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National Dental Hygiene Job Market and Employment Survey 2009

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Executive Summary

The Canadian Dental Hygienists Association conducted its fourth national survey during October 2009. The data collected by these surveys has provided CDHA members with valuable information for salary and benefits negotiations as well as career planning. Topics covered by the survey include education, employment conditions, occupational health issues, future career interests, among others. Through these surveys the CDHA monitors trends in provincial and regional indicators, providing advice to the board and members. Results are distributed for public information and promotion of the dental hygiene profession.

The survey was conducted on the web beginning October 1 and ending October 31, 2009. Members of the CDHA were invited to participate in a variety of ways. CDHA provided members with survey information through our regular e-mail broadcasts. In addition, each dental hygiene provincial association was sent a notice identifying the study objectives and the web link and were asked to communicate this information to their members either by newsletter, direct email or other notice about the study.

An impressive total of 3,151 (20%) responses were received. The entire active membership of 11,738 received e-mail notices. It is noteworthy that 3,600 members of RÉSO-HD-QUÉBEC were also invited to participate. These data gave us an interval of +/- 1.49% at the 95% confidence level.

Highlights

The younger age groups are notably larger compared with the responding group for 2006, when those aged 20 to 29 represented almost 11% compared to this survey showing that age group as 28%.

The surveys completed by Quebec respondents were the largest group representing 37% of responses, followed by Ontario respondents (26%) and then those residing in British Columbia (17%). In the 2006 study British Columbia yielded the majority of responses (52%), whereas Ontario represented less than half that number of respondents (20%). Slightly more than a third (34%) of respondents completed the survey in French.

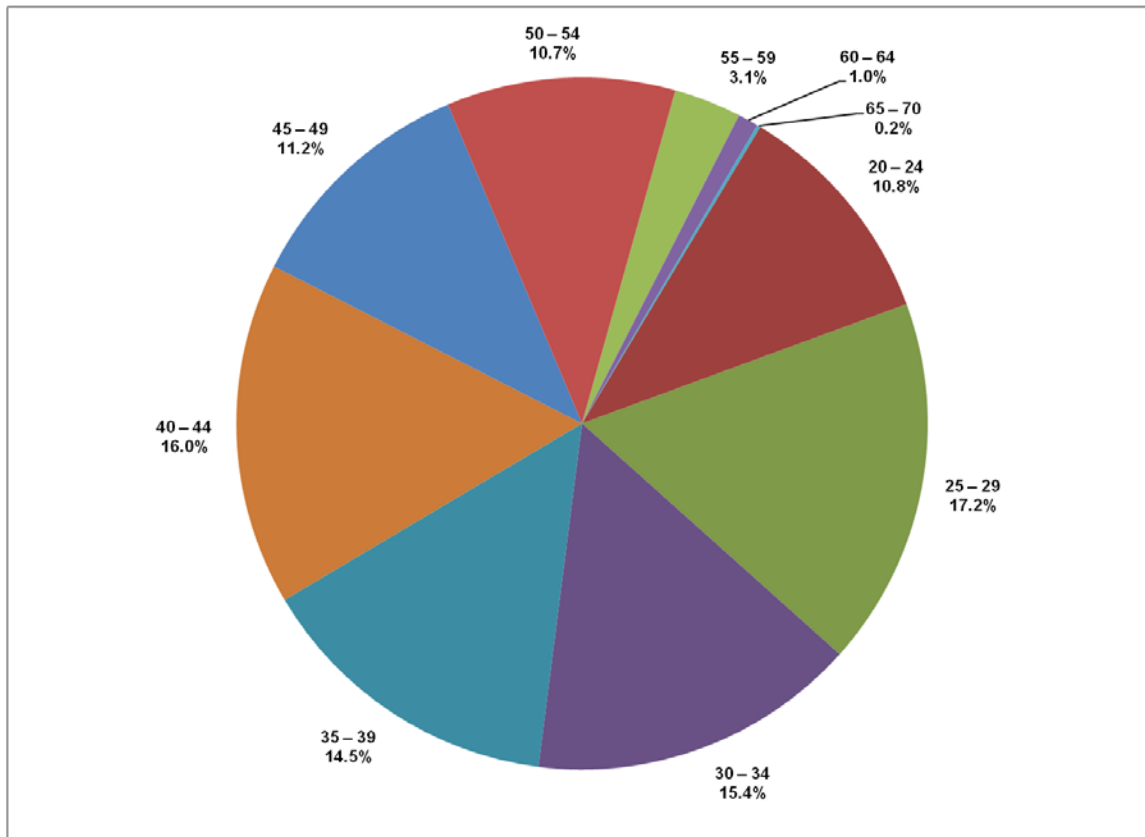
The responses indicate that 736 of the dental hygienists (15%) had a dental assisting certificate upon entry to dental hygiene education, with the majority having a broader range of credentials. There were 361 bachelor degrees reported by the 3,151 respondents.

The average hourly wage reported across all positions held as employees was \$36.47 per hour, which is lower than the average \$39.00 per hour wage reported in the 2006 study. The lowest wages were \$ 27.08 reported for Québec jobs, being approximately half the Alberta rate of pay. The high participation of Québec dental hygienists, compared to previous years, caused the lower overall reported average hourly wage in this study.

While 66% of respondents indicated that they had only one workplace, there were 13% who had reported having two jobs, and the remaining 21% held a variety of jobs. While there were 20% of dental hygienists responded that they were seeking more hours of work, 75% of respondents are satisfied with their number or work hours. However, in the 2006 study 6% of respondents were seeking more hours and 86% were satisfied with the number of work hours.

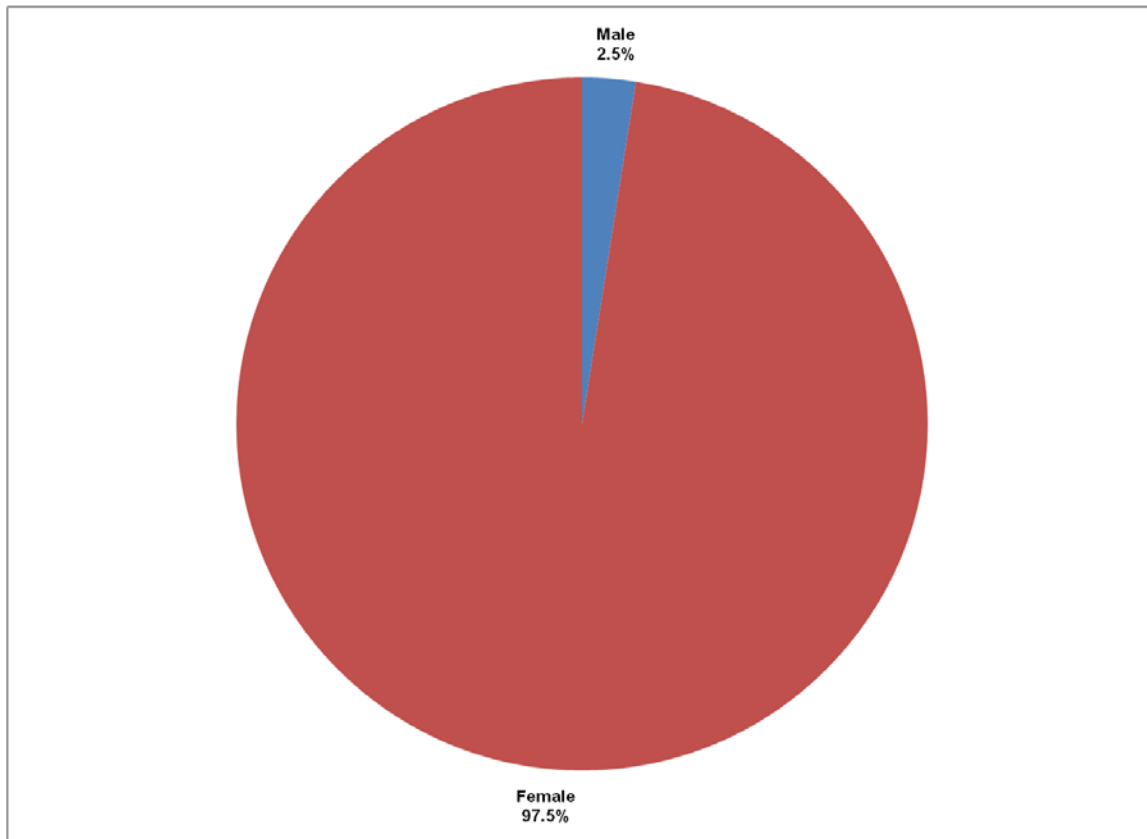
A large number of dental hygienists representing 44% indicated they have searched for new employment in dental hygiene in the past two years. In the 2006 survey there were 31% of respondents who had searched for employment in the two years previous to the survey.

1. In which of the following age brackets do you belong?



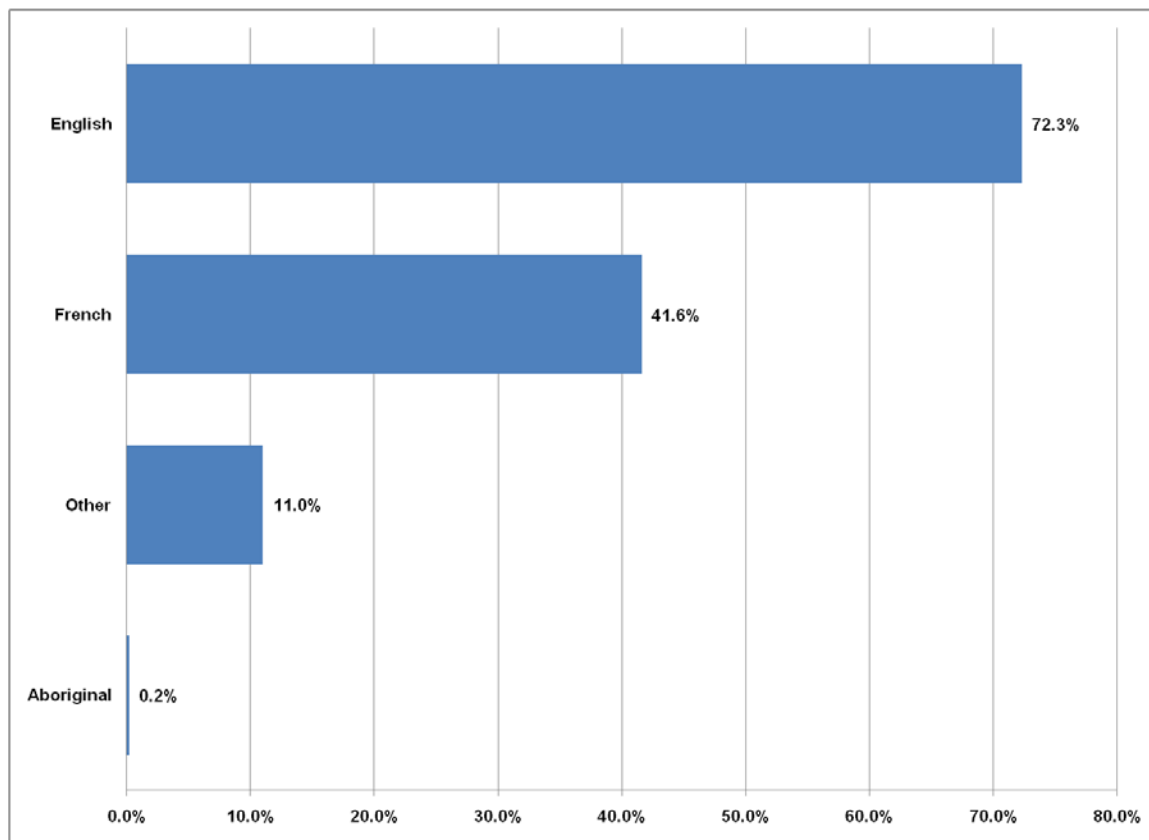
The national study of dental hygienist indicated that there are roughly 4 large age groups similar in size. The largest age group was reported as those respondents between 25 and 29 years of age. Each five year group older than that is a similar size, up to those ages 40 to 44. The younger age groups are notably larger compared with the responding group for 2006, when those aged 20 to 29 represented almost 11% compared to this survey showing that age group as 28%.

2. Please indicate your gender.



As expected, male dental hygienists were a very small proportion; only 2.5% of survey participants indicated being male. However, this is an increase from the previous labour surveys 2002 at 1.4% and 2004 at 1.1%

3. Please indicate which of the following languages you speak fluently.



Respondents were asked which languages they speak fluently. The greatest proportion indicated that 72% of respondents were fluent in English, with 42% who responded that they were fluent in French and only less than half a percent were fluent in an aboriginal language. There were 34% of the surveys completed in the French language.

4. What are the first three characters of your home POSTAL CODE?

Province	Count
Québec	1087
Ontario	757
British Columbia	499
Alberta	243
Saskatchewan	107
Manitoba	93
Nova Scotia	67
New Brunswick	57
Newfoundland and Labrador	19
Prince Edward Island	4
Unknown	4
Yukon	3
Northwest Territories & Nunavut	3
Total	2943

Province	City/Region	Count
British Columbia	Campbell River	5
British Columbia	Chilliwack	12
British Columbia	Courtenay/Comox	6
British Columbia	Kamloops	16
British Columbia	Kelowna	28
British Columbia	Nanaimo	20
British Columbia	Other British Columbia	90
British Columbia	Prince George	5
British Columbia	Vancouver	265
British Columbia	Vernon	13
British Columbia	Victoria	39
Alberta	Calgary	100
Alberta	Edmonton	60
Alberta	Other Alberta	83
Saskatchewan	Other Saskatchewan	107
Manitoba	Other Manitoba	93
Ontario	Central Ontario	187
Ontario	Eastern Ontario	58
Ontario	Greater Toronto Area	237
Ontario	Northern Ontario	47
Ontario	Other Ontario	10
Ontario	Ottawa and Vicinity	84
Ontario	South western Ontario	134
Québec	Gatineau	43
Québec	Montreal Metro	200

Province	City/Region	Count
Québec	Other Québec	735
Québec	Quebec Metro	109
New Brunswick	Other New Brunswick	57
Nova Scotia	Other Nova Scotia	67
Prince Edward Island	Other Prince Edward Island	4
Newfoundland and Labrador	Other Newfoundland and Labrador	19
Yukon	Other Yukon	3
Northwest Territories & Nunavut	Other Northwest Territories & Nunavut	3
Unknown	Other Unknown	4

The surveys completed by respondents residing in Quebec were the largest group representing 37% of responses, followed by Ontario residents (26%) and then those residing in British Columbia (17%). In the previous study British Columbia yielded the majority of responses (52%) whereas Ontario represented less than half that number of respondents (20%).

While the CDHA has only 173 members living in Quebec, the notification to participate was distributed to 3,427 members of RÉSO-HD-QUÉBEC who were not members of this national association.

5. What are the first three characters of the POSTAL CODE for your various work places?

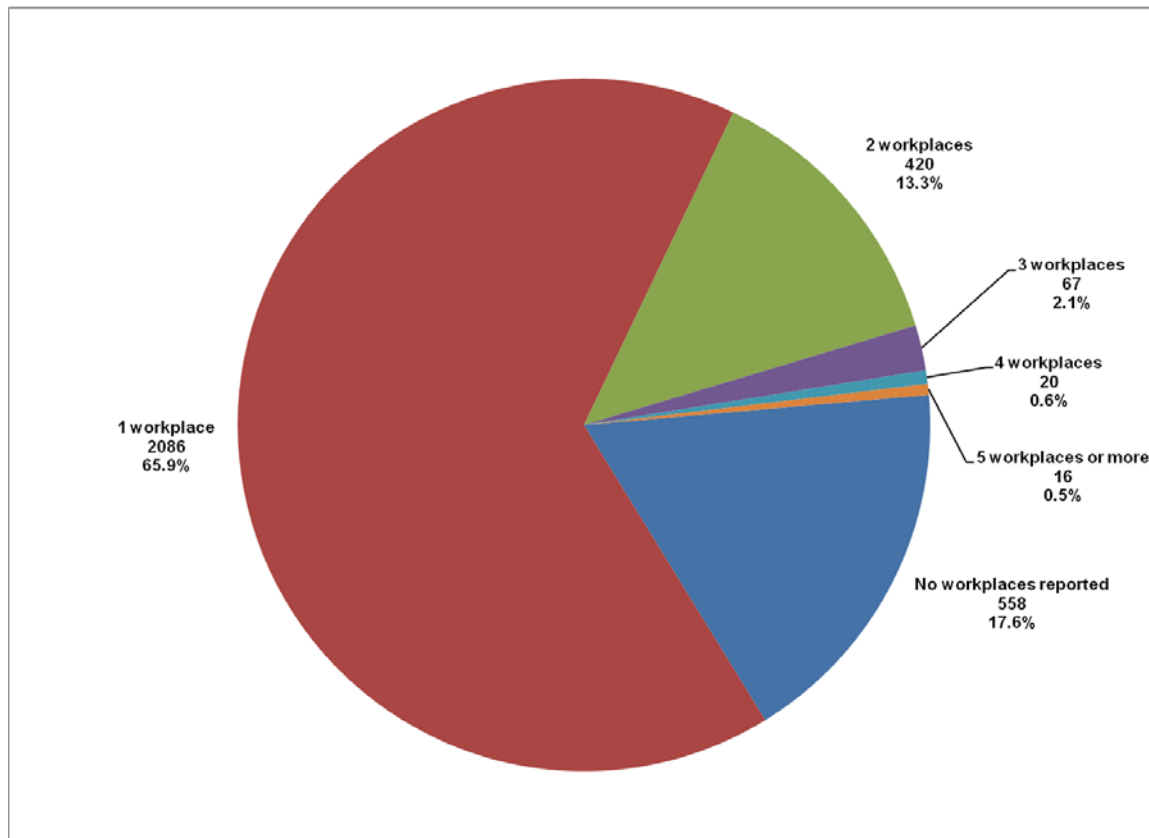
Province	Workplace 1	Workplace 2	Workplace 3	Workplace 4	Total
British Columbia	434	131	21	6	592
Alberta	212	40	6	4	262
Saskatchewan	95	21	0	0	116
Manitoba	86	20	2	0	108
Ontario	627	144	36	7	814
Québec	994	76	7	1	1078
New Brunswick	54	7	1	1	63
Nova Scotia	59	14	2	0	75
Prince Edward Island	4	1	1	0	6
Newfoundland and Labrador	16	2	0	0	18
Yukon	3	0	0	0	3
Northwest Territories & Nunavut	3	0	0	0	3
Unknown	5	51	12	1	69
Total	2592	507	88	20	3207

Province	City/Region	Count
British Columbia	Vancouver	327
British Columbia	Other British Columbia	114
British Columbia	Victoria	44
British Columbia	Kelowna	25
British Columbia	Nanaimo	25
British Columbia	Kamloops	15
British Columbia	Chilliwack	11
British Columbia	Campbell River	10
British Columbia	Courtenay/Comox	9
British Columbia	Prince George	9
British Columbia	Vernon	3

Province	City/Region	Count
Alberta	Calgary	110
Alberta	Other Alberta	84
Alberta	Edmonton	68
Saskatchewan	Other Saskatchewan	116
Manitoba	Other Manitoba	108
Ontario	Greater Toronto Area	280
Ontario	Central Ontario	186
Ontario	South-western Ontario	137
Ontario	Ottawa and Vicinity	99
Ontario	Northern Ontario	49
Ontario	Eastern Ontario	44
Ontario	Other Ontario	19
Québec	Other Québec	695
Québec	Montreal Metro	235
Québec	Quebec Metro	107
Québec	Gatineau	41
New Brunswick	Other New Brunswick	63
Nova Scotia	Other Nova Scotia	75
Prince Edward Island	Other Prince Edward Island	6
Newfoundland and Labrador	Other Newfoundland and Labrador	18
Yukon	Other Yukon	3
Northwest Territories & Nunavut	Other Northwest Territories & Nunavut	3
Unknown	Other Unknown	69

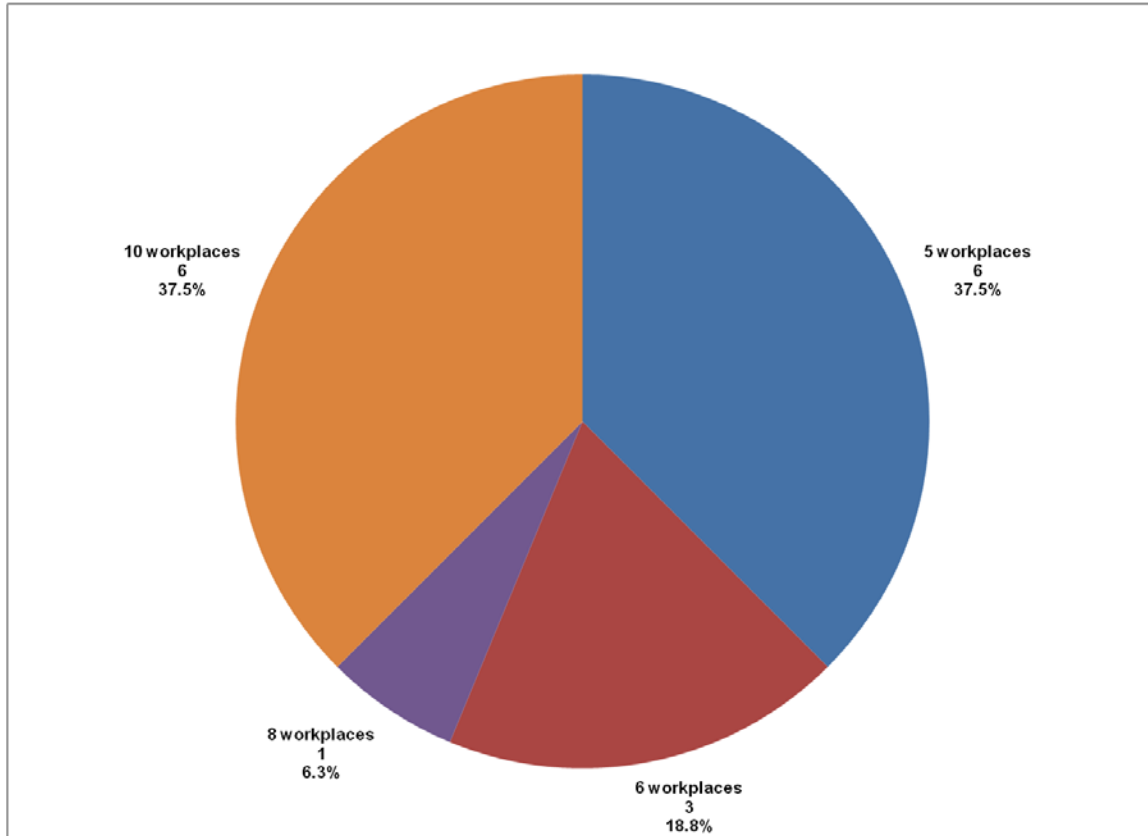
Respondents indicated places of work that included 38% of the jobs were located within the largest metropolitan centres represented by Vancouver, Calgary, Edmonton, Toronto, Ottawa, Montreal and Quebec City. There were 64% of dental hygienists residing outside of these metropolitan centres, whereas 62% of the reported dental hygienists jobs were outside these metropolitan areas.

Job count distribution



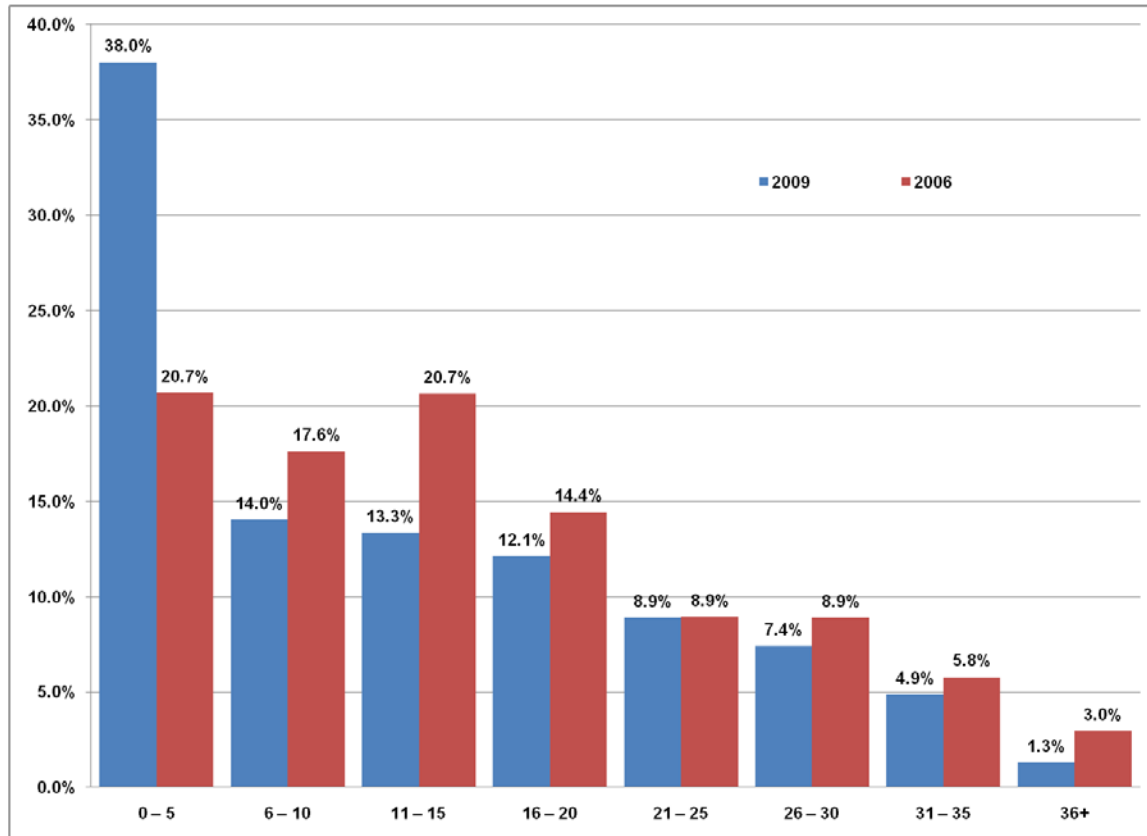
While 66% of respondents indicated that they had only one workplace, there were 13% who had reported having two jobs, and the remaining 3% held a variety of jobs. The 2004 and 2006 CDHA labour surveys indicated 64% and 63% respectively of respondents that had one workplace.

If you work in more than 4 work places, please indicate how many in total.



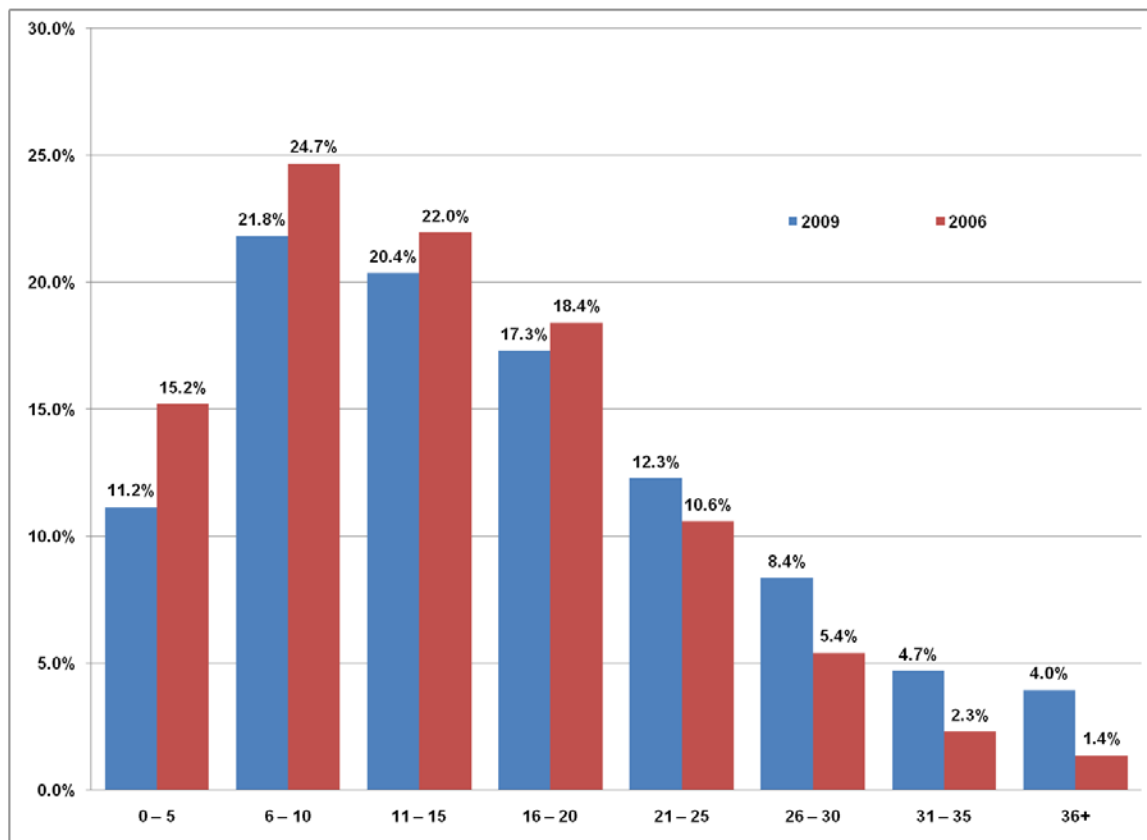
Only 15 respondents indicated having more than 4 jobs.

