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# *Virginia's Dental Hygienist Workforce: 2020*

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Healthcare Workforce Data Center

May 2020

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*Nearly 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:	6,109
Virginia's Workforce:	5,063
FTEs:	3,351

### Background

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

### Current Employment

Employed in Prof.:	91%
Hold 1 Full-Time Job:	55%
Satisfied?:	94%

### Survey Response Rate

All Licensees:	90%
Renewing Practitioners:	97%

### Education

Associate:	55%
Baccalaureate:	40%

### Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs:	62%

### Demographics

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

### Finances

Median Inc.:	\$60k-\$70k
Retirement Benefits:	54%
Under 40 w/ Ed. Debt:	47%

### Time Allocation

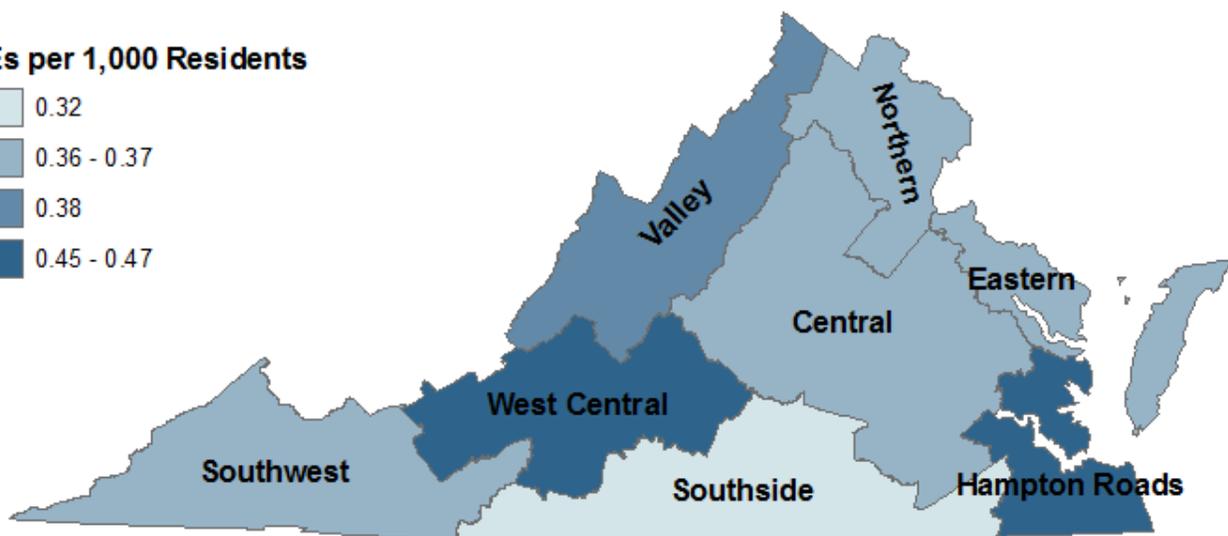
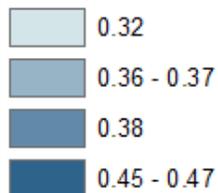
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

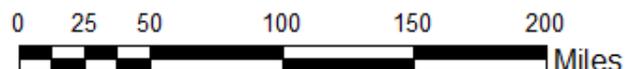
## Full-Time Equivalency Units Provided by Dental Hygienists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018  
Source: U.S. Census Bureau, Population Division



## Results in Brief

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This report contains the results of the 2020 Dental Hygienist Workforce Survey. Nearly 5,500 dental hygienists voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dental hygienists. These survey respondents represent 90% of the 6,109 dental hygienists who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 5,063 dental hygienists participated in Virginia's workforce during the survey time period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's dental hygienist workforce provided 3,351 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

The dental hygienist workforce is predominantly female. In addition, the median age of this workforce is 44. In a random encounter between two dental hygienists, there is a 36% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the dental hygienist workforce considerably less diverse than the state's overall population, which has a diversity index of 57%. More than one-third of all dental hygienists grew up in a rural area, and 20% of this group currently work in non-metro areas of Virginia. In total, nearly 10% of all dental hygienists work in non-metro areas of the state.

More than 90% of all dental hygienists are currently employed in the profession, 55% have one full-time job, and 52% work between 30 and 39 hours per week. Meanwhile, 7% of all dental hygienists experienced involuntary unemployment at some point in the past year, and 6% have experienced underemployment. More than 90% of dental hygienists work in the for-profit sector. As their primary work location, 71% of dental hygienists are employed at solo dental practices, while 17% work at group dental practices. The typical dental hygienist earns between \$60,000 and \$70,000 per year. In addition, nearly 80% of dental hygienists receive at least one employer-sponsored benefit, including 54% who have access to a retirement plan. More than 90% of all dental hygienists indicate that they are satisfied with their current work situation, including 61% who indicate that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for this year are compared to the 2015 dental hygienist workforce. The number of licensed dental hygienists in Virginia has increased by 8% (6,109 vs. 5,631). In addition, the size of the dental hygienist workforce has increased by 10% (5,063 vs. 4,623), and the number of FTEs provided by this workforce has increased by 11% (3,351 vs. 3,024). Virginia's licensed dental hygienists are also more likely to respond to this survey (97% vs. 91%).

The state's dental hygienist workforce has become more diverse (36% vs. 32%), which is consistent with the increasing diversity of the state's overall population (57% vs. 55%) in the same period. Dental hygienists are slightly more likely to earn an associate degree as their highest professional degree (55% vs. 53%) instead of a baccalaureate degree (40% vs. 41%). While the percentage of dental hygienists with education debt has fallen (28% vs. 29%), the median debt burden among those dental hygienists with education debt has increased (\$20k-\$30k vs. \$10k-\$20k).

The percentage of dental hygienists employed in the profession has fallen (91% vs. 92%). The rate of involuntary unemployment has increased (7% vs. 3%), although the rate of underemployment has declined (6% vs. 10%). Dental hygienists are more likely to hold one full-time job (55% vs. 50%) instead of two or more positions simultaneously (14% vs. 17%). Dental hygienists are less likely to work at their primary work location for more than two years (62% vs. 68%).

The median annual income of Virginia's dental hygienists has increased (\$60k-\$70k vs. \$50k-\$60k), and dental hygienists are more likely to receive this income in the form of an hourly wage (81% vs. 76%). In addition, dental hygienists are also more likely to receive at least one employer-sponsored benefit (78% vs. 73%). Dental hygienists indicate that they are more satisfied with their current work situation (94% vs. 92%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,396	88%
New Licensees	279	5%
Non-Renewals	434	7%
<b>All Licensees</b>	<b>6,109</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 90% of all dental hygienists who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	65	635	91%
30 to 34	80	686	90%
35 to 39	83	774	90%
40 to 44	73	659	90%
45 to 49	61	661	92%
50 to 54	48	622	93%
55 to 59	63	580	90%
60 and Over	150	869	85%
<b>Total</b>	<b>623</b>	<b>5,486</b>	<b>90%</b>
<b>New Licenses</b>			
Issued in Past Year	59	220	79%
<b>Metro Status</b>			
Non-Metro	45	541	92%
Metro	405	3,989	91%
Not in Virginia	173	955	85%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2020.
- Target Population:** All dental hygienists who held a Virginia license at some point between April 2019 and March 2020.
- 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 2020.

Response Rates	
Completed Surveys	5,486
Response Rate, All Licensees	90%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number: 6,109  
 New: 5%  
 Not Renewed: 7%

Response Rates

All Licensees: 90%  
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Dental Hygienist Workforce: 5,063  
 FTEs: 3,351

### Utilization Ratios

Licensees in VA Workforce: 83%  
 Licensees per FTE: 1.82  
 Workers per FTE: 1.51

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 2019 and March 2020 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.

