
Virginia's Dental Hygienist Workforce: 2022

Healthcare Workforce Data Center

February 2023

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4434 (fax)
E-mail: HWDC@dhp.virginia.gov

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

Get a copy of this report from:

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

More than 5,000 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 their ongoing cooperation.

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
Data Analyst

Christopher Coyle
Research Assistant

Virginia Board of Dentistry

President

Nathaniel C. Bryant, DDS
Chesapeake

Secretary

Jamiah Dawson, DDS
Newport News

Members

William C. Bigleow, DDS
Verona

Sidra Butt, DDS
Midlothian

Sultan E. Chaudhry, DDS
Falls Church

Alf Hendricksen, DDS
Lynchburg

Margaret F. Lemaster, RDH
Chesapeake

J. Michael Martinez de Andino, Esq.
Richmond

Emelia H. McLennan, RDH
Virginia Beach

Dagoberto G. Zapatero, DDS
Virginia Beach

Executive Director

Jamie C. Sacksteder

Contents

Results in Brief	2
Summary of Trends	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Current Employment Situation	9
Employment Quality	10
2022 Labor Market	11
Work Site Distribution	12
Establishment Type	13
Time Allocation	15
Patient Workload	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Virginia Performs Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning Districts.....	24
Appendices	25
Appendix A: Weights	25

The Dental Hygienist Workforce At a Glance:

The Workforce

Licensees:	6,390
Virginia's Workforce:	5,290
FTEs:	3,426

Background

Rural Childhood:	36%
HS Diploma in VA:	60%
Prof. Degree in VA:	67%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	58%
Satisfied?:	95%

Survey Response Rate

All Licensees:	81%
Renewing Practitioners:	88%

Education

Associate:	55%
Baccalaureate:	40%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	57%

Demographics

Female:	98%
Diversity Index:	40%
Median Age:	43

Finances

Median Income:	\$60k-\$70k
Retirement Benefits:	56%
Under 40 w/ Ed. Debt:	46%

Time Allocation

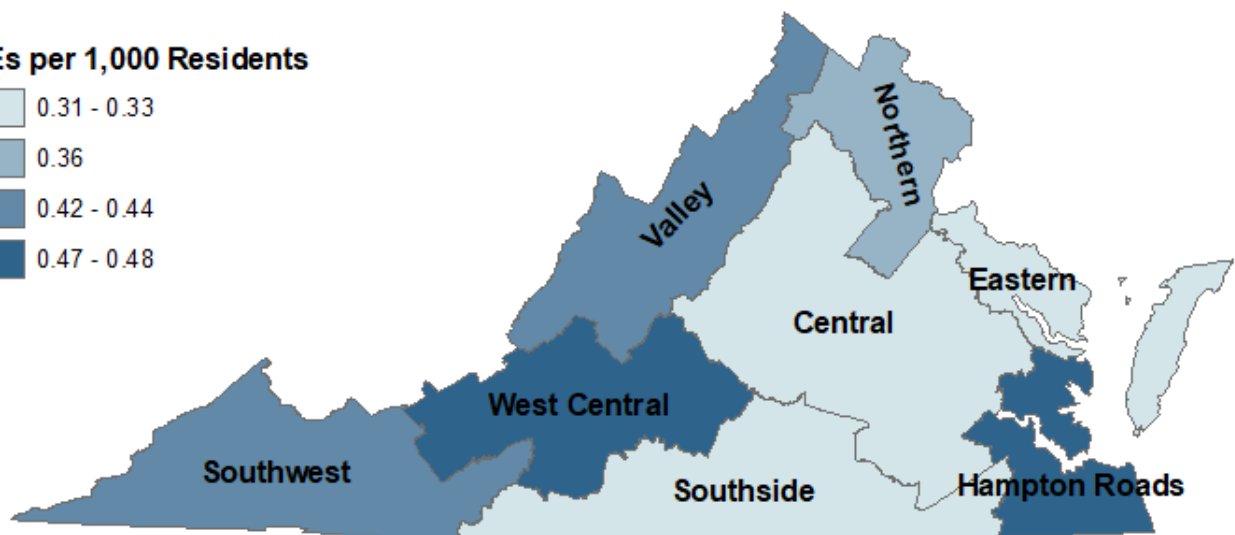
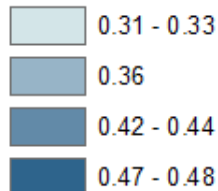
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

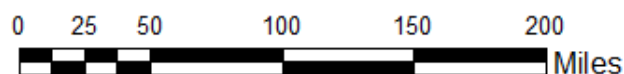
Full-Time Equivalency Units Provided by Dental Hygienists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2022 Dental Hygienist Workforce survey. More than 5,174 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 annually on an ongoing basis during the birth month of each dental hygienist. These survey respondents represent 81% of the 6,390 dental hygienists who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 5,290 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 3,426 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than two out of every five dental hygienists are under the age of 40, and 97% of dental hygienists who are under the age of 40 are female. In a random encounter between two dental hygienists, there is a 40% 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 44%. This makes Virginia's dental hygienist workforce less diverse than the state's population as a whole, which has a comparable diversity index of 58%. More than one-third of all dental hygienists grew up in a rural area, and 21% of dental hygienists who grew up in a rural area currently work in a non-metro area of Virginia. In total, 10% of all dental hygienists work in a non-metro area of the state.

Among all dental hygienists, 90% are currently employed in the profession, 58% have one full-time job, and 53% work between 30 and 39 hours per week. The typical dental hygienist earns between \$60,000 and \$70,000 per year. In addition, nearly four out of every five dental hygienists receive at least one employer-sponsored benefit, including 56% who have access to a retirement plan. Among all dental hygienists, 95% indicated that they are satisfied with their current work situation, including 61% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 dental hygienist workforce. The number of licensed dental hygienists in Virginia has increased by 8% (6,390 vs. 5,907). At the same time, the size of the dental hygienist workforce has increased by 10% (5,290 vs. 4,804), and the number of FTEs provided by this workforce has grown by 9% (3,426 vs. 3,148). Virginia's renewing dental hygienists are less likely to respond to this survey (88% vs. 94%).

The median age of Virginia's dental hygienists has fallen (43 vs. 44). The diversity index of this workforce has increased (40% vs. 33%) during a time in which the diversity index of the state's overall population has also increased (58% vs. 56%). Dental hygienists are slightly more likely to have grown up in a rural area (36% vs. 35%), and dental hygienists who grew up in a rural area are also slightly more likely to work in a non-metro area of Virginia (21% vs. 20%). Overall, dental hygienists are more likely to work in a non-metro area of the state (10% vs. 9%).

Although dental hygienists are less likely to be employed in the profession (90% vs. 92%), they are more likely to hold one full-time job (58% vs. 52%) and work between 30 and 39 hours per week (53% vs. 51%). The percentage of dental hygienists who have worked at their primary work location for more than two years has fallen (57% vs. 66%). The one-year rates of involuntary unemployment (1% vs. 2%) and underemployment (4% vs. 9%) have also declined.

While the median debt amount among dental hygienists with education debt has increased (\$20k-\$30k vs. \$10k-\$20k), the median annual income of this workforce grew as well (\$60k-\$70k vs. \$50k-\$60k). Dental hygienists are more likely to receive this income in the form of an hourly wage (82% vs. 78%) instead of a salary (15% vs. 21%). In addition, dental hygienists are more likely to receive at least one employer-sponsored benefit (79% vs. 74%), including those with access to a retirement plan (56% vs. 49%). Dental hygienists are more likely to indicate that they are satisfied with their current work situation (95% vs. 93%), including those who indicated that they are "very satisfied" (61% vs. 59%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,686	89%
New Licensees	302	5%
Non-Renewals	402	6%
All Licensees	6,390	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly nine out of every ten renewing dental hygienists submitted a survey. These represent 81% of the 6,390 dental hygienists who held a license at some point in the past year.

