

DENTAL ASSISTANT REPORT

SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 547 dental assistants (DAs). This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover and planned years to retirement.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback about the state of dentistry that will aid you with job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- The national average income of responding full-time dental assistants rose to \$44,295. This represents a 4.24% increase compared with one year ago.
- 24.72% changed jobs in the previous 12 months. The top motivations for these changes were a better work environment, higher pay and a more appreciative employer.
- 21.73% were currently applying for jobs or planned to apply before 2025. Another 35.03% reported they might apply for new jobs.

Total Annual Income

346 full-time dental assistants reported total primary income from their dental practice ranging from \$10,000 to \$86,000.

- The mean (average) full-time income of responding dental assistants was **\$44,295**.
- Their median total income was **\$44,000**.
- Year over year, the average income increased by **4.24%** in 2023.

Hourly Wage

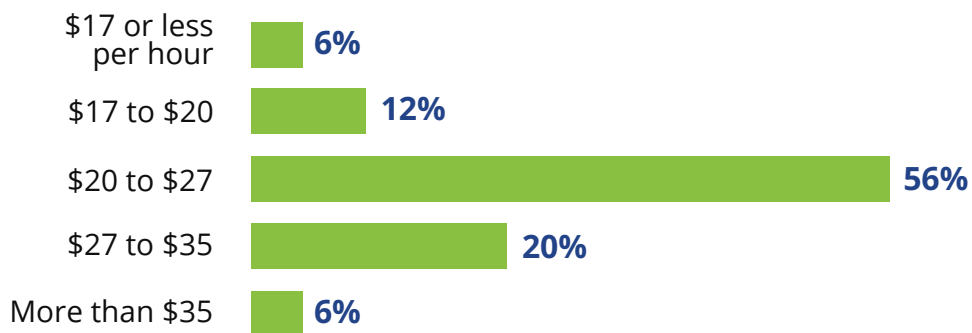
Mean & Median Hourly Rate

466 dental assistants reported an hourly wage ranging from \$12.25 to \$55.00 per hour.

- The mean (average) hourly rate of responding dental assistants was **\$25.22**.
- Their median rate was **\$27.00** per hour.
- Year over year, the average hourly wage increased by **8.24%** in 2023.

Earning Levels

56% of responding DAs were earning between \$20 and \$27 per hour.

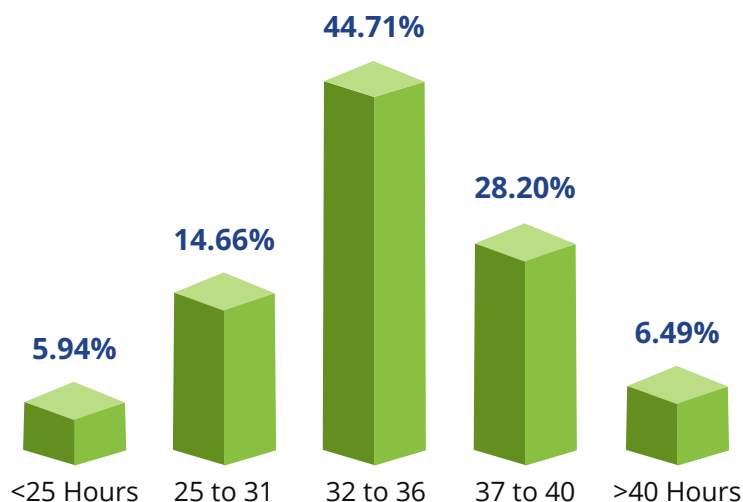


Hourly Rate by Years of Experience



Average Workweek Hours

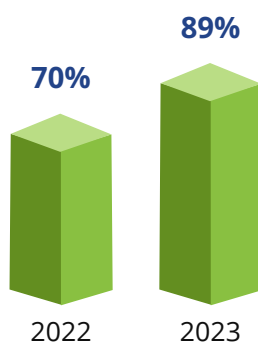
81.40% of responding DAs were working an average of 32 or more hours per week. One year ago, 86% were working an average of 32 or more hours per week. One year ago, 10.5% were working more than 40 hours per week. This year, that percentage dropped to 6.49%.



