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# *Virginia's Dental Hygienist Workforce: 2023*

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Healthcare Workforce Data Center

February 2024

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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 their ongoing cooperation.*

***Thank You!***

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# Contents

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<b>Results in Brief</b> .....	<b>2</b>
<b>Summary of Trends</b> .....	<b>2</b>
<b>Survey Response Rates</b> .....	<b>3</b>
<b>The Workforce</b> .....	<b>4</b>
<b>Demographics</b> .....	<b>5</b>
<b>Background</b> .....	<b>6</b>
<b>Education</b> .....	<b>8</b>
<b>Current Employment Situation</b> .....	<b>9</b>
<b>Employment Quality</b> .....	<b>10</b>
<b>2023 Labor Market</b> .....	<b>11</b>
<b>Work Site Distribution</b> .....	<b>12</b>
<b>Establishment Type</b> .....	<b>13</b>
<b>Languages</b> .....	<b>15</b>
<b>Time Allocation</b> .....	<b>16</b>
<b>Patient Workload</b> .....	<b>17</b>
<b>Retirement &amp; Future Plans</b> .....	<b>18</b>
<b>Full-Time Equivalency Units</b> .....	<b>20</b>
<b>Maps</b> .....	<b>21</b>
Virginia Performs Regions .....	21
Area Health Education Center Regions .....	22
Workforce Investment Areas .....	23
Health Services Areas .....	24
Planning Districts.....	25
<b>Appendices</b> .....	<b>26</b>
Appendix A: Weights .....	26

# The Dental Hygienist Workforce At a Glance:

## The Workforce

Licenses:	6,304
Virginia's Workforce:	5,259
FTEs:	3,322

## Background

Rural Childhood:	36%
HS Diploma in VA:	61%
Prof. Degree in VA:	67%

## Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	57%
Satisfied?:	95%

## Survey Response Rate

All Licenses:	88%
Renewing Practitioners:	94%

## Education

Associate:	56%
Baccalaureate:	40%

## Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	57%

## Demographics

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

## Finances

Median Income:	\$60k-\$70k
Retirement Benefits:	55%
Under 40 w/ Ed. Debt:	47%

## Time Allocation

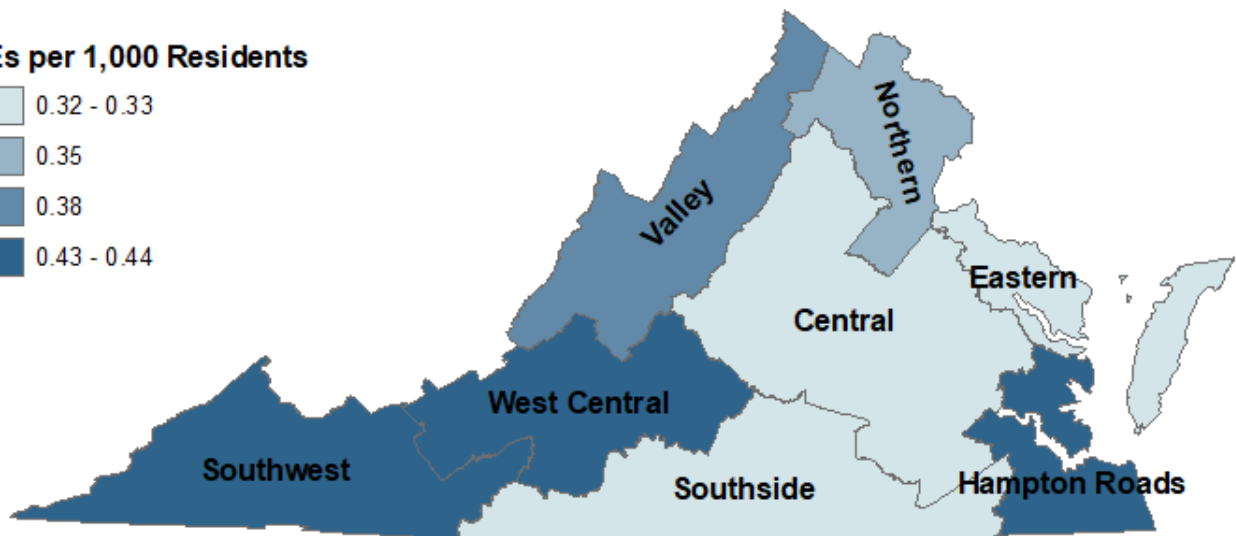
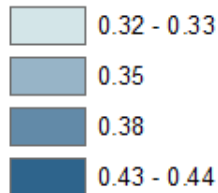
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	93%

Source: Va. Healthcare Workforce Data Center

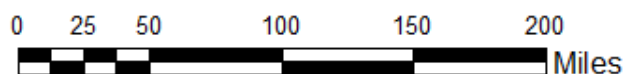
## Full-Time Equivalency Units Provided by Dental Hygienists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2023 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 annually on an ongoing basis during the birth month of each dental hygienist. These survey respondents represent 88% of the 6,304 dental hygienists who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 5,259 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 3,322 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The median age of Virginia's dental hygienist workforce is 43, and 98% of all dental hygienists in the state 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 45%. This makes Virginia's dental hygienist workforce less diverse than the state's overall population, which has a comparable diversity index of 60%. More than one-third of all dental hygienists grew up in a rural area, and 22% 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, 57% have one full-time position, and 54% work between 30 and 39 hours per week. The typical dental hygienist earns between \$60,000 and \$70,000 per year. In addition, more than three out of every four dental hygienists receive at least one employer-sponsored benefit, including 55% who have access to a retirement plan. Among all dental hygienists, 95% indicated that they are satisfied with their current work situation, including 62% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2013 dental hygienist workforce. The number of licensed dental hygienists in Virginia has increased by 16% (6,304 vs. 5,425). At the same time, the size of the dental hygienist workforce has risen by 17% (5,259 vs. 4,496), and the number of FTEs provided by this workforce has grown by 8% (3,322 vs. 3,062). Virginia's renewing dental hygienists are more likely to respond to this survey (94% vs. 88%).

While the median age of Virginia's dental hygienist workforce has fallen slightly (43 vs. 44), the percentage of all dental hygienists who are female has remained constant (98%). The diversity index of this workforce has increased (40% vs. 29%), a trend that has also occurred among dental hygienists who are under the age of 40 (45% vs. 39%). Dental hygienists are more likely to have grown up in a rural area (36% vs. 34%), and dental hygienists who grew up in a rural area are also more likely to work in a non-metro area of Virginia (22% vs. 19%). In total, the percentage of all dental hygienists who work in a non-metro area of the state has increased slightly (10% vs. 9%).

Dental hygienists are more likely to hold one full-time position (57% vs. 47%) instead of two more positions simultaneously (12% vs. 17%). In addition, dental hygienists are more likely to work between 30 and 39 hours per week (54% vs. 47%) instead of between 20 and 29 hours per week (15% vs. 20%), and the percentage of dental hygienists who have worked at their primary work location for more than two years has fallen (57% vs. 69%). The one-year rates of underemployment (4% vs. 12%) and involuntary unemployment (1% vs. 4%) have both fallen. Dental hygienists are considerably more likely to be employed in a solo practice (69% vs. 53%) instead of a group practice (17% vs. 39%).

The median annual income of the dental hygienist workforce has increased (\$60k-\$70k vs. \$50k-\$55k), and dental hygienists are more likely to earn this income as an hourly wage (83% vs. 74%) instead of as a salary (16% vs. 23%). Although dental hygienists are more likely to indicate that they are satisfied with their current work situation (95% vs. 92%), they are slightly less likely to indicate that they are "very satisfied" (62% vs. 63%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,726	91%
New Licensees	277	4%
Non-Renewals	301	5%
All Licensees	6,304	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing dental hygienists, 94% submitted a survey. These represent 88% of the 6,304 dental hygienists who held a license at some point in the past year.*

### Definitions

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

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	188	594	76%
30 to 34	84	739	90%
35 to 39	70	789	92%
40 to 44	71	776	92%
45 to 49	56	656	92%
50 to 54	52	607	92%
55 to 59	55	540	91%
60 and Over	174	853	83%
<b>Total</b>	<b>750</b>	<b>5,554</b>	<b>88%</b>
<b>New Licenses</b>			
Issued in Past Year	236	41	15%
<b>Metro Status</b>			
Non-Metro	67	552	89%
Metro	441	4,043	90%
Not in Virginia	242	959	80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	5,554
Response Rate, All Licensees	88%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Licensed Dental Hygienists**

Number:	6,304
New:	4%
Not Renewed:	5%

**Response Rates**

All Licensees:	88%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Dental Hygienist Workforce: 5,259  
 FTEs: 3,322

### Utilization Ratios

Licensees in VA Workforce: 83%  
 Licensees per FTE: 1.90  
 Workers per FTE: 1.58