6. How many years have you been practicing dental hygiene?



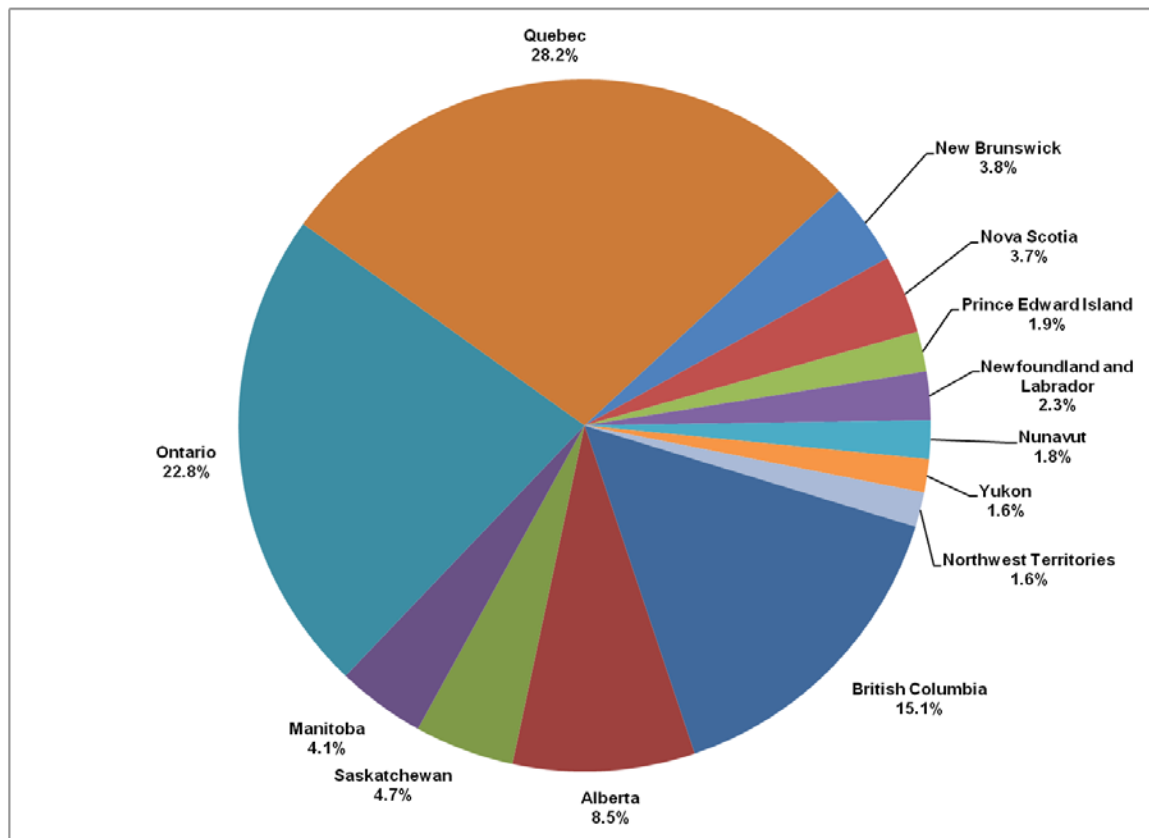
Most dental hygienists have been practicing for 5 years or less. There were 38% of the respondents who indicated 5 years of practice or less compared with 21% in 2006. The proportion of responses from each remaining response category is less, by as much as 6% as a result.

7. For how many more years do you intend to practice dental hygiene?



Almost 33% responded that they intended to practice for up to 10 years. Almost 30% intend to practice more than 20 years. More respondents indicated that they intended to practice more years than they did in the 2006 study, where 20% indicated that they would practice for more than 20 years.

8. Please indicate the provinces in which you are currently licensed or registered as a dental hygienist.



The largest category of respondents indicated that 28% were licensed in Quebec, with the next largest group being almost 23% having their province of license holders in Ontario, followed by British Columbia. There were 37% of respondents who indicated that they lived in Quebec. While there are only 173 of CDHA members who live in Quebec, the members of the Quebec association, RÉSO-HD-QUÉBEC, participated in the survey in very large numbers, as noted above.

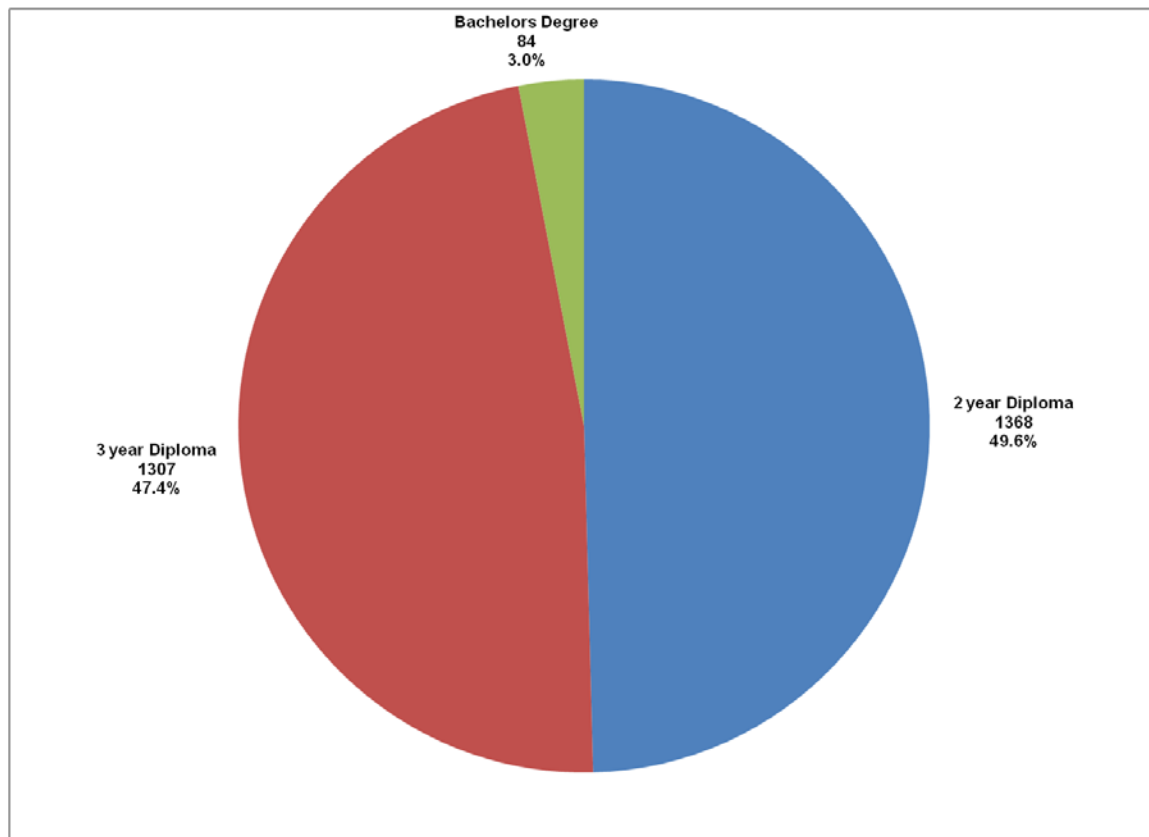
9. This question pertains only to education you received PRIOR to your entry to practice dental hygiene education. Please indicate the credentials you obtained BEFORE your dental hygiene entry to practice education.

	High School or Equivalent	Certificate	2 year Diploma	3 year Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctoral	Post Doctoral
High School or Equivalent	2570	125	45	34	37	6		2	
Dental Assisting	142	736	48	3	1				
Arts	20	22	29	15	66	2			
Business/Health/Public Administration	13	27	31	7	5	1			
Education	22	12	12	9	21	2	1		
Health Sciences	32	65	88	15	46	4		7	
Nursing	11	9	10	10	3				
Public Health	5	3	4	1	1	1			
Science	49	41	62	12	135	3	1		
Social Sciences	24	11	34	7	17	1			
Other	67	68	70	25	29	3	1	7	

	High School or Equivalent	Certificate	2 year Diploma	3 year Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctoral	Post Doctoral
High School or Equivalent	50.91%	2.48%	0.89%	0.67%	0.73%	0.12%		0.04%	
Dental Assisting	2.81%	14.58%	0.95%	0.06%	0.02%				
Arts	0.40%	0.44%	0.57%	0.30%	1.31%	0.04%			
Business/Health/Public Administration	0.26%	0.53%	0.61%	0.14%	0.10%	0.02%			
Education	0.44%	0.24%	0.24%	0.18%	0.42%	0.04%	0.02%		
Health Sciences	0.63%	1.29%	1.74%	0.30%	0.91%	0.08%		0.14%	
Nursing	0.22%	0.18%	0.20%	0.20%	0.06%				
Public Health	0.10%	0.06%	0.08%	0.02%	0.02%	0.02%			
Science	0.97%	0.81%	1.23%	0.24%	2.67%	0.06%	0.02%		
Social Sciences	0.48%	0.22%	0.67%	0.14%	0.34%	0.02%			
Other	1.33%	1.35%	1.39%	0.50%	0.57%	0.06%	0.02%	0.14%	

The responses indicate that 736 of the dental hygienists (15%) had a dental assisting certificate upon entry to dental hygiene education, with the majority having a broader range of credentials. There were 361 bachelor degrees reported by the 3,151 respondents.

10. This question pertains only to your ENTRY-TO-PRACTICE dental hygiene education. Please indicate which entry-to-practice dental hygiene education program you completed.



Roughly an equal number of respondents reported having graduated with either a 2 year diploma or a 3 year diploma, with only 3% having completed a Bachelors Degree in dental hygiene.

11. This question pertains only to education you have COMPLETED SINCE your entry-to-practice dental hygiene education. Please indicate the credentials you obtained FOLLOWING your entry to practice dental hygiene education. Please check all that apply.

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	199	625	683	63				
Arts	4	2		22	3			
Business/Health/Public Administration	28	3		5	6	1		
Education	43	6		26	22	1		
Health Sciences	6	5		12				
Nursing	1	1		2				
Public Health	16				2			
Science		4	2	21	5	1		
Social Sciences	4	1		5	1			
Other	80	8	5	15	4	1		

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	10.2%	32.2%	35.1%	3.2%				
Arts	0.2%	0.1%		1.1%	0.2%			
Business/Health/Public Administration	1.4%	0.2%		0.3%	0.3%	0.1%		
Education	2.2%	0.3%		1.3%	1.1%	0.1%		
Health Sciences	0.3%	0.3%		0.6%				
Nursing	0.1%	0.1%		0.1%				
Public Health	0.8%				0.1%			
Science		0.2%	0.1%	1.1%	0.3%	0.1%		
Social Sciences	0.2%	0.1%		0.3%	0.1%			
Other	4.1%	0.4%	0.3%	0.8%	0.2%	0.1%		

During their years of dental hygiene practice many respondents indicated that they have completed a dental hygiene program leading to a certificate (10%), 2 year diploma (32%) or three year diploma (35%). Further studies should clarify the definition of a certificate, in case there is a possibility that the question was not well understood.

12. If you are CURRENTLY enrolled in an academic education program, please indicate the credential you are seeking.

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	11	11	12	65				
Arts	5		1	7				
Business/Health/Public Administration	6	1		6	4			
Education	20	3	1	23	12	1	2	
Health Sciences	1	1		17	3		1	
Nursing	1	2	1					
Public Health	4				3			
Science		1		7	1			
Social Sciences				5				
Other				5				
Total	48	19	15	135	23	1	3	

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	4.5%	4.5%	4.9%	26.6%				
Arts	2.0%		0.4%	2.9%				
Business/Health/Public Administration	2.5%	0.4%		2.5%	1.6%			
Education	8.2%	1.2%	0.4%	9.4%	4.9%	0.4%	0.8%	
Health Sciences	0.4%	0.4%		7.0%	1.2%		0.4%	
Nursing	0.4%	0.8%	0.4%					
Public Health	1.6%				1.2%			
Science		0.4%		2.9%	0.4%			
Social Sciences				2.0%				
Other				2.0%				
Total	19.60%	7.70%	6.10%	55.30%	9.30%	0.40%	1.20%	

Currently there were many of the dental hygienists enrolled in an academic education program. Of those 244 responding, 27% indicated that they are seeking a bachelor degree in dental hygiene. A similar percent of respondents indicated their study would lead to certification at a range of levels in the field of Education, ranging from a certificate to a Doctorate degree.

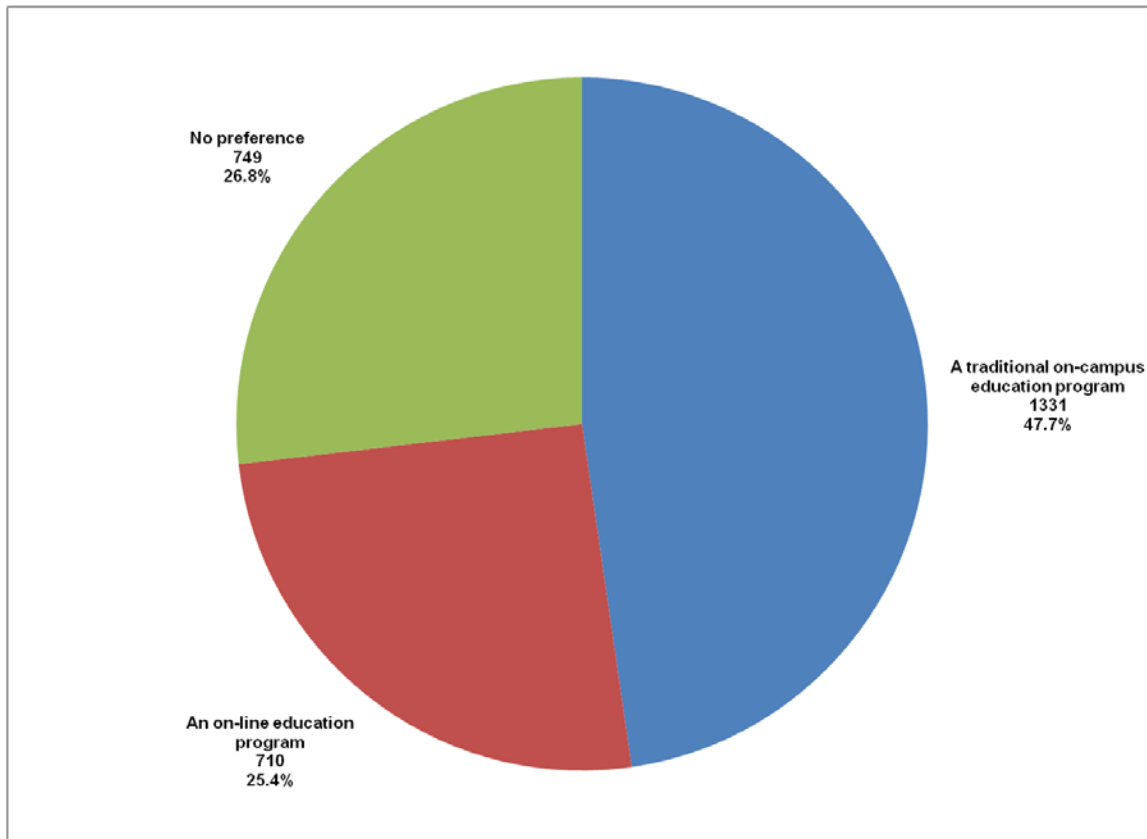
13. Do you intend to pursue further education in the future? If so, please indicate the academic discipline.

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	26	3	10	307	53	3	4	1
Arts	7	4	1	16	7		2	1
Business/Health/Public Administration	40	9	5	32	16	2	1	
Education	67	9	1	77	55	1	5	
Health Sciences	17	10	7	49	25		3	
Nursing	1	5	6	14	2			
Public Health	32	8	2	17	29	1	5	
Science	7	1	3	36	9		2	1
Social Sciences	7			13	3		2	
Other	7			13	3		2	

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	2.3%	0.3%	0.9%	27.7%	4.8%	0.3%	0.4%	0.1%
Arts	0.6%	0.4%	0.1%	1.4%	0.6%		0.2%	0.1%
Business/Health/Public Administration	3.6%	0.8%	0.5%	2.9%	1.4%	0.2%	0.1%	
Education	6.1%	0.8%	0.1%	7.0%	5.0%	0.1%	0.5%	
Health Sciences	1.5%	0.9%	0.6%	4.4%	2.3%		0.3%	
Nursing	0.1%	0.5%	0.5%	1.3%	0.2%			
Public Health	2.9%	0.7%	0.2%	1.5%	2.6%	0.1%	0.5%	
Science	0.6%	0.1%	0.3%	3.3%	0.8%		0.2%	0.1%
Social Sciences	0.6%			1.2%	0.3%		0.2%	
Other	0.6%			1.2%	0.3%		0.2%	

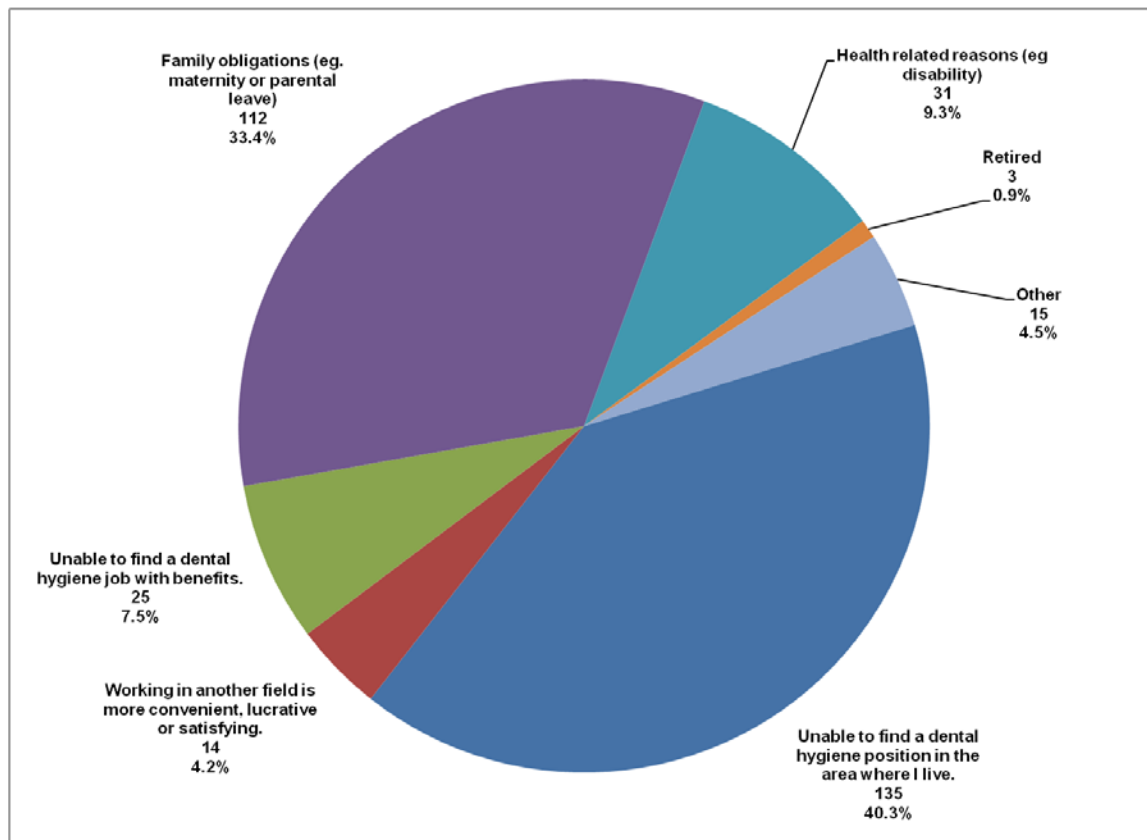
While the number of enrolled dental hygienists represent 8% of respondents as reported in the previous question, there are a large number (38%) responding to this question who are interested in pursuing education in the future with the greatest focus of study targeted by 28% of respondents as a bachelor in dental hygiene. As in the previous question a good interest is shown across levels of certification in the field of Education.

14. What delivery method do you prefer for your education?



While 47% of respondents indicated a preference for the traditional on-campus education programs, the remaining respondents were almost equally split between a preference for on-line education and not having either preference for the delivery format.

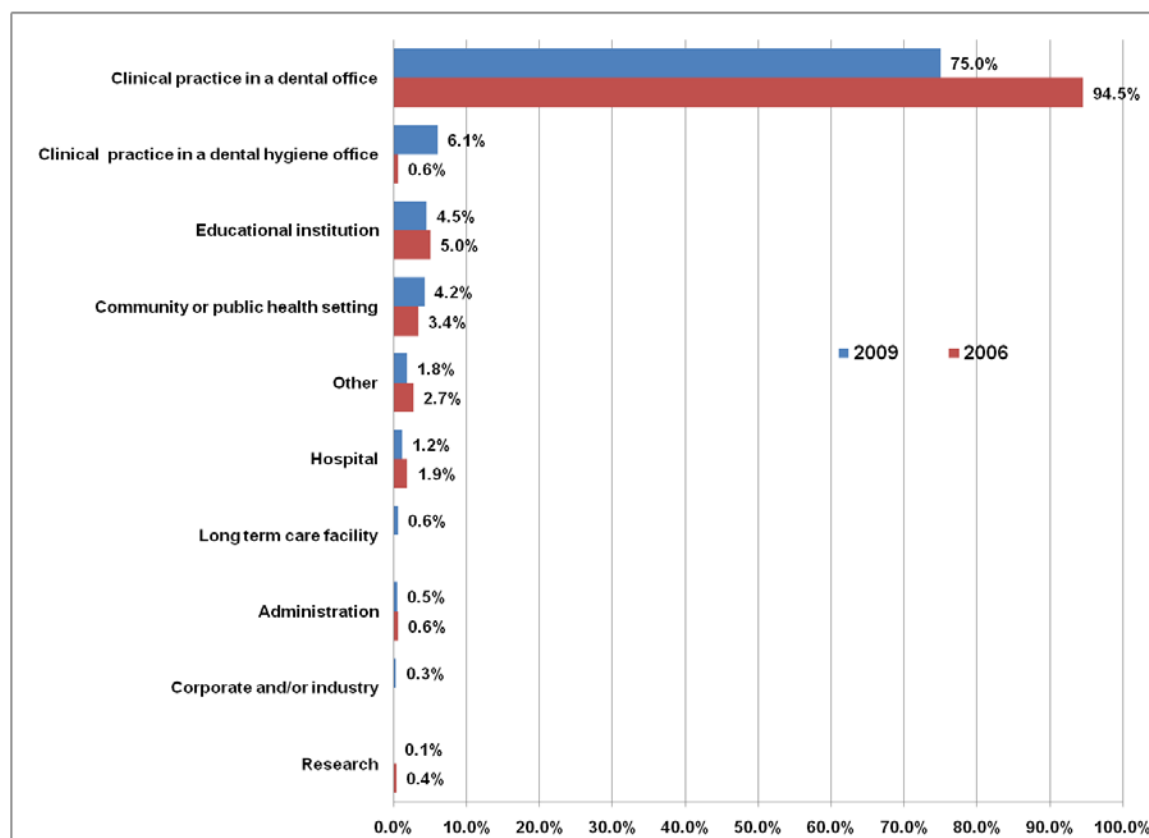
15. If you are NOT currently practicing as a dental hygienist, please indicate the reason(s) why.



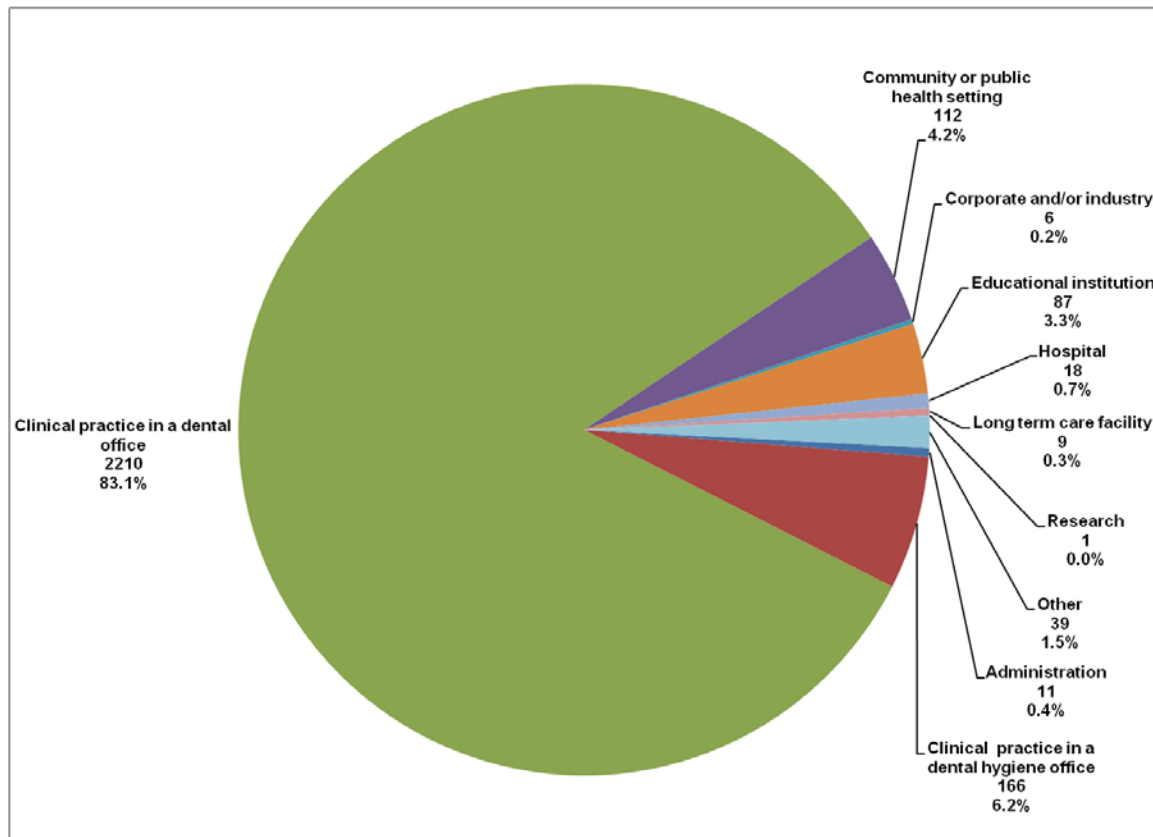
The main reason cited by 40% of respondents for not practicing dental hygiene is that they could not find a position in the area where they live. A similar size group representing 33% of respondents were not practicing due to family obligations. A total of 335 dental hygienists reported the reason that they were not currently practicing.

