
Virginia's Dentistry Workforce: 2019

Healthcare Workforce Data Center

April 2019

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Nearly 6,600 Dentists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

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Thank You!

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The Dentistry Workforce: At a Glance:

The Workforce

Licenses:	7,593
Virginia's Workforce:	5,692
FTEs:	4,402

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	99%

Demographics

Female:	37%
Diversity Index:	55%
Median Age:	49

Background

Rural Childhood:	19%
HS Diploma in VA:	40%
Prof. Degree in VA:	38%

Education

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

Finances

Median Inc.: \$150k-\$160k
Retirement Benefits: 39%
Under 40 w/ Ed Debt: 72%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	70%
Satisfied?:	96%

Job Turnover

Switched Jobs:	4%
Employed over 2 yrs:	74%

Time Allocation

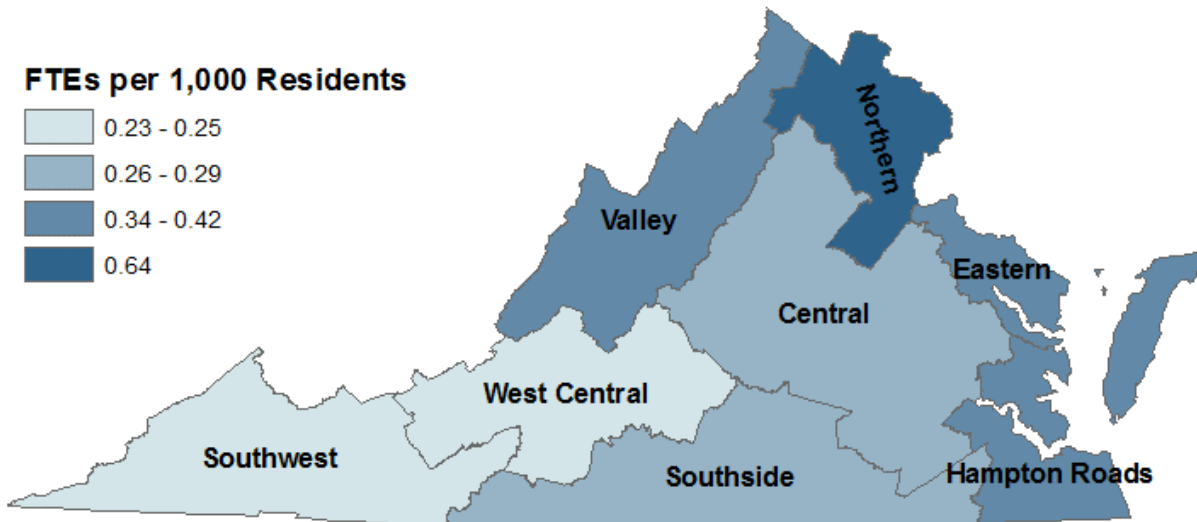
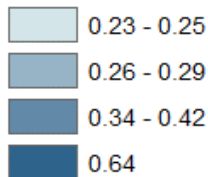
Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

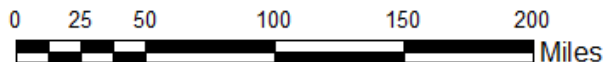
Full Time Equivalency Units Provided by Dentists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



Results in Brief

In 2019, 5,692 dentists in Virginia's workforce provided 4,402 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks). The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administered the 2019 Dentist Survey which provided this data during the license renewal period in March 2019. The 6,598 survey respondents represent 87% of the 7,593 licensed dentists in the state and 99% of renewing practitioners, the highest response rates in the history of the survey.

Over one-third of dentists are female and the median age of all dentists is 49. In a random encounter between two dentists, there is a 55% chance that they would be of different races or ethnicities, a measure known as the diversity index. The index for Virginia, at 57%, is only slightly higher. Dentists under age 40 have a diversity index of 60%.

Nearly all dentists hold a doctorate or professional degree. About 40% of all dentists have educational debt, including 72% of dentists who are under the age of 40. The median debt for those dentists with educational debt is between \$130,000 and \$140,000. The median annual income for dentists is between \$150,000 and \$160,000, with 58% of wage or salaried dentists receiving at least one employer-sponsored benefit; 96% of dentists indicate they are satisfied with their current employment situation.

Only 7% of dentists currently work in non-metro areas of the state. Nearly 80% of dentists worked in the Northern Virginia, Central Virginia, and Hampton Roads regions. Dentists spend about 90% of their time treating patients; on average, they treat 50-74 patients per week. Ninety-three percent of dentists work in the private sector, including 90% who work at a for-profit company. Two-thirds of dentists work at a solo dental practice, while another 20% work at a group dental practice. Only 8% of the workforce expect to retire in the next decade, while half of the current workforce expect to retire by 2039.

Summary of Trends

The dental workforce has grown by about 100 licensed dentists a year for the past five years. The number of dentists in the state's workforce in 2019 was at a 5-year high but the full time equivalency (FTE) units they provided was not. More dentists were needed to produce one FTE in 2019 compared to 2013.

Gender and age diversity in the state's dentistry workforce appear stable whereas racial/ethnic diversity appear to be declining. Although females make up an increased proportion of the workforce (37% vs 30%), this proportion was stable in the past two years and, for dentists under age 40, the percent female declined to 55% from 56% in 2018. Further, median age has remained at 49 since 2016 and the percentage of dentists under age 40 and above age 55 years have not changed in the past two years. The diversity index at 55% for the dentistry workforce increased by 1% compared to last year and has indeed increased significantly compared to 48% in 2013. However, diversity index for those under 40 years is declining precipitously; it declined to 62% last year from a high of 64% in 2017 and dropped even further to 60% in the present report.

The percentage of dentists in non-metro areas did not change in 2019 after declining last year for the first time in five years (7% vs 8%). The educational attainment and median educational debt of dentists did not change in 2019 although the median debt increased by \$10,000 last year for the first time since 2013. The percent with debt (39%) and the percent carrying more than \$140,000 (19%) in debt stayed the same in 2018 and 2019. The percent of dentists under age 40 who have education debt, however, declined by 2% from 2018; it also declined from 81% in 2013 to 72% in 2019.

The employment outlook continues to be strong for dentists in Virginia. Unemployment is nearly non-existent. Median income remains unchanged after increasing by \$10,000 for the first time in five years in 2018. The proportion receiving at least one employer-sponsored benefit increased from 46% in 2013 to 58% in 2019. This improvement in employment quality has not affected retirement intentions. The percent of dentists who intend to retire by age 65 increased from 36% in 2013 to 39% in 2018 and remains unchanged; the finding that half of the dentistry workforce plan to retire by two decades after the survey also has remained unchanged in the past six years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,633	87%
New Licensees	450	6%
Non-Renewals	510	7%
All Licensees	7,593	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 99% of 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	43	159	79%
30 to 34	145	724	83%
35 to 39	137	921	87%
40 to 44	93	859	90%
45 to 49	109	826	88%
50 to 54	62	661	91%
55 to 59	50	611	92%
60 and Over	356	1,837	84%
Total	995	6,598	87%
New Licenses			
Issued 4/2018 to 3/2019	143	307	68%
Metro Status			
Non-Metro	53	348	87%
Metro	592	4,556	89%
Not in Virginia	350	1,694	83%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2019.
- 2. Target Population:** All dentists who held a Virginia license at some point between April 2018 and March 2019.
- 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 2019.

Response Rates	
Completed Surveys	6,598
Response Rate, All Licensees	87%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number: 7,593
 New: 6%
 Not Renewed: 7%

Response Rates

All Licensees: 87%
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Dentistry Workforce: 5,692
 FTEs: 4,402

Utilization Ratios

Licenses in VA Workforce: 75%
 Licenses per FTE: 1.72
 Workers per FTE: 1.29

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 2018 and March 2019 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	5,613	99%
Looking for Work in Virginia	79	1%
Virginia's Workforce	5,692	100%
Total FTEs	4,402	
Licenses	7,593	

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	61	46%	72	54%	133	3%
30 to 34	227	42%	315	58%	542	12%
35 to 39	302	48%	322	52%	623	14%
40 to 44	306	55%	254	45%	560	12%
45 to 49	309	54%	262	46%	571	13%
50 to 54	250	60%	169	40%	419	9%
55 to 59	269	69%	120	31%	388	9%
60 +	1,095	87%	159	13%	1,253	28%
Total	2,818	63%	1,672	37%	4,491	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 37%
 % Under 40 Female: 55%

