



# Oregon

Tina Kotek, Governor

**Board of Dentistry**  
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## MEETING NOTICE

### **DENTAL ASSISTANT WORKFORCE SHORTAGE ADVISORY COMMITTEE MEETING (DAWSAC)**

Oregon Board of Dentistry

ZOOM MEETING INFORMATION (not an in person meeting)

<https://us02web.zoom.us/j/83069122262?pwd=eERiRGtZanFnRHBiRVQxbGcxS3Vodz09>

Dial-In Phone #: 1-253-215-8782 • Meeting ID: 830 6912 2262 • Passcode: 543069

**May 15, 2024**

**6 pm – 7 pm**

#### Committee Members:

Co-Chair, Terrence Clark, DMD  
Co-Chair, Ginny Jorgensen  
Amberena Fairlee, DMD - ODA Rep.  
Laura Vanderwerf, RDH - ODHA Rep.  
Jill Lomax - ODAA Rep.  
Kari Kuntzelman - DT Rep.

Lynn Murray  
Terri Dean  
Alexandria Case  
Jessica Andrews  
Gail Wilkerson  
Alyssa Kobylinsky  
Samantha Lossett

#### **AGENDA**

Call to Order: Dr. Terrence Clark, Chair

1. Review & Approve Minutes of February 23, 2024 DAWSAC Meeting
  - Meeting Minutes – **Attachment #1**
2. Review HB 3223 and information regarding formation of this Committee.
  - Information & HB 3223 – **Attachment #2**
3. Michael M. Le, Executive Director - Pacific Dental Services Foundation
  - Michael M. Le Email (he will address committee for about 7 – 8 minutes) – **Attachment #3**
  - Dental Assistant Scholarship – **Attachment #4**
4. Oregon Health Care Provider Loan Repayment  
The Oregon Health Care Provider Loan Repayment Incentive was established by the Oregon Legislature to help support underserved communities in their recruitment and retention of high-quality providers who serve patients regardless of their source of coverage (Medicaid, Medicare, private, etc.) or ability to pay. In exchange for service at a qualifying practice site, participants receive tax free funds to repay qualifying educational loan debt – **Attachment #5**
5. DANB - Perspectives on Dental Assisting Professional Requirements – 5 page document – **Attachment #6**

6. Where dental staff recruitment stands in 2024 - **Attachment #7**
7. Open Discussion on issues
8. Discuss possible dates of next DAWSAC meetings: July 17 & November 13.

Open Comment - may be limited by the Chair due to time constraints as this meeting ends at 7 pm.

Adjourn

**OREGON BOARD OF DENTISTRY**  
**DENTAL ASSISTANT WORKFORCE SHORTAGE ADVISORY COMMITTEE MEETING MINUTES**  
**(DAWSAC) Draft**  
**February 23, 2024**

**MEMBERS PRESENT:** Terrence Clark, D.M.D., Co-Chair  
Aarati Kalluri, D.D.S. Co-Chair  
Olesya Salathe, D.M.D. - ODA Rep.  
Laura Vanderwerf, R.D.H. - ODHA Rep.  
Ginny Jorgensen - ODAA Rep.  
Jill Lomax  
Lynn Murray  
Terri Dean  
Alexandria "Alex" Case  
Jessica "Jessie" Andrews  
Alyssa Kobylinsky

**STAFF PRESENT:** Stephen Prisby, Executive Director  
Angela Smorra, D.M.D., Dental Director/Chief Investigator  
Winthrop "Bernie" Carter, D.D.S., Dental Investigator  
Haley Robinson, Office Manager  
Kathleen McNeal, Office Specialist

**ALSO PRESENT:** Lori Lindley, Sr. Assistant Attorney General

**VISITORS PRESENT:** Mary Harrison, ODAA; Michelle Aldrich, D.M.D.; Brett Hamilton - ODA  
**IN PERSON & VIA** Katherine Landsberg – DANB, Sarah Kowalski, Cali Roa, D.M.D.,  
**TELECONFERENCE\*** Amanda Nash, Laura Vanderwerf, Linda Kihs

\*This list is not exhaustive, as it was not possible to verify all participants on the teleconference.

**Call to Order:** The meeting was called to order by the Chair at 8:01 am at the Board office at 1500 SW 1<sup>st</sup> Ave., Suite 770, Portland, Oregon.

Chair Terrence Clark, D.M.D. welcomed everyone to the meeting and had the Members, Lori Lindley, and Stephen Prisby introduce themselves.

**Self-Introductions of Committee Members**

Committee members introduced themselves and shared information about their history and current positions in the dental assisting field.

