



Missouri Dental  
ASSOCIATION

# Workforce Executive Session

2021 MDA HOUSE OF DELEGATES

# Overview

- ▶ **The Dental Team by the Numbers**
  - Current Numbers of RDH Graduating in Missouri
  - Current Recruiting of RDH & DA in Missouri
- ▶ **Addressing the Issue: Proposals for Consideration**
  - 2021 Greater St. Louis Hygiene Resolution
  - RDH Delegation/Scope & EFDA Considerations

# The Dental Team

## *By the Numbers*

CURRENT RDH  
MISSOURI PROGRAMS  
& GRADUATES

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CURRENT RECRUITING  
LANDSCAPE OF RDH &  
DA IN MISSOURI

# Missouri RDH Programs

- ▶ In Missouri, there are currently six RDH programs that can graduate approximately 140 RDH per year.
  - Annual variation due to some programs having different graduation dates and alternating enrollments
  - Some students have 18-month programs, so it is difficult to assess the numbers per year.



# Missouri RDH Programs - Current

- ▶ Missouri Southern State University, Joplin: 30 students
- ▶ Ozark Technical College, Springfield: 20 students
- ▶ University of Missouri-Kansas City, Kansas City: 30 students
- ▶ St. Louis Community College, Forest Park: 32 students
  - 2021: Took 16 students due to late graduation date for second year class due to COVID-19
- ▶ State Fair Community College, Sedalia: 10 students
  - Every other year it is 12 students
- ▶ Concorde Career College, Kansas City: 24 students (graduate every 18 months)
  - This includes at least 25 potential students who graduate in the interim six-month period in an 18-month program

# Missouri RDH Programs - Closed

- ▶ **Due to recent closures, approximately 60 fewer RDH graduates per year.**
  - Missouri College, St. Louis: Closed September 2016 (30 students every 18 months)
  - Rolla & Sikeston Distance Ed Sites (MSSU, Joplin): Closed 2018 (20 students through both sites)
  - Hillyard Technical College, St. Joseph (NCMC, Trenton): Closed Spring 2020 (10 students)

# Current Recruiting of RDH & DA

- ▶ The following data has been extracted for Missouri respondents only from ongoing, national surveys conducted by the ADA Health Policy Institute (HPI).

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

**October 5, 2020**

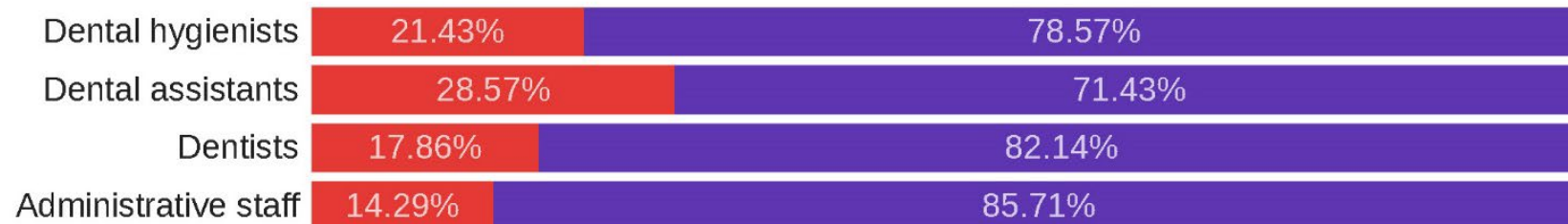
50 Responses



● Yes ● No

**August 16, 2021**

28 Responses

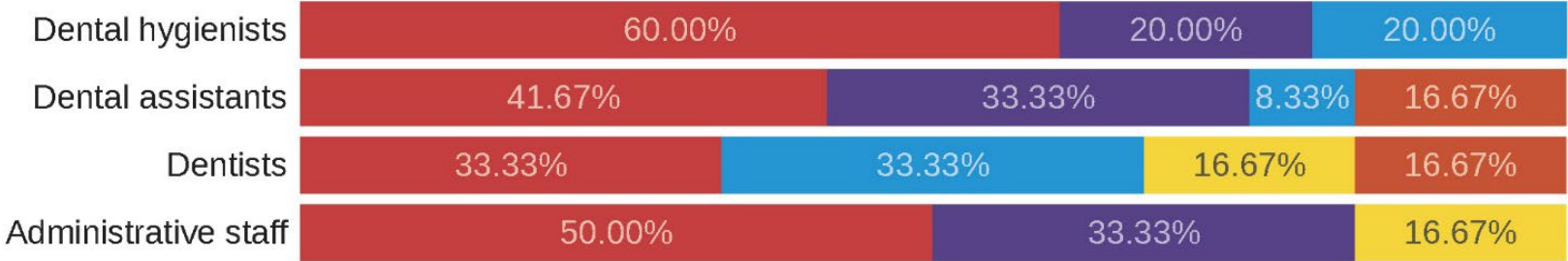




*Compared to before the COVID-19 pandemic, how challenging has it been to recruit the following position(s):*

