

DENTAL ASSISTANT REPORT

2023 Dental Salary Survey



2023 Salary Survey | Dental Assistant Report

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Dental Assistant Report Summary & Highlights

Between July to September 2022, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from nearly 15,000 dental professionals nationwide, including 2,404 dental assistants. From compensation to work environments to the job turnover rate, this report captures some of the latest trends takeaways from responding dental assistants.

Please note: all percentages have been rounded to the nearest 0.25%. All income dollar amounts have been rounded to the nearest \$5. Hourly rates have been rounded to the nearest \$0.05.

Key Highlights & Takeaways

- **Overall job and income satisfaction increased:** nearly 54% received a pay increase in 2022, and nearly 39% of respondents reported they are "satisfied" or "very satisfied" with their total compensation.
- Dental assistants in corporate practices (DSOs) reported an **average income that was 9.5% higher year-over-year**, compared with a 7.25% average pay increase in private practices.
- **37% of dental assistants earn over \$50K** (a 23% year-over-year increase over 2021).
- 27% of dental assistants reportedly plan to apply to jobs within 12 months of the survey period.
- The variance between corporate and private practice hours grew significantly, with **60% of dental assistants in corporate practices (DSOs) reportedly working 35+ hours per week**, compared with 42.5% of dental assistants in private practices.
- EFDA and DANB certifications improve pay:
 - 50% have Expanded Duties/Function (EDF) Certification, and 45% have DANB Certification.
 - Responding **EFDA**s reported earning **\$1.45 more per hour** than the average dental assistant hourly rate, and those with **DANB Certification** earned **\$1.30 more per hour**.
- **44.25% of dental assistants in private practices reported they receive health insurance** as a benefit. This is a drastic jump from one year ago when just 26% of DAs in private practices reported getting health insurance.

Income

Average & Median Income for Full-Time Dental Assistants

The averages and medians reported below are based on the total primary incomes reported by 1,545 dental assistants working full-time (32 or more hours per week).

NATIONAL

Average Income = \$42,090

Median Income = \$42,000



REGIONAL

Average income by region, from highest to lowest

Pacific (AK, CA, HI, OR, WA)
Average: \$47,725

New England (CT, MA, ME, NH, RI, VT)
Average: \$46,725

Middle Atlantic (NJ, NY, PA)
Average: \$46,200

South Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)
Average: \$43,170

East North Central (IL, IN, MI, OH, WI)
Average: \$42,080

Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)
Average: \$40,400

West North Central (IA, KS, MN, MO, NE, ND, SD)
Average: \$39,880

West South Central (AR, LA, OK, TX)
Average: \$36,625

East South Central (AL, KY, MS, TN)
Average: \$35,735

Median income by region, from highest to lowest

New England (CT, MA, ME, NH, RI, VT)
Median: \$49,290

Pacific (AK, CA, HI, OR, WA)
Median: \$47,250

Middle Atlantic (NJ, NY, PA)
Median: \$46,000

South Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)
Median: \$42,560

East North Central (IL, IN, MI, OH, WI)
Median: \$41,000

Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)
Median: \$39,375

West North Central (IA, KS, MN, MO, NE, ND, SD)
Median: \$37,000

West South Central (AR, LA, OK, TX)
Median: \$35,875

East South Central (AL, KY, MS, TN)
Median: \$32,665

Income

Based on Experience & Practice Type

Average income based on experience

Nationally, the average full-time income of responding dental assistants rises with years of experience, ranging from \$33,325 for assistants with less than five years of experience to \$47,500 for assistants with 30+ years of experience.



Average income based on practice type



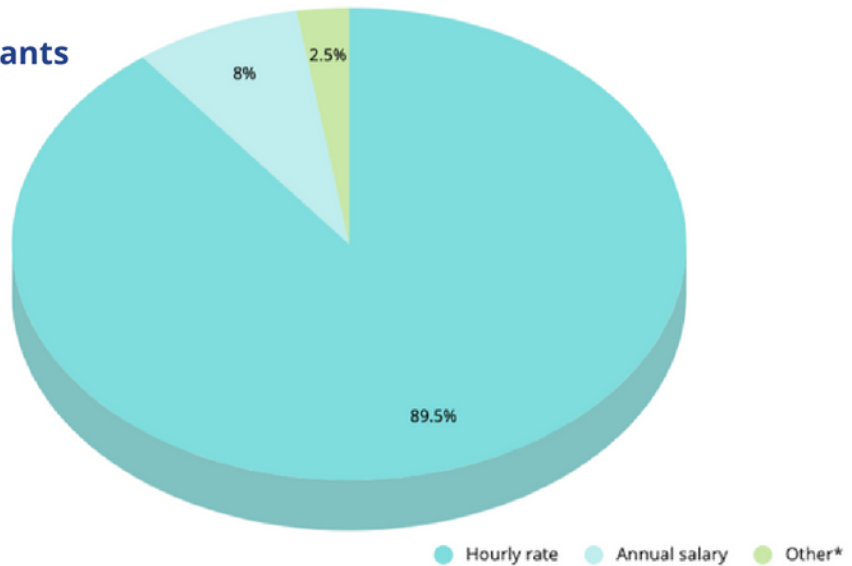
**Other includes public health, university, community, prison, military, hospital, and Native American Reservation clinics.*

Income

Hourly Rates for Dental Assistants

Nearly 90% of dental assistants are paid an hourly rate

**Other includes a percent of production, percent of collections, and commission.*



National average hourly rates

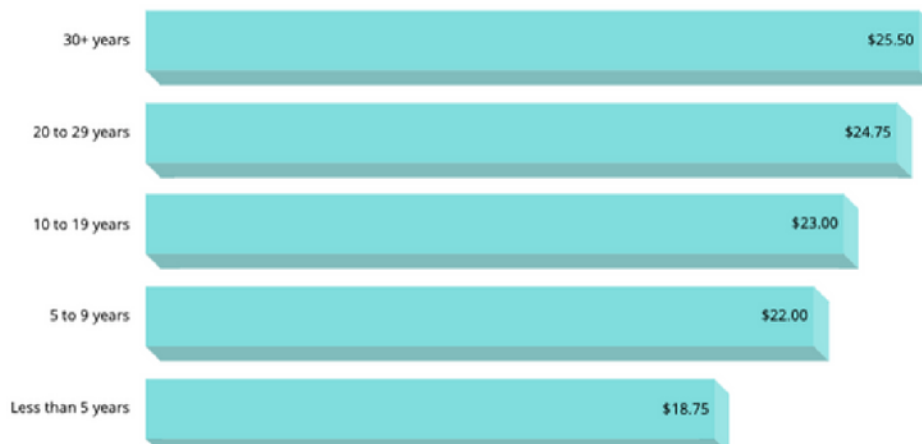
- The average hourly rate for all responding dental assistants is \$22.30
- The average hourly rate for respondents with DANB certification is \$23.60
- The average hourly rate for respondents with Expanded Functions certification is \$23.75

Full-time temp hourly rate

- The average hourly temp rate reported by full-time temps is \$23.90

Hourly rate based on years of experience

- As expected, the average hourly rate increases with years of experience, from \$18.75 for those with less than five years of experience to \$25.50 for dental assistants with 30+ years of experience



Income

Year-Over-Year Comparison

A look at how dental assistant income has changed in the last year

To measure the percentage increase in dental assistant income in the previous 12 months, the average income reported in last year's 2021 survey was compared to the average income reported in this year's 2022 survey. In all measured clinical environments, the average national income rose in the last year.

- Dental assistants assisting general dentists in private practices reportedly earned 7.25% more year-over-year
- Dental assistants who work in specialist private practices reportedly earned 7.5% more year-over-year
- Dental assistants in corporate practices (DSOs) reportedly earned 9.5% more year-over-year
- Dental assistants working in other types of clinical situations (i.e., public health, mobile clinics, prisons, school-based programs, Native American Indian reservations, universities, and hospital clinics) reportedly earned 6.25% more year-over-year

Average Full-Time Income			
	2022	2021	Increase
All	\$42,090	\$39,071	7.5%
General Private Practices	\$42,200	\$39,325	7.25%
Corporate Practices (DSOs)	\$40,430	\$36,885	9.5%
Specialist Practices	\$42,010	\$39,070	7.5%
Other*	\$43,310	\$40,770	6.25%

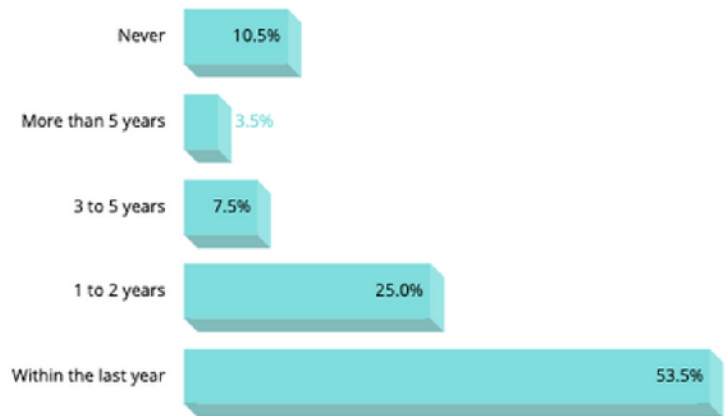
*Other includes public health, university, community, prison, military, hospital, and Native American Reservation clinics.

Income

Pay Increases

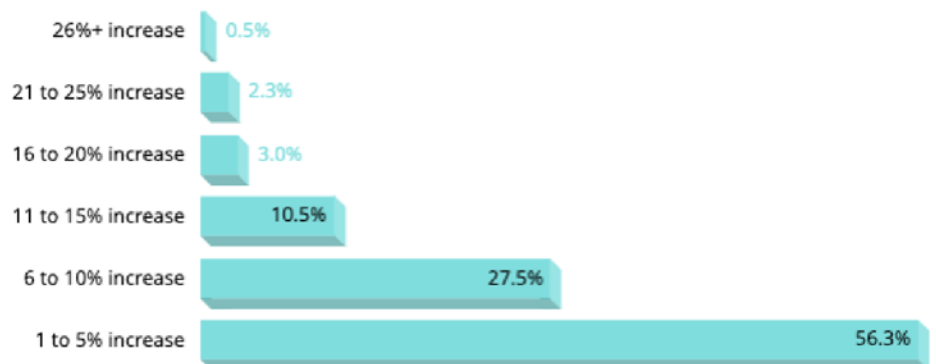
When was the last time dental assistants received a raise?

