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## About This Study

To better understand the economic and operational conditions in dental practices and public health clinics over time, and to measure the impact of the COVID-19 pandemic and other emerging issues in dentistry, the ADA Health Policy Institute launched a tracking poll in January 2022. For the initial wave over the week of January 17, 2022, we invited nearly 80,000 dentists from across the U.S. to join a panel in which they will complete a survey once a month; over 3,000 have opted to participate.

The survey for the week of December 11, 2023 was sent to 3,292 panel members; 971 responded, for an adjusted response rate (excluding undeliverable email addresses) of 29.6%. The number of dentists in private practice who responded in each wave, along with the number of respondents in each reporting category in the current wave, can be found at the end of this report.

Below are the results from the latest wave for dentists working in private dental practices. The report includes breakouts by ownership status, DSO affiliation, practice size, geographic location, sex, age group, and race/ethnicity. Unless noted otherwise, charts reflect the results from the latest wave of data collection. **Please note that we only include graphics representing at least 30 responses.** Because of this, we were not able to include results for respondents in the following categories: DSO, under age 35, large group (10+ dentists) and Black. The number of respondents by demographics can be found at the end of this report.

This report was published in December 2023 by the American Dental Association's Health Policy Institute.

211 E. Chicago Avenue  
Chicago, Illinois 60611

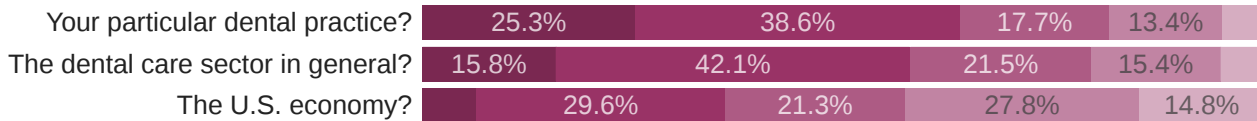
[hpi@ada.org](mailto:hpi@ada.org)

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**All Respondents**

**Looking ahead to the next six months, how confident are you in the recovery of:**

923 Responses



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

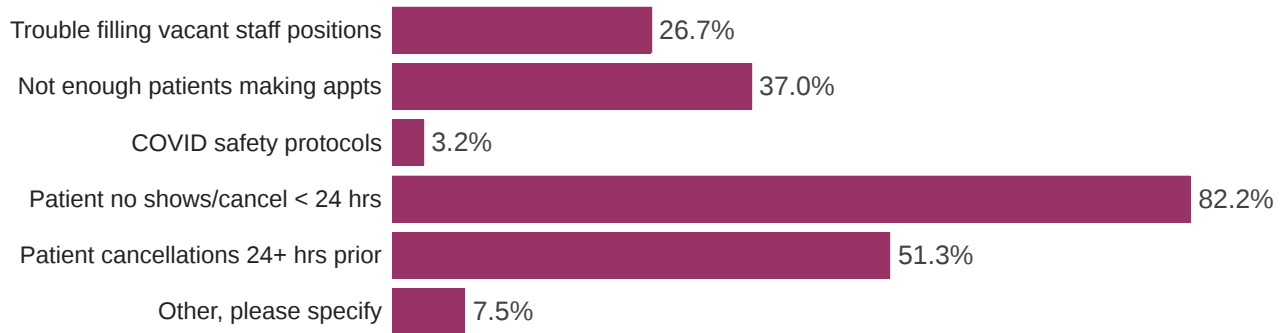
**How full was your dental practice's appointment schedule last week?**



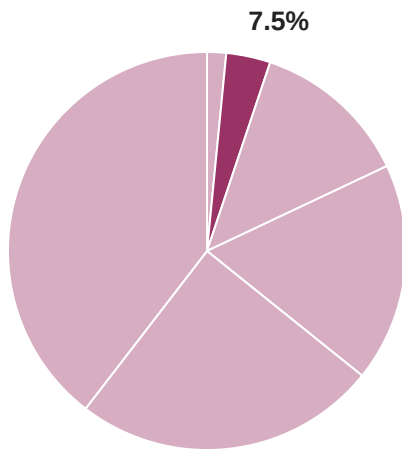
- Mean % of appointment schedule filled

**Which of the following factors prevented your dental practice’s appointment schedule from reaching 100% last week? (Select all that apply.)**

776 Responses



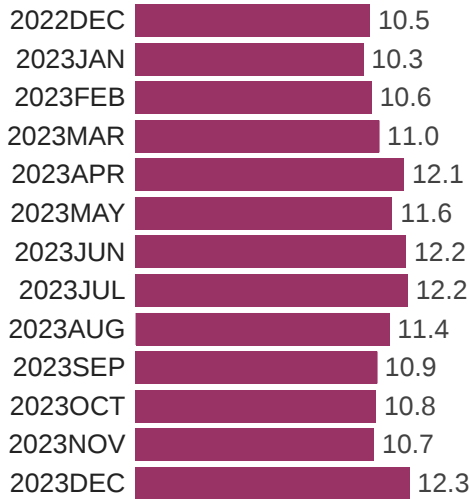
58 respondents (7.5%) selected "other, please specify." Their responses are categorized below.



Other, please specify:

	Percentage of Responses
STAFF OUT WITH COVID/QUARANTINE/OTHER ILLNESS	20.7%
PATIENTS POSTPONING TREATMENT DUE TO COST	13.8%
PATIENTS LOSING INSURANCE COVERAGE / MET MAX FOR YEAR	6.9%
STAFF SHORTAGES / REDUCED HOURS	6.9%
STAFF OUT ON VACATION / LEAVE	6.9%
PATIENTS AWAY / OFFICE CLOSED FOR BREAK OR HOLIDAY	5.2%
INCLEMENT WEATHER	5.2%
BAD ECONOMIC CONDITIONS	5.2%
INEXPERIENCED / INEFFICIENT / DISENGAGED STAFF	3.4%
DROPPED DENTAL PLAN / LOW REIMBURSEMENT / INSURANCE ISSUES	3.4%
TRAINING / CREDENTIALING OF NEW STAFF	1.7%
COMPETITION WITH OTHER DENTISTS IN THE AREA	1.7%
MISCELLANEOUS	12.1%

**Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?**



● Mean number of days

**Is your practice currently accepting new patients?**



● Yes

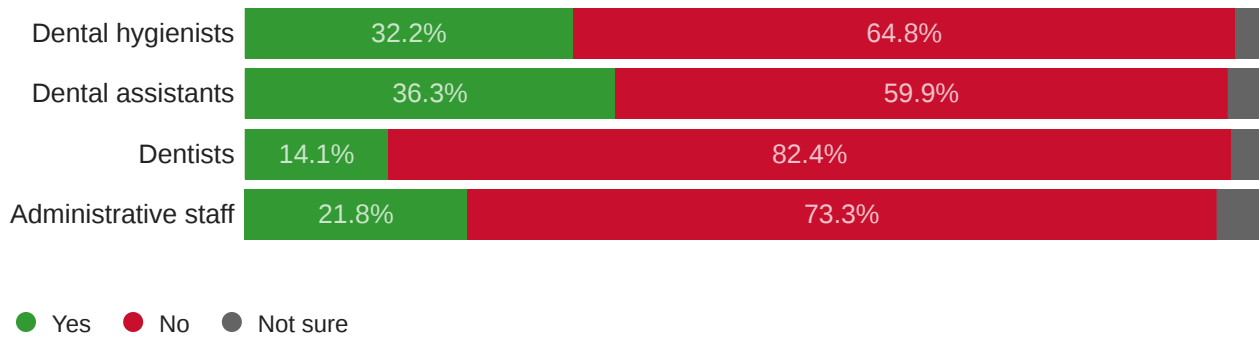
**[If accepting new patients] Currently, how many business days does the average new patient have to wait for an initial appointment (excluding emergencies)?**



● Mean number of days

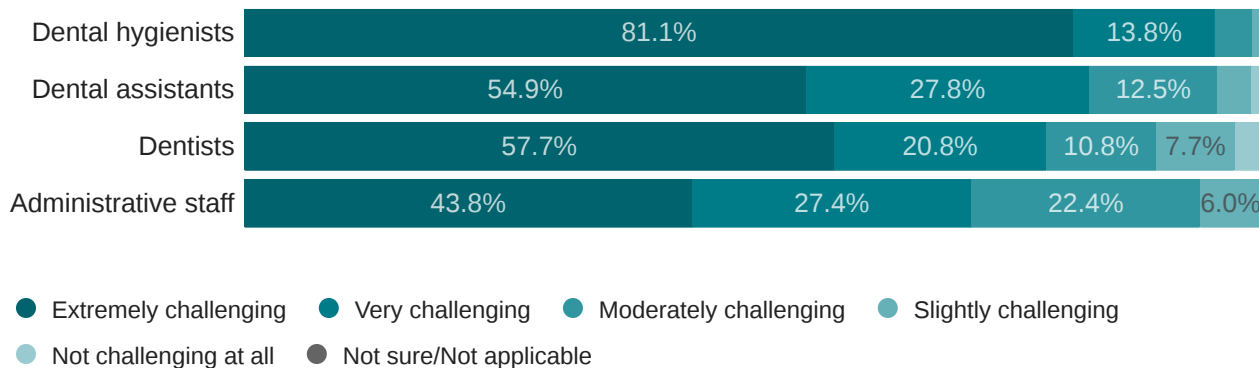
**Have you recently or are you currently recruiting any of the following positions in your dental practice?**

923 Responses



**How challenging has it been to recruit the position(s) below?**

532 Responses



**[Owner dentists] Did you hire new staff for any of the following positions in 2023?**

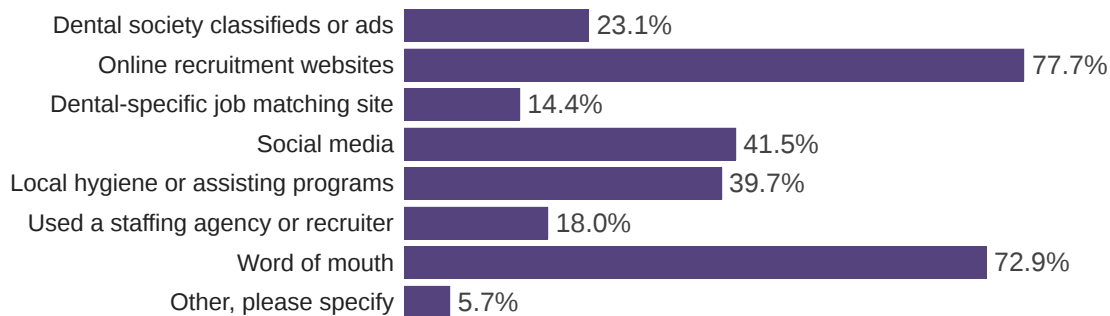
850 Responses



● Yes ● No

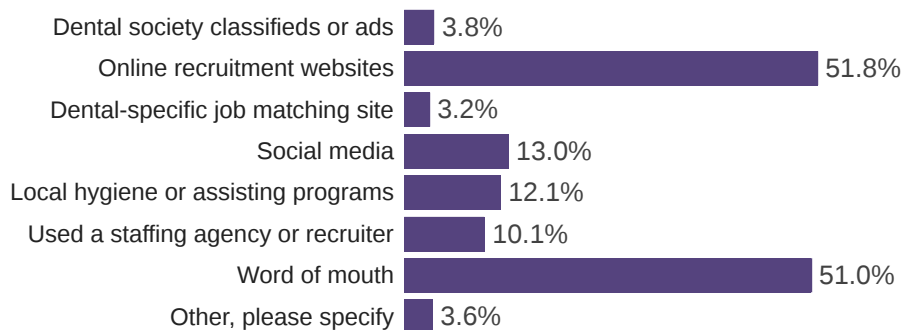
**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**

506 Responses



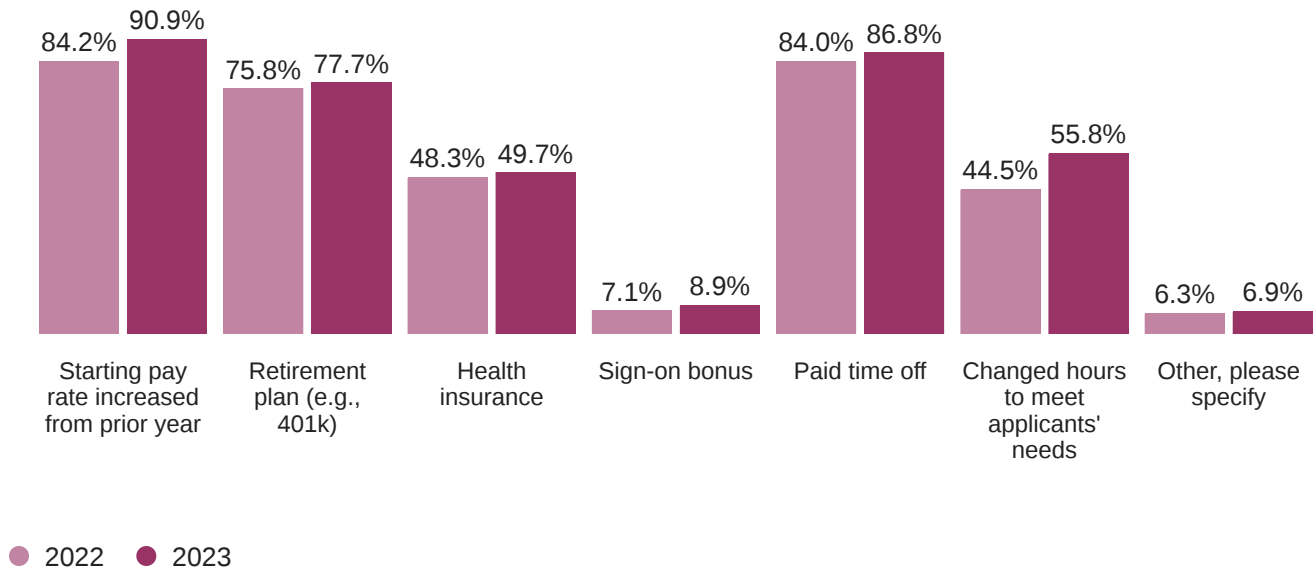
**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

506 Responses



**[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?**

496 Responses



**Other, please specify:**

52 Responses

Field	Percentage of Responses
ANNUAL / PERIODIC BONUSES	23.1%
DENTAL COVERAGE / FREE DENTAL SERVICES FOR EMPLOYEES AND FAMILY	11.5%
PAID CE	15.4%
ON-THE-JOB TRAINING	5.8%
PAID LICENSING FEES	5.8%
UNIFORM ALLOWANCE	5.8%
FLEX SPENDING ACCOUNT	3.8%
PROFIT SHARING	3.8%
GYM MEMBERSHIP	1.9%
PARENTAL LEAVE	1.9%
SHORT-TERM DISABILITY	1.9%
MISCELLANEOUS	5.8%

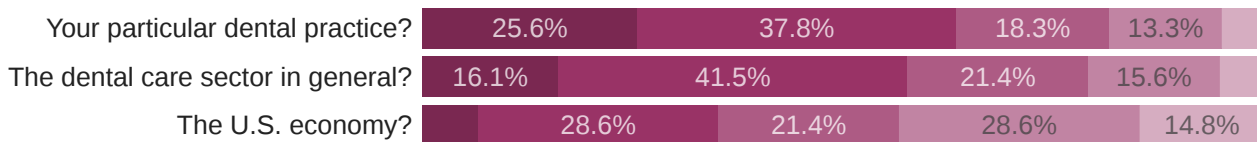


## Economic Confidence

### BY OWNERSHIP STATUS

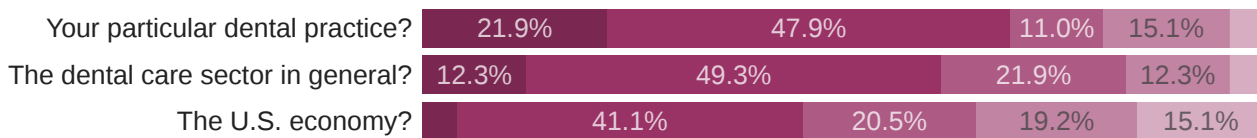
Looking ahead to the next six months, how confident are you in the recovery of:

#### Owner



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

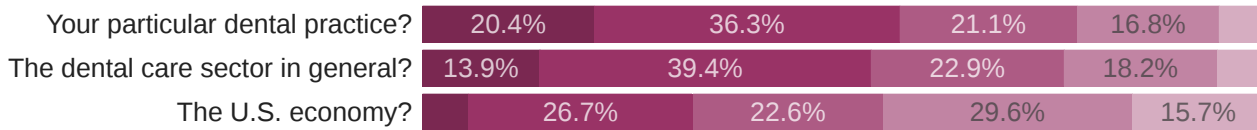
#### Non-owner



**BY PRACTICE SIZE**

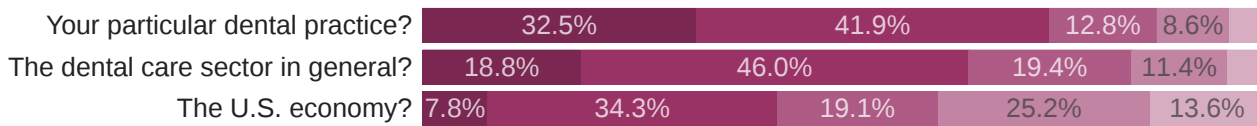
Looking ahead to the next six months, how confident are you in the recovery of:

**Solo dentists**



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

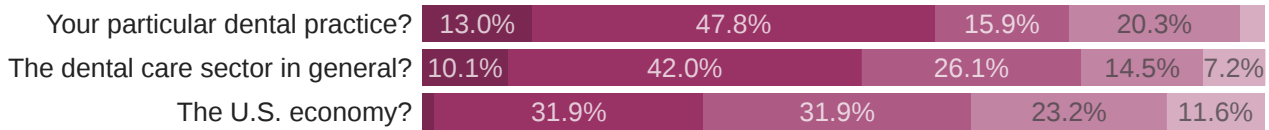
**2 to 9 dentists**



**BY GEOGRAPHY**

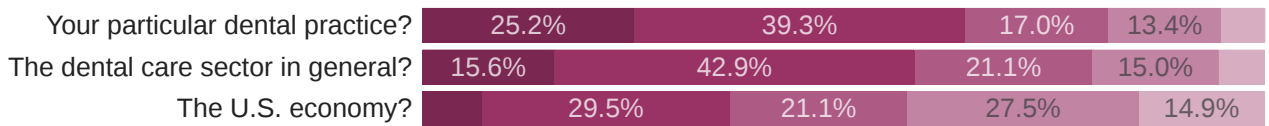
Looking ahead to the next six months, how confident are you in the recovery of:

**Top 20 cities**

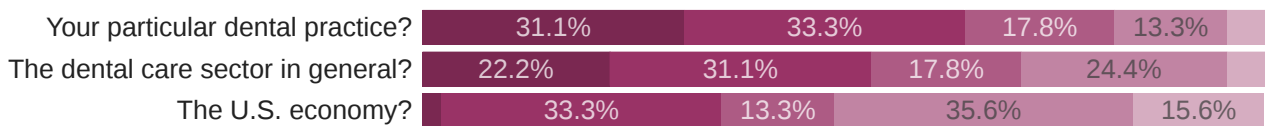


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

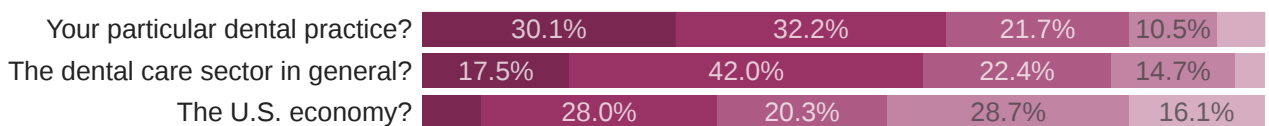
**Other urban**



**Suburban**



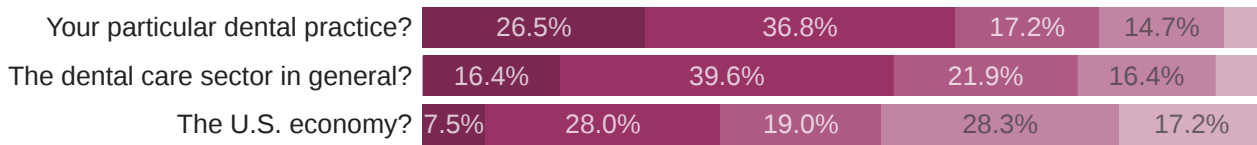
**Rural**



**BY SEX**

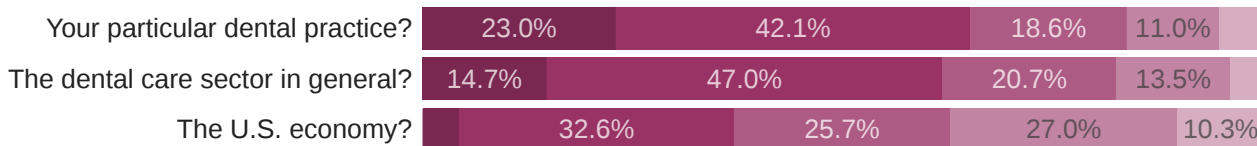
Looking ahead to the next six months, how confident are you in the recovery of:

**Male**



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

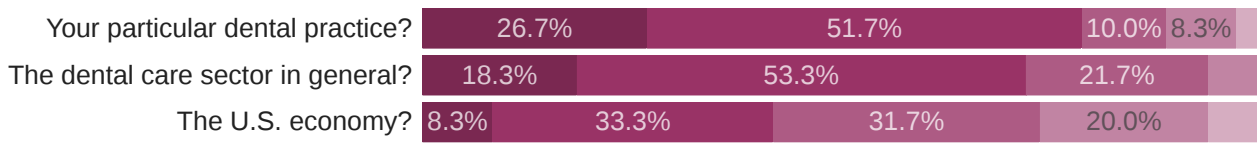
**Female**



**BY YEARS EXPERIENCE**

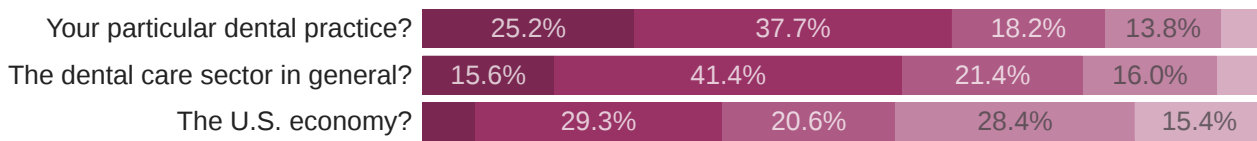
Looking ahead to the next six months, how confident are you in the recovery of:

**New dentists (graduated 2013 - 2022)**



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

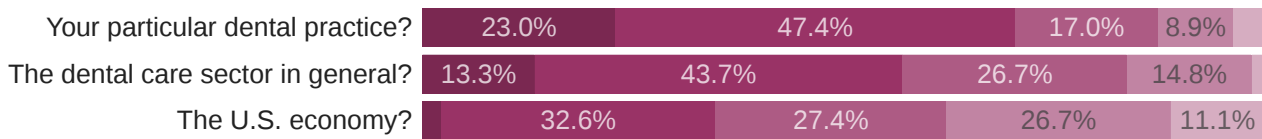
**Established dentists (graduated before 2013)**



**BY AGE GROUP**

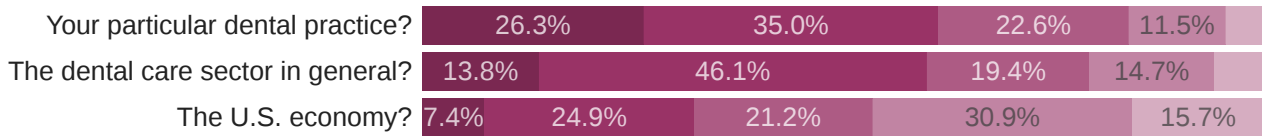
Looking ahead to the next six months, how confident are you in the recovery of:

**35 to 44**

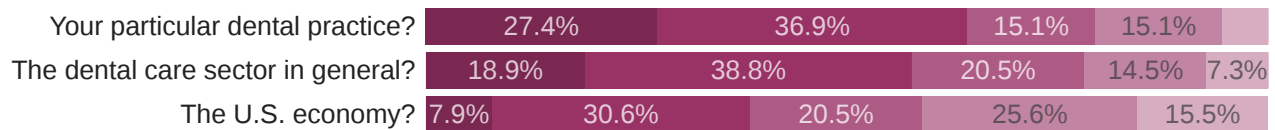


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

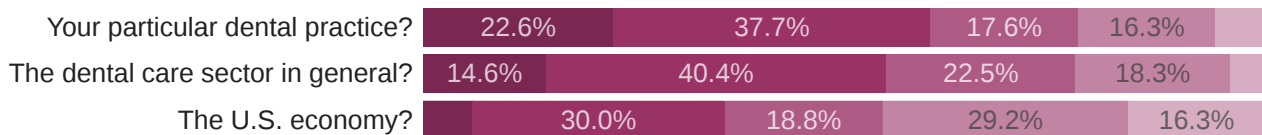
**45 to 54**



**55 to 64**



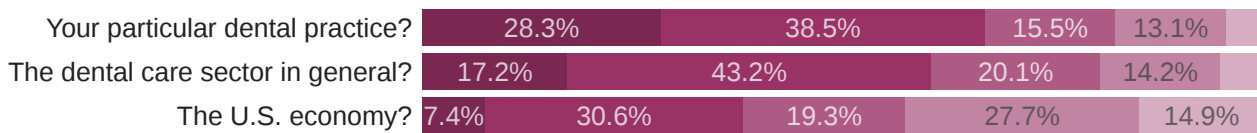
**65 or older**



**BY RACE/ETHNICITY**

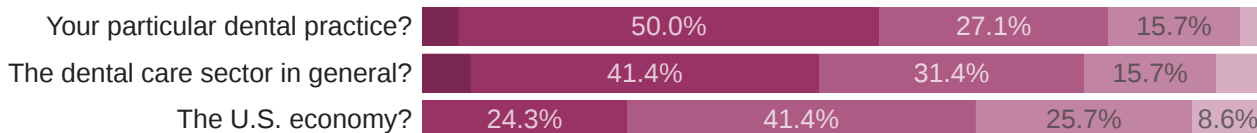
Looking ahead to the next six months, how confident are you in the recovery of:

**White**

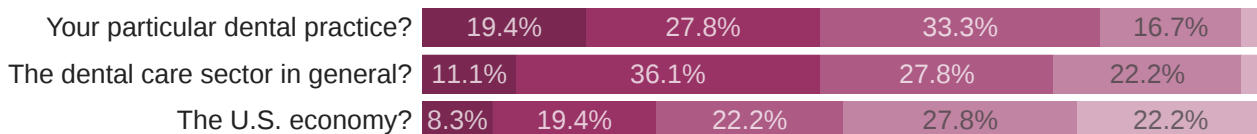


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

**Asian**



**Hispanic**



## Appointment Schedule

### BY OWNERSHIP STATUS

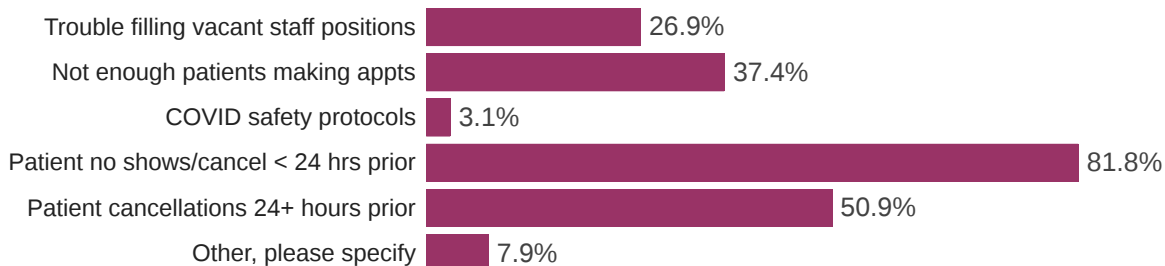
#### Owner

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)





**BY OWNERSHIP STATUS (continued)**

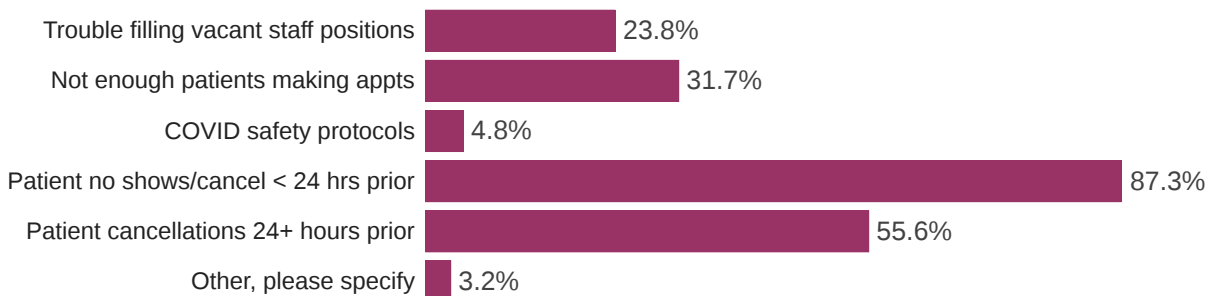
**Non-owner**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY PRACTICE SIZE**

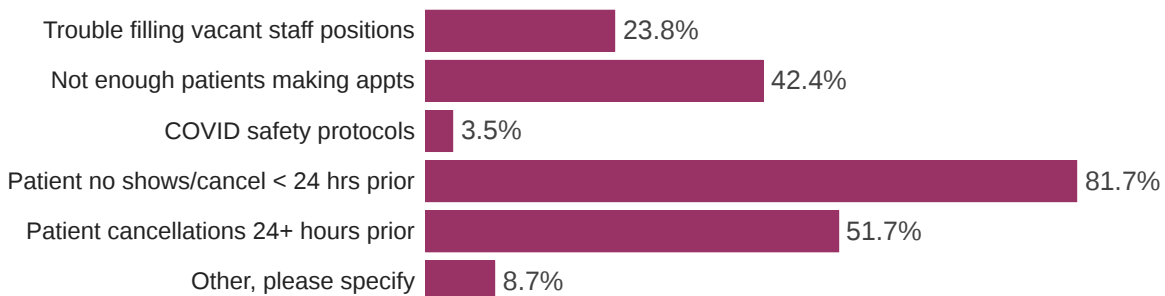
**Solo dentists**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY PRACTICE SIZE (continued)**

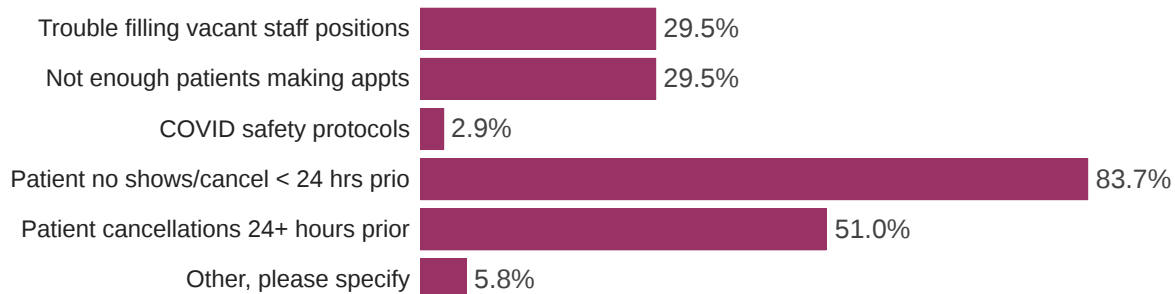
**2 to 9 dentists**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY GEOGRAPHY**

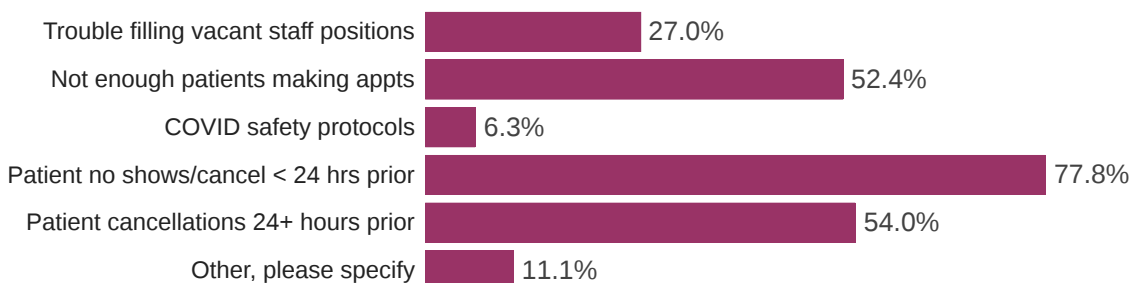
**Top 20 cities**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY GEOGRAPHY (continued)**

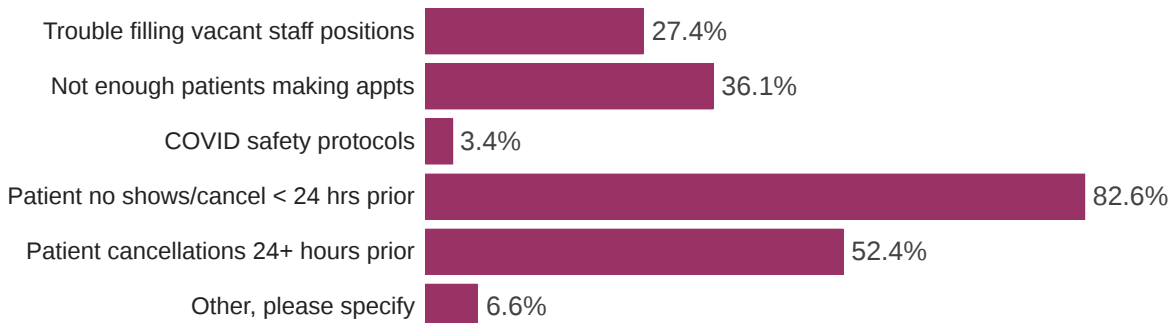
**Other Urban**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY GEOGRAPHY (continued)**

