
Virginia's Dentistry Workforce: 2022

Healthcare Workforce Data Center

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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

Follow us on Tumblr: www.vahwdc.tumblr.com

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Over 6,320 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

Virginia Board of Dentistry

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Chesapeake

Emelia H. McLennan, RDH
Virginia Beach

J. Michael Martinez de Andino, Esq
Richmond

Dagoberto G. Zapatero, DDS
Virginia Beach

Executive Director

Jamie C. Sacksteder

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The Dentistry Workforce: At a Glance:

The Workforce

Licenses:	7,607
Virginia's Workforce:	5,720
FTEs:	4,307

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	89%

Demographics

Female:	42%
Diversity Index:	59%
Median Age:	48

Background

Rural Childhood:	18%
HS Diploma in VA:	38%
Prof. Degree in VA:	34%

Education

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

Finances

Median Inc.: \$150k-\$160k
Retirement Benefits: 42%
Under 40 w/ Ed Debt: 69%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	70%
Satisfied:	95%

Job Turnover

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

Time Allocation

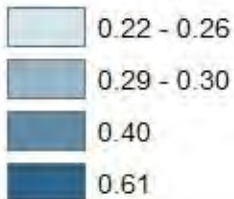
Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	91%

Source: Va. Healthcare Workforce Data Center

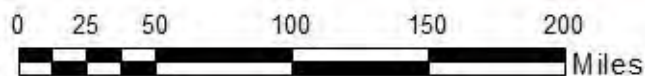
Full Time Equivalency Units Provided by Dentists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



Results in Brief

In 2022, 5,720 dentists in Virginia's workforce provided 4,307 "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 2022 survey during the license renewal process, which takes place annually on an ongoing basis during the birth month of each dentist. The 6,325 survey respondents represent 83% of the 7,607 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 48. In a random encounter between two dentists, there is a 59% chance that they would be of different races or ethnicities, a measure known as the diversity index. The diversity index in Virginia is 58%. Dentists under age 40 have a diversity index of 60%.

Nearly all dentists hold a doctorate or professional degree. About 41% of all dentists have educational debt, including 69% of dentists who are under the age of 40. The median debt for those dentists with educational debt is between \$140,000 and \$150,000. The median annual income for dentists is also between \$150,000 and \$160,000, 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 91% of their time treating patients; on average, they treat 50-74 patients per week. Ninety-four percent of dentists work in the private sector, including 91% who work at a for-profit organization. Nearly two-thirds of dentists work at a solo dental practice, while another 23% work at a group dental practice. Only 28% of the workforce expect to retire in the next decade, while half of the current workforce expect to retire by 2042.

Summary of Trends

The dental workforce has declined by about 2% in terms of both total licensees and dentists in Virginia's workforce when compared to 2021. Alongside the decrease in the state's workforce since 2021, the full time equivalency (FTE) units also decreased by approximately 6% over the past year (4,589 in 2021 vs 4,307 in 2022).

Compared to 2021, there have been slight changes in the demographic composition of the state's dentistry workforce. Females make up a greater proportion of the dental workforce (42% vs 39%). Further, in 2022, 56% of the dentists under age 40 are female, up from 50% in 2013. Median age has declined from 50 to 48 since 2013, and the percentage of dentists above age 55 years declined from 40% to 31% in the same period. Further, the number of dentists under age 40 has increased from 27% in 2013 to 32% in 2022. The diversity index continues to increase, from 57% in 2021 to 59% in 2022, and has increased significantly since 2013 when it was 48%. However, the diversity index for dentists under 40 years, has decreased slightly, from 62% last year to 60% this year.

The percentage of dentists in non-metro areas (7%) did not change between 2021 and 2022 after declining from 8% to 7% in 2018. The educational attainment level of dentists also did not change from 2021 to 2022 though the median debt decreased slightly from \$150,000-\$160,000 to \$140,000-\$150,000. Among all dentists the percent carrying education debt has increased since 2021, from 39% to 41%. However, the percentage of dentists under the age of 40 who carry education debt had decreased from 71% in 2021 to 69% in 2022.

Since the coronavirus pandemic, past year involuntary unemployment decreased from a high of 20% to 1%, suggesting a recovery comparable to pre-pandemic unemployment rates. Median income remained unchanged since 2021 and currently stands at \$150,000-\$160,000. The proportion receiving at least one employer-sponsored benefit increased from 46% in 2013 to 52% in 2022. The percent of dentists who intend to retire by age 65 increased from 36% in 2013 to 42% in 2021 and is now at 48%; 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	6,598	87%
New Licensees	515	7%
Non-Renewals	494	6%
All Licensees	7,607	100%

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 83% 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	67	186	74%
30 to 34	189	737	80%
35 to 39	187	901	83%
40 to 44	147	918	86%
45 to 49	128	789	86%
50 to 54	113	717	86%
55 to 59	73	576	89%
60 and Over	378	1,501	80%
Total	1,282	6,325	83%
New Licenses			
Issued 2021 to 2022	123	392	76%
Metro Status			
Non-Metro	70	311	82%
Metro	774	4,253	85%
Not in Virginia	437	1,761	80%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2022 on the birth month of each renewing practitioner.
- 2. Target Population:** All dentists who held a Virginia license at some point in 2022.
- 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 2022.

Response Rates	
Completed Surveys	6,325
Response Rate, All Licensees	83%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number: 7,607
 New: 7%
 Not Renewed: 6%

Response Rates

All Licensees: 83%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Dentistry Workforce: 5,720
 FTEs: 4,307

Utilization Ratios

Licenses in VA Workforce: 75%
 Licenses per FTE: 1.77
 Workers per FTE: 1.33

Source: Va. Healthcare Workforce Data Center

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,652	99%
Looking for Work in Virginia	69	1%
Virginia's Workforce	5,720	100%
Total FTEs	4,307	
Licenses	7,607	

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.

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

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	80	45%	99	55%	179	4%
30 to 34	255	44%	323	56%	578	13%
35 to 39	274	43%	362	57%	636	15%
40 to 44	282	48%	311	53%	593	14%
45 to 49	307	55%	249	45%	556	13%
50 to 54	261	56%	208	44%	469	11%
55 to 59	251	68%	116	32%	367	8%
60 +	812	81%	187	19%	999	23%
Total	2,522	58%	1,855	42%	4,377	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 42%
 % Under 40 Female: 56%

Age
 Median Age: 48
 % Under 40: 32%
 % 55+: 31%

Diversity
 Diversity Index: 59%
 Under 40 Div. Index: 60%

Source: Va. Healthcare Workforce Data Center

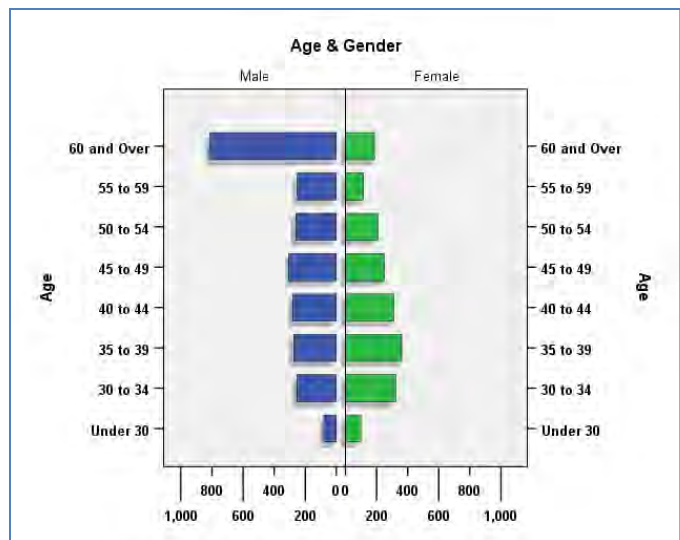
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	60%	2,587	59%	769	56%
Black	19%	268	6%	71	5%
Asian	7%	1,015	23%	388	28%
Other Race	0%	171	4%	44	3%
Two or More Races	3%	98	2%	38	3%
Hispanic	10%	244	6%	68	5%
Total	100%	4,383	100%	1,378	100%

*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, 2021.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 59% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), this is slightly higher than the diversity index for Virginia's population as a whole, which is 58%.

Nearly one in three dentists are under the age of 40. 56% of dentists under 40 are female, and 28% are non-Hispanic Asian.