Benefits

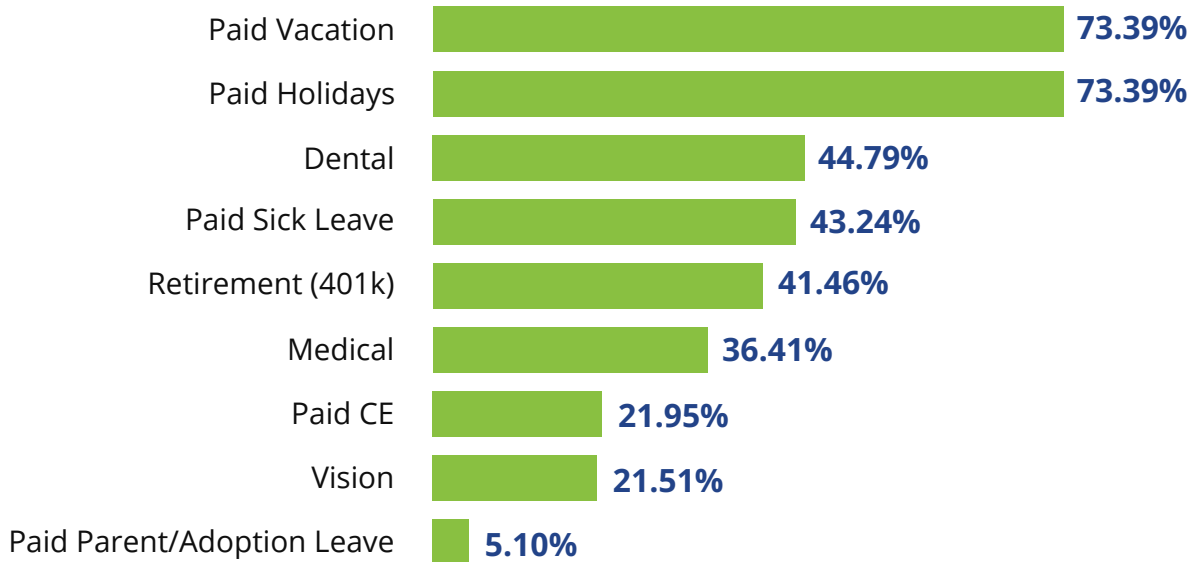
Year-Over-Year Comparison of the % Who Receive Benefits

In 2023, there was a **19% rise** in the percentage of responding DAs who reported they receive a variety of employee benefits. This year, 89% reported they receive some benefits, compared to 70% one year ago.



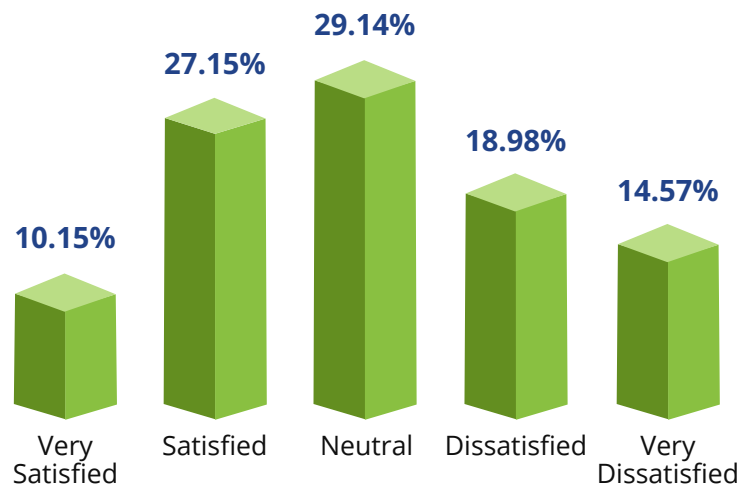
The Benefits Dental Assistants Received

The top benefits responding DAs received in 2023 were paid vacation, paid holidays, dental, paid sick leave and retirement/401k. The benefits they wanted most if they did not have them were medical and retirement.



