



The Foundation

For Dental Laboratory Technology

Prospectus

February 2010

*Building the future of
dental technology.*



The Foundation for Dental Laboratory Technology

325 John Knox Rd. #L103, Tallahassee, FL 32303

Phone 850.205.5631 Toll-Free 866.627.3990 Fax 850.222.0053 www.dentallabfoundation.org

Table of Contents

The Foundation’s Purpose	2
The Challenges.....	2
The Rationale behind the Challenges Identified.....	2
The Opportunities/Near-term Objectives.....	3
Explanation of Near-Term Objectives for 2010	3
Explanation of Near-Term Objectives for 2011	4
Explanation of Near-Term Objectives for 2012	5
The Long-Term Opportunities.....	7
Explanation of Long-Term Objectives for 2013 and Beyond	7
Defining Levels of Financial Support	8
Foundation Contributors.....	9

Foundation's Purpose

The Foundation's Purpose:

The Foundation for Dental Laboratory Technology is a non-profit 501(c)(3) organization. The purpose of The Foundation is to advance the profession of dental laboratory technology by addressing industry driven needs and providing solutions which are relevant and accessible to dental technicians and other members of the dental team.

We are committed to addressing the challenges that our industry is facing and we are committed to creating opportunities for future dental technicians.

The Challenges:

- The declining number of educated dental technicians
- The disparity between what dental technicians are expected to know and the availability and accessibility of the knowledge
- Rapidly changing technology and the shift from the dentists to the technician for information on emerging technologies and materials

These three challenges are focused on knowledge erosion, which The Foundation is loosely defining as the loss of the knowledge provided by technicians who may leave the profession over the next 5 to 15 years. We consider this one of the greatest threats to dental laboratories and the dental profession in the near future. By identifying these three areas, The Foundation is not minimizing other challenges that exist; instead we are focusing our near-term goals on creating solutions to these as building blocks to creating future opportunities.

The Rationale behind the Challenges Identified:

There are a declining number of educated dental technicians coming into the workforce due to the decrease in the number of formal, Commission on Dental Accreditation (CODA) -accredited dental laboratory technology schools as well as the decreased number of military educated dental technicians. CODA-accredited schools have decreased from nearly 60 in the early 1980's to just 20 today.

The majority of formally educated and military educated dental technicians in the profession today are over the age of 45 and many are over the age of 55. Additionally, in the past, dental technicians who did not receive either military or formal education have been trained in the workplace, in many cases, by a mentor or supervisor who was military or formally educated.

Historically dental students have been required to perform some dental laboratory technology work; however, the more recent trend has the number of restorations and education in this particular area declining, with many dental students graduating dental school without having been exposed to a dental laboratory or having met a dental technician. Due to the rapid changes and variety of choices, it is common for practicing dentists to relegate the responsibility of selecting the restorative material to the dental technician. The emergence of digital technology is also adding to a greater number of dentists relying on a dental technician to guide them with design, material and technological choices.

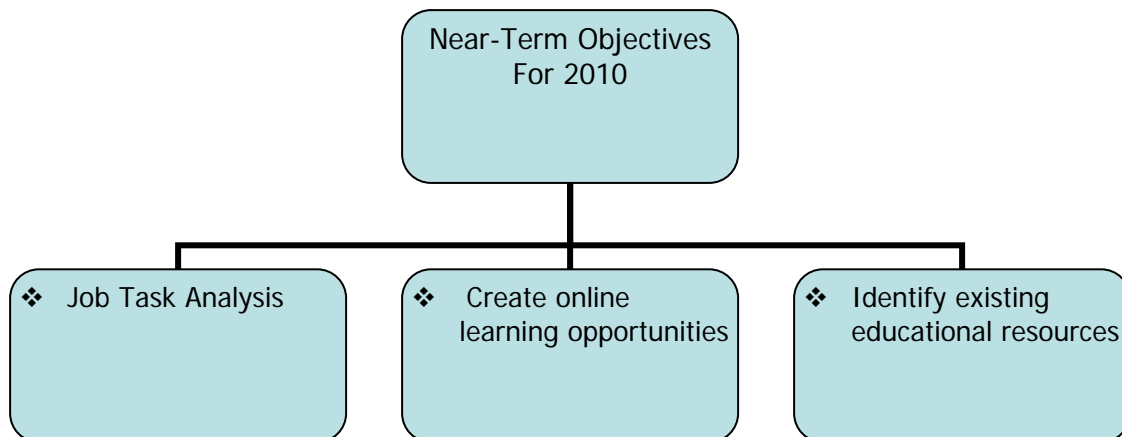
Most dental laboratories/dental technicians struggle with identifying a standard for knowledge and quality. For knowledge the standard is not clearly defined and sometimes depends largely upon the knowledge that the individual laboratory owner, manager or technician in the authority position possess. It is commonly accepted that quality is determined by the client and may vary greatly from one laboratory/technician to the next.