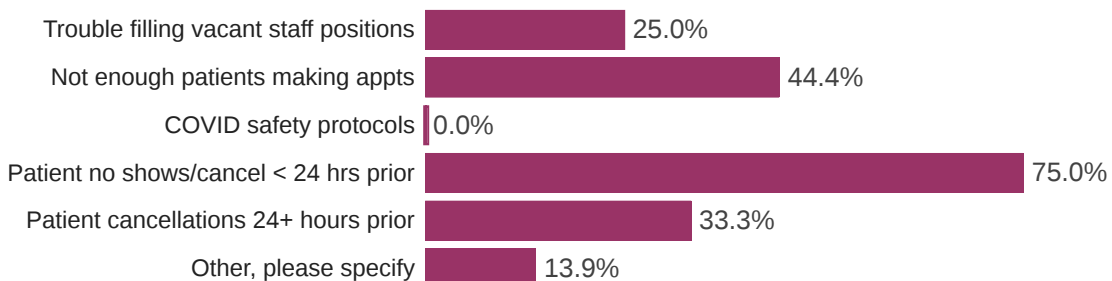
**Suburban**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY GEOGRAPHY (continued)**

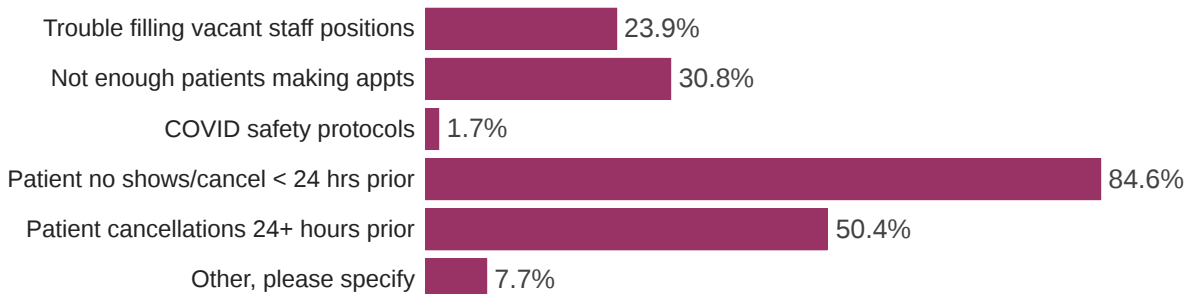
**Rural**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY SEX**

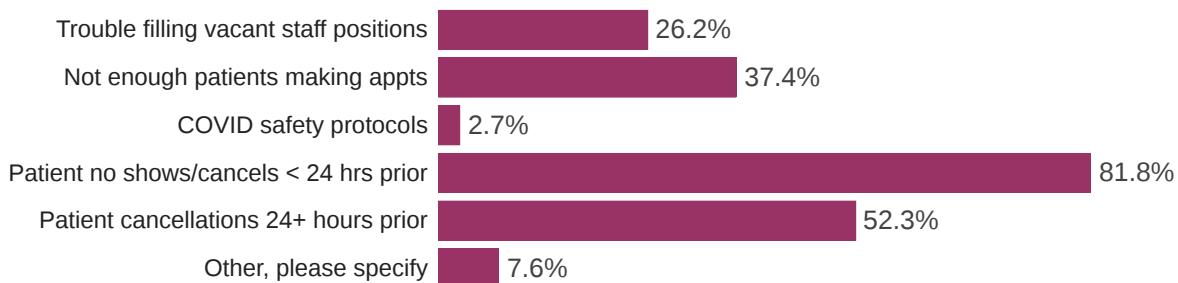
**Male**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**





**BY SEX (continued)**

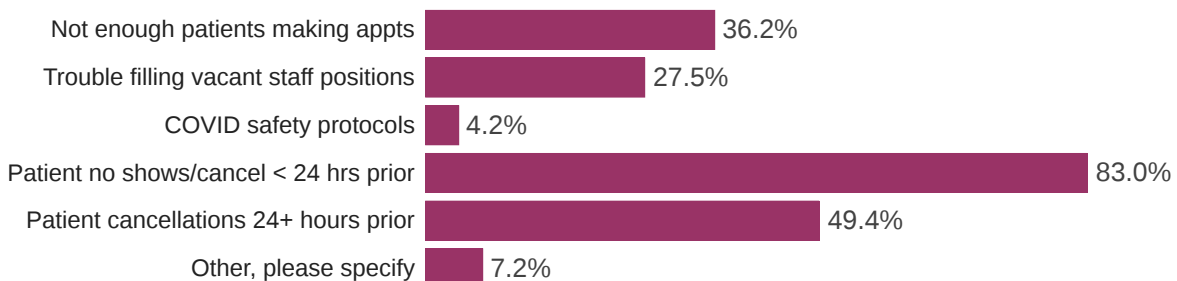
**Female**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY YEARS EXPERIENCE**

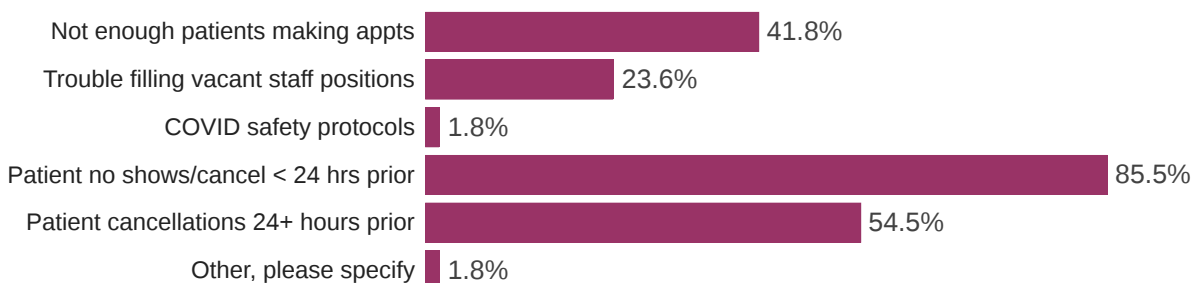
**New dentists (graduated 2013 - 2022)**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY YEARS EXPERIENCE (continued)**

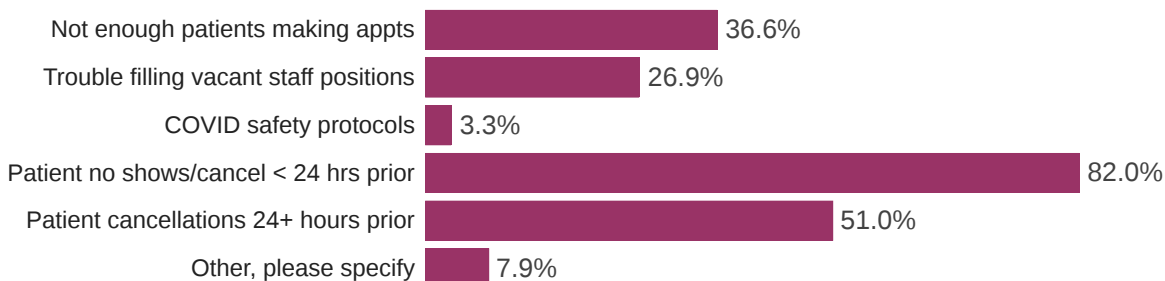
**Established dentists (graduated before 2013)**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**



**BY AGE**

**How full was your dental practice's appointment schedule last week?**



● Mean % of schedule filled

**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**

	35-44	45-54	55-64	65+
Not enough patients trying to make appointments	42.7%	32.4%	34.7%	41.0%
Trouble filling vacant staff positions	23.6%	25.5%	27.2%	29.0%
COVID safety protocols are limiting the capacity	3.6%	1.1%	3.8%	4.5%
Patient no shows/ cancellations < 24 hrs	88.2%	86.2%	80.4%	77.0%
Patient cancellations 24+ hours prior	60.0%	53.2%	49.1%	48.0%
Other, please specify	3.6%	6.9%	8.3%	9.5%

**BY RACE/ETHNICITY**

**How full was your dental practice's appointment schedule last week?**



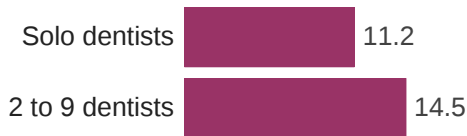
**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**

Field	White	Asian	Hispanic
Not enough patients trying to make appointments	35.9%	38.3%	50.0%
Trouble filling vacant staff positions	25.4%	30.0%	23.3%
COVID safety protocols are limiting the capacity	2.8%	10.0%	0.0%
Patient no shows/cancellations < 24 hrs	82.3%	80.0%	86.7%
Patient cancellations 24+ hours prior	50.7%	55.0%	60.0%
Other, please specify	7.7%	1.7%	10.0%

### Patient Wait Times

#### BY PRACTICE SIZE

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

[Owners only] Is your practice currently accepting new patients?



● Yes

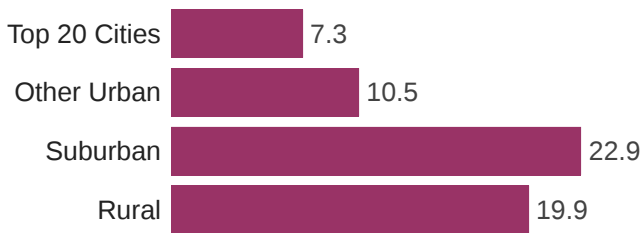
Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

**BY GEOGRAPHY**

**[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?**



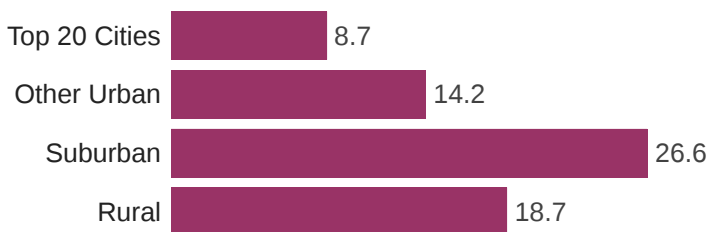
● Mean number of days

**[Owners only] Is your practice currently accepting new patients?**



● Yes

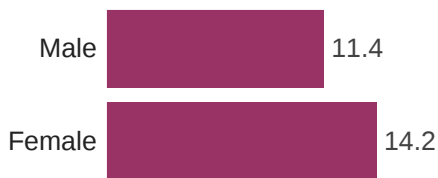
**Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?**



● Mean number of days

BY SEX

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

[Owners only] Is your practice currently accepting new patients?



● Yes

Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?

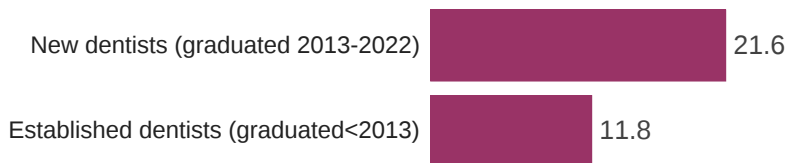


● Mean number of days



**BY YEARS EXPERIENCE**

**[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?**



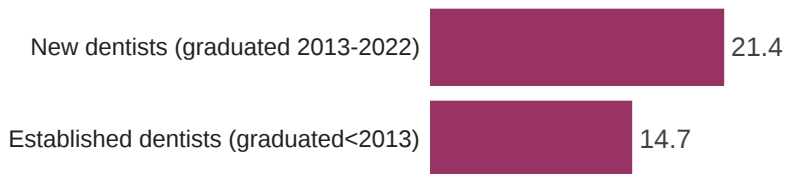
● Mean number of days

**[Owners only] Is your practice currently accepting new patients?**



● Yes

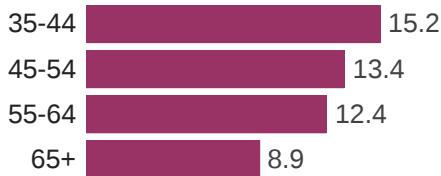
**Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?**



● Mean number of days

**BY AGE GROUP**

**[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?**



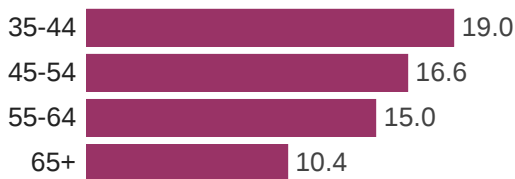
● Mean number of days

**[Owners only] Is your practice currently accepting new patients?**



● Yes

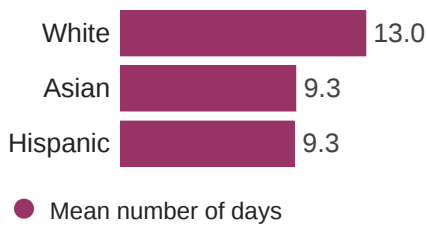
**Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?**



● Mean number of days

**BY RACE / ETHNICITY**

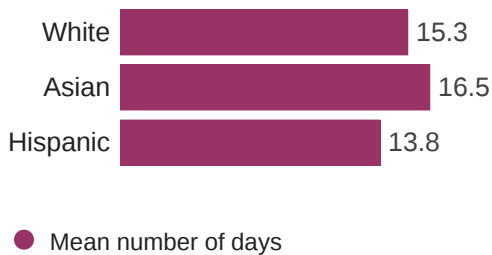
**[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?**



**[Owners only] Is your practice currently accepting new patients?**



**Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?**



## Staff Recruitment

### BY OWNERSHIP STATUS

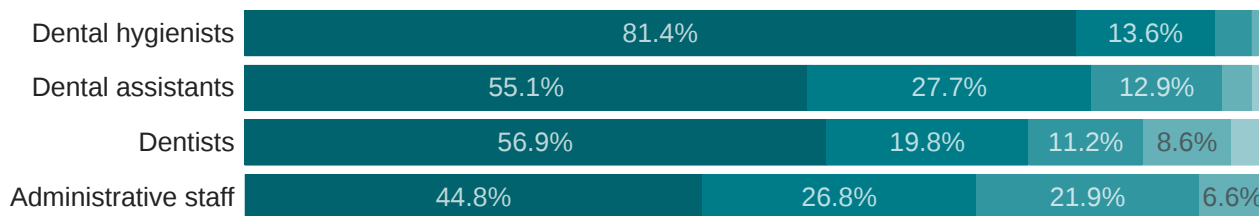
#### Owner dentists

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

### How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY OWNERSHIP STATUS (continued)**

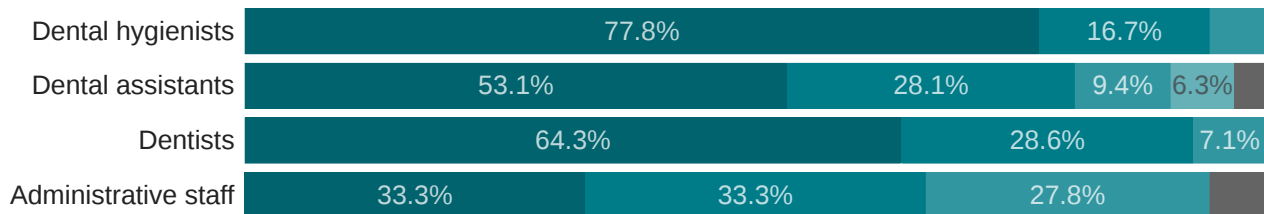
**Non-owner dentists**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY PRACTICE SIZE**

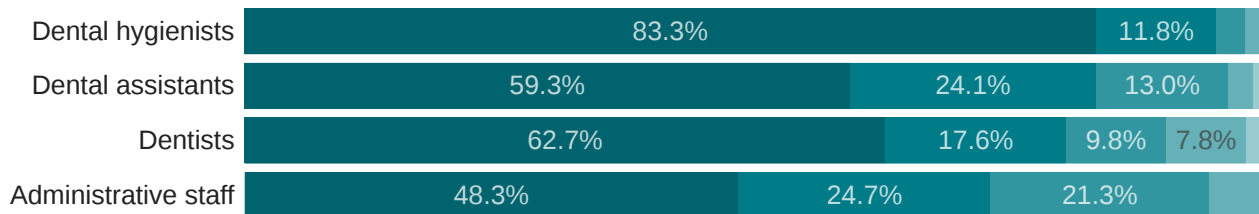
**Solo dentists**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY PRACTICE SIZE (continued)**

