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# *Virginia's Dental Hygienist Workforce: 2019*

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Healthcare Workforce Data Center

April 2019

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

***Thank You!***

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## The Dental Hygienist Workforce: At a Glance:

### The Workforce

Licensees:	6,092
Virginia's Workforce:	5,023
FTEs:	3,403

### Background

Rural Childhood:	35%
HS Diploma in VA:	59%
Prof. Degree in VA:	66%

### Current Employment

Employed in Prof.:	92%
Hold 1 Full-Time Job:	53%
Satisfied?:	94%

### Survey Response Rate

All Licensees:	91%
Renewing Practitioners:	97%

### Education

Associate:	55%
Baccalaureate:	40%

### Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs:	64%

### Demographics

Female:	98%
Diversity Index:	36%
Median Age:	44

### Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	52%
Under 40 w/ Ed Debt:	48%

### Time Allocation

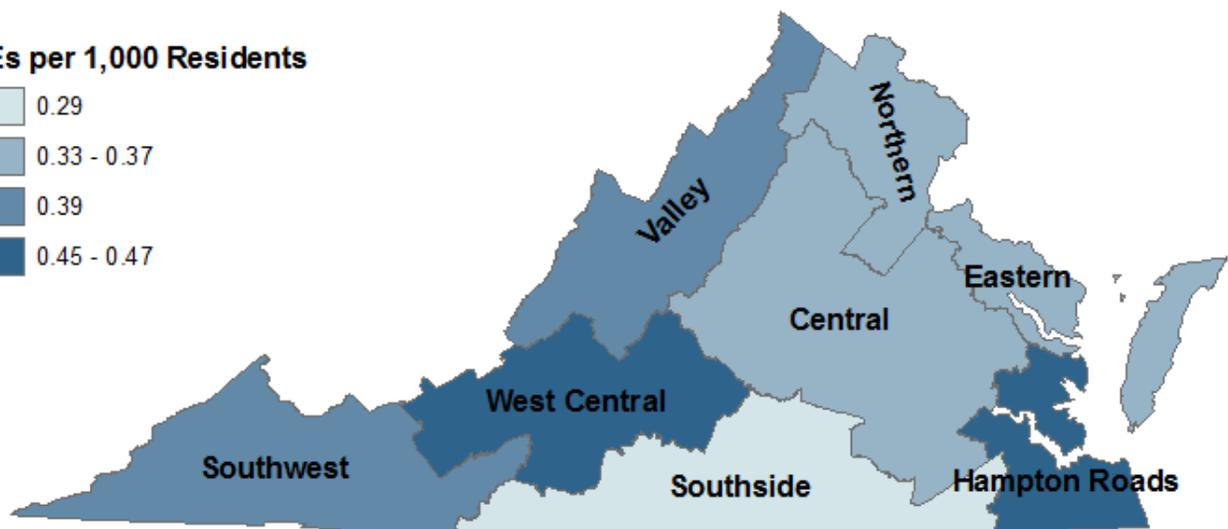
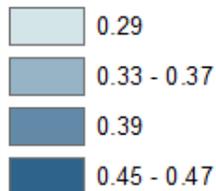
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

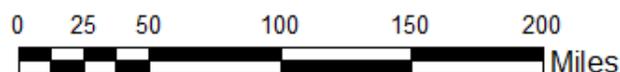
## Full Time Equivalency Units Provided by Dental Hygienists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017  
Source: U.S. Census Bureau, Population Division



## Results in Brief

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More than 5,500 dental hygienists voluntarily took part in the 2019 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 91% of the 6,092 dental hygienists who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 5,023 dental hygienists participated in Virginia's workforce during the survey period, which is defined as those dental hygienists 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. Over the past year, Virginia's dental hygienist workforce provided 3,403 "full-time equivalency units".

More than 40% of all dental hygienists are under the age of 40, and 97% of these professionals are female. In addition, the diversity index of these dental hygienists who are under the age of 40 is 42%. This is larger than the diversity index of 36% for Virginia's dental hygienist workforce as a whole. Regardless, Virginia's dental hygienists are still less diverse than the state's population as a whole, which currently has a diversity index of 57%.

More than one-third of all dental hygienists grew up in a rural area, and 19% of these professionals currently work in a non-metro area of the state. Overall, 9% of all dental hygienists currently work in a non-metro area of Virginia. With respect to education, 55% of all dental hygienists have earned an Associate's degree as their highest professional degree, while 40% have attained a Bachelor's degree. Nearly 30% of all dental hygienists carry education debt, including 48% of those who are under the age of 40. The median debt burden is between \$20,000 and \$30,000.

More than 90% of all dental hygienists are currently employed in the profession, and 53% have one full-time job. More than 70% of dental hygienists work in solo practices, while another 17% work at group practices. The median annual income for Virginia's dental hygienist workforce is between \$50,000 and \$60,000. In addition, 76% receive at least one employer-sponsored benefit, including 52% who have access to a retirement plan. Overall, 94% of all dental hygienists are satisfied with their current employment situation, including 61% who indicate they are "very satisfied".

## Summary of Trends

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Compared to 2015, the number of licensed dental hygienists in 2019 increased by 8% (6,092 vs. 5,631), and these licensees are more likely to complete the HWDC Dental Hygienist survey (91% vs. 87%). Over the same period, the size of the dental hygienist workforce increased by 9% (5,023 vs. 4,623), and the number of FTEs provided by this workforce increased by 13% (3,403 vs. 3,024).

Over the past five years, the diversity index of Virginia's dental hygienists has increased (36% vs. 32%). This is also true among those dental hygienists who are under the age of 40 (42% vs. 39%). In addition, Virginia's dental hygienists are more likely to have some educational background in the state (73% vs. 71%). This workforce is also more likely to have earned an Associate's degree as their highest professional degree (55% vs. 53%), while the percentage who hold a Baccalaureate degree has fallen (40% vs. 41%).

Even though Virginia's dental hygienists are not more likely to carry education debt in 2019, their median debt burden has increased (\$20,000-\$30,000 vs. \$10,000-\$20,000). Likewise, there has been no change in the median annual income of this workforce, but they are more likely to receive at least one employer-sponsored benefit (76% vs. 73%). Virginia's dental hygienists also indicate that they are more satisfied with their current work situation (94% vs. 92%).

Dental hygienists are more likely to hold one full-time job (53% vs. 50%) in 2019 compared to 2015. At the same time, Virginia's dental hygienists are less likely to be involuntarily unemployed (2% vs. 3%) or underemployed (8% vs. 10%). This workforce is also less likely to have stayed at their current primary work location for at least two years (64% vs. 68%). In addition, the state's dental hygienists are more likely to receive their income as an hourly wage (80% vs. 76%) and less likely to receive it as a salary or commission (19% vs. 22%) in 2019 compared to 2015.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,422	89%
New Licensees	309	5%
Non-Renewals	361	6%
<b>All Licensees</b>	<b>6,092</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

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

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 30	85	621	88%
30 to 34	71	713	91%
35 to 39	70	779	92%
40 to 44	54	682	93%
45 to 49	46	661	94%
50 to 54	43	637	94%
55 to 59	63	593	90%
60 and Over	142	832	85%
<b>Total</b>	<b>574</b>	<b>5,518</b>	<b>91%</b>
<b>New Licenses</b>			
Issued in Past Year	73	236	76%
<b>Metro Status</b>			
Non-Metro	31	540	95%
Metro	355	4,025	92%
Not in Virginia	188	951	83%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2019.
- Target Population:** All Dental Hygienists who held a Virginia license at some point between April 2018 and March 2019.
- 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 2019.

Response Rates	
Completed Surveys	5,518
Response Rate, All Licensees	91%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number: 6,092  
 New: 5%  
 Not Renewed: 6%

Response Rates

All Licensees: 91%  
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Dental Hygienist Workforce: 5,023  
 FTEs: 3,403

### Utilization Ratios

Licensees in VA Workforce: 82%  
 Licensees per FTE: 1.79  
 Workers per FTE: 1.48

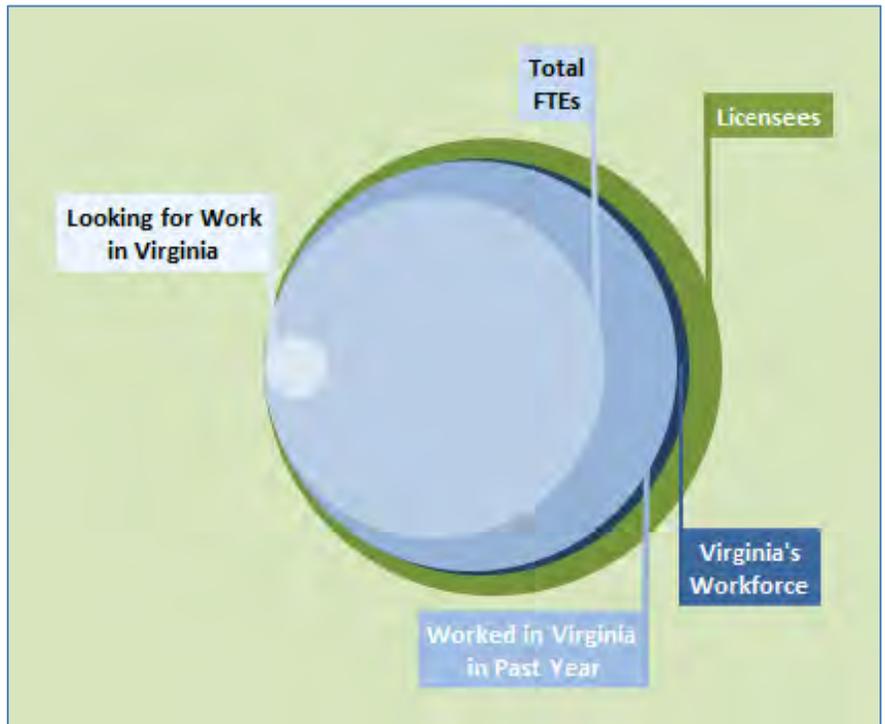
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2018 and March 2019 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	4,909	98%
Looking for Work in Virginia	114	2%
Virginia's Workforce	5,023	100%
Total FTEs	3,403	
Licensees	6,092	

