|  |  |
| --- | --- |
| WI Youth Apprenticeship Logo | Dental Assistant  Youth Apprenticeship |

# DENTAL ASSISTANT

Dental Assistant youth apprentices prepare patients, sterilize, or disinfect instruments, set up instrument trays, prepare materials, and assist the dentist during dental procedures.

**Length of Apprenticeship:**  One or two years

# occupational Competencies

Youth apprentices work with a job site mentor to demonstrate the following competencies.

Year 1: Youth apprentices must complete a **total of 9** competencies. **Eight** must be from the list below. If necessary, employers can substitute **1** competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment.

Year 2: Youth apprentices must complete a **total of 9** competencies. **Eight** must be from the list below. If necessary, employers can substitute **1** competency with another occupationally appropriate skill. Those skills should be added to the competency list for assessment.

|  |  |
| --- | --- |
| **YEAR 1 Occupational Competencies** | **YEAR 2 Occupational Competencies** |
| 1. Use standard precautions and infection prevention strategies 2. Create and maintain client records 3. Assist to maintain emergency kit 4. Clean removable appliances 5. Prepare procedural trays and set-ups 6. Perform sterilization and disinfection procedures 7. Prepare room for procedures 8. Receive and prepare client for treatment 9. Provide client education and instructions | 1. Complete lab forms 2. Apply topical anesthetic to the injection site 3. Assist with common clinical procedures 4. Chart dental conditions 5. Transfer dental instruments 6. Operate water and air syringe and suction 7. Process dental radiographs 8. Assist to evaluate radiographs for diagnostic quality 9. Mix dental materials |

# Post-Secondary Pathway Opportunities

There are several post-secondary pathway opportunities in this area. The following is a partial list.

* Dental Assistant
* Dental Hygienist

|  |  |
| --- | --- |
| WI Youth Apprenticeship Logo | Dental Assistant  Youth Apprenticeship  On-the-Job Learning Performance Standards Guide (tO BE COMPLETED BY ya cONSORTIUM) |

# Youth Apprentice information

|  |  |
| --- | --- |
| **Youth Apprentice Name** | |
| **YA Coordinator** | **YA Consortium** |
| **School District** | **High School Graduation Date** |
|  |  |

# Requirements

**Level One Requirements**

Youth apprentices must complete ALL the items listed below. Check completed areas.

Year 1 Competency checklist

Employability Skills checklist (in this OJL Guide) or the DPI Employability Skills Certificate

Related instruction equal to 1 high school credit or at least 3 college credits

Minimum of 450 work hours

**Level Two Requirements**

Youth apprentices must complete ALL the items listed below. Check completed areas.

Year 2 Competency checklist

Employability Skills checklist (in this OJL Guide) or the DPI Employability Skills Certificate

Related instruction equal to 2 high school credits or at least 6 college credits

Minimum of 900 work hours

# Hours

Record the hours the youth apprentice worked.

|  |  |  |
| --- | --- | --- |
| Total Hours Employed | Company Name | Telephone Number |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

# Related Instruction

YEAR 1: Indicate which related instruction courses the youth apprentice completed.

|  |  |  |  |
| --- | --- | --- | --- |
| Dual Credit | Course Number and Title | Credits | **Instruction Provider** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

YEAR 2: Indicate which related instruction courses the youth apprentice completed.

|  |  |  |  |
| --- | --- | --- | --- |
| Dual Credit | Course Number and Title | Credits | **Instruction Provider** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

# SIGNATURES

The On-the-Job Learning Performance Standards Guide includes a list of competencies youth apprentices learn through mentoring and training at the worksite.

Instructions for the Worksite Employers/Mentors and School-Based or YA coordinators: This document should be reviewed with the employer/mentor, school-based or YA coordinator on a regular basis with the youth apprentice to record progress and plan future steps to ensure completion of the required competencies. Mentors, school-based/YA coordinator, and the apprentice sign below.

|  |  |
| --- | --- |
| Employer/Mentor Signature | Employer/Mentor Signature |
| Employer/Mentor | Employer/Mentor |
| Business/Company | Business/Company |
| Date Signed | Date Signed |
|  | |
| School-Based and/or YA Coordinator Signature | School-Based and/or YA Coordinator Signature |
| School-Based and/or YA Coordinator | School-Based and/or YA Coordinator |
| School District or Organization | School District or Organization |
| Date Signed | Date Signed |
|  | |
| Youth Apprentice Signature | Youth Apprentice Signature |
| Youth Apprentice | Youth Apprentice |
| School District / High School | School District / High School |
| Date Signed | Date Signed |

# employability Skills (TO BE COMPLETED BY yA EMPLOYER/MENTOR)

Youth apprentices must demonstrate key employability skills.