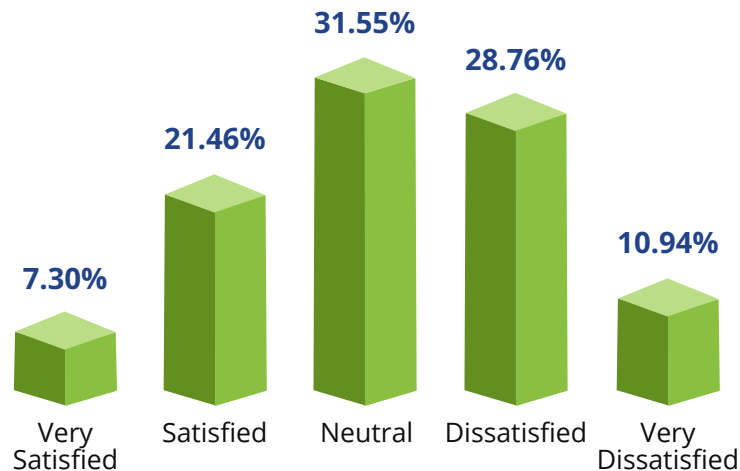
Satisfaction with Benefits

37.30% were satisfied or very satisfied with their benefits. **33.55%** were dissatisfied or very dissatisfied with their benefits.



Satisfaction with Total Compensation

28.76% of responding dental assistants were satisfied or very satisfied with their total compensation (including primary wages/salary, bonuses, commissions and benefits). **30.70%** were dissatisfied or very dissatisfied.

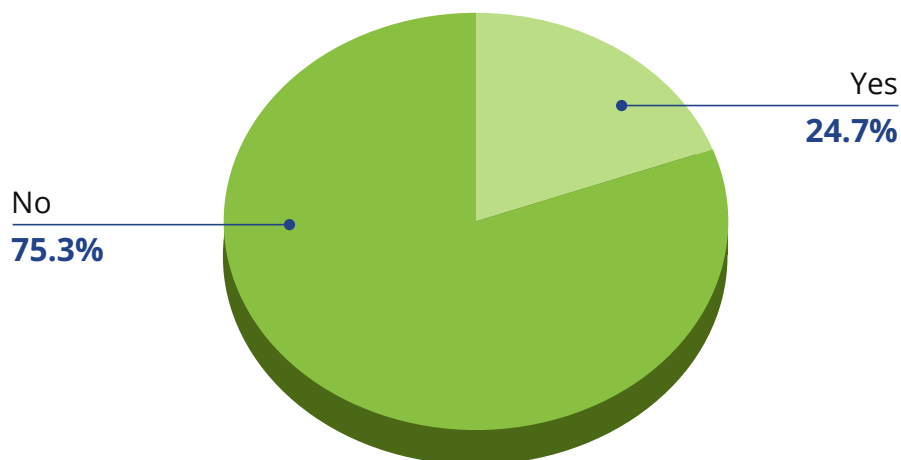


One year ago, 38.75% were satisfied or very satisfied, and 23.25% were dissatisfied or very dissatisfied. Year over year, satisfaction **decreased by 7.5%** in 2023.

Job Turnover

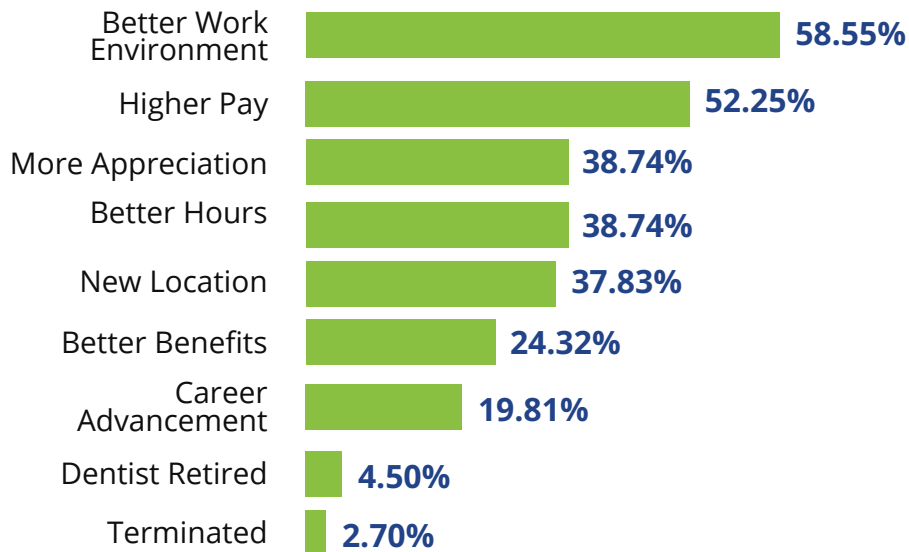
Changed Employers in the Previous 12 Months