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	15	3%	573	98%	588	14%
30 to 34	28	5%	573	95%	601	14%
35 to 39	13	2%	597	98%	610	14%
40 to 44	13	3%	505	98%	518	12%
45 to 49	8	2%	473	98%	481	11%
50 to 54	4	1%	459	99%	464	11%
55 to 59	4	1%	434	99%	438	10%
60 and Over	6	1%	615	99%	621	14%
<b>Total</b>	<b>92</b>	<b>2%</b>	<b>4,229</b>	<b>98%</b>	<b>4,321</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	62%	3,441	79%	1,355	75%
Black	19%	220	5%	102	6%
Asian	7%	281	6%	149	8%
Other Race	0%	56	1%	20	1%
Two or More Races	3%	100	2%	62	3%
Hispanic	9%	238	5%	116	6%
<b>Total</b>	<b>100%</b>	<b>4,336</b>	<b>100%</b>	<b>1,804</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, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 44  
% Under 40: 42%  
% 55+: 25%

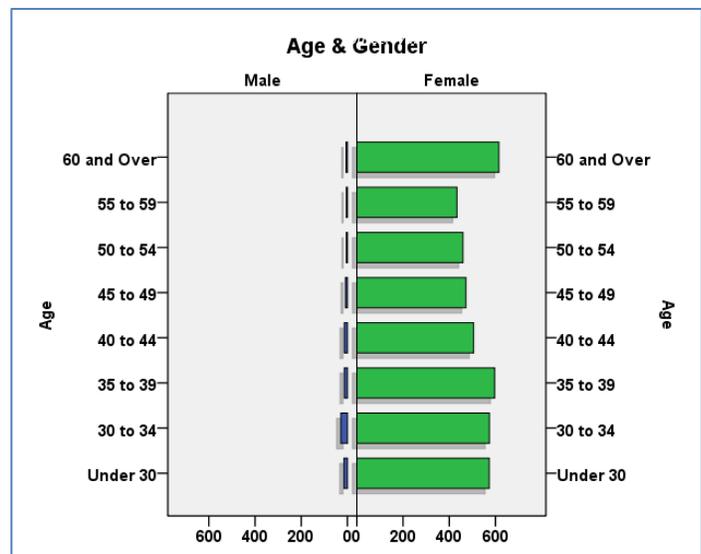
**Diversity**

Diversity Index: 36%  
Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two dental hygienists, there is a 36% chance they would be of a different race/ethnicity (a measure known as the Diversity Index).*

*More than 40% of dental hygienists are under the age of 40. Nearly all of these professionals are female, and they have a diversity index of 42%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 13%  
 Rural Childhood: 35%

### Virginia Background

HS in Virginia: 59%  
 Prof. Edu. in VA: 66%  
 HS or Prof. Edu. in VA: 73%

### Location Choice

% Rural to Non-Metro: 19%  
 % Urban/Suburban to Non-Metro: 3%

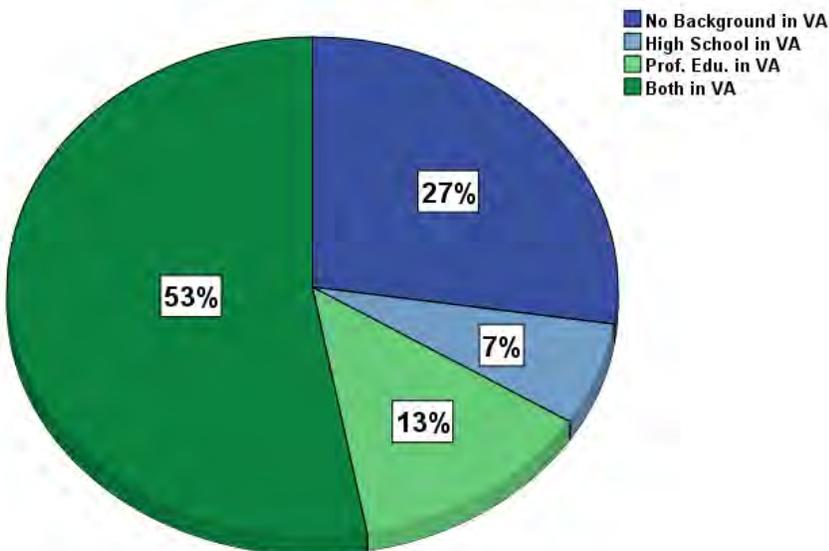
Source: Va. Healthcare Workforce Data Center

## 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	52%	38%	11%
3	Metro, 250,000 or Less	63%	30%	7%
<b>Non-Metro Counties</b>				
4	Urban Pop. 20,000+, Metro Adjacent	62%	23%	15%
6	Urban Pop., 2,500-19,999, Metro Adjacent	76%	17%	7%
7	Urban Pop., 2,500-19,999, Non-Adjacent	90%	7%	3%
8	Rural, Metro Adjacent	73%	20%	8%
9	Rural, Non-Adjacent	66%	26%	9%
<b>Overall</b>		<b>35%</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 dental hygienists grew up in a rural area, and 19% of this group currently work in non-metro areas of the state. Overall, 9% of dental hygienists currently work in non-metro areas of Virginia.

## Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Dental School	#
1	Virginia	2,564	Virginia	2,815
2	Outside U.S./Canada	235	North Carolina	206
3	Pennsylvania	153	Maryland	133
4	New York	136	West Virginia	122
5	Maryland	135	New York	118
6	West Virginia	130	Pennsylvania	104
7	North Carolina	129	Florida	91
8	Florida	89	Tennessee	82
9	New Jersey	62	Washington, D.C.	56
10	Michigan	59	Michigan	51

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all dental hygienists earned their high school degree in Virginia, and 66% received their initial professional degree in the state.

Among dental hygienists who received their initial license in the past five years, 54% earned their high school degree in Virginia, while 61% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	564	Virginia	634
2	Outside U.S./Canada	66	North Carolina	64
3	Maryland	45	Maryland	44
4	North Carolina	38	Pennsylvania	30
5	Pennsylvania	36	Florida	28
6	New York	27	West Virginia	28
7	West Virginia	25	New York	21
8	Florida	24	Georgia	17
9	California	20	California	17
10	Ohio	17	Texas	13

Source: Va. Healthcare Workforce Data Center

Nearly 20% of Virginia's licensees were not part of the state's dental hygienist workforce. More than four out of every five of these licensees worked at some point in the past year, including 69% who currently work as dental hygienists.

### At a Glance:

#### Not in VA Workforce

Total:	1,070
% of Licensees:	18%
Federal/Military:	5%
Va Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Hygienist Degree		
Degree	#	%
Certificate	71	2%
Associate Degree	2,338	55%
Baccalaureate Degree	1,705	40%
Post-Graduate Cert.	13	0%
Master's Degree	121	3%
Doctorate	7	0%
<b>Total</b>	<b>4,255</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

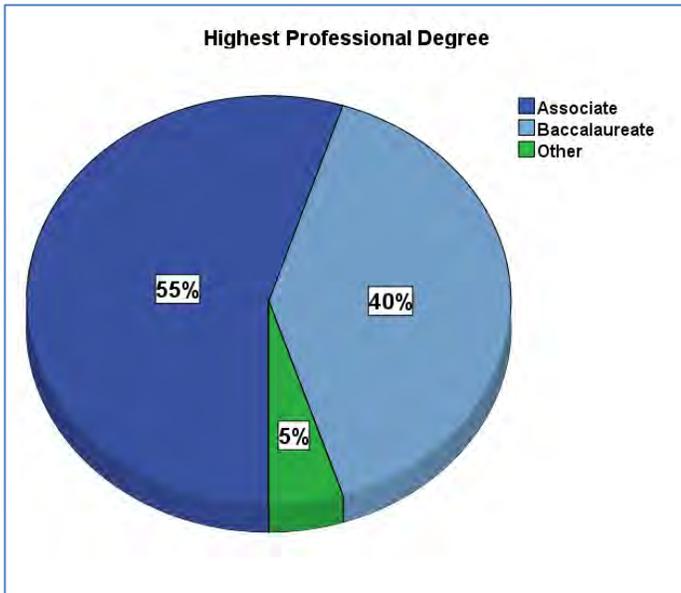
Nearly 30% of dental hygienists carry educational debt, including 48% of those under the age of 40. For those with education debt, their median debt burden is between \$20,000 and \$30,000.

