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# *Virginia's Dental Hygienist Workforce: 2013*

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Healthcare Workforce Data Center

December 2013

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*Nearly 4,300 Dental Hygienists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Dental Hygienist Workforce: At a Glance:

## The Workforce

Licensees:	5,425
Virginia's Workforce:	4,496
FTEs:	3,062

## Background

Rural Childhood:	34%
HS Diploma in VA:	56%
Prof. Degree in VA:	62%

## Current Employment

Employed in Prof.:	91%
Hold 1 Full-time Job:	47%
Satisfied?:	92%

## Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	88%

## Education

Associate Degree:	53%
Bachelors Degree:	41%

## Job Turnover

Switched Jobs in 2012:	6%
Employed over 2 yrs:	69%

## Demographics

Female:	98%
Diversity Index:	29%
Median Age:	44

## Finances

Median Income:	\$50k-\$55k
Health Benefits:	29%
Under 40 w/ Ed debt:	48%

## Time Allocation

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

Source: Va. Healthcare Workforce Data Center

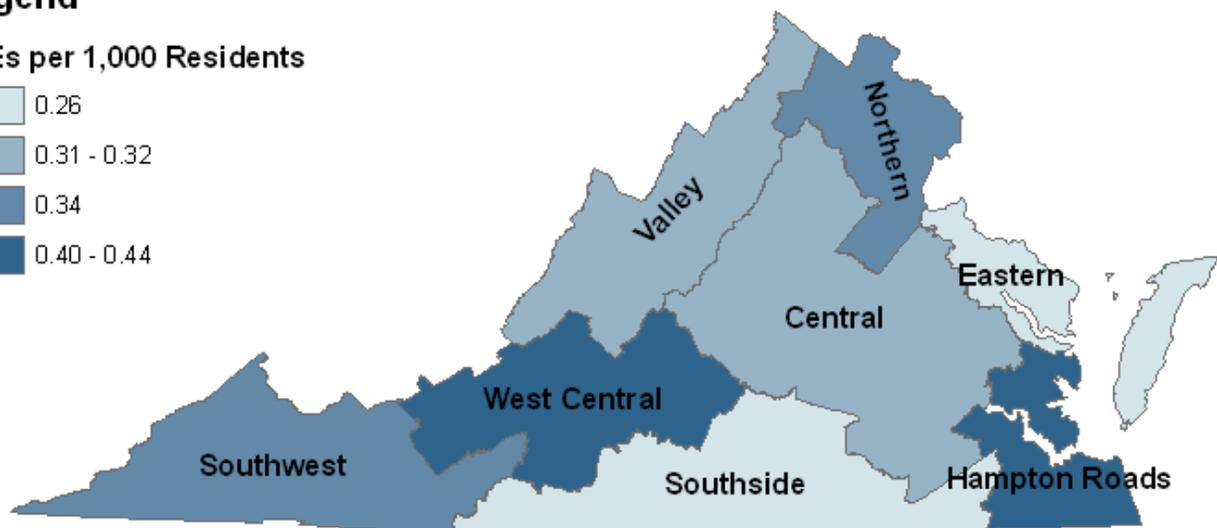
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

0.26
0.31 - 0.32
0.34
0.40 - 0.44



July 2012 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

Nearly 4,300 dental hygienists voluntarily took part in the 2013 Dental Hygienist 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 dental hygienists. These survey respondents represent 79% of the 5,425 dental hygienists who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 4,496 dental hygienists participated in Virginia's workforce in 2012, 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 dental hygienist at some point in the future. Virginia's dental hygienist workforce provided 3,062 "full-time equivalency units" in 2012, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

More than nine out of ten dental hygienists were employed in the profession at the time of the survey, and 69% have been employed at their primary work location for at least two years. However, less than half held one full-time position, while nearly 30% held one part-time position. Dental hygienists are very happy in their profession—92% indicated they were satisfied with their current employment situation, including 63% who indicated they were "very satisfied."

Nearly all dental hygienists are female. Their median age is 44, which is slightly higher than the median age of Virginia's labor force as a whole. Virginia's dental hygienist workforce is somewhat less diverse than Virginia's population as a whole. In a random encounter between two dental hygienists, there is only a 29% probability that they would be of different races or ethnicities. For the Virginia population as a whole, this same probability is 54%. There is greater diversity among dental hygienists who are under the age of 40, but this group is also less diverse than Virginia's overall population.

More than one in three dental hygienists grew up in a rural area, but only 19% of these professionals who were raised in a rural setting currently work in non-Metro areas of the state. Meanwhile, 56% of Virginia's dental hygienist workforce graduated from high school in Virginia, while 62% received their initial professional degree in the state. In total, two out of three of Virginia's dental hygienists have some educational background in the state. New York, North Carolina, Maryland and Pennsylvania were among the largest sources of dental hygienists outside of Virginia.

Just over half of dental hygienists have earned an associate's degree as their highest professional degree, while 41% have received a bachelor's degree. Approximately half of dental hygienists who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$10,000 and \$20,000. The median annual income for dental hygienists is between \$50,000 and \$55,000, while one-quarter earn more than \$70,000 per year. In addition to monetary compensation, two-thirds of Virginia's dental hygienists receive at least one employer-sponsored benefit.

Dental hygienists focused their efforts almost exclusively on patient care activities. The typical dental hygienist spent between 90% and 99% of her time on patient care and between 1% and 9% on administrative tasks. 93% of dental hygienists spent at least 60% of their work time on patient care activities.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	4,899	90%
New Licensees	341	6%
Non-Renewals	185	3%
All Licensees	5,425	100%

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. Nearly nine out of ten renewing dental hygienists submitted a survey. These represent 79% of dental hygienists who held a license at some point in 2012.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 30	115	592	84%
30 to 34	122	588	83%
35 to 39	140	556	80%
40 to 44	123	578	83%
45 to 49	141	530	79%
50 to 54	147	565	79%
55 to 59	132	498	79%
60 and Over	213	385	64%
<b>Total</b>	<b>1,133</b>	<b>4,292</b>	<b>79%</b>
<b>New Licenses</b>			
Issued 4/2012 to 3/2013	79	262	77%
<b>Metro Status</b>			
Non-Metro	90	406	82%
Metro	762	3,227	81%
Not in Virginia	278	640	70%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Dental Hygienists**

Number:	5,425
New:	6%
Not Renewed:	3%

**Response Rates**

All Licensees:	79%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

Completed Surveys	4,292
Response Rate, all licensees	79%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- The Survey Period:** The survey was conducted in March 2013.
- Target Population:** All dental hygienists who held a Virginia license at some point in 2012.
- 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 2012 or 2013.

## At a Glance:

### Workforce

2012 Dental Hyg. Workforce: 4,496  
 FTEs: 3,062

### Utilization Ratios

Licensees in VA Workforce: 83%  
 Licensees per FTE: 1.77  
 Workers per FTE: 1.47

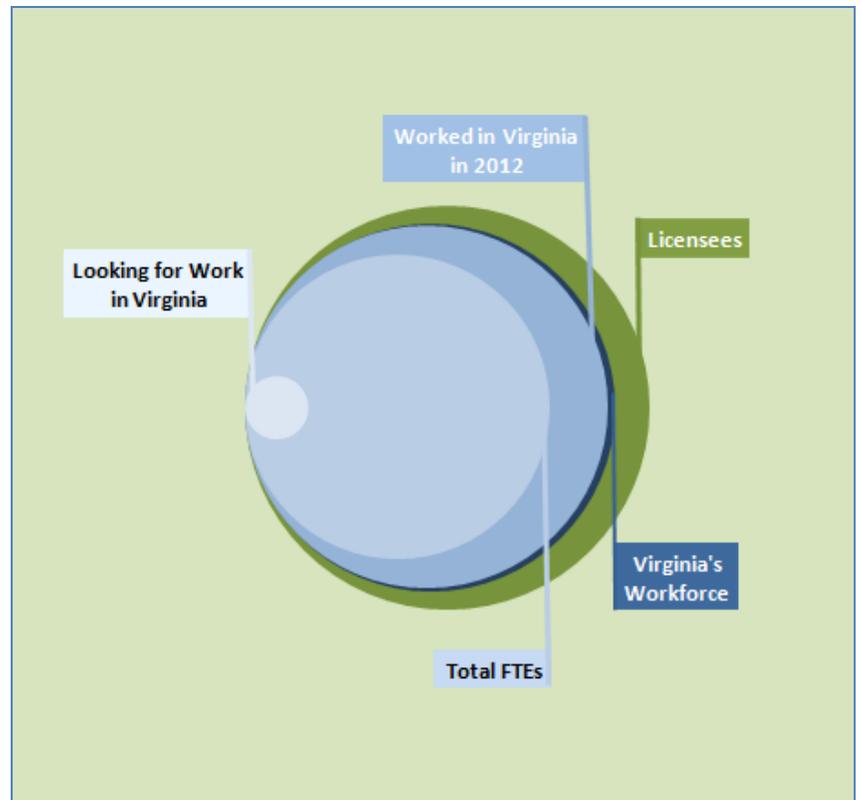
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 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.

