

June, 2017

Healthcare Workforce Update

ADDRESSING THE HEALTHCARE WORKFORCE NEEDS IN SOUTH DAKOTA THROUGH A PARTNERSHIP BETWEEN THE DEPARTMENTS OF EDUCATION, LABOR & REGULATION, HEALTH AND THE BOARD OF REGENTS

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Healthcare Workforce Collaborative

Greetings from the South Dakota Healthcare Workforce Center. Staffs of the Center and the Healthcare Workforce Collaborative continue to work at addressing South Dakota’s healthcare workforce needs. Read on to see what’s noteworthy over the past few months as well as what’s coming up in the near future! As always, we welcome your feedback regarding these and other workforce development issues.



Sanford Health Career Exploration & Opportunities

Contributed by Sanford Health

Sanford Health Internships

Sanford Health has rolled out a new Sanford Internship Program for students who aren't clinically minded but are interested in the healthcare world. Interns will work in a specific focus based on their interest such as business, marketing, IT, finance, HR, etc. The internship mission is to provide students with engaging, high-learning opportunities in quality, real-world projects; interns are paired with a personal mentor for 1 on-1 professional training. Undergraduate students are eligible to apply for these paid internships, enterprise wide at eligible Sanford locations. Internships are posted on the SanfordHealth.org, job listings site. Keyword: Intern

Sanford Youth Medical Explorers (YME) and HOSA (Health Occupations Student Association)

High School students can apply now for the school year Sanford YME program. Sanford Health is a sponsor of our own HOSA chapter wherein the Youth Medical Explorers students have the opportunity to participate in HOSA activities, conferences and scholarships. Participants of the YME program will explore healthcare roles through tours, activities and conversations with healthcare providers at the Sanford Medical Center in Sioux Falls. See link for application and information:

<http://www.sanfordhealth.org/Careers/InternshipsJobShadowingAndResidency/HighSchoolStudentOpportunities>



Sanford YME visit with Intensive Air

Resume Builder for Students – Volunteering

Sanford Volunteers are in high demand and need students to volunteer throughout the Sanford campus. This first step into healthcare is valuable for student volunteers as they work alongside staff to serve our patients. Another perk for volunteers, Sanford USD Medical Center student volunteers are eligible for the Health Career Scholarship to benefit student volunteers enrolled in health career programs. Scholarship awards of up to five \$2,000 scholarships and up to five \$1,000 scholarships as provided by the Sanford USD Medical Center Volunteer Advisory Board. See additional information at <http://www.sanfordhealth.org/careers/volunteer-opportunities/sioux-falls>.

Sanford Research

Sanford Research located at the Sanford Center in Sioux Falls, provides undergrads and high school students an insider's view of research. Students are eligible to apply for shadowing and numerous hands on activities and research project internships, click on the link to view all available opportunities:

<http://www.sanfordresearch.org/education/k12students/>

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2017 Rural Healthcare Facility Recruitment Assistance Program

Contributed by SD Office of Rural Health

The 2017 Rural Healthcare Facility Recruitment Assistance Program opened on May 1st and applications are now being accepted. The program helps rural medical facilities in South Dakota recruit health professionals by providing a \$10,000 incentive payment to health professionals who complete a 3-year service commitment in communities with 10,000 people or less. Applications must be submitted by the employing healthcare facility and each eligible facility may have up to 3 participants each year. Health professionals that are currently eligible include medical laboratory professionals, dietitians, healthcare social workers, nurses, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists and speech therapists. This recruitment program allows 60 participants each year and is filled on a first come, first served basis. The application is posted on the Office of Rural Health page at <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility.aspx>. For more information, email jill.Dean@state.sd.us or visit <http://ruralhealth.sd.gov>.

SDSU Honors Three in the Annual “Why I Want to be a Nurse”

Contributed by South Dakota State University

The College of Nursing at South Dakota State University invites fifth grade students to compete in the annual “Why I want to be a Nurse” essay contest. Contest winners and faculty members who presented the awards this spring are pictured below.