24.72% of responding dental assistants changed jobs within the previous twelve months.

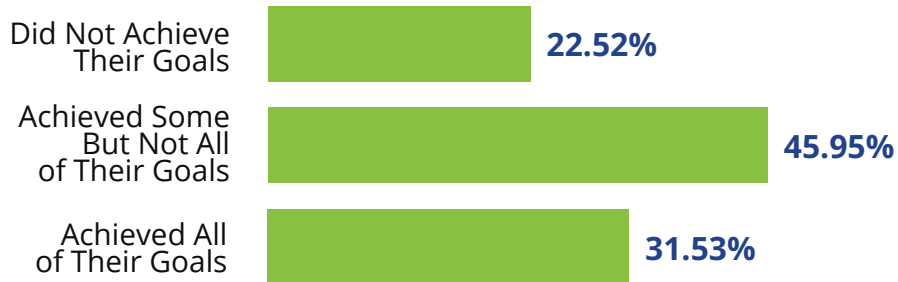


Motivations for Changing Jobs in 2023

Those who changed employment were motivated to make the change for a combination of six primary goals: a better work environment, higher pay, a more appreciative employer, better hours and the need or desire for a new location.

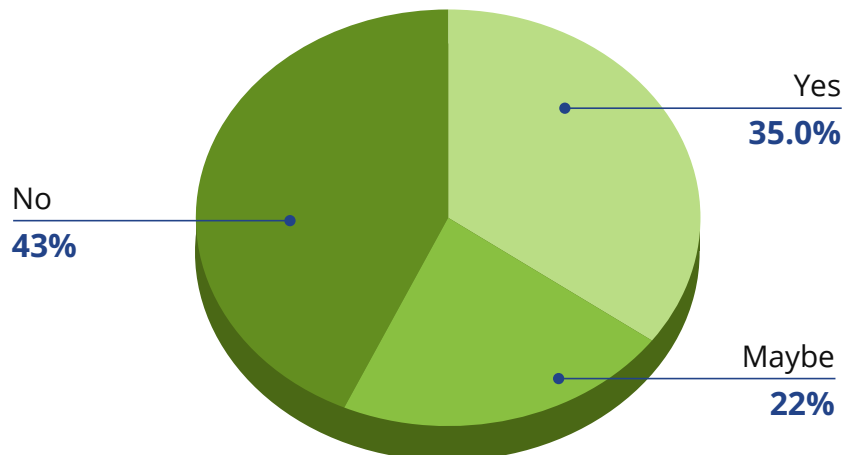


77.58% of those who changed jobs reported that they achieved some or all of their goals.



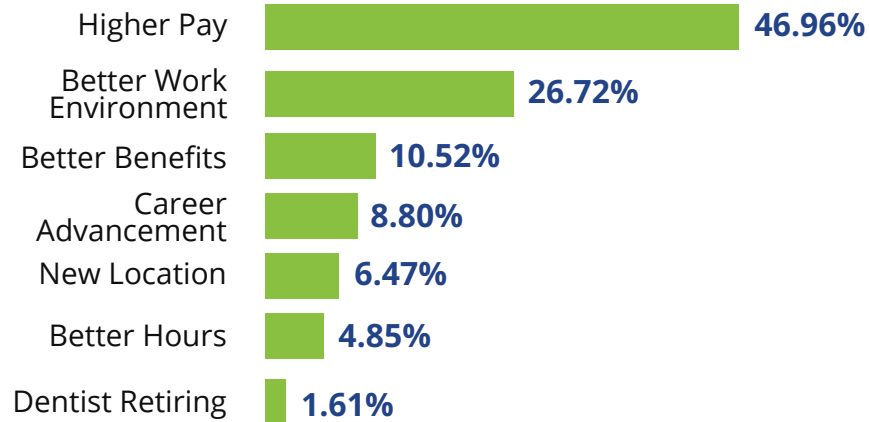
Plan to Apply for New Jobs

56.76% of the responding dental assistants were considering applying for new jobs before 2025. **35.03%** were currently applying for or planned to apply for new jobs by the end of 2024. An additional **21.73%** reported they might apply for new jobs before 2025.