Source: Va. Healthcare Workforce Data Center

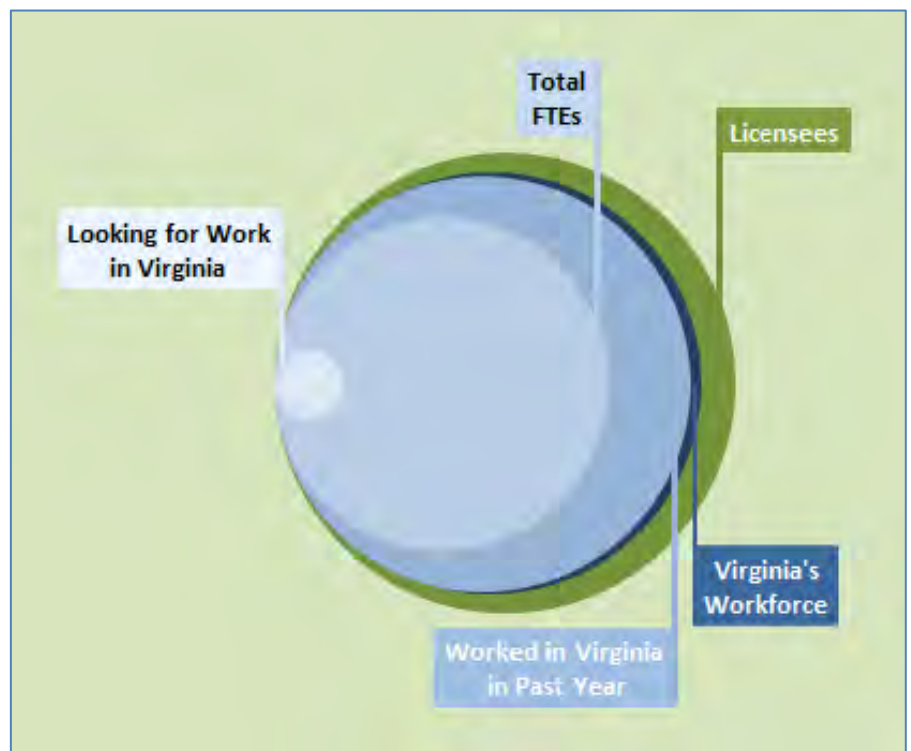
## Definitions

- 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	5,119	97%
Looking for Work in Virginia	140	3%
Virginia's Workforce	5,259	100%
Total FTEs	3,322	
Licensees	6,304	

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/>*



Source: Va. Healthcare Workforce Data Center



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	23	3%	633	97%	655	15%
30 to 34	17	3%	611	97%	628	14%
35 to 39	27	4%	613	96%	640	14%
40 to 44	11	2%	585	98%	596	13%
45 to 49	10	2%	465	98%	475	11%
50 to 54	5	1%	426	99%	432	10%
55 to 59	4	1%	394	99%	398	9%
60 and Over	7	1%	649	99%	657	15%
<b>Total</b>	<b>104</b>	<b>2%</b>	<b>4,376</b>	<b>98%</b>	<b>4,480</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	59%	3,433	76%	1,406	73%
Black	18%	250	6%	107	6%
Asian	7%	364	8%	174	9%
Other Race	1%	51	1%	13	1%
Two or More Races	5%	137	3%	84	4%
Hispanic	10%	269	6%	136	7%
<b>Total</b>	<b>100%</b>	<b>4,504</b>	<b>100%</b>	<b>1,920</b>	<b>100%</b>

\*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, 2022.

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%

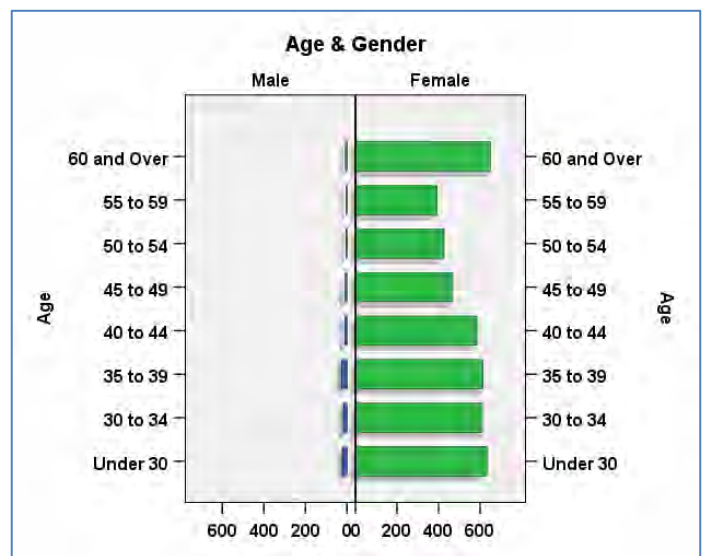
**Diversity**

Diversity Index: 40%  
Under 40 Div. Index: 45%

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 60%.*

*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 45%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 13%  
 Rural Childhood: 36%

### Virginia Background

HS in Virginia: 61%  
 Prof. Edu. in VA: 67%  
 HS or Prof. Edu. in VA: 74%

### Location Choice

% Rural to Non-Metro: 22%  
 % Urban/Suburban to Non-Metro: 3%

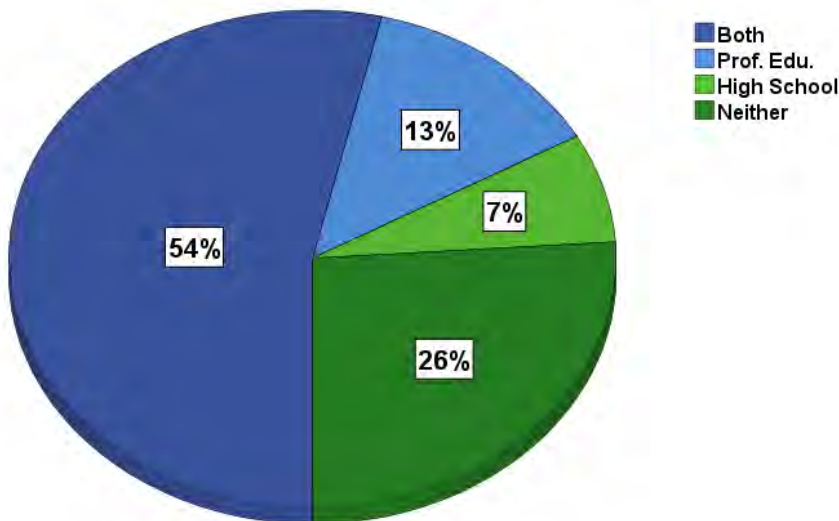
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	23%	62%	15%
2	Metro, 250,000 to 1 Million	54%	37%	9%
3	Metro, 250,000 or Less	64%	31%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	67%	21%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	75%	24%	2%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	92%	6%	2%
8	Rural, Metro Adjacent	80%	13%	7%
9	Rural, Non-Adjacent	77%	21%	3%
<b>Overall</b>		<b>36%</b>	<b>52%</b>	<b>13%</b>

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 22% 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	2,718	Virginia	2,950
2	Outside U.S./Canada	295	North Carolina	187
3	Pennsylvania	141	Maryland	166
4	Maryland	141	West Virginia	123
5	West Virginia	126	Pennsylvania	102
6	New York	112	New York	99
7	North Carolina	111	Florida	93
8	Florida	85	Tennessee	70
9	New Jersey	75	Washington, D.C.	67
10	Michigan	68	Michigan	56

Source: Va. Healthcare Workforce Data Center

*Among all dental hygienists, 61% 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	468	Virginia	518
2	Outside U.S./Canada	68	Maryland	44
3	Maryland	37	North Carolina	40
4	West Virginia	35	West Virginia	31
5	Pennsylvania	28	Florida	28
6	North Carolina	26	Pennsylvania	23
7	Florida	26	New York	18
8	New Jersey	20	Ohio	16
9	Ohio	19	Washington, D.C.	15
10	Georgia	16	Tennessee	15

Source: Va. Healthcare Workforce Data Center

*Among dental hygienists who obtained their initial license in the past five years, 51% received their high school degree in Virginia, and 57% 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 four out of every five of these licensees worked at some point in the past year, including 66% who currently work as dental hygienists.*

### At a Glance:

#### Not in VA Workforce

Total:	1,045
% of Licensees:	17%
Federal/Military:	6%
VA Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Certificate	69	2%
Associate Degree	2,460	56%
Baccalaureate Degree	1,745	40%
Post-Graduate Cert.	13	0%
Master's Degree	105	2%
Doctorate	4	0%
<b>Total</b>	<b>4,396</b>	<b>100%</b>

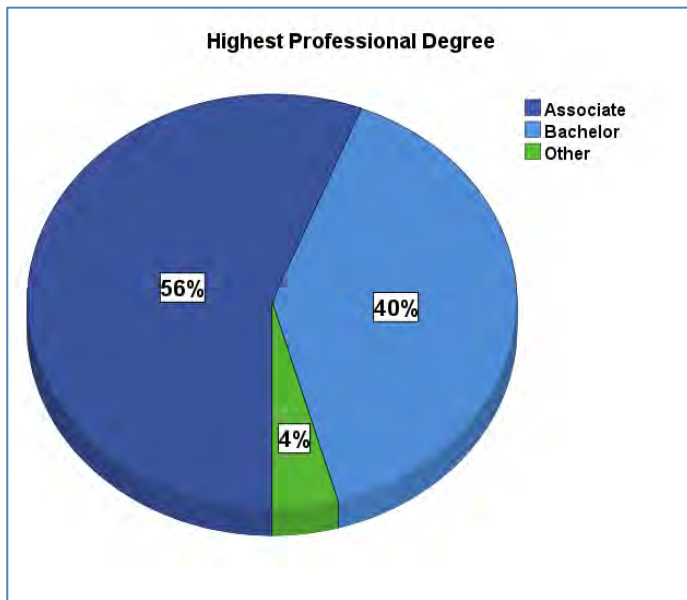
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Associate: 56%  
 Baccalaureate: 40%

**Education Debt**  
 Carry Debt: 29%  
 Under Age 40 w/ Debt: 47%  
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 56% 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 47% 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.

