

June 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

SDSU's College of Nursing Places Two Programs in Nation's Top 15

Contributed by South Dakota State University



Study.com has named South Dakota State University's College of Nursing No. 12 for its [doctor of nursing practice](#) program and No. 14 for its [nurse practitioner](#) programs.

According to Study.com, "The South Dakota State University College of Nursing boasts impressive success rates for its nursing students, including 100 percent job placement and advanced practice registered nurse pass rates for 2017. The university can help DNP students aiming to advance their current APRN careers feel confident in their ability to build on their existing knowledge and skills. By the end of their time in the program, they could be ready to work among underserved and rural populations."

Students can pursue a Master of Science degree in four specializations, four postgraduate certificate options as well as doctor of nursing practice and doctor of philosophy in nursing degrees.

"Since starting the graduate programs in 1979, the College of Nursing has and will continue to deliver quality nursing education to students pursuing a graduate degree," said Roberta Olson, the college's interim dean.

Since 2004, Study.com has provided users with free college and career resources. Its rankings only include accredited, nonprofit public and private schools. To rank schools, Study.com uses a unique system combining current data points from the U.S. Department of Education with program and school-specific details. While data differs between lists, all Study.com rankings look at tuition cost, financial aid, admittance rates, educational support and resources, retention and graduation rates, student-faculty ratio, career resources and job placement.



About South Dakota State University

Founded in 1881, South Dakota State University is the state's Morrill Act land-grant institution as well as its largest, most comprehensive school of higher education. SDSU confers degrees from seven different colleges representing more than 200 majors, minors and specializations. The institution also offers 36 master's degree programs, 15 Ph.D. and two professional programs.

The work of the university is carried out on a residential campus in Brookings, at sites in Sioux Falls, Pierre and Rapid City, and through Extension offices and Agricultural Experiment Station research sites across the state.

For more information: [SDSU News](#) • www.sdstate.edu

3RNet Academy **Recruiting for Retention Hierarchy: Building the Foundation**

Contributed by SD Office of Rural Health

The South Dakota Office of Rural Health will be offering again this year the 3RNet Academy webinars which are provided at no cost to healthcare facilities across the state. This year's Academy will be unveiling a new 3RNet educational philosophy – the Recruiting for Retention Hierarchy. Each webinar is 90 minutes and the sessions begin at 1:30 pm central time. Here is the draft agenda and the hierarchy – so that your facility can put these on the calendar:

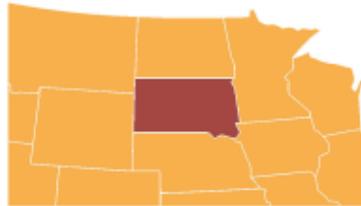
- October 8th
 - Recruiting for Retention Hierarchy: Building the Foundation
 - Special Topic – 3RNet: Twenty Years of Supporting Rural and Underserved Communities
- October 22st
 - Planning and Preparation: Laying the Groundwork for Recruitment Success
 - Special Topic – Factors to Market Your Community: How to Use Our Guide
- Nov 5th
 - Searching for Candidates: Where and How to Generate the Best Candidates
 - Special Topic – Differences in Generational Recruitment
- November 19
 - Screening Candidates: Finding the Right Fit for Your Organization
 - Special Topic – Background Checks: What You Don't Know Can Hurt You
- December 3
 - Follow Up & Follow Through: Closing the Deal and Planning for the Future
 - Special Topic – An Employer's Guide to Workforce Incentive Programs
- December 17
 - Resources and Wrap Up: Bringing it All Together
 - Special Topic – Special Considerations for Recruiting Mental and Behavioral Health Providers



South Dakota's Registered Nursing Demand by 2030

Campaign to increase nursing students

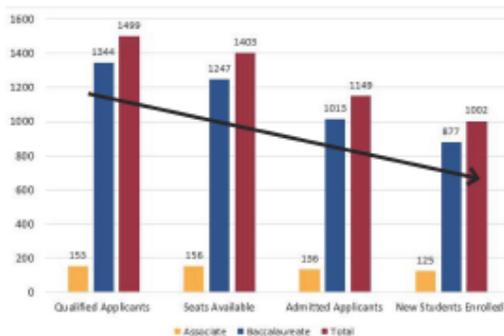
In 2030, South Dakota will be the only midwestern state **still** suffering from a shortage of Registered Nurses (RNs). As the number of RNs leaving the workforce every year continues to grow, the state has not found a sufficient solution to meet the need.