Virginia's Dental Hygienist Workforce		
Status	#	%
Worked in Virginia in Past Year	4,359	97%
Looking for Work in Virginia	137	3%
Virginia's Workforce	4,496	100%
Total FTEs	3,062	
Licensees	5,425	

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	18	3%	596	97%	614	14%
30 to 34	11	2%	583	98%	594	13%
35 to 39	15	3%	547	97%	561	13%
40 to 44	11	2%	565	98%	576	13%
45 to 49	4	1%	531	99%	535	12%
50 to 54	4	1%	564	99%	568	13%
55 to 59	2	1%	495	100%	498	11%
60 +	9	2%	459	98%	468	11%
<b>Total</b>	<b>73</b>	<b>2%</b>	<b>4,340</b>	<b>98%</b>	<b>4,413</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Dental Hygienists		Dentists Hyg. under 40	
	%	#	%	#	%
White	64%	3,712	84%	1,369	77%
Black	19%	189	4%	95	5%
Asian	6%	233	5%	143	8%
Other Race	0%	60	1%	29	2%
Two or more races	2%	81	2%	52	3%
Hispanic	8%	160	4%	88	5%
<b>Total</b>	<b>100%</b>	<b>4,435</b>	<b>100%</b>	<b>1,776</b>	<b>100%</b>

\*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

Nearly all dental hygienists are female. The median age of all dental hygienists is 44. 40% of dental hygienists are under the age of 40.

### At a Glance:

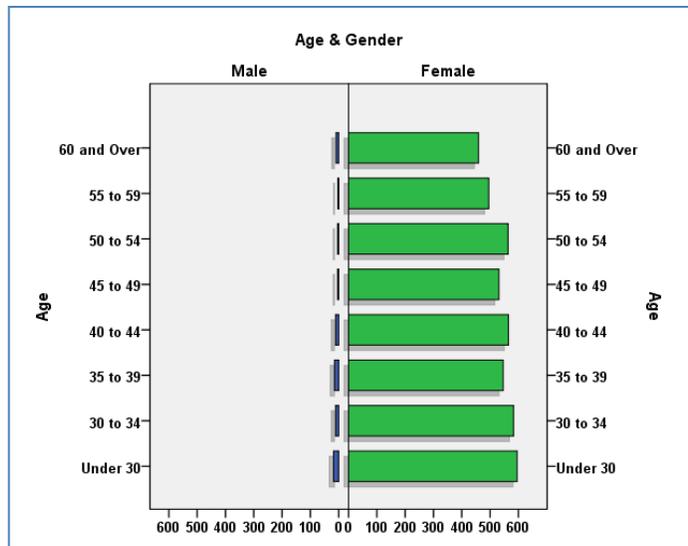
**Gender**  
 % Female: 98%  
 % Under 40 Female: 98%

**Age**  
 Median Age: 44  
 % Under 40: 40%  
 % 55+: 22%

**Diversity**  
 Diversity Index: 29%  
 Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is only a 29% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. The diversity index for those under 40 increases to 39%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 13%  
 Rural Childhood: 34%

### Virginia Background

HS in Virginia: 56%  
 Prof. in VA: 62%  
 HS or Prof. in VA: 67%

### Location Choice

% Rural to Non-Metro: 19%  
 % Urban/Suburban to Non-Metro: 4%

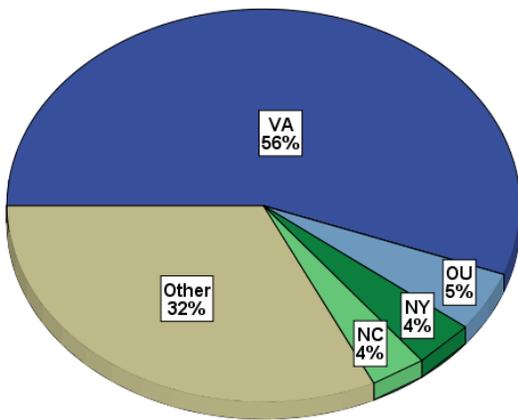
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	24%	61%	15%
2	Metro, 250,000 to 1 million	51%	40%	9%
3	Metro, 250,000 or less	57%	35%	9%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	62%	29%	10%
6	Urban pop, 2,500-19,999, Metro adj	64%	28%	8%
7	Urban pop, 2,500-19,999, nonadj	83%	12%	5%
8	Rural, Metro adj	67%	26%	7%
9	Rural, nonadj	78%	22%	0%
<b>Overall</b>		<b>34%</b>	<b>53%</b>	<b>13%</b>

Source: Va. Healthcare Workforce Data Center

High School Location

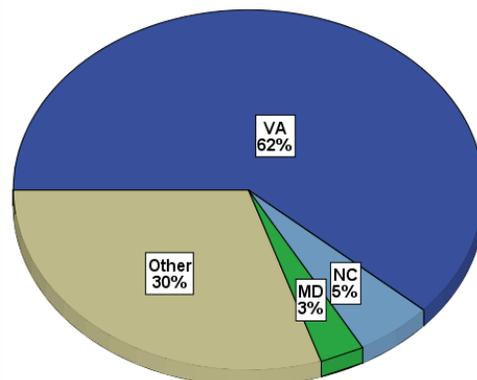


Source: Va. Healthcare Workforce Data Center

More than one in three dental hygienists grew up in self-described rural areas, but only 9% of dental hygienists work in Non-Metro counties. Less than one in five dental hygienists who grew up in rural areas work in Non-Metro counties.

More than two-thirds of Virginia's dental hygienists have a background in the state, including nearly half who received both their high school and initial professional degrees in Virginia.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

## Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Init. Prof Degree	#
1	Virginia	2,459	Virginia	2,686
2	Outside U.S.	216	North Carolina	232
3	New York	170	Maryland	133
4	North Carolina	155	New York	130
5	Pennsylvania	141	West Virginia	121
6	Maryland	138	Pennsylvania	110
7	West Virginia	128	Florida	103
8	Florida	112	Tennessee	98
9	New Jersey	99	Michigan	72
10	Michigan	90	Washington, D.C.	65

Source: Va. Healthcare Workforce Data Center

*Outside of Virginia, New York, North Carolina, Pennsylvania and Maryland are the largest contributors to Virginia's dental hygienist workforce. Additionally, a significant number of dental hygienists received their high school degree outside of the U.S. or Canada.*

*Of those dental hygienists licensed in the past five years, North Carolina and Michigan were the most significant contributors to Virginia's dental hygienist workforce. A large proportion also went to high school outside of the United States or Canada.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	603	Virginia	660
2	Outside U.S.	88	North Carolina	69
3	North Carolina	41	Michigan	38
4	Michigan	41	Maryland	34
5	West Virginia	35	Florida	29
6	Maryland	28	West Virginia	26
7	New York	25	New York	24
8	Pennsylvania	25	Pennsylvania	22
9	California	23	Tennessee	20
10	Florida	20	Ohio	19

Source: Va. Healthcare Workforce Data Center

*17% of Virginia's licensees did not participate in Virginia's dental hygienist workforce in 2012. More than four in five of these licensees worked at some point in the past year, including 71% who worked in the dental hygienist profession. Only 6% worked for the federal government; most of these dental hygienists worked for the military.*

### At a Glance:

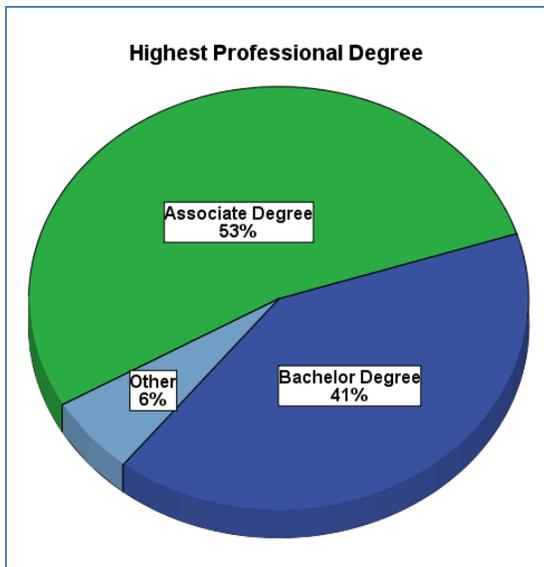
#### Not in VA Workforce

Total:	932
% of Licensees:	17%
Federal/Military:	6%
Va Border State/DC:	20%

A Closer Look:

Highest Degree		
Degree	#	%
Certificate	114	3%
Associate	2,323	53%
Bachelors	1,770	41%
Post-Graduate	18	0%
Masters	120	3%
Doctorate	8	0%
<b>Total</b>	<b>4,353</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of all dental hygienists have an associate degree as their highest professional degree, while 41% have earned a bachelor's degree. Approximately one in four of all dental hygienists carry educational debt. The median debt burden for these dental hygienists is between \$10,000 and \$20,000.

