



Florida Department of Health: Oral Health Workforce

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Tampa, Florida
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County Health Department Dental Programs

- 53 of 67 counties
- 15 mobile dental vans
- >476 operatories
- 194 dentist positions (full and part time) accounting for 122.21 FTEs
- 44.33 FTEs for dental hygienists
- 268.56 FTEs for dental assistants

County Health Department Dental Services (FY 2009-10)

- Provided care to over 194,323 persons
- Provided 429,853 patient visits (average of 2.2 visits per patient)
- Provided 1,642,087 dental procedures (average of 3.8 procedures per visit)
- Procedures totaled 1,807,648 RVUs
 - Diagnostic and preventive services accounted for 57% of RVUs
 - Treatment services accounted for 43% of RVUs
- Average of 1,840 distinct patients per FTE dentist
- Medicaid services:
 - Provided to 133,056 Medicaid eligibles
 - 68.5% of total CHD patients were Medicaid
 - 90.9% of CHD Medicaid patients were children
 - 76.9% of CHD children dental patients were Medicaid

Keys to Improving Oral Health*

- Dental visit by age 1 (prevention, preparedness)
- Dental Sealants (prevention)
- Fluoride Varnish (prevention)
- Specialty Care (preparedness)
 - Special Needs
 - Children
 - Elderly
 - Cultural and Linguistic Competency
- **Community Water Fluoridation (prevention)**
- Education (prevention, preparedness)
- Regular Dental Visits (prevention)
- **Home Care (personal responsibility)**

*Workforce impacts recommendations in blue

One Size Does Not Fit All

- **One workforce solution will not solve all the problems related to access**
- **Different disadvantaged groups have different barriers which require different strategies to improve access.**
 - **Minorities**
 - **Increase minority providers (recruitment, loan forgiveness)**
 - **Special needs**
 - **Training and comfort**
 - **Poverty**
 - **Medicaid**
 - **Increase safety net providers**
 - **Utilize mid levels more effectively**
 - **Rural and Elderly (isolated populations)**
 - **Teledentistry**
 - **Utilize mid-level providers more effectively**
 - **Children**
 - **Utilize physicians who see 0-3 year olds more often than dentists**

Oral Health Workforce

- **Health Practitioner Oral Healthcare Workforce Ad Hoc Advisory Committee**
 - Health Practitioner Oral Healthcare Workforce Ad Hoc Committee Report (2/2009)
 - Provided broad recommendations on dental workforce and access to oral health care to the Governor's office

- **Public Health Dental Program convened an Oral Health Workforce Workgroup (HRSA Grant)**
 - Developed a statewide needs assessment
 - Developed a state oral health workforce strategic plan - to be used to improve the state's dental workforce and service delivery infrastructure for the underserved
 - Released Florida Oral Health Workforce Workgroup Report (1/2010)

- **Oral Health Florida Coalition is convening a permanent Oral Health Workforce Workgroup**
 - Initiate strategies in the oral health workforce strategic plan

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- **Chaired by State Surgeon General**
- **19 members**
- **Representing professional associations, academia and state agencies**
- **5 conference calls and one face to face meeting over a 9 month period**
- **Subcommittee on Dental Hygienist and Dental Assistant Duties and Supervision Levels**
- **Subject to Florida's Government in the Sunshine law**

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- General observations
 - Education & Prevention essential
 - Access issues exist for “disadvantaged populations”
 - Safety Net providers essential-new models?
 - Adequate & appropriate training needed
 - Use of general dentists vs. specialty degreed providers
 - Missing data- practitioner profile, surveys, needs asst.
- Over 60 strategies considered
- All ranked for impact and feasibility
- Top 20 by Impact for in depth discussion
- Five broad categories; 11 recommendations

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- Public Education & Prevention
 - Expand community-based oral health preventative services

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- Training of Providers
 - Provide dental school extern or residency opportunities in safety net programs
 - Establish short-term training programs in pediatric dentistry

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- Legal/Policy approaches to expand workforce or services
 - Expand duties and reduce supervision levels for allied dental providers who practice in certain settings or provide dental services for certain populations.

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- Recruitment/Incentives to attract providers to public health dental positions
 - Examine the compensation and improve the work environment for state-employed county health department dental providers
 - Fund the loan forgiveness program, re-establish the Florida State Health Service Corps and increase utilization of the National Health Service Corps
 - Strengthen the local, regional and statewide coordinated volunteer workforce
 - Provide technical assistance to communities wishing to recruit dental providers through the construction and equipping of dental office space in exchange for provision of dental services in their community

Florida's Health Practitioner Oral Healthcare Workforce Ad Hoc Committee

- Third Party Payer Issues
 - Reduce Medicaid administrative burdens for providers
 - Increase Medicaid reimbursement rates
 - Reduce Medicaid administrative burdens for patients

HRSA Workforce Workgroup Recommendations

- **Goal 1: Increase Education and Preventive Efforts Recommendations**
- **Goal 2: Improve Data Collection Recommendations**
- **Goal 3: Increase Provider Participation in the Medicaid Program**
- **Goal 4: Increase Utilization of Allied Dental Staff Recommendations**

HRSA Workforce Workgroup Recommendations (continued)

- **Goal 5: Integrate Oral Health Education and Prevention into General Health and Medical Programs**
- **Goal 6: Increase Training Opportunities for Providers**
- **Goal 7: Improve the State Oral Health Infrastructure**
- **Goal 8: Increase Efforts to Recruit Practitioners to Provide Care to Disadvantaged Populations**

The Pew Center on the States

- **2010-The Cost of Delay: State Dental Policies Fail One in Five Children**
- **2011- The State of Children's Dental Health: Making Coverage Matter**
- **Eight policy benchmarks**
 - Percentage of population on community water systems with optimally fluoridated water
 - Percentage of Medicaid-enrolled children (1-18) receiving dental services
 - Ratio of Medicaid payments to dentists' retail fees
 - Percentage of schools with 50% or more participation in Free and Reduced Lunch with a sealant program
 - State supervision requirements for hygienists placing sealants in public health settings
 - Does the state submit data to NOHSS? (National Oral Health Surveillance System)
 - Has the state authorized a non-dentist primary care dental provider?
- **Florida received an F grade 2 years in a row**