At a Glance:

Childhood

Urban Childhood: 24%
 Rural Childhood: 18%

Virginia Background

HS in Virginia: 38%
 Dental Ed. in VA: 34%
 HS or Dental Ed. in VA: 47%

Location Choice

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

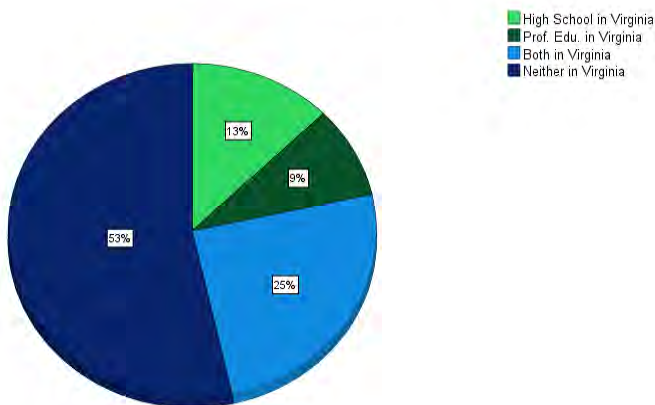
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	13%	60%	27%
2	Metro, 250,000 to 1 million	34%	53%	13%
3	Metro, 250,000 or less	29%	55%	17%
Non-Metro Counties				
4	Urban pop 20,000+, metro adjacent (adj)	33%	57%	10%
6	Urban pop, 2,500-19,999, metro adj	49%	30%	22%
7	Urban pop, 2,500-19,999, nonadj	69%	24%	7%
8	Rural, metro adj	46%	42%	12%
9	Rural, nonadj	42%	39%	18%
Overall		18%	57%	24%

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	1,628	Virginia	1,439
2	Outside U.S./Canada	913	Washington, D.C.	327
3	New York	186	Pennsylvania	301
4	Maryland	176	Outside U.S./Canada	294
5	Pennsylvania	152	Maryland	245
6	California	103	New York	241
7	North Carolina	101	Massachusetts	190
8	Florida	100	West Virginia	112
9	West Virginia	85	California	109
10	New Jersey	85	Kentucky	100

Source: Va. Healthcare Workforce Data Center

38% of all dentists earned their high school degree in Virginia, and 34% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	300	Virginia	182
2	Outside U.S./Canada	249	Outside U.S./Canada	97
3	Maryland	39	Pennsylvania	74
4	North Carolina	33	New York	67
5	California	27	Maryland	57
6	Florida	24	Massachusetts	54
7	New York	23	Washington, D.C.	53
8	Pennsylvania	23	California	34
9	New Jersey	17	Illinois	26
10	Georgia	15	Kentucky	23

Source: Va. Healthcare Workforce Data Center

Among dentists who received their initial license in the past five years, 27% earned their high school degree in Virginia, while 16% received their initial professional degree in the state.

One quarter of Virginia's licensees were not part of the state's dental workforce. 90% 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:	1,885
% of Licensees:	25%
Federal/Military:	14%
VA Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	42	1%
Graduate Certificate	35	1%
Masters	62	1%
Doctorate/Professional	4,125	97%
Total	4,263	100%

Source: Va. Healthcare Workforce Data Center

A little over 2 out of every 5 of dentists carry educational debt, including 69% of those under the age of 40. For those in debt, their median debt is between \$140,000 and \$150,000.

At a Glance:

Education
 Doctorate/Professional: 97%
 Baccalaureate: 1%

Educational Debt
 Carry debt: 41%
 Under age 40 w/ debt: 69%
 Median debt: \$140k-\$150k

Residencies
 GPR-1: 12%
 AEGD: 11%
 Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	699	12%
Advanced Education in General Dentistry (AEGD)	601	11%
Orthodontics	304	7%
Pediatric Dentistry	248	4%
General Practice Residency -2 (GPR-2)	157	3%
Oral and Maxillofacial Surgery	150	3%
Endodontics	147	3%
Periodontology	139	2%
Prosthodontics	100	2%
Dental Public Health	18	0%
Oral and Maxillofacial Pathology	9	0%
Oral and Maxillofacial Radiology	7	0%
At Least One	2,240	39%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,149	59%	334	31%
Less than \$40,000	217	6%	49	4%
\$40,000-\$59,999	125	3%	35	3%
\$60,000-\$79,999	93	3%	23	2%
\$80,000-\$99,999	96	3%	32	3%
\$100,000-\$119,999	115	3%	33	3%
\$120,000-\$139,999	70	2%	27	2%
\$140,000-\$159,999	71	2%	32	3%
\$160,000-\$179,999	59	2%	38	3%
\$180,000-\$199,999	50	1%	34	3%
\$200,000 or More	599	16%	456	42%
Total	3,644	100%	1,093	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: 30%
 60 or more: 3%
 Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	<1%
Employed in a dentistry related capacity	4,113	96%
Employed, NOT in a dentistry related capacity	19	<1%
Not working, reason unknown	0	0%
Involuntarily unemployed	13	<1%
Voluntarily unemployed	58	1%
Retired	73	2%
Total	4,282	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. 30% of dentists currently work between 40 and 49 hours per week, while only 3% work 60 hours per week or more.

Current Positions		
Positions	#	%
No Positions	144	3%
One Part-Time Position	530	13%
Two Part-Time Positions	198	5%
One Full-Time Position	2,914	70%
One Full-Time Position & One Part-Time Position	274	7%
Two Full-Time Positions	27	1%
More than Two Positions	70	2%
Total	4,157	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	144	3%
1 to 9 hours	88	2%
10 to 19 hours	183	4%
20 to 29 hours	326	8%
30 to 39 hours	1,833	44%
40 to 49 hours	1,222	30%
50 to 59 hours	214	5%
60 to 69 hours	70	2%
70 to 79 hours	17	0%
80 or more hours	29	1%
Total	4,126	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	37	1%
Less Than \$30,000	94	3%
\$30,000-\$69,999	182	5%
\$70,000-\$109,999	469	14%
\$110,000-\$149,999	568	17%
\$150,000-\$189,999	512	15%
\$190,000-\$229,999	452	14%
\$230,000-\$269,999	268	8%
\$270,000-\$309,999	219	7%
\$310,000-\$349,999	86	3%
More than \$350,000	441	13%
Total	3,328	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Retirement: 42%
Paid Vacation: 22%

Satisfaction
Satisfied: 95%
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2810	68%
Somewhat Satisfied	1147	28%
Somewhat Dissatisfied	157	4%
Very Dissatisfied	39	1%
Total	4,153	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, 42% had access to a retirement plan and 22% received paid vacation leave.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,735	42%	47%
Paid Vacation	910	22%	29%
Paid Sick Leave	607	15%	20%
Group Life Insurance	631	15%	20%
Dental Insurance	576	14%	18%
Signing/Retention Bonus	225	5%	8%
Receive at least one benefit	2,125	52%	59%

*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?	42	1%
Experience voluntary unemployment?	215	4%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	101	2%
Work two or more positions at the same time?	670	12%
Switch employers or practices?	232	4%
Experienced at least 1	1,056	18%

Source: Va. Healthcare Workforce Data Center

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.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	89	2%	50	5%
Less than 6 Months	219	5%	117	12%
6 Months to 1 Year	341	8%	90	10%
1 to 2 Years	544	13%	153	16%
3 to 5 Years	642	16%	173	18%
6 to 10 Years	625	15%	138	15%
More than 10 Years	1,607	40%	220	23%
Subtotal	89	2%	50	5%
Did not have location	4,067	100%	941	100%
Item Missing	72		4,735	
Total	1,582		44	

Source: Va. Healthcare Workforce Data Center

60% of dentists are salary or wage employees, while 32% receive income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 19%
Over 2 years: 71%
Over 2 yrs., 2nd location: 56%

Employment Type

Salary/Commission: 60%
Business/Practice Income: 32%
Hourly Wage: 3%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,974	60%
Business/ Practice Income	1,053	32%
By Contract	125	4%
Hourly Wage	111	3%
Unpaid	26	1%
Subtotal	3,290	100%
Did not have location	72	
Item Missing	2,359	

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 2.5% and a high of 3.4%. At the time of publication, the unemployment rate from December 2022 was still preliminary.

At a Glance:

Concentration

Top Region:	44%
Top 3 Regions:	80%
Lowest Region:	1%

Locations

2 or more (Past Year):	17%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

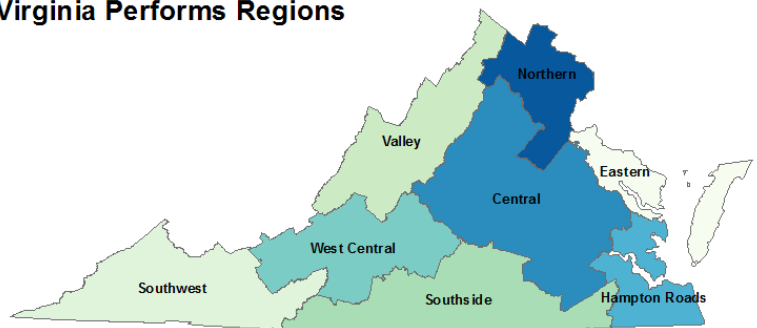
44% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 1% of the workforce, Eastern Virginia has the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	762	19%	158	16%
Eastern	52	1%	14	1%
Hampton Roads	694	17%	145	15%
Northern	1,778	44%	432	44%
Southside	101	2%	14	1%
Southwest	101	2%	16	2%
Valley	204	5%	43	4%
West Central	294	7%	63	6%
Virginia Border State/DC	29	1%	39	4%
Other US State	32	1%	46	5%
Outside of the US	0	0%	1	0%
Total	4,047	100%	971	100%
Item Missing	1,601		14	

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	72	1%	139	3%
1	4,663	82%	3,087	75%
2	646	11%	601	15%
3	253	4%	237	6%
4	43	1%	26	1%
5	17	0%	15	0%
6 or More	27	1%	19	1%
Total	5,720	100%	4,125	100%