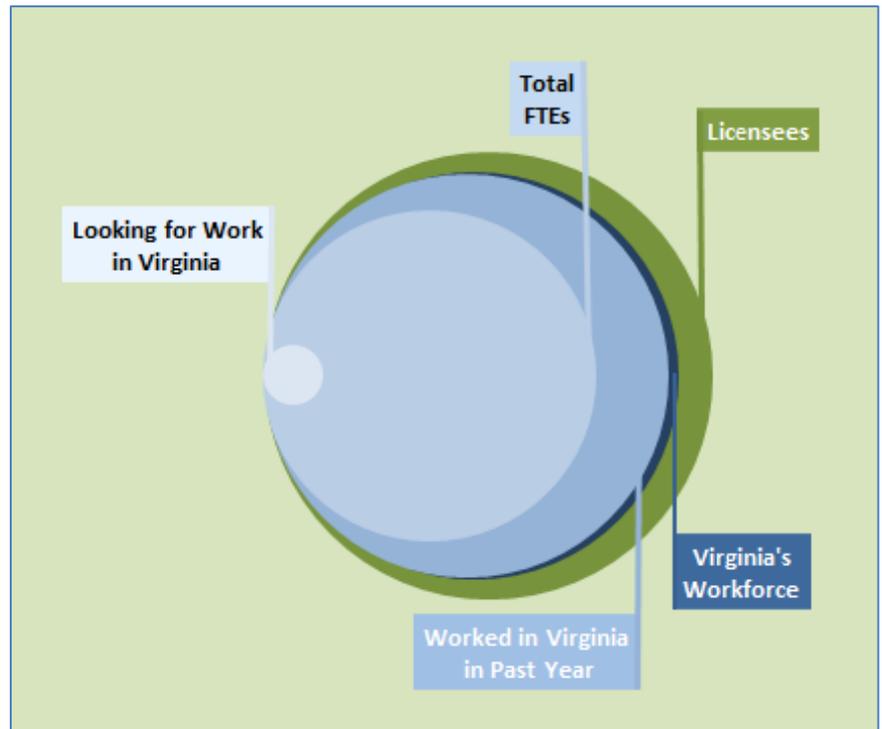
## Virginia's Dental Hygienist Workforce

Status	#	%
Worked in Virginia in Past Year	4,954	98%
Looking for Work in Virginia	108	2%
<b>Virginia's Workforce</b>	<b>5,063</b>	<b>100%</b>
<b>Total FTEs</b>	<b>3,351</b>	
<b>Licensees</b>	<b>6,109</b>	

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:*

[https://www.dhp.virginia.gov/  
 PublicResources/HealthcareW  
 orkforceDataCenter/](https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/)



Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
<b>Under 30</b>	15	3%	564	97%	580	13%
<b>30 to 34</b>	22	4%	581	96%	603	14%
<b>35 to 39</b>	13	2%	607	98%	621	14%
<b>40 to 44</b>	11	2%	508	98%	520	12%
<b>45 to 49</b>	12	2%	500	98%	512	12%
<b>50 to 54</b>	9	2%	474	98%	483	11%
<b>55 to 59</b>	2	1%	422	100%	424	10%
<b>60 and Over</b>	5	1%	641	99%	646	15%
<b>Total</b>	<b>89</b>	<b>2%</b>	<b>4,299</b>	<b>98%</b>	<b>4,388</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
<b>White</b>	61%	3,489	79%	1,372	76%
<b>Black</b>	19%	233	5%	103	6%
<b>Asian</b>	7%	296	7%	151	8%
<b>Other Race</b>	0%	48	1%	13	1%
<b>Two or More Races</b>	3%	100	2%	56	3%
<b>Hispanic</b>	10%	231	5%	114	6%
<b>Total</b>	<b>100%</b>	<b>4,397</b>	<b>100%</b>	<b>1,809</b>	<b>100%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Gender**

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

**Age**

Median Age: 44  
% Under 40: 41%  
% 55+: 24%

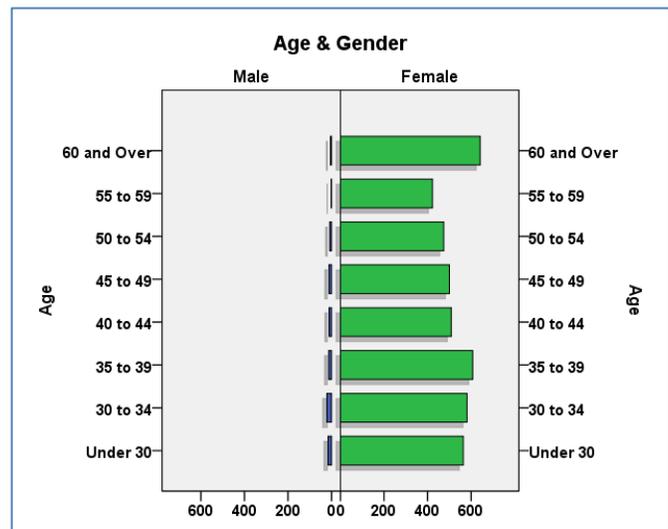
**Diversity**

Diversity Index: 36%  
Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

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

*Among the 41% of dental hygienists who are under the age of 40, 97% are female. In addition, the diversity index among these professionals is 41%.*



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: 72%

### Location Choice

% Rural to Non-Metro: 20%  
 % Urban/Suburban to Non-Metro: 4%

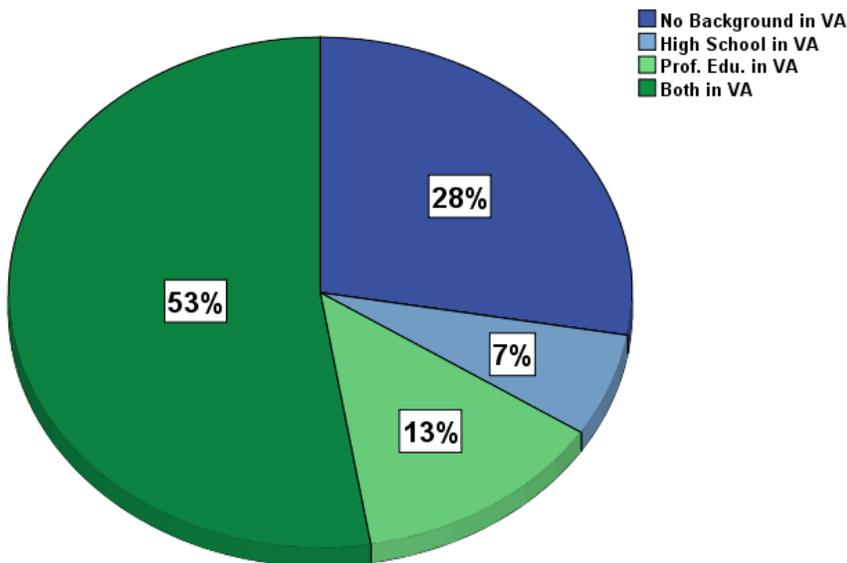
Source: Va. Healthcare Workforce Data Center

## 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%	16%
2	Metro, 250,000 to 1 Million	53%	38%	9%
3	Metro, 250,000 or Less	62%	31%	7%
<b>Non-Metro Counties</b>				
4	Urban Pop., 20,000+, Metro Adjacent	67%	22%	11%
6	Urban Pop., 2,500-19,999, Metro Adjacent	70%	26%	3%
7	Urban Pop., 2,500-19,999, Non-Adjacent	92%	3%	5%
8	Rural, Metro Adjacent	69%	20%	10%
9	Rural, Non-Adjacent	67%	28%	6%
<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 20% 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	#	Professional Degree	#
1	Virginia	2,595	Virginia	2,838
2	Outside U.S./Canada	265	North Carolina	201
3	Pennsylvania	158	Maryland	145
4	West Virginia	130	West Virginia	131
5	North Carolina	127	New York	106
6	New York	127	Pennsylvania	105
7	Maryland	124	Florida	93
8	Florida	89	Tennessee	73
9	New Jersey	64	Washington, D.C.	64
10	Michigan	62	Michigan	52

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, 52% earned their high school degree in Virginia, while 59% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional Degree	#
1	Virginia	544	Virginia	610
2	Outside U.S./Canada	79	North Carolina	64
3	Pennsylvania	43	Maryland	51
4	North Carolina	41	Florida	28
5	Maryland	41	Pennsylvania	28
6	West Virginia	27	West Virginia	27
7	Florida	27	New York	18
8	New York	20	Tennessee	17
9	Georgia	16	California	15
10	Ohio	15	Connecticut	15

Source: Va. Healthcare Workforce Data Center

More than 15% of Virginia's licensees were not a part of the state's dental hygienist workforce. Four out of every five of these licensees worked at some point in the past year, including 68% who currently work as dental hygienists.