## At a Glance:

**Education**  
 Associate: 55%  
 Baccalaureate: 40%

**Educational Debt**  
 Carry Debt: 29%  
 Under Age 40 w/ Debt: 48%  
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dental Hygienists		Hygienists Under 40	
	#	%	#	%
None	2,800	71%	874	52%
Less Than \$10,000	312	8%	207	12%
\$10,000-\$19,999	250	6%	175	10%
\$20,000-\$29,999	189	5%	142	8%
\$30,000-\$39,999	103	3%	74	4%
\$40,000-\$49,999	70	2%	47	3%
\$50,000-\$59,999	66	2%	52	3%
\$60,000-\$69,999	34	1%	27	2%
\$70,000-\$79,999	37	1%	28	2%
\$80,000-\$89,999	26	1%	21	1%
\$90,000-\$99,999	16	0%	9	1%
\$100,000 or More	41	1%	26	2%
<b>Total</b>	<b>3,945</b>	<b>100%</b>	<b>1,681</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 92%  
 Involuntarily Unemployed: 1%

### Positions Held

1 Full-Time: 53%  
 2 or More Positions: 16%

### Weekly Hours:

40 to 49: 12%  
 60 or More: 1%  
 Less than 30: 29%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in a Dentistry Related Capacity	3,976	92%
Employed, NOT in a Dentistry Related Capacity	113	3%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	24	1%
Voluntarily Unemployed	159	4%
Retired	37	1%
<b>Total</b>	<b>4,313</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than 90% of Virginia's dental hygienists are currently employed in the profession, while 1% are involuntarily unemployed. Meanwhile, 53% currently hold one full-time job, while 16% hold multiple positions simultaneously.*

Current Positions		
Positions	#	%
No Positions	220	5%
One Part-Time Position	1,079	25%
Two Part-Time Positions	342	8%
One Full-Time Position	2,274	53%
One Full-Time Position & One Part-Time Position	280	7%
Two Full-Time Positions	3	0%
More than Two Positions	70	2%
<b>Total</b>	<b>4,268</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	220	5%
1 to 9 Hours	159	4%
10 to 19 Hours	342	8%
20 to 29 Hours	732	17%
30 to 39 Hours	2,189	52%
40 to 49 Hours	515	12%
50 to 59 Hours	42	1%
60 to 69 Hours	16	0%
70 to 79 Hours	12	0%
80 or More Hours	10	0%
<b>Total</b>	<b>4,237</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	36	1%
Less Than \$20,000	216	6%
\$20,000-\$29,999	175	5%
\$30,000-\$39,999	325	9%
\$40,000-\$49,999	443	12%
\$50,000-\$59,999	693	19%
\$60,000-\$69,999	723	20%
\$70,000-\$79,999	493	14%
\$80,000-\$89,999	315	9%
\$90,000-\$99,999	119	3%
\$100,000 or More	68	2%
<b>Total</b>	<b>3,607</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$50k-\$60k

**Benefits**  
Paid Vacation: 68%  
Retirement: 52%

**Satisfaction**  
Satisfied: 94%  
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,568	61%
Somewhat Satisfied	1,364	33%
Somewhat Dissatisfied	200	5%
Very Dissatisfied	60	1%
<b>Total</b>	<b>4,192</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist made between \$50,000 and \$60,000 in the past year. Among dental hygienists who were compensated at their primary work location with either a salary or an hourly wage, 66% received paid vacation leave and 51% had access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,687	68%	66%
Retirement	2,064	52%	51%
Paid Sick Leave	1,362	34%	33%
Dental Insurance	674	17%	16%
Group Life Insurance	544	14%	13%
Signing/Retention Bonus	131	3%	3%
<b>At Least One Benefit</b>	<b>3,022</b>	<b>76%</b>	<b>75%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Underemployment in Past Year		
In The Past Year Did You . . . ?	#	%
Experience Involuntary Unemployment?	91	2%
Experience Voluntary Unemployment?	280	6%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	378	8%
Work Two or More Positions at the Same Time?	837	17%
Switch Employers or Practices?	367	7%
<b>Experienced At Least One</b>	<b>1,429</b>	<b>28%</b>

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia’s dental hygienists experienced involuntary unemployment at some point in the past year. 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>	131	3%	121	12%
<b>Less Than 6 Months</b>	264	6%	162	15%
<b>6 Months to 1 Year</b>	398	10%	132	13%
<b>1 to 2 Years</b>	687	17%	218	21%
<b>3 to 5 Years</b>	761	19%	174	17%
<b>6 to 10 Years</b>	583	14%	91	9%
<b>More Than 10 Years</b>	1,276	31%	147	14%
<b>Subtotal</b>	<b>4,100</b>	<b>100%</b>	<b>1,046</b>	<b>100%</b>
<b>Did Not Have Location</b>	157		3,927	
<b>Item Missing</b>	766		50	
<b>Total</b>	<b>5,023</b>		<b>5,023</b>	

Source: Va. Healthcare Workforce Data Center

*Four out of every five dental hygienists receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 2%  
Underemployed: 8%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 23%  
Over 2 Years: 64%  
Over 2 Yrs, 2<sup>nd</sup> Location: 39%

**Employment Type**

Hourly Wage: 80%  
Salary/Commission: 19%

Source: Va. Healthcare Workforce Data Center

*Nearly two-thirds of all dental hygienists have been employed at their primary work location for at least two years.*

Employment Type		
Primary Work Site	#	%
<b>Hourly Wage</b>	2,688	80%
<b>Salary/ Commission</b>	629	19%
<b>By Contract</b>	30	1%
<b>Unpaid</b>	13	0%
<b>Business/ Practice Income</b>	10	0%
<b>Subtotal</b>	<b>3,369</b>	<b>100%</b>
<b>Did Not Have location</b>	157	
<b>Item Missing</b>	1,497	

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 increased from 2.7% in April 2018 to 3.0% in March 2019. At the time of publication, the unemployment rate from March 2019 was still preliminary.

## At a Glance:

### Concentration

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

### Locations

2 or More (Past Year):	26%
2 or More (Now*):	22%

Source: Va. Healthcare Workforce Data Center

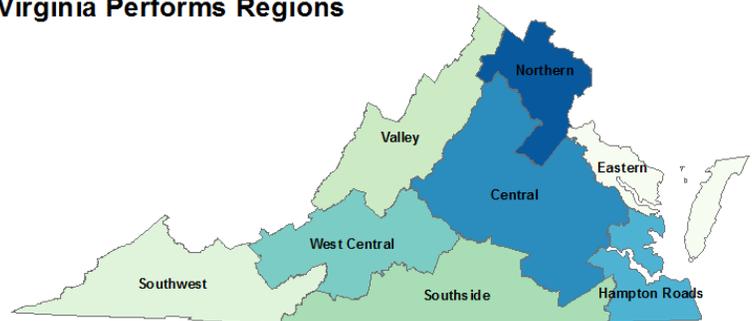
*One-third of all dental hygienists work in Northern Virginia, the most of any region in the state. Along with Hampton Roads and Central Virginia, these three regions employ 74% of all dental hygienists in the state.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	721	18%	180	17%
Eastern	52	1%	12	1%
Hampton Roads	971	24%	217	20%
Northern	1,333	33%	400	37%
Southside	118	3%	44	4%
Southwest	173	4%	34	3%
Valley	237	6%	49	5%
West Central	423	10%	97	9%
Virginia Border State/D.C.	20	0%	12	1%
Other U.S. State	18	0%	34	3%
Outside of the U.S.	0	0%	1	0%
<b>Total</b>	<b>4,066</b>	<b>100%</b>	<b>1,080</b>	<b>100%</b>
Item Missing	799		16	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

*More than 20% of all dental hygienists currently have multiple work locations, while 26% have worked at multiple locations over the past year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	117	3%	227	5%
1	3,000	71%	3,039	72%
2	644	15%	600	14%
3	305	7%	289	7%
4	50	1%	20	1%
5	25	1%	6	0%
6 or More	68	2%	28	1%
<b>Total</b>	<b>4,210</b>	<b>100%</b>	<b>4,210</b>	<b>100%</b>

\*At the time of survey completion, March 2019.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	3,733	94%	925	91%
<b>Non-Profit</b>	75	2%	36	4%
<b>State/Local Government</b>	100	3%	46	5%
<b>Veterans Administration</b>	9	0%	0	0%
<b>U.S. Military</b>	49	1%	3	0%
<b>Other Federal Government</b>	11	0%	3	0%
<b>Total</b>	<b>3,977</b>	<b>100%</b>	<b>1,013</b>	<b>100%</b>
<b>Did Not Have Location</b>	157		3,927	
<b>Item Missing</b>	889		82	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

For Profit:	94%
Federal:	2%

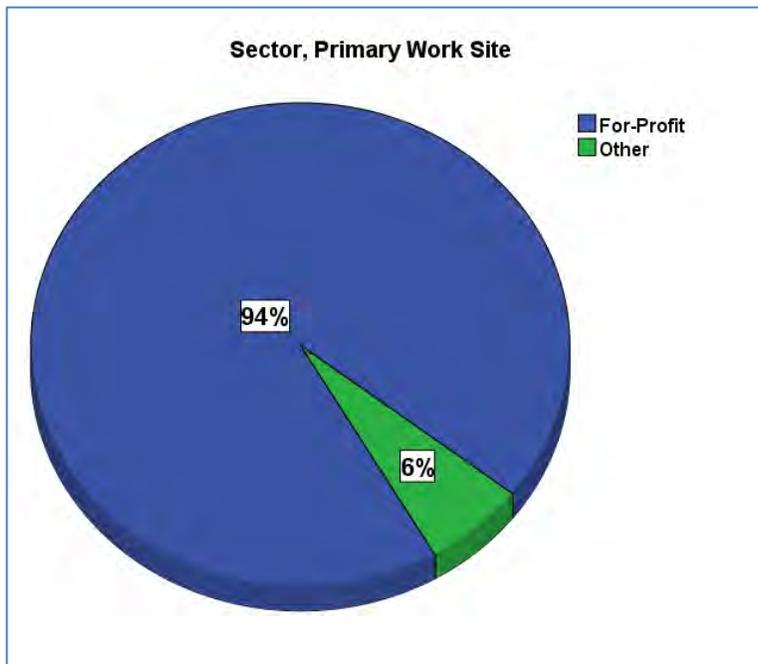
**Top Establishments**

Solo Practice:	72%
Group Practice:	17%
Dental/Health Clinic:	6%

**Remote Supervision**

Primary Location:	25%
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Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*More than 95% of all dental hygienists work in the private sector, while 2% work for the federal government.*