Age
 Median Age: 49
 % Under 40: 29%
 % 55+: 37%

Diversity
 Diversity Index: 55%
 Under 40 Div. Index: 60%

Source: Va. Healthcare Workforce Data Center

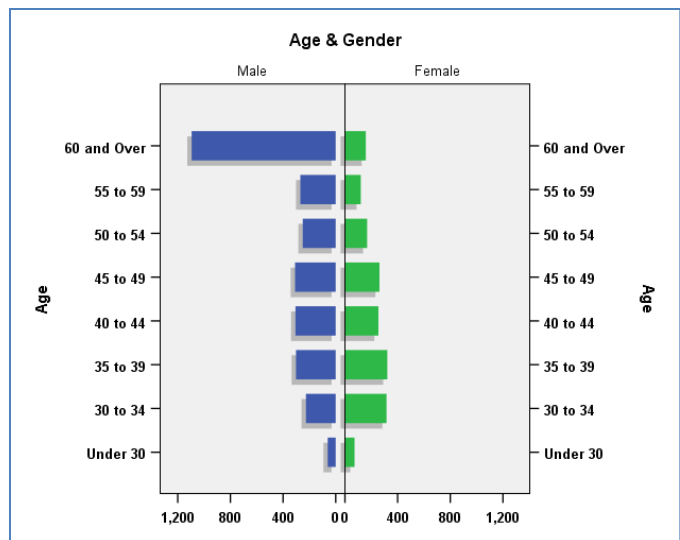
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	62%	2,822	63%	722	56%
Black	19%	260	6%	66	5%
Asian	7%	908	20%	355	27%
Other Race	0%	165	4%	52	4%
Two or More Races	3%	87	2%	29	2%
Hispanic	9%	219	5%	68	5%
Total	100%	4,461	100%	1,292	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 55% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 57% chance for Virginia's population as a whole.

More than one-quarter of dentists are under the age of 40. 55% 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: 19%

Virginia Background

HS in Virginia: 40%
 Dental Ed. in VA: 38%
 HS or Dental Ed. in VA: 48%

Location Choice

% Rural to Non-Metro: 18%
 % Urban/Suburban to Non-Metro: 5%

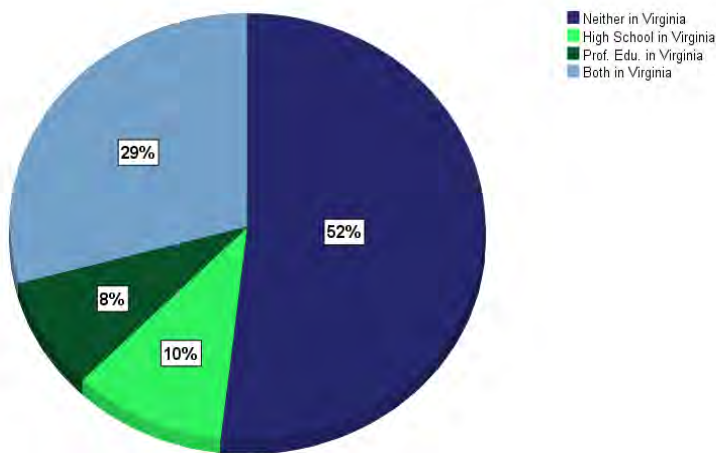
Source: Va. Healthcare Workforce Data Center

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+	14%	60%	26%
2	Metro, 250,000 to 1 million	31%	55%	14%
3	Metro, 250,000 or less	28%	53%	19%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent (adj)	44%	49%	7%
6	Urban pop, 2,500-19,999, metro adj	45%	42%	14%
7	Urban pop, 2,500-19,999, nonadj	66%	30%	4%
8	Rural, metro adj	42%	47%	12%
9	Rural, nonadj	30%	48%	23%
Overall		19%	58%	23%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Only 19% of dentists grew up in a rural area, and 18% 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	1,755	Virginia	1,645
2	Outside U.S./Canada	786	DC	350
3	New York	214	Pennsylvania	283
4	Pennsylvania	164	Outside U.S./Canada	261
5	Maryland	158	Maryland	245
6	Florida	109	New York	237
7	California	98	Massachusetts	183
8	North Carolina	93	West Virginia	113
9	New Jersey	90	California	106
10	West Virginia	88	Kentucky	98

Source: Va. Healthcare Workforce Data Center

40% of all dentists earned their high school degree in Virginia, and 38% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	439	Virginia	357
2	Outside U.S./Canada	367	Outside U.S./Canada	152
3	New York	62	New York	133
4	Pennsylvania	48	Pennsylvania	99
5	California	48	Maryland	89
6	North Carolina	46	Massachusetts	76
7	Maryland	45	Washington, D.C.	72
8	Florida	44	California	60
9	West Virginia	26	West Virginia	40
10	Georgia	24	Florida	35

Source: Va. Healthcare Workforce Data Center

Among dentists who received their initial license in the past five years, 30% earned their high school degree in Virginia, while 25% received their initial professional degree in the state.

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:	1,901
% 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	53	1%
Graduate Certificate	37	1%
Masters	53	1%
Doctorate/Professional	4,227	97%
Total	4,369	100%

Source: Va. Healthcare Workforce Data Center

Nearly 40% of dentists carry educational debt, including 72% of those under the age of 40. For those in debt, their median burden is between \$130,000 and \$140,000.

At a Glance:

Education
 Doctorate/Professional: 97%
 Baccalaureate: 1%

Educational Debt
 Carry debt: 39%
 Under age 40 w/ debt: 72%
 Median debt: \$130k-\$140k

Residencies
 GPR-1: 12%
 AEGD: 9%
 Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	684	12%
Advanced Education in General Dentistry (AEGD)	526	9%
Orthodontics	314	7%
Pediatric Dentistry	220	4%
Periodontology	161	3%
Oral and Maxillofacial Surgery	155	3%
General Practice Residency -2 (GPR-2)	150	3%
Endodontics	134	2%
Prosthodontics	108	2%
Dental Public Health	17	0%
Oral and Maxillofacial Pathology	10	0%
Oral and Maxillofacial Radiology	5	0%
At Least One	2,155	38%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,353	61%	316	28%
Less than \$40,000	197	5%	50	4%
\$40,000-\$59,999	111	3%	36	3%
\$60,000-\$79,999	120	3%	39	3%
\$80,000-\$99,999	124	3%	39	3%
\$100,000-\$119,999	128	3%	51	5%
\$120,000-\$139,999	89	2%	36	3%
\$140,000-\$159,999	84	2%	47	4%
\$160,000-\$179,999	60	2%	33	3%
\$180,000-\$199,999	55	1%	46	4%
\$200,000 or More	530	14%	424	38%
Total	3,851	100%	1,117	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-time: 70%
 2 or More Positions: 14%

Weekly Hours:

40 to 49: 29%
 60 or more: 3%
 Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	3	<1%
Employed in a dentistry related capacity	4,203	96%
Employed, NOT in a dentistry related capacity	19	<1%
Not working, reason unknown	0	0%
Involuntarily unemployed	6	<1%
Voluntarily unemployed	60	1%
Retired	94	2%
Total	4,385	100%

Source: Va. Healthcare Workforce Data Center

96% of Virginia's dentists are employed in the profession, and 70% currently have one full-time job. 29% of dentists currently work between 40 and 49 hours per week, while only 3% work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	160	4%
One Part-Time Position	542	13%
Two Part-Time Positions	208	5%
One Full-Time Position	2,965	70%
One Full-Time Position & One Part-Time Position	286	7%
Two Full-Time Positions	15	0%
More than Two Positions	69	2%
Total	4,245	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	160	4%
1 to 9 hours	82	2%
10 to 19 hours	184	4%
20 to 29 hours	342	8%
30 to 39 hours	1,851	43%
40 to 49 hours	1,252	29%
50 to 59 hours	260	6%
60 to 69 hours	79	2%
70 to 79 hours	27	1%
80 or more hours	31	1%
Total	4,268	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	51	2%
Less Than \$30,000	108	3%
\$30,000-\$69,999	266	8%
\$70,000-\$109,999	551	16%
\$110,000-\$149,999	666	19%
\$150,000-\$189,999	493	14%
\$190,000-\$229,999	400	12%
\$230,000-\$269,999	285	8%
\$270,000-\$309,999	174	5%
\$310,000-\$349,999	82	2%
More than \$350,000	368	11%
Total	3,444	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Retirement: 39%
Paid Vacation: 22%

Satisfaction
Satisfied: 96%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,059	71%
Somewhat Satisfied	1,034	24%
Somewhat Dissatisfied	157	4%
Very Dissatisfied	36	1%
Total	4,286	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, 47% had access to a retirement plan and 30% received paid vacation leave.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,621	39%	47%
Paid Vacation	928	22%	30%
Paid Sick Leave	570	14%	19%
Group Life Insurance	561	13%	18%
Dental Insurance	506	12%	17%
Signing/Retention Bonus	154	4%	6%
Receive at least one benefit	1,987	47%	58%

*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?	43	1%
Experience voluntary unemployment?	146	3%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	125	2%
Work two or more positions at the same time?	676	12%
Switch employers or practices?	228	4%
Experienced at least 1	1,006	18%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s dentists experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 2.9% in the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	78	2%	57	5%
Less than 6 Months	181	4%	129	12%
6 Months to 1 Year	324	8%	101	10%
1 to 2 Years	487	12%	163	16%
3 to 5 Years	718	17%	214	21%
6 to 10 Years	590	14%	140	13%
More than 10 Years	1,818	43%	238	23%
Subtotal	4,196	100%	1,042	100%
Did not have location	87		4,590	
Item Missing	1,409		61	
Total	5,692		5,692	

Source: Va. Healthcare Workforce Data Center

More than half of dentists are salary or wage employees, while 36% receive income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 18%
Over 2 years: 74%
Over 2 yrs, 2nd location: 57%

Employment Type

Salary/Commission: 56%
Business/Practice Income: 36%
Hourly Wage: 3%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,902	56%
Hourly Wage	114	3%
By Contract	114	3%
Business/ Practice Income	1,204	36%
Unpaid	47	1%
Subtotal	3,381	100%
Did not have location	87	
Item Missing	2,224	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate ranged from 2.7% in April 2018 to 3.2% in February 2019. The statistic for February 2019 was preliminary at the time of publishing this report.