*At the time of survey completion, Jan. 2022-Dec. 2022 (birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,503	91%	794	87%
Non-profit	106	3%	41	5%
State/local government	121	3%	51	6%
Veterans Administration	16	<1%	2	<1%
U.S. Military	96	2%	18	2%
Other Federal Government	14	<1%	2	<1%
Total	3,856	100%	908	100%
Did not have location	72		4,735	
Item missing	1,791		77	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	91%
Federal:	3%

Top Establishments

Solo Practice:	62%
Group Practice:	23%

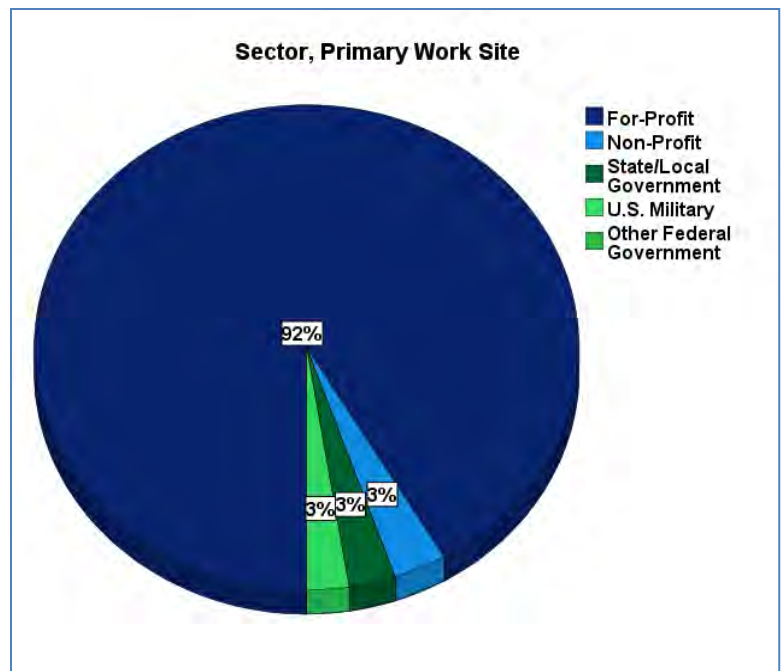
Source: Va. Healthcare Workforce Data Center

91% of dentists worked in for-profit establishments. Another 6% worked for a government agency, including 3% who worked for the state government.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	3,696	65%
Medicare	3,616	63%
Private Insurance	1,183	21%
Medicaid	678	12%
At least one	3,819	67%

Source: Va. Healthcare Workforce Data Center

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

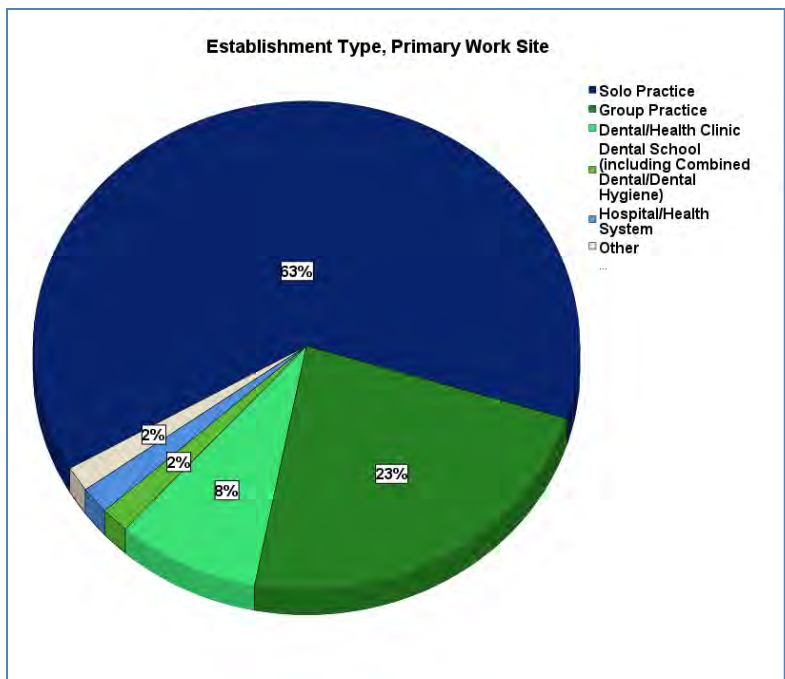


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,373	63%	481	54%
Group Practice	855	23%	222	25%
Dental/Health Clinic	312	8%	87	10%
Dental School (including Combined Dental/Dental Hygiene)	58	2%	16	2%
Hospital/Health System	58	2%	23	3%
Corrections	31	1%	18	2%
Public Health Program	16	0%	0	0%
Nursing Home/Long-Term Care Facility	9	0%	7	1%
Supplier Organization	7	0%	4	0%
Dental Hygiene Program (Community College)	4	0%	8	1%
K-12 School or Non-Dental College	3	0%	0	0%
Insurance	2	0%	1	0%
Other	50	1%	24	3%
Total	3,779	100%	891	100%
Did Not Have a Location	72		4,735	

Close to two-thirds of dentists work at a solo dental practice as their primary work location, while another 23% 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 54% 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

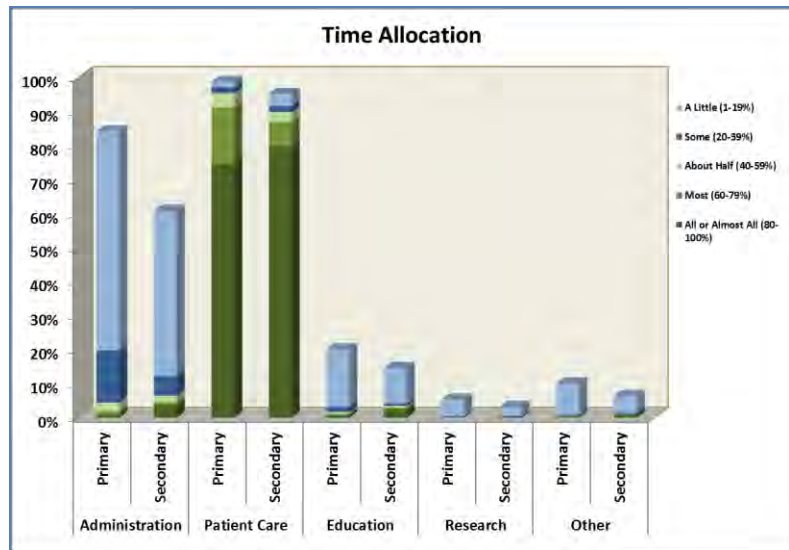
Patient Care: 91%
Administrative: 2%
Education: 1%

Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



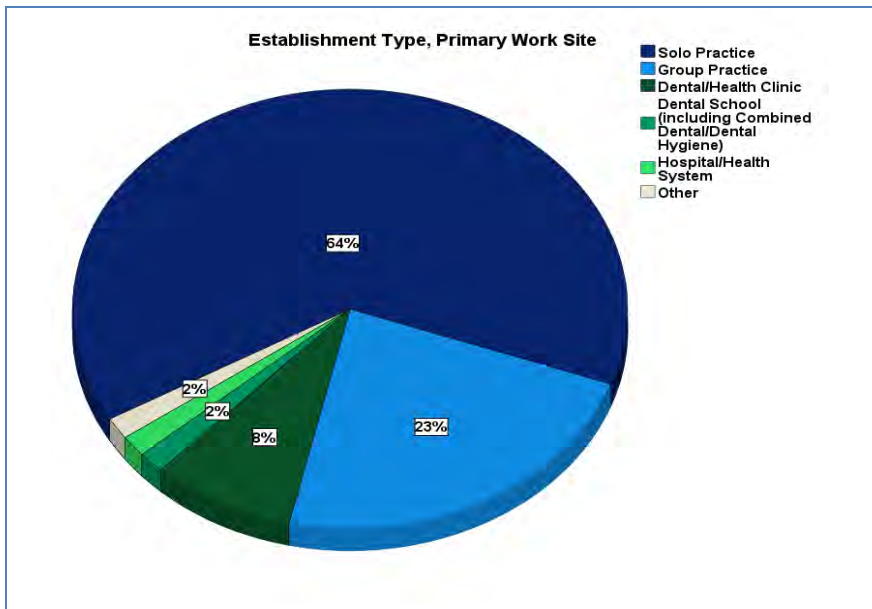
Source: Va. Healthcare Workforce Data Center

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%	74%	76%	1%	3%	0%	0%	0%	0%
Most (60-79%)	1%	1%	17%	10%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	5%	5%	1%	1%	0%	0%	0%	0%
Some (20-39%)	17%	9%	2%	2%	1%	1%	0%	1%	1%	1%
A Little (1-20%)	62%	48%	1%	3%	20%	15%	4%	4%	9%	8%
None (0%)	16%	37%	1%	4%	78%	81%	95%	95%	90%	91%

