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| Results for the questions below are reported in two sections: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <ul style="list-style-type: none"> All Respondents Combined includes overall results for all respondents. Select Breakout of Results includes results by ownership status, DSO affiliation, practice size, geography, sex, years experience, age, & race/ethnicity. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">All Respondents Combined</th> <th style="text-align: right;">Select Breakouts of Results</th> </tr> </thead> <tbody> <tr> <td>Looking ahead to the next six months, how confident are you in the recovery of: (Your particular dental practice, The dental care sector in general, The U.S. economy)</td> <td style="text-align: right;">3</td> <td style="text-align: right;">8</td> </tr> <tr> <td>How full was your dental practice's appointment schedule last week?</td> <td style="text-align: right;">3</td> <td style="text-align: right;">16</td> </tr> <tr> <td>Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Patient cancellations, Not enough patients making appointments, Trouble filling vacant staff positions, COVID safety protocols, Other)</td> <td style="text-align: right;">4</td> <td style="text-align: right;">16</td> </tr> <tr> <td>[Owners only] Currently, how many business days does the average <i>patient of record</i> have to wait for an appointment (excluding emergencies)?</td> <td style="text-align: right;">5</td> <td style="text-align: right;">32</td> </tr> <tr> <td>[Owners only] Currently, how many business days does the average <i>new patient</i> have to wait for an initial appointment (excluding emergencies)?</td> <td style="text-align: right;">5</td> <td style="text-align: right;">32</td> </tr> <tr> <td>Have you recently or are you currently recruiting any of the following positions in your dental practice? (Dental hygienists, Dental assistants, Dentists, Administrative staff)</td> <td style="text-align: right;">6</td> <td style="text-align: right;">39</td> </tr> <tr> <td>How challenging has it been to recruit the position(s) below? (Dental hygienists, Dental assistants, Dentists, Administrative staff)</td> <td style="text-align: right;">6</td> <td style="text-align: right;">39</td> </tr> <tr> <td>[Owner dentists] Have you offered any of these new benefits to dental hygienist and dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.)</td> <td style="text-align: right;">5</td> <td style="text-align: right;">57</td> </tr> <tr> <td>Number of Responses by Wave/by Group</td> <td style="text-align: right;">65</td> </tr> </tbody> </table> | | All Respondents Combined | Select Breakouts of Results | Looking ahead to the next six months, how confident are you in the recovery of: (Your particular dental practice, The dental care sector in general, The U.S. economy) | 3 | 8 | How full was your dental practice's appointment schedule last week? | 3 | 16 | Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Patient cancellations, Not enough patients making appointments, Trouble filling vacant staff positions, COVID safety protocols, Other) | 4 | 16 | [Owners only] Currently, how many business days does the average <i>patient of record</i> have to wait for an appointment (excluding emergencies)? | 5 | 32 | [Owners only] Currently, how many business days does the average <i>new patient</i> have to wait for an initial appointment (excluding emergencies)? | 5 | 32 | Have you recently or are you currently recruiting any of the following positions in your dental practice? (Dental hygienists, Dental assistants, Dentists, Administrative staff) | 6 | 39 | How challenging has it been to recruit the position(s) below? (Dental hygienists, Dental assistants, Dentists, Administrative staff) | 6 | 39 | [Owner dentists] Have you offered any of these new benefits to dental hygienist and dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) | 5 | 57 | Number of Responses by Wave/by Group | 65 |
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| Looking ahead to the next six months, how confident are you in the recovery of: (Your particular dental practice, The dental care sector in general, The U.S. economy) | 3 | 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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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 number of respondents in each wave, along with the number of responses 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 of this study, the week of April 17, 2023 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: 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 April 2023 by the American Dental Association's Health Policy Institute.

211 E. Chicago Avenue
Chicago, Illinois 60611

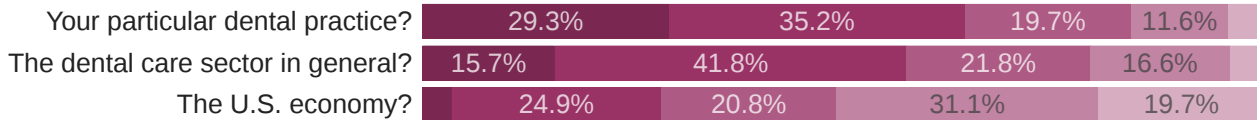
hpi@ada.org

For more information on other publications, products and services, please visit our website, ADA.org/HPI.

All Respondents

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

1005 Responses



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

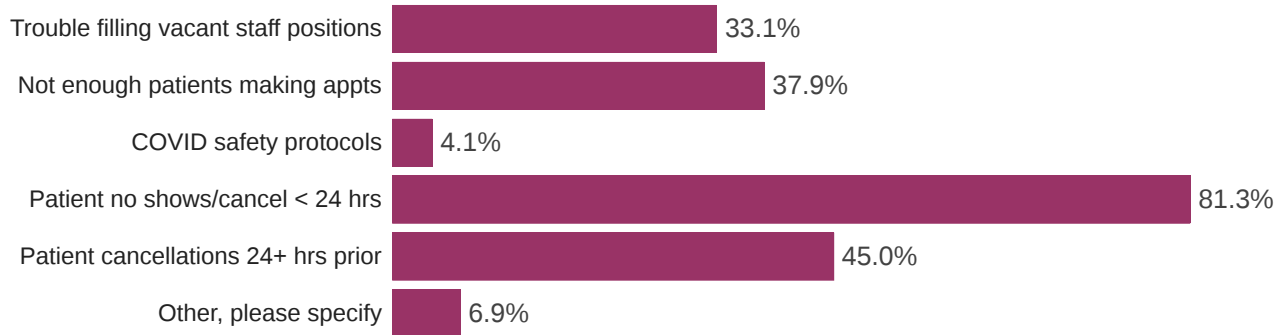
How full was your dental practice's appointment schedule last week?



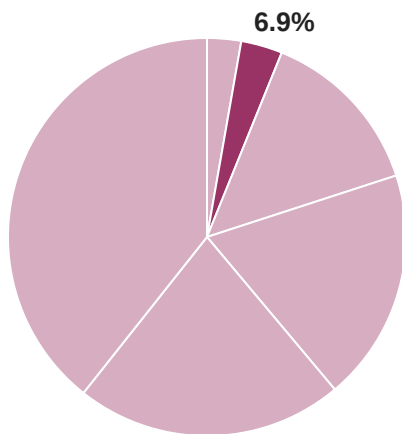
- Mean % of appointment schedule filled

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

807 Responses



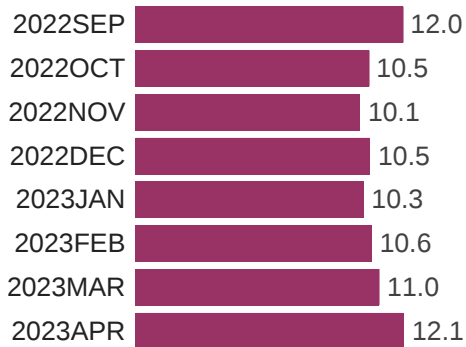
56 respondents (6.9%) selected "other, please specify." Their responses are categorized below.



| Other, please specify: | Percentage of Responses |
|--|-------------------------|
| STAFF OUT ON VACATION / LEAVE | 23.2% |
| STAFF OUT WITH COVID/QUARANTINE/OTHER ILLNESS | 17.9% |
| PATIENTS POSTPONING TREATMENT DUE TO COST | 8.9% |
| PATIENTS AWAY / OFFICE CLOSED FOR BREAK OR HOLIDAY | 8.9% |
| DROPPED DENTAL PLAN / LOW REIMBURSEMENT / INSURANCE ISSUES | 8.9% |
| BAD ECONOMIC CONDITIONS | 8.9% |
| END OF SCHOOL / SEASONAL SLOWDOWN | 5.4% |
| INCLEMENT WEATHER | 3.6% |
| PROFESSIONAL DEVELOPMENT / ATTENDING DENTAL MEETINGS | 1.8% |
| INEXPERIENCED / INEFFICIENT STAFF | 1.8% |
| HAPPY WITH CURRENT VOLUME | 1.8% |
| MISCELLANEOUS | 7.1% |

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

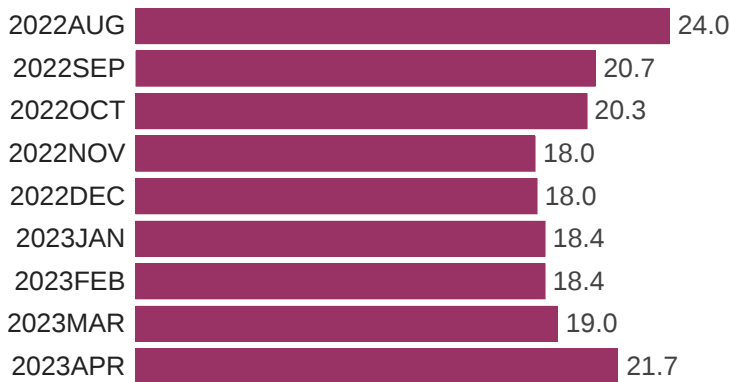
8222 Responses



● Mean number of days

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

9350 Responses



● Mean number of days

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

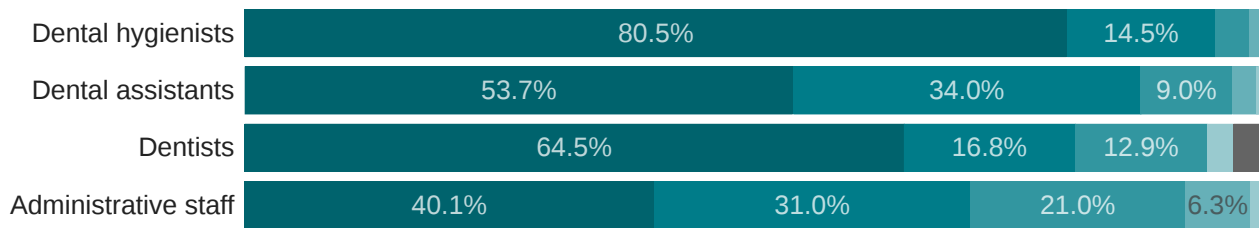
1005 Responses



● Yes ● No ● Not sure

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

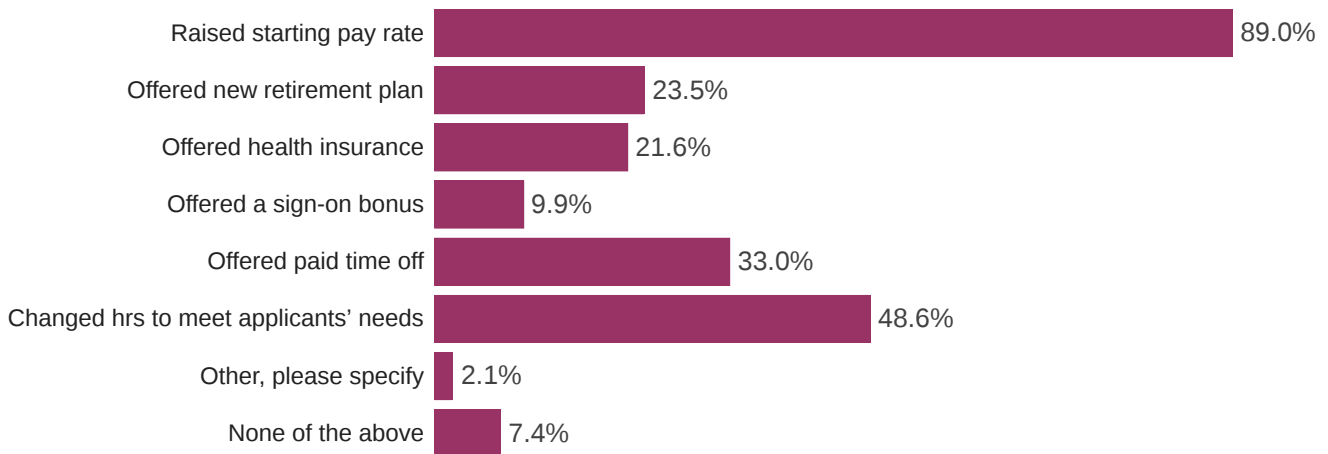
604 Responses



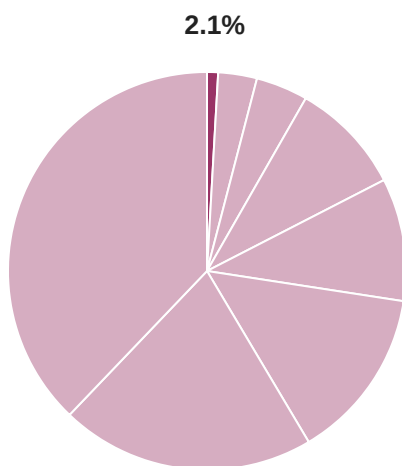
● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.)

473 Responses



10 respondents (2.1%) selected "other, please specify." Their responses are categorized below.



Other, please specify

Bonus pay

Buy uniforms

Flex spending account

Free on job training.

Have always offered PTO, retirement and health ins

LTD/STD and FMLA 100% paid by employer

already offer health insurance, retirement plan, paid time off.

anything they want!!!