**October 5, 2020**

18 Responses



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

**August 16, 2021**

16 Responses



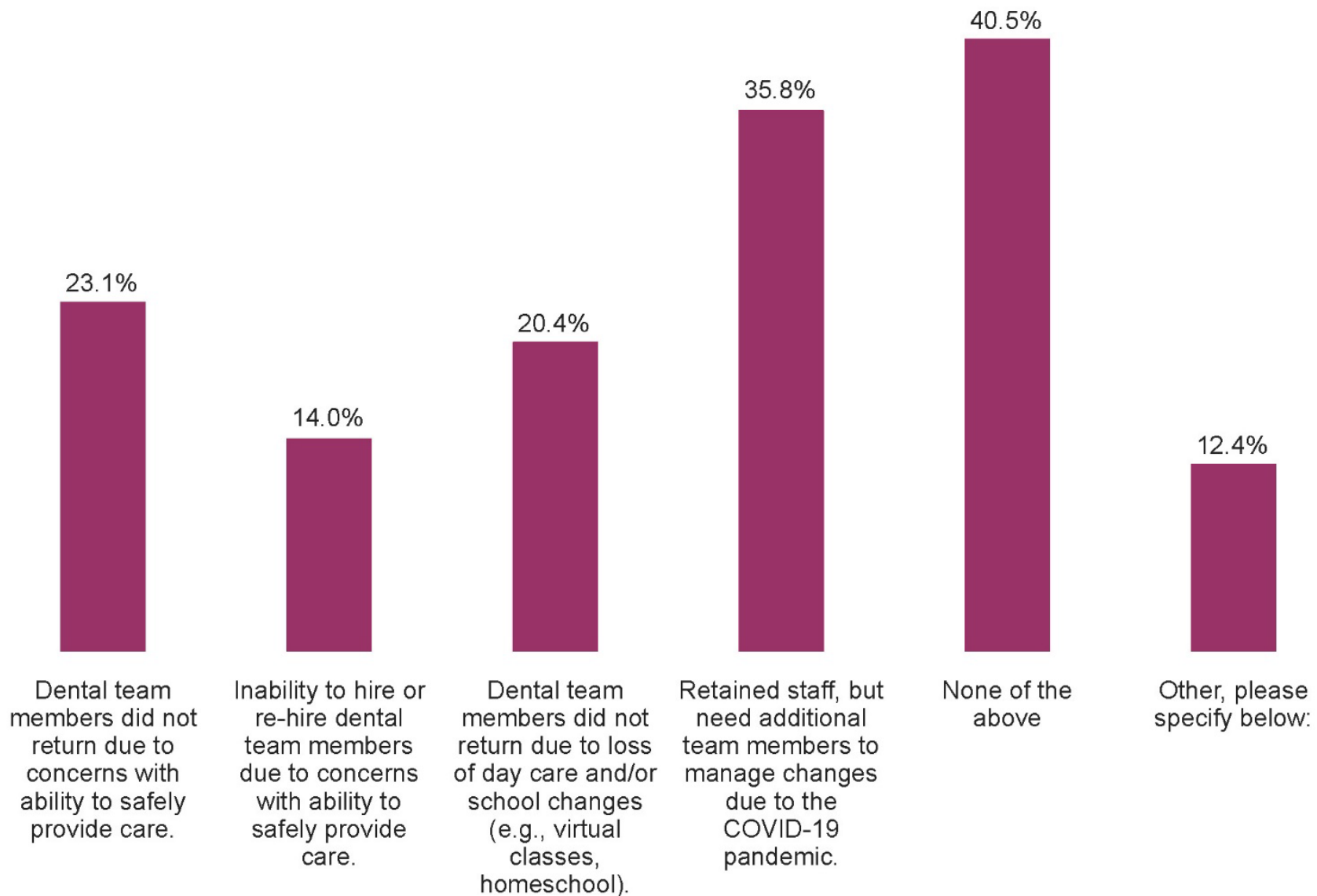
## Current Recruiting of RDH & DA

- ▶ The following data is from an *MDA Dental Team Scope of Practice* survey conducted in November 2020 by the ADA HPI on behalf of the MDA:

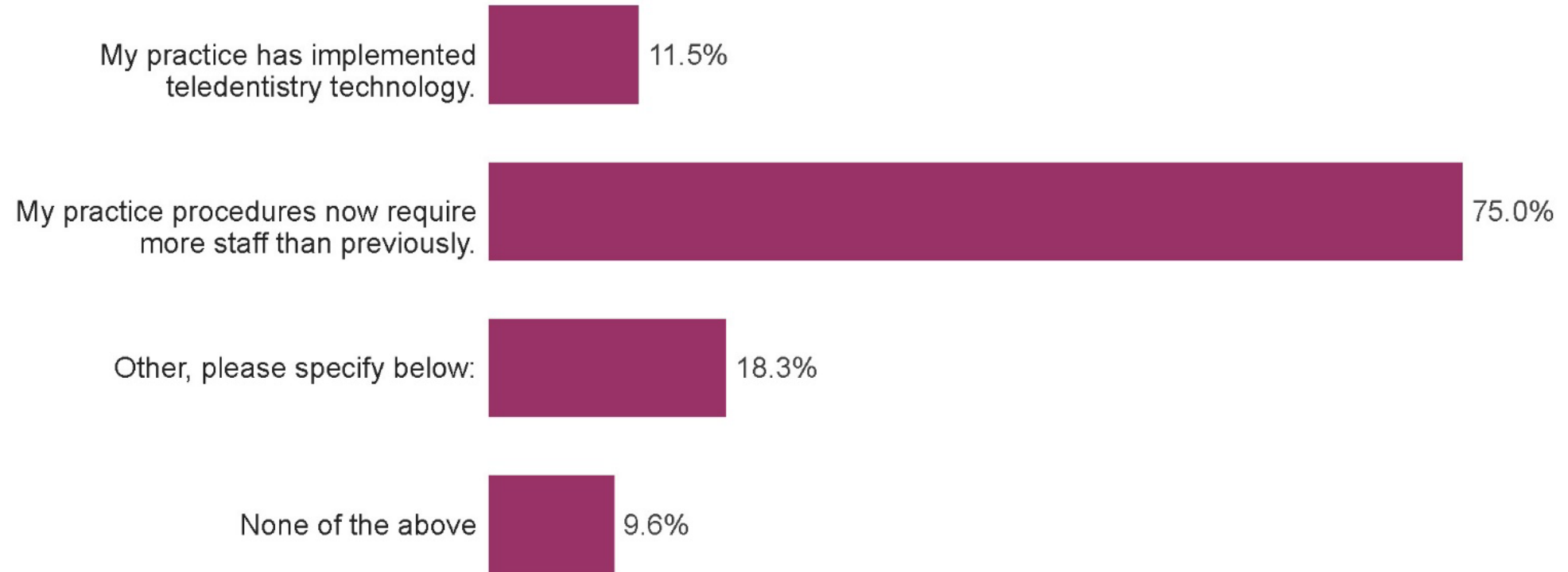
# Summary of Survey Findings

- ▶ About one third of dentists (35.8%) reported having retained staff but need additional team members to manage changes due to the COVID-19 pandemic.
  - Among those dentists, 75% indicated that they need additional team members because their practice procedures now require more staff than previously and 11.5% indicated their practice has implemented teledentistry technology.

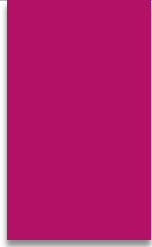

*Please indicate which of the following dental team issues you have experienced due to the COVID-19 pandemic.*



*You indicated that while you retained staff, you still need additional team members to manage changes related to the COVID-19 pandemic. Please indicate the challenges that apply to your situation.*







# Addressing the Issue: *Proposals for Consideration*

GSLDS RDH  
RESOLUTION

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SCOPE & DELEGATION

# Greater St. Louis Resolution

- ▶ In an effort to address the current dental hygiene shortage, the MDA LRC be directed to work on legislation to:
  1. Increase funding for current dental hygiene programs;
  2. Increase the number of overall dental hygiene programs in the state of Missouri;
  3. Increase the number of graduates from the current programs, possibly by encouraging programs to hold night and weekend classes to meet the needs of the community; and,
  4. Encourage dentists in the community to become part of the faculty of these institutions to address shortages of educators.

