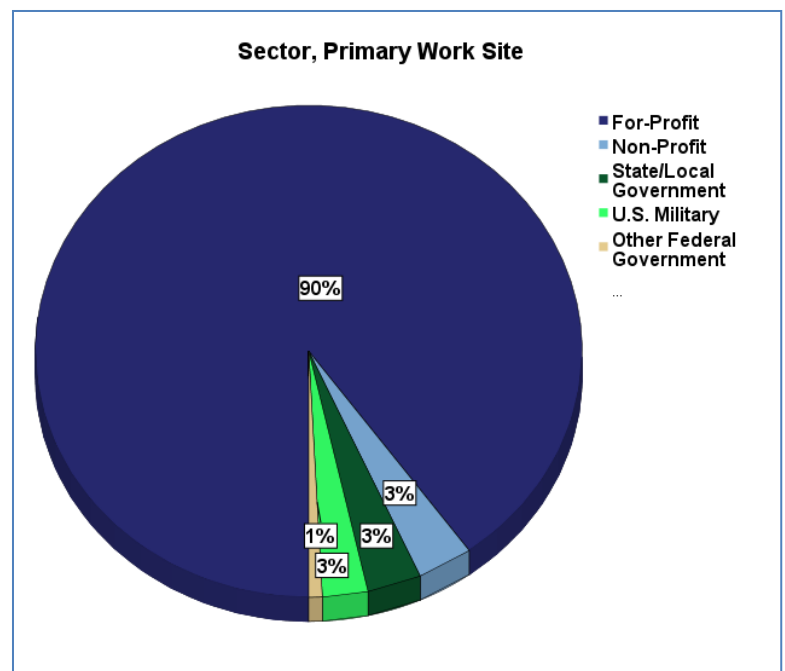
Solo Practice:	65%
Group Practice:	20%

Source: Va. Healthcare Workforce Data Center

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

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	3,811	65%
Private Insurance	3,735	64%
Medicaid	1,238	21%
Medicare	589	10%
At least one	3,926	67%

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

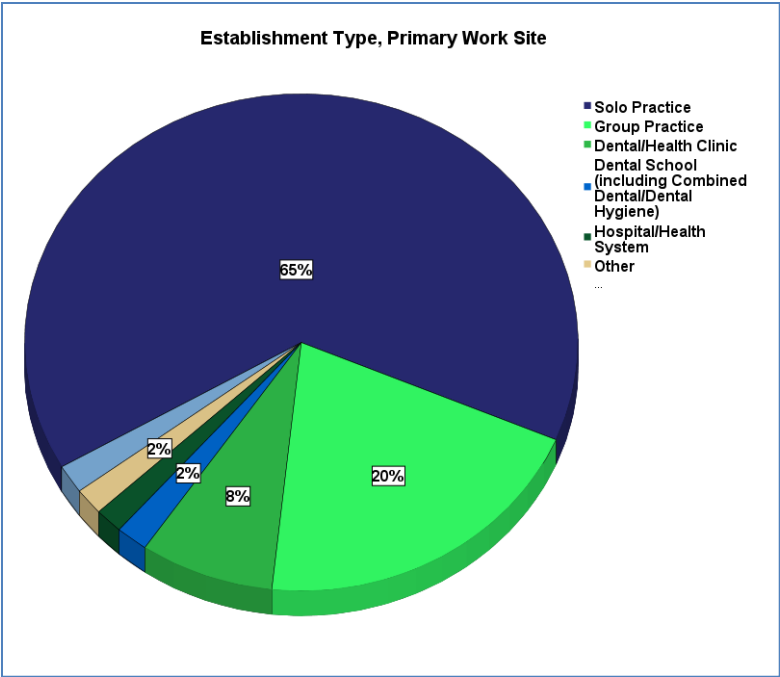


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,507	65%	485	52%
Group Practice	787	20%	252	27%
Dental/Health Clinic	304	8%	105	11%
Dental School (including Combined Dental/Dental Hygiene)	73	2%	14	2%
Hospital/Health System	64	2%	22	2%
Corrections	32	1%	15	2%
Public Health Program	18	0%	0	0%
Nursing Home/Long-term Care	8	0%	5	1%
Dental Hygiene Program (Community College)	7	0%	3	0%
Insurance	3	0%	7	1%
Supplier Organization	2	0%	0	0%
Dental Hygiene Program (Technical School)	1	0%	3	0%
Other	67	2%	22	2%
Total	3,873	100%	933	100%
Did Not Have a Location	107		4815	

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

Source: Va. Healthcare Workforce Data Center



Among those dentists who also have a secondary work location, more than three-quarters work at a private dental practice, including 52% 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

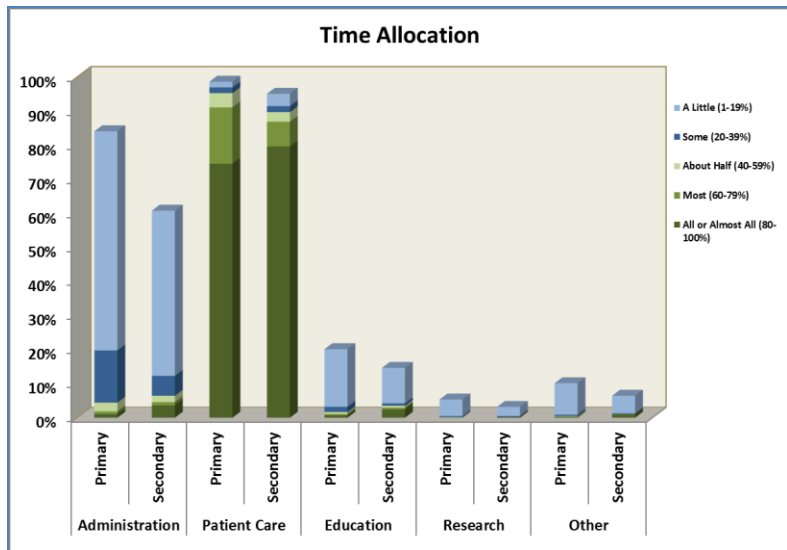
Patient Care: 91%
Administrative: 2%
Education: 1%

Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



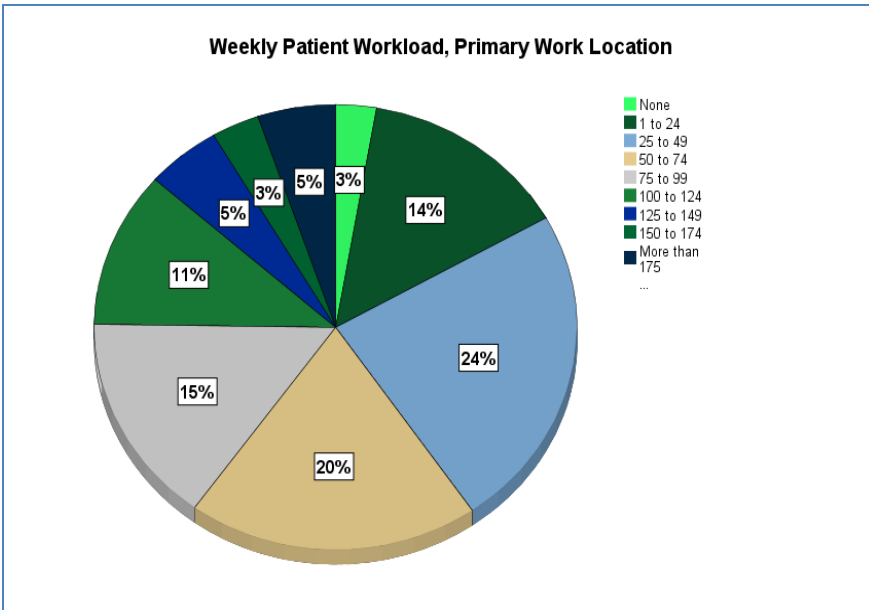
Source: Va. Healthcare Workforce Data Center

A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative and education tasks. 91% 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%	4%	75%	80%	1%	2%	0%	0%	0%	1%
Most (60-79%)	1%	1%	17%	7%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	4%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	15%	6%	2%	2%	2%	1%	0%	0%	0%	0%
A Little (1-20%)	64%	48%	2%	4%	17%	10%	5%	3%	9%	5%
None (0%)	16%	39%	1%	5%	80%	85%	95%	97%	90%	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. Nearly half 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	108	3%	1,693	43%	80	8%	519	55%
1-24	559	14%	895	23%	418	44%	310	33%
25-49	935	24%	672	17%	230	24%	57	6%
50-74	775	20%	369	9%	96	10%	23	2%
75-99	606	15%	163	4%	43	5%	16	2%
100-124	449	11%	67	2%	33	3%	11	1%
125-149	199	5%	29	1%	20	2%	5	1%
150-174	128	3%	17	0%	10	1%	1	0%
175-199	58	1%	10	0%	5	1%	2	0%
200-224	62	2%	9	0%	6	1%	0	0%
225-249	20	1%	1	0%	3	0%	1	0%
250-274	19	0%	1	0%	0	0%	0	0%
275-299	7	0%	0	0%	0	0%	0	0%
300 or more	41	1%	8	0%	5	1%	2	0%
Total	3,966	100%	3,935	100%	949	100%	946	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	71	2%	-	-
50 to 54	190	5%	-	-
55 to 59	422	11%	74	4%
60 to 64	860	23%	299	18%
65 to 69	1,064	29%	549	33%
70 to 74	551	15%	385	23%
75 to 79	208	6%	167	10%
80 or over	88	2%	59	4%
I do not intend to retire	220	6%	136	8%
Total	3,674	100%	1,669	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 42%

Under 60: 19%

Dentists 50 and over

Under 65: 22%

Under 60: 4%

Time until Retirement

Within 2 years: 9%

Within 10 years: 30%

Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

42% of dentists expect to retire by the age of 65, but only 22% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about 30% of all dentists expect to work until at least age 70, including 6% 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 2% plan on leaving the profession. Meanwhile, 13% of dentists plan on increasing their patient care activities, and 11% plan on pursuing additional educational opportunities.

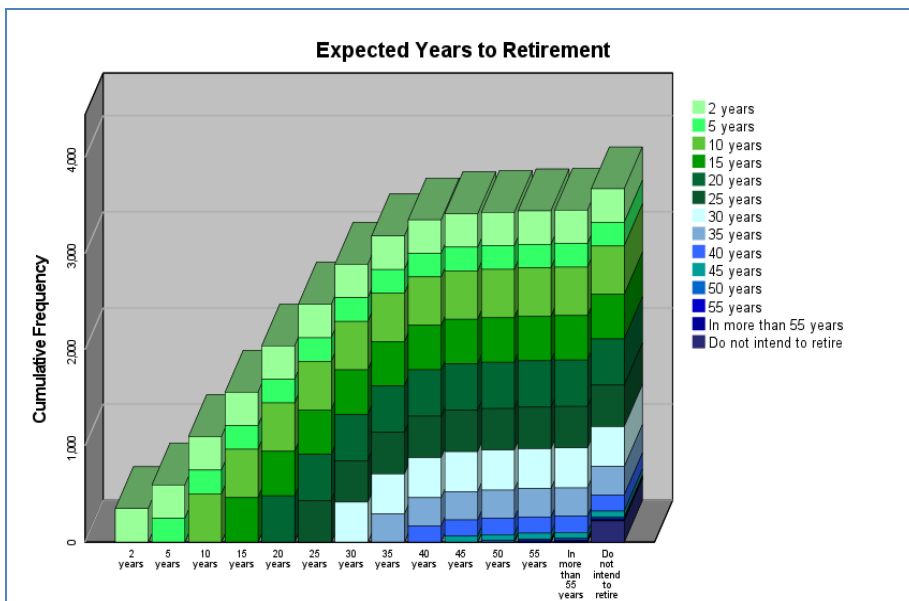
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	88	2%
Leave Virginia	112	2%
Decrease Patient Care Hours	542	9%
Decrease Teaching Hours	19	0%
Increase Participation		
Increase Patient Care Hours	763	13%
Increase Teaching Hours	216	4%
Pursue Additional Education	657	11%
Return to Virginia’s Workforce	39	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 9% of dentists expect to retire within the next two years, while 30% expect to retire in the next ten years. More than half of the current dentistry workforce expect to retire by 2041.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	348	9%	9%
5 years	246	7%	16%
10 years	503	14%	30%
15 years	463	13%	42%
20 years	482	13%	56%
25 years	432	12%	67%
30 years	416	11%	79%
35 years	295	8%	87%
40 years	167	5%	91%
45 years	64	2%	93%
50 years	16	0%	93%
55 years	14	0%	94%
In more than 55 years	9	0%	94%
Do not intend to retire	220	6%	100%
Total	3,675	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 2031. 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 2056.

At a Glance:

FTEs

Total: 4,589
 FTEs/1,000 Residents²: 0.53758
 Average: 0.80

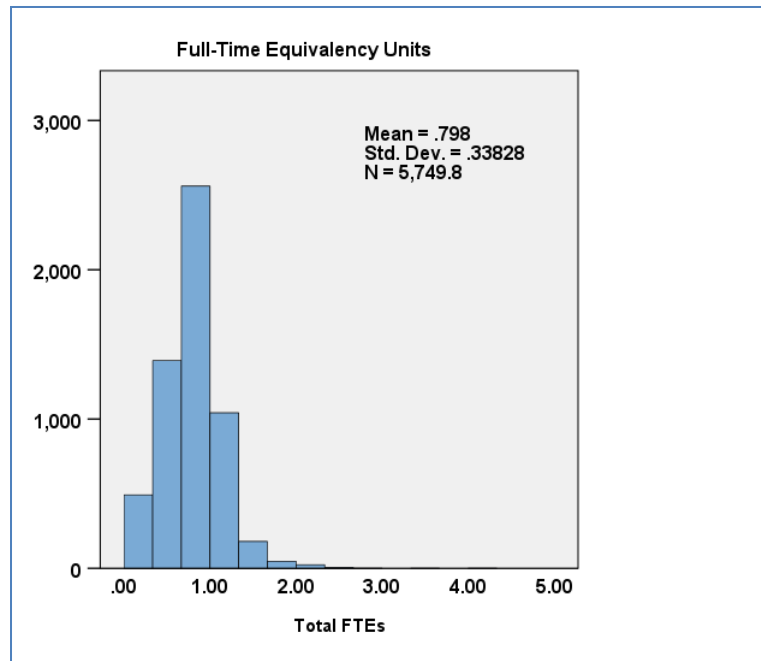
Age & Gender Effect³

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:

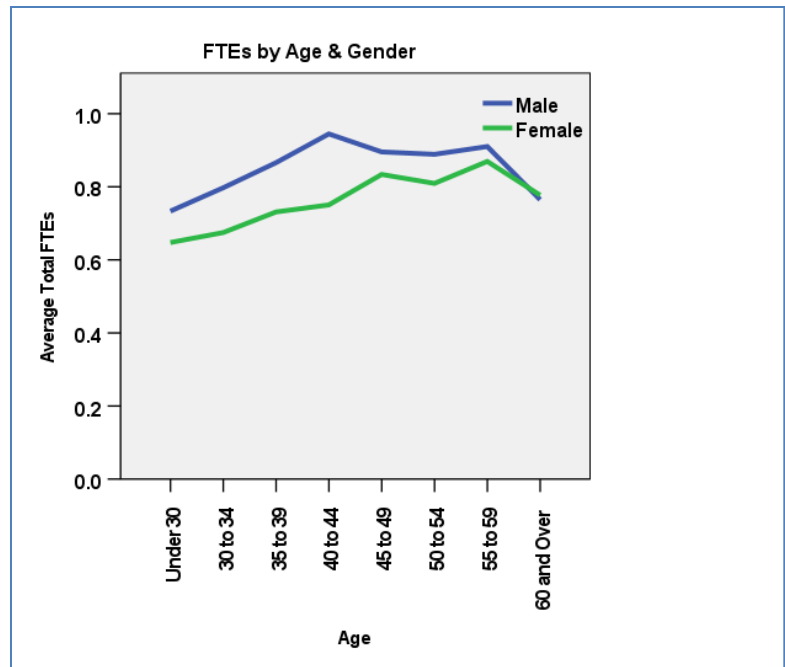


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.82 FTEs during the past year, or approximately 33 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.69	0.68
30 to 34	0.74	0.81
35 to 39	0.80	0.82
40 to 44	0.79	0.76
45 to 49	0.86	0.84
50 to 54	0.83	0.77
55 to 59	0.96	1.03
60 and Over	0.74	0.65
Gender		
Male	0.84	0.86
Female	0.76	0.79