Definitions

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

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	246	546	69%
30 to 34	151	698	82%
35 to 39	154	704	82%
40 to 44	134	695	84%
45 to 49	108	609	85%
50 to 54	96	567	86%
55 to 59	92	549	86%
60 and Over	235	806	77%
Total	1,216	5,174	81%
New Licenses			
Issued in Past Year	270	32	11%
Metro Status			
Non-Metro	108	514	83%
Metro	776	3,760	83%
Not in Virginia	332	900	73%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	5,174
Response Rate, All Licensees	81%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number: 6,390
 New: 5%
 Not Renewed: 6%

Response Rates

All Licensees: 81%
 Renewing Practitioners: 88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Dental Hygienist Workforce: 5,290
 FTEs: 3,426

Utilization Ratios

Licensees in VA Workforce: 83%
 Licensees per FTE: 1.86
 Workers per FTE: 1.54

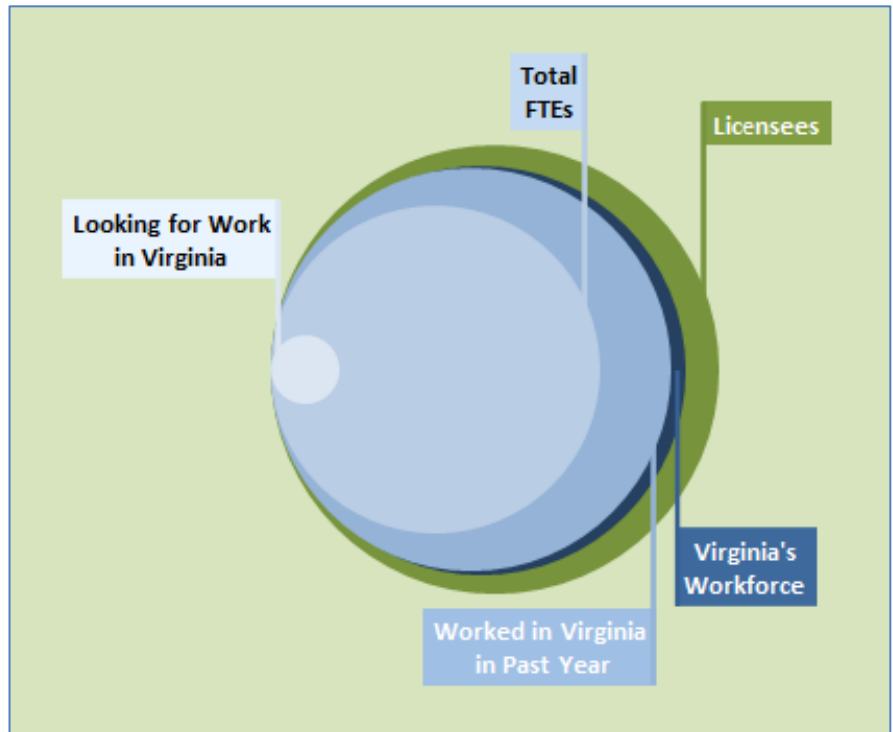
Source: Va. Healthcare Workforce Data Center

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. 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	5,136	97%
Looking for Work in Virginia	154	3%
Virginia's Workforce	5,290	100%
Total FTEs	3,426	
Licensees	6,390	

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	26	4%	630	96%	656	14%
30 to 34	17	3%	635	97%	652	14%
35 to 39	13	2%	612	98%	625	14%
40 to 44	17	3%	573	97%	590	13%
45 to 49	8	2%	478	98%	486	11%
50 to 54	11	2%	433	98%	444	10%
55 to 59	2	1%	436	100%	438	10%
60 and Over	8	1%	648	99%	656	14%
Total	102	2%	4,445	98%	4,547	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	60%	3,496	76%	1,438	74%
Black	19%	266	6%	119	6%
Asian	7%	355	8%	176	9%
Other Race	0%	50	1%	13	1%
Two or More Races	3%	118	3%	68	3%
Hispanic	10%	285	6%	141	7%
Total	100%	4,570	100%	1,955	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, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age: 43
% Under 40: 43%
% 55 and Over: 24%

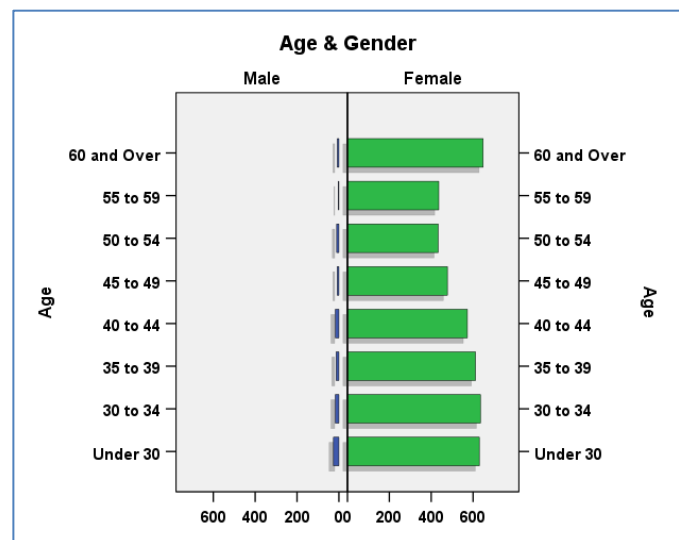
Diversity

Diversity Index: 40%
Under 40 Div. Index: 44%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is a 40% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable diversity index is 58%.

Among the 43% of dental hygienists who are under the age of 40, 97% are female. In addition, the diversity index among dental hygienists who are under the age of 40 is 44%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 36%

Virginia Background

HS in Virginia: 60%
 Prof. Edu. in VA: 67%
 HS or Prof. Edu. in VA: 73%

Location Choice

% Rural to Non-Metro: 21%
 % Urban/Suburban to Non-Metro: 4%

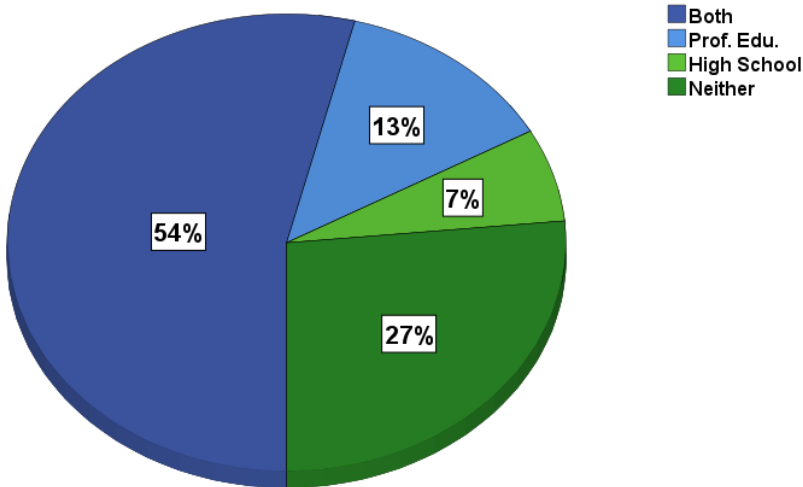
Source: Va. Healthcare Workforce Data Center

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+	23%	62%	16%
2	Metro, 250,000 to 1 Million	56%	37%	7%
3	Metro, 250,000 or Less	63%	30%	7%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	66%	25%	9%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	72%	24%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	91%	5%	4%
8	Rural, Metro Adjacent	69%	18%	13%
9	Rural, Non-Adjacent	77%	17%	6%
Overall		36%	52%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than one-third of all dental hygienists grew up in a rural area, and 21% of dental hygienists who grew up in a rural area currently work in a non-metro area of the state. In total, 10% of all 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	2,740	Virginia	3,001
2	Outside U.S./Canada	294	North Carolina	182
3	Pennsylvania	144	Maryland	161
4	Maryland	135	West Virginia	118
5	New York	126	New York	110
6	West Virginia	123	Pennsylvania	108
7	North Carolina	112	Florida	100
8	Florida	87	Washington, D.C.	77
9	New Jersey	79	Tennessee	69
10	Michigan	67	Michigan	54

Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 60% received their high school degree in Virginia, and 67% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional Degree	#
1	Virginia	486	Virginia	542
2	Outside U.S./Canada	77	Maryland	47
3	Maryland	36	North Carolina	35
4	New York	26	Florida	28
5	Florida	26	New York	26
6	West Virginia	26	West Virginia	24
7	Pennsylvania	24	Pennsylvania	17
8	Ohio	23	Ohio	15
9	New Jersey	19	Texas	14
10	North Carolina	19	Washington, D.C.	14

Source: Va. Healthcare Workforce Data Center

Among dental hygienists who obtained their initial license in the past five years, 53% received their high school degree in Virginia, and 59% received their initial professional degree in the state.

In total, 17% of Virginia's licensees did not participate in the state's dental hygienist workforce. Nearly 80% of these licensees worked at some point in the past year, including 65% who currently work as dental hygienists.

At a Glance:

Not in VA Workforce

Total:	1,101
% 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	79	2%
Associate Degree	2,445	55%
Baccalaureate Degree	1,791	40%
Post-Graduate Cert.	11	0%
Master's Degree	119	3%
Doctorate	5	0%
Total	4,449	100%

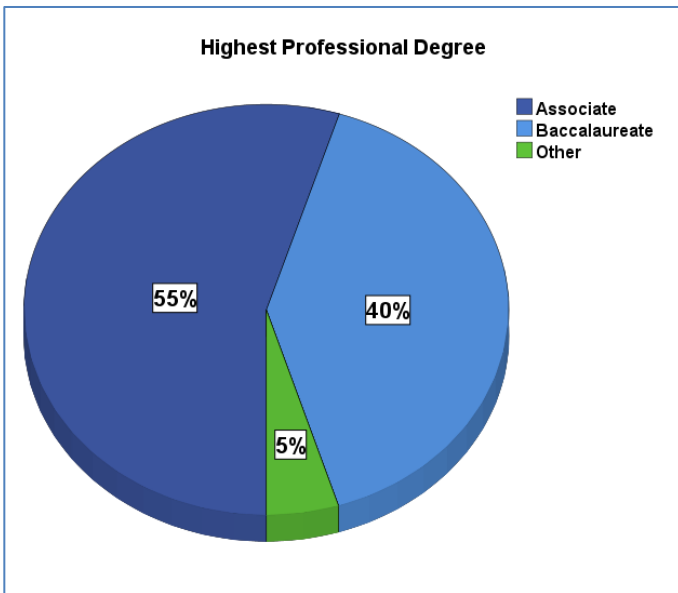
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate: 55%
 Baccalaureate: 40%

Education Debt
 Carry Debt: 29%
 Under Age 40 w/ Debt: 46%
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of all dental hygienists hold an associate degree as their highest professional degree, while another 40% hold a baccalaureate degree.

