Dental Hygienist

Columbus, OH · 25-mile radius

6.3 / 10 Elevated



Dental Hygienist in Columbus, OH is Elevated: 6.3 out of 10.

DO THESE THREE THINGS

1 Post the recommended range
Lead the posting with the recommended offer range on this page.

2 Call these workplaces first
See Who you compete with.

3 Contact these colleges
See Colleges and programs.

JOBS NEARBY	RECOMMENDED OFFER RANGE	HIRING PACE
~1,389	$98,350 to $99,730 or more	~48 days
within 25 mi · federal wage survey	published local pay	Ohio · all jobs

Takeaway. Post the recommended offer range on this page before spending on ads.

CONTENTS

The answer	1	Why it's hard	2
Who you compete with	3	Where to find people	4
What to do	4-5	Interview kit	6-7
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Supply and demand

- Statewide Ohio supply is about 96% of projected 2028 demand (HRSA), a shortage.
- ~1,389 people are employed in this occupation within 25 miles of the Columbus metro area (federal wage survey).
- The full metro estimate is ~1,700.

LOCATION AND RURALITY

2.0

Franklin County is a large-metro county.

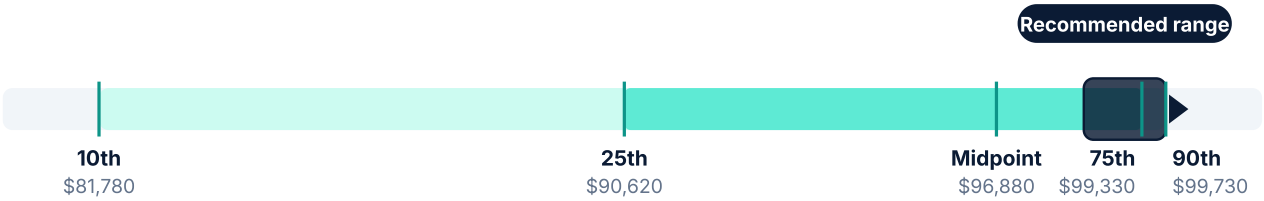
ROLE TYPE

5.0

Preparation level 3 on a 1 to 5 scale for Dental Hygienists.

Pay position

Recommended range against published local pay.



LOCAL MIDPOINT

$96,880

half of published local pay is below it

PAY RANGE · RECOMMENDED OFFER RANGE

$98,350 to $99,730 or more

- Elevated market, 6.3 out of 10.
- About 1,389 people are employed in this occupation within 25 miles.
- Statewide hiring pace is about 48 days.
- The recommended range starts at the 65th percentile of local pay.

The range uses published local pay for this market.

Takeaway. The Hire-Difficulty Index for this role is 6.3 out of 10, rated elevated.

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Top places to find this profession

- Inside 25 miles, from the federal NPI registry.
- Ranked by likely headcount for this profession.
- Google ratings are in the client portal.

WORKPLACE AND ADDRESS	PHONE	TYPE	WHY IT RANKS	MILES
Ohio State Dental Faculty Practice 305 W. 12th Avenue, Columbus, OH	(614) 292-1472	Dentist	largest dental practice in radius	2.8 mi
Periodontology 3600 Olentangy River Rd, Columbus, OH	(614) 451-5201	Dentist, Periodontics	dental practice	5.9 mi
Fixari Childrens Dental 4241 Kimberly Pkwy, Columbus, OH	(614) 866-7445	Dentist	dental practice	8.2 mi
Carnes, Montgomery, Cook & Henry, Oral & MAX Surg 6641 N High St, Worthington, OH	(614) 885-3339	Dentist, Oral and Maxillofacial Surgery	dental practice	9.3 mi
Fortunato & Gorr Dental 1250 S High St, Columbus, OH	(614) 443-4400	Dentist, General Practice	dental practice	2.7 mi
Amin & Christensen Dental 1501 Hilliard Rome Rd, Columbus, OH	(614) 429-5179	Dentist, General Practice	dental practice	6.1 mi
Whitehall Dental Partners 4545 E Main St, Columbus, OH	(614) 231-1600	Dentist, General Practice	dental practice	7.9 mi
North Columbus Dental Partners 2610 E Dublin Granville Rd, Columbus, OH	(614) 794-7480	Dentist, General Practice	dental practice	8.8 mi
Oral and Facial Surgeons of Ohio 5155 Bradenton Ave, Dublin, OH	(614) 764-9455	Dentist, Oral and Maxillofacial Surgery	dental practice	12.3 mi
US Dental Care 949 E Livingston Ave, Columbus, OH	(614) 252-3181	Dentist	dental practice	2.8 mi

700 workplaces are inside 25 miles. The table shows the 10 most likely, ranked by headcount, type, beds, distance. The Workplace Directory has them all. Distance is to the ZIP center.

