

Innovating Workforce Pipelines

Facilitator: Dr. Megan Krohn, Swope Health

Panelists: Julie Boeckman, DHSS Office of Dental Health; Karen Dent, Mariah Kliethermes, Missouri Primary Care Association; Stephanie Taylor, Missouri Area Health Education Centers



Driven by our social mission

Delta Dental of Missouri is a 501(c)(4) non-profit organization with a social mission to improve oral health in our communities.

We support our mission through grants and donations to non-profit organizations, government agencies and academic institutions, advancing oral health in Missouri communities. We also provide educational programs and oral health resources focused on improving oral health literacy in Missouri.



Advancing our mission and improving lives

In 2024, we invested in the oral and overall health of all individuals in Missouri and South Carolina through the following charitable programs:

Oral health grant program



Land of Smiles® program



Community and supply donations



\$1,538,204

Total charitable investments

213,661

Lives impacted

71

Non-profit organizations impacted

224,593

Supplies donated

449

Early childhood and elementary schools reached

Addressing the dental workforce shortage

To help tackle the dental workforce shortage in Missouri, we launched a workforce development grant program in 2023. The goal is to grow the dental workforce and make oral healthcare more accessible, with a focus on rural and underrepresented communities.

Five Missouri organizations received a total of \$380,000 in grant funding and delivered significant outcomes to advance the oral health workforce in Missouri.



MISSOURI DEPARTMENT OF
**HEALTH &
SENIOR SERVICES**



Medical • Behavioral • Dental

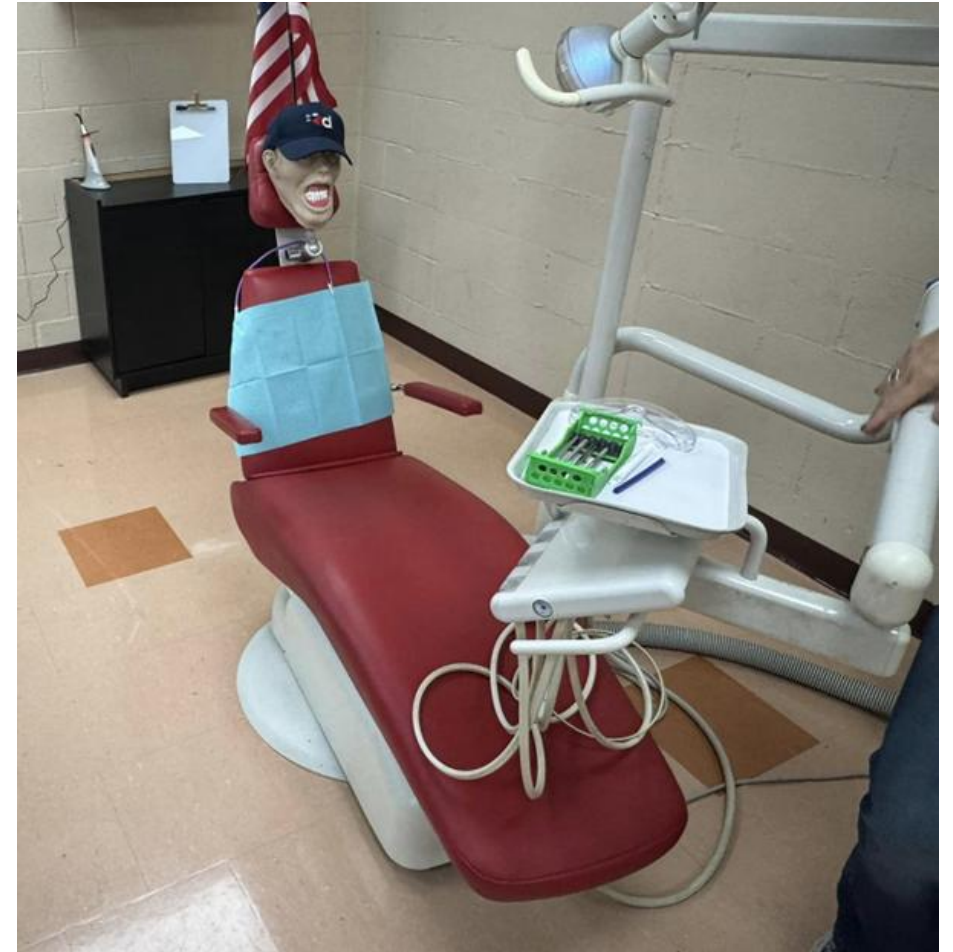


Missouri Department of Health and Senior Services- Office of Dental Health

The Dental Assisting Program in High School Career Centers is an educational pilot program for high school juniors and seniors to earn a dental assisting certificate, complete their Basic Skills Exam and continue on to earn Expanded Function Dental Assistant certificates.

Key Outcomes:

- St. Charles and Pike/Lincoln Career Centers launched new dental assisting programs in August 2024 enrolling 51 students in the pilot year.
- Funding was used to hire instructors, develop curriculum and purchase equipment. Contacts have been made with local dentists and FQHCs for their clinical rotations.
- Developed resources for dental assistants to receive Expanded Function Dental Assistant certification.





MISSOURI PRIMARY CARE ASSOCIATION

Rural Missouri Dental Assistant Apprenticeship Program



- ❖ Workforce landscape pre- and post-pandemic
- ❖ Very few training options for dental assistants
 - travel, time commitment, expense
- ❖ Delta Dental of Missouri funding opportunity
 - Washington Association for Community Health online curriculum (adaptable)
 - Four rural CHCs to train 4 apprentices each:
Fordland Clinic, Katy Trail CHC,
Missouri Highlands Health Care, Missouri Ozarks CHC
 - Delta funding allowed MPCA to provide tuition, textbooks, supplies, and a modest stipend to each health center
 - Students receive clinical experience while working through the didactic curriculum



The Learning Management System & Curriculum-Canvas



- **Developed by Washington Association for Community Health's *Institute for Rethinking Education & Careers in Healthcare* (IN-REACH).**
- **Curriculum correlates with ADA CODA standards for dental assisting education.**
 - **After completion, students are eligible to sit for the Missouri Dental Assisting Skills Exam.**
 - **IN-REACH training for CHC instructors and MPCA staff**
 - **Instructors & admin: change/enter grades, change titles of modules, arrange modules in order they wanted to teach in, publish/unpublish assignments, edit due dates**
 - **Admins: reset passwords, edit questions, add sections/modules, change course settings, & all the above.**
 - **IN-REACH: tech support, set up Canvas accounts, input curriculum into Canvas, edit answer keys, & all the above.**



- **41 learning modules:**
 - 1-completed in 3 months; 2-completed in 7 months; -1 still in progress**
- **Two days per week in class & lab**
- **Remaining days involve lab & chairside instruction within the dental clinic**
- **Didactic portion:**
 - reading, short answer, assignments, quizzes, multiple choice assignments**
- **Clinical/ Chairside Skills: Check-Off systems**

Results of the Program...so far!



- **Started with 16 students.**
 - Attrition rate at this time: 25%**
 - Lost 4 students**
 - (2 changed paths, 1 moved, and 1 passed away)**
- **Students who have completed the program passed with an average of 90.17%.**
- **3 students have passed the Missouri Dental Assisting Skills Exam**
 - 7 additional students will be taking the exam.**
- **Overall, this was a great learning platform and curriculum, but MPCA would like to create their own curriculum in the future.**



“I am comfortable with the amount of time that I spent with our instructor. She taught us a lot ... Being able to practice with the other apprentices was very helpful and informative. She did very well at helping us individually and was willing to help us if we needed extra practice.”

“Having online, book, and hands-on training helped me learn and retain the information. I especially loved the people that I was able to meet and work with and the personal growth that I experienced through this program.”

“I've always been interested in dental, but this program came at a great time for me, and it was just a great opportunity.”

“The experience that I gained while still taking the modules helped me feel more confident when we were strictly in clinic. The staff were very helpful, patient, and supportive as we learned.”

“I felt that the training schedule worked well for me. Learning the tasks and materials online and then seeing/doing them in the clinic was helpful.”



BIG Thank You to the CHC Instructors and Supporting Staff!

- **Kelsey Turner – Fordland**
- **Miranda Schwartz - Katy Trail**
- **Jamyle Bell – Missouri Highlands**
- **Jennifer Woodruff – Missouri Ozarks**



REALLY BIG THANK YOU
To Delta Dental of Missouri!



Missouri Area Health Education Centers



The Missouri AHEC Oral Health Workforce Development program prepares future oral health providers to meet evolving needs by integrating oral health science into 6-12 grade summer programs, expanding scholarships and mentorships in underserved areas, providing virtual career resources and simulations, using data to enhance program effectiveness, and partnering with FQHCs, schools, and public health agencies for outreach and education.

Key Outcomes:

The following pipeline activities have been executed to a diverse population with a focus on rural populations:

- Hosted multiple oral health career exploration events.
- Created and distributed dental kits and oral health education distribution to at-risk and vulnerable populations experiencing homelessness.
- Provided current dental students with scholarships.
- Provided students with free DAT Prep through Princeton Review.
- Arranged shadowing for students interested in dentistry.
- Supported rural dental assistant training program.



Centers participating:

- Northwest Missouri AHEC
- West Central Missouri AHEC
- Northeast Missouri AHEC
- Southeast Missouri AHEC
- Southwest Missouri AHEC

Dental Career workshops for high school students

Northwest Missouri AHEC

Partnered with Dr. Fallon Steins in Stanberry, Missouri to host a dental workshop. Dr. Steins was a member of the AHEC pipeline programs while in undergraduate school and was recognized as one of the first National AHEC Alumni/Advocates.



Southwest Missouri AHEC

Partnered with Kansas City University – Joplin dental school to host 15 rural students for tour of the KCU Joplin dental school, hands-on activities, and oral health education. *(bottom right photo)*



Dental Career workshops for high school students

West Central Missouri AHEC

Partnered with UMKC School of Dentistry to provide hands-on activities with 47 high school students. Provided \$100 Scholarships to current dental students for assisting.



Northeast Missouri AHEC

Partnered with the ATSU/MOSDOH use of the SIM Lab to provide a dental career workshop for students in Project Lead the Way 8th grade program.

Support for pre-dental students



Scholarship for 13 pre-dental undergrads to access a one-year DAT Prep program (\$999 value) through partnership between AHEC and Princeton Review.

“I want to sincerely thank Missouri AHEC and Delta Dental of Missouri for providing me with the Princeton Review DAT prep course. The support was truly invaluable in helping me prepare for the exam.”

“This program and funding helped me tremendously; I was able to raise my score from a 16 to a 17 and I’ve just been accepted to the KCU Dental school in Joplin!”

“I was able to raise my score by 2 points from the first time taking the DAT. I have applied to dental school, but I am still waiting to hear back.”

“The study materials provided helped give me the confidence to study the numerous parts of the DAT.”

“I had a good time with the Princeton Review DAT prep training. I learned a lot of new skills, strategies, and ideas on how to take on my first DAT. I was able to score a 21 and should be able to start dental school in 2026.”

The screenshot shows the Princeton Review DAT Prep website interface. At the top left is the Princeton Review logo. To its right is the text 'DAT® Prep'. Below this is a section titled 'Score Higher with Exclusive DAT Resources' with a yellow underline. A list of resources is provided:

- Drills and detailed explanations to know what to expect on the DAT
- Key DAT strategies to help you tackle the toughest parts of the test
- Step-by-step problem-solving guides and in-depth coverage of all subjects
- Full-color tear-out reference guide for quick review

On the right side of the screenshot is the cover of the book 'Cracking the DAT Dental Admission Test 2nd Edition'. The cover features the Princeton Review logo, the title 'Cracking the DAT Dental Admission Test 2nd Edition', and a yellow starburst that says 'TEAR-OUT REFERENCE GUIDE WITH KEY INFO & FORMULAS'. The background of the cover shows a pair of dental glasses.

Rural Dental Assistant Training Program

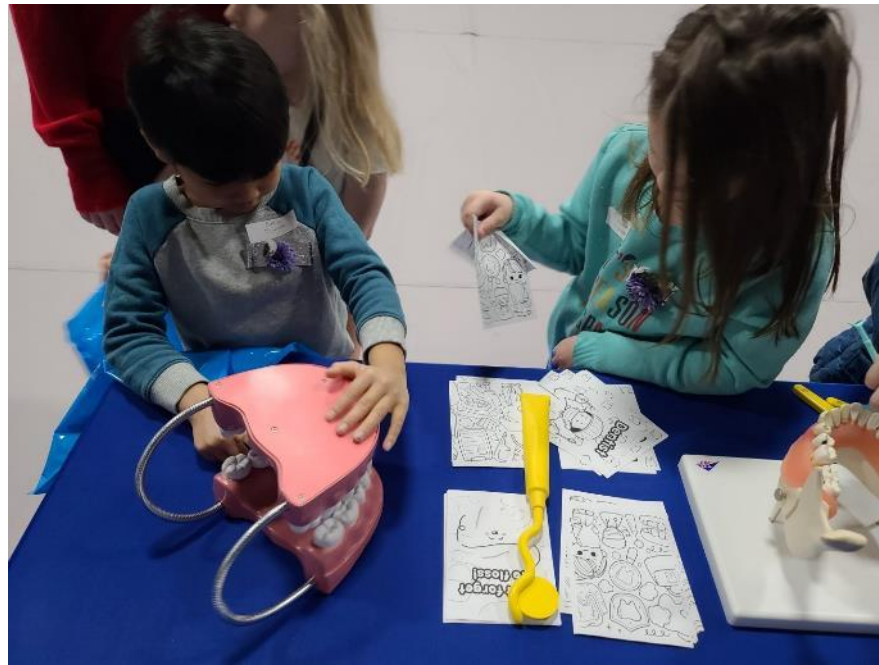
West Central Missouri AHEC partnered with HCC Network to train five students in dental assisting. Provided support for supplies, textbooks, test prep and testing. Approximately 5 students in Cohort 1. Clinicals done within the HCC federally qualified health center dental clinics. Three of the five passed their exams and are currently employed as dental assistants.



Dental Outreach

Southwest Missouri AHEC partnered with Rare Breed Youth Services to provide dental education and supplies to 30 students that participate in a drop-in youth service center that provides basic needs like hygiene, clothing, food, etc. One student had never visited a dentist and by attending, was able to gain information about how to schedule a free dental appointment.

Southeast Missouri AHEC 100 bags with toothbrush, toothpaste, floss, lip balm, floss sticks, and educational bookmark on how to brush. Educational literature regarding oral hygiene and pregnancy.



Partnering to Improve Oral Health

- We appreciate these organizations and commend their hard work to advance workforce development in Missouri – ***thank you!***
- In 2025, Delta Dental of Missouri is committed to **\$2 million in support of our mission to improve oral health**. We welcome opportunities to partner with you.

Visit <https://www.deltadentalmo.com/AboutUs/Community> to learn more about our charitable programs.

2025 Grant Deadlines

First Grant Cycle

- Applications Open: February 3, 2025
- LOI deadline: March 14, 2025
- (If LOI is approved) Application Deadline: March 28, 2025
- Application Review: April 2025
- Announcement of Grantees: May 2025

Second Grant Cycle

- Applications Open: March 31, 2025
- LOI deadline: June 13, 2025
- (If LOI is approved) Application Deadline: June 27, 2025
- Application Review: July 2025
- Announcement of Grantees: August 2025

Delta Dental of Missouri Community Outreach Team

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Visit <https://www.DeltaDentalMO.com/AboutUs/Community>
for more information about our community outreach programs

Thank you!