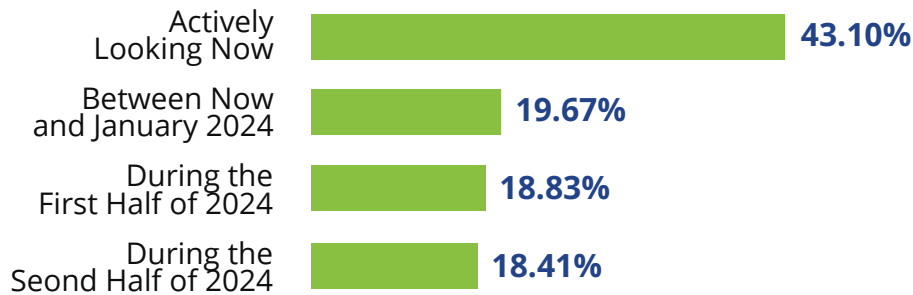
Motivations for Changing Jobs in 2024

In 2023, many were seeking a combination of multiple job improvements: work environment, income, benefits, career advancement and location. Going into 2024, respondents reported that higher income would be their primary motivation in making a new job decision.



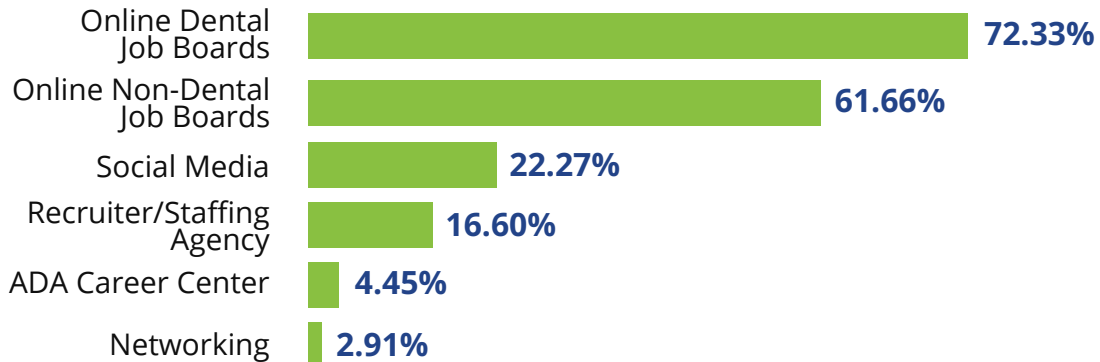
When Job Searchers Plan to Apply to Jobs

43.10% of respondents who planned to apply to new jobs before 2025 were actively looking at new job opportunities at the time of the survey.



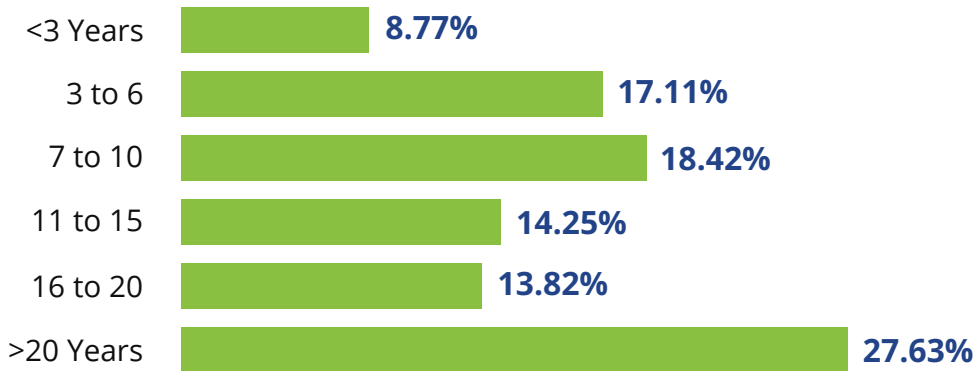
Where Dental Assistants Look for New Jobs

Responding DAs reported they primarily look for new job opportunities on dental-specific online job boards, followed by non-dental-specific online job boards.



