

WORKFORCE / ACCESS

Perspectives on Common Questions Related to:

***RECRUITMENT
OUTREACH EFFORTS
APPROACHS TO IMPROVE ACCESS***

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Chairperson, DIDER

Chairperson, Section of Oral and Maxillofacial Surgery, CCHS



Members of the dental community were active participants on Senator McBride's Dental Care Access Task Force, including representatives from the DSDS, DIDER, FQHC, CCHS, Public Health and dental hygiene.

Dental Care Access Task Force Final Recommendations 2023

Policy Reforms and Actions

Senate Bill 277 mandated that Dental Care Access Task Force bring forth a series of policy proposals to address dental care access, including care for underserved populations and communities, dental licensure practices and requirements, dental provider type and scope of practice, dental provider recruitment and retention strategies, dental insurance networks and coverage, including for the uninsured and underinsured. Despite this broad spectrum of policy

The entire report is available and documents all the testimony provided. It is recommended reading for all interested in gaining a better understanding of factors related to dental care access and possible steps to move forward.

DSDS OUTREACH EFFORTS

- ▶ **Give Kids a Smile - 2 clinics / year**

 - Feb 2023: 81 Patients / \$78,020 Care / 41 Volunteers

 - Nov 2023: 61 Patients / \$51,533 Care / 16 volunteers

 - Feb 2025: 44 Patients / \$36,636 Care / 22 volunteers

 - Mar 2025: 38 Patients / \$31,739 Care / 51 Volunteers

- ▶ **Give Vets a Smile - Difficult to track / Many no-shows**

 - ▶ 2022: 65 Patients listed / 53 Treated / \$95,695 Care

 - ▶ 2023: 41 Patients on list / 30 Treated

 - ▶ 2024: 32 Patients / 22 Treated

Some DSDS Legislative Efforts

- ▶ Support development of a dental hygiene training program (DelTech) for Kent and Sussex Counties
 - ▶ Critical shortage of dental hygienist throughout the state
- ▶ Continue to advocate for Adult Medicaid (having been doing so for >10 years)
 - ▶ Delaware was one of a very few states without Medicaid
 - ▶ Current goal- To have a dental home for every citizen
 - ▶ Continue to work for a reasonable coverage package for eligible patients
 - ▶ Cap on procedures and benefits

D.I.D.E.R. Purposes- Title 16, Delaware Code:

- ✓ Support accredited general practice residencies in dentistry at any hospital in the State that supports a comprehensive postgraduate training program.
- ✓ Expand opportunities for Delaware residents to obtain dental education and training at all levels at a reasonable cost.
- ✓ Strengthen factors favoring the decision of qualified dental personnel to practice in Delaware, including, but not limited to, tools such as loan repayment programs.
- ✓ Consider dental needs of the community at large and particularly those who do not have ready access to dental care.
- ✓ Incentivize qualified dental personnel to practice in Delaware
- ✓ Support graduate and postgraduate training programs, especially those targeted to meet the State's health-care needs

Internal Review – 2021

Of the 7 purposes put forth in the legislation, which has DIDER been most successful in addressing and why?

- **Temple Dental School - Favored standing to applicants**
- **CCHS general practice residency not only provide training opportunities, but CCHS also provides treatment to the community.**

Which has DIDER been least successful and why?

- **Lack of funding**
- **Finding a consistent champion in the legislature**
- **Insufficient initiatives that support recruitment of dentists / hygienists to practice in underserved areas**

URM Efforts

- ▶ Have been a few applicants over the past several years from Delaware State University with a favorable g.p.a. but non-competitive D.A.T. scores
- ▶ Response - Developed an application / protocol for URM students to have access to a Dental Aptitude preparation course
- ▶ Frustration - No funding available
 - ▶ D.I.D.E.R. funds fully committed to support program with Temple Dental School
 - ▶ While D.H.S.A. supports a similar program for M.C.A.T.s, they have not considered funding similar program for D.A.T.s

Recent Temple School of Dentistry Application Statistics



▶ 3453 Total Applications

- ▶ 2781 Reviewed for consideration
- ▶ Avg. DAT Score: 21.3
- ▶ Avg. Sci GPA: 3.52 / Avg. Overall GPA: 3.57
- ▶ Number of US States Represented: 19
- ▶ 53% Male / 47% Female
- ▶ 43% Pa Resident, 48% non-PA resident
 - ▶ 9% non-US Citizen

Applicants to Temple Dental



	Applications	Interview	Accept	Enroll	Denied
<u>2022-23</u>	22	16	13	8	4
<u>2023-24</u>	24	12	10	7	2
<u>2024-25</u>	20	10	8	5	3

Per a study commissioned in 2019 by D.H.C.C., conducted by Star-Med, LLC., the following conclusions were made about DIDER:

Since 2012, Temple Univ. has met or exceeded its commitment to admit at least 5 Delaware residents to the Kornberg School of Dentistry each year.

From 2014 - 2018, the rate of acceptances for Delaware applicants ranged from 31.8% to 47.6%, compared to an acceptance rate for non-Delaware applicants ranging from 9.6% to 11.4%. The average acceptance rate for Delaware applicants was 42.6%, while the average acceptance rate for applicants not from Delaware was 10.5%.

From 2000 to 2018, over 54% of those who completed dental school and a post-graduate year were licensed and practicing dentistry in Delaware.

Conclusion- DIDER has well achieved its goal to obtain dental school admission for Delaware residents and to achieve a strong rate of return to practice in Delaware and should continue to be strongly supported.

Comparison of DIDER and DIMER with respect to graduates returning to obtain a license in Delaware

REPORT TO THE DELAWARE HEALTH CARE COMMISSION

2019 Health Care Workforce Study

By review of the Delaware professional licensing database, 33.9% of TJUSKMC DIMER students available to practice and 31.1% of such PCOM DIMER students were found to have had a license to practice medicine in the state.

By review of the state's professional licensing database, over 54% of those who have completed dental school and a post-graduate year are licensed and practicing dentistry in Delaware.