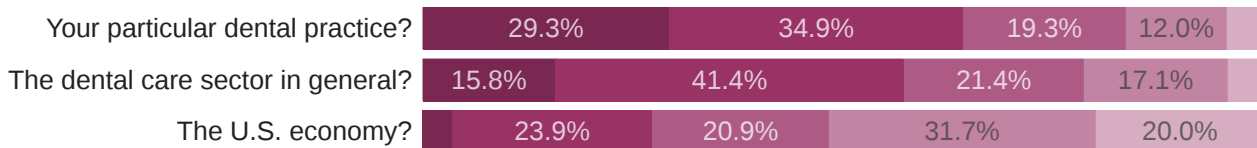
i ALREADY DO ALL OF THE OTHER THINGS MENTIONED EXCEPT A SIGN ON BONUS

Economic Confidence

BY OWNERSHIP STATUS

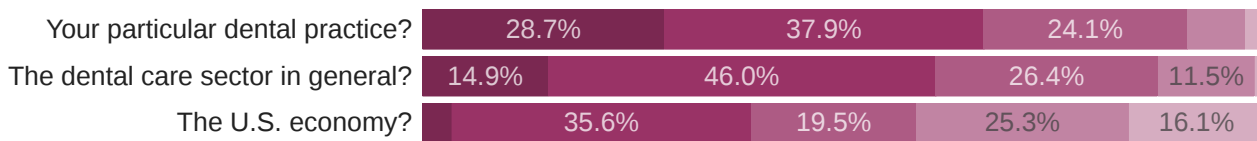
Looking ahead to the next six months, how confident are you in the recovery of:

Owner



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

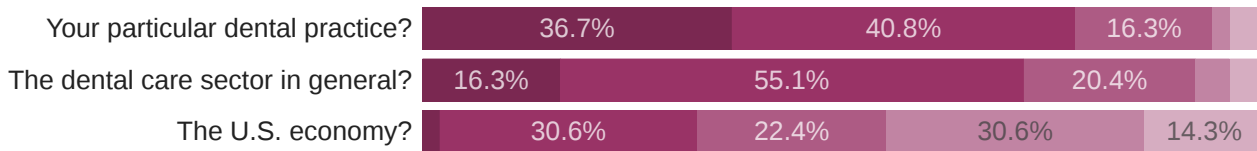
Non-owner



BY DSO AFFILIATION

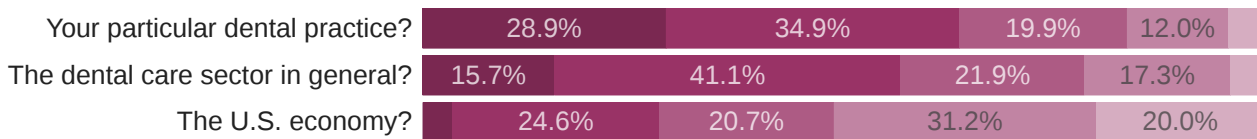
Looking ahead to the next six months, how confident are you in the recovery of:

DSO



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

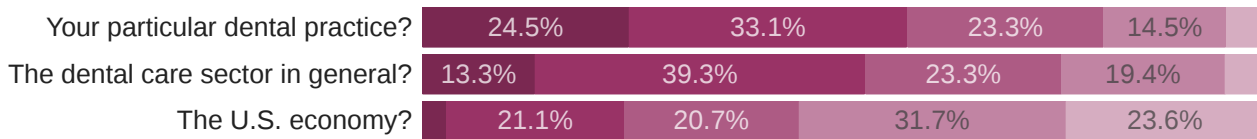
Non-DSO



BY PRACTICE SIZE

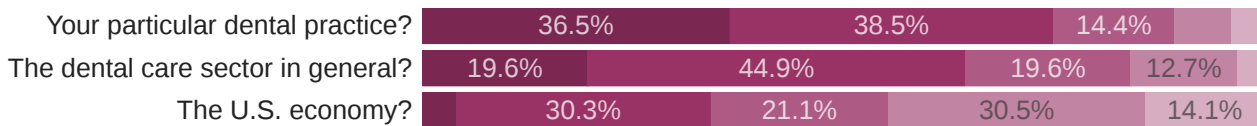
Looking ahead to the next six months, how confident are you in the recovery of:

Solo dentists



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

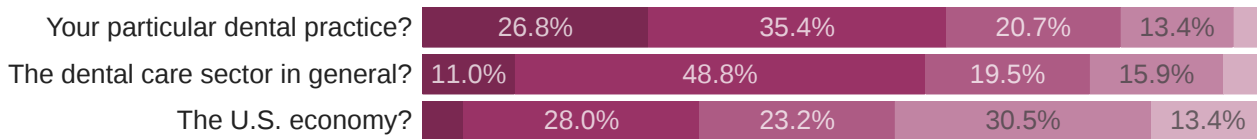
2 to 9 dentists



BY GEOGRAPHY

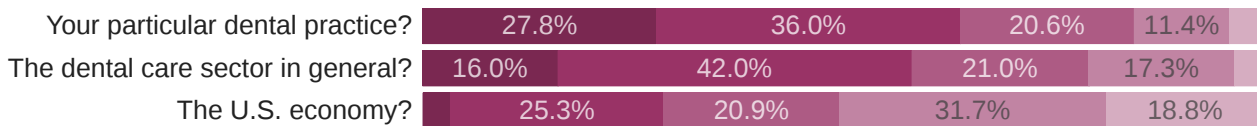
Looking ahead to the next six months, how confident are you in the recovery of:

Top 20 cities

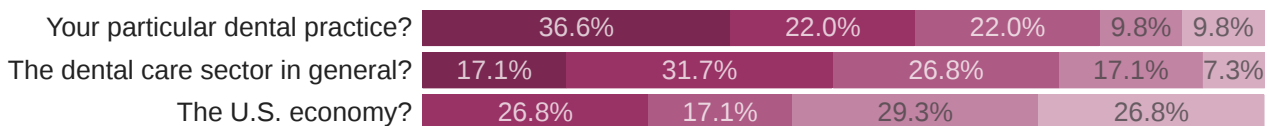


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

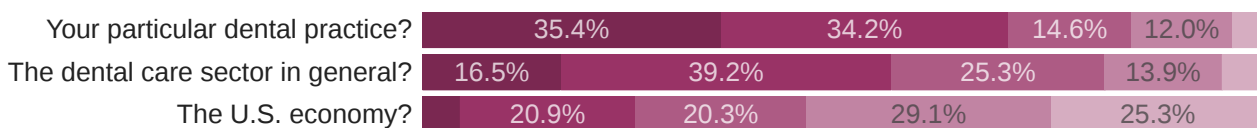
Other urban



Suburban



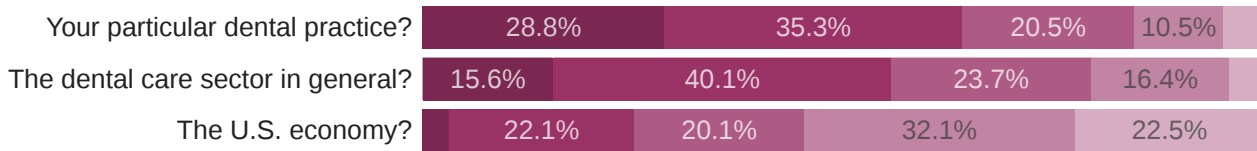
Rural



BY SEX

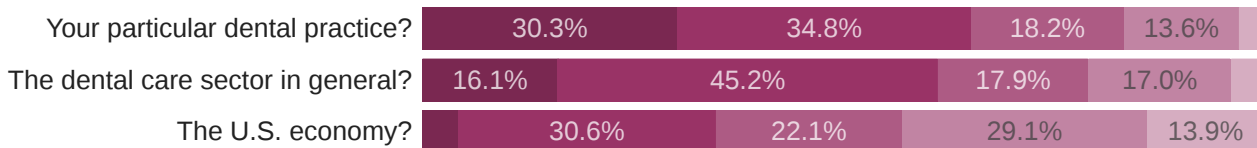
Looking ahead to the next six months, how confident are you in the recovery of:

Male



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

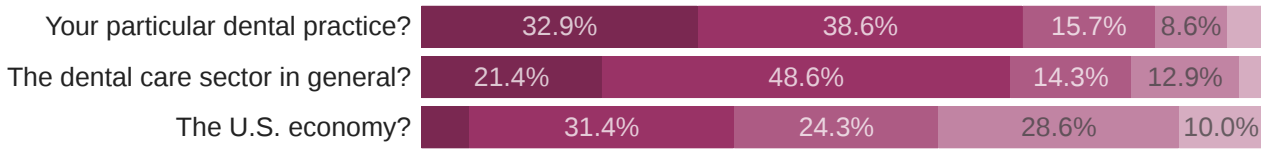
Female



BY YEARS EXPERIENCE

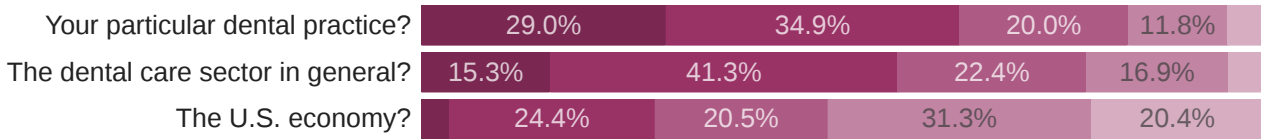
Looking ahead to the next six months, how confident are you in the recovery of:

New dentists (graduated 2013 - 2022)



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

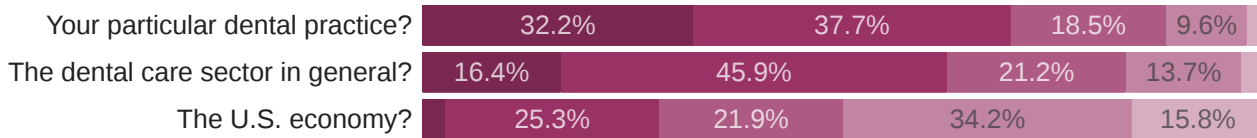
Established dentists (graduated before 2013)



BY AGE GROUP

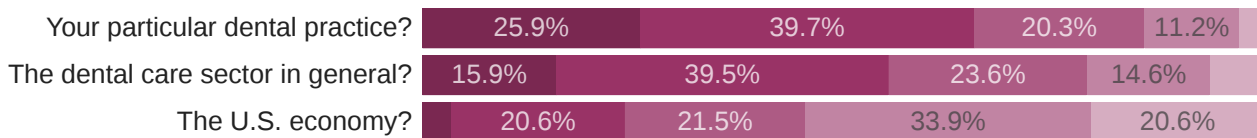
Looking ahead to the next six months, how confident are you in the recovery of:

35 to 44

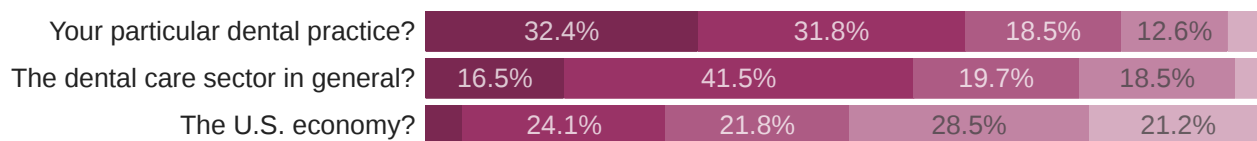


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

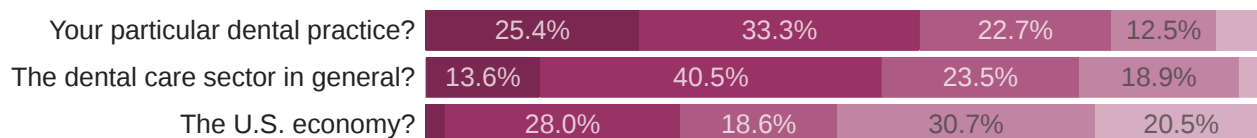
45 to 54



55 to 64



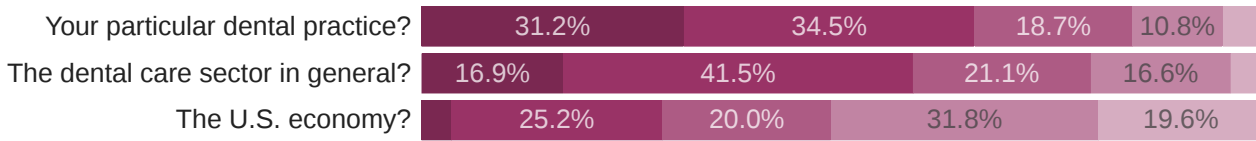
65 or older



BY RACE/ETHNICITY

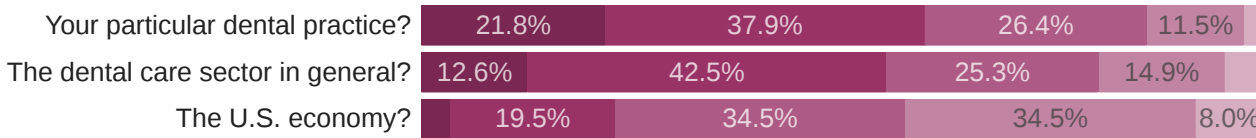
Looking ahead to the next six months, how confident are you in the recovery of:

White

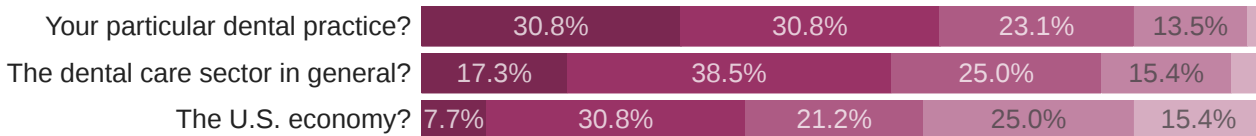


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

Asian



Hispanic



Appointment Schedule

BY OWNERSHIP STATUS

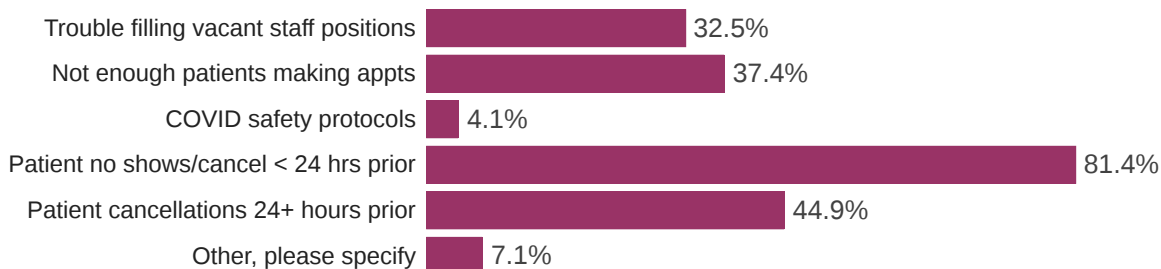
Owner

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



● Mean % of schedule filled

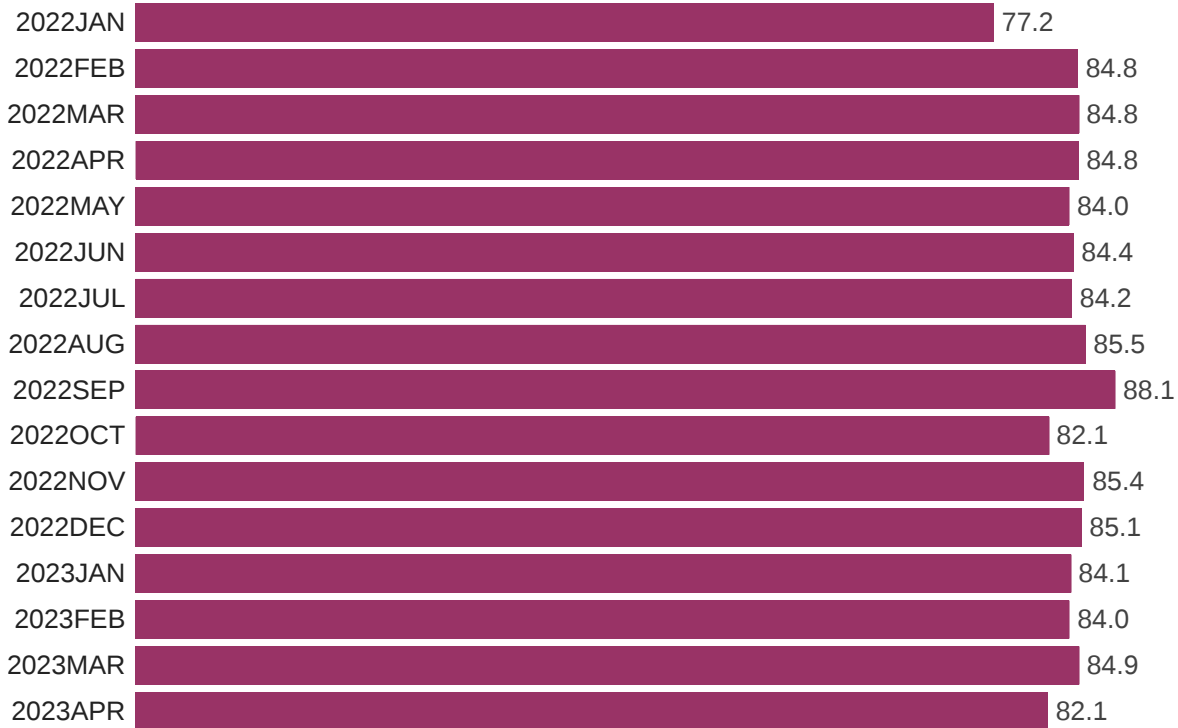
Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY OWNERSHIP STATUS (continued)

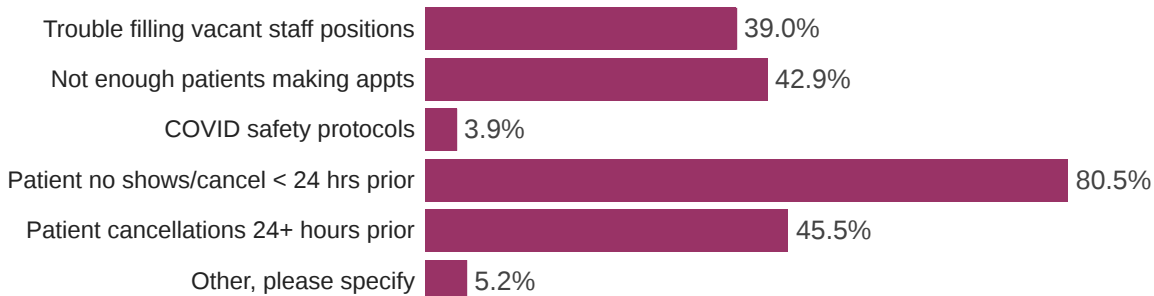
Non-owner

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 DSO AFFILIATION

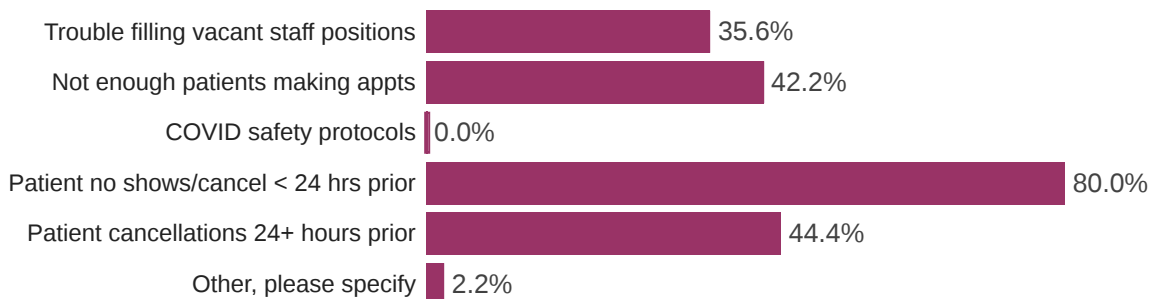
DSO

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 DSO AFFILIATION (continued)

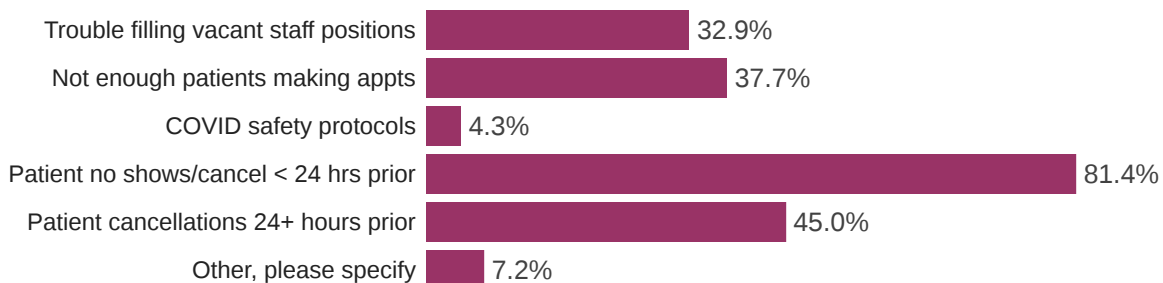
Non-DSO

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

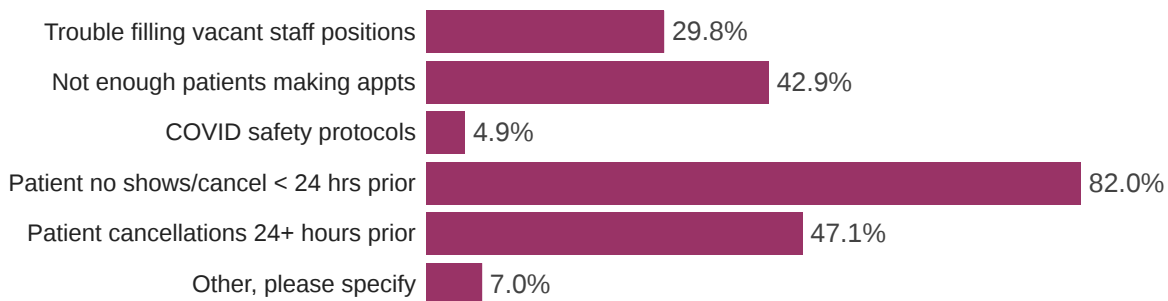
Solo dentists

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



● Mean % of schedule filled

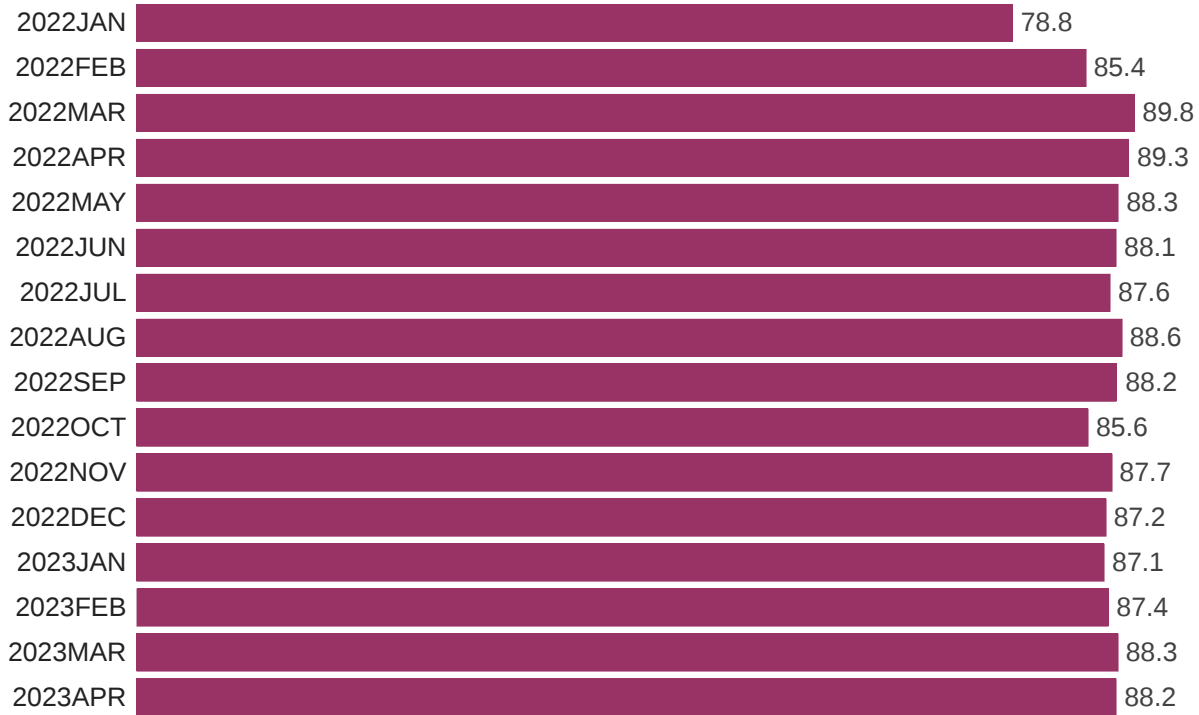
Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY PRACTICE SIZE (continued)

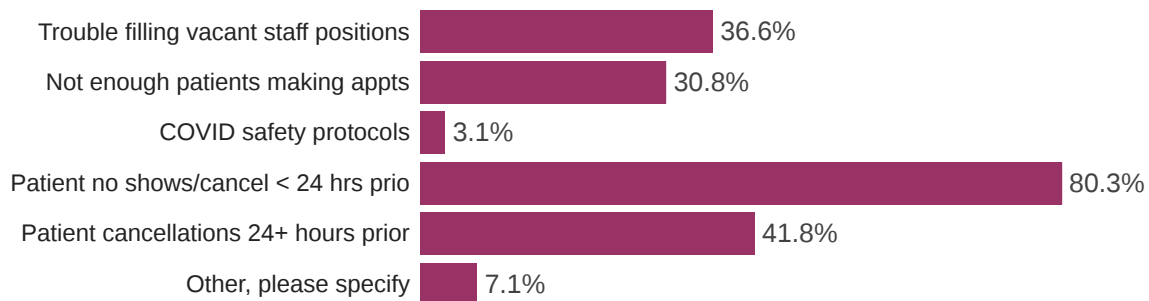
2 to 9 dentists

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



● Mean % of schedule filled

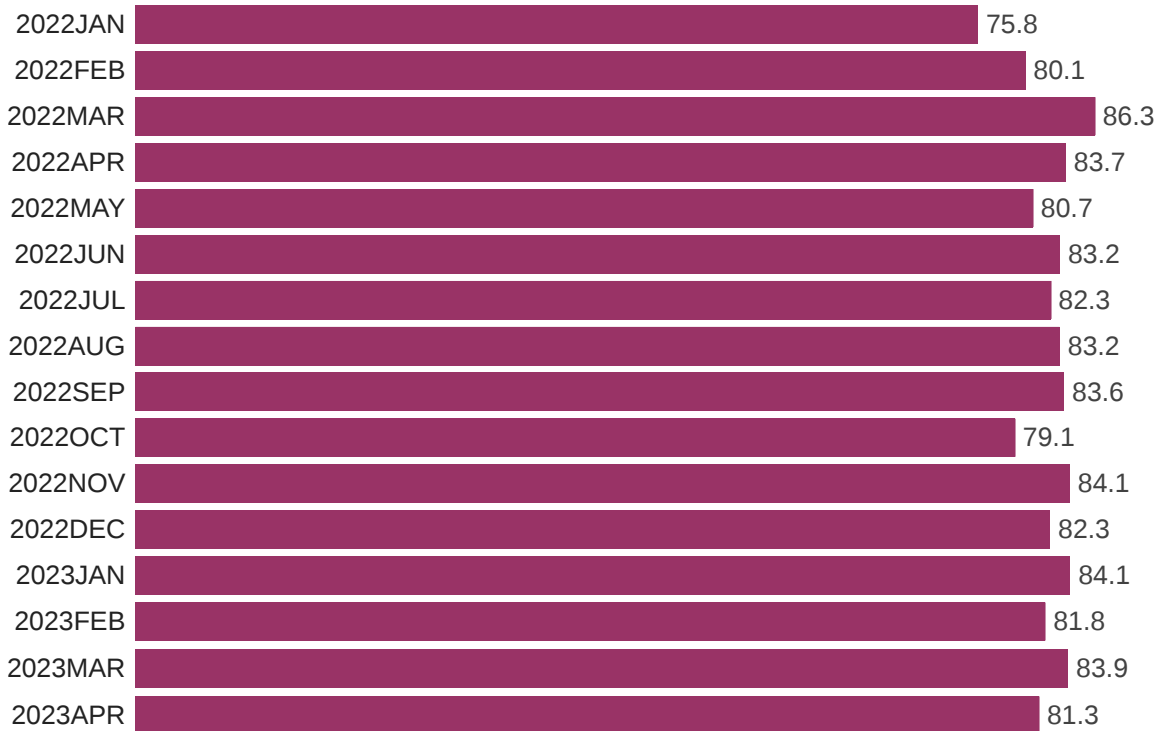
Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY GEOGRAPHY