**Approval of October 27, 2023 Minutes**

Dr. Clark moved and Dr. Kalluri seconded that the Board approve the minutes from the October 27, 2023 Board Meeting as presented. The motion passed unanimously.

## **Dental Assistants Performing Local Anesthesia**

The committee discussed that the request for dental assistants to perform local anesthesia is on the agenda for the next regularly scheduled Licensing, Standards, and Competency Committee Meeting.

## **Review HB 3223 and Identified goals of the DAWSAC Committee**

### **DAWSAC packet introduced**

#### **Dental assisting trends we saw in 2023 – DANB Article**

The committee discussed common trends seen with dental assistants and potential reasons that they moved on or stayed with the profession. Salary ranges were discussed, as well as capturing more information through required surveys. Limitations of surveys were acknowledged, as most dental assisting certifications do not expire so there is little opportunity to capture data from the majority of dental assistants.

#### **Review Comments for the February 23, 2024 DAWSAC Meeting**

The topic of retaining dental assistants was discussed as well as a national survey that captured some of the data from dental assistants. Katherine Landsberg reported that DANB was utilizing a survey to capture some of the retention data for dental assistants. A renewal for dental assistant certificates was discussed as an option to better capture important data.

Dr. Salathe proposed adding questions to the legislatively mandated OHA Workforce Survey regarding dental assistant employment. Mr. Prisby stated that the Board of Dentistry did not have influence on the types of questions asked in the survey. Dr. Salathe reported that she would reach out to the ODA regarding these survey questions.

The committee requested data from DANB regarding the number of Certified Dental Assistants (CDA) in each state and the renewal data, since that level of certification requires a renewal. The interest was when/if the CDA stopped renewing their certification in an attempt to pinpoint when we lose dental assistants in the workforce. In Oregon, dental assistants are not required to have a CDA so that was a limitation on potential state-specific data.

1. Retention Rate Analysis: The committee looked into the retention rates of dental assistants over the years, focusing on ADA statistics and state-by-state data. They identified a disparity in retention rates and discussed the need for more detailed information, particularly how to track it. ADA statistic was used and was 4 years avg retention.
2. Oregon Certification and Renewal: Questions arose regarding a possible renewal process for Oregon certification. Specifically, the committee discussed whether there should be a renewal fee and how to track renewal status effectively.
3. Dentist Renewal and Workforce Questions: The committee delved into questions about the dental workforce, including the duration of employment for dental assistants and whether dentists had prior experience as assistants. They also examined wage data across different cities, noting a range from \$25 to \$32 per hour. Discrepancies in reported wages and the overall compensation package were highlighted for further investigation. Discussion was focused on getting a good baseline on wages and benefit packages across the state. Steven confirmed that they cannot add questions regarding wages to the dentist renewal application due to OHA guiding that. Perhaps ODA could include that in

surveys?

4. CDA/RDA Requirements Across States: Discussion centered on the requirements for Certified Dental Assistants (CDAs) and Registered Dental Assistants (RDAs) across various states. Everyone agreed that Oregon was a more progressive state with many pathways to certification. Minnesota potentially being the only state more advanced than us.

5. Marketing and Recruitment Strategies: The committee explored marketing and recruitment strategies for dental assisting programs. Challenges such as reduced marketing budgets and unpaid instructor hours were raised, prompting a call for additional state resources to support these efforts.

6. Innovative Training Programs: Members shared information about innovative training programs, including a private program in Medford and a new on-the-job training initiative at OHSU. Credentialing

7. Promotion of the Dental Assisting Profession: Ideas were proposed to promote the dental assisting profession through podcasts, social media, and high school career programs. The committee discussed engaging current members in outreach efforts.

8. Funding and Collaboration: Discussion focused on requesting funding from the state and seeking contributions from the Oregon Dental Association (ODA) and other relevant associations. Collaboration with other organizations was emphasized to strengthen workforce development initiatives.

### **PDSF DA Scholarship Steps Flyer**

### **ADA Health Policy Institute Study**

### **OBD Approved Radiology Course Approved Instructors List**

### **Oregon Dental Assistant Employment Information**

### **State Comparisons of Dental Practices, DA duties**

### **Dental School DA programs**

Different types of dental assisting education pathways were discussed. Many outreach/marketing programs were eliminated due to budget cuts. The committee agreed that better communication to high school students that dental assisting can be a career choice was important. It was generally agreed that marketing and outreach of programs for oral health careers needs more focused and dedicated resources.

### **3 Ways to Increase Dental Team Longevity**

### **Open Discussion on the following issues:**

- Research information and data from the states listed on the comparison table to show differences in the number of job openings from state to state.