A recent study shows South Dakota needs an additional 2,000 RNs, a 14% increase in the current workforce, to meet the projected demand.¹

State	2014	2030			
	Supply/ Demand	Supply	Demand	Difference	Adequacy
Minnesota	56,200	71,800	68,700	3,100	4.5%
Iowa	32,500	45,400	35,300	10,100	28.6%
Nebraska	20,300	24,700	21,200	3,500	16.5%
Wyoming	4,200	8,300	5,500	2,800	5.9%
Montana	9,600	12,300	12,100	200	1.7%
North Dakota	7,600	9,900	9,200	700	7.6%
South Dakota	10,300	11,700	13,600	(1,900)	(14.0%)

RN Programs Capacity in 2018



- Nursing schools are unable to meet the number of students necessary for the rising demand of care.
- South Dakota had 401 empty seats in nursing school classrooms in 2018.²
- Over 500 qualified applicants were not enrolled in a nursing program.²
- Number of open faculty positions jumped by over 200% from 2017 to 2018.²
- In 2018, there were 7 unfilled part-time and 17 unfilled full-time faculty positions in associate and baccalaureate programs.¹

RN Programs in South Dakota in 2018

Associate Programs:

Lake Area Technical Institute
Oglala Lakota College
Southeast Technical Institute
University of South Dakota

Baccalaureate Programs:

Augustana University
Dakota Wesleyan University
Mount Marty College
~~Western American University~~
(loss of 48 potential seats)

Presentation College
South Dakota State University
University of Sioux Falls
University of South Dakota

4 Associate Programs

Fall 2019, **7** Baccalaureate Programs Open



South Dakota Association of Healthcare Organizations (SDAHO) is working with administration, Board of Regents, universities, schools and policy makers to bring attention to this healthcare concern. SDAHO is leveraging its resources to shape legislation, identify strategies and form collaborations to address the shortage.

Footnote: 1. https://hha.kns.gov/ims/default/0/m/0/ha/nchwa/projections/NCHWA_IRSA_Nursing_Report.pdf

2. South Dakota Board of Nursing Annual Report of Nursing Education Programs 2018

Internship Experience at Sanford Health

Contributed by Jill Nelsen, 2019 USD Graduate & HR Intern at Sanford Health

Throughout the year, Sanford offers non-clinical and clinical internship opportunities to college students who are seeking to learn and gain experience in the health care industry. Internships are offered during the fall, spring, and summer semesters. These internships help students get their foot in the door at Sanford, and possibly get offered a full-time position. As a college student, I have completed one non-clinical internship at Sanford Health, and I'm currently in the process of completing another. These internships have helped me to learn more about Sanford Health and the health care industry.

My internships have been in two different areas in the human resource department: HR Continuous Improvements and Quality Assurance, and Learning and Educational Development (LEAD). The first internship I completed was in the Continuous Improvement and Quality Assurance, which is a small team that concentrates on the people and the processes at Sanford Health. This team provides content development, change control, training, and qualitative and quantitative reporting. I worked on several projects that help improve the processes and systems that Sanford Health uses. Being a part of the Continuous Improvements and Quality Assurance team was a great experience and it helped me to see how an HR department works daily. I was also given the opportunity to see what each area in Sanford Health's HR department does, and how their jobs support both their employees and their patients.

The second internship I am completing is in the LEAD department and it focuses on the education side of Sanford Health. The tasks I have been given include helping with our student outreach program, student track projects, and data collection when it comes to Advanced Practice Providers (APP) requests. I have learned about the different educational opportunities that Sanford Health offers, as well as the various types of jobs in the health care industry. By Sanford Health providing these opportunities, they help students recognize that they can have a future in health care and can have a possible career with Sanford Health. My internship allowed me to realize that Sanford Health wants to be there for students throughout their educational journey and know that they do have an opportunity to work at Sanford once they have completed their education.

Even though these two internships are very different, they both have helped me realize that Sanford Health is a place I would like to work in the future. Sanford Health internships are beneficial to students because they experience and learn from professionals who have been in this industry for many years. The internship will help to prepare students to enter the workforce. These internships have helped me to grow as both an individual and a professional and have confirmed that I want a career in the health care industry. There are so many opportunities at Sanford Health that students should consider pursuing, especially if they are looking to work in health care. I believe that Sanford Health's internship program will keep growing, and more students will have the chance to have similar experiences.