Amount Carried	All Dental Hygienists		Hygienists Under 40	
	#	%	#	%
None	2,777	71%	885	53%
Less than \$10,000	288	7%	194	12%
\$10,000-\$19,999	254	6%	186	11%
\$20,000-\$29,999	181	5%	132	8%
\$30,000-\$39,999	114	3%	89	5%
\$40,000-\$49,999	84	2%	51	3%
\$50,000-\$59,999	47	1%	32	2%
\$60,000-\$69,999	42	1%	25	1%
\$70,000-\$79,999	33	1%	21	1%
\$80,000-\$89,999	31	1%	26	2%
\$90,000-\$99,999	14	0%	11	1%
\$100,000 or More	45	1%	25	1%
<b>Total</b>	<b>3,909</b>	<b>100%</b>	<b>1,677</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 57%  
 2 or More Positions: 12%

### Weekly Hours:

40 to 49: 12%  
 60 or More: 1%  
 Less than 30: 26%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	2	< 1%
Employed in a Capacity Related to Dental Hygiene	4,047	90%
Employed, NOT in a Capacity Related to Dental Hygiene	165	4%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	16	< 1%
Voluntarily Unemployed	206	5%
Retired	48	1%
<b>Total</b>	<b>4,485</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all dental hygienists, 90% are currently employed in the profession, 57% hold one full-time job, and 54% work between 30 and 39 hours per week.*

Current Positions		
Positions	#	%
No Positions	270	6%
One Part-Time Position	1,101	25%
Two Part-Time Positions	213	5%
One Full-Time Position	2,511	57%
One Full-Time Position & One Part-Time Position	243	6%
Two Full-Time Positions	5	0%
More than Two Positions	57	1%
<b>Total</b>	<b>4,400</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	270	6%
1 to 9 Hours	152	3%
10 to 19 Hours	350	8%
20 to 29 Hours	650	15%
30 to 39 Hours	2,349	54%
40 to 49 Hours	518	12%
50 to 59 Hours	31	1%
60 to 69 Hours	18	0%
70 to 79 Hours	7	0%
80 or More Hours	13	0%
<b>Total</b>	<b>4,358</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	30	1%
Less than \$20,000	201	6%
\$20,000-\$29,999	134	4%
\$30,000-\$39,999	185	5%
\$40,000-\$49,999	329	9%
\$50,000-\$59,999	464	13%
\$60,000-\$69,999	653	18%
\$70,000-\$79,999	635	18%
\$80,000-\$89,999	468	13%
\$90,000-\$99,999	249	7%
\$100,000 or More	235	7%
<b>Total</b>	<b>3,583</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Paid Vacation: 69%  
Retirement: 55%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,734	62%
Somewhat Satisfied	1,424	33%
Somewhat Dissatisfied	188	4%
Very Dissatisfied	40	1%
<b>Total</b>	<b>4,386</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist makes between \$60,000 and \$70,000 per year. In addition, 76% of dental hygienists receive at least one employer-sponsored benefit, including 55% who have access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,778	69%	68%
Retirement	2,234	55%	54%
Paid Sick Leave	1,383	34%	34%
Dental Insurance	877	22%	21%
Group Life Insurance	639	16%	15%
Signing/Retention Bonus	272	7%	6%
<b>At Least One Benefit</b>	<b>3,081</b>	<b>76%</b>	<b>75%</b>

\*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?	41	1%
Experience Voluntary Unemployment?	362	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	197	4%
Work Two or More Positions at the Same Time?	641	12%
Switch Employers or Practices?	381	7%
<b>Experience at Least One?</b>	<b>1,324</b>	<b>25%</b>

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.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	172	4%	88	11%
<b>Less than 6 Months</b>	293	7%	120	15%
<b>6 Months to 1 Year</b>	477	11%	122	15%
<b>1 to 2 Years</b>	877	21%	142	18%
<b>3 to 5 Years</b>	841	20%	146	18%
<b>6 to 10 Years</b>	500	12%	71	9%
<b>More than 10 Years</b>	1,052	25%	112	14%
<b>Subtotal</b>	<b>4,212</b>	<b>100%</b>	<b>800</b>	<b>100%</b>
<b>Did Not Have Location</b>	201		4,404	
<b>Item Missing</b>	847		54	
<b>Total</b>	<b>5,259</b>		<b>5,259</b>	

Source: Va. Healthcare Workforce Data Center

*Among all dental hygienists, 83% receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 4%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 24%  
Over 2 Years: 57%  
Over 2 Yrs., 2<sup>nd</sup> Location: 41%

**Employment Type**

Hourly Wage: 83%  
Salary/Commission: 16%

Source: Va. Healthcare Workforce Data Center

*Nearly three out of every five dental hygienists have been employed at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
Salary/Commission	499	16%
Hourly Wage	2,626	83%
By Contract	38	1%
Business/Practice Income	8	0%
Unpaid	6	0%
<b>Subtotal</b>	<b>3,177</b>	<b>100%</b>
<b>Did Not Have Location</b>	201	
<b>Item Missing</b>	1,881	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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 3.3%. At the time of publication, the unemployment rate from December 2023 was still preliminary.

## At a Glance:

### Concentration

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

### Locations

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

Source: Va. Healthcare Workforce Data Center

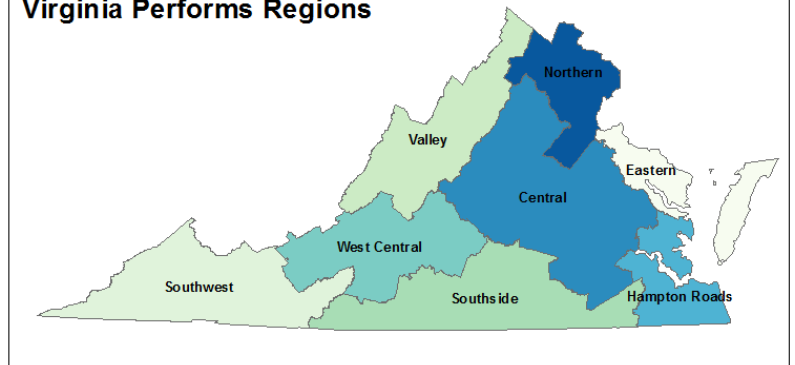
Nearly three-quarters of all dental hygienists work in Northern Virginia, Hampton Roads, and Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	743	18%	135	16%
Eastern	54	1%	8	1%
Hampton Roads	982	24%	156	19%
Northern	1,362	33%	327	39%
Southside	137	3%	18	2%
Southwest	188	5%	27	3%
Valley	258	6%	51	6%
West Central	422	10%	85	10%
Virginia Border State/D.C.	11	0%	12	1%
Other U.S. State	18	0%	18	2%
Outside of the U.S.	2	0%	2	0%
<b>Total</b>	<b>4,177</b>	<b>100%</b>	<b>839</b>	<b>100%</b>
Item Missing	881		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	151	4%	295	7%
1	3,346	77%	3,329	77%
2	581	13%	516	12%
3	182	4%	172	4%
4	27	1%	7	0%
5	11	0%	3	0%
6 or More	48	1%	24	1%
<b>Total</b>	<b>4,346</b>	<b>100%</b>	<b>4,346</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center



A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,794	94%	717	93%
Non-Profit	82	2%	19	2%
State/Local Government	101	2%	28	4%
Veterans Administration	5	0%	1	0%
U.S. Military	51	1%	6	1%
Other Federal Government	10	0%	2	0%
<b>Total</b>	<b>4,043</b>	<b>100%</b>	<b>773</b>	<b>100%</b>
Did Not Have Location	201		4,404	
Item Missing	1,014		82	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

For-Profit:	94%
Federal:	2%

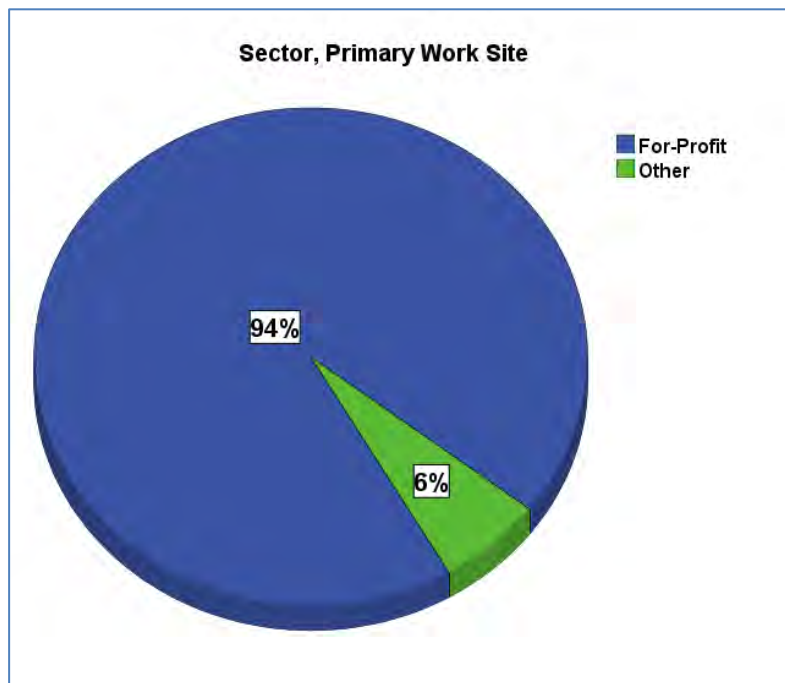
**Top Establishments**

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

**Remote Supervision**

Public Health Dentistry:	6%
Dentistry:	5%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