> **Takeaway.** Call Ohio State Dental Faculty Practice and Periodontology first. They are the top two workplaces for this profession inside 25 miles.

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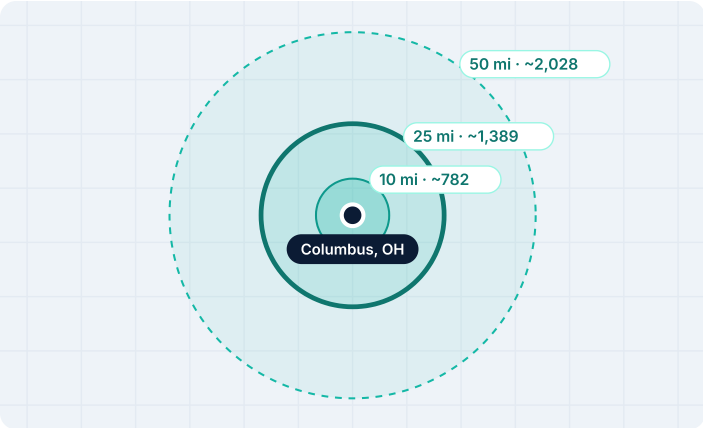
Candidate pool

- Miles are straight-line from Columbus, OH, not drive time.
- The outer ring is 25 to 50 miles out. The drive is longer.



Supply by radius: 10, 25, 50 miles

EMPLOYMENT ESTIMATE

~1,389

within 25 miles · Columbus metro area · federal wage survey

RING	EMPLOYED	POP.
0 to 10 mi	~782	995,958
10 to 25 mi	~607	773,305
25 to 50 mi	~639	814,527
Total 50 mi	~2,028	2,583,790

Colleges and programs

- Completions are one year, for this program.
- Miles are straight-line from the place point.

COLLEGE	PROGRAM	COMPLETIONS	MILES	CONTACT
Columbus State Community College Columbus, OH	Dental Hygiene	24	1.3	Admissions
Ohio State University-Main Campus Columbus, OH	Dental Hygiene	43	2.3	Admissions

2 training programs are inside 50 miles.

> **Takeaway.** Ask the local training programs about graduates and referrals, and widen the ring if applicants run thin.

WHAT TO DO

READY TO PASTE

Job posting

Dental Hygienist, Columbus, OH, $98,350 to $99,730+ a year.

People in this occupation work in dental offices.

Must-haves: a current state license, an associate degree or a bachelor's degree, and vocational training or related work experience.

To apply, use [apply link or phone].

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OFFER BENCHMARK

Where the offer sits



- Recommended base $99,330, 75th percentile.

Pay points from the federal wage survey for this area.

OUTREACH

Outreach scripts

INMAIL
Hiring a Dental Hygienist in Columbus, OH. I can send the pay range.

TEXT
Columbus, OH has a Dental Hygienist opening. Reply yes for the pay range.

PHONE
Calling about a Dental Hygienist opening in Columbus, OH.

HIRING PACE

Time to fill

54 days to fill

Hire difficulty 6.3 / 10

Adjusted from the Ohio all-jobs pace of 48 days.

LOCAL

Local selling points



- Columbus, OH is 94.5, below the U.S. average.
- Training programs for this role are in this pack.

BEA all-items regional price parity, 2023. United States is 100.

OPEN WEEK

Sign-on and an open week

$1,863 per open week

One week of the published median wage.

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Questions and scorecard

WORKING WITH THE TEAM

Peer alignment. Tell me about a time when a colleague disagreed with how you were handling a task in the operatory.