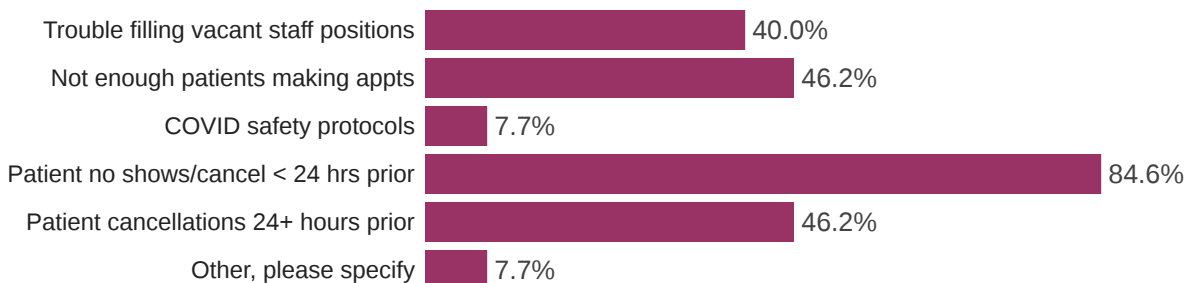
Top 20 cities

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)

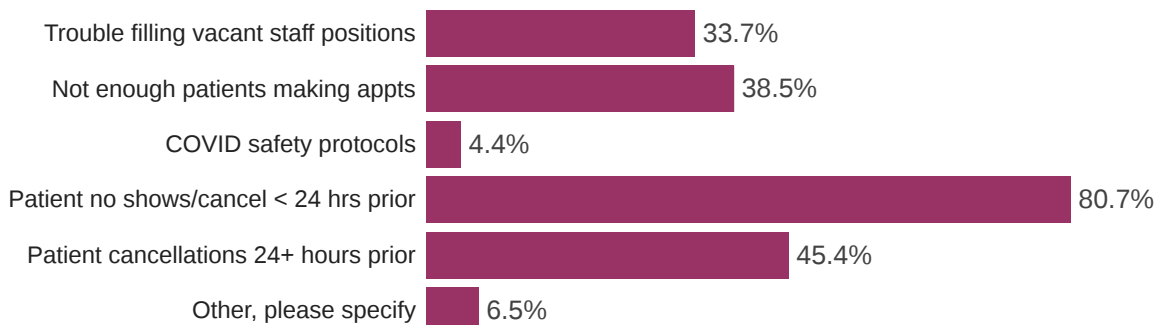
Other Urban

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)

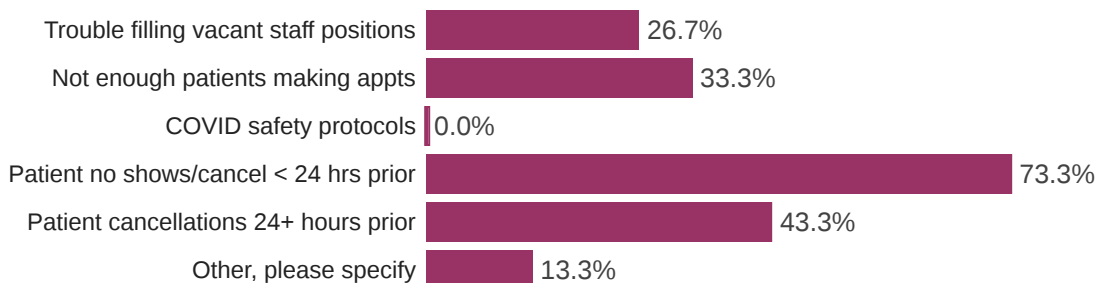
Suburban

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)

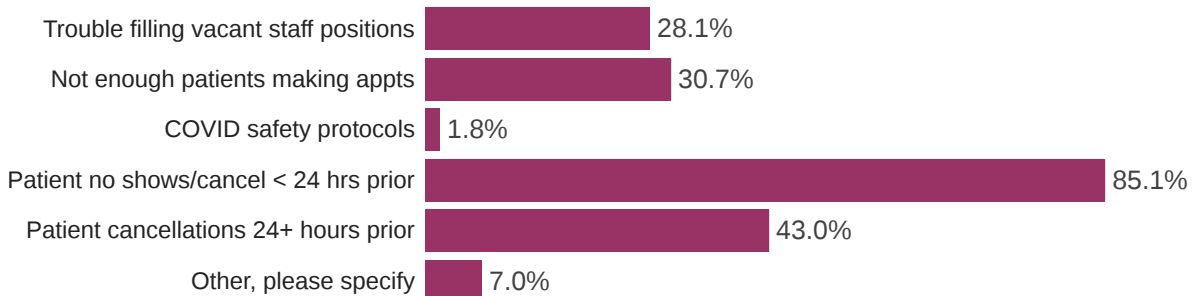
Rural

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

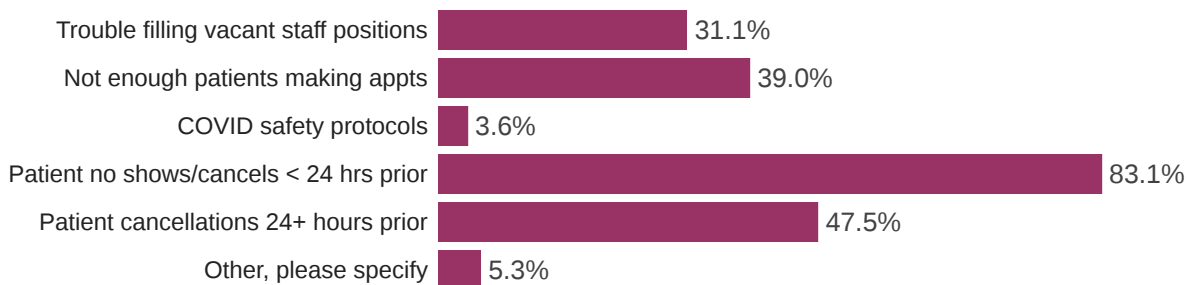
Male

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)

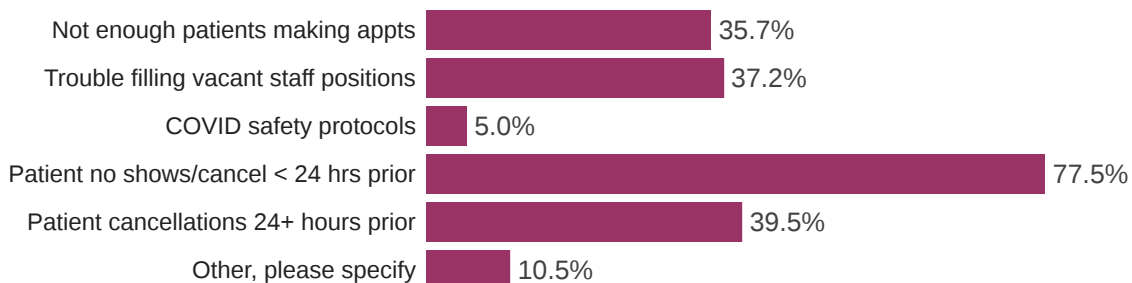
Female

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

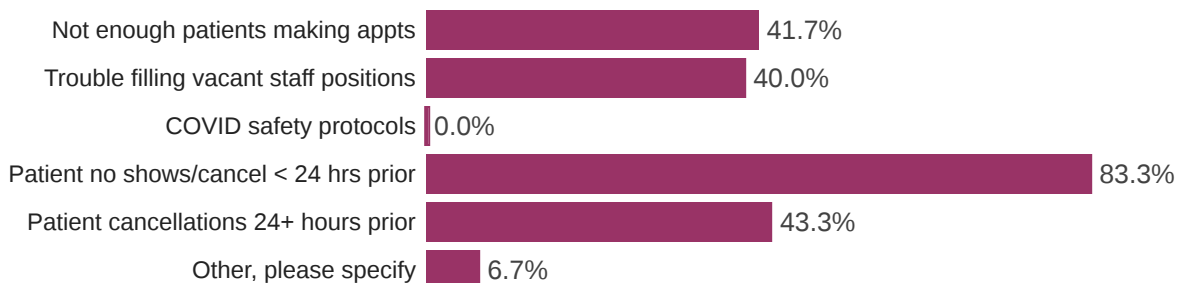
New dentists (graduated 2013 - 2022)

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)

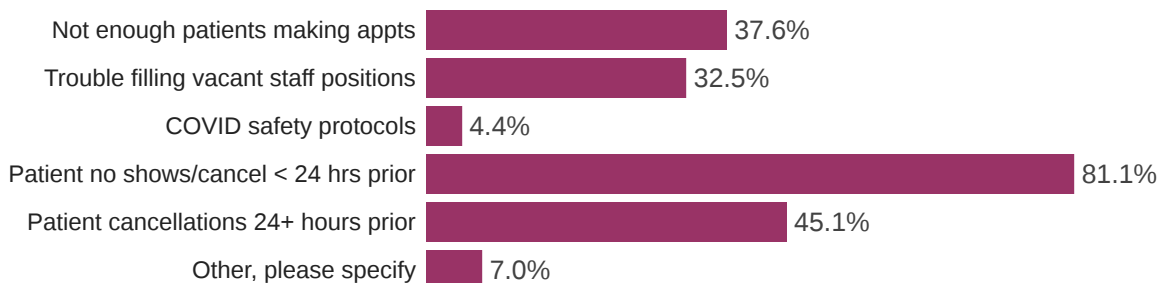
Established dentists (graduated before 2013)

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.)

| Field | Trouble filling vacant staff positions | Not enough patients trying to make appointments | COVID safety protocols are limiting the capacity | Patient no shows/cancellations < 24 hrs | Patient cancellations 24+ hours prior | Other, please specify |
|-------|--|---|--|---|---------------------------------------|-----------------------|
| 35-44 | 32.2% | 35.6% | 0.8% | 87.3% | 48.3% | 6.8% |
| 45-54 | 32.8% | 30.1% | 3.2% | 82.3% | 48.4% | 9.1% |
| 55-64 | 36.5% | 33.9% | 4.7% | 80.7% | 45.6% | 5.5% |
| 65+ | 29.0% | 50.0% | 6.2% | 76.2% | 38.6% | 7.1% |

BY RACE/ETHNICITY

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.)

| Field | Trouble filling vacant staff positions | Not enough patients trying to make appointments | COVID safety protocols are limiting the capacity | Patient no shows/cancellations < 24 hrs | Patient cancellations 24+ hours prior | Other, please specify |
|----------|--|---|--|---|---------------------------------------|-----------------------|
| White | 32.0% | 36.7% | 2.9% | 81.3% | 43.0% | 6.7% |
| Asian | 38.8% | 41.8% | 16.4% | 83.6% | 58.2% | 6.0% |
| Hispanic | 34.1% | 50.0% | 6.8% | 77.3% | 50.0% | 6.8% |

Patient Wait Times

BY DSO AFFILIATION

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



● Mean number of days

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

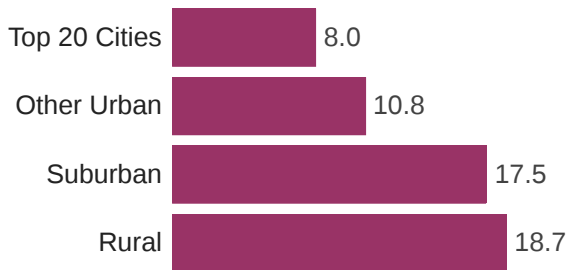
[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

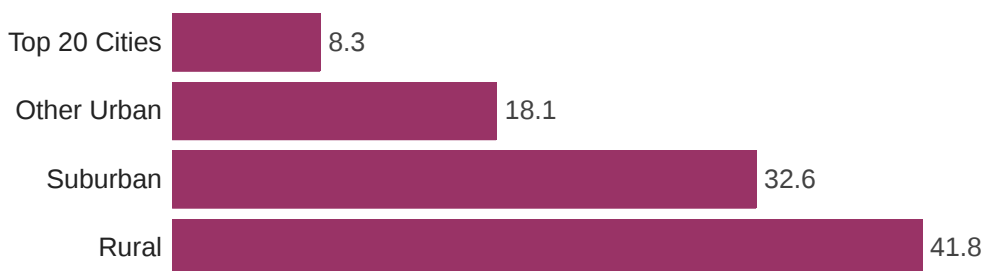
BY GEOGRAPHY

[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] 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

