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# *Virginia's Dentistry Workforce: 2016*

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Healthcare Workforce Data Center

June 2016

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*Over 6,000 Dentists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Dentistry Workforce: At a Glance:

## The Workforce

Licensees:	7,299
Virginia's Workforce:	5,548
FTEs:	4,526

## Background

Rural Childhood:	19%
HS Diploma in VA:	41%
Prof. Degree in VA:	39%

## Current Employment

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

## Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	88%

## Education

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

## Job Turnover

Switched Jobs:	4%
Employed over 2 yrs:	74%

## Demographics

Female:	33%
Diversity Index:	52%
Median Age:	49

## Finances

Median Inc.: \$140k-\$150k
Retirement Benefits: 33%
Under 40 w/ Ed debt: 80%

## Time Allocation

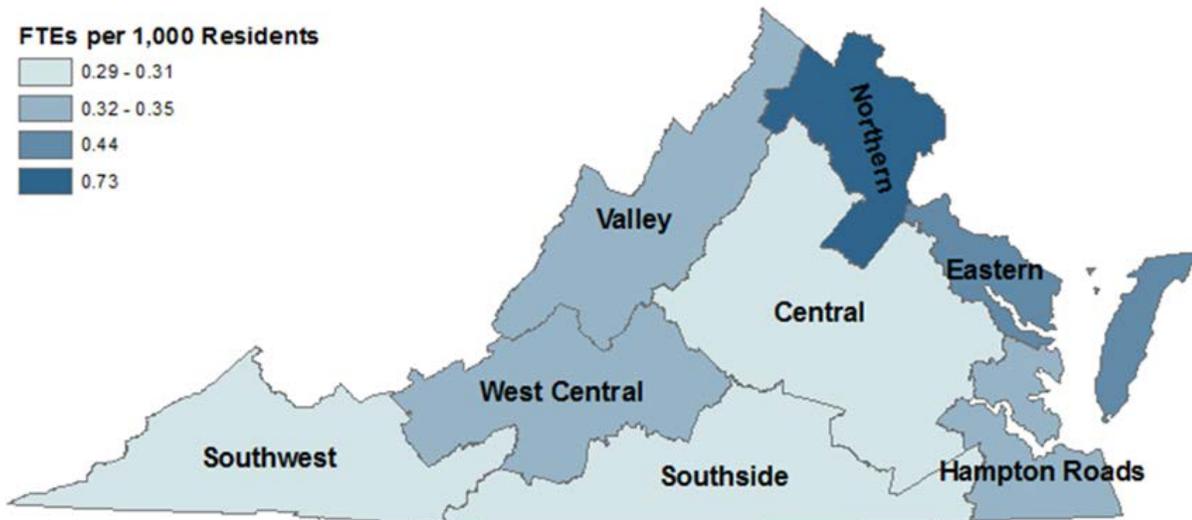
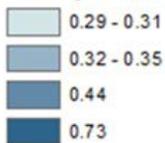
Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	91%

Source: Va. Healthcare Workforce Data Center

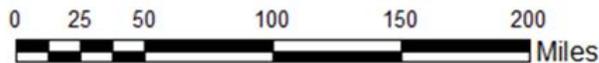
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Regions

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



Over 6,000 dentists voluntarily took part in the 2016 Dentist Workforce 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 dentists. These survey respondents represent 83% of the 7,299 dentists who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 5,548 dentists participated in Virginia's workforce during the survey 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 as a dentist at some point in the future. Between April 2015 and March 2016, Virginia's dentist workforce provided 4,526 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

One-third of dentists are female, while the median age of all dentists is 49. In a random encounter between two dentists, there is a 52% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 55%. Meanwhile, with a diversity index of 63%, dentists who are under the age of 40 are actually more diverse than the state's overall population.

Only 19% of dentists grew up in a rural area, and about one out of five of these professionals currently work in non-Metro areas of the state. Meanwhile, 41% of Virginia's dentists graduated from high school in Virginia, and 39% received their initial professional degree in the state. In total, 49% of dentists have some educational background in the state.

Nearly all dentists hold a doctorate or professional degree, with most of the remaining dentists holding a Master's degree as their highest professional degree. More than one-third of all dentists currently have educational debt, including 80% of dentists who are under the age of 40. The median debt burden for those dentists with educational debt is between \$120,000 and \$130,000.

Ninety-six percent of dentists are currently employed in the profession. 69% hold one full-time position, while another 15% hold at least two separate positions. 30% of all dentists work between 40 and 49 hours per week, while just 3% work at least 60 hours per week. Less than 1% of dentists are involuntarily unemployed, while just 1% are voluntarily unemployed.

The median annual income for dentists is between \$140,000 and \$150,000. In addition, 50% of dentists receive at least one employer-sponsored benefit, including 33% who have access to some form of retirement plan. 96% of dentists indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

Nearly 80% of dentists worked in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 93% of dentists work in the private sector, including 90% who work at a for-profit company. Two-thirds of dentists work at a solo dental practice, while another 19% work at a group dental practice.

A typical dentist spends between 80% and 89% of his time treating patients. 91% of all dentists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. On average, a dentist treats between 50 and 74 patients per week at his primary work location.

Overall, 36% of dentists expect to retire by the age of 65. Only 8% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2036. Over the next two years, only 3% of dentists plan on leaving either the state or the profession. Meanwhile, 11% of dentists expect to pursue additional educational opportunities in the next two years, and 14% expect to increase their patient care activities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	6,603	91%
<b>New Licensees</b>	385	5%
<b>Non-Renewals</b>	311	4%
<b>All Licensees</b>	<b>7,299</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. 88% of renewing dentists submitted a survey. These represent 83% of dentists who held a license at some point in the past year.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	52	137	72%
<b>30 to 34</b>	162	682	81%
<b>35 to 39</b>	137	825	86%
<b>40 to 44</b>	107	816	88%
<b>45 to 49</b>	102	698	87%
<b>50 to 54</b>	81	600	88%
<b>55 to 59</b>	99	596	86%
<b>60 and Over</b>	522	1,683	76%
<b>Total</b>	<b>1,262</b>	<b>6,037</b>	<b>83%</b>
<b>New Licenses</b>			
<b>Issued 4/2015 to 3/2016</b>	145	240	62%
<b>Metro Status</b>			
<b>Non-Metro</b>	76	317	81%
<b>Metro</b>	831	4,442	84%
<b>Not in Virginia</b>	355	1,279	78%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Licensed Dentists

Number:	7,299
New	5%
Not Renewed:	4%

Response Rates

All Licensees:	83%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	6,037
<b>Response Rate, All Licensees</b>	83%
<b>Response Rate, Renewals</b>	88%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2016.
- 2. Target Population:** All dentists who held a Virginia license at some point between April 2015 and March 2016.
- 3. Survey Population:** The survey was available to dentists who renewed their licenses online. It was not available to those who did not renew, including some dentists newly licensed in 2016.

## At a Glance:

### Workforce

Dentistry Workforce: 5,548  
 FTEs: 4,526

### Utilization Ratios

Licenses in VA Workforce: 76%  
 Licenses per FTE: 1.61  
 Workers per FTE: 1.23

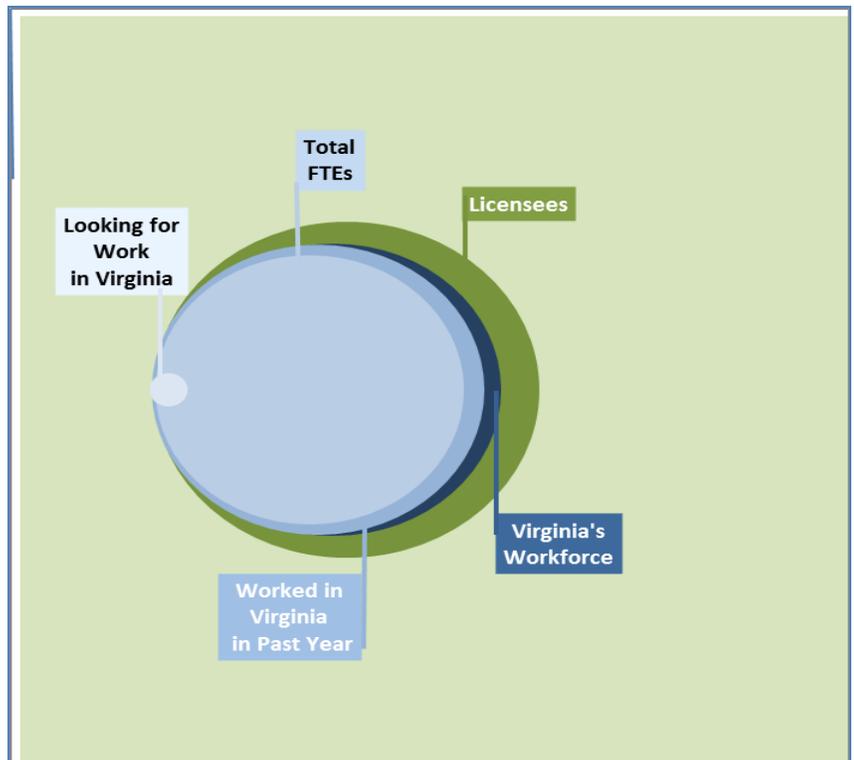
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2015 and March 2016 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,477	99%
Looking for Work in Virginia	71	1%
Virginia's Workforce	5,548	100%
Total FTEs	4,526	
Licenses	7,299	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