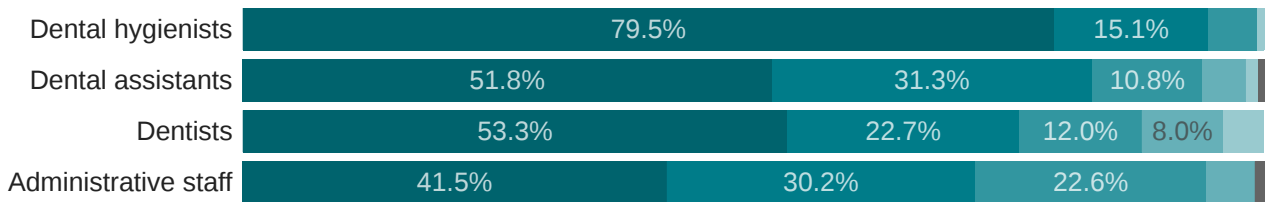
**2 to 9 dentists**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**

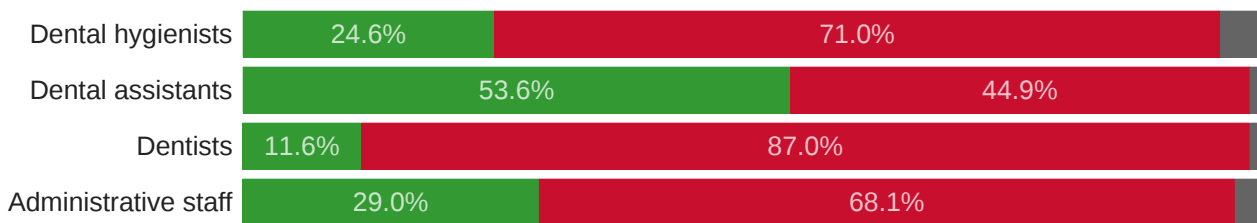


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY GEOGRAPHY**

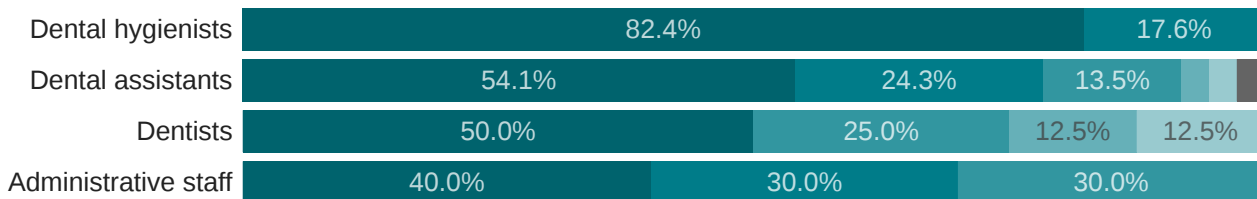
**Top 20 Cities**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable



**BY GEOGRAPHY (continued)**

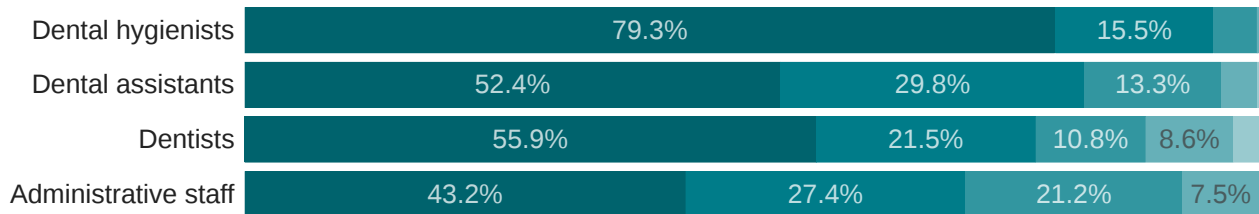
**Other Urban**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**

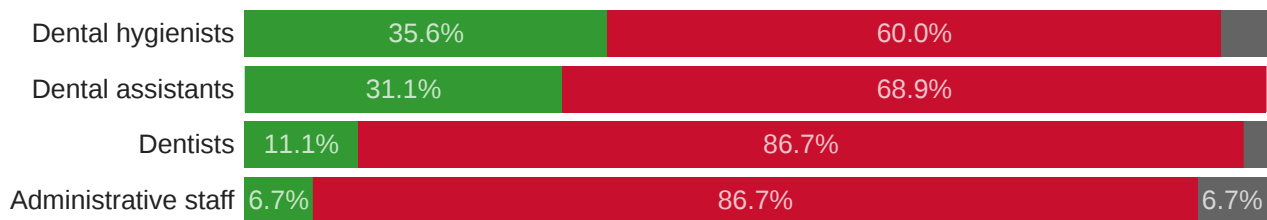


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY GEOGRAPHY (continued)**

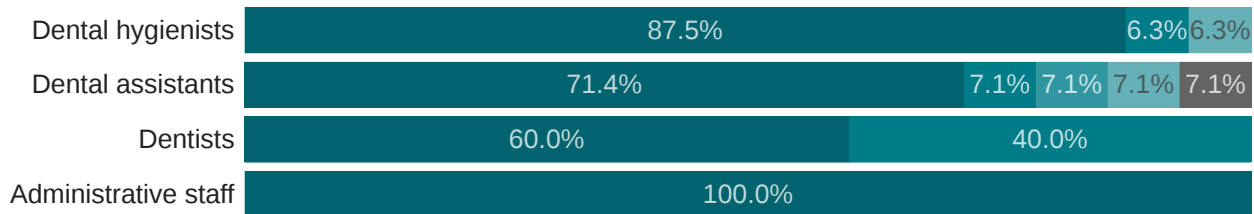
**Suburban**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY GEOGRAPHY (continued)**

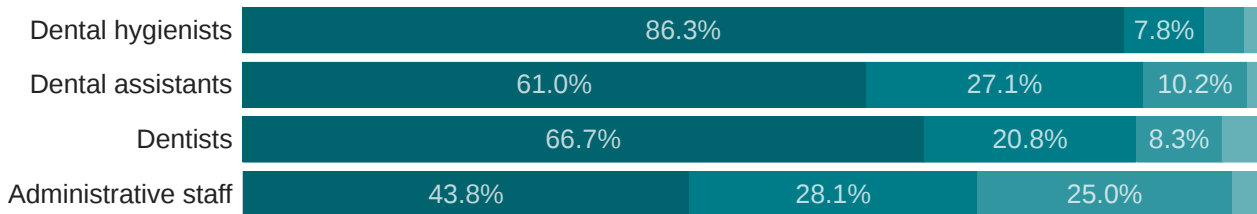
**Rural**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY SEX**

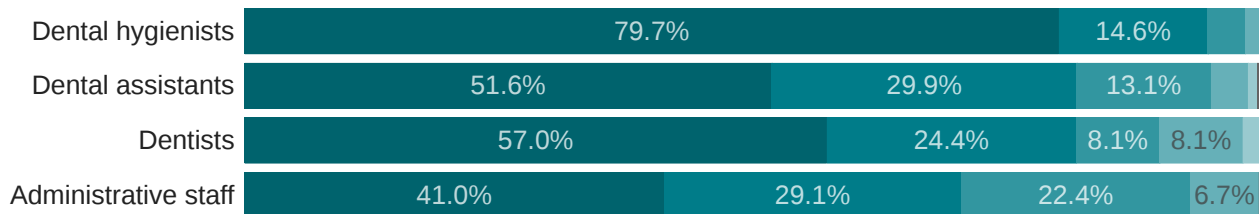
**Male**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY SEX (continued)**

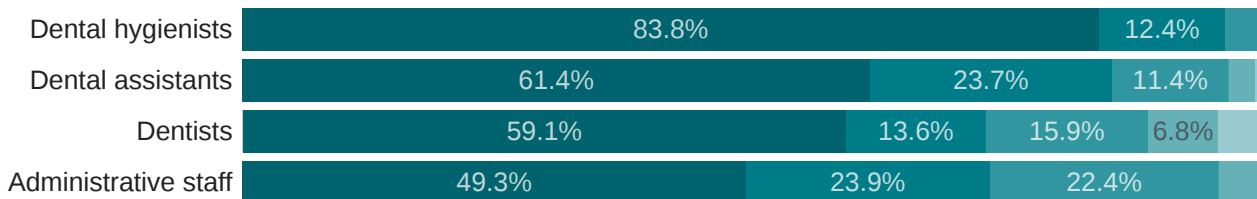
**Female**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY YEARS EXPERIENCE**

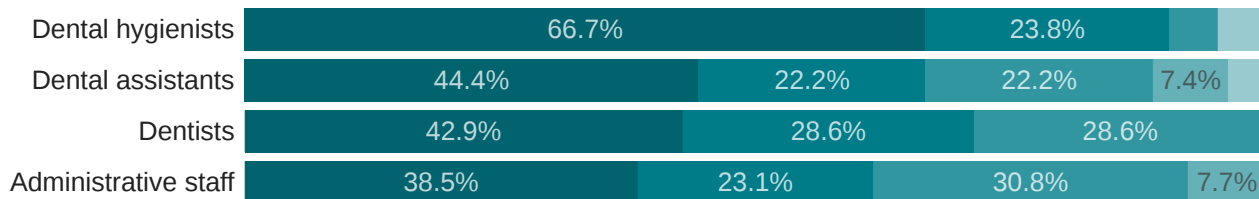
**New Dentists (graduated 2013 - 2022)**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY YEARS EXPERIENCE (continued)**

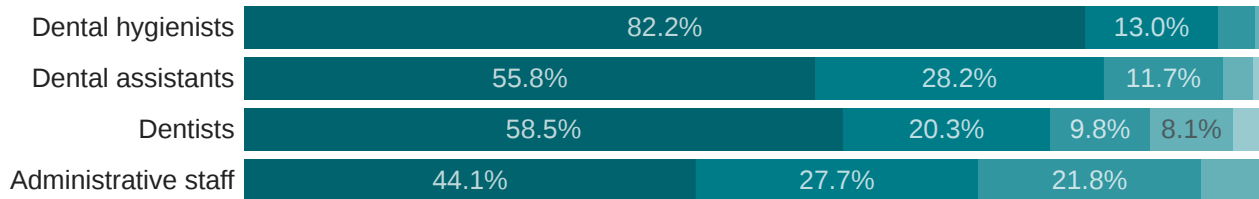
**Established Dentists (graduated before 2013)**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY AGE GROUP**

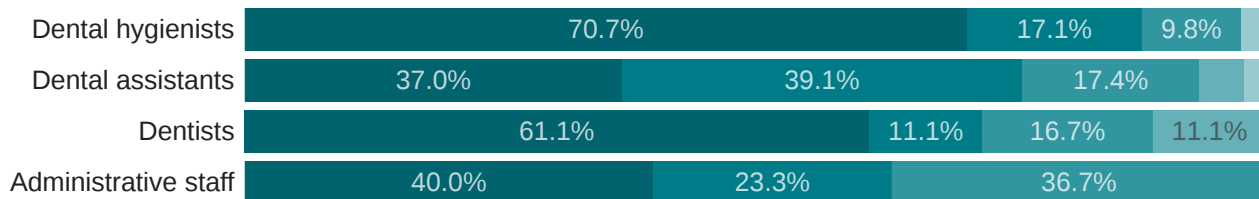
**35 to 44**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



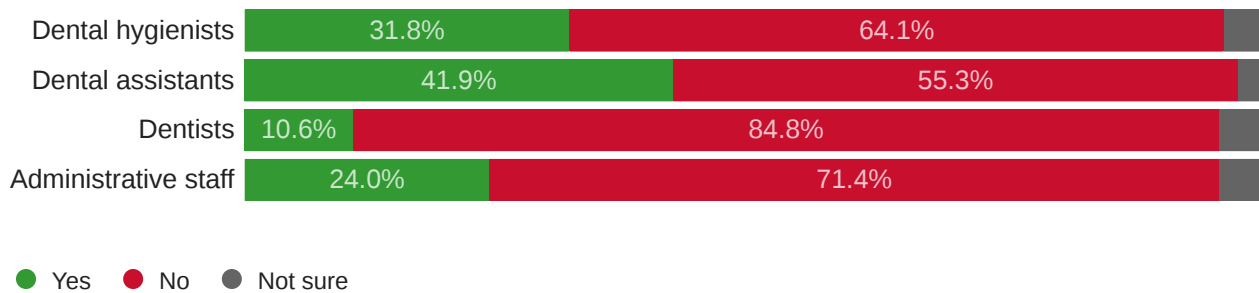
● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable



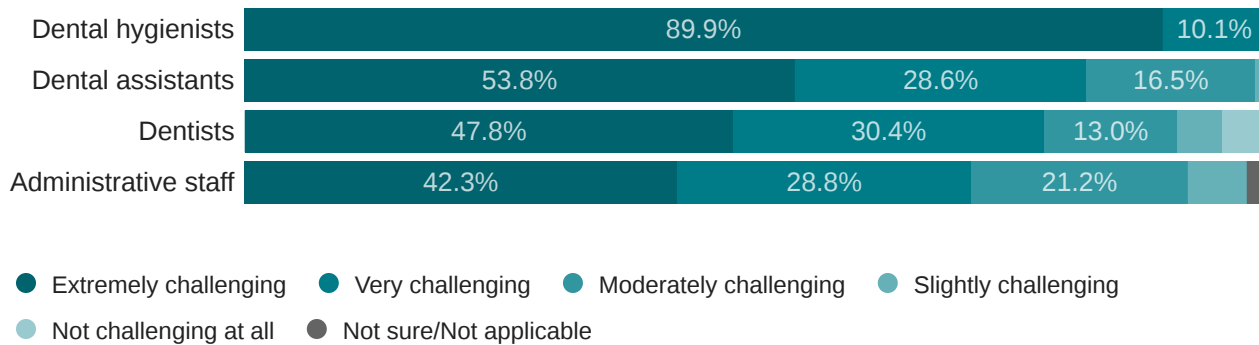
**BY AGE GROUP (continued)**

**45 to 54**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



**How challenging has it been to recruit the position(s) below?**



**BY AGE GROUP (continued)**

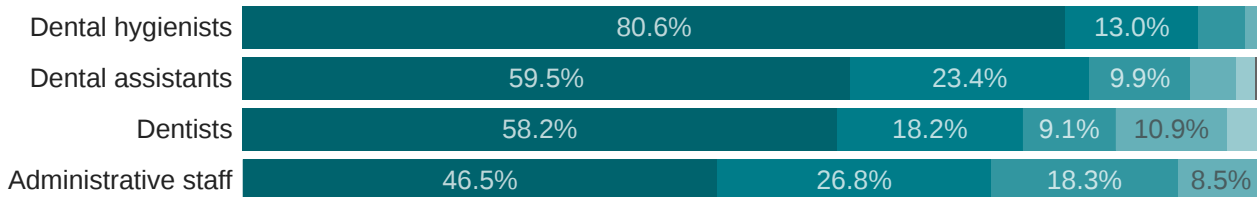
**55 to 64**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY AGE GROUP (continued)**

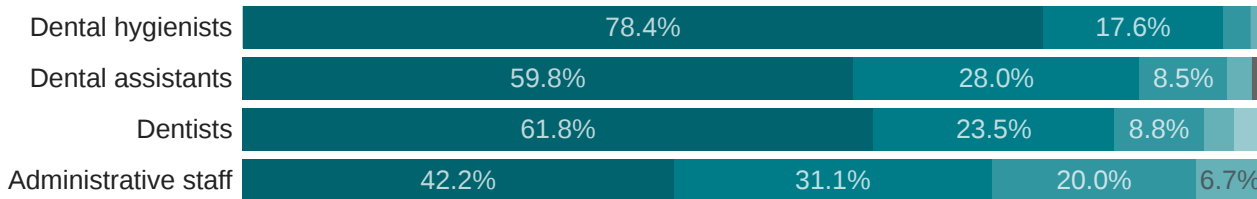
**65 or older**

**Have you recently or are you currently recruiting any of the following positions in your dental practice?**



● Yes ● No ● Not sure

**How challenging has it been to recruit the position(s) below?**



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**Questions of the Week**

***New Staff and Tools Used to Find Applicants - Owner Dentists***

**BY PRACTICE SIZE**

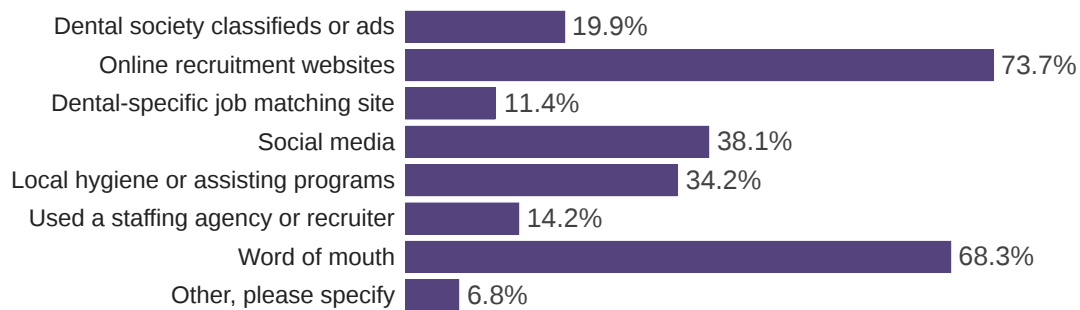
**Solo dentists**

**Did you hire new staff for any of the following positions in 2023?**

544 Responses



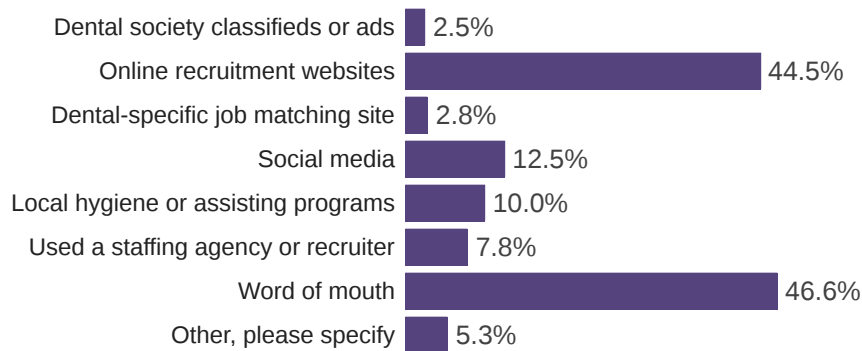
**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**BY PRACTICE SIZE**

