

## Testimony Supporting Documentation

### HB 3552 | House Committee on Higher Education & Workforce Development

Timothy Murphy provided in-person testimony in support of HB3552.

During the testimony, data was referenced from Health Policy Institute, which is a research arm of the American Dental Association.

You will find the data supports three main points that accompany Timothy Murphy's in-person statements:

- 1) Dental practices are actively hiring for Dental Assistants and Hygienists in 2024 and plan to continue in 2025.
- 2) Dental Assistants and Hygienists are very challenging positions to recruit.
- 3) Dental Assistants and Hygienists in Oregon are paid between \$27.42 - \$50.82 (median hourly wage dependent on role), which is above well above living wage standard.

## Key Takeaways

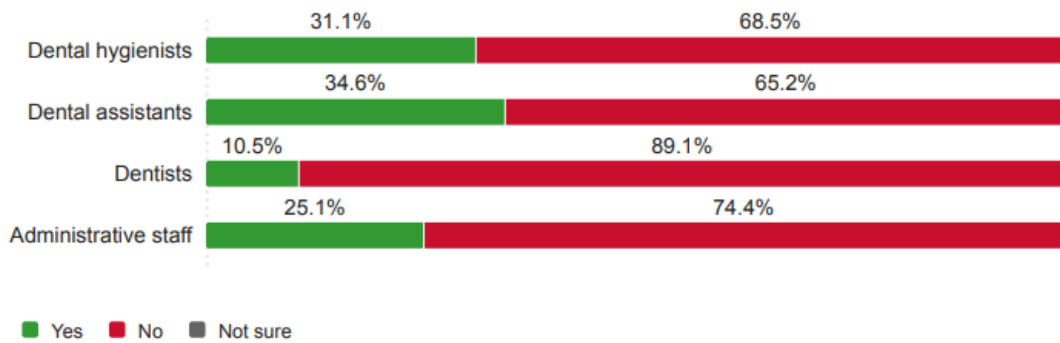
- **Economic Confidence:** In Q4 2024, there was a significant increase in the level of dentists' confidence in the conditions of the U.S. economy in general, reaching the highest level since HPI started asking this question. Increases in the confidence of dentists in the dental sector or their own practice's economic conditions were more moderate. HPI will continue to monitor this trend.
- **Top 3 Challenges:** The biggest challenges dentists anticipate in 2025 center around workforce shortages, insurance, and increasing overhead costs. About 3 in 5 are worried about recruiting and retaining staff (especially dental hygienists). More than half (58%) noted reimbursement rates, denied coverage and delayed payments, Medicaid and Medicare frustrations, and other related issues. Nearly half (46%) cited increasing overhead costs while inflation and low reimbursement rates persist.
- **Plans for 2025:** Just under half of responding dentists plan to add staff to their practices in 2025. About 2 in 5 plan to drop out of some insurance networks in 2025. Fewer dentists plan to make major equipment purchases (about 1 in 4) or invest in new software (about 1 in 5).
- **Recruitment Needs:** The number of dentists actively recruiting dental hygienists and dental assistants has remained stable over the last several quarters. Most recruiting dentists continue to say recruitment is very or extremely challenging.

**Staff Recruitment**

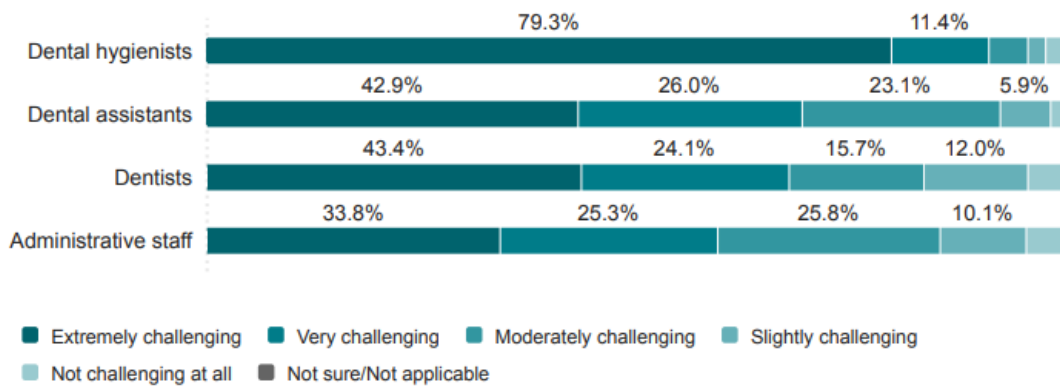
**BY OWNERSHIP STATUS**

**Owner dentists**

Currently, or at any time during the last 3 months, have you recruited any of the following positions?

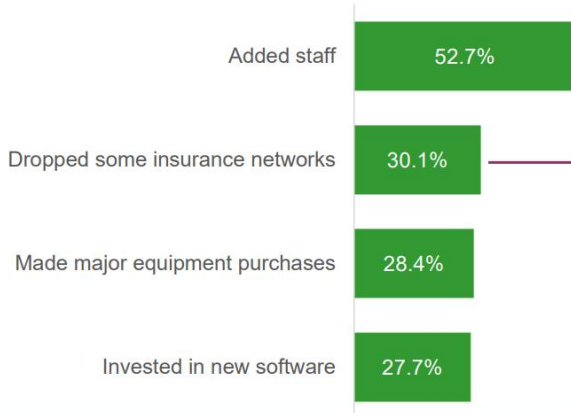


How challenging has it been to recruit the position(s) below over the last 3 months?