At a Glance:

Concentration

Top Region:	42%
Top 3 Regions:	79%
Lowest Region:	2%

Locations

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

Source: Va. Healthcare Workforce Data Center

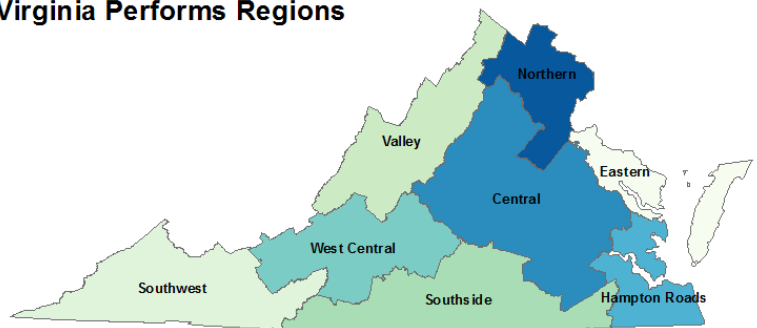
42% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 2% of the workforce, Eastern Virginia has the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	805	19%	207	19%
Eastern	65	2%	13	1%
Hampton Roads	721	17%	153	14%
Northern	1,751	42%	438	41%
Southside	112	3%	25	2%
Southwest	93	2%	22	2%
Valley	225	5%	40	4%
West Central	329	8%	68	6%
Virginia Border State/DC	32	1%	49	5%
Other US State	34	1%	54	5%
Outside of the US	1	0%	6	1%
Total	4,168	100%	1,075	100%
Item Missing	1,438		30	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



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

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	86	2%	144	3%
1	4,505	79%	3,130	73%
2	719	13%	666	16%
3	285	5%	258	6%
4	49	1%	39	1%
5	25	0%	15	0%
6 or More	23	0%	16	0%
Total	5,692	100%	4,268	100%

*At the time of survey completion, March 2019.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,595	90%	847	86%
Non-profit	129	3%	58	6%
State/local government	155	4%	62	6%
Veterans Administration	20	<1%	1	<1%
U.S. Military	103	3%	20	2%
Other Federal Government	9	<1%	2	<1%
Total	4,011	100%	990	100%
Did not have location	87		4,590	
Item missing	1,594		112	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

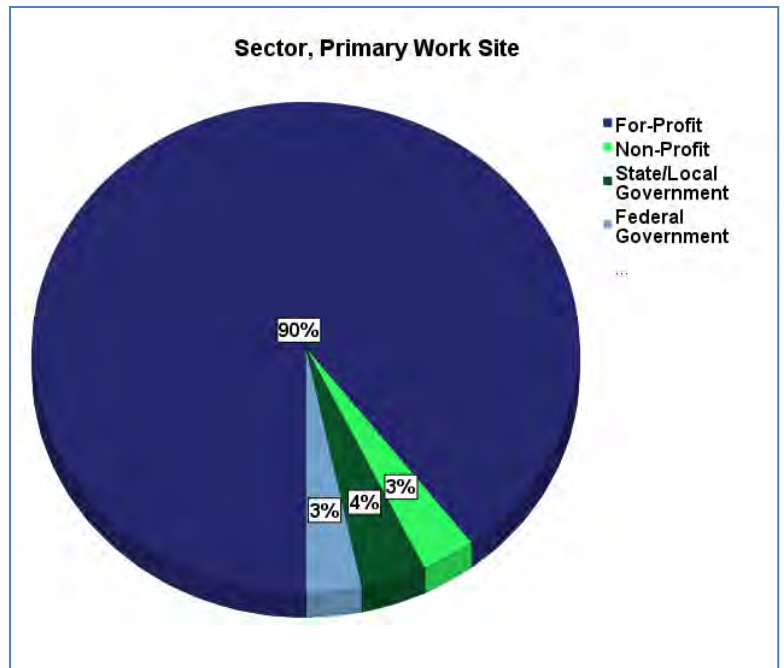
For Profit:	90%
Federal:	3%

Top Establishments

Solo Practice:	66%
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 4% who worked for the state government.

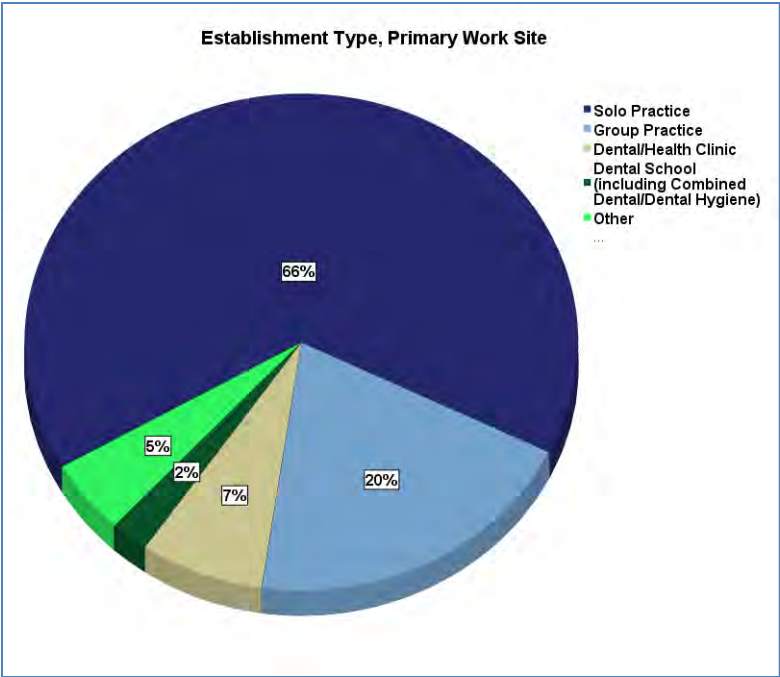


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,564	66%	538	56%
Group Practice	782	20%	216	23%
Dental/Health Clinic	284	7%	87	9%
Dental School (including Combined Dental/Dental Hygiene)	90	2%	32	3%
Hospital/Health System	61	2%	24	3%
Corrections	31	1%	24	3%
Public Health Program	16	0%	8	1%
Dental Hygiene Program (Community College)	7	0%	2	0%
Insurance	7	0%	2	0%
Supplier Organization	5	0%	0	0%
K-12 School or Non-Dental College	1	0%	0	0%
Other	59	2%	27	3%
Total	3,907	100%	960	100%
Did Not Have a Location	87		4,590	

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 dental practice, including 56% who work at a solo dental practice.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

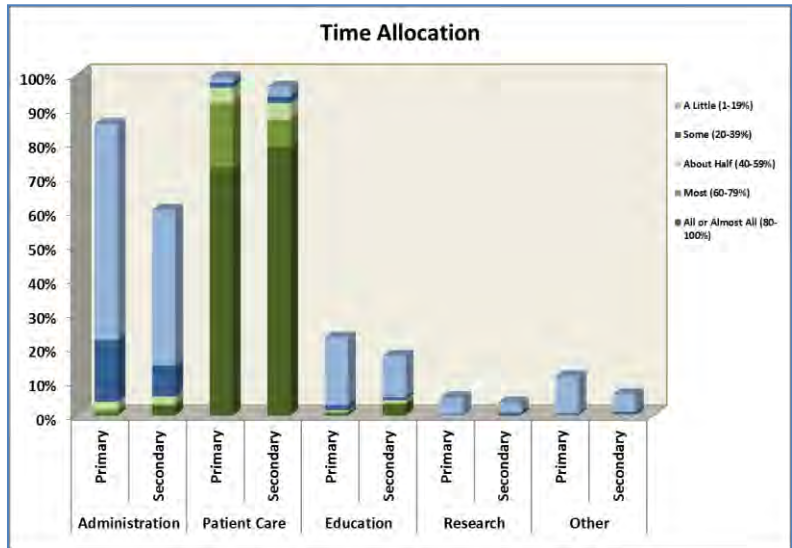
Patient Care: 92%
Administrative: 2%
Education: 1%

Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



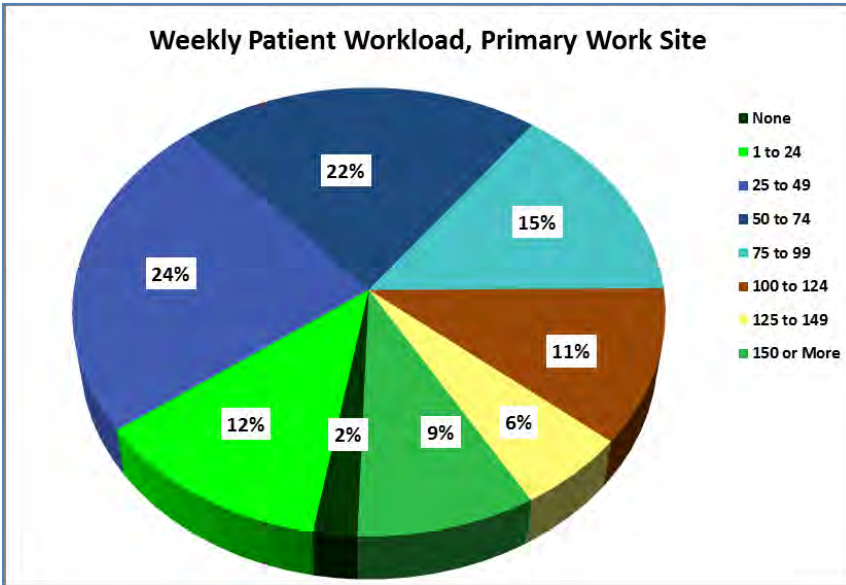
Source: Va. Healthcare Workforce Data Center

A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative tasks. 92% of dentists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	1%	3%	73%	79%	1%	3%	0%	0%	0%	0%
Most (60-79%)	1%	0%	19%	8%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	2%	2%	4%	5%	0%	1%	0%	0%	0%	0%
Some (20-39%)	18%	9%	1%	2%	1%	1%	0%	1%	0%	1%
A Little (1-20%)	63%	46%	2%	3%	20%	12%	5%	3%	11%	5%
None (0%)	14%	40%	1%	4%	77%	83%	95%	96%	88%	94%

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: None

Source: Va. Healthcare Workforce Data Center

The typical dentist treated between 50 and 74 patients per week at his primary work location. Approximately one-quarter of those visits were hygiene checks by support personnel.

# of Patients Per Week	Primary Work Location				Secondary Work Location			
	Total		Hygiene Checks*		Total		Hygiene Checks*	
	#	%	#	%	#	%	#	%
None	112	3%	1,660	42%	70	7%	554	56%
1-24	483	12%	943	24%	483	48%	326	33%
25-49	925	23%	755	19%	234	23%	72	7%
50-74	829	21%	355	9%	101	10%	21	2%
75-99	583	15%	140	4%	43	4%	12	1%
100-124	484	12%	69	2%	32	3%	2	0%
125-149	226	6%	20	1%	15	2%	0	0%
150-174	147	4%	19	0%	7	1%	2	0%
175-199	64	2%	8	0%	4	0%	1	0%
200-224	58	1%	7	0%	7	1%	0	0%
225-249	27	1%	5	0%	2	0%	0	0%
250-274	16	0%	0	0%	1	0%	0	0%
275-299	11	0%	1	0%	0	0%	0	0%
300 or more	44	1%	3	0%	1	0%	0	0%
Total	4,010	100%	3,984	100%	1,001	100%	991	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	53	1%	-	-
50 to 54	160	4%	-	-
55 to 59	424	11%	61	4%
60 to 64	848	22%	261	15%
65 to 69	1,091	29%	561	33%
70 to 74	610	16%	428	25%
75 to 79	215	6%	168	10%
80 or over	89	2%	67	4%
I do not intend to retire	279	7%	158	9%
Total	3,769	100%	1,704	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 39%
Under 60: 17%

Dentists 50 and over

Under 65: 19%
Under 60: 4%

Time until Retirement

Within 2 years: 8%
Within 10 years: 28%
Half the workforce: By 2039

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists expect to retire by the age of 65, but only 19% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about one-third of all dentists expect to work until at least age 70, including 7% who do not expect to retire at all.

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

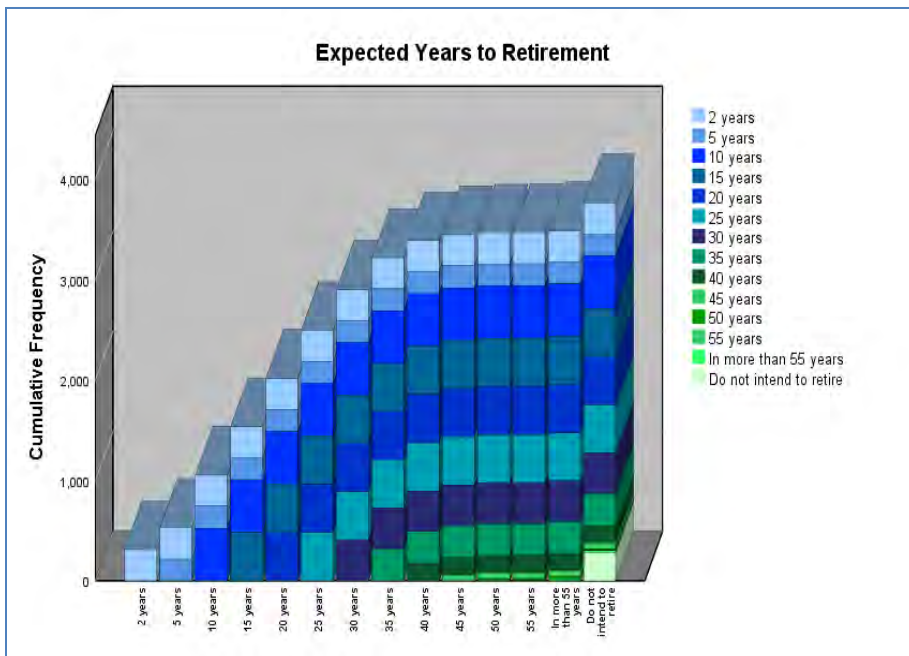
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	77	1%
Leave Virginia	91	2%
Decrease Patient Care Hours	488	9%
Decrease Teaching Hours	28	0%
Increase Participation		
Increase Patient Care Hours	768	13%
Increase Teaching Hours	228	4%
Pursue Additional Education	640	11%
Return to Virginia’s Workforce	27	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 8% of dentists expect to retire within the next two years, while 28% expect to retire in the next ten years. More than half of the current dentistry workforce expect to retire by 2039.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	309	8%	8%
5 years	220	6%	14%
10 years	524	14%	28%
15 years	480	13%	41%
20 years	483	13%	54%
25 years	480	13%	66%
30 years	406	11%	77%
35 years	318	8%	85%
40 years	172	5%	90%
45 years	58	2%	92%
50 years	20	1%	92%
55 years	1	0%	92%
In more than 55 years	19	1%	93%
Do not intend to retire	279	7%	100%
Total	3,768	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 2029. 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 2054.