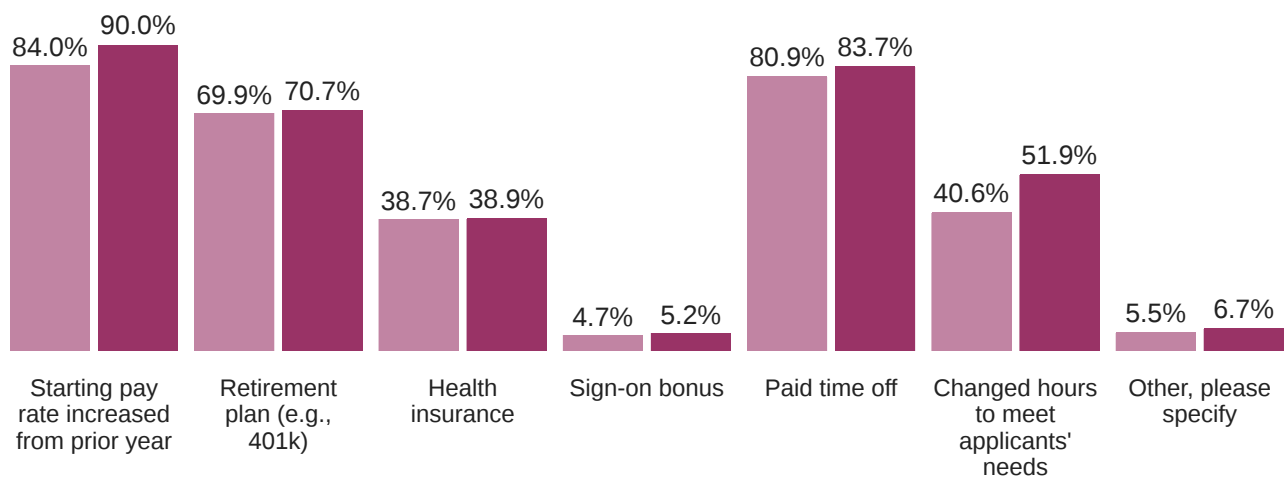
**Solo dentists (continued)**

**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**



**[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?**

273 Responses



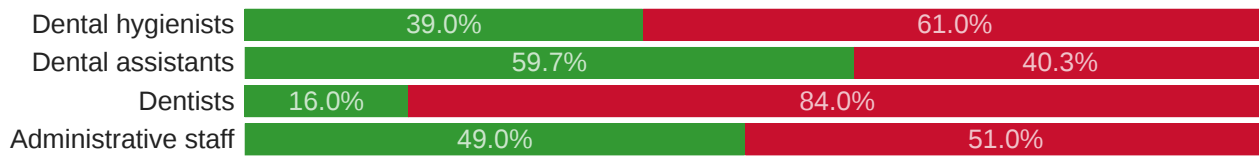
● 2022 ● 2023

**BY PRACTICE SIZE**

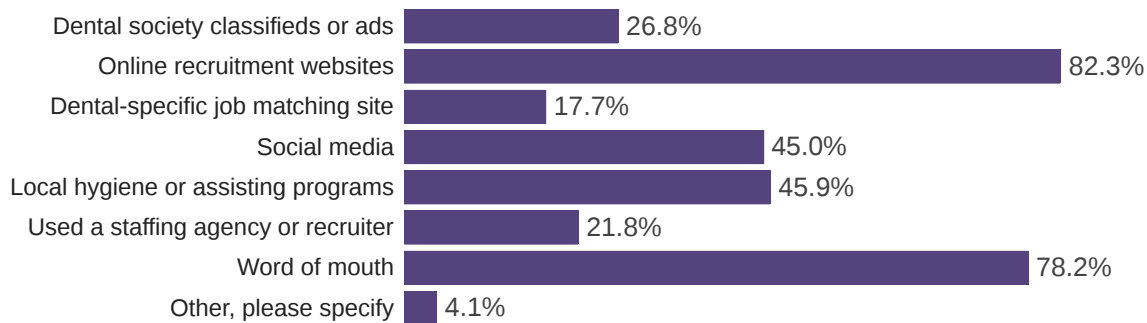
**2 to 9 dentists**

**Did you hire new staff for any of the following positions in 2023?**

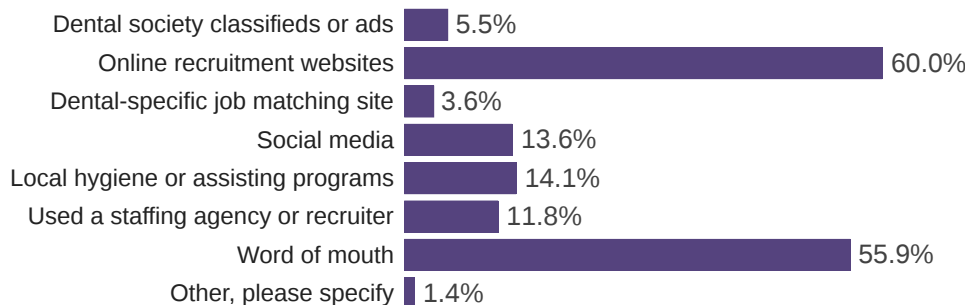
300 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[if hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

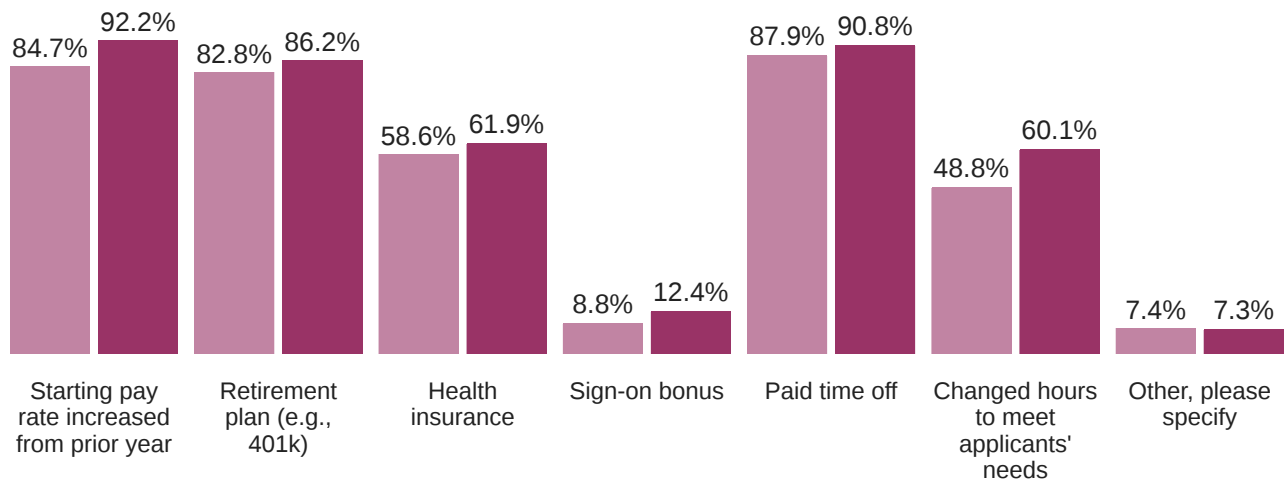


BY PRACTICE SIZE

2 to 9 dentists (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

218 Responses



● 2022 ● 2023

**BY GEOGRAPHY**

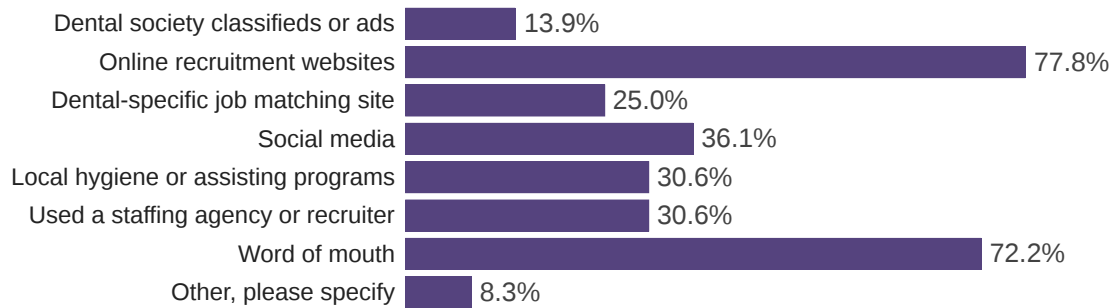
**Top 20 cities**

**Did you hire new staff for any of the following positions in 2023?**

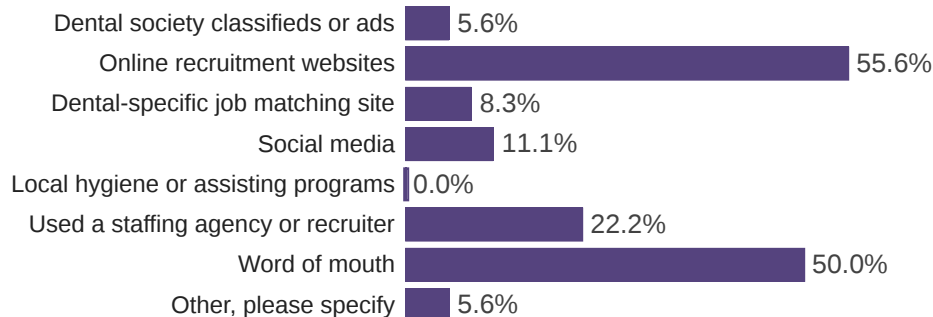
61 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**



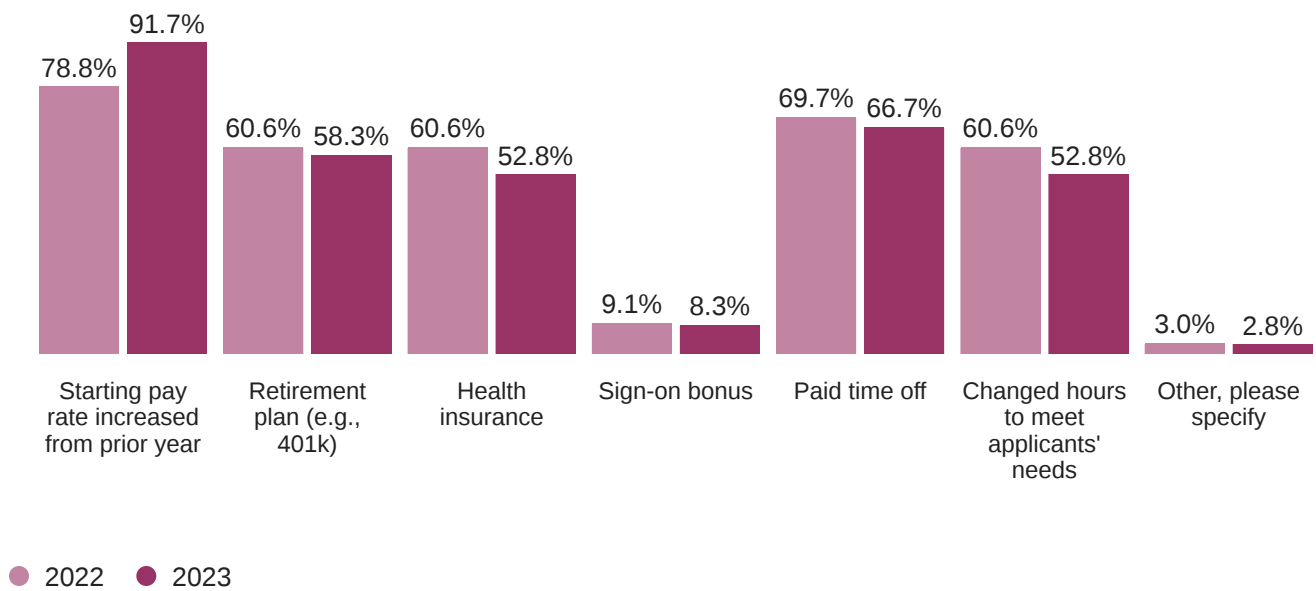


BY GEOGRAPHY

Top 20 cities (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

36 Responses



**BY GEOGRAPHY**

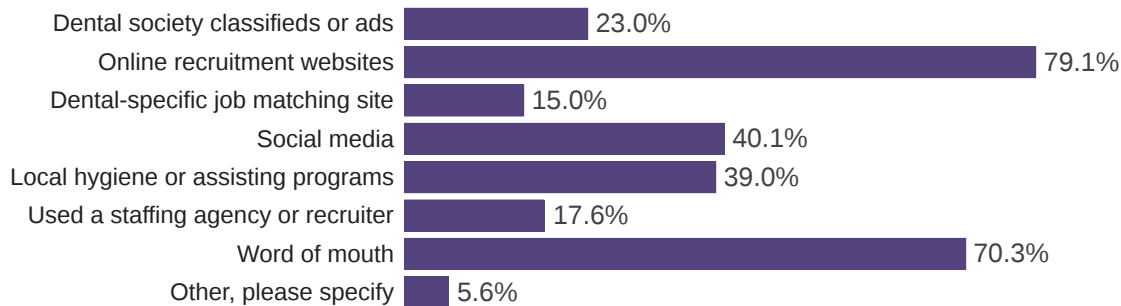
**Other urban**

**Did you hire new staff for any of the following positions in 2023?**

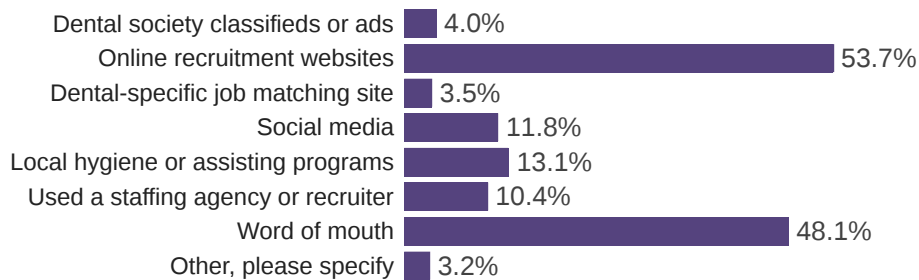
612 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[if hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

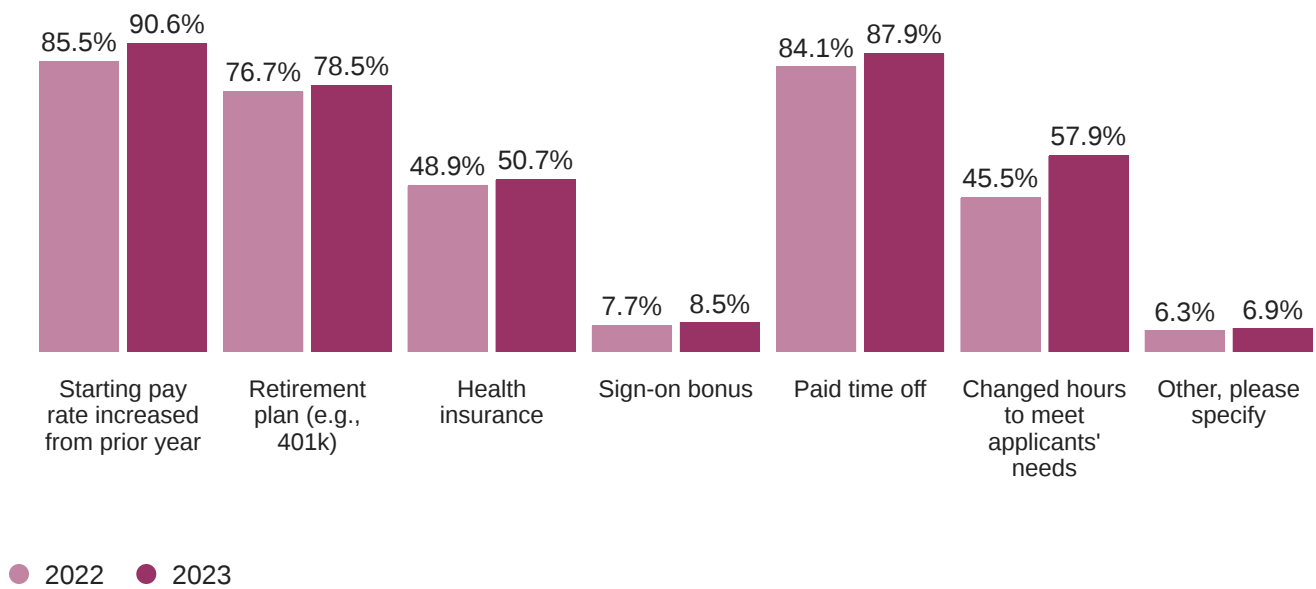


BY GEOGRAPHY

Other urban (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

366 Responses



Suburban

Did you hire new staff for any of the following positions in 2023?