*Among all dental hygienists, 6% work under the remote supervision of a public health dentist, and 5% work under the remote supervision of a dentist.*

Remote Supervision				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Public Health Dentistry</b>				
<b>Yes</b>	256	6%	53	7%
<b>No</b>	3,821	94%	721	93%
<b>Total</b>	<b>4,077</b>	<b>100%</b>	<b>774</b>	<b>100%</b>
<b>Dentistry</b>				
<b>Yes</b>	189	5%	67	9%
<b>No</b>	3,863	95%	706	91%
<b>Total</b>	<b>4,052</b>	<b>100%</b>	<b>773</b>	<b>100%</b>

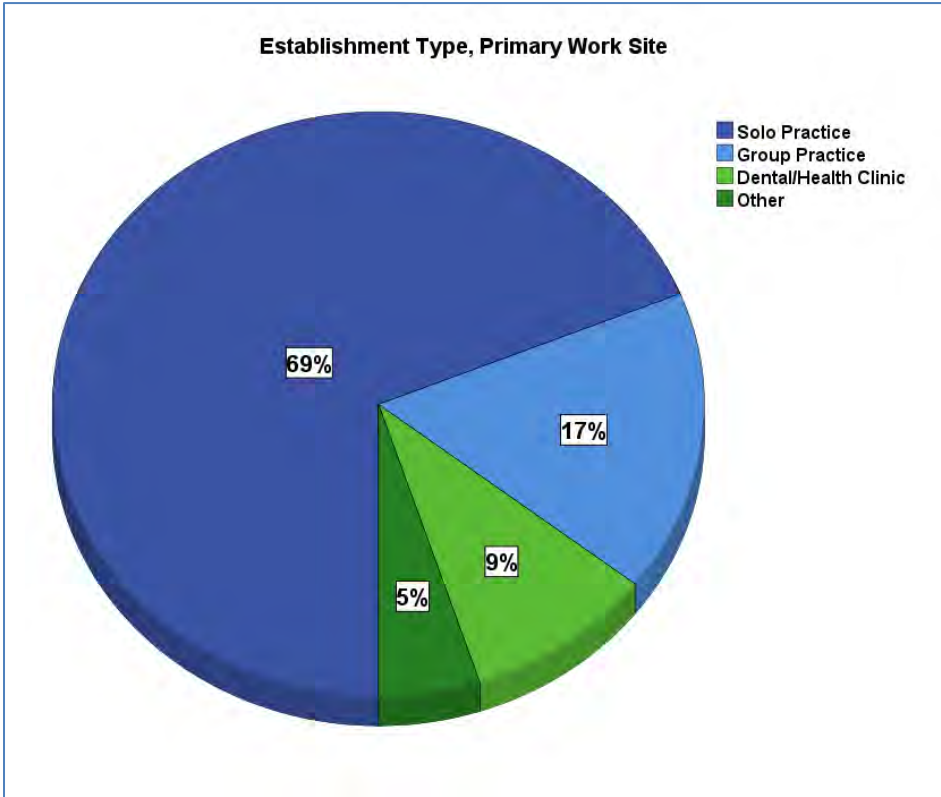
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,743	69%	502	67%
Group Practice	666	17%	105	14%
Dental/Health Clinic	376	9%	84	11%
Dental School (Including Combined Dental/Dental Hygiene)	59	1%	30	4%
Hospital/Health System	25	1%	4	1%
Public Health Program	15	0%	2	0%
Corrections	13	0%	2	0%
Insurance	10	0%	0	0%
K-12 School or Non-Dental College	9	0%	0	0%
Supplier Organization	7	0%	0	0%
Nursing Home/Long-Term Care Facility	0	0%	2	0%
Other	63	2%	17	2%
<b>Total</b>	<b>3,986</b>	<b>100%</b>	<b>748</b>	<b>100%</b>
<b>Did Not Have a Location</b>	201		4,404	

*More than two-thirds of all 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, 67% 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)

### Languages Offered

Spanish:	25%
Arabic:	4%
Korean:	4%

### Means of Communication

Other Staff Member:	72%
Respondent:	27%
Virtual Translation:	11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
<b>Spanish</b>	1,334	25%
<b>Arabic</b>	217	4%
<b>Korean</b>	215	4%
<b>Vietnamese</b>	179	3%
<b>Persian</b>	155	3%
<b>Hindi</b>	134	3%
<b>Tagalog/Filipino</b>	128	2%
<b>Chinese</b>	112	2%
<b>Urdu</b>	85	2%
<b>French</b>	73	1%
<b>Amharic, Somali, or Other Afro-Asiatic Languages</b>	61	1%
<b>Pashto</b>	57	1%
<b>Others</b>	191	4%
<b>At Least One Language</b>	<b>1,646</b>	<b>31%</b>

Source: Va. Healthcare Workforce Data Center

*One-quarter of all dental hygienists are employed at a primary work location that offers Spanish language services for patients.*

*Nearly three out of every four dental hygienists who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.*

## Means of Language Communication

Provision	#	% of Workforce with Language Services
<b>Other Staff Member is Proficient</b>	1,193	72%
<b>Respondent is Proficient</b>	448	27%
<b>Virtual Translation Services</b>	184	11%
<b>Onsite Translation Service</b>	94	6%
<b>Other</b>	62	4%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

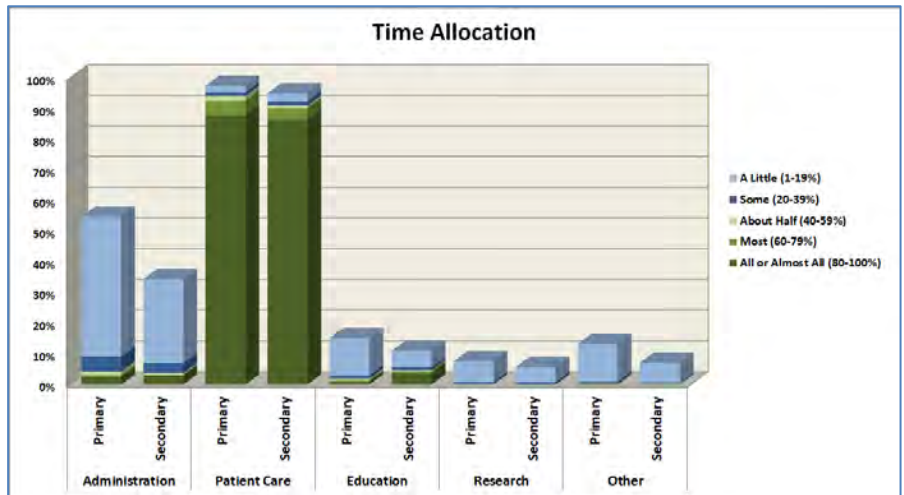
Patient Care: 93%  
Administration: 3%  
Education: 1%

### Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



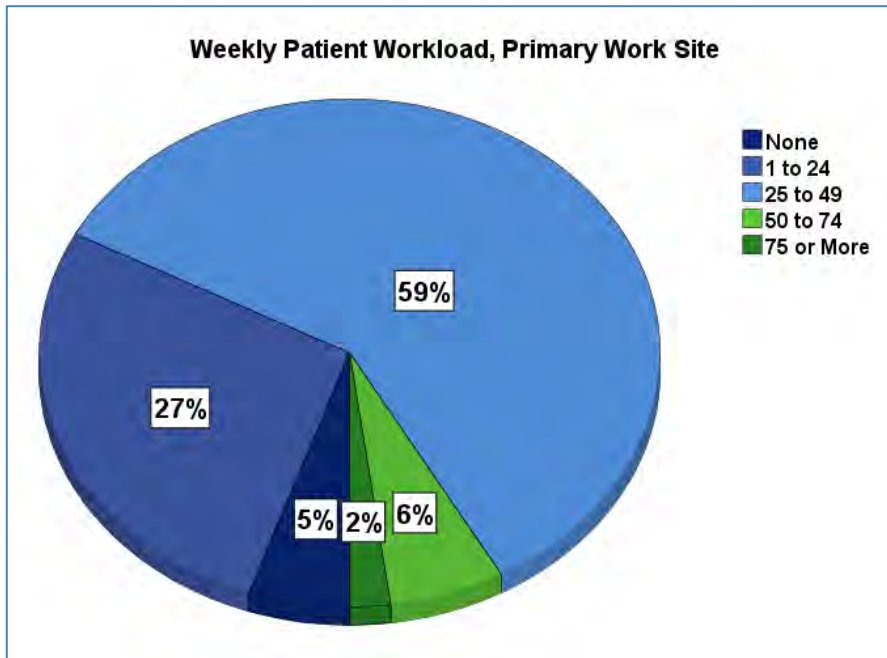
Source: Va. Healthcare Workforce Data Center