- How ODA and ODAA can create a recruitment tool(s) to use across the state at high schools, job fairs, DA programs, etc.
- How many healthcare and other certificate exams are offered in languages other than English?

### **ADJOURNMENT**

The meeting was adjourned at 9:02 a.m. Chair Clark stated that the next DAWSAC meeting would take place on May 15, 2024 via Zoom.

DRAFT

At the August 25, 2023 Board Meeting the Oregon Board of Dentistry (OBD) established a new standing Advisory Committee named the “Dental Assistant Workforce Shortage Advisory Committee (DAWSAC)” per ORS 679.280, to review, discuss and make recommendations to the Board on addressing workforce shortages in accordance with HB 3223 (2023).

The section of HB 3223 relevant to this is included for reference:

8        **SECTION 5. (1) The Oregon Board of Dentistry shall convene an advisory committee of**  
9        **at least seven members to study the dental assistant workforce shortage and to review the**  
10       **requirements for dental assistant certification in other states. The committee shall provide**  
11       **advice to the board on a quarterly basis on how to address the dental assistant workforce**  
12       **shortage in this state.**

13       **(2)(a) In appointing members to the advisory committee, the board shall prioritize di-**  
14       **versity of geographic representation, background, culture and experience.**

15       **(b) A majority of the members appointed to the committee must have experience working**  
16       **as dental assistants.**

17       **SECTION 6. This 2023 Act takes effect on the 91st day after the date on which the 2023**  
18       **regular session of the Eighty-second Legislative Assembly adjourns sine die.**

This advisory committee will meet no less than four times per calendar year once established, and generally be scheduled concurrently with regular OBD Board Meetings. The OBD President will designate two Co-Chairs of the Committee whom will be OBD Board Members. Preference will be given to Board Members who have past experience working as a dental assistant.

The advisory committee shall include five representatives from the Oregon dental assistant community who are currently or have worked as an Oregon dental assistant. The OBD President will select the members, and utilize the legislative criteria, if more than five people volunteer to serve on this advisory committee.

The advisory committee will also include one representative from each of the professional associations: The Oregon Dental Association, The Oregon Dental Hygienists’ Association and the Oregon Dental Assistants Association and eventually one from the Oregon Dental Therapy Association (should that be established).

The Advisory Committee members will bring relevant topics and agenda items to the meetings, be meaningfully engaged on the relevant issues, offer solutions and assist in gathering speakers, data and information.

The inaugural DAWSAC meeting is tentatively scheduled for October 27, 2023.

**Enrolled**  
**House Bill 3223**

Sponsored by Representatives PHAM H, JAVADI, Senators GELSER BLOUIN, MANNING JR;  
Representative LEVY E, Senator CAMPOS

CHAPTER .....

AN ACT

Relating to dental assistants; and prescribing an effective date.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1. Section 2 of this 2023 Act is added to and made a part of ORS chapter 679.**

**SECTION 2. (1) In adopting rules related to the requirements for certification as a dental assistant, including any type of expanded function dental assistant, the Oregon Board of Dentistry may require an applicant for certification to pass a written examination. If passage of a written examination is required for certification as a dental assistant, including any type of expanded function dental assistant, the board may accept the results of any examination that is:**

**(a)(A) Administered by a dental education program in this state that is accredited by the Commission on Dental Accreditation of the American Dental Association, or its successor organization, and approved by the board by rule;**

**(B) Administered by a dental education program in this state that is approved by the Commission for Continuing Education Provider Recognition of the American Dental Association, or its successor organization, and approved by the board by rule; or**

**(C) An examination comparable to an examination described in subparagraph (A) or (B) of this paragraph that is administered by a testing agency approved by the board by rule; and**

**(b) Offered in plain language in English, Spanish and Vietnamese.**

**(2) The board may not require an applicant for certification as a dental assistant, including any type of expanded function dental assistant, to complete more than one written examination for certification as that type of dental assistant.**

**SECTION 3. Section 2 of this 2023 Act applies to applications for certification as a dental assistant, including any type of expanded function dental assistant, submitted on or after the operative date specified in section 4 of this 2023 Act.**

**SECTION 4. (1) Section 2 of this 2023 Act becomes operative on July 1, 2025.**

**(2) The Oregon Board of Dentistry may take any action before the operative date specified in subsection (1) of this section that is necessary to enable the board to exercise, on and after the operative date specified in subsection (1) of this section, all of the duties, functions and powers conferred on the board by section 2 of this 2023 Act.**

**SECTION 5. (1) The Oregon Board of Dentistry shall convene an advisory committee of at least seven members to study the dental assistant workforce shortage and to review the requirements for dental assistant certification in other states. The committee shall provide**



**advice to the board on a quarterly basis on how to address the dental assistant workforce shortage in this state.**

**(2)(a) In appointing members to the advisory committee, the board shall prioritize diversity of geographic representation, background, culture and experience.**

**(b) A majority of the members appointed to the committee must have experience working as dental assistants.**

**SECTION 6.** This 2023 Act takes effect on the 91st day after the date on which the 2023 regular session of the Eighty-second Legislative Assembly adjourns sine die.