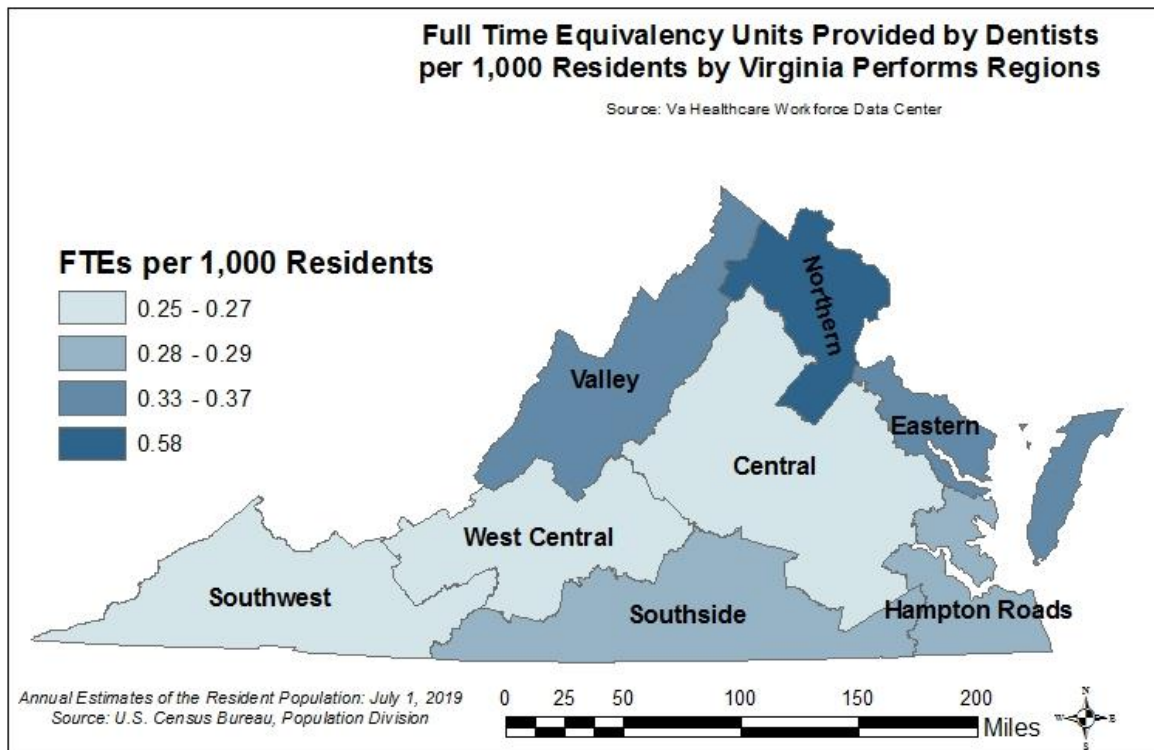
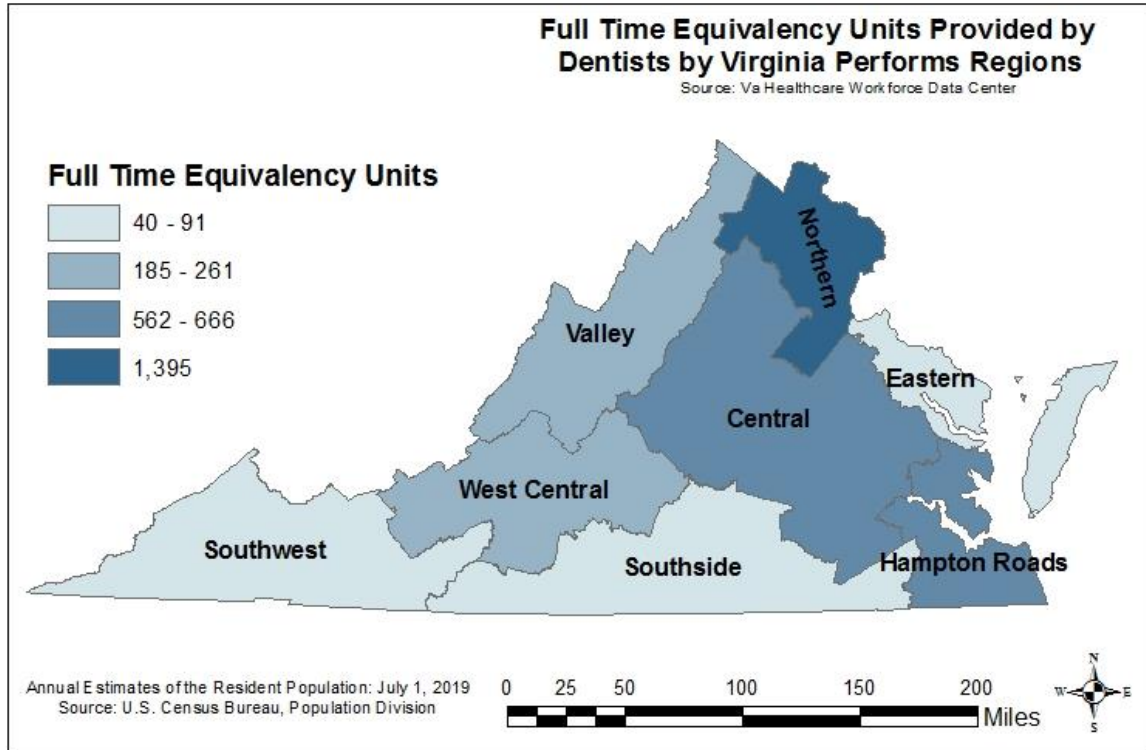
Source: Va. Healthcare Workforce Data Center

