

December 2018

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.

WDT Uses the “Wow” Factor to Court the Next Generation of Healthcare Workers

Contributed by Western Dakota Tech

The last part of any year is always a busy time at colleges and universities with semester finals and clinical site assignments. While stressful, it is also important to continue to entice the next generation of workers to meet the continued increase in future workforce demand. Western Dakota Tech’s healthcare programs and Simulation Center did just that through a flurry of admissions related events.

The Simulation Center and Paramedic program demonstrated mega-code scenarios during the WDT Career Expo at the Rushmore Plaza Civic Center. The event highlighted our program capabilities to approximately 200 area high school students. The training also reinforced learning to first-semester Paramedic students who not only treated the simulated patient but provided coach to high school participants. Additionally, the Simulation Director worked with the Paramedic program for WDT’s Public Safety Camp. High School students shadowed WDT Paramedic students in the response to a vehicle accident. The event was featured on South Dakota Public Broadcasting. Next, the Paramedic program and Simulation Center paired up to put on three scenarios for the fall Scrubs Camp including an airway management station, back boarding station, and a heart attack simulation. The camp helps expose perspective college students to WDT offerings and a pathway forward to a future career. Finally, the Simulation Center hosted 50 students from East Middle School as part of a STEAM tour day at WDT. The Sim Director discussed the use of robotics and computer science in healthcare simulation technology.



SD Office of Rural Health Recruitment Programs

Contributed by Office of Rural Health

2018 Rural Healthcare Facility Recruitment Assistance Program

The Rural Healthcare Facility Recruitment Assistance Program for 2018 is filled with the 2019 program scheduled to open on May 1, 2019. This recruitment program helps rural healthcare facilities in South Dakota recruit nurses, therapists and other healthcare professionals by providing a \$10,000 recruitment incentive to participants who complete a three-year service commitment in communities with 10,000 people or less. Applications must be submitted by the employing healthcare facility. Eligible healthcare facilities may have up to 3 participants each year. Healthcare professionals who are eligible for this program include nurses, dietitians, medical laboratory professionals, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists, speech therapists, and healthcare social workers. For more information about the Rural Healthcare Facility Recruitment Assistance Program, email Jill.Dean@state.sd.us or visit our website at <http://ruralhealth.sd.gov>.

Recruitment Assistance Program

The Recruitment Assistance Program currently has open slots and provides qualifying physicians, dentists, physician assistants, nurse practitioners and nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. The current incentive payment for a qualifying physician or dentist is \$219,000. The current incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is \$65,321.

An eligible 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 recruitment incentive. For more information about the Recruitment Assistance Program, email Jill.Dean@state.sd.us or visit <http://ruralhealth.sd.gov>.



Sanford Health Career Exploration & Opportunities

Contributed by Sanford Health

Sanford Youth Medical Explorers (YME) and HOSA (Future Health Professionals)

Sign up now for the Summer Youth Medical Explorers (YME) program. All students entering high school or new graduates are welcome to attend. Participants will have the opportunity to discover healthcare roles through tours, hands on activities and conversations with healthcare providers at the Sanford Medical Center in Sioux Falls. See link for application and information:

<https://www.sanfordhealth.org/about/academic-affairs/career-exploration>



Sanford Youth Medical Explorers (YME) visit Sanford Surgical Services

Sanford Health & HOSA

Sanford Health, partner of SD HOSA, offered three dates this past Fall of informational department tours and demonstrations for HOSA chapters in the region. Students took part in the "sights and sounds" at the Sanford hospital, departments included Physical Therapy, Radiology, Pharmacy, Medical Lab Science, and Emergency services just to name a few. Spring dates for the next three sessions will be listed on <https://sdhosa.org/> Each session is limited to 45 students so sign up soon to reserve your spot.

Sanford Sponsorships

Attention seniors in high school- your nursing opportunity is waiting! LPN Sponsorships are available to support Sanford's high demand for LPN staff in the region. In exchange for the financial support, the recipient will commit to work at Sanford Health as an LPN for at least three years upon graduation. Contact your local LPN program for details.

The Business Side of Healthcare

- Sanford has launched an Enterprise post-graduate Administrative Fellowship Program designed to provide future healthcare leaders with the exposure, education, and skill development necessary to lead in a modern healthcare system. The six fellows have been selected to begin the fellowship program in the Spring of 2019 in South Dakota and North Dakota Sanford Health sites.
- Sanford continues to grow its non-clinical paid internship opportunities. Sanford Health is now accepting applications for Spring and Summer 2019 internships. These paid internship experiences include areas of Emergency Management, Marketing, Communications, Supply Chain Management, Finance, Human Resources, etc. just to name a few. The internship mission is to provide students with engaging, high-learning opportunities in quality, real-world projects; interns are paired with a mentor for 1 on-1 professional training. Junior, seniors, and recent graduates within their perspective undergraduate degrees are eligible to apply on [SanfordHealth.jobs](https://www.sanfordhealth.org/jobs). Keyword: Intern.