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 amount is between \$20,000 and \$30,000.

Education Debt				
Amount Carried	All Dental Hygienists		Hygienists Under 40	
	#	%	#	%
None	2,854	71%	939	54%
Less than \$10,000	320	8%	215	12%
\$10,000-\$19,999	242	6%	174	10%
\$20,000-\$29,999	183	5%	134	8%
\$30,000-\$39,999	107	3%	81	5%
\$40,000-\$49,999	81	2%	54	3%
\$50,000-\$59,999	67	2%	45	3%
\$60,000-\$69,999	43	1%	30	2%
\$70,000-\$79,999	24	1%	13	1%
\$80,000-\$89,999	25	1%	19	1%
\$90,000-\$99,999	16	0%	8	0%
\$100,000 or More	40	1%	20	1%
Total	4,004	100%	1,731	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 58%
 2 or More Positions: 11%

Weekly Hours:

40 to 49: 13%
 60 or More: 1%
 Less than 30: 26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a Capacity Related to Dental Hygiene	4,074	90%
Employed, NOT in a Capacity Related to Dental Hygiene	171	4%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	11	< 1%
Voluntarily Unemployed	218	5%
Retired	60	1%
Total	4,536	100%

Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 90% are currently employed in the profession, 58% hold one full-time job, and 53% work between 30 and 39 hours per week.

Current Positions		
Positions	#	%
No Positions	289	6%
One Part-Time Position	1,069	24%
Two Part-Time Positions	203	5%
One Full-Time Position	2,589	58%
One Full-Time Position & One Part-Time Position	259	6%
Two Full-Time Positions	4	0%
More than Two Positions	41	1%
Total	4,454	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	289	7%
1 to 9 Hours	155	4%
10 to 19 Hours	331	8%
20 to 29 Hours	656	15%
30 to 39 Hours	2,329	53%
40 to 49 Hours	564	13%
50 to 59 Hours	35	1%
60 to 69 Hours	14	0%
70 to 79 Hours	14	0%
80 or More Hours	13	0%
Total	4,400	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	39	1%
Less than \$20,000	216	6%
\$20,000-\$29,999	132	4%
\$30,000-\$39,999	223	6%
\$40,000-\$49,999	359	10%
\$50,000-\$59,999	554	15%
\$60,000-\$69,999	699	19%
\$70,000-\$79,999	596	16%
\$80,000-\$89,999	464	13%
\$90,000-\$99,999	183	5%
\$100,000 or More	184	5%
Total	3,650	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Paid Vacation: 71%
Retirement: 56%

Satisfaction
Satisfied: 95%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,714	61%
Somewhat Satisfied	1,490	34%
Somewhat Dissatisfied	174	4%
Very Dissatisfied	51	1%
Total	4,429	100%

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist makes between \$60,000 and \$70,000 per year. In addition, 79% of dental hygienists receive at least one employer-sponsored benefit, including 56% who have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,899	71%	70%
Retirement	2,285	56%	55%
Paid Sick Leave	1,464	36%	36%
Dental Insurance	895	22%	22%
Group Life Insurance	677	17%	16%
Signing/Retention Bonus	267	7%	7%
At Least One Benefit	3,218	79%	77%

*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?	67	1%
Experience Voluntary Unemployment?	393	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	215	4%
Work Two or More Positions at the Same Time?	618	12%
Switch Employers or Practices?	440	8%
Experience at Least One?	1,408	27%

Source: Va. Healthcare Workforce Data Center

Over the past year, 1% of dental hygienists have experienced involuntary unemployment. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	165	4%	100	12%
Less than 6 Months	306	7%	133	16%
6 Months to 1 Year	461	11%	125	15%
1 to 2 Years	893	21%	162	19%
3 to 5 Years	809	19%	137	16%
6 to 10 Years	516	12%	79	9%
More than 10 Years	1,097	26%	108	13%
Subtotal	4,247	100%	843	100%
Did Not Have Location	221		4,415	
Item Missing	822		32	
Total	5,290		5,290	

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: 1%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 8%
New Location: 24%
Over 2 Years: 57%
Over 2 Yrs., 2nd Location: 38%

Employment Type

Hourly Wage: 82%
Salary/Commission: 15%

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	#	%
Salary/Commission	510	15%
Hourly Wage	2,716	82%
By Contract	38	1%
Business/Practice Income	16	0%
Unpaid	14	0%
Subtotal	3,295	100%
Did Not Have Location	221	
Item Missing	1,774	

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 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:	32%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or More (Past Year):	20%
2 or More (Now*):	17%

Source: Va. Healthcare Workforce Data Center

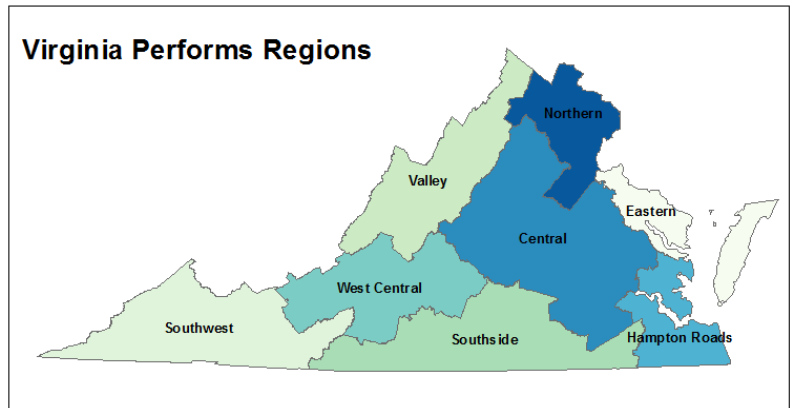
Nearly three-quarters of all dental hygienists work in Northern Virginia, Hampton Roads, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	704	17%	137	16%
Eastern	56	1%	10	1%
Hampton Roads	1,016	24%	181	21%
Northern	1,357	32%	323	38%
Southside	138	3%	21	2%
Southwest	185	4%	32	4%
Valley	269	6%	49	6%
West Central	443	11%	77	9%
Virginia Border State/D.C.	23	1%	9	1%
Other U.S. State	16	0%	21	2%
Outside of the U.S.	1	0%	0	0%
Total	4,208	100%	860	100%
Item Missing	861		16	

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 20% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	162	4%	311	7%
1	3,372	77%	3,337	76%
2	599	14%	557	13%
3	209	5%	173	4%
4	19	0%	8	0%
5	8	0%	2	0%
6 or More	32	1%	13	0%
Total	4,401	100%	4,401	100%

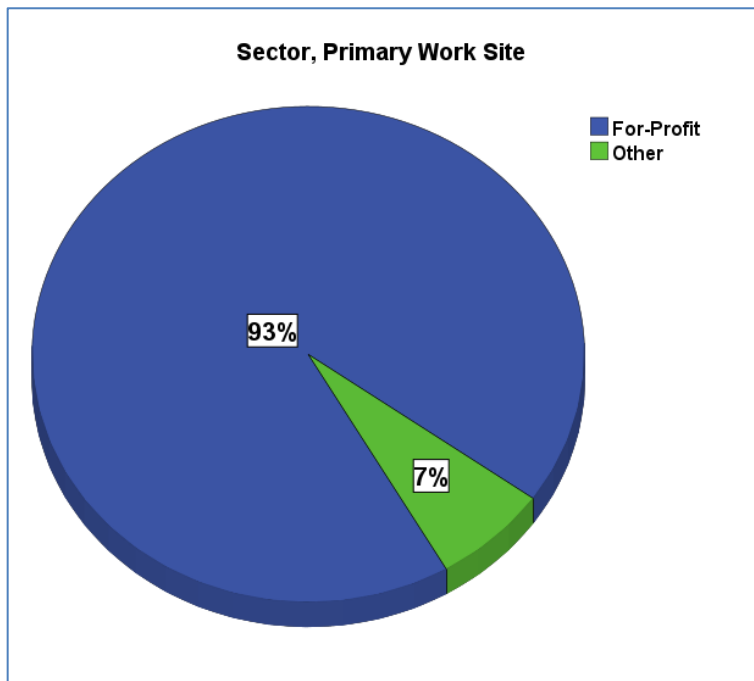
*At the time of survey completion, Jan. 2022-Dec. 2022 (birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,815	93%	741	92%
Non-Profit	89	2%	19	2%
State/Local Government	112	3%	35	4%
Veterans Administration	8	0%	2	0%
U.S. Military	59	1%	4	0%
Other Federal Government	10	0%	1	0%
Total	4,093	100%	802	100%
Did Not Have Location	221		4,415	
Item Missing	976		74	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 6% 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:	93%
Federal:	2%

Top Establishments

Solo Practice:	69%
Group Practice:	17%
Dental/Health Clinic:	9%

Remote Supervision

Public Health Dentistry:	6%
Dentistry:	4%

Source: Va. Healthcare Workforce Data Center

Most dental hygienists work in the private sector, including 93% who work in the for-profit sector.

