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# *Virginia's Dentistry Workforce: 2023*

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Healthcare Workforce Data Center

February 2024

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4466(fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

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*Over 6,900 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.*

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***Thank You!***

***Virginia Department of Health Professions***

**Arne W. Owens, MS**  
*Director*

**James L. Jenkins, Jr., RN**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

Yetty Shobo, PhD  
*Director*

Barbara Hodgdon, PhD  
*Deputy Director*

Rajana Siva, MBA  
*Research Analyst*

Christopher Coyle, BA  
*Research Assistant*

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# The Dentistry Workforce: At a Glance:

## The Workforce

Licenses:	8,237
Virginia's Workforce:	6,125
FTEs:	4,568

## Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	89%

## Demographics

Female:	43%
Diversity Index:	60%
Median Age:	47

## Background

Rural Childhood:	18%
HS Diploma in VA:	39%
Prof. Degree in VA:	33%

## Education

Doctorate/Prof.:	97%
Master's Degree:	2%

## Finances

Median Inc.: \$170k-\$180k
Retirement Benefits: 41%
Under 40 w/ Ed Debt: 70%

## Current Employment

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

## Job Turnover

Switched Jobs:	4%
Employed over 2 yrs.:	69%

## Time Allocation

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

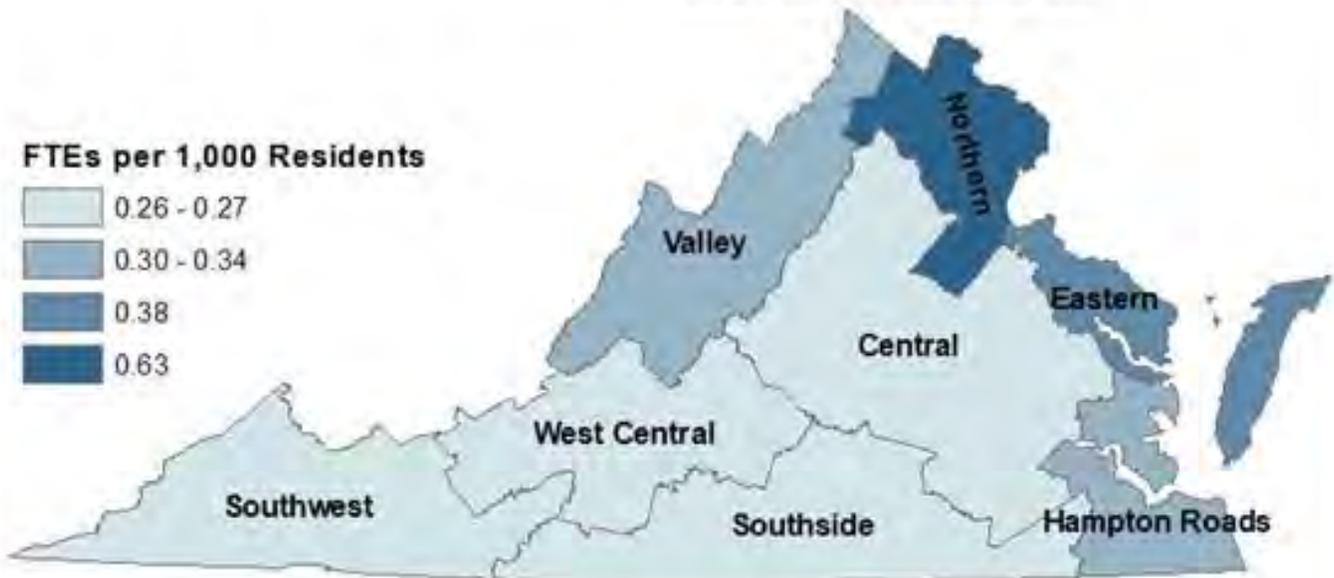
Source: Va. Healthcare Workforce Data Center

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

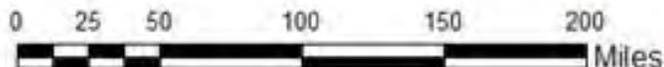
Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents

0.26 - 0.27
0.30 - 0.34
0.38
0.63



Annual Estimates of the Resident Population: July 1, 2022  
Source: U.S. Census Bureau, Population Division



## Results in Brief

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In 2023, 6,125 dentists in Virginia's workforce provided 4,568 "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) administers the 2023 survey during the license renewal process, which takes place annually on an ongoing basis during the birth month of each dentist. The 6,919 survey respondents represent 84% of the 8,237 licensed dentists in the state and nearly all of the renewing practitioners.

More than two out of every five dentists are female, and the median age of all dentists is 47. In a random encounter between two dentists, there is a 60% chance that they would be of different races or ethnicities, a measure known as the diversity index. The diversity index in Virginia is 60%. Dentists under age 40 have a diversity index of 63%.

Nearly all dentists hold a doctorate or professional degree. About 42% of all dentists have educational debt, including 70% of dentists who are under the age of 40. The median debt for those dentists with educational debt is between \$170,000 and \$180,000. The median annual income for dentists is also between \$170,000 and \$180,000, with 59% 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 92% 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 22% work at a group dental practice. Only 27% of the workforce expect to retire in the next decade, while half of the current workforce expect to retire by 2043.

## Summary of Trends

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The Virginia dental workforce has increased by about 7% since 2022 whereas the number of total licensees increased by 8% in the same period; over the past decade both have a 20% and 15% increase, respectively. Alongside these increases, the full time equivalency (FTE) units also increased by approximately 6% over the past year (4,307 in 2022 vs 4,568 in 2023) although its increase over the decade is only 2%.

Compared to 2013, there have been significant changes in the demographic composition of the state's dentistry workforce. Females make up a greater proportion of the dental workforce (30% vs 43%). Further, in 2023, 58% of the dentists under age 40 are female, up from 50% in 2013. Median age has declined from 50 to 47 since 2013, and the percentage of dentists above age 55 years declined from 40% to 30% in the same period. Further, the number of dentists under age 40 has increased from 27% in 2013 to 34% in 2023. The diversity index continues to increase, from 59% in 2022 to 60% in 2023, and has increased significantly since 2013 when it was 48%. Further, the diversity index for dentists under 40 years, increased slightly, from 60% in 2022 to 63% this year.

The percentage of dentists in non-metro areas (7%) did not change between 2022 and 2023 after declining from 8% to 7% in 2018. The educational attainment level of dentists also did not change from 2022 to 2023 though the median debt increased slightly from \$150,000-\$160,000 to \$170,000-\$180,000; the exact same change was recorded in income. Among all dentists the percent carrying education debt has increased since 2022, from 41% to 42%; the percentage of dentists under the age of 40 who carry education debt also increased from 69% in 2022 to 70% in 2023.

Since the coronavirus pandemic, past year involuntary unemployment has declined from a high of 20% to less than 1%, suggesting a recovery comparable to pre-pandemic unemployment rates. The proportion receiving at least one employer-sponsored benefit increased from 46% in 2013 to 51% in 2023. The percent of dentists who intend to retire by age 65 increased from 36% in 2013 to 42% in 2021 and is now at 49%; additionally, half of the dentistry workforce plan to retire within two decades of the survey, which has remained unchanged since 2013.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	7,335	89%
New Licensees	463	6%
Non-Renewals	439	5%
<b>All Licensees</b>	<b>8,237</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. Nearly nine out of ten renewing dentists submitted a survey. These represent 84% of dentists who held a license at some point in the past year.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 30	165	198	55%
30 to 34	272	771	74%
35 to 39	222	990	82%
40 to 44	140	987	88%
45 to 49	95	851	90%
50 to 54	74	802	92%
55 to 59	57	603	91%
60 and Over	293	1,717	85%
<b>Total</b>	<b>1,318</b>	<b>6,919</b>	<b>84%</b>
<b>New Licenses</b>			
Issued 2022 to 2023	395	68	15%
<b>Metro Status</b>			
Non-Metro	62	350	85%
Metro	717	4,674	87%
Not in Virginia	539	1,895	78%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted throughout 2023 on the birth month of each renewing practitioner.
- 2. Target Population:** All dentists who held a Virginia license at some point in 2023.
- 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 2023.