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

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	54	40%	79	60%	133	3%
30 to 34	250	45%	303	55%	553	12%
35 to 39	299	50%	294	50%	594	13%
40 to 44	338	58%	250	42%	588	13%
45 to 49	293	60%	193	40%	486	11%
50 to 54	279	67%	140	33%	419	9%
55 to 59	321	76%	103	24%	425	9%
60 +	1,200	90%	130	10%	1,330	29%
<b>Total</b>	<b>3,034</b>	<b>67%</b>	<b>1,493</b>	<b>33%</b>	<b>4,527</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 33%  
 % Under 40 Female: 53%

**Age**  
 Median Age: 49  
 % Under 40: 28%  
 % 55+: 39%

**Diversity**  
 Diversity Index: 52%  
 Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

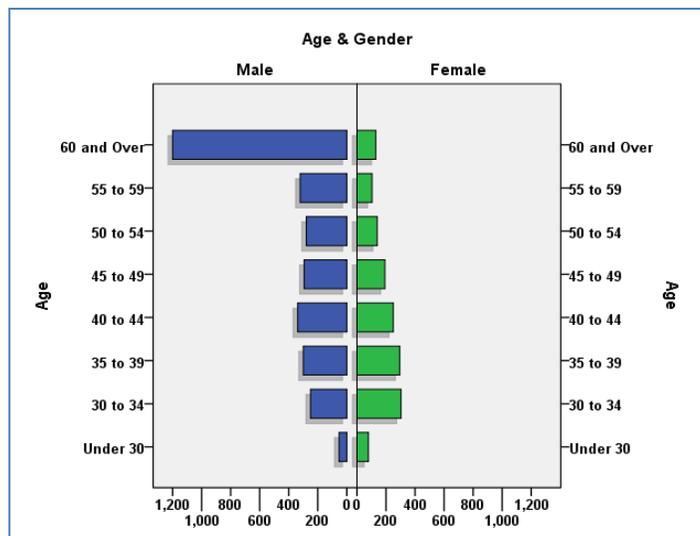
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	63%	2,984	66%	660	52%
Black	19%	253	6%	79	6%
Asian	6%	831	18%	377	30%
Other Race	0%	150	3%	64	5%
Two or More Races	2%	81	2%	24	2%
Hispanic	9%	202	4%	61	5%
<b>Total</b>	<b>100%</b>	<b>4,502</b>	<b>100%</b>	<b>1,265</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two dentists, there is a 52% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.*

*More than one-quarter of dentists are under the age of 40. 53% of these professionals are female, and 30% are non-Hispanic Asian.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 24%  
 Rural Childhood: 19%

### Virginia Background

HS in Virginia: 41%  
 Dental Ed. in VA: 39%  
 HS or Dental Ed. in VA: 49%

### Location Choice

% Rural to Non-Metro: 19%  
 % Urban/Suburban to Non-Metro: 5%

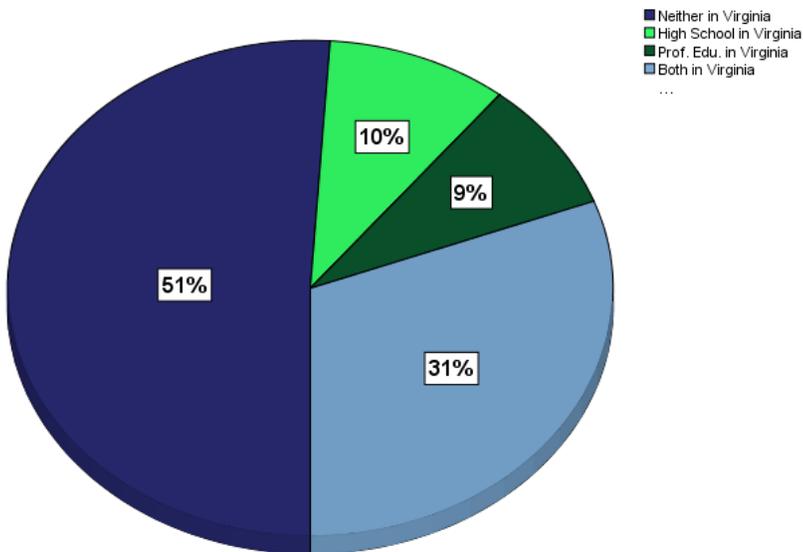
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	14%	60%	26%
2	Metro, 250,000 to 1 million	36%	50%	14%
3	Metro, 250,000 or less	25%	57%	18%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	47%	47%	7%
6	Urban pop, 2,500-19,999, Metro adj	42%	45%	12%
7	Urban pop, 2,500-19,999, nonadj	62%	25%	13%
8	Rural, Metro adj	44%	46%	10%
9	Rural, nonadj	33%	45%	23%
<b>Overall</b>		<b>19%</b>	<b>58%</b>	<b>24%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background



Source: Va. Healthcare Workforce Data Center

Only 19% of dentists grew up in a rural area, and 19% of this group currently works in non-Metro areas of the state. Overall, 8% of dentists currently work in rural areas of Virginia.

## Top Ten States for Dentist Recruitment

Rank	All Dentists			
	High School	#	Dental School	#
1	Virginia	1,818	Virginia	1,731
2	Outside U.S./Canada	708	DC	408
3	New York	224	Pennsylvania	298
4	Maryland	192	Maryland	264
5	Pennsylvania	172	New York	222
6	New Jersey	113	Outside U.S./Canada	208
7	Florida	103	Massachusetts	157
8	California	102	West Virginia	117
9	North Carolina	94	Tennessee	98
10	West Virginia	89	Kentucky	92

Source: Va. Healthcare Workforce Data Center

*41% of all dentists earned their high school degree in Virginia, and 39% also received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	323	Virginia	273
2	Outside U.S./Canada	304	New York	121
3	Maryland	49	Outside U.S./Canada	117
4	New York	45	Pennsylvania	96
5	California	37	Maryland	78
6	North Carolina	37	Washington, D.C.	67
7	Pennsylvania	34	Massachusetts	57
8	Florida	29	California	40
9	New Jersey	26	Michigan	30
10	West Virginia	23	West Virginia	28

Source: Va. Healthcare Workforce Data Center

*Among dentists who received their initial license in the past five years, 27% earned their high school degree in Virginia, while 23% received their initial professional degree in the state.*

*Nearly one quarter of Virginia's licensees were not part of the state's dental workforce. 88% of these licensees worked at some point in the past year, including 84% who worked as dentists.*

### At a Glance:

#### Not in VA Workforce

Total:	1,753
% of Licensees:	24%
Federal/Military:	17%
Va Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	40	1%
Graduate Certificate	35	1%
Masters	46	1%
Doctorate/Professional	4,292	97%
<b>Total</b>	<b>4,413</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists carry educational debt, including 80% of those under the age of 40. For those in debt, their median burden is between \$120,000 and \$130,000.

## At a Glance:

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

**Educational Debt**  
 Carry debt: 39%  
 Under age 40 w/ debt: 80%  
 Median debt: \$120k-\$130k

**Residencies**  
 GPR-1: 12%  
 AEGD: 9%  
 Orthodontics: 6%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	692	12%
Advanced Education in General Dentistry (AEGD)	478	9%
Orthodontics	332	6%
Pediatric Dentistry	216	4%
Oral and Maxillofacial Surgery	166	3%
Periodontology	165	3%
General Practice Residency -2 (GPR-2)	163	3%
Endodontics	140	3%
Prosthodontics	133	2%
Dental Public Health	19	0%
Oral and Maxillofacial Pathology	9	0%
Oral and Maxillofacial Radiology	1	0%
<b>At Least One</b>	<b>2,179</b>	<b>39%</b>

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,331	61%	217	20%
Less than \$40,000	212	6%	58	5%
\$40,000-\$59,999	105	3%	37	3%
\$60,000-\$79,999	93	2%	40	4%
\$80,000-\$99,999	130	3%	48	4%
\$100,000-\$119,999	150	4%	77	7%
\$120,000-\$139,999	116	3%	69	6%
\$140,000-\$159,999	94	2%	56	5%
\$160,000-\$179,999	75	2%	52	5%
\$180,000-\$199,999	69	2%	51	5%
\$200,000 or More	450	12%	374	35%
<b>Total</b>	<b>3,825</b>	<b>100%</b>	<b>1,079</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

1 Full-time: 69%  
 2 or More Positions: 15%

### Weekly Hours:

40 to 49: 30%  
 60 or more: 3%  
 Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
<b>Employed, capacity unknown</b>	6	0%
<b>Employed in a dentistry related capacity</b>	4,265	96%
<b>Employed, NOT in a dentistry related capacity</b>	12	0%
<b>Not working, reason unknown</b>	1	0%
<b>Involuntarily unemployed</b>	6	0%
<b>Voluntarily unemployed</b>	59	1%
<b>Retired</b>	96	2%
<b>Total</b>	<b>4,446</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*96% of Virginia's dentists are employed in the profession, and 69% currently have one full-time job. 30% of dentists currently work between 40 and 49 hours per week, while only 3% work at least 60 hours per week.*