Certificate Programs Help to Fill Workforce Open Positions

Contributed by Dakota State University



Dakota State University (DSU) offers two undergraduate online healthcare certificate programs. These programs teach students how to become healthcare coders or health information specialists. Jobs are readily available in healthcare settings including acute care, ambulatory care, long term care, and many other healthcare settings. While health information specialists usually work in a healthcare setting, healthcare coders may be assigned to work from home or at a centralized office location after an initial orientation has been completed. DSU offers educational preparation necessary to be able to fully prepare individuals to successfully take on either of these two roles. Courses included in the healthcare certificate program at DSU:

Prefix	Number	Course Description	Credit Hours
Biol	101 or 151	Biology Survey I or General Biology	3 or 4
Biol	323 or 221 and 325	Human Anatomy and Physiology or Human Anatomy and Physiology	4 or 4 and 4
CSC	105	Introduction to Computers	3
HIM	101	Introduction to Health Information Management Profession	1
HIM	130	Basic Medical Terminology	2
HIM	150	Introduction to Health Information Management	3
HIM	180	Fundamentals of Disease & Diagnosis Coding I	4
HIM	169	Legal Aspects of Health Information Management I	1
HIM	262	Fundamentals of Disease & Diagnosis Coding II	4
HIM	264	Healthcare Procedure Coding System	3
HIM	264	Revenue Cycle Management	1
HIM	286	Supervised Professional Practice	1
Total credits required for certificate			30-31

Courses included in the health information specialist certificate program at DSU:

Prefix	Number	Course Description	Credit Hours
CSC	105	Introduction to Computers	3
HIM	101	Introduction to Health Information Management Profession	1
HIM	130	Basic Medical Terminology	2
HIM	150	Introduction to Health Information Management	3
HIM	169	Legal Aspects of Health Information Management I	1
HIM	170	Legal Aspects of Health Information Management II	2
Total credits required for certificate			12

The online healthcare coding certificate program requires two years to complete, while the online health information specialist program requires only one year to complete!

For more information about these certificate programs at Dakota State University, please contact Renae Spohn, Director of Health Information Management Programs at renae.spohn@dsu.edu or complete the DSU [contact us](#) link to ask specific questions.



SD Office of Rural Health Recruitment Programs

Contributed by SD Office of Rural Health

2019 Rural Healthcare Facility Recruitment Assistance Program

The 2019 Rural Healthcare Facility Recruitment Assistance Program opened on May 1st and applications are now being accepted. The program helps rural healthcare facilities in South Dakota recruit healthcare professionals by providing a \$10,000 incentive payment for completing 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. Healthcare professionals who 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. The application is available on the Office of Rural Health page at <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility/>. For more information, email Jill.Dean@state.sd.us or visit <http://ruralhealth.sd.gov>.

Recruitment Assistance Program

The Recruitment Assistance Program 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. Providers enter into a contract with the South Dakota Department of Health and the employing healthcare facility. The amount of the incentive payment for a qualifying physician or dentist will be \$231,384 for physicians and dentists after July 1. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife will be approximately \$66,819 after July 1.

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>.

Early Career Spotlight: One Student's Journey to Become a Physician Assistant

Contributed by Avera Health. Printed with permission from the Sioux Falls Development Foundation and Sioux Falls Business.



SIoux FALLS
Development
Foundation

Makenzie Haensel is no stranger to challenging, new adventures, and she's about to embark upon one such opportunity yet again.



This fall, Haensel, 23, is one of 26 students who will pursue a physician assistant, or PA, degree at the University of South Dakota, a highly competitive program that routinely admits approximately 26 students per year, which amounts to accepting just 2.5 percent of applicants. With a 16.9 percent population increase in Sioux Falls since 2010, Makenzie's chosen career path is also critical to the area's growth, as hospitals are increasing care for more patients.

What sets Haensel apart, though, is not merely her acceptance to USD's competitive program or filling one of our area's most critical jobs, but also her pathway to achieving her goals.

A first-generation college student, Haensel calls Hartford home, and while she enjoys traveling, feeling a sense of home in South Dakota has never wavered. In fact, Haensel turned down full-ride scholarship offers in other states and instead pursued post-secondary studies in cardiac and vascular ultrasound technology at Southeast Technical Institute. She points to Southeast Tech's high job placement rates and feeling a sense of home in Sioux Falls as key in her decision to pursue a technical school education.

