
Virginia's Dental Hygienist Workforce: 2021

Healthcare Workforce Data Center

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More than 5,500 Dental Hygienists voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Dental Hygienist Workforce At a Glance:

The Workforce

Licenses:	6,092
Virginia's Workforce:	5,070
FTEs:	3,047

Background

Rural Childhood:	35%
HS Diploma in VA:	60%
Prof. Degree in VA:	66%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-Time Job:	56%
Satisfied?:	94%

Survey Response Rate

All Licenses:	91%
Renewing Practitioners:	97%

Education

Associate:	55%
Baccalaureate:	40%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	59%

Demographics

Female:	98%
Diversity Index:	38%
Median Age:	44

Finances

Median Income:	\$60k-\$70k
Retirement Benefits:	53%
Under 40 w/ Ed. Debt:	46%

Time Allocation

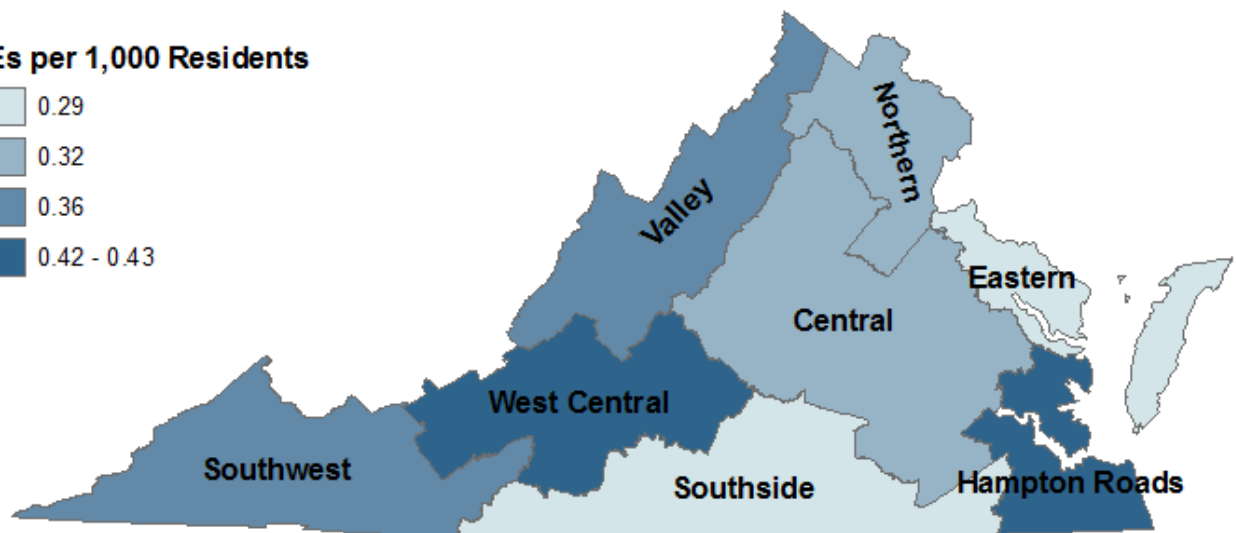
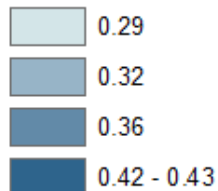
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

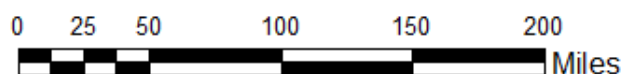
Full-Time Equivalency Units Provided by Dental Hygienists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2021 Dental Hygienist Workforce Survey. More than 5,500 dental hygienists voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dental hygienists. These survey respondents represent 91% of the 6,092 dental hygienists who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 5,070 dental hygienists participated in Virginia's workforce during the survey time period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's dental hygienist workforce provided 3,047 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly all dental hygienists are female, and the median age of this workforce is 44. In a random encounter between two dental hygienists, there is a 38% chance that they would be of different races or ethnicities, a measure known as the diversity index. For dental hygienists who are under the age of 40, this diversity index increases to 41%. Both of these values are well below the comparable diversity index of 57% for Virginia's population as a whole. More than one-third of all dental hygienists grew up in a rural area, and 20% of this group currently work in a non-metro area of Virginia. In total, 9% of all dental hygienists work in a non-metro area of the state.

Nearly 90% of dental hygienists are currently employed in the profession, 56% have one full-time job, and 51% work between 30 and 39 hours per week. This past year, perhaps secondary to the coronavirus pandemic, 37% of all dental hygienists experienced involuntary unemployment at some point, and 5% have experienced underemployment. The vast majority of dental hygienists work in the private sector, including 94% who work in the for-profit sector. As their primary work location, nearly 90% of dental hygienists work in either a solo or group practice. The typical dental hygienist earns between \$60,000 and \$70,000 per year. In addition, nearly 80% of dental hygienists receive at least one employer-sponsored benefit, including 53% who have access to a retirement plan. Nearly 95% of all dental hygienists indicated that they are satisfied with their current work situation, including 62% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2016 dental hygienist workforce. The number of licensed dental hygienists in Virginia has increased by 6% (6,092 vs. 5,727). In addition, the size of the dental hygienist workforce has increased by 8% (5,070 vs. 4,684), although there has been essentially no change in the number of FTEs provided by this workforce (3,047 vs. 3,045). Virginia's renewing dental hygienists are more likely to respond to this survey (97% vs. 92%).

Virginia's dental hygienist workforce has become more diverse (38% vs. 33%) during a time in which the state's overall population is also becoming more diverse (57% vs. 55%). At the same time, the percentage of dental hygienists with education debt has fallen (28% vs. 29%), and this decline is even greater among those dental hygienists who are under the age of 40 (46% vs. 49%).

Consequences of the coronavirus pandemic led to significant changes in dental hygienist employment. The percentage of dental hygienists who are employed in the profession has fallen (88% vs. 92%), and more dental hygienists hold one full-time job (56% vs. 51%). The one-year rate of involuntary unemployment has skyrocketed (37% vs. 3%). On the other hand, the one-year rate of underemployment has fallen (5% vs. 10%). The percentage of dental hygienists who have worked at their primary work location for more than two years has also fallen (59% vs. 68%).

The median annual income of Virginia's dental hygienists has increased (\$60k-\$70k vs. \$50k-\$60k), and dental hygienists are more likely to receive this income in the form of an hourly wage (81% vs. 77%) instead of a salary (17% vs. 22%). Dental hygienists are more likely to receive at least one employer-sponsored benefit (78% vs. 73%). Dental hygienists are also more likely to indicate that they are satisfied with their current work situation (94% vs. 93%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,492	90%
New Licensees	252	4%
Non-Renewals	348	6%
All Licensees	6,092	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing dental hygienists submitted a survey. These represent 91% of all dental hygienists who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	65	601	90%
30 to 34	50	746	94%
35 to 39	59	764	93%
40 to 44	40	716	95%
45 to 49	52	645	93%
50 to 54	36	646	95%
55 to 59	47	582	93%
60 and Over	183	860	83%
Total	532	5,560	91%
New Licenses			
Issued in Past Year	60	192	76%
Metro Status			
Non-Metro	35	551	94%
Metro	350	4,024	92%
Not in Virginia	147	985	87%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2021.
- Target Population:** All dental hygienists who held a Virginia license at some point between April 2020 and March 2021.
- Survey Population:** The survey was available to dental hygienists who renewed their licenses online. It was not available to those who did not renew, including dental hygienists newly licensed in 2021.

Response Rates	
Completed Surveys	5,560
Response Rate, All Licensees	91%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number: 6,092
 New: 4%
 Not Renewed: 6%

Response Rates

All Licensees: 91%
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Dental Hygienist Workforce: 5,070
 FTEs: 3,047

Utilization Ratios

Licensees in VA Workforce: 83%
 Licensees per FTE: 2.00
 Workers per FTE: 1.66

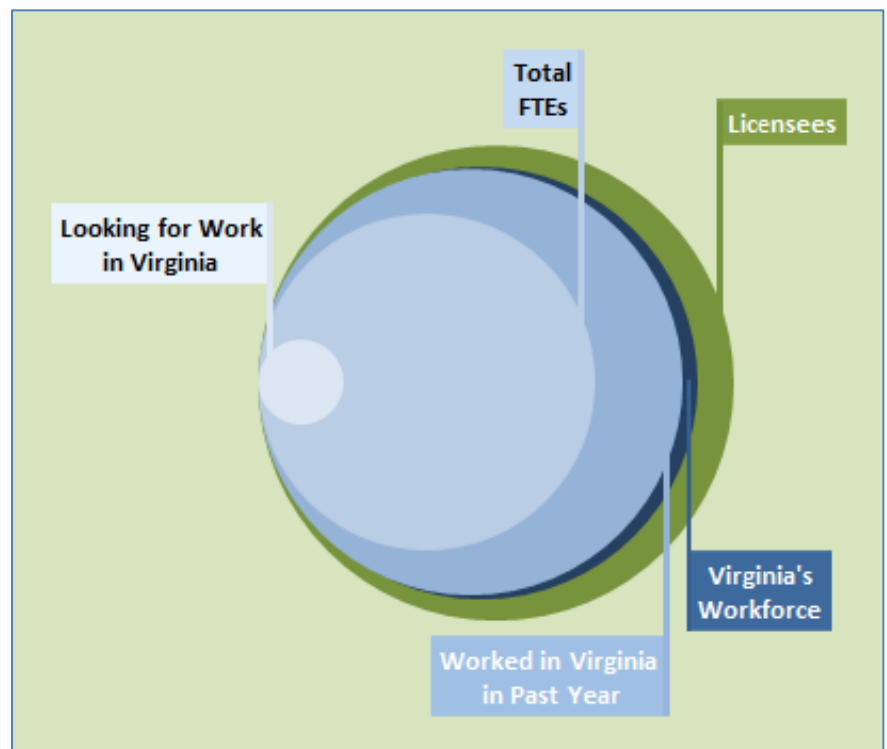
Source: Va. Healthcare Workforce Data Center