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*	
	#	%	#	%	#	%	#	%
None	117	3%	1,645	43%	77	8%	493	55%
1-24	453	12%	870	23%	409	45%	292	32%
25-49	887	23%	678	18%	219	24%	70	8%
50-74	830	21%	367	10%	89	10%	25	3%
75-99	568	15%	147	4%	47	5%	13	1%
100-124	443	11%	72	2%	36	4%	2	0%
125-149	217	6%	16	0%	12	1%	2	0%
150-174	133	3%	21	1%	8	1%	1	0%
175-199	66	2%	7	0%	0	0%	2	0%
200-224	78	2%	9	0%	6	1%	0	0%
225-249	24	1%	2	0%	7	1%	1	0%
250-274	12	0%	1	0%	0	0%	0	0%
275-299	5	0%	0	0%	3	0%	0	0%
300 or more	35	1%	4	0%	1	0%	0	0%
Total	3,868	100%	3,840	100%	914	100%	902	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	90	3%	-	-
50 to 54	201	6%	-	-
55 to 59	504	14%	89	6%
60 to 64	897	26%	303	20%
65 to 69	926	26%	475	32%
70 to 74	486	14%	337	23%
75 to 79	161	5%	129	9%
80 or over	68	2%	56	4%
I do not intend to retire	163	5%	102	7%
Total	3,496	100%	1,491	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 48%
Under 60: 23%

Dentists 50 and over

Under 65: 26%
Under 60: 6%

Time until Retirement

Within 2 years: 8%
Within 10 years: 28%
Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

48% of dentists expect to retire by the age of 65, but only 26% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about 26% of all dentists expect to work until at least age 70, including 5% 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 12% plan on pursuing additional educational opportunities.

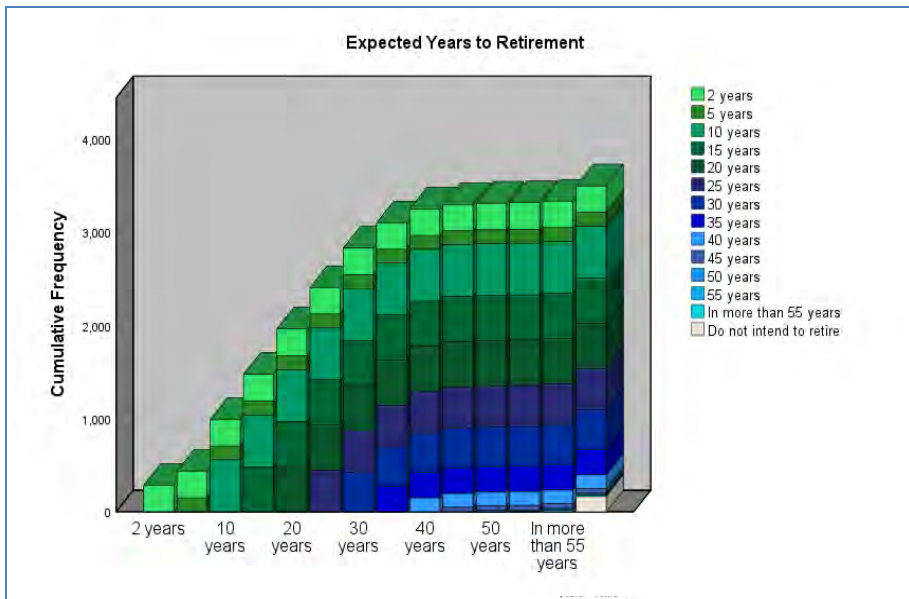
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	84	1%
Leave Virginia	102	2%
Decrease Patient Care Hours	596	10%
Decrease Teaching Hours	26	0%
Increase Participation		
Increase Patient Care Hours	654	11%
Increase Teaching Hours	243	4%
Pursue Additional Education	660	12%
Return to Virginia’s Workforce	35	1%

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 2042.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	285	8%	8%
5 years	149	4%	12%
10 years	556	16%	28%
15 years	484	14%	42%
20 years	486	14%	56%
25 years	444	13%	69%
30 years	425	12%	81%
35 years	271	8%	89%
40 years	149	4%	93%
45 years	49	1%	94%
50 years	13	0%	95%
55 years	7	0%	95%
In more than 55 years	16	0%	95%
Do not intend to retire	163	5%	100%
Total	3,497	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 2032. Retirement will peak at 16% of the current workforce around 2032, before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total: 4,307
 FTEs/1,000 Residents²: 0.4984
 Average: 0.76

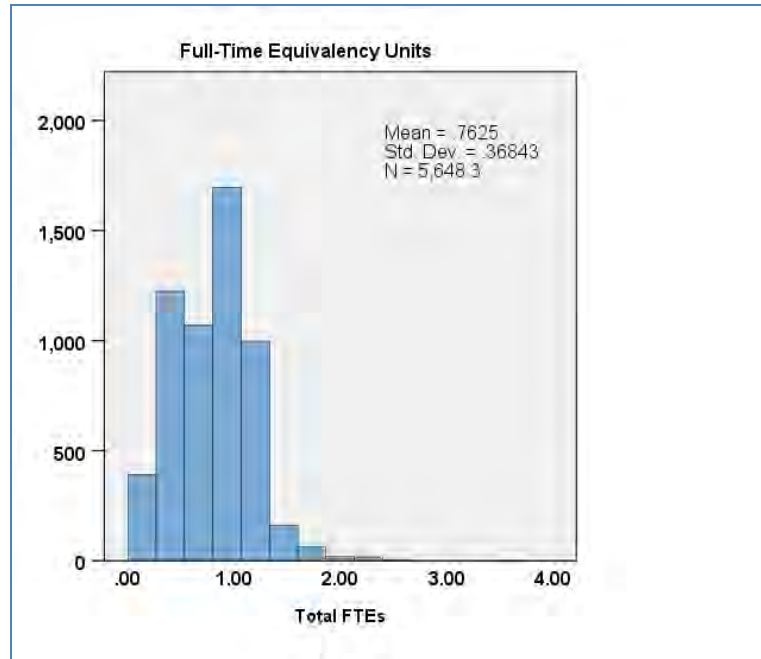
Age & Gender Effect³

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:

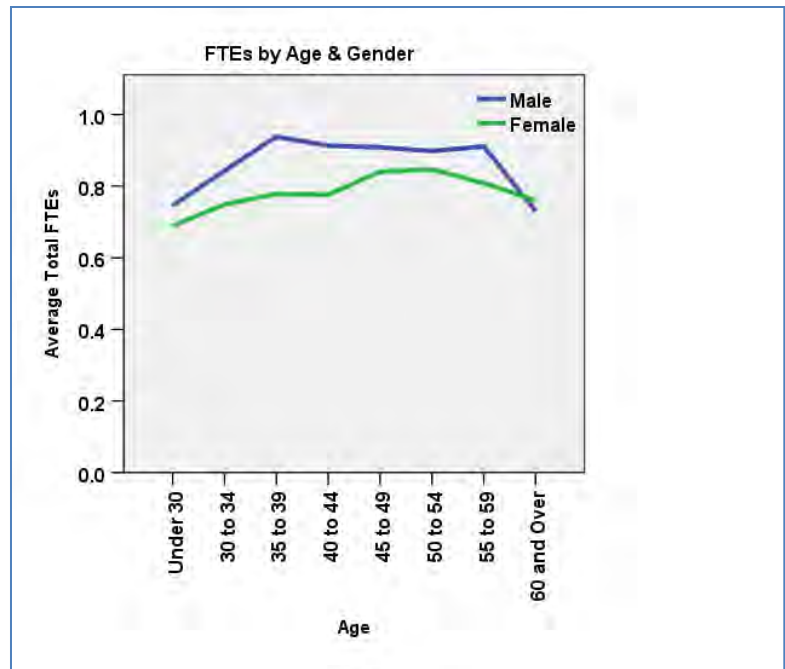


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.76 FTEs during the past year, or approximately 32 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	0.72	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
Gender		
Male	0.84	0.88
Female	0.78	0.84

