



College of Marin

REGISTERED DENTAL ASSISTING COMDAAC Meeting

Thursday, May 6, 2021 @ 5:30pm
Zoom Meeting

Agenda Items:	Notes:	Action Items:
<p>Introductions:</p> <ul style="list-style-type: none"> Alina Varona - Dean of Workforce Development & Career Education Angela Olmanson – Program Administrator for Allied Health Heather Rahman - Workforce and Program Partnership Specialist Tammera Johnson – Administrative Assistant, Career Education & Economic Workforce Adele Burnes – Regional Director of Apprenticeships Dental moved from Allied Health to CTE Fall 2020. 	<p>Attended:</p> <p>Wende Bohlke, College of Marin, Reg. Dental Instructor</p> <p>Adele Burnes, Regional Director of Apprenticeships</p> <p>Kristi Abrahmsen, Pediatric Dentistry</p> <p>Judy Husen, DDS - Chairperson</p> <p>Sapna Chandra, DMD</p> <p>Tamra Adams, DDS</p> <p>An Amaya, DDS</p> <p>Angela Olmanson, Program Manager, Allied Health</p> <p>Alina Varona, Dean of Workforce Development & Career Education</p> <p>Jill Branch, DA</p> <p>Gabriela Garcia-Rojas de Robinson, DDS</p> <p>Dr. Gila Dorostkar, DDS</p> <p>Wende Bohlke welcomed everyone and started the meeting with introductions.</p>	

<p>New Business:</p> <p>A. Task List – Shortage of Assts. High School Pathway. Adele- Apprenticeship program. Marketing program underway. Buses. Media. Hiring with work permits?</p> <p>B. Program Status - 22 graduating. 18 Fall 2021. CODA acceptance of Inter of Ed.</p> <p>C. Curriculum Update – Didactic continuing online. All labs on campus.</p> <p>D. Calibration – Faculty weekly meetings. Communication for changes immediate. Notes from extern evaluations great feedback for enhancements.</p> <p>E. Risk Management – COVID protocols successful. 80+ % of students double vaccinated. PPE supplies adequate.</p> <p>F. Additional Items – RDA exam rates low last year. Drs to help encourage</p>	<p>A.</p> <p>Wende announced due to a shortage in Dental Assisting (DA) employees and a high demand in jobs, our department, Career Education, is looking into building a High School pathway.</p> <p>We also expect to ramp up marketing to promote the DA program. Next Thursday, the Chancellor’s Office is featuring a commercial with is featuring COM DA program.</p> <p>Due to previous conversations about creating possible apprenticeships with the intent to create an employment pathway for students, Wende asked Adele Burnes to the meeting to give an overview of what that would look like.</p> <p>Adele spoke about what defines a registered apprenticeship and what the scope usually entails. Click Here to view the presentation. Discussions included:</p> <ul style="list-style-type: none"> • On-the-job training • Employer ROI and benefits • Educational Pathway • Risk • Foothill College DA Apprenticeship <p>The following questions were posed:</p> <p>1. Is the State funding dedicated to training or employment? <i>The funding is for training only. The employer is responsible for wages.</i></p> <p>2. Will COM offer this as a separate program? <i>We don’t know because we are just beginning to think about apprenticeship programs. Foothill College will likely offer both.</i></p> <p>3. How do you recruit the apprentices? <i>We don’t know this yet either. First, we have to figure out what we need for an apprenticeship offering, and we’ll need industry commitment.</i></p> <p>4. How many students is Foothill serving? <i>24 students with 50 employers are interested. It seems employers may be able to take on an apprentice and sometimes not.</i></p>	<p>Present Apprenticeship Overview to the Dental Board.</p> <p>We will work on our communications up-front and convey support and resources for undocumented students in the RDA program.</p>
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	<p>5. Is a contract provided for an agreement to hire an apprentice? What does that look like for commitment binding the student? <i>Student's dropping out of employment is always a risk, but it is less of a risk in a learn-earn platform. There is an initial agreement.</i></p> <p>6. Are there requirements set for the students? <i>Yes. Usually, anatomy, safety training and English. The students will still need to apply for the job and get selected. The employer will be able to choose who to take on as an apprentice.</i></p> <p>Feedback from the committee included:</p> <ul style="list-style-type: none"> • When training is tied to the employment, students will most likely be interested. • Dentists have provided OJT for years, and it takes a while to train someone. So, dentists will probably want to take on apprenticeships. • This will supplement the training already taking place in the dental offices. • This is a great pitch to bring to the Marin County Dental Board to see what the dentists say. <p>Alina stated that there many models for apprenticeships including a pre-apprenticeship. The basic layout would be for a student to start with the pre-apprenticeship and application for the apprenticeship with a commitment of seeing it through. There is no legal binding way to ensure a student will complete. However, in San Francisco the retention rate was high. There are structures we can put in place to ensure a good fit for the company.</p> <p>Angela asked if candidates applying for positions coming from an accredited program makes a difference in the hiring selection? <i>The committee said they hire based on the individual and not necessarily based on a training program. They have hired a variety of employees, even high school students for some assistance. It comes down to motivation.</i></p>	
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	<p>Wende asked do you hire anyone without a work permit? <i>Some have but they have to be on top with the renewal and have HR who understands what's entailed. Expiration of the work permit can be an issue, but it hasn't stopped offices from hiring them.</i></p> <p>Currently, COM DA program will allow undocumented student take the courses, but with W-2 issues we feel we cannot ensure viable employment opportunities when finishing the program and because undocumented students are not allowed to gain the licensure to be a RDA. The employees will have to receive a W-2. Canal Alliance can help individuals work through the legal boundaries regarding work permits.</p> <p>B. – E. Please refer to Wende's notes above.</p> <p>F. The advisory group stated the following:</p> <ul style="list-style-type: none"> • If an individual is hired as a DA, some practices do give a raise incentive to pass the RDA exam. • 6 passed exam last year. Upon finishing, the student has a completed application. • The exam involves no practical. The cost is around \$120 for the application and about \$40 for the exam. Several places in the Bay Area offers it. It's offered 3 times a week. 	
Department Meeting Schedule – Oct 2021		
	The meeting adjourned at 6:30 p.m.	

Notes prepared by Heather Rahman, Workforce Development Specialist