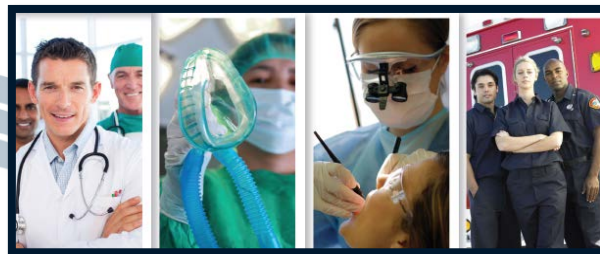


March 2019

# 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 Office of Rural Health. This office along with our many partners continues 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.

## New Health Data Analyst Graduate Certificate

*Contributed by Dakota State University*

Dakota State University is excited to inform you about a new online graduate certificate program for individuals interested in working with healthcare data to learn to create reports using visualization software and influence decision-making. The certificate is geared toward workers that already have a bachelor's degree and are working professionals that intend to move into the healthcare data analytics field to research specific questions using electronic health record data to produce reports with visualization display techniques. The certificate stacks into the Master of Science in Health Informatics and Information Management and the Master of Science in Analytics program at Dakota State University. For more information, please contact Renae Spohn at [renae.spohn@dsu.edu](mailto:renae.spohn@dsu.edu).

DAKOTA STATE UNIVERSITY | MADISON, SD | 888.378.9988 | DSU.EDU

*"I decided upon this Master's program so that I may further develop my knowledge about healthcare informatics. Deepening my comprehension about this topic will help me in my current position as well as any future prospective career choices. Prior to entering this program, I knew little about research design, but after taking the class, I feel I've broadened my understanding and am more comfortable completing this task."*

- Mandi Atkins, HIA ('16) & MSHIIM student



Dr. Dorine Bennett, RHIA, FAHIMA,  
Dean of College of Business and Information Systems

Mandi Atkins, HIA ('16)  
& MSHIIM student

Renae Spohn, RHIA, FAHIMA,  
Director of the HIM Programs

### Why choose DSU for your healthcare degree?

- Affordable education
- CAHIIM\* accredited associate and bachelor's programs
- Small class sizes for personalized attention
- Online classes to fit your schedule

\*Commission on Accreditation for Health Informatics and Information Management Education

ASSOCIATE  
BACHELOR'S  
MASTER'S  
Ph.D.

## **Advertise Healthcare Jobs at No Cost to Your Facility**

*Contributed by Office of Rural Health*

Want a **FREE** and **EASY** way to advertise jobs for your healthcare facility? The South Dakota Office of Rural Health administers a program called 3RNet - Rural Recruitment & Retention Network. 3RNet is a nonprofit organization that helps connect healthcare facilities with healthcare providers across the nation. If your facility would like to take advantage of this free advertising, visit [www.3rnet.org](http://www.3rnet.org) and click on the For Employers tab at the top of page. If you have any questions about 3RNet, please contact South Dakota's organizational member, [Jill.Dean@state.sd.us](mailto:Jill.Dean@state.sd.us).



## **New Resources Encourage Exploration of Health Sciences Careers**

*Contributed by South Dakota Department of Labor and Regulation*



New resources for exploring and promoting health career opportunities in South Dakota are now available from the Labor Market Information Center (LMIC). Youth and others making career decisions can visit

[https://dlr.sd.gov/lmic/career\\_cluster\\_health.aspx](https://dlr.sd.gov/lmic/career_cluster_health.aspx) and select any of the health science careers listed to tap into a wealth of information about that occupation in the virtual labor market system. The system includes everything from work activities and skills required to projected employment and outlook, wages and industries where the occupation is found to detail about job openings currently listed in the occupation (including specific employers) and candidates competing for those jobs.

Also available is a new poster featuring the health science career cluster, listing just a few of the many healthcare opportunities available in South Dakota. The new series of cluster posters emphasizes exploring career opportunities right here at home in South Dakota, with the health sciences poster encouraging individuals to “diagnose and treat any qualms about your future.” The poster directs individuals to the cluster web page mentioned above to learn more. The poster is available for download from the LMIC website and in print upon request. Contact LMIC's Heather Jordan at 605.626.2314 for more information or to place an order.





