



## Expanding the Dental Workforce: Creating a Vision for the Future

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Marcia K. Brand, Ph.D.  
Health Resources and Services Administration  
Department of Health and Human Services

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### This session

- Seeking a vision and a plan for addressing the shortage of dental health care professionals



### This presentation

- A few thoughts on expanding the oral health workforce in America
- Federal efforts to address oral health workforce challenges – **where there is a Federal role**
- Federal health workforce policy – what is it and how do you impact it to “create your vision for the future?”
- Questions



### Access and the Dental Workforce

What we know:

- While the number needed is debatable, we can agree that **distribution** is a problem
- BLS projects growth in all dental professions in the next decade - we will need to increase **production**
- If workforce **diversity** (gender, race, rural/urban origins) leads to better access for underserved populations, we have a way to go



### Access and the Dental Workforce

Where there is uncertainty:

- Dental HPSA statistics – only measure DDS shortages – what is the real shortage (**analysis**); shows that the supply of rural DDS is half that of urban (**distribution**)
- Will increasing the number of dental schools and graduates solve our access issue (**production and analysis**)?
- How do we expand the workforce providing oral health services through existing and new dental and non-dental providers (**analysis**)?



### Oral Health Care Access and the Dental Workforce – More Uncertainty!

- Can changing the settings where we provide care change the demand for providers? (schools, health centers, primary care practices, long-term care settings)? (**analysis**)
- Can changing the delivery models and focusing on what works influence provider demand (evidence-based practice)? (**analysis**)
- Can changing the team change the demand (mix of dental and non-dental providers)? (**analysis**)



### Non-Dental Providers: Are they ready and willing?

- Move oral health care into the curriculum of primary care providers– AAMC (production, training)
- Other non-dental providers
  - Nurses – largest workforce
  - NPs (42%) and PAs (53%) believe they could perform an oral exam (production, training)
  - 40% of NP s and 63% of PAs believed they could discern an “obvious pathology” (production, training)



### The ACA and Alternative Dental Providers

- Section 5304 – Alternative Dental Health Care Providers Demonstration Project
  - Grants to 15 eligible entities to establish training programs to train, or employ alternative dental health care providers in order to increase access. (production, training)



### State Options to Increase Access

- State licensing boards
  - Allowing providers to work to maximum of scope
- State reimbursement policies and rates



### The Federal Role in Oral Health Workforce

- Policy, research and analysis
- Financing
- Funding (largely through grants)
  - Production
  - Distribution
  - Diversity
  - Training
  - Analysis
- Convening



### Federal Oral Health Workforce Policy - Where You Can Have an Impact

- Regulation (Medicare, Medicaid and SCHIP payment policies)
- Innovation - Agency for Health Care Quality – measurement, CMS CMMI
- Advisory Committees
  - Sec. 5101 – National Health Workforce Commission
  - BHPPr interdisciplinary, primary care committees
- Analysis and research
  - Sec. 5103 – Center for Health Workforce Analysis
  - Rural Health Research Centers



### Federal Oral Health Workforce Policy

- Grant guidance direction (e.g., encouraging coordination of medical and dental records or encouraging integration of oral health into school-based settings)
- IOM report implementation – convening stakeholders
- Agency and HHS strategic planning



## HRSA's Mission and Goals

### Mission

- To improve health and achieve health equity through access to quality services, a skilled health workforce and innovative programs.

### Goals in HRSA's strategic plan

- Goal I: Improve **Access** to Quality Care and Services
- Goal II: Strengthen the **Health Workforce**
- Goal III: Build Healthy Communities
- Goal IV: Improve Health **Equity**



## HRSA's Oral Health Grant Funding

- Health Centers
  - Provided care to 3.4 million dental patients in 2009 (8.4 million encounters)
  - Employed 2,557 dentists and 1019 dental hygienists
- Maternal and Child Health Bureau
  - Partnership for Oral Health Leadership
- School-based Comprehensive Oral Health Services (SBCOHS)



## HRSA's Grant Support for Workforce

- Bureau of Health Professions
  - Section 748 of Title VII - \$32 million to 82 organizations (**production**)
  - State Oral Health Workforce grants - \$17 million to 34 programs
  - Health Careers Opportunity Program (HCOP) - Benefiting 300 students from disadvantaged backgrounds (**diversity**)
  - Supports dentists and dental hygienists by providing student loans and scholarships (**production, diversity**)
- Ryan White HAB program
  - 11,000 dental students, residents and dental hygienists trained in FY 2009 (**training**)
  - AIDS Education Training Centers - >1,400 dental professionals trained (**training**)



## HRSA's Support for Workforce

- National Health Services Corps (**distribution**)
  - Supports 915 dental providers (dentists + dental hygienists) through loan repayment; and
  - Provides scholarships for 77 individuals in dental schools



## The Future

- HRSA plays a central role in creating a workforce educated to deliver quality oral health care services
  - An adequate number of well-trained providers, appropriately distributed and providing care in a cost-effective manner that results in improved access and patient outcomes
- Future funding – policy role continues



## Contact Information

Marcia K. Brand, Ph.D.  
 Deputy Administrator  
 302-443-2216  
[mbrand@hrsa.gov](mailto:mbrand@hrsa.gov)  
[www.hrsa.gov](http://www.hrsa.gov)