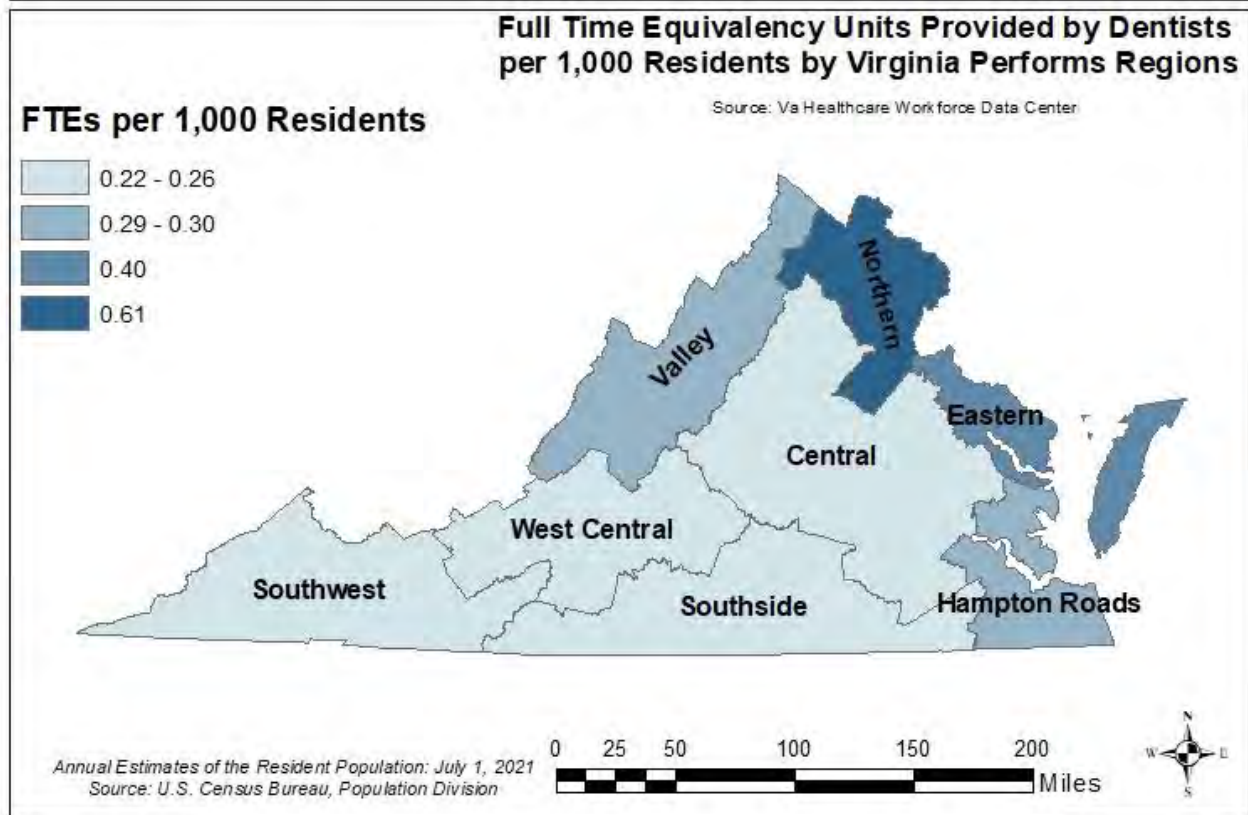
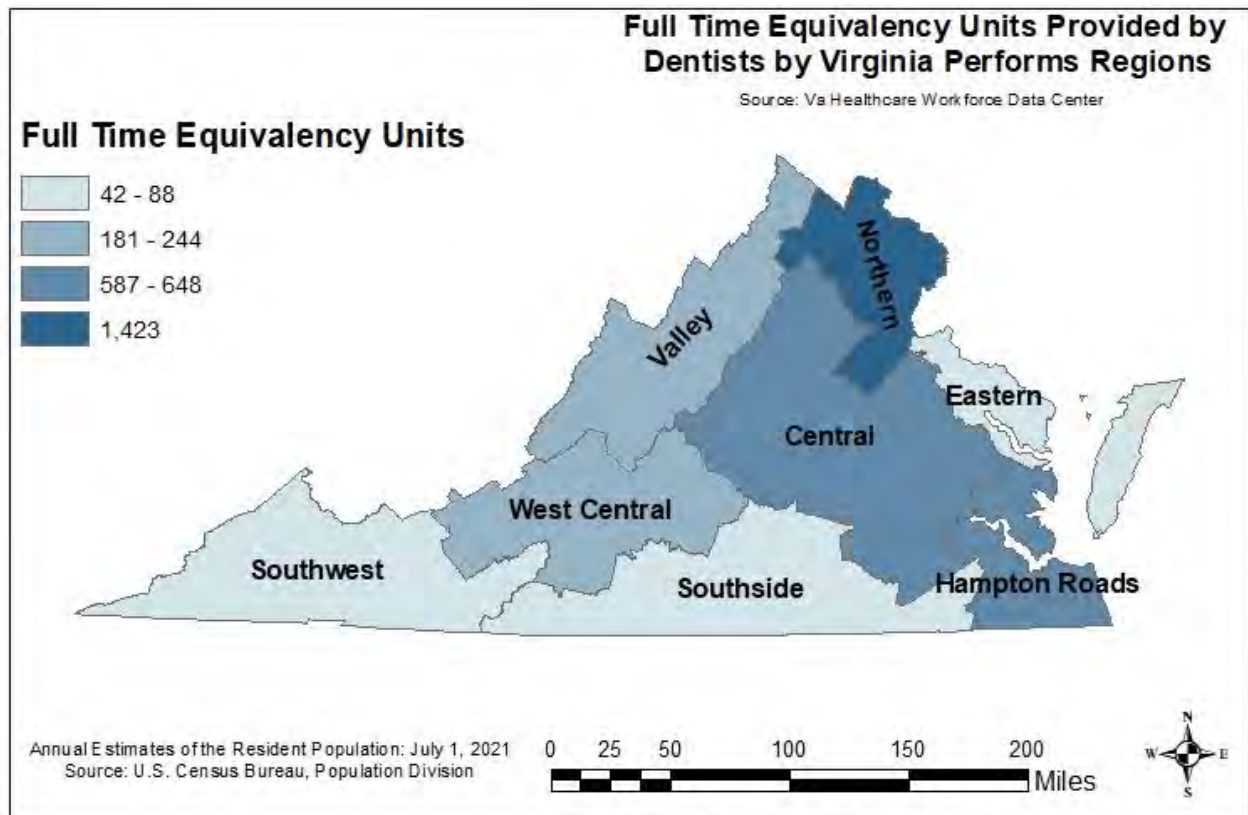
Source: Va. Healthcare Workforce Data Center

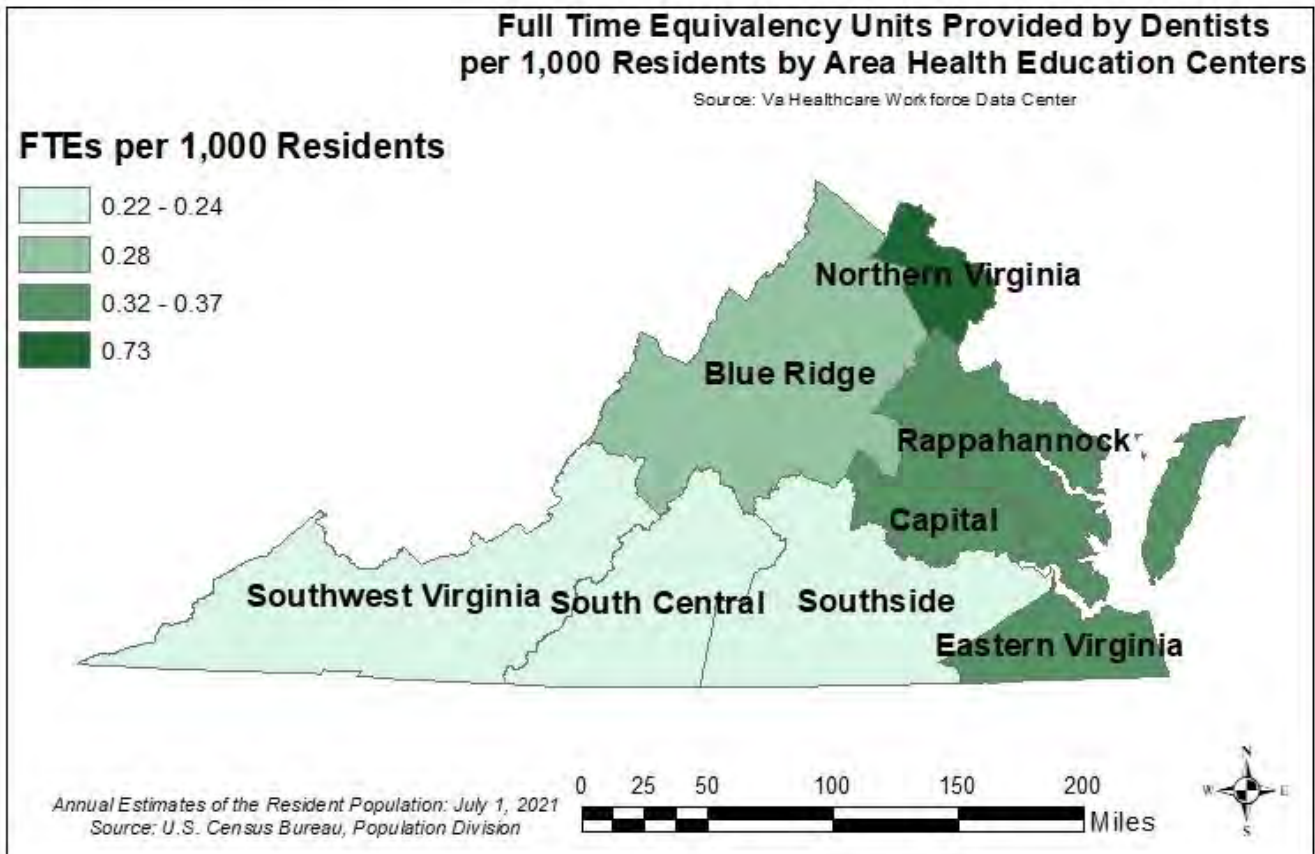
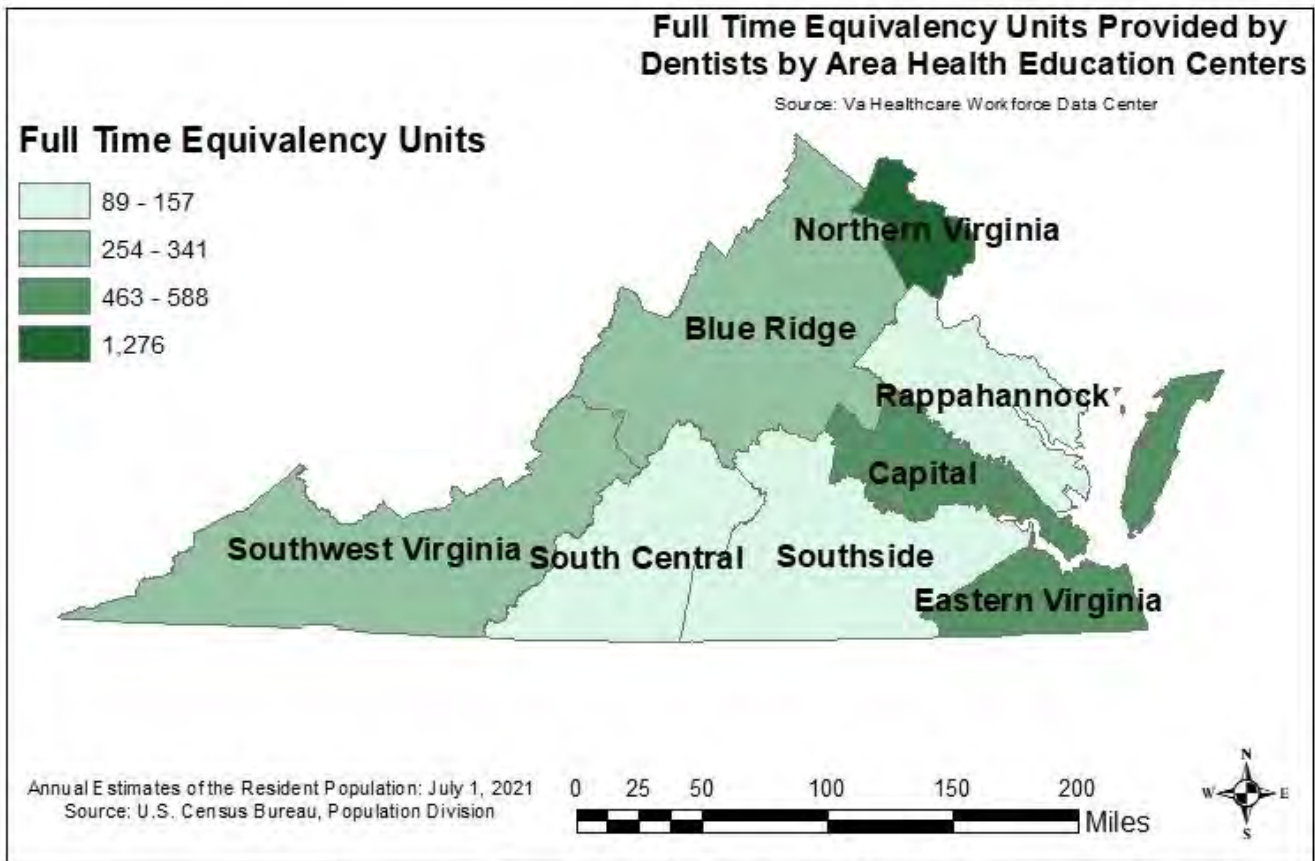


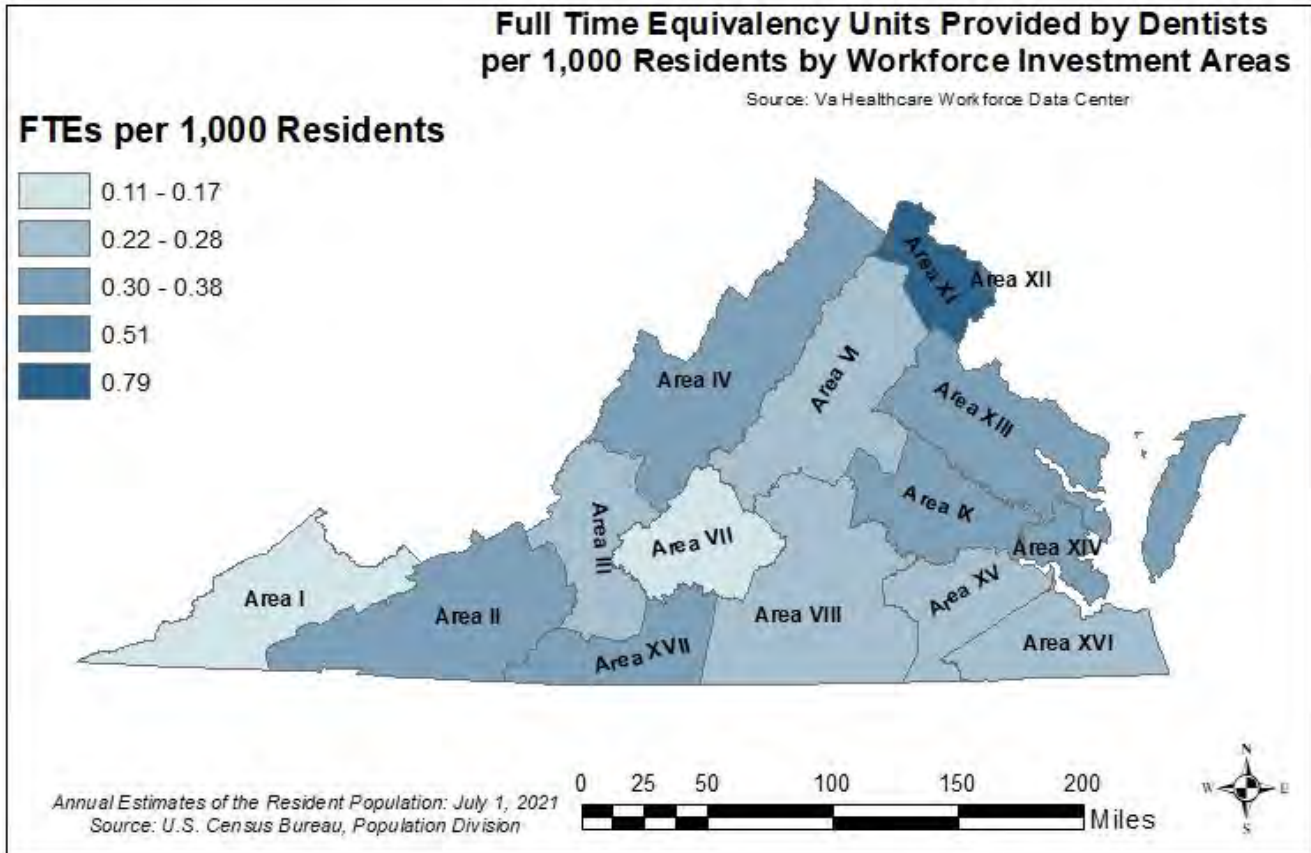
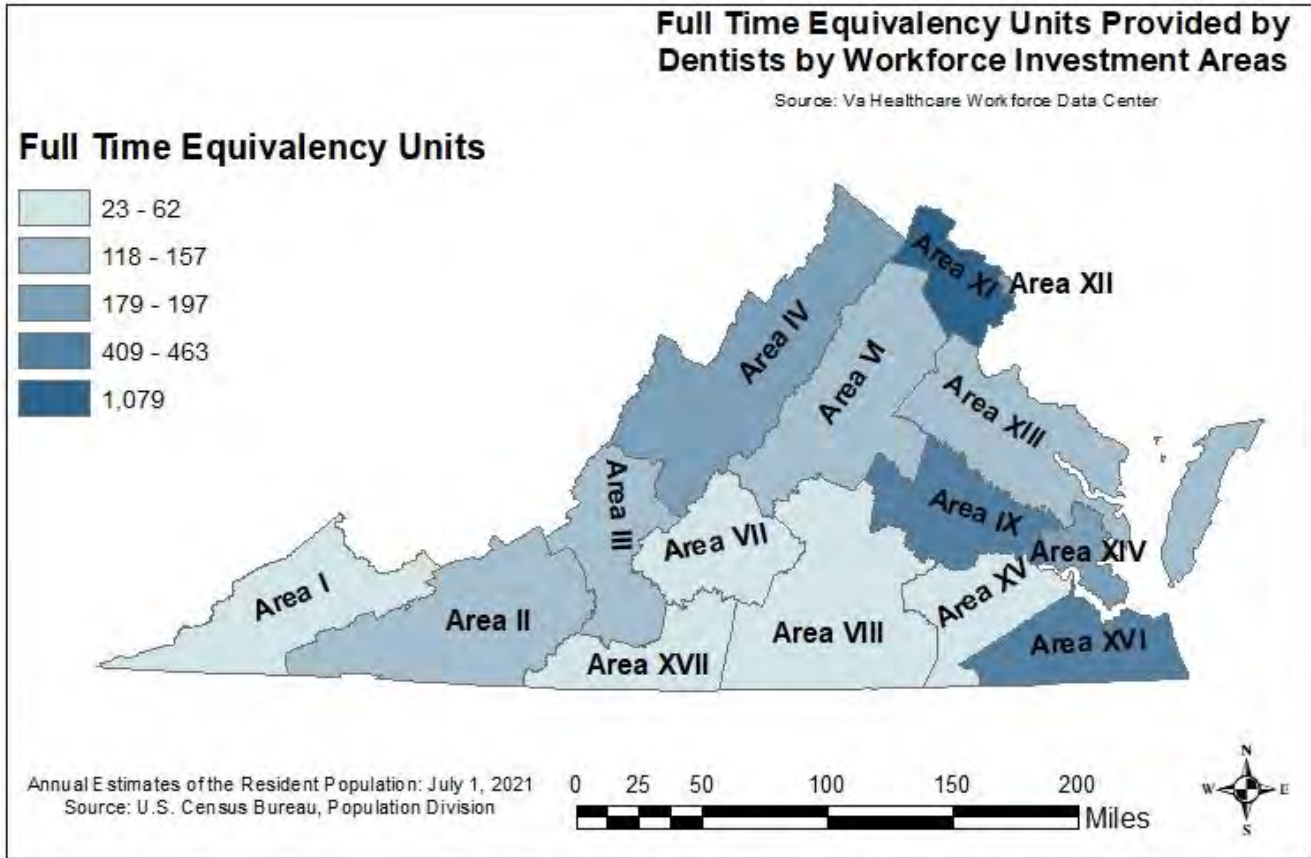
Source: Va. Healthcare Workforce Data Center

