

September, 2015

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 any feedback you have regarding these and other workforce development issues.

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/>

USD's Medical Laboratory Science Chair Recognized for Excellence

Contributed by University of South Dakota School of Health Sciences



Kay Rasmussen, MLS Department Chair & Assistant Professor, was recently selected by the publication *MedicalTechnologySchools.com* as one of the *20 Professors of Clinical Laboratory Science You Should Know*. The criteria for selection included: active teaching and thought leadership. Rasmussen is actively engaged in the ASCLS-SD professional organization. Rasmussen received a 2015 South Dakota Omicron Sigma Award from the organization for her volunteer service to the laboratory science society. In April, Rasmussen was awarded the USD School of Health Sciences' 2015 Outstanding Faculty Award for Teaching Excellence.

The Medical Laboratory Science program, originally named Medical Technology, has been a part of USD for many decades. The School of Medicine started offering the Bachelor of Science degree at the start of the 1947-1948 school year. The program transitioned to become an integral member of the newly formed School of Health Sciences in the fall of 2007.

The program has a long history of producing highly qualified laboratory professionals that fill important job positions across the state of South Dakota. USD's MLS students have the unique opportunity to learn side by side with students from other healthcare disciplines in an Interprofessional Education (IPE) environment while on campus. With help from accredited, nationally recognized clinical partners, USD looks forward to educating more students to meet the increasing demand for these professionals locally and nationally.

National Rural Health Day

Contributed by SD Office of Rural Health

The Office of Rural Health will be celebrating National Rural Health Day on November 19, 2015. This day allows NOSORH, State Offices of Rural Health and numerous partners to showcase rural America and highlight efforts that address the unique healthcare needs of rural communities. Help celebrate the Power of Rural by celebrating this special day in your community.



Sanford Health Offers Opportunities for Health Career Focused Students

Contributed by Sanford Health



Sanford HOPE

Health Occupations & Professions Exploration quarterly program which focuses on specific roles in healthcare, touring and interactive forum. Specifics sites and dates will be made available on the Sanford Health.org website.

Sanford Youth Medical Explorers (YME)

Formerly Sanford Scrubs Club, the YME program offers health career exploration for grades 9-12 in the Sioux Falls SD region; kick off date September 10th for the school year club. HOSA membership available for those students who do not have a school chapter.

HOSA (Health Occupations Student Association)

National student organization provides resources for Sanford's HOSA chapter within the YME program. Sanford continues to connect with the regional HOSA chapters to provide experiences and field trips for healthcare career enrichment.

High School Educational Tours

Located in Sioux Falls SD, Sanford USD Medical Center offers tours for 9-12 grade students to interact with healthcare professionals on site as they visit various hospital and outpatient departments.

Sanford Research

The Sanford research site provides undergrads and high school opportunities which includes shadowing and research project internships: <http://www.sanfordresearch.org/education/k12students/>

Sanford Volunteers

Sanford Volunteers are in high demand and need students to volunteer. Scholarships and Sanford perks are available to current volunteers, apply today:

<http://www.sanfordhealth.org/Careers/VolunteerOpportunities/SiouxFalls>

For more information about these opportunities, please contact: kelly.tollefson@sanfordhealth.org

Nursing Leadership Program

Contributed by South Dakota Board of Nursing



The Center for Nursing Workforce is pleased to partner with EmBe to offer a comprehensive nursing leadership program for nurses interested in expanding their leadership potential. The program will begin January 2016 and the *registration deadline is October 16, 2015*. Space is limited! More information is available on the application at www.embe.org/leadership.