- 53.5% of respondents received their last pay increase in the last year
- An additional 25% received their last pay increase in the year prior



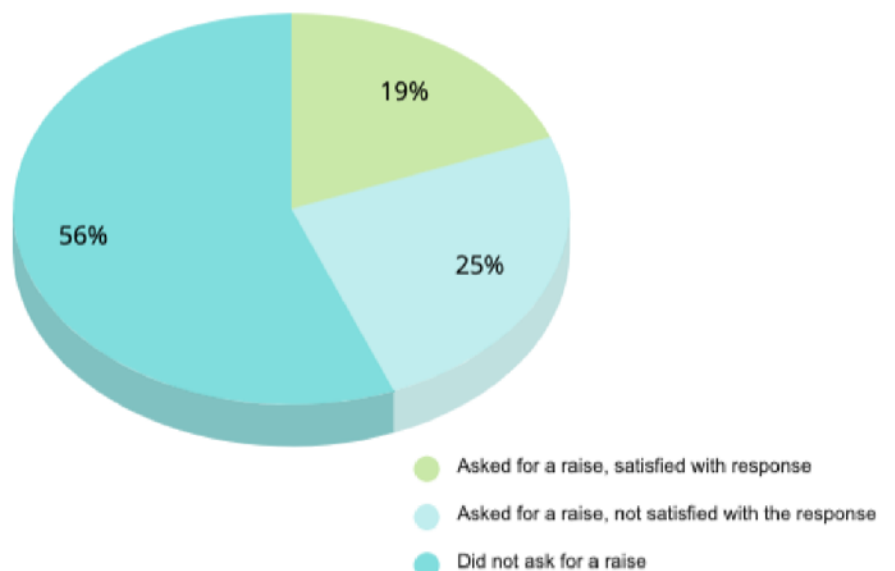
Size of pay increase

- 56.3% of responding dental assistants reported their last raise was an increase of 1 to 5%



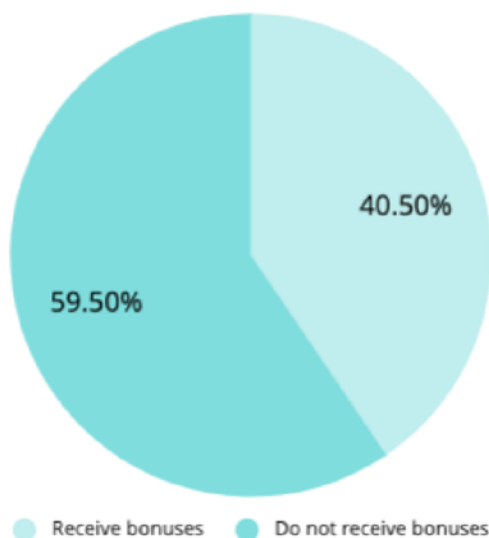
44% asked for a raise in the last year

- 25% of respondents requested a raise and were dissatisfied with the response they received
- 19% of respondents asked for a raise and were satisfied with the response they received

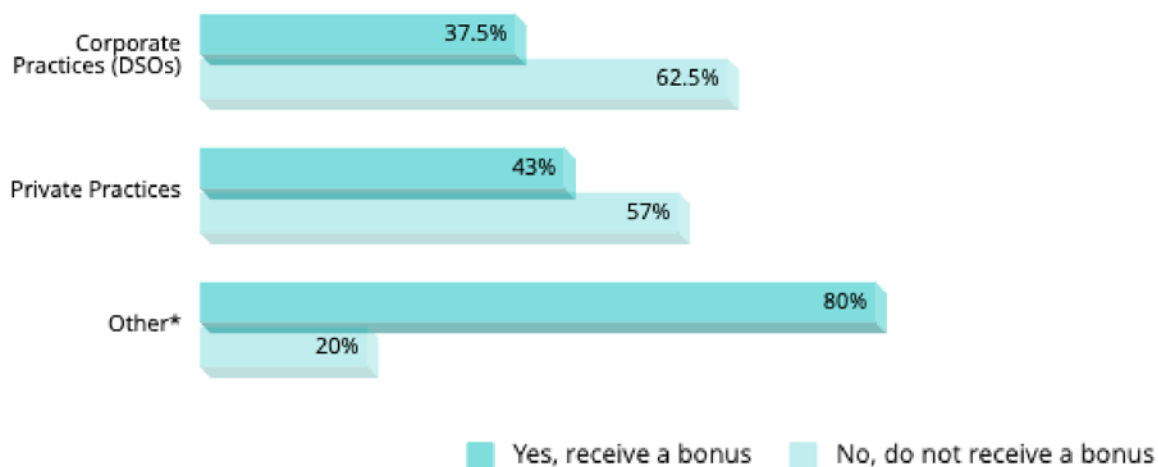


Bonuses

Over 40% of dental assistants are paid some form of bonus



Percentages of dental assistants receiving bonuses by practice type

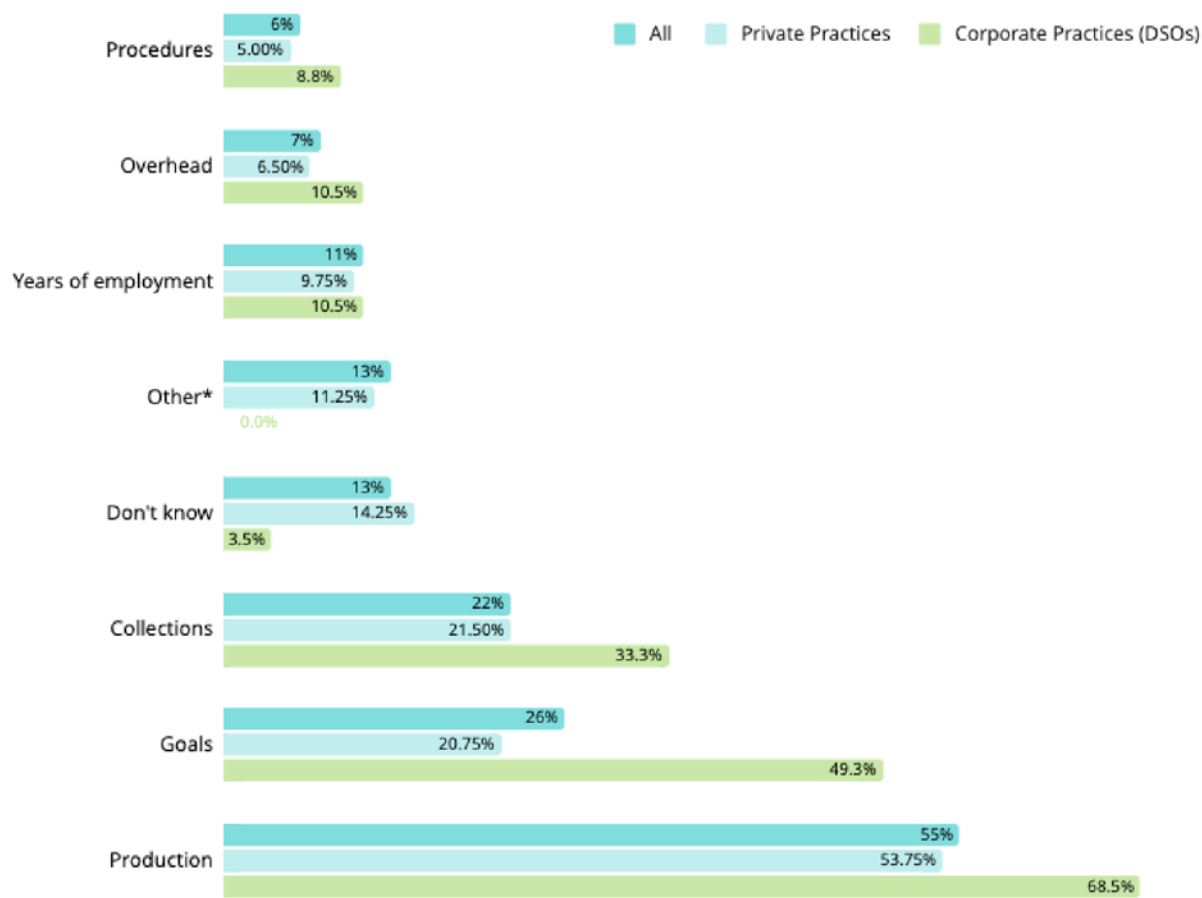


**Other includes public health, university, community, prison, military, hospital, and Native American Reservation clinics.*

Bonuses

Basis of bonuses

- 55% of dental assistant bonuses are based on a percentage of production. Production is the highest reported basis in both private and corporate practices.
- 25.5% of dental assistant bonuses are based on achieving goals, with nearly 50% of bonuses in corporate practices based on goals compared with just over 20% in private practices.
- 21.5% of dental assistant bonuses are based on a percent of collections, with more than 33% of bonuses in corporate practices based on collections compared with just over 21% in private practices.
- Some respondents reported multiple bases because they receive more than one type of bonus.

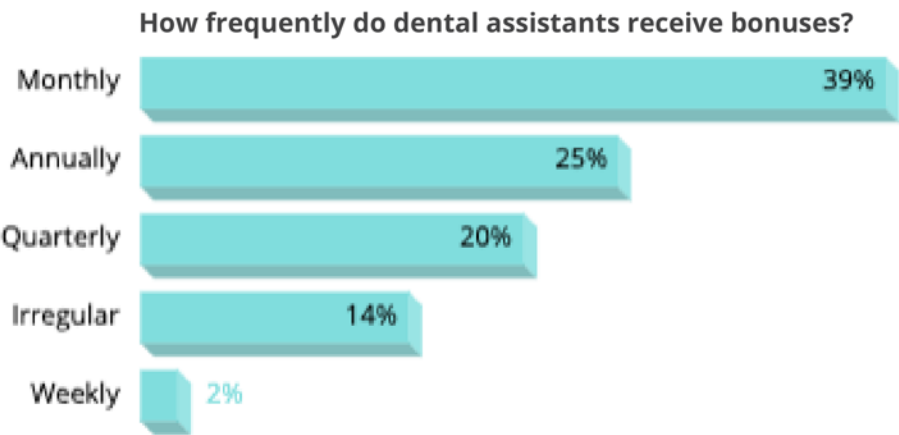


*Other includes retention appreciation and end-of-year holiday bonuses.