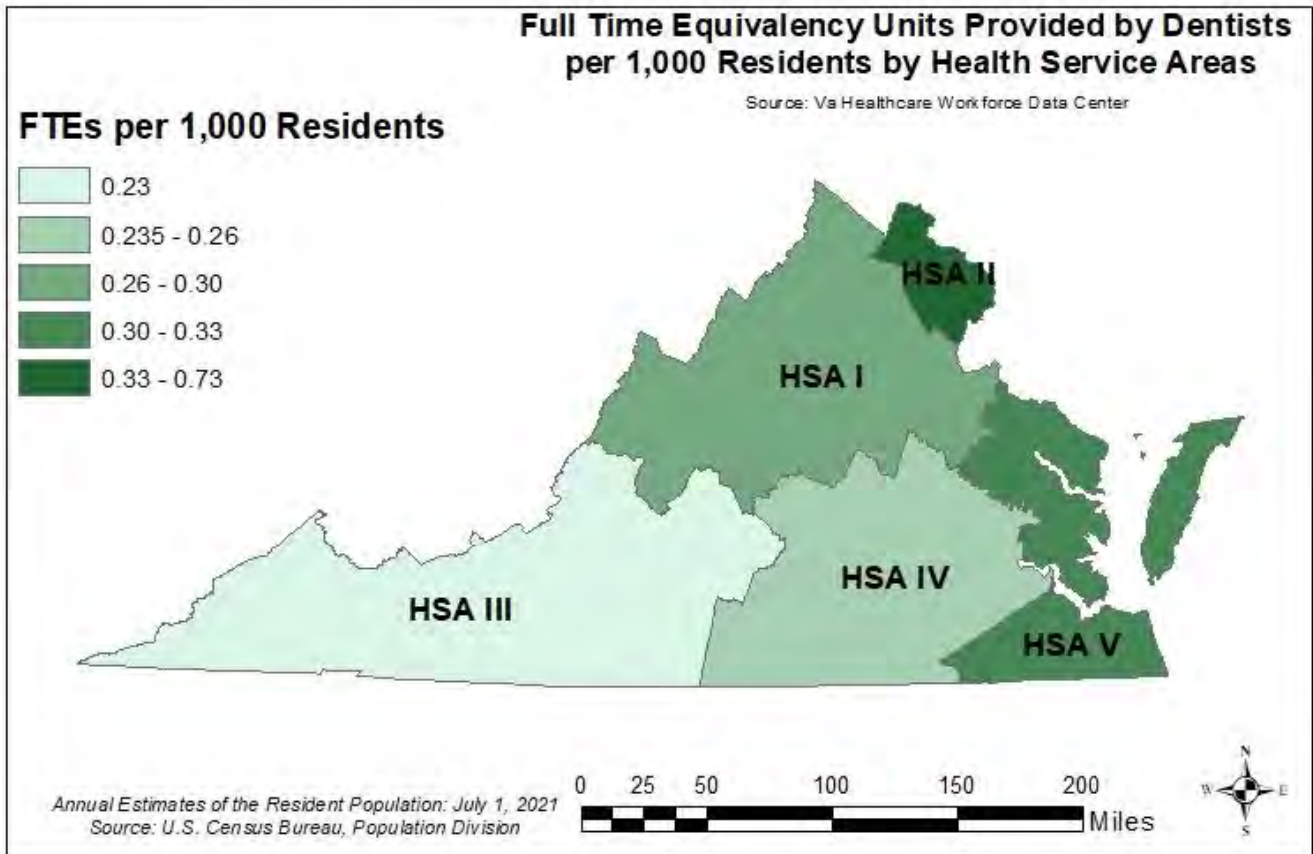
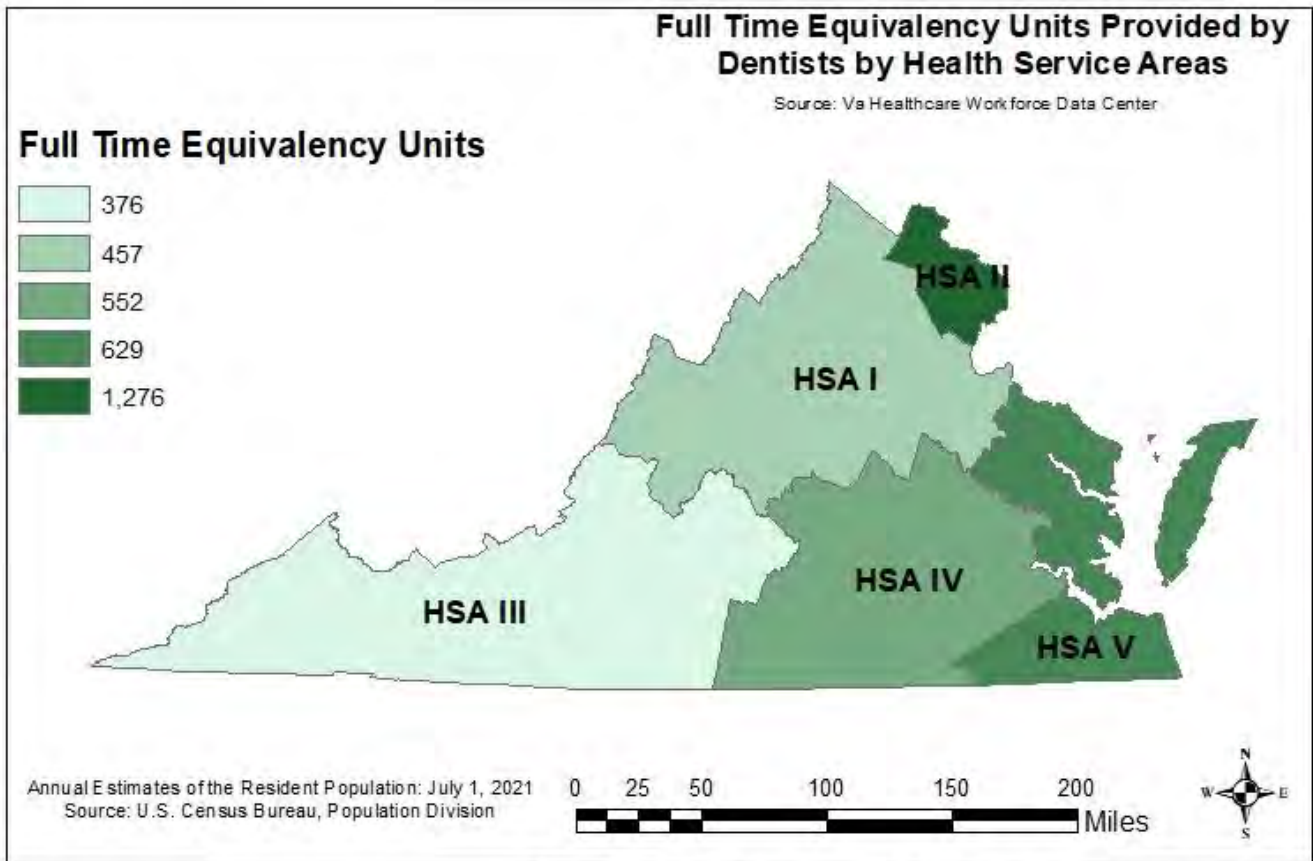
² Number of residents in 2019 was used as the denominator.

