Dental Assistant

WISCONSIN—YOUTH APPRENTICESHIP

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

REQUIRED COMPETENCIES

Youth apprentices must become proficient in both general employability and occupation-specific competencies. All of these, and examples of how each can be demonstrated, are found in the following pages. A total of 9 Year 1 occupational competencies and 9 Year 2 occupational competencies must be learned for this occupation. Employers may substitute out one of these and should write in the competency they are adding. Youth apprentices must be evaluated on these competencies at least two times each year of their apprenticeship.

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

REGISTERED APPRENTICESHP BRIDGING OPPORTUNITIES

The following Registered Apprenticeship is available in this area:

Dental Assistant

POST-SECONDARY PATHWAY OPPORTUNITIES

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

- Dental Assistant
- Dental Hygienist



Dental Assistant

Youth Apprenticeship

ON-THE-JOB LEARNING PERFORMANCE STANDARDS GUIDE

YOUTH APPRENTICE INFORMATION

TOUTH APPRENTICE INFORMATION	
Youth Apprentice Name	
YA Coordinator	
YA Consortium	
School District	
SIGNATURES	
The On-the-Job Learning Performance Standard	s Guide includes a list of competencies youth
apprentices learn through mentoring and trainir	·
should be reviewed with the employer/mentor,	rs and School-Based or YA coordinators: This document school-based or YA coordinator on a regular basis with in future steps to ensure completion of the required linator, and the apprentice sign below.
<u>Empl</u>	oyer/Mentor
1 st Evaluation (Required)	2 nd Evaluation (Required)
Employer/Mentor Signature	Employer/Mentor Signature
Employer/Mentor	Employer/Mentor
Business/Company	Business/Company
Date Signed	Date Signed
3 rd Evaluation (Optional)	4th Evaluation (Optional)
Employer/Mentor Signature	Employer/Mentor Signature
Employer/Mentor	Employer/Mentor
Business/Company	Business/Company
Date Signed	Date Signed

School-Based and/or YA Coordinator

1st Evaluation (Required)

2nd Evaluation (Required)

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

3rd Evaluation (Optional)

4th Evaluation (Optional)

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

1st Evaluation (Required)

2nd Evaluation (Required)

Youth Apprentice Signature	Youth Apprentice Signature
Youth Apprentice	Youth Apprentice
School District / High School	School District / High School
Date Signed	Date Signed

3rd Evaluation (Optional)

4th Evaluation (Optional)

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)

All youth apprentices must demonstrate the key employability skills listed below in order to complete the YA program. They do so by earning at least a "Meets Expectation" rating in each. At least two evaluations are required each year of a youth apprenticeship. More columns are included below for those who choose to conduct more frequent reviews.

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

	Employability Skills		Ra	ting	
	Competency and Rating Criteria	Minim		ng of 2 fo Rating	r EACH
Co	mpetency and Rating Criteria	Initial	Mid Year 1	Mid Year 2	Final
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	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3	□ 1 □ 2 □ 3
2.	 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 	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3
3.	 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 	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3	□ 1 □ 2 □ 3

Employability Skills		Rat	ting	
Competency and Rating Criteria	Minimum Rating of 2 for EACH		r EACH	
Competency and Nating Criteria	Check Rating			
Competency and Rating Criteria	Initial	Mid	Mid	Final
		Year 1	Year 2	
 4. 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 	☐ 1	☐ 1	☐ 1	☐ 1
	☐ 2	☐ 2	☐ 2	☐ 2
	☐ 3	☐ 3	☐ 3	☐ 3
 5. 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 	□1	☐ 1	☐ 1	☐ 1
	□2	☐ 2	☐ 2	☐ 2
	□3	☐ 3	☐ 3	☐ 3
 6. 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 	☐ 1	☐ 1	☐ 1	☐ 1
	☐ 2	☐ 2	☐ 2	☐ 2
	☐ 3	☐ 3	☐ 3	☐ 3
 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 	☐ 1	□ 1	□ 1	☐ 1
	☐ 2	□ 2	□ 2	☐ 2
	☐ 3	□ 3	□ 3	☐ 3
 8. 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 	☐ 1	☐ 1	□1	☐ 1
	☐ 2	☐ 2	□2	☐ 2
	☐ 3	☐ 3	□3	☐ 3