Why I Want to be a Nurse 2017				
	Student	School Location	Presenter	Monetary Prize
1st	Emma Smith	Hermosa	LeAnn Lamb	\$ 100.00
2nd	Darrien Martin	Huron	Theresa Garren-Grubbs	\$ 50.00
3rd	Ellie Cruz	Estelline	Heidi Mennenga	\$ 25.00



**1st Place Emma Smith,
Hermosa**



**2nd Place Darrien
Martin, Huron**



**3rd Place Elli Cruz,
Estelline**

Nursing Chair Haifa Samra Selected as National Fellow

Contributed by University of South Dakota

Haifa Abou Samra, Ph.D., R.N., chair of the University of South Dakota Department of Nursing, has been selected as a National Fellow by the American Academy of Nursing.

Samra joins other fellows who are considered leaders in education, management, practice and research related to nursing with a goal of transforming and improving America’s health system.

Samra has been at the University of South Dakota since 2014, previously serving as associate chair of research and evidence-based practice in the nursing department. She has served as chair since 2016.

Samra earned a Ph.D. in biological sciences and MS nursing degree from South Dakota State University. She earned a BS nursing degree from American University, Beirut, Lebanon. She is internationally recognized for her prolific, meaningful research on neonatal care, children’s health and rural health.



Avera Healthcare Career Planning Opportunities

Contributed by Avera Health

Clinical First Steps - Avera hosted 32 Sanford School of Medicine students for its summer experience from May 22-June 2. Clinical First Steps has been a popular choice among medical students having just finished their first year of medical school. The program allows students

to gain awareness of the many services that support the role of the physician in a hospital including laboratory, pharmacy, nursing, case management, social work, chaplaincy, etc. In addition, Clinical First Steps allows the future physicians to design a personalized two-week schedule to shadow in specific areas both inpatient and outpatient.



Avera PREP (PRE-healthcare Experience Program) - Avera PREP hosted 15 college freshmen and sophomore pre-healthcare students for a unique 10-day summer program. Facilitated by Avera professionals, the students were immersed into the many segments of medicine. They received a backstage pass into the world of healthcare delivery, through demonstrations, labs, discussions, simulations and visits to different hospital sites.

Volunteer at Avera - Want to help others? Building your college resume? Avera volunteers serve at hospitals, clinics, hospice and retirement communities. Volunteers are an integral part of Avera's mission to provide exceptional care and service to our patients and residents. Open to interested individuals over the age of 16 years old.

Job shadow & watch health care in action - Enjoy this one-time, half-day experience in which you'll observe a health care professional, get a chance to ask questions and see what it is really like to work in health care.

Check out the J.I.V.E. (Job shadow, Internships, Volunteer, Employment) opportunities at Avera! <http://www.averajobs.org>

USD Supports New Ability Building Services

Contributed by University of South Dakota

Ability Building Services (ABS), a community-based service organization serving adults with intellectual disabilities, and undergraduate students in a Health Sciences course taught by Professors Becky Wolff and Amy Nelson connected in a patient-centered service learning project. In the "My Plan, My Way Project", students partnered with a person supported by ABS. Students learned Person-Centered Thinking to differentiate what is "important to" from what is "important for" their ABS partners. The goal was to create a visual representation that will be used to guide care planning teams. People served by ABS helped choose the medium, create the piece, and finally, together with students, they presented their work at a finale event at ABS. The work included videos, scrapbooks, a dream catcher, and pictorial displays.



The USD Health Sciences Major has 60 hours of service learning throughout the curriculum, in which students develop a deeper understanding of subject matter and complex social issues. This opportunity empowered students to learn beyond the boundaries of the classroom.