Passed by House March 16, 2023

Received by Governor:

Repassed by House June 24, 2023

.....M.,....., 2023

Approved:

.....  
Timothy G. Sekerak, Chief Clerk of House

.....M.,....., 2023

.....  
Dan Rayfield, Speaker of House

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Tina Kotek, Governor

Passed by Senate June 24, 2023

Filed in Office of Secretary of State:

.....M.,....., 2023

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Rob Wagner, President of Senate

.....  
Secretary of State

**From:** Le, Michael <michael.le@pacden.com>  
**Sent:** Thursday, March 14, 2024 3:43 PM  
**To:** PRISBY Stephen \* OBD <Stephen.PRISBY@obd.oregon.gov>  
**Subject:** RE: Hooray for DAs in OR!

Hi Stephen:

I am the executive director of the Pacific Dental Services Foundation. I love seeing the Oregon Board of Dentistry's alignment on elevating the dental assistant career path. PDS Foundation has a dental assistant student scholarship program. Since its inception in 2016, we've been awarded over 260 scholarships and over \$1.6 million in scholarships. 25 scholarships were given in OR thanks to partners such as Concorde Career Colleges, Carrington Colleges, and Clackamas Community College – Harmony.

Partnering with Pacific Dental Services, recipients have opportunities to receive mentorship, network opportunities, training boot camps such as CAD/CAM, and externships with PDS's 15 dental offices in Oregon.

I was pleased to see that the Oregon Board of Dentistry has the DAWSAC committee tasked with thinking the same way we do—elevating our DA workforce. The Foundation's scholarship program flyer was one of the attachments.

Jill Lomax knows a bit about our program work, and we would love to collaborate to tackle the shortage.

I noticed that there is another DAWSAC meeting in May and would love to chat on how we can support.

**Michael M. Le, Esq. | Executive Director**

Pacific Dental Services Foundation  
17000 Red Hill Ave, Irvine, CA 92614

**T** 714-845-8294 **C** 949-422-6024

**E** [michael.le@pacden.com](mailto:michael.le@pacden.com)

**W** [pdsfoundation.org](http://pdsfoundation.org) + [pacificdentalservices.com](http://pacificdentalservices.com) + [smilegeneration.com](http://smilegeneration.com)



# Dr. Carolyn Ghazal Dental Assistant Scholarship

May 15, 2024

# Dr. Carolyn Ghazal Dental Assistant Scholarship

- Named after Dr. Carolyn Ghazal and her heart for service, the scholarship aims to **mold the next generation of dental assistants and provide need based financial aid.**
- Qualities we look for in our applicants:
  - Commitment to Dentistry
  - Heart for Service
  - Team Player and Leadership Skills
  - Financial Impact
  - Positive Letters of Recommendation
- Recipients are given access to mentorship and networking opportunities once awarded.



Jocelyn M. Cycle 1 2024 Recipient and Dr. Carolyn Ghazal



# Dr. Carolyn Ghazal Dental Assistant Scholarship

**\$1,633,645** awarded nationwide since 2016

## SCHOLARSHIP AT A GLANCE

**273** recipients since inception

**103** schools represented

**20** states represented

	2021	2022	2023
Applications	235	346	525
Complete %	71%	74%	62%
Recipients	55	57	73
Award Rate	23.4%	16.5%	13.9%
Schools	39	41	48
Awarded	\$282,692	\$276,407	\$323,683



# Partnership with PDS Health

- PDS Health is committed to supporting its DAs in how they want to develop as oral health leaders.
  - Tuition Assistance
  - College Advancement
  - Professional Development





# Oregon Health Care Provider Loan Repayment

The Oregon Health Care Provider Loan Repayment Incentive was established by the Oregon Legislature to help support underserved communities in their recruitment and retention of high-quality providers who serve patients regardless of their source of coverage (Medicaid, Medicare, private, etc.) or ability to pay. In exchange for service at a qualifying practice site, participants receive tax free funds to repay qualifying educational loan debt.

