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Over the past decade, the U.S. dental workforce has been migrating to urban and higher-income areas. In addition to making access to dental care more difficult for patients in rural or lower-income areas, this also creates staffing problems for area practices. Lack of well-qualified candidates for associates, hygienists, dental assistants and front office staff can slow production, strain current employees and generally undermine the smooth operation of a practice.

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INFLUENCE THE FUTURE WORKFORCE



Are you interested in promoting dentistry to the future workforce? An ADA past president noted, "Mentors represent the passing of the baton. The role of the mentor is complex. It involves teaching, providing a model, serving as a listener and a sounding board and acting as a cheerleader now and then."

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ADEQUACY OF CURRENT AND FUTURE DENTAL WORKFORCE



Adequacy of Current and Future Dental Workforce will be available later this year. The report provides a detailed description of dental workforce, including an analysis of changes in demographic composition, workforce productivity and workforce distribution. The report also examines how the dental workforce responds to consumer demand for dental services. Some of the major findings are summarized below.

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WORK-LIFE BALANCE SUSTAINS THE WORKFORCE



Work-life balance has a lot to do with career satisfaction, and satisfaction has a lot to do with the workforce, both in retention of current dental professionals and in recruitment of tomorrow's workers. How we see work-life balance depends on our stage in life: this includes family needs, our generation and how we've been shaped by our demographic environment. Every generation seems to lament that the upcoming generation is, for lack of a better word, different: "They" don't see the world/hold the values/work the same way "we" do.

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