16. If you are currently practicing as a dental hygienist, please indicate the setting(s) in which you practice.

Overall

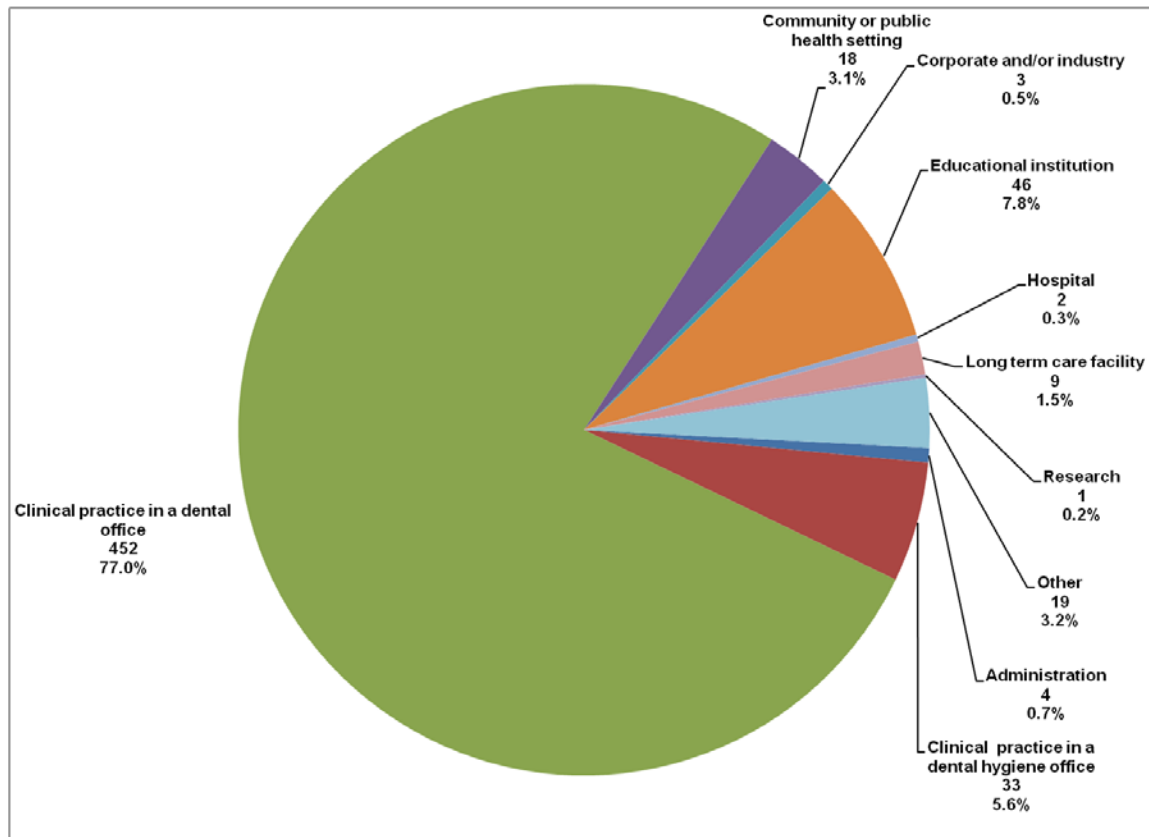


Workplace 1



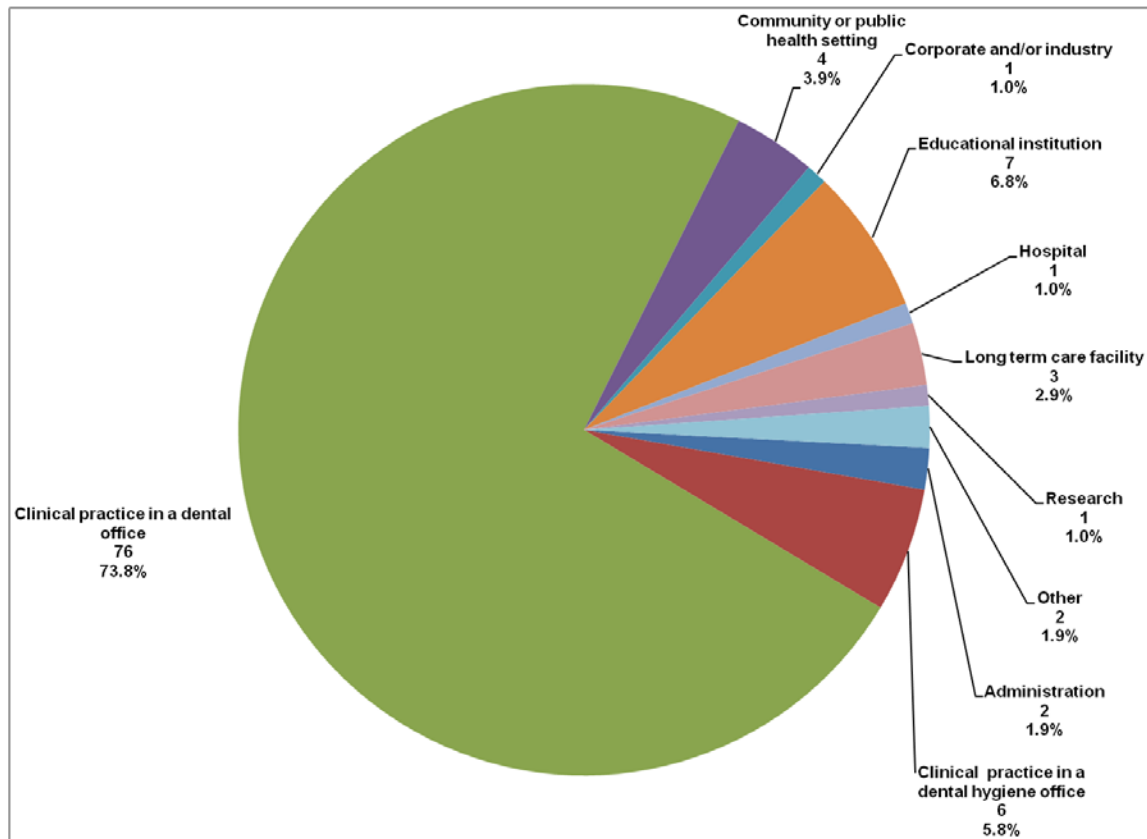
There were 83% of respondents who indicated they currently practice in a dental office, compared with 95% in the 2006 study and more consistent with the 85% of similar responses from the 2004 study.

Workplace 2



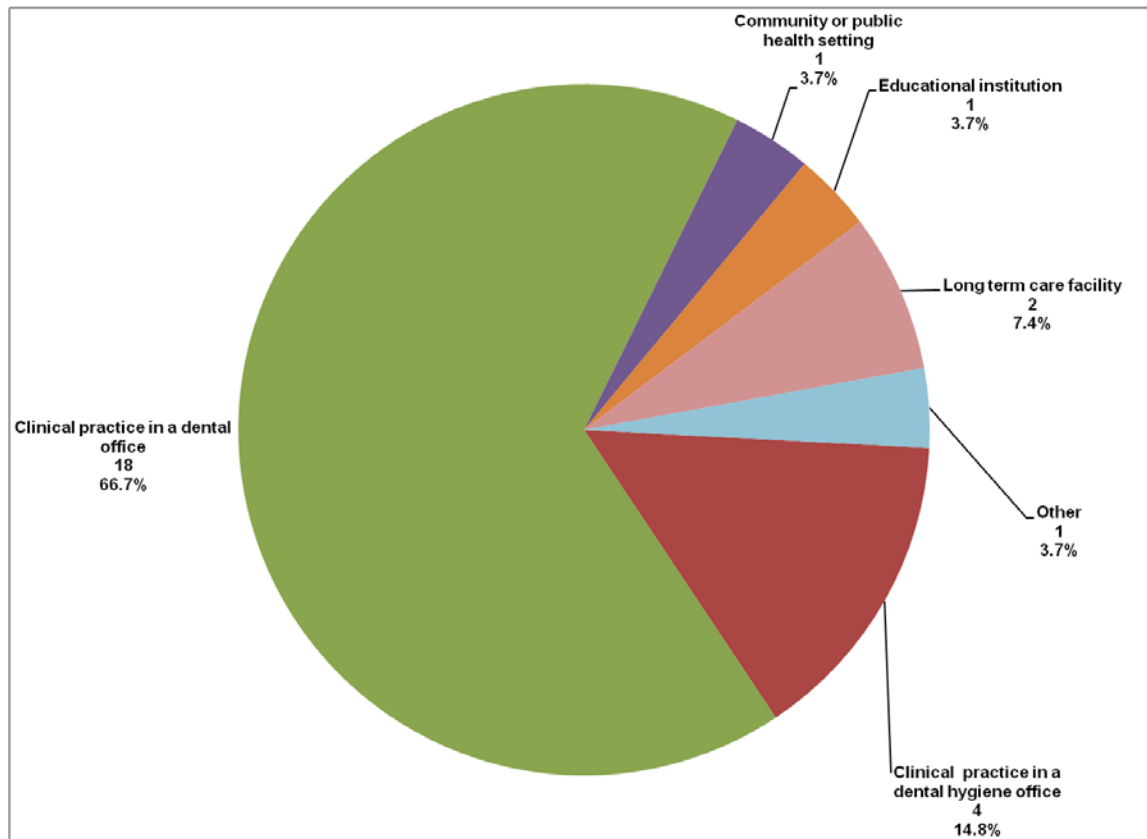
Respondents with a second workplace indicated that 77% of respondents practiced in a dental office. Another 8% responded that they worked in an educational institution and 6 % worked in a dental hygiene office.

Workplace 3



Of the group who indicated having a third workplace, 74% of respondents reported that they worked in a dental office, 7% worked in an educational institution, and 6% worked in a dental hygiene office.

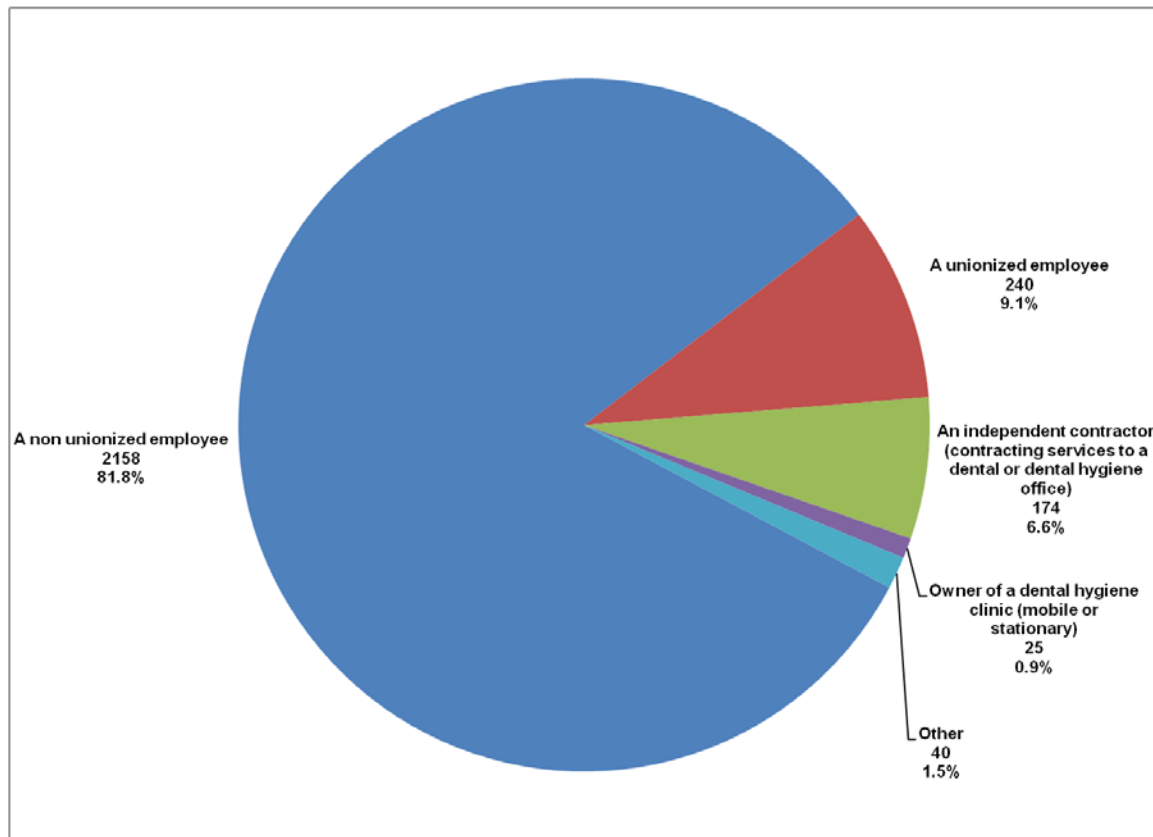
Workplace 4



In the case where there was a fourth workplace, 67% of respondents worked in a dental office, 15% worked in a dental hygiene office, and 7% worked in a long term care facility.

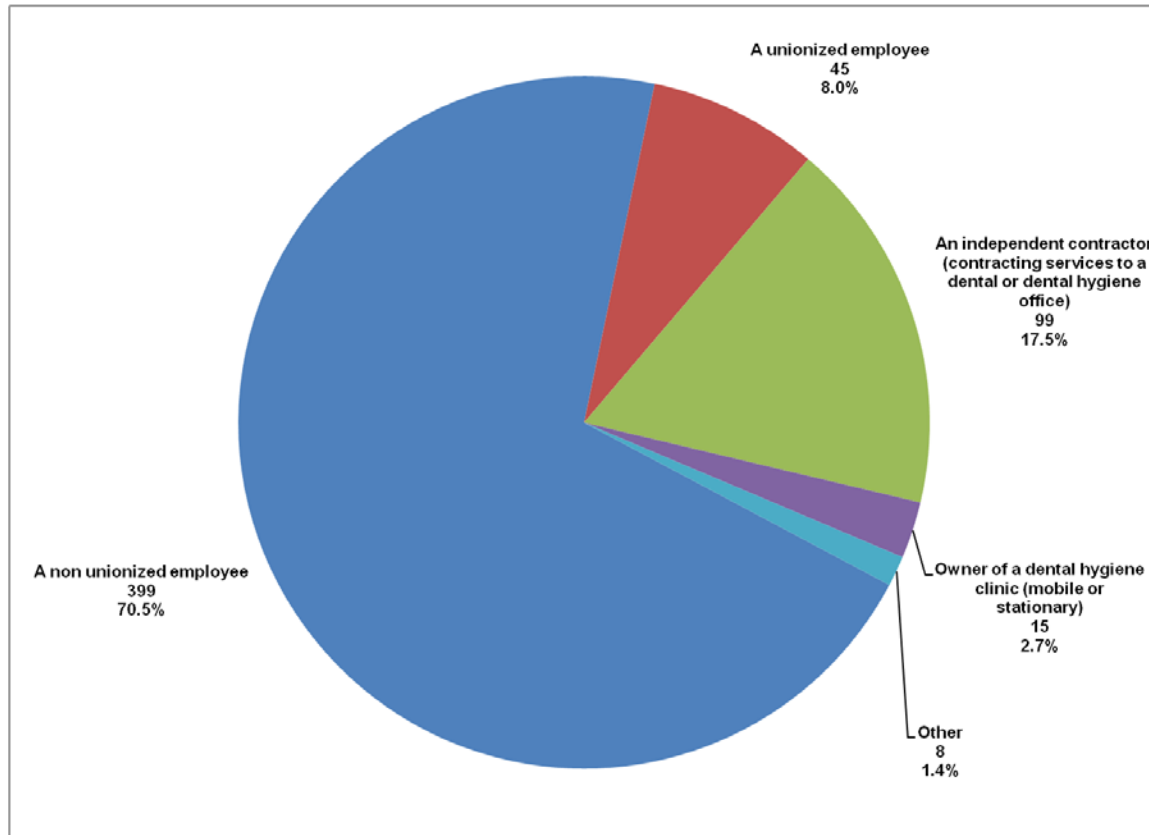
17. Please indicate your current position. Note: A unionized employee means that through your employment you are a member of an organized Employee, Labour or Trade Union, or Faculty Association.

Workplace 1



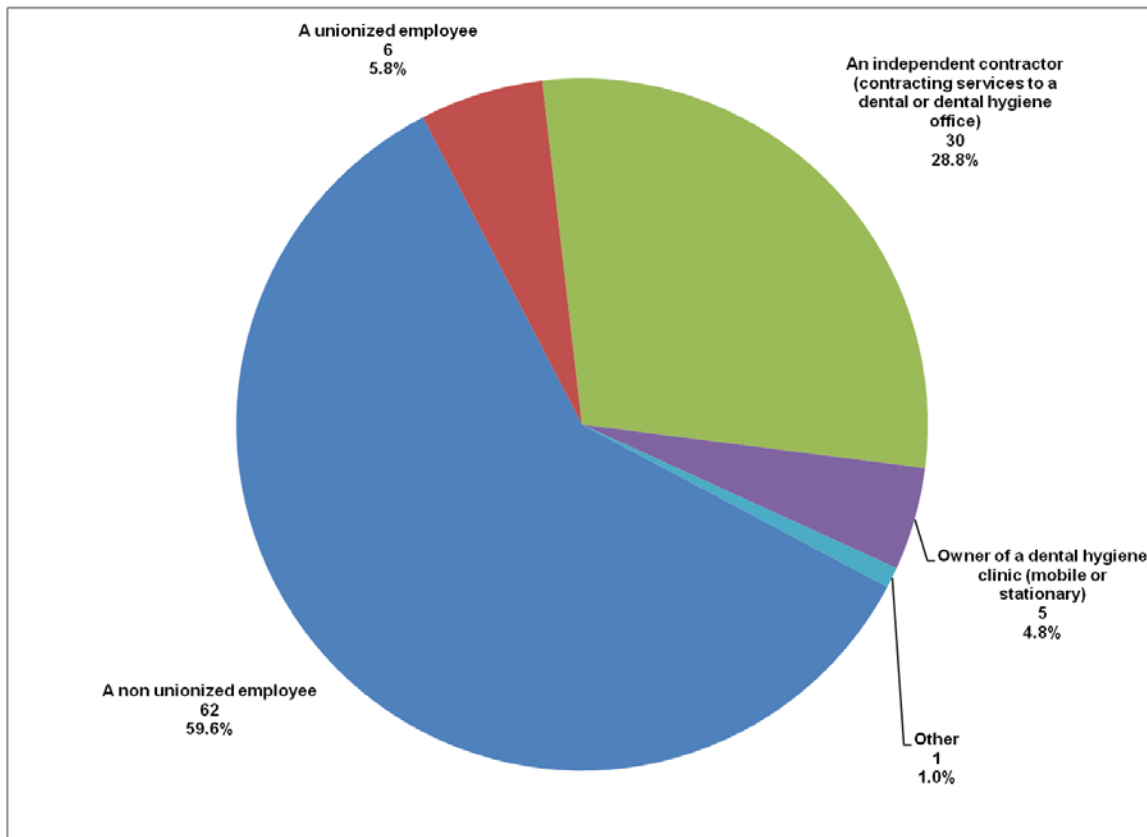
For those dental hygienists who described their first workplace, 82% of respondents were non-unionized, 9% were unionized, and 7% worked as an independent contractor.

Workplace 2



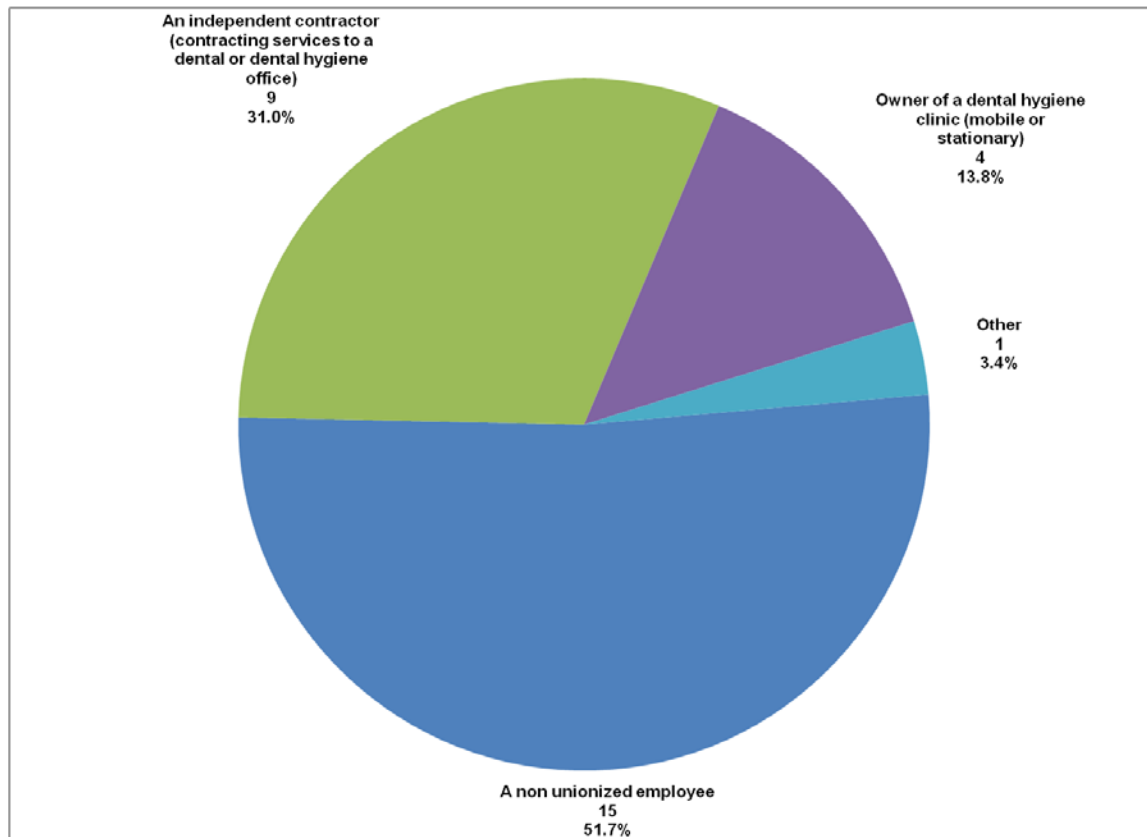
The dental hygienists described their positions at their second workplace by indicating that 71% of respondents were non-unionized, 8% of respondents were unionized, and 18% of respondents worked as an independent contractor.

Workplace 3



The dental hygienists described the position they held at their third workplace by indicating that 60% were non-unionized, 6% were unionized, and 29% worked as an independent contractor.

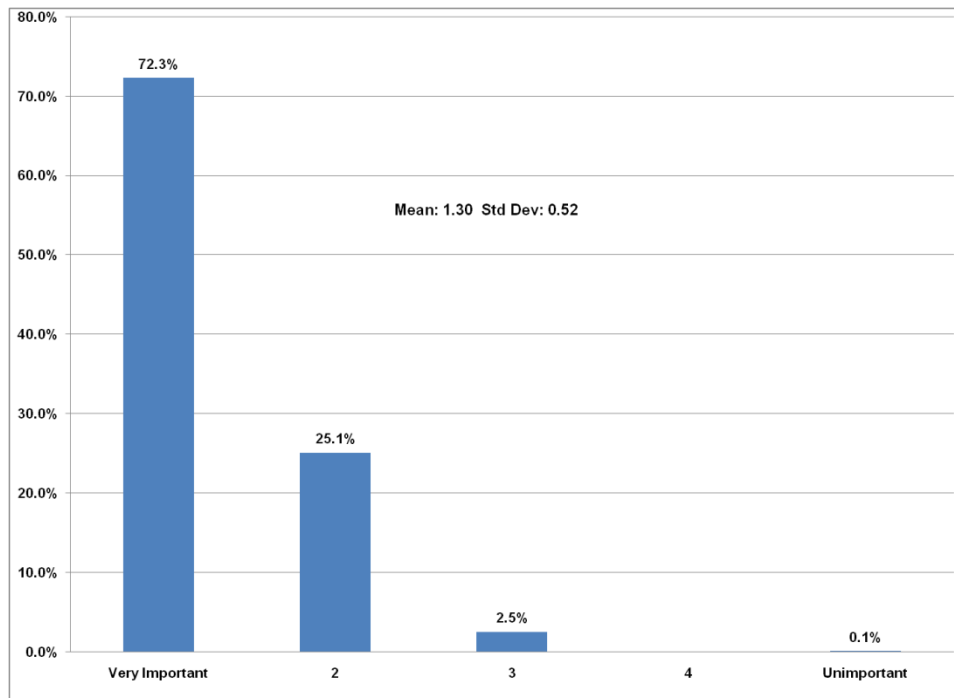
Workplace 4



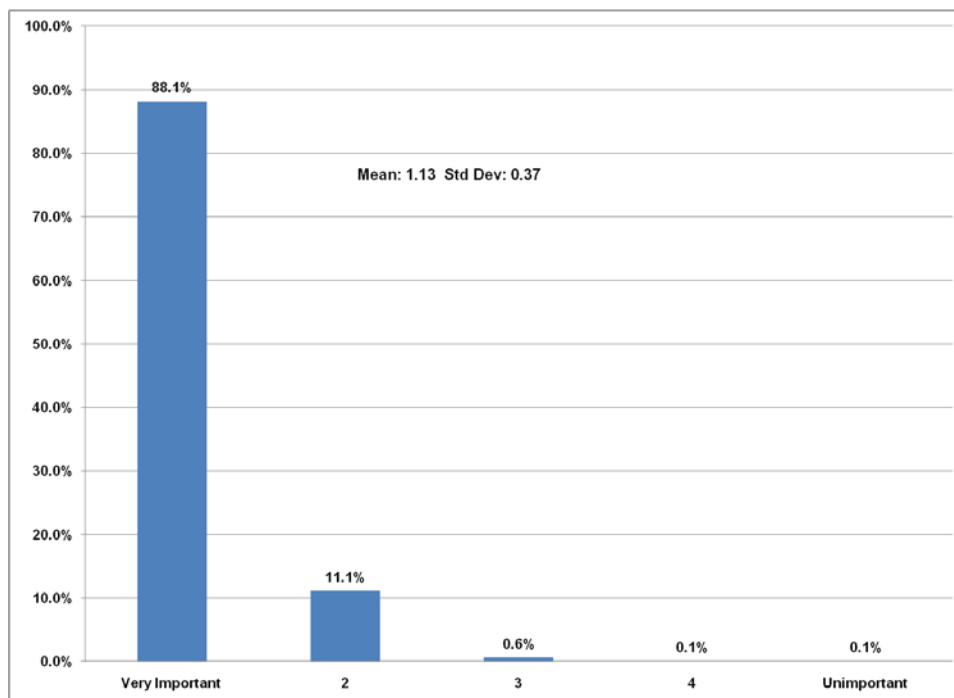
The dental hygienists described the position that they held at their fourth workplace by indicating that 52% of respondents were non-unionized, 31% were independent contractors, and 14% were owners of a dental hygiene clinic.

18. When you are deciding on employment or practice opportunities, please indicate the importance of each of the following.