EXPLORE A WORLD OF CAREER OPPORTUNITIES RIGHT AT HOME

*Diagnose and treat any qualms  
about your future.*

## Health Science Careers in South Dakota

Chiropractors	Nurse Practitioners
Dental Assistants	Nursing Assistants
Dental Hygienists	Occupational Therapists
Dentists	Pediatricians, General
Dietitians and Nutritionists	Pharmacists
Family and General Practitioners	Physical Therapists
Home Health Aides	Physician Assistants
Licensed Practical Nurses	Physicians and Surgeons
Medical and Clinical Laboratory Technologists	Radiologic Technologists
Medical and Health Services Managers	Registered Nurses
Medical Assistants	Respiratory Therapists
Medical Records Technicians	Speech-Language Pathologists
Medical Transcriptionists	Surgical Technologists
Nurse Anesthetists	Veterinary Technologists and Technicians

LABOR MARKET INFORMATION CENTER



SOUTH DAKOTA  
DEPT. OF LABOR  
& REGULATION

*Start imagining your future today at*  
**[dlr.sd.gov/lmic/careerclusters](http://dlr.sd.gov/lmic/careerclusters)**

Equal Opportunity Program. Auxiliary aids and services available upon request to individuals with disabilities.  
U.S. DOL funded; see [dlr.sd.gov/lmic/eta\\_grant.aspx](http://dlr.sd.gov/lmic/eta_grant.aspx) for details. 01/19.

## **Southeast Tech in Sioux Falls Launches New Healthcare Program in Response to Industry Demands**

*New pathways to professional success “always on the table,” says President Bob Griggs.*

*Contributed by Southeast Tech*



Growing demands in the medical field and campaigning by industry leaders means Southeast Tech in Sioux Falls is launching a new academic program for the fall 2019 semester: Medical Assistant.

“Simplified, our mission is workforce development,” said Southeast Tech President Bob Griggs. “The demand for medical assistants in the Sioux Falls region is significant, and launching this program is in direct response to requests from Sanford Health and Avera Health for this type of workforce education.”

This fall new students will start classes in the Medical Assistant program that was officially approved by the South Dakota Board of Technical Education and the Higher Learning Commission in February. The program is a one-year diploma, so students beginning in fall 2019 will be entering the workforce after the summer 2020 term.

Southeast Tech already offers several healthcare programs that will provide curriculum support: Certified Nursing Assistant (CNA), Health Care Office Specialist and Medical Coding. Additionally, Medical Assistant will provide a pathway for students to prepare for future diplomas or degrees as a Licensed Practical Nurse (LPN) or a Registered Nurse (RN), also programs offered at Southeast Tech.

Other healthcare and medical technology programs offered at Southeast Tech include Cardiac Sonography, Diagnostic Medical Sonography, ElectroNeuroDiagnostic Technology, Healthcare Leadership, Invasive Cardiovascular Technology, Pharmacy Technician, Phlebotomy Technician, Surgical Technology and Vascular Sonography.

“We’re eager and willing to meet the workforce demands for Sioux Falls, South Dakota and the region,” said Griggs. “New pathways to professional success are always on the table.”



## **SD Office of Rural Health Recruitment Programs**

*Contributed by Office of Rural Health*

### **Recruitment Assistance for Physicians, Dentists, Physician Assistants, and Nurse Practitioners**

The South Dakota Office of Rural Health administers the Recruitment Assistance Program which 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. The amount of the incentive payment for a qualifying physician or dentist is currently **\$219,000**. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is currently **\$65,321**. To be eligible a community must:

- Have a population of 10,000 or less;
- Be assessed by the Department of Health and be found eligible for participation; and
- Agree to pay a pro-rated portion of the total amount of the incentive payment.
  - 0-2,500 population – 25%
  - 2,501-4,999 population – 50%
  - 5,000-10,000 population – 75%

For more information about the Recruitment Assistance Program, visit our website at <http://doh.sd.gov/providers/ruralhealth/recruitment/rap.aspx> or email [Jill.Dean@state.sd.us](mailto:Jill.Dean@state.sd.us).



### **\$10,000 Recruitment Incentive Offered to Eligible Healthcare Providers**

Applications for the 2019 Rural Healthcare Facility Recruitment Assistance Program will be available on May 1 with participants selected after July 1. This program provides a \$10,000 recruitment incentive to healthcare providers for a three-year full-time service commitment in an eligible facility located in a community of 10,000 or less. Applications are submitted by the employing healthcare facility, and eligible facilities can have up to 3 participants in the program each year. This program helps rural healthcare facilities in South Dakota recruit nurses, dietitians, medical laboratory scientists, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists, speech therapists, and healthcare social workers. The Office of Rural Health administers this program and healthcare facilities can obtain an application from our website at <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility/>. For additional information about this recruitment program, email [Jill.Dean@state.sd.us](mailto:Jill.Dean@state.sd.us).

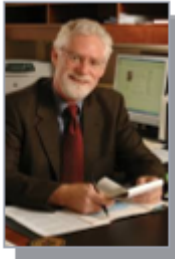
**SOUTH DAKOTA**  
Center for Nursing Workforce  
**2019 Symposium**

**April 30, 2019**

Hilton Garden Inn South  
5300 S. Grand Circle, Sioux Falls, SD

Plan to join us at the South Dakota Center for Nursing Workforce's Symposium with keynote speaker Dr. Peter Buerhaus, Ph.D., RN, FAAN, FAANP(h). He is a nationally known expert and economist on workforce. You will have a wonderful opportunity to learn about South Dakota's nursing workforce supply and education pipeline. Come network and share ideas on South Dakota's nursing supply, education, and practice, and identify strategies to meet the state's current and future workforce needs.

**Keynote Speakers:**



**Peter Buerhaus, Ph.D., RN, FAAN**

A nurse and healthcare economist, Buerhaus is well known for studies and publications on forecasting nurse and physician supply, developing and testing measures of hospital quality of care, determining public and provider opinions on issues involving the delivery of health care, and assessing the quantity and quality of health care provided by nurse practitioners.

He has published over 100 articles with five designated as "Classics" by the Agency for Healthcare Research and Quality (AHRQ); and has co-authored book: *The Future of the Nursing Workforce in the United States: Data, Trends, and Implications* (2008).

Currently Dr. Buerhaus is a Professor in the College of Nursing, and Director of the Center for Interdisciplinary Health Workforce Studies at Montana State University. Previously he served at Vanderbilt University as Professor of Nursing and Professor of Health Policy; and at Harvard School of Public Health as Assistant Professor of Health Policy and Management.

Dr. Buerhaus was elected into the National Academies Institute of Medicine, is a member of the American Academy of Nursing, and served on numerous national health advisory boards. In 2010, Dr. Buerhaus was appointed to Chair the National Health Workforce Commission that was established under The Patient Protection and Affordable Care Act. He currently serves as an expert advisor for the Bipartisan Policy Center's health care workforce initiative, and as a member of the Institute of Medicine Committee on Graduate Medical Education Governance and Transparency. (Source: <http://healthworkforcestudies.com/about/buerhaus.html>)

*This activity has been submitted to the Alabama State Nurses Association for Approval to award contact hours. Alabama State Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.*

*This activity has been submitted to the South Dakota Board of Nursing Facility Administrators for approval to award contact hours.*

**Early registration is encouraged, space is limited!**

Brochure and registration form located on the South Dakota Board of Nursing Website:

<https://doh.sd.gov/boards/nursing/>

Registration deadline: April 17, 2019.

Fee: \$35 - Includes conference materials, CEUs, and lunch.

For more information email [Abbey.Bruner@state.sd.us](mailto:Abbey.Bruner@state.sd.us) or call 605-362-2760



## **Sanford Health Career Exploration Opportunities**

*Contributed by Kelly Tollefson, Sanford Health*

**Sanford Youth Medical Explorers (YME)** is offering a summer program high school students, new graduates and undergrad students who are interested in exploring health careers. The Sanford YME program allows students to explore healthcare roles through tours and conversations with healthcare providers in the departments of the Sanford Medical Center in Sioux Falls. Dates: June 10,11,12, (1:00pm to 3:30pm) See link for application and information for the summer and school year program: <https://www.sanfordhealth.org/student-programs>



*Sanford Youth Medical Explorers (YME) touring the Sanford Post Anesthesia Care Unit*

Prepare for your future – apply now for the school year Sanford YME program with the same application on the link above. YME school year program also offers **HOSA (Health Occupations Student Association)** participation. HOSA is an international student organization recognized by the U.S. Department of Education and the Health Science Education (HSE) Division of ACTE, wherein students are provided the opportunity to participate in HOSA activities, conferences and scholarships.

### **High School Educational Tours**

High School classes are invited to explore healthcare careers at Sanford USD Medical Center in Sioux Falls, tours available for 9-12 grade students to interact with healthcare professionals as they visit various hospital and outpatient departments. For more information about these opportunities, please contact: [kelly.tollefson@sanfordhealth.org](mailto:kelly.tollefson@sanfordhealth.org)

### **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 and view link here: <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/>



## **WDT Incorporates Social Issues into Healthcare Simulation**

*Contributed by Western Dakota Tech*

Throughout the month of February, the WDT Simulation Center has brought together various healthcare programs to address social issues facing South Dakotans. In one scenario, Paramedic students responded to a simulated drug house with multiple patients requiring transport. The victims, criminals, and bystanders were played by students from the Practical Nursing and Health Information Management programs. During another scenario, Paramedics responded to a homeless encampment with multiple issues including dependency, abuse, and psychological disorders.

Paramedics were responsible to triage, transport, and treat patients as well as give a thorough handoff report to a waiting Emergency Department staff. Practical Nursing students were tasked with researching dependency issues and lack of social support as part of their nursing curriculum. Health Information Management students had to consider proper coding of the various injuries and conditions following the event.