**DIMER's record is excellent
DIDER's record is even better**

Outreach- High School and College

- ▶ Standardized customizable power point presentation dentistry as a career.
 - ▶ Working to organize “points of contact” (coordinated with DSDS) to identify opportunities to inform students.
 - ▶ Previous effort have been “one-offs” and piecemeal
 - ▶ Frustration - Lack of funding to support more elaborate outreach opportunities and marketing materials
- ▶ Present to U of D Pre-Health Professional Group since 2023
 - ▶ Successful interactions
 - ▶ Interview applicants seeking recommendations

DIDER Moving Forward

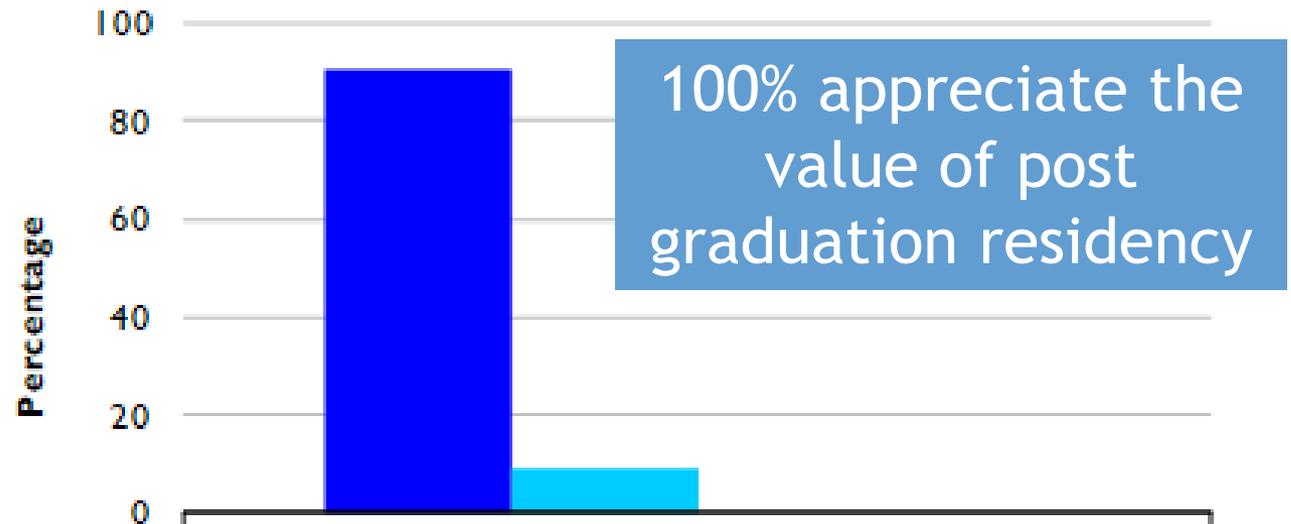
- ▶ DIDER performing well ***GIVEN FISCAL LIMITATIONS***
- ▶ Excellent partner in Temple Dental School
 - ▶ Consider expansion to include other schools
 - ▶ Consider financial aid to students contingent on returning to DE
- ▶ CCHS residency provides important training AND community service in addition to be a strong attractor of dentists to Delaware
- ▶ Consider formal training for dentists to manage patients with disabilities
- ▶ Enhance recruitment at the college and high school levels

General Practice Residency

- ▶ One-year program to prepare recent dental school graduates to meet the challenges of treating patients in the real world.
 - ▶ Consider every state requires every medical school graduate to complete several years of residency before they can enter community or hospital-based practice.
 - ▶ Consider complexity of medical conditions “walking around” today, most of who are dependent on one or more medications to stabilize their conditions.
 - ▶ Consider number of sophisticated techniques and technologies in dentistry that require significant experience and expertise to become competent in.
- ▶ Provide necessary care to special needs patients and other groups in the community.
- ▶ Attracts individuals to DE and most stay to practice here.

Figure 6.7

Percentage of Dental Students/Residents by Own Perception of General Practice Residency (GPR) and Advanced Education (AEGD), Delaware, 2022



	I
I see the value of learning more before going into practice.	90.5
I plan on going into a specialty	9.5
I have learned enough in school and do not need a GPR	0
I have learned enough in school and do not need a AEGD	0

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022



Ashley Banks , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Dagsboro, DE
Undergrad: University of Delaware
Dental school: Temple University The Maurice H. Kornberg School of Dentistry



Mark Tanchanco , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Middletown, DE
Undergrad: Loyola University Maryland
Dental school: Tufts University School of Dental Medicine

CCHS Residency as a Recruitment Tool

*Recent class of
g.p.r. residents
typical ... diverse,
from different
dental schools and
states of origin*



Erin Britt , D.D.S.

Program: General Practice Dentistry
Year: GPD-1
Dental school: Virginia Commonwealth University School of Dentistry



Racquel Joseph , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Dental school: Temple University The Maurice H. Kornberg School of Dentistry



Khushbu Patel , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Fair Lawn, NJ
Undergrad: University of Pittsburgh
Dental school: University of Pittsburgh School of Dental Medicine



Shivang Patel , D.D.S.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Middletown, DE
Undergrad: University of Delaware
Dental school: University of Maryland School of Dentistry



Linda Asiamah , D.D.S.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Houston, TX



Stephanie Smith , D.M.D.

Program: General Practice Dentistry

Oral & Maxillofacial
Surgery Program also
draws from diverse
backgrounds and
locations, including:
California
Ohio
Missouri
Pennsylvania
Virginia