Employability Skills		Rat	ting		
Competency and Rating Criteria		Minimum Rating of 2 for EACH Check Rating			
	Initial	Cneck Mid	<i>Kating</i> Mid	Final	
Competency and Rating Criteria	IIIICIGI	Year 1	Year 2		
 9. 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 	☐ 1	☐ 1	☐ 1	□1	
	☐ 2	☐ 2	☐ 2	□2	
	☐ 3	☐ 3	☐ 3	□3	
 10. 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 	☐ 1	□ 1	□ 1	□1	
	☐ 2	□ 2	□ 2	□2	
	☐ 3	□ 3	□ 3	□3	
 11. 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 	☐ 1	☐ 1	☐ 1	□1	
	☐ 2	☐ 2	☐ 2	□2	
	☐ 3	☐ 3	☐ 3	□3	
 12. 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 	☐ 1	☐ 1	☐ 1	☐ 1	
	☐ 2	☐ 2	☐ 2	☐ 2	
	☐ 3	☐ 3	☐ 3	☐ 3	
 13. Sets personal goals for improvement	☐ 1	□1	□1	□1	
	☐ 2	□2	□2	□2	
	☐ 3	□3	□3	□3	

YEAR 1 OCCUPATIONAL COMPETENCIES (TO BE COMPLETED BY YA EMPLOYER/MENTOR)

Youth apprentices must earn a rating of at least "MEETS EXPECTATIONS" in each competency by the conclusion of the apprenticeship. A total of 9 competencies, 8 must be from the list below. If necessary, employers can substitute one competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment. At least two evaluations are required each year of a youth apprenticeship. More columns are included below for those who choose to conduct more frequent reviews.

1	Working to Meet Expectations: Needs improvement; requires much assistance and supervision;
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	displays this behavior

Occupational Competencies		Rati	ings			
Competency and Rating Criteria		Year 1 Evaluation Minimum Rating of 2 for EACH Check Rating				
, , ,	Initial	Mid Year 1	Mid Year 2	Final		
 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 	☐ 1	☐ 1	☐ 1	□ 1		
	☐ 2	☐ 2	☐ 2	□ 2		
	☐ 3	☐ 3	☐ 3	□ 3		
 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 	☐ 1	☐ 1	☐ 1	☐ 1		
	☐ 2	☐ 2	☐ 2	☐ 2		
	☐ 3	☐ 3	☐ 3	☐ 3		
 3. 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 	□ 1	☐ 1	☐ 1	☐ 1		
	□ 2	☐ 2	☐ 2	☐ 2		
	□ 3	☐ 3	☐ 3	☐ 3		
 4. Clean removable appliances select appropriate polish or cleaners polish removable appliances and prostheses 	□ 1	☐ 1	☐ 1	☐ 1		
	□ 2	☐ 2	☐ 2	☐ 2		
	□ 3	☐ 3	☐ 3	☐ 3		

Occupational Competencies		Rati	ings		
Competency and Rating Criteria		Year 1 Evaluation Minimum Rating of 2 for EACH Check Rating			
		Mid Year 1	Mid Year 2	Final	
 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 	□ 1	☐ 1	☐ 1	☐ 1	
	□ 2	☐ 2	☐ 2	☐ 2	
	□ 3	☐ 3	☐ 3	☐ 3	
 6. 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 	□1	☐ 1	☐ 1	□1	
	□2	☐ 2	☐ 2	□2	
	□3	☐ 3	☐ 3	□3	
 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 	☐ 1	☐ 1	□ 1	□1	
	☐ 2	☐ 2	□ 2	□2	
	☐ 3	☐ 3	□ 3	□3	
 8. 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 	☐ 1	☐ 1	□ 1	□1	
	☐ 2	☐ 2	□ 2	□2	
	☐ 3	☐ 3	□ 3	□3	
 9. 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 	□1	□ 1	☐ 1	□ 1	
	□2	□ 2	☐ 2	□ 2	
	□3	□ 3	☐ 3	□ 3	

Occupational Competencies		Rati	ings	
			aluation	
Compotency and Pating Critaria	Minimum Rating of 2 for EACH Check Rating		271077	
Competency and Rating Criteria				
	Initial	Mid	Mid	Final
		Year 1	Year 2	
Competency Substitute (if you replaced a competency above, note the	□ 1	□ 1	□ 1	1
competency and rating)				
	2	□ 2	□ 2	<u> </u>
	☐ 3	☐ 3	☐ 3	3
Comments:				

YEAR 2 OCCUPATIONAL COMPETENCIES (TO BE COMPLETED BY YA EMPLOYER/MENTOR)

Youth apprentices must earn a rating of at least "MEETS EXPECTATIONS" in each competency by the conclusion of the apprenticeship. A total of 9 competencies, 8 must be from the list below. If necessary, employers can substitute one competency with another occupationally appropriate skill. That skill should be added to the competency list for assessment. At least two evaluations are required each year of a youth apprenticeship. More columns are included below for those who choose to conduct more frequent reviews.

