ACCESS TO DENTAL TECHNOLOGY

Reducing Barriers to Licensure and Employment in Dental Technology for Internationally Trained Professionals

Discussion Guide

Hosting a Conversation about the Access to Dental Technology Project

March 2019

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Purpose and Audience

We encourage practitioners, educators, employers, regulators, and association leaders to host a discussion that advances the objectives of the Access to Dental Technology Project

The Discussion Guide was created in March 2019 to help interested persons a) engage in meaningful conversations that advance the goals of the Project and b) to submit a summary of their discussion for review by the project leaders.

The Discussion Guide serves as a tool to generate awareness about the project and a vehicle for influencing and informing the development of project products such as the national website and self-assessment tools.

Anyone is welcome to host a discussion; the questions are primarily designed to engage Canadian and internationally educated and/or trained applicants who may be interested in seeking registration or licensure as a dental technologist / technician in Canada.

Discussions can take as little as 30 minutes but may be longer depending on the size of the group and the number of topics chosen for discussion.

Canadian Alliance of Dental Technology Regulators

The Canadian Alliance of Dental Technology Regulators (Alliance) is the national federation of dental technology regulators in Canada. It is comprised of regulatory bodies that have been established and mandated by their respective provincial governments to regulate the practice of dental technology and govern their regulated members in their respective jurisdictions.

The Alliance members have mandates to serve and protect the public and fulfill this by ensuring individuals seeking registration to practice dental technology meet standard qualifications in education and professional competencies. The Alliance's focus is on national issues,

operating as a forum for the exchange of information between regulating bodies and to assist them in fulfilling their mandate.

The Alliance was awarded funding from the Government of Canada's Foreign Credential Recognition Program to lead a pan-Canadian initiative aimed at reducing barriers to employment in dental technology for internationally trained workers and ensuring that Canada has the educated and skilled workforce needed to meet demand amid growing concerns about supply shortages for qualified dental technologists / technicians.

Access to Dental Technology Project

The multi-year project will create a fair, accessible, transparent, and efficient standardized and harmonized credential assessment and licensure processes for Internationally Educated Dental Technology Professionals. Its goal is to improve labour mobility and expedite the integration of internationally educated professionals into the workforce and ensure that there is an adequate number of qualified and competent internationally and Canadian-educated licensed dental technologists/technicians across the country. The project was launched in December 2017.

Instructions & Sample Invitation

The Discussion Guide is best utilized <u>after</u> viewing the Webinar and completing the supplementary on-line survey.

Discussion Leaders are asked to:

A. Review the Discussion Guide in its entirety; any clarification questions can be directed to Project leaders via the website www.cadtr-acortd.ca
B. Identify the audience and objectives for hosting a discussion
C. Determine the need for additional discussion areas / questions
D. Establish a discussion time, location and session duration

E. Plan the agenda and discussion approach – e.g. large / small groups, new discussion areas, etc.

F. Advertise the discussion session – a sample invitation is provided that can be modified to suit the audience

G. Consider providing incentives that will encourage participation by interested persons. Examples of incentives include:
   - Education credits
   - Continuing education points
   - Certificate of appreciation

H. Host the Discussion
   - Show the webinar and ask participants to complete the survey; both are housed on the website www.cadtr-acortd.ca
   - Select one or more discussion areas with a focus on areas of interest to the invited participants
   - Pose the discussion questions and provide an opportunity for everyone to respond.
   - Note that there are no right/wrong answers and consensus is not necessary - we are looking to hear the range of perspectives held by individuals
   - Thank participants for their involvement and ask them to complete the engagement satisfaction survey

I. Document the results of your discussion
   - Outline summary highlights on the feedback forum using bullet points
   - Collect and compile the participant engagement satisfaction survey results
   - Complete and submit the Feedback form at www.cadtr-acortd.ca

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INVITATION TO AN ADT DISCUSSION		
When?	Date:	Time:
Where?		
Discussion Leader	Name:	Title:
	Phone:	Email:

BACKGROUND

The multi-year project will create a fair, accessible, transparent, and efficient standardized and harmonized credential assessment and licensure processes for Canadian and Internationally Educated Dental Technology Professionals. Its goal is to improve labour mobility and expedite the integration of internationally educated professionals into the workforce and ensure that there is an adequate number of qualified and competent internationally and Canadian-educated registered dental technologists/technicians across the country. The ADT project was launched in December 2017.

WHY YOU SHOULD ATTEND

- Expand your professional network in the dental technology profession
- Familiarize yourself with the project, how it affects you, your dental care clients, and the profession
- Influence the development of assessment tools and information about professional regulation
- Have your voice heard
- Share your experience and knowledge with colleagues and project leaders

PROPOSED DISCUSSION TOPICS

	Creating Awareness about the ADT Project		Self-Assessment Tools
	Addressing Information Needs of Persons Applying to be Registered / Licensed in Canada		National Website Design
	Prior Learning Assessment & Recognition		Other (specify)

Project Discussion Areas

Four discussion areas and corresponding questions have been initially developed; other discussion areas are likely to emerge throughout the project.