41 Responses



**BY GEOGRAPHY**

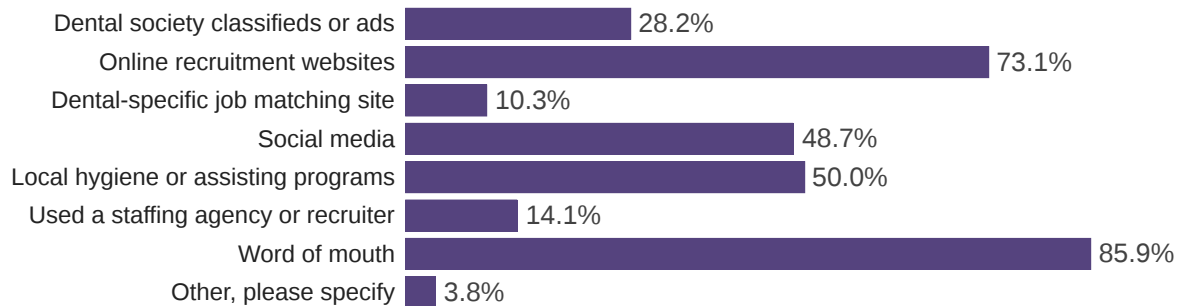
**Rural**

**Did you hire new staff for any of the following positions in 2023?**

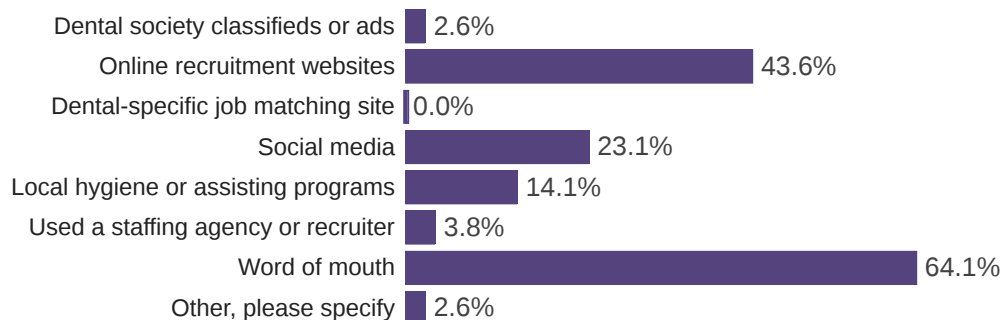
135 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

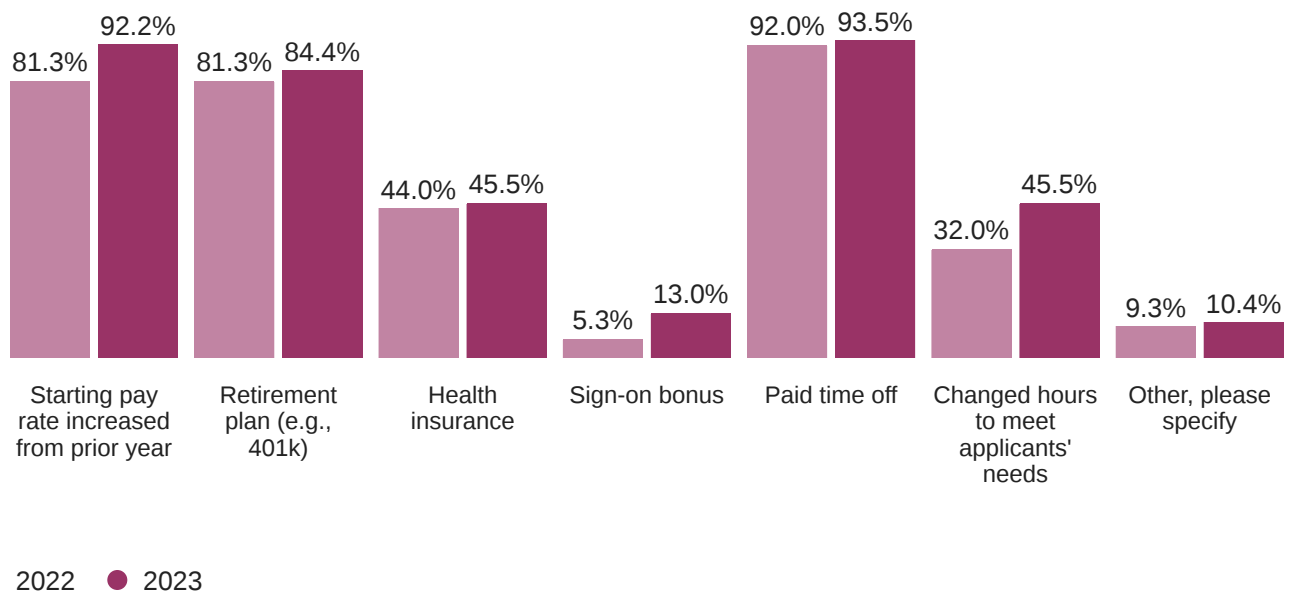


BY GEOGRAPHY

Rural (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

77 Responses



**BY SEX**

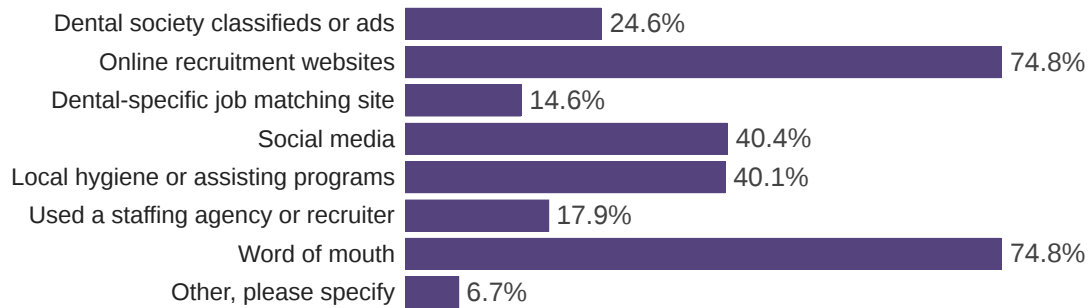
**Male**

**Did you hire new staff for any of the following positions in 2023?**

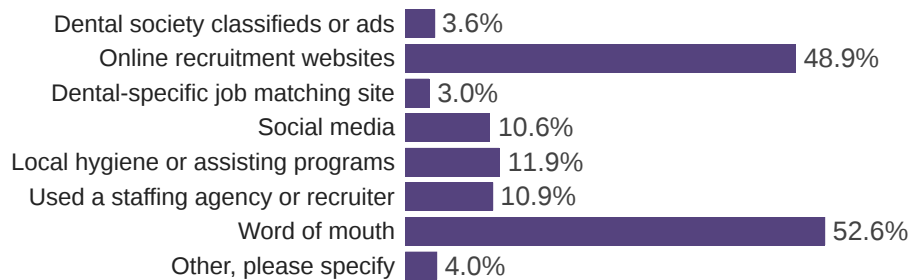
560 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

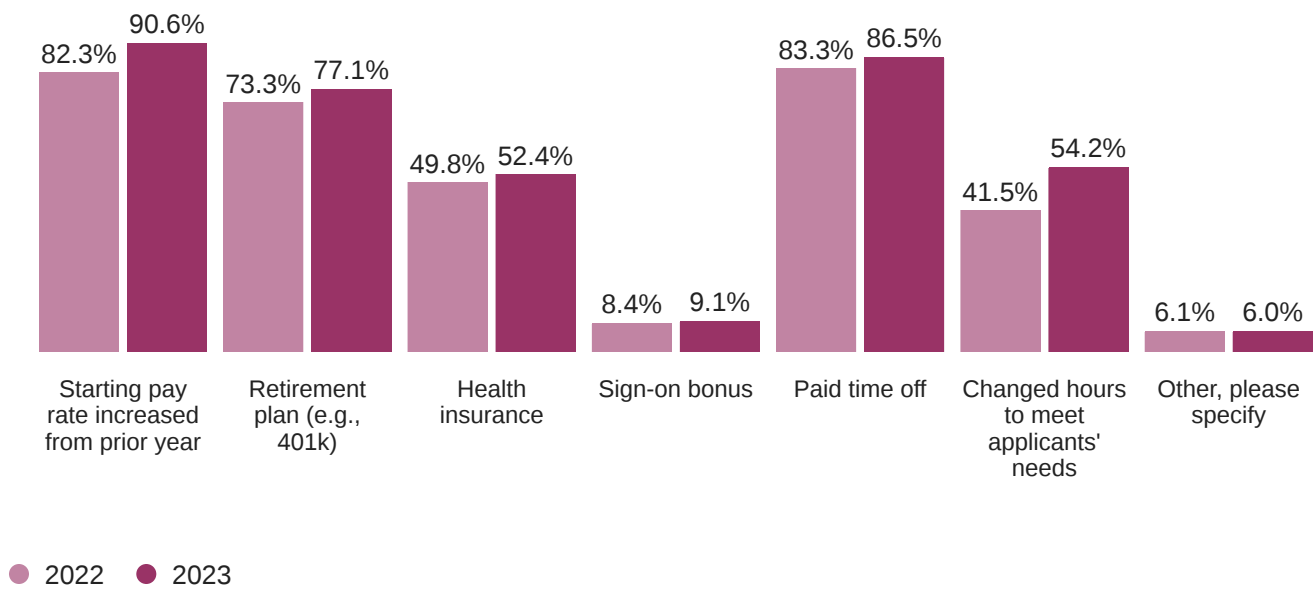


BY SEX

Male (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

321 Responses



**BY SEX**

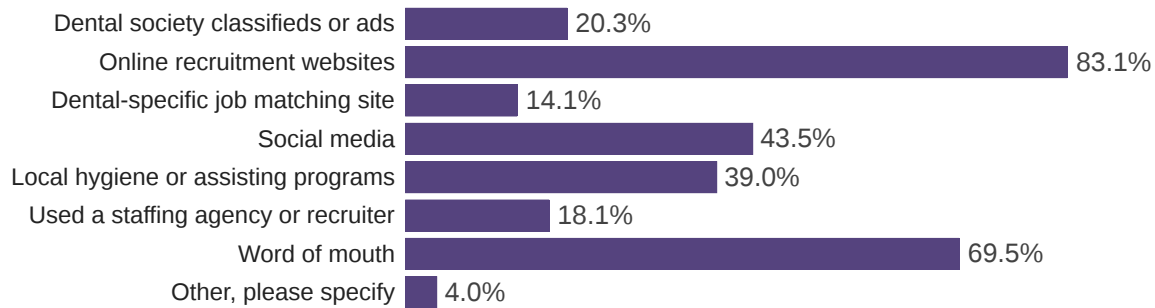
**Female**

**Did you hire new staff for any of the following positions in 2023?**

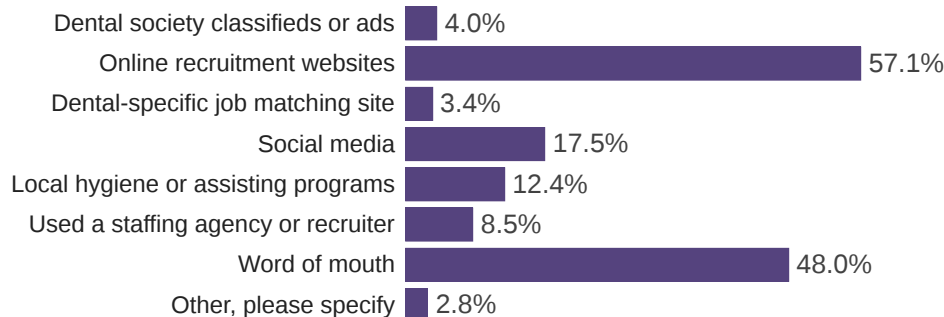
290 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**



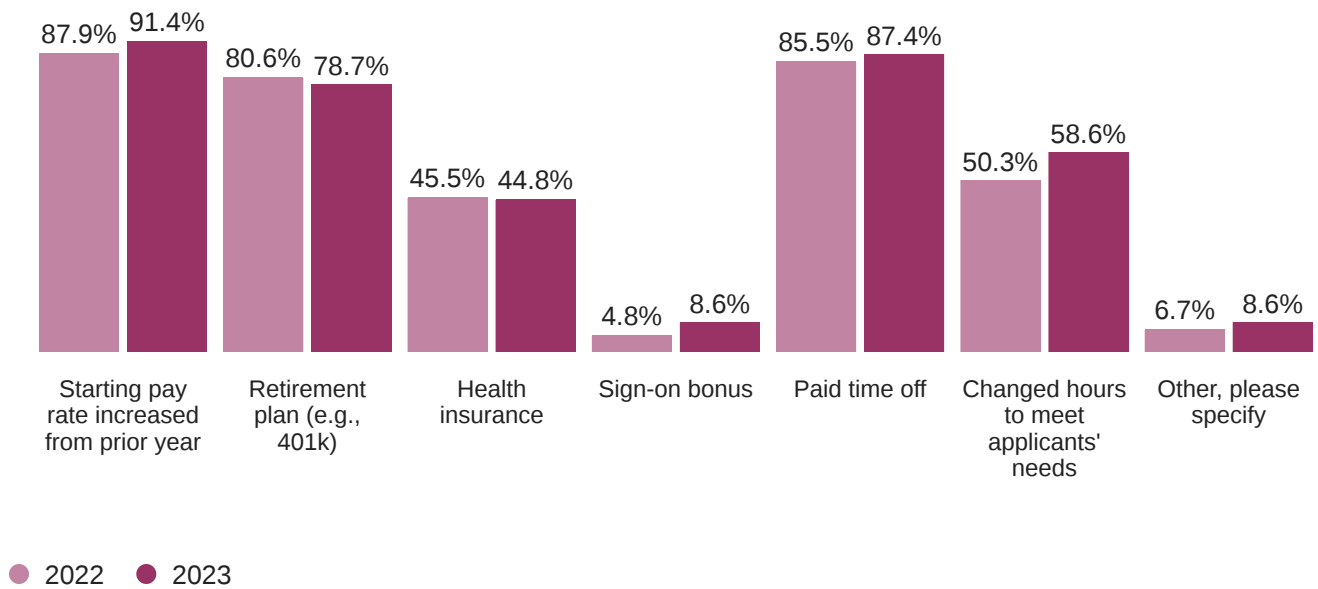


BY SEX

Female (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

175 Responses



**BY YEARS EXPERIENCE**

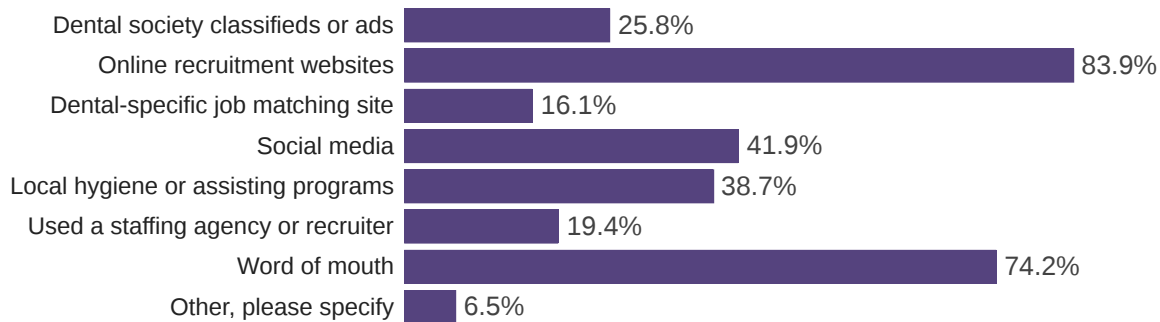
**New Dentists (graduated 2013-2022)**

**Did you hire new staff for any of the following positions in 2023?**

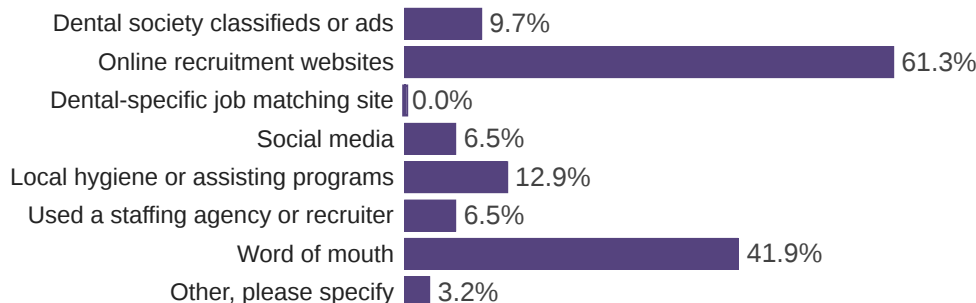
49 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