Remote Supervision				
Response	Primary Location		Secondary Location	
	#	%	#	%
Public Health Dentistry				
Yes	256	6%	31	4%
No	3,857	94%	777	96%
Total	4,113	100%	808	100%
Dentistry				
Yes	163	4%	42	5%
No	3,936	96%	774	95%
Total	4,099	100%	816	100%

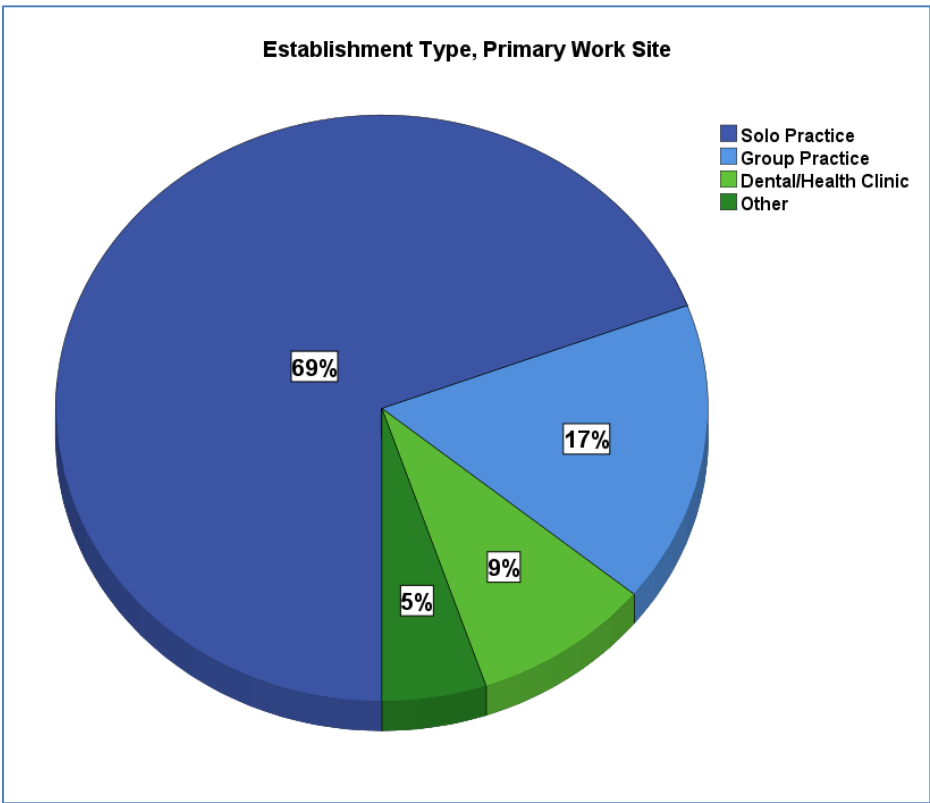
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,788	69%	526	68%
Group Practice	674	17%	107	14%
Dental/Health Clinic	360	9%	63	8%
Dental School (Including Combined Dental/Dental Hygiene)	64	2%	39	5%
Hospital/Health System	25	1%	5	1%
Public Health Program	18	0%	2	0%
Corrections	14	0%	3	0%
Insurance	11	0%	2	0%
K-12 School or Non-Dental College	7	0%	0	0%
Supplier Organization	5	0%	2	0%
Nursing Home/Long-Term Care Facility	2	0%	2	0%
Other	65	2%	20	3%
Total	4,033	100%	771	100%
Did Not Have a Location	221		4,415	

Nearly 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, 68% work at a solo dental practice, and 14% 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

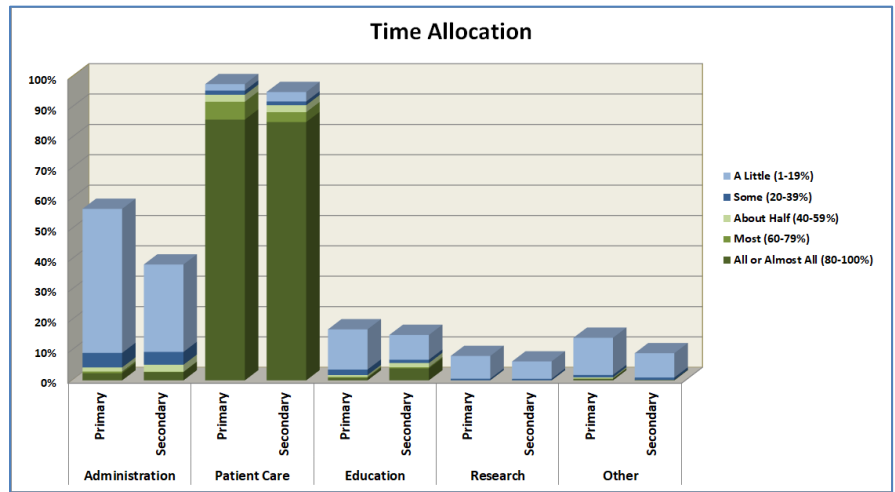
Patient Care: 92%
Administration: 3%
Education: 1%

Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



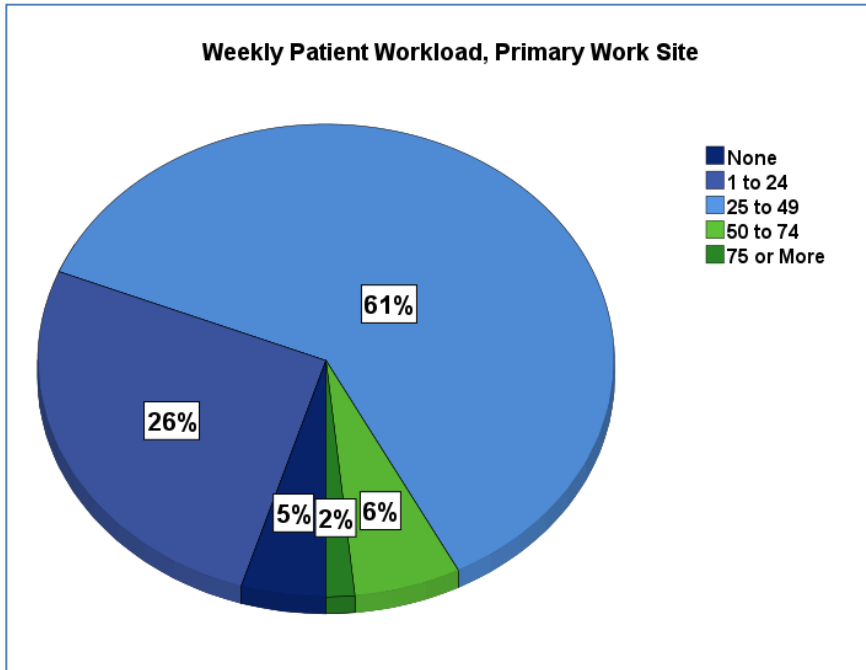
Source: Va. Healthcare Workforce Data Center

Dental hygienists typically spend most of their time treating patients. In fact, 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%	86%	85%	1%	4%	0%	0%	1%	0%
Most (60-79%)	1%	0%	6%	3%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	1%	2%	2%	2%	1%	1%	0%	0%	0%	0%
Some (20-39%)	5%	4%	1%	1%	2%	1%	1%	1%	1%	1%
A Little (1-19%)	47%	29%	2%	3%	13%	8%	7%	6%	12%	8%
None (0%)	44%	62%	2%	5%	83%	85%	92%	94%	86%	91%

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.

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	195	5%	72	9%
1-24	1,088	26%	507	63%
25-49	2,530	61%	193	24%
50-74	244	6%	21	3%
75-99	25	1%	10	1%
100-124	16	0%	2	0%
125-149	12	0%	0	0%
150-174	4	0%	0	0%
175-199	2	0%	0	0%
200 or More	8	0%	0	0%
Total	4,124	100%	805	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	469	12%	-	-
50 to 54	386	10%	22	2%
55 to 59	698	18%	142	11%
60 to 64	1,086	28%	390	31%
65 to 69	886	23%	496	39%
70 to 74	177	5%	121	10%
75 to 79	38	1%	25	2%
80 or Over	6	0%	4	0%
I Do Not Intend to Retire	131	3%	70	6%
Total	3,877	100%	1,270	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dental Hygienists

Under 65: 68%

Under 60: 40%

Hygienists 50 and Over

Under 65: 44%

Under 60: 13%

Time Until Retirement

Within 2 Years: 6%

Within 10 Years: 27%

Half the Workforce: By 2042

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all dental hygienists expect to retire by the age of 65. Among dental hygienists who are age 50 and over, 44% expect to retire by the age of 65.

Within the next two years, 8% of Virginia's dental hygienists expect to increase their patient care hours, and 7% expect to pursue additional educational opportunities.