At a Glance:

FTEs

Total: 4,402
 FTEs/1,000 Residents²: 0.51971
 Average: 0.79

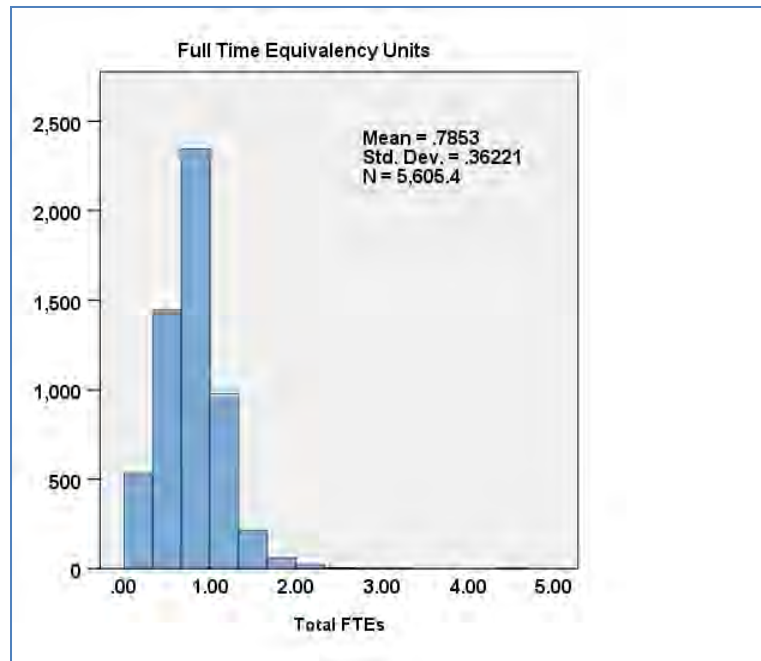
Age & Gender Effect³

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

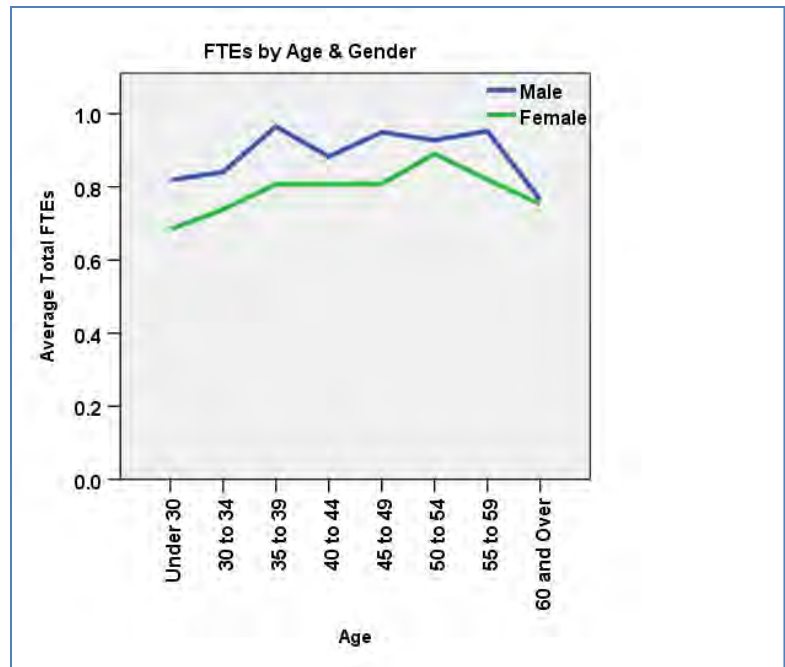


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.840 FTEs during the past year, or approximately 34 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.74	0.72
30 to 34	0.71	0.79
35 to 39	0.89	0.95
40 to 44	0.76	0.81
45 to 49	0.81	0.84
50 to 54	0.91	0.89
55 to 59	0.89	0.84
60 and Over	0.69	0.64
Gender		
Male	0.86	0.88
Female	0.79	0.86

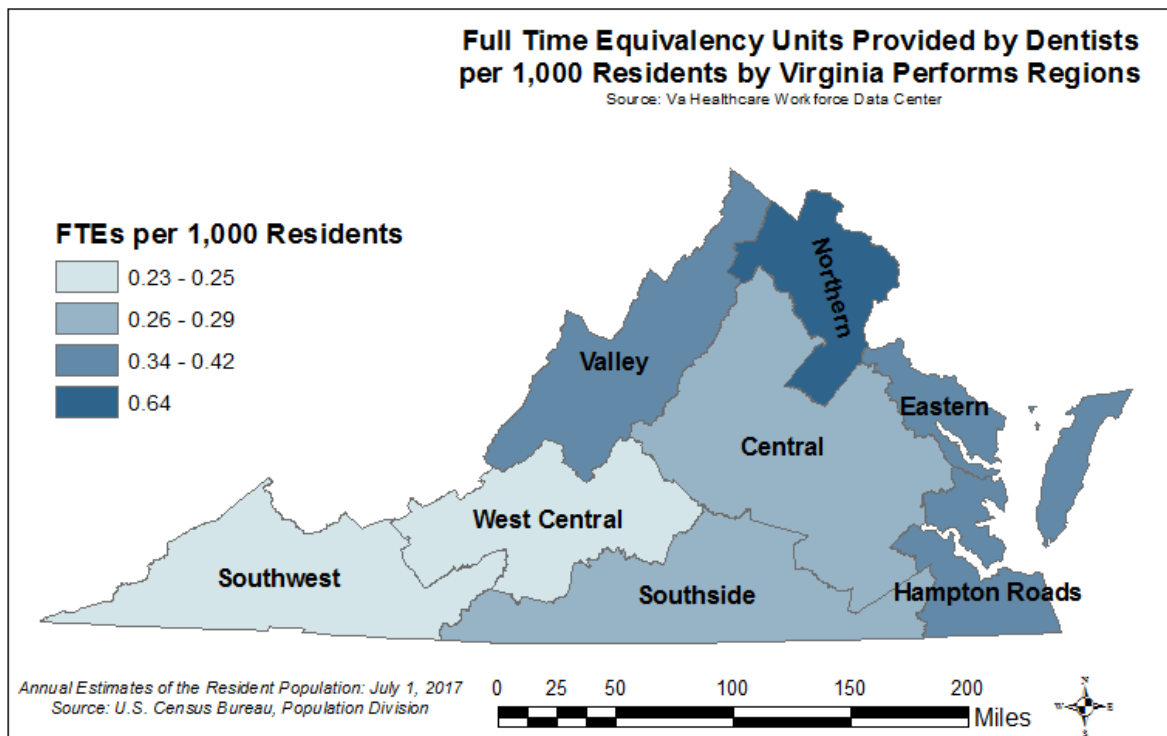
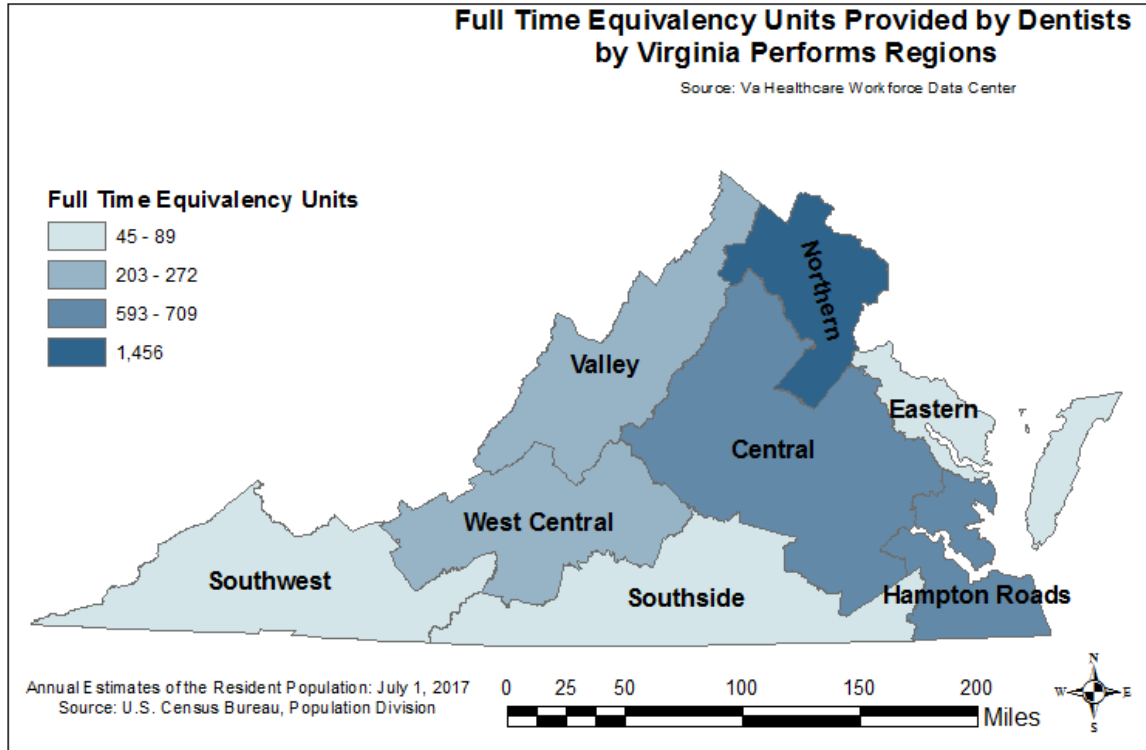
Source: Va. Healthcare Workforce Data Center