Bonuses

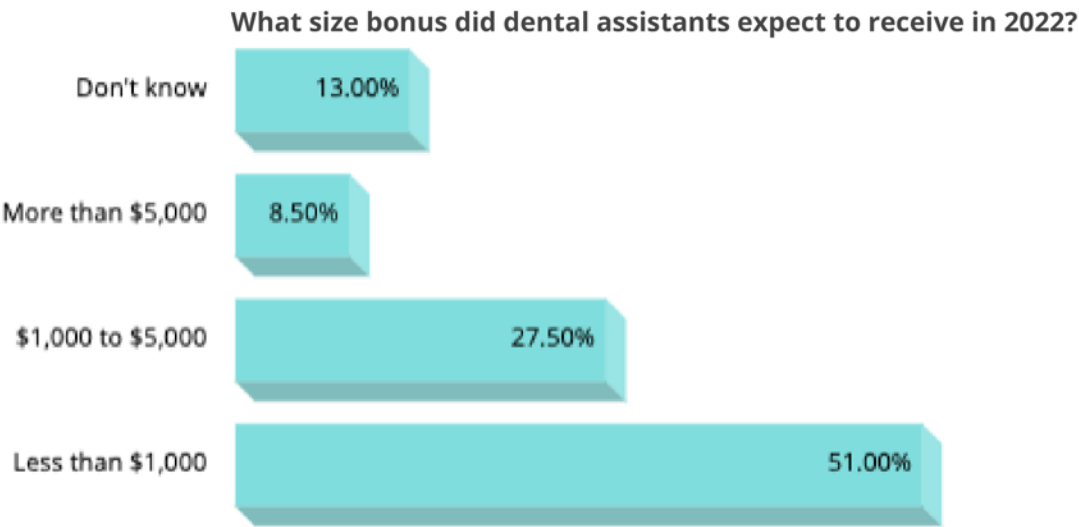
Frequency of bonus payouts

- 39% of dental assistant bonuses are paid monthly
- 25% of dental assistant bonuses are paid annually, and 20% are paid quarterly



Expected bonuses in 2022

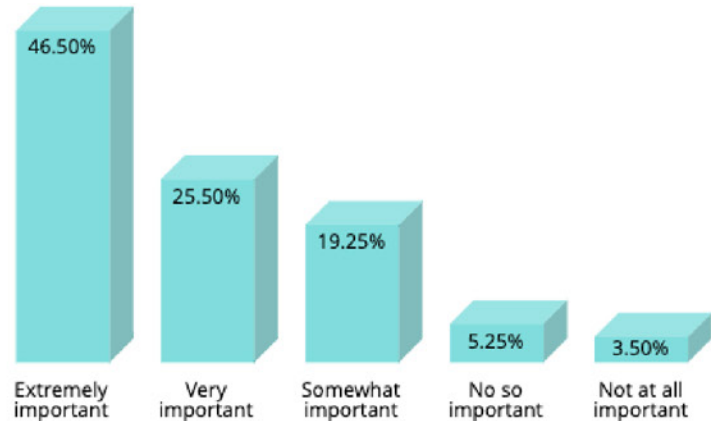
- More than half of the dental assistants receiving bonuses expected their bonuses to total less than \$1,000 in 2022
- 27.5% expected their bonuses to total \$1,000 to \$5,000 in 2022



Benefits

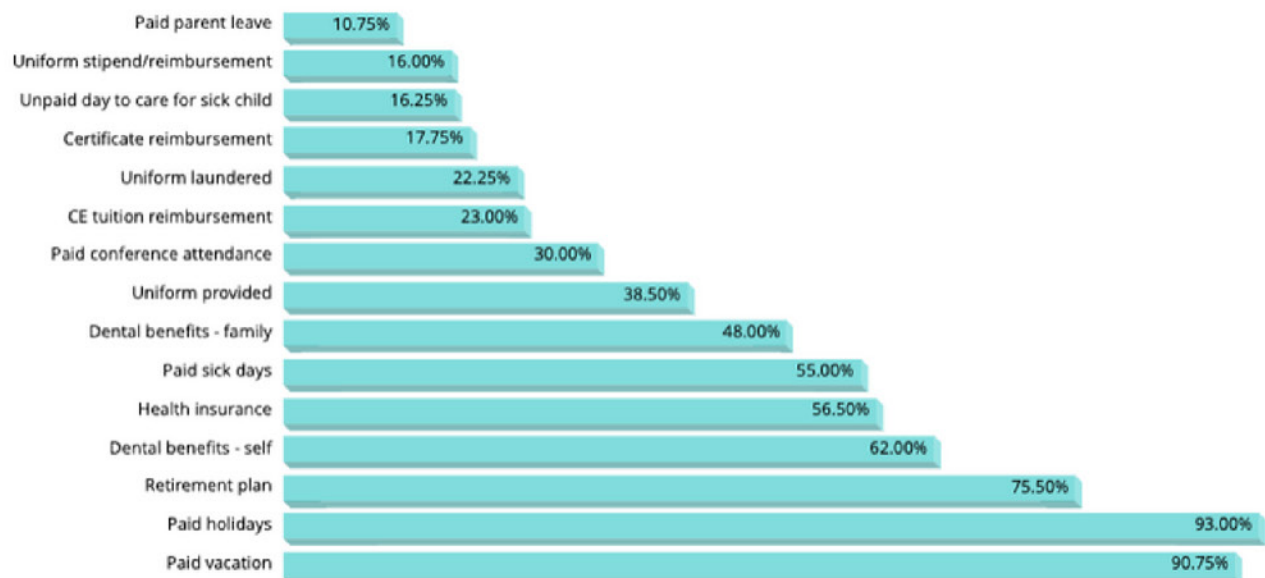
Importance of benefits

- 72% of responding dental assistants said employee benefits are “very important” to “extremely important” to them

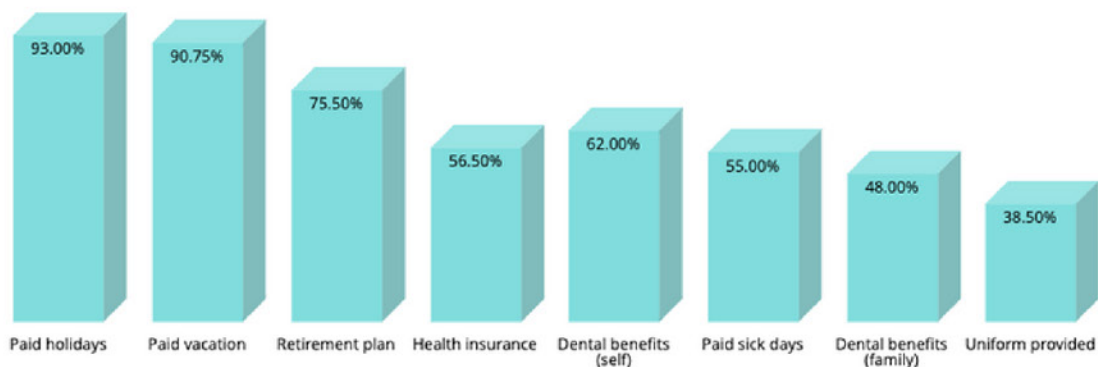


The benefits dental assistants commonly receive

- Full-time dental assistants receive up to fifteen benefits measured in the survey



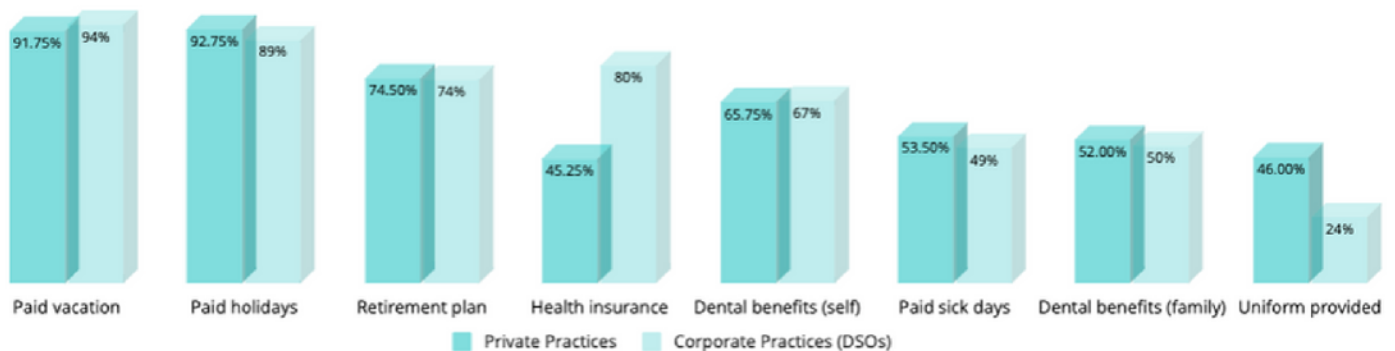
Top 8 benefits dental assistants receive



Benefits

Top 8 benefits dental assistants receive: comparing private vs. corporate practices