- SITUATION The operatory, the shift, and what the disagreement was about.
- TASK What the candidate personally owned, apart from the team.
- ACTION What they said and did to keep the task moving.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

LEARNING AND GROWTH

Own development. Tell me about a time when you received feedback on your own chairside care.

- SITUATION The operatory, the shift, and the feedback on the work.
- TASK What the candidate personally owned in the moment.
- ACTION What they changed and how they checked it later.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

PLANNING THE SHIFT

Today and later. Tell me about a time when the list on the chair schedule had more on it than you could finish.

- SITUATION The operatory, the shift, and the list that could not be finished.
- TASK What the candidate personally owned and had to decide.
- ACTION What they did now and what they told the person waiting.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

SAFETY IN THE OPERATORY

When the person changes. Tell me about a time when the person in the chair changed while you were in the operatory.

- SITUATION The change in the patient, the first sign, and when it showed.
- TASK What the candidate personally owned, apart from the team.
- ACTION What they noticed in the patient, who they brought in, and what they heard.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

Stopping a step that is not safe. Tell me about a time when you believed the next step of a dental procedure was not safe.

- SITUATION The step in the procedure that was not safe and who pushed on.
- TASK What the candidate personally owned, apart from the team.
- ACTION What they stopped in the procedure and what they asked and heard.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

The handoff you will not shorten. Tell me about a time when you gave the handoff in the operatory when the tooth or the gum still needed a clear next step.

- SITUATION The unfinished work on the tooth or gum at handoff.
- TASK What the candidate personally owned, apart from the team.
- ACTION What they passed on about the tooth or gum.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

JUDGMENT IN THE MOUTH

The first look does not match. Tell me about a time when your first look at the tooth or the gum did not match what you expected.

- SITUATION The first look at the tooth or gum and what did not match.
- TASK What the candidate personally owned in the moment.
- ACTION What they rechecked on the tooth or gum and how they reasoned.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

Two needs at once. Tell me about a time when two people needed a dental procedure at the same time in the operatory.

- SITUATION Two demands on the procedure at once and who each affected.
- TASK What the candidate personally owned in the moment.
- ACTION What they did first on the procedure, what waited, and who they coordinated with.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

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The usual way is not holding. Tell me about a time when the way you usually do a dental procedure was not holding up.

- SITUATION The usual way of handling the procedure that stopped working.
- TASK What the candidate personally owned in the moment.
- ACTION What they tried next on the procedure, who they asked, and how they reasoned.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

THE CHAIR SCHEDULE

More than you can finish safely. Tell me about a time when the work in front of you in the operatory was more than you could finish safely.

- SITUATION More work on the procedure than the day could hold.
- TASK What the candidate personally owned and had to decide.
- ACTION What they asked for on the procedure and who they coordinated with.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

A demand to skip the last step. Tell me about a time when someone wanted a dental procedure marked complete before the last step.

- SITUATION The push to call the procedure finished before the last step.
- TASK What the candidate personally owned in the moment.
- ACTION What they said about the procedure and what they asked and heard.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

INFECTION CONTROL AND THE CHART

A rule and the moment disagree. Tell me about a time when a rule and the moment in the operatory did not match during a dental procedure.

- SITUATION The rule and the moment in the operatory that did not match.
- TASK What the candidate personally owned, apart from the team.
- ACTION What they followed in the procedure, what they raised, and how they reasoned.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

A miss you caught yourself. Tell me about a time when you caught a miss while doing a dental procedure, before it reached the person in the chair.

- SITUATION The miss in the procedure and how they found it.
- TASK What the candidate personally owned and had to decide.
- ACTION What they fixed in the procedure, who they told, and what they re-checked after.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

TRAINING IN THE OPERATORY

A new person beside you. Tell me about a time when a new person was learning a dental procedure beside you in the operatory.

- SITUATION The new person learning the procedure beside them.
- TASK What the candidate personally owned in the moment.
- ACTION What they showed on the procedure and what the learner tried.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

What has kept you in the work. Tell me about a time when you stayed doing a dental procedure through a hard week.

- SITUATION The hard stretch of work in the operatory and why it was hard.
- TASK What the candidate personally owned and had to decide.
- ACTION What they leaned on in the operatory and what they would change.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

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SCORECARD

Candidate _____ **Date** _____

1-2 vague or hypothetical. 3 specific example with clear action. 4-5 specific example with a measurable result and what they learned.