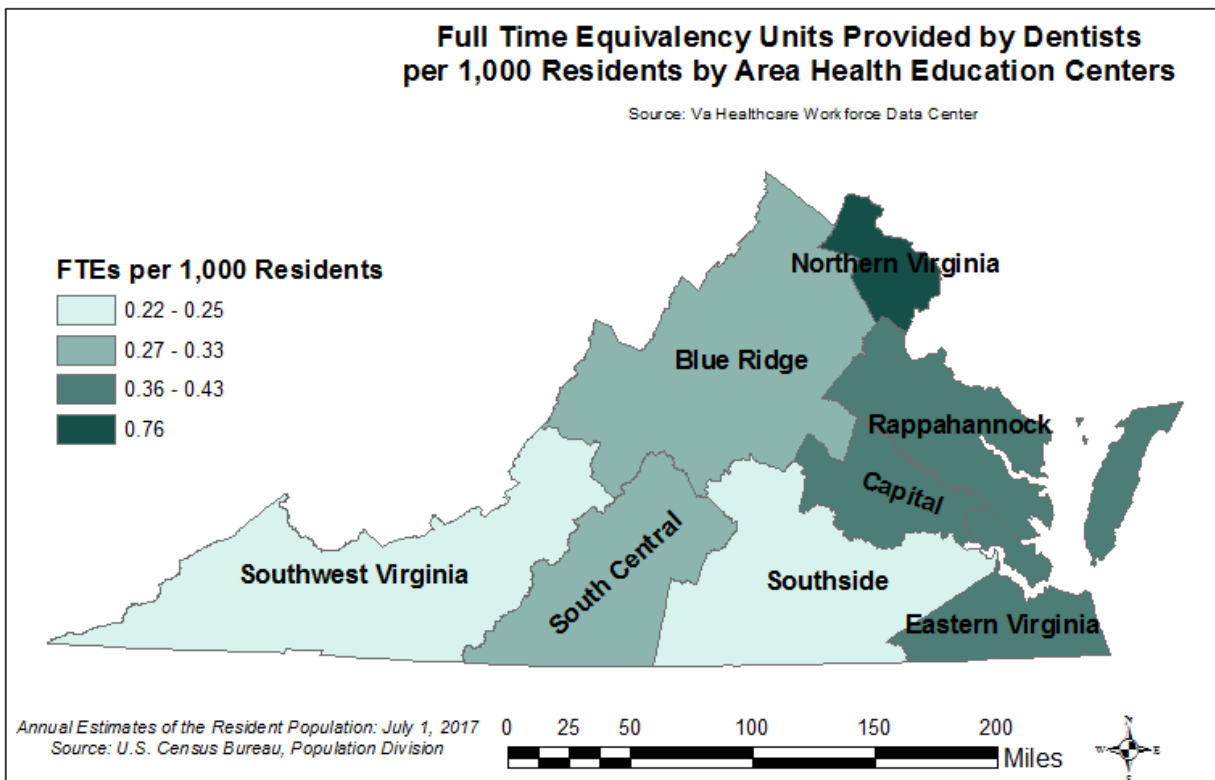
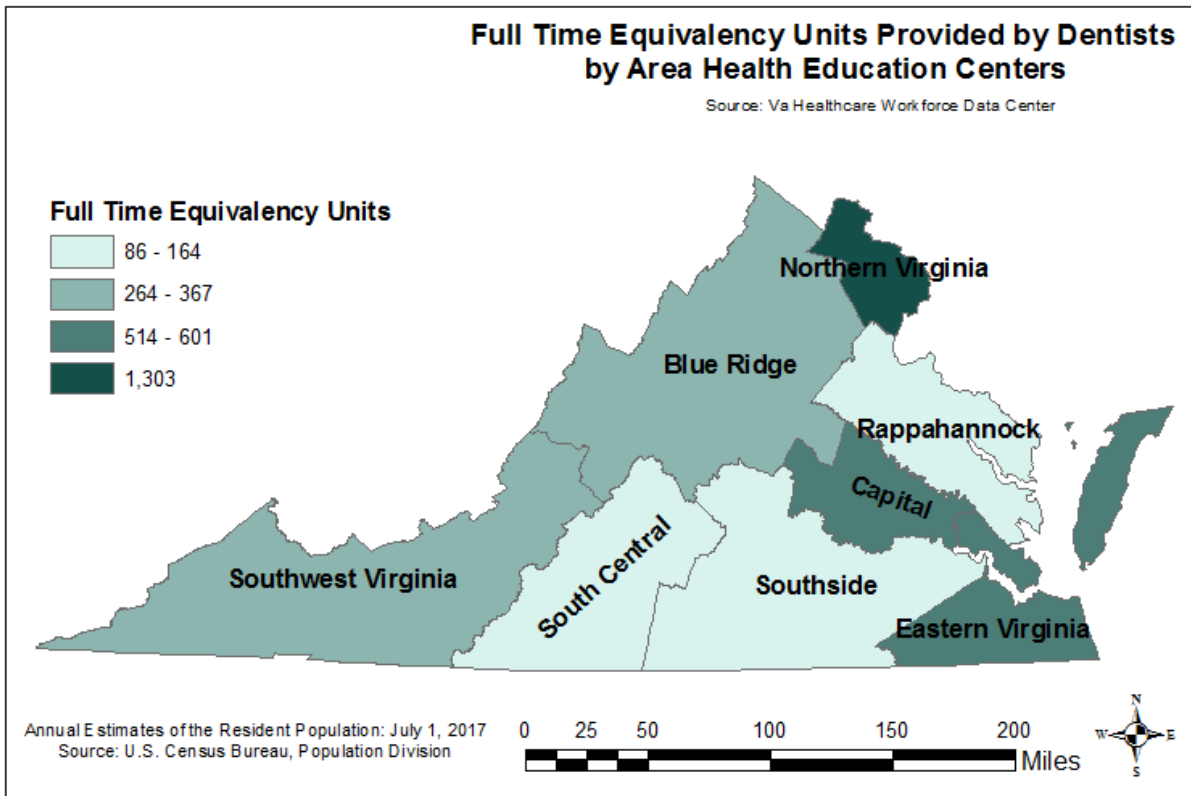


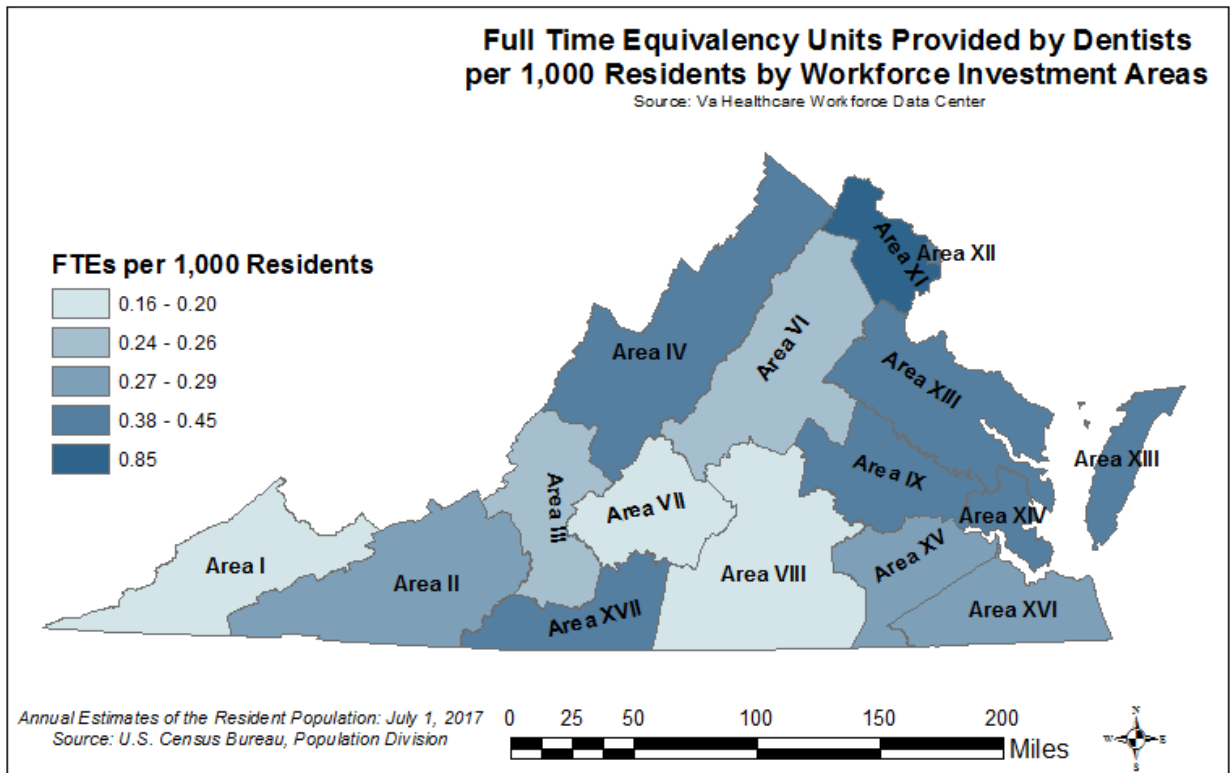
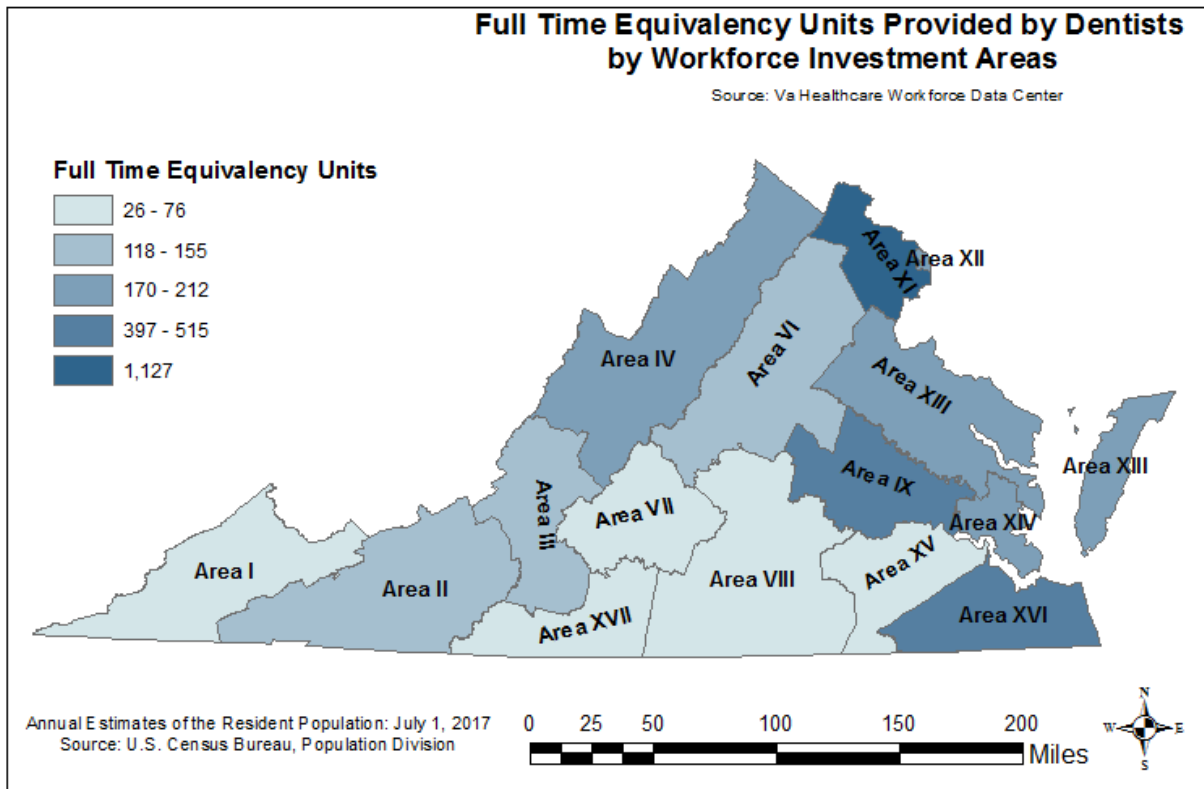
Source: Va. Healthcare Workforce Data Center