# Summary of Survey Findings

## ► Delegation/Scope: RDH & EFDA

- The following data is from an *MDA Dental Team Scope of Practice* survey conducted in November 2020 by the ADA HPI on behalf of the MDA.

# RDH Delegation to a DA

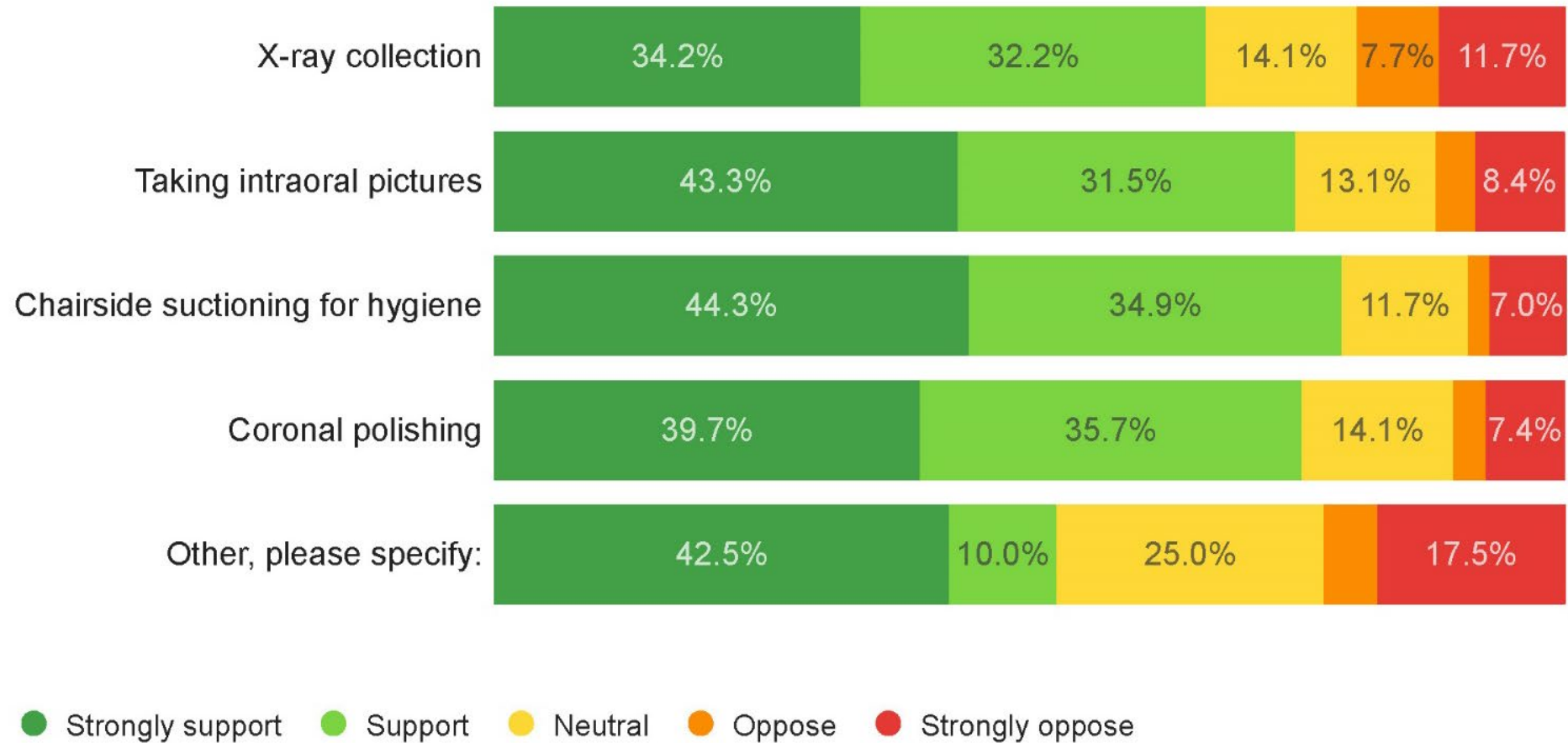
- ▶ **Supervision Level for a Trained Assistant to Work under a Hygienist**
  - **54% Support** – Rules to define a level of supervision for hygienists that would allow a trained dental assistant to work under a dental hygienist.
  - **66-79% Support** – For specific procedures under this level of supervision.