In order to begin to address the challenges, we have identified steps to create solutions. The challenges are varied and some are complex, therefore we acknowledge that there isn't a single, simple solution, but instead The Foundation is committed to a series of near-term objectives in order to ensure that dental patients in the United States continue to receive appropriate dental restorations, assessed and manufactured by competent dental technicians.

The Opportunities/Near-term Objectives:

- Participate in the process of industry specific Job Task Analysis
- Create accessible education geared toward interested members of the dental profession
- Identify accessible education and link it to occupational standards as a map for dental technicians and their employers
- Update Occupational Standards for dental laboratory technology
- Development of a Career Ladder for dental technicians
- Analyze any disparities between the Occupational Standards and Educational Standards
- Development of a National curriculum for dental laboratory technology
- Tie formal education, workplace learning and professional continuing education to standards and assessments

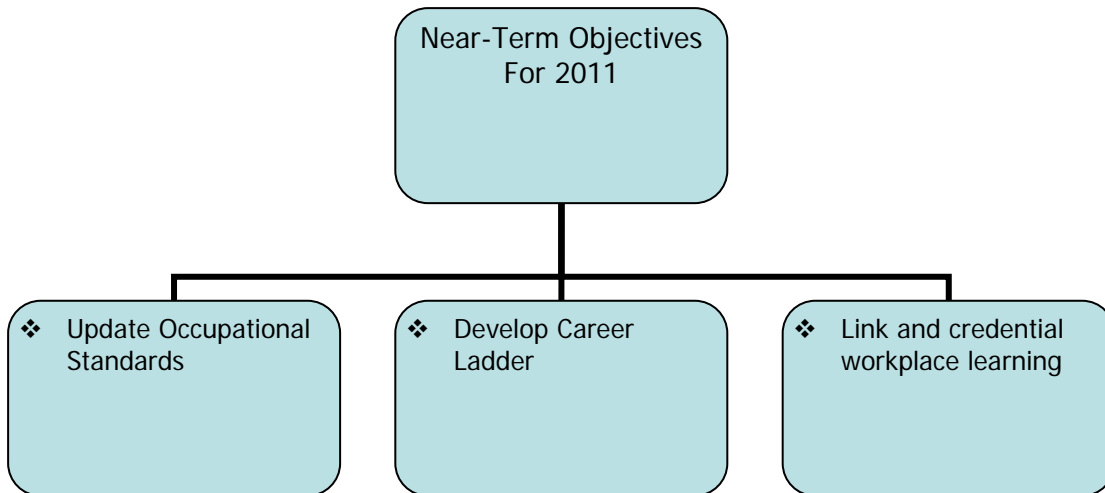
The Foundation has these near-term objectives which when developed and implemented will be utilized to address the knowledge erosion concern and provide both dental technicians and their employers with verifiable standards linked to verifiable assessment tools.



Explanation of Near-Term Objectives for 2010:

The Foundation will work, as a community of interest, with the National Board for Certification in Dental Laboratory Technology (NBC) on their Job Task Analysis (JTA). The purpose of the Job Task Analysis is to identify and capture the current duties, responsibilities and required knowledge of a dental technician. NBC will also utilize other industry experts such as dental technicians, dentists and professional educators.

The Foundation will identify areas where educational resources are needed, but may not be easily accessible. The Foundation will also identify partners who can assist in developing online courses. (See courses developed in 2009 focusing on occlusion and materials with the Pankey Institute).