Response Rates	
Completed Surveys	6,919
Response Rate, All Licensees	84%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Dentists**

Number: 8,237  
 New: 6%  
 Not Renewed: 5%

**Response Rates**

All Licensees: 84%  
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Dentistry Workforce: 6,125  
 FTEs: 4,568

### Utilization Ratios

Licenses in VA Workforce: 74%  
 Licenses per FTE: 1.80  
 Workers per FTE: 1.34

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 in the past year 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	6,024	98%
Looking for Work in Virginia	102	2%
Virginia's Workforce	6,125	100%
Total FTEs	4,568	
Licenses	8,237	

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](http://www.dhp.virginia.gov/hwdc)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	112	42%	155	58%	267	6%
30 to 34	263	42%	370	59%	633	14%
35 to 39	303	43%	395	57%	698	15%
40 to 44	289	48%	311	52%	600	13%
45 to 49	303	55%	244	45%	548	12%
50 to 54	289	59%	200	41%	490	11%
55 to 59	254	67%	127	33%	380	8%
60 +	842	82%	188	18%	1,030	22%
<b>Total</b>	<b>2,655</b>	<b>57%</b>	<b>1,990</b>	<b>43%</b>	<b>4,646</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	60%	2,658	57%	843	53%
Black	19%	284	6%	82	5%
Asian	7%	1,121	24%	457	29%
Other Race	0%	182	4%	65	4%
Two or More Races	3%	115	2%	52	3%
Hispanic	10%	274	6%	89	6%
<b>Total</b>	<b>100%</b>	<b>4,634</b>	<b>100%</b>	<b>1,588</b>	<b>100%</b>

\*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, 2021.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 43%  
 % Under 40 Female: 58%

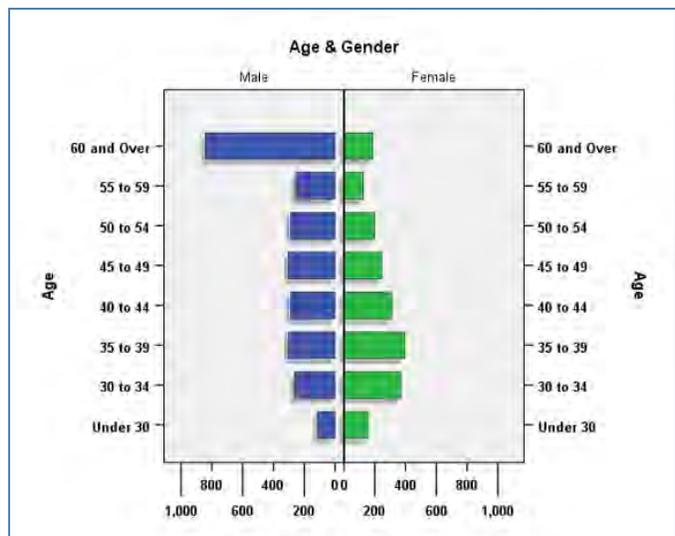
**Age**  
 Median Age: 47  
 % Under 40: 34%  
 % 55+: 30%

**Diversity**  
 Diversity Index: 60%  
 Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two dentists, there is a 60% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), this is the same as the diversity index for Virginia's population as a whole.*

*One in three dentists are under the age of 40. 58% of dentists under 40 are female, and 29% are non-Hispanic Asian.*



## At a Glance:

### Childhood

Urban Childhood: 24%  
 Rural Childhood: 18%

### Virginia Background

HS in Virginia: 39%  
 Dental Ed. in VA: 33%  
 HS or Dental Ed. in VA: 46%

### Location Choice

% Rural to Non-Metro: 18%  
 % Urban/Suburban to Non-Metro: 4%

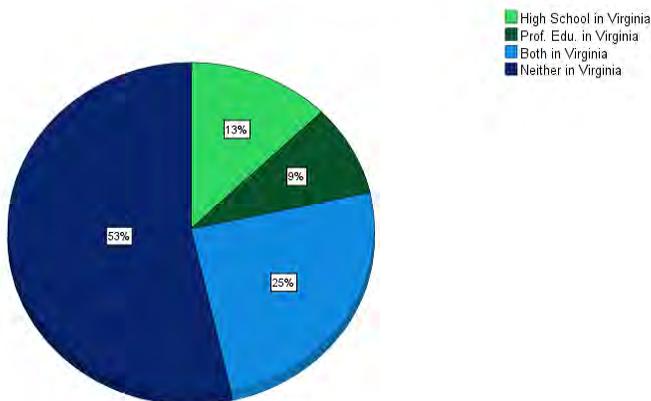
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	14%	60%	26%
2	Metro, 250,000 to 1 million	32%	54%	14%
3	Metro, 250,000 or less	24%	54%	21%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, metro adjacent (adj)	44%	41%	15%
6	Urban pop, 2,500-19,999, metro adj	49%	36%	15%
7	Urban pop, 2,500-19,999, nonadj	70%	21%	9%
8	Rural, metro adj	43%	43%	14%
9	Rural, nonadj	24%	54%	22%
<b>Overall</b>		<b>18%</b>	<b>58%</b>	<b>24%</b>

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 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	1,778	Virginia	1,504
2	Outside U.S./Canada	965	Outside U.S./Canada	340
3	Maryland	190	Washington, D.C.	326
4	New York	178	Pennsylvania	314
5	Pennsylvania	165	New York	291
6	California	124	Maryland	265
7	North Carolina	96	Massachusetts	201
8	Florida	91	California	115
9	New Jersey	87	West Virginia	107
10	West Virginia	75	Kentucky	106

Source: Va. Healthcare Workforce Data Center

*39% of all dentists earned their high school degree in Virginia, and 33% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	379	Virginia	214
2	Outside U.S./Canada	261	Outside U.S./Canada	106
3	Maryland	43	New York	98
4	Pennsylvania	42	Pennsylvania	87
5	California	31	Maryland	62
6	New York	26	Washington, D.C.	55
7	North Carolina	24	Massachusetts	54
8	Georgia	24	California	43
9	Florida	23	Illinois	34
10	New Jersey	20	Kentucky	29

Source: Va. Healthcare Workforce Data Center

*Among dentists who received their initial license in the past five years, 34% earned their high school degree in Virginia, while 20% 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 82% who worked as dentists.*

### At a Glance:

#### Not in VA Workforce

Total:	2,112
% of Licensees:	26%
Federal/Military:	13%
VA Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	49	1%
Graduate Certificate	29	1%
Masters	73	2%
Doctorate/Professional	4,422	97%
<b>Total</b>	<b>4,573</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*A little over 2 out of every 5 of dentists carry educational debt, including 70% of those under the age of 40. For those in debt, their median debt is between \$170,000 and \$180,000.*

## At a Glance:

**Education**  
 Doctorate/Professional: 97%  
 Baccalaureate: 1%

**Educational Debt**  
 Carry debt: 42%  
 Under age 40 w/ debt: 70%  
 Median debt: \$170k-\$180k

**Residencies**  
 GPR-1: 13%  
 AEGD: 11%  
 Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	783	13%
Advanced Education in General Dentistry (AEGD)	653	11%
Orthodontics	305	7%
Pediatric Dentistry	244	4%
General Practice Residency -2 (GPR-2)	174	3%
Oral and Maxillofacial Surgery	160	3%
Periodontology	156	3%
Endodontics	148	2%
Prosthodontics	99	2%
Dental Public Health	19	0%
Oral and Maxillofacial Pathology	12	0%
Oral and Maxillofacial Radiology	8	0%
<b>At Least One</b>	<b>2,387</b>	<b>39%</b>

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,202	58%	374	30%
Less than \$40,000	191	5%	34	3%
\$40,000-\$59,999	113	3%	39	3%
\$60,000-\$79,999	109	3%	21	2%
\$80,000-\$99,999	113	3%	30	2%
\$100,000-\$119,999	91	2%	24	2%
\$120,000-\$139,999	60	2%	24	2%
\$140,000-\$159,999	72	2%	30	2%
\$160,000-\$179,999	74	2%	48	4%
\$180,000-\$199,999	57	1%	43	3%
\$200,000 or More	731	19%	575	46%
<b>Total</b>	<b>3,813</b>	<b>100%</b>	<b>1,242</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

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

### Weekly Hours:

40 to 49: 29%  
 60 or more: 3%  
 Less than 30: 16%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
<b>Employed, capacity unknown</b>	7	<1%
<b>Employed in a dentistry related capacity</b>	4,361	96%
<b>Employed, NOT in a dentistry related capacity</b>	23	1%
<b>Not working, reason unknown</b>	0	0%
<b>Involuntarily unemployed</b>	6	0%
<b>Voluntarily unemployed</b>	83	2%
<b>Retired</b>	74	2%
<b>Total</b>	<b>4,554</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*96% of Virginia's dentists are employed in the profession, and 69% currently have one full-time job. 29% of dentists currently work between 40 and 49 hours per week, while only 3% work 60 hours per week or more.*

Current Positions		
Positions	#	%
<b>No Positions</b>	163	4%
<b>One Part-Time Position</b>	594	13%
<b>Two Part-Time Positions</b>	227	5%
<b>One Full-Time Position</b>	3,077	69%
<b>One Full-Time Position &amp; One Part-Time Position</b>	282	6%
<b>Two Full-Time Positions</b>	16	0%
<b>More than Two Positions</b>	94	2%
<b>Total</b>	<b>4,453</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
<b>0 hours</b>	163	4%
<b>1 to 9 hours</b>	103	2%
<b>10 to 19 hours</b>	184	4%
<b>20 to 29 hours</b>	410	9%
<b>30 to 39 hours</b>	1,879	43%
<b>40 to 49 hours</b>	1,289	29%
<b>50 to 59 hours</b>	229	5%
<b>60 to 69 hours</b>	85	2%
<b>70 to 79 hours</b>	16	0%
<b>80 or more hours</b>	35	1%
<b>Total</b>	<b>4,393</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	30	1%
Less Than \$30,000	115	3%
\$30,000-\$69,999	183	5%
\$70,000-\$109,999	451	13%
\$110,000-\$149,999	568	16%
\$150,000-\$189,999	578	17%
\$190,000-\$229,999	448	13%
\$230,000-\$269,999	304	9%
\$270,000-\$309,999	223	6%
\$310,000-\$349,999	93	3%
More than \$350,000	477	14%
<b>Total</b>	<b>3,470</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$170k-\$180k