The DWD YA program employability skills requirement may be attained and demonstrated through two processes. (See options listed below.) Employability skills must be completed for every year a student is in the program. The DPI Employability Skills Certificate may be counted as meeting one of those two years, provided the certificate is earned in the same year the student is enrolled in youth apprenticeship or they can complete the YA Employability Skills in the OJL. The Employability Skills Certificate must be obtained through the DPI.

1. If a student has successfully completed a Wisconsin Department of Public Instruction (DPI) State-Certified Cooperative Education, [Co-Op Employability Skill certification](https://dpi.wi.gov/cte/skills-standards/cooperative/portfolios) then they have met the YA Employability Skills requirement for that year. A copy of the student’s DPI Co-Op Employability Skill Certificate must be maintained on file with their YA regional consortium.

Earned Wisconsin Employability Skills Certificate (checked if applicable) or,

1. Completed and rated “Employability Skills” through this YA OJL guide as described below.

|  |  |
| --- | --- |
| **3** | ***Exceeds Expectations:*** Exceeds entry-level criteria; requires minimal supervision; consistently displays this behavior |
| **2** | ***Meets Expectations:***  Meets entry-level criteria; requires some supervision; often displays this behavior |
| **1** | ***Working to Meet Expectations:*** Needs improvement; requires much assistance and supervision; rarely displays this behavior |

The following skills are required of all youth apprentices.

|  | **Employability Skills** | **Rating** | | |
| --- | --- | --- | --- | --- |
| **Competency and Rating Criteria** | | **Minimum Rating of 2 for EACH**  **Check Rating** | | |
| **1** | **2** | **3** |
| 1. Develops positive work relationships with others.   *Examples of qualities and habits that the employee might exhibit include . . .*   * Interacts with others with respect and in a non-judgmental manner * Responds to others in an appropriate and non-offensive manner * Helps co-workers and peers accomplish tasks or goals * Applies problem-solving strategies to improve relations with others * When managing others, shows traits such as compassion, listening, coaching, team development, and appreciation | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| **Employability Skills** | | **Rating** | | |
| 1. Communicates effectively with others   *Examples of qualities and habits that the employee might exhibit include . . .*   * Adjusts the communication approach for the target audience, purpose, and situation to maximize impact * Organizes messages/information in a logical and helpful manner * Speaks clearly and writes legibly * Models behaviors to show active listening * Applies what was read to actual practice * Asks appropriate questions for clarity | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Collaborates with others   *Examples of qualities and habits that the employee might exhibit include . . .*   * Works effectively in teams with people of diverse backgrounds regardless of sex, race, ethnicity, nationality, sexuality, religion, political views, and abilities * Shares responsibility for collaborative work and decision making * Uses the problem-solving process to work through differences of opinion in a constructive manner to achieve a reasonable compromise * Avoids contributing to an unproductive group conflict   Shares information and carries out responsibilities in a timely manner | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Maintains composure under pressure   *Examples of qualities and habits that the employee might exhibit include . . .*   * Uses critical thinking to determine the best options or outcomes when faced with a challenging situation * Carries out assigned duties while under pressure * Acts in a respectful, professional, and non-offensive manner while under pressure * Applies stress management techniques to cope under pressure | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Demonstrates integrity   *Examples of qualities and habits that the employee might exhibit include . . .*   * Carries out responsibilities in an ethical, legal and confidential manner * Responds to situations in a timely manner * Takes personal responsibility to correct problems * Models behaviors that demonstrate self-discipline, reliability, and dependability | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Performs quality work   *Examples of qualities and habits that the employee might exhibit include . . .*   * Carries out written and verbal directions accurately * Completes work efficiently and effectively * Performs calculations accurately * Conserves resources, supplies, and materials to minimize costs and environmental impact * Uses equipment, technology, and work strategies to improve workflow * Applies problem-solving strategies to improve productivity * Adheres to worksite regulations and practices * Maintains an organized work area | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Provides quality goods or services (internal and external)   *Examples of qualities and habits that the employee might exhibit include . . .*   * Shows support for the organizational goals and principles by own personal actions * Displays a respectful and professional image to customers * Displays an enthusiastic attitude and desire to take care of customer needs * Seeks out ways to increase customer satisfaction * Produces goods to workplace specifications | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Shows initiative and self-direction   *Examples of qualities and habits that the employee might exhibit include . . .*   * Prioritizes and carries out responsibilities without being told * Responds with enthusiasm and flexibility to handle tasks that need immediate attention * Reflects on any unsatisfactory outcome as an opportunity to learn * Improves personal performance by doing something different or differently * Analyzes how own actions impact the overall organization * Supports own action with sound reasoning and principles * Balances personal activities to minimize interference with work responsibilities | | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Employability Skills** | **Rating** | | |
| 1. Adapts to change   *Examples of qualities and habits that the employee might exhibit include . . .*   * Shows flexibility and willingness to learn new skills for various job roles * Uses problem-solving and critical-thinking skills to cope with changing circumstances * Modifies own work behavior based on feedback, unsatisfactory outcomes, efficiency, and effectiveness * Displays a "can do" attitude | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Demonstrates safety and security regulations and practices   *Examples of qualities and habits that the employee might exhibit include . . .*   * Follows personal safety requirements * Maintains a safe work environment * Demonstrates professional role in an emergency * Follows security procedures * Maintains confidentiality | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Applies job-related technology, information, and media   *Examples of qualities and habits that the employee might exhibit include . . .*   * Applies technology effectively in the workplace * Assesses and evaluates information on the job * Assesses training manuals, website, and other media related to the job | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Fulfills training or certification requirements for employment   *Examples of this requirement may include . . .*   * Participation in required career-related training and/or educational programs * Passing certification tests to qualify for licensure and/or certification * Participation in company training or orientation | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |
| 1. Sets personal goals for improvement   *Examples of this requirement may include . . .*   * Setting goals that are specific and measurable * Setting work-related goals that align with the organization's mission * Identifying strategies to reach goals * Reflecting on goal progress to regularly evaluate and modify goals | **Year 1 Rating** | | |
|  |  |  |
| **Year 2 Rating** | | |
|  |  |  |