*Dental hygienists typically spend most of their time treating patients. In fact, 93% 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
<b>All or Almost All (80-100%)</b>	3%	3%	88%	86%	1%	4%	0%	0%	0%	0%
<b>Most (60-79%)</b>	0%	0%	5%	4%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	1%	1%	2%	1%	1%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	5%	3%	1%	1%	1%	1%	1%	1%	1%	0%
<b>A Little (1-19%)</b>	46%	27%	2%	3%	12%	5%	7%	5%	12%	7%
<b>None (0%)</b>	45%	66%	3%	5%	85%	89%	92%	94%	87%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



**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	
	#	%	#	%
<b>None</b>	214	5%	82	10%
<b>1-24</b>	1,120	27%	487	62%
<b>25-49</b>	2,408	59%	175	22%
<b>50-74</b>	245	6%	27	3%
<b>75-99</b>	43	1%	6	1%
<b>100-124</b>	17	0%	5	1%
<b>125-149</b>	8	0%	0	0%
<b>150-174</b>	8	0%	0	0%
<b>175-199</b>	2	0%	0	0%
<b>200 or More</b>	9	0%	1	0%
<b>Total</b>	<b>4,074</b>	<b>100%</b>	<b>783</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	469	12%	-	-
<b>50 to 54</b>	419	11%	24	2%
<b>55 to 59</b>	665	18%	119	10%
<b>60 to 64</b>	1,049	28%	385	31%
<b>65 to 69</b>	825	22%	471	38%
<b>70 to 74</b>	196	5%	144	12%
<b>75 to 79</b>	42	1%	25	2%
<b>80 or Over</b>	20	1%	12	1%
<b>I Do Not Intend to Retire</b>	115	3%	53	4%
<b>Total</b>	<b>3,800</b>	<b>100%</b>	<b>1,233</b>	<b>100%</b>

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: 43%

Under 60: 12%

**Time Until Retirement**

Within 2 Years: 7%

Within 10 Years: 27%

Half the Workforce: By 2043

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, 43% 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 6% expect to pursue additional educational opportunities.*

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	170	3%
<b>Leave Virginia</b>	123	2%
<b>Decrease Patient Care Hours</b>	699	13%
<b>Decrease Teaching Hours</b>	20	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	428	8%
<b>Increase Teaching Hours</b>	112	2%
<b>Pursue Additional Education</b>	314	6%
<b>Return to the Workforce</b>	53	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 7% 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 2043.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	250	7%	7%
5 Years	216	6%	12%
10 Years	550	14%	27%
15 Years	503	13%	40%
20 Years	580	15%	55%
25 Years	607	16%	71%
30 Years	414	11%	82%
35 Years	313	8%	90%
40 Years	170	4%	95%
45 Years	60	2%	96%
50 Years	11	0%	97%
55 Years	1	0%	97%
In More than 55 Years	10	0%	97%
Do Not Intend to Retire	115	3%	100%
<b>Total</b>	<b>3,800</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2033. Retirement will peak at 16% of the current workforce around 2048 before declining to under 10% again around 2058.

## At a Glance:

### FTEs

Total: 3,322  
 FTEs/1,000 Residents<sup>2</sup>: 0.383  
 Average: 0.66

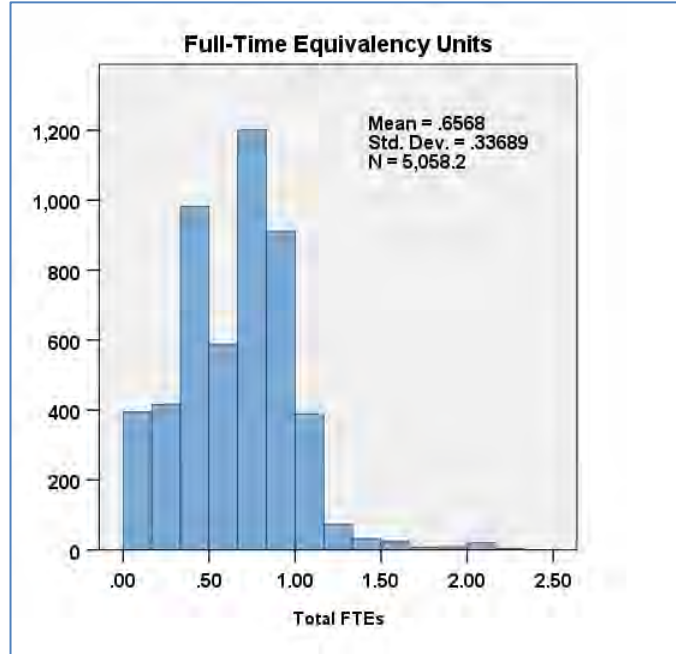
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Negligible  
 Gender, *Partial Eta*<sup>2</sup>: None

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

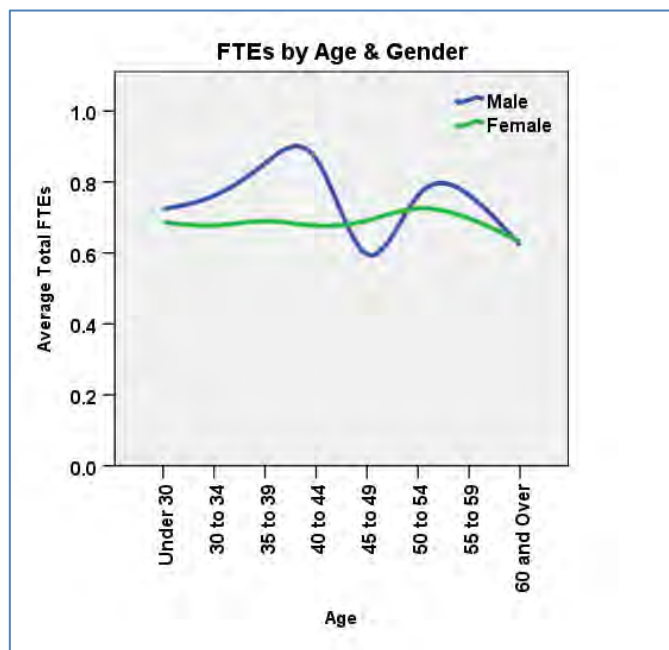


Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist provided 0.70 FTEs in the past year, or approximately 28 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
<b>Age</b>		
Under 30	0.68	0.72
30 to 34	0.62	0.68
35 to 39	0.74	0.80
40 to 44	0.66	0.68
45 to 49	0.63	0.65
50 to 54	0.66	0.70
55 to 59	0.71	0.80
60 and Over	0.58	0.54
<b>Gender</b>		
Male	0.76	0.82
Female	0.68	0.74