Current Positions		
Positions	#	%
<b>No Positions</b>	162	4%
<b>One Part-Time Position</b>	500	12%
<b>Two Part-Time Positions</b>	225	5%
<b>One Full-Time Position</b>	2,951	69%
<b>One Full-Time Position &amp; One Part-Time Position</b>	326	8%
<b>Two Full-Time Positions</b>	22	1%
<b>More than Two Positions</b>	89	2%
<b>Total</b>	<b>4,276</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
<b>0 hours</b>	162	4%
<b>1 to 9 hours</b>	81	2%
<b>10 to 19 hours</b>	157	4%
<b>20 to 29 hours</b>	346	8%
<b>30 to 39 hours</b>	1,906	44%
<b>40 to 49 hours</b>	1,288	30%
<b>50 to 59 hours</b>	250	6%
<b>60 to 69 hours</b>	78	2%
<b>70 to 79 hours</b>	18	0%
<b>80 or more hours</b>	23	1%
<b>Total</b>	<b>4,309</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	41	1%
Less Than \$30,000	148	4%
\$30,000-\$69,999	279	8%
\$70,000-\$109,999	640	18%
\$110,000-\$149,999	669	19%
\$150,000-\$189,999	464	13%
\$190,000-\$229,999	400	11%
\$230,000-\$269,999	297	9%
\$270,000-\$309,999	134	4%
\$310,000-\$349,999	74	2%
More than \$350,000	341	10%
<b>Total</b>	<b>3,487</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$140k-\$150k

**Benefits**  
Retirement: 33%  
Paid Vacation: 22%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,027	70%
Somewhat Satisfied	1,104	26%
Somewhat Dissatisfied	135	3%
Very Dissatisfied	41	1%
<b>Total</b>	<b>4,308</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical dentist made between \$140,000 and \$150,000 in the past year. Among dentists who were compensated at the primary work location with either a salary or an hourly wage, 33% had access to a retirement plan and 22% received paid vacation.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,422	33%	35%
Paid Vacation	954	22%	31%
Paid Sick Leave	599	14%	20%
Group Life Insurance	540	13%	16%
Dental Insurance	455	11%	16%
Signing/Retention Bonus	112	3%	5%
<b>Receive at least one benefit</b>	<b>1,847</b>	<b>43%</b>	<b>50%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	42	1%
Experience voluntary unemployment?	169	3%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	130	2%
Work two or more positions at the same time?	762	14%
Switch employers or practices?	234	4%
<b>Experienced at least 1</b>	<b>1,101</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's dentists experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.3% in 2015.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	85	2%	42	4%
<b>Less than 6 Months</b>	188	4%	126	12%
<b>6 Months to 1 Year</b>	312	7%	116	11%
<b>1 to 2 Years</b>	538	13%	201	19%
<b>3 to 5 Years</b>	658	15%	196	18%
<b>6 to 10 Years</b>	635	15%	133	12%
<b>More than 10 Years</b>	1,840	43%	255	24%
<b>Subtotal</b>	<b>4,258</b>	<b>100%</b>	<b>1,070</b>	<b>100%</b>
<b>Did not have location</b>	77		4,425	
<b>Item Missing</b>	1,213		53	
<b>Total</b>	<b>5,548</b>		<b>5,548</b>	

Source: Va. Healthcare Workforce Data Center

*More than half of dentists are salary or wage employees, while 39% receive income from their own practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 4%  
New Location: 17%  
Over 2 years: 74%  
Over 2 yrs, 2<sup>nd</sup> location: 55%

**Employment Type**

Salary/Commission: 54%  
Business/Practice Income: 39%  
Hourly Wage: 3%

Source: Va. Healthcare Workforce Data Center

*About three-quarters of dentists have worked at their primary location for at least two years.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	1,844	54%
<b>Hourly Wage</b>	106	3%
<b>By Contract</b>	118	3%
<b>Business/ Practice Income</b>	1,335	39%
<b>Unpaid</b>	40	1%
<b>Subtotal</b>	<b>3,442</b>	<b>100%</b>
<b>Did not have location</b>	77	
<b>Item Missing</b>	2,029	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 4.3% in April 2015 to 4.2% in March 2016.

## At a Glance:

### Concentration

Top Region:	42%
Top 3 Regions:	78%
Lowest Region:	2%

### Locations

2 or more (Past Year):	20%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

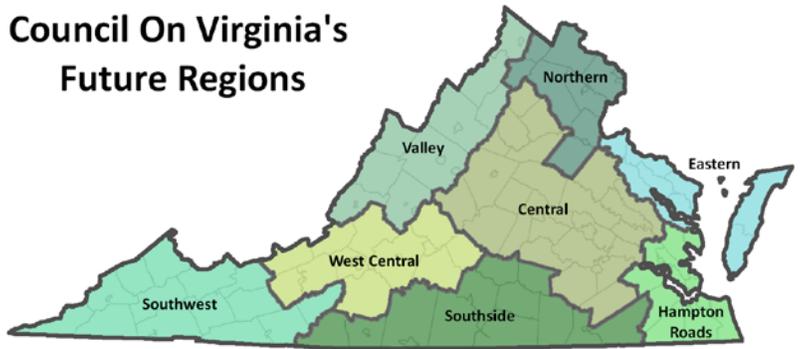
*42% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 2% of the workforce, Eastern and Southwest Virginia have the fewest number of dentists of any region in the state.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	815	19%	202	19%
Eastern	70	2%	19	2%
Hampton Roads	724	17%	175	16%
Northern	1,769	42%	427	39%
Southside	127	3%	21	2%
Southwest	101	2%	22	2%
Valley	205	5%	47	4%
West Central	328	8%	76	7%
Virginia Border State/DC	49	1%	42	4%
Other US State	33	1%	56	5%
Outside of the US	1	0%	1	0%
<b>Total</b>	<b>4,222</b>	<b>100%</b>	<b>1,088</b>	<b>100%</b>
Item Missing	1,249		35	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*Nearly three out of four dentists currently have just one work location, while 16% have two different work locations.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	77	1%	146	3%
1	4,347	78%	3,146	73%
2	747	13%	699	16%
3	290	5%	270	6%
4	50	1%	33	1%
5	19	0%	14	0%
6 or More	18	0%	15	0%
<b>Total</b>	<b>5,548</b>	<b>100%</b>	<b>4,323</b>	<b>100%</b>

\*At the time of survey completion, March 2016.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-profit</b>	3,643	90%	858	84%
<b>Non-profit</b>	125	3%	59	6%
<b>State/local government</b>	163	4%	75	7%
<b>Veterans Administration</b>	16	0%	2	0%
<b>U.S. Military</b>	109	3%	21	2%
<b>Other Federal Government</b>	12	0%	7	1%
<b>Total</b>	<b>4,069</b>	<b>100%</b>	<b>1,022</b>	<b>100%</b>
<b>Did not have location</b>	77		4,425	
<b>Item missing</b>	1,402		101	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

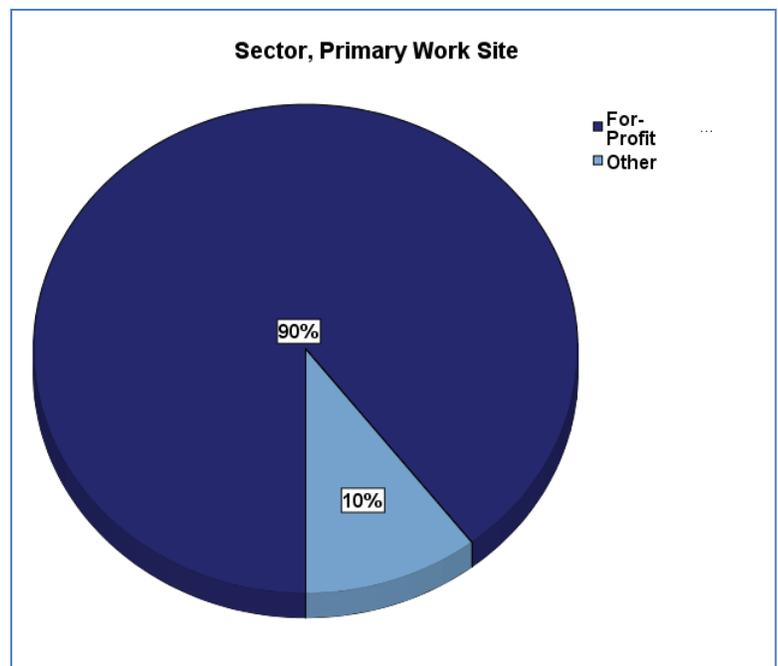
For Profit:	90%
Federal:	3%

**Top Establishments**

Solo Practice:	67%
Group Practice:	19%

Source: Va. Healthcare Workforce Data Center

90% of dentists worked in for-profit establishments. Another 7% worked for a government agency, including 3% who worked for the U.S. military.