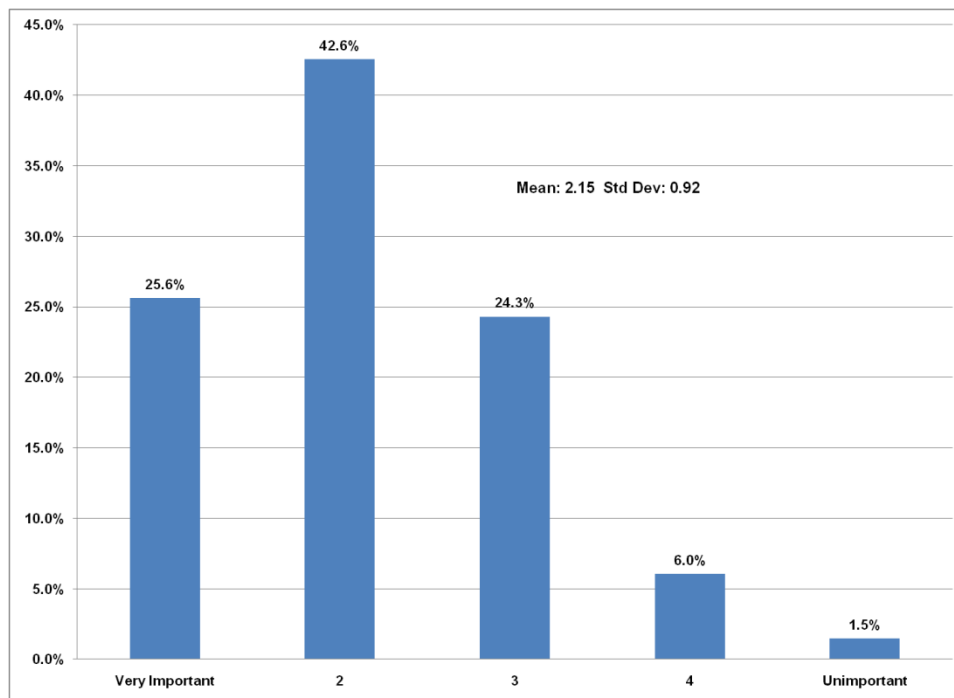
Adequate and skilled personnel



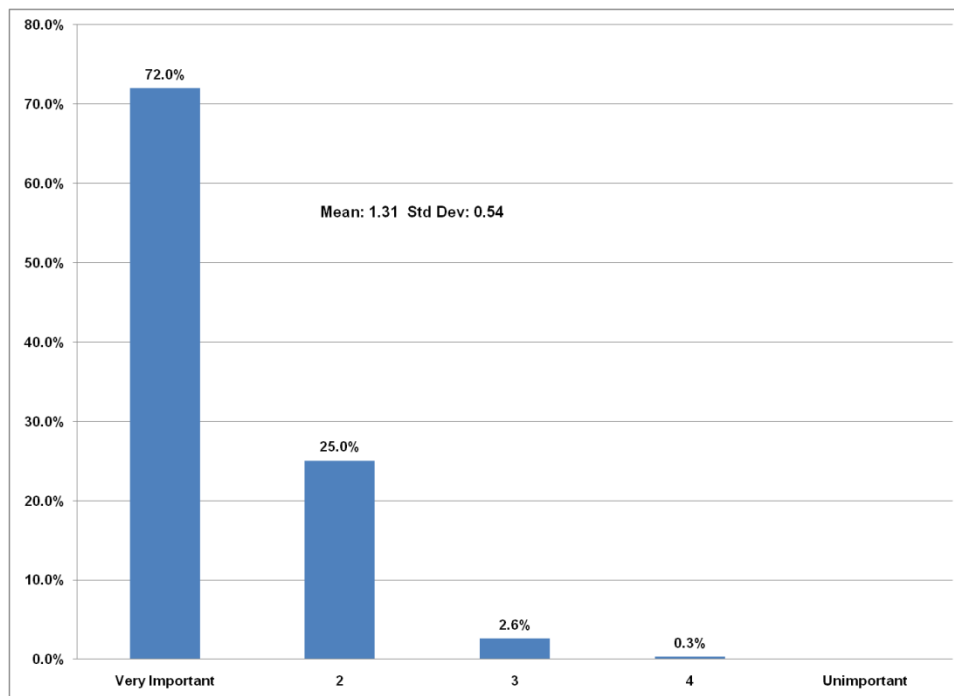
Appropriate infection control



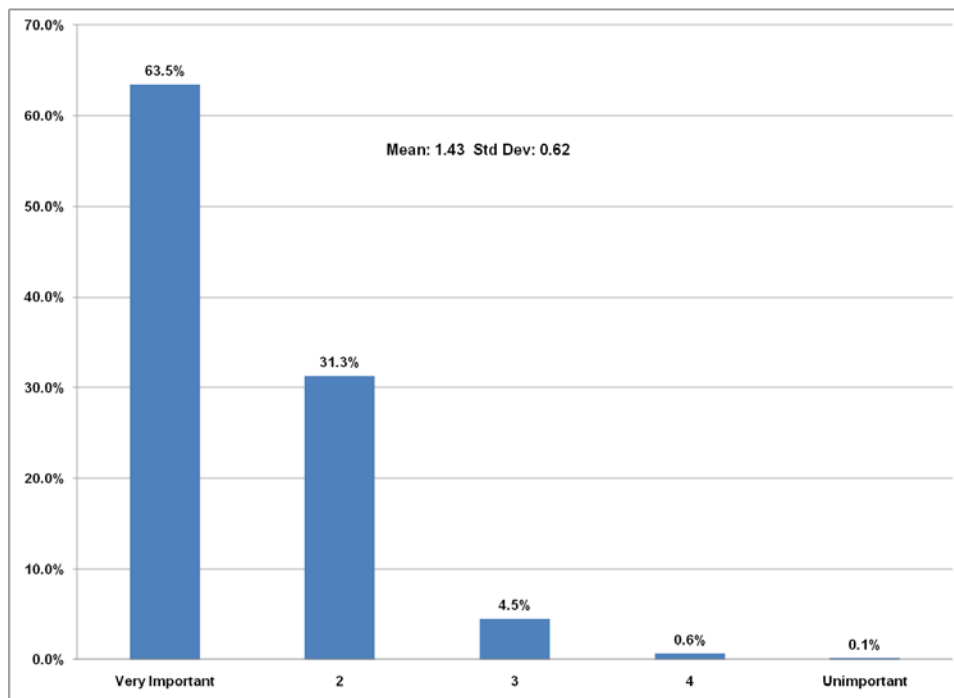
Benefits



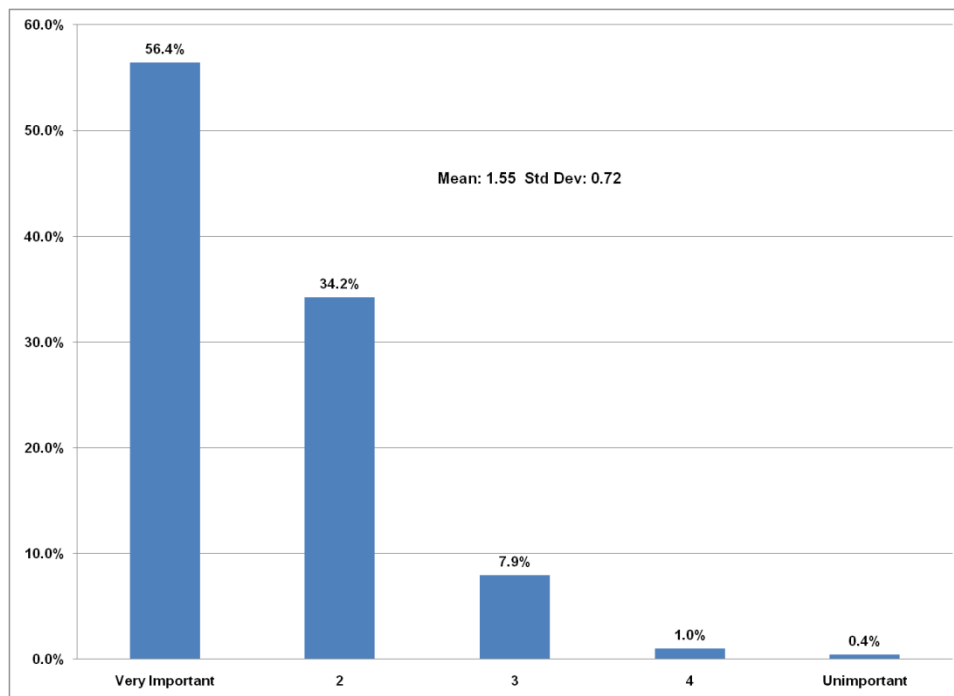
Employer and staff rapport



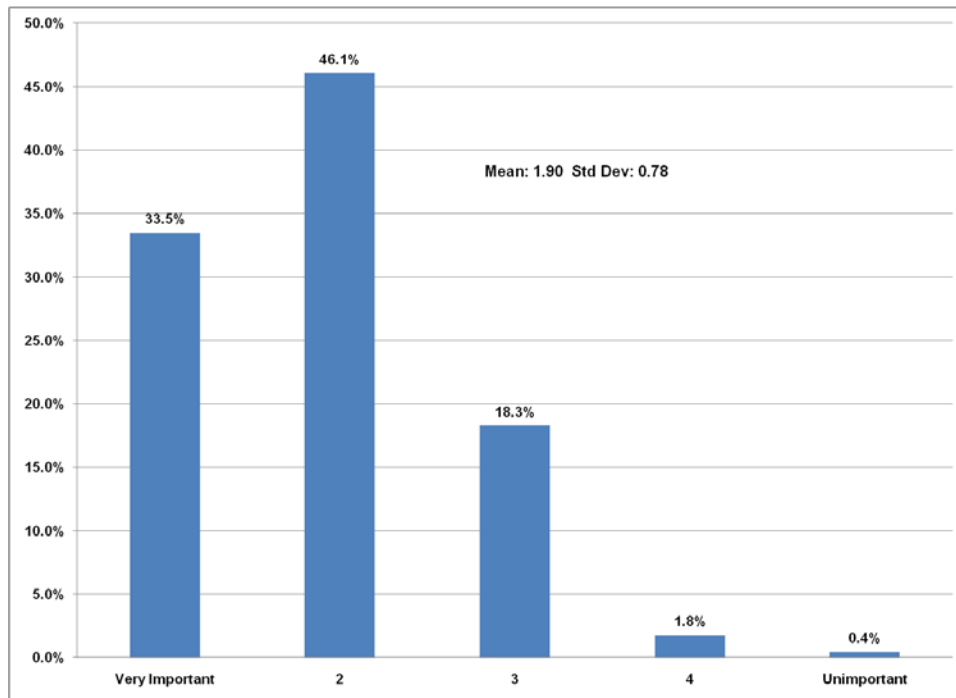
Hours & schedule



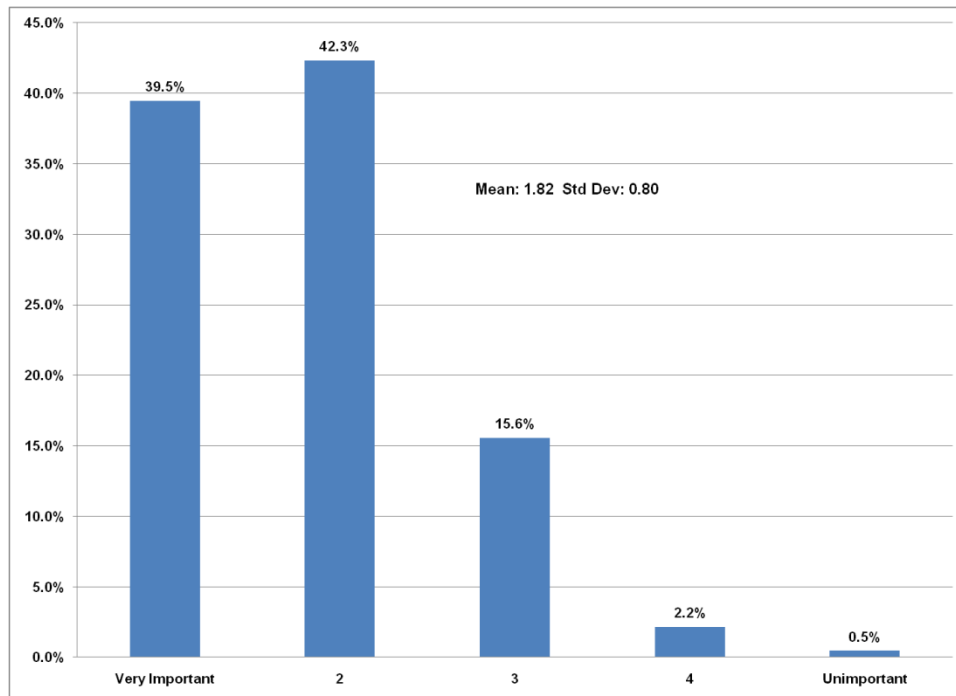
Job security



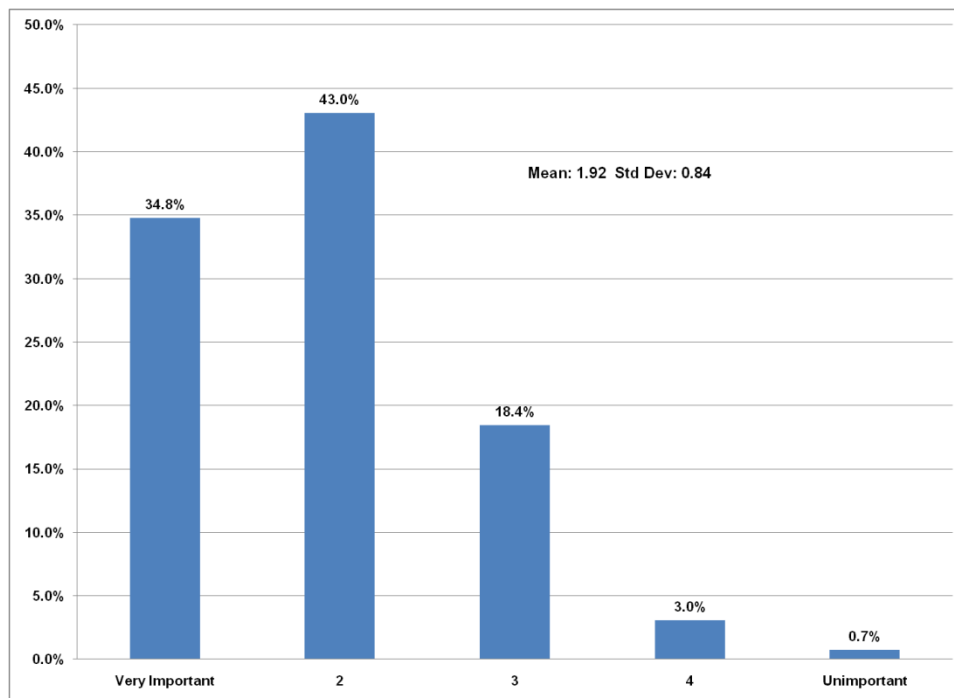
Location



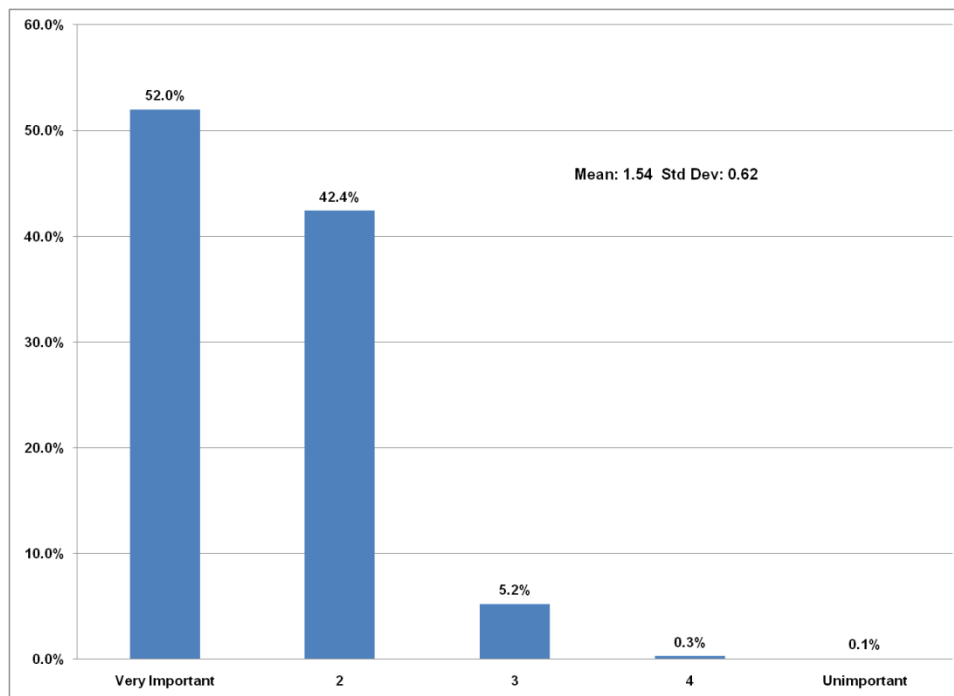
Opportunity to practice full scope of practice



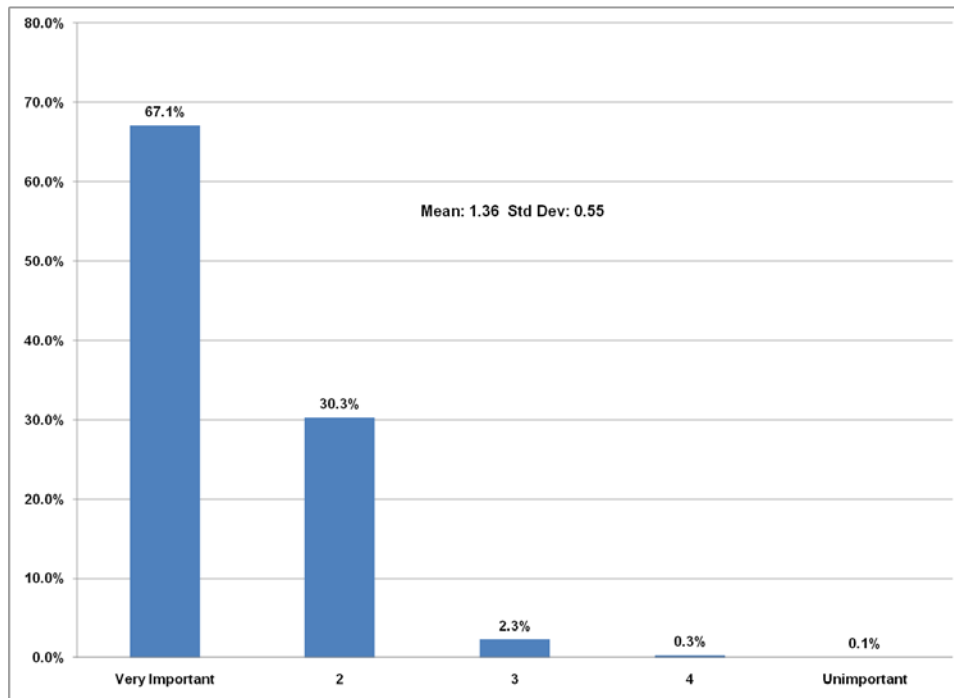
Type of practice



Wages

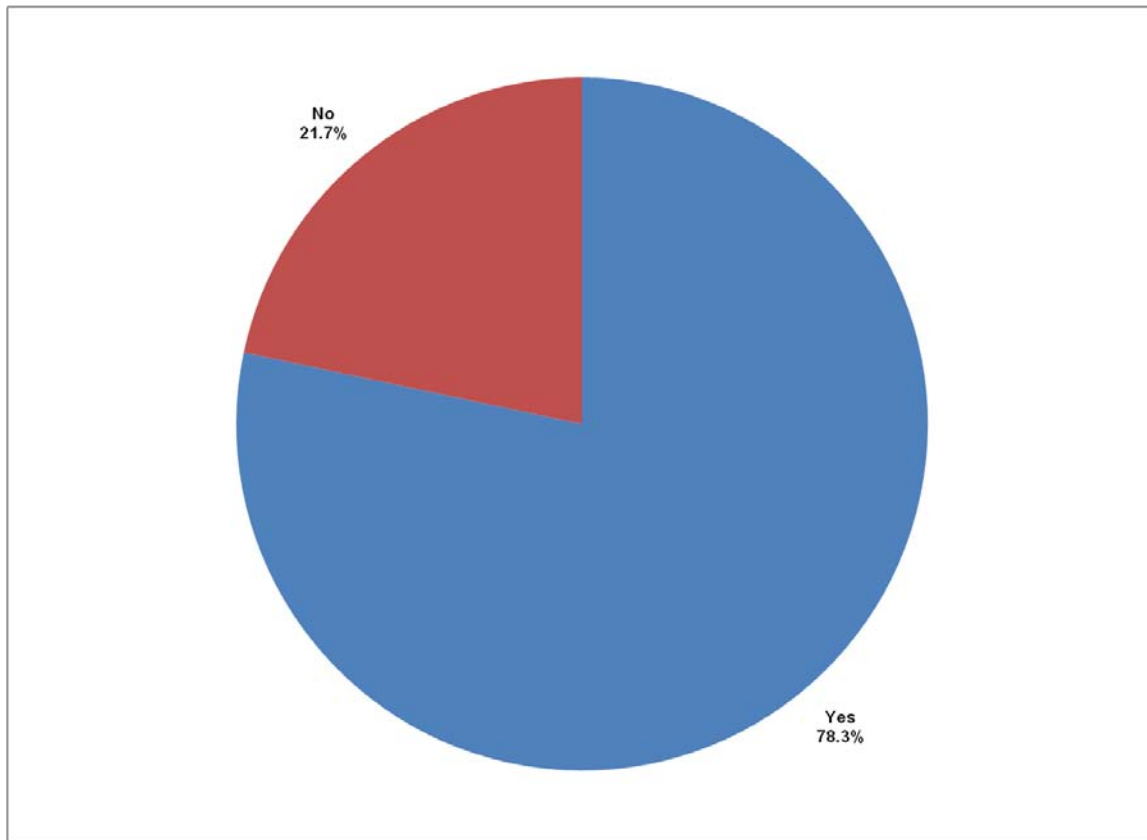


Work conditions/quality of office supplies & equipment



Of all the factors influencing a decision on accepting employment, the top ranked was appropriate infection control, which was indicated as very important by 88% of the respondents. Adequate and skilled staff was indicated by 72% of respondents to be the next highest priority, virtually matching employer and staff rapport. Work conditions and hours of work were cited as higher priorities than wages, which were the 6th ranked priority, having a very high importance indicated by 52% of respondents.

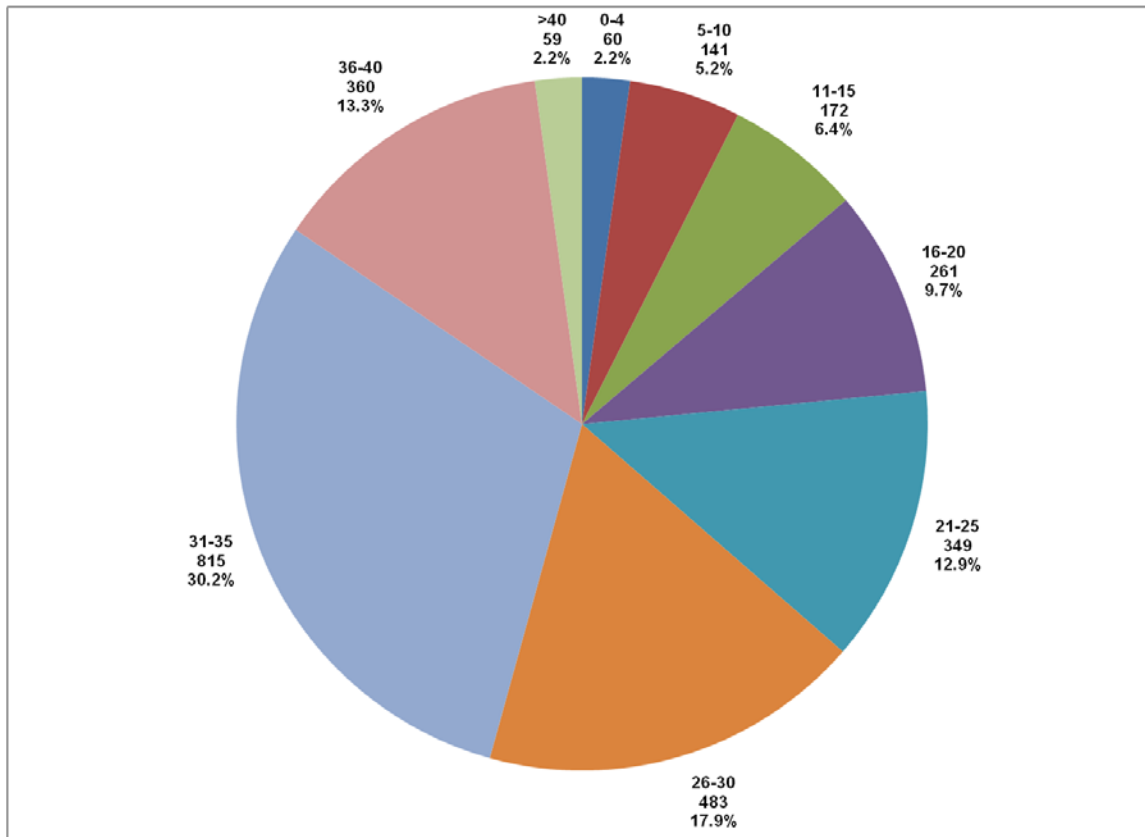
19. Do you have decision making authority or are you consulted when ordering supplies and/or equipment?



There were 78% of respondents who reported that they have either decision making authority or that they are consulted on ordering of supplies and equipment.

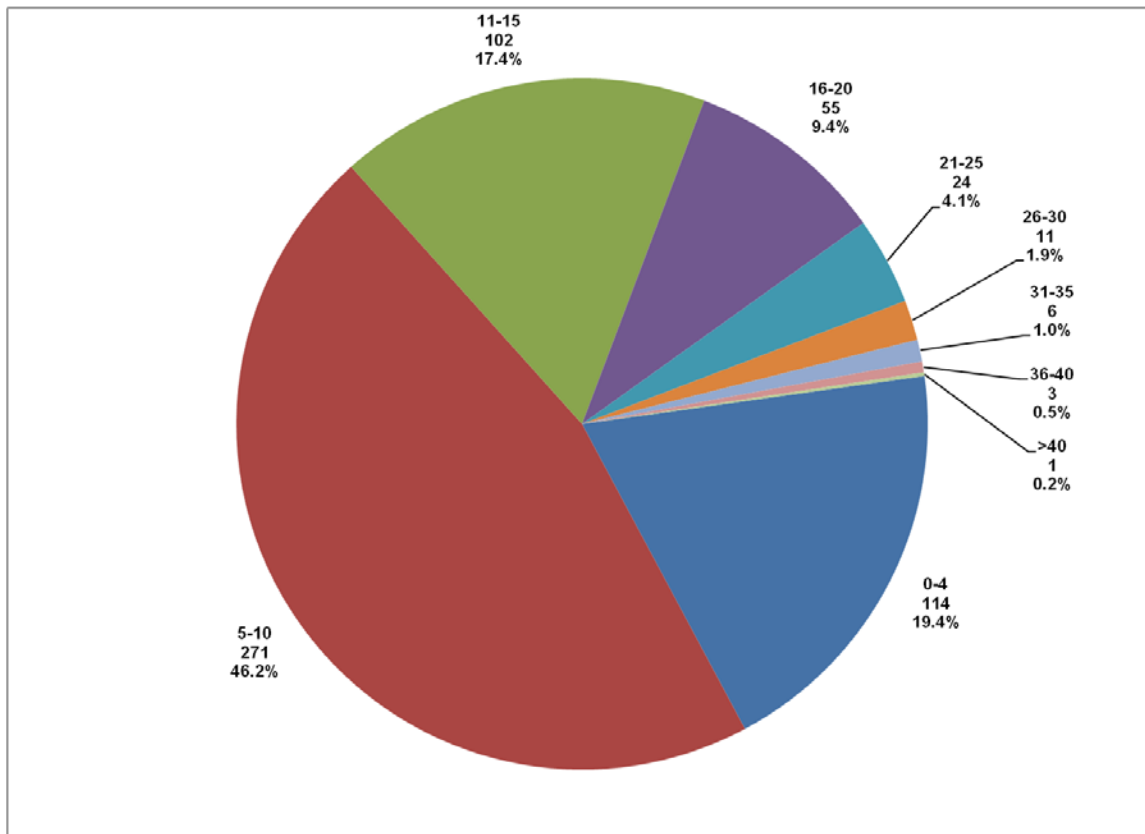
20. Please indicate how many hours per week you are TYPICALLY practicing as a dental hygienist at your work places.