Future Plans

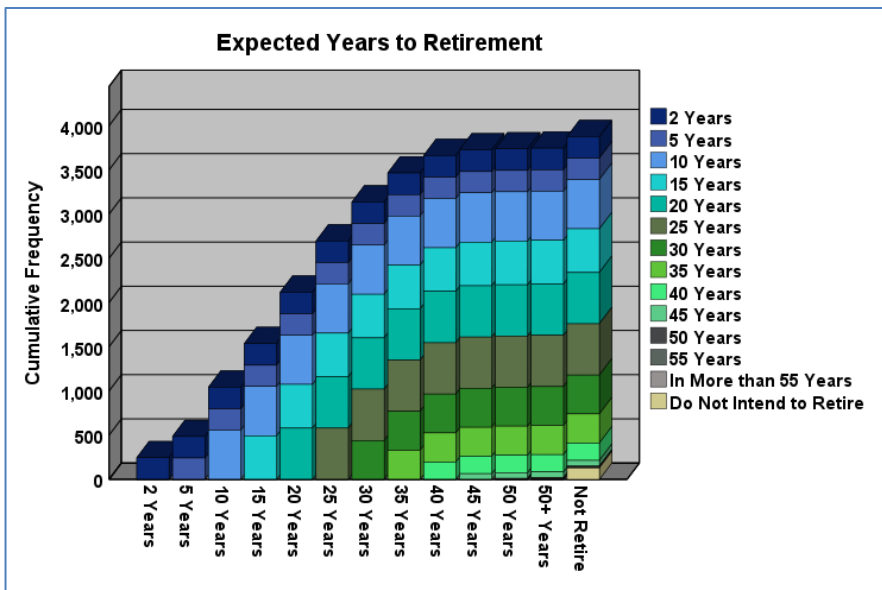
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	177	3%
Leave Virginia	158	3%
Decrease Patient Care Hours	729	14%
Decrease Teaching Hours	12	0%
Increase Participation		
Increase Patient Care Hours	422	8%
Increase Teaching Hours	119	2%
Pursue Additional Education	351	7%
Return to the Workforce	65	1%

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 6% of dental hygienists expect to retire in the next two years, 27% expect to retire within the next decade. More than half of the current workforce expect to retire by 2042.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	245	6%	6%
5 Years	241	6%	13%
10 Years	557	14%	27%
15 Years	494	13%	40%
20 Years	580	15%	55%
25 Years	580	15%	70%
30 Years	440	11%	81%
35 Years	329	8%	89%
40 Years	197	5%	94%
45 Years	65	2%	96%
50 Years	12	0%	96%
55 Years	0	0%	96%
In More than 55 Years	7	0%	97%
Do Not Intend to Retire	131	3%	100%
Total	3,877	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 2032. Retirement will peak at 15% of the current workforce between 2042 and 2047 before declining to under 10% again around 2057.

At a Glance:

FTEs

Total: 3,426
 FTEs/1,000 Residents²: 0.396
 Average: 0.68

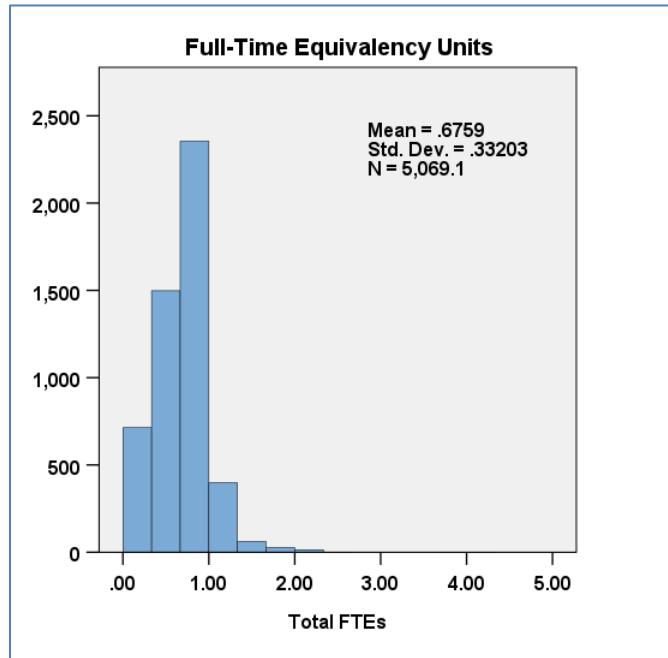
Age & Gender Effect

Age, *Partial Eta*²: Negligible
 Gender, *Partial Eta*²: None

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

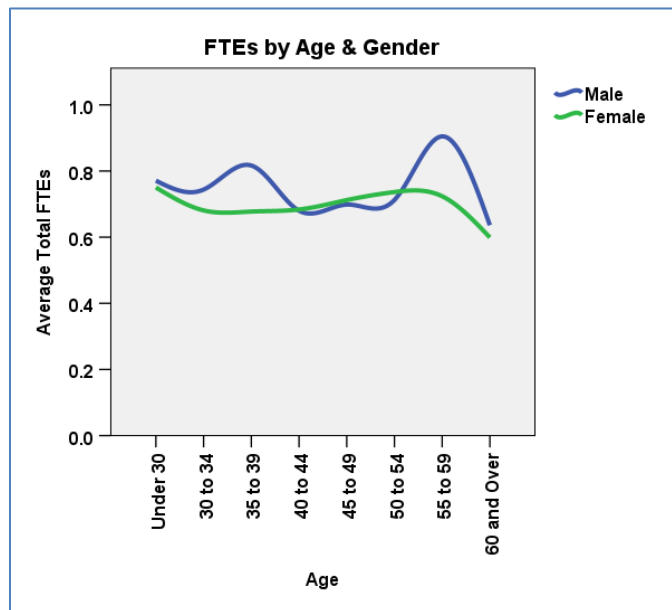


Source: Va. Healthcare Workforce Data Center

The typical dental hygienist provided 0.74 FTEs in the past year, or approximately 30 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by either age or gender.

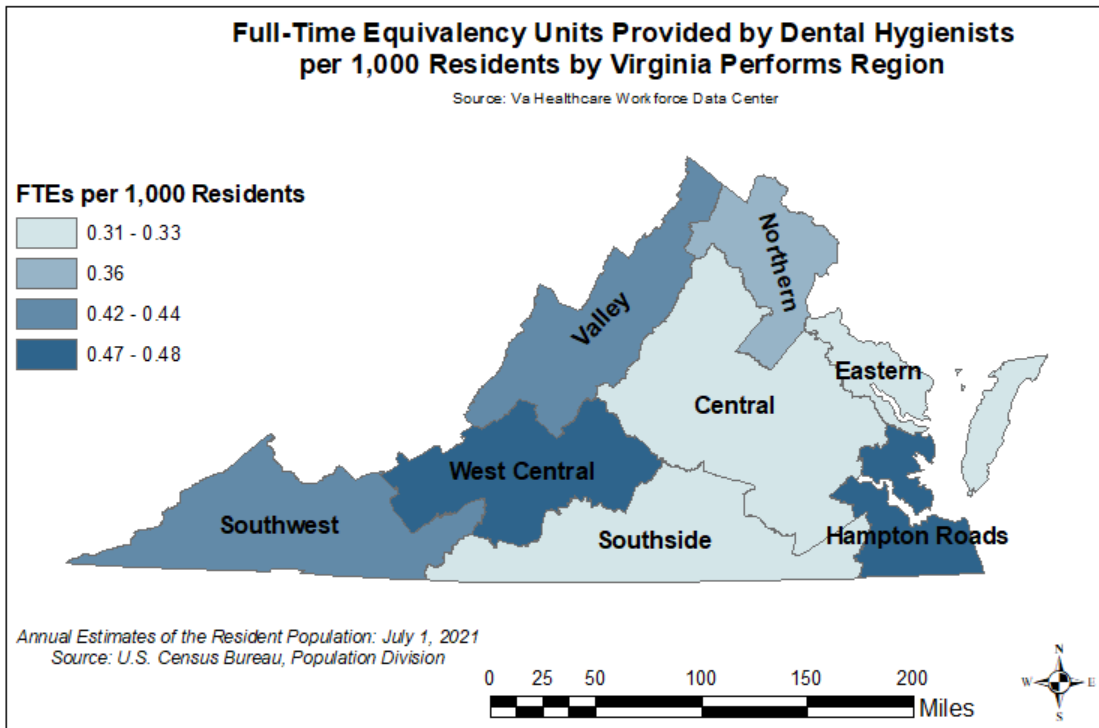
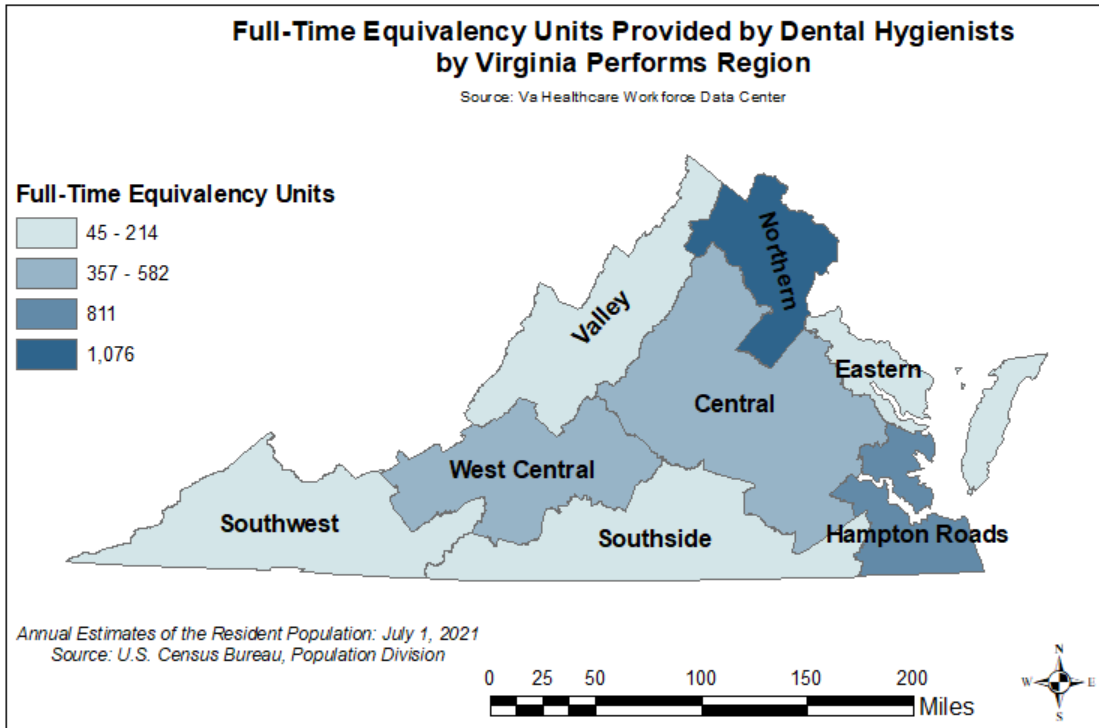
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.74	0.78
30 to 34	0.68	0.68
35 to 39	0.69	0.75
40 to 44	0.65	0.68
45 to 49	0.73	0.80
50 to 54	0.68	0.72
55 to 59	0.73	0.80
60 and Over	0.55	0.48
Gender		
Male	0.74	0.84
Female	0.69	0.76