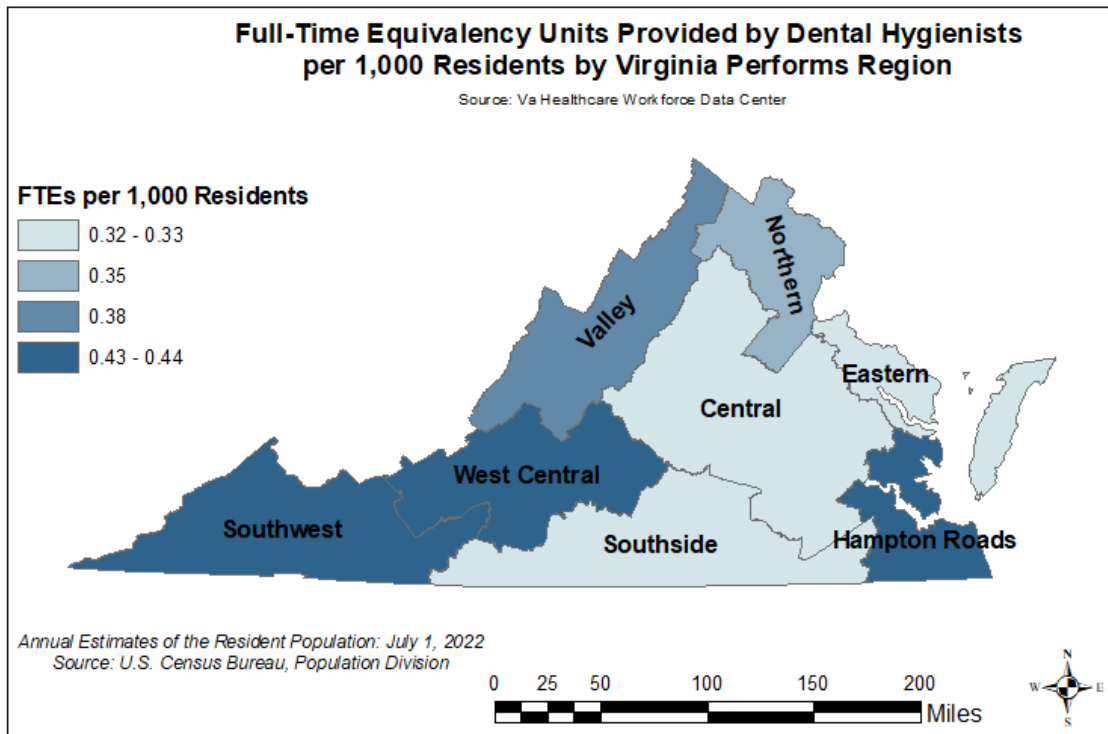
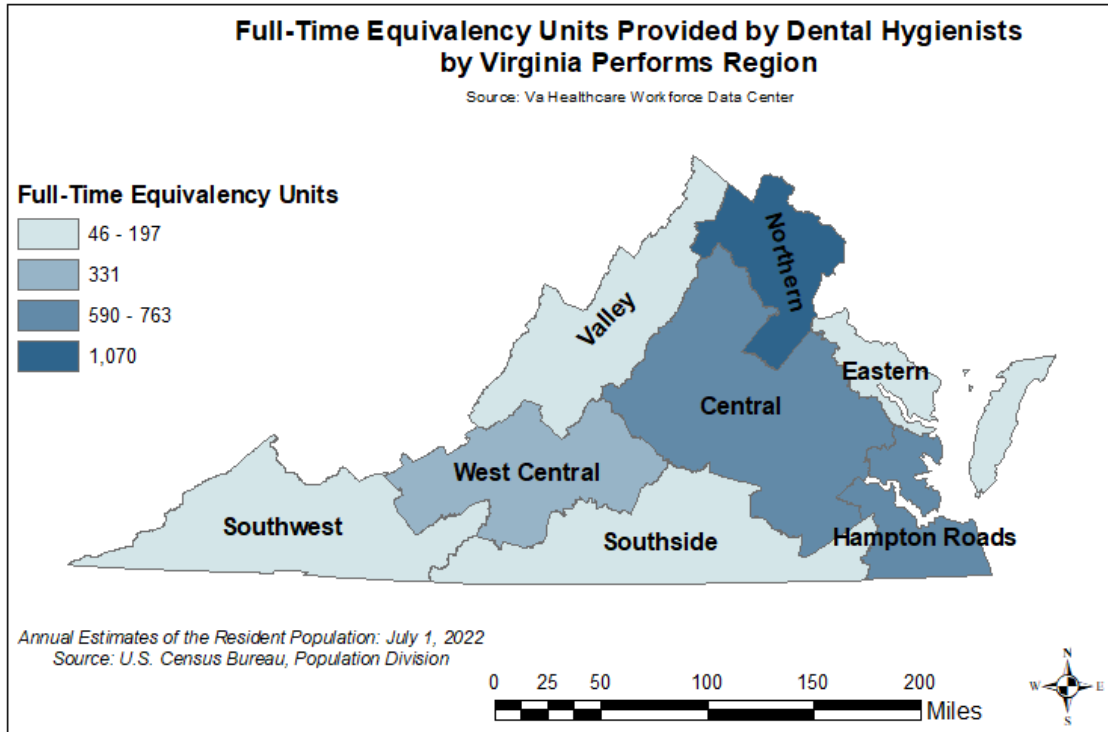
Source: Va. Healthcare Workforce Data Center

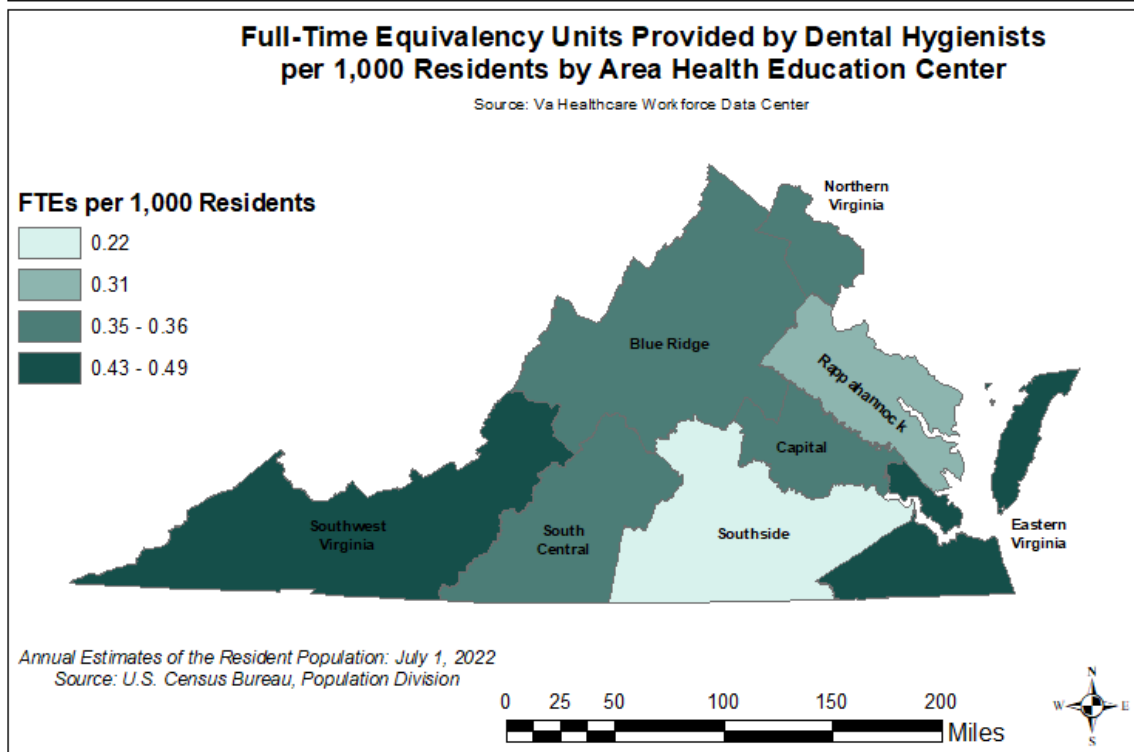
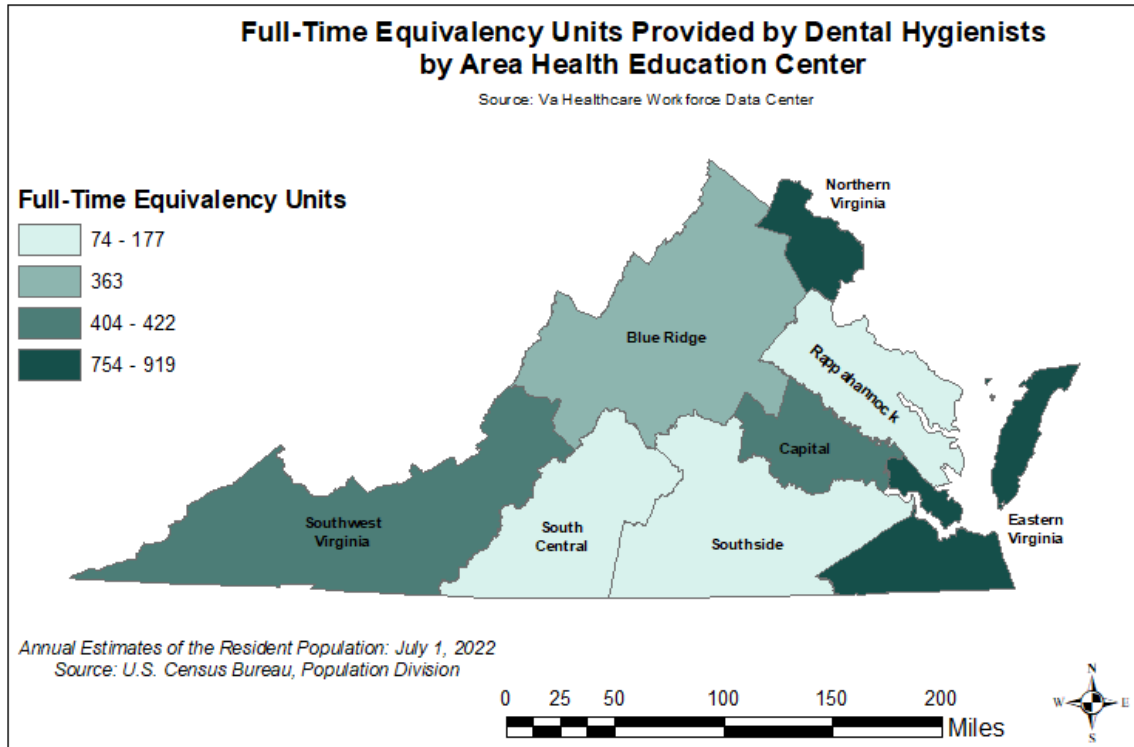