Oral and Maxillofacial Surgery 2022-2023



Barry Boyd, MD, DMD, FACS
Program Director



Marissa Berglund, DMS
OMS - 1



Ahmad Elmagdy, DMD, MPE
OMS - 4



Jacob Gibbs, DMD
OMS - 3



John Wheelock, DMS
OMS - 3



Minyoung Kim, DMS
OMS - 2



Arjun Kandaswamy, DMS
OMS - 2



Brett Rucker, DMD
OMS - 1



Jose De La Guerra, DMD
OMS - 1



Mohamed Mahran, DMD
OMS - INTERN

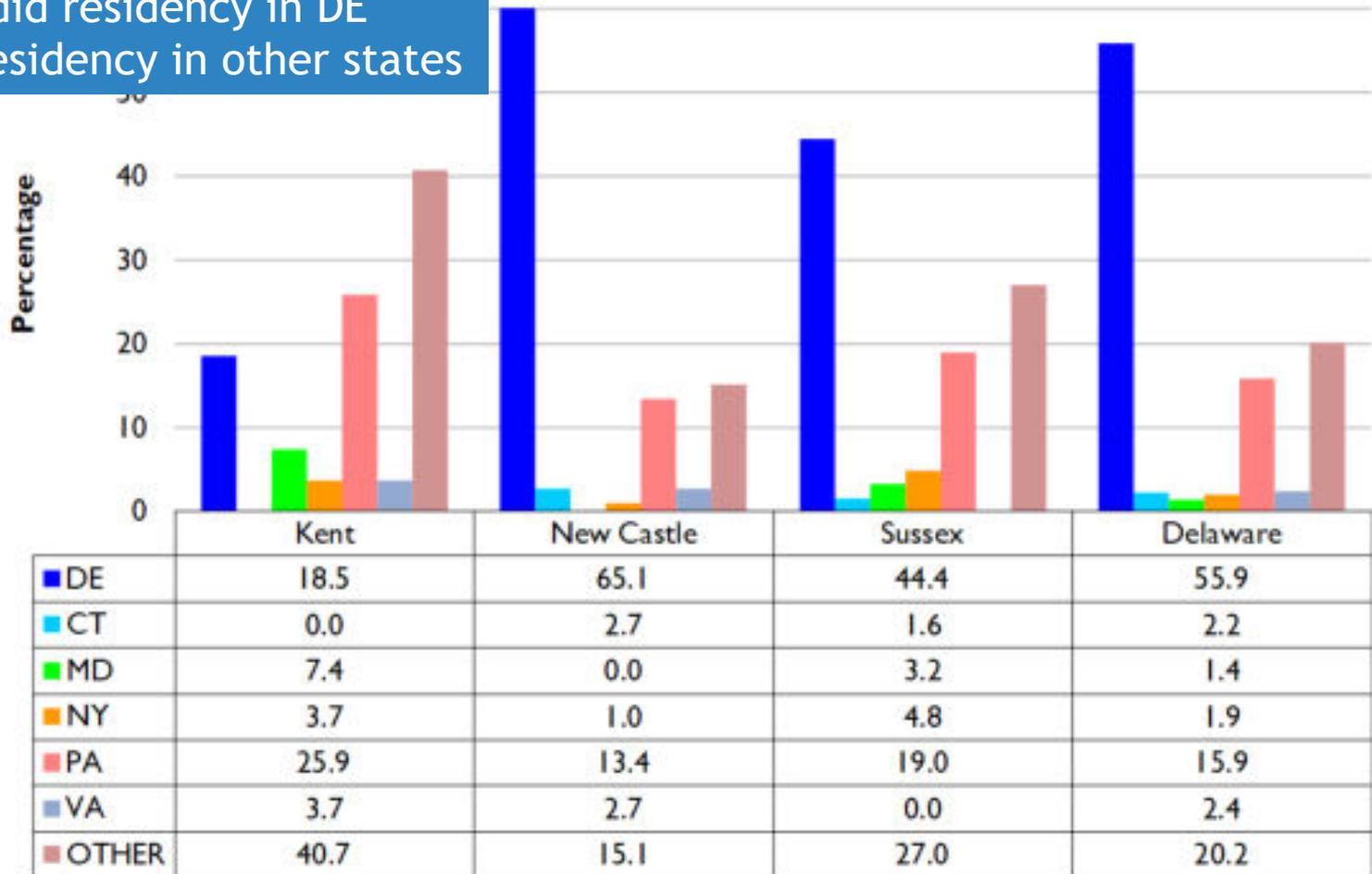


Harrison Hesse, DMD
OMS - INTERN

Figure 2.10

State of Dental Residency Program Attendance of Dentists by County, Delaware, 2022

56% did residency in DE
44% did residency in other states



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Dental Licenses Issued 2021-22 (64 Dentists / 73 Hygienists)

Dentists

2021

28 dental licenses issued

- ▶ 8 from DE based residency
- ▶ 14 from out-of-state residencies
- ▶ 6 via reciprocity pathway

2022

36 dental licenses issued

- ▶ 10 from DE based residency
- ▶ 18 from out-of-state residencies
- ▶ 8 via reciprocity pathway

Hygienists

2021

▶ 41 Hygiene licenses issued

- ▶ 22 by examination pathway
- ▶ 19 by reciprocity pathway

2022

▶ 32 Hygiene licenses issued

- ▶ 21 by examination pathway
- ▶ 11 by reciprocity pathway

Candidates Examined Since June of 2022 (Candidates/Open seats):

- ▶ June 22: 24/0
 - ▶ June 23: 15/3,
 - ▶ June 24: 17/1
 - ▶ Jan 25:
- Jan 23: 18/0
 - Jan 24: 16/3
 - October 24: 13/1
 - June 25: 14/4.

In addition, 3 obtained a license through FQHC route.

12 VACANT seats over the last 3 years.

DATA POINTS TO CONSIDER

Dentists and Dental Students in Delaware 2022

Slides adopted from presentation by survey's P.I.