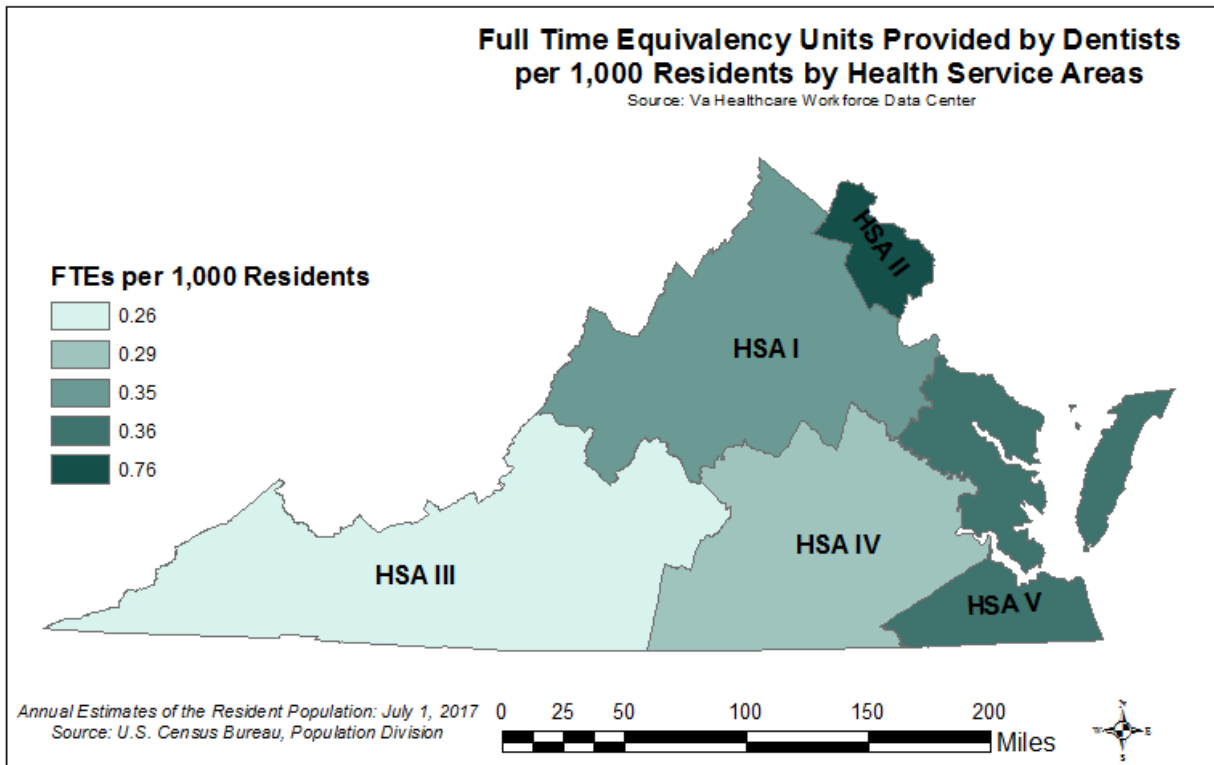
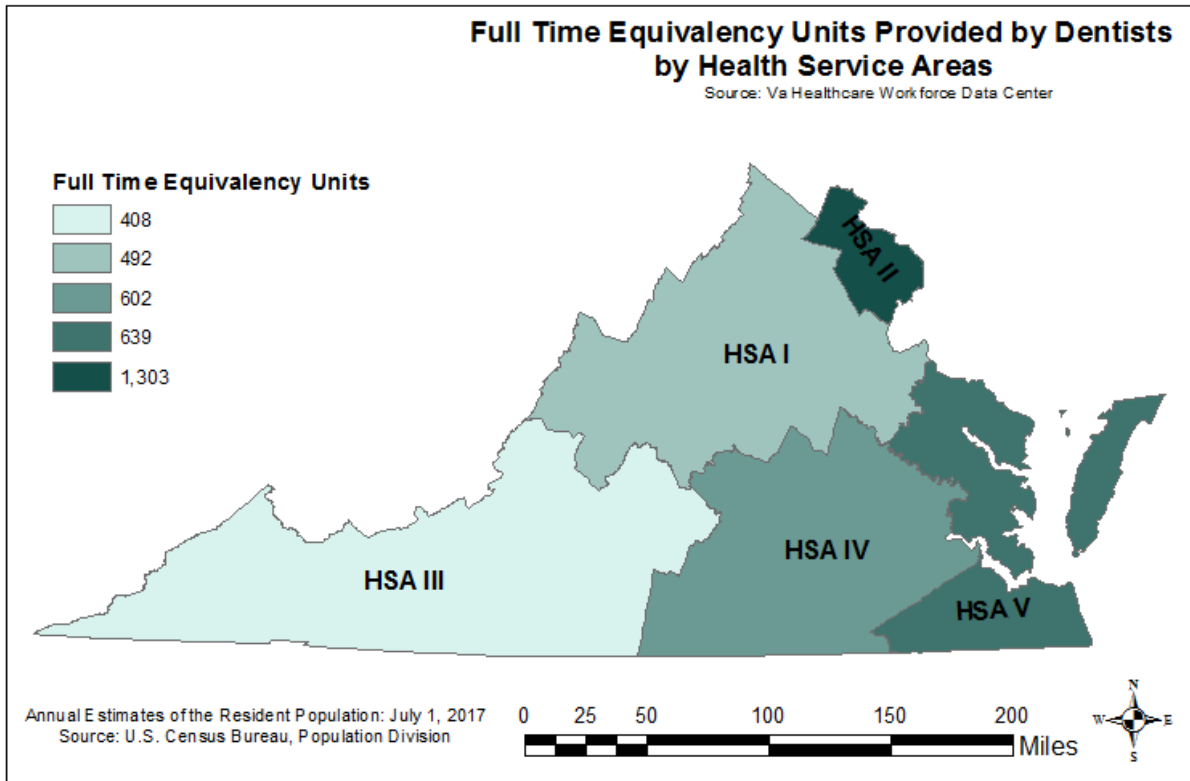
² Number of residents in 2017 was used as the denominator.

