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**DDH** Dentist and  
Dental Hygienist Compact



MESSAGES

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**HIRING ACROSS STATE LINES**




A Compact Toolkit for Employers

# What is the Dentist and Dental Hygienist Compact?




The Dentist and Dental Hygienist Compact allows dental offices to hire qualified dentists and dental hygienists from other participating states without requiring them to obtain a separate state-specific license. This compact provides a streamlined pathway for multistate practice, reducing barriers to hiring and expanding the candidate pool for dental offices.

## What the Compact Allows (and Doesn't)

### What it Allows:

-  Dentists and dental hygienists who hold a qualifying, unencumbered license in a participating state can obtain a compact privilege to practice in other compact states.
-  Compact privileges allow practitioners to provide services within the scope of practice defined by the remote state.
-  The compact reduces administrative burdens and costs associated with maintaining multiple licenses.

### What It Doesn't Allow:

-  It does not change the scope of practice. Practitioners must still adhere to the specific scope of practice and specialty license requirements in the remote state.
-  It does not eliminate the need for a jurisprudence exam if the remote state requires it.
-  It does not apply to foreign-trained dentists who have not completed a CODA-accredited predoctoral program.

# HOW TO:

## Compliantly Hire Professionals from Other States

### Confirm Compact Participation

- 1 Make sure your state is part of the compact and the professional you want to hire is licensed in another compact member state.

### Ask for Proof of Compact Privilege

- 2 The professional should provide documentation showing they have obtained compact privileges to work in your state.

### Know Your State's Rules

- 3 If your state requires a jurisprudence exam or other documentation, ask the professional if they've completed those steps — the Compact system handles most of this, but it's okay to ask for confirmation.

### Onboarding Note

- 4 Once hired, retain a copy of the professional's compact privilege confirmation in your records, just like you would with any state license.

## Conversation Starters

We've been short-staffed lately. What if we could use the compact to bring in qualified professionals from nearby states more quickly?

Could using the compact reduce the time and paperwork involved in bringing on new team members from other states?

Could the compact help us address our current staffing shortage more quickly by tapping into professionals from nearby states?

Should we consider offering a relocation package or onboarding support to help new hires get connected with our local dental community?

# HOW TO:

## Use to solve staffing shortages

### **Scenario 1: Solving Staffing Shortages Quickly**

A dental office in State A, a compact member, has a sudden need for a dental hygienist due to a leave of absence. Using GoTu, the office posts an open shift. A licensed hygienist from nearby State B, also a compact member, sees the posting and claims the shift. Because they hold a compact privilege, they can legally practice in State A without obtaining a new license, solving the staffing issue quickly and compliantly.

### **Scenario 2: Maximizing Regional Hiring Options**

A dental office near the border of States C and D frequently serves patients from both. Through GoTu, the office expands its search radius to include dental professionals with compact privileges in either state. A dentist licensed in State D, holding a compact privilege to practice in State C, fills a recurring temporary need at the office. GoTu makes it easy to connect with regional talent without the hassle of managing multiple licenses.

### **Scenario 3: Recruiting for Long-Term Roles**

An office in State E is trying to fill a long-term hygienist position. They partner with GoTu's recruiting services to identify candidates in nearby compact states. GoTu filters for professionals with compact privileges and handles much of the early vetting. Within weeks, a qualified hygienist from State F relocates and starts work, thanks to a streamlined onboarding and licensing process.