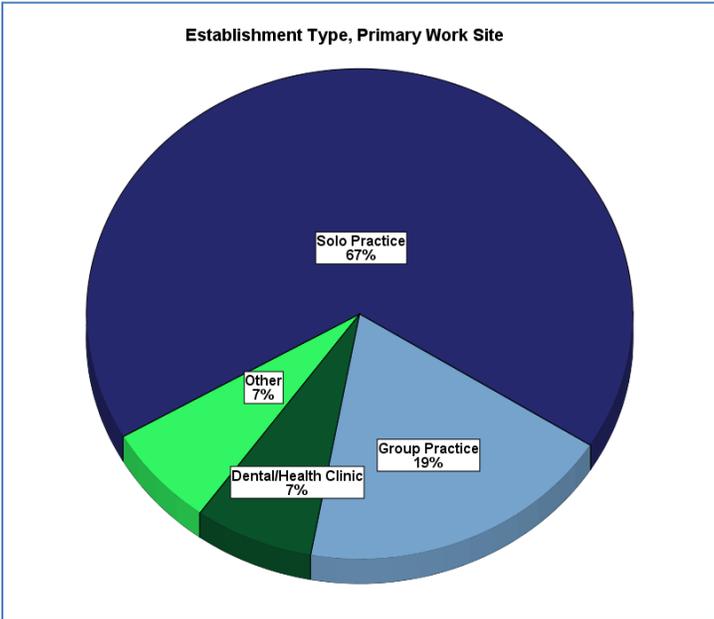
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,674	67%	526	53%
Group Practice	750	19%	233	23%
Dental/Health Clinic	281	7%	110	11%
Dental School (including Combined Dental/Dental Hygiene)	86	2%	33	3%
Hospital/Health System	69	2%	29	3%
Corrections	22	1%	13	1%
Public Health Program	16	0%	5	0%
Dental Hygiene Program (Community College)	8	0%	5	0%
Nursing Home/Long-Term Care Facility	6	0%	0	0%
Insurance	4	0%	2	0%
Supplier Organization	1	0%	2	0%
K-12 School or Non-Dental College	4	0%	0	0%
Dental Hygiene Program (Technical School)	3	0%	5	1%
Other	48	1%	30	3%
<b>Total</b>	<b>3,972</b>	<b>100%</b>	<b>994</b>	<b>100%</b>
Did Not Have a Location	77		4,425	

*Two-thirds of dentists work at a solo dental practice at their primary work location, while another 19% work at a group dental practice. Dental/health clinics were also significant employers of Virginia's dental workforce.*

Source: Va. Healthcare Workforce Data Center

*Among those dentists who also have a secondary work location, more than three-quarters work at a dental practice, including 53% who work at a solo dental practice.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

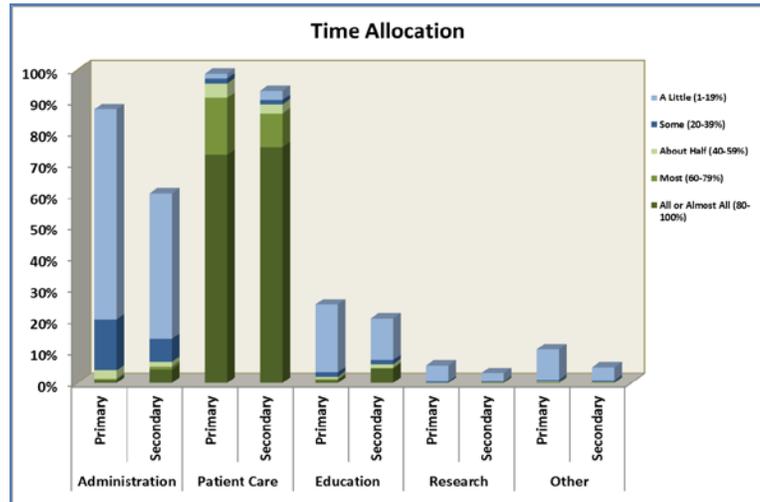
Patient Care: 91%  
Administrative: 1%  
Education: 1%

### Patient Care Dentists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



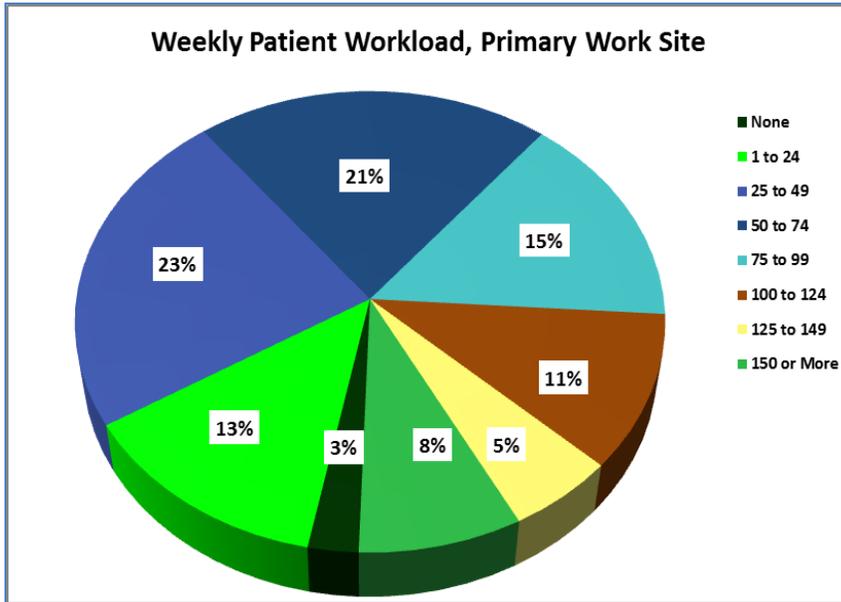
Source: Va. Healthcare Workforce Data Center

*A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative tasks. 91% of dentists fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	1%	4%	73%	75%	1%	5%	0%	0%	0%	0%
<b>Most (60-79%)</b>	0%	1%	18%	11%	1%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	3%	2%	5%	3%	1%	1%	0%	0%	0%	0%
<b>Some (20-39%)</b>	16%	7%	2%	1%	1%	1%	0%	0%	1%	1%
<b>A Little (1-20%)</b>	67%	46%	2%	3%	22%	13%	5%	3%	10%	4%
<b>None (0%)</b>	13%	40%	1%	7%	75%	79%	94%	97%	89%	95%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**

**Total**

Primary Location: 50-74

Secondary Location: 1-24

**Hygiene Checks by Support Personnel**

Primary Location: 1-24

Secondary Location: None

Source: Va. Healthcare Workforce Data Center

*The typical dentist treated between 50 and 74 patients per week at his primary work location. Approximately one-third of those visits were hygiene checks by support personnel.*

# of Patients Per Week	Primary Work Location				Secondary Work Location			
	Total		Hygiene Checks*		Total		Hygiene Checks*	
	#	%	#	%	#	%	#	%
<b>None</b>	103	3%	1,839	46%	94	9%	596	59%
<b>1-24</b>	536	13%	931	23%	467	46%	312	31%
<b>25-49</b>	952	23%	707	17%	257	25%	66	7%
<b>50-74</b>	869	21%	324	8%	101	10%	23	2%
<b>75-99</b>	621	15%	122	3%	37	4%	14	1%
<b>100-124</b>	443	11%	56	1%	30	3%	2	0%
<b>125-149</b>	223	5%	27	1%	14	1%	0	0%
<b>150-174</b>	121	3%	18	0%	12	1%	0	0%
<b>175-199</b>	56	1%	8	0%	5	0%	0	0%
<b>200-224</b>	55	1%	3	0%	4	0%	1	0%
<b>225-249</b>	28	1%	1	0%	0	0%	0	0%
<b>250-274</b>	21	1%	4	0%	0	0%	0	0%
<b>275-299</b>	17	0%	1	0%	0	0%	0	0%
<b>300 or more</b>	38	1%	0	0%	1	0%	0	0%
<b>Total</b>	<b>4,082</b>	<b>100%</b>	<b>4,040</b>	<b>100%</b>	<b>1,020</b>	<b>100%</b>	<b>1,016</b>	<b>100%</b>

\*Performed by Support Personnel

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Dentists		Dentists over 50	
	#	%	#	%
<b>Under age 50</b>	30	1%	-	-
<b>50 to 54</b>	115	3%	-	-
<b>55 to 59</b>	322	9%	68	4%
<b>60 to 64</b>	892	24%	286	16%
<b>65 to 69</b>	1,208	32%	618	34%
<b>70 to 74</b>	653	17%	475	26%
<b>75 to 79</b>	190	5%	150	8%
<b>80 or over</b>	83	2%	64	4%
<b>I do not intend to retire</b>	274	7%	153	8%
<b>Total</b>	<b>3,768</b>	<b>100%</b>	<b>1,816</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Dentists**

Under 65: 36%

Under 60: 14%

**Dentists 50 and over**

Under 65: 20%

Under 60: 4%

**Time until Retirement**

Within 2 years: 8%

Within 10 years: 29%

Half the workforce: By 2036

Source: Va. Healthcare Workforce Data Center

*More than one-third of dentists expect to retire by the age of 65, but only 20% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about one-third of all dentists expect to work until at least age 70, including 7% who do not expect to retire at all.*

*Within the next two years, only 3% of Virginia’s dentists plan on leaving either the profession or the state. Meanwhile, 14% of dentists plan on increasing their patient care activities, and 11% plan on pursuing additional educational opportunities.*