## Eligible Providers

- Dentists in general or pediatric practice;
- Expanded Practice Dental Hygienists;
- Pharmacists;
- Physicians (MD, DO or ND) who practice in the specialties of family medicine or general practice, general internal medicine, geriatrics, pediatrics, or obstetrics and gynecology;
- Nurse Practitioners who practice in the specialties of adult primary care, women's health care, geriatrics, pediatrics, family practice, or nurse midwifery;
- Physician Assistants who practice in the specialties of family medicine or general practice, general internal medicine, geriatrics, pediatrics or obstetrics and gynecology;
- Licensed Masters Level Behavioral and Mental Health Providers.

Coming summer 2024 the program will expand to include Dental Assistants and Dental Therapists.

## Qualifying Practice Sites

To qualify, a site must:

- Have a Site Application on file with the Oregon Office of Rural Health and have received confirmation of site qualification; AND
- Be located in a Health Professional Shortage Area (HPSA), or have a Facility HSPA; OR
- Be serving Medicaid and Medicare patients in no less than the same proportion of such patients in the county; OR
- Provide essential health care services to an underserved population, as determined by the Authority.

## Award Information

**Full time** service providers must commit to a 3-year minimum service obligation in exchange for a tax-free award of 70% of their qualifying loan debt balance, not to exceed \$50,000 per obligation year.

**Part time** service providers must commit to a 3-year minimum service obligation in exchange for a tax-free award of 35% of their qualifying loan debt balance, not to exceed \$25,000 per obligation year.

## Program Information and Applications

Detailed Health Care Provider Incentive Program information and applications can be found on the [program's webpage](#).

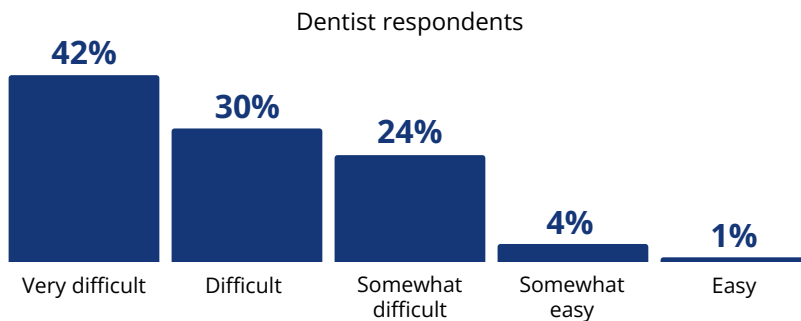


## Perspectives on Dental Assisting Professional Requirements

In October and November 2023, DANB commissioned two surveys to learn more about the dental community and the public’s perspectives on dental assisting professional requirements. These survey results will inform the work of the Dental Assisting Professional Model Workgroup and its efforts to develop a proposed national model framework.

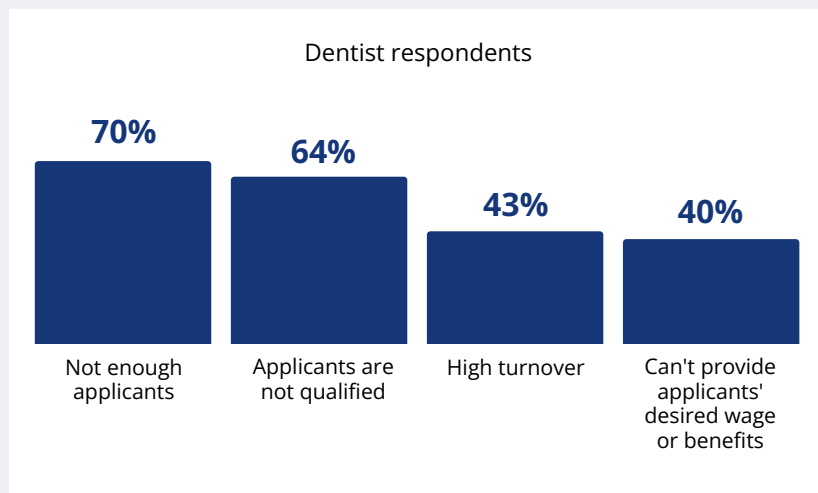
### Dental Survey Findings

How easy is it right now to hire qualified dental assistants?



