

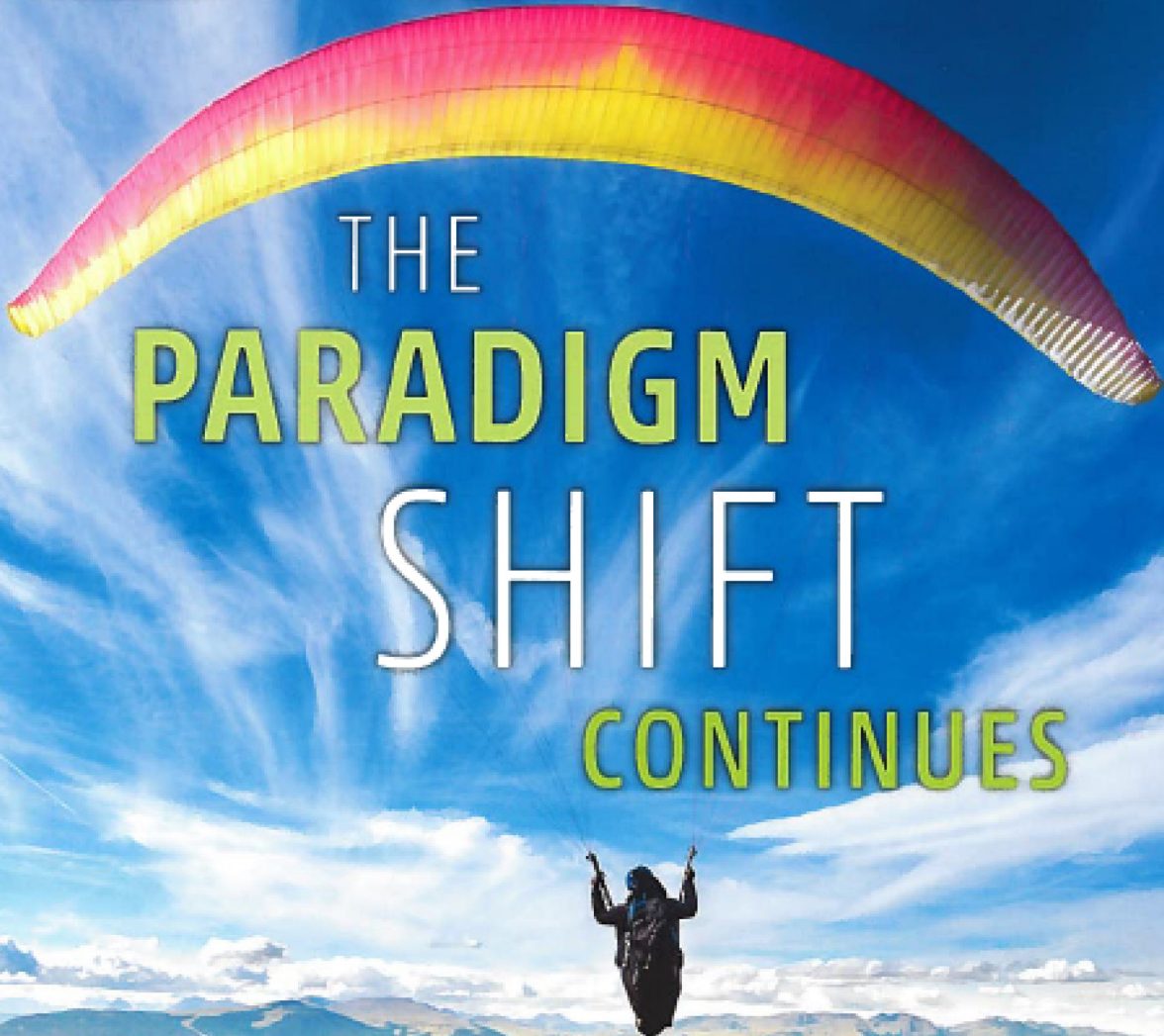
# JDT

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## THE PARADIGM SHIFT CONTINUES

*Also:*

V21 Business Roundtable Takeaway

**Making Laboratory Corrections  
Before Completing a Case**



# What's in it for Me?

**T**oday's laboratory owners face some tough financial decisions as to the best investment to receive the highest return. Technology? Materials? Continuing education? Some owners from labs of all sizes have decided that the value received from helping their technicians to become certified far exceeds the initial capital investment. Here's why.

## Martha Martin, CEO

*Triad Dental Studio, Inc., CDL, DAMAS  
Greensboro, N.C.*

### What do you offer your technicians to encourage certification?

Currently I offer a \$1,500 bonus to employees who receive their certification. They must pass all parts of the certification process and present me with a copy of their CDT. Once they pass, I also pay for the cost of the CDT renewal each year as well as approved expenses for continuing education.

### Why?

I offer this reimbursement as an incentive for the technicians to further their careers. It also demonstrates who is truly interested, passionate and committed to their career as a dental technician. Having CDTs on staff gives credibility to our lab and provides a level of assurance to our clients that we are staying abreast of the latest trends in the industry in regards to material science and technology.

### What value/benefits have you seen?

It's exciting to see the expression on a technician's face when they receive their CDT. No one can take this away; they earned it. They will be able to take this with them wherever they choose to work. It is a personal accomplishment. It is good for their career and it is good for our lab. Currently, 45 percent of my technicians are CDTs.

## David Nakanishi, CDT

*Nakanishi Dental Lab, Inc., CDL, DAMAS  
Bellvue, Wash.*

### What do you offer your technicians to encourage certification?

Management provides study sessions and tutoring catered to the individual technician. We provide practice time on the practical portion and the use of facilities both on the clock and off. We also reimburse the cost of the exams on a "split dollar" basis once the CDT has been awarded.

### Why?

We require all managers to be CDTs in order to hold the position as we believe one of our primary roles in dentistry today is dispensing professional laboratory advice on materials, process and techniques. Our staff is known in the industry to be incredibly knowledgeable and is viewed as a resource to their practice. The CDT designation puts an independent internationally known "stamp of approval" on their suitability for the job.

### What value/benefits have you seen?

We have seen employees challenging themselves and stepping outside their comfort zone to commit to the path of certification due to the support and importance we all place on our professional standard. This personal growth sets up a healthy work environment, one which values high personal and professional standards.

## Tony Prestipino, CDT

*Artifex, Inc.  
Alexandria, Va.*

### What do you offer your technicians to encourage certification?

At Artifex, we encourage our employees to get their certification through NBC. We reimburse our employees for the exams and certification fees once they pass.

### Why?

Our belief is that it will empower the employee.

### What value/benefits have you seen?

After certification, we certainly notice a level of confidence that was not there before.

## Gus Diacoloukas, CDT

*Friendship Dental Laboratory, CDL  
Rosedale, Md.*

### What do you offer your technicians to encourage certification?

We offer all expenses paid and a raise.

### Why?

In order to increase pride.

### What value/benefits have you seen?

We have seen an increase in quality and productivity.



## More

For more information on how to become a CDT, visit [www.nbccert.org](http://www.nbccert.org).