**Benefits**  
Retirement: 41%  
Paid Vacation: 22%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,023	68%
Somewhat Satisfied	1,194	27%
Somewhat Dissatisfied	168	4%
Very Dissatisfied	56	1%
<b>Total</b>	<b>4,441</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical dentist made between \$170,000 and \$180,000 in the past year. Among dentists who were compensated at the primary work location with either a salary or an hourly wage, 41% had access to a retirement plan and 22% received paid vacation leave.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,795	41%	48%
Paid Vacation	977	22%	28%
Paid Sick Leave	639	15%	19%
Group Life Insurance	631	14%	19%
Dental Insurance	683	16%	21%
Signing/Retention Bonus	280	6%	9%
<b>Receive at least one benefit</b>	<b>2,206</b>	<b>51%</b>	<b>59%</b>

\*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?	21	<1%
Experience voluntary unemployment?	229	4%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	111	2%
Work two or more positions at the same time?	715	12%
Switch employers or practices?	249	4%
<b>Experienced at least 1</b>	<b>1,108</b>	<b>18%</b>

Source: Va. Healthcare Workforce Data Center

*Less than 1% of Virginia’s dentists experienced involuntary unemployment at some point during the last year. By comparison, Virginia’s average monthly unemployment rate was 2.9% in the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	71	2%	65	6%
<b>Less than 6 Months</b>	265	6%	125	12%
<b>6 Months to 1 Year</b>	360	8%	125	12%
<b>1 to 2 Years</b>	628	15%	185	18%
<b>3 to 5 Years</b>	710	17%	169	17%
<b>6 to 10 Years</b>	601	14%	137	13%
<b>More than 10 Years</b>	1,648	38%	217	21%
<b>Subtotal</b>	<b>4,281</b>	<b>100%</b>	<b>1,022</b>	<b>100%</b>
<b>Did not have location</b>	108		5,049	
<b>Item Missing</b>	1,736		54	
<b>Total</b>	<b>6,125</b>		<b>6,125</b>	

Source: Va. Healthcare Workforce Data Center

*61% of dentists are salary or wage employees, while 30% receive income from their own practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: <1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 4%  
New Location: 20%  
Over 2 years: 69%  
Over 2 yrs., 2<sup>nd</sup> location: 51%

**Employment Type**

Salary/Commission: 61%  
Business/Practice Income: 30%  
Hourly Wage: 3%

Source: Va. Healthcare Workforce Data Center

*Nearly seven out of ten dentists have worked at their primary location for at least two years.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	2,080	61%
<b>Business/ Practice Income</b>	111	3%
<b>By Contract</b>	152	4%
<b>Hourly Wage</b>	1,027	30%
<b>Unpaid</b>	41	1%
<b>Subtotal</b>	<b>3,412</b>	<b>100%</b>
<b>Did not have location</b>	108	
<b>Item Missing</b>	2,605	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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 2.5% and a high of 3.4%. At the time of publication, the unemployment rate from December 2023 was still preliminary.

## At a Glance:

### Concentration

Top Region:	44%
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

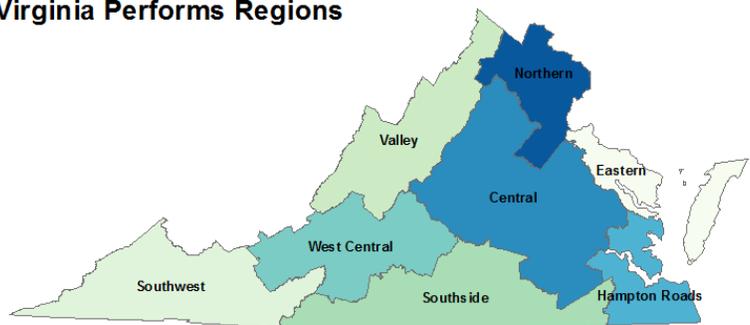
44% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 1% of the workforce, Eastern Virginia has the fewest number of dentists of any region in the state.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	799	19%	169	16%
Eastern	56	1%	14	1%
Hampton Roads	723	17%	159	15%
Northern	1,865	44%	474	45%
Southside	93	2%	19	2%
Southwest	101	2%	21	2%
Valley	219	5%	40	4%
West Central	341	8%	55	5%
Virginia Border State/DC	28	1%	48	5%
Other US State	39	1%	50	5%
Outside of the US	1	0%	0	0%
<b>Total</b>	<b>4,265</b>	<b>100%</b>	<b>1,049</b>	<b>100%</b>
Item Missing	1,750		26	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



75% of dentists currently have just one work location, while 15% have two different work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	108	2%	153	4%
1	4,941	81%	3,263	75%
2	719	12%	656	15%
3	271	4%	249	6%
4	50	1%	29	1%
5	18	0%	10	0%
6 or More	19	0%	19	0%
<b>Total</b>	<b>6,125</b>	<b>100%</b>	<b>4,378</b>	<b>100%</b>

\*At the time of survey completion, Jan. 2023-Dec. 2023 (birth month of respondent).

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-profit</b>	3,667	90%	847	88%
<b>Non-profit</b>	115	3%	42	4%
<b>State/local government</b>	155	4%	54	6%
<b>Veterans Administration</b>	21	1%	3	0%
<b>U.S. Military</b>	110	3%	17	2%
<b>Other Federal Government</b>	12	0%	5	1%
<b>Total</b>	<b>4,080</b>	<b>100%</b>	<b>968</b>	<b>100%</b>
<b>Did not have location</b>	108		5,049	
<b>Item missing</b>	1,936		109	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

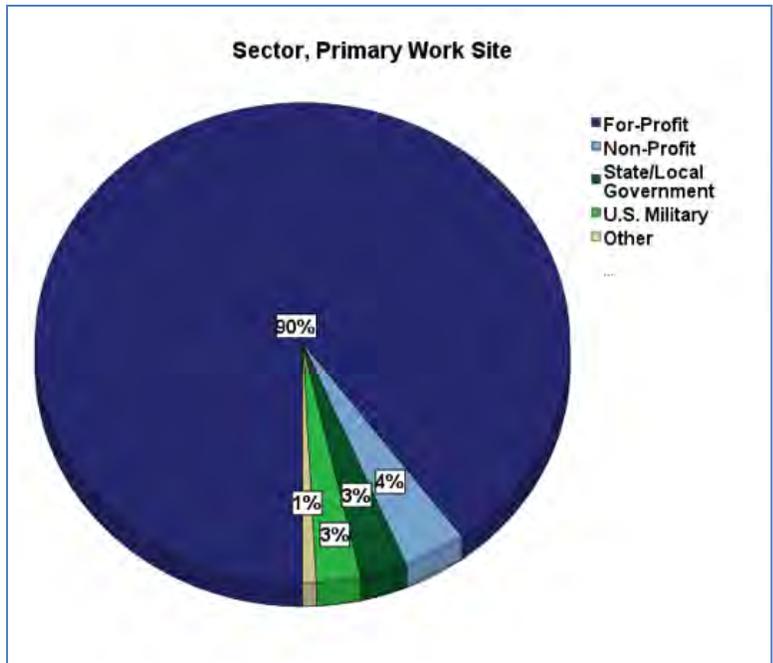
For Profit:	90%
Federal:	4%

**Top Establishments**

Solo Practice:	62%
Group Practice:	23%

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

Accepted Forms of Payment		
Payment	#	% of Workforce
<b>Cash/Self-Pay</b>	3,830	63%
<b>Private Insurance</b>	3,699	60%
<b>Medicaid</b>	1,341	22%
<b>Medicare</b>	869	14%
<b>At least one</b>	<b>3,986</b>	<b>65%</b>

Source: Va. Healthcare Workforce Data Center

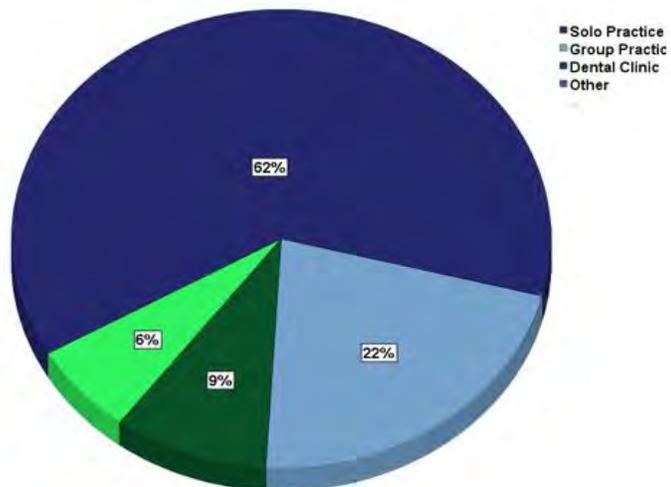
Cash/self-pay is the most commonly reported form of payment among Virginia's dentistry workforce whereas Medicare is the least commonly accepted form of payment.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,527	62%	522	55%
Group Practice	888	22%	222	23%
Dental Health Clinic	377	9%	107	11%
Hospital/Health System	69	2%	17	2%
Dental School (including Combined Dental/Dental Hygiene)	64	2%	19	2%
Corrections	35	1%	17	2%
Public Health Program	22	1%	1	0%
Dental Hygiene Program (Community College)	4	0%	6	1%
Supplier Organization	2	0%	6	1%
Nursing Home/Long-Term Care Facility	2	0%	5	1%
Insurance	2	0%	0	0%
K-12 School or Non-Dental College	1	0%	4	0%
Dental Hygiene Program (Technical School)	0	0%	1	0%
Other	60	1%	20	2%
<b>Total</b>	<b>4,053</b>	<b>100%</b>	<b>947</b>	<b>100%</b>
Did Not Have a Location	108		5049	

Close to two-thirds of dentists work at a solo dental practice as their primary work location, while another 22% work at a group dental practice. Dental health clinics were also significant employers of Virginia's dental workforce.