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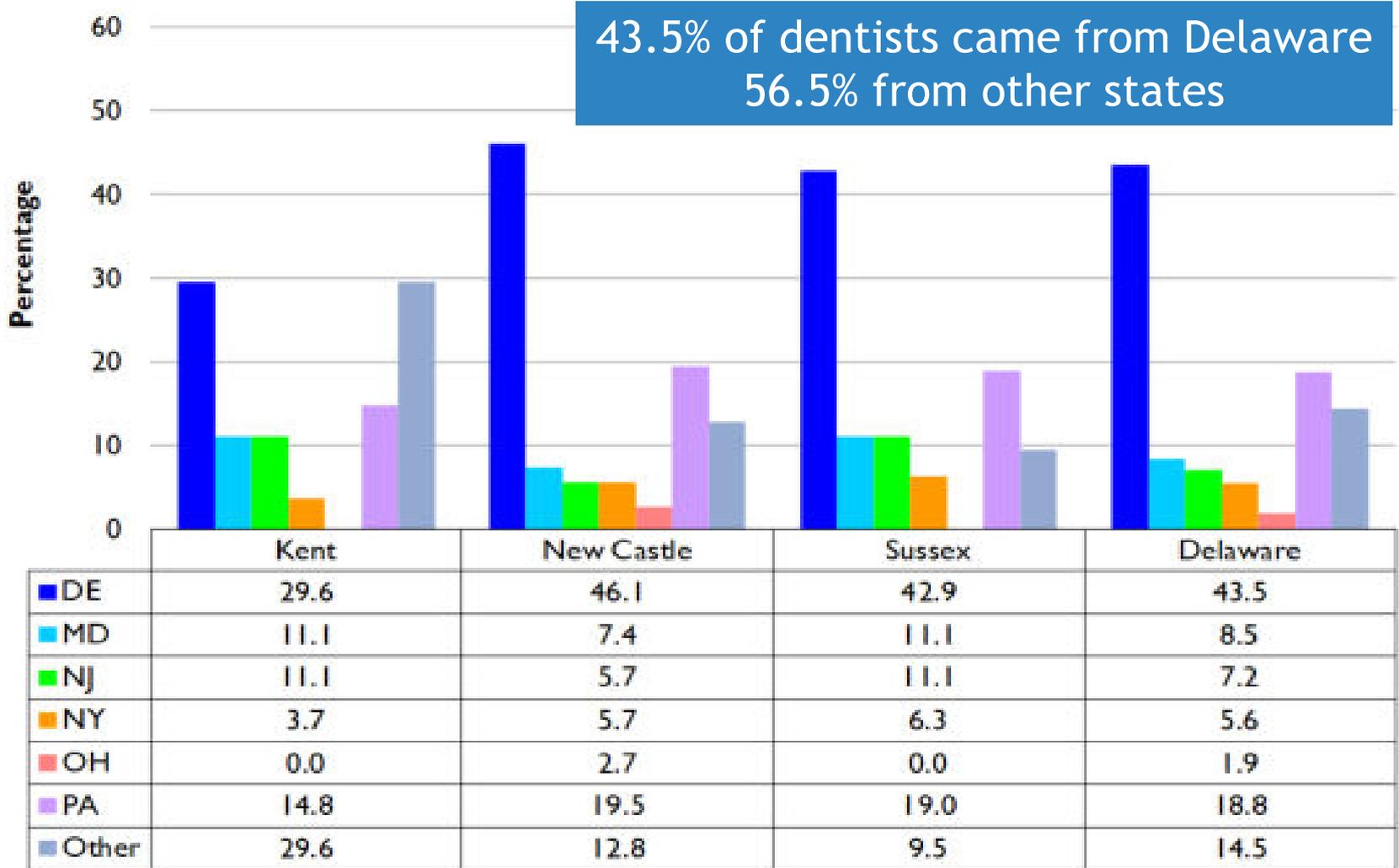
Delaware Dentists

- ▶ Study Population = All Dentists in DE providing direct patient care in DE
 - ▶ List from Div of Professional Regulation: 542 as of April 1, 2022
 - ▶ 542 marked active
 - ▶ 78 Duplicates
 - ▶ 464 Unique + 27 identified through input from Dentists for a total of 491 contacted.

Return Rate demonstrated a “high level of cooperation” between DSDS and Investigating team

Figure 2.8

Dentists State of High School Graduation by County, Delaware, 2022

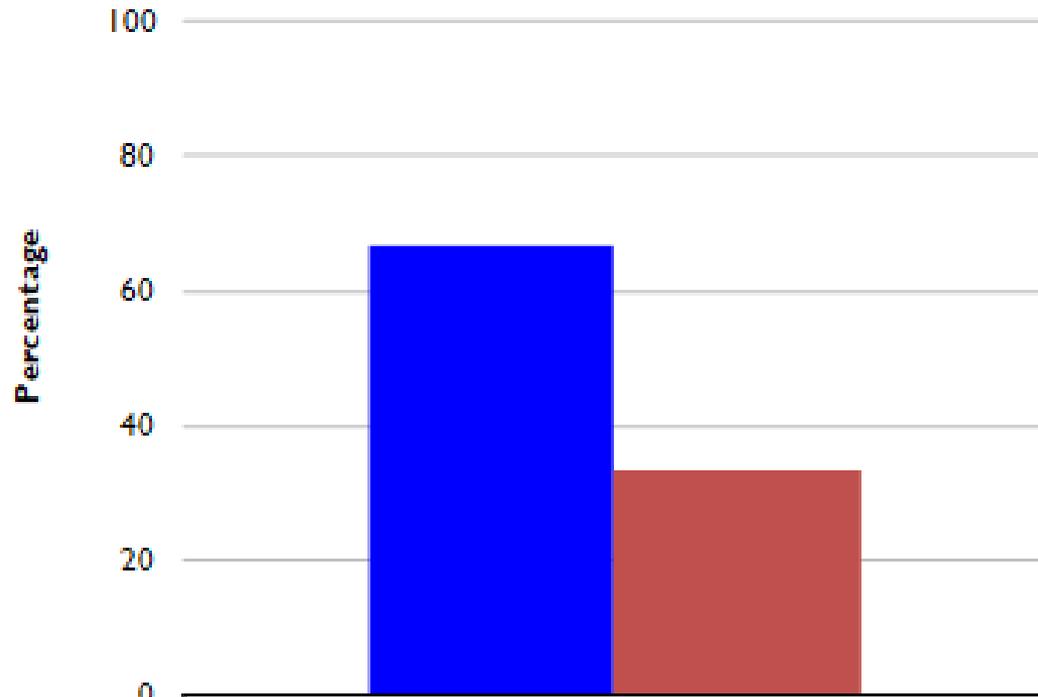


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Figure 6.2

Percentage of Dental Students/Residents by Decision on where they will Practice, Delaware, 2022

About 1/3 of students were undecided at the time of the survey indicating possible value of recruitment efforts.