*One-quarter of dental hygienists work under remote supervision at their primary work location.*

Response	Remote Supervision			
	Primary Location		Secondary Location	
	#	%	#	%
<b>Yes</b>	974	25%	243	24%
<b>No</b>	2,998	75%	779	76%
<b>Total</b>	<b>3,972</b>	<b>100%</b>	<b>1,022</b>	<b>100%</b>

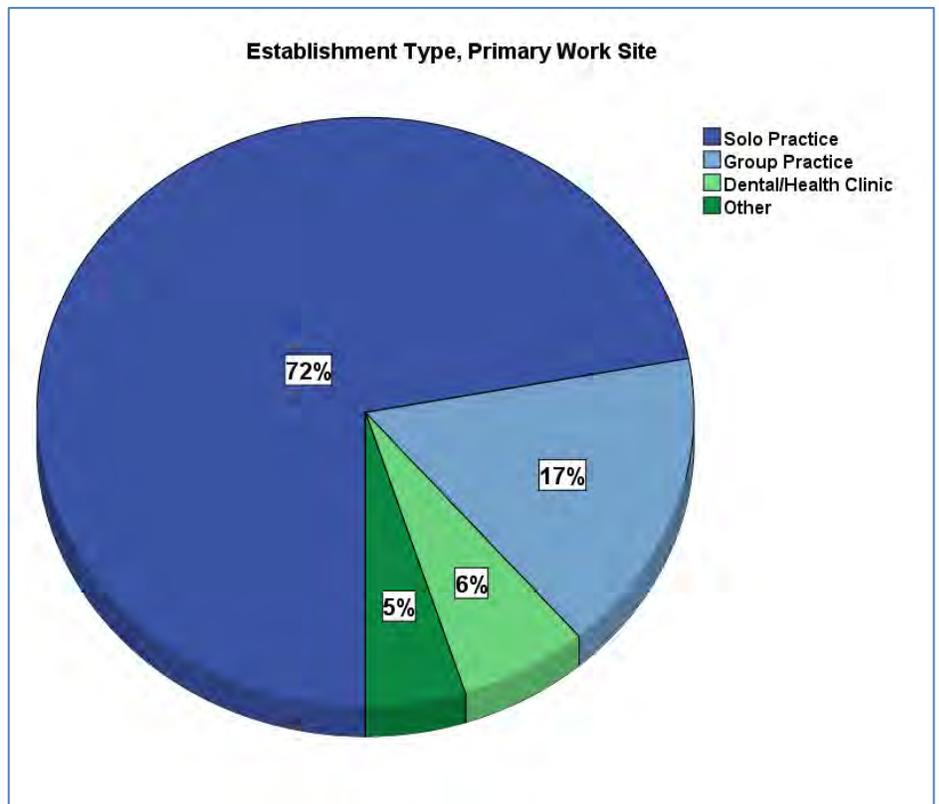
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,826	72%	693	70%
Group Practice	654	17%	145	15%
Dental/Health Clinic	249	6%	60	6%
Dental School (Including Combined Dental/Dental Hygiene)	62	2%	48	5%
Public Health Program	23	1%	11	1%
Hospital/Health System	21	1%	2	0%
K-12 School or Non-Dental College	11	0%	2	0%
Corrections	10	0%	2	0%
Insurance	9	0%	1	0%
Supplier Organization	6	0%	3	0%
Nursing Home/Long-Term Care Facility	4	0%	4	0%
Other	48	1%	20	2%
<b>Total</b>	<b>3,923</b>	<b>100%</b>	<b>991</b>	<b>100%</b>
Did Not Have a Location	157		3,927	

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

Source: Va. Healthcare Workforce Data Center

*Among those dental hygienists who also have a secondary work location, 70% work at a solo dental practice and 15% work at a group dental practice.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

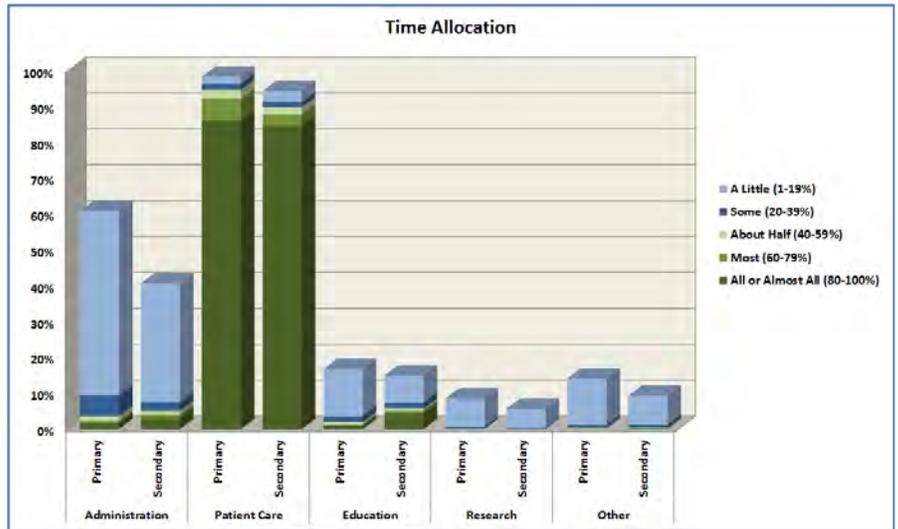
Patient Care: 92%  
Administrative: 2%  
Education: 1%

### Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



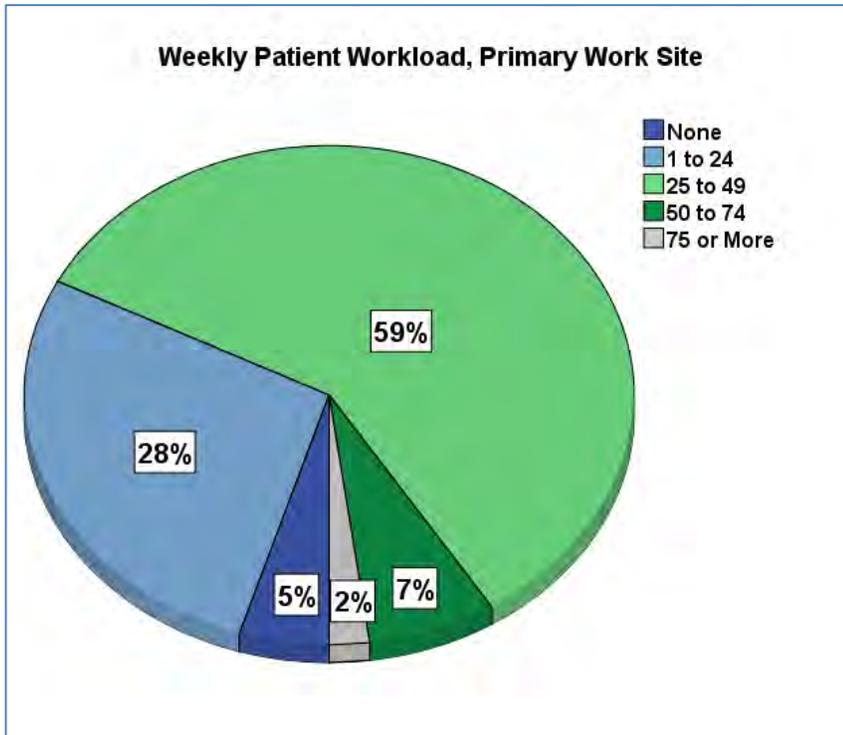
Source: Va. Healthcare Workforce Data Center

*A typical dental hygienist spends nearly all of her time treating patients. In particular, 92% of dental hygienists fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	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>	2%	3%	86%	84%	1%	4%	0%	0%	0%	0%
<b>Most (60-79%)</b>	1%	1%	6%	3%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	1%	1%	3%	2%	1%	1%	0%	0%	0%	0%
<b>Some (20-39%)</b>	6%	3%	2%	1%	2%	2%	0%	0%	1%	1%
<b>A Little (1-19%)</b>	51%	33%	2%	3%	13%	8%	8%	5%	13%	8%
<b>None (0%)</b>	39%	59%	2%	6%	83%	85%	91%	94%	86%	91%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 25-49  
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist treats between 25 and 49 patients per week at her primary work location. For those dental hygienists who also have a secondary work location, the median workload is between 1 and 24 patients per week.*

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
<b>None</b>	190	5%	121	12%
<b>1-24</b>	1,112	28%	698	68%
<b>25-49</b>	2,343	59%	156	15%
<b>50-74</b>	272	7%	26	3%
<b>75-99</b>	33	1%	6	1%
<b>100-124</b>	23	1%	7	1%
<b>125-149</b>	11	0%	2	0%
<b>150-174</b>	4	0%	1	0%
<b>175-199</b>	0	0%	2	0%
<b>200 or More</b>	14	0%	1	0%
<b>Total</b>	<b>4,002</b>	<b>100%</b>	<b>1,020</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists Over 50	
	#	%	#	%
<b>Under Age 50</b>	335	9%	-	-
<b>50 to 54</b>	400	11%	19	1%
<b>55 to 59</b>	684	18%	146	11%
<b>60 to 64</b>	1,100	29%	415	32%
<b>65 to 69</b>	852	22%	474	36%
<b>70 to 74</b>	223	6%	154	12%
<b>75 to 79</b>	35	1%	22	2%
<b>80 or Over</b>	21	1%	10	1%
<b>I Do Not Intend to Retire</b>	147	4%	65	5%
<b>Total</b>	<b>3,797</b>	<b>100%</b>	<b>1,305</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Dental Hygienists**