Workplace 1



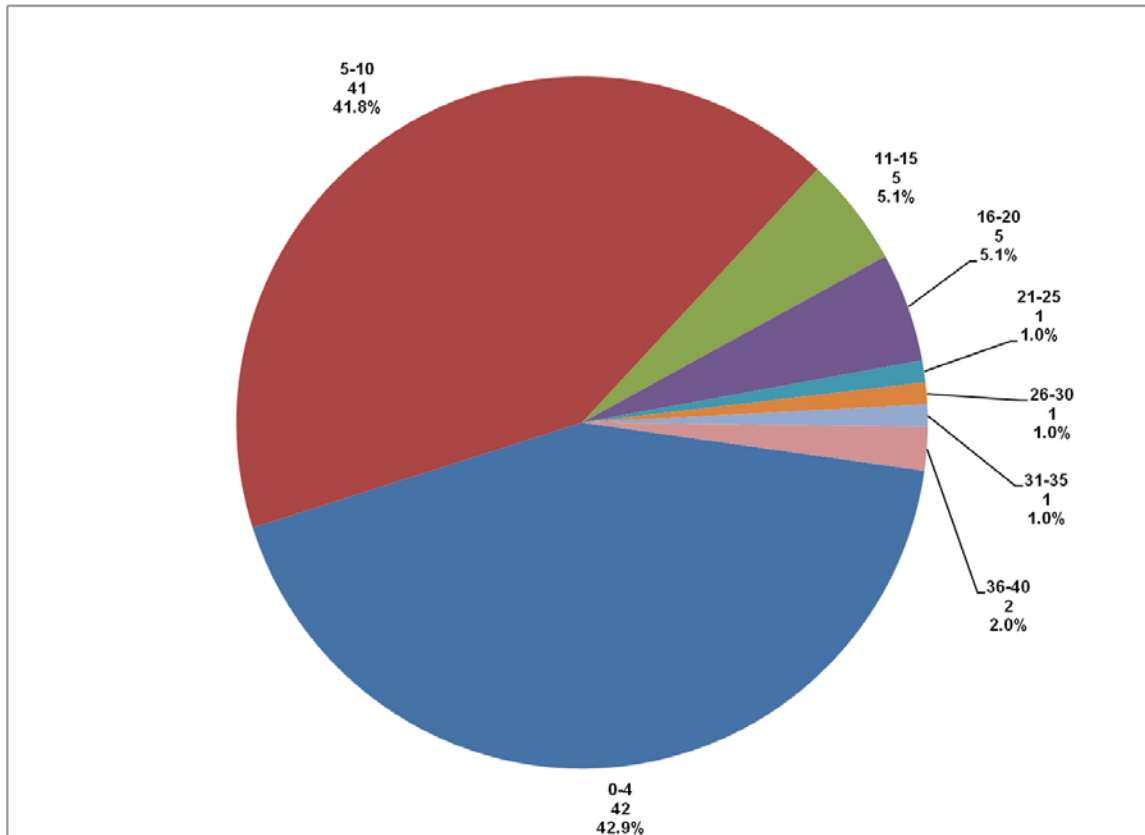
At the first workplace the hours of work typically reported by dental hygienists in practice were between 31 and 35 hours per week for 30% of respondents. The longer hours of work at the first workplace were reported to be 36 hours or greater by 16% of respondents.

Workplace 2



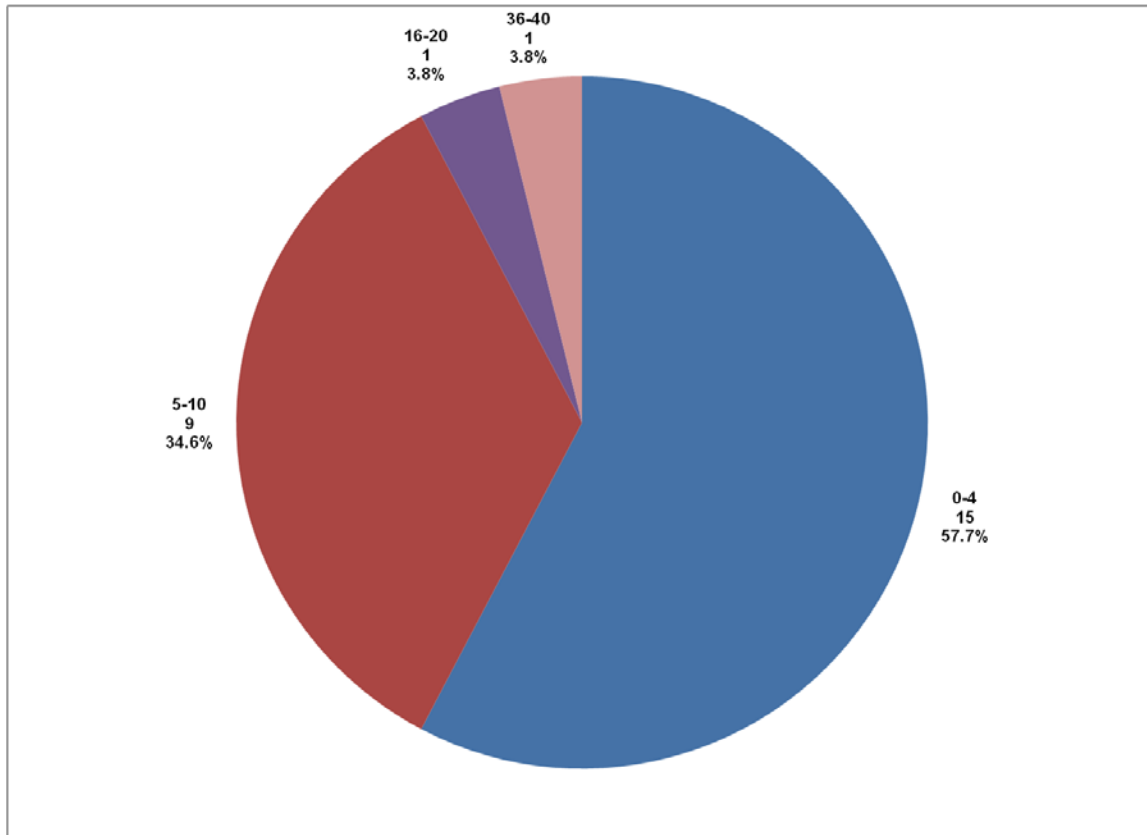
At the second workplace, 46% of respondents indicated that they worked between 5 and 10 hours, with 19% of respondents who reported working only up to 4 hours each week. The longer hours reported to be worked at the second workplace were 11 hours or greater by 35% of respondents.

Workplace 3



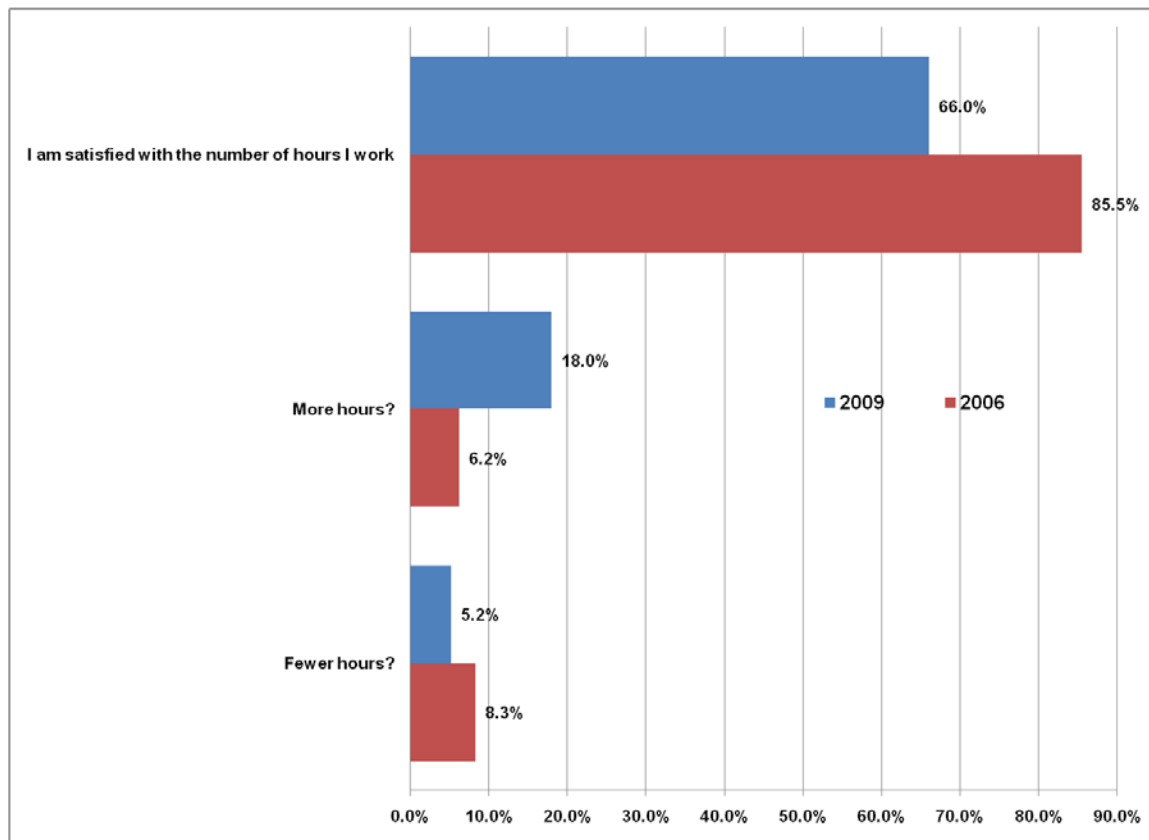
For those dental hygienists who reported working at their third workplace, there were 43% of respondents who worked up to 4 hours and 42% who indicated that they worked more than 4 but less than 11 hours per week.

Workplace 4



For those dental hygienists who reported working at their fourth workplace, there were 58% of respondents who worked up to 4 hours and 35% who indicated that they worked more than 4 but less than 11 hours per week.

21. In relation to the TOTAL number of hours you work each week as a dental hygienist, are you seeking...



While there were 20% of dental hygienists responded that they were seeking more hours of work, 75% of respondents are satisfied with their number or work hours. However, in the 2006 study 6% of respondents were seeking more hours and 86% were satisfied with the number of work hours.

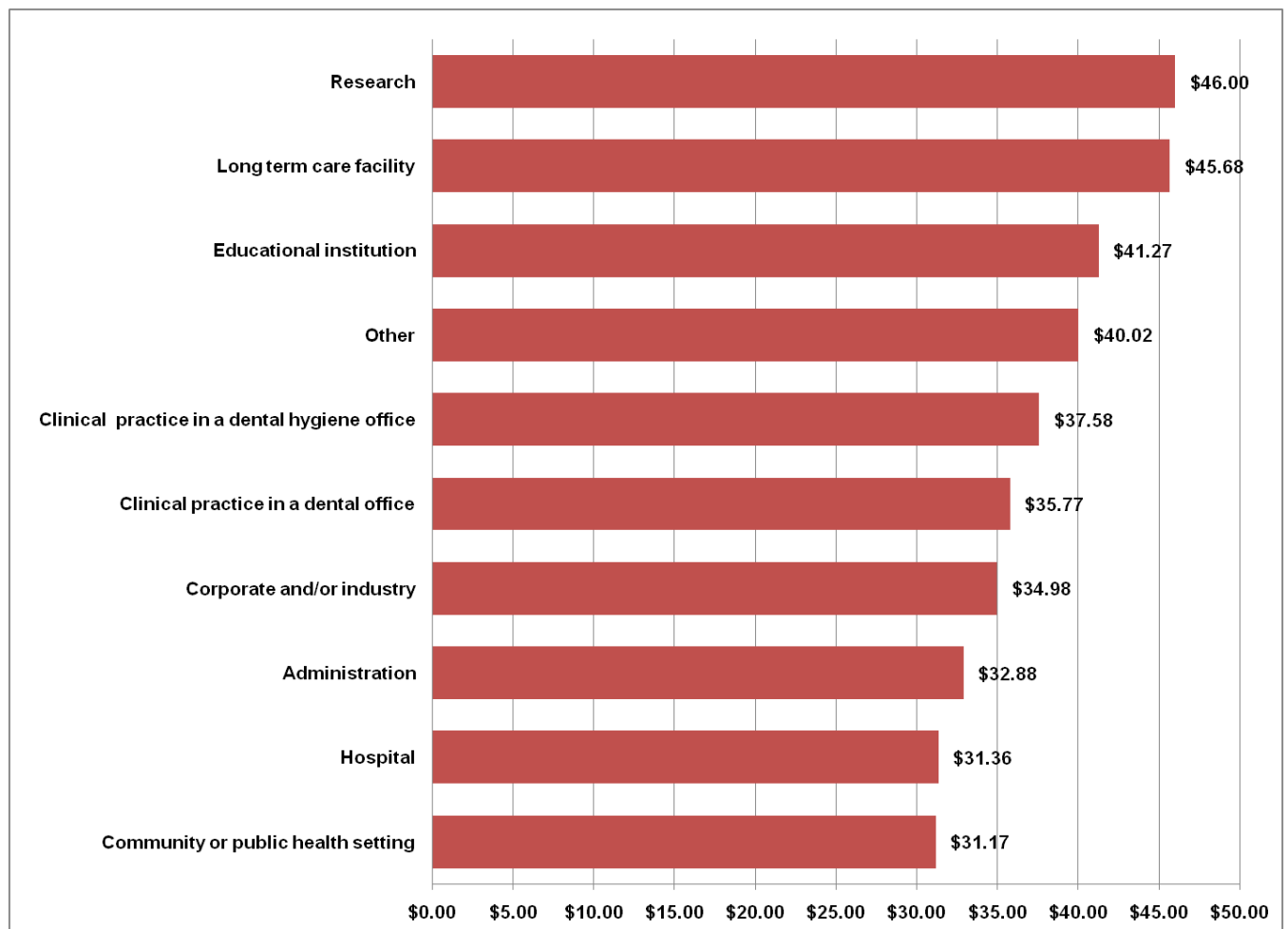
22. Please indicate your hourly wage in your various work places. If you work as an independent contractor, or have your own dental hygiene business, please provide the equivalent hourly wage. Please enter your hourly wage rounded to the nearest dollar. Do not enter any dollar signs, decimals or commas.

	Workplace 1	Workplace 2	Workplace 3	Workplace 4	Overall
Average hourly wage	\$35.61	\$38.92	\$41.93	\$46.50	\$36.47

Average Hourly wage	Workplace 1	Workplace 2	Workplace 3	Workplace 4	2009	2006
Alberta	\$53.71	\$55.44	\$56.45	\$62.00	\$53.88	\$44.96
British Columbia	\$43.57	\$42.87	\$43.81	\$44.09	\$43.32	\$41.19
Manitoba	\$37.99	\$37.24	\$33.50		\$37.77	\$34.24
New Brunswick	\$29.72	\$31.38	\$30.00		\$30.03	\$26.11
Newfoundland and Labrador	\$44.31	\$34.00			\$43.50	\$45.33
Northwest Territories & Nunavut	\$46.00				\$46.00	\$50.00
Nova Scotia	\$31.09	\$30.44	\$34.50		\$31.05	\$29.34
Ontario	\$36.96	\$38.26	\$38.57	\$40.00	\$37.19	\$36.87
Prince Edward Island	\$32.00	\$30.00	\$31.00		\$31.58	\$30.95
Québec	\$26.97	\$29.71	\$32.00	\$23.00	\$27.08	\$31.75
Saskatchewan	\$36.74	\$33.95	\$44.00		\$36.55	\$31.06
Unknown	\$36.41	\$39.10			\$36.00	\$40.16
Yukon	\$48.33				\$48.33	

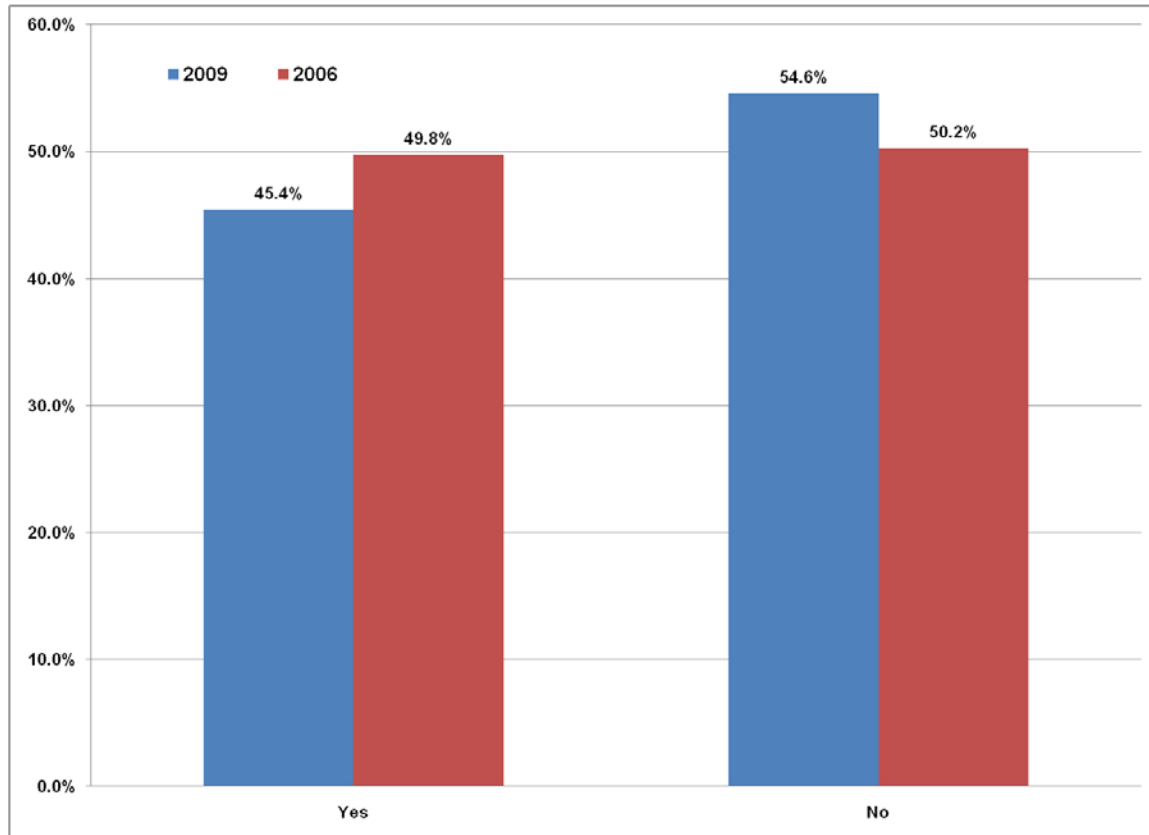
The average hourly wage reported across all positions held as employees was \$36.47 per hour, which is lower than the average wage of \$ 39.00 per hour reported in the 2006 study. Higher wages were reported by those dental hygienists holding more than one job. Overall the best compensation was reported by respondents with jobs in Alberta, where average wages were \$53.88 per hour. The lowest wages were \$27.08 reported for Quebec jobs, being approximately half the Alberta rate of pay. The high participation of Quebec respondents, compared with previous years, caused the lower reduced overall reported average hourly wage in this study. In the 2006 study the highest wages reported were by respondents holding jobs in the Northwest Territories & Nunavut at \$50.00 per hour.

Workplace type by average hourly wage

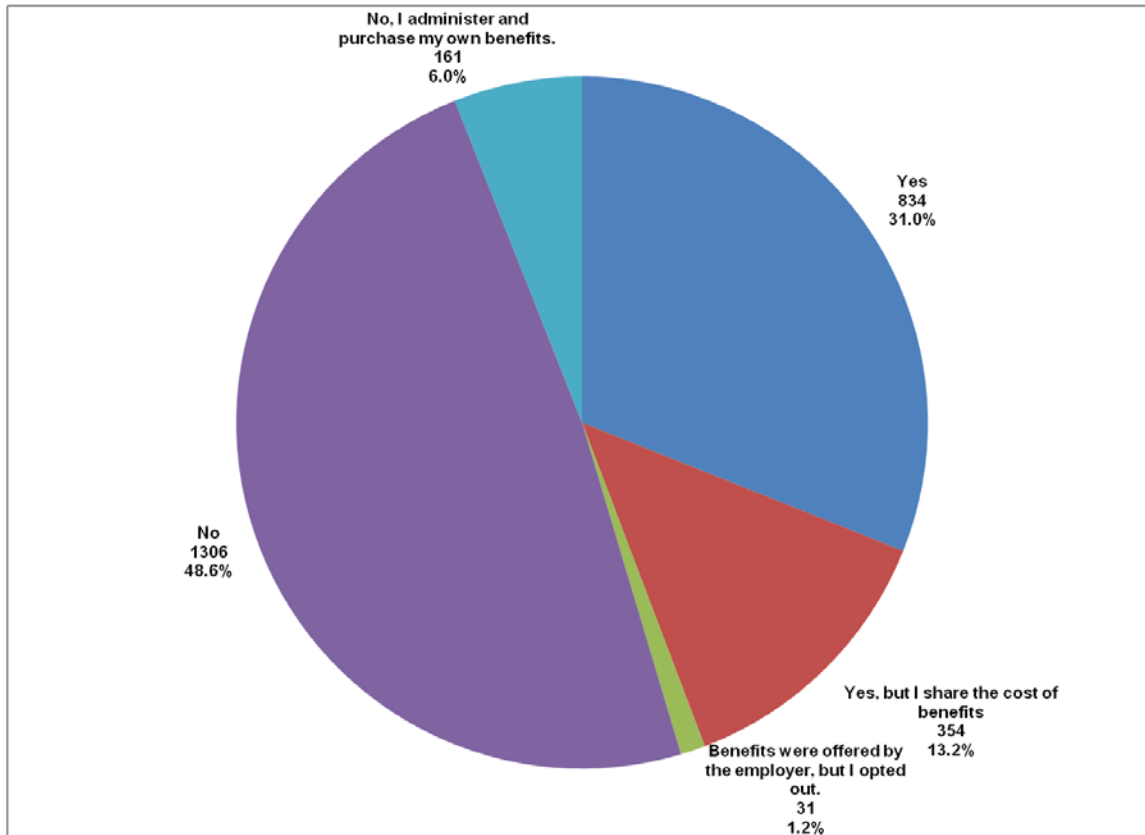


23. Do you receive employment benefits?

Overall

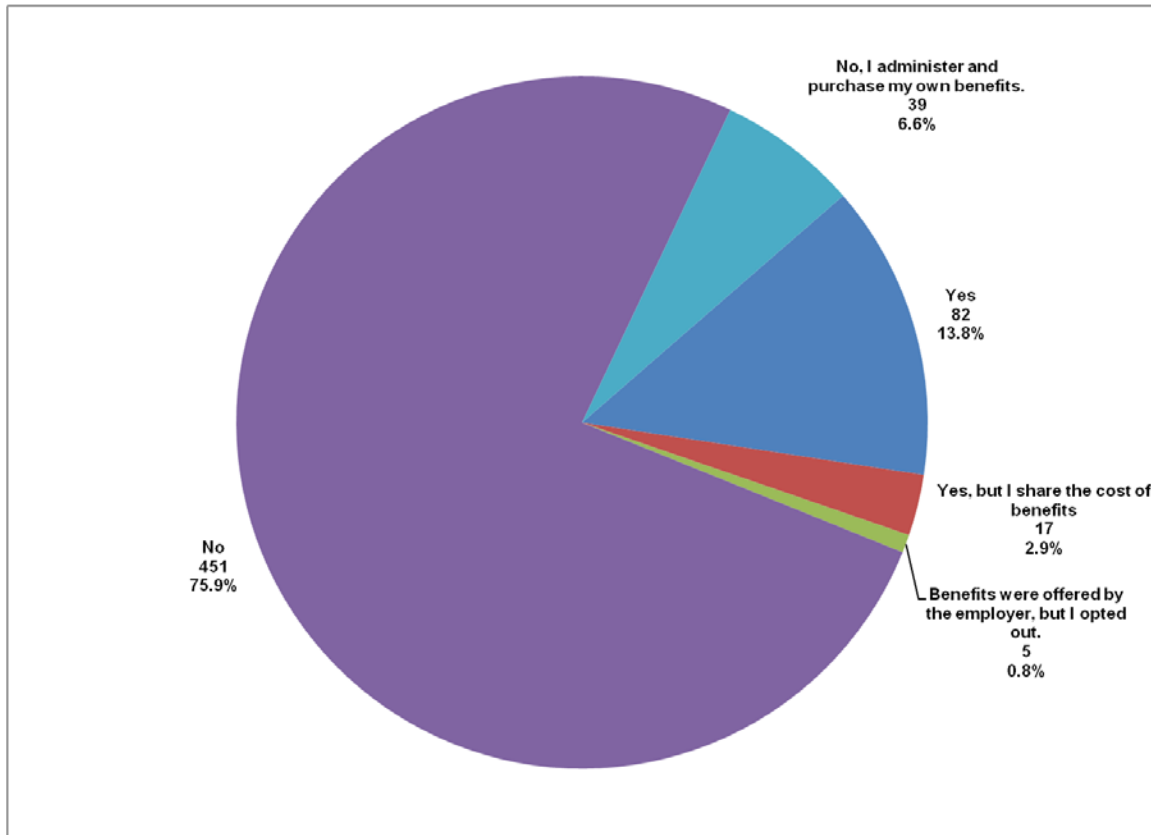


Workplace 1



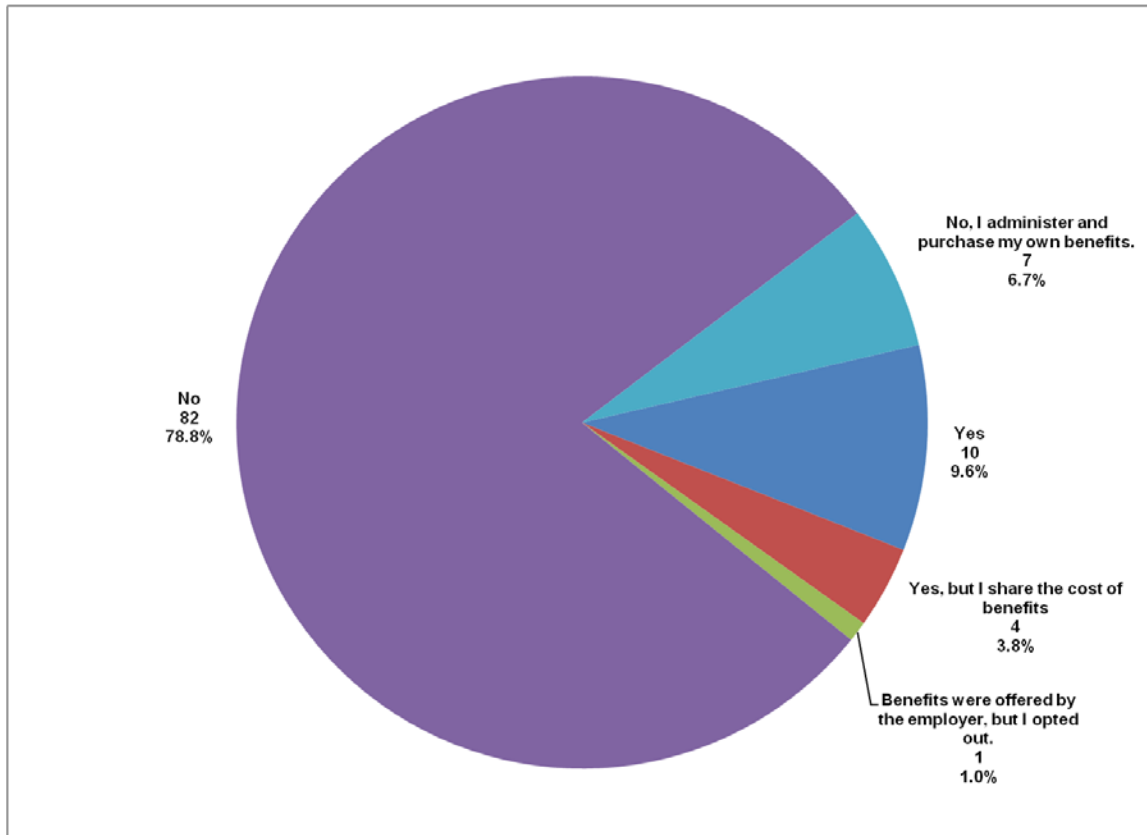
Compensation includes benefits for 44% of respondents at their first workplace, with cost sharing reported by 13% of respondents.