Explanation of Near-Term Objectives for 2011:

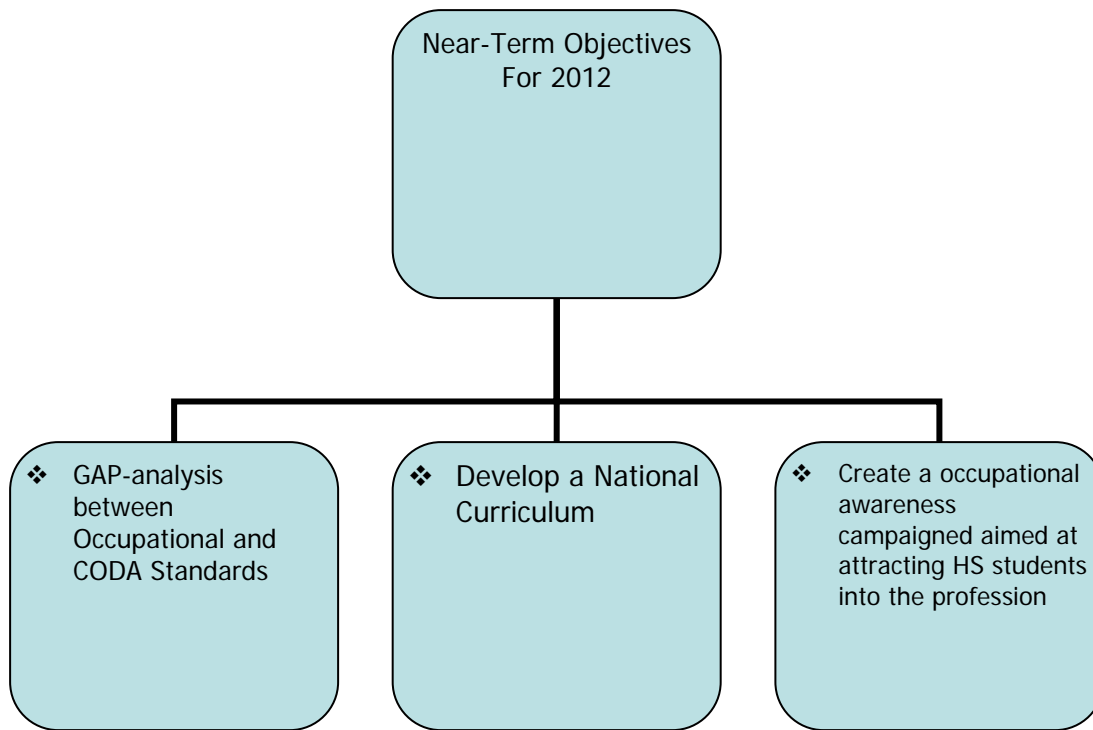
The Foundation will compare the results of the Job Task Analysis conducted by the NBC and completed in 2010 with the National Association of Dental Laboratories' Competency Standards and the European Federation of Dental Laboratories' DOSAM Occupational Standards in order to develop a current and emerging Occupational Standard for Dental Laboratory Technology.

Occupational Standards are an important part of a quality system and the basis for the development of a career ladder. For the purpose of the Occupational Standards, The Foundation is not defining quality as esthetic appeal, but instead as the function and acceptability of the prosthesis. Knowledge and quality are linked and can be proven through an appropriate assessment, such as the NBC's Certified Dental Technician (CDT) and Modularization examinations.

In order to develop a Career Ladder, The Foundation will map the necessary areas of knowledge, and coordinate with the NBC to link the map to the CDT and Modularization assessments. This will provide dental technicians and their employers with the ability to identify and track career progression which can be verified utilizing the examinations readily available through the NBC.

The Foundation will collaborate with the NBC and continuing education providers to link existing workplace learning and professional continuing education to specific Occupational Standards in an effort to categorize the knowledge presented within the CE courses and to assist dental technicians in finding knowledge that helps them continue their career education. For an example of the linkage, please see page 6.

