



THE STATE OF THE NEW HAMPSHIRE DENTAL WORKFORCE

**MICHAEL P. AUERBACH, EXECUTIVE DIRECTOR
NEW HAMPSHIRE DENTAL SOCIETY**



- **NEARLY 800 MEMBER DENTISTS**
- **3-400 MEMBER DENTAL HYGIENISTS, ASSISTANTS AND PRACTICE MANAGERS**
- **REPRESENTING THE DENTAL TEAM**
- **ADVOCATING FOR THE PROFESSION OF DENTISTRY AND THE PUBLIC ORAL HEALTH**

THE “TRADITIONAL” DENTAL HOME

- “BRICK AND MORTAR” OFFICE
- DENTIST
- DENTAL HYGIENIST
- DENTAL ASSISTANT
- PRACTICE MANAGER
- FEE FOR SERVICE

DENTAL HOMES OF ALL SHAPES AND SIZES

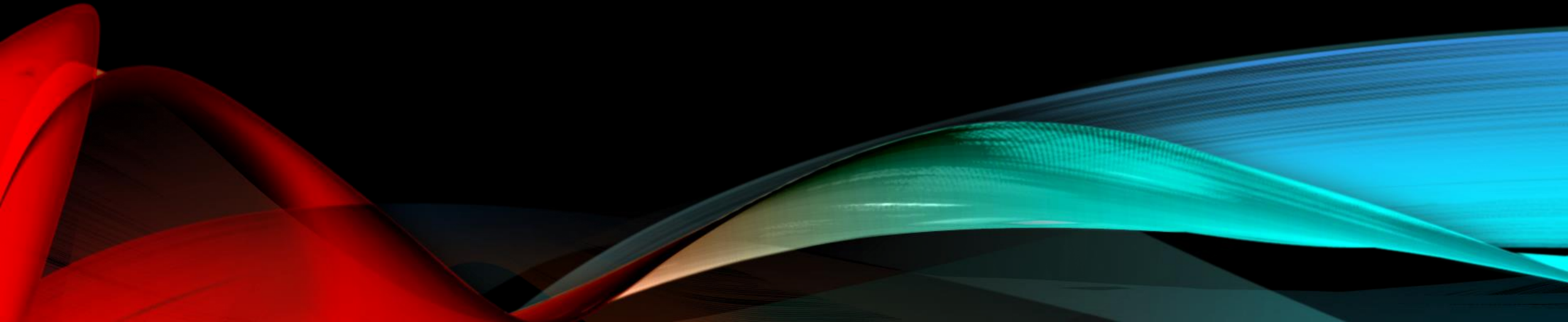
- **SMALL PRIVATE PRACTICES**
- **LARGE GROUP PRACTICES**
- **DENTAL SERVICE ORGANIZATIONS**
- **COMMUNITY HEALTH CENTERS**
- **FEDERALLY QUALIFIED HEALTH CENTERS**
- **MOBILE UNITS**
- **TELEDENTISTRY**

AN EVOLVING DENTAL TEAM

- DENTIST
- REGISTERED DENTAL HYGIENIST
- CERTIFIED PUBLIC HEALTH HYGIENIST
- DENTAL ASSISTANT
- CERTIFIED DENTAL ASSISTANT
- EXPANDED FUNCTION DENTAL AUXILARY (EFDA)
- DENTAL STUDENT EXTERNS
- PRACTICE MANAGER

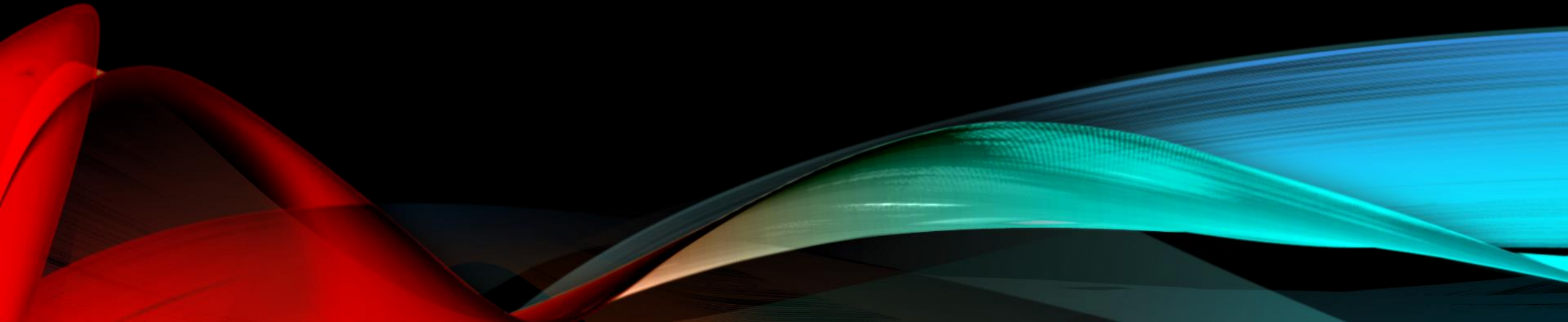
FINANCING DENTAL CARE

- FEE FOR SERVICE
- “INSURANCE” (THIRD-PARTY PAYORS)
- PAYMENT PLANS
- SLIDING SCALE
- MEDICAID (CHILDREN)