**72%**  
of dentists reported difficulty hiring dental assistants

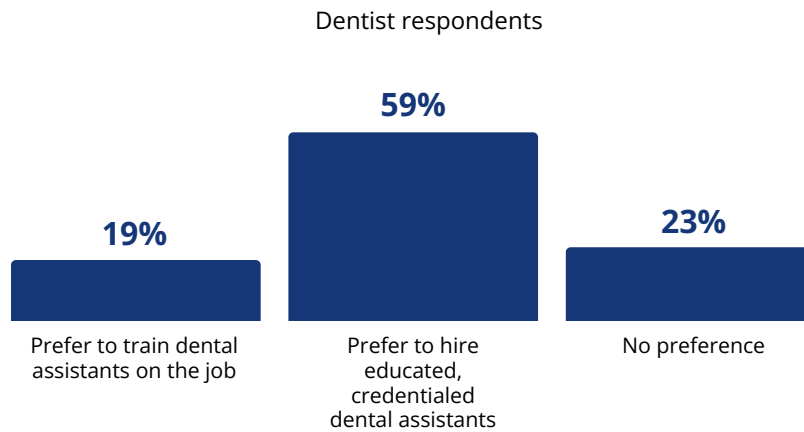
What are the current challenges related to hiring and retaining qualified dental assistants? (Check all that apply)



According to dentists, the biggest challenges with hiring dental assistants are not enough applicants and unqualified applicants.

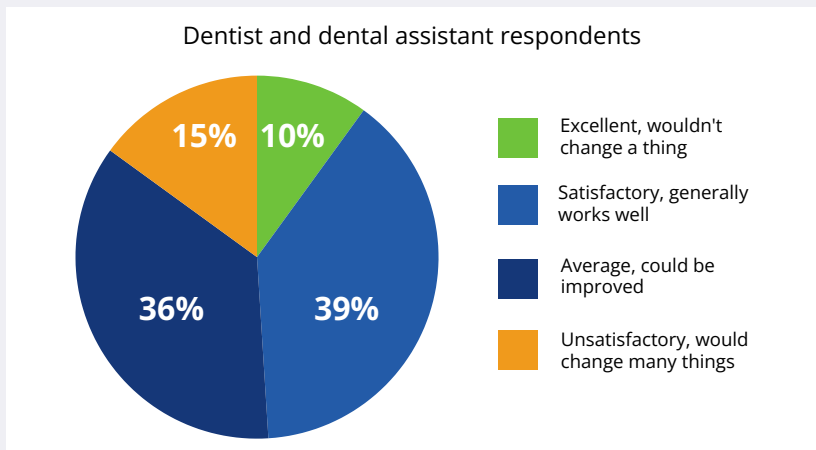


## What is your hiring preference for dental assistants?



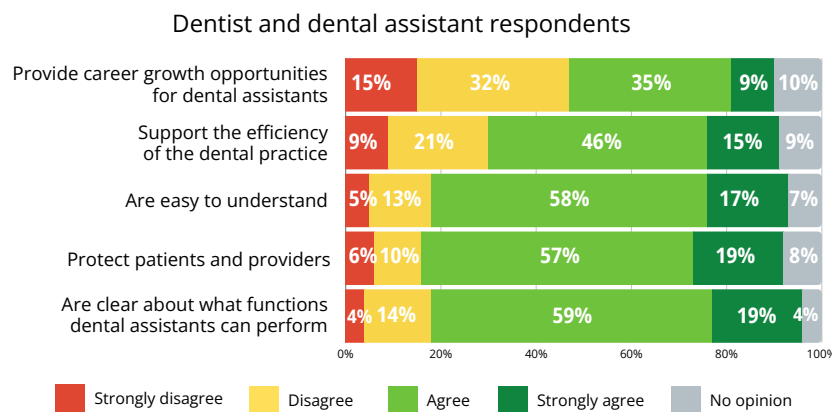
Most dentists preferred hiring educated, credentialed dental assistants, but acknowledged they often had to be willing to train on the job due to lack of candidates.

## How do you feel about your state's laws and regulations governing dental assistant practice?



Current laws and regulations could be improved, with only about 10% of dentists and dental assistants saying their state's requirements are excellent.

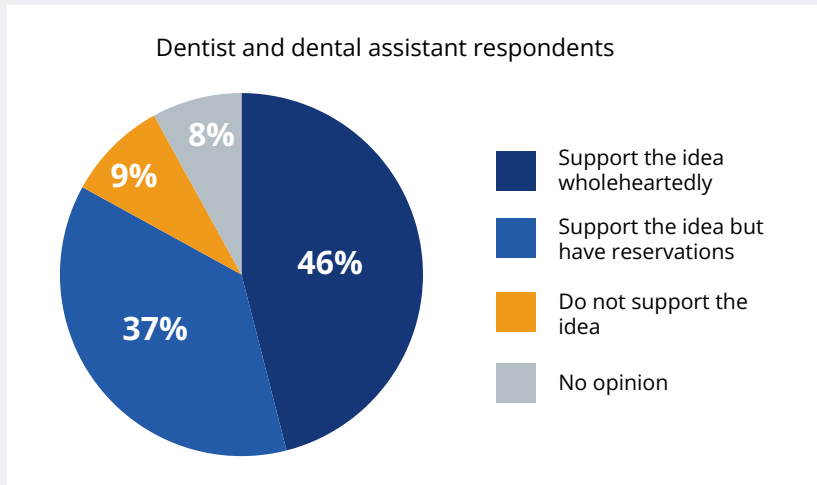
## My state's existing laws and regulations for dental assistants:



**DENTAL ASSISTANT CAREER GROWTH IS A TOP ISSUE.**

Both dentists and dental assistants recognized that their state's current laws and regulations do not provide career growth for dental assistants, with about half of both groups citing this as an issue.

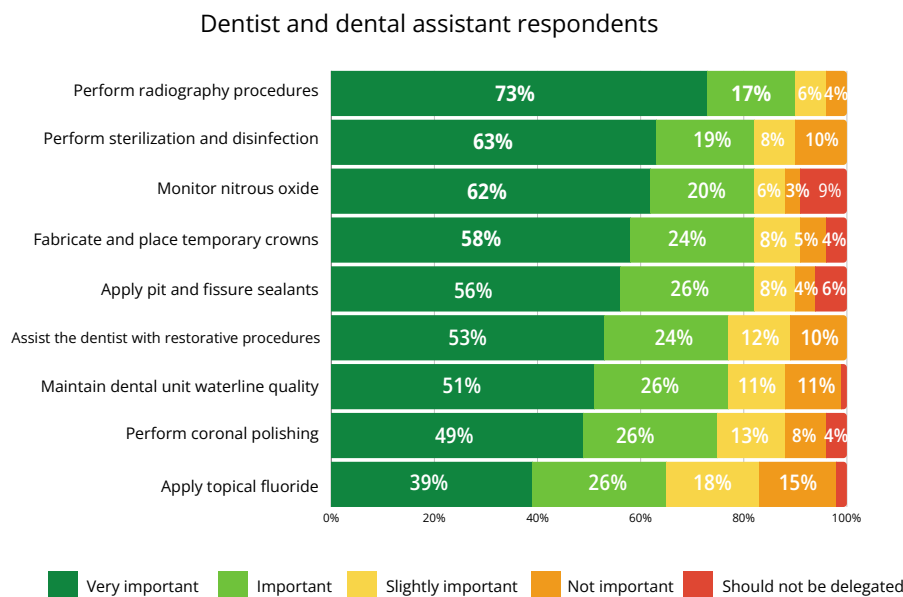
## How do you feel about states adopting similar regulations for dental assistants so there would be more uniformity in the requirements across the country?



# 83%

of dentists and dental assistants support a move toward uniformity in dental assistant requirements

## How important is it for a dental assistant to complete education or pass an exam before performing each of the following?