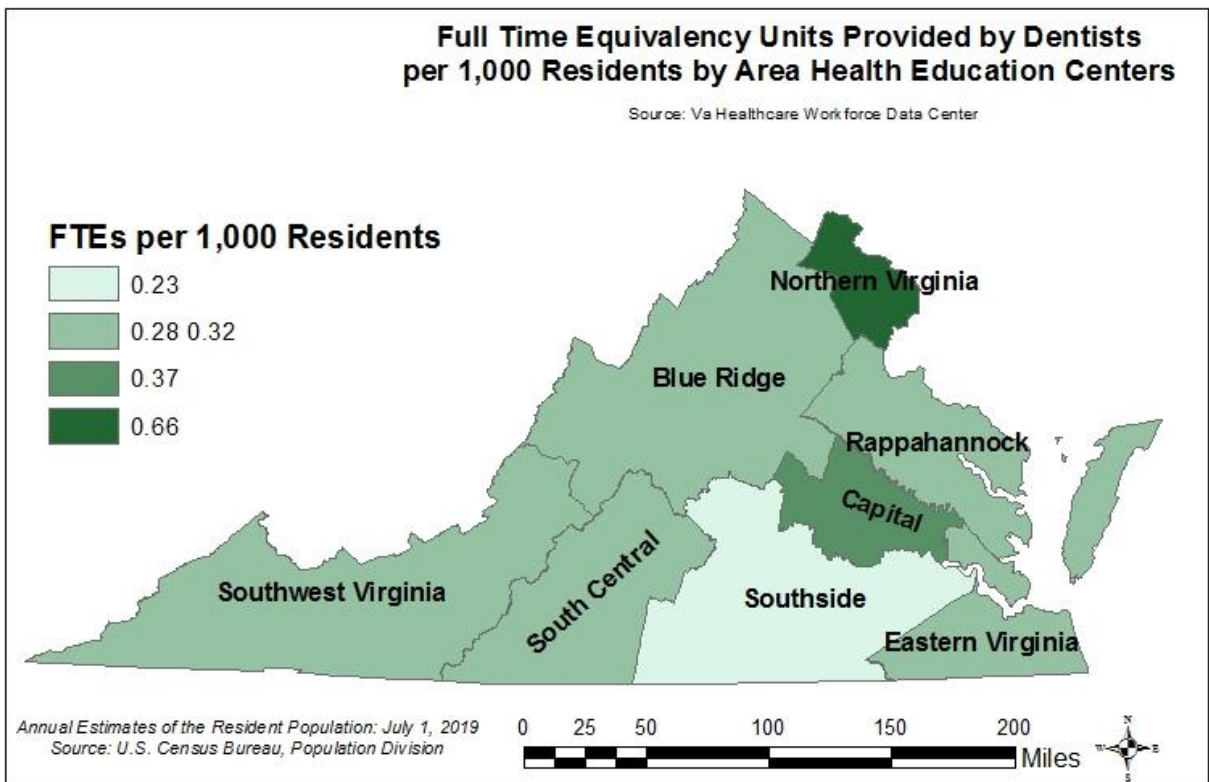
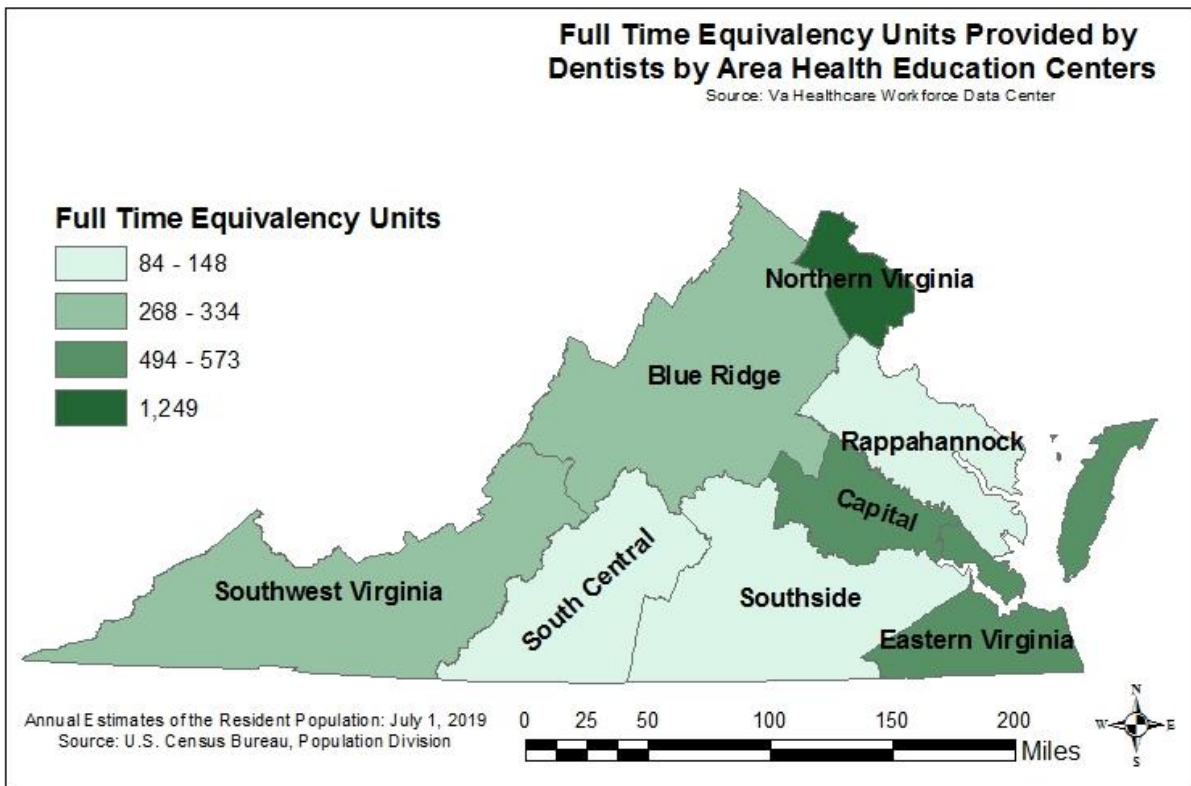