If you have questions or need more information please call Erin Bosch at Embe, 605-336-3660 or ebosch@embe.org

Scrubs Camps

Contributed by SD Office of Rural Health

It's that time of year again! Scrubs Camps for school year 2015-2016 will begin in the coming weeks. The Department of Health and the Department of Education began a partnership in 2007 to implement Scrubs Camps. These camps are free, one day, hands-on health career awareness opportunities for high school students. The majority of Scrubs Camps are held during the fall of the year, with the remaining camps held during the spring. Listed below are the locations and tentative dates for the upcoming Scrubs Camps:

Pierre: September 30, 2015
Yankton: October 6, 2015
Huron: October 7, 2015
Mission: October 7, 2015
Aberdeen: October 12, 2015
Hot Springs: October 14, 2015
Chamberlain: October 21, 2015
Mobridge: October 21, 2015
Eagle Butte: October 28, 2015
Watertown: October 28, 2015



*Rapid City: November 17, 2015
Mitchell: November 18, 2015
*Rapid City: February 2, 2016
Sioux Falls: February 5, 2016
Spearfish: February 20, 2016
Vermillion: March 15, 2016
Madison: April 8, 2016
Winner: April 8, 2016
*Rapid City: April 13, 2016

For more information, contact Jill Dean at 605.773.2706 or visit scrubscamps.sd.gov.

Disaster Training Day Set for Feb. 19

Contributed by Yankton Rural AHEC

Disaster Training Day will be held on the University of South Dakota (USD) campus on February 19, 2016.

Over 350 South Dakota State University (SDSU) and USD students from 12 healthcare disciplines are expected to attend the daylong session in the Lee Medical School.

Students will become certified in Core Disaster Life Support (CDLS) from the National Disaster Life Support Foundation (NDLSF). They will also receive hands on training in anaphylaxis, immunizations, points of dispensing, psych first aid, triage, and mass casualty response. Tours the State of South Dakota's mobile autopsy suite "MACK" will also be part of the program.

Along with CDLS certification, students will be given the opportunity to register for SERV SD. This registry coordinates the pre-registration of medical and healthcare professionals who are willing to volunteer during disaster situations. Last year's event had a record setting 267 students registering.

The South Dakota Department of Health (DOH), the USD Sanford School of Medicine, USD School of Health Sciences, SDSU, the Regional Training Center for Upper Midwest and the Yankton Rural Area Health Education Center (YRAHEC) will coordinate the event. Funding is provided by the South Dakota DOH through a federal Health and Human Services grant.

For more information about South Dakota disaster preparedness training, contact Cheri Buffington, REHPS Program Manager at YRAHEC, in Yankton, SD, at 605-655-1400.



2015 South Dakota Healthcare Workforce Report

Contributed by SD Office of Rural Health

How many physicians is SD expected to need by 2022? How many nurses, dentists or pharmacists? The 2015 Healthcare Workforce Report from the Office of Rural Health offers updated projections for 30 healthcare professions. The report profiles healthcare workforce projected needs in the future and workforce distribution by geography, age, and profession. The report can be found at: <https://doh.sd.gov/providers/careers/Workforce/Data.aspx>



SDSU College of Nursing Receives Bush Foundation Grant

Contributed by South Dakota State University College of Nursing



**SOUTH DAKOTA
STATE UNIVERSITY**

College of Nursing

South Dakota State University's College of Nursing is one of 30 organizations to receive a 2015 Community Innovation grant from the Bush Foundation. These organizations are developing and testing new solutions to challenges in their communities within Minnesota, North Dakota, South Dakota and 23 Native nations.

Over the next two years, the College of Nursing aims to attract and retain Native Americans to the state's nursing workforce through an inclusive alliance of tribal partners, community members and academic leaders. The grant's primary focus will be at the College of Nursing West River site in Rapid City.

"Our goal is to create an alliance of tribal, health care, university and community partners to strengthen support services—academic, social, financial, environmental, etc.—for Native Americans interested in becoming a registered nurse or advanced practice nurse," said Barbara Hobbs, assistant dean for SDSU's West River Nursing site. Robin Peterson-Lund and Hobbs are the project's co-directors. "The Wokunze Wicaske Alliance for Native American Nursing Students is the essential next step in our commitment to advance Native American nursing education."