Definitions

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

Dental Hygienist Workforce		
Status	#	%
Worked in Virginia in Past Year	4,874	96%
Looking for Work in Virginia	196	4%
Virginia's Workforce	5,070	100%
Total FTEs	3,047	
Licensees	6,092	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	19	3%	537	97%	556	13%
30 to 34	22	4%	589	96%	611	14%
35 to 39	18	3%	567	97%	585	14%
40 to 44	9	2%	509	98%	519	12%
45 to 49	13	3%	467	97%	480	11%
50 to 54	4	1%	467	99%	471	11%
55 to 59	4	1%	429	99%	433	10%
60 and Over	7	1%	640	99%	647	15%
Total	98	2%	4,205	98%	4,302	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	61%	3,384	78%	1,342	76%
Black	19%	225	5%	89	5%
Hispanic	10%	233	5%	111	6%
Asian	7%	320	7%	161	9%
Two or More Races	3%	111	3%	55	3%
Other Race	0%	55	1%	15	1%
Total	100%	4,328	100%	1,773	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 98%
 % Under 40 Female: 97%

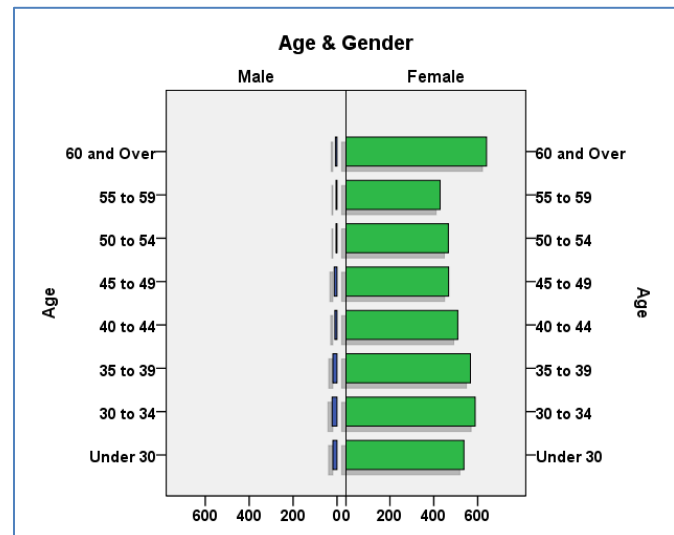
Age
 Median Age: 44
 % Under 40: 41%
 % 55 and Over: 25%

Diversity
 Diversity Index: 38%
 Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is a 38% chance that they would be of different races or ethnicities (a measure known as the diversity index).

Among the 41% of dental hygienists who are under the age of 40, 97% are female. In addition, the diversity index among this group of professionals is 41%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 35%

Virginia Background

HS in Virginia: 60%
 Prof. Edu. in VA: 66%
 HS or Prof. Edu. in VA: 73%

Location Choice

% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 3%

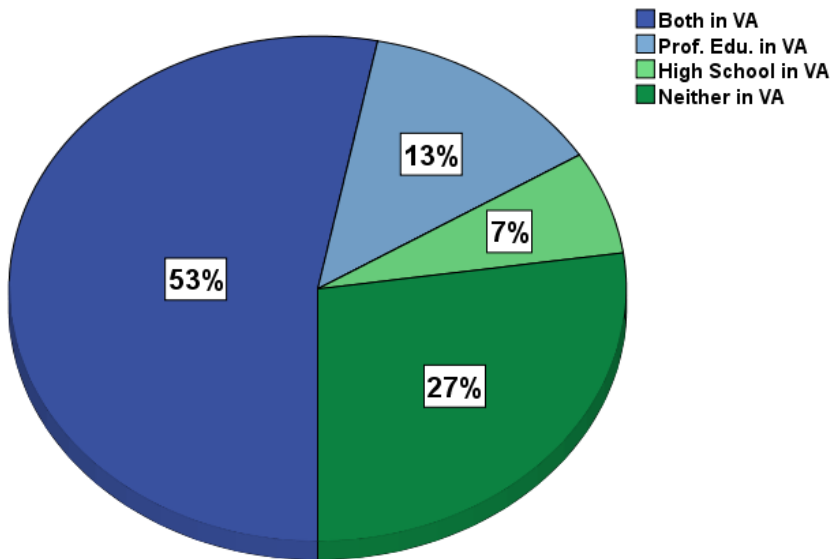
Source: Va. Healthcare Workforce Data Center

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+	23%	62%	15%
2	Metro, 250,000 to 1 Million	53%	39%	8%
3	Metro, 250,000 or Less	62%	31%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	65%	30%	5%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	69%	22%	9%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	92%	4%	4%
8	Rural, Metro Adjacent	70%	24%	6%
9	Rural, Non-Adjacent	89%	9%	3%
Overall		35%	53%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than one-third of dental hygienists grew up in a rural area, and 20% of this group currently work in a non-metro area of the state. Overall, 9% of dental hygienists currently work in a non-metro area of Virginia.

Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Professional Degree	#
1	Virginia	2,561	Virginia	2,805
2	Outside U.S./Canada	270	North Carolina	196
3	Pennsylvania	138	Maryland	146
4	New York	135	West Virginia	116
5	Maryland	128	New York	106
6	North Carolina	117	Pennsylvania	100
7	West Virginia	117	Florida	91
8	Florida	88	Tennessee	74
9	Michigan	67	Washington, D.C.	59
10	New Jersey	65	Michigan	57

Source: Va. Healthcare Workforce Data Center

Three out of every five dental hygienists received their high school degree in Virginia, and 66% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional Degree	#
1	Virginia	505	Virginia	569
2	Outside U.S./Canada	82	Maryland	57
3	Maryland	44	North Carolina	54
4	Pennsylvania	35	Pennsylvania	27
5	North Carolina	31	Florida	26
6	Florida	30	West Virginia	25
7	West Virginia	26	New York	24
8	New York	26	Tennessee	17
9	Georgia	19	Texas	14
10	Ohio	14	Georgia	13

Source: Va. Healthcare Workforce Data Center

Among dental hygienists who obtained their initial license in the past five years, 50% received their high school degree in Virginia, and 58% received their initial professional degree in the state.

More than 15% of Virginia's licensees were not a part of the state's dental hygienist workforce. More than three-quarters of these licensees worked at some point in the past year, including 63% who currently work as dental hygienists.

At a Glance:

Not in VA Workforce

Total:	1,022
% of Licensees:	17%
Federal/Military:	5%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Certificate	73	2%
Associate Degree	2,322	55%
Baccalaureate Degree	1,696	40%
Post-Graduate Cert.	11	0%
Master's Degree	107	3%
Doctorate	3	0%
Total	4,213	100%

Source: Va. Healthcare Workforce Data Center

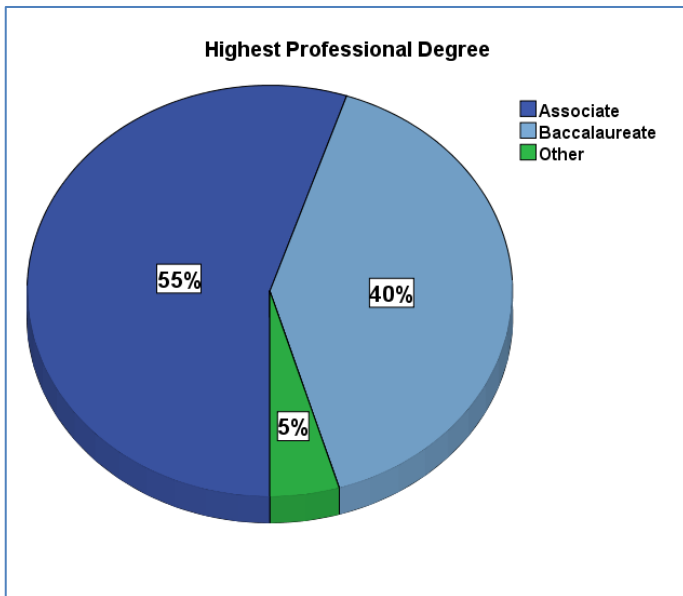
At a Glance:

Education
 Associate: 55%
 Baccalaureate: 40%

Education Debt
 Carry Debt: 28%
 Under Age 40 w/ Debt: 46%
 Median Debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

Nearly all dental hygienists hold either an associate or a baccalaureate degree as their highest professional degree.