Workplace 2



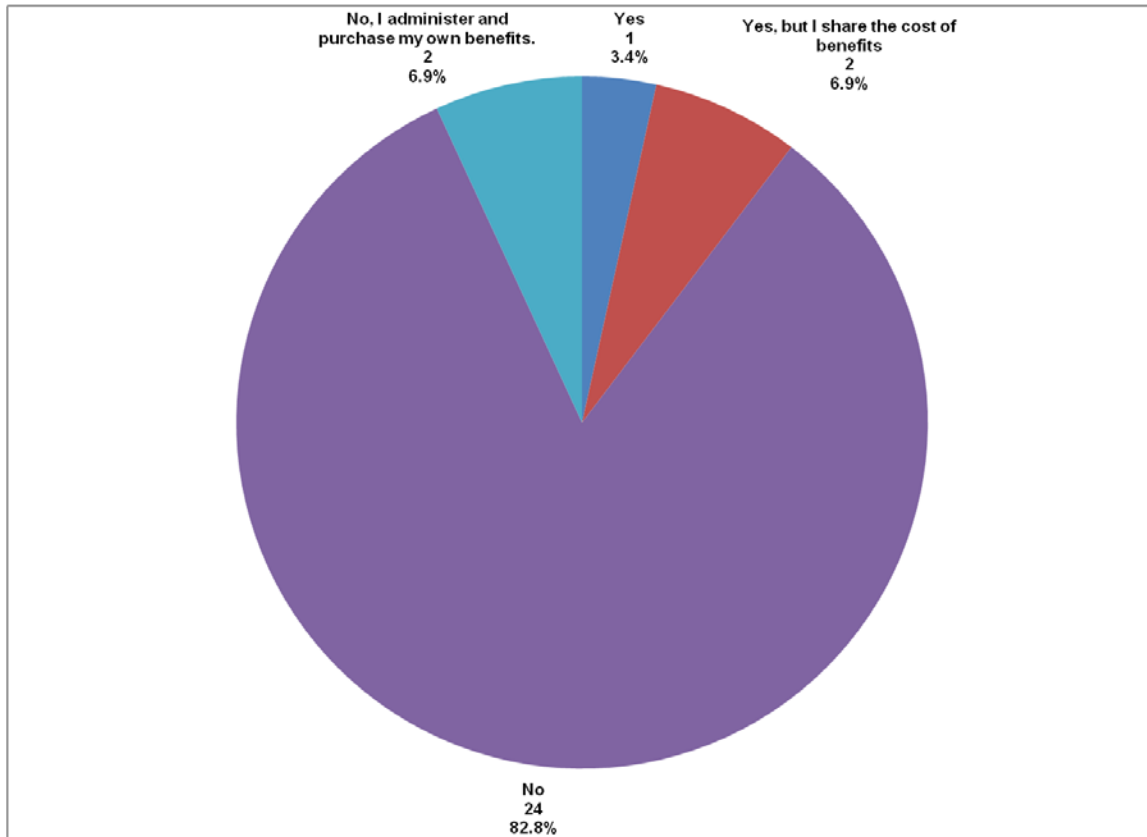
Benefits at the second workplace were reported by 17% of respondents.

Workplace 3



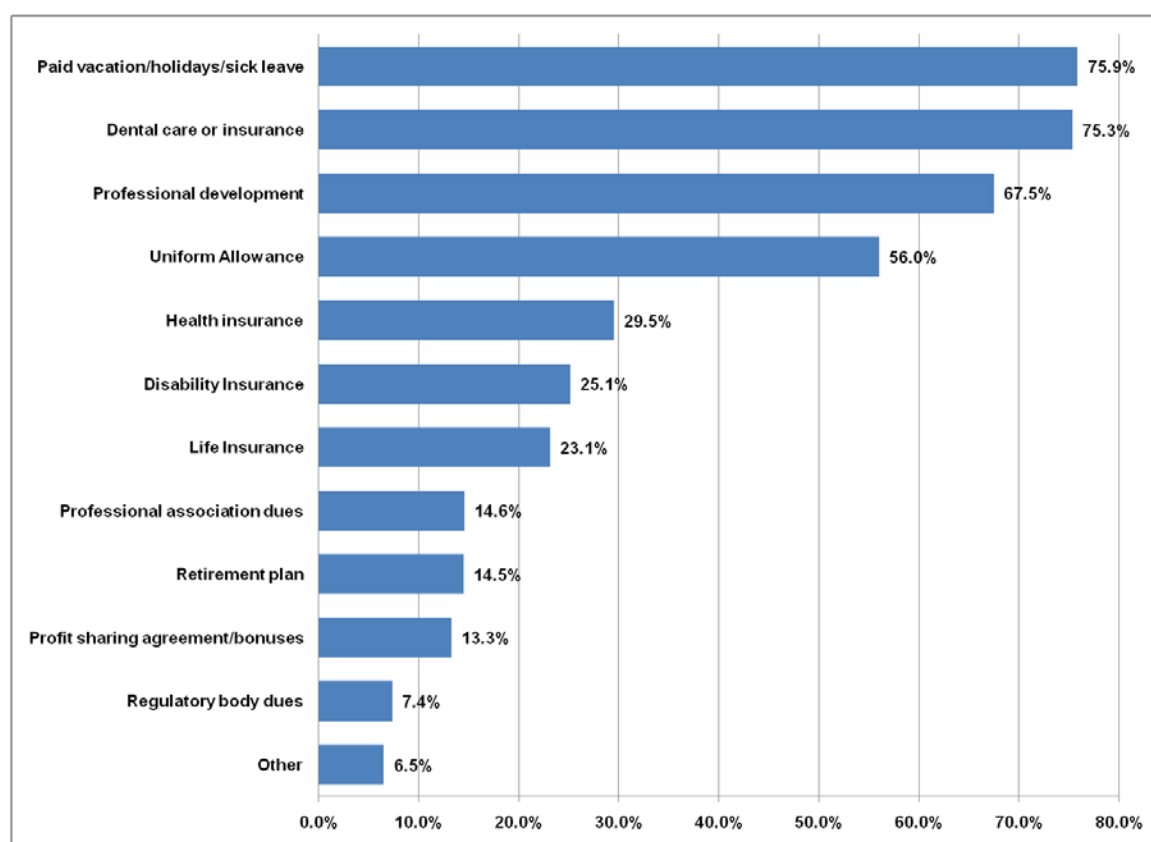
Benefits at the third workplace were reported by 14% of respondents.

Workplace 4



Benefits at the fourth workplace were reported by less than 10% of respondents.

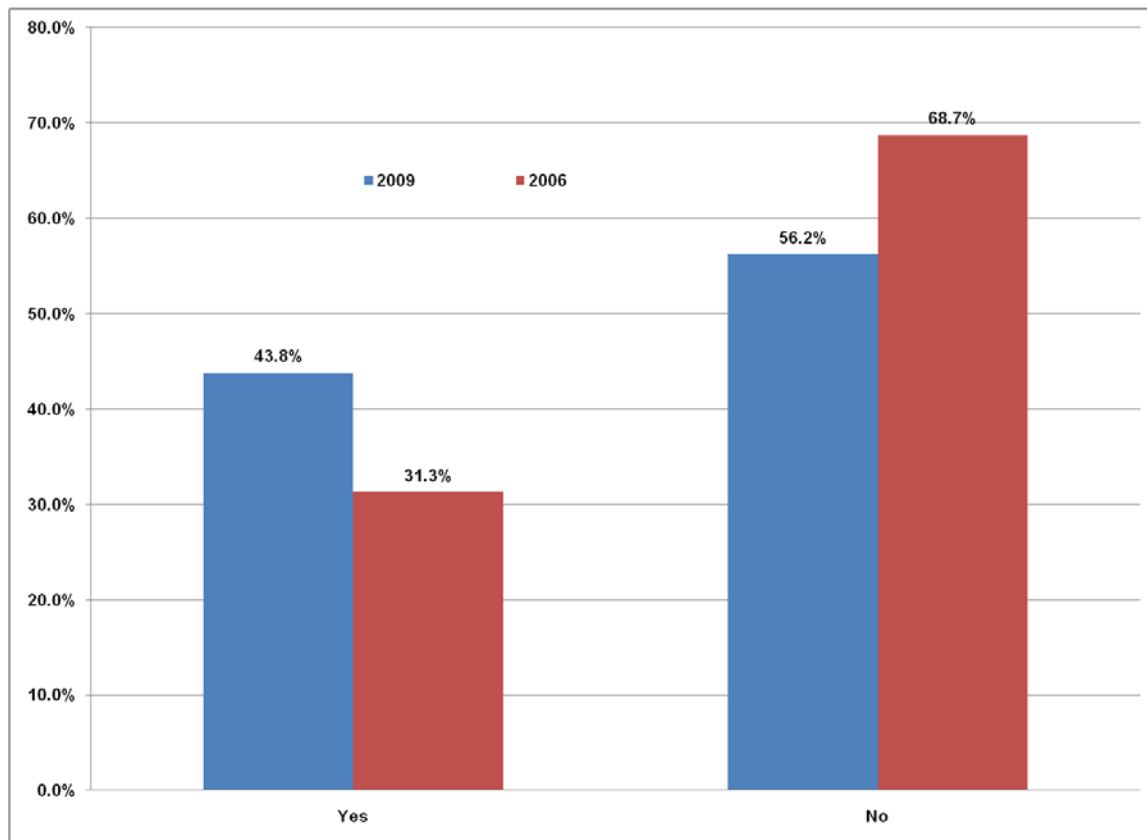
24. If an employer provides you with benefits, please describe those benefits.



	Total	Workplace 1	Workplace 2	Workplace 3	Workplace 4
Paid vacation/holidays/sick leave	1536	1393	127	13	3
Dental care or insurance	1525	1388	123	12	2
Professional development	1366	1260	95	11	
Uniform Allowance	1135	1051	74	9	1
Health insurance	597	555	37	5	
Disability Insurance	509	478	28	3	
Life Insurance	468	441	25	2	
Professional association dues	295	280	14	1	
Retirement plan	293	258	30	5	
Profit sharing agreement/bonuses	269	251	16	2	
Regulatory body dues	149	138	11		
Other	132	120	10	1	1

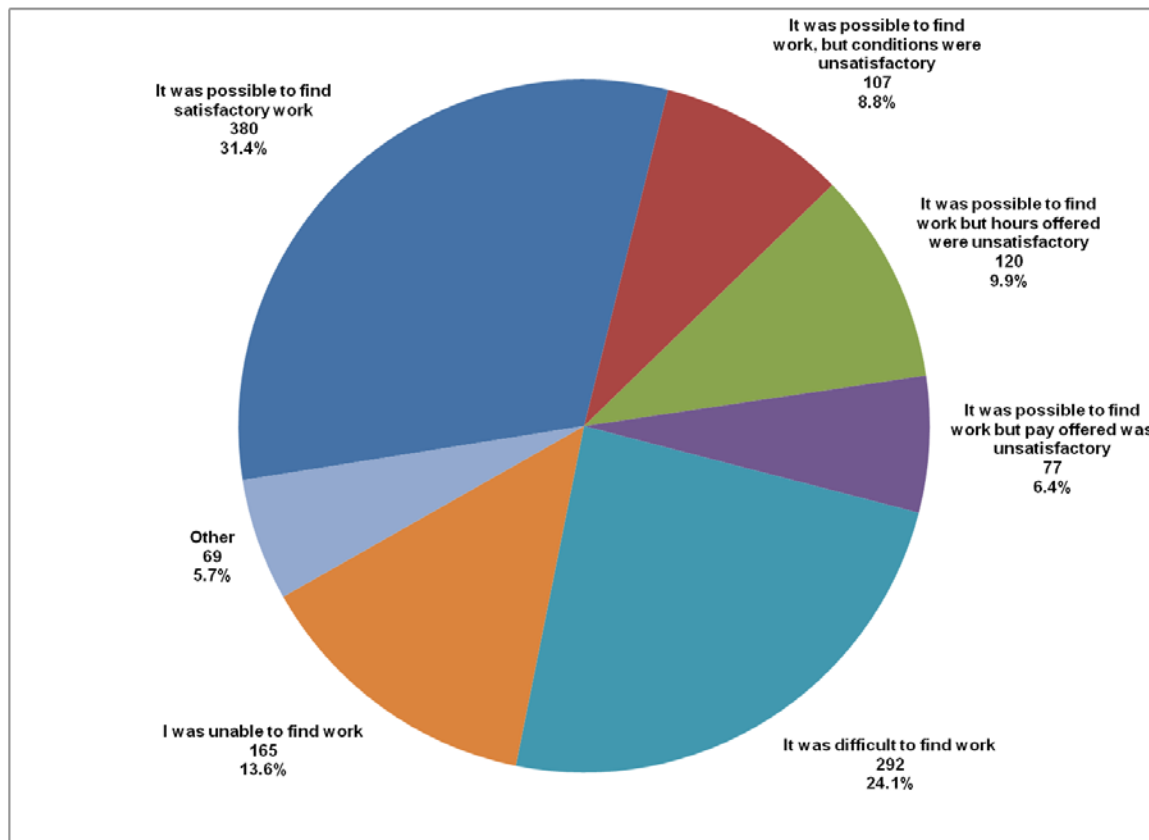
The first workplace was reported by more than 50% of respondents to have a combination of benefits that include vacation/holidays/sick leave. The better compensated positions reported by dental hygienists with more than one workplace included benefits, but positions with benefits were a much smaller proportion than for the first workplace.

25. Have you searched for new employment in a dental or dental hygiene practice in the past 2 years?



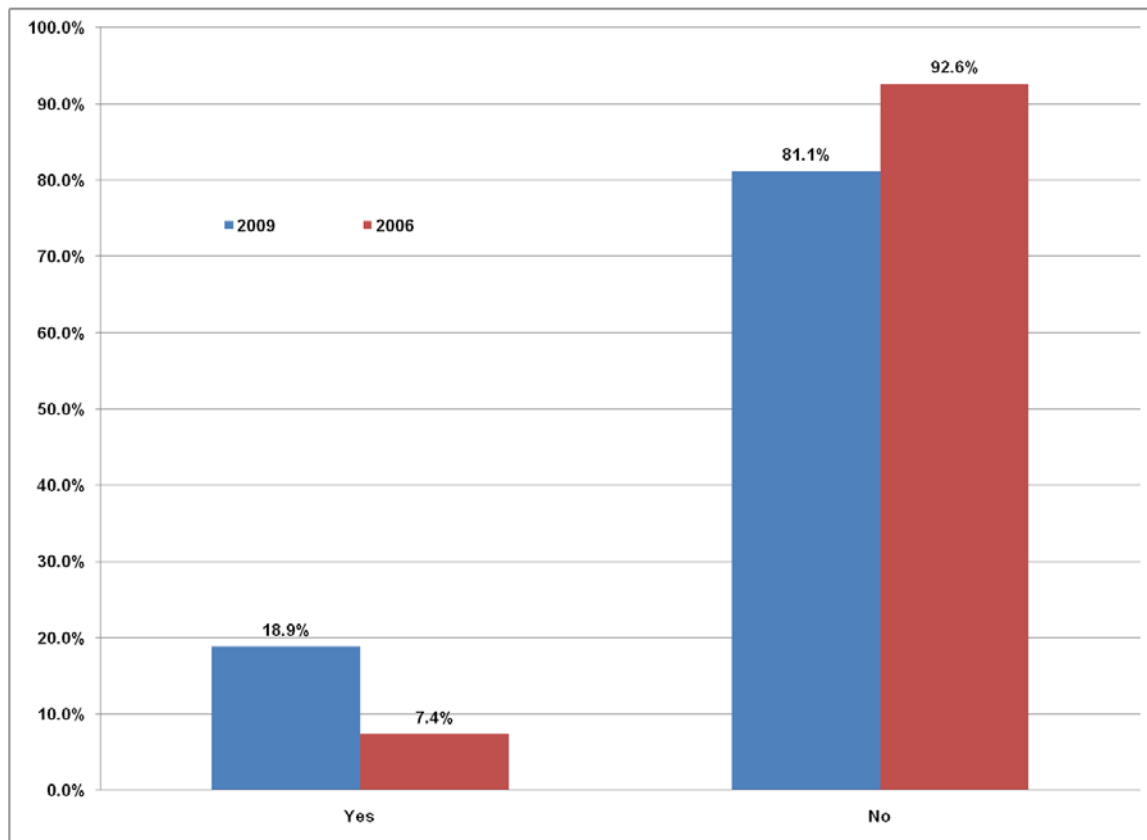
A total of 335 dental hygienist reported the reason that they were not currently practicing. A large number of dental hygienists representing 44% indicated they have searched for new employment in dental hygiene in the past two years. In the 2006 survey there were 31% of respondents who had searched for employment in the two years previous to the survey.

26. If you indicated "yes" to the question above, please indicate which statement best represents your experience.



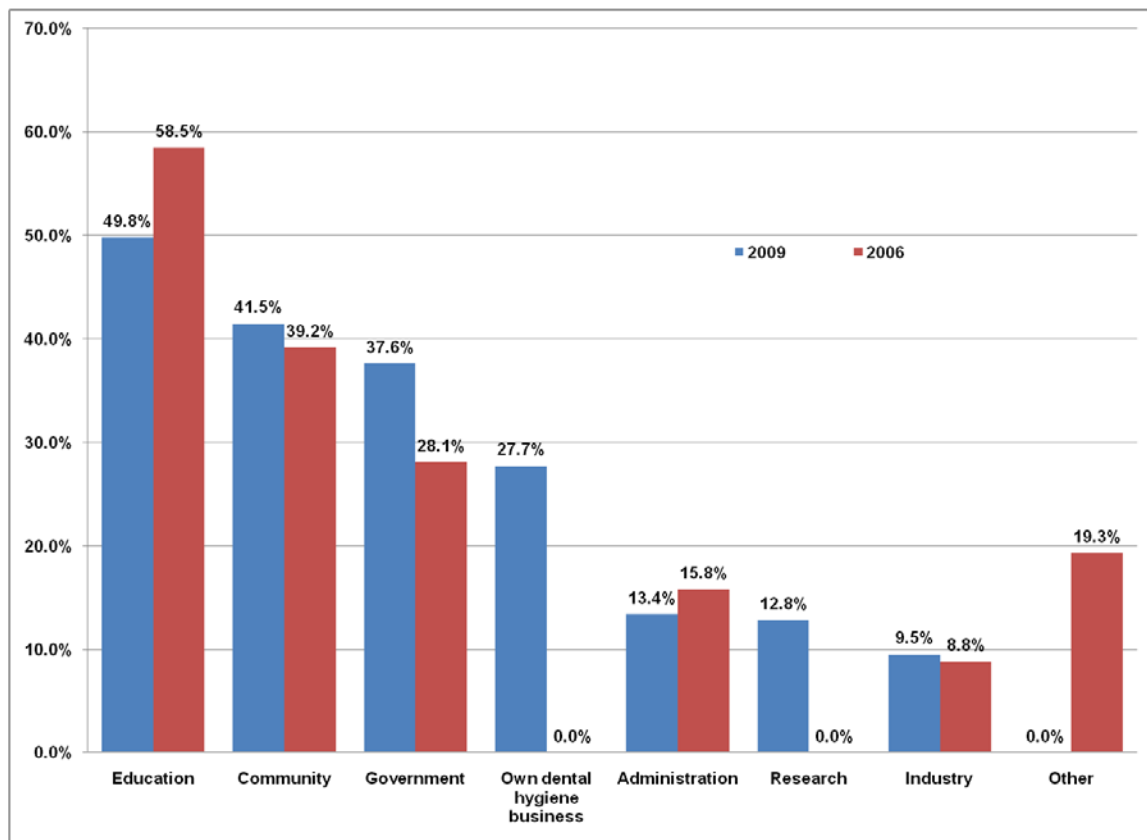
While 31.4% of dental hygienists seeking new employment reported that it was possible to find satisfactory work, 24% of respondents indicated that it was difficult to find work, and 14% indicated that they were unable to find work.

27. Are you actively seeking to practice within the dental hygiene profession outside the traditional dental office setting?



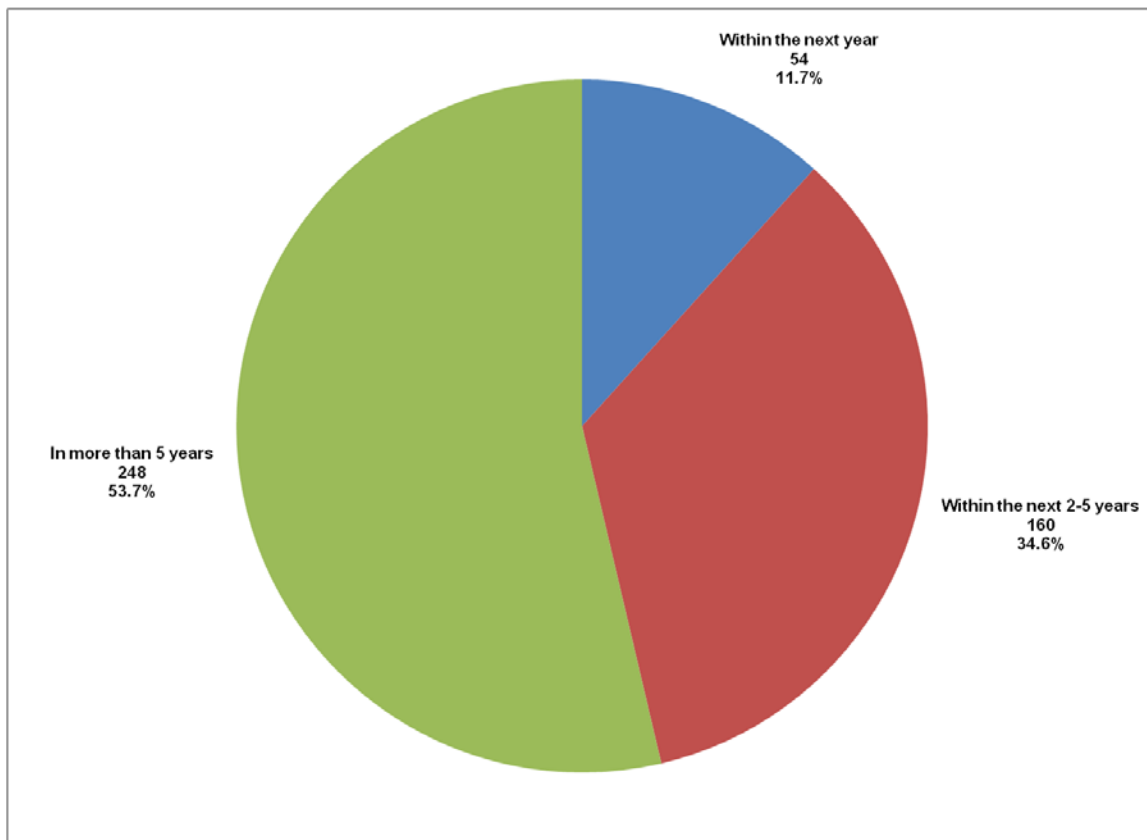
Respondents indicated that 19% were actively seeking employment outside the traditional dental office. This is notably higher than the more than 7% of the 2006 respondents seeking this type of employment. In the 2004 survey less than 5% were seeking employment outside the traditional office setting.

28. If YES, please indicate the area(s) in which you are currently seeking to practice.



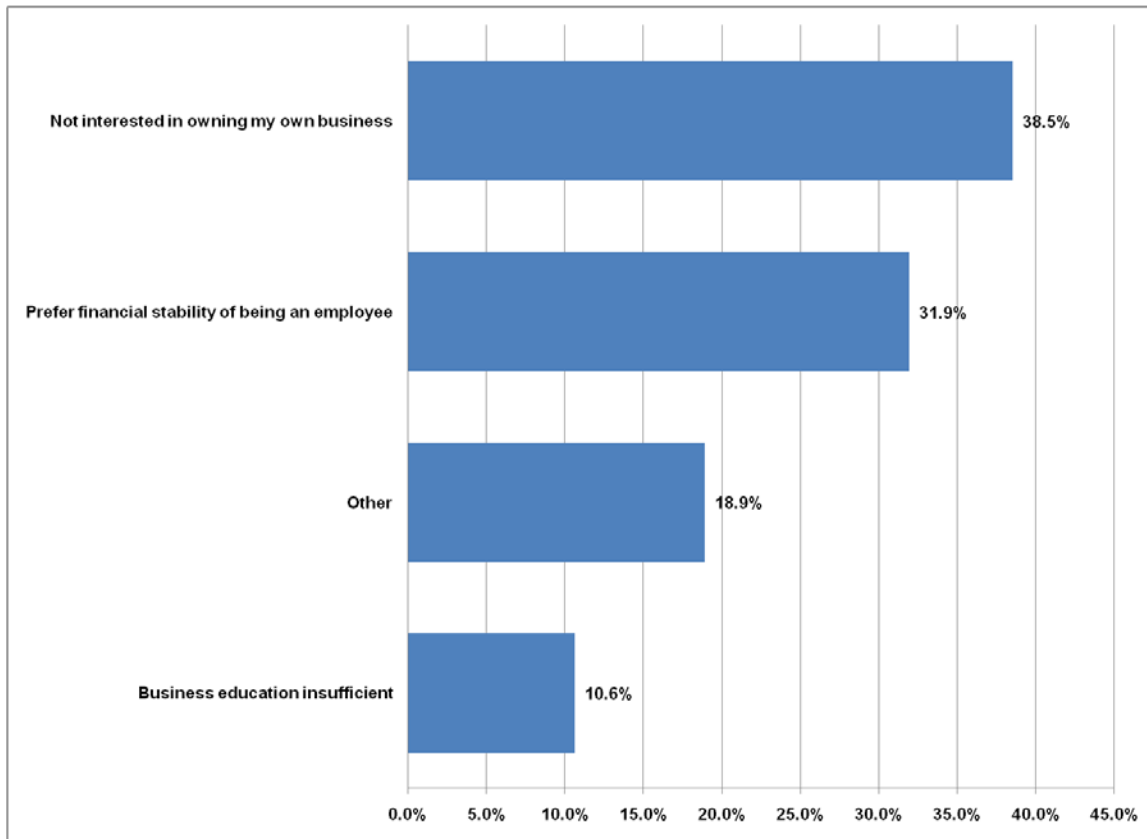
For those dental hygienists seeking employment outside the dental office setting, the primary objective continues to be education (49.8%) and community (41.4%), and government (37.6%). In the 2006 survey these response categories were 58.5%, 39.2% and 28.1% respectively. A large group representing 27% of those seeking employment outside the dental office would like to establish their own practice.

29. Are you thinking about establishing an independent dental hygiene practice in the future? If yes, please indicate when.



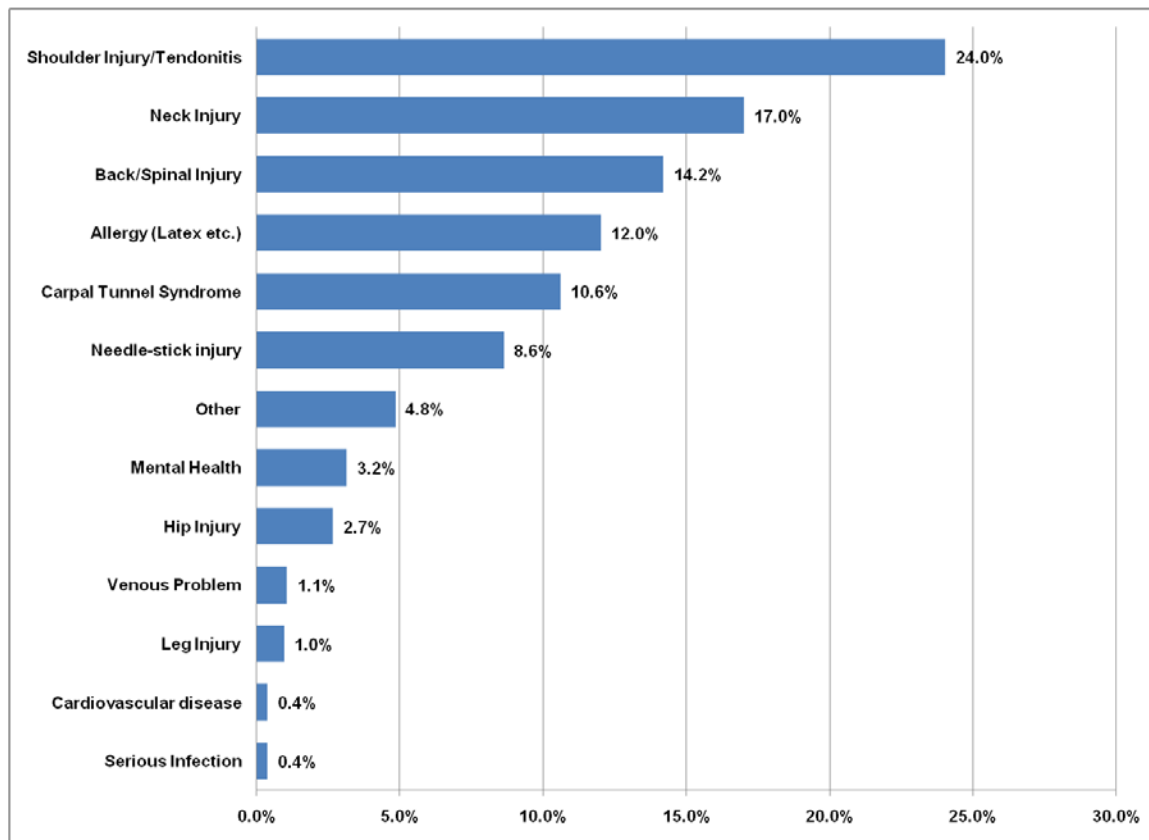
There were 452 dental hygienists who responded that they were thinking about establishing an independent dental hygiene practice in the future. The expected future time would be more than five years for 54% of respondents

If no, please indicate why not.