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Occupational Competencies		Rat	ings	
Competency and Rating Criteria	Year 2 Evaluation Minimum Rating of 2 for EA			EACH
	Initial	Mid Year 1	Mid Year 2	Final
 Complete lab forms enter client information enter required information on forms to be sent to Lab Technician confirm accuracy of information 	☐ 1	☐ 1	☐ 1	☐ 1
	☐ 2	☐ 2	☐ 2	☐ 2
	☐ 3	☐ 3	☐ 3	☐ 3
 2. 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 	□ 1	□ 1	☐ 1	☐ 1
	□ 2	□ 2	☐ 2	☐ 2
	□ 3	□ 3	☐ 3	☐ 3
 Assist with common clinical procedures identify client verify that the room, equipment, and supplies are appropriate, indate, 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 	□1	☐ 1	☐ 1	☐ 1
	□2	☐ 2	☐ 2	☐ 2
	□3	☐ 3	☐ 3	☐ 3

	Occupational Competencies		Rat	ings	
		Year 2 Evaluation Minimum Rating of 2 for EACH			
	Commentation and Post to City to				EACH
	Competency and Rating Criteria	Check Rating		F!!	
		Initial	Mid Year 1	Mid	Final
1	Chart dental conditions			Year 2	
7.	record dental conditions as directed			∐ 1 □ 2	
	 chart permanent and primary teeth, carious lesions, restorations, 	<u> </u> 2	☐ 2	☐ 2	☐ 2
	impaction, missing teeth, mobility, furcation, pocket depth		∐ 3	∐ 3	□ 3
	chart notations are accurate and correct				
5.	Transfer dental instruments	□ 1	□ 1	1	□ 1
	 maintain instruments on the instrument tray 	2	_ 2	_ 2	_ 2
	• anticipate the next instrument needed in the treatment plan	 □3	 3	 3	 ☐3
	 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 				
6.	Operate water and air syringe and suction				
0.	anticipate the need and timing for water and air clearing			☐ 1 ☐ 2	
	 respond to appropriate verbal or non-verbal cues for clearing 	<u> </u> 2	□ 2	☐ 2	<u> </u> 2
	 position tip appropriately for clearing and minimal deflection of spray 	3	∐ 3	∐ 3	∐ 3
	 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				
_	Dunance deutel andiographs				
/.	Process dental radiographsexpose radiograph	<u> </u> 1	∐ 1	<u></u>	□1
	mount radiograph or locate digital image	<u></u>	<u> </u>	<u></u>	<u></u>
	apply principles of radiation safety	3	3	□ 3	<u> </u>
	apply principles of radiation safety				
8.	Assist to evaluate radiographs for diagnostic quality	□1	□1	<u> </u>	□ 1
	 review image to determine quality 	 2	 2	 2	 2
	• review clarity, cone cut, inclusion of desired structures and proper		 3		
	angulation			~	
	identify errors created by incorrect placement				
	 review radiograph with worksite professional 				

Occupational Competencies	Ratings			
	Year 2 Evaluation			
	Minimum Rating of 2 for EACH			EACH
Competency and Rating Criteria	Check Rating			
	Initial	Mid	Mid	Final
		Year 1	Year 2	
9. Mix dental materials	□ 1	□ 1	□ 1	□1
 select the correct materials and supplies 	 2			□ - □ 2
 weigh and measure accurately 	□ 2	☐ 2	2 3	☐ 2
mix the material in the right order	<u></u> □ 3	,	3	3
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 				
deliver and store defital materials as required				
Competency Substitute (if you replaced a competency above, note the				
competency and rating)	∐ 1		☐ 1	∐1 □-
competency and rating,	□ 2	□ 2	□ 2	∐ 2
	□ 3	☐ 3	□ 3	☐ 3
Comments:				

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