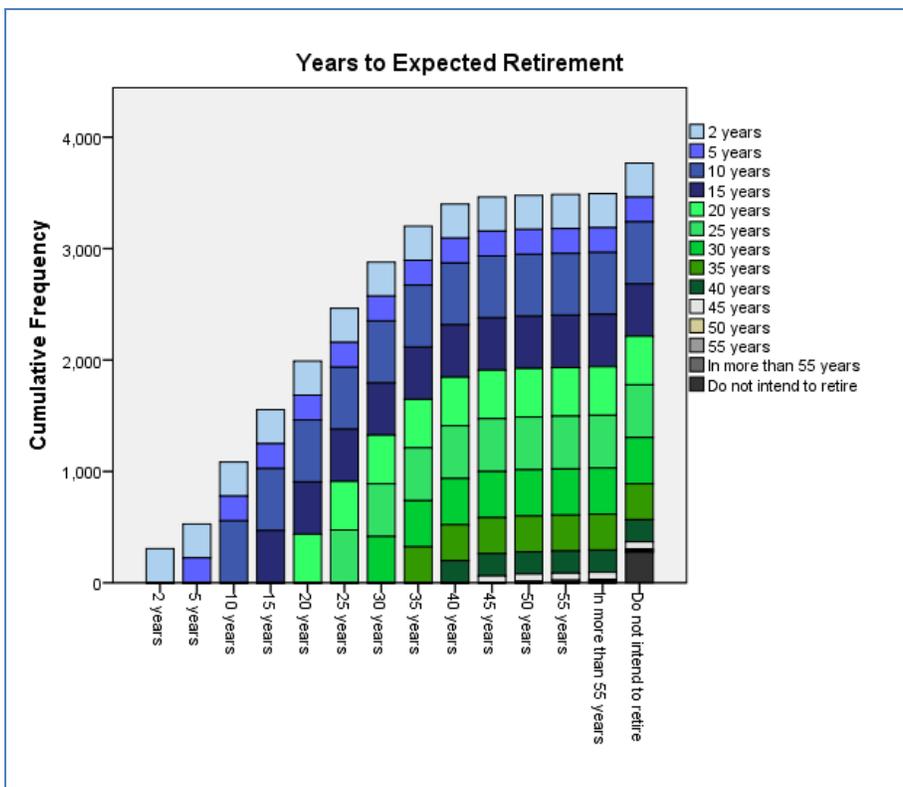
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	53	1%
<b>Leave Virginia</b>	87	2%
<b>Decrease Patient Care Hours</b>	479	9%
<b>Decrease Teaching Hours</b>	24	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	797	14%
<b>Increase Teaching Hours</b>	241	4%
<b>Pursue Additional Education</b>	610	11%
<b>Return to Virginia’s Workforce</b>	31	1%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 8% of dentists expect to retire within the next two years, while 29% expect to retire in the next ten years. More than half of the current dentistry workforce expects to retire by 2036.*

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
<b>2 years</b>	306	8%	8%
<b>5 years</b>	223	6%	14%
<b>10 years</b>	556	15%	29%
<b>15 years</b>	470	12%	41%
<b>20 years</b>	436	12%	53%
<b>25 years</b>	473	13%	65%
<b>30 years</b>	415	11%	76%
<b>35 years</b>	322	9%	85%
<b>40 years</b>	199	5%	90%
<b>45 years</b>	63	2%	92%
<b>50 years</b>	15	0%	92%
<b>55 years</b>	9	0%	93%
<b>In more than 55 years</b>	8	0%	93%
<b>Do not intend to retire</b>	274	7%	100%
<b>Total</b>	<b>3,768</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2026. Retirements will peak at 15% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2051.*

## At a Glance:

### FTEs

Total: 4,526  
 FTEs/1,000 Residents: 0.544  
 Average: 0.83

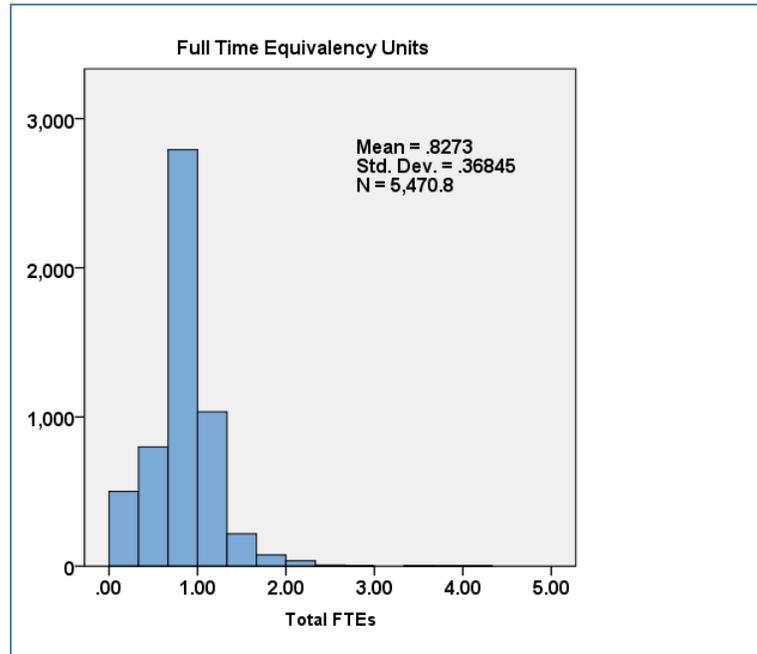
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

*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:

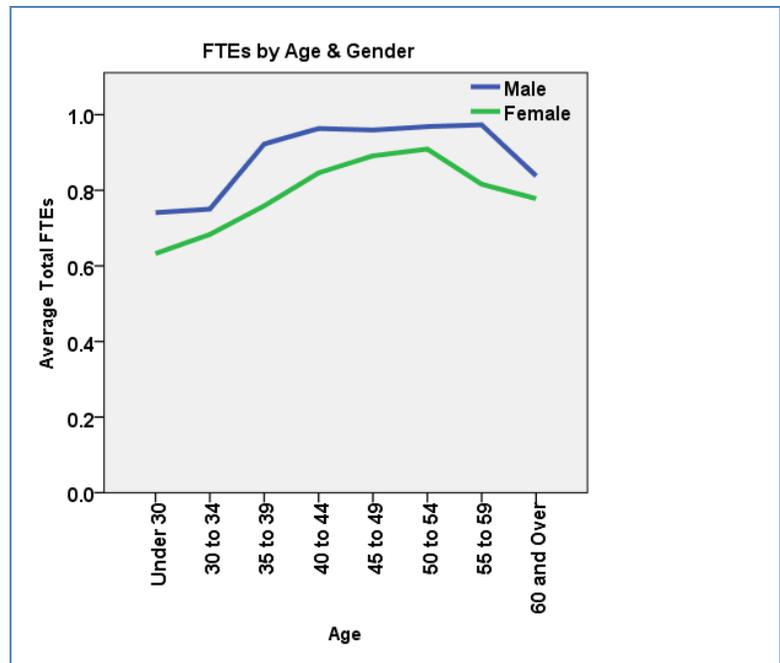


Source: Va. Healthcare Workforce Data Center

*The typical (median) dentist provided 0.83 FTEs during the past year, or approximately 33 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>2</sup>*

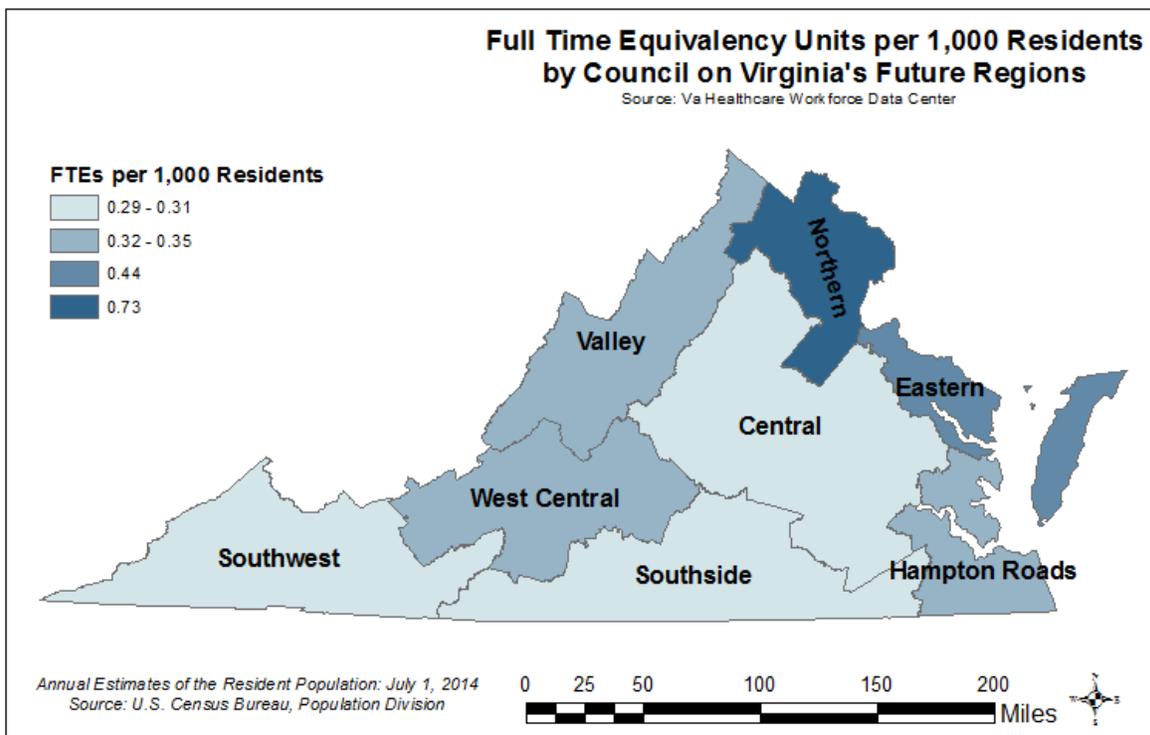
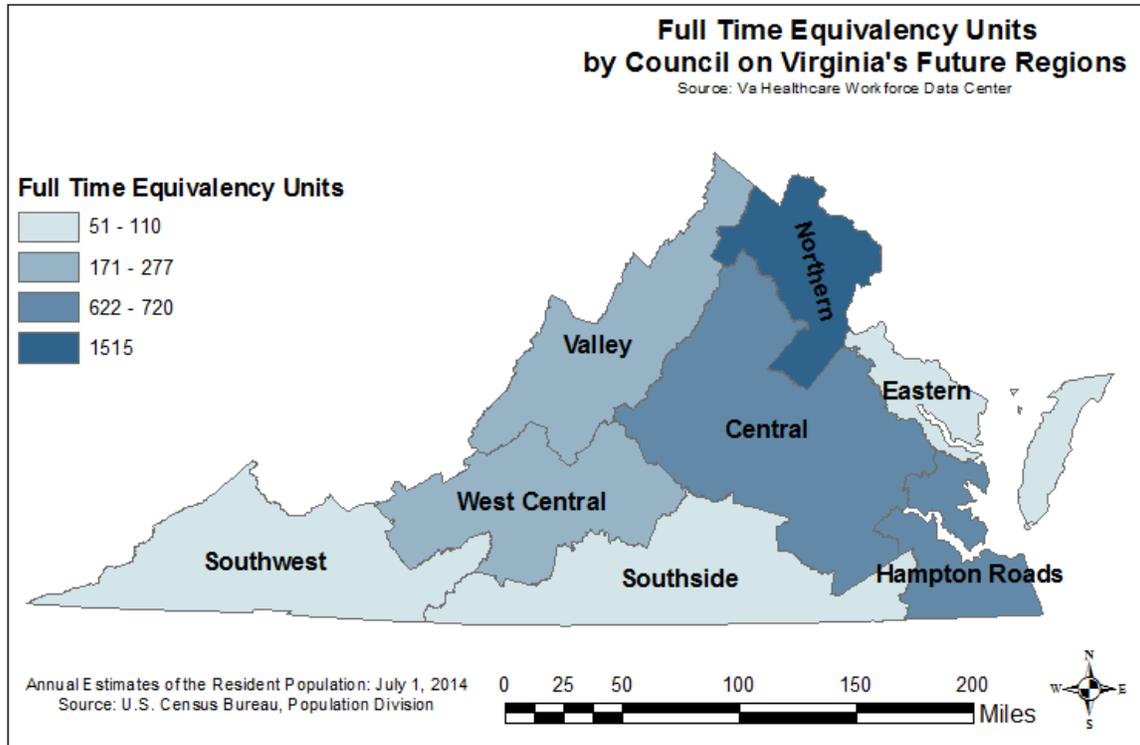
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.68	0.70
30 to 34	0.64	0.70
35 to 39	0.78	0.81
40 to 44	0.90	0.84
45 to 49	0.92	0.88
50 to 54	0.91	0.86
55 to 59	0.92	0.86
60 and Over	0.81	0.81
<b>Gender</b>		
Male	0.89	0.88
Female	0.79	0.84