Under 65: 66%

Under 60: 37%

**Hygienists 50 and Over**

Under 65: 44%

Under 60: 13%

**Time Until Retirement**

Within 2 Years: 6%

Within 10 Years: 26%

Half the Workforce: By 2039

Source: Va. Healthcare Workforce Data Center

*Two-thirds of dental hygienists expect to retire by the age of 65. Among dental hygienists who are already at least age 50, 44% still expect to retire by age 65.*

*Within the next two years, 10% of Virginia's dental hygienists plan on increasing their patient care hours, and 9% expect to pursue additional educational opportunities.*

**Future Plans**

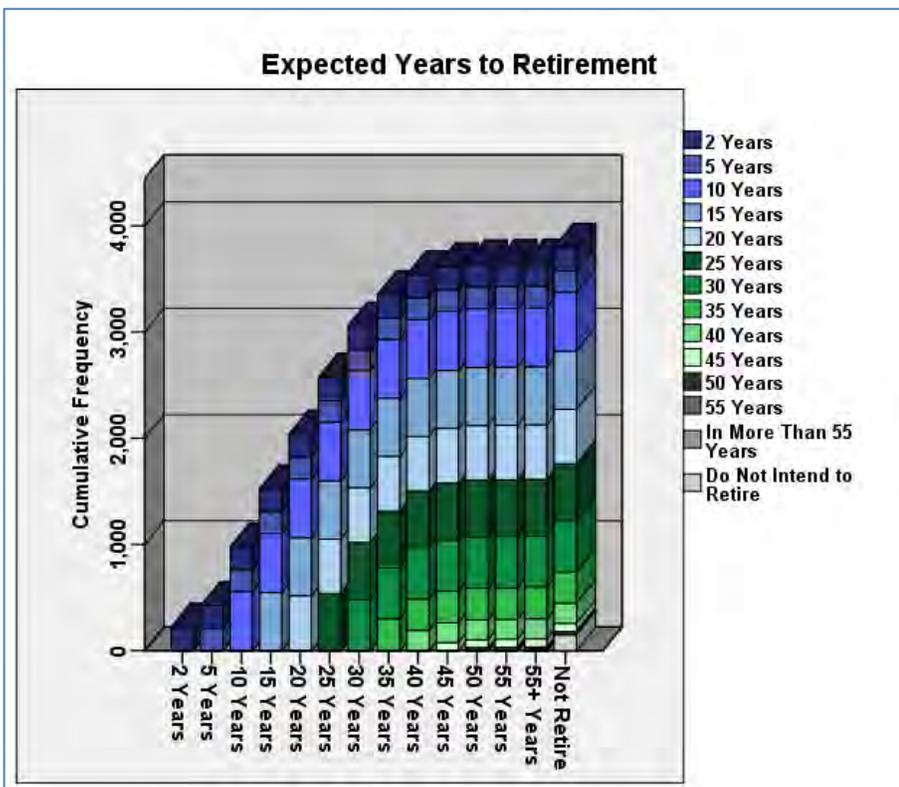
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	108	2%
<b>Leave Virginia</b>	151	3%
<b>Decrease Patient Care Hours</b>	527	10%
<b>Decrease Teaching Hours</b>	15	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	516	10%
<b>Increase Teaching Hours</b>	139	3%
<b>Pursue Additional Education</b>	428	9%
<b>Return to Virginia's Workforce</b>	44	1%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectations to age, we can estimate the maximum years to retirement for dental hygienists. While only 6% of dental hygienists expect to retire in the next two years, 26% expect to retire within the next decade. More than half of the current workforce expect to retire by 2039.*

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
<b>2 Years</b>	223	6%	6%
<b>5 Years</b>	201	5%	11%
<b>10 Years</b>	555	15%	26%
<b>15 Years</b>	546	14%	40%
<b>20 Years</b>	515	14%	54%
<b>25 Years</b>	536	14%	68%
<b>30 Years</b>	481	13%	81%
<b>35 Years</b>	297	8%	88%
<b>40 Years</b>	187	5%	93%
<b>45 Years</b>	75	2%	95%
<b>50 Years</b>	26	1%	96%
<b>55 Years</b>	4	0%	96%
<b>In More Than 55 Years</b>	3	0%	96%
<b>Do Not Intend to Retire</b>	147	4%	100%
<b>Total</b>	<b>3,797</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 2029. Retirement will peak at 15% of the current workforce at the same time before declining to under 10% of the current workforce again around 2054.*

## At a Glance:

### FTEs

Total: 3,403  
 FTEs/1,000 Residents<sup>2</sup>: 0.402  
 Average: 0.70

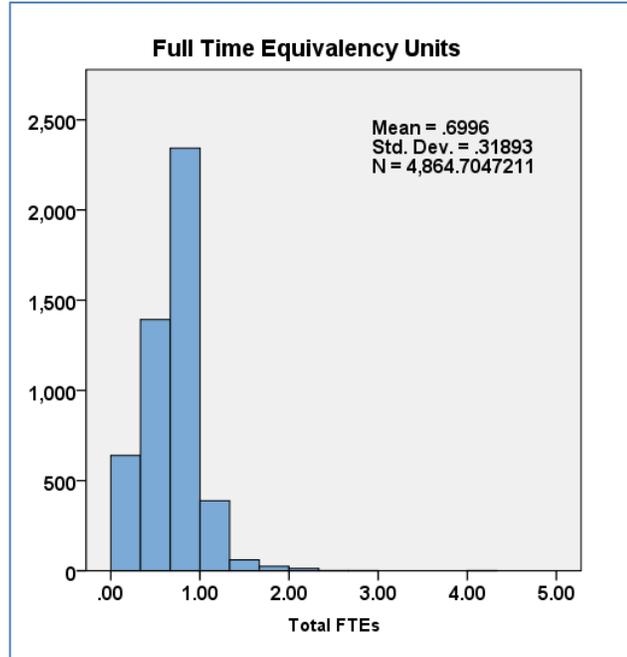
### Age & Gender Effect

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

*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:

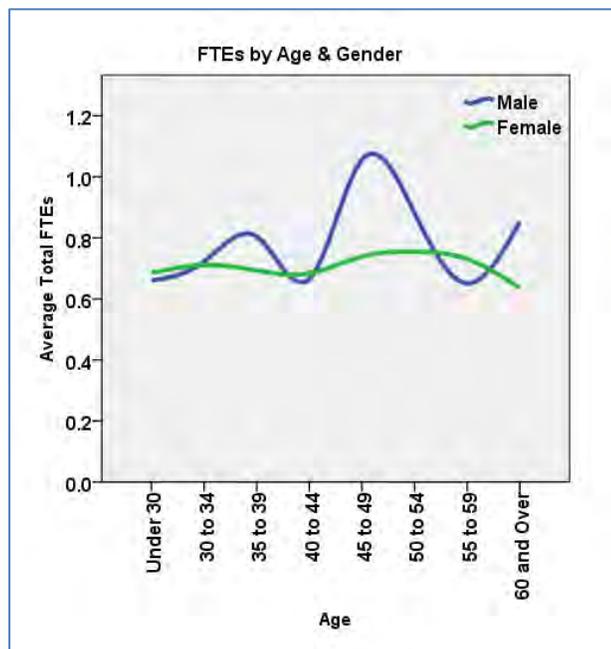


Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist provided 0.76 FTEs in the past year, or approximately 30 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.*