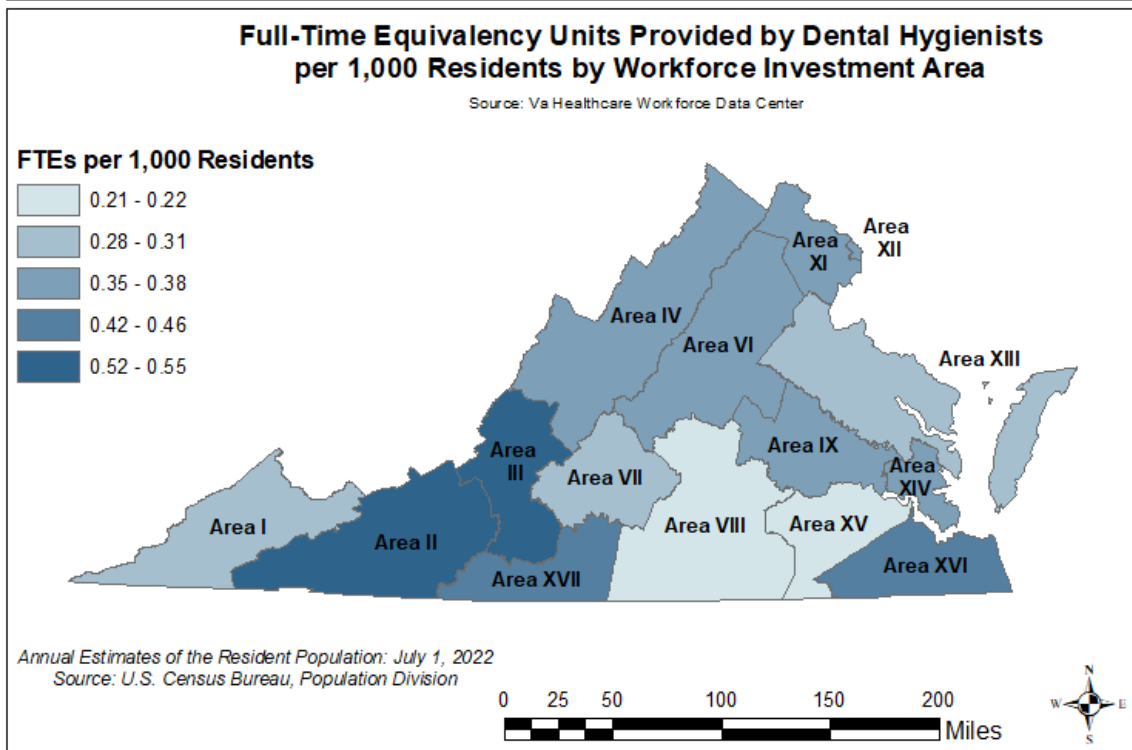
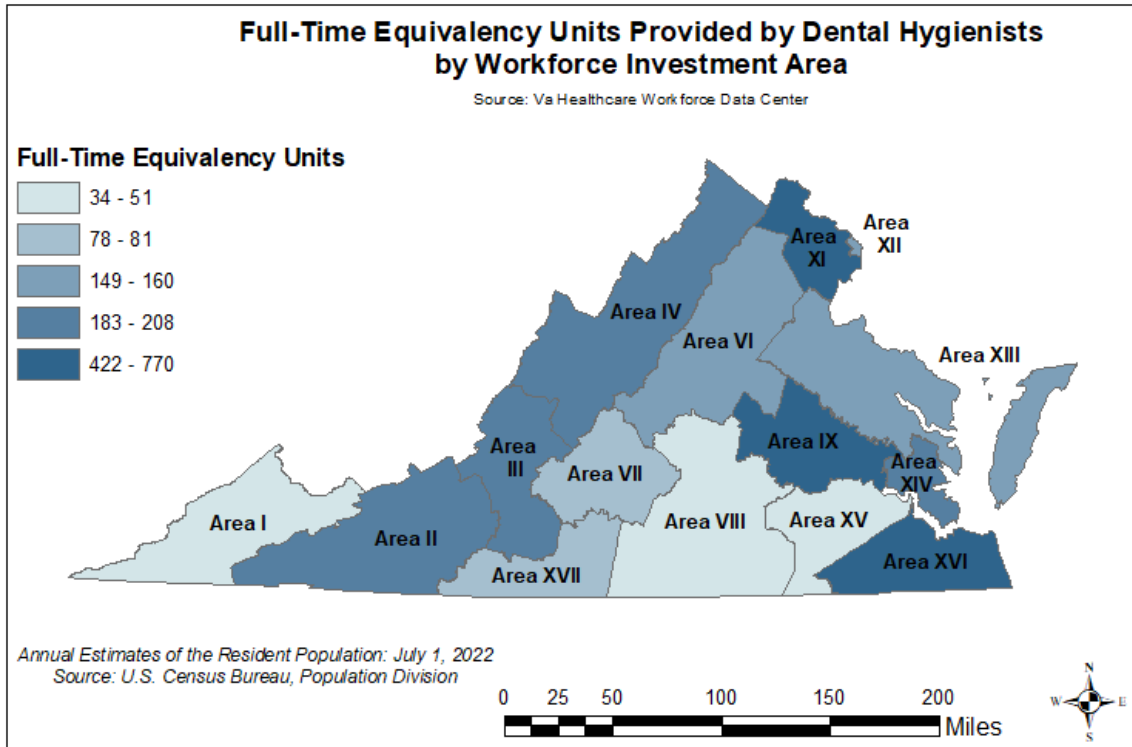
Source: Va. Healthcare Workforce Data Center

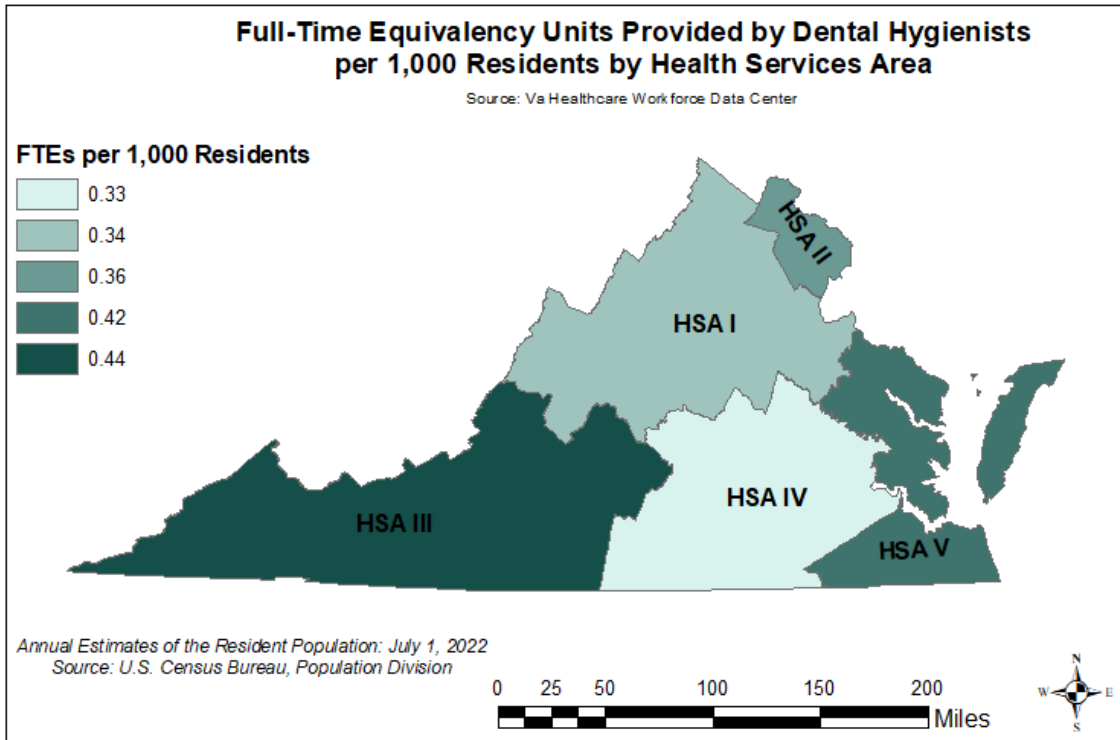
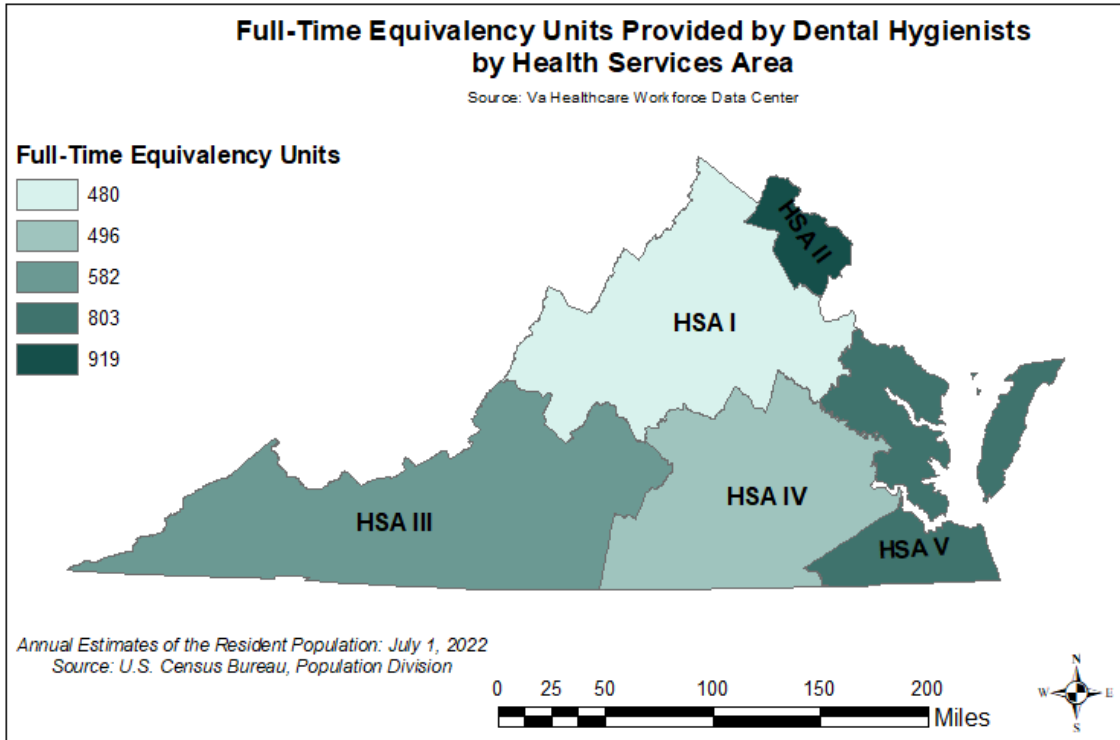
<sup>2</sup> Number of residents in 2022 was used as the denominator.

