

1 Report of the HDA Workforce Task Force – 2023

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3 **Strategic Plan Goal #2 – Community:** Ensure that the HDA has an active role in  
4 promoting awareness and improving the oral health of the people of Hawaii.

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6 *"To create a Workforce Task Force that addresses the dental assistants and dental*  
7 *hygiene shortage for a two-year timeframe and to report their recommendations/ideas*  
8 *annually."*

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10 Created at the 5/11/2023 BOT meeting, this Task Force (comprised of Drs. Scott  
11 Kanamori, Rachel DiPasquale, Amy Ogawa, Calbert Lum, and Anthony Kim) has been  
12 evaluating ideas, action steps, and analyzing member survey results regarding the  
13 ongoing dental hygienist and assistant shortage impacting our practices.

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15 Following meetings with the Task Force members, BOT, and discussions with county  
16 leadership, the Task Force recommends the following action steps for the upcoming year:

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- 18 • HDA to consider funding, providing career exploration materials
    - 19 ○ DA training modules (for offices to help train their own staff)
    - 20 ○ Creating kits and/or materials for oral health career ambassadors' outreach
    - 21 ○ We are currently working out what these modules or kits may be and how
    - 22 they can be utilized.
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  - 24 • HDA to explore coordination with ongoing DOE efforts to bring oral health
  - 25 career education to the high schools in the respective counties.
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27 The Task Force welcomes any further suggestions from the BOT and HDA members and  
28 will continue to expand on the efforts from the counties as information will continue to  
29 be gathered. The action steps above are a mix of short- and long-term items. A  
30 workforce shortage will not be remedied in one season. We are looking to establish a  
31 long-term effort to recruit staff that is sustainable.

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34 Respectfully Submitted,

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37 Anthony S. Kim, DMD  
38 Chair of the Workforce Task Force  
39 HDA President-elect  
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42 **Recommendation of the HOD Reference Task Force on the Report of the HDA**  
43 **Workforce Task Force:** The HOD Reference Task Force recommends the Report of the  
44 HDA Workforce Task Force be accepted.  
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46 **Action taken by the House:**