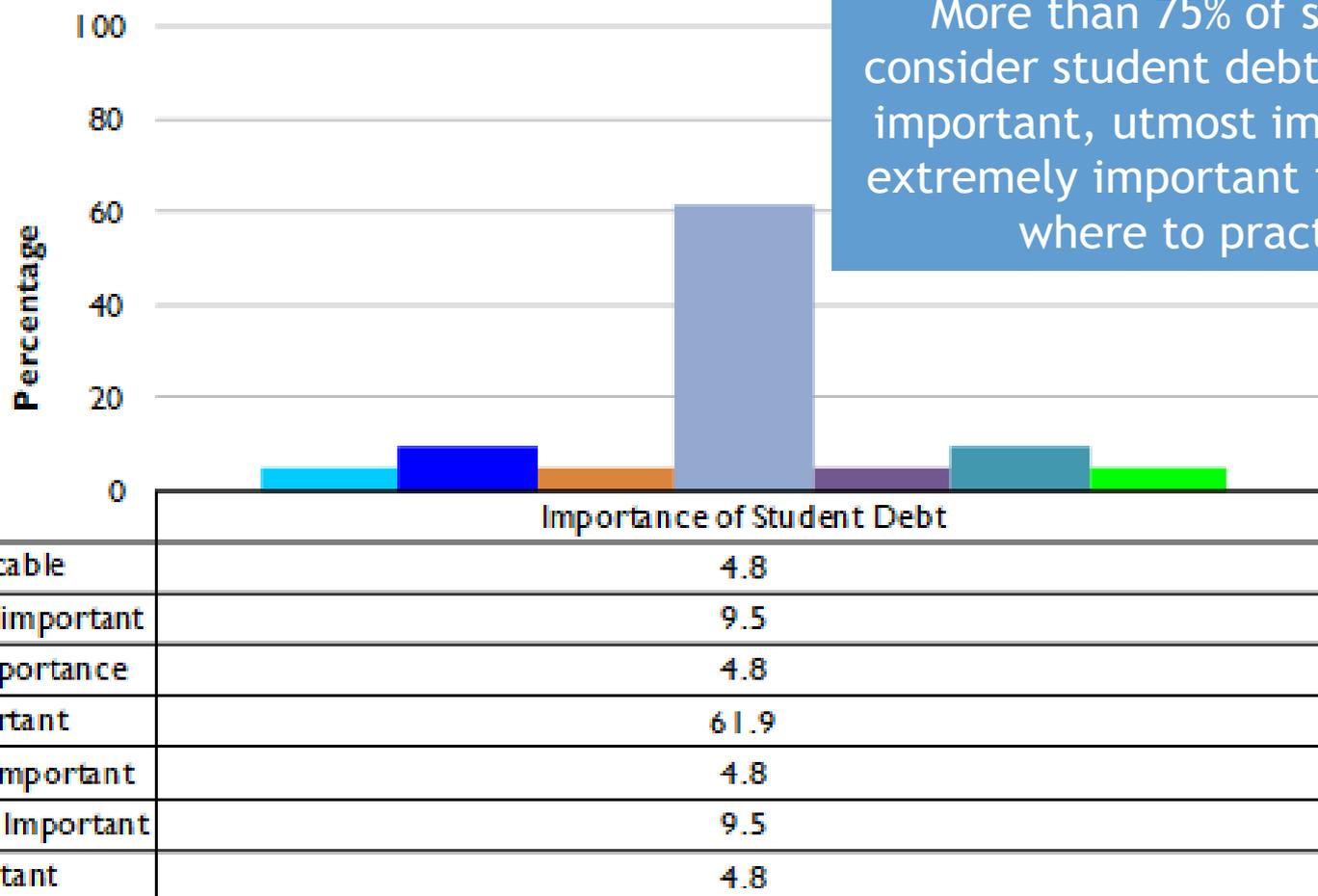


	Practice Decision
■ Yes - decided where to practice	66.7
■ No - did not decide where to practice	33.3

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Figure 6.5

Percentage of Dental Students/Residents by Importance (Self Identified) of Student Debt in Deciding Where They Will Practice, Delaware, 2022

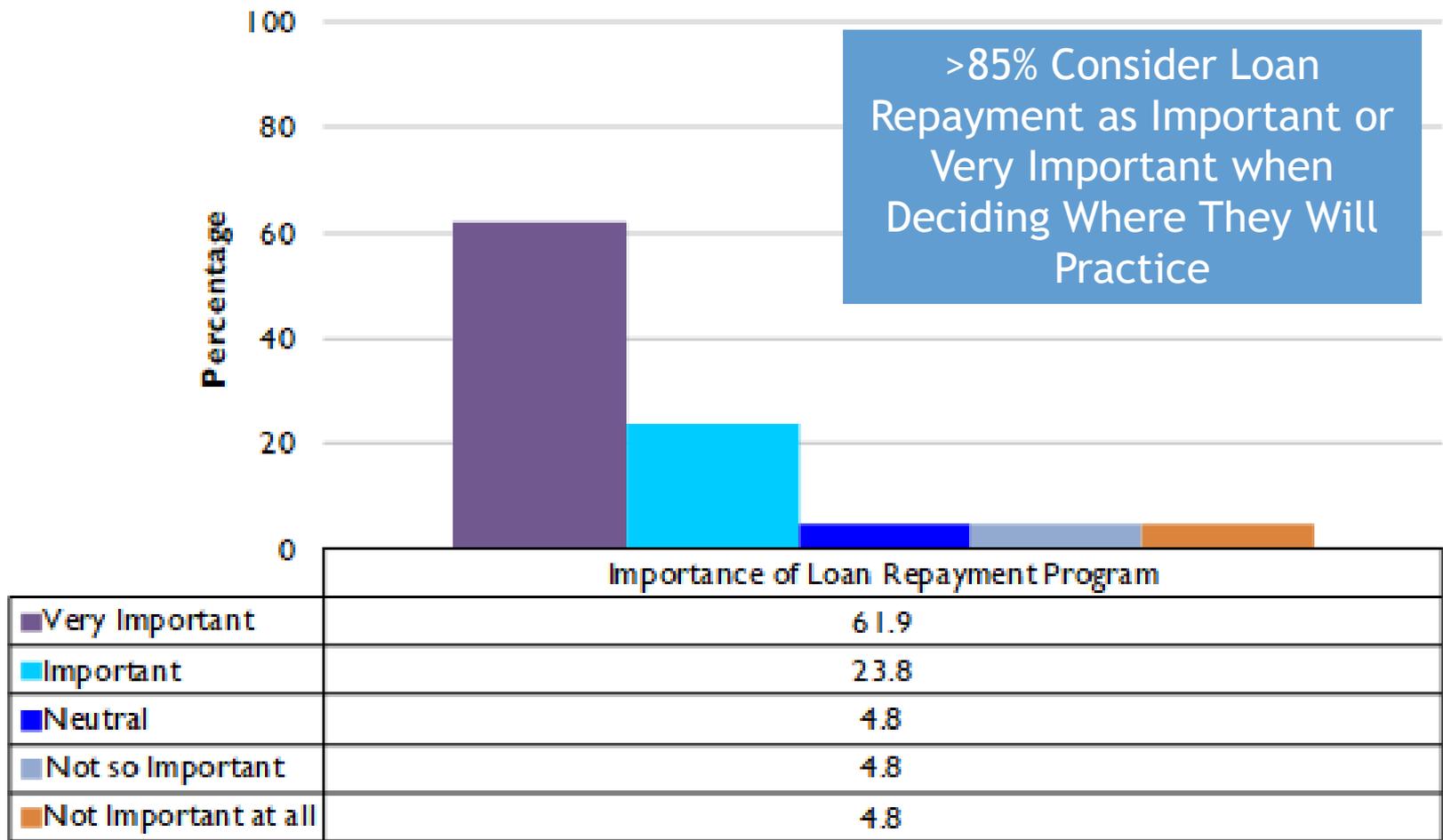


More than 75% of students consider student debt to be very important, utmost important or extremely important in deciding where to practice