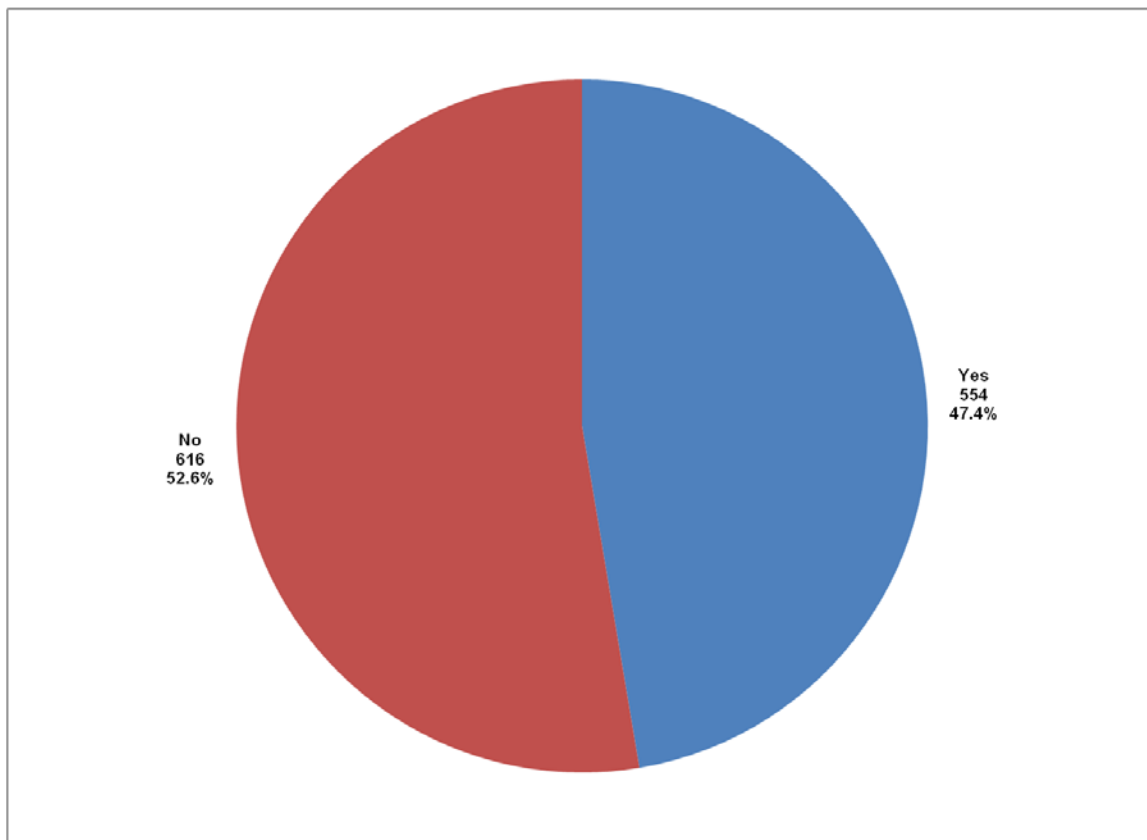
Answers given for why dental hygienists were not thinking of opening an independent practice included 32% of respondents who would prefer the financial stability of being an employee and almost 11% of respondents for whom business education was insufficient.

30. If you have had an occupational injury or medical issue related to your work as a dental hygienist



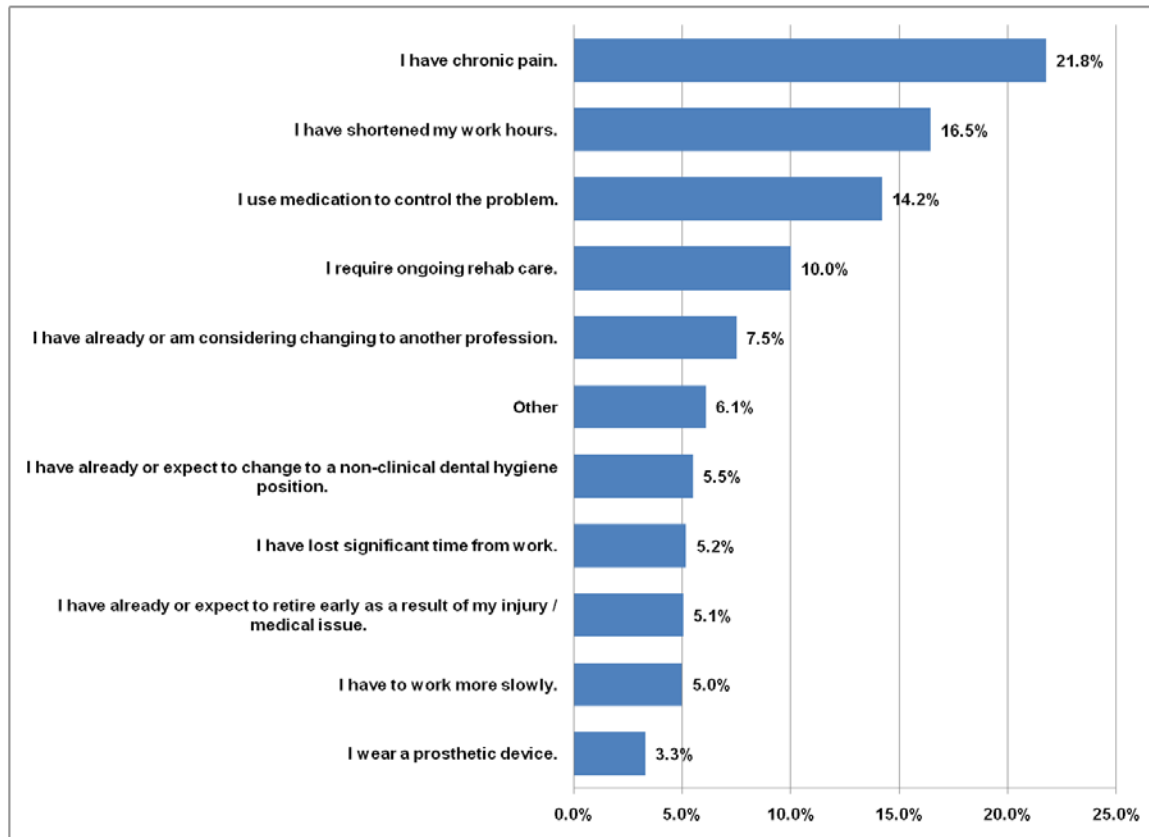
Of all the medical issues affecting work, the most cited type of injury was a shoulder injury/tendonitis (24%), followed by neck injury (17%) and thirdly back/spinal injury (14%).

31. If yes, has the injury / medical issue affected your overall ability to work in dental hygiene?



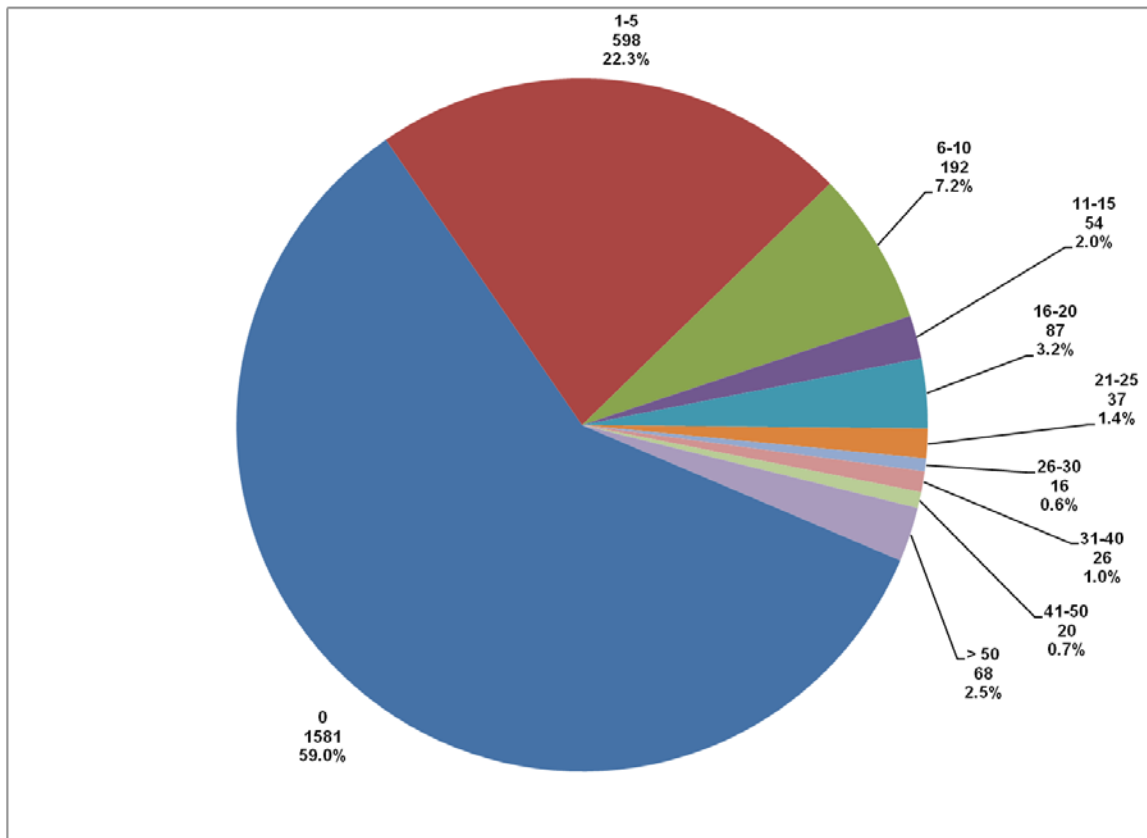
Of those 1174 dental hygienists who reported having medical issues, 47% of respondents indicated that this issue affected their overall ability to work in dental hygiene.

32. If yes, please describe the effect(s) of your injury / medical issue on your work.



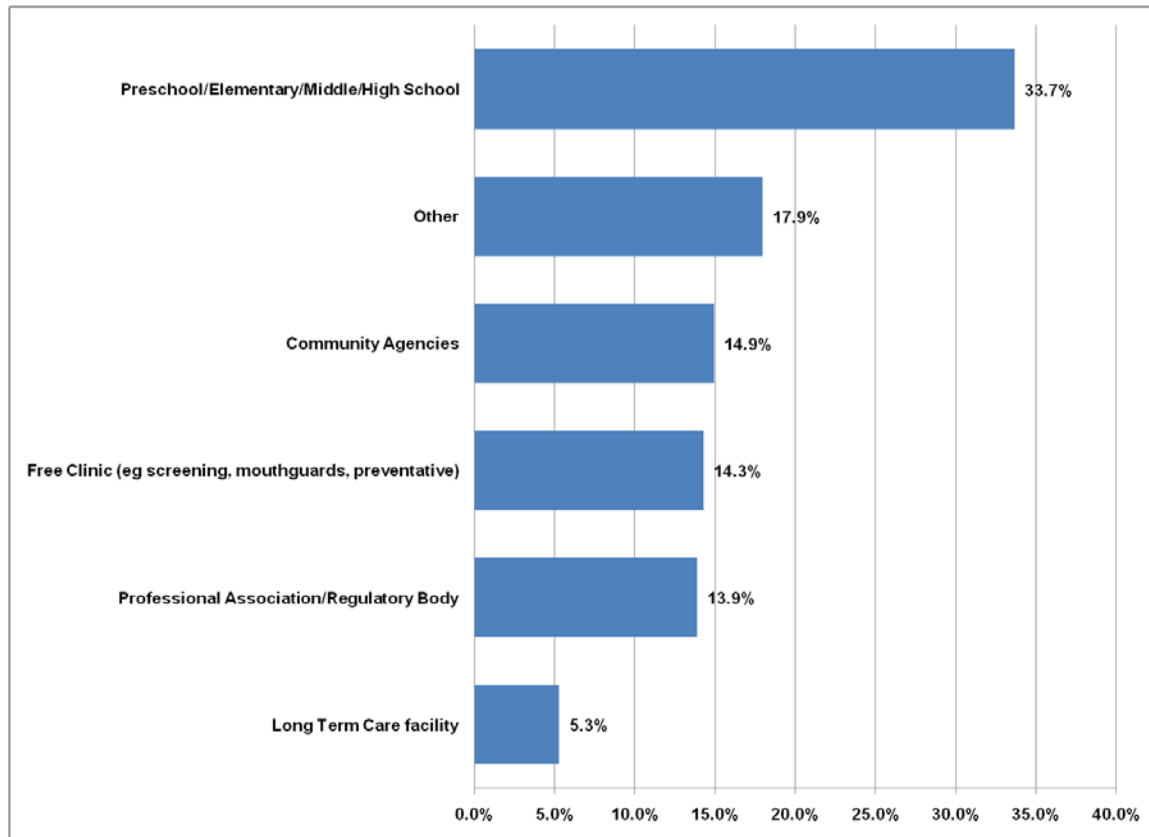
The effect of medical issues was reported by dental hygienists to include: chronic pain (22%), shorter work hours (17%), and the use of medication to control the problem (14%).

33. Please indicate the number of hours ANNUALLY that you participate in volunteer activities related to dental hygiene services.



Although 59% of respondents did not participate in volunteer activities related to dental hygiene, 22% of respondents volunteered up to 5 hours, and 7% of respondents volunteered between 6 and 10 hours.

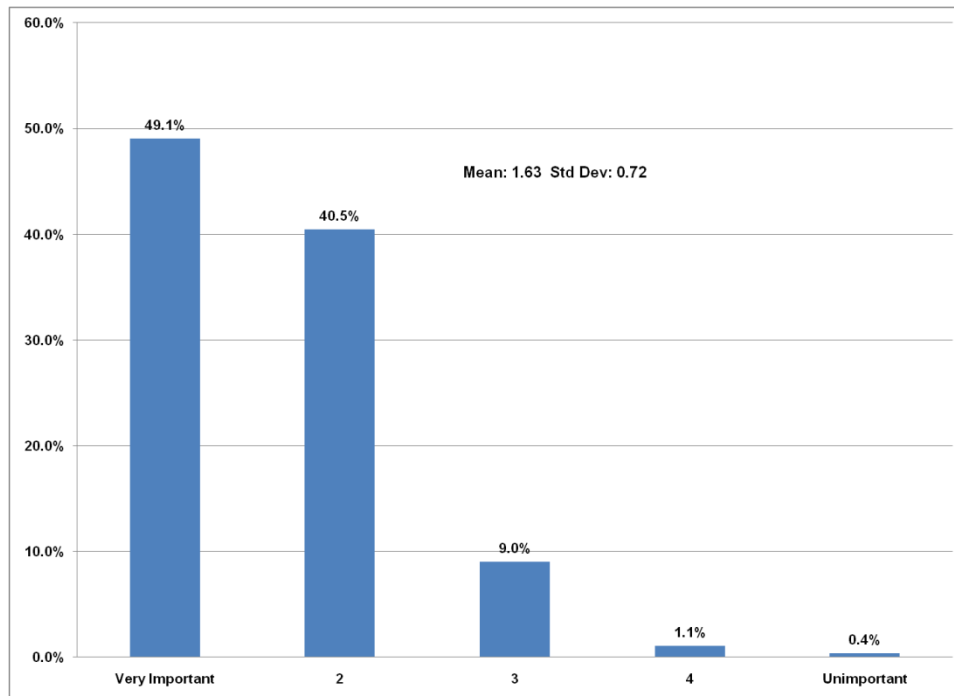
34. Please indicate in which settings you volunteer your dental hygiene services.



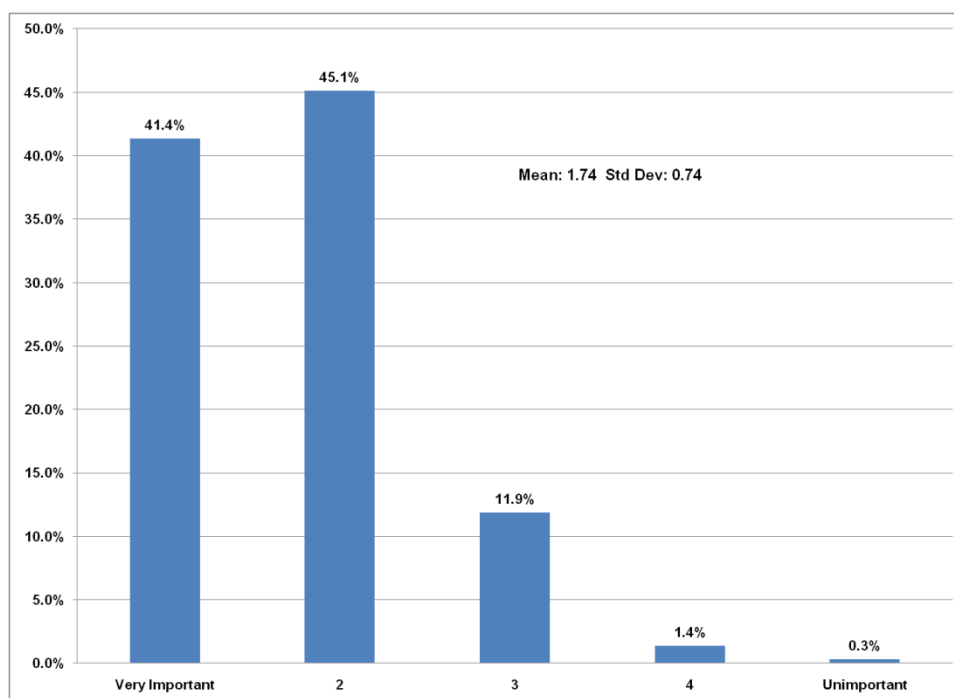
Volunteered dental hygiene services were reported primarily in the school system by 34% of respondents.

The CDHA Board of Directors establishes goals for the Association. In order to better understand and represent your interests, please rate the importance of each of the following Board goals.

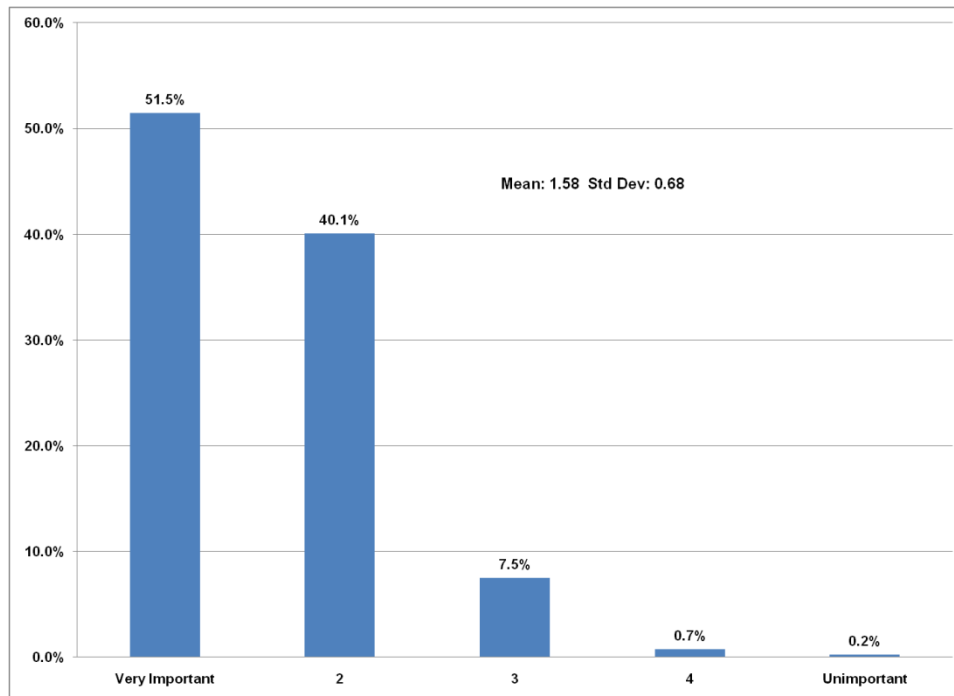
Public Recognition (Members' value is recognized by the Canadian public)



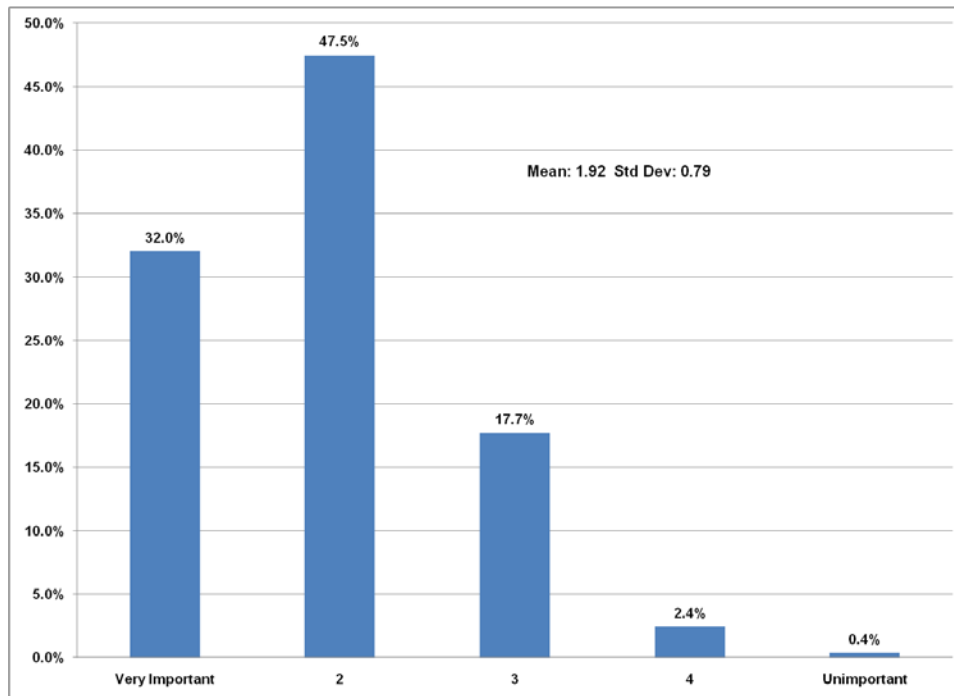
National Voice (Members have a strong national voice)



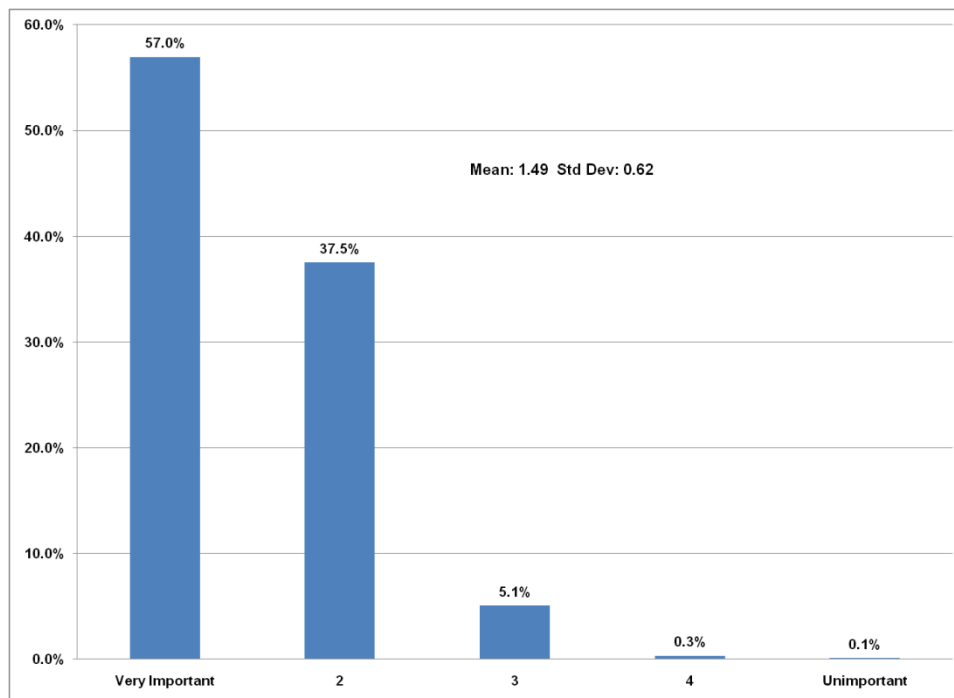
Professional Identity (Members are unified in their identity as a profession)



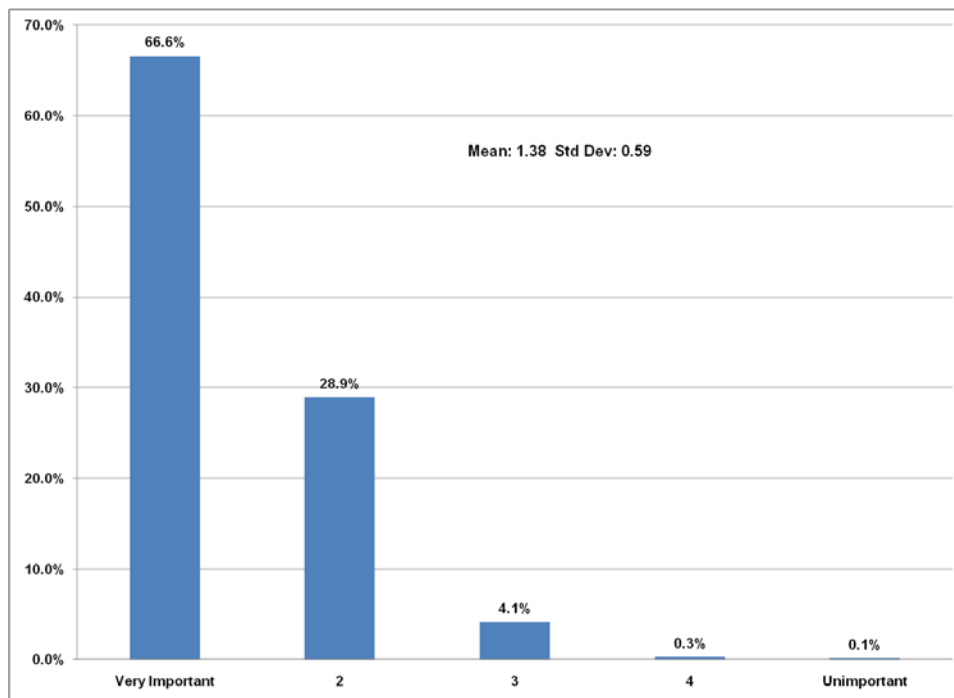
Leadership (Members potential for leadership is developed)



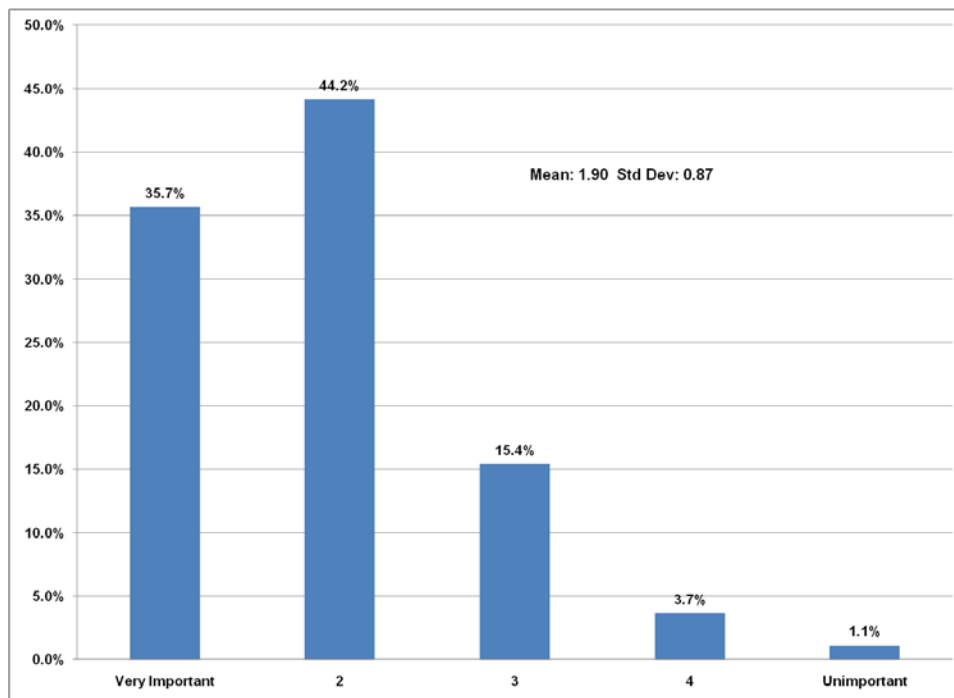
Knowledge (Members utilize and contribute to a growing body of professional knowledge)



Workplace Wellbeing (Members have resources for safeguarding their well-being in the workplace)




Business Success (Members have resources to support business success)



Respondents indicated their greatest importance among all the goals cited by the Association was for workplace wellbeing, with 67% of respondents who indicated this was very important. The next most important goal was professional knowledge development, with 57% of respondents who indicated this as being very important. The third ranked goal by a 51% majority of respondents was professional identity.