Partnerships like this can have an immediate impact on workforce shortages. In fact, one student participant is now currently employed at ABS. Kristi Patton, ABS Quality Assurance Coordinator, was instrumental in the partnership, "We see working with the University students as a way to give them exposure to people with developmental disabilities who will be their future

patients. This also teaches them person-centered practices that are helpful when working with all people, giving them insight on ways to approach people in their future careers."

The plan is to continue this unique project annually in spring semesters. For more information on this project, please contact: Amy Nelson at Amy.M.Nelson@usd.edu; Becky Wolff at Becky.Wolff@usd.edu; or Kristi Patton at kpatton@abilityservices.org.

Recruitment Assistance Program

Contributed by SD Office of Rural Health

The Recruitment Assistance Program provides qualifying physicians, dentists, physician assistants, nurse practitioners or nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. Providers enter into a contract with the South Dakota Department of Health and their employing healthcare facility. The amount of the incentive payment for a qualifying physician or dentist is equal to twice the University of South Dakota School of Medicine resident tuition for the four most recently completed academic years. The current amount is approximately \$196,674. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is equal to twice the University of South Dakota resident tuition for physician assistant studies for the three most recently completed academic years. The current amount is approximately \$44,837.

To be eligible a community must have a population of 10,000 or less, be assessed by the Department of Health and found eligible for participation, and agree to pay a pro-rated portion of the total amount of the incentive payment. For more information about the Recruitment Assistance Program, email jill.Dean@state.sd.us or visit <http://ruralhealth.sd.gov>.

Senate Bill 61 Improves Access to Care

Contributed by Robin Arends, DNP, RN, CNP; Nancy Fahrenwald, Ph.D., RN, APHN-BC, FAAN; and Nicole Gibson, DNP, RN, CNP

The 2017 Legislature passed important legislation directly affecting access to healthcare for South Dakota citizens through reducing practice restrictions in order to increase the recruitment and retention of high quality healthcare providers. Senate Bill 61 modernized the South Dakota Nurse Practice Act, which had not been updated since 1979. South Dakota now aligns itself with national models for regulation of Certified Nurse Practitioners (CNPs) and Certified Nurse Midwives (CNMs) through removal of the required collaborative agreement as a provision for practice. Prior to this legislation, South Dakota was surrounded by states that did not require the collaborative agreement as a condition for practice. Employers can now competitively recruit CNPs and CNMs from neighboring states and the nation to increase the number of these highly educated providers who provide primary healthcare. Having increased access to qualified healthcare providers who are able to practice to the full extent of their licensure, training, and education offers a solution to healthcare provider shortage areas in South Dakota. In addition, South Dakota nursing programs are also able to recruit qualified nursing faculty for open positions, improving the quality of education provided to nurse practitioner students. It is through increased access to care that South Dakota can improve the health outcomes for its citizens.



3RNet

Contributed by SD Office of Rural Health

Recruiting qualified healthcare providers to rural and underserved areas can be hard. Let 3RNet make it easier. 3RNet is a FREE service for healthcare providers and South Dakota healthcare facilities. The South Dakota Office of Rural Health is a member of 3RNet and posts job opportunities for South Dakota healthcare facilities, and also forwards healthcare provider registrations on to South Dakota healthcare facilities. To post job opportunities please visit www.3rnet.org. Registering is easy and only takes a few minutes! If you would like to receive healthcare provider registrations, please email South Dakota's 3RNet organizational member, jill.Dean@state.sd.us.

Over 600 Attend South Dakota HOSA State Leadership Conference

Contributed by AHEC Program Office

The State Leadership Conference took place on April 6th-7th and wrapped up the wonderful year we had in HOSA. It was a chance for all of South Dakota HOSA to meet one another, learn from some of the health care career's best, and have fun! Members from across the state gathered at the Sanford Pentagon in Sioux Falls for days full of competitions, speakers, and breakout sessions. At the banquet on Thursday evening, students were lucky enough to hear a presentation from Gaye Hanson, an inspirational speaker who travels across the country inspiring those just like us. Her contagious laughter and intriguing stories kept us entertained the entire time. The night concluded with a showing of the film, "Inside Out" on Heritage Court.