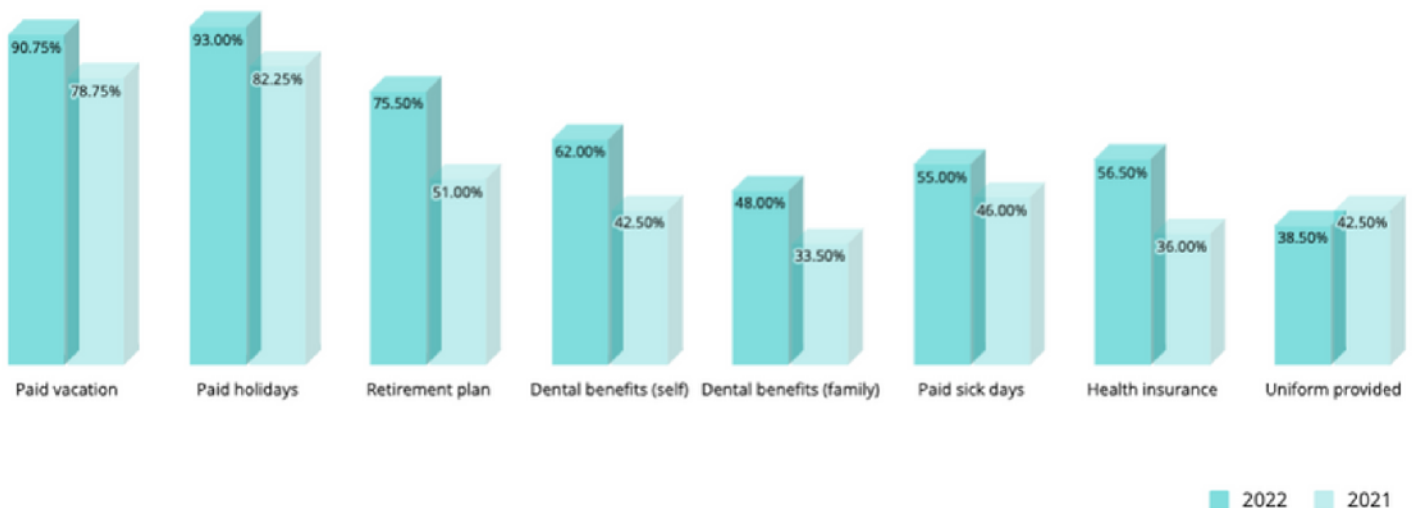
Among full-time dental assistants receiving benefits, the following top eight benefits were reported for private practices vs. corporate practices:



Top 8 benefits: year-over-year comparison

The number of dental assistants receiving benefits increased year-over-year

- Health benefits increased by 25.5%
- Retirement benefits increased by 24.5%

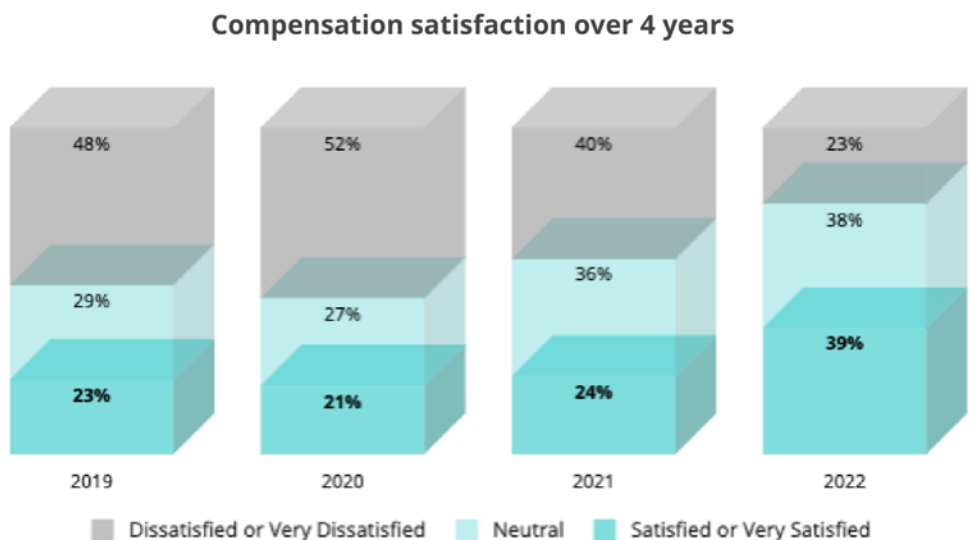


Satisfaction with Total Compensation

38.75% of responding dental assistants are “satisfied” or “very satisfied” with their total compensation, including primary income, bonuses, and benefits



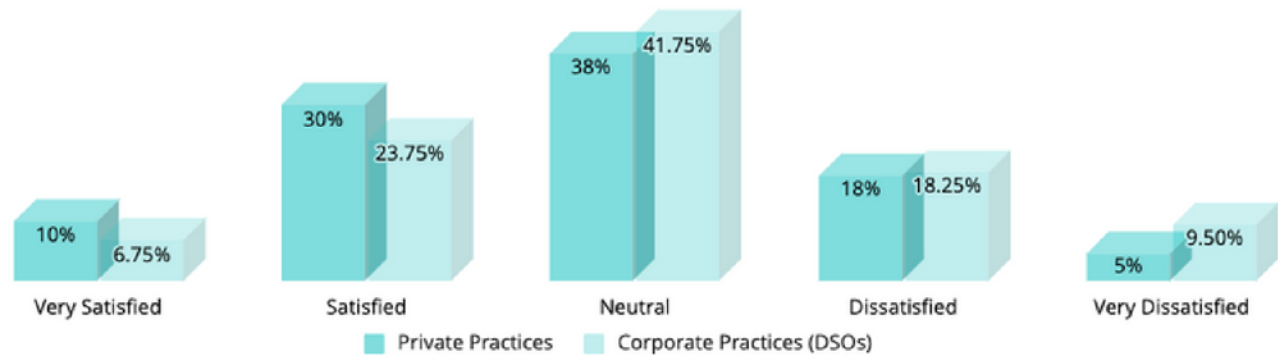
Income satisfaction among dental assistants increased nearly 15% year-over-year



Satisfaction with Total Compensation

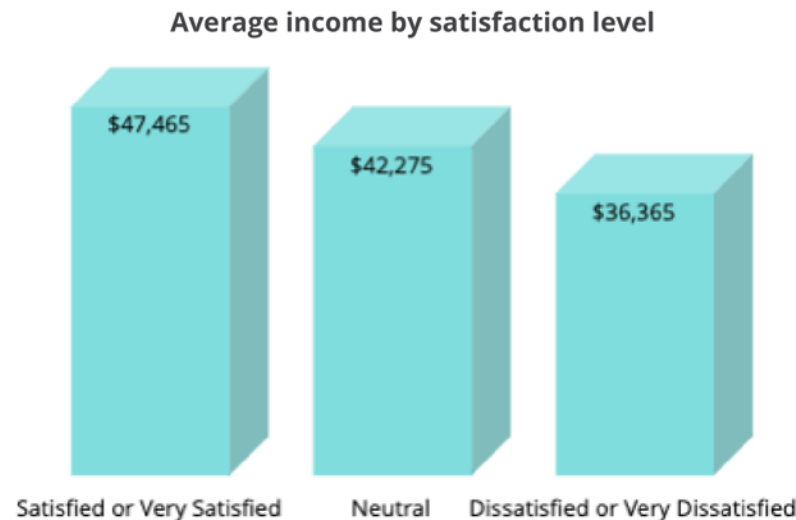
Satisfaction: comparing private vs. corporate practices

- 39.5% of dental assistants working in private practices are “satisfied” or “very satisfied,” compared to 30.5% of dental assistants working in corporate practices



A look at the average income of dental assistants by satisfaction level

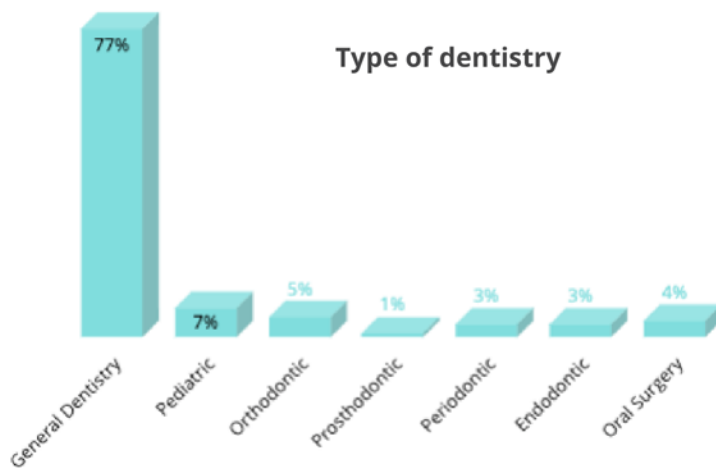
- The average income of "satisfied" and "very satisfied" dental assistants is \$47,465. Their reported incomes range from \$20,000 to \$110,000 with a median income of \$45,000.
- The average income of dental assistants reporting they feel "dissatisfied" and "very dissatisfied" is \$36,365. Their reported incomes range from \$19,000 to \$65,000 with a median income of \$35,000.



Practice Type, Size & Location

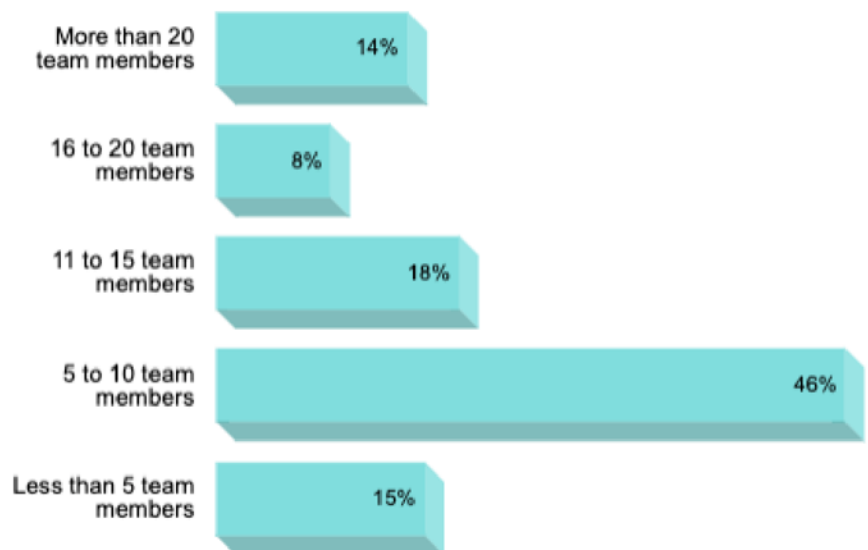
Primary Employment Type & Size

- 77% work with general dentists and 23% work with specialists
- 73.75% work in private practices, 17.25% work in corporate practices, and 9% work in other clinical settings such as public or community health programs
- The number of dental assistants working in corporate practices increased from 16% in 2021 to 17.25% in 2022



How big are the dental clinics they work in?

- The majority (45.5%) of all responding dental assistants work in clinics with 5 to 10 team members



Practice Type, Size & Location

Primary Employment Location & Duties

How many practice locations do dental assistants work in?