Source: Va. Healthcare Workforce Data Center

Nearly 30% of dental hygienists carry education debt, including 46% of those dental hygienists who are under the age of 40. For those dental hygienists with education debt, their median debt burden is between \$10,000 and \$20,000.

Education Debt				
Amount Carried	All Dental Hygienists		Hygienists Under 40	
	#	%	#	%
None	2,738	72%	856	54%
Less than \$10,000	315	8%	208	13%
\$10,000-\$19,999	228	6%	161	10%
\$20,000-\$29,999	189	5%	136	9%
\$30,000-\$39,999	80	2%	53	3%
\$40,000-\$49,999	73	2%	54	3%
\$50,000-\$59,999	56	1%	37	2%
\$60,000-\$69,999	38	1%	23	1%
\$70,000-\$79,999	24	1%	19	1%
\$80,000-\$89,999	20	1%	18	1%
\$90,000-\$99,999	13	0%	5	0%
\$100,000 or More	35	1%	13	1%
Total	3,809	100%	1,583	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 88%
 Involuntarily Unemployed: 2%

Positions Held

1 Full-Time: 56%
 2 or More Positions: 12%

Weekly Hours:

40 to 49: 13%
 60 or More: 1%
 Less than 30: 25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Capacity Related to Dental Hygiene	3,785	88%
Employed, NOT in a Capacity Related to Dental Hygiene	124	3%
Not Working, Reason Unknown	1	< 1%
Involuntarily Unemployed	73	2%
Voluntarily Unemployed	239	6%
Retired	66	2%
Total	4,289	100%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of Virginia's dental hygienists are currently employed in the profession, 56% hold one full-time job, and 51% work between 30 and 39 hours per week.

Current Positions		
Positions	#	%
No Positions	379	9%
One Part-Time Position	975	23%
Two Part-Time Positions	236	6%
One Full-Time Position	2,366	56%
One Full-Time Position & One Part-Time Position	222	5%
Two Full-Time Positions	3	0%
More than Two Positions	36	1%
Total	4,217	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	379	9%
1 to 9 Hours	163	4%
10 to 19 Hours	294	7%
20 to 29 Hours	602	14%
30 to 39 Hours	2,147	51%
40 to 49 Hours	526	13%
50 to 59 Hours	28	1%
60 to 69 Hours	17	0%
70 to 79 Hours	12	0%
80 or More Hours	12	0%
Total	4,180	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	29	1%
Less than \$20,000	222	7%
\$20,000-\$29,999	184	5%
\$30,000-\$39,999	257	8%
\$40,000-\$49,999	401	12%
\$50,000-\$59,999	610	18%
\$60,000-\$69,999	718	21%
\$70,000-\$79,999	530	15%
\$80,000-\$89,999	292	9%
\$90,000-\$99,999	125	4%
\$100,000 or More	69	2%
Total	3,436	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
Paid Vacation: 70%
Retirement: 53%

Satisfaction
Satisfied: 94%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,558	62%
Somewhat Satisfied	1,347	32%
Somewhat Dissatisfied	183	4%
Very Dissatisfied	67	2%
Total	4,155	100%

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist makes between \$60,000 and \$70,000 per year. In addition, 78% of dental hygienists receive at least one employer-sponsored benefit, including 53% who have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,650	70%	68%
Retirement	2,012	53%	51%
Paid Sick Leave	1,421	38%	36%
Dental Insurance	728	19%	18%
Group Life Insurance	529	14%	13%
Signing/Retention Bonus	119	3%	3%
At Least One Benefit	2,950	78%	75%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	1,860	37%
Work Two or More Positions at the Same Time?	605	12%
Experience Voluntary Unemployment?	455	9%
Switch Employers or Practices?	386	8%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	248	5%
Experienced At Least One	2,631	52%

Source: Va. Healthcare Workforce Data Center

Over the past year, 37% of dental hygienists have experienced involuntary unemployment. By comparison, Virginia's average monthly unemployment rate was 6.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	213	5%	106	13%
Less than 6 Months	292	7%	132	16%
6 Months to 1 Year	494	12%	109	13%
1 to 2 Years	647	16%	139	17%
3 to 5 Years	710	18%	154	19%
6 to 10 Years	524	13%	71	9%
More than 10 Years	1,095	28%	112	14%
Subtotal	3,975	100%	821	100%
Did Not Have Location	245		4,208	
Item Missing	850		41	
Total	5,070		5,070	

Source: Va. Healthcare Workforce Data Center

More than 80% of all dental hygienists receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 37%
Underemployed: 5%

Turnover & Tenure

Switched Jobs: 8%
New Location: 26%
Over 2 Years: 59%
Over 2 Yrs., 2nd Location: 41%

Employment Type

Hourly Wage: 81%
Salary/Commission: 17%

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all dental hygienists have been employed at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	2,488	81%
Salary/Commission	529	17%
By Contract	25	1%
Business/Practice Income	10	0%
Unpaid	2	0%
Subtotal	3,054	100%
Did Not Have Location	245	
Item Missing	1,771	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	74%
Lowest Region:	1%

Locations

2 or More (Past Year):	21%
2 or More (Now*):	17%

Source: Va. Healthcare Workforce Data Center

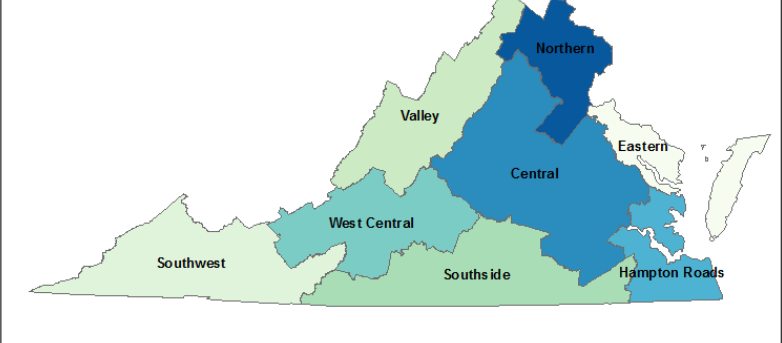
Nearly three-quarters of all dental hygienists work in Northern Virginia, Hampton Roads, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	1,284	33%	327	39%
Hampton Roads	933	24%	167	20%
Central	705	18%	151	18%
West Central	402	10%	77	9%
Valley	247	6%	35	4%
Southwest	170	4%	33	4%
Southside	124	3%	14	2%
Eastern	51	1%	10	1%
Virginia Border State/D.C.	15	0%	11	1%
Other U.S. State	12	0%	21	2%
Outside of the U.S.	1	0%	0	0%
Total	3,944	100%	846	100%
Item Missing	880		18	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 17% currently have multiple work locations, while 21% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	203	5%	394	10%
1	3,111	75%	3,057	73%
2	562	14%	502	12%
3	221	5%	191	5%
4	26	1%	11	0%
5	8	0%	1	0%
6 or More	39	1%	13	0%
Total	4,170	100%	4,170	100%

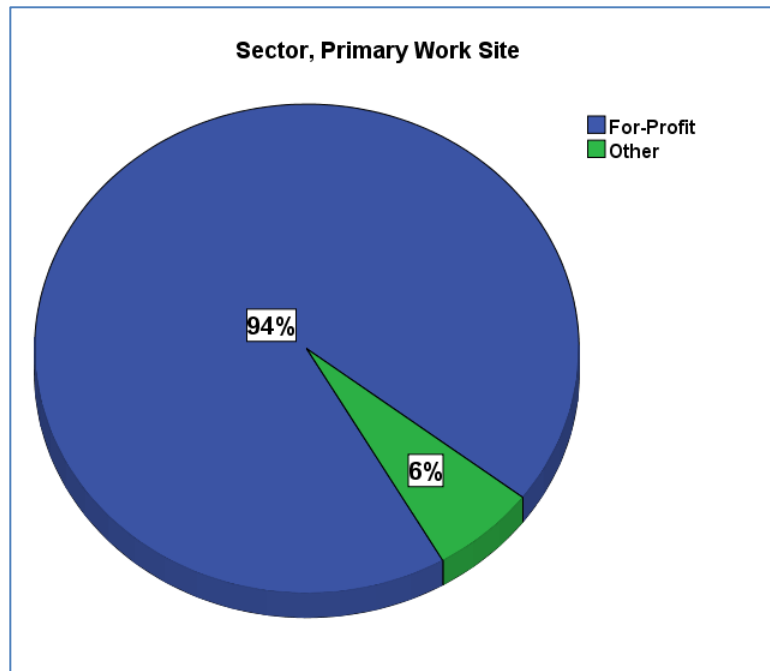
*At the time of survey completion, March 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,585	94%	721	92%
Non-Profit	71	2%	25	3%
State/Local Government	100	3%	23	3%
Veterans Administration	6	0%	0	0%
U.S. Military	52	1%	9	1%
Other Federal Government	10	0%	3	0%
Total	3,824	100%	781	100%
Did Not Have Location	245		4,208	
Item Missing	1,001		81	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 5% work under the remote supervision of a public health dentist, and 4% work under the remote supervision of a dentist.

At a Glance: (Primary Locations)

Sector

- For-Profit: 94%
- Federal: 2%

Top Establishments

- Solo Practice: 71%
- Group Practice: 17%
- Dental/Health Clinic: 7%

Remote Supervision

- Public Health Dentistry: 5%
- Dentistry: 4%

Source: Va. Healthcare Workforce Data Center

Nearly all dental hygienists work in the private sector, including 94% who work in the for-profit sector.