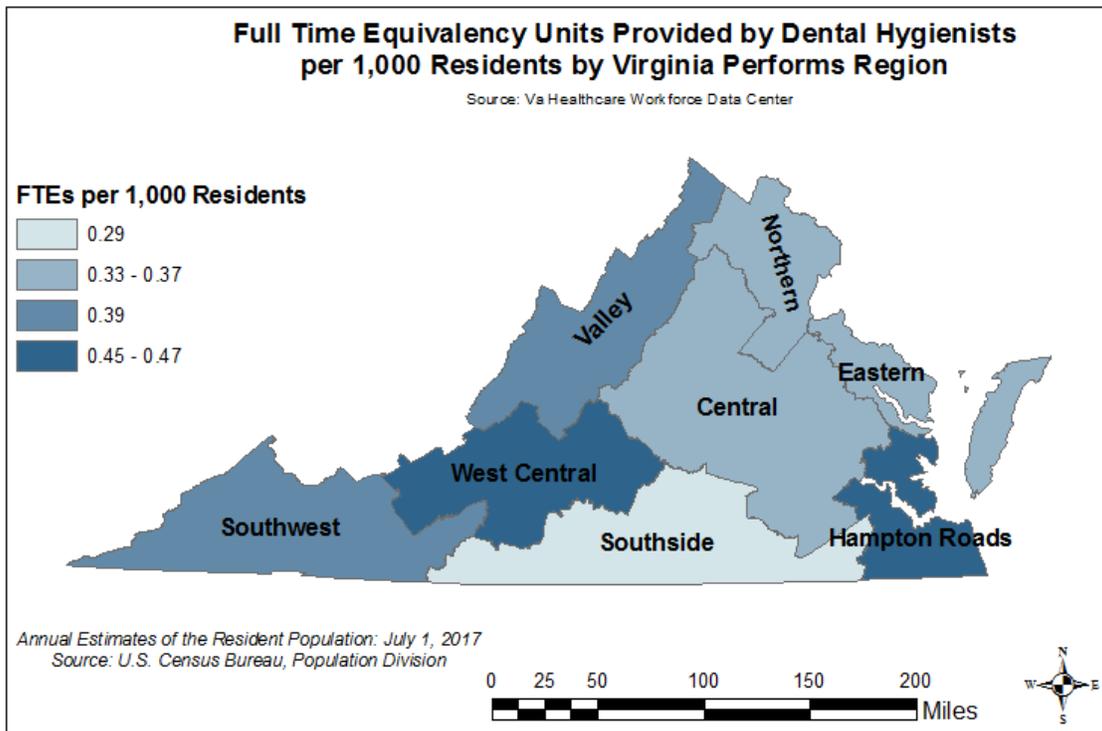
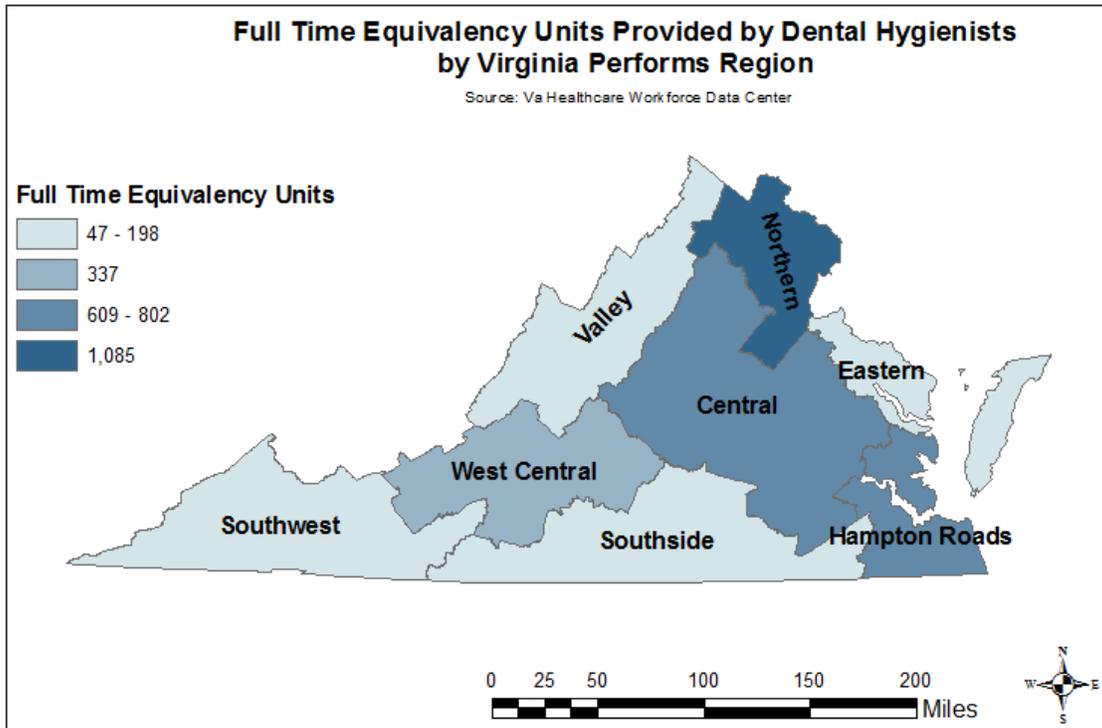
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.66	0.72
30 to 34	0.70	0.76
35 to 39	0.72	0.81
40 to 44	0.66	0.66
45 to 49	0.73	0.70
50 to 54	0.78	0.83
55 to 59	0.74	0.80
60 and Over	0.63	0.59
<b>Gender</b>		
Male	0.76	0.89
Female	0.70	0.77

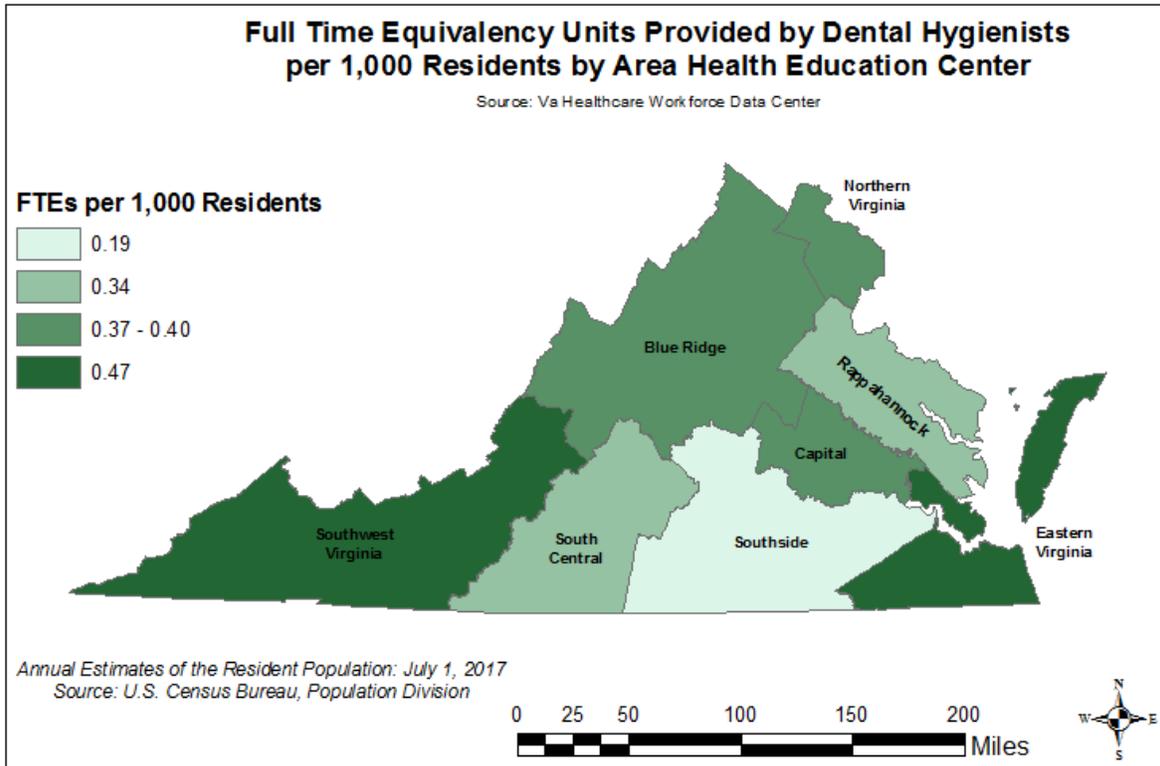
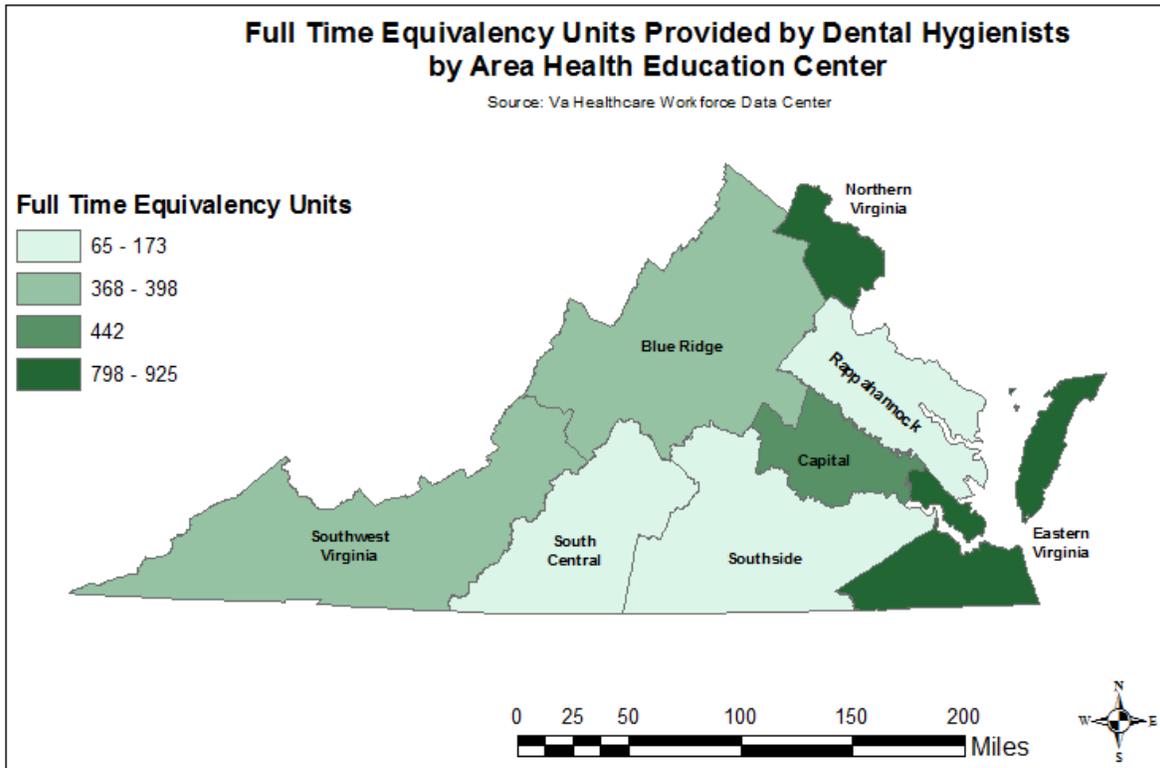
Source: Va. Healthcare Workforce Data Center