"I knew that I wanted to stay home in South Dakota because this is where I've made connections in the community," Haensel said. "It's the connections and having those relationships with people that encouraged me to stay in South Dakota. With the other schools, it just never felt right – it never felt like home. By studying at Southeast Tech, I knew that I would be able to work in my field, gain experience and take steps on my path to PA school."

Through the guidance of her academic adviser at Southeast Tech, Haensel's pathway became even more unique. While she excelled in her ultrasound studies at Southeast Tech, she quickly felt the desire to do something more within the health care field. So in 2017, Haensel completed her associate of applied science studies at Southeast Tech while simultaneously earning a bachelor's degree in health science at USD. She earned both degrees and passed her required board examinations in cardiac and vascular ultrasound technology in 2017 and 2018, respectively.

Never one to shy away from a challenge, Haensel also worked nearly full time for Avera McKennan as she completed her schooling. She points to the opportunity to job-shadow at Avera in a variety of health care tracks, including cardiology, trauma surgery, radiology and OB/GYN, as well as the mentorship of Mick Gibbs, the president of the Avera Heart Hospital, in helping her pursue her chief passion: the opportunity to care for patients.

“My path isn’t exactly the straightest between point A and point B, but I don’t think that without some of those zigzags in between that I would have the connections or the opportunities I have now,” Haensel said. “I knew that a four-year university wasn’t for me, to start with, and while I could have taken other paths, such as medical school, I knew that if I pursued each step to getting me where I wanted to be, I could still achieve my goals. I feel like I am where I am meant to be.”

So what’s next for Haensel after graduation in 2021? She desires to continue working with Avera, calling the organization “home,” which represents a new cultural alignment most organizations look to bridge with younger generations such as Generation Z.

“We will start seeing more employees opt for cultural fit and alignment as the deciding factor for choosing an employer, which is why organizational brand is so important when recruiting talent,” according to Denise Guzzetta, vice president of talent and workforce development for the Sioux Falls Development Foundation.

Avera offers Career Planning Services to anyone wanting to create a career path to their desired healthcare career. Go to averajobs.org/Career Planning Service for more information.



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 South Dakota healthcare facilities and healthcare providers. The Office of Rural Health administers 3RNet and posts job opportunities for South Dakota healthcare facilities, and forwards healthcare provider registrations 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.

Sanford Health Career Exploration Opportunities

Contributed by Sanford Health

Sanford Youth Medical Explorers (YME) held at the Sanford USD Medical Center in Sioux Falls, just concluded a great summer program for 40 high school students. If your high school student missed out on the summer program, now is the time to apply for the Sanford YME school year program. YME school year program also offers **HOSA (Health Occupations Student Association)** participation for all students. HOSA is an



Sanford YME touring the Sanford Post Anesthesia Care Unit.

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. See link for application and information for the school year program:

<https://www.sanfordhealth.org/student-programs>

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/>



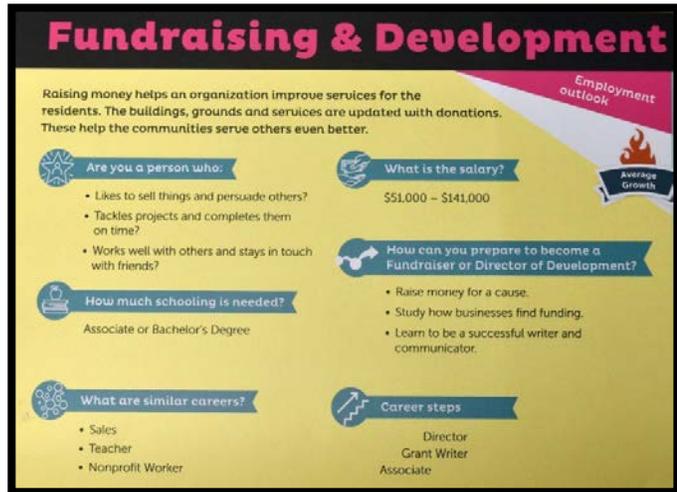
Workforce Development

Contributed by South Dakota Association of Healthcare Organizations

South Dakota Association of Healthcare Organizations (SDAHO) is actively working on workforce development with the end goal of educating the public about the multi-faceted needs and careers available in the healthcare field.