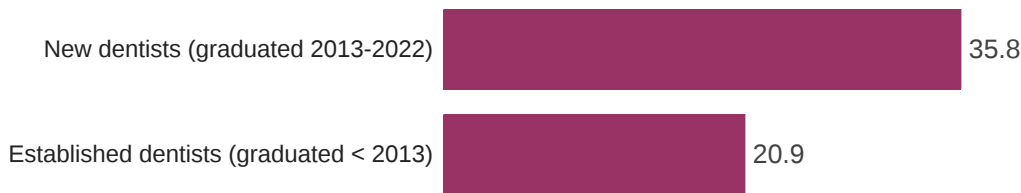
[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

BY YEARS EXPERIENCE

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



● Mean number of days

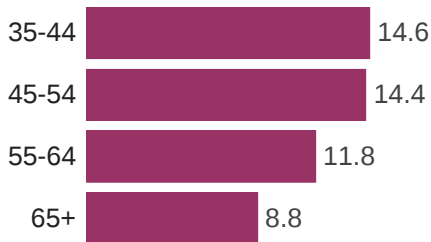
[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

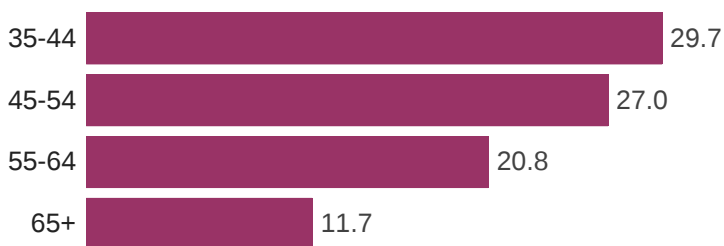
BY AGE GROUP

[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

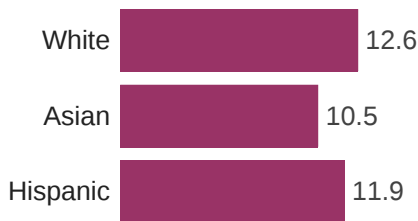
[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

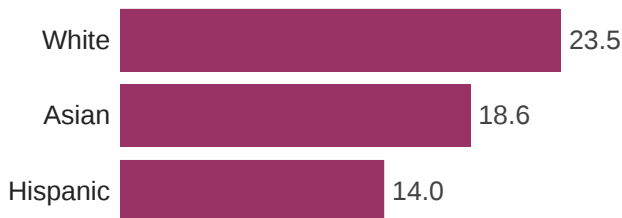
BY RACE / ETHNICITY

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



● Mean number of days

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



● Mean number of days

Staff Recruitment

BY OWNERSHIP STATUS

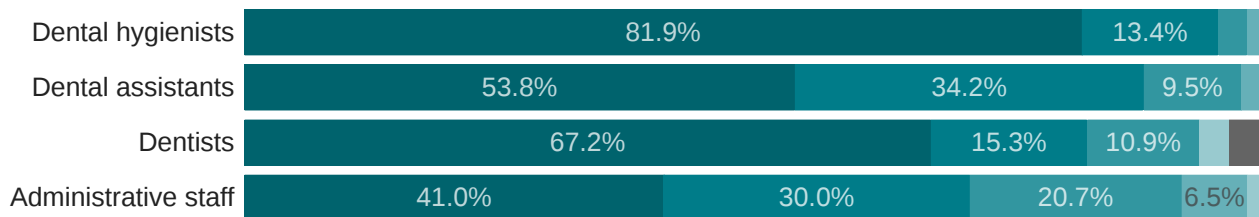
Owner dentists

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?

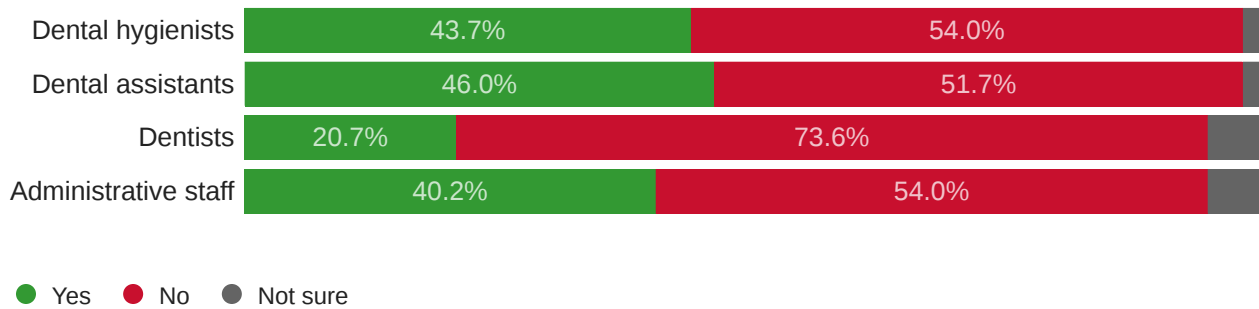


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

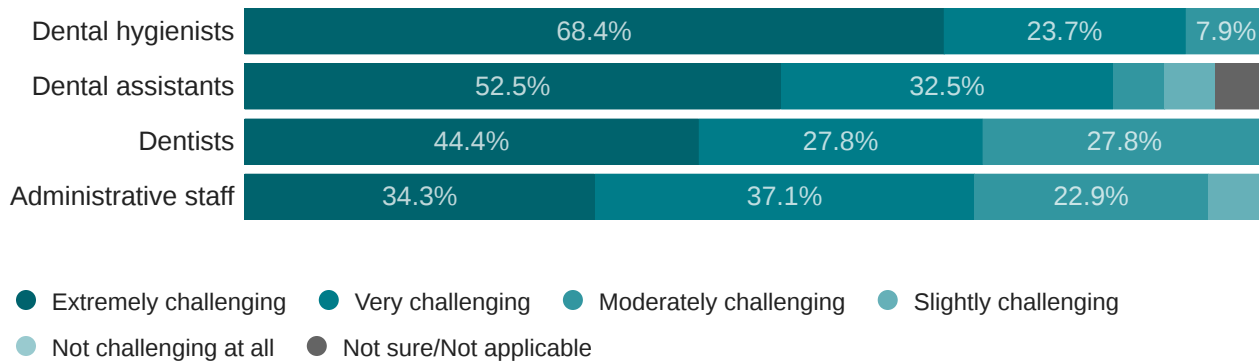
BY OWNERSHIP STATUS (continued)

Non-owner dentists

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



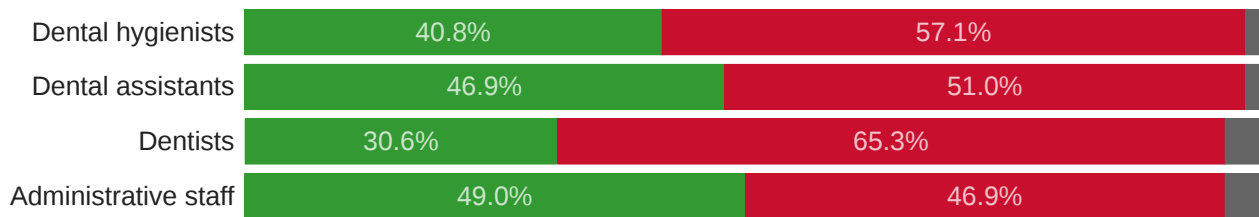
How challenging has it been to recruit the position(s) below?



BY DSO AFFILIATION

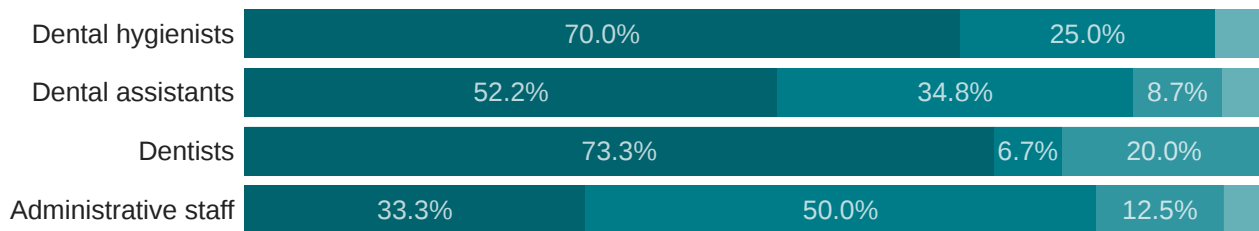
DSO

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 DSO AFFILIATION (continued)

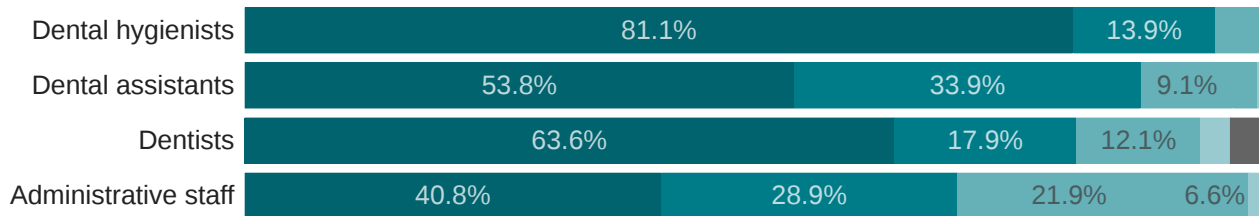
Non-DSO

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

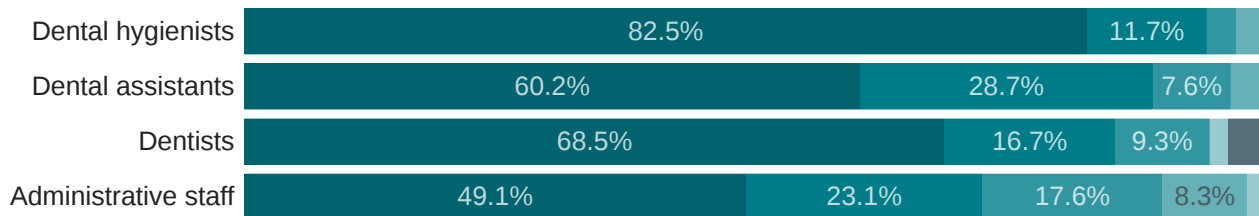
Solo dentists

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)

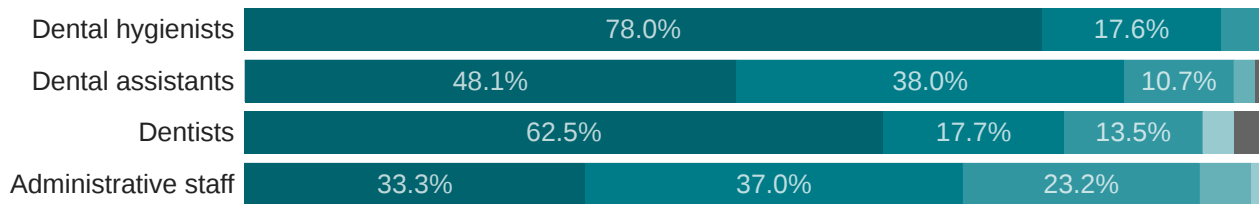
2 to 9 dentists

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

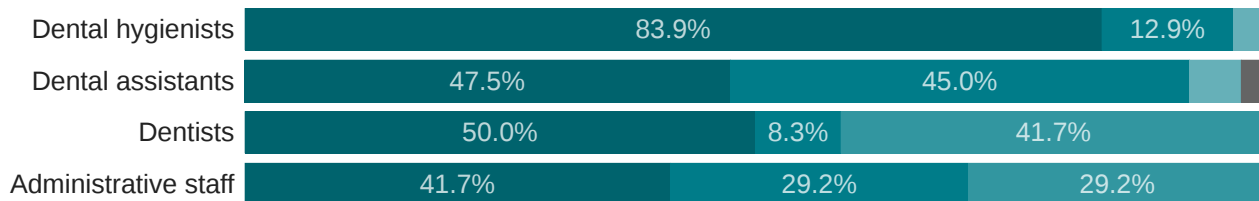
Top 20 Cities

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?

