

HEALTH WORKFORCE POLICY ALIGNMENT

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A LITTLE ABOUT ME: ORAL HEALTH AND WORKFORCE POLICY



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ALIGNMENT AND THE WORKFORCE

Definition

- Alignment is generally defined as the dynamic positioning or adjusting of resources in relation to each other in order to achieve a specific objective

What is required for workforce alignment?

- Matching the skills of workers with the demand in a given industry or field

How is this done?

- Ensuring the “right” skills through specific education/training
- Regulation is used as to validate specialized skills to protect public safety and inform hiring decisions of employers



WORKFORCE ALIGNMENT IN THE CONTEXT OF HEALTH CARE

Everyone is a consumer of health care at some point

- (a public good or a business model?)

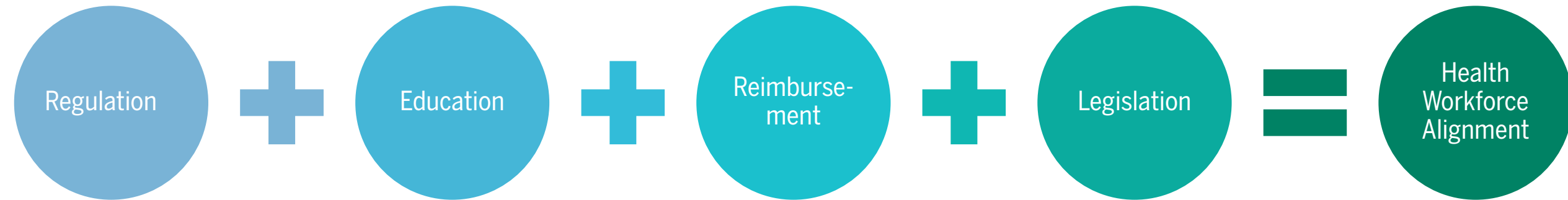
Demand is complex to measure

- Employers
- Current consumers
- Population health

**Health care is highly regulated, because the services are
“high stakes”**



ALIGNING STATE HEALTH WORKFORCE POLICY



THE CASE OF DENTAL THERAPY IN VERMONT

How is demand measured?

- Population oral health
- Employers

What is known?

- Unmet demand for dental services among underserved populations (especially rural communities).

What was done?

- Legislation passed authorizing the practice of dental therapy in Vermont as a solution to increase access to care for underserved citizens.



DENTAL THERAPY: THE GOAL

“Increase access for Vermonters to oral health care, specially in areas with a significant volume of patients who are low income, or who are uninsured or underserved.”

— *Excerpt from Sec. 1 Vermont Senate Enrolled Act 20*



CURRENT STATUS

Legislation Passed

- 2016

Regulation Defined

- Board of Dental Examiners

Education Program under Development

- Dental therapy program under development.
 - Strategies for clinical training

Reimbursement in Place

- Vermont State Medicaid offers reimbursement dental therapists



ACHIEVING THE GOAL: WHAT NEXT?

Where will dental therapists work (demand parameter – supervision/collaborative agreement with a licensed dentist required)

- Dental practices
- Health Centers
- Other/new models?



NOW: DIVERSIFYING THE DENTAL CARE TEAM, EXPANDING CAPACITY

Dental therapists

- **Add capacity for...**
 - Basic restorative/surgical services
 - Comprehensive preventive services
 - Periodontal disease management services
- **At ...**
 - Existing dental practices/clinics
 - New service sites (opportunities for jobs/economic development in underserved areas)

What is the value proposition (from every perspective)?

- **Vermonters** – increased access to oral health care
- **Dentists/employer** – what is the financial impact?
 - Initial vs. long-term



FUTURE: PREPARING FOR NEW (WHOLE PERSON) MODELS OF HEALTH CARE DELIVERY

Medical/Dental Integration

- Dental therapists embedded into medical care teams could extend comprehensive (basic) dental care to patients in diverse health care settings
 - Long-term Care
 - Oncology
 - Pediatrics
 - Family Medicine
 - ETC.



CONSIDERATIONS

Innovative delivery models

Policy solutions

Stakeholder engagement



“HISTORY HAS ITS EYES ON YOU.”

- LIN-MANUEL MIRANDA

Questions/Comments/Want to connect?

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