CHALLENGES

- DENTAL SCHOOL DEBT
- LOW REIMBURSEMENT FOR MEDICAID
- NO PATIENT CARE NAVIGATION/COORDINATION
- DENTAL ASSISTANT SHORTAGE
- PUTTING THE MOUTH BACK IN THE BODY



CHALLENGES: DENTAL SCHOOL DEBT

- DEBT: \$250K TO \$500K
- DENTAL SCHOOL GRADUATES MORE LIKELY TO GRAVITATE TOWARD MORE POPULATED/AFFLUENT AREAS
- STUDENT LOAN REPAYMENT PROGRAMS LIMITED IN NUMBER AND ADEQUATE FUNDING
- PUBLIC ASSISTANCE REIMBURSEMENT ACTS AS A DETERRENT FOR DEBT-LADEN YOUNG DENTISTS
- NHDS WORKING WITH ADA AND OTHER STAKEHOLDERS TO ADDRESS THESE ISSUES LEGISLATIVELY

CHALLENGES: MEDICAID

- CHILDREN'S BENEFIT ONLY
- LOW AND OUTDATED REIMBURSEMENT (SINCE 2004)
- ADMINISTRATIVE CHALLENGES
- 55-60% OF NH MEDICAID PATIENTS SEEN BY LESS THAN 15% OF NH DENTISTS
- NO-SHOWS
- AFFECTS THE ENTIRE DENTAL TEAM
- DMAC
- HB. 692 – OPENING THE DOOR FOR AN ADULT BENEFIT

CHALLENGES: CARE COORDINATION/NAVIGATION

- MINIMAL CONNECTIONS TO PRIMARY/MEDICAL CARE
- LOCATING SPECIALISTS AND SPECIALIZED CARE
- CARE COORDINATORS LACKING DENTAL KNOWLEDGE
- NAVIGATING MEDICAID
- COMMUNITY DENTAL HEALTH COORDINATOR INITIATIVE
 - RECRUITING NH-BASED ASSISTANTS TO RECEIVE ONLINE TRAINING AT CURRENT PROGRAMS
 - BUILDING A CDHC TRAINING PROGRAM IN NEW HAMPSHIRE

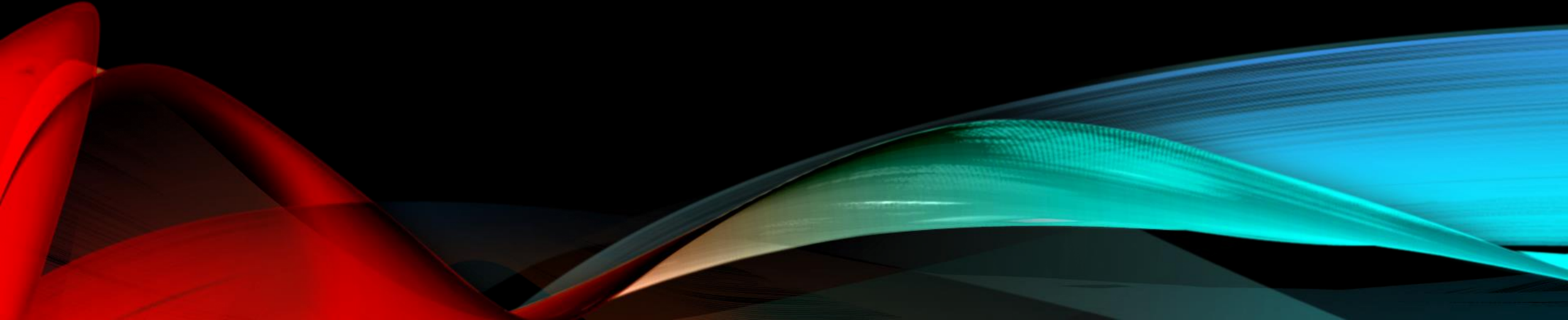
CHALLENGES: DENTAL ASSISTANT SHORTAGE

- SMALL NUMBER OF TRAINING PROGRAMS
- NO PIPELINES FROM RURAL AREAS TO CONCORD/MANCHESTER
- DENTISTS ARE RECRUITING AND TRAINING DENTAL ASSISTANTS ON THEIR OWN
 - NHDS TRAINING MODULES
 - JOB SHADOWING
 - JOB FAIRS
- THE LACK OF QUALIFIED DENTAL ASSISTANTS IS A NATIONAL ISSUE



CHALLENGES: PUTTING THE MOUTH BACK IN THE BODY

- COORDINATING BETWEEN PRIMARY AND DENTAL CARE FACILITIES
- SCREENING FOR ORAL MANIFESTATIONS OF SYSTEMIC DISEASE
 - HPV
 - HIV/AIDS
 - CANCER
- COMBATING THE OPIOID CRISIS



SOLUTIONS

- **COLLABORATION BETWEEN PRIMARY AND ORAL CARE STAKEHOLDERS**
 - **BUILDING REFERRAL NETWORKS AND PATIENT CARE NAVIGATION**
 - **COOPERATING ON STUDENT DEBT-ORIENTED FEDERAL AND STATE LEGISLATION**
- **CREATING MEANINGFUL AND VIABLE MEDICAID REFORM**
- **ADDRESSING THE DENTAL ASSISTANT SHORTAGE**
- **UTILIZING INNOVATIVE AND MEANINGFUL DENTAL WORKFORCE MODELS**





New Hampshire

DENTAL SOCIETY

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