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Figure 6.6

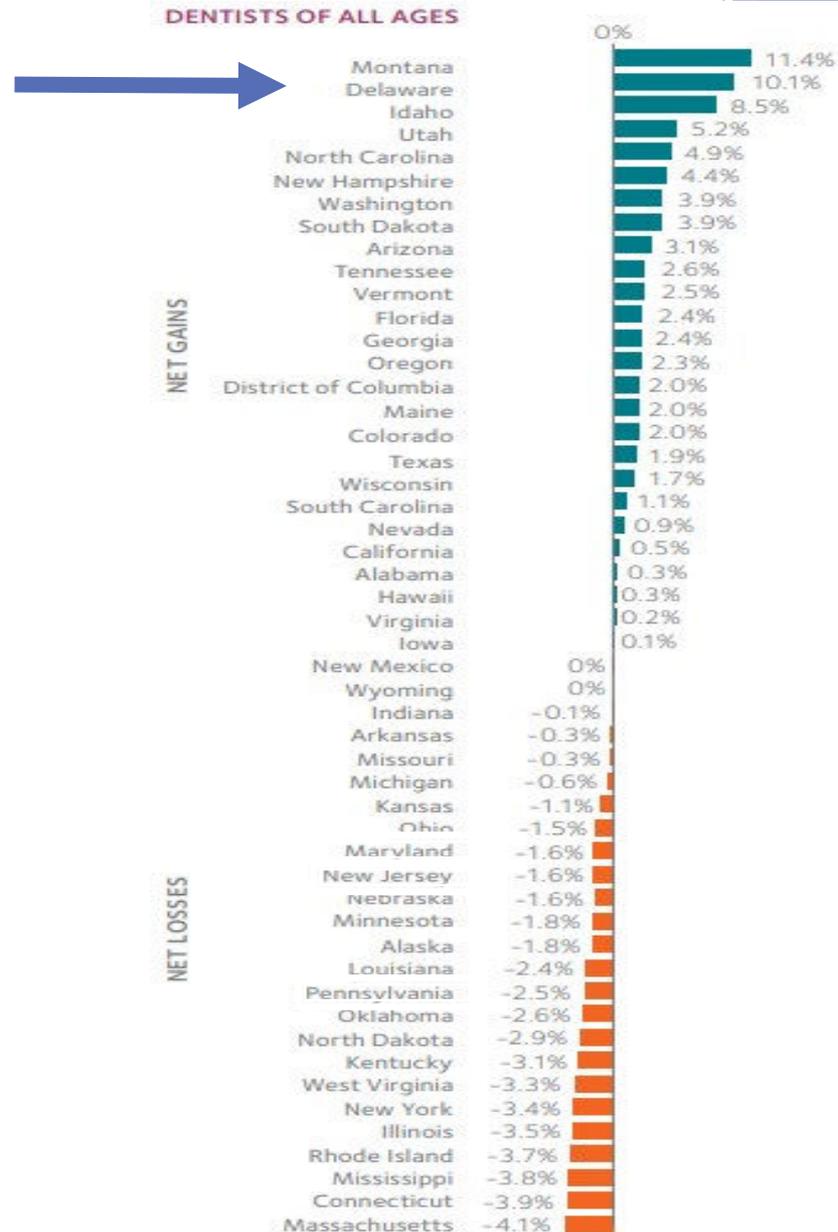
Percentage of Dental Students/Residents by Importance (Select Options) of The Loan Repayment Program in Deciding Where They Will Practice, Delaware, 2022



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

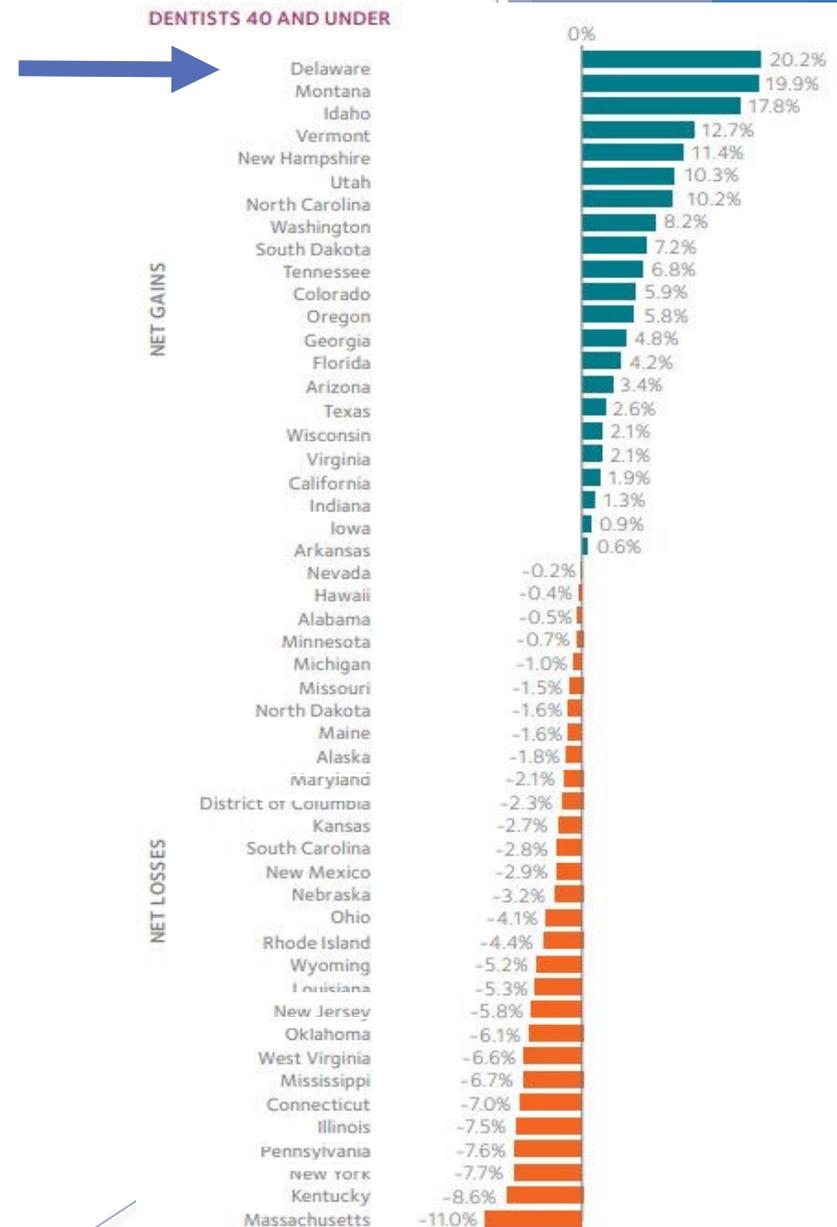
Migration of Existing Dentists 2015-2020