# MDA Workforce Position States

- ▶ The following procedures could be delegated to someone other than a dentist or hygienist (with proper training and supervision).
  - Placement and finishing all classes of restorations under direct supervision.
  - Removal of hard deposits.
  - Provision of palliative treatment via hand instrumentation only and placement of temporary restoration.
  - Administration of nitrous oxide by a hygienist under general supervision.



*How supportive would you be of rules to define a level of supervision for RDH that would **allow a trained dental assistant to work under a RDH** to perform the following procedures?*

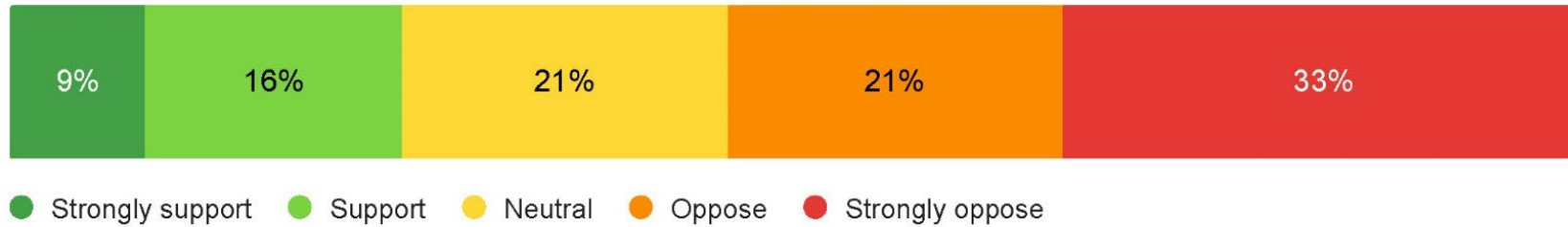


# RDH Scope

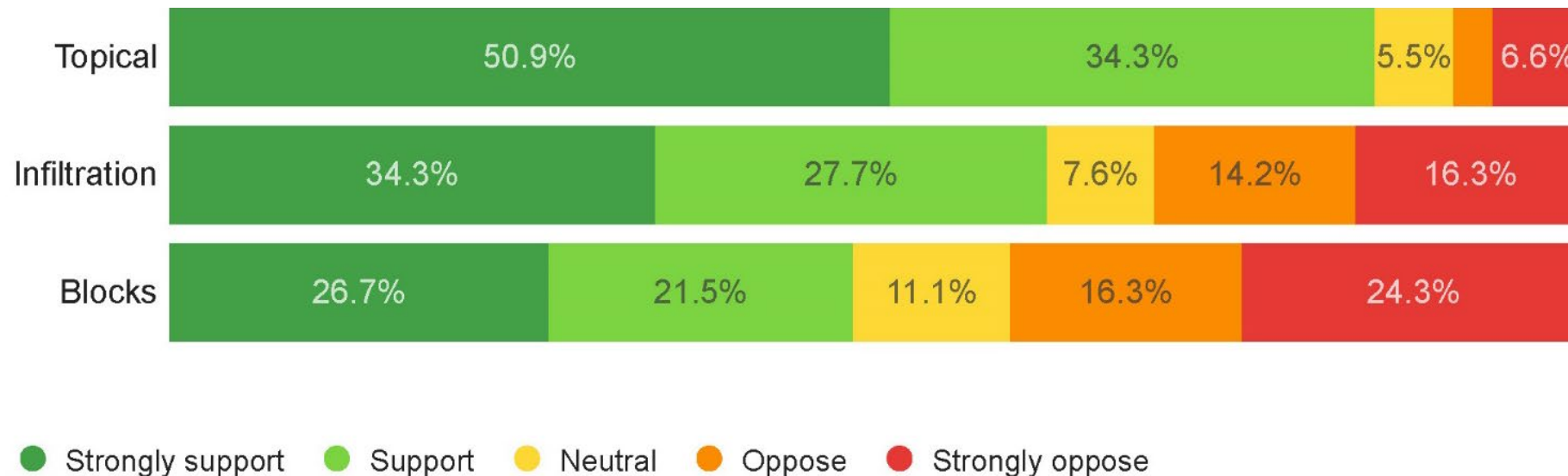
## ► Dentists were asked about support for allowing RDH:

- To place an Interim Therapeutic Restoration (ITR) on a patient's teeth under *general supervision* of a dentist, after treatment planning by a dentist.
- To administer certain types of **anesthesiological procedures** under *general supervision* of a dentist (with proper certification as defined by the Dental Board).