The alliance members will host talking circles with current students, previous graduates, and other nursing professionals to learn ways to attract others to the field. In addition, the Wokunze Wicaske Alliance for Native American Nursing Students will guide strategy and decision-making that leads to expanded, upgraded support services. Members of the Great Plains Native American Nurses Association will be sought as mentors for students who are enrolled in the pre-nursing and nursing programs.

The project team will work with Bev Warne, who coordinated Arizona State University's American Indian Students United for Nursing Project and helped establish a Native American Nurses Association. Warne is currently collaborating with Peterson-Lund and other Native American nurse leaders to establish the Great Plains Native American Nurses Association in Rapid City. As part of the Wokunze Wicaske project, Warne will serve as a community liaison, working to foster community resources as sustainable solutions for Native American nursing students.

Exploration Tools Open Students to Health and Careers

Contributed by Yankton Rural AHEC

Hands-on healthcare activities tucked away in portable boxes are making the rounds to Yankton Rural AHEC's service area classrooms once again.

These activities not only spark health awareness but also expose students to possible healthcare careers. Last year, the "In-A-Box" activities touched 216 students in the Yankton Rural AHEC service area. This year, three more boxes are joining the original five, which were developed by the Oregon Area Health Education Center. Two of the new "On-The-Go" activities were developed by Northeast SD AHEC in Aberdeen.

The learning modules include: Heart On-The-Go, Lungs On-The-Go, Mouth In-A-Box, Ear In-A-Box, Brain In-A-Box, Guts In-A-Box, Bones & Muscles In-A-Box, and Eye In-A-Box.

Modules include a variety of activities including such things as models, microscopes, sound meters, hearing aids, otoscopes, Jell-O brain mold, fat & muscle replicas, ophthalmoscope, oximeters, pig heart, pigs lung, books, posters, diagrams, DVD's, games and more.

The activities are designed for fourth through eighth graders, but the material can be designed to fit with younger and older students, too. The kits also include teacher and ambassador handbooks along with other sources to expand the teacher's lesson. Interested teachers contact Yankton Rural AHEC to borrow the kits and return them within about two weeks.

"It's not too early to get kids thinking about healthcare careers in fourth grade. These kits not only open their eyes to the interesting tools and anatomy important to professionals, but also makes them more aware of their own health," said Corryn Celmer, Program Specialist with Yankton Rural AHEC.

For more information about In-A-Box and On-The-Go, contact YRAHEC at 605-655-1400.



Brain In A Box comes with several hands-on activities including models, charts, DVDs, and other activities.

EMS Stakeholders' Workgroup

Contributed by SD Office of Rural Health

In response to Governor Dugaard's reorganization order moving EMS from the Department of Public Safety back to the Department of Health, an EMS Stakeholders' Workgroup was formed with the following goal: "To provide recommendations to the Department of Health on EMS sustainability and ensuring access to quality EMS in South Dakota, particularly in rural South Dakota, by identifying key issues and suggesting strategies." The Stakeholders' Group met four times over the course of the summer and concluded their work on August 24th. Information from these meetings can be found by visiting <http://doh.sd.gov/providers/ruralhealth/EMS/StakeholdersGroup.aspx>.



Celebrating the 10th Anniversary of National Health IT Week

Contributed by Dakota State University



Many of us may have encountered a medical situation where a family member or loved one's life was saved by early detection, new drugs, or a new procedure. Contrary to these more obvious technological medical advances, health IT is quietly advancing medicine. Health IT—specifically electronic health records (EHRs)--improve the quality of healthcare delivery, increase patient safety, decrease medical errors, and strengthen the interaction between patients and healthcare providers.