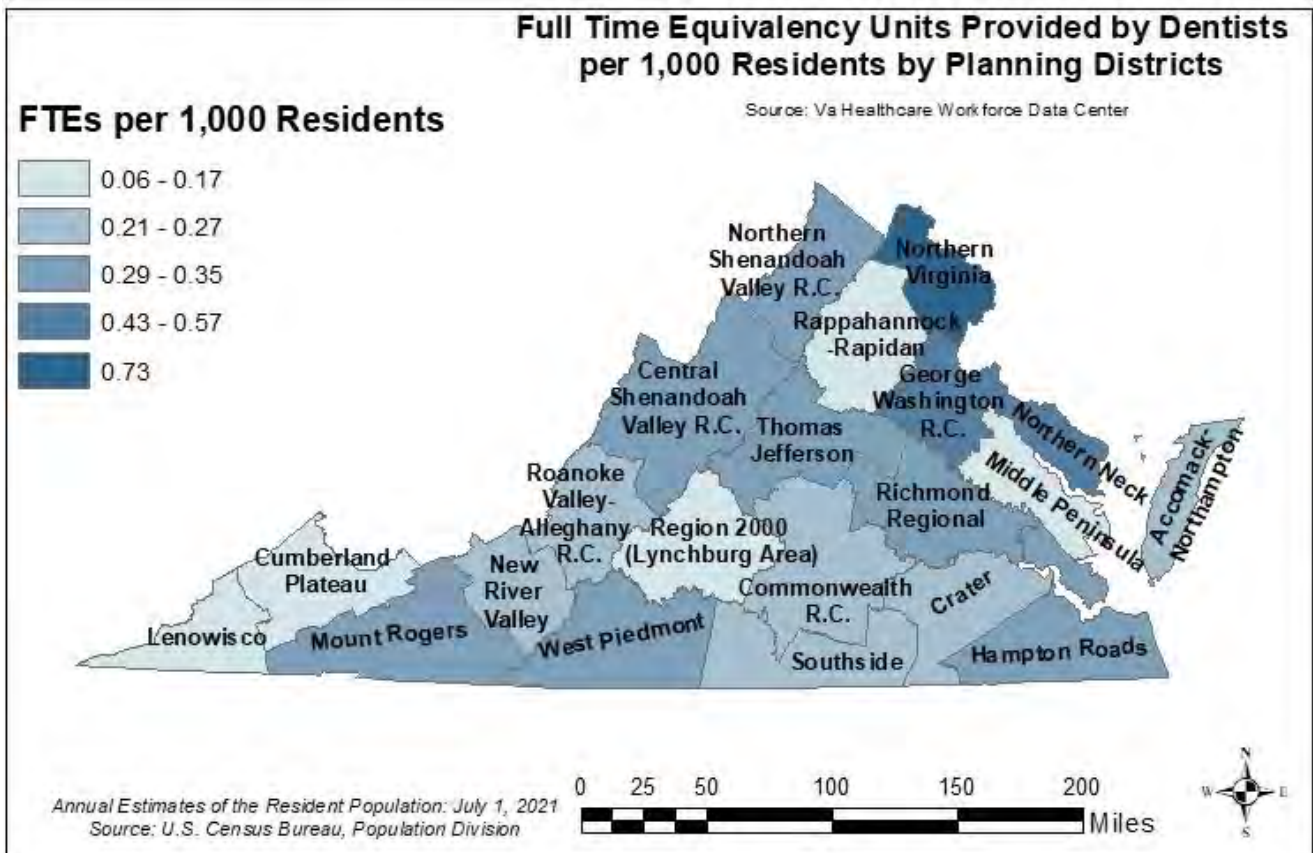
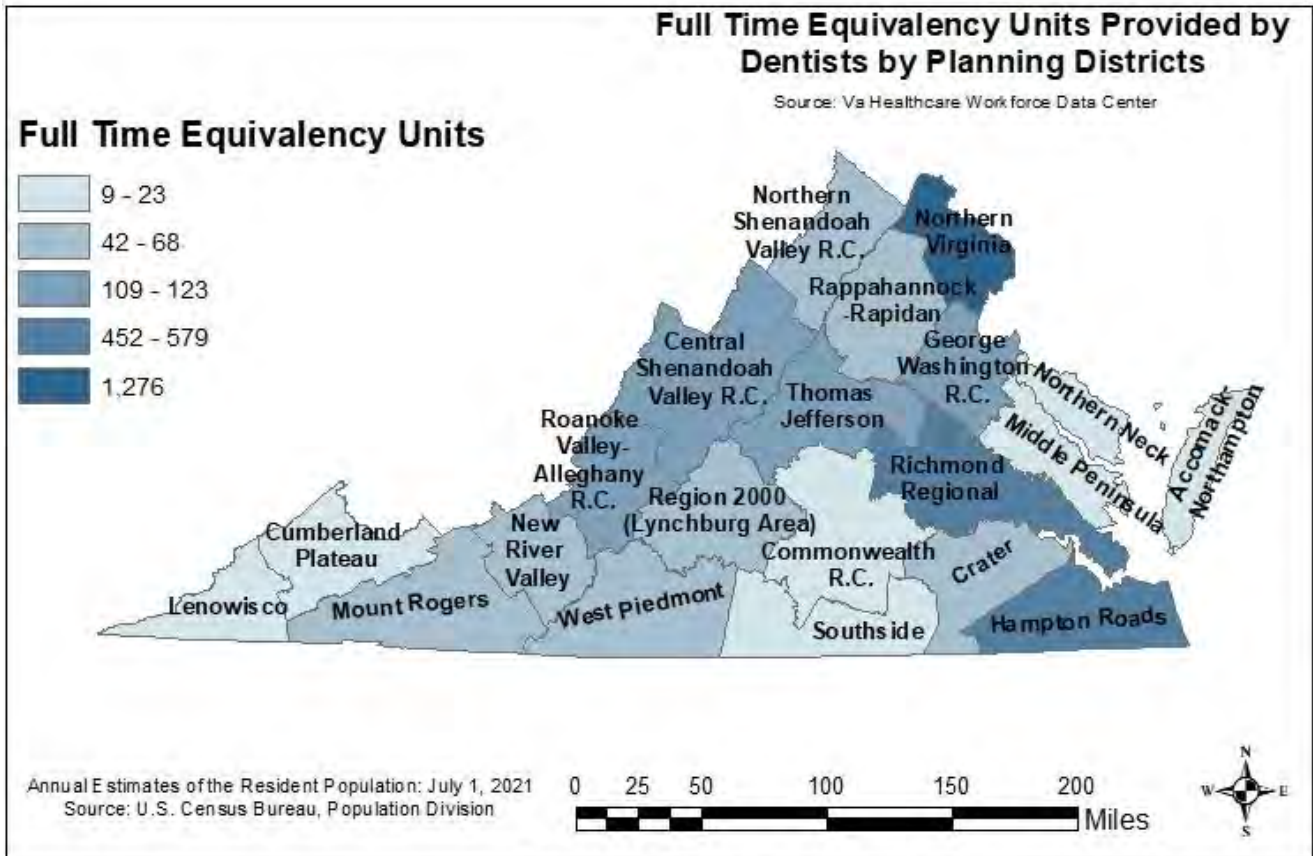
³ Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,084	83.62%	1.1959	1.068789	2.354254
Metro, 250,000 to 1 million	325	83.38%	1.199262	1.071793	2.360872
Metro, 250,000 or less	439	87.70%	1.14026	1.019062	2.24472
Urban pop 20,000+, Metro adj	59	77.97%	1.282609	1.146281	2.524948
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	147	72.11%	1.386792	1.239391	2.730045
Urban pop, 2,500-19,999, nonadj	60	93.33%	1.071429	0.957547	2.109218
Rural, Metro adj	94	74.47%	1.342857	1.200125	2.643554
Rural, nonadj	23	82.61%	1.210526	1.08186	2.383047
Virginia border state/DC	809	72.56%	1.378194	1.231706	2.713119
Other US State	1,452	75.21%	1.32967	1.18834	2.617594

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	200	41.00%	2.439024	2.109218	2.730045
30 to 34	877	68.42%	1.461667	1.264019	1.63607
35 to 39	1,097	76.75%	1.30285	1.126678	1.458304
40 to 44	1,039	84.60%	1.182025	1.022191	1.323062
45 to 49	839	87.72%	1.139946	0.985802	1.275962
50 to 54	764	87.83%	1.138599	0.984637	1.274455
55 to 59	609	90.31%	1.107273	0.957547	1.239391
60 and Over	2,067	81.62%	1.225252	1.059573	1.371447

Source: Va. Healthcare Workforce Data Center

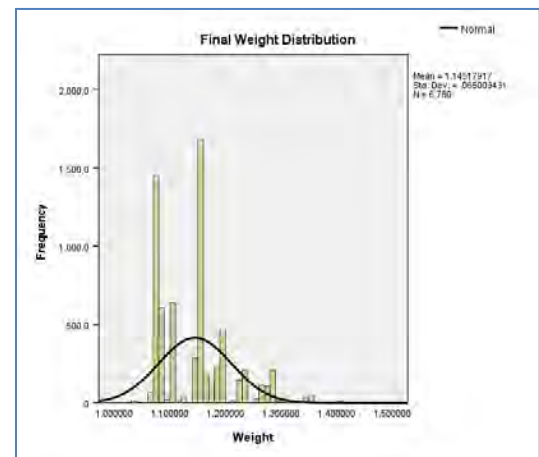
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.8071



Source: Va. Healthcare Workforce Data Center