*Indicate level of support for a RDH to place an **Interim Therapeutic Restoration (ITR)** on a patient's teeth under general supervision of a dentist, after treatment planning by a dentist.*



*Indicate your level of support for allowing a RDH to administer each of the following **anesthesiological procedures**, under general supervision of a dentist (with proper certification as defined by the Dental Board).*



# Current National Trends

- ▶ The following states allow RDH to administer local anesthesia under general supervision:
  - Alaska, Arizona, Colorado, Idaho, Minnesota, Montana, Nevada, New Mexico, Oregon, Washington *SOURCE, [ADHA](#)*

*Note: Each of these states has its own nuances within its practice act. Of these, Colorado is the only state that does not already have a dental therapy law.*

# Current Related MDA Policy

## ► House Resolution 2013H-14 (Adopted)

- The MDA shall take the position that only a dentist can diagnose conditions and manage complications that occur in and as a result of the practice of dentistry
- The MDA policy is “the administration of local anesthesia by a hygienist shall be allowed only under indirect or direct supervision of a dentist.”

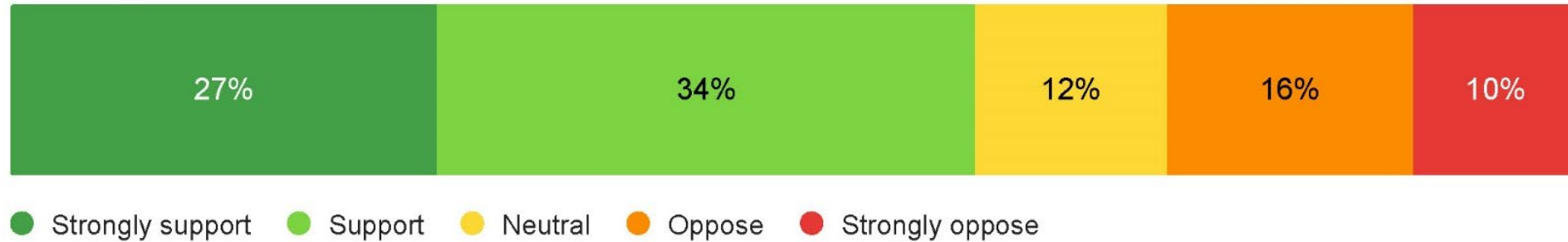


# EFDA Scope

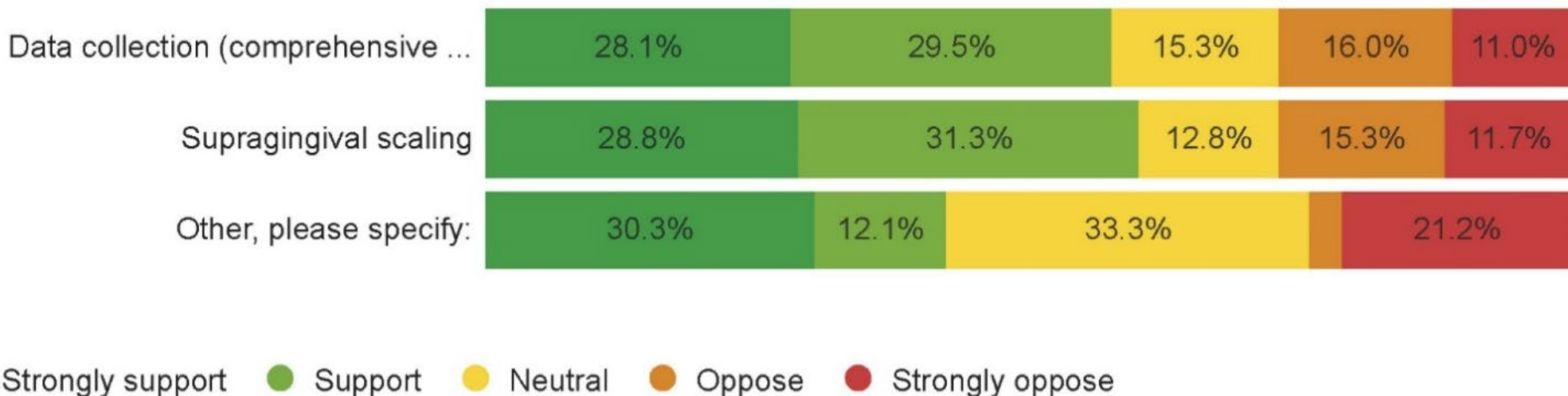
## ► EFDA Periodontal Curriculum

- 61% Support – For an expansion of the EFDA program to include a periodontal curriculum and permit under direct supervision of a dentist.
  - Of these, most dentists would support an educational format for an EFDA periodontal curriculum similar to current EFDA programs.