National Health IT Week is a collaborative forum and virtual awareness week that assembles key healthcare constituents dedicated to working together to elevate the necessity of advancing health through the best use of information technology. www.healthitweek.org

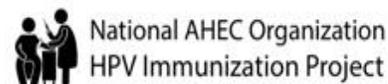
Dakota State University is proud to be a University Partner with Healthcare Information Management and Systems Society (HIMSS) in celebrating National Health IT Week. Dakota State University offers various undergraduate and graduate degrees and workforce training in health informatics and health information management, which integrate the latest in technology. Students receive a solid education plus the tech-knowledge to keep them competitive in the healthcare field. All of these programs have outstanding career placement and are available online. www.dsu.edu



For more information or questions about National Health IT Week, please contact info@healthitweek.org. For more information about the health information management or health informatics programs offered by DSU, please contact Dorine.Bennett@dsu.edu

Yankton Rural AHEC—Working to Improve Human Papillomavirus (HPV) Vaccination Rates

Contributed by Yankton Rural AHEC



The National AHEC Organization National Training Center is embarking on Improving HPV Immunization Rates on a national scale utilizing the AHEC Network. The project will work in partnership with the Centers for Disease Control and Prevention (CDC) to improve HPV immunization rates of 11 and 12 year old, males and females, throughout the nation by improving clinician training and understanding of the vaccine. This initiative is designed to direct attention to the fact that the HPV vaccine is proven to prevent certain types of cancers.

The Yankton Rural AHEC is working as the State Entity for South Dakota. Partnerships are being formed with various healthcare organizations. YRAHEC will have information about the HPV project at the South Dakota Association of Healthcare Organizations Conference. The CDC PowerPoint, "You are the Key to Cancer Prevention" has been recorded by Yankton Medical Clinic Surgeon and South Dakota Comprehensive Cancer Control Chair, Dr. Mary Milroy, and will be available in the near future for continuing education credit. For more information on the HPV webinar and YRAHEC's plans for the project, please contact Yankton Rural AHEC at 605-655-1400 or email info@yrahec.org.



Recruitment Assistance Program

Contributed by SD Office of Rural Health

The Recruitment Assistance Program has slots and 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 must enter into a contract with the South Dakota Department of Health in order to qualify. 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 \$186,750. 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 \$42,838.40. There are currently 5 physician slots available, as well as 1 dentist and 1 advance practice physician. To be eligible a community must:

- Have a population of 10,000 or less
- Be assessed by the Department of Health to evaluate the community's need for eligible providers and its ability to sustain and support additional providers and be found eligible for participation.
- Agree to pay a pro-rated portion of the total amount of the incentive payment
 - 0-2,500 population – 25%
 - 2,501-4,999 – 50%
 - 5,000-10,000 – 75%

For more information about the Recruitment Assistance Program, please email Jacob.Parsons@state.sd.us, or visit <http://ruralhealth.sd.gov>.

SDSU Medical Laboratory Science Program- Exceeds National Certification Pass and Placement Rate 2010-2015

Contributed by South Dakota State University

South Dakota State University has the only University based NAACLS (National Accrediting Agency for Clinical Laboratory Science) Medical Laboratory Science (MLS) program in the state. With a placement rate of 100 percent and national certification test pass rate at the same percentage, the medical laboratory science program is one of South Dakota State's premier programs. The SDUS MLS student pass rate as well as American Society of Clinical Pathology certification scores are higher than the overall average for both hospital and university programs.



As one of the highest need health care professions in the nation, the program's graduates are in high demand not only due to their success on their certification exam but also their hands on and technical expertise in diagnostic testing in hematology, microbiology, chemistry, urinalysis, blood banking and molecular diagnostic techniques. The program has an overall retention rate of 98% in the professional on campus MLS program.

In addition to using laboratory diagnostic instrumentation, the MLS program includes a Medical Laboratory Science Club that annual hosts a "Be the Match" bone marrow drive. This year's event will be held September 22nd in the SDSU student union. Donors are registered for future medical needs that are truly life-saving to patients across the Midwest. The MLS students participate in the American Society for Clinical Laboratory Science and are eligible for induction into the SDSU Chapter of Rho Lambda Tau, the National Laboratory Honor Society. Medical Laboratory Science is a very fast paced, evolving discipline that requires highly skilled and knowledgeable professionals.