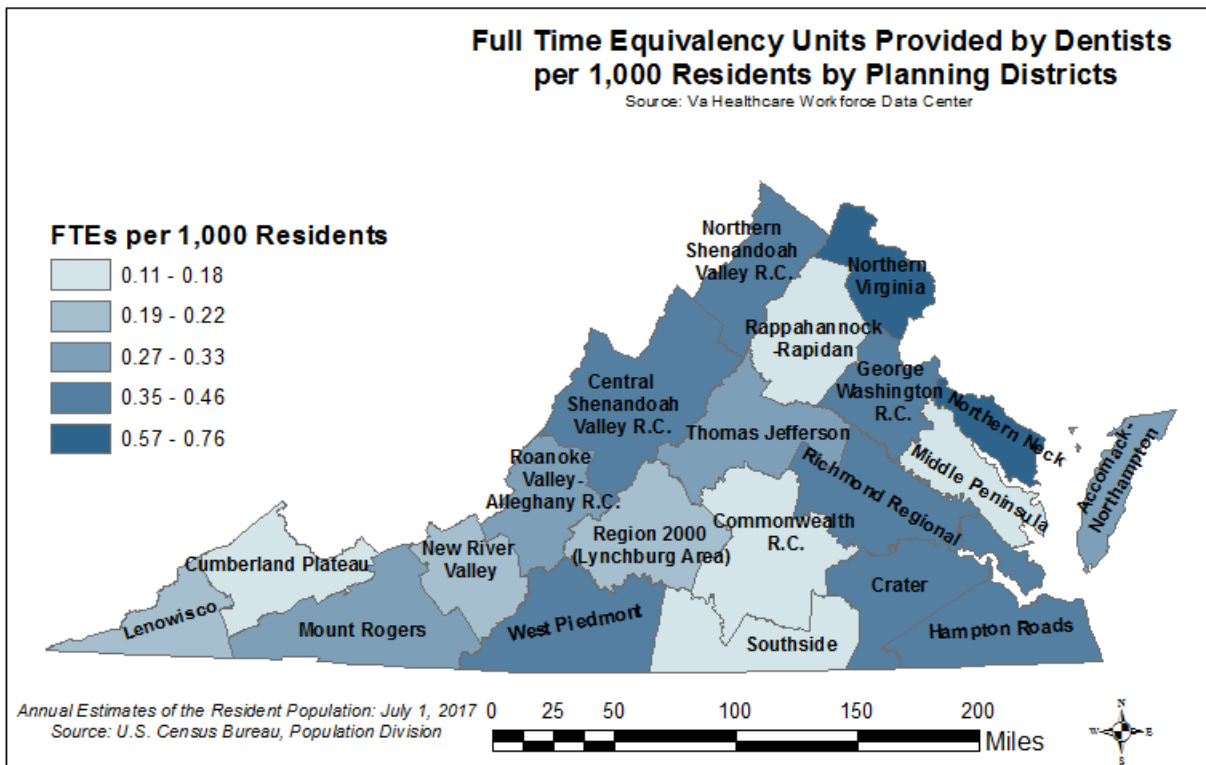
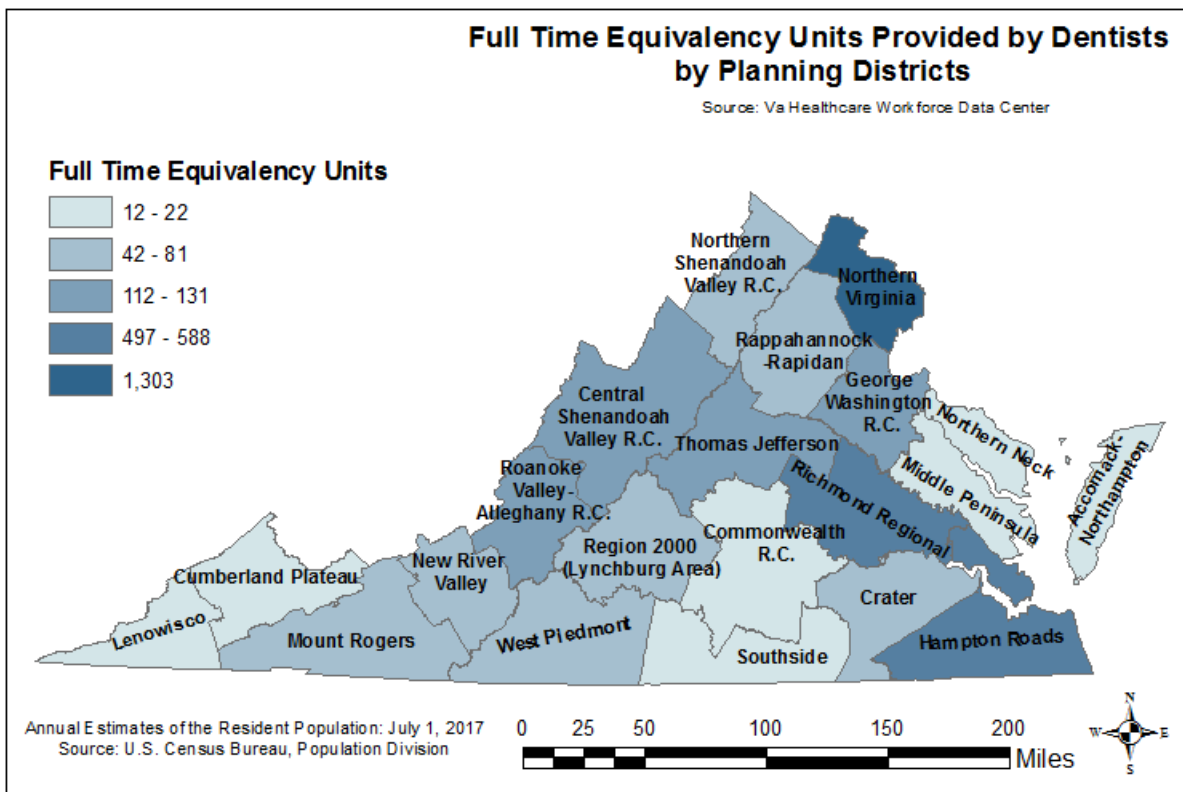
³ Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4301	88.44%	1.130652	1.062889	1.248194
Metro, 250,000 to 1 million	345	85.80%	1.165541	1.095687	1.28671
Metro, 250,000 or less	502	90.84%	1.100877	1.034899	1.215324
Urban pop 20,000+, Metro adj	67	89.55%	1.116667	1.049742	1.232755
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	149	86.58%	1.155039	1.085815	1.275116
Urban pop, 2,500-19,999, nonadj	70	87.14%	1.147541	1.078766	1.266839
Rural, Metro adj	89	83.15%	1.202703	1.130622	1.327735
Rural, nonadj	26	92.31%	1.083333	1.018407	1.195956
Virginia border state/DC	783	82.50%	1.212074	1.139432	1.338081
Other US State	1261	83.11%	1.203244	1.131131	1.328333

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	202	78.71%	1.27044	1.195956	1.338081
30 to 34	869	83.31%	1.200276	1.148204	1.264181
35 to 39	1058	87.05%	1.148751	1.081402	1.209913
40 to 44	952	90.23%	1.108265	1.043289	1.167272
45 to 49	935	88.34%	1.131961	1.065596	1.192229
50 to 54	723	91.42%	1.093797	1.02967	1.152033
55 to 59	661	92.44%	1.081833	1.018407	1.139432
60 and Over	2193	83.77%	1.193794	1.123804	1.257354

Source: Va. Healthcare Workforce Data Center

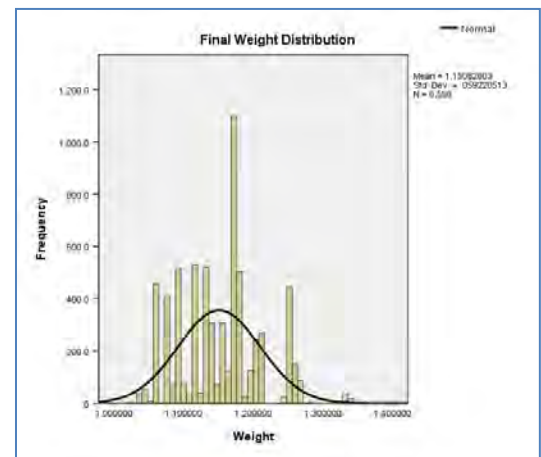
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.869



Source: Va. Healthcare Workforce Data Center