## At a Glance:

**Education**  
 Associate Degree: 53%  
 Bachelor's Degree: 41%

**Educational Debt**  
 Carry debt: 27%  
 Under age 40 w/ debt: 48%  
 Median debt: \$10k-\$20k

Educational Debt				
Amount Carried	All Dental Hygienists		Dental Hyg. under 40	
	#	%	#	%
None	2,854	73%	816	52%
\$10,000 or less	298	8%	222	14%
\$10,001-\$20,000	258	7%	184	12%
\$20,001-\$30,000	178	5%	146	9%
\$30,001-\$40,000	96	2%	75	5%
\$40,001-\$50,000	68	2%	45	3%
\$50,001-\$60,000	33	1%	24	2%
\$60,001-\$70,000	29	1%	19	1%
\$70,001-\$80,000	26	1%	18	1%
\$80,001-\$90,000	12	0%	11	1%
\$90,001-\$100,000	6	0%	4	0%
\$100,000-\$110,000	11	0%	10	1%
\$110,001-\$120,000	5	0%	2	0%
More than \$120,000	14	0%	5	0%
<b>Total</b>	<b>3,888</b>	<b>100%</b>	<b>1,581</b>	<b>100%</b>

## At a Glance:

### Employment

Employed in Profession: 91%  
Involuntarily Unemployed: 2%

### Positions Held

1 Full-time: 47%  
2 or More Positions: 17%

### Weekly Hours:

40 to 49: 11%  
60 or more: 1%  
Less than 30: 33%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a dentistry related capacity	4,013	91%
Employed, NOT in a dentistry related capacity	130	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	71	2%
Voluntarily unemployed	180	4%
Retired	40	1%
<b>Total</b>	<b>4,435</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	291	7%
One Part-Time Position	1,291	29%
Two Part-Time Positions	428	10%
One Full-Time Position	2,067	47%
One Full-Time Position & One Part-Time Position	219	5%
Two Full-Time Positions	1	0%
More than Two Positions	90	2%
<b>Total</b>	<b>4,387</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	291	7%
1 to 9 hours	170	4%
10 to 19 hours	406	9%
20 to 29 hours	874	20%
30 to 39 hours	2,060	47%
40 to 49 hours	466	11%
50 to 59 hours	43	1%
60 to 69 hours	13	0%
70 to 79 hours	12	0%
80 or more hours	11	0%
<b>Total</b>	<b>4,346</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than nine in ten dental hygienists were employed in their profession. Less than half of dental hygienists held one full-time job, while almost 30% had one part-time job. 17% held multiple jobs. Half of dental hygienists worked between 30 and 39 hours per week, while 13% worked less than 20 hours per week.*

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	44	1%
<b>\$30,000 or less</b>	510	14%
<b>\$30,001-\$35,000</b>	213	6%
<b>\$35,001-\$40,000</b>	237	7%
<b>\$40,001-\$45,000</b>	263	7%
<b>\$45,001-\$50,000</b>	331	9%
<b>\$50,001-\$55,000</b>	321	9%
<b>\$55,001-\$60,000</b>	354	10%
<b>\$60,001-\$65,000</b>	328	9%
<b>\$65,001-\$70,000</b>	286	8%
<b>\$70,001-\$75,000</b>	204	6%
<b>\$75,001-\$80,000</b>	163	5%
<b>\$80,001-\$85,000</b>	97	3%
<b>\$85,001-\$90,000</b>	61	2%
<b>More than \$90,000</b>	135	4%
<b>Total</b>	<b>3,544</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
<b>Signing/Retention Bonus</b>	106	3%
<b>Dental Insurance</b>	542	14%
<b>Health Insurance</b>	1,162	29%
<b>Paid Leave</b>	1,960	49%
<b>Group Life Insurance</b>	295	7%
<b>Retirement</b>	1,722	43%
<b>Receive at least one benefit</b>	<b>2,667</b>	<b>66%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

*More than nine in ten dental hygienists are satisfied with their job, including nearly two-thirds who are very satisfied with their current work circumstances.*

## At a Glance:

**Earnings**  
 Median Income: \$50k-\$55k  
 Middle 50%: \$35k-\$70k

**Benefits**  
 Employer Health Insurance: 29%  
 Employer Retirement: 43%

**Satisfaction**  
 Satisfied: 92%  
 Very Satisfied: 63%

*The median income for dental hygienists is between \$50,000 and \$55,000 per year, while one-quarter of dental hygienists earned more than \$70,000 per year. In addition, two out of three dental hygienists received at least one employer-sponsored benefit at their place of work.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	2,704	63%
<b>Somewhat Satisfied</b>	1,247	29%
<b>Somewhat Dissatisfied</b>	237	6%
<b>Very Dissatisfied</b>	114	3%
<b>Total</b>	<b>4,303</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	196	4%
Experience Voluntary Unemployment?	299	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	537	12%
Work two or more positions at the same time?	884	20%
Switch employers or practices?	254	6%
<b>Experienced at least 1</b>	<b>1,575</b>	<b>35%</b>

Source: Va. Healthcare Workforce Data Center

*Only 4% of Virginia’s dental hygienists experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.9% in 2012.<sup>2</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	174	4%	363	27%
<b>Less than 6 Months</b>	215	5%	136	10%
<b>6 Months to 1 Year</b>	343	8%	153	11%
<b>1 to 2 Years</b>	553	13%	171	13%
<b>3 to 5 Years</b>	831	20%	202	15%
<b>6 to 10 Years</b>	803	19%	170	13%
<b>More than 10 Years</b>	1,257	30%	146	11%
<b>Subtotal</b>	<b>4,176</b>	<b>100%</b>	<b>1,340</b>	<b>100%</b>
<b>Did not have location</b>	179		3,052	
<b>Item Missing</b>	140		103	
<b>Total</b>	<b>4,496</b>		<b>4,496</b>	

Source: Va. Healthcare Workforce Data Center

*Nearly three out of four dental hygienists receive an hourly wage at their primary work location. Among those who don’t receive an hourly wage, nearly all receive a salary.*

**At a Glance:**

**Unemployment Experience 2012**

Involuntarily Unemployed: 4%  
Underemployed: 12%

**Turnover & Tenure**

Switched Jobs: 6%  
New Location: 20%  
Over 2 years: 69%  
Over 2 yrs, 2<sup>nd</sup> location: 39%

**Employment Type**

Salary or Wage: 97%

Source: Va. Healthcare Workforce Data Center

*More than two-thirds of dental hygienists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	800	23%
<b>Hourly Wage</b>	2,593	74%
<b>By Contract</b>	59	2%
<b>Business/ Practice Income</b>	5	0%
<b>Unpaid</b>	25	1%
<b>Subtotal</b>	<b>3,482</b>	<b>100%</b>
<b>Did not have location</b>	179	
<b>Item Missing</b>	835	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

## At a Glance:

### Concentration

Top Region:	32%
Top 3 Regions:	75%
Lowest Region:	1%

### Locations

2 or more (2012):	29%
2 or more (Now*):	23%

Source: Va. Healthcare Workforce Data Center

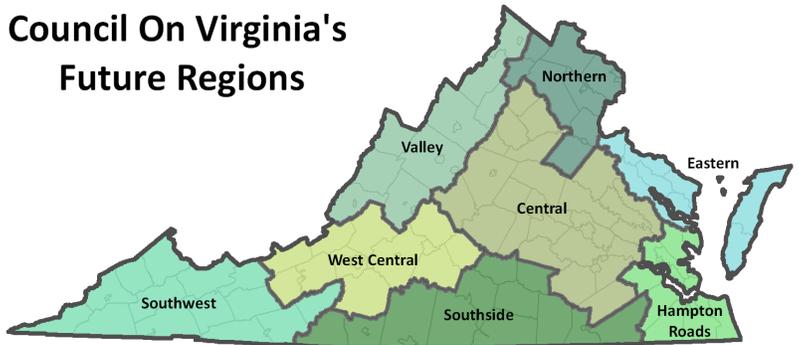
Three out of four dental hygienists worked in Northern Virginia, Hampton Roads or Central Virginia. Less than 10% of all dental hygienists worked in Southwest Virginia, Southside Virginia or Eastern Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	725	17%	194	17%
Eastern	57	1%	16	1%
Hampton Roads	1,051	25%	250	21%
Northern	1,347	32%	422	36%
Southside	133	3%	39	3%
Southwest	189	5%	46	4%
Valley	211	5%	45	4%
West Central	406	10%	98	8%
Virginia Border State/DC	14	0%	23	2%
Other US State	13	0%	28	2%
Outside of the US	3	0%	2	0%
<b>Total</b>	<b>4,149</b>	<b>100%</b>	<b>1,163</b>	<b>100%</b>
<b>Item Missing</b>	<b>168</b>		<b>30</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



70% of all dental hygienists had just one work location in 2012. Only 12% of dental hygienists had at least three primary work locations in 2012.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	42	1%	297	7%
1	3,147	70%	3,009	70%
2	774	17%	609	14%
3	391	9%	353	8%
4	44	1%	13	0%
5	27	1%	8	0%
6 or More	70	2%	24	1%
<b>Total</b>	<b>4,496</b>	<b>100%</b>	<b>4,313</b>	<b>100%</b>

\*At the time of survey completion, March 2013.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	3,780	94%	933	89%
<b>Non-Profit</b>	56	1%	38	4%
<b>State/Local Government</b>	114	3%	66	6%
<b>Veterans Administration</b>	10	0%	2	0%
<b>U.S. Military</b>	65	2%	4	0%
<b>Other Federal Government</b>	6	0%	6	1%
<b>Total</b>	<b>4,031</b>	<b>100%</b>	<b>1,049</b>	<b>100%</b>
<b>Did not have location</b>	179		3,302	
<b>Item Missing</b>	285		145	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