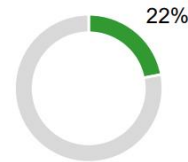


## Recent Practice Decisions

**[Owner dentists] Since the beginning of 2024, have you done any of the following in your practice? (Percent 'Yes')**



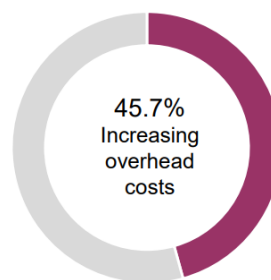
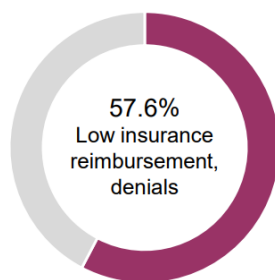
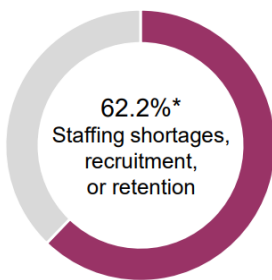
**Approximately what percentage of the patient base were in the insurance networks your practice dropped out of since the beginning of 2024? (Out of 30.1% who dropped some insurance networks)**



*More than half of responding dentists reported that they have added staff to their dental practices since the beginning of 2024. About 3 in 10 dentists reported dropping some insurance networks, making major equipment purchases, and investing in new software.*

## Challenges Looking Ahead to 2025

**Also looking ahead to 2025, what are the top 3 challenges facing your practice?**



*When asked what are the top challenges facing their practices looking ahead to 2025, the top 3 concerns cited by dentists were staffing shortages, insurance reimbursement, and increasing overhead costs.*

\* Represents the percentage of responding dentists who cited this particular challenge in their answer.

HP Area Title: Oregon

## Wages and Job Count Levels of Select Dental Professions

### Estimated Inflation-Adjusted Wages: Oregon

ADA, American Dental Association\*

Select a State

Oregon

Click to Switch to

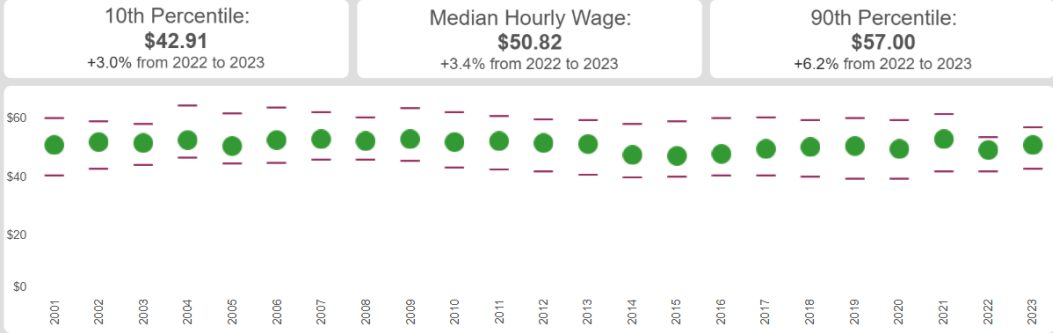
Job Counts

About this Visualization:

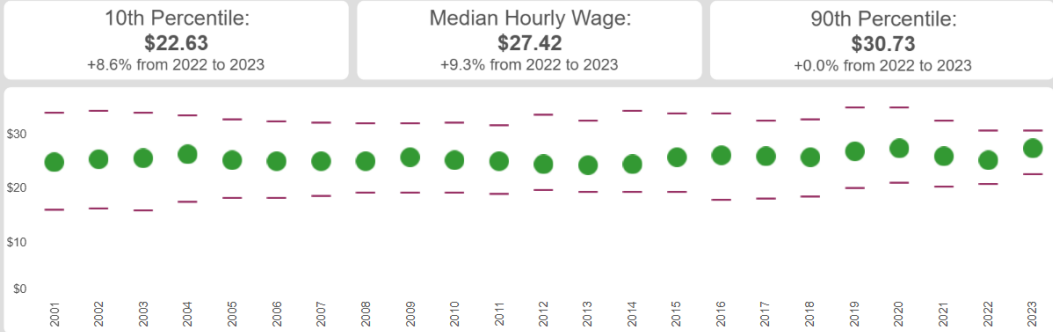
We display the 10th and 90th percentiles around an estimated average wage of both Dental Hygienists and Dental Assistants to show the variation of inflation-adjusted wages within an area. The 10th percentile is the wage greater than 10 percent of the occupation's wages in an area. The 90th percentile is the wage greater than 90 percent of the occupation's wages in an area. The Median, 10th and 90th percentiles for General Practitioner Dentists were only partially available in our source data and therefore excluded from the visualization. Instead, the average annual inflation-adjusted wage for General Practitioner Dentists were used. Callouts for these visualizations reference data from May, 2023.

The Bureau of Labor Statistics released estimates of 2023 wages/incomes on April 03, 2024. We expect to receive 2024 estimates in April 2025.

#### DENTAL HYGIENIST:



#### DENTAL ASSISTANT:



#### GENERAL PRACTITIONER:

