North Dakota Oral Health Workforce and State Policy

Dakota Conference on Rural and Public Health
May, 2016

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Center for Rural Health

• Established in 1980, at The University of North Dakota (UND) School of Medicine and Health Sciences in Grand Forks, ND
• One of the country’s most experienced state rural health offices
• UND Center of Excellence in Research, Scholarship, and Creative Activity
• Home to seven national programs
• Recipient of the UND Award for Departmental Excellence in Research

Focus on
  – Educating and Informing
  – Policy
  – Research and Evaluation
  – Working with Communities
  – American Indians
  – Health Workforce
  – Hospitals and Facilities

ruralhealth.und.edu
State Oral Health Legislation

• Senate Bill 2205
  • State loan repayment programs for DDS
  • Incentives for rural
• Senate Concurrent Resolution no. 4004
  • Continued study of dental services
  • Case management
  • Mid-level providers
North Dakota Oral Health Assessment

- Pew Charitable Trusts
- Complete Report & Executive Summary
  - State oral health status
  - Demographic variations
  - Need
  - Current programs
  - Stakeholder recommendations

https://ruralhealth.und.edu/projects/nd-oral-health-assessment
North Dakota Oral Health Assessment

• Pew Charitable Trusts
• ND Department of Health Oral Health Program
  • DentaQuest: Long Term Care Oral Health Services
  • CDC: Assessment of Pediatric Varnish Application
Number of Dentists in Each County, 2016

Data provided by the North Dakota Board of Dental Examiners
2016 State Oral Health Workforce

Number of Providers with an Active License & Practicing in ND, March 2016

- Dentists: 438 Licensed in ND, 405 Employed in ND
- Dental Hygienists: 776 Licensed in ND, 644 Employed in ND
- Dental Assistants: 682 Licensed in ND, 590 Employed in ND

Data provided by the North Dakota Board of Dental Examiners
2016 State Oral Health Workforce

Number of Providers with an Active License in ND & Practicing in MN, March 2016

- Dentists: 438 (Licensed in ND: 426, Employed in MN: 12)
- Dental Hygienists: 776 (Licensed in ND: 761, Employed in MN: 67)
- Dental Assistants: 682 (Licensed in ND: 679, Employed in MN: 23)

Data provided by the North Dakota Board of Dental Examiners
North Dakota Workforce: Dentists

Percent of Practicing Dentists in Rural and Urban Communities in North Dakota, March 2016

- Isolated Rural: 12%
- Small Rural: 5%
- Large Rural: 22%
- Urban: 61%

Data provided by the North Dakota Board of Dental Examiners
North Dakota Workforce: Dental Hygienists

Percent of Practicing Dental Hygienists in Rural and Urban Communities in North Dakota, March 2016

- Isolated Rural: 11%
- Small Rural: 8%
- Large Rural: 21%
- Urban: 60%

Data provided by the North Dakota Board of Dental Examiners
North Dakota Workforce: Dental Assistants

Percent of Practicing Dental Assistants in Rural and Urban Communities in North Dakota, March 2016

- Isolated Rural: 8%
- Small Rural: 4%
- Large Rural: 20%
- Urban: 68%

Data provided by the North Dakota Board of Dental Examiners
North Dakota Dispersion of Oral Health Workforce, 2016

The red line (–) indicates the percent of the state population within that geographic category.

Data provided by the North Dakota Board of Dental Examiners
Dental Health Professional Shortage Designations: Single Counties, April 2016

- Billings
- Dunn
- Golden Valley
- Kidder
- McKenzie
- Slope
- Nelson
- Grant
- Griggs
- Mountrail
- Towner
- Steele
- Benson
- Rolette
- Hettinger
- Pierce

30%

Percent of ND counties that qualify as a dental health professional shortage area: single county
Dental Health Professional Shortage Designations: Single Counties, April 2016

https://datawarehouse.hrsa.gov/Tools/MapToolQuick.aspx?mapName=HPSADC#
Dental Health Profession Shortage Areas

Health Professional Shortage Areas by Geographic Area - North Dakota

Hover over an area

Click on any geographic area for detailed information. Note: Non-shaded areas indicate no HPSAs.