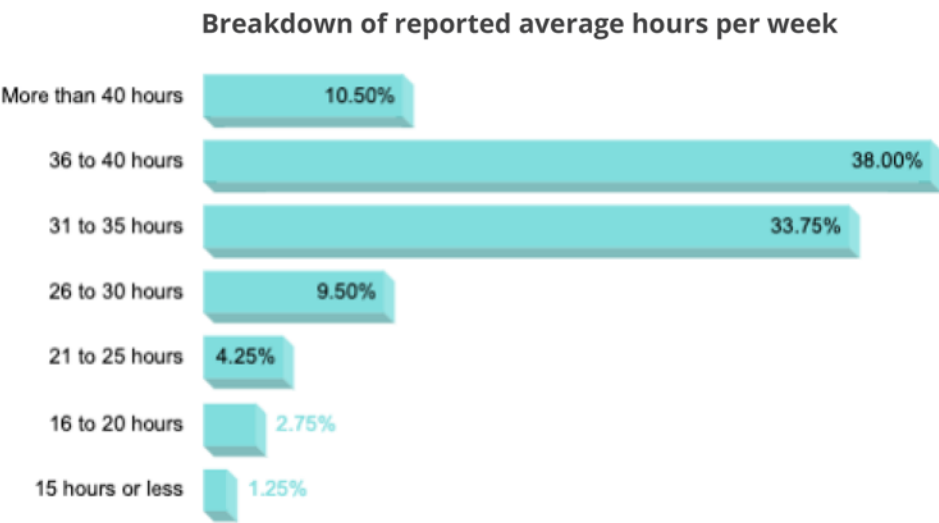
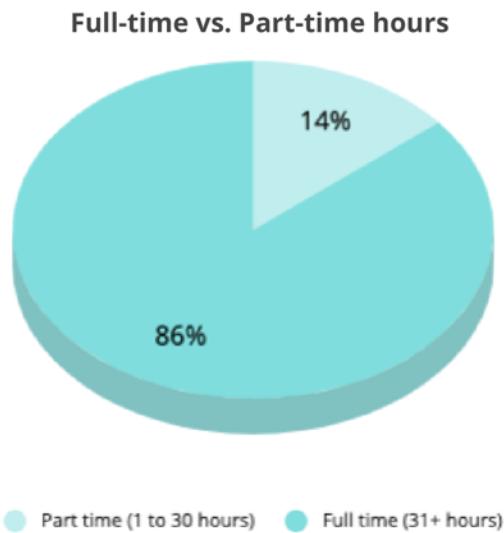
The data reflected in this chart refers to primary employment and not to temping done in addition to primary employment. Temping is separately reported further in this report.



Practice Hours

Average Hours Per Week

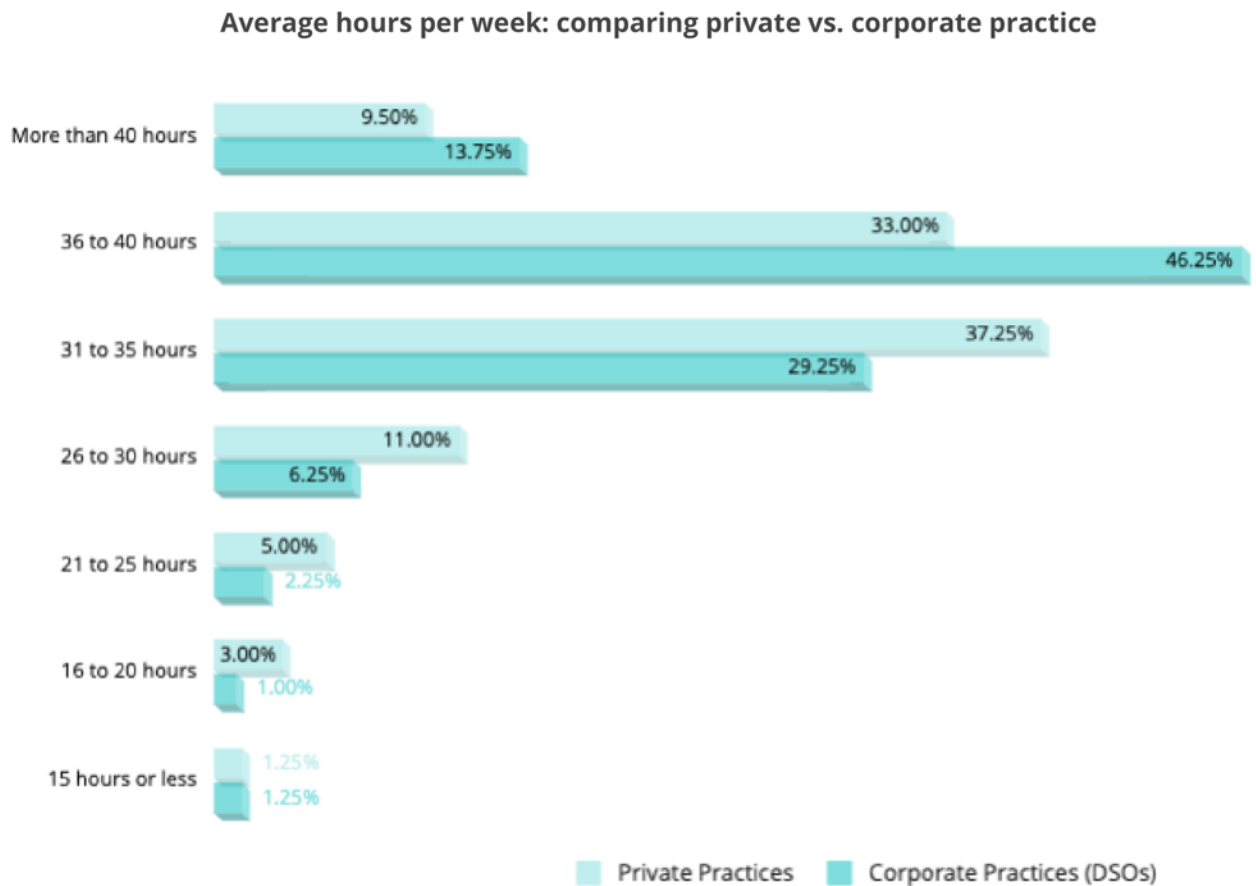
- 86% of respondents work full time (31+ hours)
- 10.5% exceed a 40-hour work week



Practice Hours

Average Hours: Comparing Private vs. Corporate Practice

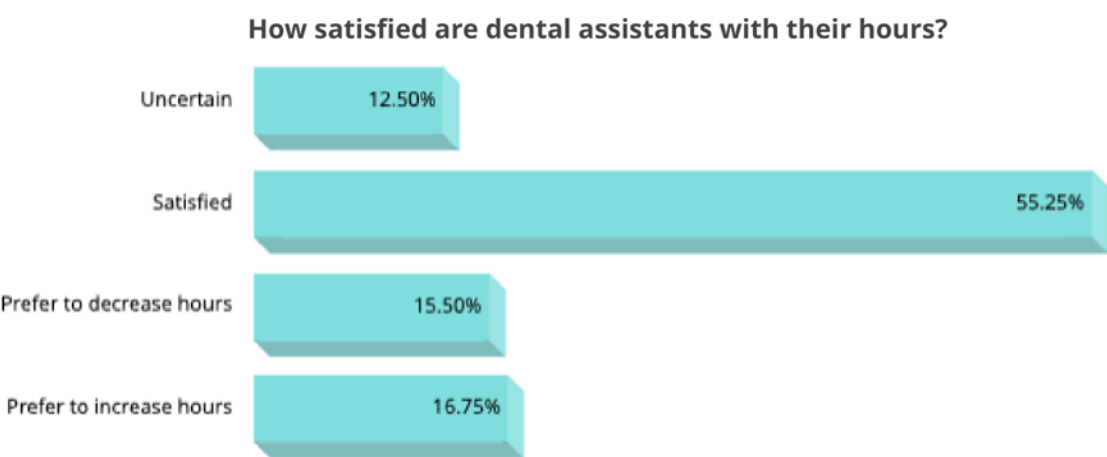
- 60% of respondents working in corporate practices (DSOs) work 35+ hours per week
- 42.5% of respondents working in private practices work 35+ hours per week



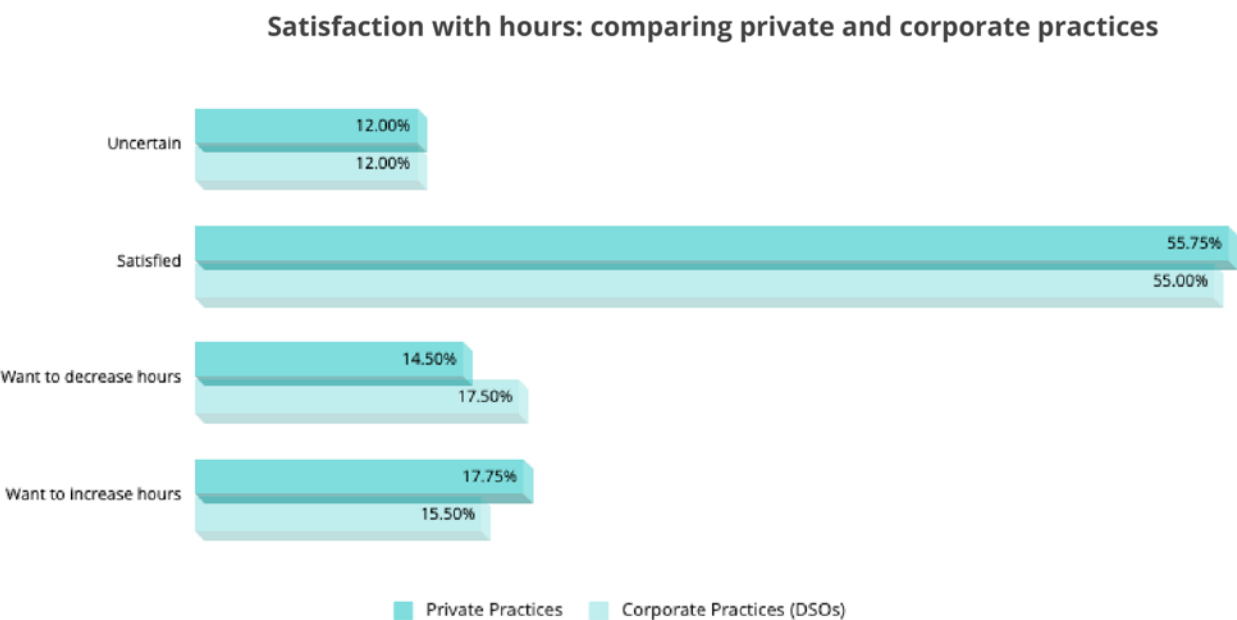
Practice Hours

Satisfaction with Hours

- 55% of respondents are happy with their hours (2% decrease year-over-year)
- 16.8% of all responding dental assistants would like to increase their hours
- 15.5% of all responding dental assistants would like to decrease their hours