Source: Va. Healthcare Workforce Data Center

Establishment Type, Primary Work Site



Among those dentists who also have a secondary work location, more than three-quarters work at a private dental practice, including 55% 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

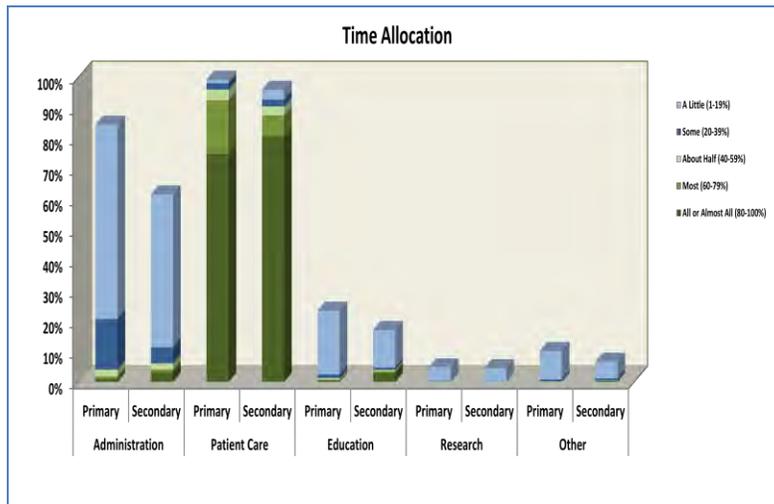
Patient Care: 92%  
Administrative: 2%  
Education: 1%

### Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



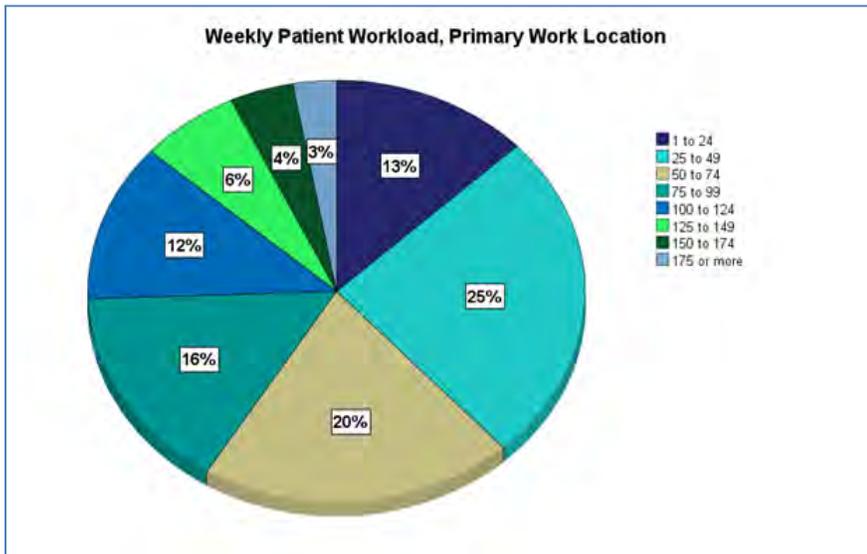
Source: Va. Healthcare Workforce Data Center

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

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	1%	3%	75%	80%	0%	3%	0%	0%	0%	0%
<b>Most (60-79%)</b>	1%	1%	18%	7%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	2%	2%	3%	3%	1%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	17%	5%	2%	2%	1%	1%	0%	0%	1%	1%
<b>A Little (1-20%)</b>	64%	50%	1%	3%	21%	12%	5%	4%	9%	5%
<b>None (0%)</b>	16%	38%	1%	4%	77%	83%	95%	96%	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: None

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*	
	#	%	#	%	#	%	#	%
<b>None</b>	115	3%	1,650	41%	91	9%	485	50%
<b>1-24</b>	498	12%	969	24%	428	44%	323	33%
<b>25-49</b>	977	24%	708	17%	218	22%	103	11%
<b>50-74</b>	788	19%	393	10%	108	11%	27	3%
<b>75-99</b>	605	15%	167	4%	48	5%	16	2%
<b>100-124</b>	466	11%	87	2%	37	4%	8	1%
<b>125-149</b>	250	6%	35	1%	17	2%	6	1%
<b>150-174</b>	160	4%	20	0%	15	2%	1	0%
<b>175-199</b>	60	1%	8	0%	5	1%	2	0%
<b>200-224</b>	75	2%	19	0%	5	1%	0	0%
<b>225-249</b>	26	1%	4	0%	0	0%	0	0%
<b>250-274</b>	26	1%	4	0%	2	0%	0	0%
<b>275-299</b>	8	0%	0	0%	2	0%	0	0%
<b>300 or more</b>	49	1%	4	0%	0	0%	0	0%
<b>Total</b>	<b>4,102</b>	<b>100%</b>	<b>4,066</b>	<b>100%</b>	<b>977</b>	<b>100%</b>	<b>973</b>	<b>100%</b>

\*Performed by Support Personnel

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Dentists		Dentists over 50	
	#	%	#	%
<b>Under age 50</b>	130	4%	-	-
<b>50 to 54</b>	258	7%	20	1%
<b>55 to 59</b>	514	14%	91	6%
<b>60 to 64</b>	887	24%	293	20%
<b>65 to 69</b>	899	25%	442	30%
<b>70 to 74</b>	453	12%	305	20%
<b>75 to 79</b>	205	6%	169	11%
<b>80 or over</b>	110	3%	79	5%
<b>I do not intend to retire</b>	205	6%	117	8%
<b>Total</b>	<b>3,661</b>	<b>100%</b>	<b>1,516</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Dentists**

Under 65: 49%

Under 60: 25%

**Dentists 50 and over**

Under 65: 27%

Under 60: 7%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 27%

Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

*49% of dentists expect to retire by the age of 65, but only 27% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about 27% 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 1% plan on leaving the profession. Meanwhile, 11% of dentists plan on increasing their patient care activities, and 10% plan on pursuing additional educational opportunities.*

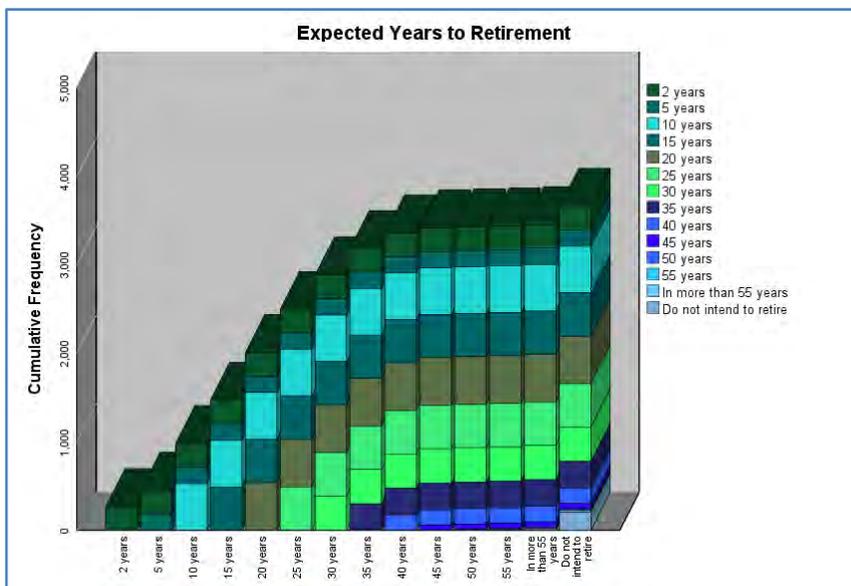
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	68	1%
<b>Leave Virginia</b>	101	2%
<b>Decrease Patient Care Hours</b>	590	10%
<b>Decrease Teaching Hours</b>	11	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	692	11%
<b>Increase Teaching Hours</b>	250	4%
<b>Pursue Additional Education</b>	641	10%
<b>Return to Virginia's Workforce</b>	49	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 7% of dentists expect to retire within the next two years, while 27% expect to retire in the next ten years. More than half of the current dentistry workforce expect to retire by 2043.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
<b>2 years</b>	266	7%	7%
<b>5 years</b>	184	5%	12%
<b>10 years</b>	527	14%	27%
<b>15 years</b>	490	13%	40%
<b>20 years</b>	538	15%	55%
<b>25 years</b>	491	13%	68%
<b>30 years</b>	388	11%	79%
<b>35 years</b>	300	8%	87%
<b>40 years</b>	174	5%	92%
<b>45 years</b>	58	2%	93%
<b>50 years</b>	13	0%	94%
<b>55 years</b>	10	0%	94%
<b>In more than 55 years</b>	17	0%	94%
<b>Do not intend to retire</b>	205	6%	100%
<b>Total</b>	<b>3,662</b>	<b>100%</b>	

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 2033. Retirement will peak at 15% of the current workforce around 2043, before declining to under 10% of the current workforce again around 2058.