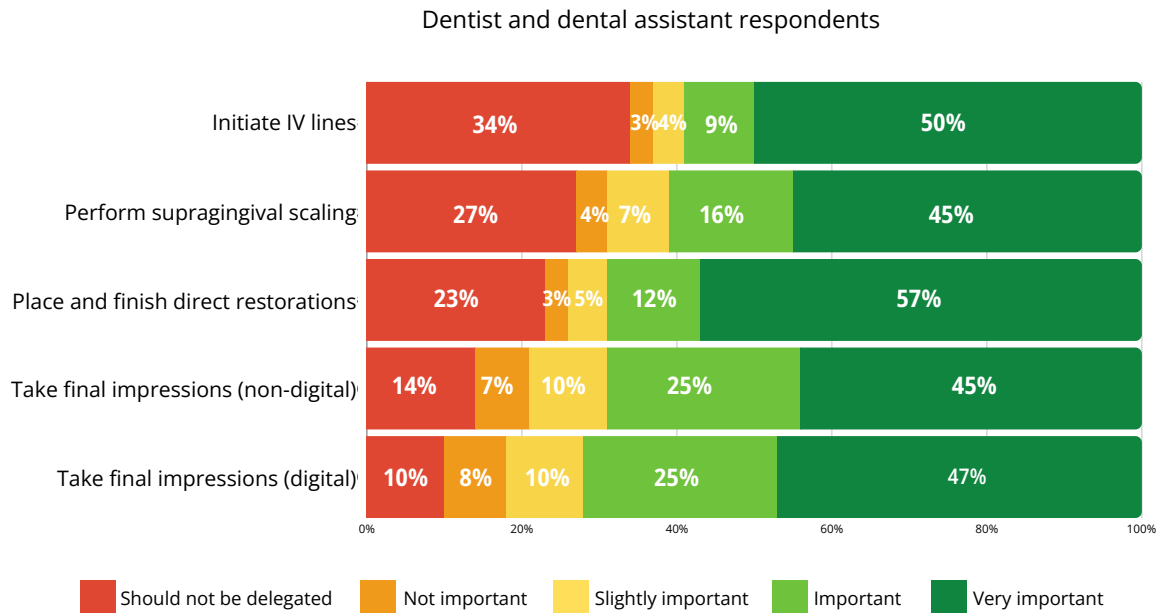
# 90%

of dentists and dental assistants reported it was important for assistants to pass an exam or complete education before performing radiography procedures.

The survey asked about 14 specific functions. These functions do not represent all the functions dental assistants perform, nor are dental assistants allowed to perform these functions in all states.

## How important is it for a dental assistant to complete education or pass an exam before performing each of the following? (cont.)

There were some functions that dentists and dental assistants more often felt should not be delegated to dental assistants.



The survey asked about 14 specific functions. These functions do not represent all the functions dental assistants perform, nor are dental assistants allowed to perform these functions in all states.

### ABOUT THE SURVEY

In October 2023, DANB distributed the survey to the dentists, dental assistants, and other dental professionals. The survey received 500+ responses from dentists and 600+ responses from dental assistants, which met the minimum sample sizes for these populations. Responses were received from all 50 states and Washington, D.C. The results were analyzed and reported to DANB by a third-party firm. These survey results will inform the work of the Dental Assisting Professional Model Workgroup and its efforts to develop a proposed framework for the dental assisting profession.

## Public Survey Findings

More than 1,000 consumers were asked for their perspectives on dental assisting education and training requirements. Prior to answering any questions, the respondents were presented with a brief description of the role of a dental assistant, specifying what a dental assistant does and does not do.

### 3 OUT OF 4 CONSUMERS EXPECT THEIR DENTAL ASSISTANTS TO BE EDUCATED AND CREDENTIALLED.

#### Consumers value educated dental assistants.

**73%** of consumers responded it was very important for dental assistants to have formal education in dental assisting

**64%** expected dental assistants to have a certificate or associate degree in dental assisting as the minimum level of education

#### Consumers see the importance of dental assisting exams.

**73%** reported it was very important to them that their dental assistant passed some type of exam to demonstrate their knowledge

#### Consumers expect dental assistants to be credentialed.

**70%** expect their dental assistant to hold a state license or registration

**44%** expect their dental assistant to hold an industry certification

#### ABOUT THE SURVEY

The public audience survey was distributed by an independent research company in November 2023 to more than 1,000 consumers to gauge public sentiment on dental assistant education and training. Respondents were diverse across a number of aspects, including of age, race, ethnicity, education level, household income, geography, and marital/family status. More than 60% had visited the dentist within the last 12 months. The research company analyzed and reported the results to DANB. These survey results will inform the work of the Dental Assisting Professional Model Workgroup and its efforts to develop a proposed framework for the dental assisting profession.

# Where dental staff recruitment stands in 2024

Article address: <https://www.beckersdental.com/staffing-issues/43483-where-dental-staff-recruitment-stands-in-2024.html>

Dental assistants and hygienists remain the most challenging roles to recruit for dental practices, according to a [report](#) from the American Dental Association's Health Policy Institute.

The ADA recently released its "Economic Outlook and Emerging Issues in Dentistry" report for the first quarter of 2024.

Here are the percentages of dentists who have recruited dental staff in the last three months:

## Dental hygienists

Yes: 35.5%

No: 64%

Not sure: 0.5%

## Dental assistants

Yes: 37.5%

No: 62.1%

Not sure: 0.4%

## Dentists

Yes: 13.7%

No: 85.6%

Not sure: 0.7%

## Administrative staff

Yes: 27.3%

No: 72%

Not sure: 0.7%

Here are four positions dental practices have been recruiting and the level of difficulty they have faced with recruiting each role:

## Dental hygienists

Extremely challenging: 71.9%

Very challenging: 16.9%

Moderately challenging: 8.1%

Dental assistants

Extremely challenging: 47%

Very challenging: 30.2%

Moderately challenging: 13.6%

Dentists

Extremely challenging: 52.4%

Very challenging: 16.9%

Moderately challenging: 14.5%

Slightly challenging: 8.9%

Administrative staff

Extremely challenging: 33.7%

Very challenging: 29.7%

Moderately challenging: 26%

Slightly challenging: 7.7%