QUESTION	S	T	A	R	1-5
Peer alignment	☐	☐	☐	☐	
Own development	☐	☐	☐	☐	
Today and later	☐	☐	☐	☐	
When the person changes	☐	☐	☐	☐	
Stopping a step that is not safe	☐	☐	☐	☐	
The handoff you will not shorten	☐	☐	☐	☐	
The first look does not match	☐	☐	☐	☐	
Two needs at once	☐	☐	☐	☐	
The usual way is not holding	☐	☐	☐	☐	
More than you can finish safely	☐	☐	☐	☐	
A demand to skip the last step	☐	☐	☐	☐	
A rule and the moment disagree	☐	☐	☐	☐	
A miss you caught yourself	☐	☐	☐	☐	
A new person beside you	☐	☐	☐	☐	
What has kept you in the work	☐	☐	☐	☐	
Total					

Hire · 60 or higher | Maybe · 45 to 59 | Pass · 44 or lower

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BENEFITS THAT WIN THIS ROLE

Benefits that win this role

Ranked for healthcare roles.

Survey results for healthcare workers in general.

1 **Paid time off & leave** — EXPECTED BASELINE
Time off ranks as the most valued benefit beyond pay in healthcare.

2 **Health insurance** — EXPECTED BASELINE
The most chosen benefit among U.S. workers overall.

3 **Flexible work & scheduling** — DIFFERENTIATOR
Ranks just behind time off; flexible arrangements are how healthcare talent defines balance.

4 **Health & wellbeing support** — DIFFERENTIATOR
Wellbeing and mental-health support help people recover from demanding shifts.

5 **Retirement & financial security** — EXPECTED BASELINE
A core part of the package in healthcare and across U.S. workers.

6 **Dental & vision insurance** — EXPECTED BASELINE
A standard add-on U.S. workers rank among their top benefits.

Sources. Randstad, Randstad Employer Brand Research (REBR) 2026: Healthcare Sector Report; Becker's Hospital Review (reporting Indeed Hiring Lab), Indeed Workforce Insights Survey, 2025; Randstad, Work life balance in healthcare: what talent wants in 2026 (REBR 2026 summary).

- Expected baseline is the floor candidates look for.
- A differentiator is what sets an offer apart.
- Offer the same benefits to every candidate for the role.

IMPRESS A CANDIDATE

Impress a candidate in Columbus

- Places a visiting recruiter or hiring manager can take a candidate to entertain or impress them.
- Each group starts within 25 miles and widens to 40, 60, 90, then 150 miles until it has enough good options.
- Every line shows its distance.

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UPSCALE DINING FOR A SENIOR OR EXECUTIVE HIRE

Jeff Ruby's Steakhouse - Columbus
Upscale
89 East Nationwide Boulevard, Columbus, OH · 1 mi est. drive
Showpiece regional steakhouse; a high-impact choice for a top candidate.
jeffruby.com/columbus

Ruth's Chris Steak House
Upscale
511 North High Street, Columbus, OH · 1 mi est. drive
USDA Prime steaks sizzled on 500-degree plates; quiet booths suit a closing dinner.
ruthschris.com

Hyde Park Prime Steakhouse
Upscale
569 North High Street, Columbus, OH · 1 mi est. drive
Ohio prime steakhouse with private rooms; a local favorite for business dinners.
hydeparkrestaurants.com

BUSINESS LUNCH OR DINNER WITH AN APPLICANT

The Cheesecake Factory
Business meal
3975 Townsfair Way, Columbus, OH · 10 mi est. drive
Huge menu so every candidate finds something; easy for a first meal.
locations.thecheesecakefactory.com

Brio
Business meal
3993 Easton Station, Columbus, OH · 10 mi est. drive
Tuscan-style Italian with patio seating; relaxed for a lunch interview.
brioitalian.com/easton_town_center.html

Cooper's Hawk
Business meal
4230 The Strand, Columbus, OH · 10 mi est. drive
Broad modern-American menu plus a winery; relaxed for a finalist dinner.
chwinery.com/locations/ohio/columbus

COFFEE FOR A FIRST CHAT

Local coffee house for a casual first chat.