Remote Supervision				
Response	Primary Location		Secondary Location	
	#	%	#	%
Public Health Dentistry				
Yes	203	5%	38	5%
No	3,638	95%	749	95%
Total	3,841	100%	787	100%
Dentistry				
Yes	135	4%	57	7%
No	3,690	96%	732	93%
Total	3,825	100%	789	100%

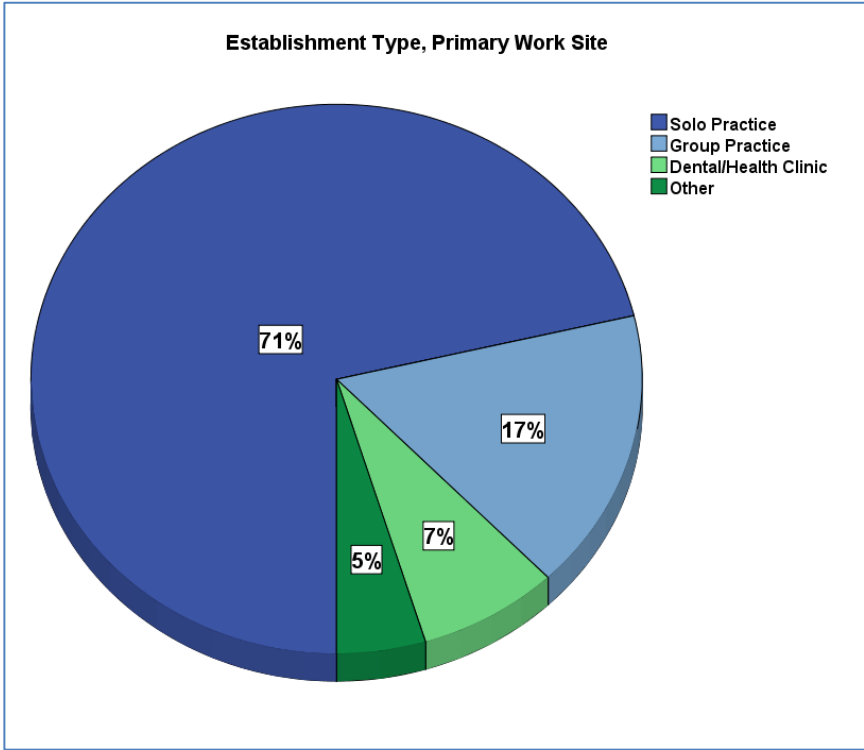
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,681	71%	556	73%
Group Practice	622	17%	95	12%
Dental/Health Clinic	281	7%	52	7%
Dental School (Including Combined Dental/Dental Hygiene)	63	2%	26	3%
Hospital/Health System	21	1%	3	0%
Public Health Program	20	1%	4	1%
Corrections	11	0%	2	0%
Insurance	9	0%	1	0%
K-12 School or Non-Dental College	4	0%	3	0%
Supplier Organization	1	0%	2	0%
Nursing Home/Long-Term Care Facility	0	0%	4	1%
Other	48	1%	18	2%
Total	3,761	100%	766	100%
Did Not Have a Location	245		4,208	

More than 70% of dental hygienists work at a solo dental practice as their primary work location, while another 17% work at a group dental practice.

Source: Va. Healthcare Workforce Data Center

Among those dental hygienists who also have a secondary work location, 73% work at a solo dental practice, and 12% work at a group dental practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

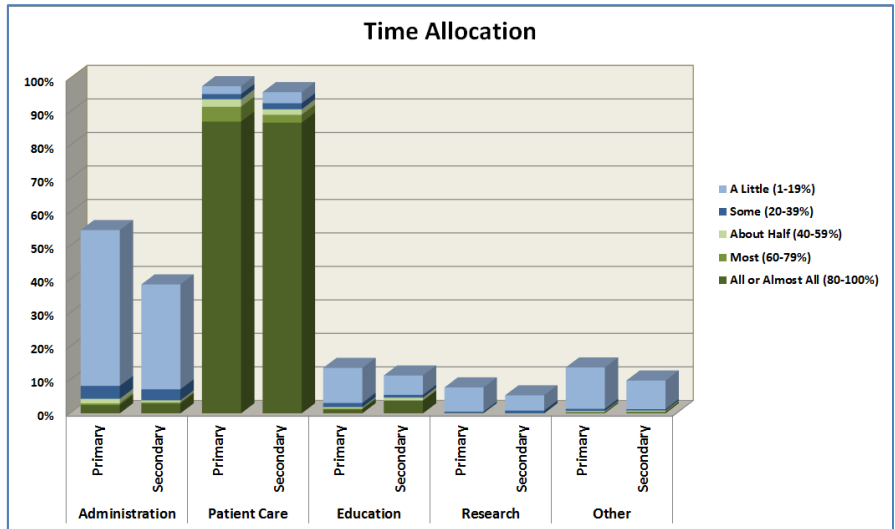
Patient Care: 92%
Administrative: 3%
Education: 1%

Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



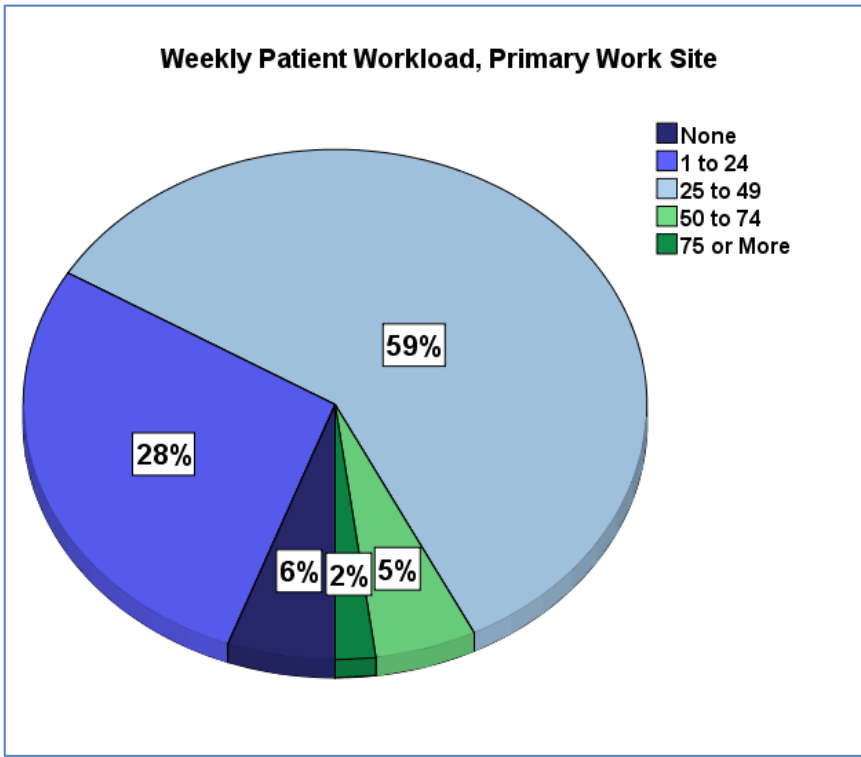
Source: Va. Healthcare Workforce Data Center

Dental hygienists typically spend nearly all of their time treating patients. In particular, 92% of dental hygienists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	87%	87%	1%	4%	0%	0%	0%	0%
Most (60-79%)	1%	0%	4%	2%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	1%	1%	2%	2%	0%	1%	0%	0%	0%	0%
Some (20-39%)	4%	3%	2%	2%	1%	1%	0%	1%	1%	0%
A Little (1-19%)	47%	31%	2%	3%	10%	6%	7%	5%	12%	9%
None (0%)	45%	61%	2%	4%	86%	89%	92%	94%	86%	90%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)
 Primary Location: 25-49
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Dental hygienists typically treat between 25 and 49 patients per week at their primary work location. For those dental hygienists who also have a secondary work location, the median patient workload is between 1 and 24 patients per week.

# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	215	6%	84	11%
1-24	1,081	28%	521	66%
25-49	2,274	59%	162	20%
50-74	203	5%	14	2%
75-99	32	1%	6	1%
100-124	21	1%	2	0%
125-149	10	0%	0	0%
150-174	4	0%	1	0%
175-199	1	0%	1	0%
200 or More	12	0%	1	0%
Total	3,853	100%	792	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists 50 and Over	
	#	%	#	%
Under Age 50	402	11%	-	-
50 to 54	406	11%	34	3%
55 to 59	704	19%	145	11%
60 to 64	1,003	27%	419	32%
65 to 69	839	23%	489	38%
70 to 74	190	5%	133	10%
75 to 79	33	1%	24	2%
80 or Over	9	0%	7	1%
I Do Not Intend to Retire	119	3%	51	4%
Total	3,705	100%	1,302	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dental Hygienists

Under 65: 68%

Under 60: 41%

Hygienists 50 and Over

Under 65: 46%

Under 60: 14%

Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 28%

Half the Workforce: By 2041

Source: Va. Healthcare Workforce Data Center

More than two-thirds of dental hygienists expect to retire by the age of 65. Among dental hygienists who are age 50 and over, 46% still expect to retire by the age of 65.

Within the next two years, 9% of Virginia's dental hygienists expect to increase their patient care hours, and 6% expect to pursue additional educational opportunities.

Future Plans

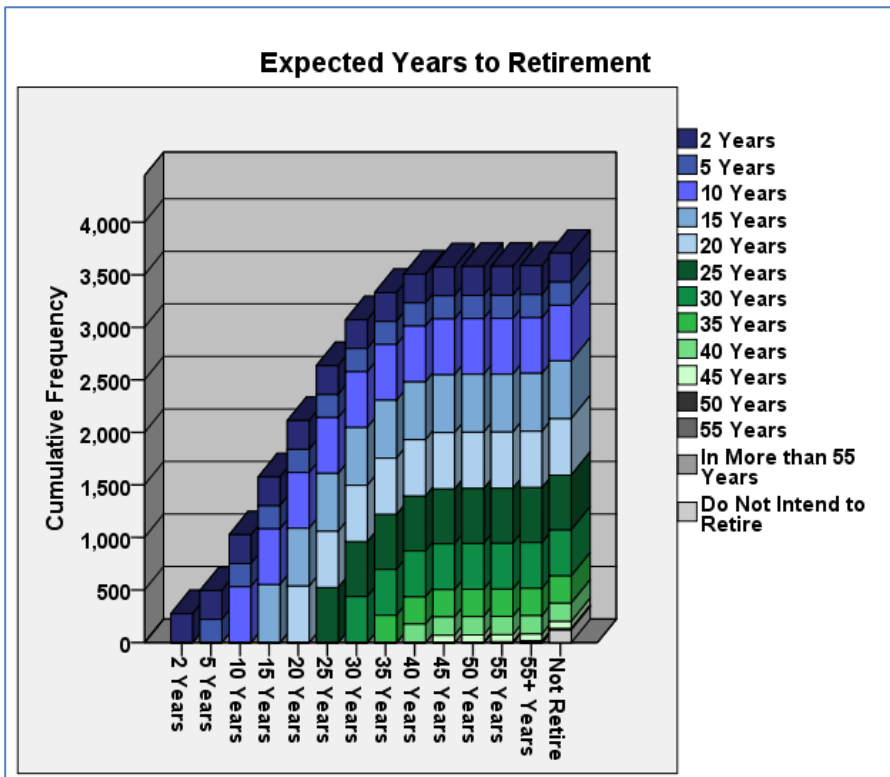
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	566	11%
Leave Virginia	150	3%
Leave Profession	134	3%
Decrease Teaching Hours	20	0%
Increase Participation		
Increase Patient Care Hours	441	9%
Pursue Additional Education	326	6%
Increase Teaching Hours	126	2%
Return to Virginia's Workforce	89	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for dental hygienists. While only 7% of dental hygienists expect to retire in the next two years, 28% expect to retire within the next decade. More than half of the current workforce expect to retire by 2041.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	275	7%	7%
5 Years	220	6%	13%
10 Years	531	14%	28%
15 Years	551	15%	43%
20 Years	537	14%	57%
25 Years	522	14%	71%
30 Years	437	12%	83%
35 Years	259	7%	90%
40 Years	175	5%	95%
45 Years	68	2%	96%
50 Years	4	0%	97%
55 Years	1	0%	97%
In More than 55 Years	7	0%	97%
Do Not Intend to Retire	119	3%	100%
Total	3,705	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 five years by 2031. Retirement will peak at 15% of the current workforce around 2036 before declining to under 10% again around 2056.

At a Glance:

FTEs

Total: 3,047
 FTEs/1,000 Residents²: 0.357
 Average: 0.63

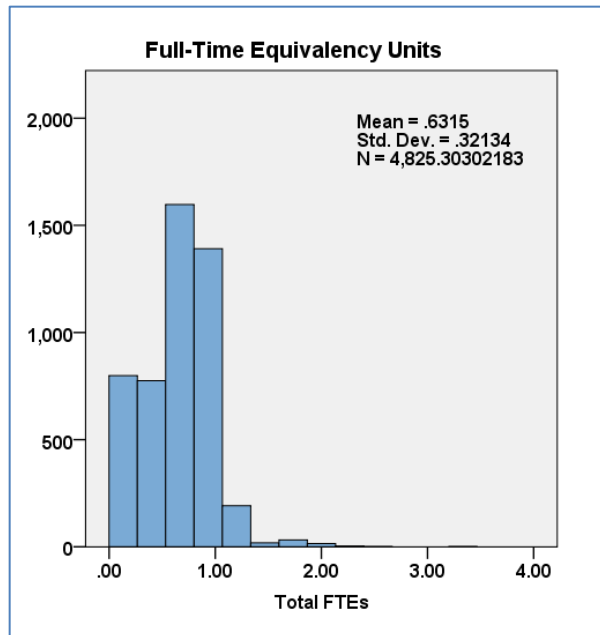
Age & Gender Effect

Age, *Partial Eta*²: Negligible
 Gender, *Partial Eta*²: Negligible

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

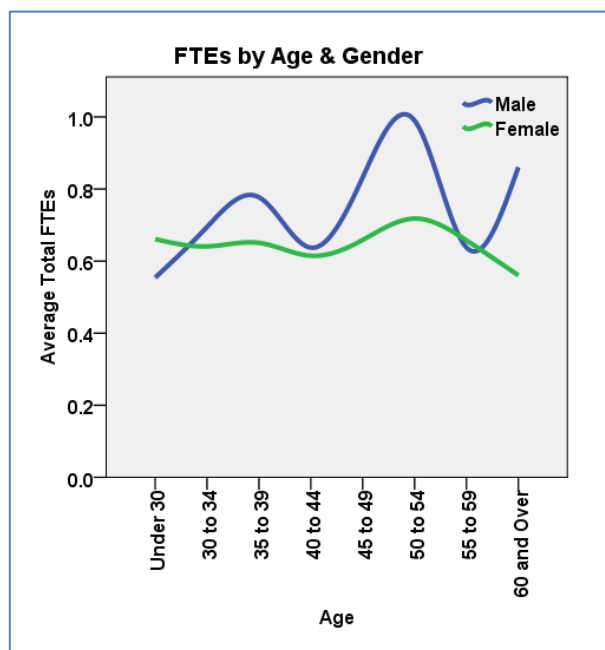


Source: Va. Healthcare Workforce Data Center

The typical dental hygienist provided 0.64 FTEs in the past year, or approximately 26 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.65	0.66
30 to 34	0.62	0.64
35 to 39	0.68	0.77
40 to 44	0.61	0.57
45 to 49	0.69	0.79
50 to 54	0.69	0.64
55 to 59	0.65	0.59
60 and Over	0.50	0.43
Gender		
Male	0.72	0.78
Female	0.64	0.68

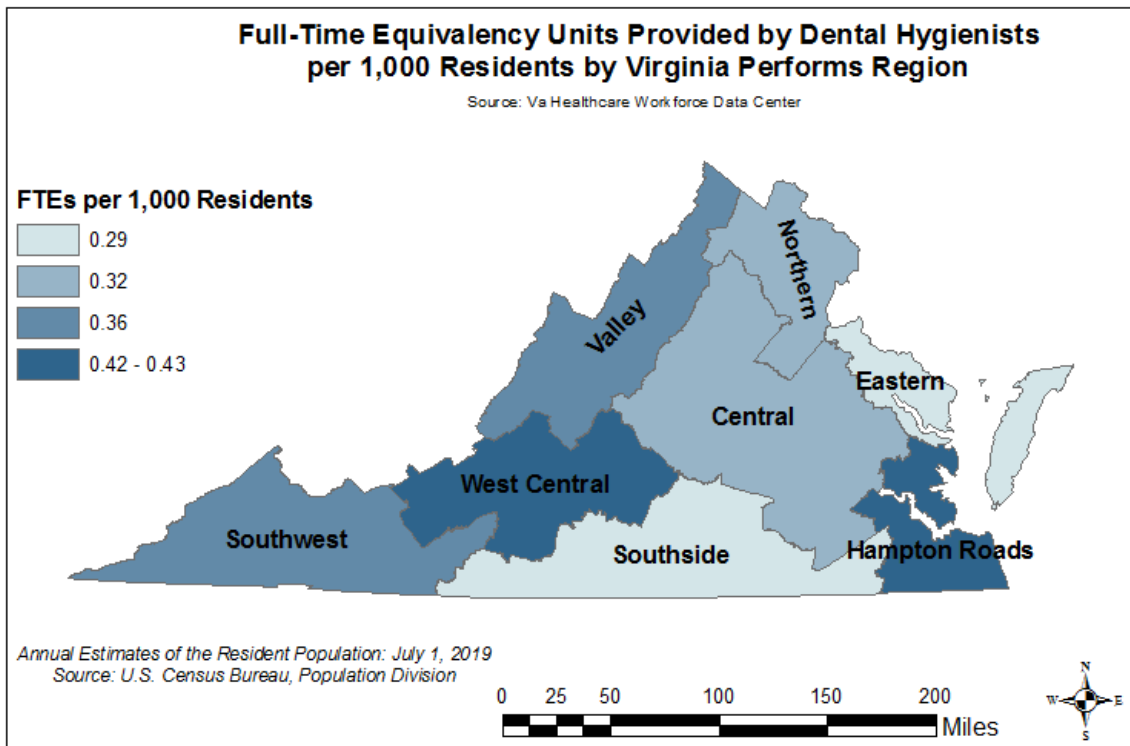
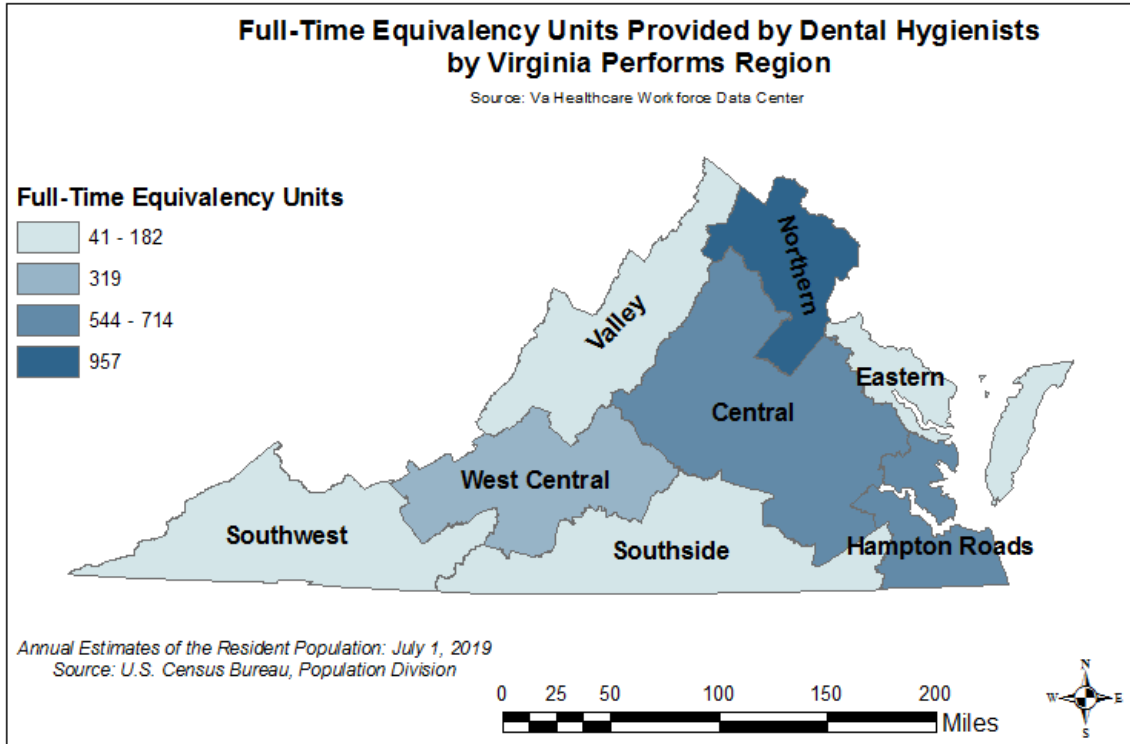
Source: Va. Healthcare Workforce Data Center

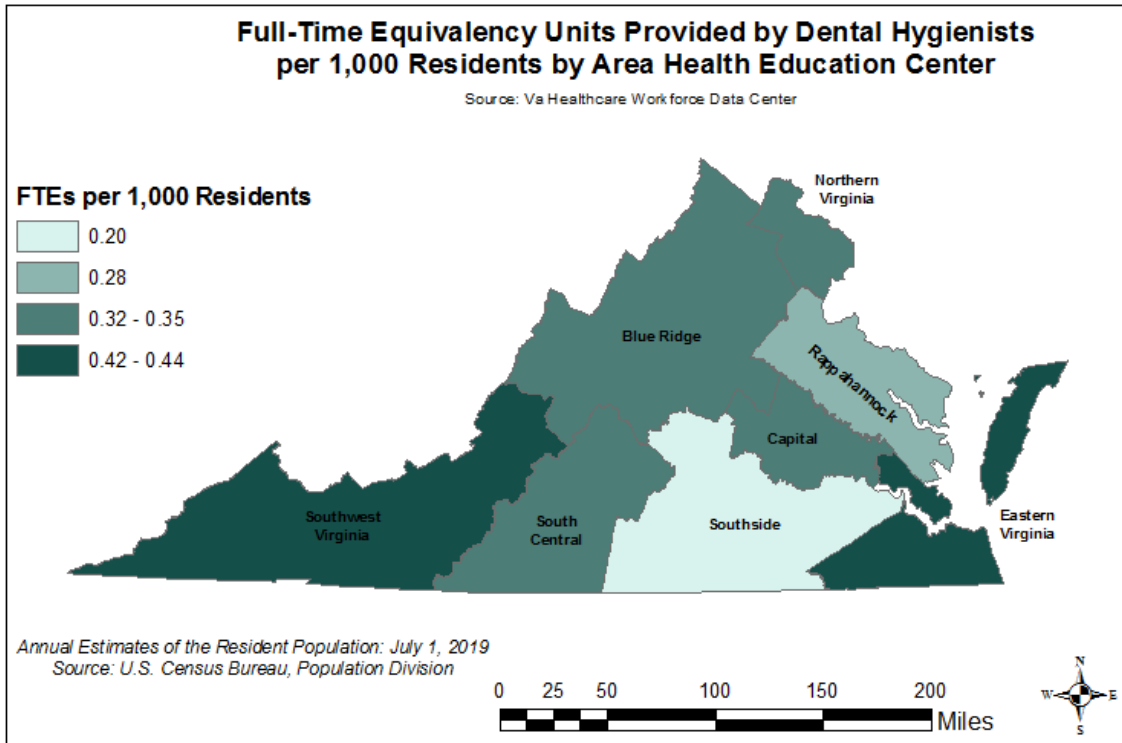
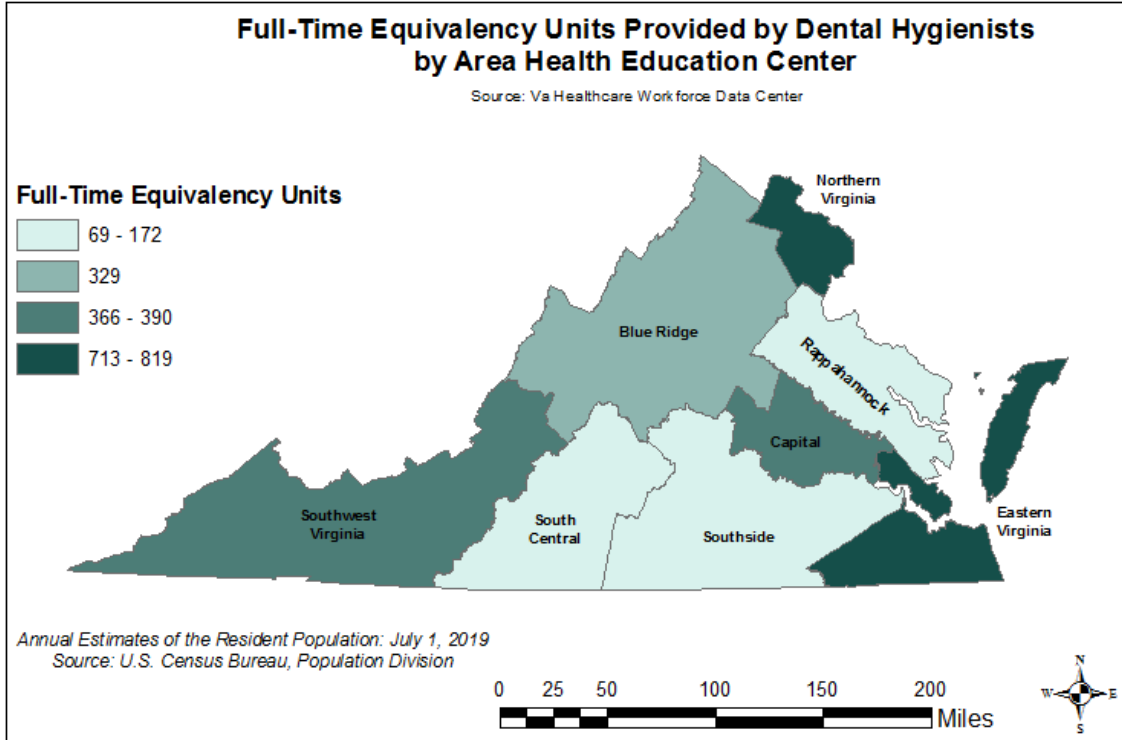