2015 Rural Healthcare Facility Recruitment Assistance Program

Contributed by SD Office of Rural Health



The 2015 program has filled all 60 available slots; however, applications can still be submitted for those wishing to be added to a waitlist in the event of forfeiture before the end of the year. The application can be found here:

<http://doh.sd.gov/documents/Providers/RuralHealth/2015RHFRAPapp.pdf>.

The program helps rural medical facilities in South Dakota recruit nurses, therapists and other health professionals by providing \$10,000 incentive payments to participating health professionals who complete three-year service commitments in communities with 10,000 people or less. Applications must be submitted by the employing health facility. Each eligible facility may have up to 3 participants each year. Currently participating health professionals include nurses, physical therapists, paramedics, pharmacists, dietitians, medical laboratory professionals, occupational therapists, respiratory therapists and radiologic technologists.

For more information about the Rural Healthcare Facility Recruitment Assistance Program, please email Jacob.Parsons@state.sd.us, or visit <http://ruralhealth.sd.gov>.

Graduate Outcomes System Released

Contributed by South Dakota Department of Labor & Regulation



The Department of Labor and Regulation (DLR) has released the South Dakota Postsecondary Graduate Employment and Wage Outcomes system at http://dlr.sd.gov/graduate_outcomes.

The graduate outcomes system will provide students, job seekers, career counselors, educators and policy makers with a better understanding about the connections between postsecondary education choices and employment outcomes.

“The graduate outcomes system is one more resource to make informed career decisions,” said state Labor and Regulation Secretary Marcia Hultman. “Making this data match is also an essential step in creating the most effective workforce development strategies.”

This system can help answer questions users might have, including:

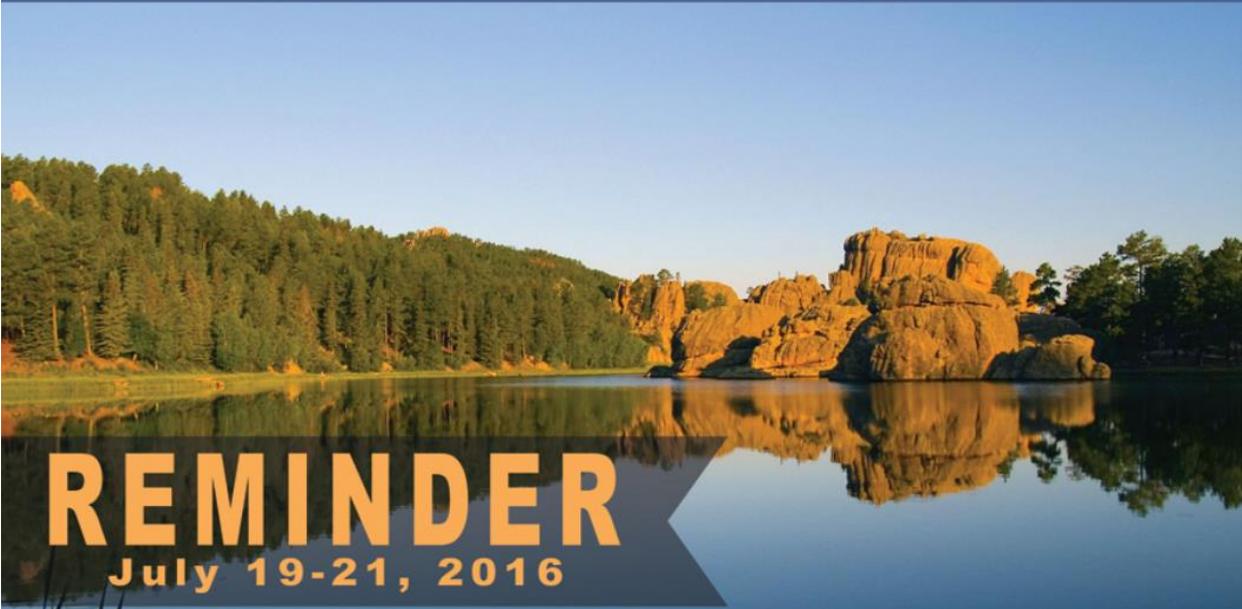
- What percent of graduates are employed in South Dakota?
- How much are those graduates earning in South Dakota?
- In what industries are graduates employed in South Dakota?