Small-scale simulations reinforce inter-professional education and prepare graduates for real-world environments and experiences. By roleplaying victims, the students experienced the event from a patient's point of view and learned how Emergency Medical Services' roles and responsibilities differ from the hospital setting. The February small scale training events are integral in preparing students for the annual large-scale Simulation Rally capstone scheduled for April.



## **AHIMA Plans to Implement Associate Degree Specializations in Data Management and Revenue Management**

*Contributed by Dakota State University*

According to the World Economic Forum's, The Future of Jobs Report 2018, at least half of current employees in the workforce will need to significantly advance skills to remain employed by 2022. Dakota State University online programs in Health Informatics and Health Information Management are geared to prepare the healthcare workforce to adapt to the changing needs of employers as technology continues to have a huge impact on worker tasks. A job analysis study was conducted by the American Health Information Management Association which identified an expected need in healthcare organizations for professionals with special skills in health data management and revenue management. Dakota State University plans to implement both specializations within the Associate Degree in Health Information Technology program.



While many people have not heard of Health Information Management, there are more than 70,000 individuals working in the field throughout the United States. The Health Information Management Department offers certificate programs for students who may want to start their first career in healthcare or may want to make only a small financial and time commitment to education. The clerk or coding certificate program may be the right choice. Others may want to make the commitment to become professionals by earning an associate degree in health information technology or a bachelors degree in health information administration. The certificates and degrees are stackable to save time and money while gaining new skills in Health Information Management.

A 4+1 program is available to utilize up to 3 elective courses for the Masters degree and the Bachelors degree in Health Information Administration concurrently. The Master of Science in Health Informatics and Health Information Management degree is a great choice for individuals hoping to work in Health IT. For more information, please contact Renae Spohn, Director of Health Information Management Programs at Dakota State University at [renae.spohn@dsu.edu](mailto:renae.spohn@dsu.edu).



## **After Smithfield's Education Program Falls Through, Avera Steps Up to Fill the Gap**

*Contributed by Avera Health  
Published by Shelly Conlon, Sioux Falls Argus Leader  
Feb 26, 2019*

Two dozen Sioux Falls School District seniors will get a chance to jump-start their college education next school year, thanks to a new partnership between the district and Avera McKennan Hospital.



Called the Avera Academy, students will be able to earn dual credit at Southeast Technical Institute by exploring healthcare related fields on the Avera campus for the 2019-2020 school year.

Avera takes the new Airbus H145 helicopter out Friday, June 22, from the helipad on top of the South parking ramp at Avera McKennan Hospital & University Health Center.  
(Photo: Briana Sanchez/Argus Leader)

The partnership replaces a previous one started in 2007 with Smithfield Food, Inc., called Learners to Leaders. The program was initially meant to help close the gap for postsecondary education with underprivileged students. The Smithfield partnership ended in the 2016-2017 school year, district spokesperson Carly Uthe said.

"The gap has been filled, at least for right now, through Avera," Superintendent Brian Maher said. "We're very appreciative of everything they're giving in terms of getting this off the ground and resurrecting the Learners to Leaders program."

The new Avera partnership is a "beginning pathway" for potential Avera employees who don't have the means to attend school beyond high school, said David Flicek, the CEO of Avera McKennan Hospital and University Center, on Monday. It's also a chance for Avera to develop students beyond their first jobs, he said.

"There are a lot of individuals who probably aren't going to go to postsecondary school," Flicek said. "We saw this as an opportunity to get in front of these folks their junior year to see if we can't align some of their skill sets with some of our positions."

Students will have access to a "menu of courses" to complete their high school diploma and begin postsecondary education coursework at the same time, according to school board meeting minutes. And already, the program has received 35 applications, said Teresa Boysen, the district's assistant superintendent of academic achievement.

"Avera was very purposeful in setting this up," Boysen said. "They wanted to make sure (students knew) they could go into something other than being a nurse or a doctor. They have all kinds of different opportunities there."

Applicants will be prioritized based on whether they face financial hardship, are the first in their family to attend postsecondary school, face obstacles that might prevent them from earning a higher education or whether the student is considered a new American.

Avera is providing \$100,000 annually to cover the cost of the partnership and will also help provide tuition assistance for students who want to continue their education. Avera is also paying for an academy administrator to work side-by-side with students to make sure they're successful, Boysen said.

Once selected, students will spend four mornings a week at the Southeast Tech campus working on coursework, and then spend Friday mornings at Avera to become familiar with a variety of healthcare job opportunities.

"We want to make sure we develop our people," Flicek said. "It's one thing to recruit and retain, it's another to develop them with us. It's the key to a long-term employee."



## **DOH Social Media**



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

If you would like to be removed from this distribution list, please contact [Josie Petersen](#).