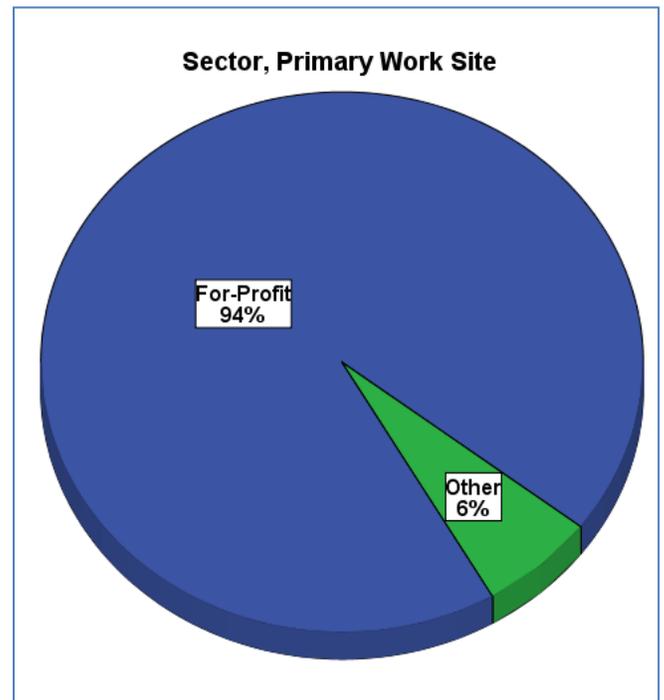
For Profit:	94%
Federal:	2%

**Top Establishments**

Solo or Group Practice:	92%
Other:	2%
Dental/Dental Hygiene	
School:	2%

Source: Va. Healthcare Workforce Data Center

*95% of dental hygienists worked in the private sector. 3% of dental hygienists worked for either a state or local government, while 2% worked for the federal government. Most federal government employees worked for the military.*



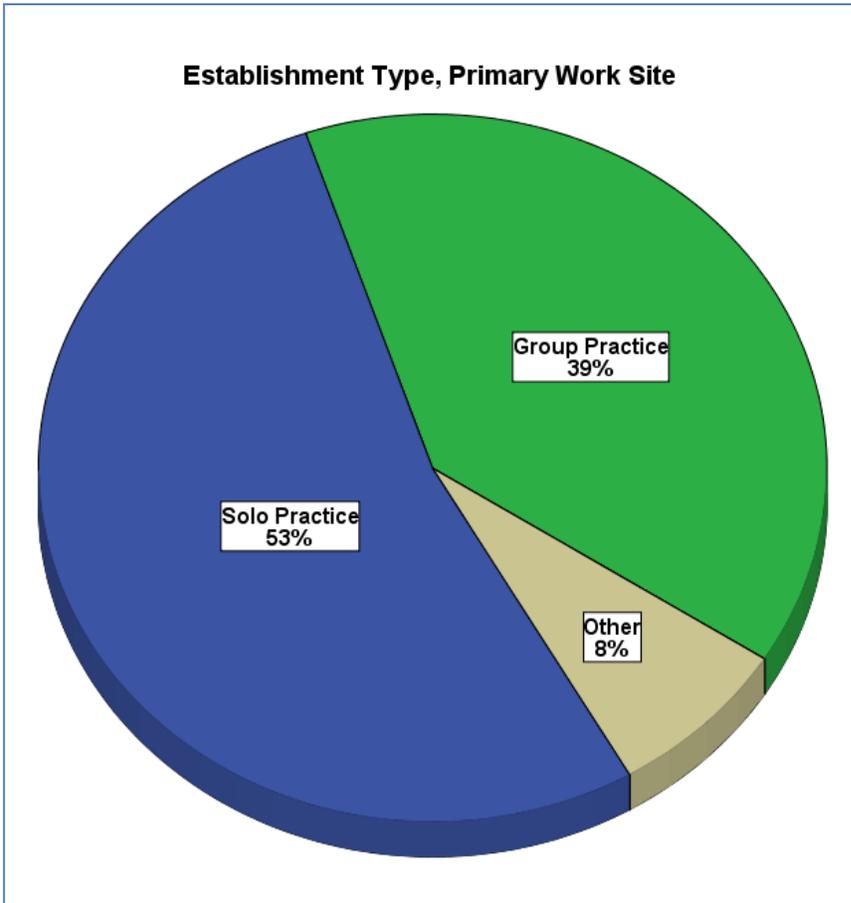
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,118	53%	564	55%
Group Practice	1,567	39%	343	33%
Dental/Dental Hygiene School	62	2%	43	4%
Hospital/Health System	58	1%	5	0%
Public Health Program	31	1%	15	1%
Outpatient Community Clinic	20	1%	13	1%
Insurance	18	0%	2	0%
Nursing Home/Long-Term Care Facility	13	0%	4	0%
K-12 School or Non-Dental College	7	0%	0	0%
Supplier Organization	3	0%	3	0%
Other	92	2%	39	4%
<b>Total</b>	<b>3,989</b>	<b>100%</b>	<b>1,031</b>	<b>100%</b>
<b>Does not have location</b>	<b>179</b>		<b>3,302</b>	

Source: Va. Healthcare Workforce Data Center

*92% of all dental hygienists worked in either a solo or group practice at their primary work location. Dental/dental hygiene schools and hospital/health systems were common establishment types for dental hygienists who did not work in solo or group practices.*

*Among those dental hygienists who also had a secondary work location, nearly 90% were in private practice. Among those who did not work in dental practices, more than one-third worked in a dental or dental hygiene school.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 90%-99%  
 Administration: 1%-9%  
 Education: 0%  
 Research: 0%

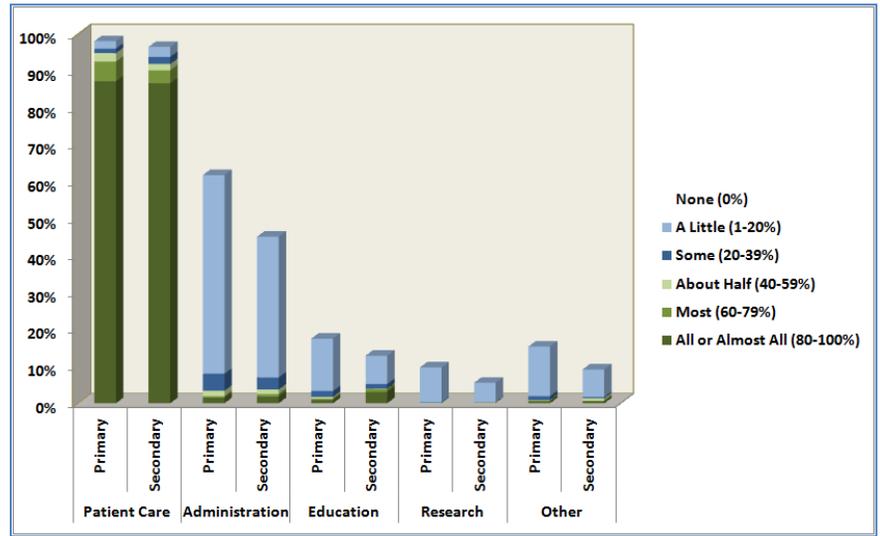
### Roles

Patient Care: 93%  
 Administrative: 2%  
 Education: 1%  
 Research: 0%

### Patient Care PTAs

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

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical dental hygienist spends nearly all of their time on patient care activities, with most of the remaining time spent on administrative tasks. 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	Patient Care		Admin.		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>	87%	87%	1%	2%	1%	3%	0%	0%	0%	1%
<b>Most (60-79%)</b>	5%	3%	0%	1%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	2%	2%	1%	1%	0%	0%	0%	0%	0%	1%
<b>Some (20-39%)</b>	1%	2%	5%	3%	2%	1%	0%	0%	1%	0%
<b>A Little (1-20%)</b>	2%	3%	54%	38%	14%	8%	9%	5%	13%	7%
<b>None (0%)</b>	2%	3%	38%	55%	82%	87%	90%	94%	85%	91%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Dental Hyg. over 50	
	#	%	#	%
<b>Under age 50</b>	288	8%	-	0%
<b>50 to 54</b>	378	10%	-	0%
<b>55 to 59</b>	686	18%	140	11%
<b>60 to 64</b>	1,109	29%	457	36%
<b>65 to 69</b>	826	22%	418	33%
<b>70 to 74</b>	189	5%	128	10%
<b>75 to 79</b>	35	1%	18	1%
<b>80 or over</b>	22	1%	8	1%
<b>I do not intend to retire</b>	253	7%	98	8%
<b>Total</b>	<b>3,786</b>	<b>100%</b>	<b>1,267</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Dentists**

Under 65: 65%  
Under 60: 36%

**Dentists 50 and over**

Under 65: 48%  
Under 60: 13%

**Time until Retirement**

Within 2 years: 4%  
Within 10 years: 23%  
Half the workforce: by 2033

Source: Va. Healthcare Workforce Data Center

Nearly 30% of dental hygienists expect to retire between the ages of 60 and 64, and more than half expect to retire at some point in their 60s. Among dental hygienists who are over the age of 50, nearly half expect to retire by age 65, and 69% expect to retire at some point in their 60s. One in five dental hygienists who are age 50 and over expect to work through at least age 70, including 8% who do not intend to retire.

Within the next two years, only 5% of Virginia’s dental hygienists plan on leaving either the profession or the state. Meanwhile, twice as many dental hygienists plan on increasing patient care hours rather than decreasing such hours. In addition, more than one in ten dental hygienists plan on pursuing additional educational opportunities.

