

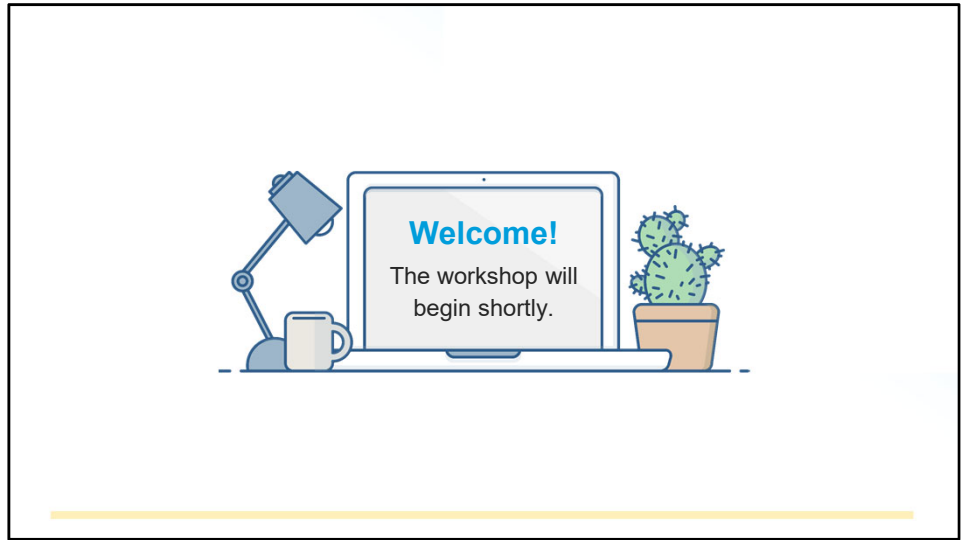


**SoCal Dental Group**

Navigating Life After a Pediatric  
Residency

Facilitator Guide





*For vILT workshops only.*



Target Time:  
2 minutes

### Learning Objectives



By the end of this workshop, participants will be able to:

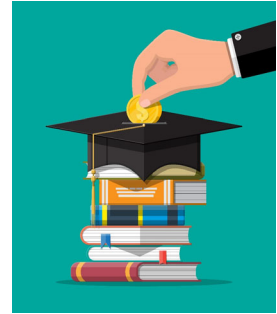
- Outline milestones on their career path
- Discover the importance of mentorship
- Understand the benefits of the SoCal Dental Group platform



Review the learning objectives on the screen for today's workshop.

## Student Debt

- The average salary for a pediatric dentist is \$183,300<sup>1</sup>
- The average student loan debt a dentists will accrue is \$285,184<sup>2</sup>
- The average student loan debt a pediatric dentist will accrue is \$381,000<sup>3</sup>



<sup>1</sup> U.S. Department of Labor Statistics  
<sup>2</sup> American Student Dental Association  
<sup>3</sup> Student Loan Planner



### Explain:

- The salary for a pediatric dentist will vary on a state-by-state basis
- As of 2018, the average student debt for a newly graduated GP dentist is \$285,184
- The average student loan debt for a newly graduated pediatric is \$381,000
- Since 1990, the amount of student loan debt has quadrupled
  - This high level of debt can affect a new dentist's career path
- As a general rule, student debt level should not exceed 2.5x expected average annual career income

## What Is My Career Path?



### Explain:

- There are 3 decisions a student will need to make post-residency:
  - Career Path
  - Location
  - Practice
- The 1st decision you will need to make post-residency: career path
- Post-residency options:
  - Ownership/Partnership
  - Academia or research
  - Multiple-specialty practices
  - Independent dental offices
  - Solo practice
  - Practice partnership
  - Small group or DSO-supported practice
  - Military
  - Public Health



### Ask:

- Have you thought about your career path after you complete your residency program?
- Which career path will help you achieve your personal and professional goals?



*Facilitator Notes continued on next page*

## What Is My Career Path?



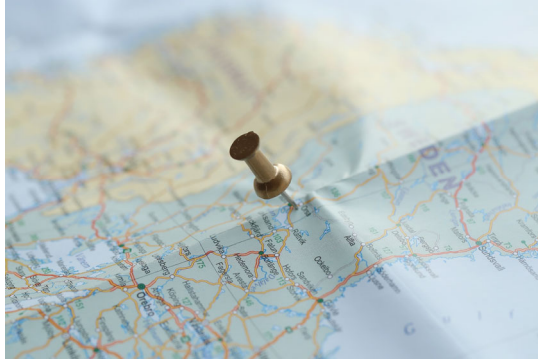
### *Continued Facilitator Notes from previous page*