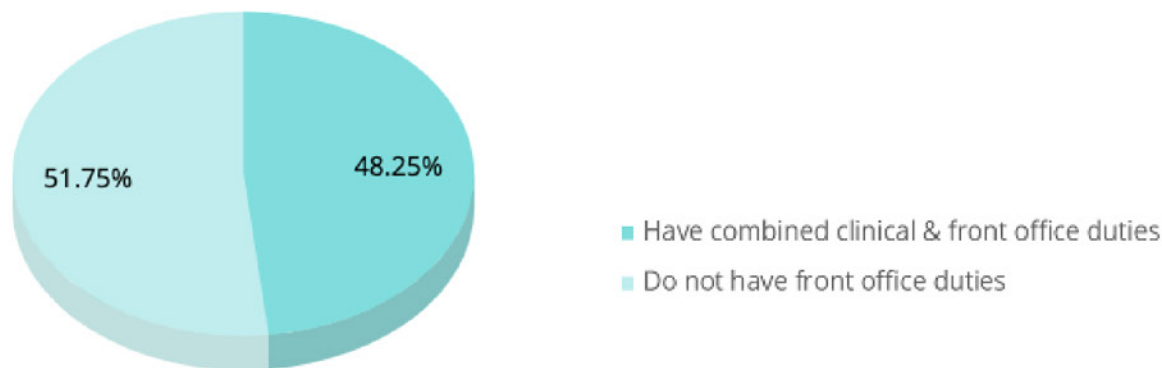


- Dental assistants' satisfaction with their hours is consistent between private and corporate practices



Practice Duties

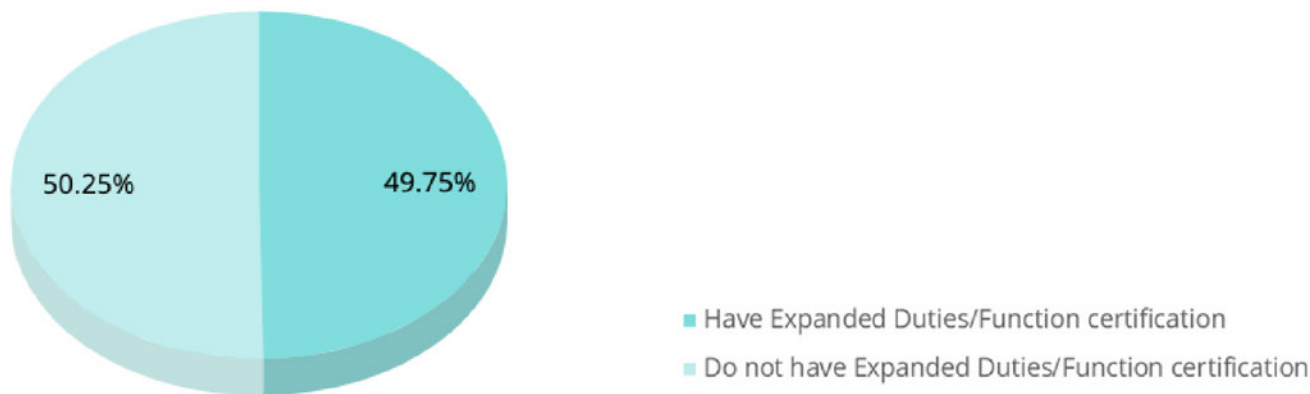
Nearly half of respondents have front office reception and/or administrative duties in addition to their clinical duties



Nearly one-third have the job title “Treatment Coordinator”



Almost half have EFDA Certification



Supplemental Jobs

Dental Assistants Working Additional Jobs

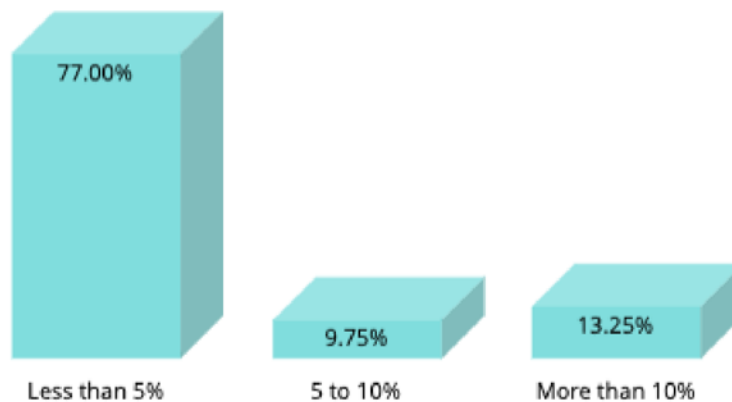
1 in 5 dental assistants (22%) work a side job

- 17.25% earn income from side jobs that are non-dental vs. 5.25 who earn income from dental-related side jobs
- About 28% of those who work side jobs in dentistry also said they do temping in addition to their primary dental assisting job, so 28% of the dental-related side jobs are most likely dental temp jobs



Amount of income supplemented by side jobs

- 13.25% of those working side jobs reportedly earn more than 10% of their income from their side jobs



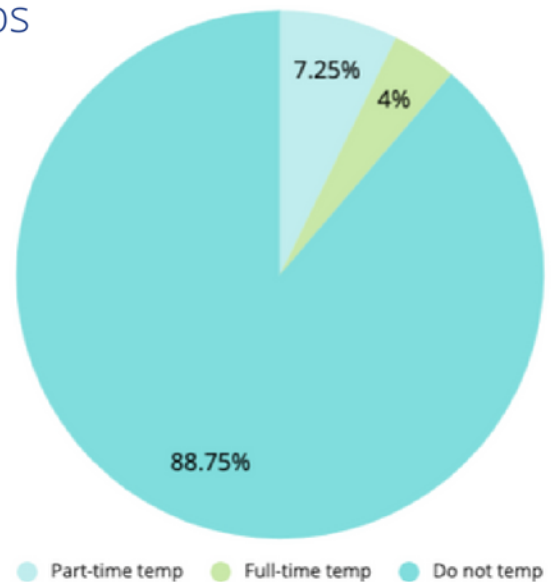
Temp Employment

Dental Assistants Working Temp Jobs

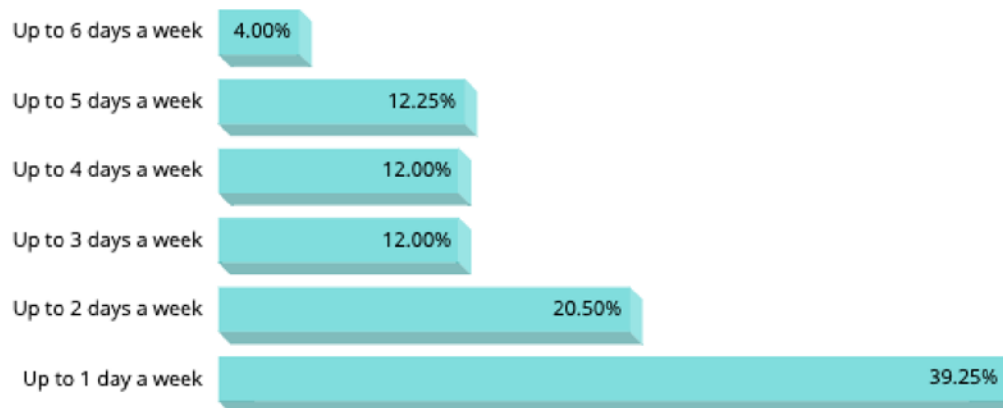
Slightly over 11% of responding dental assistants temp part-time or full-time, a slight increase year-over-year.

- 52.5% of temping dental assistants said they worked dental temp jobs pre-COVID
- 58.25% of temping dental assistants use the services of a temp agency to book jobs
- 83% of temping dental assistants are between the ages of 25 and 54

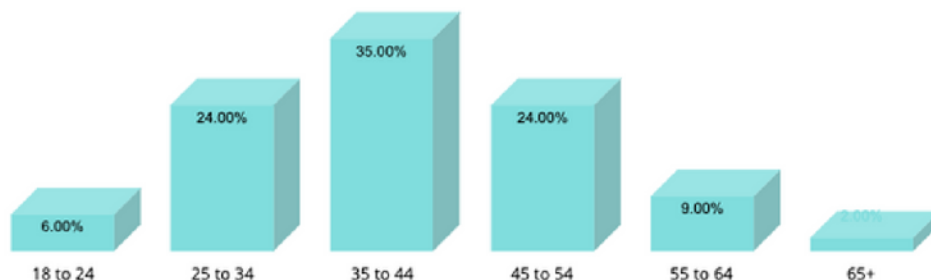
As reported under "Income", the average hourly temp rate is \$23.90, which is \$1.60 more an hour than the average hourly rate of all dental assistants.