Planned Years to Retirement

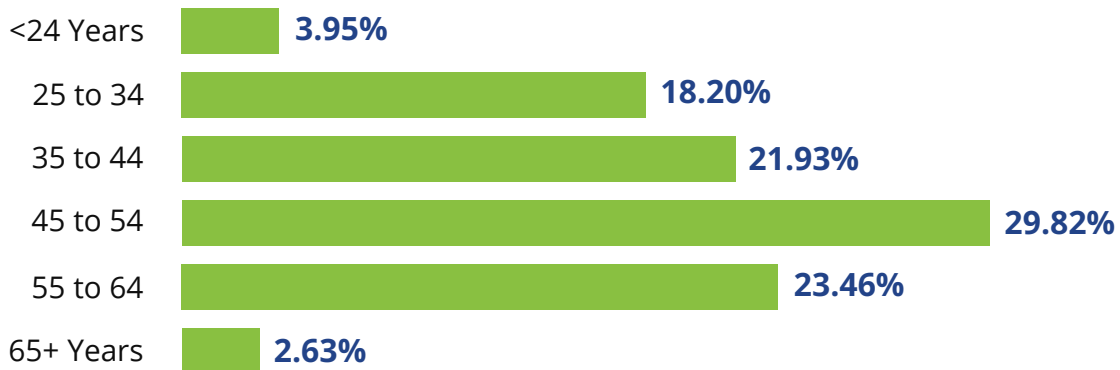
25.88% of responding DAs planned to retire within six years.



Age & Experience

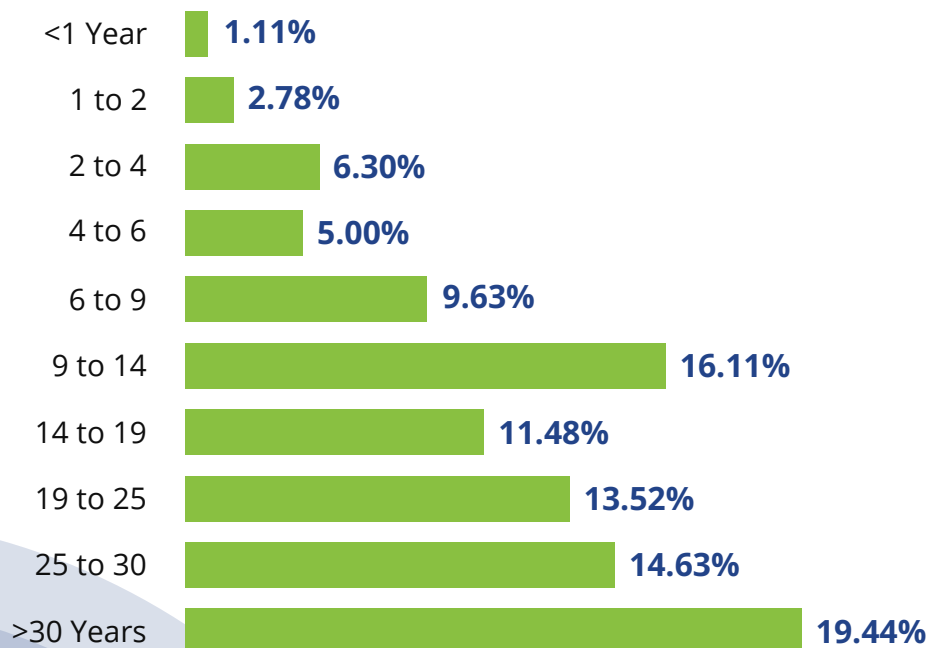
Age

51.75% of responding DAs were between the ages of 35 and 54.



Experience

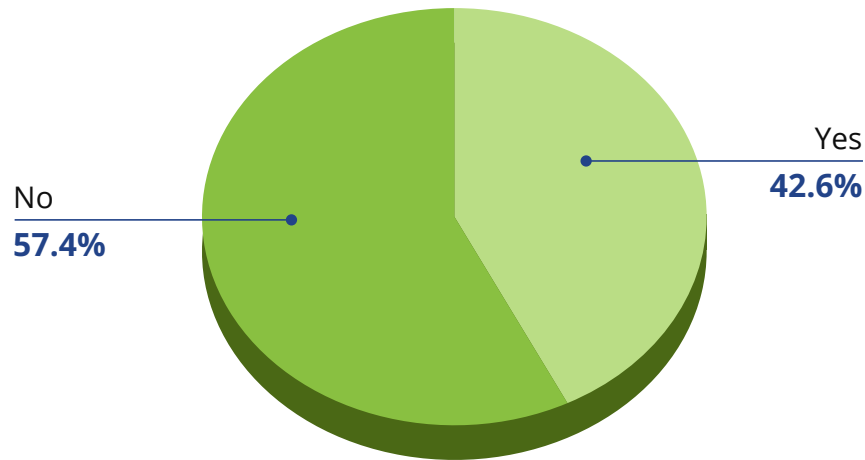
75.18% of responding DAs had nine or more years of experience as a dental assistant.



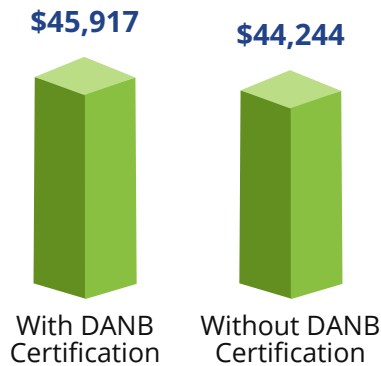
Advanced Certification

DANB Certification

42.64% of responding dental assistants had DANB certification.

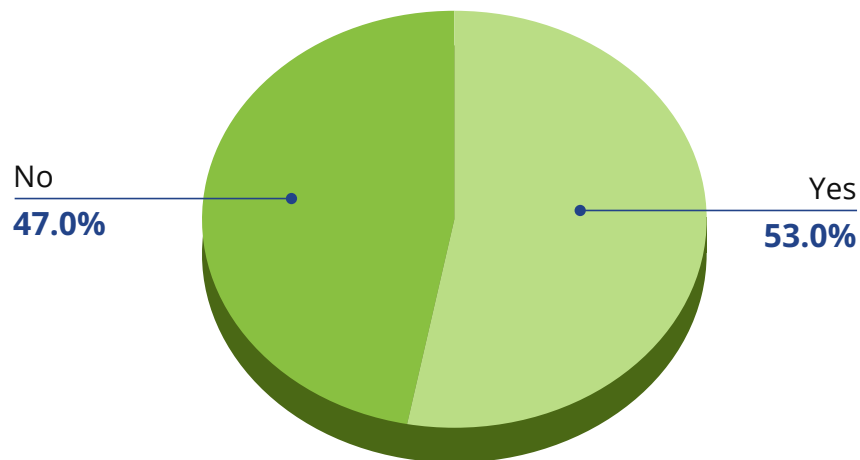


On average, respondents with DANB certification earn 3.78% more than respondents without DANB certification.

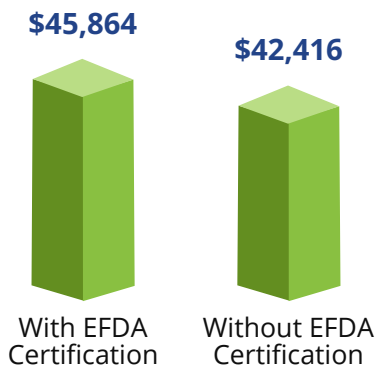


Expanded Duties/Functions Certification

53% of responding dental assistants had Expanded Duties/Functions certification.



On average, respondents with Expanded Duties/Functions certification earn 8.12% more than respondents who do not.



Longevity with Current Employer

58.40% of responding DAs had been with their current employer for four or fewer years.