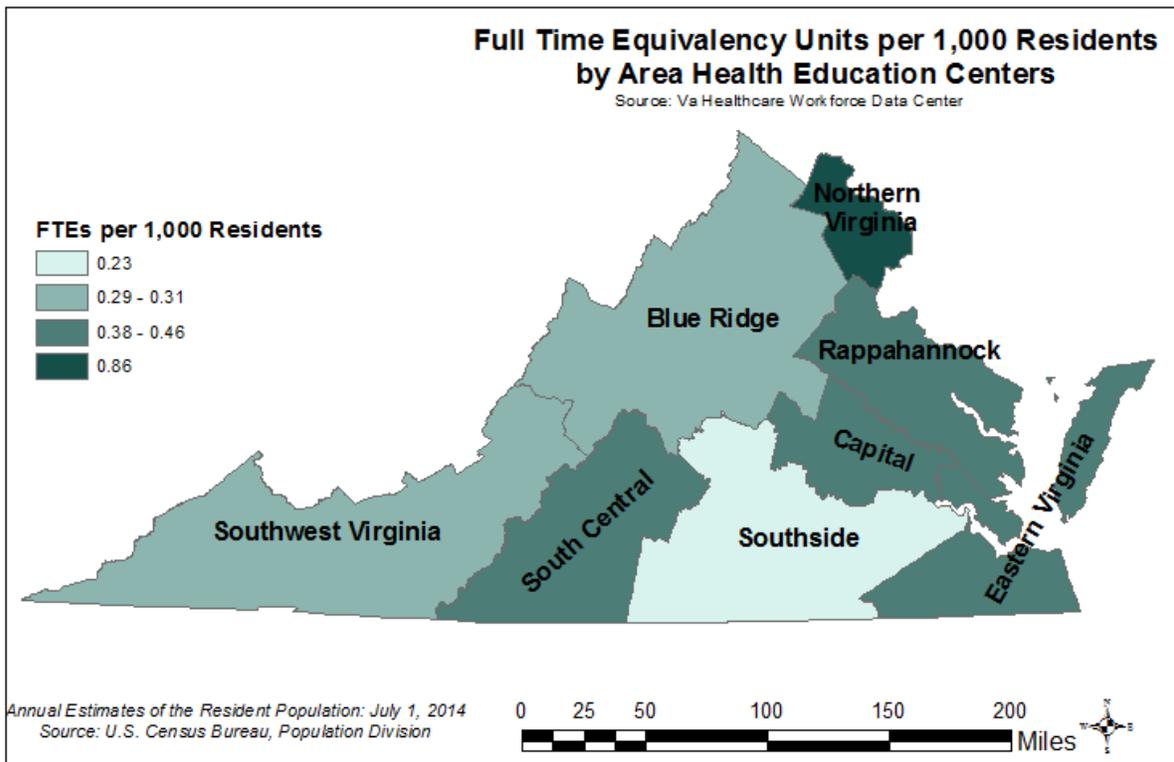
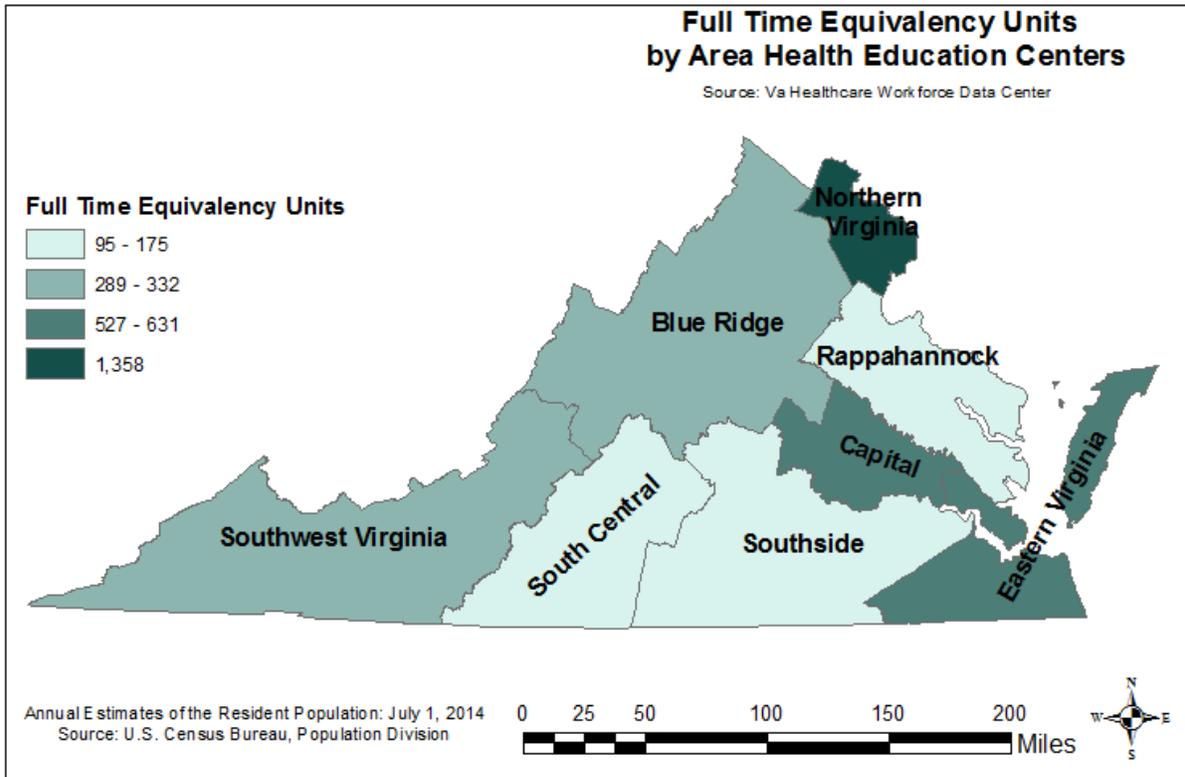
Source: Va. Healthcare Workforce Data Center