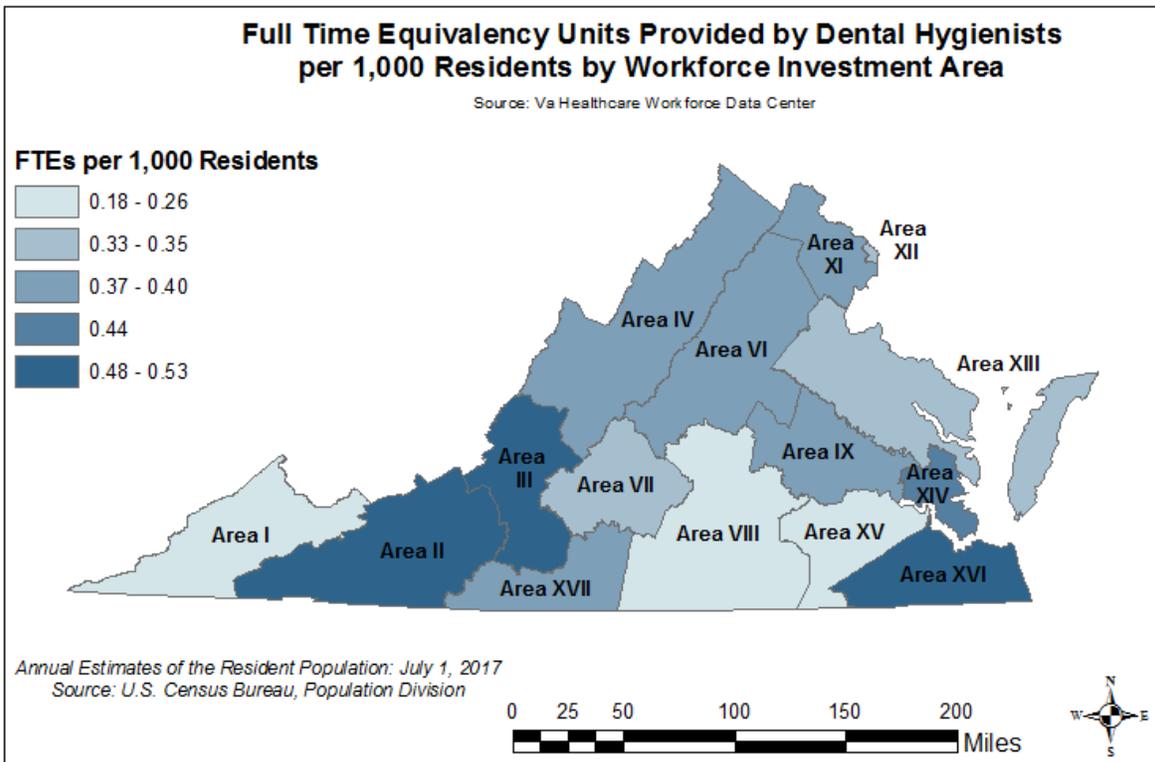
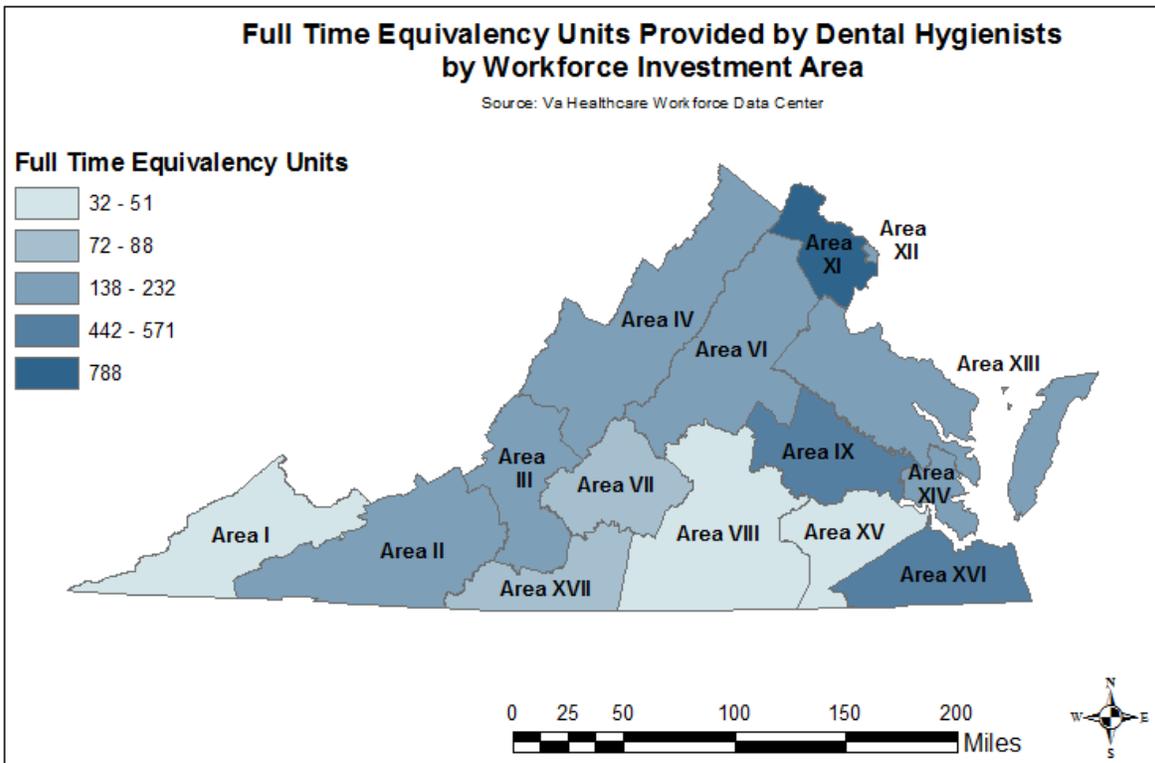


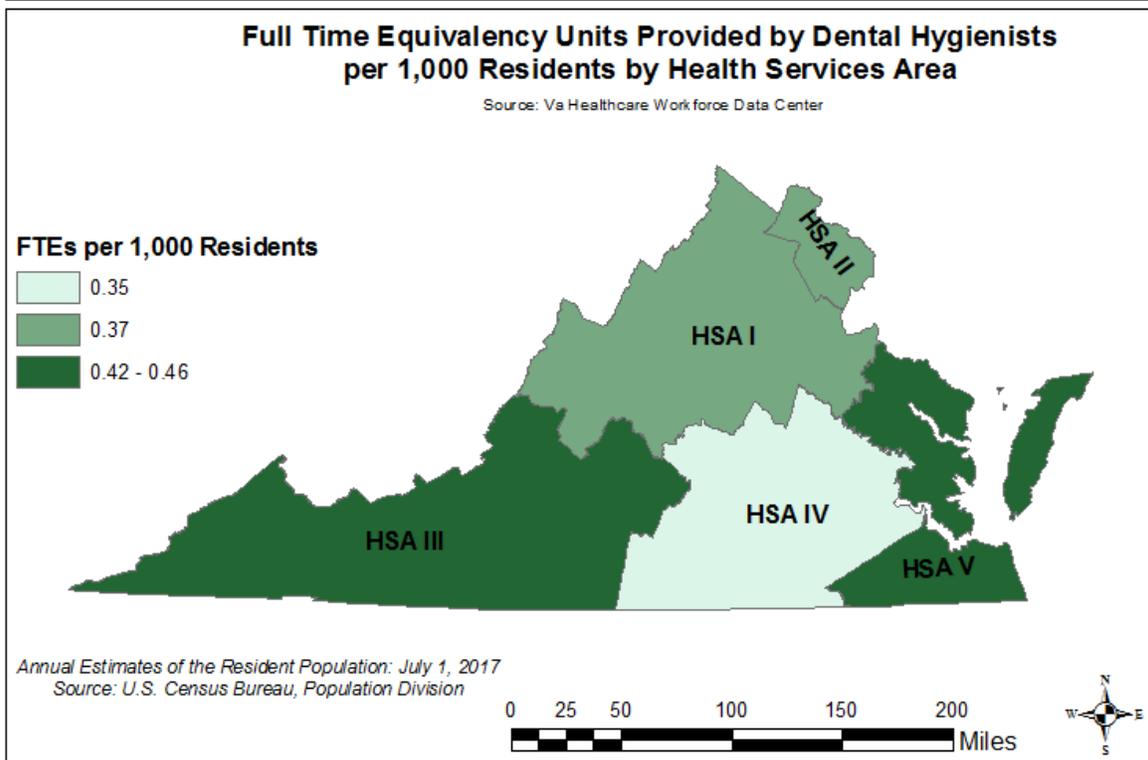
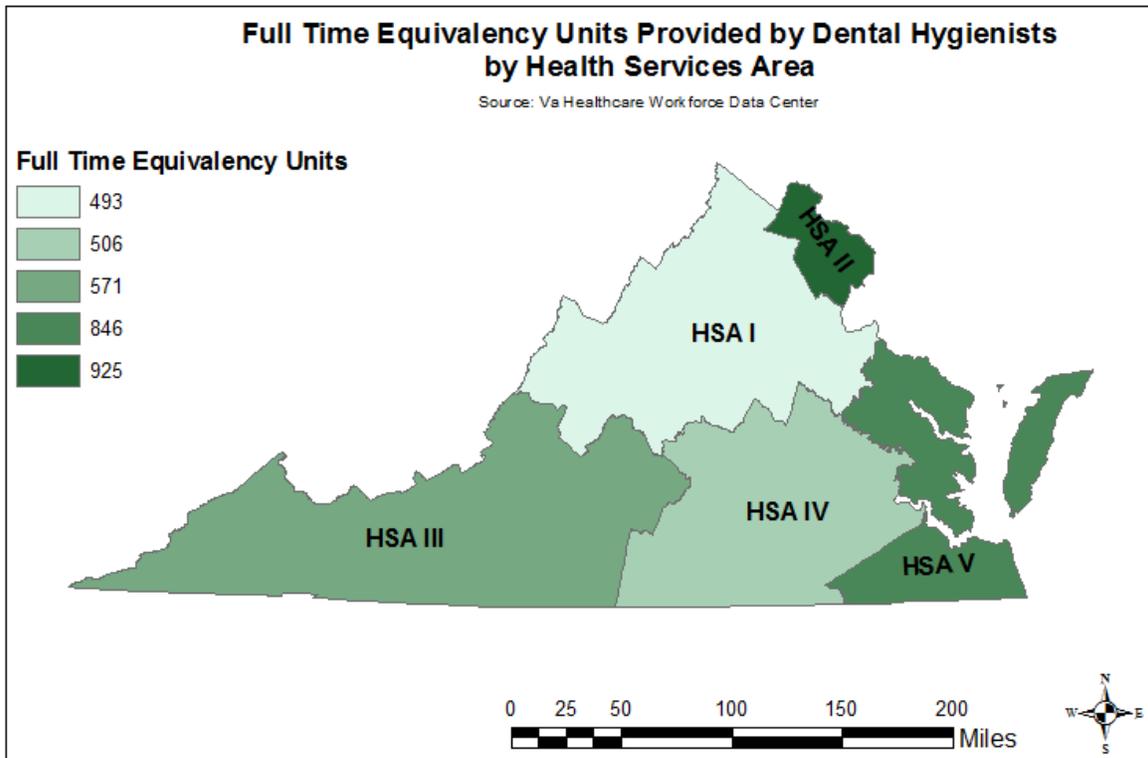
Source: Va. Healthcare Workforce Data Center