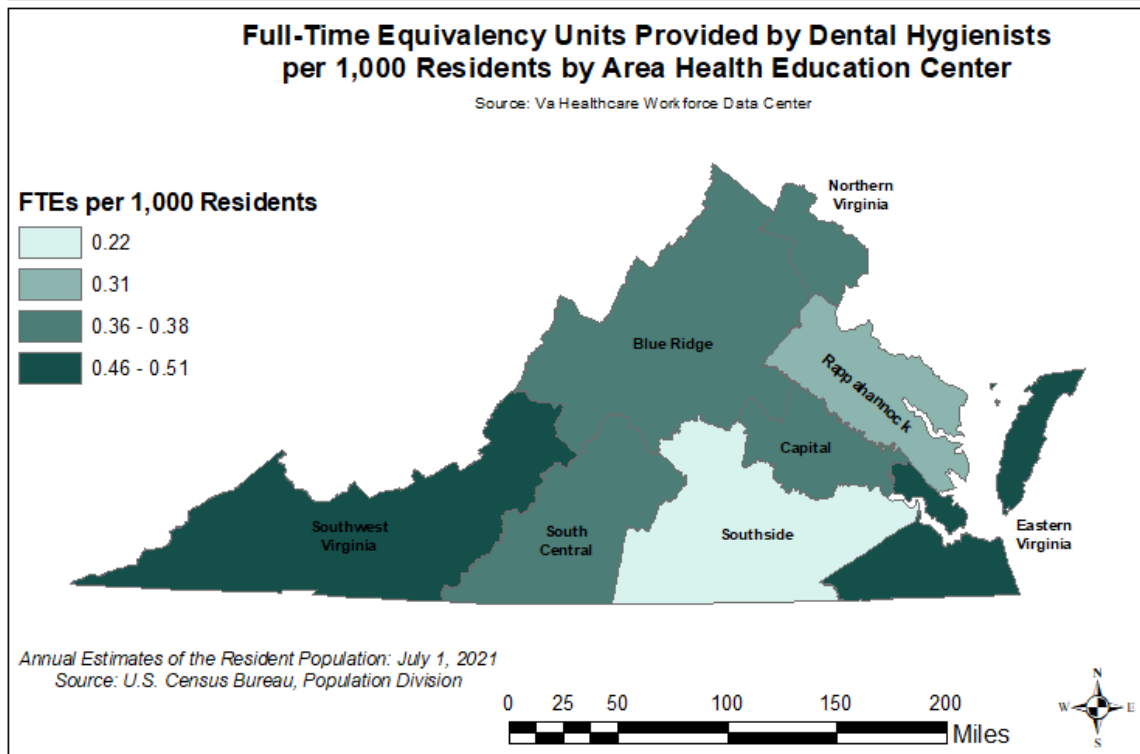
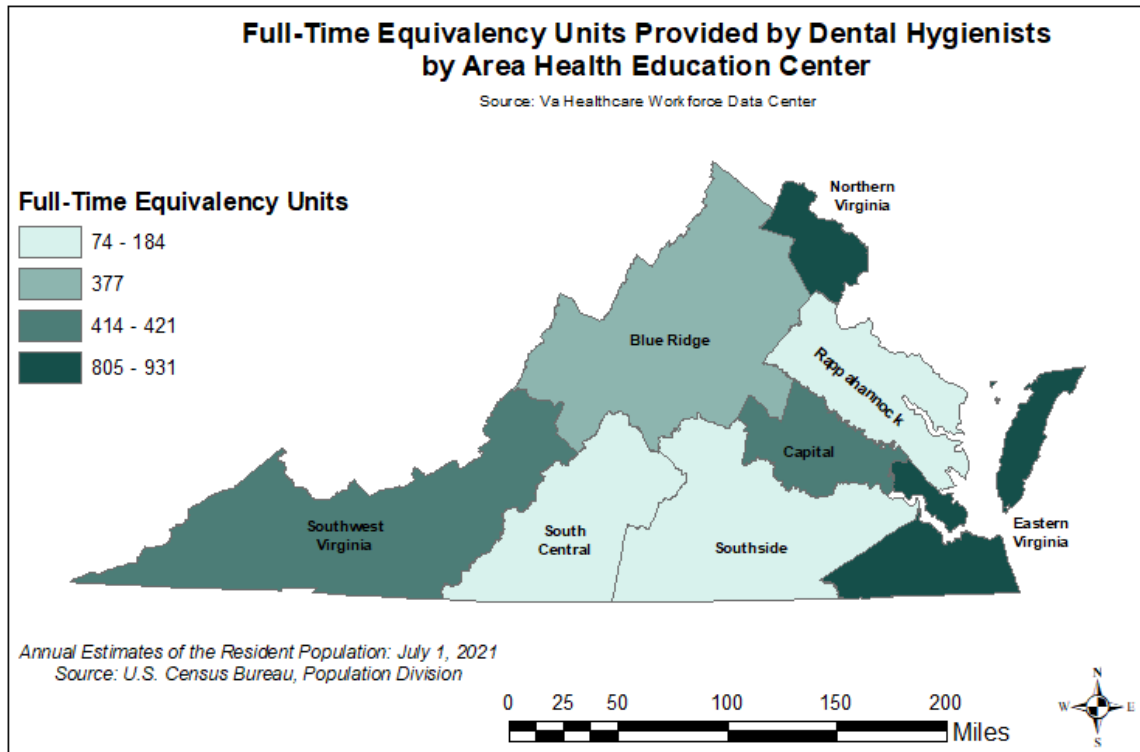
Source: Va. Healthcare Workforce Data Center