One Line Coffee
Coffee
471 West Rich Street, Columbus, OH · 1 mi est. drive
onelinecoffee.com

Mission Coffee
Coffee
11 Price Avenue, Columbus, OH · 1 mi est. drive
missioncoffeeco.com

Fox in the Snow
Coffee
1031 North Fourth Street, Columbus, OH · 2 mi est. drive
foxinthesnow.com

EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS

Topgolf
Entertainment
2000 Ikea Way, Columbus, OH · 16 mi est. drive
Climate-controlled driving-range bays with food and drinks; a low-pressure way to get to know a candidate.
topgolf.com

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EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS (CONTINUED)

Dueling Axes
Axe throwing

309 South Fourth Street, Columbus, OH · 1 mi est. drive
Axe-throwing lanes; a lively team outing. Confirm age and alcohol rules.
theduelingaxes.com

Barley's Brewing Company
Brewery

467 North High Street, Columbus, OH · 1 mi est. drive
Local brewery or taproom; relaxed for an after-hours meet-up.
barleysbrewing.com

PRO AND MINOR-LEAGUE SPORTS

Columbus Blue Jackets
NHL · October to June

Nationwide Arena · 200 West Nationwide Boulevard, Columbus, OH · 1 mi est. drive
An NHL game at Nationwide Arena. Premium seats or a suite make it a closing-stage outing.
Tickets · nhl.com/bluejackets/tickets · Premium seating

Columbus Crew
MLS · February to November

ScottsMiracle-Gro Field · 96 Columbus Crew Way, Columbus, OH · 1 mi est. drive
An MLS game at ScottsMiracle-Gro Field. Premium seats or a suite make it a closing-stage outing.
Tickets · columbuscrew.com/tickets · Premium seating

Columbus Aviators
UFL · March to June

Historic Crew Stadium · 1 Black and Gold Boulevard, Columbus, OH · 4 mi est. drive
A UFL game at Historic Crew Stadium.
Club site · theufl.com/columbus

Columbus Clippers
International League · March to September

Huntington Park · 330 Huntington Park Lane, Columbus, OH · 1 mi est. drive
An International League game at Huntington Park. Premium seats or a suite make it a closing-stage outing.
Tickets · milb.com/columbus/tickets · Premium seating

Before you book.

- Hand-checked rooms and known brands come first: upscale dining, restaurants that take reservations, Topgolf-type outings, and pro and minor-league clubs.
- OpenStreetMap listings fill in local restaurants, coffee, golf, bowling, breweries, and wineries, and the list is not ranked by reviews.
- Barbecue counters, dessert shops, fast food, escape rooms, schools, community centers, and hotels are left off.
- Miles are an estimated drive (straight-line times 1.25; past 150 miles, straight-line distance), so confirm hours before you book.
- Venue locations: © OpenStreetMap contributors, ODbL, https://www.openstreetmap.org/copyright.

Your outing, your responsibility.

- Your organization is responsible for the visit, including contracts, deposits, alcohol service, insurance, guest safety, transportation, and accessibility.
- Offer the same kinds of meetings to every qualified candidate, alongside your usual job posting.
- Do not pick a setting that discourages someone because of age, sex, race, religion, disability, national origin, or any other protected trait.
- A listing is not an endorsement, and this is planning information, not legal advice.

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Driver table

DRIVER	SCORE	EVIDENCE
Supply vs demand	9.0	See Why it's hard.
Pay competitiveness	Not scored	See Why it's hard.
Req history	Not scored	Time open is not in this score.
Location and rurality	2.0	See Why it's hard.
Role type	5.0	See Why it's hard.
Hire-Difficulty Index	**6.3**	Drivers without a published figure are left out.

Data used in this pack

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	Statewide pace of hiring.	2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
Health Resources and Services Administration	Shortage-area counties.	2026-09-28
Health Resources and Services Administration	State supply and demand projection for this occupation.	2028 projection
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
Centers for Medicare and Medicaid Services	Workplace names near this search.	September 14, 2026
National Center for Education Statistics	Training-program completions and the campus admissions address	2022-23
The ordering organization	Role title, seniority level.	2026-10-23
ReqRadius	Hire-difficulty scoring for this opening.	2026-10-23
U.S. Bureau of Economic Analysis	Metro price parity in the local selling points	2023

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