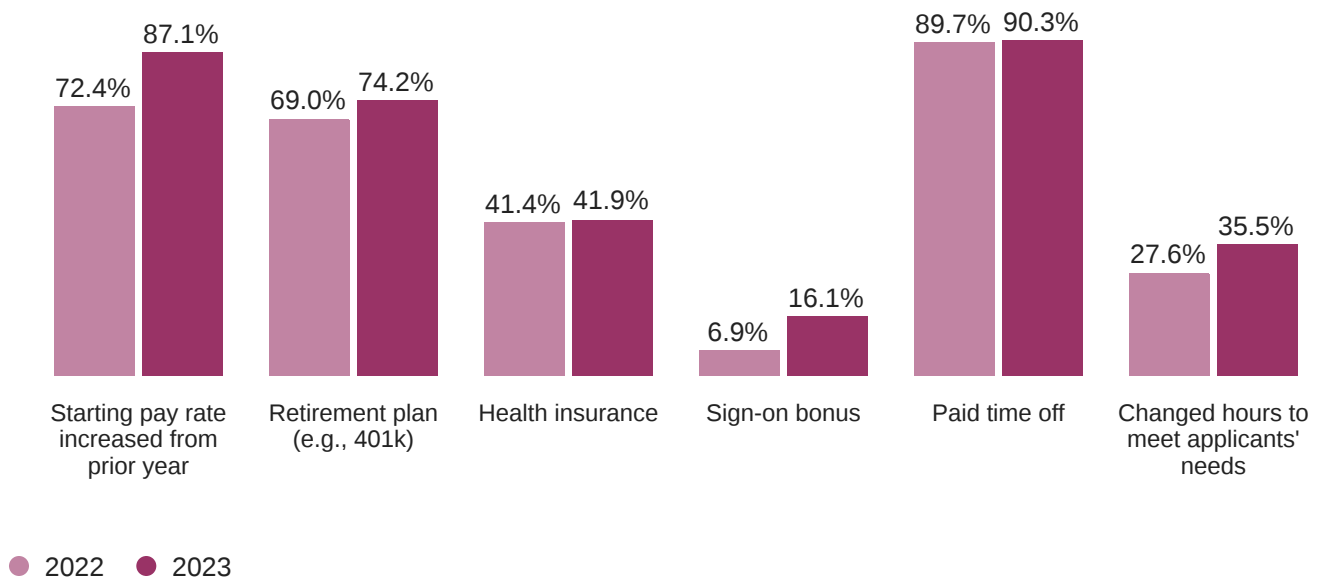


BY YEARS EXPERIENCE

New dentists (graduated 2013 - 2022) (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

31 Responses



**BY YEARS EXPERIENCE**

**Established Dentists (graduated before 2013)**

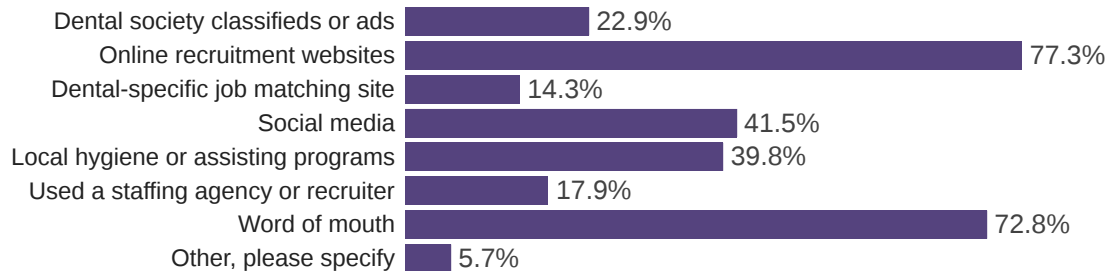
**Did you hire new staff for any of the following positions in 2023?**

801 Responses

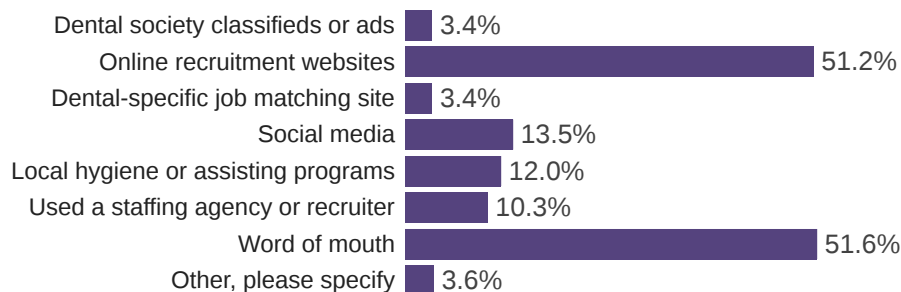


**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**

506 Responses



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

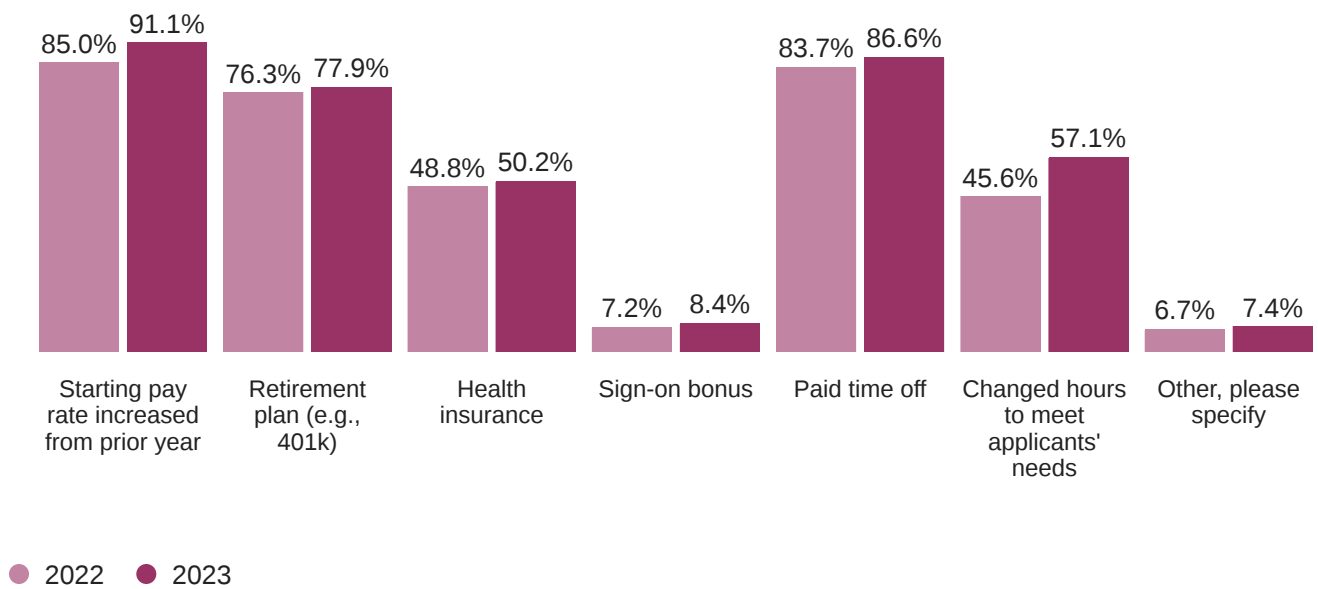


BY YEARS EXPERIENCE

Established Dentists (graduated before 2013) (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

465 Responses



**BY AGE GROUP**

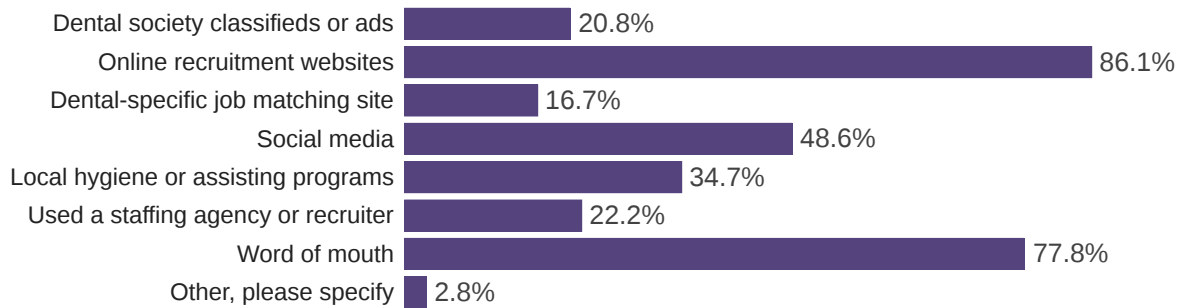
**35 to 44**

**Did you hire new staff for any of the following positions in 2023?**

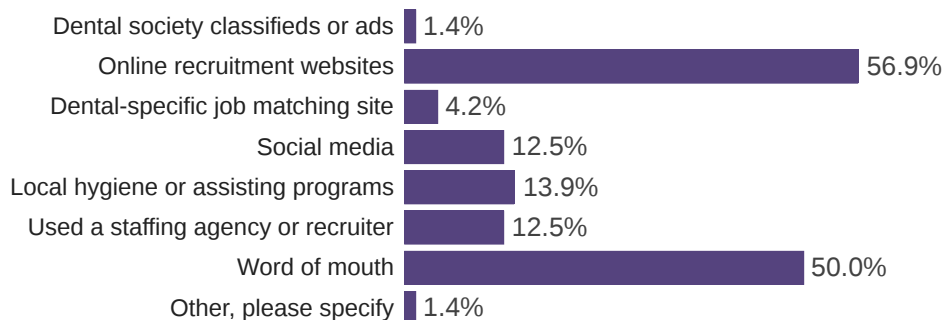
114 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

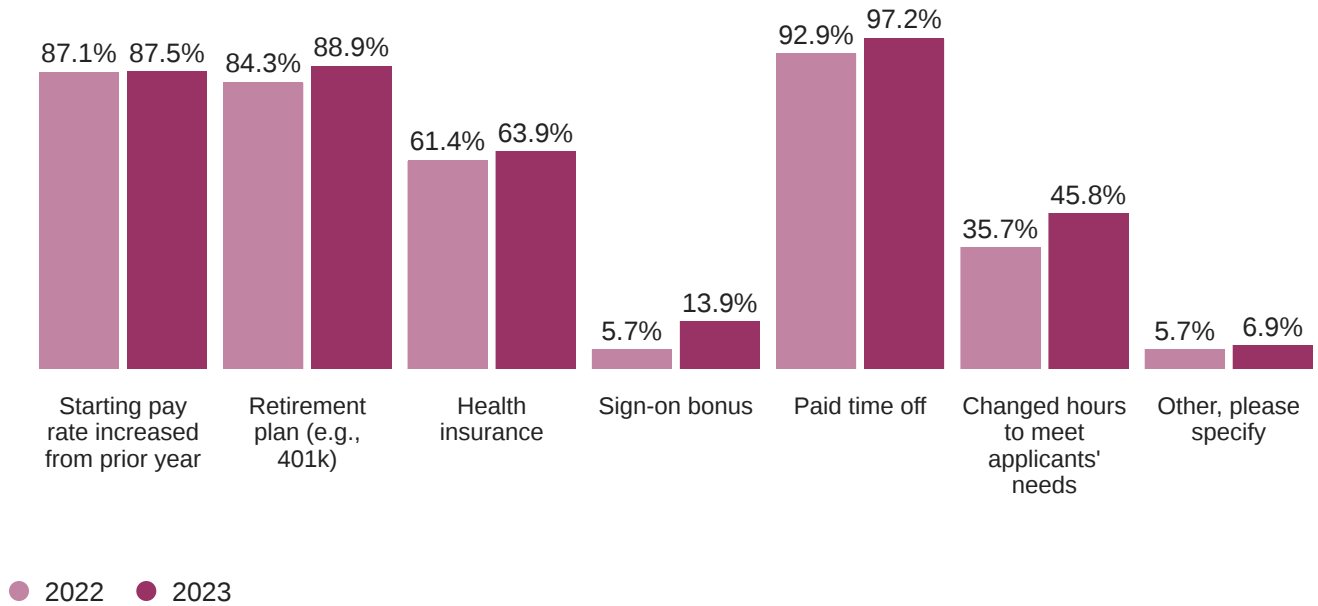


BY AGE GROUP

35 to 44 (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

72 Responses



**BY AGE GROUP**

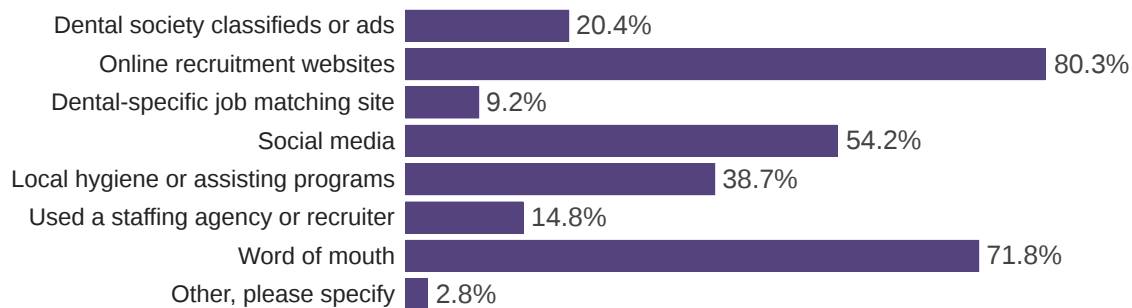
**45 to 54**

**Did you hire new staff for any of the following positions in 2023?**

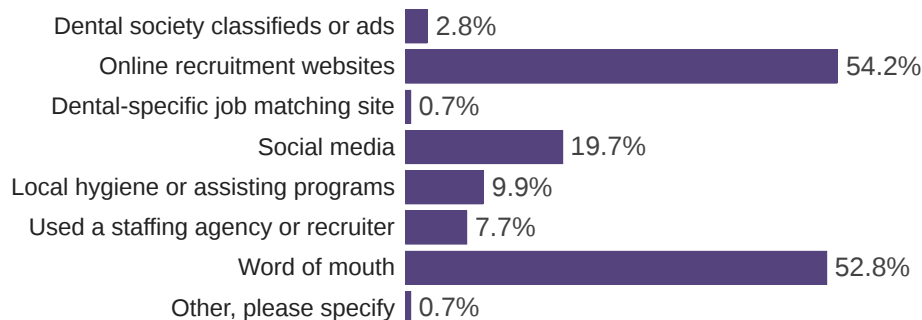
208 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**