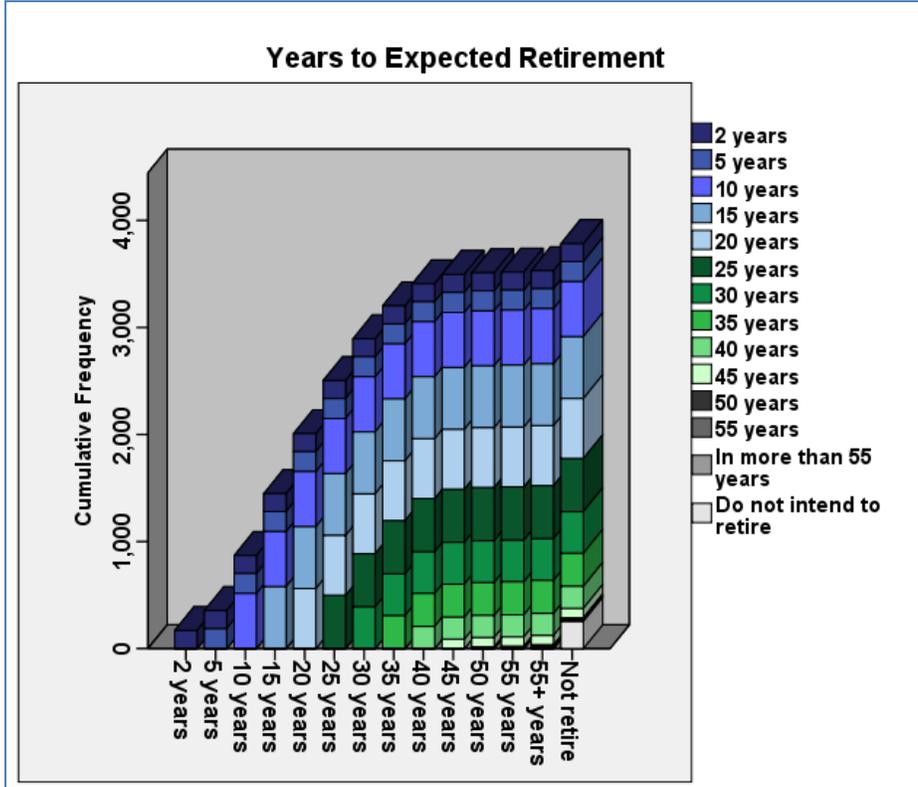
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	87	2%
<b>Leave Virginia</b>	144	3%
<b>Decrease Patient Care Hours</b>	376	8%
<b>Decrease Teaching Hours</b>	28	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	733	16%
<b>Increase Teaching Hours</b>	169	4%
<b>Pursue Additional Education</b>	512	11%
<b>Return to Virginia’s Workforce</b>	34	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dental hygienists. Fewer than one out of ten dental hygienists expect to retire in the next five years, while nearly one in four expect to retire in the next 10 years. More than half of the current dental hygienist workforce expects to retire by 2033.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	168	4%	4%
5 years	187	5%	9%
10 years	515	14%	23%
15 years	579	15%	38%
20 years	560	15%	53%
25 years	496	13%	66%
30 years	390	10%	77%
35 years	308	8%	85%
40 years	206	5%	90%
45 years	87	2%	92%
50 years	15	0%	93%
55 years	6	0%	93%
In more than 55 years	13	0%	93%
Do not intend to retire	253	7%	100%
<b>Total</b>	<b>3,783</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 2023. Retirements will peak at 15% of the current workforce around 2028-2033 before declining to under 10% of the current workforce around 2048. In total, two-thirds of all dental hygienists expect to retire between 2023 and 2043.

## At a Glance:

### FTEs

Total: 3,062  
Average: .71

### Age & Gender Effect

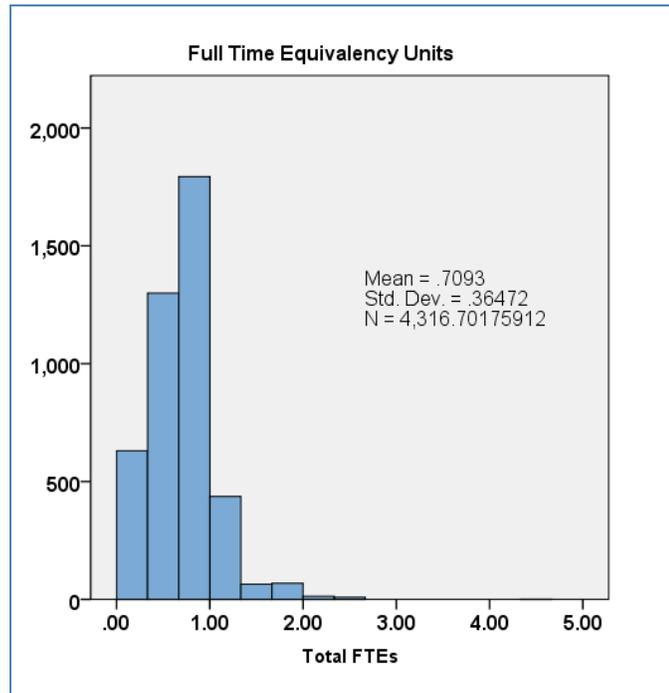
Age, Partial Eta<sup>2</sup>: .002  
Gender, Partial Eta<sup>2</sup>: .002

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

.01=Small Effect  
.06=Medium Effect  
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

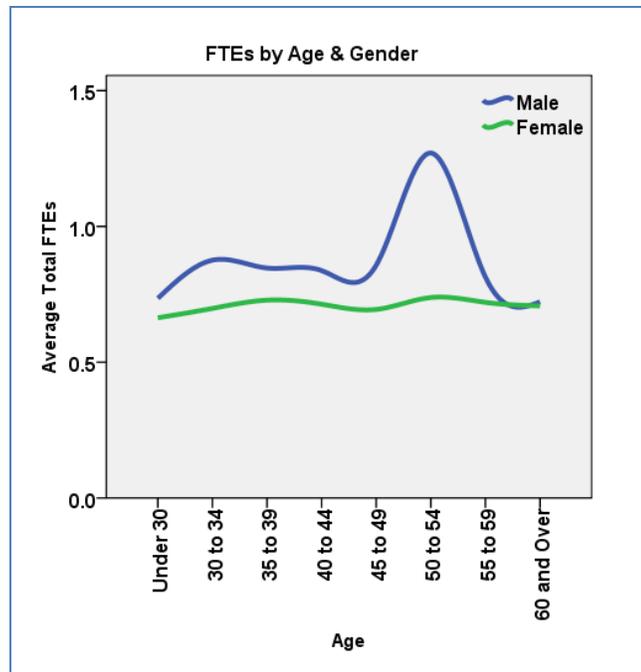


Source: Va. Healthcare Workforce Data Center

The typical (median) dental hygienist provided 0.75 FTEs in 2012, or approximately 29 hours per week for 52 weeks. Although FTEs appear to vary by gender, statistical tests did not verify a difference exists.<sup>2</sup>