The Foundation will continue identifying areas where educational resources are needed as well as organizations that can assist in developing online courses. The Foundation recognizes that much of the intellect is already present in the marketplace, but creating the vehicle in which to deliver it, directly to dental technicians or other interested members of the dental team is how The Foundation can assist.



Explanation of Near-Term Objectives for 2012:

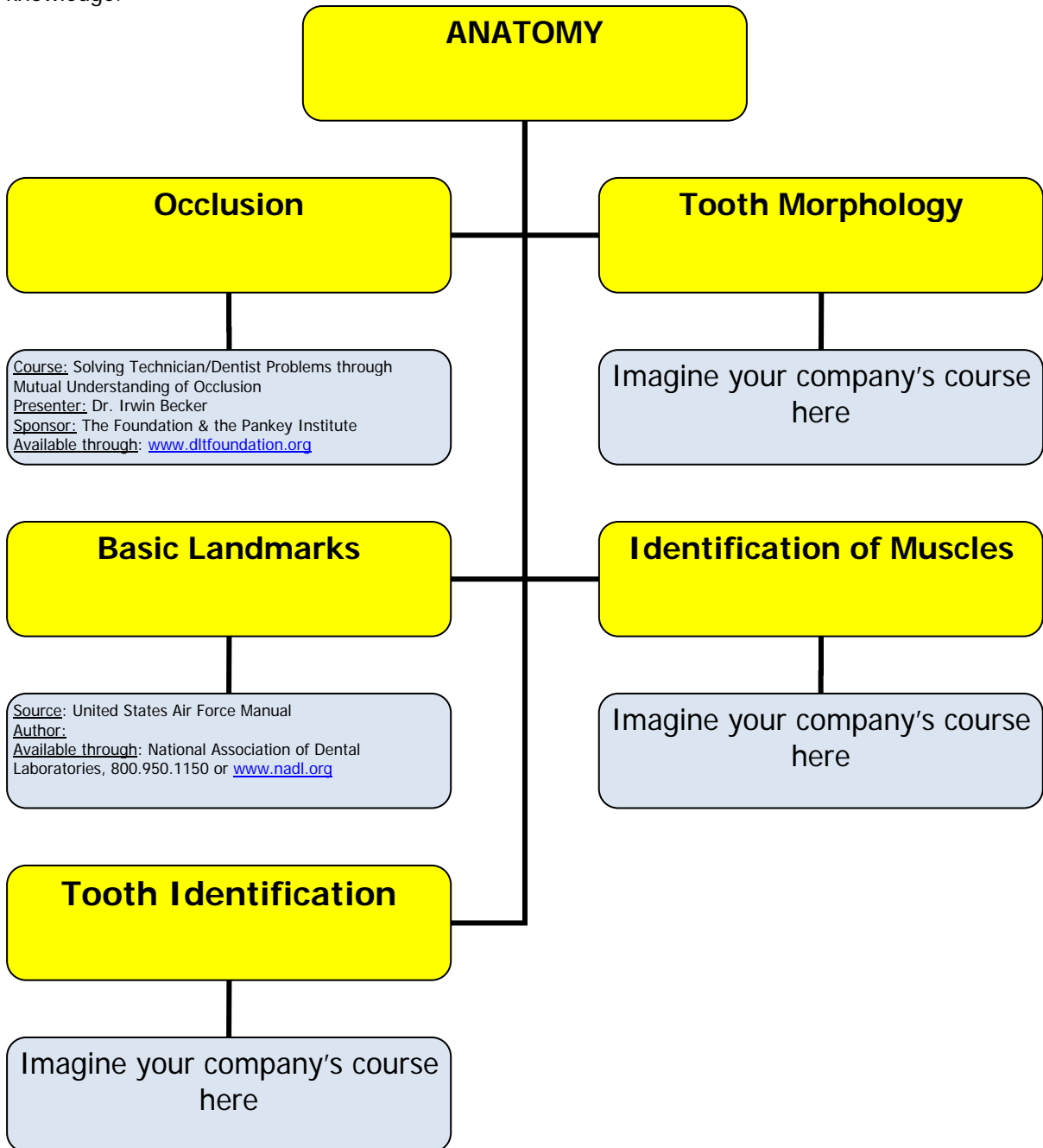
The Foundation will perform a GAP-Analysis between the newly developed Occupational Standards and existing ADA-Commission on Dental Accreditation (CODA) standards for Dental Laboratory Technology educational programs. The purpose of the GAP-analysis is to identify discrepancies between industry-specified needs and the educational models currently in existence.