- ▶ ~ 1 IN 13 DENTISTS (7.7%) moved to a different state between 2015 and 2020.
- ▶ - Adapted from ADA HPI infographic



Migration of Existing Dentists 2015-2020 UNDER 40

- ▶ ~ 1 IN 13 DENTISTS (7.7%) moved to a different state between 2015 and 2020.
- ▶ Among dentists aged 40 or younger, about 1 in 6 (15.8%) migrated across state lines during this period, compared to Migration 2011-2016
- ▶ - Adapted from ADA HPI infographic



Recruitment Considerations

- ▶ GOAL- Make it easier for those who already want to come without decreasing quality of care
- ▶ Reach out to / mentor those who may not have considered dentistry in DE yet
 - ▶ Students in state
 - ▶ Dentists and students in other states
- ▶ Incentivize keeping dentists in the state after they begin practicing here
 - ▶ Easier to retain than to recruit

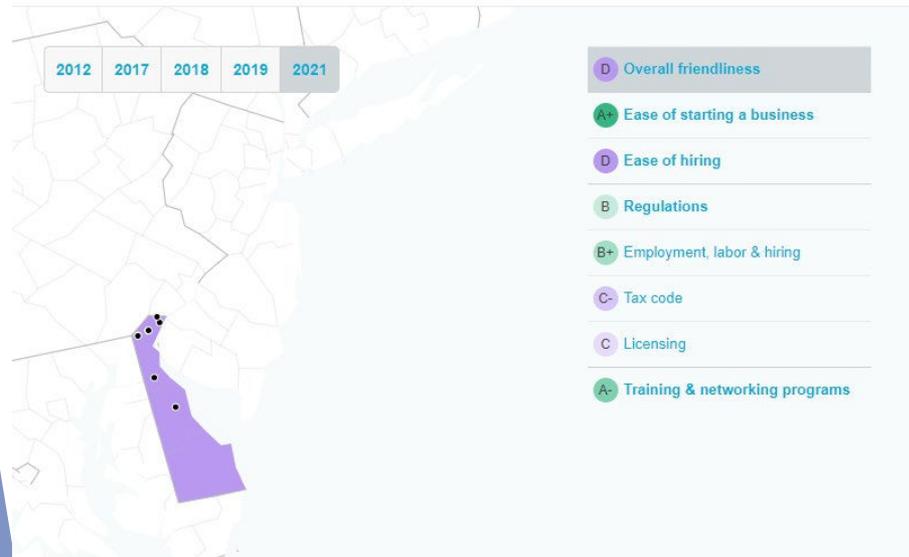
Cost/Debt Considerations

- ▶ Avg. Dental School Debt ~\$300,000
- ▶ Avg. Small Dental Practice Startup Costs ~\$500,000
- ▶ Avg. Small Business overhead 10-35%
- ▶ Avg. Dental practice overhead cost (median 75%) 60-80%
- ▶ Avg. Medical practice overhead 30-60% (Mean 56.0%)
 - ▶ Mean overhead was 54.7% in U.S. surgical practices, 56.3% in nonsurgical practices, and 56.9% in multispecialty practices, Health Care Administrative Costs in the United States and Canada, 2017 - published 2020 - Annals of Internal Medicine

Challenges to Recruitment

Delaware Small Business Friendliness

Thumbtack.com Small Business Friendliness Survey



Thumbtack.com SBF Survey

DELAWARE SCORE AND RANKING

CATEGORY	2021 SCORE	2021 RANK	2019 RANK	2021 GRADE
COST OF DOING BUSINESS	176	34	38	C
INFRASTRUCTURE	227	8	31	B+
LIFE & HEALTH	160	35	--	D+
WORKFORCE	203	14	24	B-
ECONOMY	169	8	24	A-
BUSINESS FRIENDLINESS	133	13	33	B+
ACCESS TO CAPITAL	56	38	35	D-
TECHNOLOGY & INNOVATION	99	20	23	B-
EDUCATION	65	39	35	D+
COST OF LIVING	24	35	35	D
OVERALL	1312	27	38	--

America's Top States for Business, CNBC

Like with any small business, what the community has to offer the dentist matters.