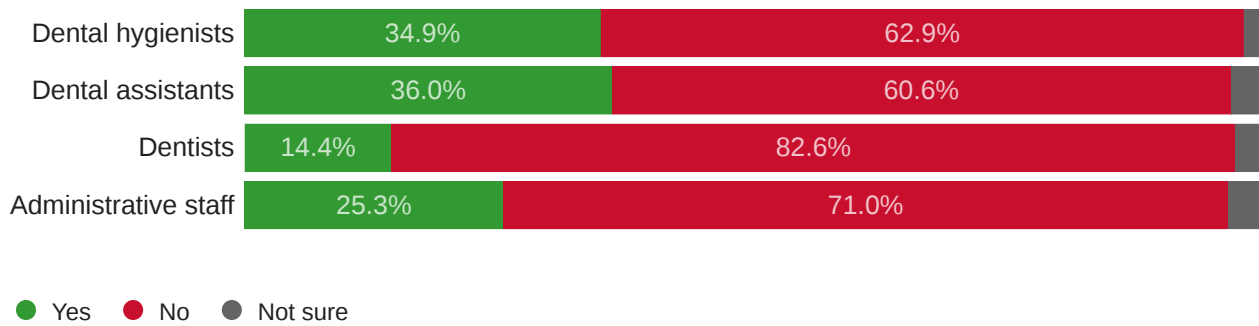


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

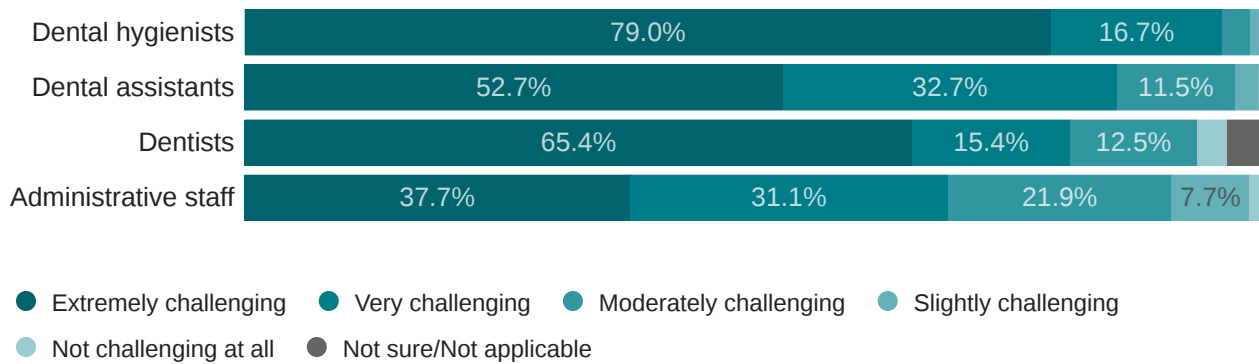
BY GEOGRAPHY (continued)

Other Urban

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



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



BY GEOGRAPHY (continued)

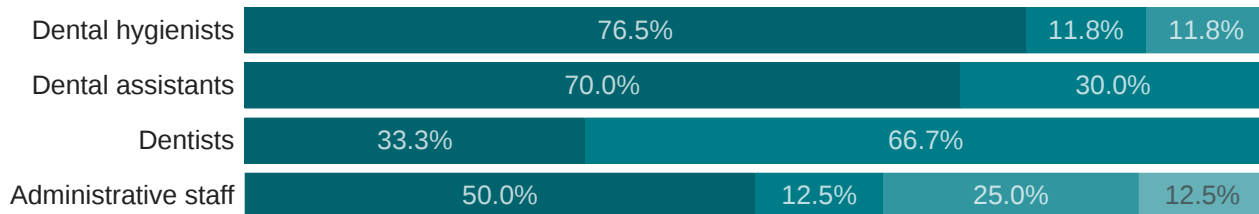
Suburban

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)

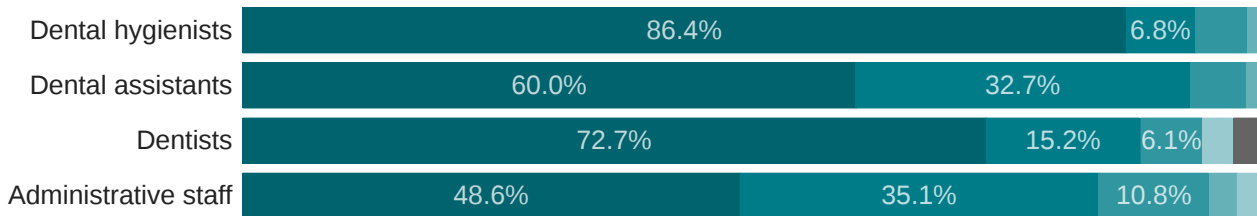
Rural

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?

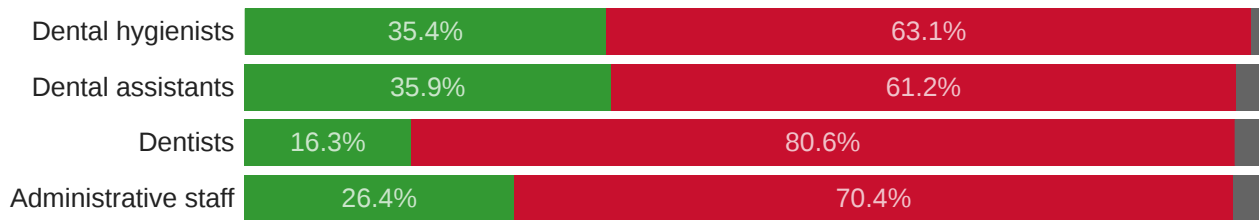


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY SEX

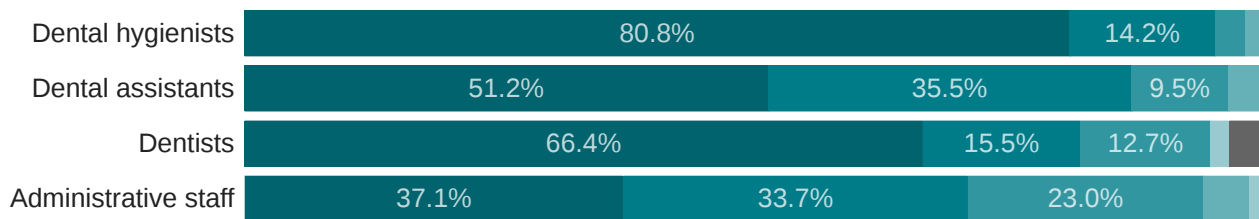
Male

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)

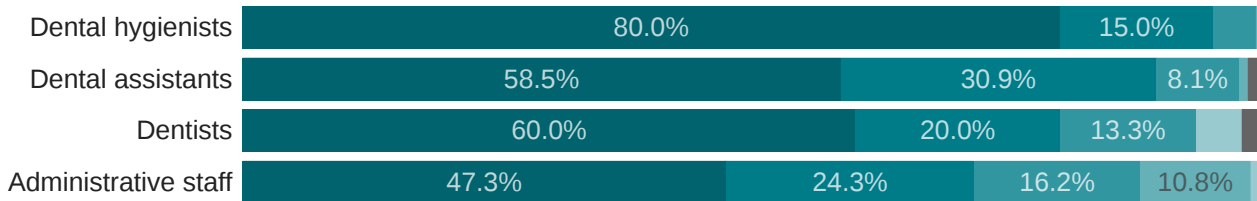
Female

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

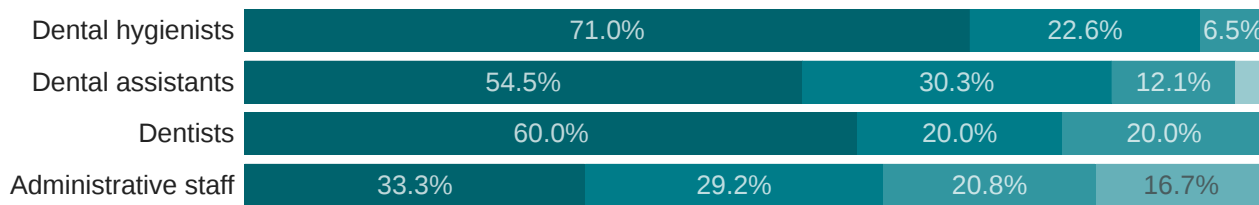
New Dentists (graduated 2013 - 2022)

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)

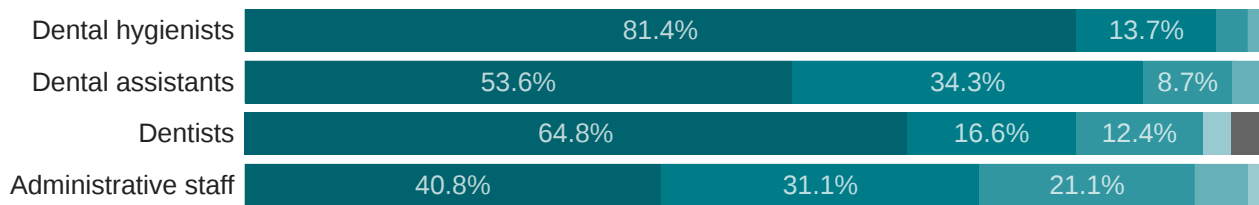
Established Dentists (graduated before 2013)

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

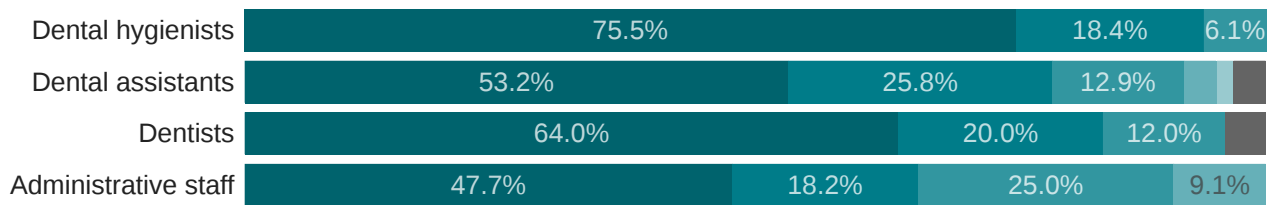
35 to 44

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)

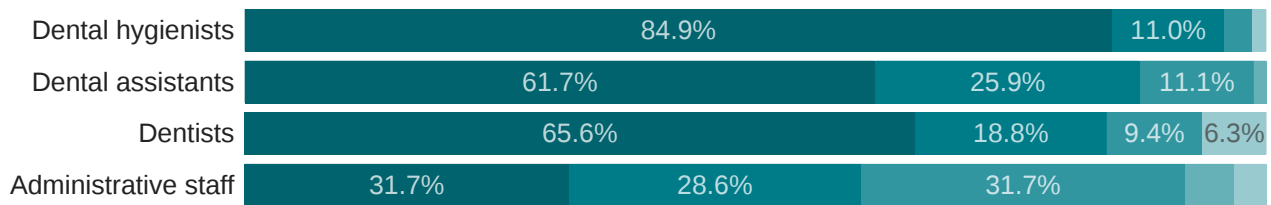
45 to 54

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



● 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)

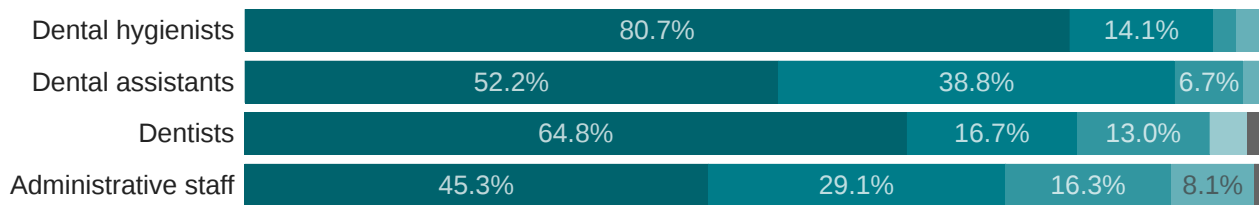
55 to 64

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)

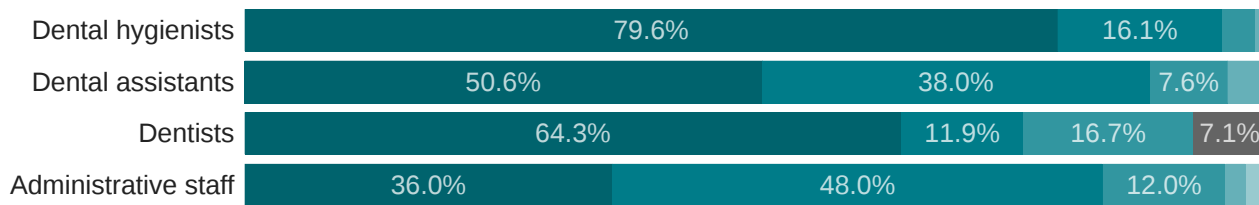
65 or older

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

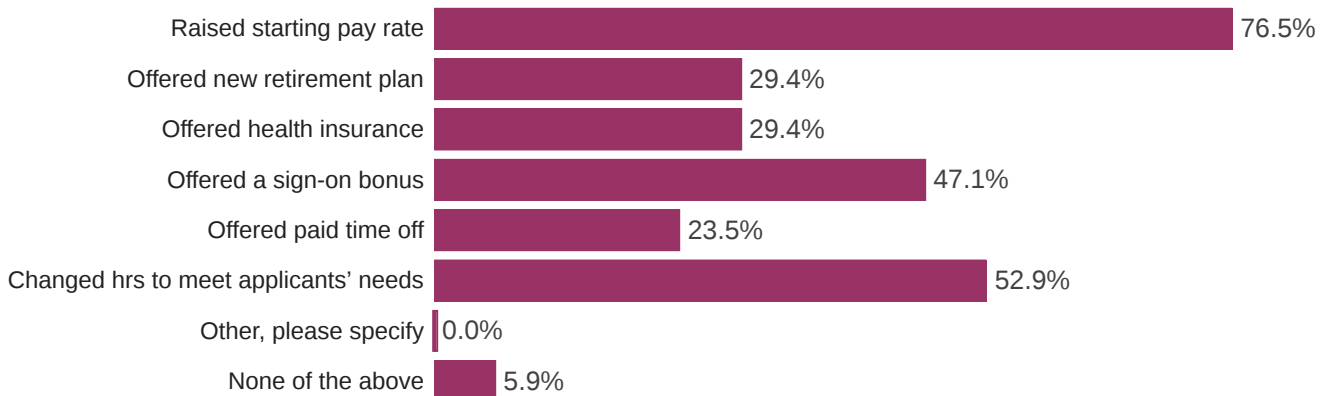
Questions of the Week

Benefits Offered to Applicants

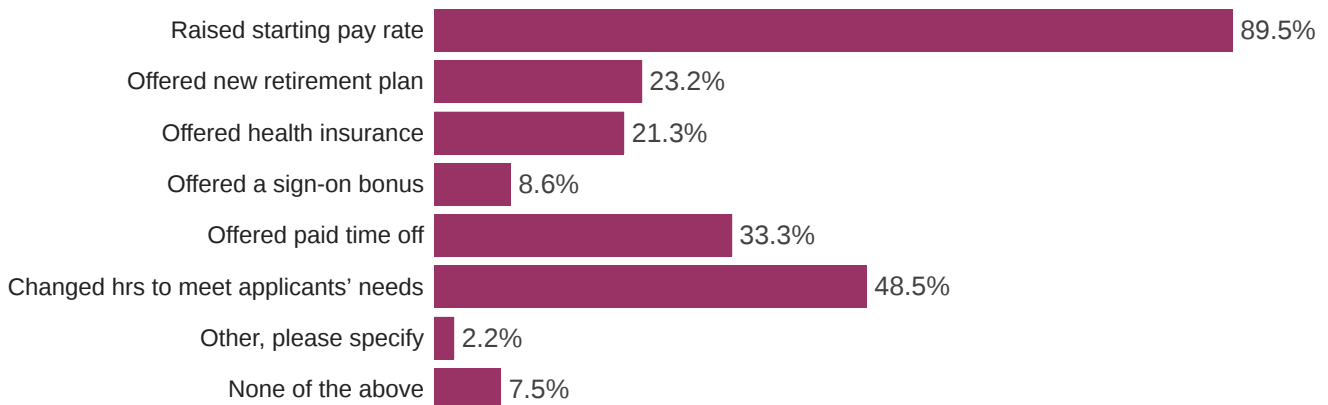
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.)