## At a Glance:

### FTEs

Total: 4,568  
 FTEs/1,000 Residents<sup>2</sup>: 0.5285  
 Average: 0.76

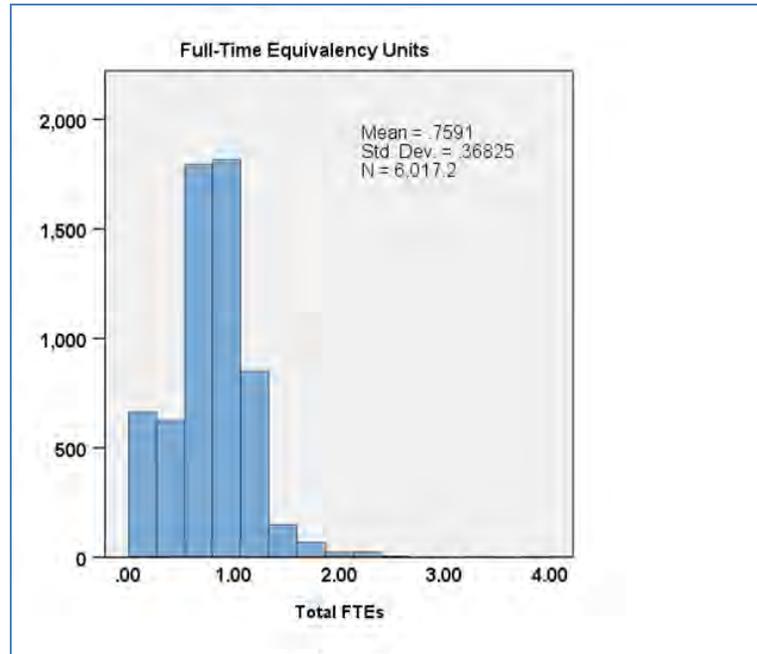
### Age & Gender Effect<sup>3</sup>

Age, Partial Eta<sup>3</sup>: Small  
 Gender, Partial Eta<sup>3</sup>: Small

*Partial Eta Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

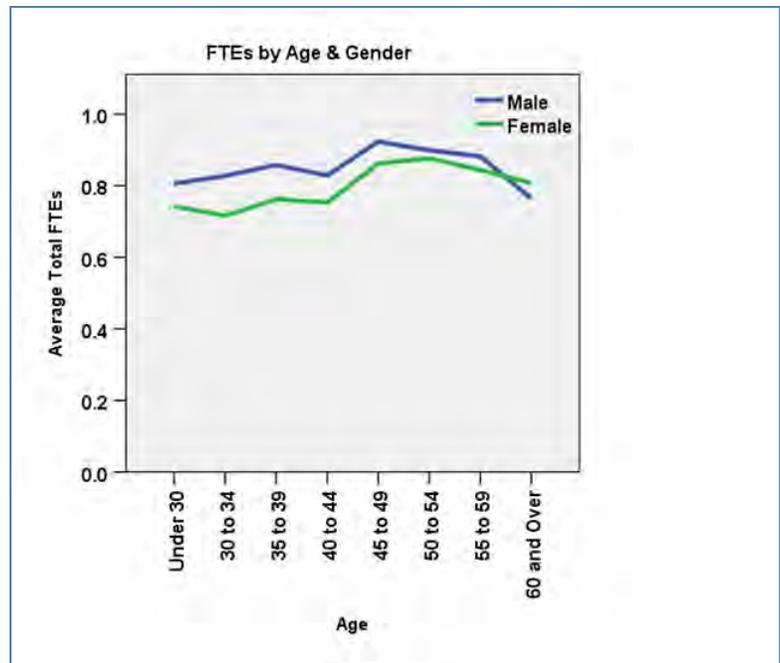


Source: Va. Healthcare Workforce Data Center

*The typical (median) dentist provided 0.78 FTEs during the past year, or approximately 31 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.72	0.72
30 to 34	0.78	0.72
35 to 39	0.90	0.91
40 to 44	0.77	0.77
45 to 49	0.86	0.84
50 to 54	0.74	0.79
55 to 59	0.84	0.81
60 and Over	0.61	0.50
<b>Gender</b>		
Male	0.84	0.88
Female	0.78	0.84

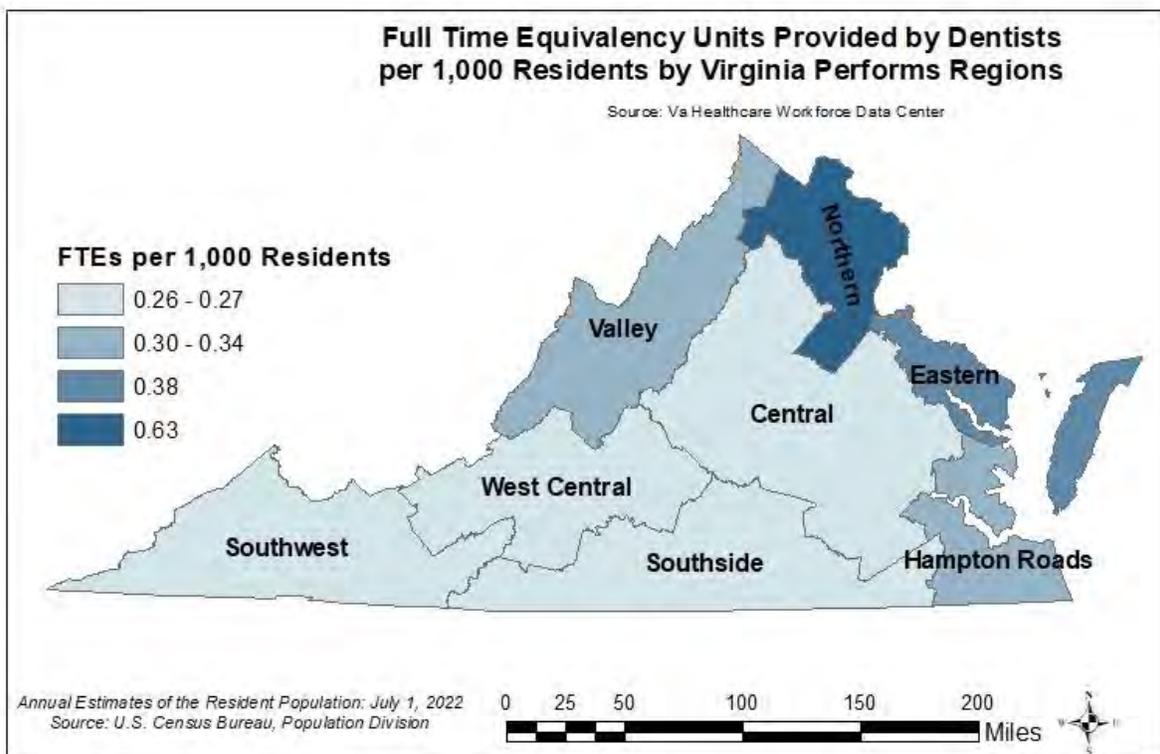
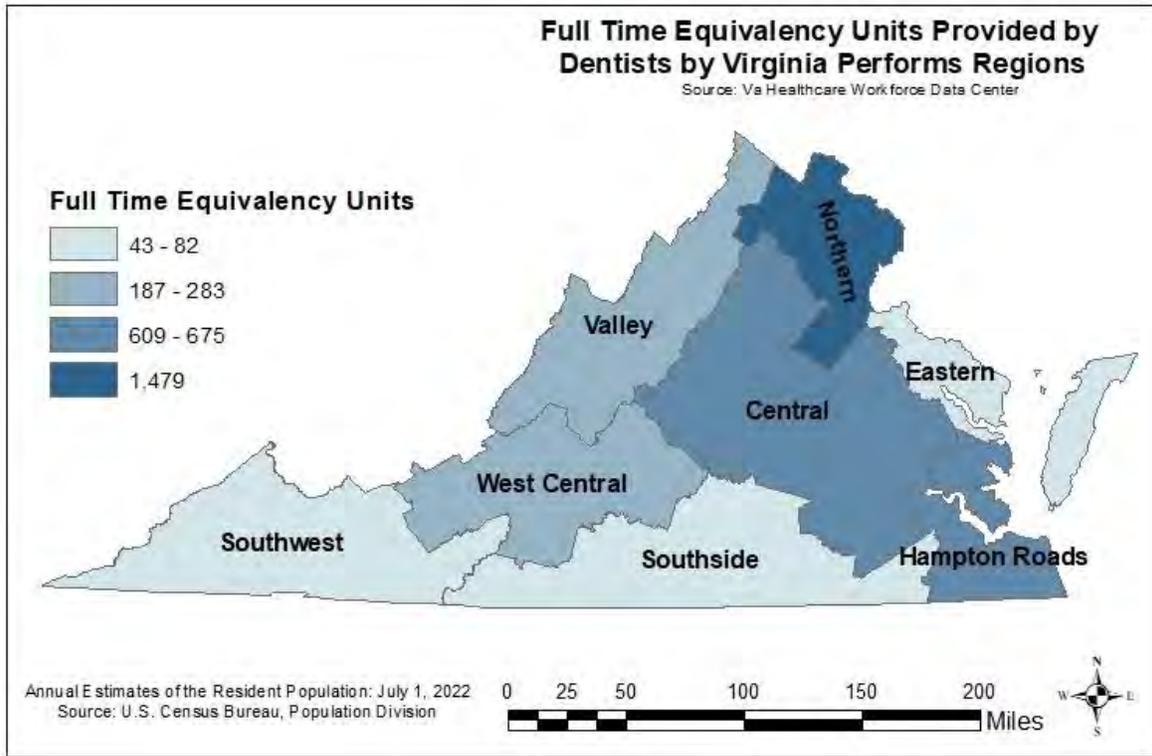
Source: Va. Healthcare Workforce Data Center