The United States is experiencing a significant shortage and growing demand for individuals capable of managing, supervising and providing high-quality services and related supports in the health care industry.

LeadingAge, a health-industry leader in aging healthcare and policy, conducted a workforce survey in 2017. The purpose of the study was to gather baseline information about workforce challenges. The information from the study provides data for healthcare facilities to be better prepared to handle upcoming challenges and help members develop strategies to address those challenges. As a member of LeadingAge, SDAHO works collaboratively with other LeadingAge affiliates across the country to raise awareness of the numerous careers that are available in the health care industry; specifically, in the post-acute care space.



Fundraising & Development

Raising money helps an organization improve services for the residents. The buildings, grounds and services are updated with donations. These help the communities serve others even better.

Are you a person who:

- Likes to sell things and persuade others?
- Tackles projects and completes them on time?
- Works well with others and stays in touch with friends?

What is the salary?

\$51,000 – \$141,000

How much schooling is needed?

Associate or Bachelor's Degree

What are similar careers?

- Sales
- Teacher
- Nonprofit Worker

How can you prepare to become a Fundraiser or Director of Development?

- Raise money for a cause.
- Study how businesses find funding.
- Learn to be a successful writer and communicator.

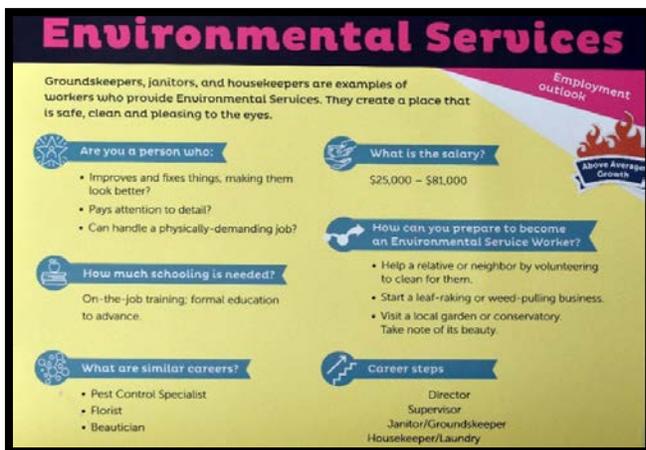
Career steps

Director
Grant Writer
Associate

Employment outlook

Average Growth

This fall, SDAHO is hosting our Annual Convention, September 18-20 in Sioux Falls, where there will be a panel dedicated to HOSA – Future Health Professionals. The panel will be comprised of former and current students along with advisors to discuss and encourage facilities to partner with schools and communities, highlighting the benefits of partnering together.



Environmental Services

Groundskeepers, janitors, and housekeepers are examples of workers who provide Environmental Services. They create a place that is safe, clean and pleasing to the eyes.

Are you a person who:

- Improves and fixes things, making them look better?
- Pays attention to detail?
- Can handle a physically-demanding job?

What is the salary?

\$25,000 – \$81,000

How much schooling is needed?

On-the-job training; formal education to advance.

What are similar careers?

- Pest Control Specialist
- Florist
- Beautician

How can you prepare to become an Environmental Service Worker?

- Help a relative or neighbor by volunteering to clean for them.
- Start a leaf-raking or weed-pulling business.
- Visit a local garden or conservatory. Take note of its beauty.

Career steps

Director
Supervisor
Janitor/Groundskeeper
Housekeeper/Laundry

Employment outlook

Above Average Growth

SDAHO recently hosted a student session to highlight career opportunities at our spring Post-Acute, Partners in Care conference. This session allowed students to ask questions of the professionals in the room regarding health care jobs and career paths. In addition, the group discussed the success and enjoyment of working in hospitals, nursing homes, home health, hospice and assisted living.

The general population will see a rapid increase in adults reaching 65 years of age and older within the next 10 years and nearly 70% of those will need some form of support. The workforce needs in health care will continue to grow as employers compete to attract a new generation of workers.

The health care workforce is dynamic and includes more than doctors, nurses and medical technicians. There are hundreds of opportunities within health care to make a difference and support the growth and care for people. As technology changes, so will the expectations for a higher quality of life and expanded superior services. SDAH0 will continue working with our partners across the state to educate, explore and expand opportunities for the public regarding the myriad of career paths, in and related to health care.



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](#).