BY DSO AFFILIATION

DSO



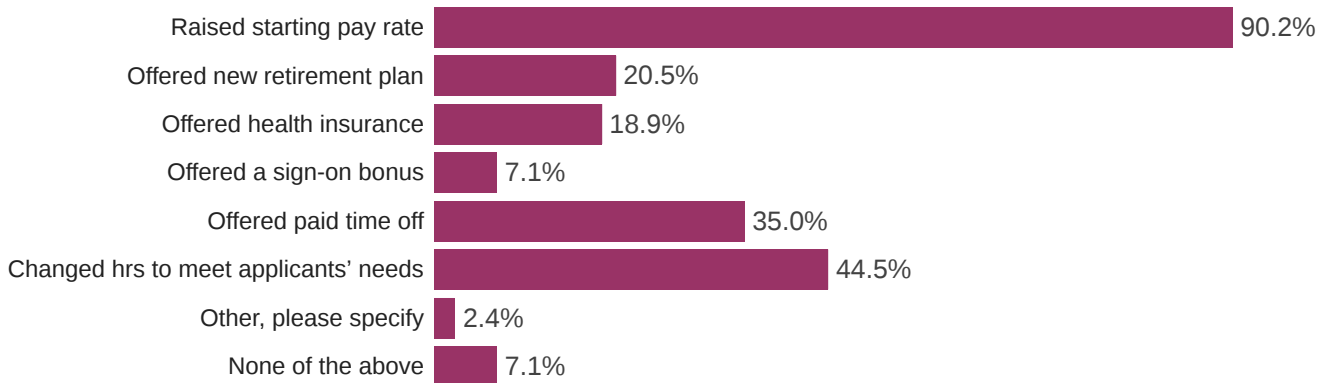
Non-DSO



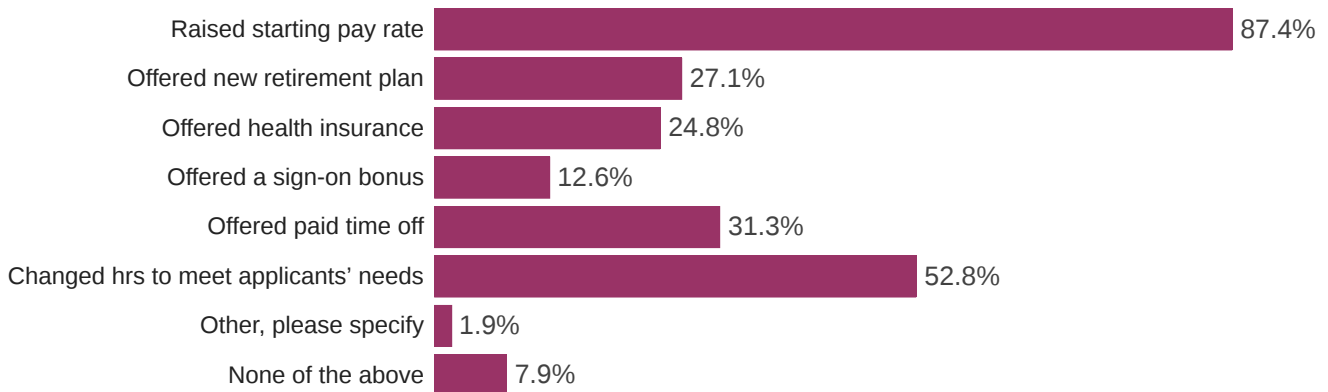
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY PRACTICE SIZE

Solo dentists



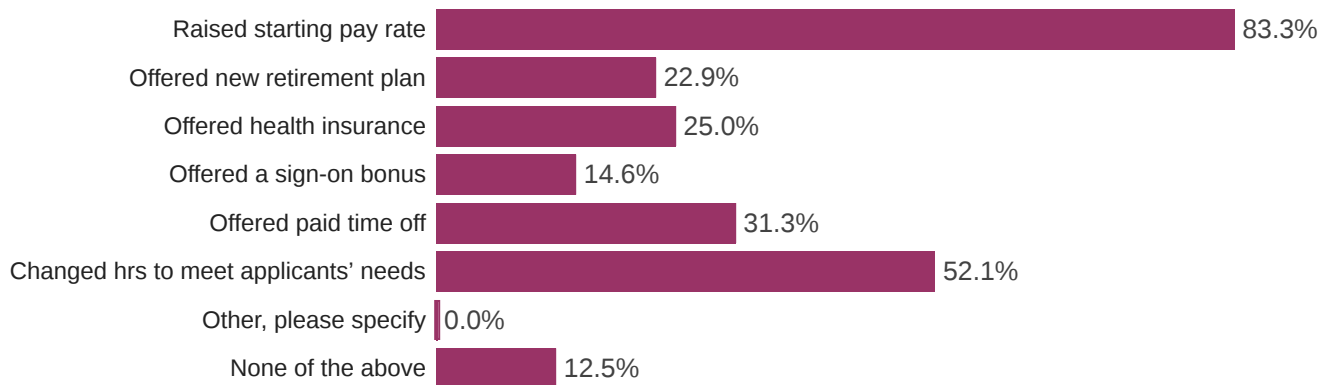
2 to 9 dentists



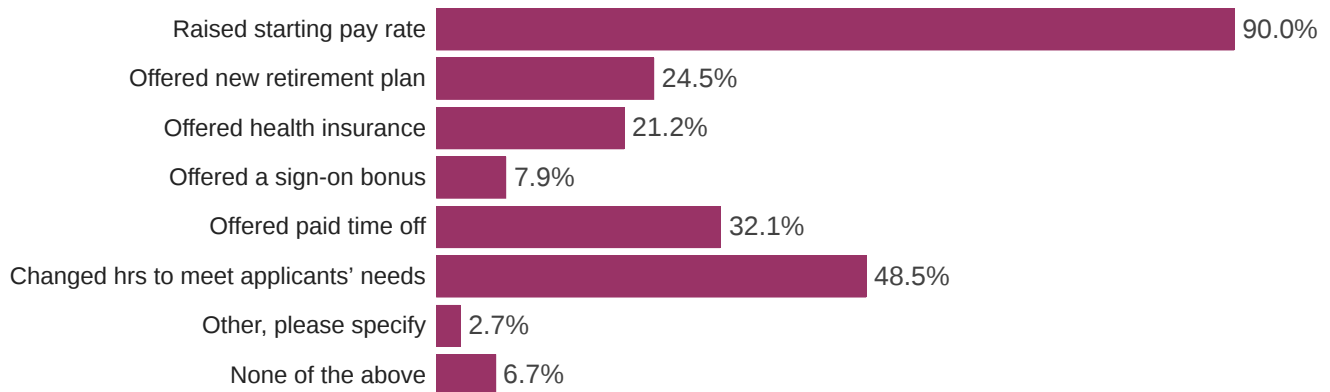
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY GEOGRAPHY

Top 20 cities



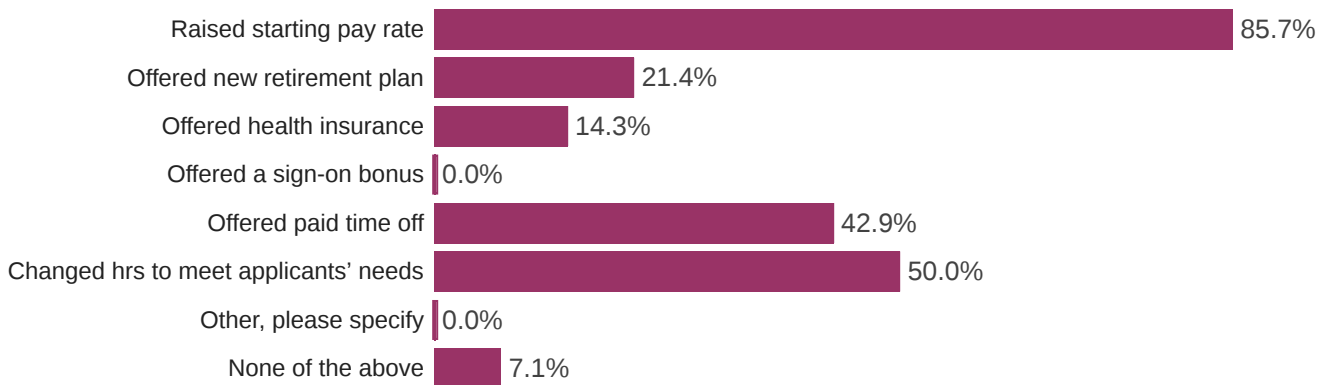
Other urban



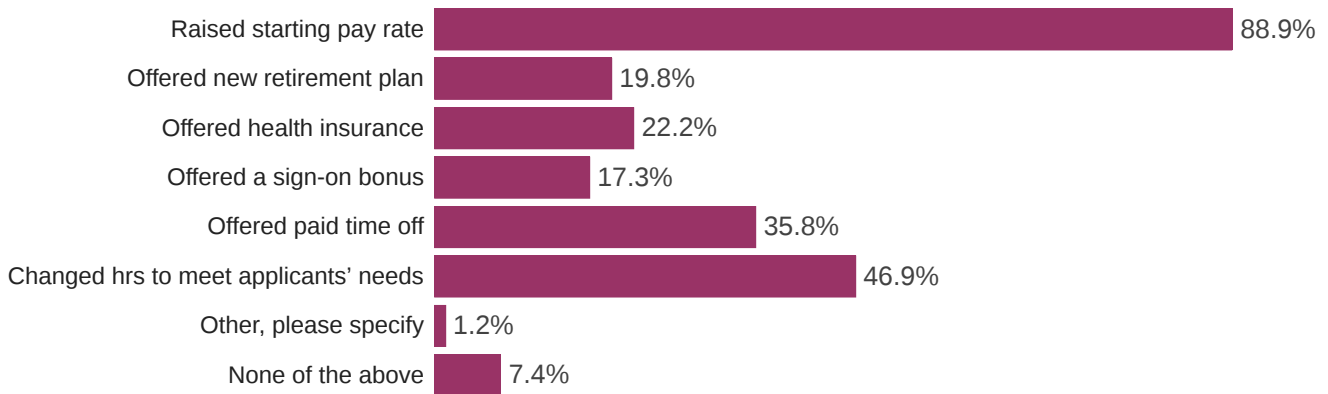
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY GEOGRAPHY (continued)

Suburban



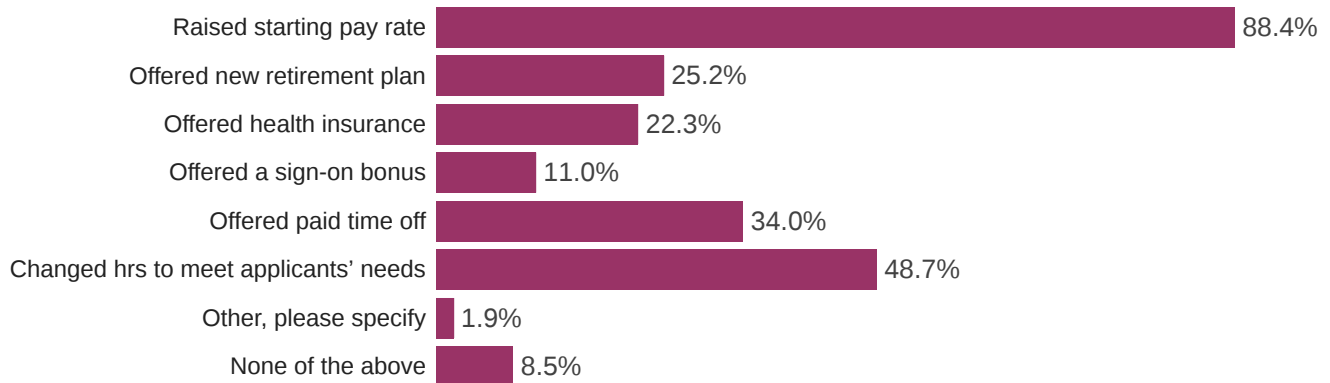
Rural



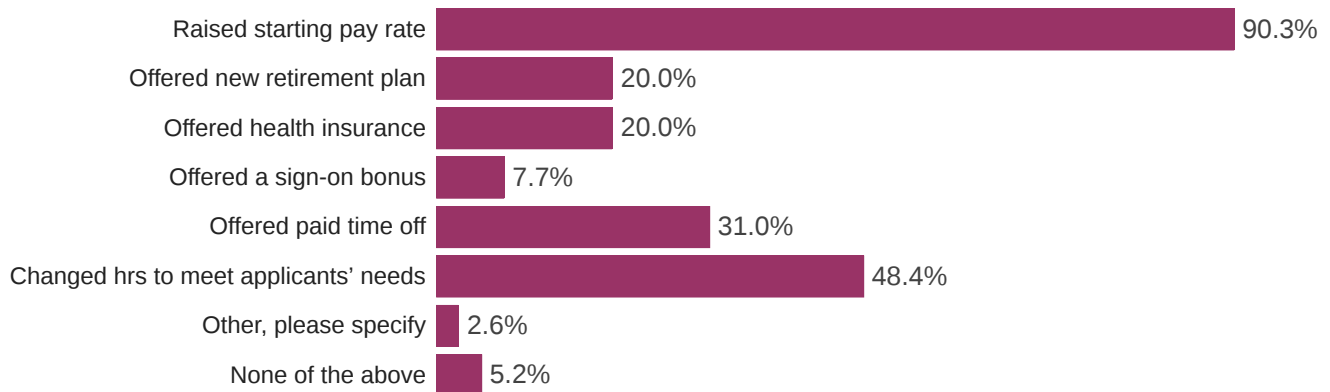
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY SEX