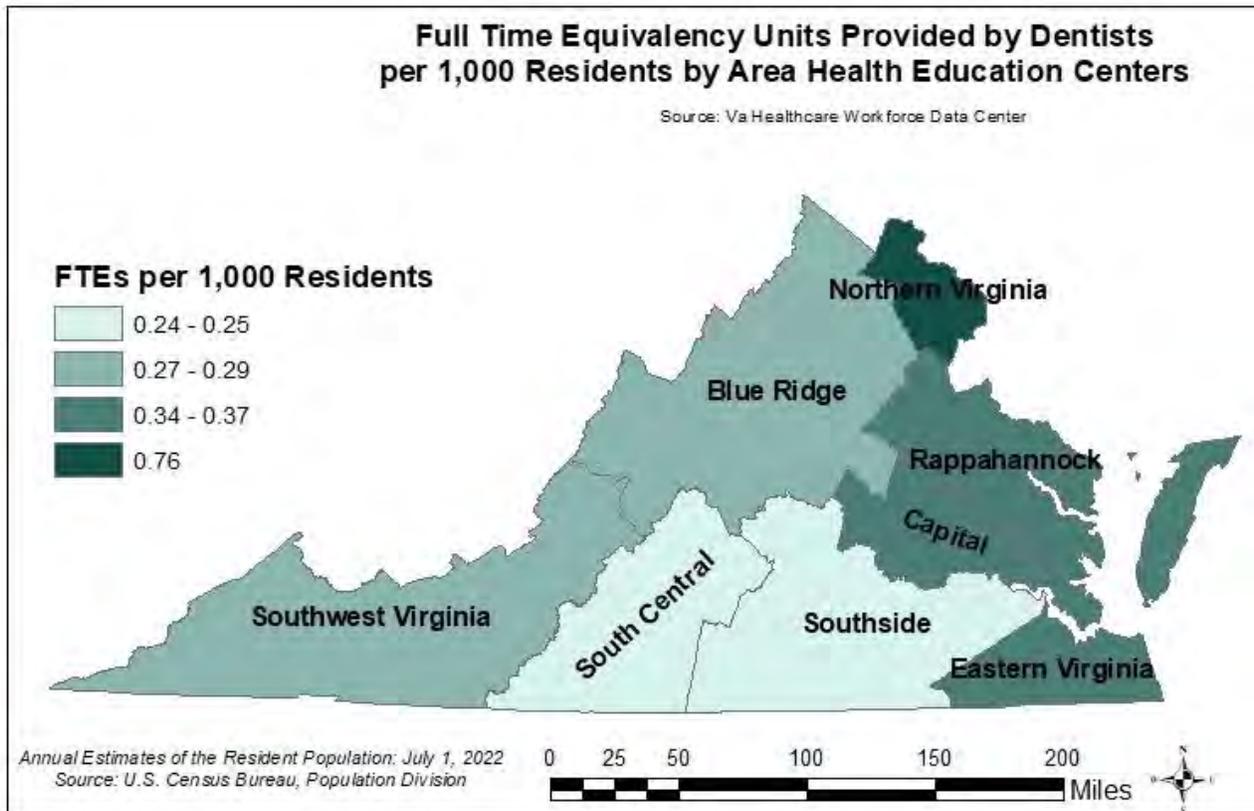
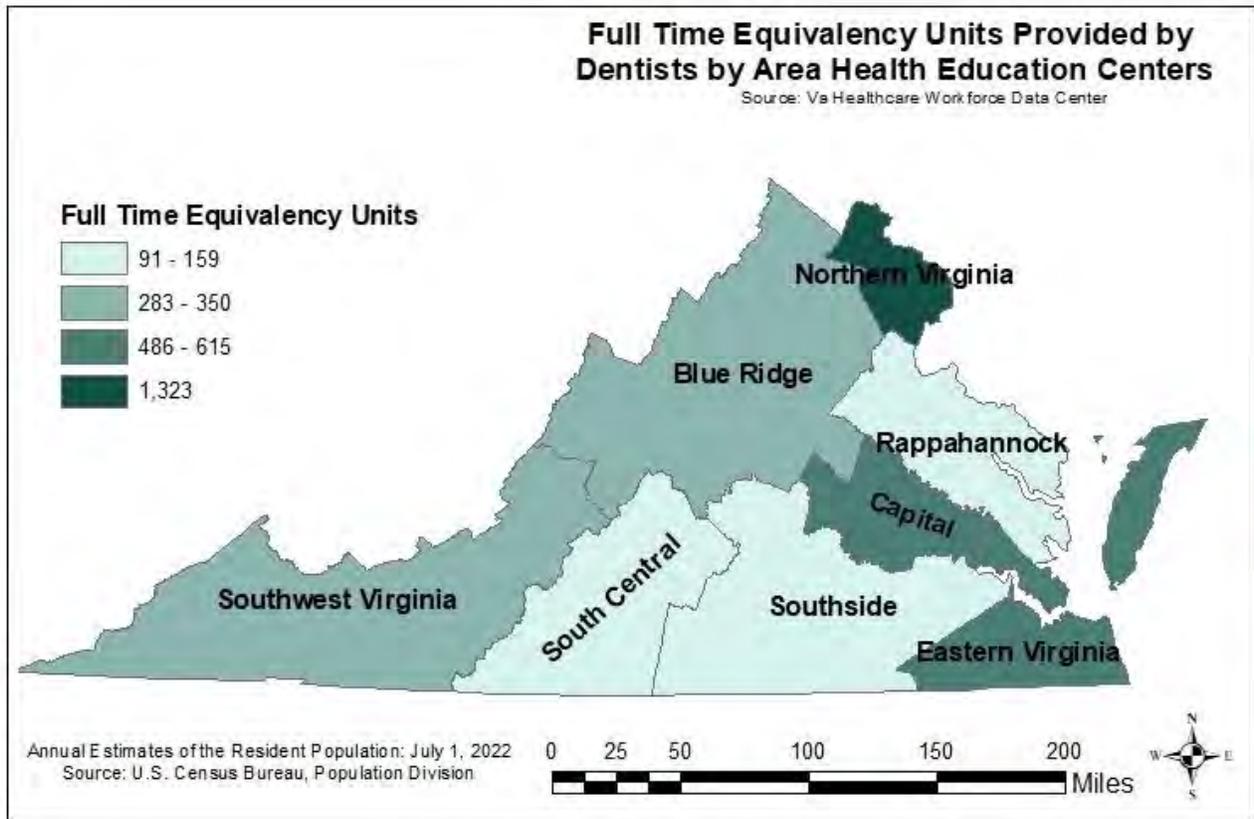