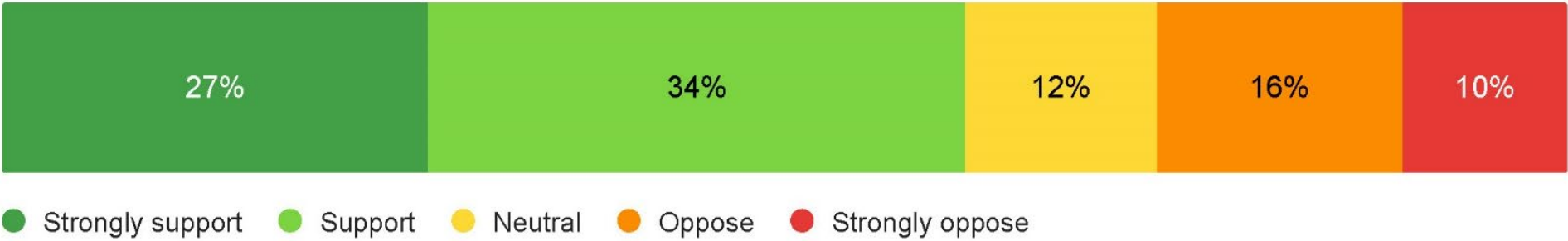
*In general, how supportive would you be of an **expansion of the EFDA program to include a periodontal curriculum and permit** (Dental Board approved) provided under the direct supervision of a dentist?*



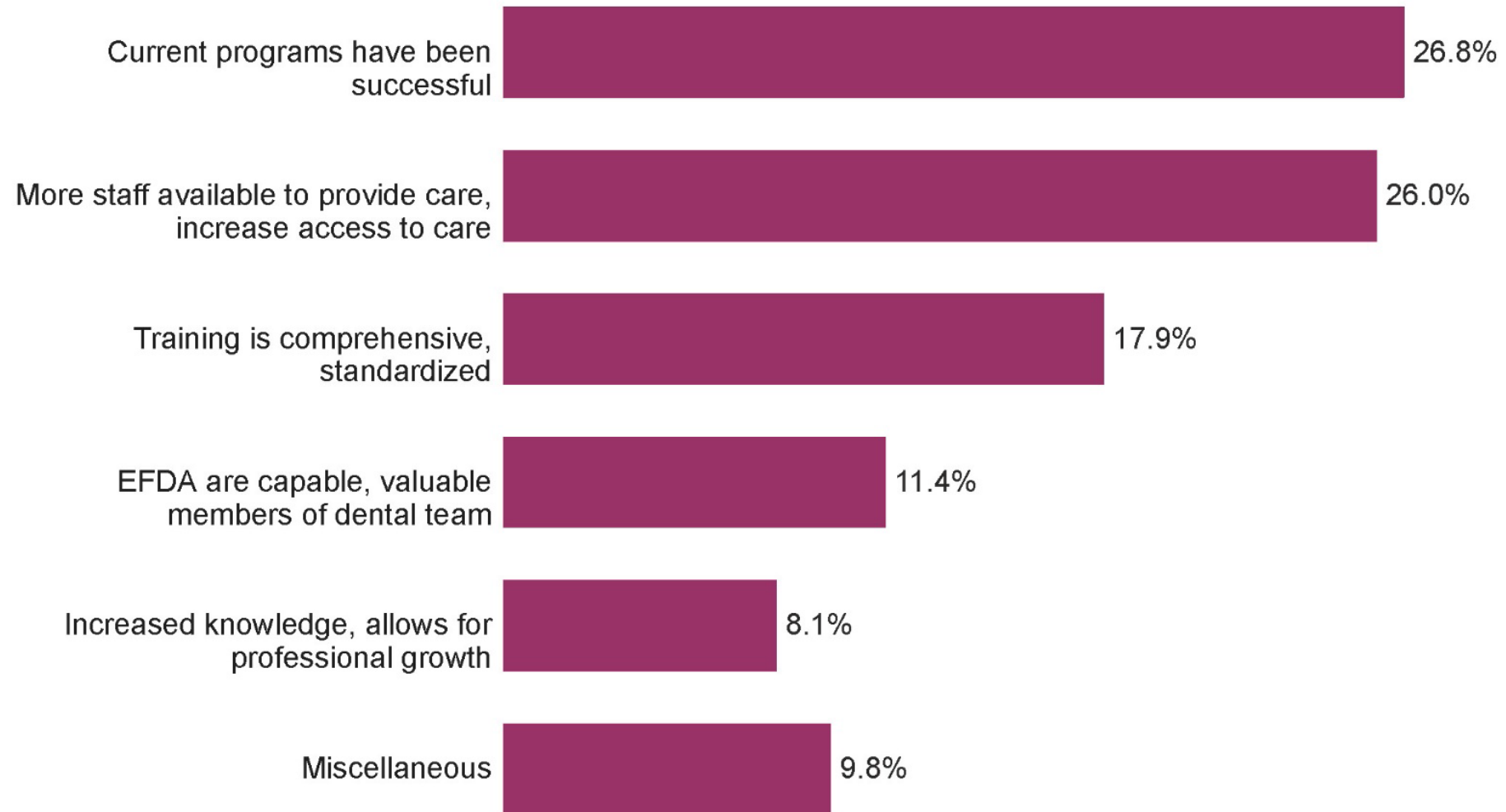
*If an EFDA periodontal curriculum and permit (Dental Board approved) included the following items, indicate your level of support for allowing an **EFDA to perform the procedures**, under the direct supervision of a dentist.*