#### **Discuss:**

- The different options that the participants considered
  - Why some options were or were not considered
  - Timing of the decisions
  - Maybe even talk about why some options were not considered, and the timing of the decisions.
  - How did economics impact your decision?
- Discuss the participants' answers to these questions

**Explain:** Being your own boss means making executive decisions, not being an expert in all areas of business.

## Where Do I Want to Live?



### Explain:

- The 2nd decision you will need to make post-residency: where will you live?
  - Decide what is more important to you - geography or opportunity
  - Assess pros and cons of each option.
  - Decision should be made early to focus on “game plan” after graduation.
  - Location commitment—it’s ok to know where you want to practice.
  - Talk about why you were or weren’t location focused—economics, family?
  - State
  - City or small town
  - Near family
  - Life style
  - Personal goals
  - Professional goals



### Ask:

- Have you thought about where you want to live after you’re done with your residency program?
- If yes, what factors made you choose that location? Family? Desire to move to a large or small city?

**Discuss:** the participant’s answers





## How Do I Want to Practice?



### Explain:

- The 3rd decision you will need to make post-residency: how do you want to practice?
- Opportunities come in all varieties
  - Elements to consider and prioritize:
  - Location of the office (near home?) and patient volume per day
  - Scope of treatment
  - Schedule (work/life balance)
  - Access to clinical coaching and CE
  - Income potential
  - Available technology and business support services



### Ask:

- Have you thought how you would like to practice dental medicine?
- How did this impact your decision and what were your top 3 priorities?



**Discuss:** the participant's answers

## The Power of Mentorship



### Explain:

- Multiple mentors are recommended in order to achieve success
  - Set expectations of what defines success with those mentors
  - Be humble and hungry
- Post-Residency – the learning process will continue
  - Have the mindset of a lifelong-learner
  - 100 hours of mentorship and CE are recommended annually
- Having people to bounce ideas off of or help confirm your treatment plan/diagnosis in the beginning is really helpful
  - Builds confidence
  - For extensive treatment plans and rare cases it is *a/ways* helpful to have a second opinion
- Mentors help bridge the gap between the residency program and the real-world



### Ask:

- Have you identified a mentor in your residency program?
  - If yes, how did you find this mentor?
  - If no, identify where residency students can find a mentor

**Discuss:** the participant's answers

**Ask:** How do you plan on finding a mentor after your residency program?

**Discuss:** the participant's answers





#### Explain:

- Dentist owned - named based on neighborhood
- Modern and comfortable interiors
- 3,000 to 4,000 square feet offices, 8 to 13 operatories
- 3 to 6 general practitioners and hygienists
- Convenient locations - Strict site criteria for locations with lots of visibility. Look and feel for neighborhood appeal

### Examples of SCDP-Supported Offices



Henderson, NV

Bakersfield, CA

Phoenix, AZ



#### Explain:

- Currently 95+ pediatric practices
  - Started out with national branding for marketing and recruiting
  - Shifting toward local branding for new offices



#### Discuss:

- The local offices near the residency program

*If the residency program is outside current market...*



**Ask:** the audience to name cities they are interested in and use one as an example

## SoCal Dental Group – Dental Institute



### Explain:

- Over 600 hours of CE
  - Courses developed and led by internal faculty and external subject matter experts
- Simulation lab & operator
- National and regional courses offered
  - Topics include:
    - Diagnosis and treatment planning
    - Patient engagement and treatment acceptance
    - Pediatric Sedation Safety
    - Pediatric Emergency Management
    - Pediatric Esthetic Crown Restoration
    - Implants
    - Complex cases

## SoCal Dental Group | Serving the Community



### Explain:

- The culture of service is what sets SCDP-supported clinicians out from other DSOs
- Highlight some of the ways you and your team serve the local community and abroad

## The **BIG** Idea

- Outline milestones to meet your goals
- Identify a mentor to elevate your career
- Recognize how SoCal Dental Group can support you in your career as a pediatric dentist



### Explain:

- Define your career and personal goals
- Invest time in the decision-making process
- Prioritize what is most valuable to you
- Find a good mentor; seek advice from trusted advisors who have been there
- Create a plan with achievable milestones

**Discuss:** When to start and what resources are available to the students





Target Time:  
5 minutes

## What Questions Do You Have?



**Thank you!**



**University Relations**

UniversityRelations@socaldental.com



Target Time:  
3 minutes

**Course Evaluation**

**HIDDEN SLIDE**

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**Distribute** course evaluations.



**Instruct** participants to complete the evaluation before leaving.