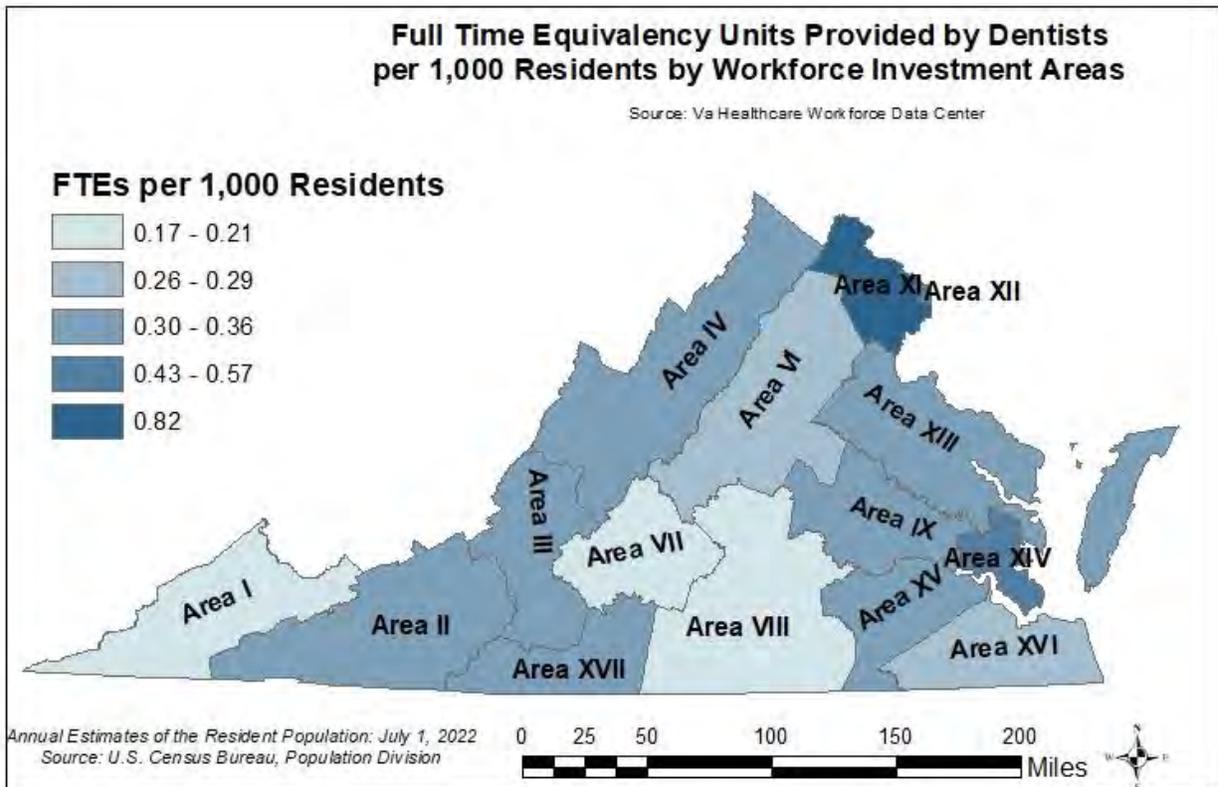
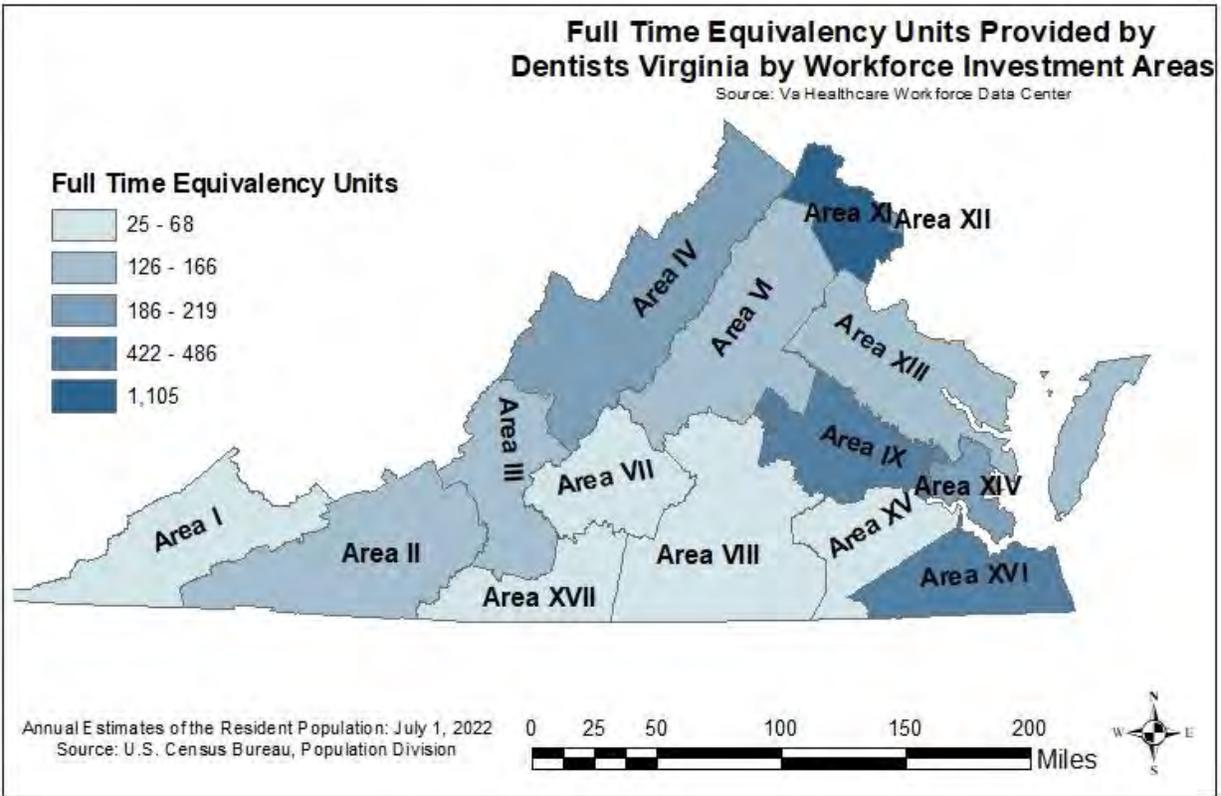
Source: Va. Healthcare Workforce Data Center

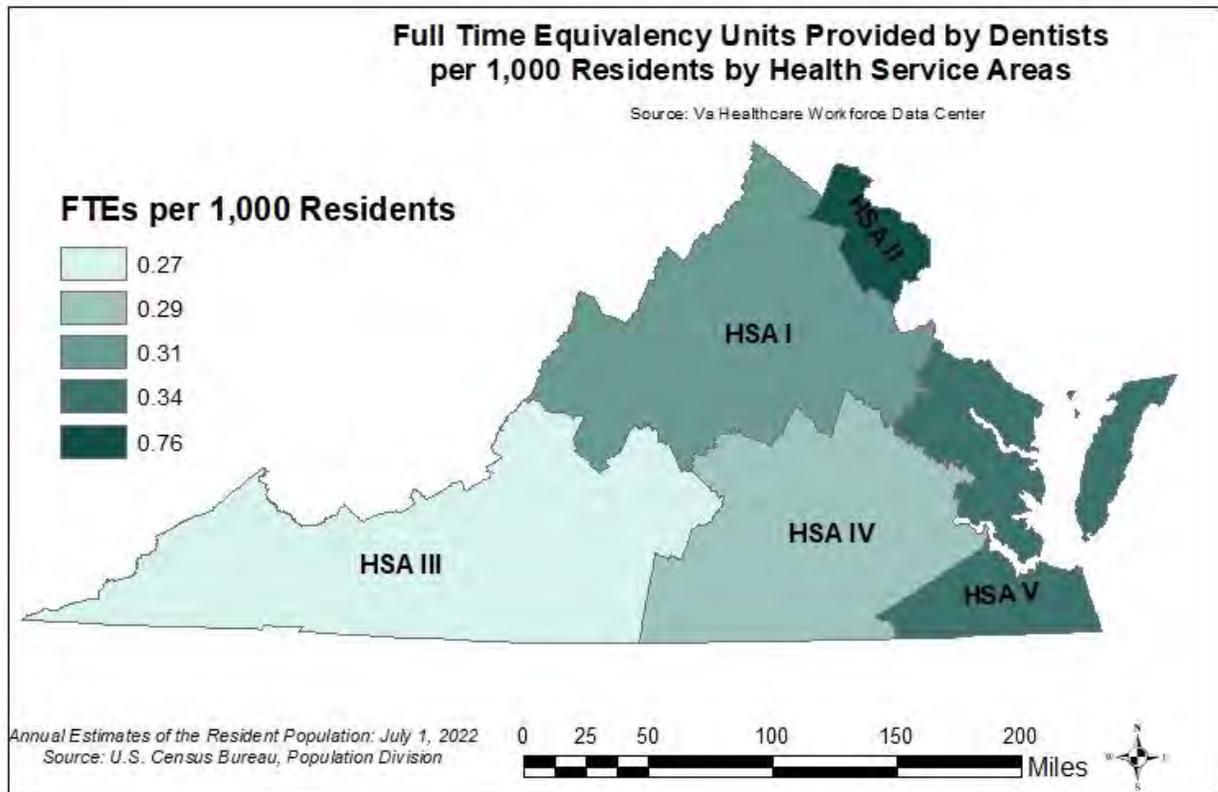
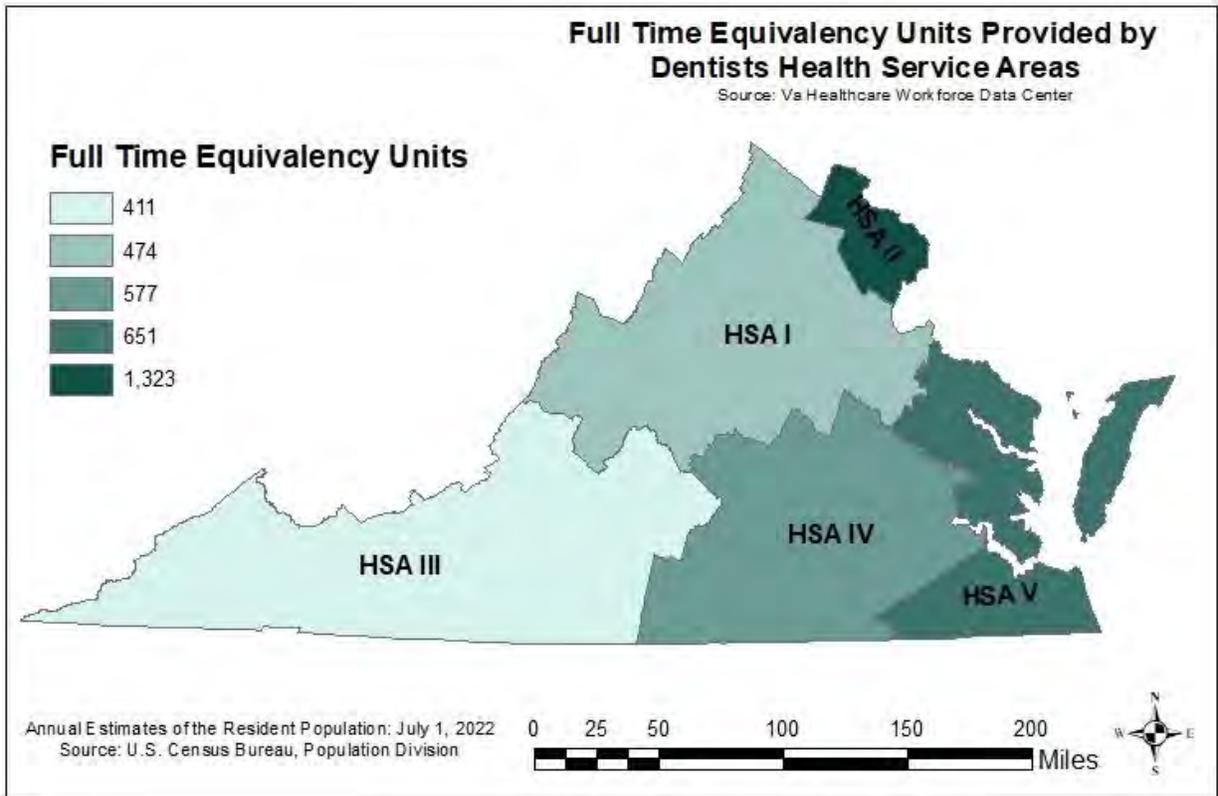
<sup>2</sup> Number of residents in 2022 was used as the denominator.