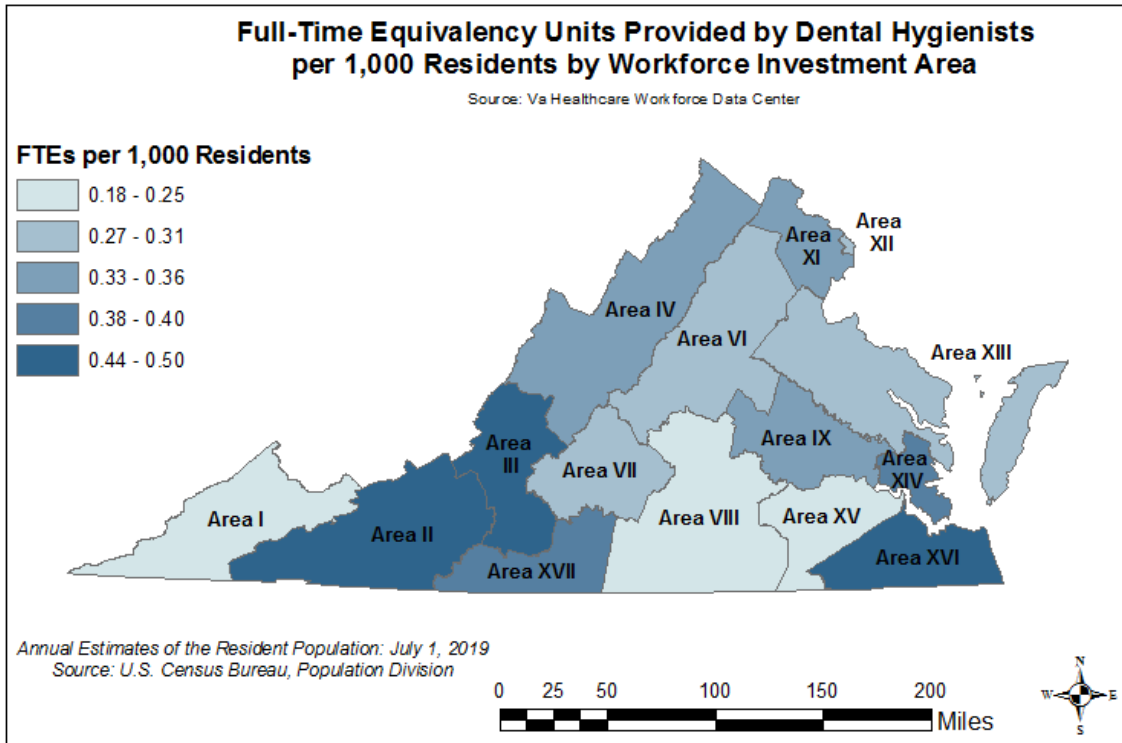
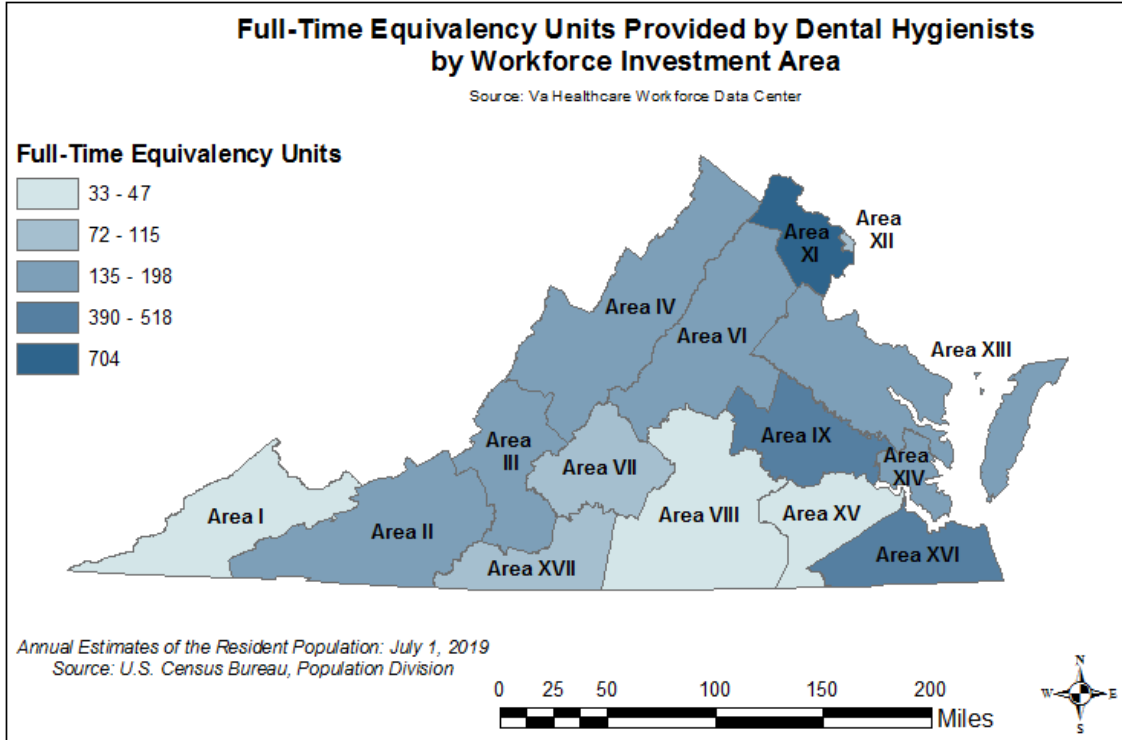
Source: Va. Healthcare Workforce Data Center

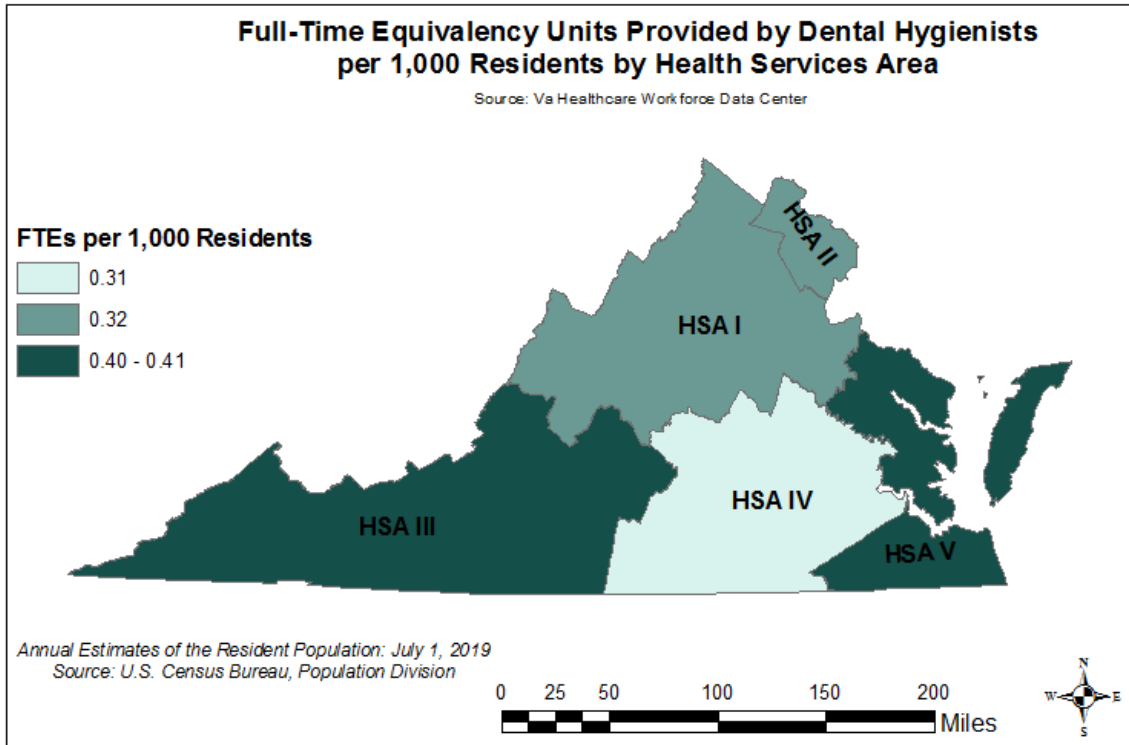
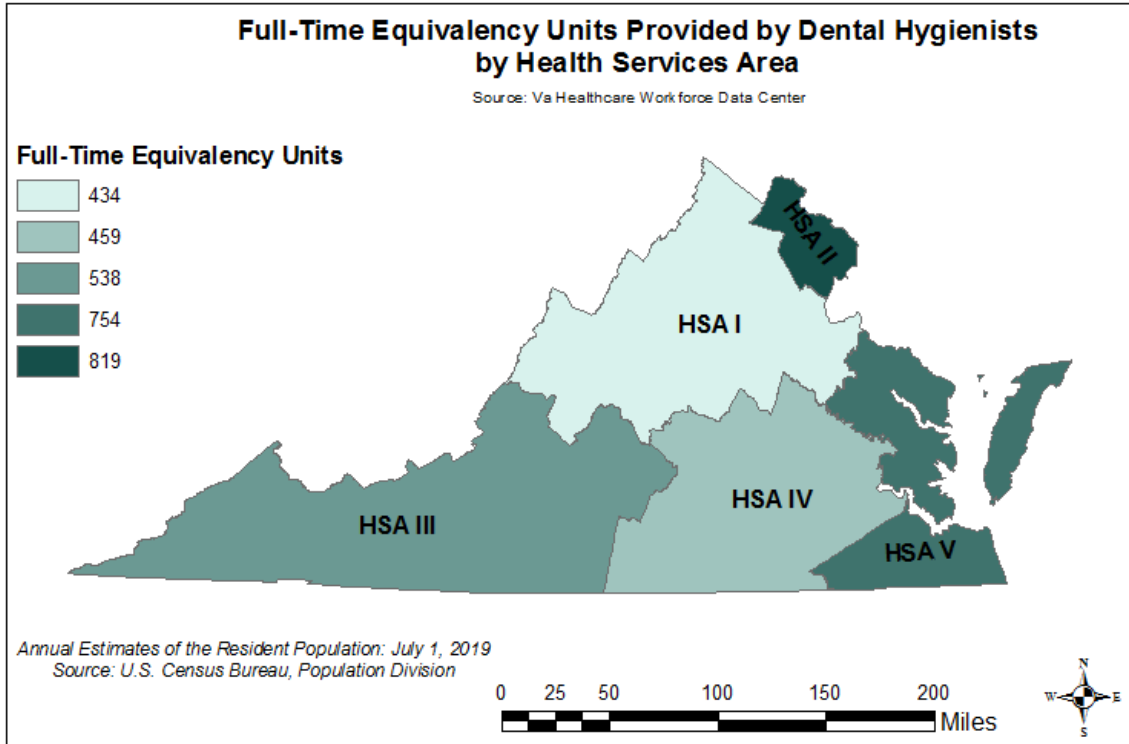
² Number of residents in 2019 was used as the denominator.