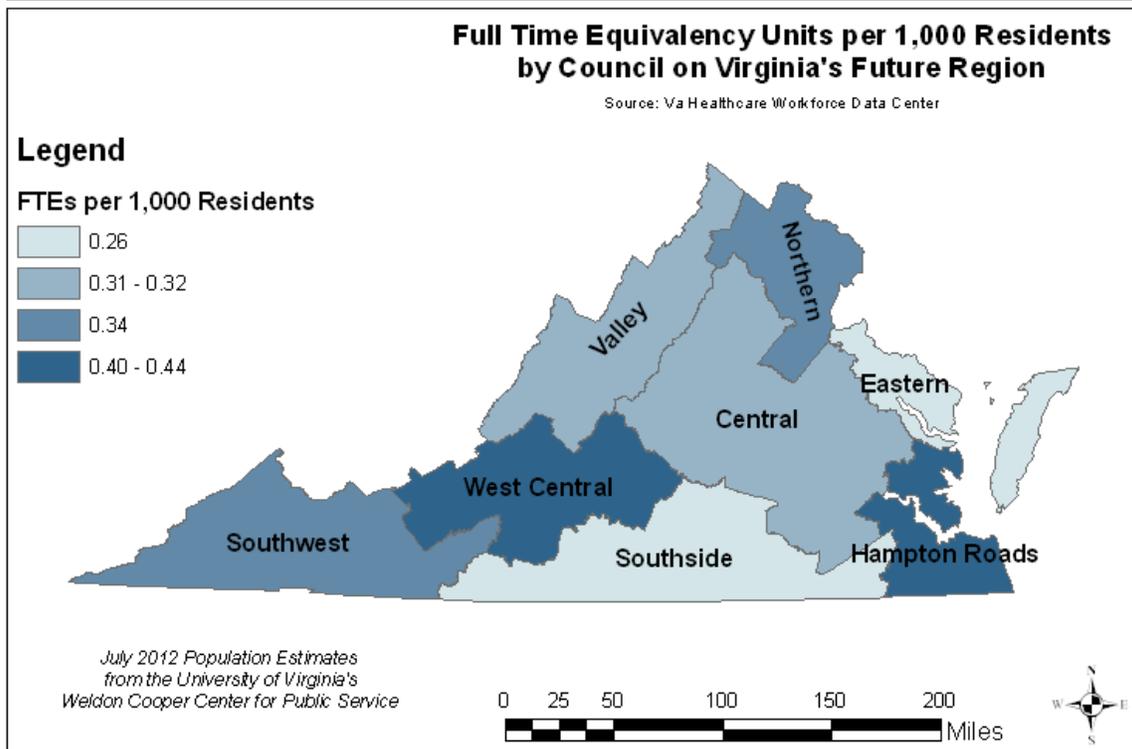
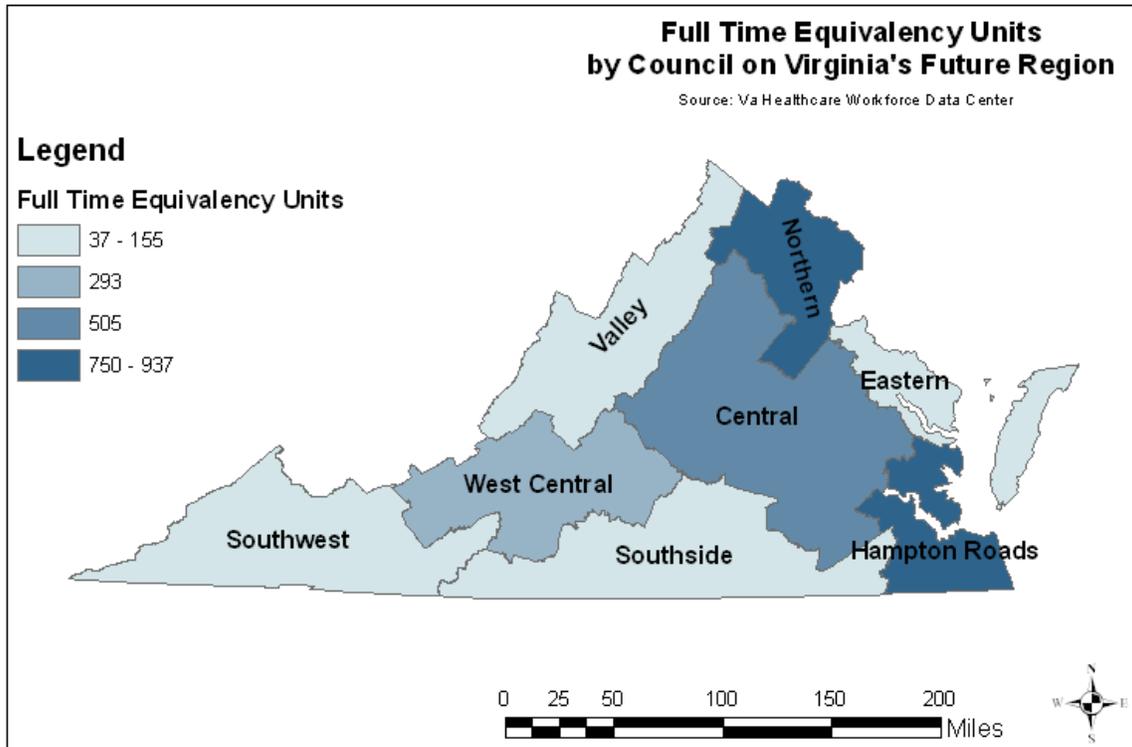
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.66	0.70
30 to 34	0.70	0.81
35 to 39	0.73	0.78
40 to 44	0.72	0.77
45 to 49	0.69	0.72
50 to 54	0.74	0.82
55 to 59	0.72	0.72
60 and Over	0.70	0.69
Gender		
Male	0.83	0.86
Female	0.71	0.75

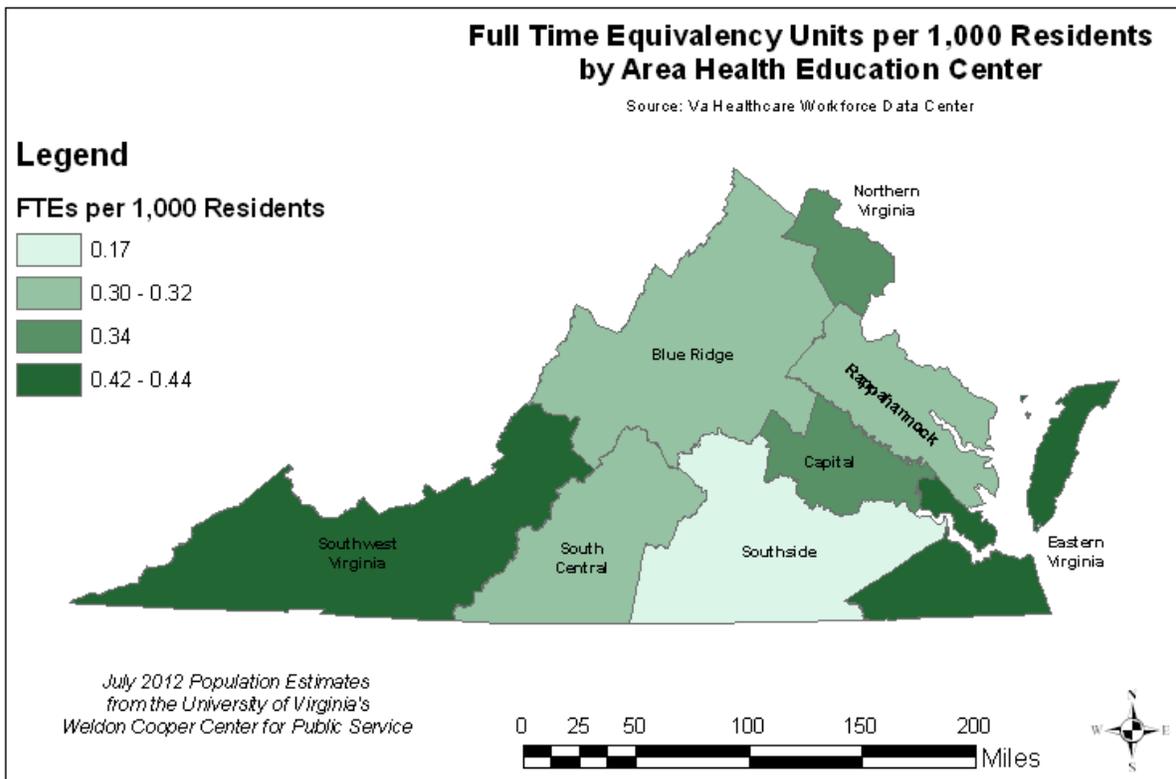
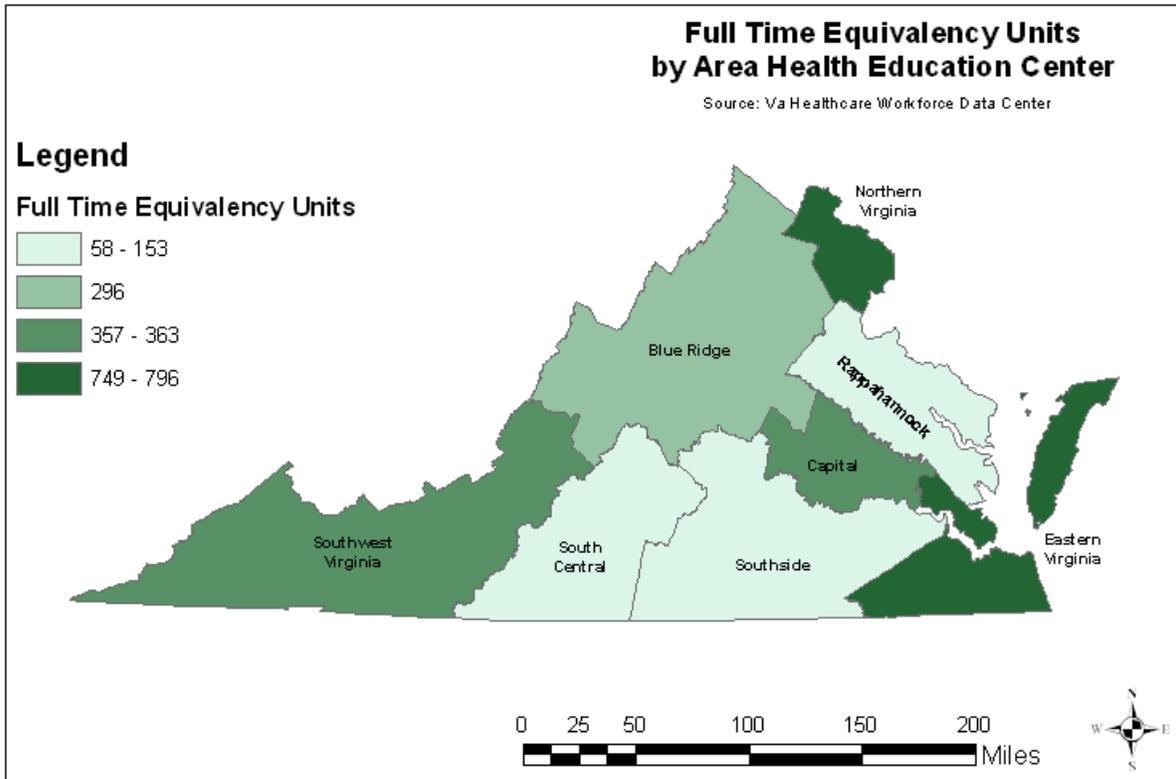
Source: Va. Healthcare Workforce Data Center