“Our department will also use this system to create internal reports for workforce program completers and other related grants,” said Secretary Hultman.

Providing this information is possible through a joint collaboration between the DLR, Board of Regents, and Department of Education. Additional labor market information, employment projections, wage information and career resources are available at <http://www.sdjobs.org/lmic/>.

2016 INTERNATIONAL RURAL NURSING CONFERENCE

RAPID CITY
SOUTH DAKOTA



REMINDER

July 19-21, 2016

NOW ACCEPTING ABSTRACT PROPOSALS!
Please submit proposals prior to the deadline
of November 13, 2015.

For more information, please refer to:
www.mhch.org/international-rural-nursing-conference-abstract-submission



**PLEASE NOTE THE DEADLINE FOR SUBMITTING APPLICATIONS TO
SERVE ON THE ABSTRACT REVIEW TEAM HAS BEEN EXTENDED
TO FRIDAY, OCTOBER 2, 2015**

For more information, please refer to: www.mhch.org/abstract-review-team-application



Information will continue to be updated at
www.mhch.org/service/international-rural-conference-2016

Conference Location:
Rushmore Plaza Civic Center
444 N. Mt. Rushmore Rd.
Rapid City, SD 57701



M.H.C.H. FOUNDATION
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SOUTH DAKOTA STATE UNIVERSITY
College of Nursing



**UNIVERSITY OF
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SCHOOL OF HEALTH SCIENCES



**RURAL NURSE
ORGANIZATION**

3RNet

Contributed by SD Office of Rural Health/SD Healthcare Workforce Center



Want help finding qualified healthcare professionals interested in South Dakota? 3RNet is a nonprofit organization that helps to connect providers across the nation with potential employers. The South Dakota Office of Rural Health has a contract with 3RNet to provide assistance to South Dakota facilities that have available job opportunities. This service is provided FREE to both providers and South Dakota facilities. To post or search job opportunities please visit www.3rnet.org. Registering is easy and only takes a few minutes! Please let us know of any job placements that 3RNet has helped with! For more information or assistance, please email South Dakota's organizational member at Jacob.Parsons@state.sd.us.

Rural Rewards – A Call to Care

Contributed by Yankton Rural AHEC



Rural Rewards – A Call to Care project recognizes the growing need for Certified Nursing Assistants (CNAs) at health care facilities across South Dakota. Rural Rewards is a project of the Yankton Rural Area Health Education Center along with a collaboration of several long-term care facilities.

Through a grant from the South Dakota Workforce Incentives Program, Yankton Rural AHEC is working on training re-careering adults to become certified nursing assistants in South-Central South Dakota. Selected applicants complete approximately 51 hours of online education, an 8 hour skills review course, 16 hours of clinicals in a long term care facility, and the certification test. Once certified,

participants work closely with YRAHEC staff to build a resume to be distributed to project partners; our goal is to place participants with the 11 consortium members. To date, there have been over 25 applicants, with over half currently enrolled or employed within the program. Lack of CNAs is creating a workforce crisis for some SD long term care facilities; the Rural Rewards project aims at alleviating some of that need.

Another aspect of the Rural Rewards project is to train 10 high school students to become CNA's. Working closely with the school counselors, YRAHEC selects students who are interested in the healthcare field; these students can receive CTE credit for their involvement in this project. Over the course of a quarter, students complete weekly online assignments, an 8 hour skills review class, and 16 hours of clinicals in a long term care facility located near their school.

For more information on Rural Rewards—A Call to Care visit www.ruralrewards.org or call 605-655-1400.

More Information?

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

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