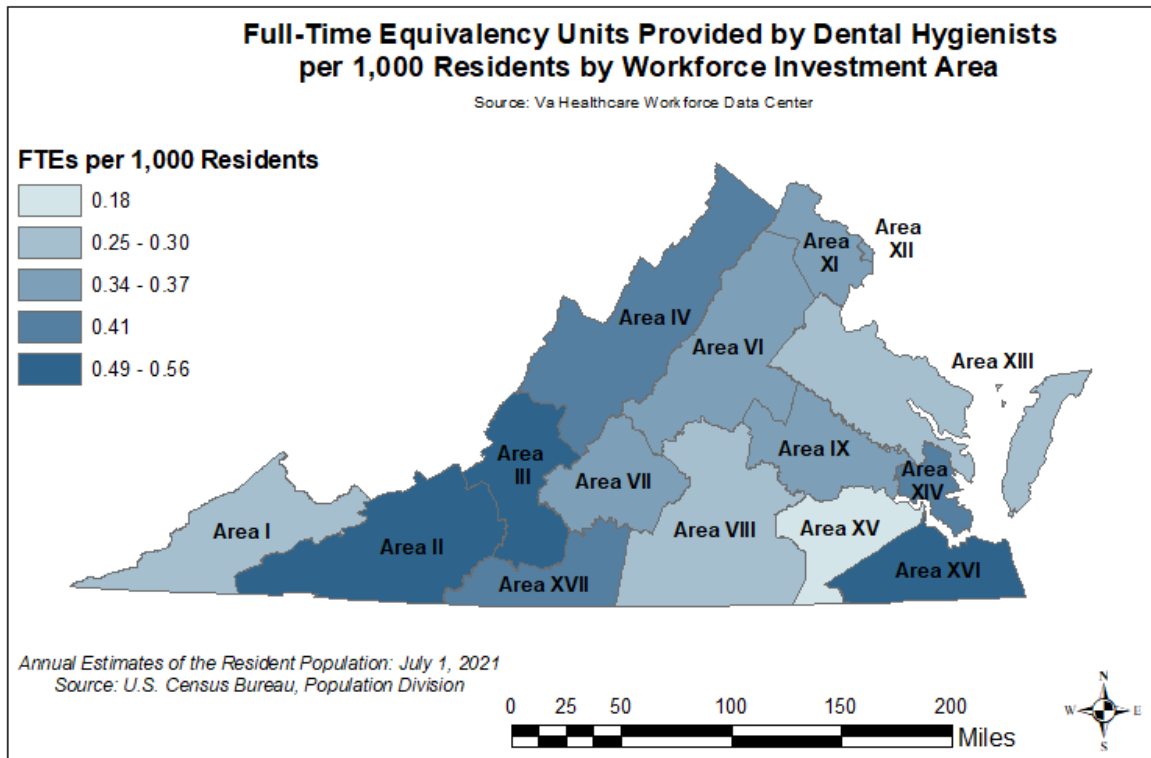
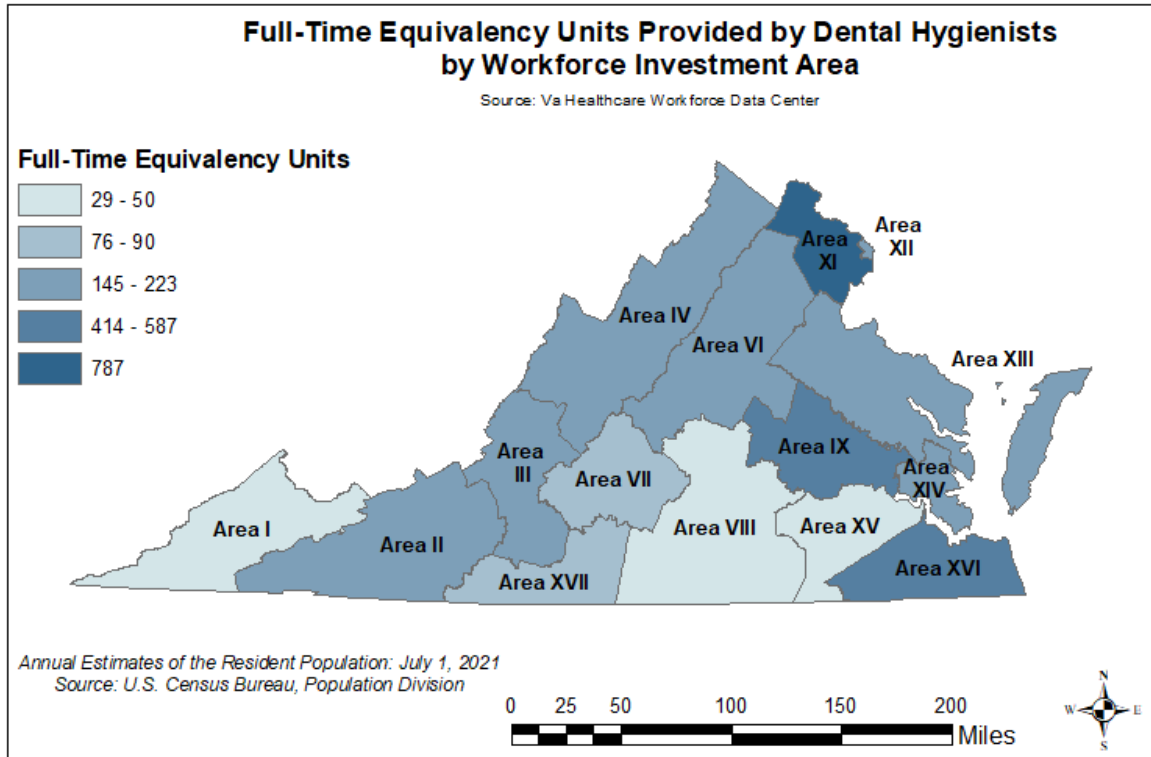


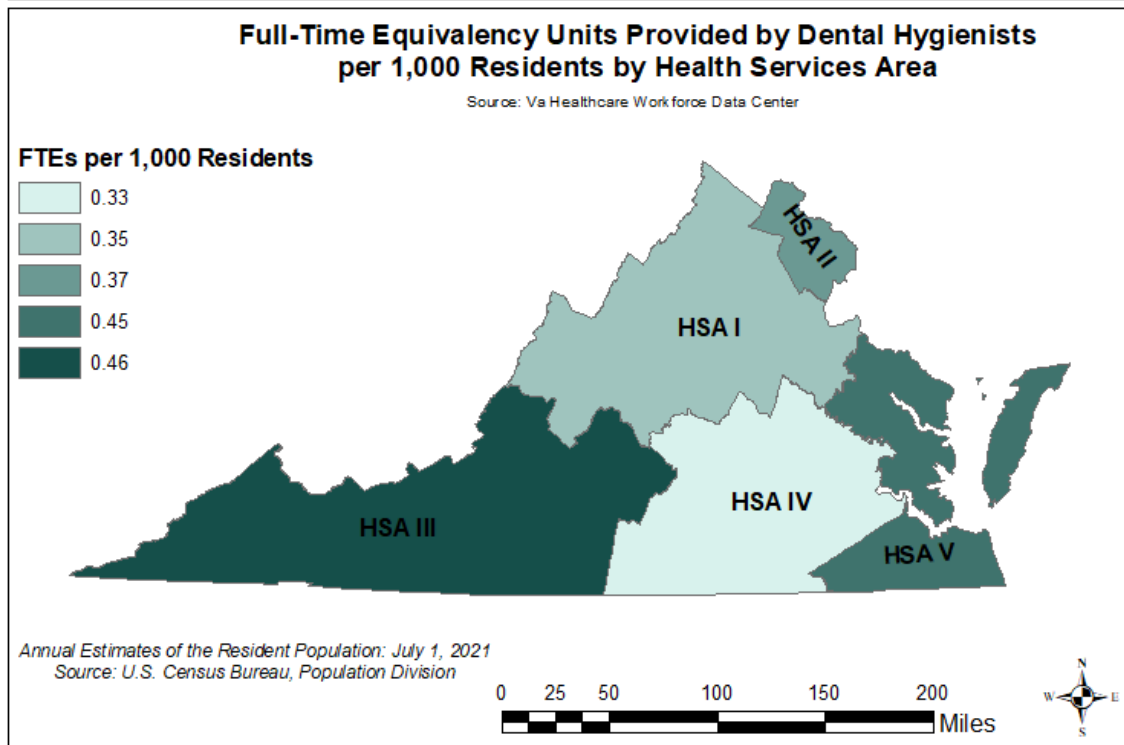
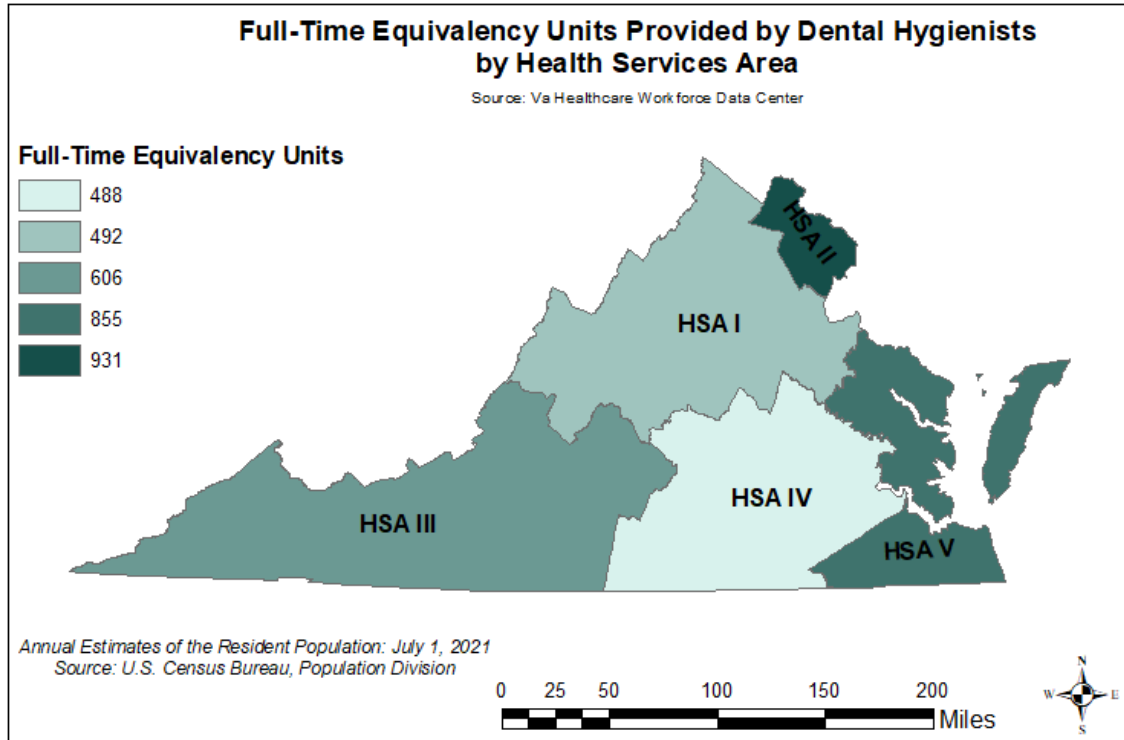
Source: Va. Healthcare Workforce Data Center