### At a Glance:

#### Not in VA Workforce

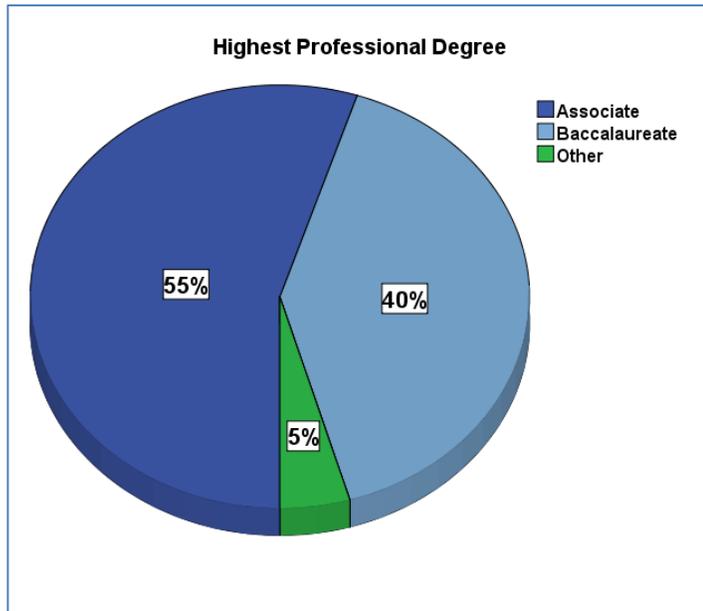
Total:	1,046
% of Licensees:	17%
Federal/Military:	6%
Va. Border State/D.C.:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Certificate	84	2%
Associate Degree	2,364	55%
Baccalaureate Degree	1,738	40%
Post-Graduate Cert.	11	0%
Master's Degree	93	2%
Doctorate	7	0%
<b>Total</b>	<b>4,297</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Education Debt**  
 Carry Debt: 28%  
 Under Age 40 w/ Debt: 47%  
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

*Nearly all dental hygienists hold either an associate or a baccalaureate degree as their highest professional degree.*

*Nearly 30% of dental hygienists carry education debt, including 47% of those dental hygienists who are under the age of 40. For those dental hygienists with education debt, their median debt burden is between \$20,000 and \$30,000.*

Education Debt				
Amount Carried	All Dental Hygienists		Hygienists Under 40	
	#	%	#	%
None	2,841	72%	874	53%
Less Than \$10,000	318	8%	203	12%
\$10,000-\$19,999	233	6%	178	11%
\$20,000-\$29,999	205	5%	142	9%
\$30,000-\$39,999	94	2%	62	4%
\$40,000-\$49,999	81	2%	58	4%
\$50,000-\$59,999	60	2%	45	3%
\$60,000-\$69,999	36	1%	28	2%
\$70,000-\$79,999	18	0%	10	1%
\$80,000-\$89,999	25	1%	21	1%
\$90,000-\$99,999	14	0%	8	0%
\$100,000 or More	41	1%	16	1%
<b>Total</b>	<b>3,966</b>	<b>100%</b>	<b>1,644</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 91%  
 Involuntarily Unemployed: 2%

### Positions Held

1 Full-Time: 55%  
 2 or More Positions: 14%

### Weekly Hours:

40 to 49: 12%  
 60 or More: 1%  
 Less than 30: 27%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Capacity Related to Dental Hygiene	3,985	91%
Employed, NOT in a Capacity Related to Dental Hygiene	112	3%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	82	2%
Voluntarily Unemployed	144	3%
Retired	50	1%
<b>Total</b>	<b>4,374</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 2% are involuntarily unemployed. In addition, 55% of dental hygienists currently hold one full-time job, and 52% work between 30 and 39 hours per week.*

Current Positions		
Positions	#	%
No Positions	276	6%
One Part-Time Position	1,058	25%
Two Part-Time Positions	307	7%
One Full-Time Position	2,355	55%
One Full-Time Position & One Part-Time Position	250	6%
Two Full-Time Positions	4	0%
More than Two Positions	64	1%
<b>Total</b>	<b>4,314</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	276	6%
1 to 9 Hours	147	3%
10 to 19 Hours	333	8%
20 to 29 Hours	684	16%
30 to 39 Hours	2,244	52%
40 to 49 Hours	529	12%
50 to 59 Hours	35	1%
60 to 69 Hours	13	0%
70 to 79 Hours	9	0%
80 or More Hours	9	0%
<b>Total</b>	<b>4,279</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	26	1%
Less Than \$20,000	203	6%
\$20,000-\$29,999	193	5%
\$30,000-\$39,999	286	8%
\$40,000-\$49,999	421	12%
\$50,000-\$59,999	672	19%
\$60,000-\$69,999	718	20%
\$70,000-\$79,999	553	15%
\$80,000-\$89,999	316	9%
\$90,000-\$99,999	136	4%
\$100,000 or More	79	2%
<b>Total</b>	<b>3,603</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Paid Vacation: 69%  
Retirement: 54%

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

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,607	61%
Somewhat Satisfied	1,389	33%
Somewhat Dissatisfied	204	5%
Very Dissatisfied	61	1%
<b>Total</b>	<b>4,261</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist makes between \$60,000 and \$70,000 per year. In addition, 78% of dental hygienists receive at least one employer-sponsored benefit, including 54% who have access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,758	69%	67%
Retirement	2,150	54%	52%
Paid Sick Leave	1,461	37%	35%
Dental Insurance	748	19%	18%
Group Life Insurance	561	14%	13%
Signing/Retention Bonus	119	3%	3%
<b>At Least One Benefit</b>	<b>3,098</b>	<b>78%</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 . . . ?	#	%
Work Two or More Positions at the Same Time?	760	15%
Experience Involuntary Unemployment?	379	7%
Switch Employers or Practices?	371	7%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	319	6%
Experience Voluntary Unemployment?	298	6%
<b>Experienced At Least One</b>	<b>1,636</b>	<b>32%</b>

Source: Va. Healthcare Workforce Data Center

Over the past year, 7% of dental hygienists have experienced involuntary unemployment. By comparison, Virginia's average monthly unemployment rate was 2.7% during the same time period.<sup>1</sup>

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working At This Location	201	5%	125	13%
Less Than 6 Months	275	7%	132	14%
6 Months to 1 Year	403	10%	144	15%
1 to 2 Years	718	17%	182	19%
3 to 5 Years	784	19%	170	18%
6 to 10 Years	554	13%	81	8%
More Than 10 Years	1,237	30%	121	13%
<b>Subtotal</b>	<b>4,172</b>	<b>100%</b>	<b>954</b>	<b>100%</b>
Did Not Have Location	141		4,055	
Item Missing	749		53	
<b>Total</b>	<b>5,063</b>		<b>5,063</b>	

Source: Va. Healthcare Workforce Data Center

More than 80% of all dental hygienists receive an hourly wage at their primary work location.

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 7%  
Underemployed: 6%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 23%  
Over 2 Years: 62%  
Over 2 Yrs., 2<sup>nd</sup> Location: 39%

**Employment Type**

Hourly Wage: 81%  
Salary/Commission: 18%

Source: Va. Healthcare Workforce Data Center

More than 60% of all dental hygienists have been employed at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	2,602	81%
Salary/Commission	592	18%
By Contract	14	0%
Unpaid	11	0%
Business/Practice Income	10	0%
<b>Subtotal</b>	<b>3,230</b>	<b>100%</b>
Did Not Have Location	141	
Item Missing	1,691	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.3%. At the time of publication, the unemployment rate from March 2020 was still preliminary.

## At a Glance:

### Concentration

Top Region:	32%
Top 3 Regions:	74%
Lowest Region:	1%

### Locations

2 or More (Past Year):	23%
2 or More (Now*):	20%

Source: Va. Healthcare Workforce Data Center

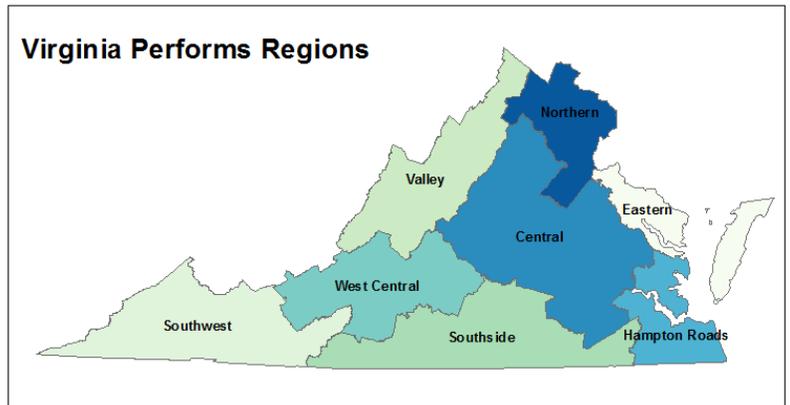
Nearly three-quarters of all dental hygienists work in Northern Virginia, Hampton Roads, and Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
<b>Northern</b>	1,350	32%	379	38%
<b>Hampton Roads</b>	1,003	24%	204	21%
<b>Central</b>	730	18%	160	16%
<b>West Central</b>	429	10%	90	9%
<b>Valley</b>	253	6%	44	4%
<b>Southwest</b>	172	4%	30	3%
<b>Southside</b>	128	3%	28	3%
<b>Eastern</b>	57	1%	14	1%
<b>Virginia Border State/D.C.</b>	15	0%	18	2%
<b>Other U.S. State</b>	17	0%	28	3%
<b>Outside of the U.S.</b>	0	0%	0	0%
<b>Total</b>	<b>4,154</b>	<b>100%</b>	<b>995</b>	<b>100%</b>
<b>Item Missing</b>	769		11	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

One out of every five dental hygienists currently have multiple work locations, while 23% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
<b>0</b>	112	3%	289	7%
<b>1</b>	3,160	74%	3,140	73%
<b>2</b>	618	15%	568	13%
<b>3</b>	251	6%	232	5%
<b>4</b>	41	1%	12	0%
<b>5</b>	23	1%	4	0%
<b>6 or More</b>	69	2%	29	1%
<b>Total</b>	<b>4,275</b>	<b>100%</b>	<b>4,275</b>	<b>100%</b>