The Foundation will utilize the Occupational Standards to develop a suggested National Curriculum that can be utilized by formal educational institutions, commercial laboratories with in-house training programs and manufacturers and suppliers who provide continuing education courses to dental technicians. The purpose of the National Curriculum is to focus on the knowledge which a dental technician is expected to possess. The emerging trend of dentists sending laboratory work across state lines and the globalization of dentistry requires that dental laboratory technology education focus on global standards to ensure that technicians possess the knowledge to meet both the dentists' and patients' expectations.

One of The Foundation's primary objectives is to advocate and raise the awareness of the important role that dental laboratory technicians play within the dental team. Therefore The Foundation has a goal of raising the awareness of the occupation. Most people do not know that a dental technician manufacturers their dental prosthesis. In order to attract the next generation of dental technicians into the workforce it will be necessary to introduce High School students to the profession. The Foundation will also work to identify students interested in dentistry but not interested in the other more well known careers and provide dental technology as an optional career choice.

Example of Occupational Standard Outline linked to available professional Continuing Education:

The chart below is an example of the outline of current areas of knowledge and how they can be linked to appropriate continuing education offered to dental technicians in a variety of adult CE environments. By 2011 course providers will have the ability to submit their courses to the NBC for approval outline the course objectives and cite the specific area on the Occupational Standard that ties with the course objective. Once the course is approved by the NBC it will be added to the database and linked to the appropriate Standard. The Foundation's website will have the ability for dental technicians to search for courses based on learning objectives and areas of knowledge.



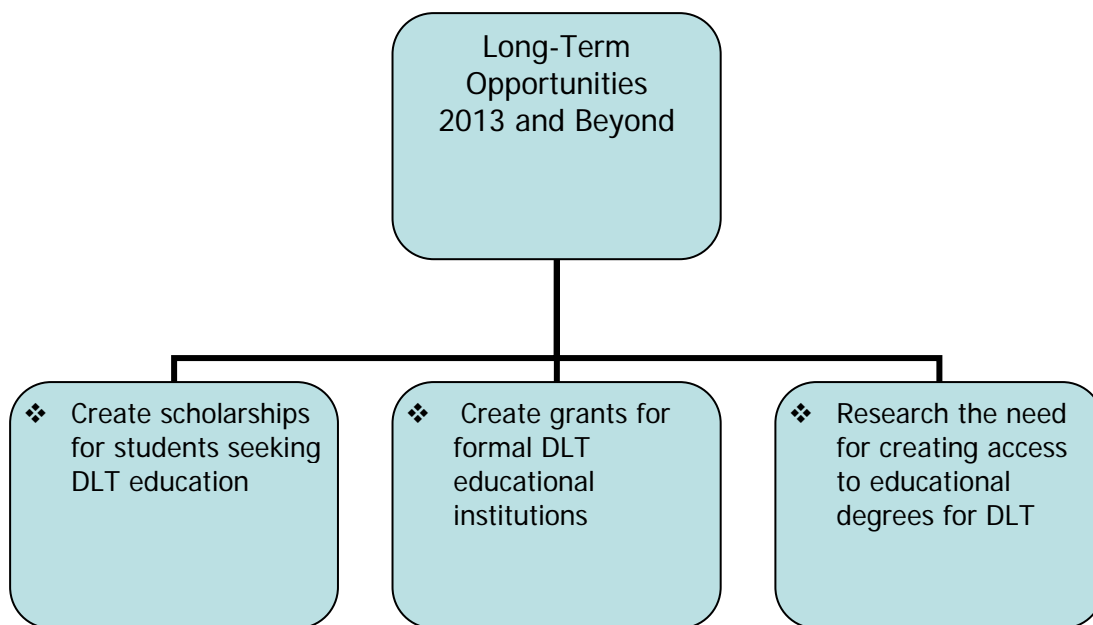
Opportunities for 2013 and Beyond

The Long-Term Opportunities:

- Develop and create scholarships for students seeking a degree in dental laboratory technology
- Create grants for educational institutions who have programs in dental laboratory technology
- Research the need for higher level degrees in dental laboratory technology

The Foundation is committed to working with the NADL, the NBC, formal educational dental laboratory programs, the American Dental Education Association, the ADA, the Prosthodontic Forum and any other organization interested in positively impacting the future of dental laboratory technology.