Lowest... Highest

Text view of data

https://datawarehouse.hrsa.gov/topics/shortageAreas.aspx
Dentist per 1000,000 Population

Oral Health Access for Medicaid Enrollees

• In 2013, 249 dental practices billed for at least one Medicaid patient in the calendar year
  • 65 (26%) of those practices saw more than 100 Medicaid patients

• 58% of Providers seeing Medicaid patients only accounted for 11% of Medicaid patients seen
  • 8% of the dental practices billing Medicaid in 2013 provided care to 52% of the Medicaid enrollees accessing dental services

Data provided by the North Dakota Department of Health & Human Services, State Medicaid
Availability of Dentists in ND

North Dakota dentists were the busiest in the nation – only 5% reported “Not Busy Enough”

Figure 2: Percentage of Dentists “Not Busy Enough”

Source: ADA Health Policy Institute annual Survey of Dental Practice. Note: Indicates the percentage of dentists reporting they are “not busy enough and can see more patients.” Weighted to adjust for nonresponse bias.

Taken from: http://www.ada.org/~/media/ADA/Science%20and%20Research/HPI/Files/HPIBrief_1214_1.ashx
Barriers to Growing Oral Health Workforce in North Dakota

• No School of Dentistry
• Cost of out-of-state education
  • Loan repayment programs
• Cost of developing a new practice
  • Loan repayment programs
• Limited opportunities for student residencies
  • Heightened concern for rural and tribal communities
Growth in Number of DDS in ND

Source: American Dental Association, Health Policy Institute analysis of ADA masterfile.
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Dental Education

Top Five Dental Schools Producing Licensed ND Dentists (n=438)

<table>
<thead>
<tr>
<th>School</th>
<th>Number of Licensed ND Dentists</th>
</tr>
</thead>
<tbody>
<tr>
<td>U. of Colorado</td>
<td>12</td>
</tr>
<tr>
<td>Marquette (WI)</td>
<td>24</td>
</tr>
<tr>
<td>U. of Nebraska (Lincoln)</td>
<td>30</td>
</tr>
<tr>
<td>Creighton (NE)</td>
<td>65</td>
</tr>
<tr>
<td>U. of Minnesota</td>
<td>184</td>
</tr>
</tbody>
</table>

72% Percent of licensed ND DDS graduating from one of only five dental schools

Data provided by the North Dakota Board of Dental Examiners
### Dental Hygiene Education

Top Three Dental Hygiene Schools Producing Licensed ND Hygienists (n=776)

<table>
<thead>
<tr>
<th>School</th>
<th>Number of Licensed ND Hygienists</th>
</tr>
</thead>
<tbody>
<tr>
<td>ND State College of Science</td>
<td>473</td>
</tr>
<tr>
<td>MN State Comm. &amp; Tech. College</td>
<td>130</td>
</tr>
<tr>
<td>Other MN Tech.</td>
<td>71</td>
</tr>
</tbody>
</table>

Percent of licensed ND DHs graduating from NDSCS: 61%
Dental Assisting Education

Top Three Dental Assisting Schools Producing Licensed ND Assistants (n=682)

Other Regional/Boarder Colleges: 139
MN State Comm. & Tech. College: 142
ND State College of Science: 173

67% Percent of licensed ND DAs graduating from Regional Colleges
Number of Graduates per Provider Type by Graduation Year

- Dentists
- Hygienists
- Assistants
- All Providers

Year of Graduation from Dental Professional School

Percent of Provider Type by Graduation Year

- Dentists
- Hygienists
- Assistants

1947-1975:
- Dentists: 8%
- Hygienists: 3%
- Assistants: 2%

1976-1985:
- Dentists: 23%
- Hygienists: 12%
- Assistants: 8%

1986-1995:
- Dentists: 14%
- Hygienists: 13%
- Assistants: 18%

1996-2005:
- Dentists: 14%
- Hygienists: 22%
- Assistants: 28%

2006-2015:
- Dentists: 41%
- Hygienists: 44%
- Assistants: 50%

Loan Repayment Info

• State Loan Repayment Program
• Public Health and Nonprofit Dental Loan Repayment Program administered by the state
• Federal Student Loan Repayment Program (SLRP) administered by the state
• Nonprofit Clinic Dental Access Project, North Dakota Department of Human Services
• Western Interstate Commission for Higher Education (WICHE) Grant
• New Practices Grants (currently unavailable)
Case Management: Senate Concurrent Resolution 4004

- Case Management Outreach (CMO) to target high-risk patients in community settings utilizing current workforce
- Services provided by dental assistants and hygienists and reimbursed through collaborative dental offices to link high-risk patients to dental homes
- Need to create service reimbursement: Medicaid
Dental Therapy

- CODA Accreditation
- State Participation
  - Alaska
  - Minnesota
  - Maine
  - Vermont
  - Kansas
  - New Mexico
  - Washington
Types of New Provider Types

- Dental Health Aide Therapist (DHATs)
- Advanced Dental Therapist
- Dental Therapists

How do we incentivize practice in rural communities?
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