# YEAR 1 occupational Competencies (TO BE COMPLETED BY yA EMPLOYER/MENTOR)

Youth apprentices must complete a **total of 9** competencies. **Eight** must be from the list below. If necessary, employers can substitute **1** competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment.

**Rating Scale**

3: Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2: Meets entry level criteria | Requires some supervision | Often displays this behavior

1: Needs improvement | Requires much assistance and supervision | Rarely displays this behavior

If any competencies are rated "1" on the final performance review checklist that is submitted to WI DWD it is considered a failed checklist.

| **Occupational Competencies** | **Ratings** | | |
| --- | --- | --- | --- |
| **Competency and Rating Criteria** | **Minimum Rating of 2 for EACH**  **Check Rating** | | |
| **1** | **2** | **3** |
| Use standard precautions and infection prevention strategies  * protect self and spread of infection using standard precautions and infection control techniques * perform hand washing, gloving, and shielding * perform cleaning, disinfection, and sterilization |  |  |  |
| Create and maintain client records  * verify information * enter required information in the client record * confirm accuracy of information * use only approved abbreviations * client record is accurate and complete |  |  |  |
| Assist to maintain emergency kit  * review items in emergency kit * remove and report expired and damaged items * document and dispose of expired items as directed * order and refill items as necessary or as used up |  |  |  |
| Clean removable appliances  * select appropriate polish or cleaners * polish removable appliances and prostheses |  |  |  |
| Prepare procedural trays and set-ups  * gather the instruments and supplies that will be used for the procedure * check the instruments and equipment for malfunction or damage * confirm solutions and supplies are correct and not expired * arrange the equipment and supplies in the order in which they will be used |  |  |  |
| Perform sterilization and disinfection procedures  * perform disinfection as required with appropriate solution * clean instruments (using ultrasonic, solutions, etc.) * place items in sterilization pouches or wraps * perform sterilization procedures * return clean and sterile reusable supplies and instruments to their proper storage location * perform quality control on sterilizers |  |  |  |
| Prepare room for procedures  * verify procedure to be performed * consult procedure protocol for safety and setup requirements * prepare procedural trays and set-ups * ensure the cleanliness of the procedure equipment and room * arrange the room as required |  |  |  |
| Receive and prepare client for treatment  * identify client * position client * record client condition, reactions, and position change if needed * identify purpose of visit * note client's general physical condition * place napkin * adjust equipment |  |  |  |
| Provide client education and instructions  * assist to explain and clarify procedures and services * provide brochures * provide pre- and post-procedure instruction sheets * demonstrate proper brushing and oral care techniques |  |  |  |
| Competency Substitute (if you replaced a competency above, note the competency and rating) |  |  |  |
| **Comments**: | | | |

# YEAR 2 Occupational COMPETENCIES (TO BE COMPLETED BY yA EMPLOYER/MENTOR)

Youth apprentices must complete a **total of 9** competencies. **Eight** must be from the list below. If necessary, employers can substitute **1** competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment.