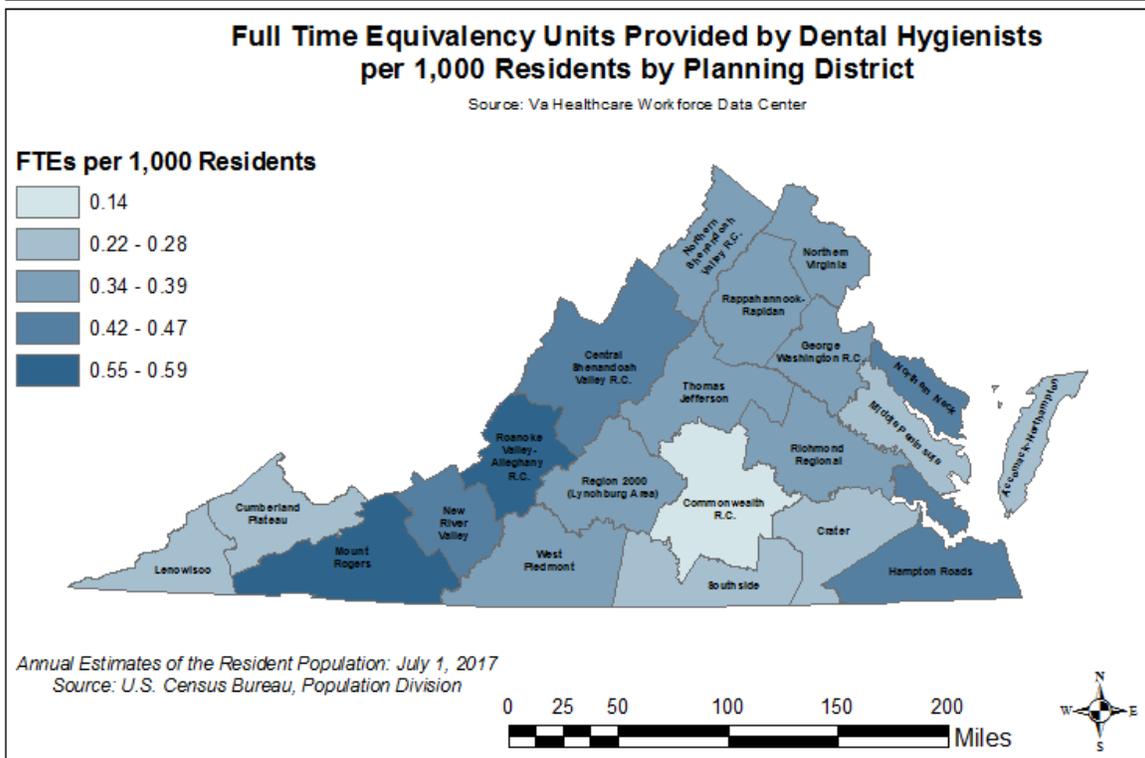
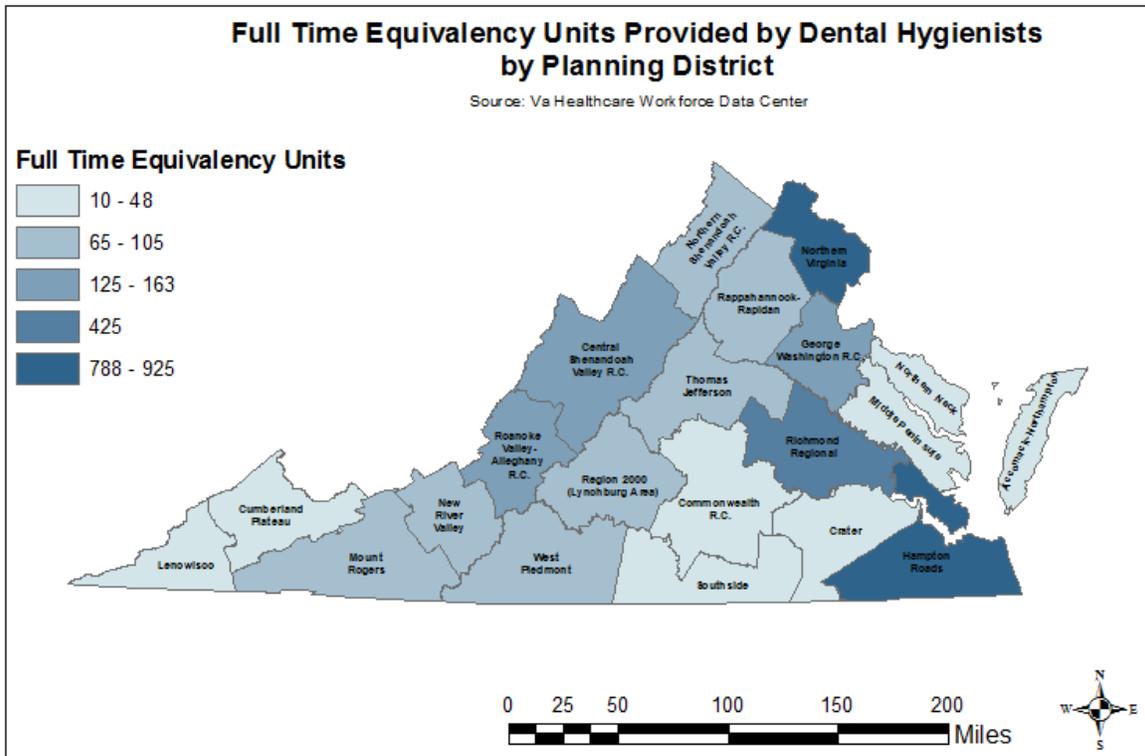
<sup>2</sup> Number of residents in 2017 was used as the denominator.











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	3,545	91.73%	1.090098	1.05404	1.15591
Metro, 250,000 to 1 Million	416	92.79%	1.07772	1.04207	1.14278
Metro, 250,000 or Less	419	92.36%	1.082687	1.04687	1.14805
Urban Pop. 20,000+, Metro Adj.	93	96.77%	1.033333	0.99915	1.09572
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	203	93.10%	1.074074	1.03855	1.13892
Urban Pop., 2,500-19,999, Non-Adj.	146	94.52%	1.057971	1.02298	1.12184
Rural, Metro Adj.	83	95.18%	1.050633	1.01588	1.11406
Rural, Non-Adj.	46	95.65%	1.045455	1.01087	1.10857
Virginia Border State/D.C.	518	83.59%	1.196305	1.15673	1.26853
Other U.S. State	621	83.41%	1.198842	1.15919	1.27122

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	706	87.96%	1.136876	1.06408	1.23452
30 to 34	784	90.94%	1.099579	1.02917	1.19402
35 to 39	849	91.75%	1.089859	1.02008	1.18346
40 to 44	736	92.66%	1.079179	1.01008	1.17186
45 to 49	707	93.49%	1.069592	1.00111	1.16145
50 to 54	680	93.68%	1.067504	0.99915	1.15919
55 to 59	656	90.40%	1.106239	1.03541	1.20125
60 and Over	974	85.42%	1.170673	1.09572	1.27122

Source: Va. Healthcare Workforce Data Center

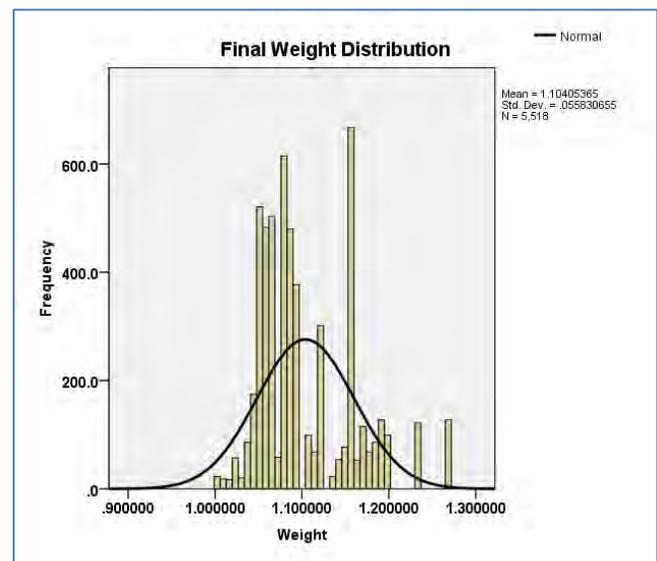
See the Methods section on the HWDC website for details on HWDC Methods:

[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: 0.905778**



Source: Va. Healthcare Workforce Data Center