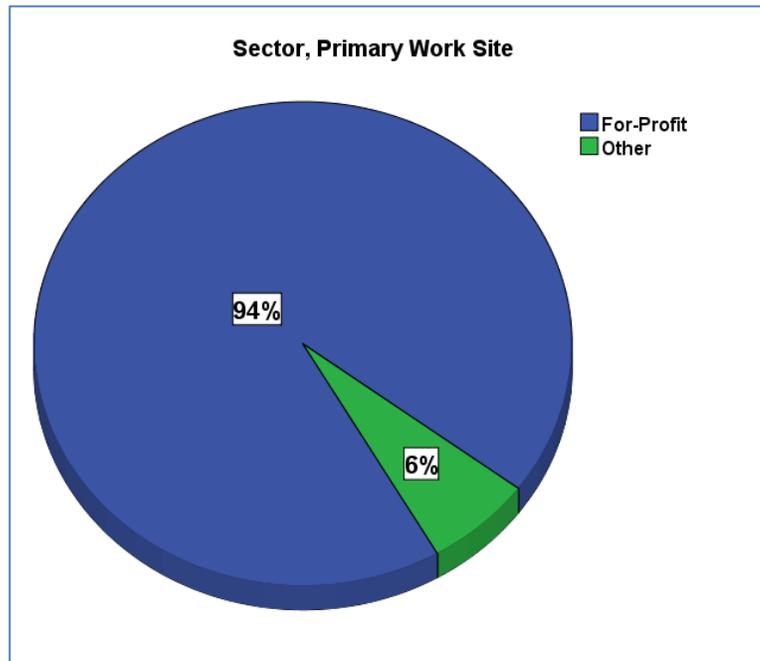
\*At the time of survey completion, March 2020.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,757	94%	847	92%
Non-Profit	77	2%	30	3%
State/Local Government	100	2%	36	4%
Veterans Administration	8	0%	0	0%
U.S. Military	61	2%	4	0%
Other Federal Government	14	0%	3	0%
<b>Total</b>	<b>4,017</b>	<b>100%</b>	<b>920</b>	<b>100%</b>
Did Not Have Location	141		4,055	
Item Missing	904		86	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all dental hygienists, 6% work under the remote supervision of a public health dentist, and 4% work under the remote supervision of a dentist.

## At a Glance: (Primary Locations)

**Sector**

For-Profit:	94%
Federal:	2%

**Top Establishments**

Solo Practice:	71%
Group Practice:	17%
Dental/Health Clinic:	7%

**Remote Supervision**

Public Health Dentistry:	6%
Dentistry:	4%

Source: Va. Healthcare Workforce Data Center

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

Remote Supervision				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Public Health Dentistry</b>				
<b>Yes</b>	238	6%	46	5%
<b>No</b>	3,789	94%	876	95%
<b>Total</b>	<b>4,027</b>	<b>100%</b>	<b>922</b>	<b>100%</b>
<b>Dentistry</b>				
<b>Yes</b>	159	4%	67	7%
<b>No</b>	3,841	96%	863	93%
<b>Total</b>	<b>4,000</b>	<b>100%</b>	<b>930</b>	<b>100%</b>

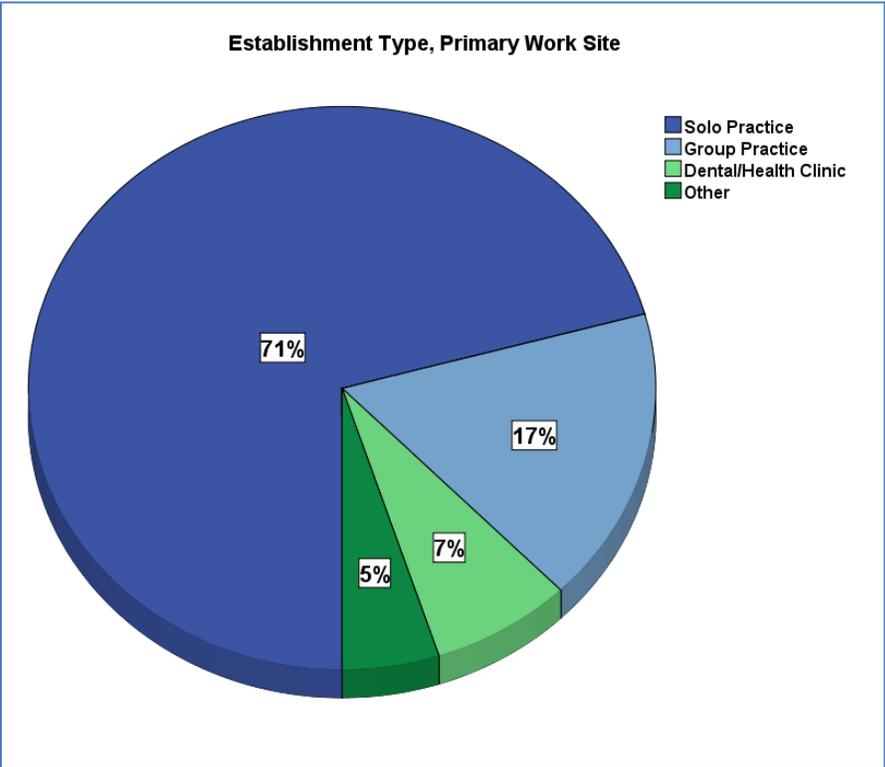
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,794	71%	648	72%
Group Practice	670	17%	106	12%
Dental/Health Clinic	287	7%	67	7%
Dental School (Including Combined Dental/Dental Hygiene)	58	1%	36	4%
Public Health Program	27	1%	7	1%
Hospital/Health System	24	1%	0	0%
Corrections	13	0%	2	0%
Insurance	13	0%	1	0%
K-12 School or Non-Dental College	8	0%	3	0%
Nursing Home/Long-Term Care Facility	5	0%	5	1%
Supplier Organization	4	0%	7	1%
Other	46	1%	15	2%
<b>Total</b>	<b>3,949</b>	<b>100%</b>	<b>897</b>	<b>100%</b>
<b>Did Not Have a Location</b>	141		4,055	

*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, 72% work at a solo dental practice, and 12% 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

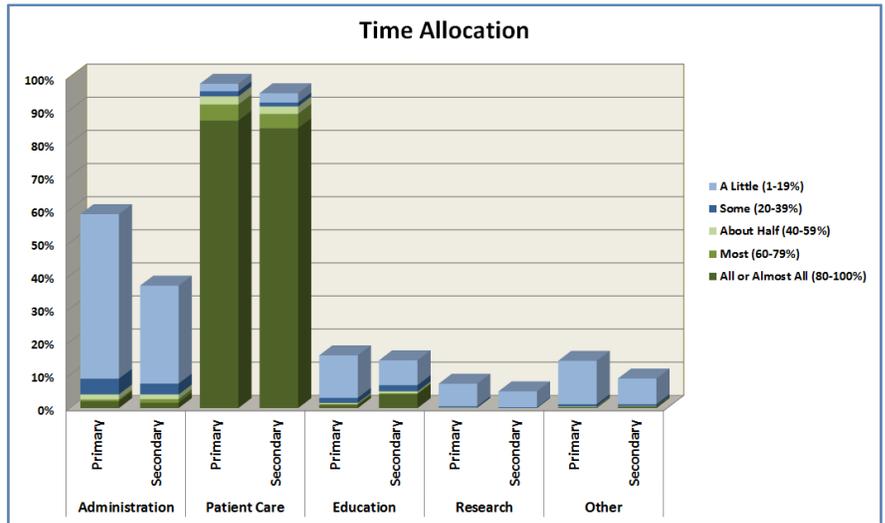
Patient Care: 92%  
Administrative: 3%  
Education: 1%

### Patient Care Hygienists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



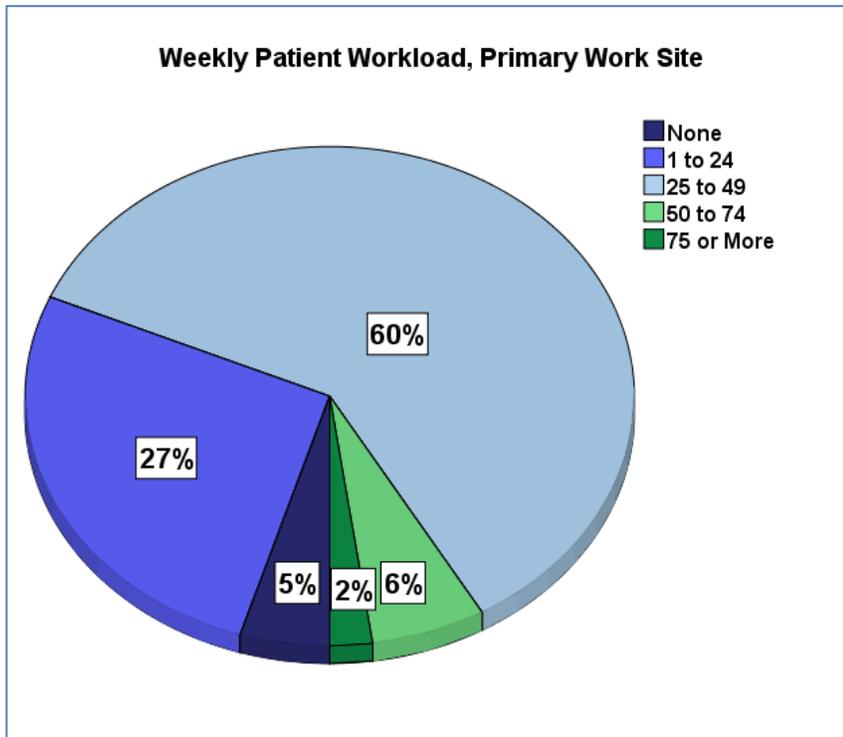
Source: Va. Healthcare Workforce Data Center

*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%	2%	87%	84%	1%	4%	0%	0%	0%	0%
<b>Most (60-79%)</b>	1%	1%	5%	4%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	2%	1%	2%	2%	0%	1%	0%	0%	0%	0%
<b>Some (20-39%)</b>	5%	3%	2%	1%	2%	2%	0%	0%	1%	1%
<b>A Little (1-19%)</b>	50%	30%	2%	3%	13%	8%	7%	5%	13%	8%
<b>None (0%)</b>	41%	63%	2%	5%	84%	85%	93%	95%	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 patient workload is between 1 and 24 patients per week.*

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
<b>None</b>	193	5%	85	9%
<b>1-24</b>	1,087	27%	623	67%
<b>25-49</b>	2,445	60%	185	20%
<b>50-74</b>	247	6%	16	2%
<b>75-99</b>	39	1%	9	1%
<b>100-124</b>	17	0%	3	0%
<b>125-149</b>	12	0%	1	0%
<b>150-174</b>	9	0%	2	0%
<b>175-199</b>	6	0%	0	0%
<b>200 or More</b>	9	0%	3	0%
<b>Total</b>	<b>4,064</b>	<b>100%</b>	<b>927</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>	374	10%	-	-
<b>50 to 54</b>	363	9%	21	2%
<b>55 to 59</b>	717	19%	144	11%
<b>60 to 64</b>	1,068	28%	405	30%
<b>65 to 69</b>	923	24%	518	39%
<b>70 to 74</b>	221	6%	141	11%
<b>75 to 79</b>	34	1%	25	2%
<b>80 or Over</b>	12	0%	7	1%
<b>I Do Not Intend to Retire</b>	160	4%	75	6%
<b>Total</b>	<b>3,874</b>	<b>100%</b>	<b>1,336</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Dental Hygienists**

Under 65: 65%

Under 60: 38%

**Hygienists 50 and Over**

Under 65: 43%

Under 60: 12%

**Time Until Retirement**

Within 2 Years: 7%

Within 10 Years: 25%

Half the Workforce: By 2040

Source: Va. Healthcare Workforce Data Center

*Nearly two-thirds of dental hygienists expect to retire by the age of 65. Among dental hygienists who are already at least age 50, 43% still expect to retire by the age of 65.*

*Within the next two years, 9% of Virginia's dental hygienists expect to increase their patient care hours, and 7% expect to pursue additional educational opportunities.*

**Future Plans**

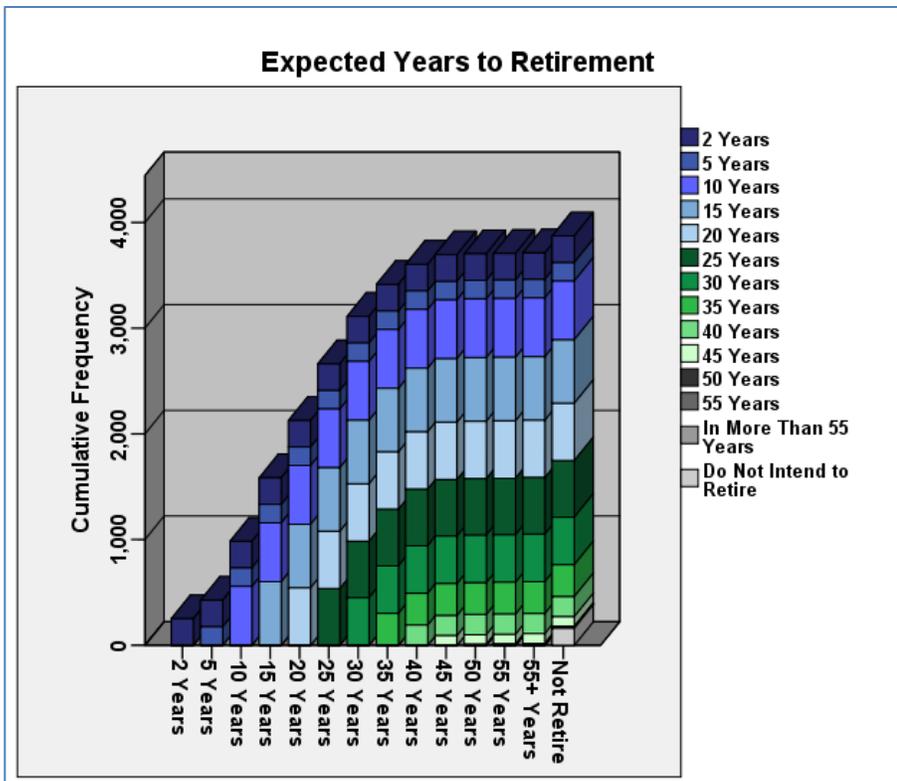
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Decrease Patient Care Hours</b>	538	11%
<b>Leave Virginia</b>	149	3%
<b>Leave Profession</b>	119	2%
<b>Decrease Teaching Hours</b>	10	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	475	9%
<b>Pursue Additional Education</b>	372	7%
<b>Increase Teaching Hours</b>	123	2%
<b>Return to Virginia's Workforce</b>	32	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for dental hygienists. While only 7% of dental hygienists expect to retire in the next two years, 25% expect to retire within the next decade. More than half of the current workforce expect to retire by 2040.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	252	7%	7%
5 Years	175	5%	11%
10 Years	557	14%	25%
15 Years	601	16%	41%
20 Years	543	14%	55%
25 Years	535	14%	69%
30 Years	450	12%	80%
35 Years	302	8%	88%
40 Years	190	5%	93%
45 Years	90	2%	95%
50 Years	10	0%	96%
55 Years	3	0%	96%
In More Than 55 Years	5	0%	96%
Do Not Intend to Retire	160	4%	100%
<b>Total</b>	<b>3,874</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 2030. Retirement will peak at 16% of the current workforce around 2035 before declining to under 10% again around 2055.

## At a Glance:

### FTEs

Total: 3,351  
 FTEs/1,000 Residents<sup>2</sup>: 0.393  
 Average: 0.68

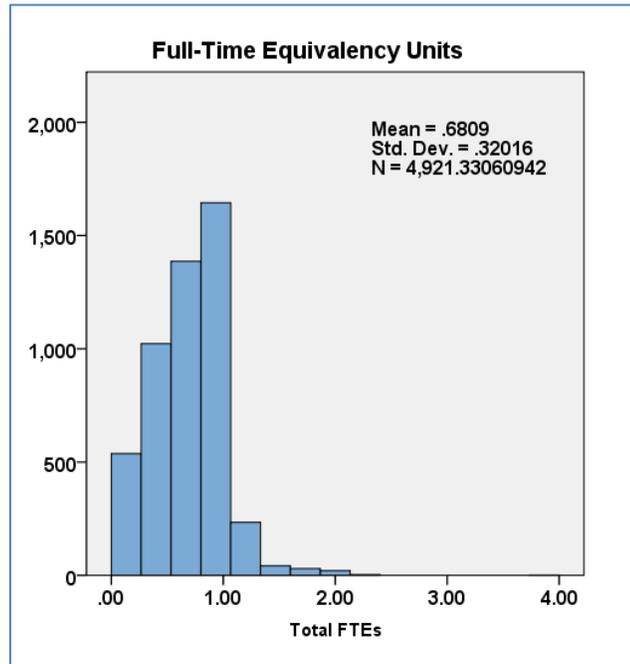
### Age & Gender Effect

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:

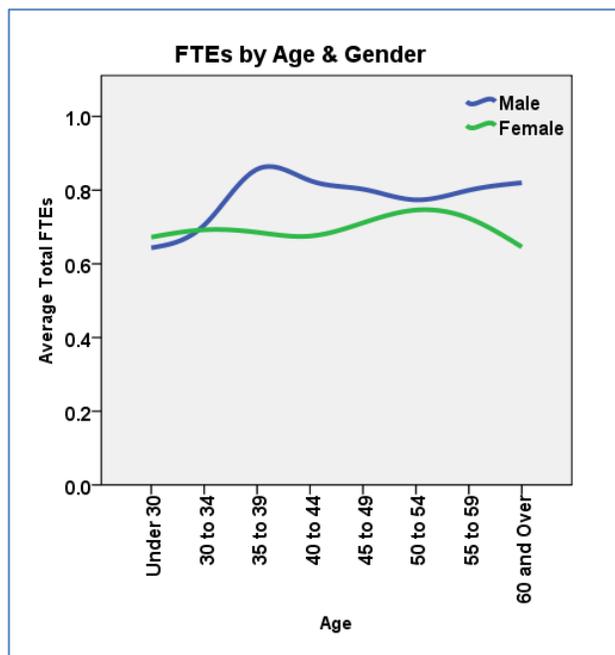


Source: Va. Healthcare Workforce Data Center

*The typical dental hygienist provided 0.74 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.*

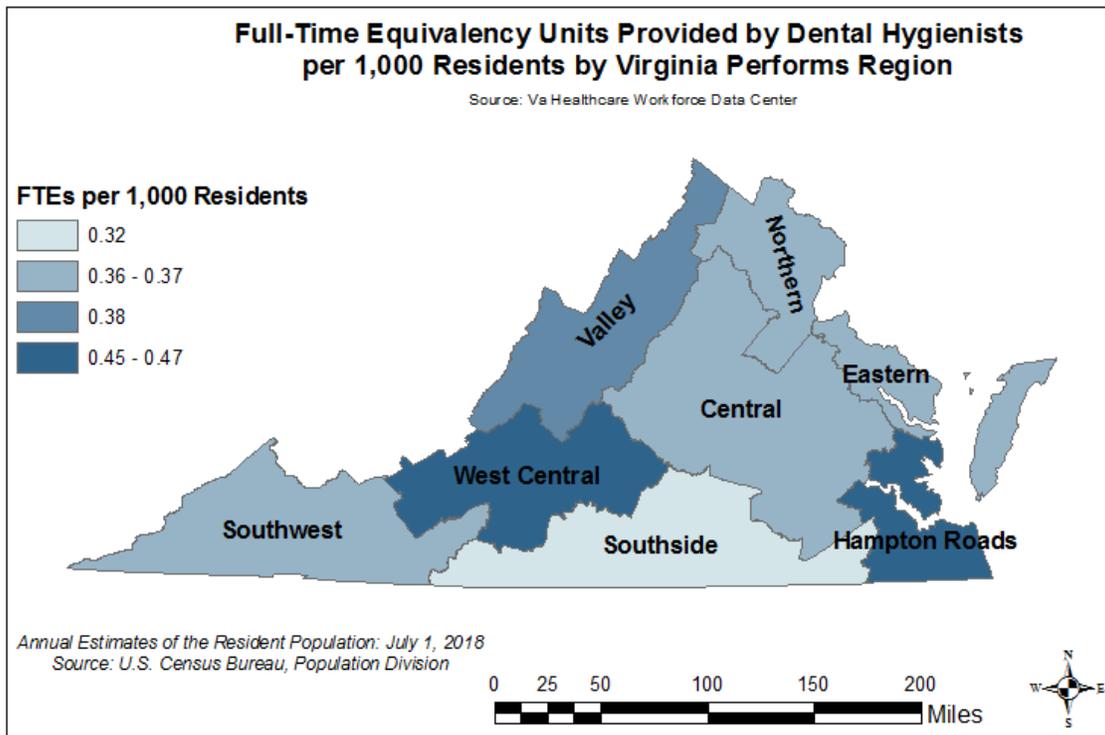
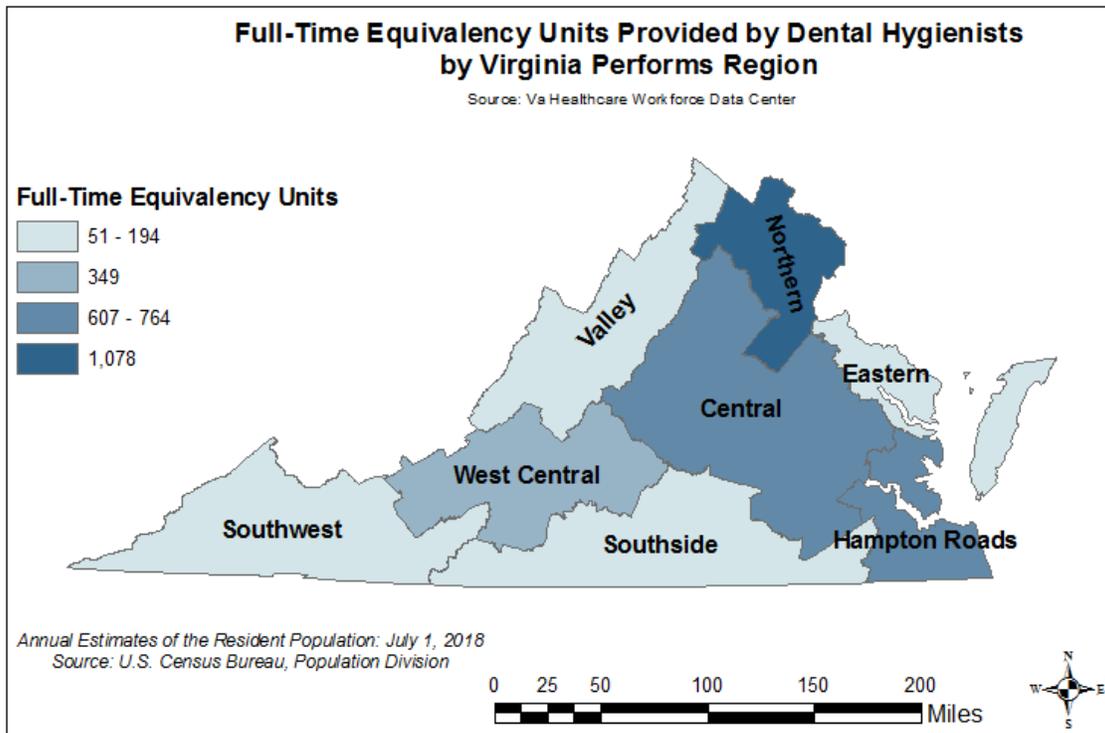
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.65	0.71
30 to 34	0.70	0.78
35 to 39	0.66	0.70
40 to 44	0.67	0.68
45 to 49	0.68	0.69
50 to 54	0.75	0.75
55 to 59	0.75	0.83
60 and Over	0.63	0.55
<b>Gender</b>		
Male	0.76	0.80
Female	0.69	0.76