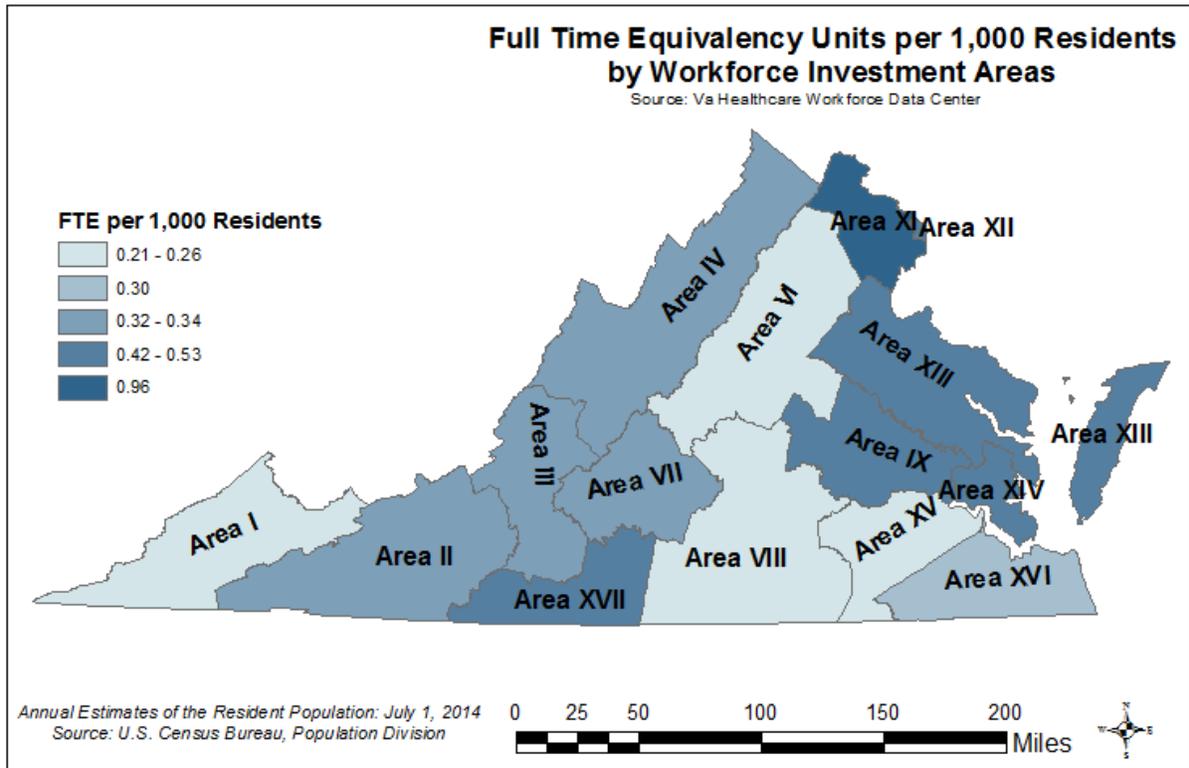
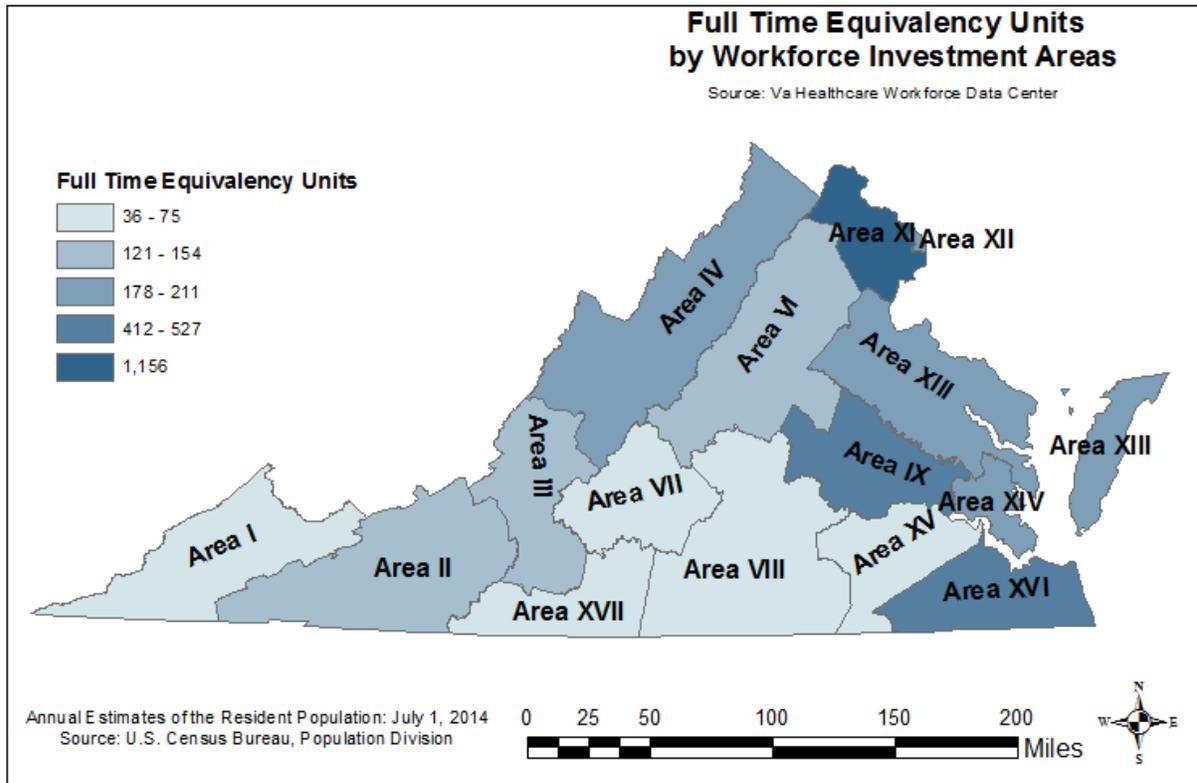


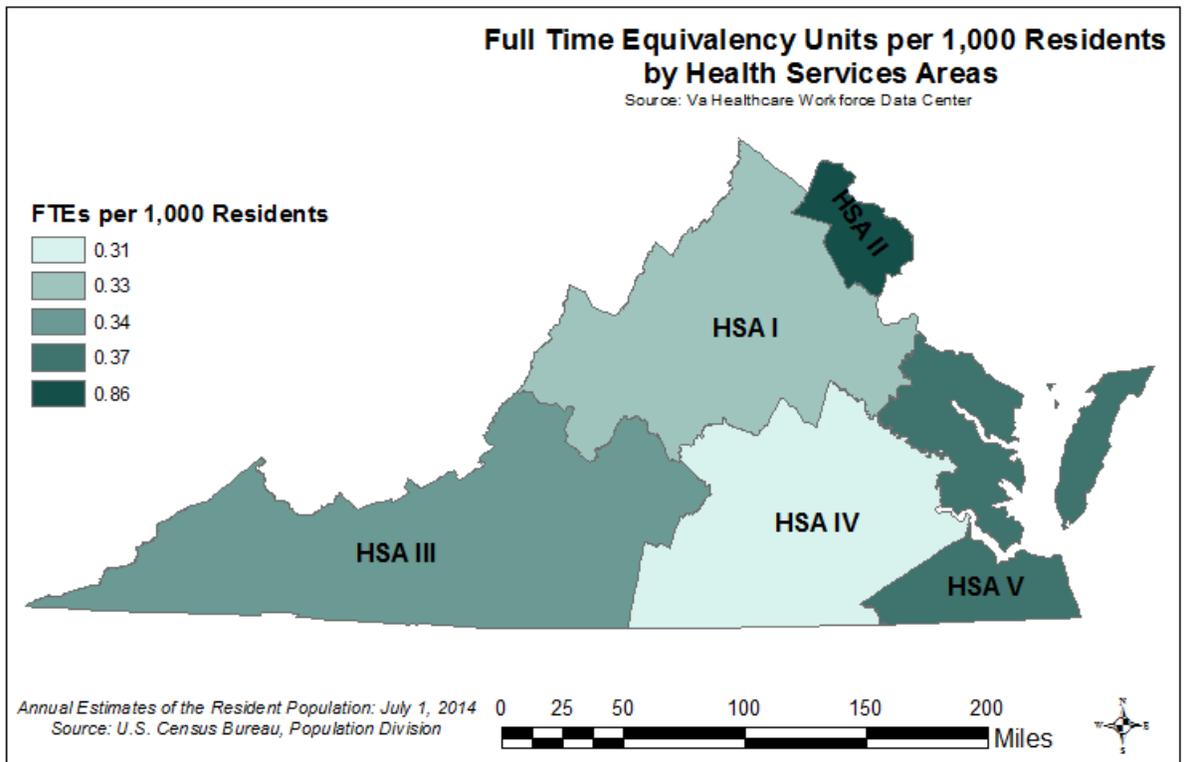
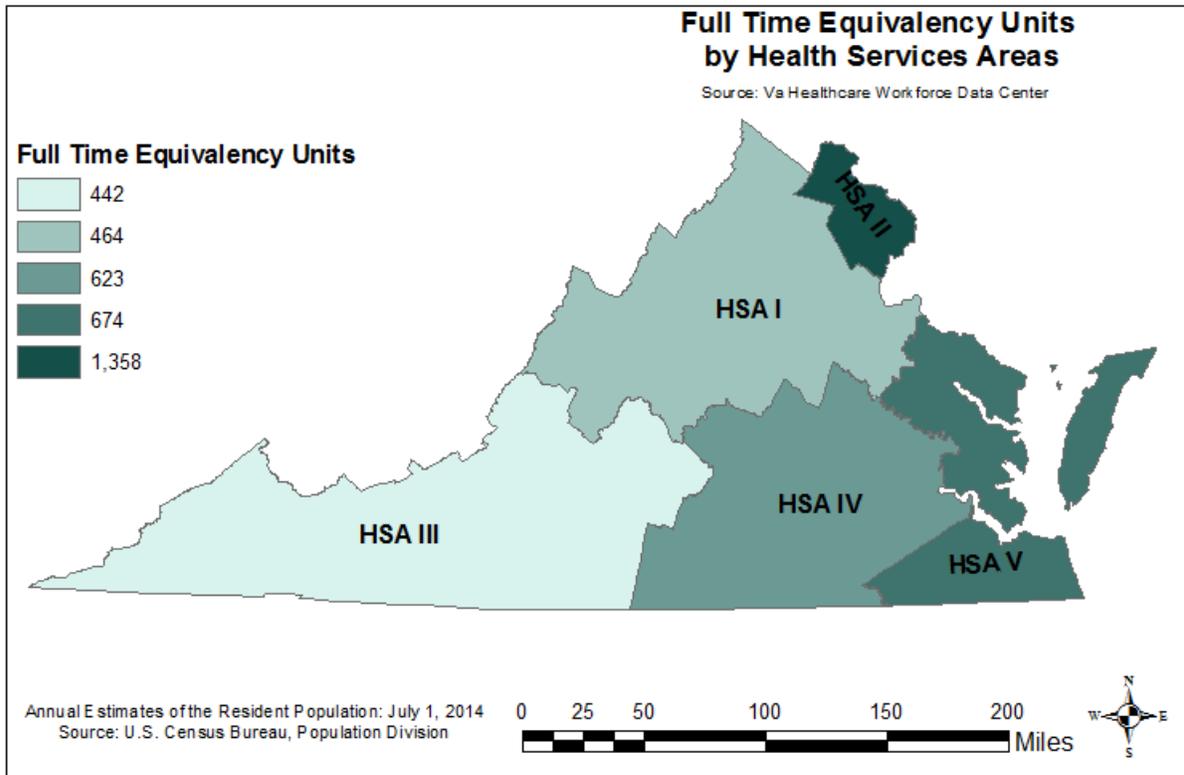
Source: Va. Healthcare Workforce Data Center