Frequency of temping



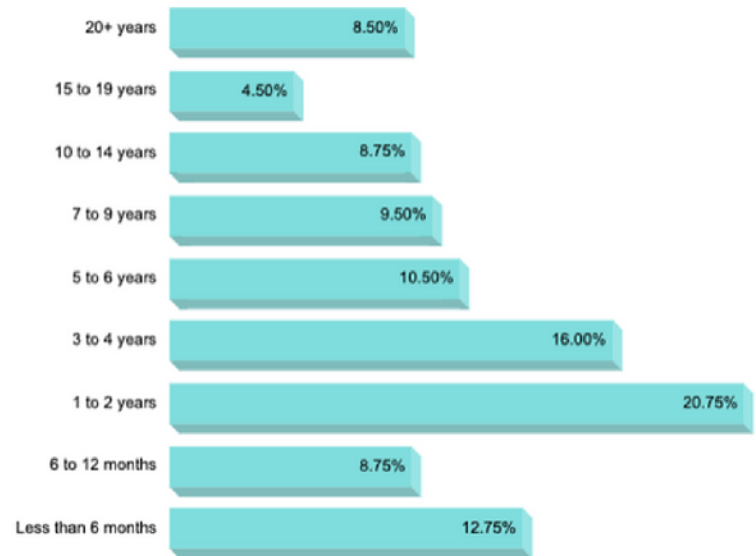
Age distribution of dental assistants working temp jobs



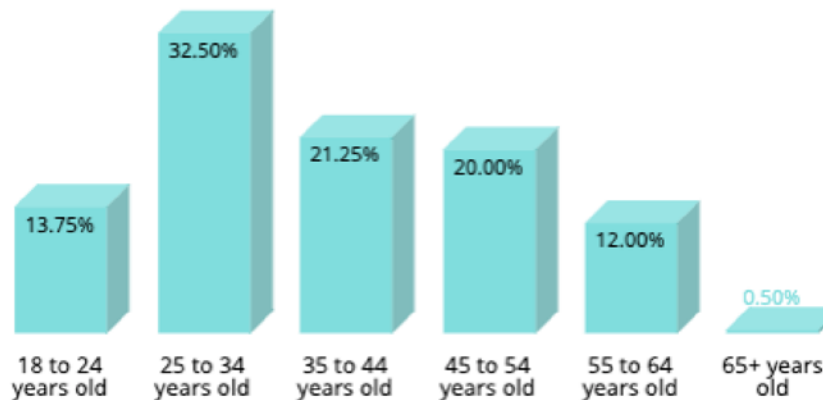
Job Turnover

Longevity with current employer

- 42.25% of responding dental assistants have been with their current employer fewer than three years
- 21.5% have been with their current employer for more than 10 years

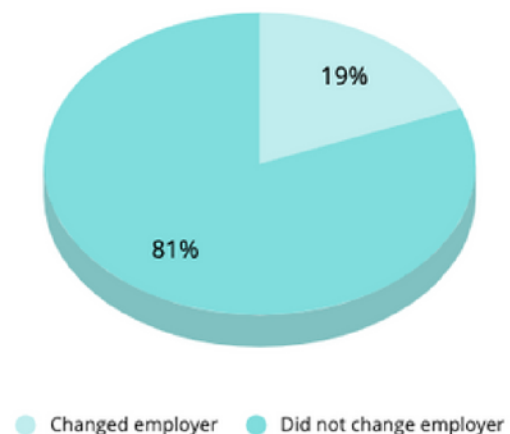


Age distribution of dental assistants who have been with their current employer 5+ years



Changed jobs in the last 12 months

- 19% of respondents changed employment in the last 12 months

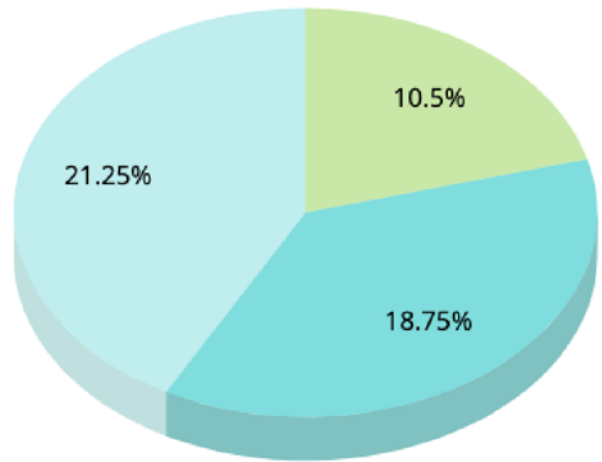


Job Turnover

Job changes by practice type

- 21.25% of dental assistants in corporate practices changed jobs compared to 18.75% in private practices and 10.5% in other clinical settings

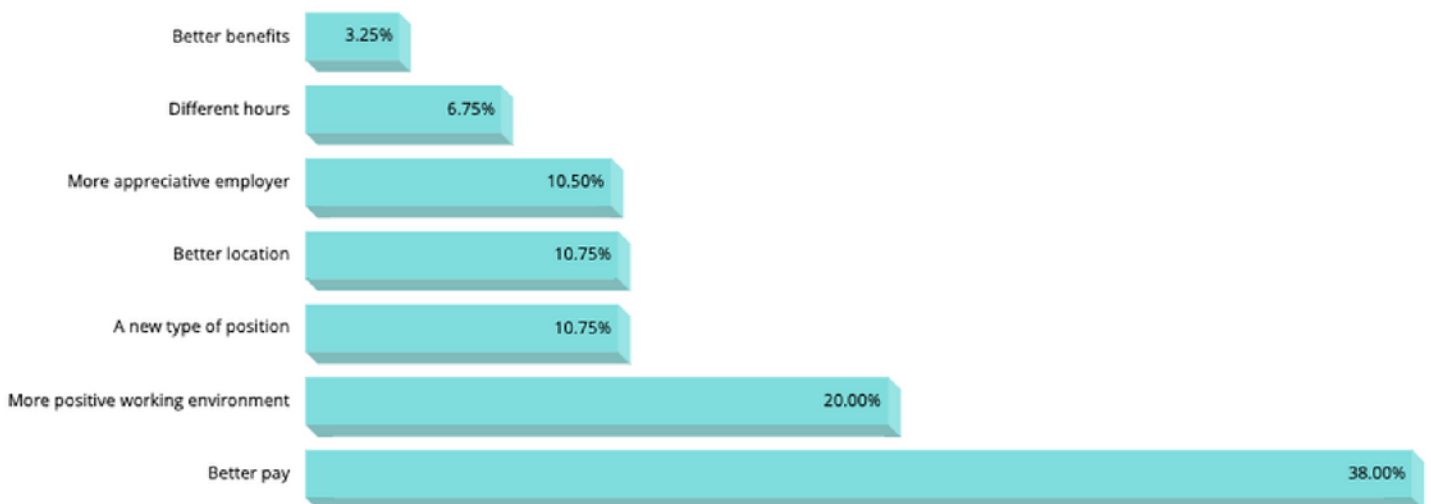
**Other includes public health, community health, military, mobile, and university clinics.*



● Other ● Private Practices ● Corporate Practices

Motivations for changing jobs

- Top motivations for making job changes were better pay and a more positive work environment
- 80% of the job changers reported they achieved their goal by making the change



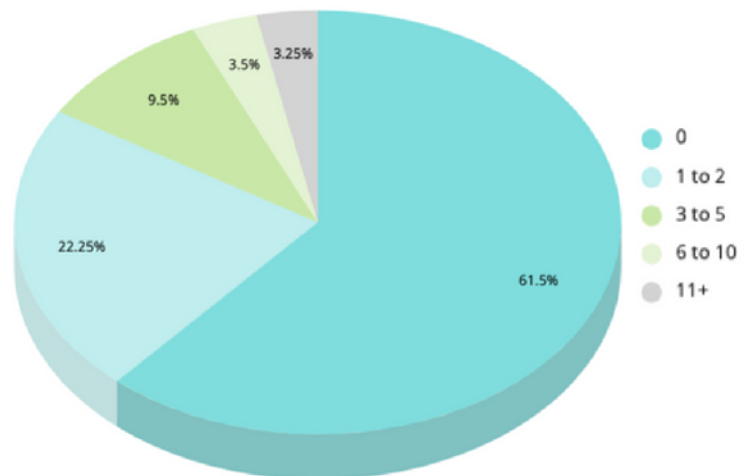
Job Turnover

Recent Job Search Activity and Future Plans

Job search activity

- 38.5% of responding dental assistants applied to one or more open positions in the previous 12 months
- 22.25% of responding dental assistants applied to only 1 or 2 positions

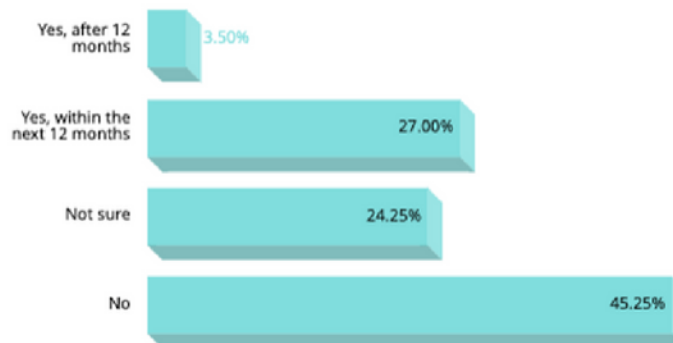
Number of job applications in last 12 months



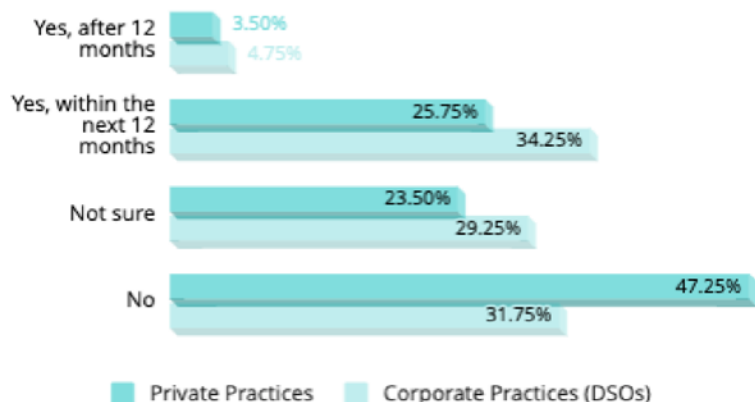
Job search plans

- 27% of responding dental assistants reportedly plan to apply for new jobs within 12 months and another 3.5% are considering applying after 12 months
- 34.25% of respondents working in corporate practices plan to apply for new jobs within 12 months, compared to 25.75% of respondents working in private practices