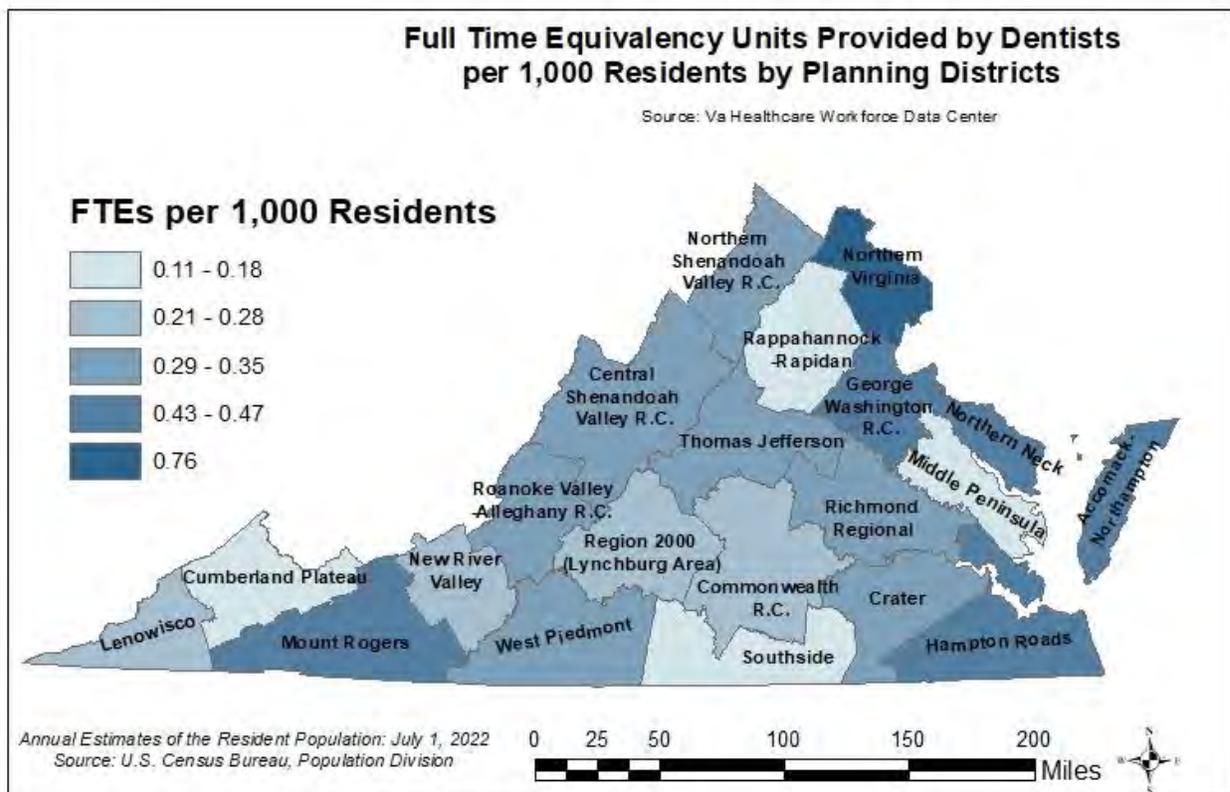
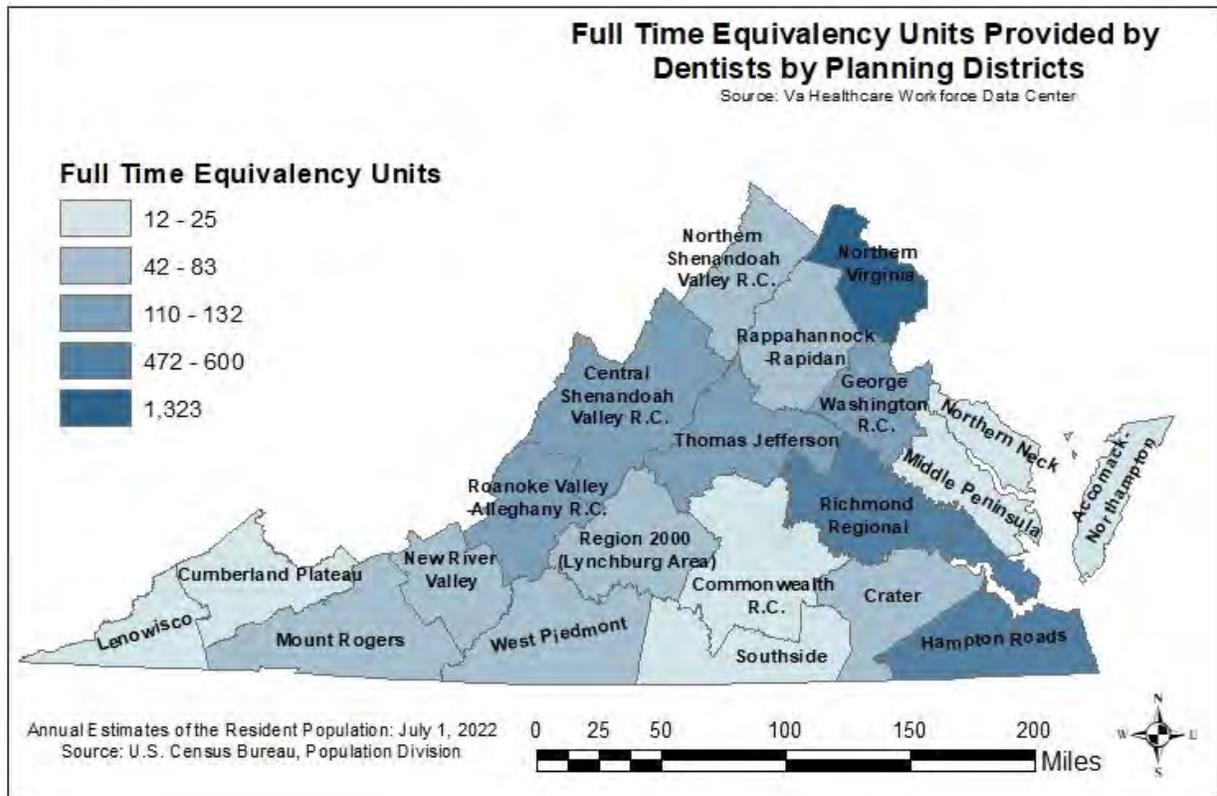
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant).











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,551	86.90%	1.150695	1.055758	1.77205
Metro, 250,000 to 1 million	355	85.92%	1.163934	1.067905	1.792438
Metro, 250,000 or less	485	85.36%	1.171498	1.074844	1.804085
Urban pop 20,000+, Metro adj	55	85.45%	1.170213	1.073665	1.802107
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	157	84.08%	1.189394	1.091264	1.831645
Urban pop, 2,500-19,999, nonadj	68	85.29%	1.172414	1.075685	1.805496
Rural, Metro adj	103	85.44%	1.170455	1.073887	1.802479
Rural, nonadj	29	86.21%	1.16	1.064295	1.786379
Virginia border state/DC	838	78.52%	1.273556	1.168482	1.961254
Other US State	1596	77.51%	1.290218	1.18377	1.986913

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	363	54.55%	1.833333	1.77205	1.986913
30 to 34	1,043	73.92%	1.352789	1.307569	1.466113
35 to 39	1,212	81.68%	1.224242	1.18332	1.326798
40 to 44	1,127	87.58%	1.141844	1.103675	1.237497
45 to 49	946	89.96%	1.111633	1.074475	1.204756
50 to 54	876	91.55%	1.092269	1.055758	1.18377
55 to 59	660	91.36%	1.094527	1.05794	1.186217
60 and Over	2010	85.42%	1.170646	1.131515	1.268712

Source: Va. Healthcare Workforce Data Center

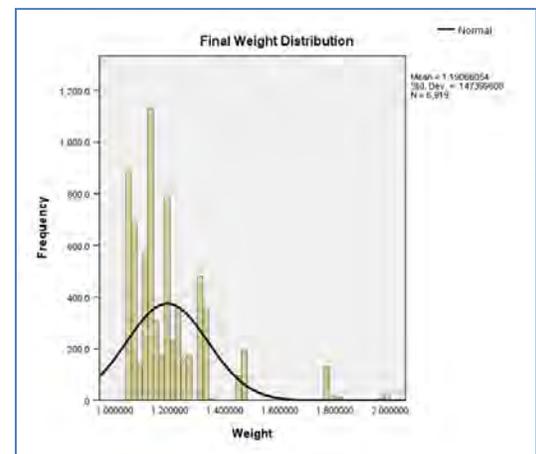
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://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: 0.8399**



Source: Va. Healthcare Workforce Data Center