Month	Location	Ownership Status	Practice Size	DSO Affiliation	Race/Ethnicity	Sex	Reset View
August 2022	All	All	All	All	All	All	

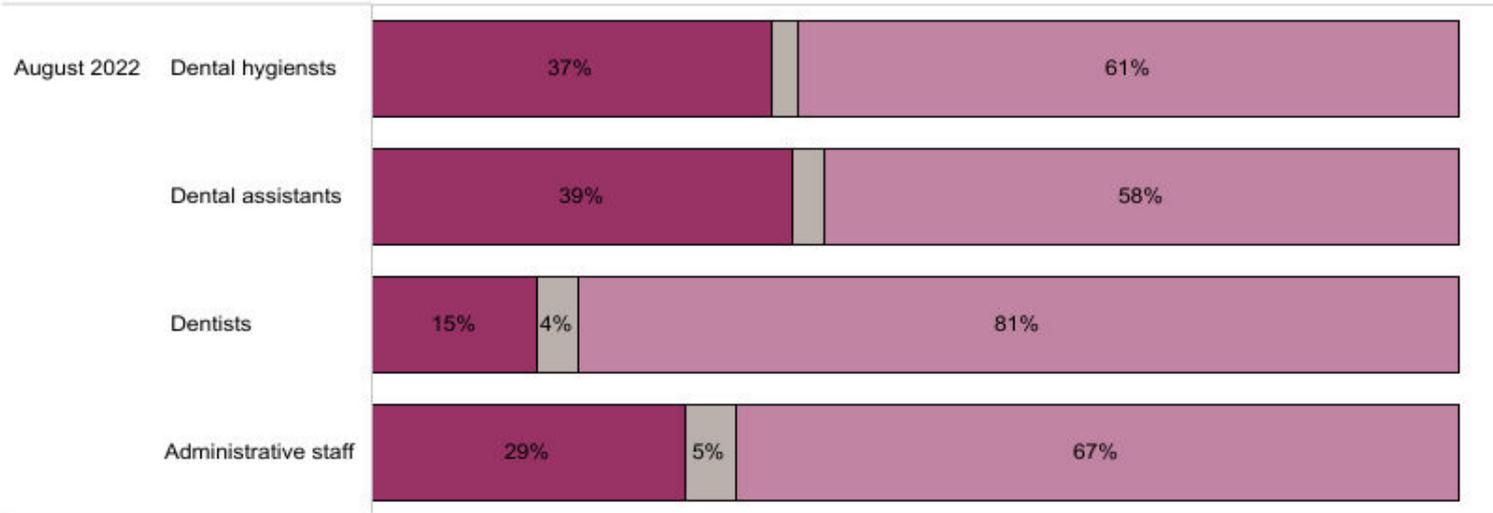
How full was your dental practice's appointment schedule last week?



Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week?



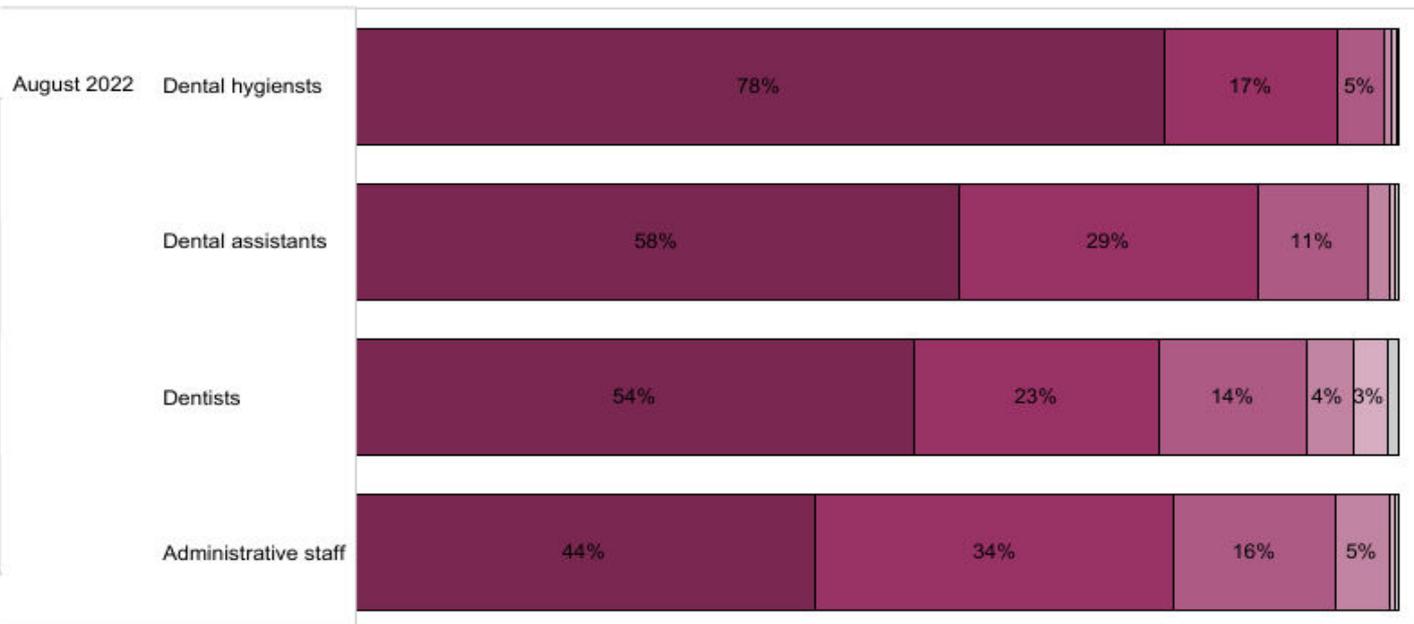
Have you recently or are you currently recruiting any of the following positions in your dental practice?



Responses

- No
- Not sure
- Yes

How challenging has it been to recruit the position(s) below?



Responses

- Not sure/Not applicable
- Not challenging at all
- Slightly challenging
- Moderately challenging
- Very challenging
- Extremely challenging

“WISH LIST”- A Few Examples

- ▶ Dental Residencies - Support and Expand
 - ▶ While educational aspect is priority, have a strong record of recruiting new dentist to DE as well as act to help meet community needs.
 - ▶ Christiana Care Health System - OMFS, General Dentistry
 - ▶ Nemours Al duPont - pediatric dentistry
- ▶ Grow affiliation with Temple (and other) dental schools
- ▶ Enhance Student Loan Repayment Programs to Recruit Dentists
 - ▶ NHSC (Federal and State)
 - ▶ Grants to help equip / open new dental practices

“WISH LIST”- A Few Examples

- ▶ Enhanced number of programs to educate those who make dental practices efficient / effective.
 - ▶ Dental hygiene
 - ▶ Assistants
- ▶ Recruitment at all levels (high school, university and dental school)
 - ▶ Target particular groups of students (rural / under-represented minorities)
- ▶ Better utilize technologies/innovations to help meet community needs
 - ▶ Portable x-ray units for use in clinics and other facilities

The Delaware Dental Community Looks Forward to Working with Others in the Effort to Meet the Dental Needs of ALL Delawareans



“You Can’t be Great Without the Greatness of Others.”

Nick Siriani