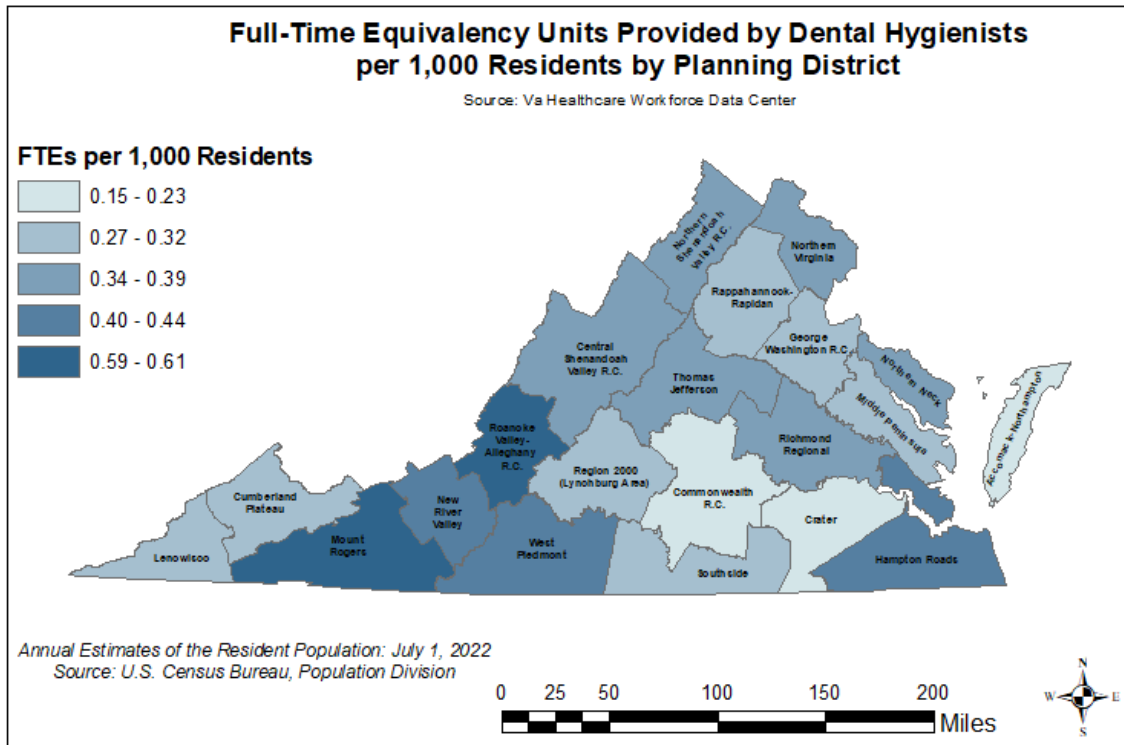
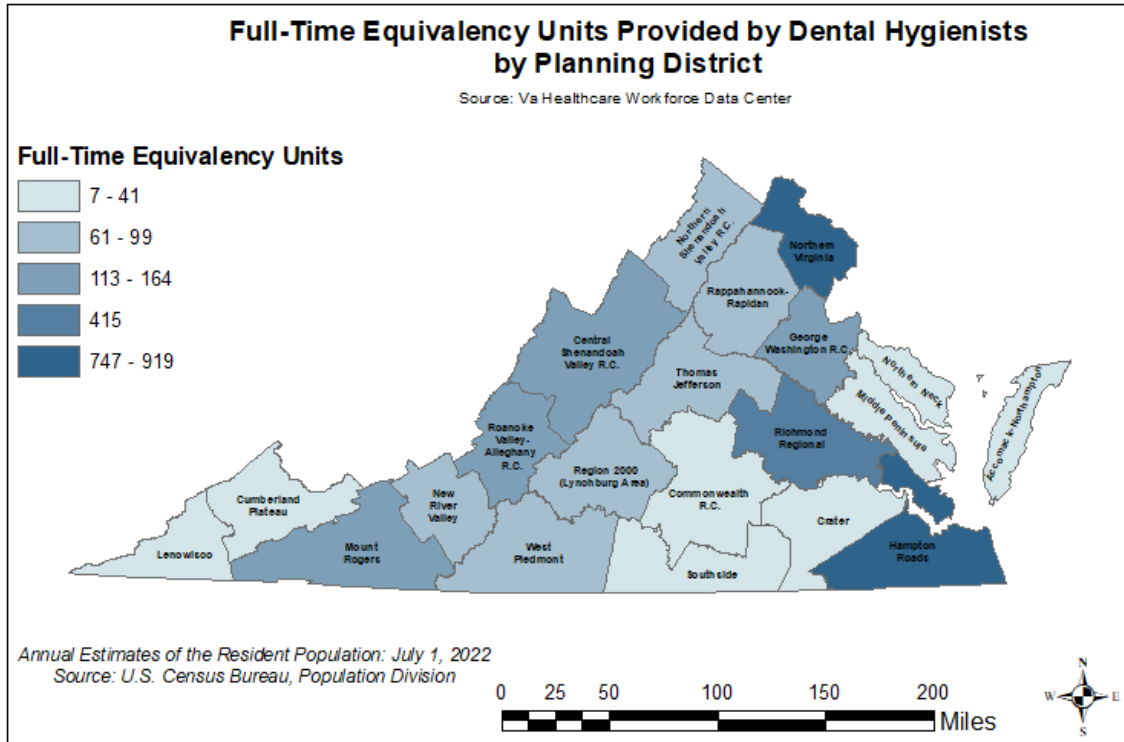












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	3,615	90.04%	1.111	1.062	1.288
<b>Metro, 250,000 to 1 Million</b>	432	88.43%	1.131	1.081	1.312
<b>Metro, 250,000 or Less</b>	437	92.91%	1.076	1.029	1.248
<b>Urban, Pop. 20,000+, Metro Adj.</b>	98	88.78%	1.126	1.077	1.307
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	228	86.40%	1.157	1.107	1.342
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	159	94.97%	1.053	1.007	1.221
<b>Rural, Metro Adj.</b>	93	87.10%	1.148	1.098	1.332
<b>Rural, Non-Adj.</b>	41	87.80%	1.139	1.089	1.321
<b>Virginia Border State/D.C.</b>	576	80.38%	1.244	1.190	1.443
<b>Other U.S. State</b>	625	79.36%	1.260	1.205	1.462

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	782	75.96%	1.316	1.221	1.462
<b>30 to 34</b>	823	89.79%	1.114	1.033	1.236
<b>35 to 39</b>	859	91.85%	1.089	1.010	1.209
<b>40 to 44</b>	847	91.62%	1.091	1.013	1.212
<b>45 to 49</b>	712	92.13%	1.085	1.007	1.205
<b>50 to 54</b>	659	92.11%	1.086	1.007	1.205
<b>55 to 59</b>	595	90.76%	1.102	1.022	1.223
<b>60 and Over</b>	1,027	83.06%	1.204	1.117	1.337

Source: Va. Healthcare Workforce Data Center

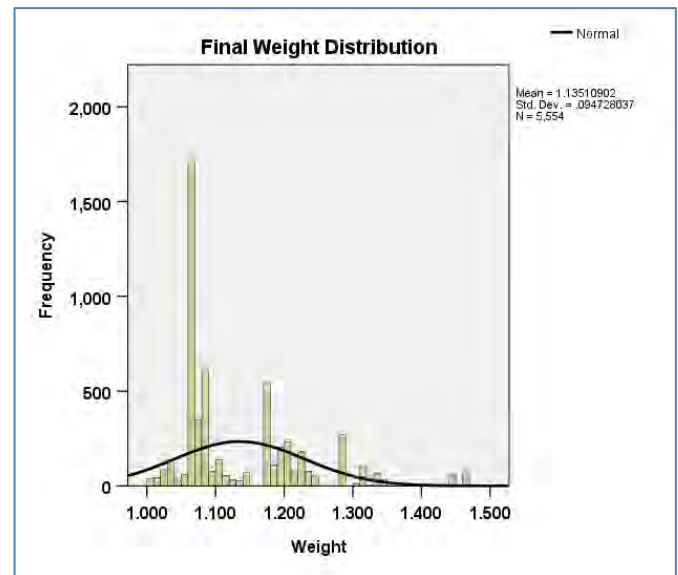
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.881028**



Source: Va. Healthcare Workforce Data Center