Kelsi Snyder, the current SD HOSA State President, commented, "HOSA has allowed me the opportunity to engage and investigate deeper a multitude of health career options. Having this opportunity has solidified my intent on working with kids as a pediatrician."

Marisa Morris, a senior from Harrisburg, said, "Through the clinical specialty event HOSA offers I was able to shadow a Genetic Counselor. Through that event, I was able to find out just how much I enjoy the genetic side of health care and plan to pursue that career path."



When members weren't competing, they were attending sessions about disaster training, EMT procedures, suturing a wound, and TED Talks. Local health facilities also hosted tours of their facilities for students in a plethora of health areas. Once the last event was complete and the scores were tallied, the Award Session concluded the two-day event. The top three teams, who met the national standard, received medals and qualified for the International Leadership Conference.



"It's really starting to take off from a member standpoint. I think students share with others just how much HOSA has helped them in their pursuits to work as a future health professional. Time will tell just how big this event gets." SD HOSA State Advisor Brock Rops said.

Over 130 South Dakota students qualified for the 2017 International Leadership Conference.

South Dakota HOSA is very proud of its members that qualified to attend the 41st annual ILC in Orlando, Florida on June 21-24.



Center for the Prevention of Child Maltreatment Finds New Home at USD

Contributed by University of South Dakota

The newly organized Center for the Prevention of Child Maltreatment (CPCM) has found a home with University of South Dakota School of Health Sciences. The CPCM was formed to implement the work plan produced by Jolene's Law Task Force and Coalition, which studied the impacts of child sexual abuse in South Dakota.



South Dakota State Senator Deb Soholt served as chair of the Jolene's Law Task Force and will continue as the chair for the CPCM Advisory Board. The Sioux Falls legislator and her colleagues on the task force spent three years creating a work plan to address and prevent sexual abuse of children. The work plan includes six goals and 48 objectives, which address statistics and benchmarking for preventing child maltreatment; public, private, and tribal health initiatives; mandatory reporter curriculum and training; reforming the criminal justice and child protection service response to child maltreatment; and public awareness of child maltreatment.

"The Center was developed to continue the excellent work of the Jolene's Law Task Force and Coalition, improving our state's capacity to prevent and respond to child maltreatment," said Michael Lawler, dean of the University of South Dakota School of Health Sciences and a member of the Jolene's Law Task Force and Coalition.

Carrie Gonsor Sanderson will serve as Director for the CPCM and will coordinate the center activities. Gonsor Sanderson previously worked as an Assistant United States Attorney in the United States Attorney's Office in Pierre, South Dakota.

To learn more about the CPCM and efforts to end child sexual abuse and maltreatment in South Dakota, visit the CPCM website at www.usd.edu/cpcm.

Tapping Into the Power of Labor Market Information

Contributed by SD Department of Labor & Regulation (DLR)

The South Dakota Retailers Association and the Department of Labor and Regulation hosted a webinar May 17 on how to access a multitude of labor market information helpful to employers. The training covered a demonstration of the virtual labor market data system with tips and tricks for tapping into occupational wage rates, industry employment trends, unemployment rates, labor force data and more. [Watch the recorded webinar on YouTube](#)

DOH Social Media

Contributed by SD Office of Rural Health



What's happening at the South Dakota Department of Health and the Office of Rural Health?

Keep informed at these social media accounts.

DOH on Facebook - <https://www.facebook.com/SDHealthDepartment>

DOH on Twitter - <https://twitter.com/SDDOH>

SD Health Careers on Twitter - <https://twitter.com/SDHealthCareers>

HOTT on Facebook - <https://www.facebook.com/SDHealthCareers?ref=hl>

SIM-SD on Facebook - <https://www.facebook.com/Simulation-in-Motion-South-Dakota-131973850231573/timeline/>

More Information?

Contact [Josie Petersen](#), Department of Health

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