Resume Builder for Students – Volunteering

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 are provided by the Sanford USD Medical Center Volunteer Advisory Board. See volunteer opportunities:

<http://www.sanfordhealth.org/careers/volunteer-opportunities/sioux-falls-7>

Sanford Research

All students, elementary to college age have the opportunity to explore the state-of-the-art biomedical research facility at Sanford Research in Sioux Falls. Learn the practices of scientists through hands on-activities shadowing and research project internships, click on the link to view all available opportunities: <http://www.sanfordresearch.org/education/k12students/>



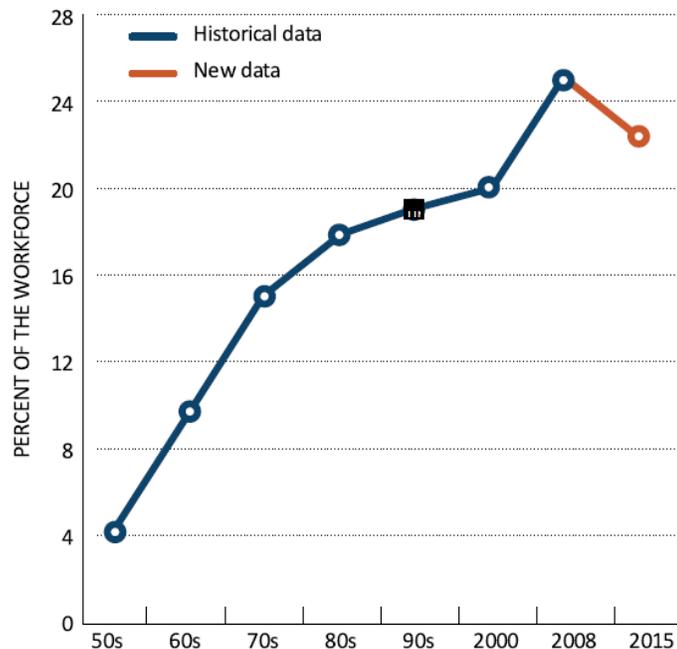
Big Things Happening with Health Care, Workforce & Licensure

Contributed by South Dakota Association of Healthcare Organizations

In 2017, the US Department of Labor announced a grant award of \$7.5 million to the National Conference of State Legislature (NCSL), the National Governors Association (NGA) as well as the Council on State Governments (CSG), for a project to review and find ways of improving the geographic mobility of workers in licensed occupations. One fifth of the US workforce is made up of workers in licensed occupations or jobs that require some kind of a government approval process. Current state licensing systems have become inefficient and creating barriers for workers trying to either enter a profession or restrict workers from mobility which limits economic growth.

Over the past 60 years licensed or government approved to practice laws have grown from 1-in-20 jobs to almost 1-in-4.

Figure 1. Share of U.S. Workers with an Occupational License



Note: Estimates for 1950-2008 are for workers with state licenses; estimates for 2015 include state, federal and local licenses.

Source: *The Council of State Governments (1952); Greene (1969); Kleiner (2006); and Kleiner and Krueger (2013), Westat data; Bureau of Labor Statistics (2015);*

NCSL, NGA and CSG have been working with 10 states to achieve two primary goals:

- Identify licensing criteria to ensure that existing and new licensing requirements are not overly broad or burdensome and don't create unnecessary barriers to labor market entry
- Improve portability for selected occupational licenses across state lines

The [project](#) has produced research and technical assistance materials available for public use.

A balance must be struck between the burdensome requirements that just create barriers to employment and the requirements for protecting the public. More and more states are beginning to move towards the removal of licensure requirements or joining compacts with other states similar to the Nurse Licensing Compact to ensure mobility for our workforce.

NCSL, NGA and CSG have created a [database](#) to assist states, employers in guiding current and future employees thru the licensing requirements between the states.

The South Dakota Association of Healthcare Organizations (SDAHO) is constantly working to assist South Dakota providers with their workforce needs as it's a priority and a major challenge. There just are not enough people graduating with the degrees that are necessary for all of the open positions in the current healthcare facilities today. There is a tab on the SDAHO website for [workforce](#). The website has a section to assist in recruiting and retaining healthcare professionals.

Finally, SDAHO has partnered with the SD Department of Health, SD Area Health Education Center (AHEC) and Health Occupation Students of America (HOSA) to create a health careers guide. There is no cost except postage to obtain copies of these brochures. To obtain copies please contact Deb Peters, Vice President of Communications & Member Relations at 605-361-2281 or email Deb.Peters@SDAHO.org.



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

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