Appendix 1: On-line survey



THE CANADIAN DENTAL
HYGIENISTS ASSOCIATION
L'ASSOCIATION CANADIENNE
DES HYGIÉNISTES DENTAIRES

CDHA Job Market and Employment Survey

Demographic Information

1. In which of the following age brackets do you belong?

2. Please indicate your gender.

3. Please indicate which of the following languages you speak fluently. Check all that apply.


☐ Aboriginal

☐ English

☐ French

☐ Other

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THE CANADIAN DENTAL
HYGIENISTS ASSOCIATION
L'ASSOCIATION CANADIENNE
DES HYGIÉNISTES DENTAIRES

CDHA Job Market and Employment Survey

Demographic Information

4. What are the first three characters of your home **POSTAL CODE**? (e.g. K1V)

5. What are the first three characters of the **POSTAL CODE** for your various work places? (e.g. K1V)

Please maintain this order when answering other questions about each work place.

Work place #1:

Work place #2:

Work place #3:

Work place #4:

If you work in more than 4 work places, please indicate how many in total.

[Previous Page](#) [Next Page](#)



CDHA Job Market and Employment Survey

Demographic Information

6. How many years have you been practicing dental hygiene?

7. For how many more years do you intend to practice dental hygiene?

8. Please indicate the provinces in which you are currently licensed or registered as a dental hygienist. Check all that apply.

☐ British Columbia

☐ Nova Scotia

☐ Alberta

☐ Prince Edward Island

☐ Saskatchewan

☐ Newfoundland and Labrador

☐ Manitoba

☐ Nunavut

☐ Ontario

☐ Yukon

☐ Quebec

☐ Northwest Territories

☐ New Brunswick

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CDHA Job Market and Employment Survey

Education

9. This question pertains *only* to education you received **PRIOR** to your entry to practice dental hygiene education.

Please indicate the credentials you obtained **BEFORE** your dental hygiene entry to practice education. Check all that apply.

	High School or Equivalent	Certificate	2 year Diploma	3 year Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctoral	Post Doctoral
High School or Equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental Assisting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business/Health/Public Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health Sciences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nursing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Sciences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: Please describe



CDHA Job Market and Employment Survey

Education

10. This question pertains *only* to your **ENTRY-TO-PRACTICE** dental hygiene education.

Please indicate which entry-to-practice dental hygiene education program you completed.

☐ 2 year Diploma

☐ 3 year Diploma

☐ Bachelors Degree

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CDHA Job Market and Employment Survey

Education

11. This question pertains *only* to education you have **COMPLETED SINCE** your entry-to-practice dental hygiene education.

Please indicate the credentials you obtained **FOLLOWING** your entry to practice dental hygiene education. Please check all that apply.

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business/Health/Public Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health Sciences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nursing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Sciences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: Please describe

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CDHA Job Market and Employment Survey

Education

12. If you are **CURRENTLY** enrolled in an academic education program, please indicate the credential you are seeking.

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business/Health/Public Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Sciences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nursing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Sciences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other: Please describe

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CDHA Job Market and Employment Survey

Education

13. Do you intend to pursue further education in the future? If so, please indicate the academic discipline.

	Certificate	2 yr Diploma	3 yr Diploma	Bachelors Degree	Masters Degree	Post Masters Certificate	Doctorate	Post Doctoral
Dental Hygiene	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business/Health/Public Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health Sciences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nursing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Sciences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: Please describe

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CDHA Job Market and Employment Survey
Education

14. What delivery method do you prefer for your education?

- ☐ A traditional on-campus education program
☐ An on-line education program
☐ No preference

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CDHA Job Market and Employment Survey
Practice Setting

15. If you are **NOT** currently practicing as a dental hygienist, please indicate the reason(s) why. Please check all that apply.

- ☐ Unable to find a dental hygiene position in the area where I live.
☐ Working in another field is more convenient, lucrative or satisfying.
☐ Unable to find a dental hygiene job with benefits.
☐ Family obligations (eg. maternity or parental leave)
☐ Health related reasons (eg disability)
☐ Retired

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CDHA Job Market and Employment Survey
Practice Setting

16. If you are currently practicing as a dental hygienist, please indicate the setting(s) in which you practice. (Select one setting only for each work place.)

Please use the same order for your work places as you used in Question 5.

Work Place #1	<input type="text"/>
Work Place #2	<input type="text"/>
Work Place #3	<input type="text"/>
Work Place #4	<input type="text"/>
Other: Please describe	
<input type="text"/>	

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CDHA Job Market and Employment Survey
Practice Setting

17. Please indicate your current position:
(Select one option for each work place)

Note: A *unionized* employee means that through your employment you are a member of an organized Employee, Labour or Trade Union, or Faculty Association.

Work Place #1	<input type="text"/>
Work Place #2	<input type="text"/>
Work Place #3	<input type="text"/>
Work Place #4	<input type="text"/>

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CDHA Job Market and Employment Survey
Practice Setting

18. When you are deciding on employment or practice opportunities, please indicate the importance of each of the following.

	Very Important	Important	Moderately Important	Of Little Importance	Unimportant
Adequate and skilled personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appropriate infection control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer and staff rapport	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours & schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to practice full scope of practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Type of practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work conditions/quality of office supplies & equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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CDHA Job Market and Employment Survey
Practice Setting

19. Do you have decision making authority or are you consulted when ordering supplies and/or equipment?

- ☐ Yes
☐ No

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CDHA Job Market and Employment Survey

Hours of Work

20. Please indicate how many hours per week you are TYPICALLY practicing as a dental hygienist at your work places.

Work Place #1	<input type="text"/>
Work Place #2	<input type="text"/>
Work Place #3	<input type="text"/>
Work Place #4	<input type="text"/>

21. In relation to the TOTAL number of hours you work each week as a dental hygienist, are you seeking...

- ☐ More hours?
- ☐ Fewer hours?
- ☐ I am satisfied with the number of hours I work

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CDHA Job Market and Employment Survey

Wages and Benefits

22. Please indicate your hourly wage in your various work places.

If you work as an independent contractor, or have your own dental hygiene business, please provide the equivalent hourly wage.

Please enter your hourly wage **rounded to the nearest dollar**. Do not enter any dollar signs, decimals or commas. Please use the same order for your work places as you used in Question 5.

Work Place #1	<input type="text"/>
Work Place #2	<input type="text"/>
Work Place #3	<input type="text"/>
Work Place #4	<input type="text"/>

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CDHA Job Market and Employment Survey

Wages and Benefits

23. Do you receive employment benefits?

Work Place #1	<input type="text"/>
Work Place #2	<input type="text"/>
Work Place #3	<input type="text"/>
Work Place #4	<input type="text"/>

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CDHA Job Market and Employment Survey

Wages and Benefits

24. If an employer provides you with benefits, please describe those benefits. Please check all that apply.

	Work Place #1	Work Place #2	Work Place #3	Work Place #4
Dental care or insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid vacation/holidays/sick leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional association dues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Profit sharing agreement/bonuses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regulatory body dues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uniform Allowance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: Please describe	<input type="text"/>			

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CDHA Job Market and Employment Survey

Employment Search

25. Have you searched for new employment in a dental or dental hygiene practice in the past 2 years?

- ☐ Yes
☐ No

26. If you indicated "yes" to the question above, please indicate which statement best represents your experience.

- ☐ It was possible to find satisfactory work
☐ It was possible to find work, but conditions were unsatisfactory
☐ It was possible to find work but hours offered were unsatisfactory
☐ It was possible to find work but pay offered was unsatisfactory
☐ It was difficult to find work
☐ I was unable to find work
☐ Other

Other: Please describe

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CDHA Job Market and Employment Survey

Employment Search

27. Are you actively seeking to practice within the dental hygiene profession outside the traditional dental office setting?

- ☐ Yes
☐ No

28. If YES, please indicate the area(s) in which you are currently seeking to practice. Check all that apply.

- ☐ Education
☐ Administration
☐ Community
☐ Industry
☐ Government
☐ Own dental hygiene business
☐ Research

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CDHA Job Market and Employment Survey
Employment Search

29. Are you thinking about establishing an independent dental hygiene practice in the future? If yes, please indicate when.

- ☐ Within the next year
☐ Within the next 2-5 years
☐ In more than 5 years

If no, please indicate why not (choose all that apply).

- ☐ Not interested in owning my own business
☐ Business education insufficient
☐ Prefer financial stability of being an employee
☐ Other

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CDHA Job Market and Employment Survey
Occupational Health

30. If you have had an occupational injury or medical issue related to your work as a dental hygienist, please check all that apply.

- | | |
|---|---|
| <input type="checkbox"/> Carpal Tunnel Syndrome | <input type="checkbox"/> Serious Infection |
| <input type="checkbox"/> Neck Injury | <input type="checkbox"/> Allergy (Latex etc.) |
| <input type="checkbox"/> Shoulder Injury/Tendonitis | <input type="checkbox"/> Venous Problem |
| <input type="checkbox"/> Back/Spinal Injury | <input type="checkbox"/> Cardiovascular disease |
| <input type="checkbox"/> Hip Injury | <input type="checkbox"/> Mental Health |
| <input type="checkbox"/> Needle-stick injury | <input type="checkbox"/> Other |
| <input type="checkbox"/> Leg Injury | |

31. If yes, has the injury / medical issue affected your overall ability to work in dental hygiene?

- ☐ Yes
☐ No

32. If yes, please describe the effect(s) of your injury / medical issue on your work. Please check all that apply.

- ☐ I have shortened my work hours.
☐ I wear a prosthetic device.
☐ I use medication to control the problem.
☐ I have lost significant time from work.
☐ I have to work more slowly.
☐ I require ongoing rehab care.
☐ I have chronic pain.
☐ I have already or expect to change to a non-clinical dental hygiene position.
☐ I have already or am considering changing to another profession.
☐ I have already or expect to retire early as a result of my injury / medical issue.
☐ Other

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CDHA Job Market and Employment Survey
Volunteer Activities

33. Please indicate the number of hours ANNUALLY that you participate in volunteer activities related to dental hygiene services.

- | | |
|-----------------------------|-----------------------------|
| <input type="radio"/> 0 | <input type="radio"/> 21-25 |
| <input type="radio"/> 1-5 | <input type="radio"/> 26-30 |
| <input type="radio"/> 6-10 | <input type="radio"/> 31-40 |
| <input type="radio"/> 11-15 | <input type="radio"/> 41-50 |
| <input type="radio"/> 16-20 | <input type="radio"/> > 50 |

34. Please indicate in which settings you volunteer your dental hygiene services. (Please check all that apply.)

- | | |
|---|--|
| <input type="checkbox"/> Preschool/Elementary/Middle/High School | <input type="checkbox"/> Free Clinic (eg screening, mouthguards, preventative) |
| <input type="checkbox"/> Professional Association/Regulatory Body | <input type="checkbox"/> Long Term Care facility |
| <input type="checkbox"/> Community Agencies | <input type="checkbox"/> Other |

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CDHA Job Market and Employment Survey

Your Opinion Counts

The CDHA Board of Directors establishes goals for the Association. In order to better understand and represent your interests, please rate the importance of each of the following Board goals.

	Very Important	Important	Moderately Important	Of Little Importance	Unimportant
Public Recognition (Members' value is recognized by the Canadian public)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National Voice (Members have a strong national voice)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Identity (Members are unified in their identity as a profession)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership (Members potential for leadership is developed)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge (Members utilize and contribute to a growing body of professional knowledge)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace Wellbeing (Members have resources for safeguarding their well-being in the workplace)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Success (Members have resources to support business success)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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CDHA Job Market and Employment Survey

Other

Please share one additional thought:

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CDHA Job Market and Employment Survey

Thank you!

Thank you for participating in the CDHA Job Market and Employment Survey! Results will be posted on the CDHA Members' Only website in late January, 2010.

To enter the draw for a Garmin NUVI GPS or a \$100 gift certificate to Future Shop, email Elizabeth Cooper at ecooper@cdha.ca with your contact information.

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Appendix 2: Correspondence

September 1, 2009:

Mark your calendar for the Job Market and Employment survey!

The Job Market and Employment survey is designed to gather information on the most significant issues affecting your profession. For a chance to win a Garmin NUVI GPS, provide your input on topics such as education, practice settings, salary, benefits, occupational health issues, future career interests, employment search, volunteer work, and hours of work, starting 1 October 2009. The results of the survey will provide you with valuable data for salary and benefits negotiations.

September 15, 2009:

The Job Market and Employment Survey launches in 2 weeks!

Starting 1 October 2009, you'll be able to provide your input on the most significant issues affecting your profession. The survey will cover topics such as education, practice settings, salary, benefits, occupational health issues, future career interests, employment search, volunteer work, and hours of work. The results will provide you with valuable data for salary and benefits negotiations.

Take the survey in English:

http://www.surveymonkey.com/s.aspx?sm=3Y_2f95FV0QoIGJdwZZXXwwQ_3d_3d

Take the survey in French:

http://www.surveymonkey.com/s.aspx?sm=T4CbbCZmqgK4QAzoP7ES5w_3d_3d

Sondage sur le marché du travail et l'emploi : lancement dans deux semaines!

À compter du 1er octobre prochain, vous aurez la possibilité de dire votre mot au sujet de la plupart des questions importantes touchant votre profession. Le sondage portera entre autres sur la formation, les cadres d'exercice de la profession, le salaire, les avantages sociaux, les questions de santé au travail, les perspectives d'avenir professionnel, la recherche d'emploi, le bénévolat et les heures de travail. Les résultats vous fourniront de précieuses données pour négocier votre salaire et vos avantages sociaux.

Répondre au sondage en français:

http://www.surveymonkey.com/s.aspx?sm=T4CbbCZmqgK4QAzoP7ES5w_3d_3d

Répondre au sondage en anglais:

http://www.surveymonkey.com/s.aspx?sm=3Y_2f95FV0QoIGJdwZZXXwwQ_3d_3d

October 5, 2009:

Take the CDHA Job Market and Employment Survey today!

This survey is designed to gather information on the most significant issues affecting your profession. Provide your input on topics such as education, practice settings, salary, benefits, occupational health issues, future career interests, employment search, volunteer work, and hours of work. The results of the survey will provide you with valuable data for salary and benefits negotiations, and help you plan your career path. The survey will be open from 1 to 31 October 2009.

English: http://www.surveymonkey.com/s.aspx?sm=3Y_2f95FV0QoIGJdwZZXXwwQ_3d_3d

Sondage de l'ACHD sur le marché du travail et l'emploi

À compter du 1^{er} octobre prochain, vous aurez la possibilité de dire votre mot au sujet de la plupart des questions importantes touchant votre profession. Le sondage portera entre autres sur la formation, les cadres d'exercice de la profession, le salaire, les avantages sociaux, les questions de santé au travail, les perspectives d'avenir professionnel, la recherche d'emploi, le bénévolat et les heures de travail. Les résultats vous fourniront de précieuses données pour négocier votre salaire et vos avantages sociaux.

Français: http://www.surveymonkey.com/s.aspx?sm=T4CbbCZmqgK4QAzoP7ES5w_3d_3d

October 19, 2009:

Last chance to take the CDHA Job Market and Employment Survey!

This survey is designed to gather information on the most significant issues affecting your profession. Provide your input on topics such as education, practice settings, salary, benefits, occupational health issues, future career interests, employment search, volunteer work, and hours of work. The results of the survey will provide you with valuable data for salary and benefits negotiations, and help you plan your career path. The survey will be open until 31 October 2009 at midnight, Eastern Time.

English: http://www.surveymonkey.com/s.aspx?sm=3Y_2f95FV0QoIGJdwZZXXwwQ_3d_3d

Sondage de l'ACHD sur le marché du travail et l'emploi

Jusqu'au 31 octobre prochain, vous aurez la possibilité de dire votre mot au sujet de la plupart des questions importantes touchant votre profession. Le sondage portera entre autres sur la formation, les cadres d'exercice de la profession, le salaire, les avantages sociaux, les questions de santé au travail, les perspectives d'avenir professionnel, la recherche d'emploi, le bénévolat et les heures de travail. Les résultats vous fourniront de précieuses données pour négocier votre salaire et vos avantages sociaux.

Français: http://www.surveymonkey.com/s.aspx?sm=T4CbbCZmqgK4QAzoP7ES5w_3d_3d

Appendix 3: Invitation to participate in the pilot survey

Subject Line: Pilot test of CDHA's Job Market and Employment Survey

Dear _____,

We appreciate your willingness to help us pilot test the Job Market and Employment Survey and provide us with some feedback.

You will be able to access the survey online at: **XXX (link to be provided)**, anytime between 8:00 a.m. ET September 23 and midnight September 24.

As you progress through the survey, please jot down your feedback on the questions immediately so that you have a timely record of this information.

The following is a guide to help with composing your feedback.

Please answer every survey question.

Did you easily understand each question?

Did you encounter any terminology you didn't understand?

Were the rating scales (e.g. Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly Agree) appropriate?

How long did the survey take you to complete?

As soon as you have completed the survey, please send an email to Elizabeth Cooper at ecooper@cdha.ca with your feedback.

Elizabeth can also answer your technical questions should you encounter difficulties with the survey software.

Thank you for your time and assistance with this initiative. Your feedback will allow us to improve the quality of the survey.

Judy Lux, BA, MSW
Health Policy Communications Specialist
Canadian Dental Hygienists Association

p.s. When the final survey is released, you are invited to complete the survey again, in order to have your responses included in the survey report.

Appendix 4: Additional tables

Number of years practicing dental hygiene by the number of years intending to practice.

	Frequency Percent Row Pct Col Pct	Intended years to practice								Total
		0 – 5	6 – 10	11 – 15	16 – 20	21 – 25	26 – 30	31 – 35	36+	
Years practicing	0–5	52	128	166	202	205	154	109	92	1108
		1.79	4.41	5.72	6.96	7.06	5.31	3.76	3.17	38.18
		4.69	11.55	14.98	18.23	18.50	13.90	9.84	8.30	
		16.05	20.19	28.04	40.16	57.75	63.64	79.56	80.00	
	6–10	29	76	87	92	63	45	6	11	409
		1.00	2.62	3.00	3.17	2.17	1.55	0.21	0.38	14.09
		7.09	18.58	21.27	22.49	15.40	11.00	1.47	2.69	
		8.95	11.99	14.70	18.29	17.75	18.60	4.38	9.57	
	11–15	32	70	105	88	54	26	8	4	387
		1.10	2.41	3.62	3.03	1.86	0.90	0.28	0.14	13.34
		8.27	18.09	27.13	22.74	13.95	6.72	2.07	1.03	
		9.88	11.04	17.74	17.50	15.21	10.74	5.84	3.48	
	16–20	34	91	112	71	22	9	7	3	349
		1.17	3.14	3.86	2.45	0.76	0.31	0.24	0.10	12.03
		9.74	26.07	32.09	20.34	6.30	2.58	2.01	0.86	
		10.49	14.35	18.92	14.12	6.20	3.72	5.11	2.61	
	21–25	32	97	75	38	7	5	3	1	258
		1.10	3.34	2.58	1.31	0.24	0.17	0.10	0.03	8.89
		12.40	37.60	29.07	14.73	2.71	1.94	1.16	0.39	
		9.88	15.30	12.67	7.55	1.97	2.07	2.19	0.87	
	26–30	57	102	38	10	1	3	1	2	214
		1.96	3.51	1.31	0.34	0.03	0.10	0.03	0.07	7.37
		26.64	47.66	17.76	4.67	0.47	1.40	0.47	0.93	
		17.59	16.09	6.42	1.99	0.28	1.24	0.73	1.74	
	31–35	59	64	9	1	2	0	3	2	140
		2.03	2.21	0.31	0.03	0.07	0.00	0.10	0.07	4.82
		42.14	45.71	6.43	0.71	1.43	0.00	2.14	1.43	
		18.21	10.09	1.52	0.20	0.56	0.00	2.19	1.74	
	36+	29	6	0	1	1	0	0	0	37
		1.00	0.21	0.00	0.03	0.03	0.00	0.00	0.00	1.27
		78.38	16.22	0.00	2.70	2.70	0.00	0.00	0.00	
		8.95	0.95	0.00	0.20	0.28	0.00	0.00	0.00	
Total		324	634	592	503	355	242	137	115	2902
		11.16	21.85	20.40	17.33	12.23	8.34	4.72	3.96	100.00

Number of years intending to practice dental hygiene by age group

	Frequency Percent Row Pct Col Pct	Age group										Total
		20 – 24	25 – 29	30 – 34	35 – 39	40 – 44	45 – 49	50 – 54	55 – 59	60 – 64	65 – 70	
Intended years to practice	0–5	16	29	26	23	24	33	90	56	23	4	324
		0.55	1.00	0.90	0.79	0.83	1	3.10	1.93	0.79	0.14	11.16
		4.94	8.95	8.02	7.10	7.41	10.19	27.78	17.28	7.10	1.23	
		5.10	5.85	5.79	5.50	5.07	10.09	29.51	62.92	79.31	100.00	
	6–10	30	60	58	55	115	129	153	29	4	0	633
		1.03	2.07	2.00	1.89	3.96	4.44	5.27	1.00	0.14	0.00	21.80
		4.74	9.48	9.16	8.69	18.17	20.38	24.17	4.58	0.63	0.00	
		9.55	12.10	12.92	13.16	24.31	39.45	50.16	32.58	13.79	0.00	
	11–15	31	56	77	111	172	101	44	0	0	0	592
		1.07	1.93	2.65	3.82	5.92	3.48	1.52	0.00	0.00	0.00	20.39
		5.24	9.46	13.01	18.75	29.05	17.06	7.43	0.00	0.00	0.00	
		9.87	11.29	17.15	26.56	36.36	30.89	14.43	0.00	0.00	0.00	
	16–20	39	93	107	108	108	42	6	0	0	0	503
		1.34	3.20	3.68	3.72	3.72	1.45	0.21	0.00	0.00	0.00	17.32
		7.75	18.49	21.27	21.47	21.47	8.35	1.19	0.00	0.00	0.00	
		12.42	18.75	23.83	25.84	22.83	12.84	1.97	0.00	0.00	0.00	
	21–25	48	92	91	71	38	11	3	2	1	0	357
		1.65	3.17	3.13	2.44	1.31	0.38	0.10	0.07	0.03	0.00	12.29
		13.45	25.77	25.49	19.89	10.64	3.08	0.84	0.56	0.28	0.00	
		15.29	18.55	20.27	16.99	8.03	3.36	0.98	2.25	3.45	0.00	
	26–30	53	81	59	32	11	3	3	1	0	0	243
		1.83	2.79	2.03	1.10	0.38	0.10	0.10	0.03	0.00	0.00	8.37
		21.81	33.33	24.28	13.17	4.53	1.23	1.23	0.41	0.00	0.00	
		16.88	16.33	13.14	7.66	2.33	0.92	0.98	1.12	0.00	0.00	
	31–35	47	47	22	9	3	4	4	1	0	0	137
		1.62	1.62	0.76	0.31	0.10	0.14	0.14	0.03	0.00	0.00	4.72
		34.31	34.31	16.06	6.57	2.19	2.92	2.92	0.73	0.00	0.00	
		14.97	9.48	4.90	2.15	0.63	1.22	1.31	1.12	0.00	0.00	
	36+	50	38	9	9	2	4	2	0	1	0	115
		1.72	1.31	0.31	0.31	0.07	0.14	0.07	0.00	0.03	0.00	3.96
		43.48	33.04	7.83	7.83	1.74	3.48	1.74	0.00	0.87	0.00	
		15.92	7.66	2.00	2.15	0.42	1.22	0.66	0.00	3.45	0.00	
Total		314	496	449	418	473	327	305	89	29	4	2904
		10.81	17.08	15.46	14.39	16.29	11.26	10.50	3.06	1.00	0.14	100.00

Average hourly wages by the number of years practicing dental hygiene

			Hourly Wage				
			N	Mean	Std Dev	Minimum	Maximum
Years practicing	0–5	Overall Average	964	\$ 34.70	\$ 10.17	\$ 0.00	\$ 100.00
		Workplace 1	964	\$ 34.70	\$ 10.11	\$ 0.00	\$ 100.00
		Workplace 2	255	\$ 37.78	\$ 10.86	\$ 0.00	\$ 100.00
		Workplace 3	58	\$ 37.91	\$ 7.98	\$ 0.00	\$ 55.00
		Workplace 4	12	\$ 43.58	\$ 7.84	\$ 30.00	\$ 55.00
	6–10	Overall Average	380	\$ 35.83	\$ 11.44	\$ 17.00	\$ 100.00
		Workplace 1	380	\$ 35.71	\$ 11.54	\$ 0.00	\$ 100.00
		Workplace 2	75	\$ 39.79	\$ 13.75	\$ 10.00	\$ 100.00
		Workplace 3	6	\$ 50.33	\$ 25.60	\$ 30.00	\$ 99.00
		Workplace 4	4	\$ 57.75	\$ 28.61	\$ 37.00	\$ 99.00
	11–15	Overall Average	367	\$ 35.73	\$ 10.30	\$ 0.00	\$ 70.00
		Workplace 1	367	\$ 35.93	\$ 10.87	\$ 0.00	\$ 100.00
		Workplace 2	81	\$ 38.01	\$ 9.30	\$ 18.00	\$ 58.00
		Workplace 3	5	\$ 44.20	\$ 12.62	\$ 30.00	\$ 60.00
		Workplace 4	2	\$ 30.00		\$ 30.00	\$ 30.00
	16–20	Overall Average	330	\$ 35.77	\$ 10.60	\$ 16.00	\$ 94.50
		Workplace 1	328	\$ 35.58	\$ 10.40	\$ 5.00	\$ 99.00
		Workplace 2	70	\$ 41.66	\$ 15.31	\$ 15.00	\$ 95.00
		Workplace 3	11	\$ 50.55	\$ 14.11	\$ 37.00	\$ 88.00
		Workplace 4	5	\$ 58.00	\$ 18.29	\$ 42.00	\$ 88.00
	21–25	Overall Average	236	\$ 36.11	\$ 10.35	\$ 20.00	\$ 100.00
		Workplace 1	236	\$ 36.01	\$ 10.61	\$ 0.00	\$ 100.00
		Workplace 2	37	\$ 39.73	\$ 13.24	\$ 25.00	\$ 90.00
		Workplace 3	10	\$ 46.50	\$ 20.28	\$ 30.00	\$ 100.00
		Workplace 4	2	\$ 45.00	\$ 4.24	\$ 42.00	\$ 48.00
	26–30	Overall Average	196	\$ 37.63	\$ 12.59	\$ 0.00	\$ 117.50
		Workplace 1	196	\$ 37.06	\$ 10.56	\$ 0.00	\$ 80.00
		Workplace 2	38	\$ 45.63	\$ 30.93	\$ 0.00	\$ 200.00
		Workplace 3	5	\$ 51.20	\$ 25.01	\$ 32.00	\$ 95.00
		Workplace 4	1	\$ 45.00		\$ 45.00	\$ 45.00
	31–35	Overall Average	129	\$ 35.97	\$ 8.67	\$ 22.00	\$ 66.00
		Workplace 1	129	\$ 36.17	\$ 9.85	\$ 23.00	\$ 97.00
		Workplace 2	25	\$ 37.08	\$ 10.40	\$ 21.00	\$ 55.00
		Workplace 3	6	\$ 32.33	\$ 7.79	\$ 23.00	\$ 45.00
		Workplace 4	2	\$ 31.50	\$ 12.02	\$ 23.00	\$ 40.00
	36+	Overall Average	30	\$ 44.80	\$ 9.43	\$ 34.50	\$ 70.00
		Workplace 1	30	\$ 44.77	\$ 9.50	\$ 33.00	\$ 70.00
		Workplace 2	6	\$ 40.33	\$ 5.16	\$ 36.00	\$ 50.00
		Workplace 3					
		Workplace 4					