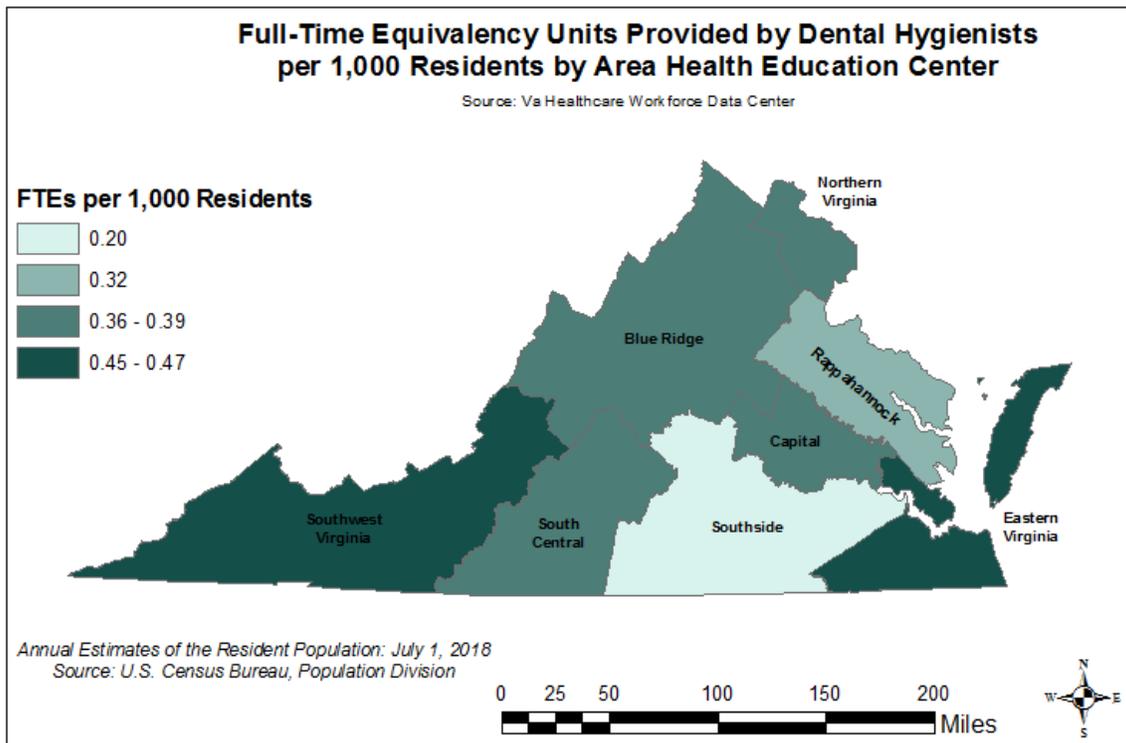
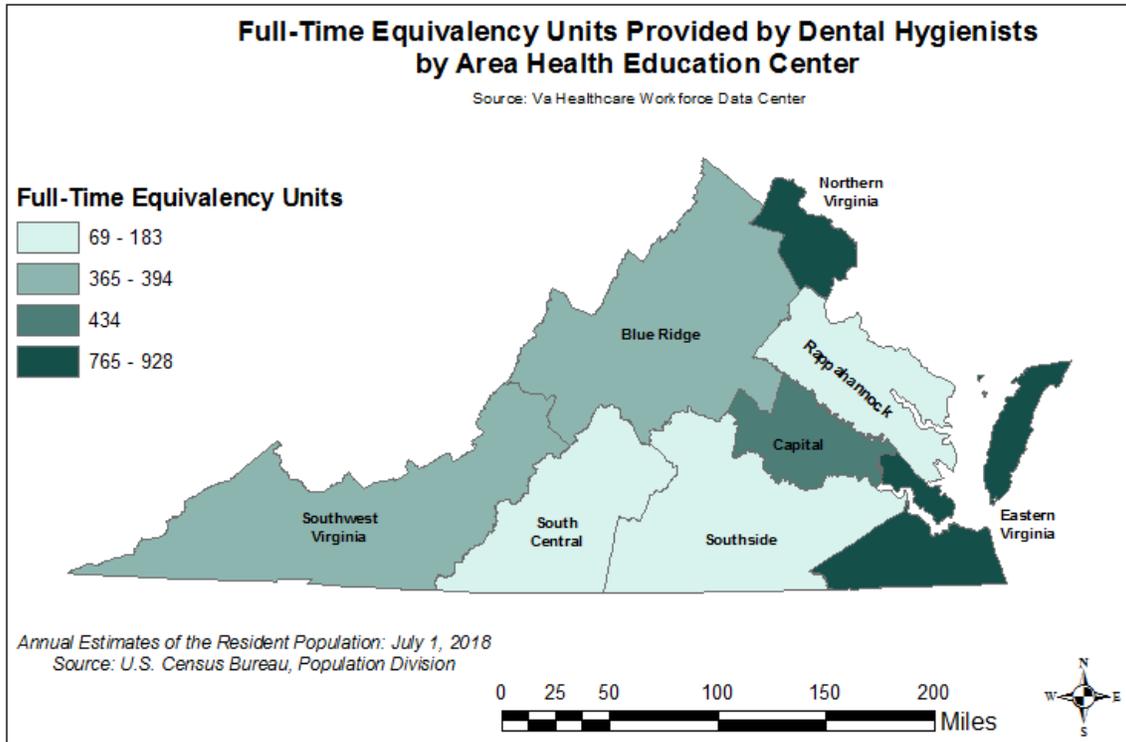
Source: Va. Healthcare Workforce Data Center

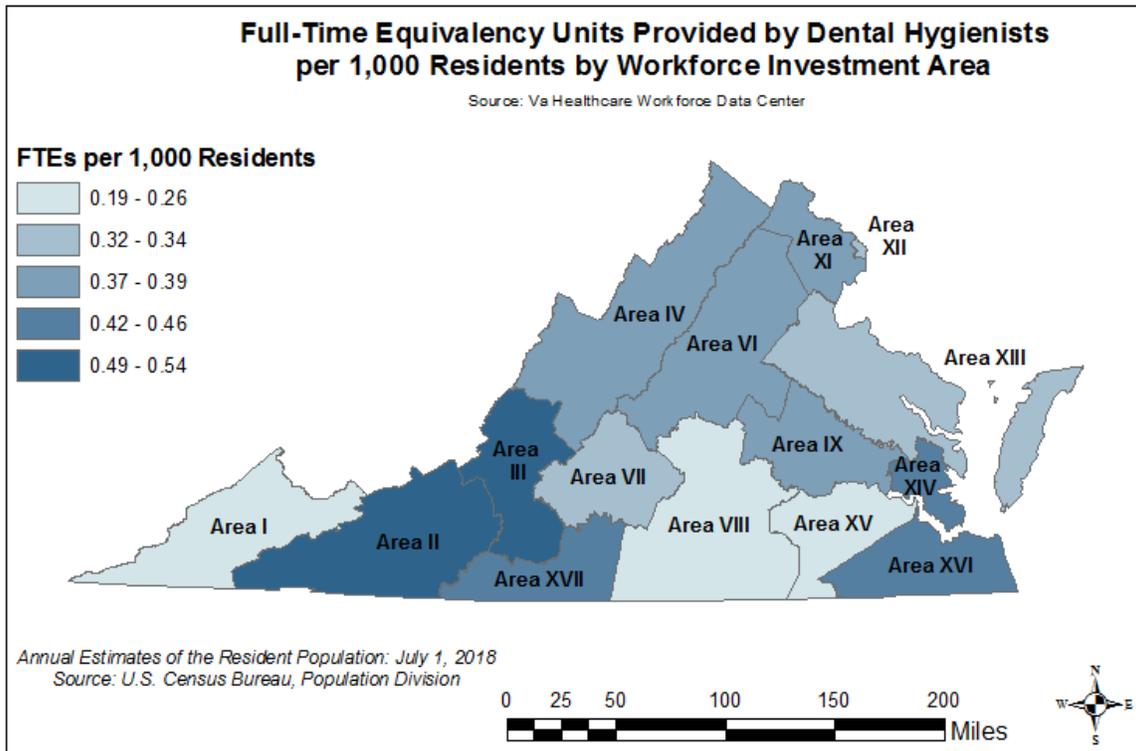
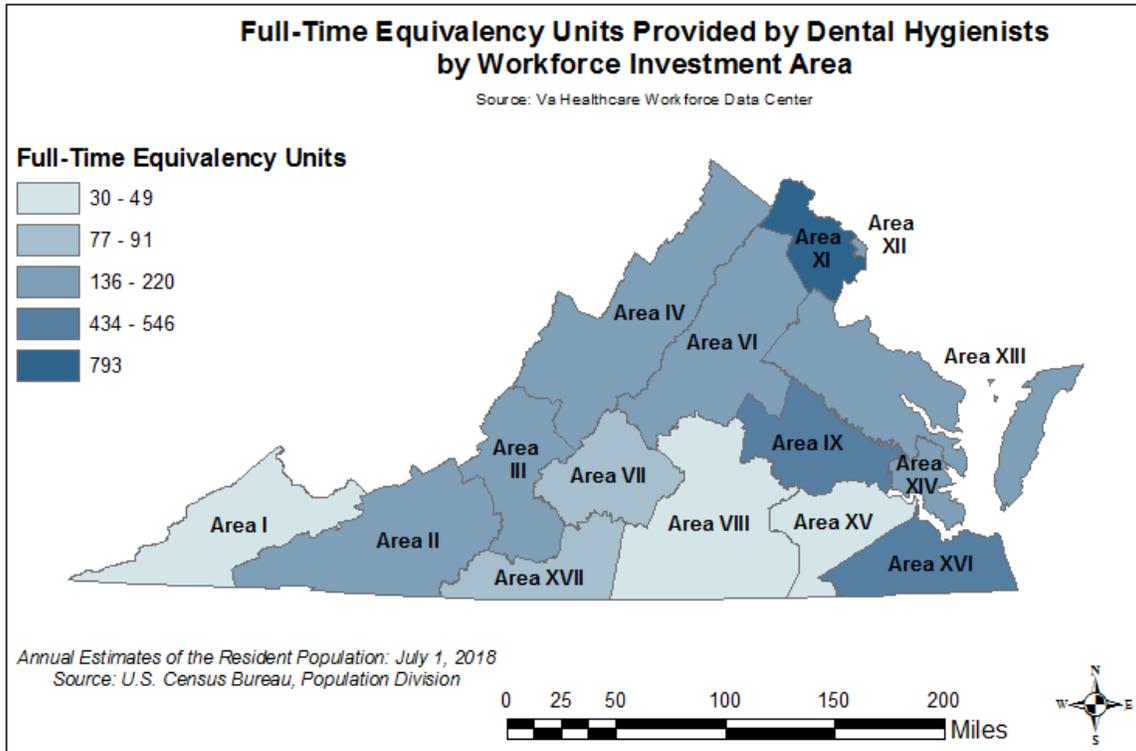