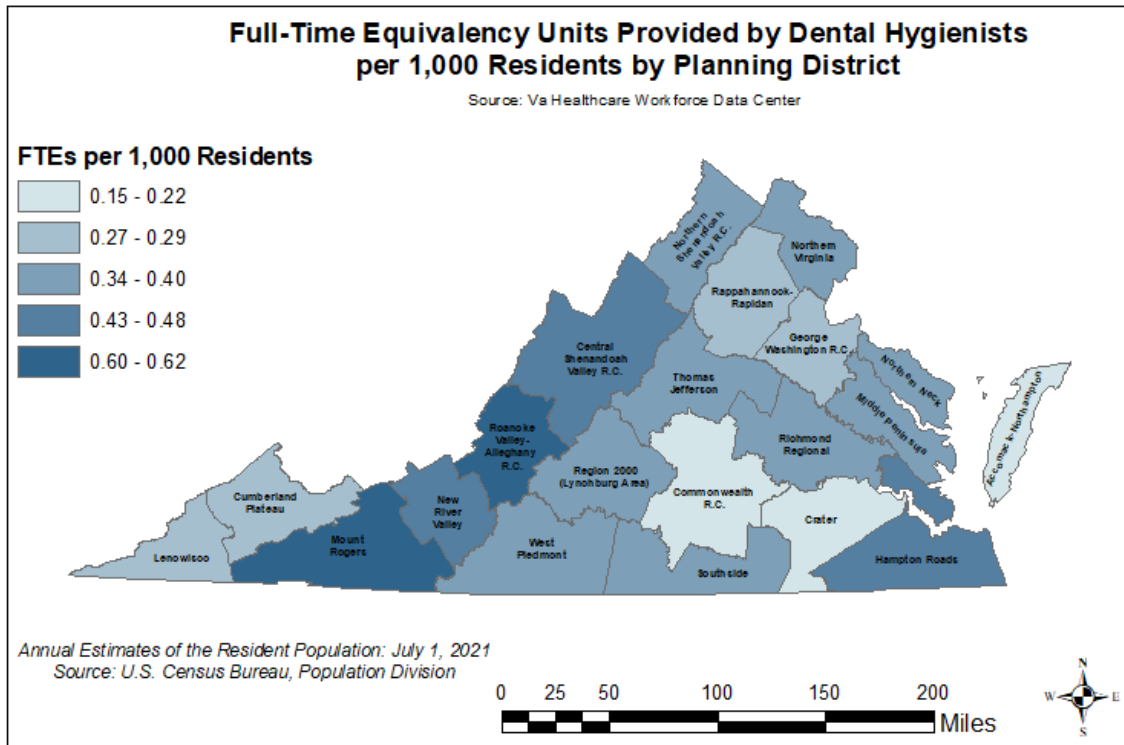
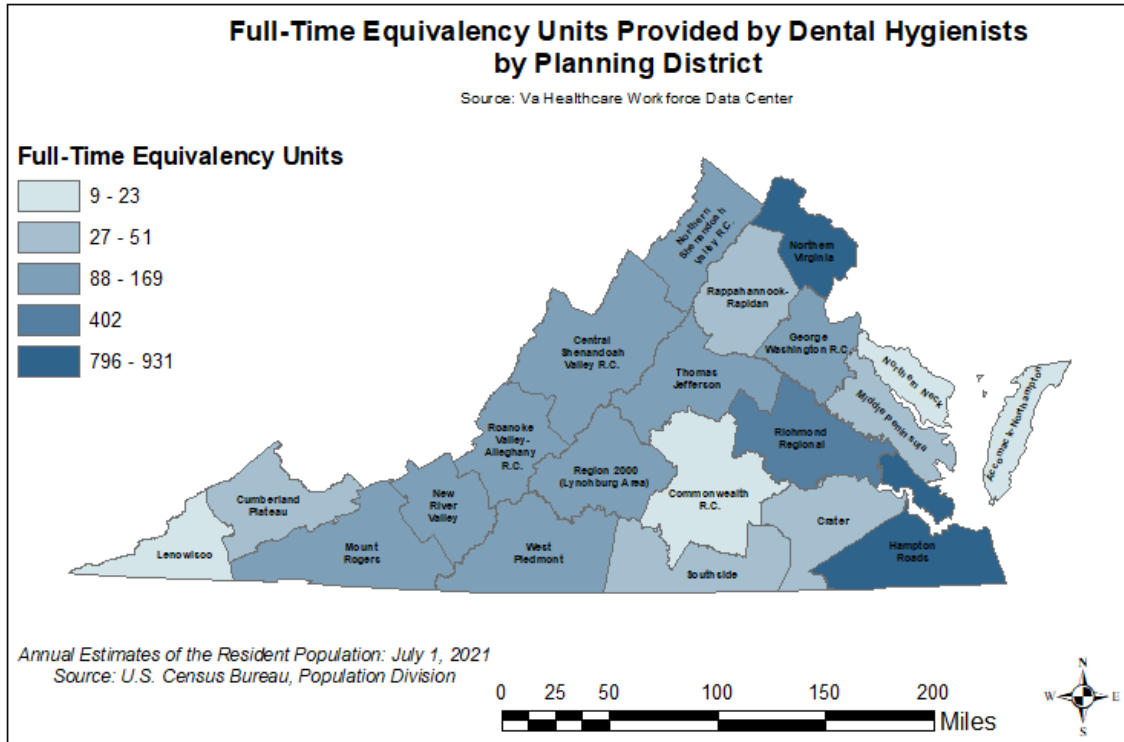
² Number of residents in 2021 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,667	82.55%	1.211	1.145	1.423
Metro, 250,000 to 1 Million	426	84.04%	1.190	1.125	1.398
Metro, 250,000 or Less	443	84.65%	1.181	1.117	1.387
Urban, Pop. 20,000+, Metro Adj.	98	87.76%	1.140	1.077	1.338
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	222	83.78%	1.194	1.128	1.402
Urban, Pop. 2,500-19,999, Non-Adj.	160	85.00%	1.176	1.112	1.382
Rural, Metro Adj.	96	75.00%	1.333	1.261	1.566
Rural, Non-Adj.	46	73.91%	1.353	1.279	1.589
Virginia Border State/D.C.	585	71.62%	1.396	1.320	1.640
Other U.S. State	647	74.34%	1.345	1.272	1.580

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	792	68.94%	1.451	1.338	1.640
30 to 34	849	82.21%	1.216	1.122	1.375
35 to 39	858	82.05%	1.219	1.125	1.378
40 to 44	829	83.84%	1.193	1.101	1.348
45 to 49	717	84.94%	1.177	1.086	1.331
50 to 54	663	85.52%	1.169	1.079	1.322
55 to 59	641	85.65%	1.168	1.077	1.320
60 and Over	1,041	77.43%	1.292	1.192	1.460

Source: Va. Healthcare Workforce Data Center

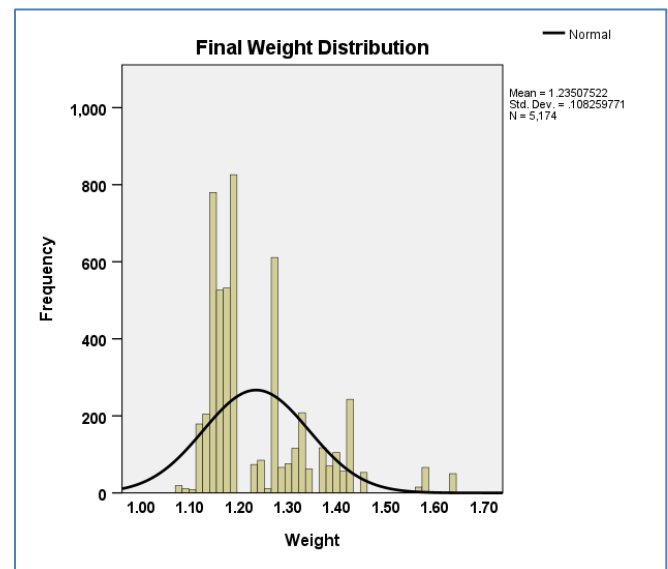
See the Methods section on the HWDC website for details on HWDC methods:

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

Final weights are calculated by multiplying the two weights and the overall response rate:

Age Weight x Rural Weight x Response Rate =
Final Weight.

Overall Response Rate: 0.809703



Source: Va. Healthcare Workforce Data Center