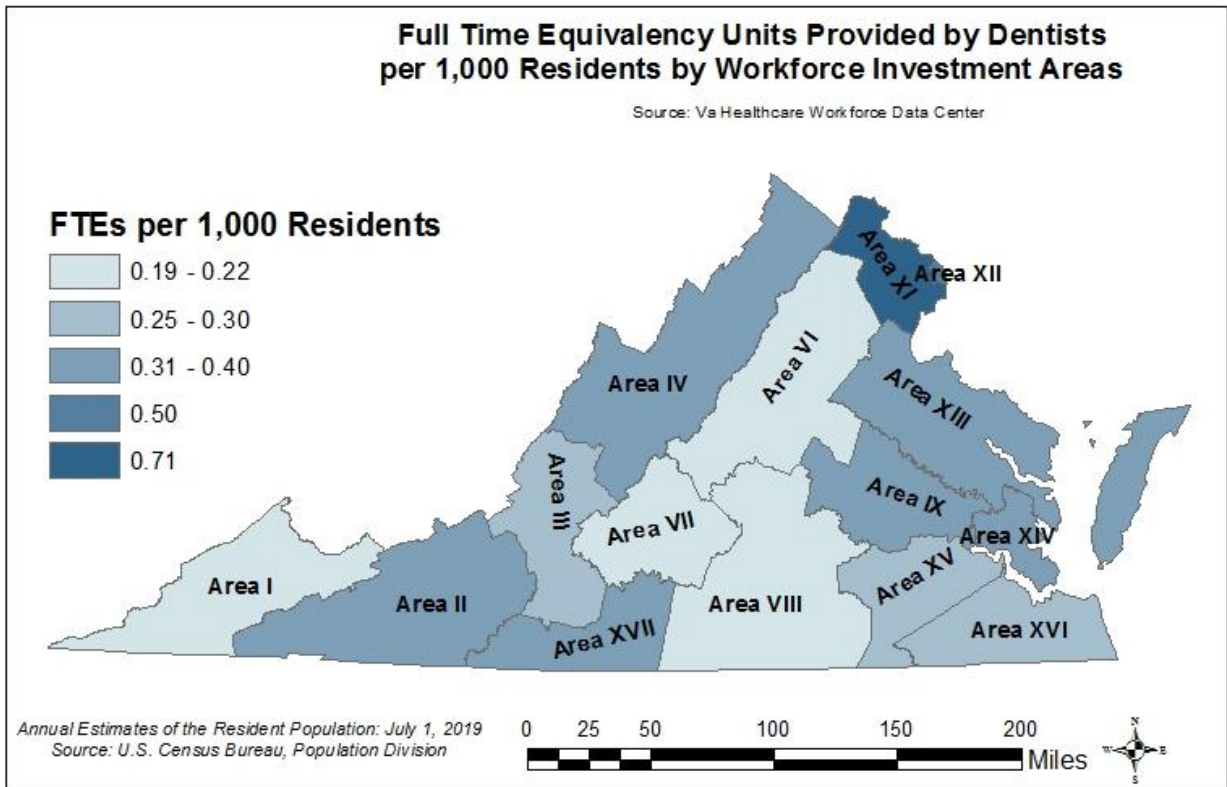
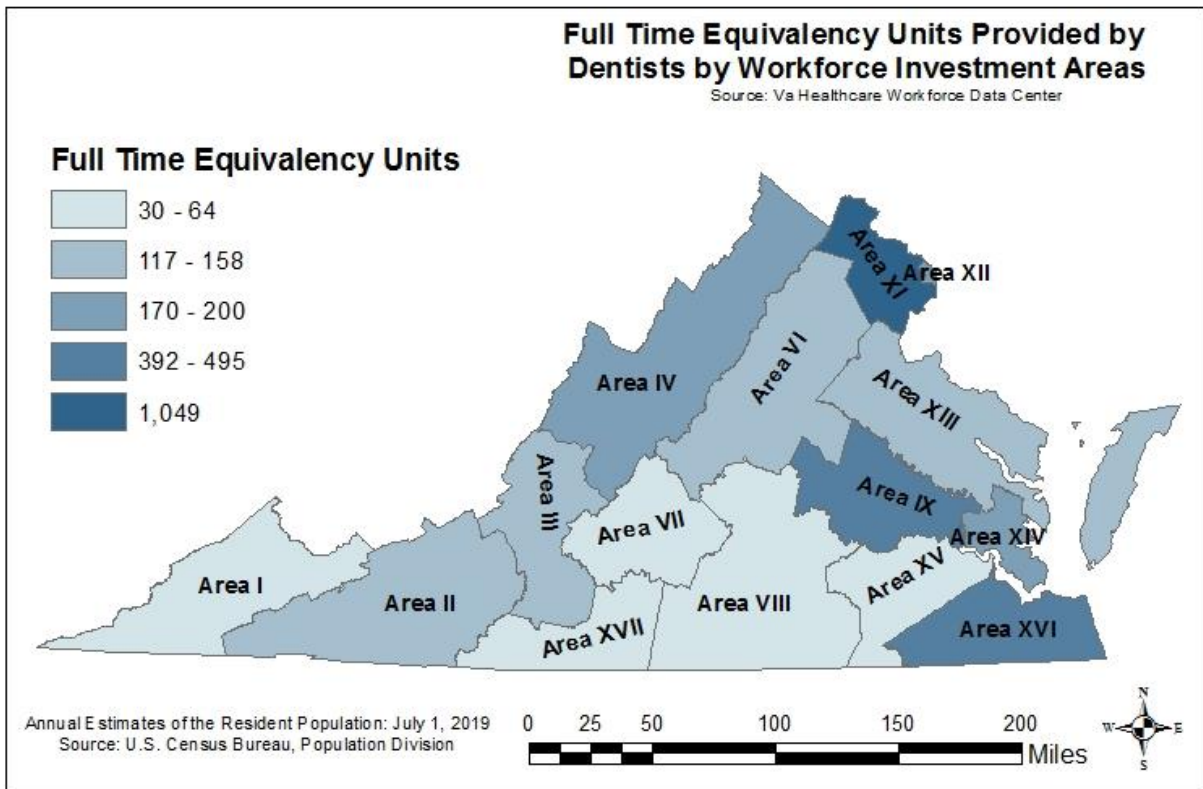
Source: Va. Healthcare Workforce Data Center