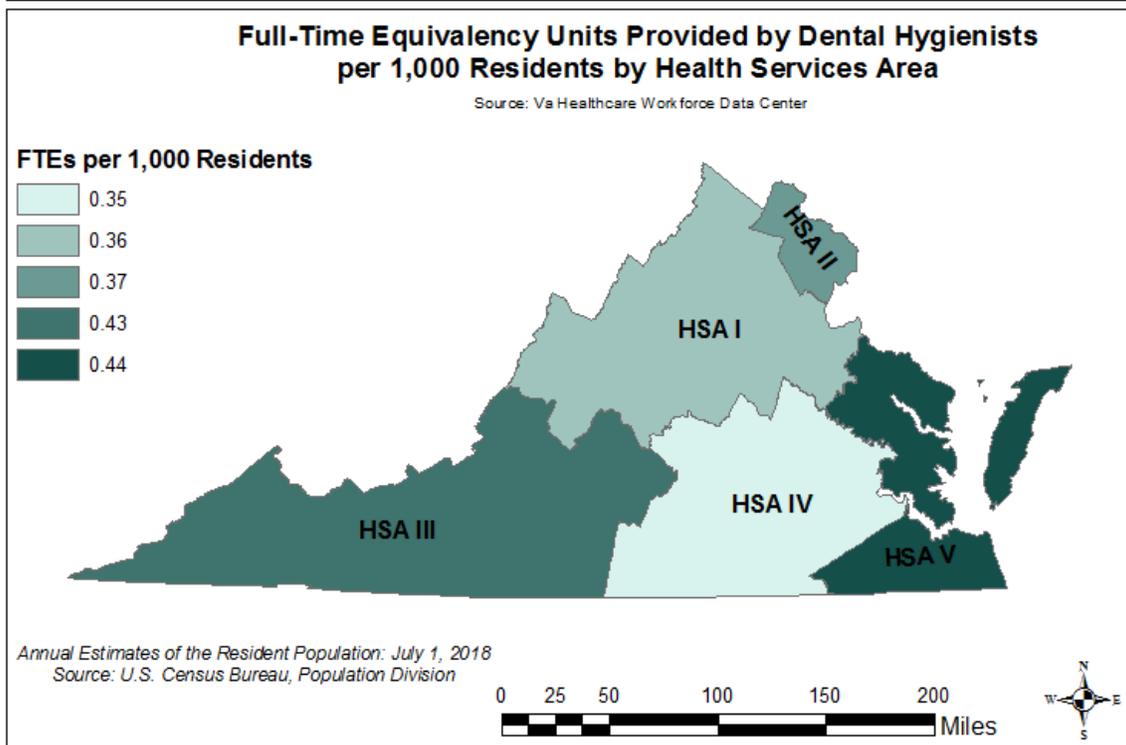
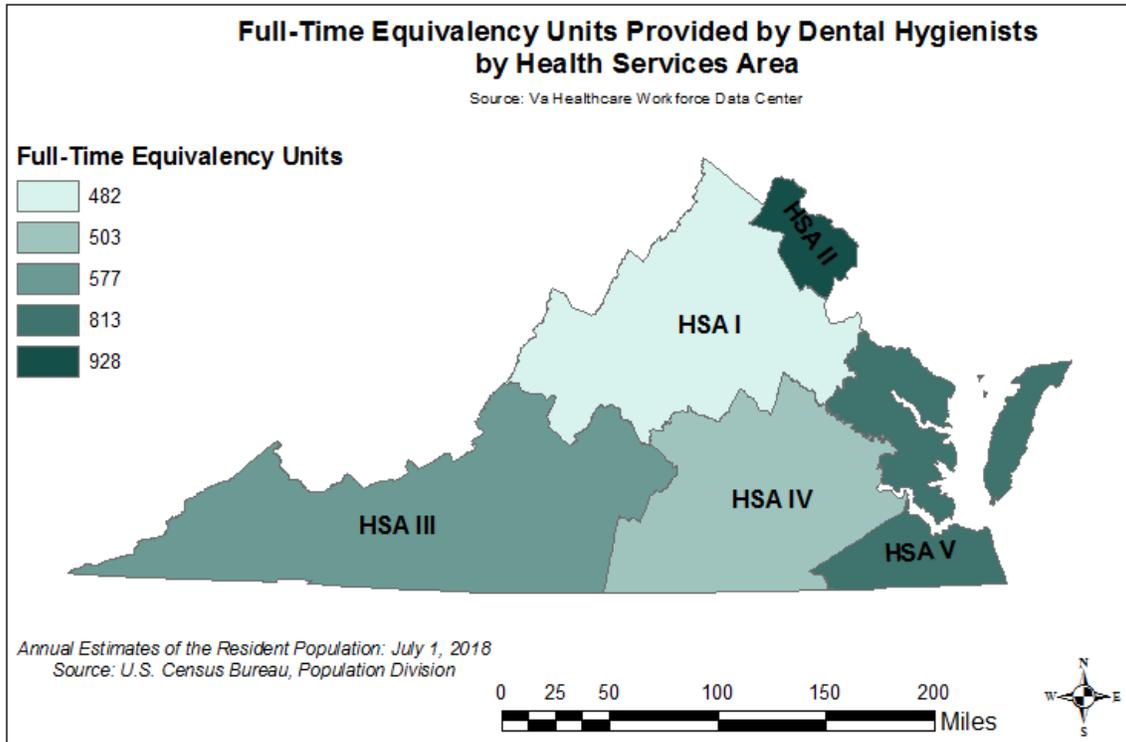
Source: Va. Healthcare Workforce Data Center

<sup>2</sup> Number of residents in 2018 was used as the denominator.











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	3,553	90.26%	1.107889	1.07168	1.16664
<b>Metro, 250,000 to 1 Million</b>	423	92.44%	1.081841	1.04649	1.13921
<b>Metro, 250,000 or Less</b>	418	93.54%	1.069054	1.03412	1.12574
<b>Urban Pop., 20,000+, Metro Adj.</b>	98	94.90%	1.053763	1.01933	1.10964
<b>Urban Pop., 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban Pop., 2,500-19,999, Metro Adj.</b>	204	91.67%	1.090909	1.05526	1.14876
<b>Urban Pop., 2,500-19,999, Non-Adj.</b>	153	94.12%	1.0625	1.02778	1.11884
<b>Rural, Metro Adj.</b>	86	88.37%	1.131579	1.0946	1.19159
<b>Rural, Non-Adj.</b>	45	91.11%	1.097561	1.06169	1.15576
<b>Virginia Border State/D.C.</b>	523	85.66%	1.167411	1.12926	1.22932
<b>Other U.S. State</b>	605	83.80%	1.193294	1.1543	1.25657

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	700	90.71%	1.102362	1.04317	1.18129
<b>30 to 34</b>	766	89.56%	1.116618	1.05666	1.19657
<b>35 to 39</b>	857	90.32%	1.107235	1.04778	1.18651
<b>40 to 44</b>	732	90.03%	1.110774	1.05113	1.19031
<b>45 to 49</b>	722	91.55%	1.092284	1.03363	1.17049
<b>50 to 54</b>	670	92.84%	1.07717	1.01933	1.1543
<b>55 to 59</b>	643	90.20%	1.108621	1.04909	1.188
<b>60 and Over</b>	1,019	85.28%	1.172612	1.10964	1.25657

Source: Va. Healthcare Workforce Data Center

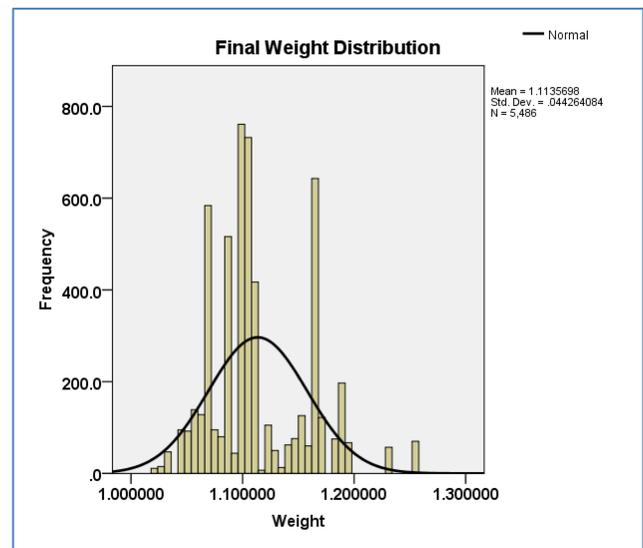
See the Methods section on the HWDC website for details on HWDC Methods:

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

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

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

**Overall Response Rate: 0.898019**



Source: Va. Healthcare Workforce Data Center