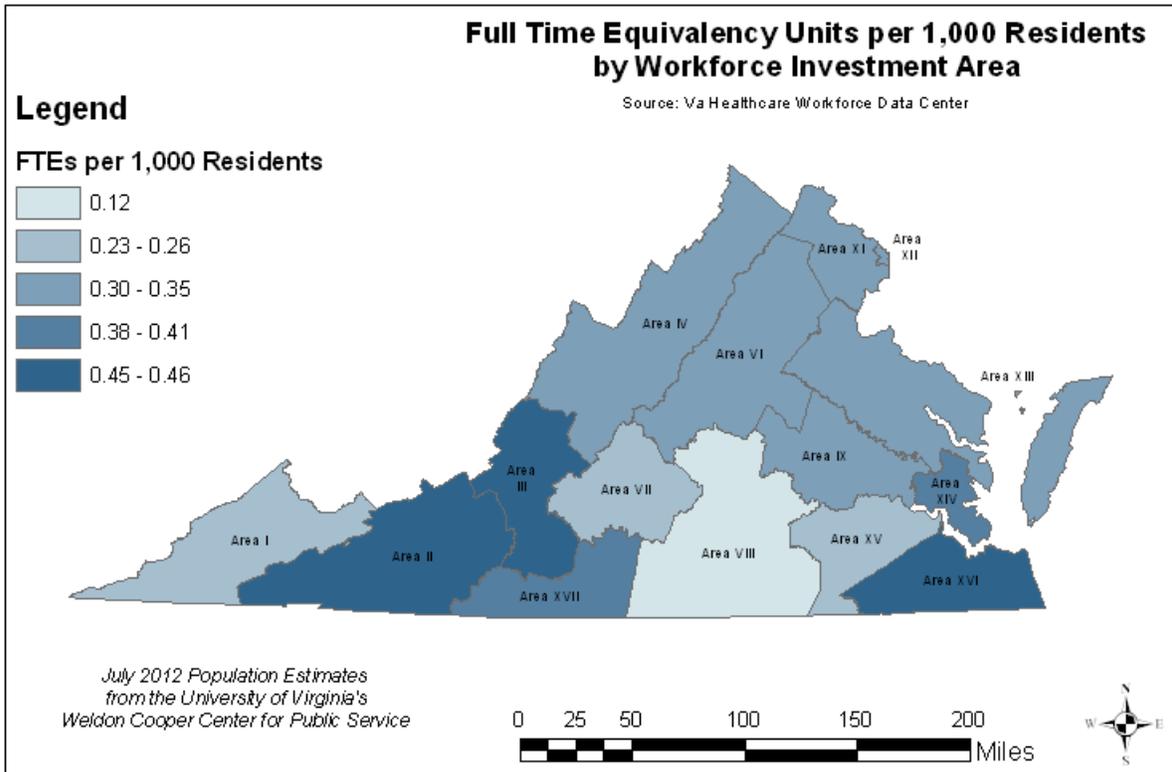
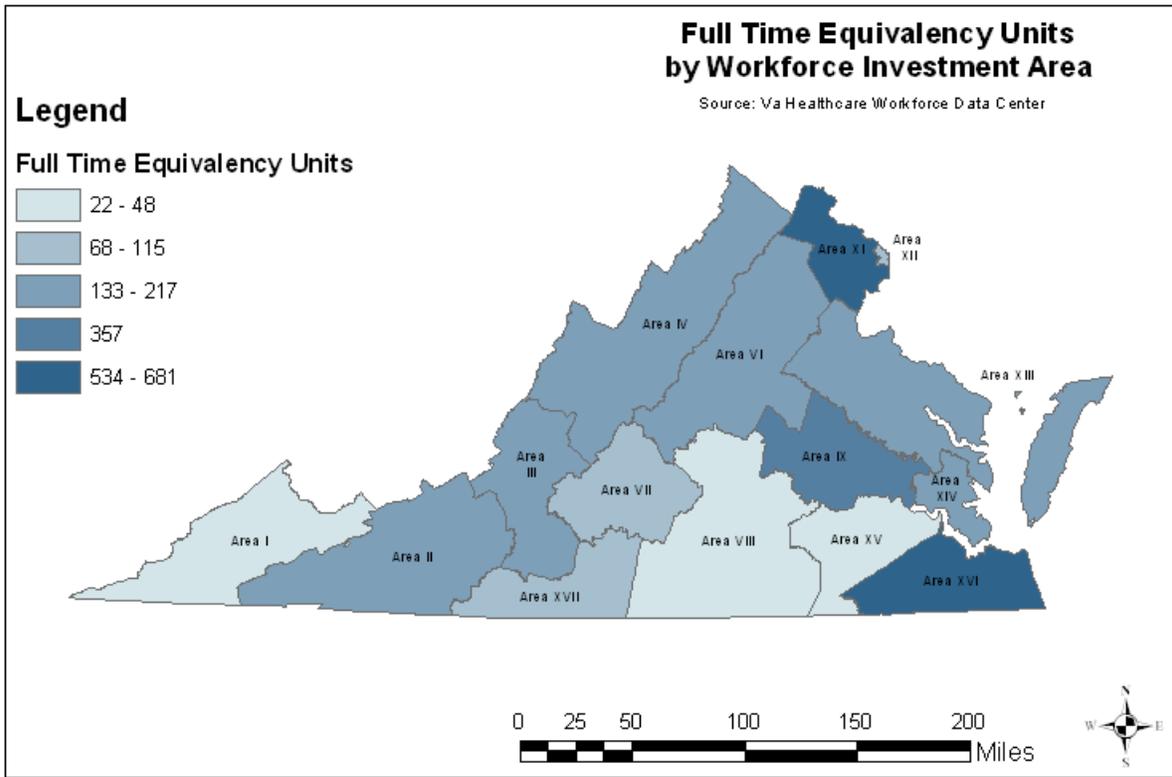


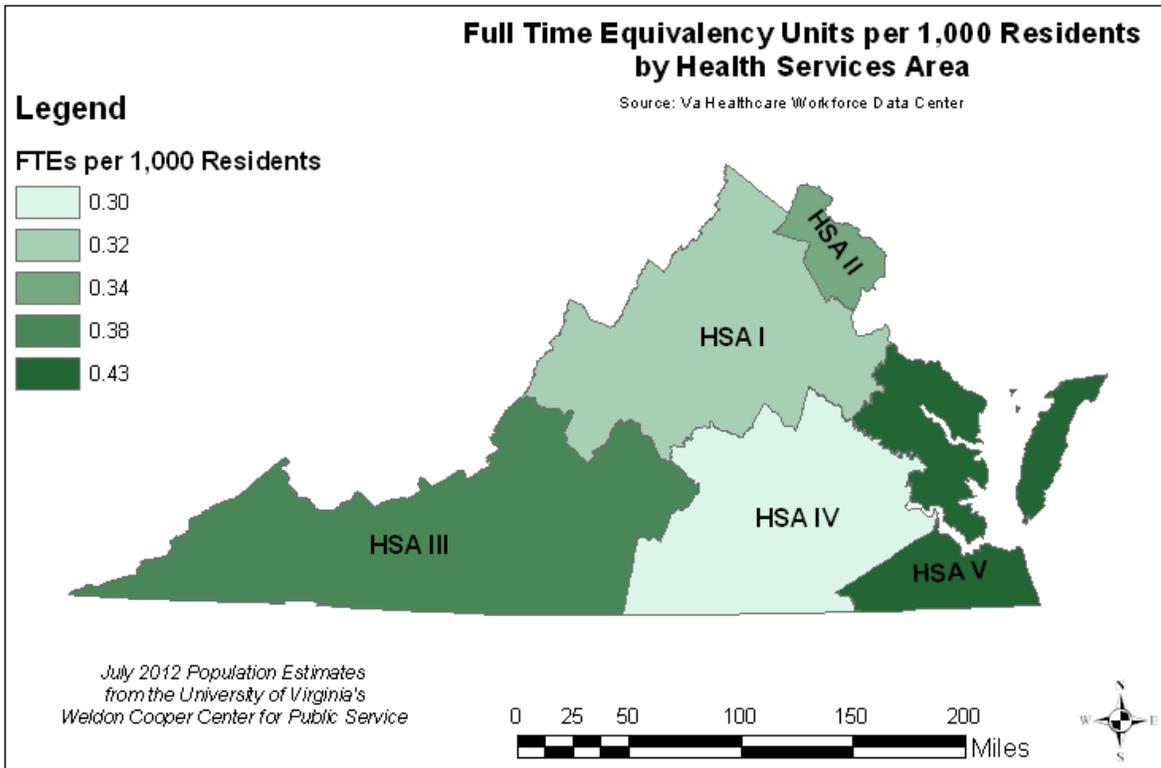
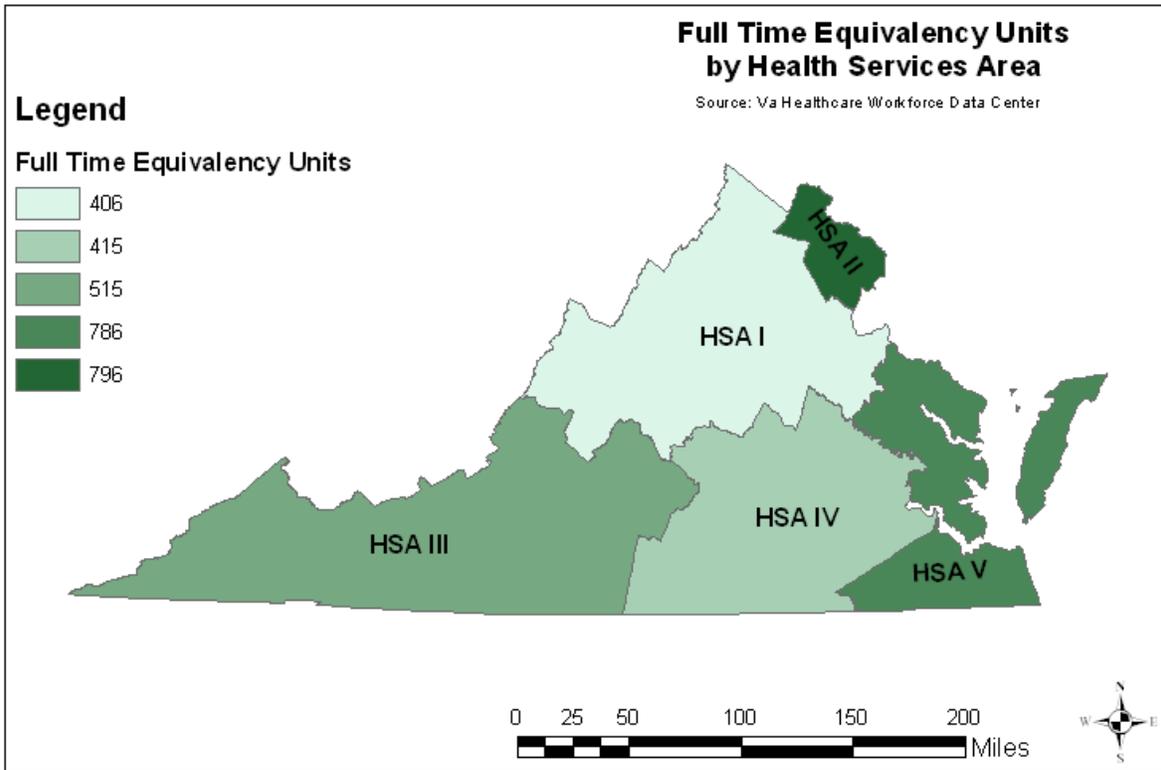
Source: Va. Healthcare Workforce Data Center