**Rating Scale**

3: Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior

2: Meets entry level criteria | Requires some supervision | Often displays this behavior

1: Needs improvement | Requires much assistance and supervision | Rarely displays this behavior

If any competencies are rated "1" on the final performance review checklist that is submitted to WI DWD it is considered a failed checklist.

| **Occupational Competencies** | **Ratings** | | |
| --- | --- | --- | --- |
| **Competency and Rating Criteria** | **Minimum Rating of 2 for EACH**  **Check Rating** | | |
| **1** | **2** | **3** |
| Complete lab forms  * enter client information * enter required information on forms to be sent to Lab Technician * confirm accuracy of information |  |  |  |
| Apply topical anesthetic to the injection site  * identify client * explain procedure to client * apply topical anesthetic to correct oral location * record the response of the client * store or dispose of anesthetic appropriately |  |  |  |
| Assist with common clinical procedures  * identify client * verify that the room, equipment, and supplies are appropriate, in-date, and ready for the procedure * drape client and take other measures to protect client clothing * assist in positioning client using proper body mechanics * assist with procedural steps performed by the worksite professional * report any client response to the procedure to the worksite professional * document assistance * dispose of contaminated articles according to protocol |  |  |  |
| Chart dental conditions  * record dental conditions as directed * chart permanent and primary teeth, carious lesions, restorations, impaction, missing teeth, mobility, furcation, pocket depth * chart notations are accurate and correct |  |  |  |
| Transfer dental instruments  * maintain instruments on the instrument tray * anticipate the next instrument needed in the treatment plan * respond to appropriate verbal or non-verbal cues for transfer * position the instrument as required for the action to be taken * remove debris from instrument before returning to tray |  |  |  |
| Operate water and air syringe and suction  * anticipate the need and timing for water and air clearing * respond to appropriate verbal or non-verbal cues for clearing * position tip appropriately for clearing and minimal deflection of spray * water and air spray in little circular motions, then air spray for proper visualization * anticipate the need and timing for suction * respond to appropriate verbal or non-verbal cues for suction * monitor the oral cavity and back of the throat for saliva and water pooling * keep suction tip on hard surface when suctioning * dispose of used materials appropriately * clean and maintain equipment as required |  |  |  |
| Process dental radiographs  * expose radiograph * mount radiograph or locate digital image * apply principles of radiation safety |  |  |  |
| Assist to evaluate radiographs for diagnostic quality  * review image to determine quality * review clarity, cone cut, inclusion of desired structures and proper angulation * identify errors created by incorrect placement * review radiograph with worksite professional |  |  |  |
| Mix dental materials  * select the correct materials and supplies * weigh and measure accurately * mix the material in the right order * mix the material in the specified time limit * mix and load impression trays * prepare reagents, solutions, dental materials * deliver and store dental materials as required |  |  |  |
| Competency Substitute (if you replaced a competency above, note the competency and rating) |  |  |  |
| **Comments**: | | | |

|  |  |
| --- | --- |
| WI Youth Apprenticeship Logo | Post-Program Completion Survey  Youth Apprenticeship |

# YA Post-Program Completion survey: Employer Feedback

Employers complete the following information. YA Coordinators will enter this into the Post-Program Completion Survey.

|  |  |
| --- | --- |
| **YA Employer Post-Program Completion Questions** | |
| Will you offer or have you offered the Youth Apprentice a continuing position with your company? | Yes  No |
| If continuing position offered to youth apprentice, did they accept? | Yes  No |
| **If yes, please answer the questions below:** | |
| Was the offer for full time or part time work? | Full-time  Part-time |
| Title of the position offered: | |
| What is the wage of the continuing employment offer? | |
| If applicable, will the youth apprentice advance to a Registered Apprenticeship? | |

# YA Post-Program Completion survey: completed by YA consortium

The [Post-Program Completion Survey](https://dwd.wisconsin.gov/dwd/forms/dws/detw-18081-e.htm) form is to be provided to each student completing the Youth Apprenticeship program to capture information on the student's plans after leaving the program. This **form should be** **completed by the Youth Apprenticeship Coordinator** to capture information from all high school seniors and their employers after successful completion of the Youth Apprenticeship Program.

The form should be completed during the final meeting between the student, mentor, and Youth Apprenticeship Coordinator, when the final checklist or On-the-Job Learning (OJL) Guide is filled out and signed. Information captured on this form must be entered online using the Youth Apprenticeship Online Data Application (YODA) System.

No part of this document may be altered, duplicated, or extracted without written consent from the Wisconsin Department of Workforce Development (DWD).

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Division of Employment and Training at 888-258-9966 and press 6 to request information in an alternate format, including translated to another language.