Upcoming job search plans



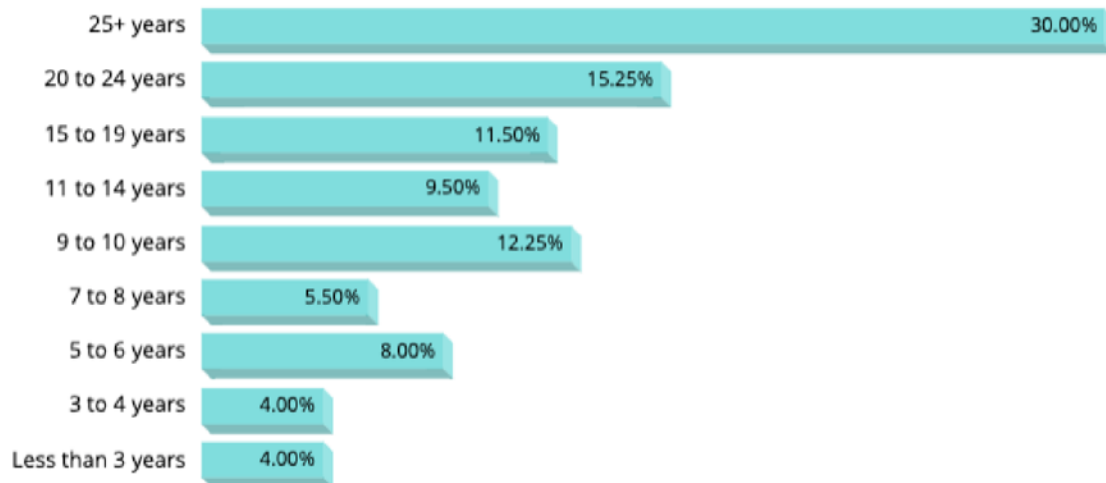
Job search plans: comparing private vs. corporate practices



Retirement Forecast

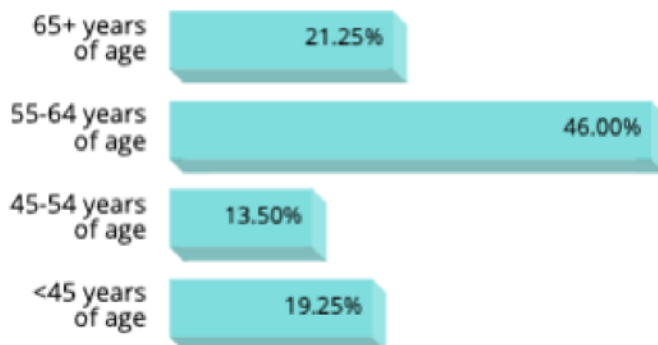
Planned years to retirement from dental assisting

- 4% of responding dental assistants plan to retire from the profession in less than three years. More than 67% of those planning to retire from the profession are 55+ years of age.

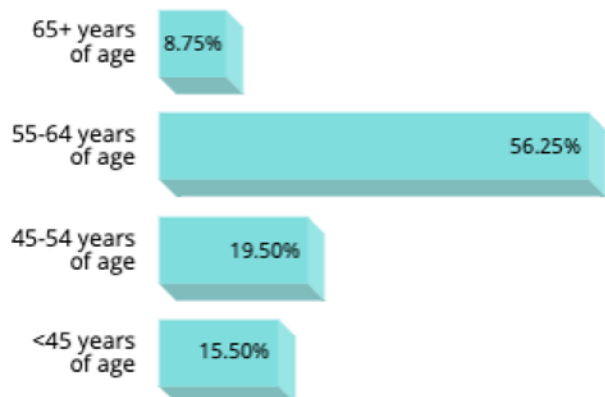


Age distribution

Age of dental assistants planning to retire from the profession in 3 years or less



Age of dental assistants planning to retire from the profession in 6 years or less



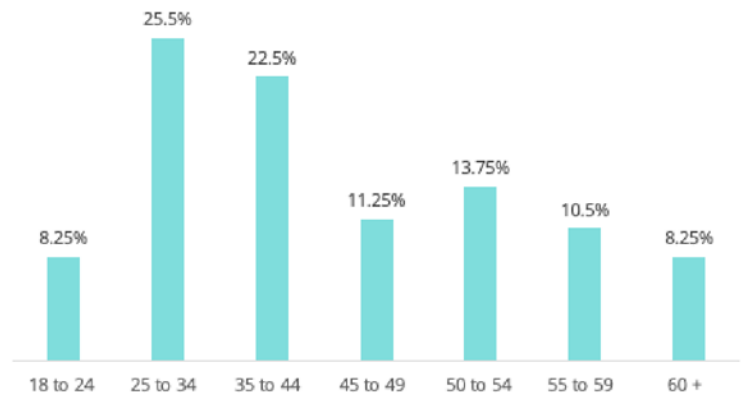
Survey Audience Demographics

Who Responded to DentalPost's Annual Salary Survey?

More than 2,400 dental assistants responded to the annual dental salary survey between July and September 2022.

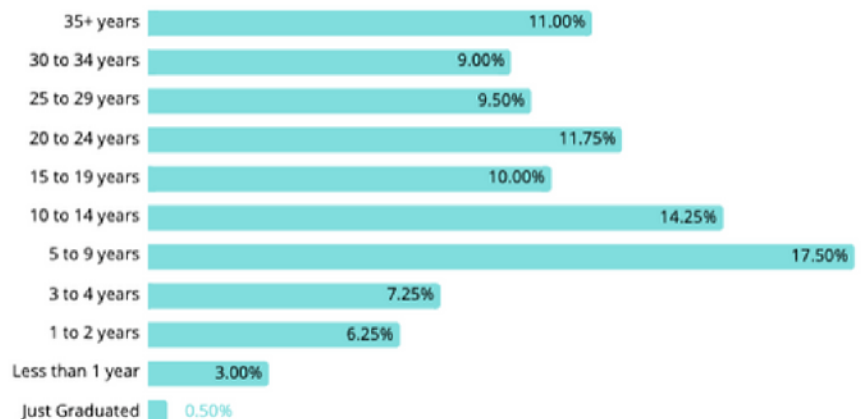
Age

- 52.25% of responding dental assistants were younger than 45
- The majority, nearly 34%, fell in the 35 - 49 year age range



Experience

- 41.25% have 20+ years of experience
- 41.75% have 5 to 19 years of experience
- 17% have fewer than 5 years of experience



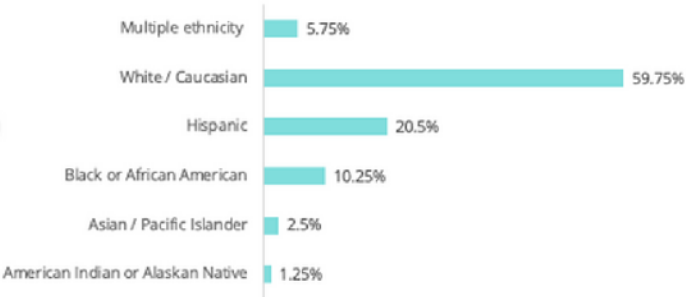
Education & Training

- 86.25% of responding dental assistants completed a formal dental assisting education program
- 44.75% have DANB certification
- 49.75% have Expanded Duties/Function certification
- 32.25% have a "Treatment Coordinator" job title

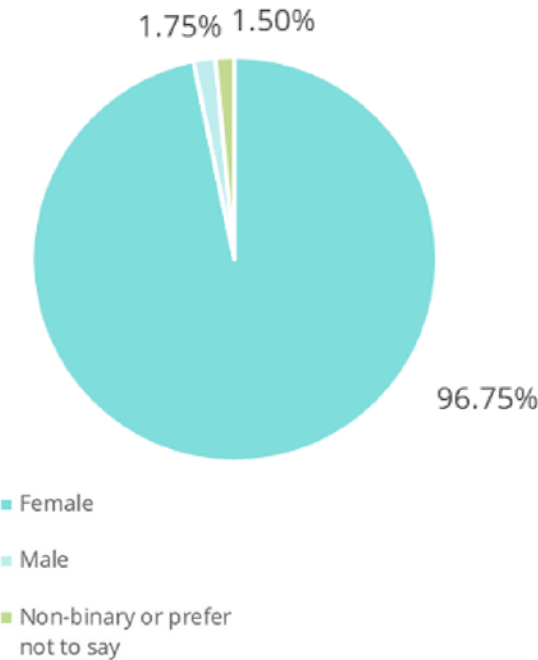
Survey Audience Demographics

Race / Ethnicity

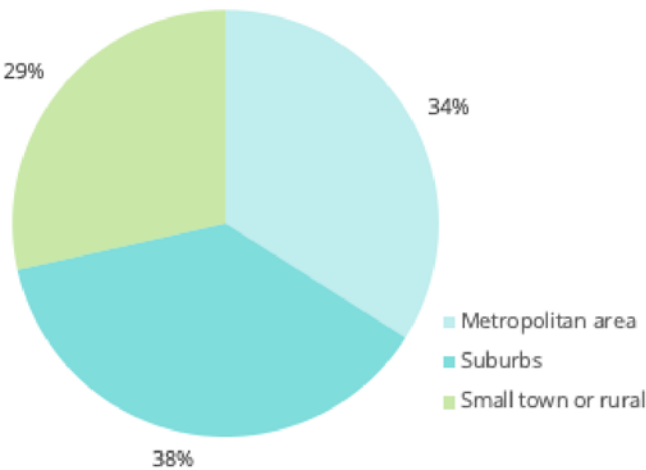
Among all dental positions surveyed, dental assistants were the most racially/ethnically diverse



Gender

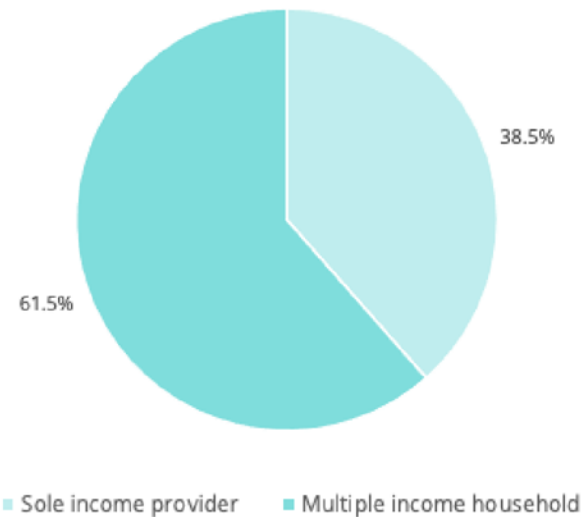


Size of community responding dental assistants live in



Sole income earners

38.5% of respondents are the sole income provider in their household





THE NATION'S #1 DENTAL JOB BOARD & COMMUNITY

As the industry's largest dental-specific job board and community, connecting nearly 1 million dental professionals with dental practices nationwide, DentalPost is uniquely positioned to keep dental professionals informed of the latest data and survey results surrounding compensation, working environments, and career choices.

Founded in 2005 by registered dental hygienist Tonya Lanthier, DentalPost leads the dental industry in metric-based career matching and hiring tools, including personality tests, work culture preferences, skill matching, and career goal assessments.

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