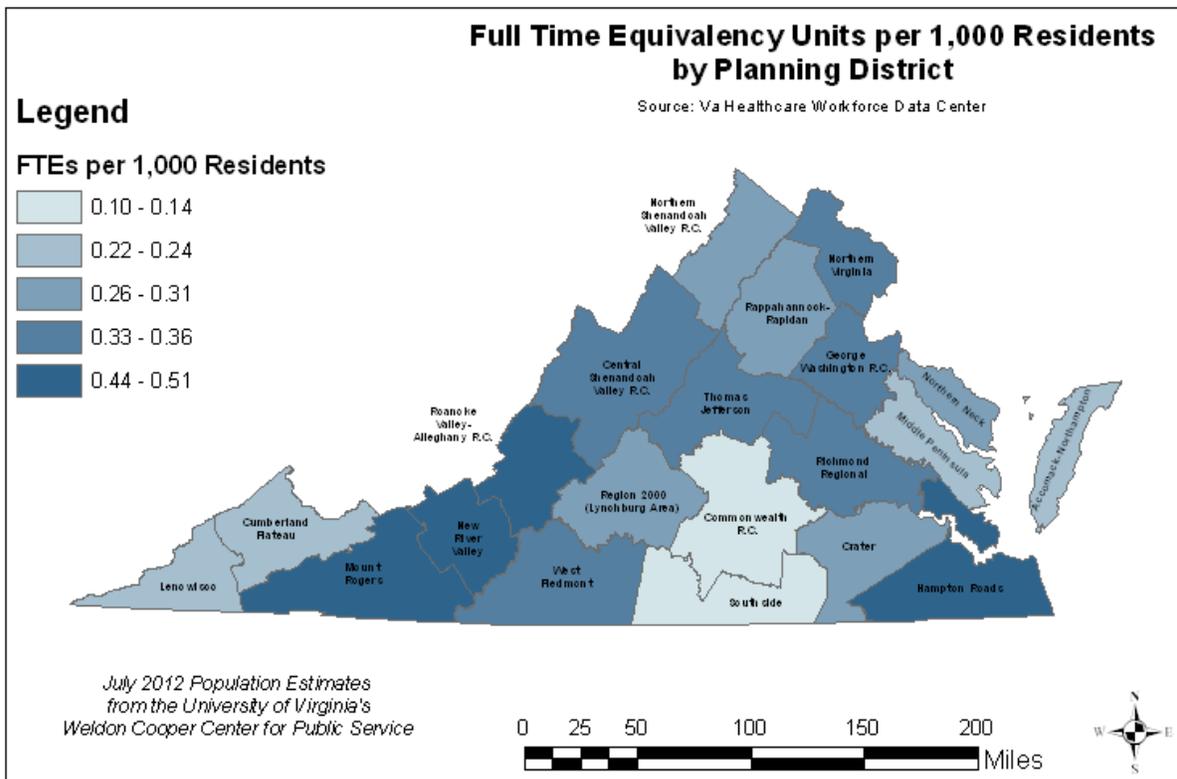
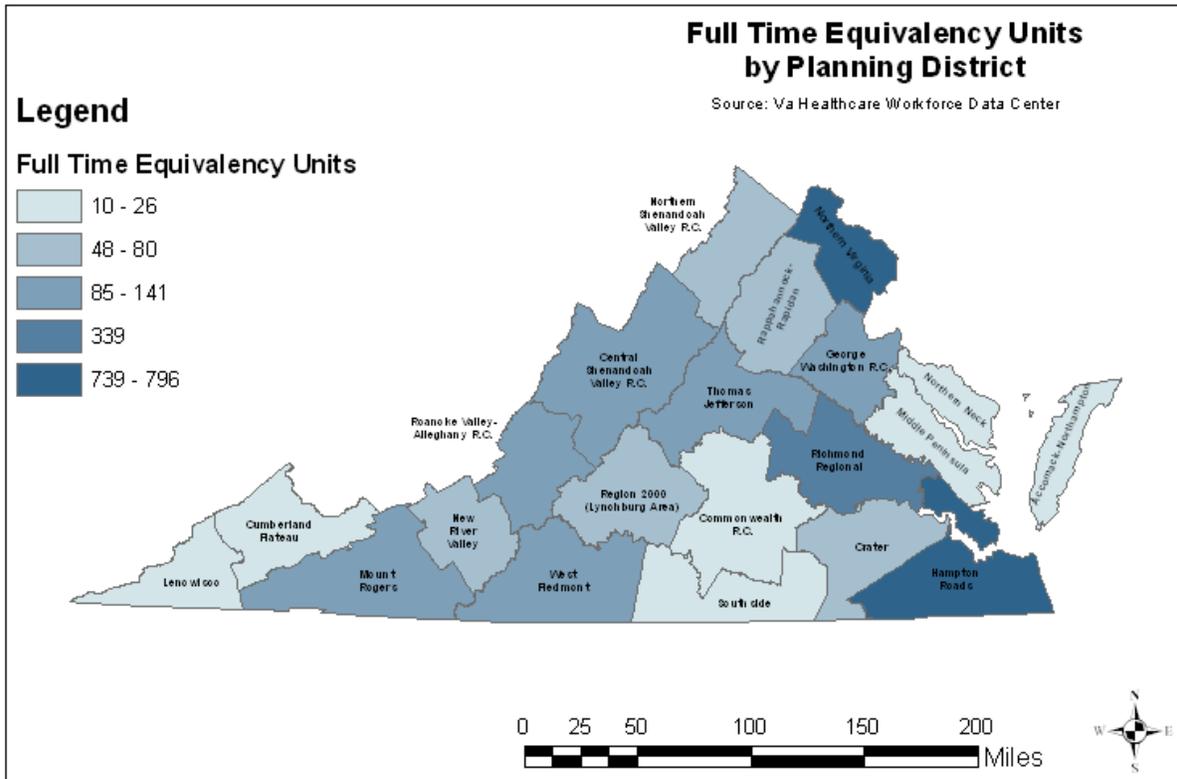
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Metro, 1 million+</b>	3,253	80.66%	1.23971	1.170952	1.522936
<b>Metro, 250,000 to 1 million</b>	382	82.98%	1.205047	1.138211	1.480354
<b>Metro, 250,000 or less</b>	354	80.79%	1.237762	1.169112	1.520543
<b>Urban pop 20,000+, Metro adj</b>	88	81.82%	1.222222	1.154434	1.501453
<b>Urban pop 20,000+, nonadj</b>	0	NA	NA	NA	NA
<b>Urban pop, 2,500-19,999, Metro adj</b>	176	82.95%	1.205479	1.138619	1.480885
<b>Urban pop, 2,500-19,999, nonadj</b>	110	81.82%	1.222222	1.154434	1.501453
<b>Rural, Metro adj</b>	84	78.57%	1.272727	1.202137	1.563496
<b>Rural, nonadj</b>	38	84.21%	1.1875	1.121637	1.458798
<b>Virginia border state/DC</b>	444	71.62%	1.396226	1.318787	1.71521
<b>Other US State</b>	474	67.93%	1.47205	1.390405	1.808356

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Under 30</b>	707	83.73%	1.194257	1.121637	1.390405
<b>30 to 34</b>	710	82.82%	1.207483	1.134059	1.405803
<b>35 to 39</b>	696	79.89%	1.251799	1.17568	1.457397
<b>40 to 44</b>	701	82.45%	1.212803	1.139055	1.411997
<b>45 to 49</b>	671	78.99%	1.266038	1.189053	1.473975
<b>50 to 54</b>	712	79.35%	1.260177	1.183549	1.467152
<b>55 to 59</b>	630	79.05%	1.26506	1.188135	1.472837
<b>60 and Over</b>	598	64.38%	1.553247	1.458798	1.808356

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:  
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight.}$

**Overall Response Rate: 0.790899**