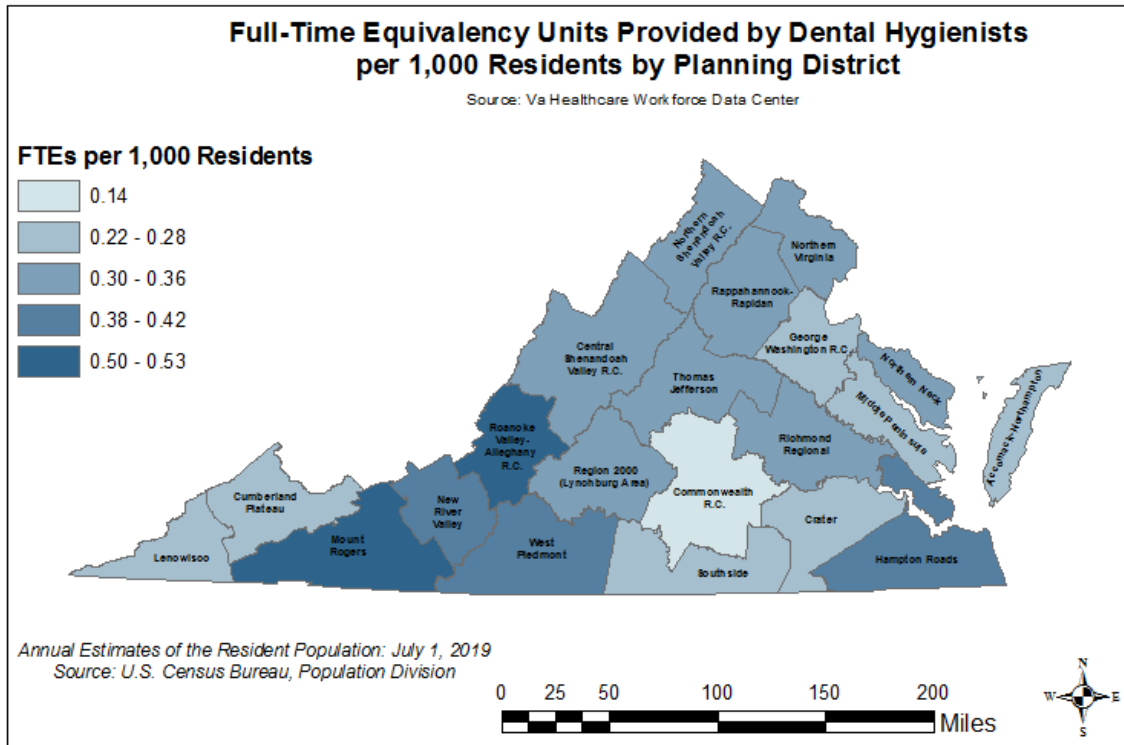
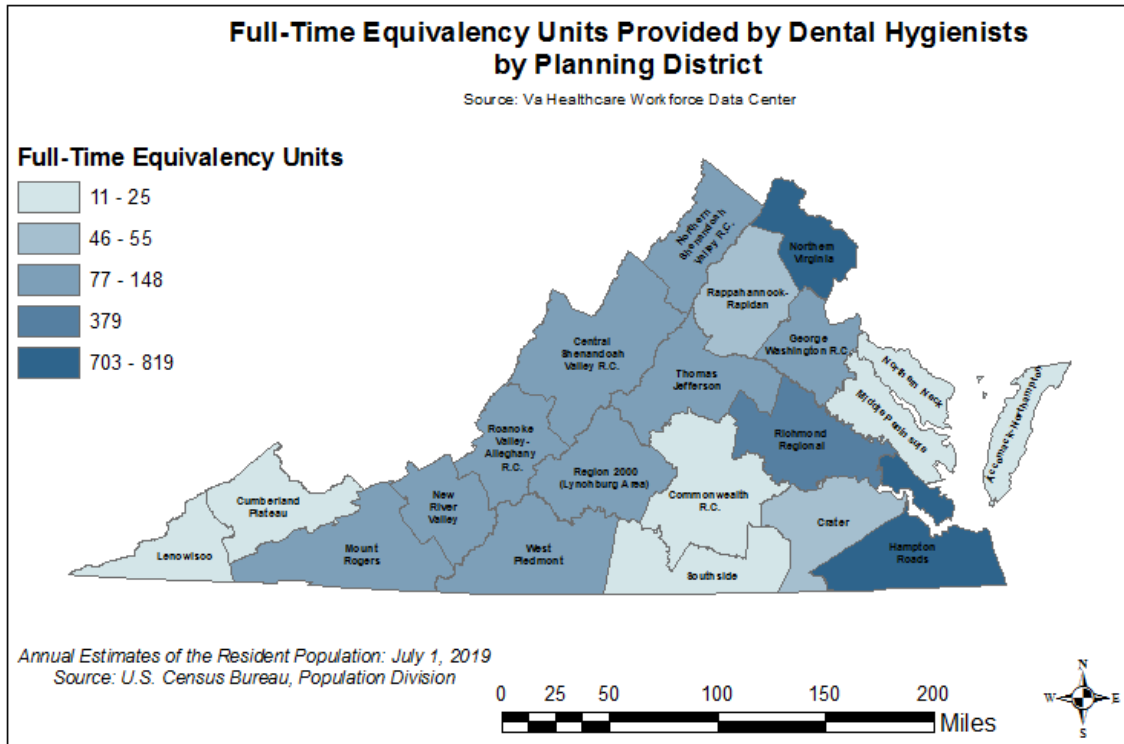
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,528	92.18%	1.085	1.045	1.201
Metro, 250,000 to 1 Million	423	90.54%	1.104	1.064	1.222
Metro, 250,000 or Less	423	91.96%	1.087	1.048	1.204
Urban, Pop. 20,000+, Metro Adj.	98	95.92%	1.043	1.005	1.154
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	205	92.68%	1.079	1.040	1.194
Urban, Pop. 2,500-19,999, Non-Adj.	156	94.87%	1.054	1.016	1.167
Rural, Metro Adj.	84	91.67%	1.091	1.051	1.208
Rural, Non-Adj.	43	97.67%	1.024	0.986	1.133
Virginia Border State/D.C.	523	89.10%	1.122	1.081	1.242
Other U.S. State	609	85.22%	1.173	1.131	1.299

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	666	90.24%	1.108	1.035	1.187
30 to 34	796	93.72%	1.067	0.997	1.143
35 to 39	823	92.83%	1.077	1.007	1.154
40 to 44	756	94.71%	1.056	0.987	1.131
45 to 49	697	92.54%	1.081	1.010	1.157
50 to 54	682	94.72%	1.056	0.986	1.131
55 to 59	629	92.53%	1.081	1.010	1.157
60 and Over	1,043	82.45%	1.213	1.133	1.299

Source: Va. Healthcare Workforce Data Center

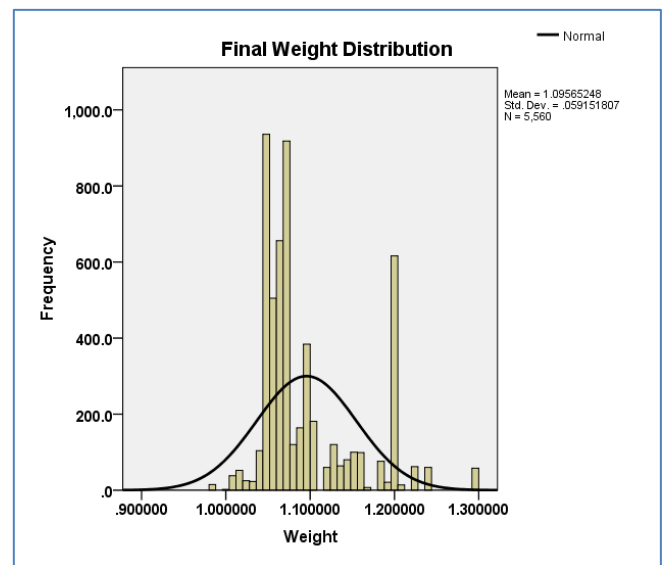
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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: 0.912672



Source: Va. Healthcare Workforce Data Center