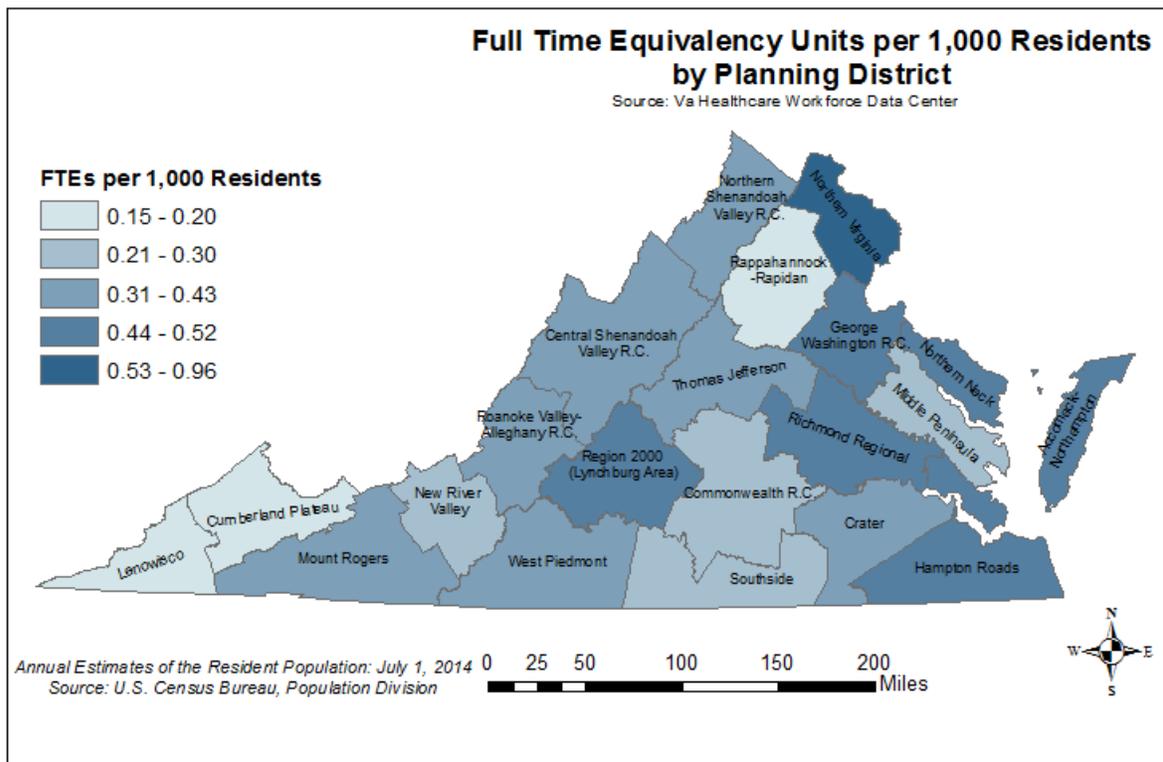
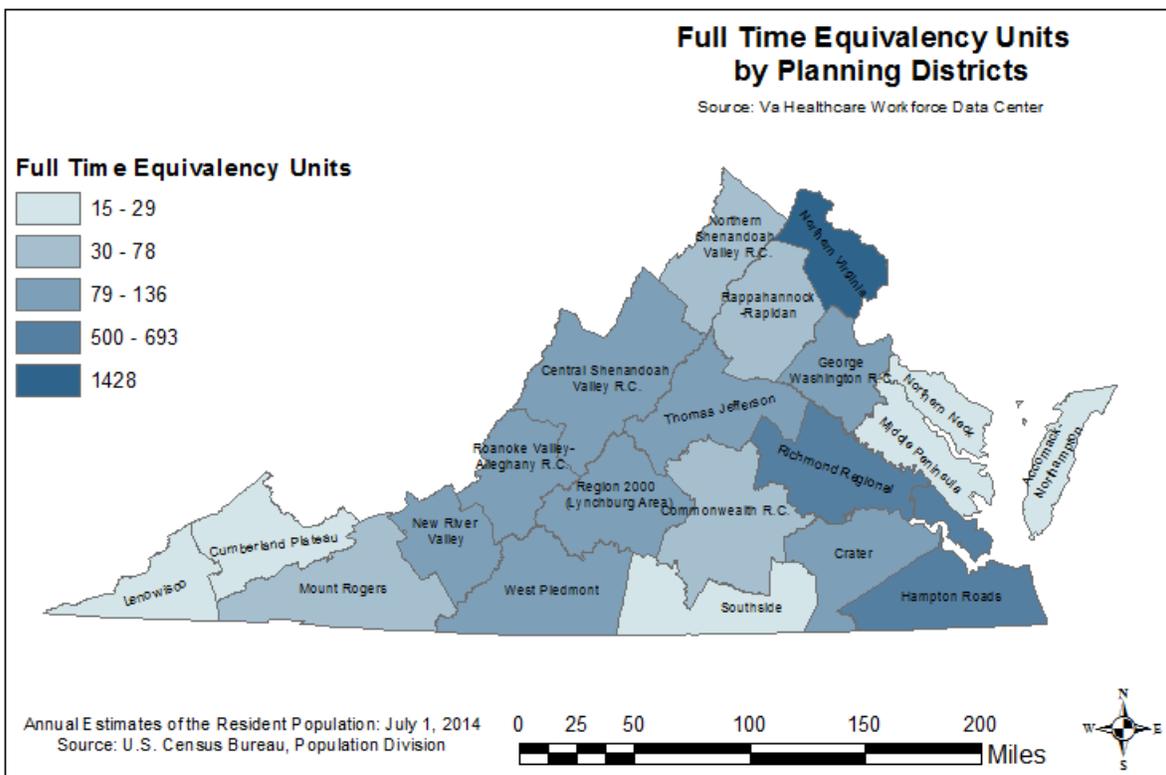
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4446	84.41%	1.184652278	1.108339	1.351769
Metro, 250,000 to 1 million	364	81.59%	1.225589226	1.146639	1.398481
Metro, 250,000 or less	463	84.67%	1.181122449	1.105037	1.347741
Urban pop 20,000+, Metro adj	72	81.94%	1.220338983	1.141727	1.39249
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	138	77.54%	1.289719626	1.206638	1.471658
Urban pop, 2,500-19,999, nonadj	73	84.93%	1.177419355	1.101572	1.275927
Rural, Metro adj	80	80.00%	1.250000000	1.169477	1.426335
Rural, nonadj	30	83.33%	1.200000000	1.122698	1.300397
Virginia border state/DC	750	80.93%	1.235584843	1.155991	1.409886
Other US State	884	76.02%	1.31547619	1.230736	1.501048

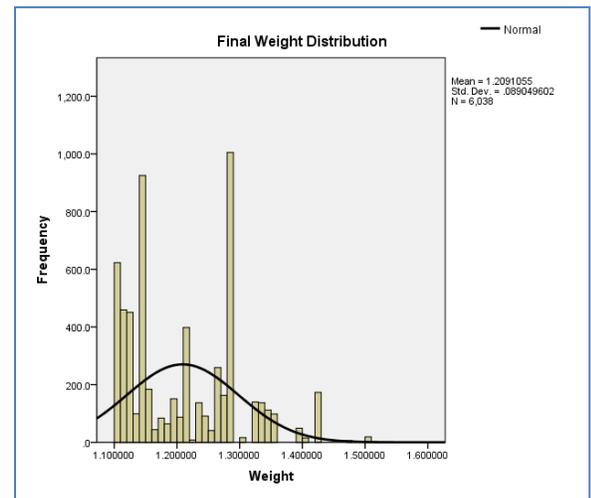
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	189	72.49%	1.379562044	1.347741	1.501048
30 to 34	844	80.81%	1.237536657	1.205201	1.346515
35 to 39	962	85.76%	1.166060606	1.135593	1.268745
40 to 44	923	88.41%	1.131127451	1.101572	1.230736
45 to 49	800	87.25%	1.146131805	1.116184	1.247061
50 to 54	681	88.11%	1.135000000	1.105344	1.234949
55 to 59	695	85.76%	1.166107383	1.135638	1.268796
60 and Over	2205	76.33%	1.310160428	1.275927	1.425534

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.827100**



Source: Va. Healthcare Workforce Data Center