Topic #1 Creating Awareness about ADT

With a focus on domestic and internationally educated and/or trained applicants - we need your help to figure out how to reach all the people who might want to become a licensed dental technologist / technician in Canada. This includes –

- People living in Canada who are already working in the profession but are not yet licensed. They may have graduated from an educational program or they may have received training on-the-job
- People coming to Canada who went to school to be a dental technologist in their country and now want to be licensed in this country

Discussion Questions

1. How can we identify / reach the different groups of potential applicants?
2. What would make applicants want to watch the webinar / get involved?
3. Why will some individuals choose to get registered/licensed and others will not?
4. Are there influential leaders or groups that we should connect with?
5. What is the best way to make people aware of the project?
6. Is Social Media a good way for us to reach potential applicants? What is your advice?

Topic #2 Information Needs of ADT Applicants

We want to consider all the information someone might want or need if they are thinking about becoming a licensed dental technician / technologist in Canada. Ideas might include information about the following:

- Coming to Canada
- Steps to Licensure
- Studying to be a dental technologist / technician
- Helpful resources (competencies, regulatory bodies, educational programs, etc.)

Discussion Questions

1. What information do you think we should have available?
2. What are the best formats for sharing important information?
3. What type of information would be most helpful?
4. How do we make the information easy to read / understand?
5. What is the best way of getting the information to the people who need /want it?

Topic #3 Self Assessment Tools

The project will be developing pre-arrival self-assessment tools that individuals can use to determine the extent to which they meet the essential competencies of the profession and other requirements to be licensed as a Dental Technician / Technologist in Canada. The self-assessment tools will help individuals identify eligibility and/or competency gaps.

Discussion Questions

1. What do you envision when you think of a self-assessment tool?
2. What are the benefits of having a pre-arrival self-assessment tool?
3. Should completion of a self-assessment be required of all applicants? If yes, why?
4. What is a reasonable amount of time to complete a self-assessment?
5. Who should have access to a person's self assessment results? For what purpose?
6. If a person completes the self-assessment and gaps are noted – what information or resources should be available to them?

Topic #4 National Website

A new national website to increase public, member and potential applicant awareness will be launched that is comprehensive, centralized, accessible, and bilingual. It will provide a central point of contact for internationally educated or trained dental technologists / technicians. The website will include information about provincial licensure requirements, how the profession is practiced in Canada, regulatory contacts in each province and the type of documentation required to apply for licensure.

Discussion Questions

1. What would make a good website if people around the world are using it?
2. How would you expect the website to look? What would make a good first impression?
3. What features would you expect – mobile-friendly, videos, search capability, etc.
4. What does an 'accessible' website mean to you?
5. Are there information websites that you really like / don't like?
6. What advice do you have about creating a national website?

Providing Feedback & Forms

Project leaders are interested in hearing the comments and ideas generated during the discussion sessions. A common feedback form and participant engagement satisfaction survey is provided. Any information submitted will be used to improve future project and engagement activities.

Discussion leaders can elect to submit a summary of their discussions in two ways:

1. *Hard-Copy: Complete the attached feedback form, take a picture or scan the form, and upload to the website at* www.cadtr-acortd.ca

2. *On-Line: Complete the on-line feedback form at* www.cadtr-acortd.ca

ADT DISCUSSION FEEDBACK FORM

Discussion Date(s)	Date:		Date:	
Location	City:		Province:	
Discussion Leader	Name:		Title:	
	Email:			

PARTICIPANTS

Identify the number and type of participants that engaged in the discussion			*Number*
Total # of Persons from each Category	Regulated Dental Technician / Technologist:		
	Dental Technology / Technician Students:		
	Internationally Educated or Trained dental technician / technologists:		
	Canadian trained or educated dental technician / technologists:		
	Other (specify):		
Total # of persons Involved in the discussions:			

DISCUSSION AREAS

Check all the areas that were discussed

	Creating Projec Awareness			Self-Assessment Tools
	Addressing Information Needs of Applicants			National Website Design
	Prior Learning Assessment & Recognition			Other (specify)

SUMMARY OF DISCUSSION(S)

Insert key highlights from each Discussion Area where conversation took place – add more paper if needed

Creating Project Awareness:

Information Needs of Applicants:
Self-Assessment Tools:
National Website:
Prior Learning Assessment & Recognition:
Other (Specify):

SUMMARY OF PARTICIPANT ENAGEMENT SATISFACTION SURVEY RESULTS	
Insert summary of satisfaction survey results	
Total # of persons completing / submitting a survey	
Total # of persons indicating *'very satisfied or satisfied'* with the project discussion experience	
Total # of persons indicating *'very likely or likely'* to participate in another project discussion experience	
Total # of persons indicating *'very likely or likely'* to recommend another person participate in a project discussion	
Additional Topics Identified for future Project discussions:	

ADT DISCUSSION – PARTICIPANT ENGAGEMENT SATISFACTION SURVEY
Please take a few minutes to tell us about your ADT Discussion Experience
1. How satisfied were you with the overall discussion experience?
Very Satisfied
Satisfied
Somewhat Satisfied
Not Satisfied
2. How likely are you to participate in another discussion about the Project?
Very Likely
Likely
Somewhat Likely
Not Likely
3. How likely are you to recommend to other people that they participate in a Project discussion?
Very Likely
Likely
Somewhat Likely
Not Likely
4. What other discussion topics do you believe important for the project to address?
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•
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We thank you for your participation and encourage you to stay involved. Become an ADT Subscriber