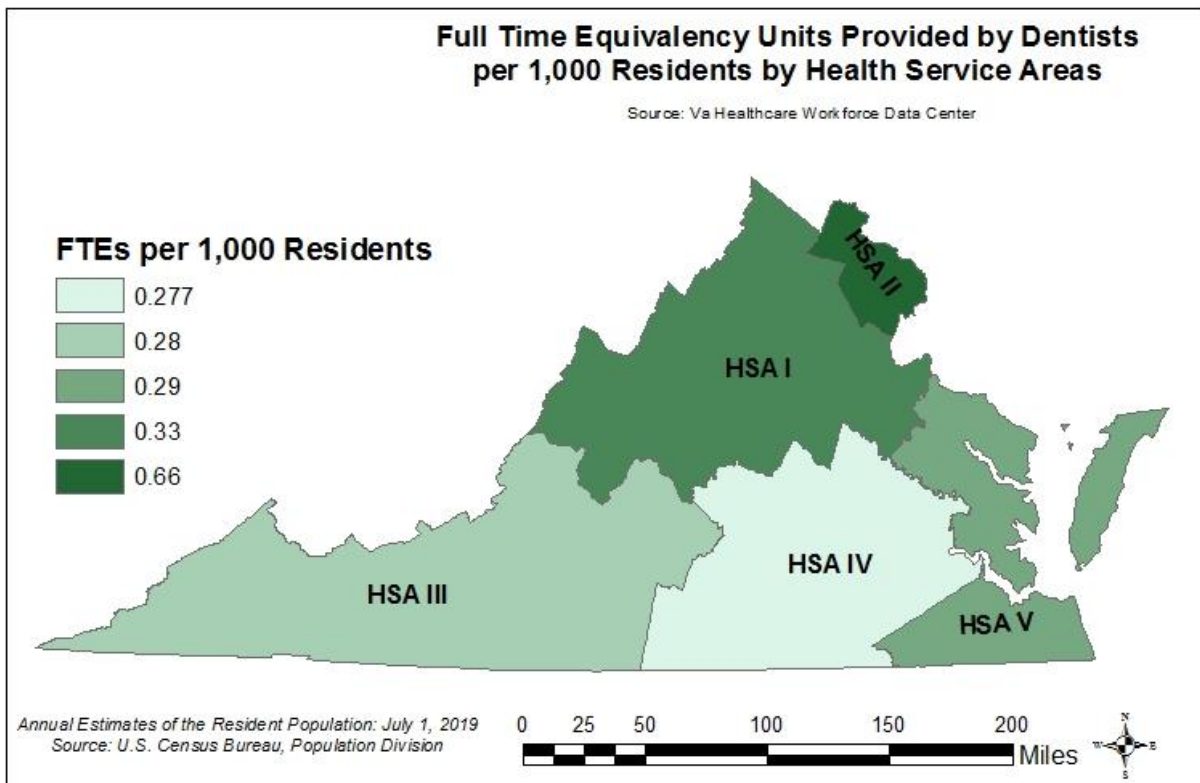
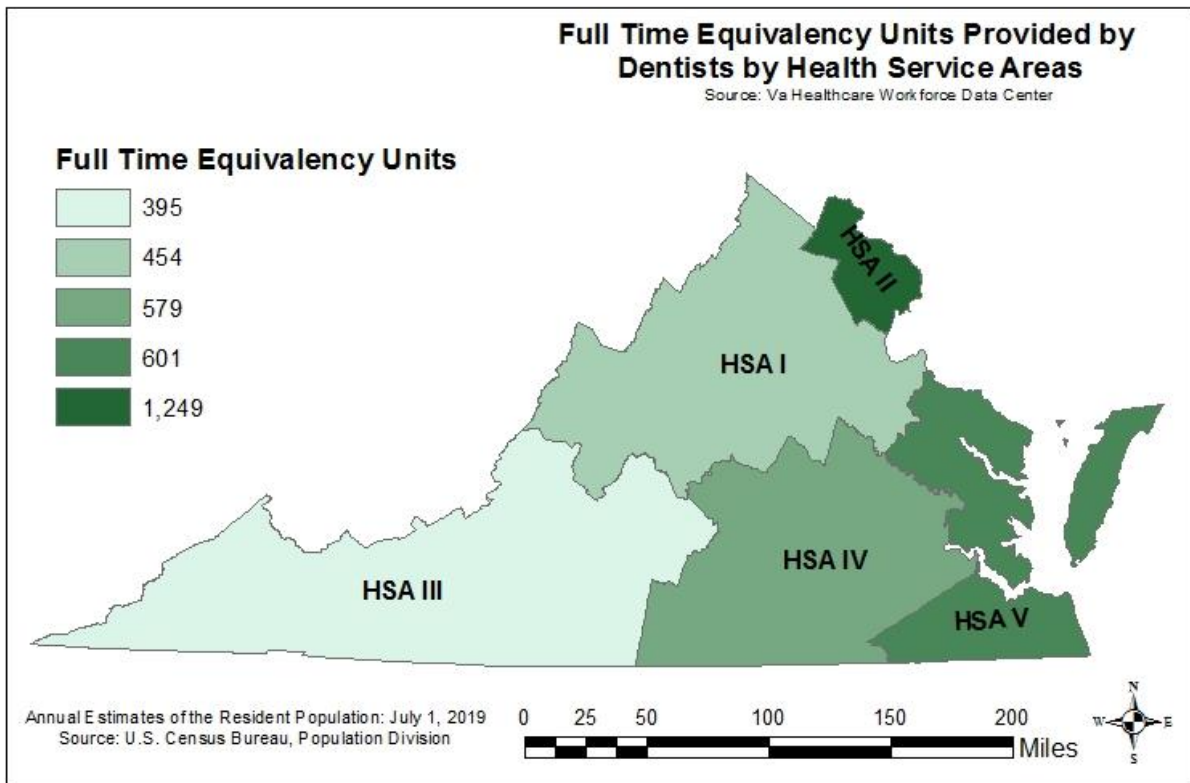
² Number of residents in 2019 was used as the denominator.