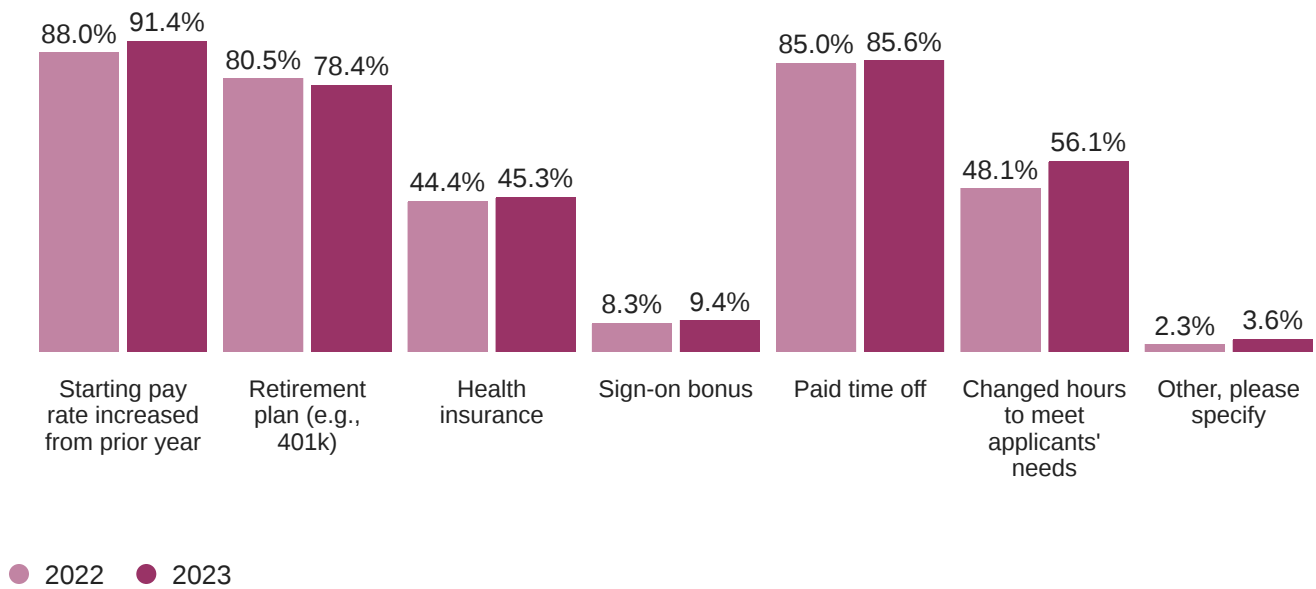


BY AGE GROUP

45 to 54 (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

139 Responses



**BY AGE GROUP**

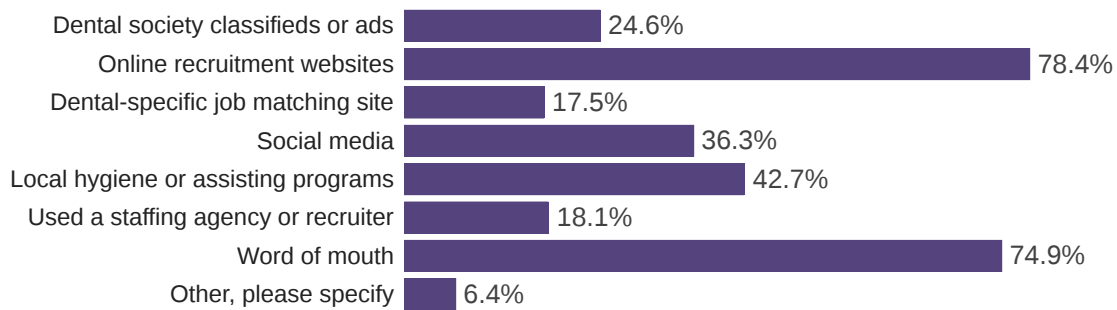
**55 to 64**

**Did you hire new staff for any of the following positions in 2023?**

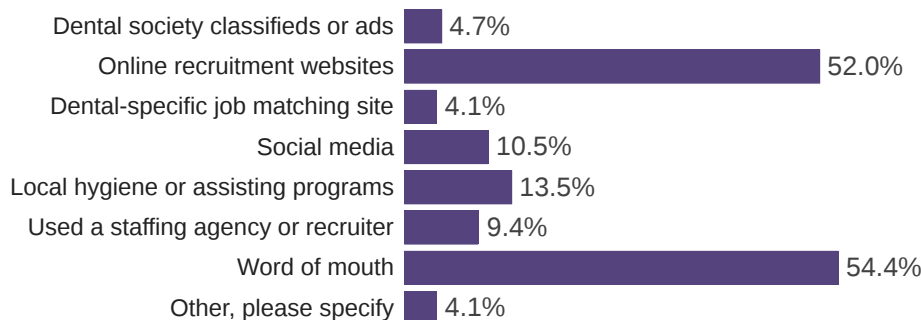
303 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

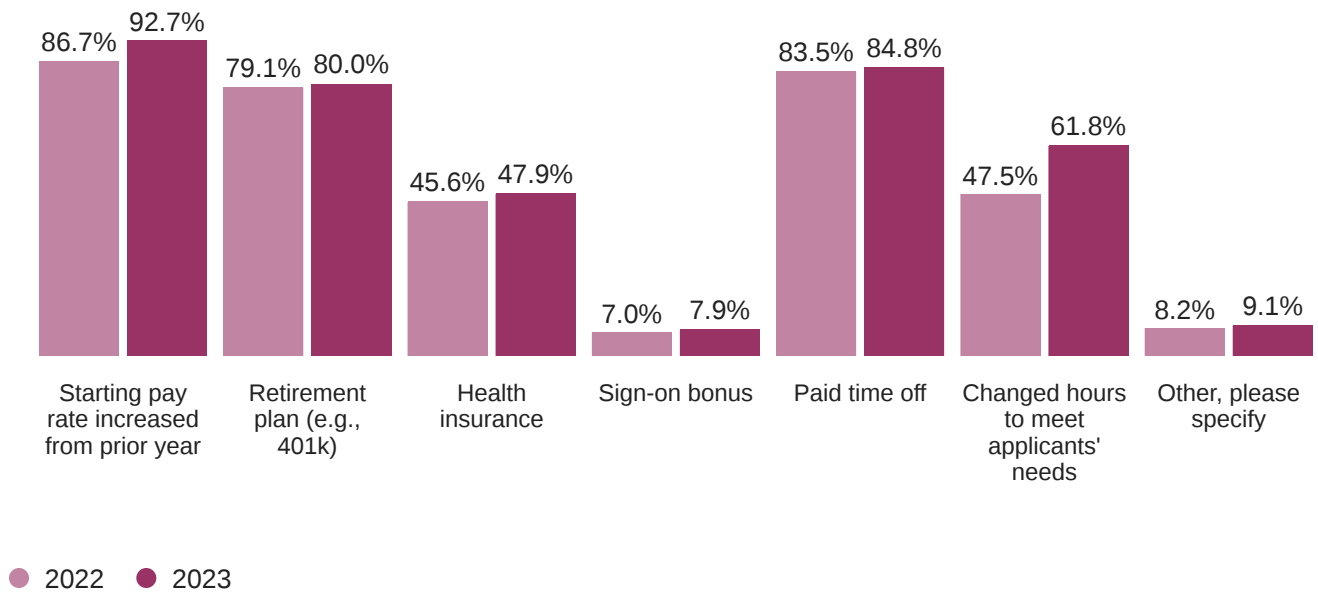


BY AGE GROUP

55 to 64 (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

166 Responses



**BY AGE GROUP**

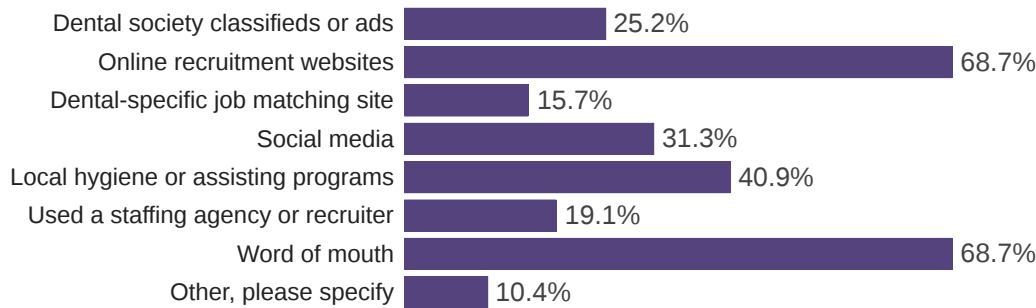
**65 or older**

**Did you hire new staff for any of the following positions in 2023?**

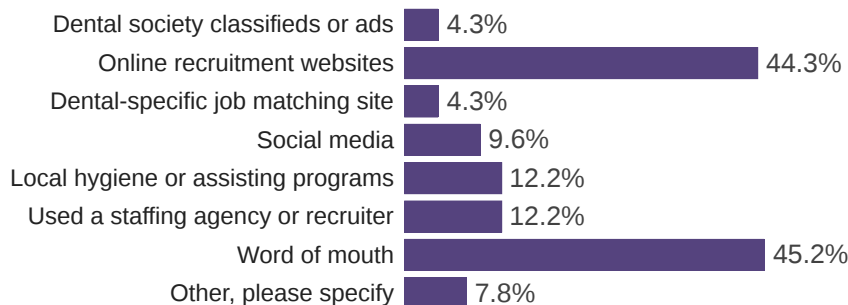
214 Responses



**What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

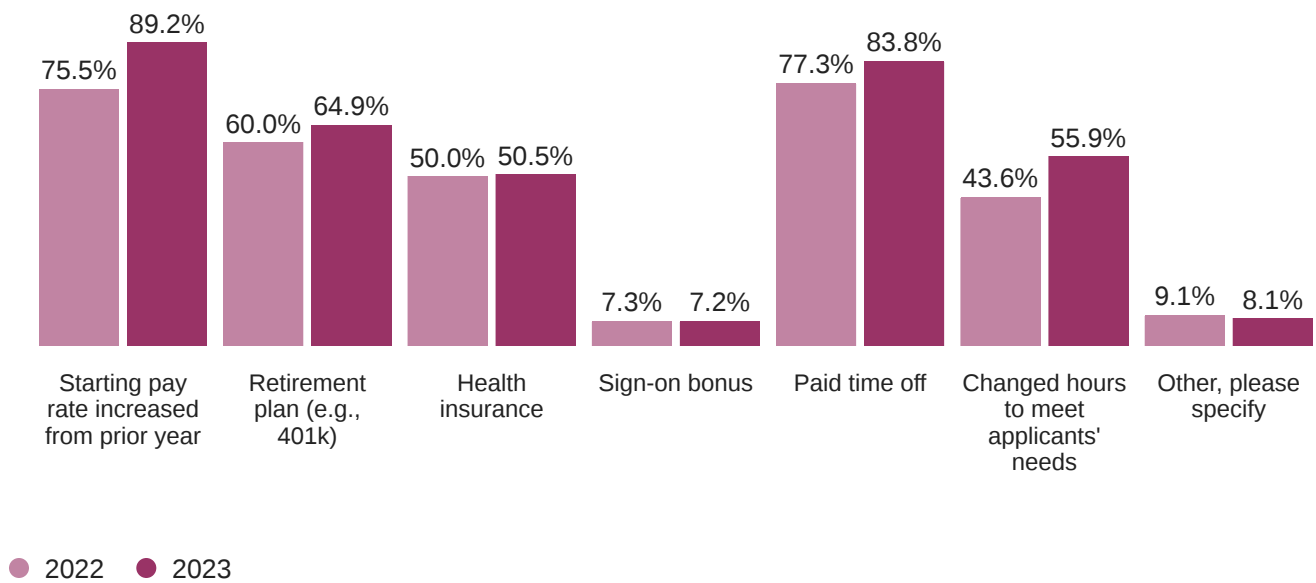


**BY AGE GROUP**

**65 or older (continued)**

**[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?**

113 Responses



**BY RACE/ETHNICITY**

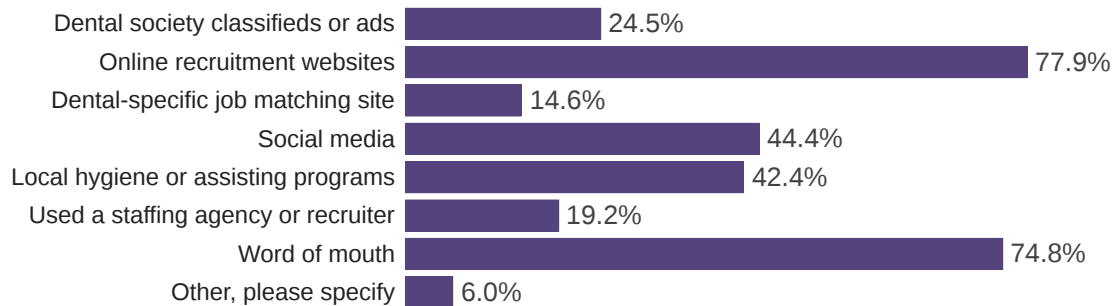
**White**

**Did you hire new staff for any of the following positions in 2023?**

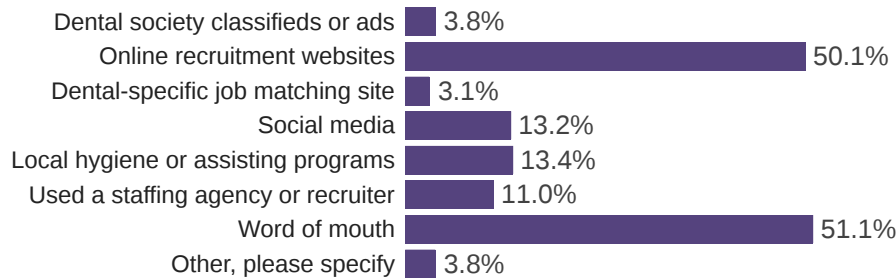
673 Responses



**[If hired DH or DA] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)**



**[If hired DH or DA] Which of the tools selected above led to the new hire(s)? (Select all that apply.)**

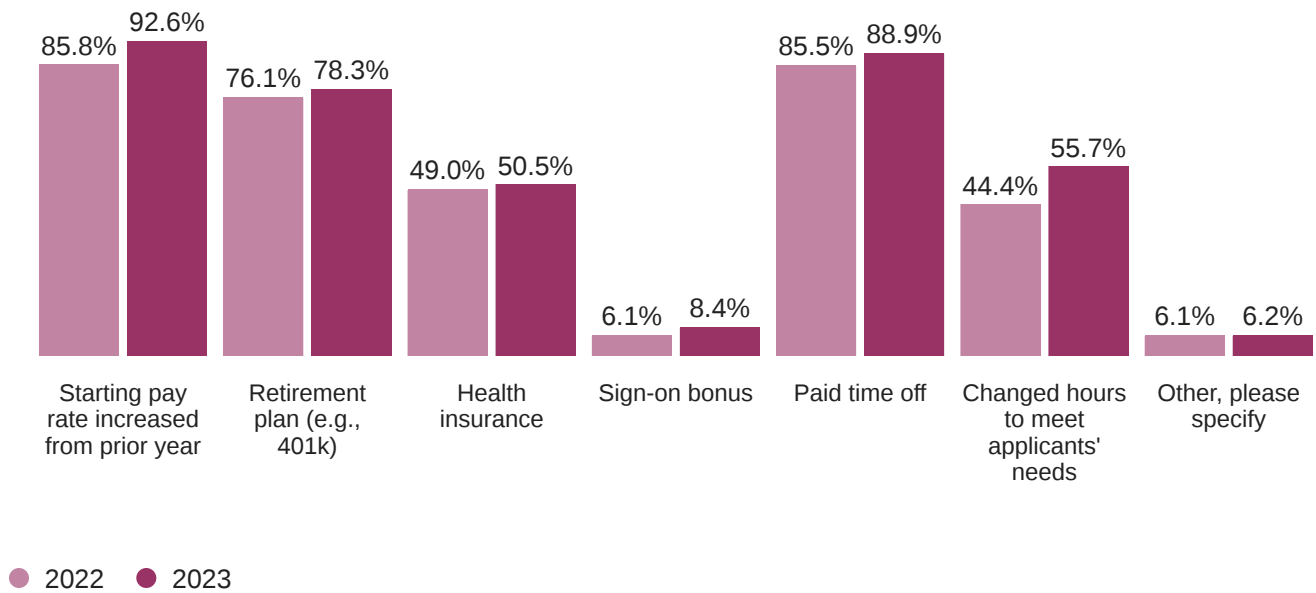


BY RACE/ETHNICITY

White (continued)

[If hired DH or DA] For each of the last two years, which of the following benefits were offered to dental hygienist and dental assistant applicants?

409 Responses



**BY RACE/ETHNICITY**

**Asian**

**Did you hire new staff for any of the following positions in 2023?**

59 Responses



**Hispanic**

**Did you hire new staff for any of the following positions in 2023?**

33 Responses





**Number of Responses from Dentists in Private Practice by Wave**

Wave	Responses
2022DEC	1,138
2023JAN	1,209
2023FEB	1,168
2023MAR	1,053
2023APR	1,008
2023MAY	1,001
2023JUN	1,103
2023JUL	955
2023AUG	1,141
2023SEP	976
2023OCT	1,020
2023NOV	977
2023DEC	923

**Number of Responses by Group - Week of December 11, 2023**

Ownership status	Choice Count
Owner dentist (i.e., sole owner, partner, or shareholder)	850
Employee dentist (nonowner)	39
Associate dentist (nonowner)	21
Independent contractor	13

**Number of Responses by Group - Week of December 11, 2023 (continued)**

DSO Affiliation	Choice Count
DSO	26
Non-DSO	884

Practice Size	Choice Count
Solo dentists	554
2 to 9 dentists	361
Large group (10+ dentists)	8

Geography	Choice Count
Top 20 Cities	69
Other Urban	665
Suburban	45
Rural	143

Sex	Choice Count
Male	604
Female	319

Years Experience	Choice Count
New dentists (graduated 2013 - 2022)	59
Established dentists (graduated before 2013)	864

**Number of Responses by Group - Week of December 11 (continued)**

Age	Choice Count
<35	14
35-44	133
45-54	217
55-64	318
65+	241

Race/Ethnicity	Choice Count
White	725
Asian	70
Hispanic	36
Black	13
Native Hawaiian / Pacific Islander	3
American Indian / Alaska Native	2
Other	15
Unknown	57