Male



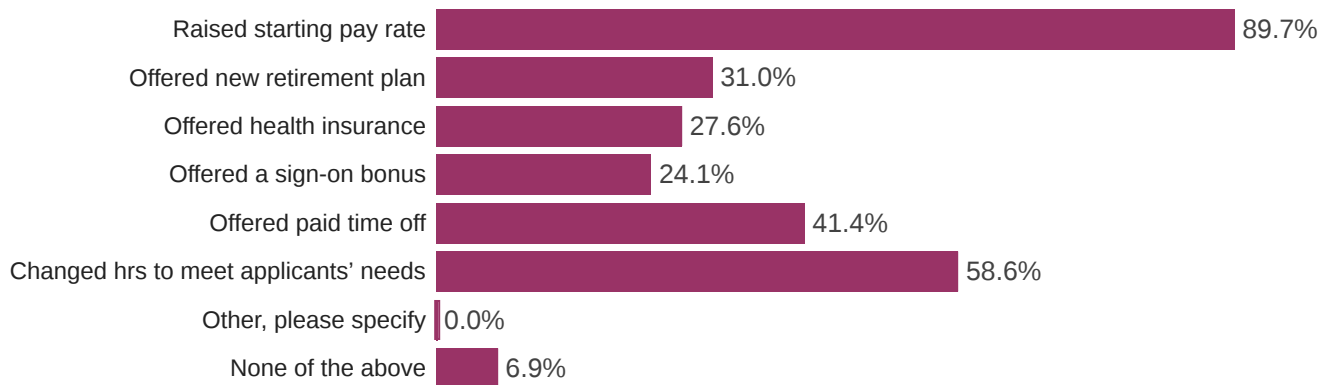
Female



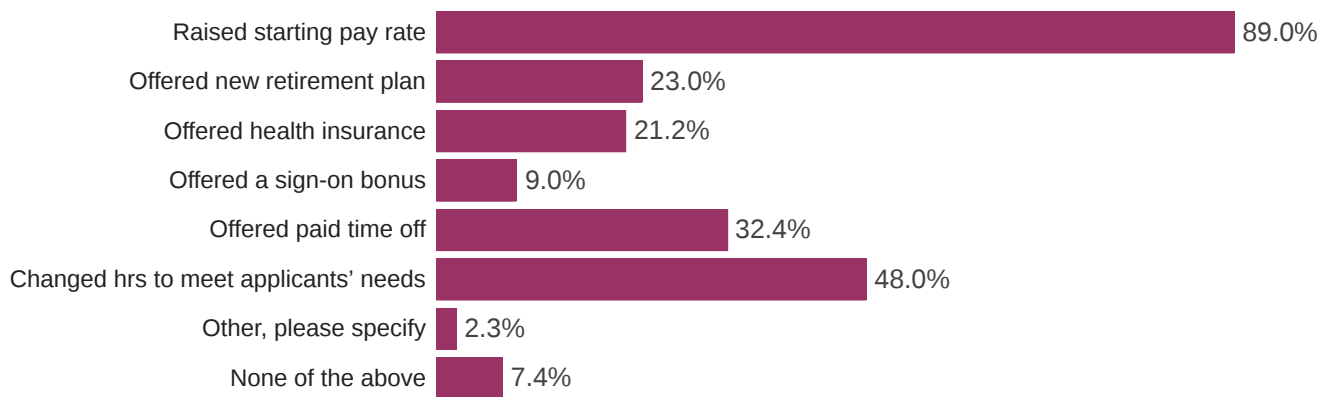
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY YEARS EXPERIENCE

New dentists (graduated 2013 - 2022)



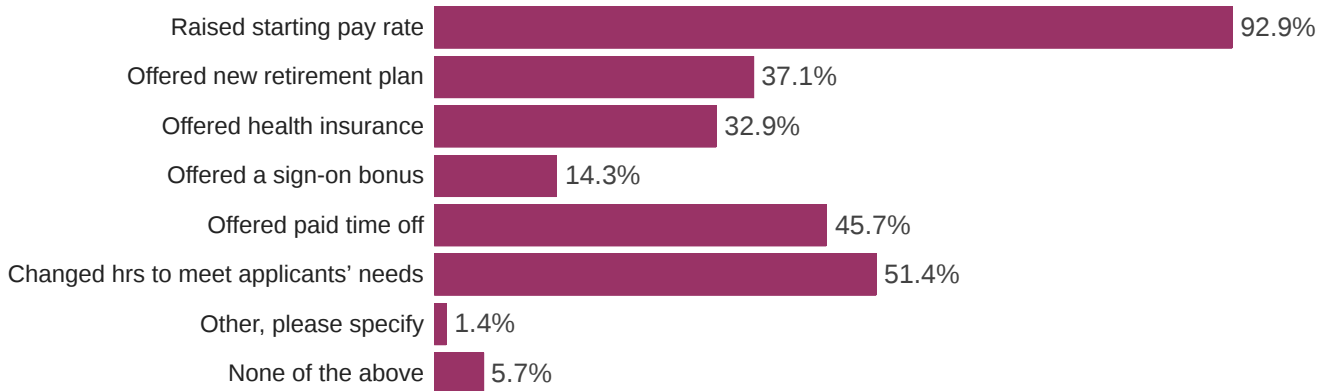
Experienced dentists (graduated before 2013)



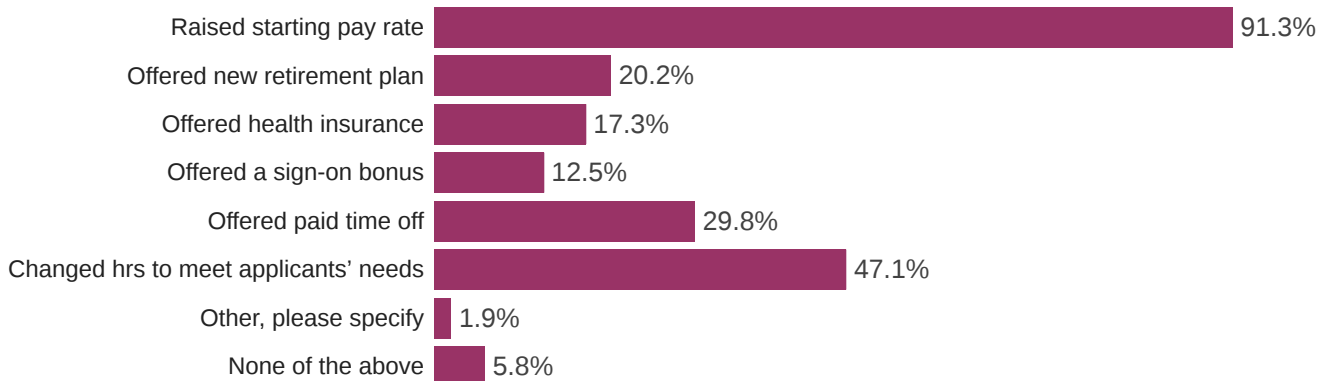
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY AGE GROUP

35 to 44



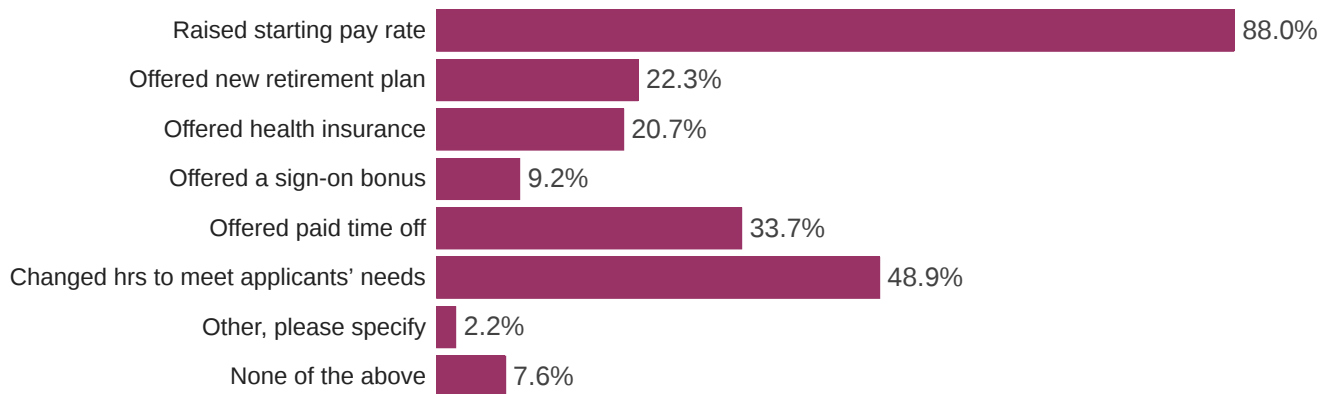
45 to 54



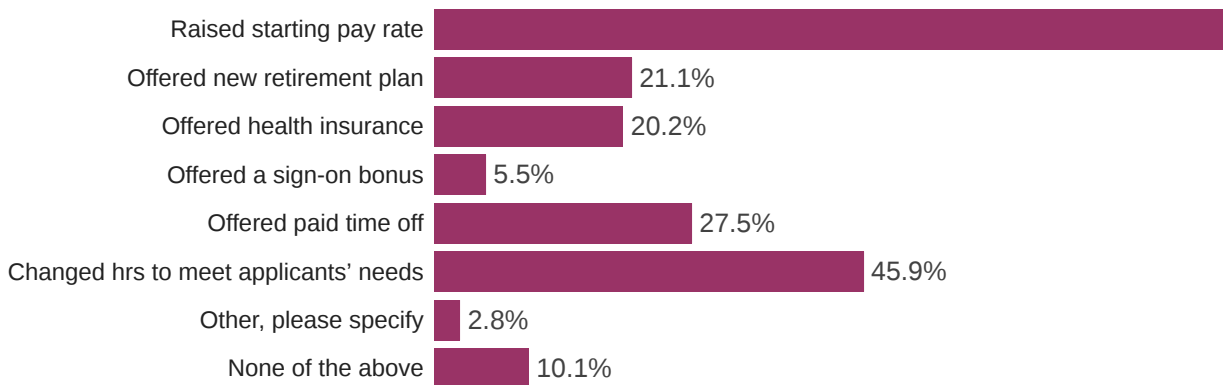
[Owner dentists] Have you offered any of these new benefits to dental hygienist or dental assistant applicants that you did not provide prior to the COVID-19 pandemic? (Select all that apply.) (continued)

BY AGE GROUP

55 to 64



65 or older



Number of Responses by Wave

| Wave | Responses |
|---------|-----------|
| 2022JAN | 1,883 |
| 2022FEB | 1,386 |
| 2022MAR | 1,916 |
| 2022APR | 1,423 |
| 2022MAY | 1,389 |
| 2022JUN | 1,203 |
| 2022JUL | 1,162 |
| 2022AUG | 1,204 |
| 2022SEP | 1,102 |
| 2022OCT | 1,170 |
| 2022NOV | 1,137 |
| 2022DEC | 1,138 |
| 2023JAN | 1,209 |
| 2023FEB | 1,168 |
| 2023MAR | 1,053 |
| 2023APR | 1,008 |

Number of Responses by Group - Week of April 17, 2023

| Ownership status | Choice Count |
|---|--------------|
| Owner dentist (i.e., sole owner, partner, or shareholder) | 920 |
| Employee dentist (nonowner) | 43 |
| Associate dentist (nonowner) | 26 |
| Independent contractor | 19 |

Number of Responses by Group - Week of April 17, 2023 (continued)

| DSO Affiliation | Choice Count |
|-----------------|--------------|
| DSO | 49 |
| Non-DSO | 959 |

| Practice Size | Choice Count |
|----------------------------|--------------|
| Solo dentists | 595 |
| 2 to 9 dentists | 404 |
| Large group (10+ dentists) | 9 |

| Geography | Choice Count |
|---------------|--------------|
| Top 20 Cities | 83 |
| Other Urban | 725 |
| Suburban | 41 |
| Rural | 158 |

| Sex | Choice Count |
|--------|--------------|
| Male | 678 |
| Female | 330 |

| Years Experience | Choice Count |
|--|--------------|
| New dentists (graduated 2013 - 2022) | 70 |
| Established dentists (graduated before 2013) | 938 |

Number of Responses by Group - Week of April 17 (continued)

| Age | Choice Count |
|-------|--------------|
| <35 | 22 |
| 35-44 | 146 |
| 45-54 | 233 |
| 55-64 | 340 |
| 65+ | 267 |

| Race/Ethnicity | Choice Count |
|------------------------------------|--------------|
| White | 774 |
| Asian | 87 |
| Hispanic | 52 |
| Black | 10 |
| Native Hawaiian / Pacific Islander | 2 |
| American Indian / Alaska Native | 3 |
| Other | 15 |
| Unknown | 65 |