The Foundation has preliminarily identified these long-term opportunities that can be explored and which may address existing and future concerns. Long-term opportunities will continually be reassessed for relevancy to the industry and the profession.



Explanation of Long-Term Objectives for 2013 and Beyond:

The Foundation will work to create scholarships for interested students and grants for formal educational institutions who have the desire to invest in new technology or innovative education.

Additionally, The Foundation will research occupational models to create access to educational degrees within Dental Laboratory Technology. Currently there is only a single school which offers a bachelors degree in dental laboratory technology and the opportunity to earn a masters or doctorate degree doesn't exist.

Financial Support

Defining Levels of Financial Support:

The goals and objectives outlined, as well as those that we will face in the future, will be realized through the financial support of individuals and organizations that have a vested interest in the future success of the dental laboratory industry. The levels of support were developed to recognize individuals and organizations for both the annual commitment amount as well as for a long-term demonstration of support for the future goals for dental laboratory technology. For that reason the levels are structured to allow contributing individuals and organizations to move up from one level to another as their commitments are fulfilled, as well as to recognize and encourage continuing commitments.

A **Friend of the Foundation** is an individual or organization who has pledged less than \$1,000 to The Foundation. Although these individuals and organizations are not recognized by a brick, their contributions are the mortar that holds our bricks together.

A **Foundation Founder** is an individual or organization who has pledged at least \$1,000 annually and up to \$5,000 in a total multi-year commitment

A **Foundation Bronze-Level Founder** is an individual or organization who has already contributed \$5,000 or who is pledging \$5,000 annually and up to \$15,000 in a total multi-year commitment.

A **Foundation Silver-Level Founder** is an individual or organization who has already contributed \$15,000 or who is pledging \$15,000 annually and up to \$50,000 in a total multi-year commitment.

A **Foundation Gold-Level Founder** is an individual or organization who has already contributed \$50,000 or who is pledging \$50,000 annually and up to \$100,000 in a total multi-year commitment.

A **Foundation Platinum-Level Founder** is an individual or organization who has contributed more than \$100,000 or who is pledging to contribute over \$100,000 within a 5 year or less multi-year commitment.

A **Foundation Diamond-Level Founder** is an individual or organization who has committed or who is pledging to contribute over \$1,000,000.

For each level of support outlined above a logo has been created. The contributors are encouraged to utilize the logo that will match their level of contribution on advertisements and other print and electronic media. The Foundation will utilize the logos on our virtual wall on the Foundation's website at www.dentallabfoundation.org.

Foundation Contributors



Example of how an organization can achieve levels of support:

Ivoclar - Vivadent pledged \$50,000 over a 3 year period, which is \$16,666.66/year beginning in 2010 and ending in 2012, the recognition would be as follows:

2010 – 2011 Foundation Silver-Level Founder (amounting to \$33,333.33 total)

2012 Foundation Gold-Level Founder (once the third \$16,666.66 payment was received)

The following companies and individuals have pledged their support to The Foundation for Dental Laboratory Technology and to the future of the dental laboratory profession:

NADL	\$207,500
Ivoclar Vivadent	\$50,000
3M	\$25,500
National Dentex	\$20,000
Vident	\$20,000
Knight Dental Group, CDL, DAMAS	\$10,000
Burdette Dental Laboratory, CDL	\$10,000
Friendship Dental Laboratories, CDL	\$10,000
NBC	\$7,500
Elizabeth Curran, CDT, RDT	\$5,000
The Lab 2000	\$5,000
Smile Science	\$5,000
Joe Gerace, CDT	\$5,000
Treasure Dental Studio	\$5,000
United Dental Laboratories, CDL	\$5,000
Mark Murphy, DDS	\$3,000