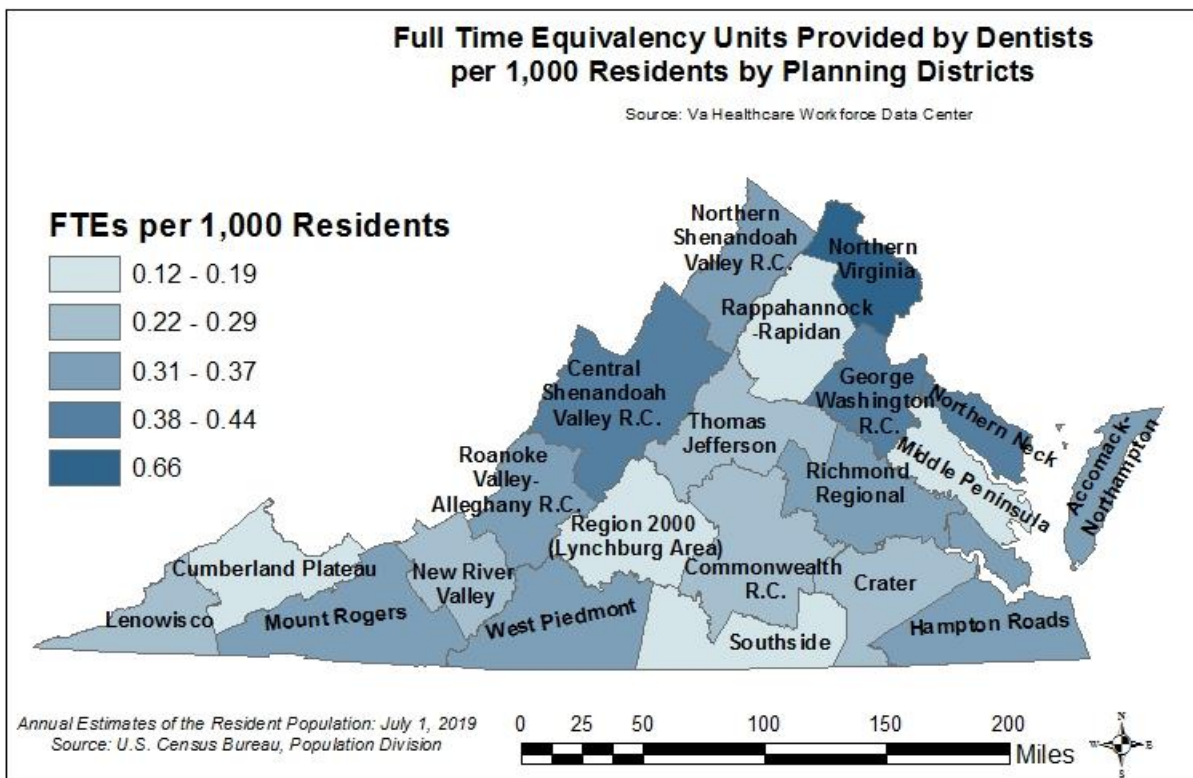
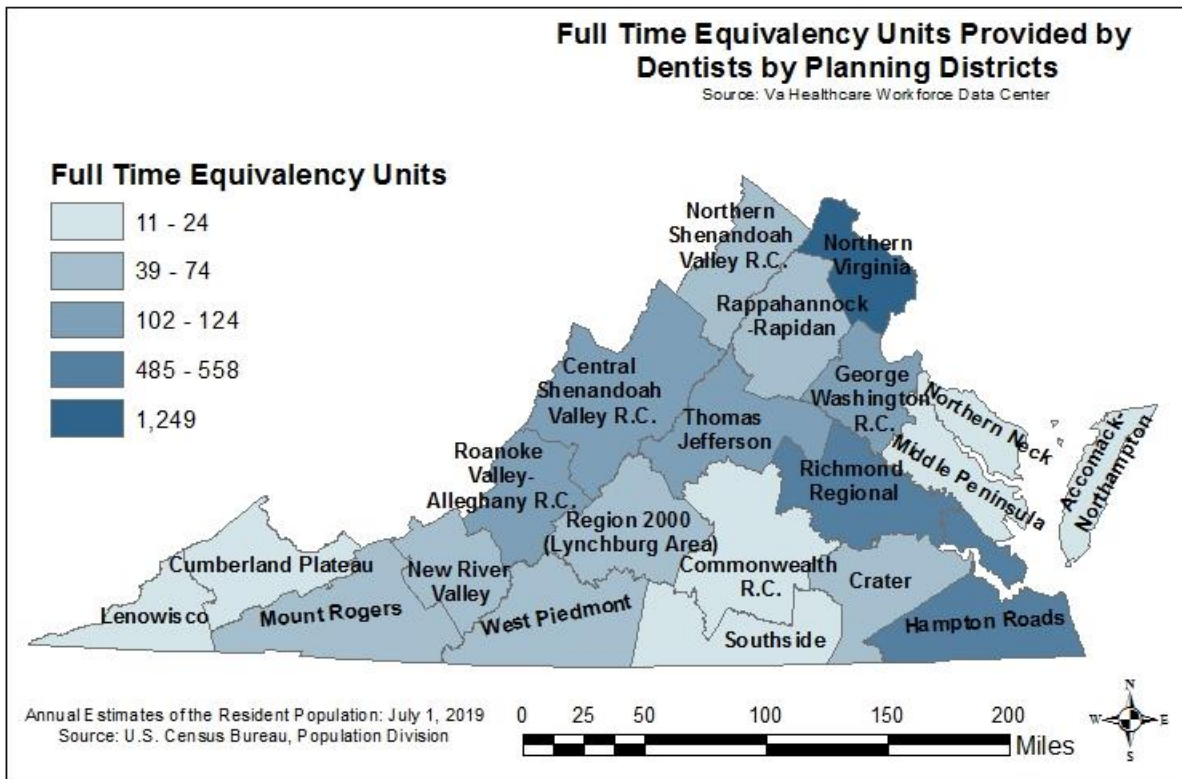
³ Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,330	89.19%	1.121181	1.073366	1.268243
Metro, 250,000 to 1 million	342	86.55%	1.155405	1.106131	1.306957
Metro, 250,000 or less	495	89.49%	1.117381	1.069729	1.263945
Urban pop 20,000+, Metro adj	67	88.06%	1.135593	1.087164	1.284546
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	146	88.36%	1.131783	1.083516	1.280236
Urban pop, 2,500-19,999, nonadj	70	92.86%	1.076923	1.030996	1.21818
Rural, Metro adj	97	76.29%	1.310811	1.254909	1.482746
Rural, nonadj	26	88.46%	1.130435	1.082225	1.278711
Virginia border state/DC	815	83.93%	1.19152	1.140706	1.347809
Other US State	1,376	83.21%	1.201747	1.150496	1.359377

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	250	77.20%	1.295337	1.21818	1.482746
30 to 34	892	81.61%	1.225275	1.152291	1.402548
35 to 39	1,079	88.32%	1.132214	1.064774	1.296023
40 to 44	1,036	91.22%	1.096296	1.030996	1.254909
45 to 49	897	90.08%	1.110149	1.044023	1.270765
50 to 54	810	91.11%	1.097561	1.032185	1.256356
55 to 59	665	91.13%	1.09736	1.031996	1.256126
60 and Over	2,135	84.73%	1.18021	1.109911	1.350963

Source: Va. Healthcare Workforce Data Center

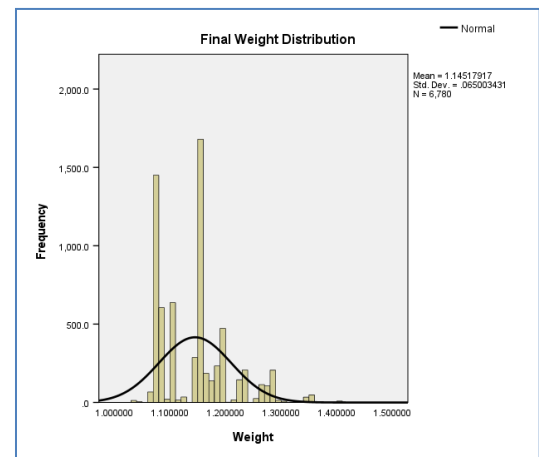
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.8733



Source: Va. Healthcare Workforce Data Center