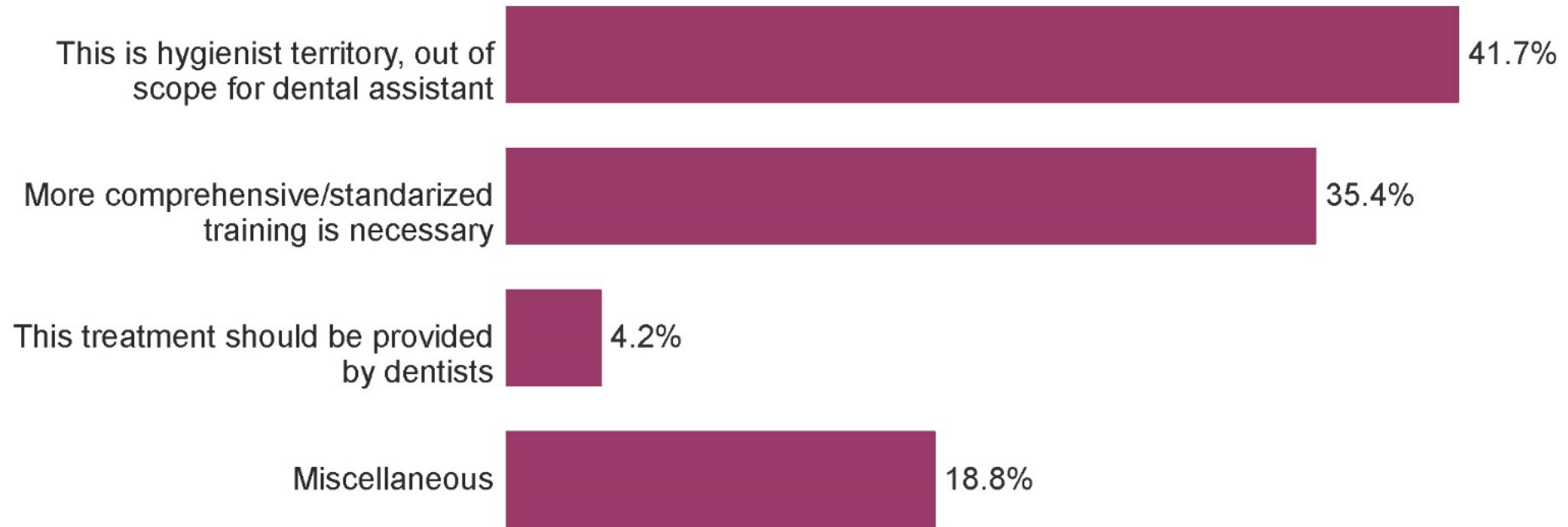
*Would you support an educational format for an EFDA periodontal curriculum similar to the current EFDA programs?*



*Explain why you would support an educational format similar to the current EFDA programs:*



*Explain why you would not support an educational format similar to the current EFDA programs:*







# Questions & Discussion

HELPING MEMBERS SUCCEED