

September, 2014

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.

Dakota Roots Connects Healthcare Employers to Quality Workers

(Contributed by SD Department of Labor and Regulation)



Dakota Roots, the State's worker recruitment initiative, continues to connect healthcare employers to quality workers at www.DakotaRoots.com. Currently, 2,645 out-of-state job seekers are actively looking for the right career opportunity to allow them to relocate and make South Dakota their home.

Of these Dakota Roots participants, 100 are interested in employment in the healthcare industry. Their desired fields of interest range across 30 occupations from athletic trainers to dental hygienists to medical laboratory technicians to pharmacists to registered nurses.

Since the launch of Dakota Roots in October 2006, 327 healthcare job placements are a direct result of Dakota Roots. These worker recruitment efforts are made possible by your workforce experts with the South Dakota Department of Labor and Regulation (DLR). Their trained, professional staff can write job orders, post openings online, assist with workforce training programs, screen and refer quality applicants, and assist with interview questions.

For additional exposure for your company, inquire with your DLR local office about how you can become a Dakota Roots business partner. You will receive the same quality services, and in addition, your logo and homepage can be featured on the [Business Partners webpage](#) for job seekers to directly check out your company. Selection for the [Featured Business Partner](#) webpage is also available to partners to showcase the benefits they have to offer and current available openings.

2014 Rural Healthcare Facility Recruitment Assistance Program

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



Applications are being sought for the 2014 Rural Healthcare Facility Recruitment Assistance Program. Fifty of the sixty available slots for 2014 have already been filled! The program provides a \$10,000 incentive for nurses, therapists, pharmacists, and other health professionals!

The Rural Healthcare Facility Recruitment Assistance Program was launched in 2012 as part of Gov. Dennis Daugaard's South Dakota Workforce Initiative (SD WINS). The program helps rural medical facilities in South Dakota recruit healthcare professionals by providing a \$10,000 incentive payment to eligible professionals who complete a three-year service commitment in a community of 10,000 people or less. The cost of the \$10,000 incentive payment is split between the state and the employing facility, with health facilities in smaller communities paying a smaller share.

If you have questions about the 2014 application, please email Jacob.Parsons@state.sd.us, or visit <http://ruralhealth.sd.gov> for more information.

REHPS Completes 4th Year, Looks Ahead to 2015

(Contributed by Yankton Rural AHEC)

YANKTON, S.D. – Rural Experiences for Health Professions Students (REHPS) 2014 wrapped up July 30th as students in Miller and Bowdle finished their four week interprofessional Preceptorship. Over the course of the summer, 12 communities hosted 21 students from South Dakota State University (SDSU), the University of South Dakota (USD) and Mount Marty College (MMC). Professions represented included Advance Practice Nursing, Medicine, Pharmacy and Physician Assistant.



Students kept a daily blog about their experiences at www.rehps.org. Many recounted the benefits of the REHPS program's interprofessional focus. After spending the entire day in the clinic with Dr. Wickersham and Dr. Boschee at Avera St. Benedict in Parkston, REHPS medical student Paul Berndt stated: "My medicinal knowledge has greatly improved as I have talked through a multitude of cases and been given some helpful insight by two great physicians."

Recruitment for the 2015 experience started on June 5th with a presentation by Cheri Buffington, REHPS Program Manager, to the physician assistant students at USD. Seven applications were received from this group which is a significant increase over last year. Four PA students will be notified of their acceptance to the program by the end of September.

Earlier recruitment is one of the enhancements being made to the 2015 REHPS program. Each of the disciplines will have reserved slots allowing for the application process to start immediately after recruitment with offers being made within 45 days of their presentation. This will allow for earlier notification for many of the students and their clinical coordinators.

South Dakota Introduces Licensed Addiction Counselors

(Contributed by University of South Dakota)

In January, 2014 the South Dakota Board of Addiction and Prevention Professionals (BAPP) began credentialing Licensed Addiction Counselors (LAC) in South Dakota. The impetus behind the LAC credential was to elevate the profession to become commensurate with other licensed counseling professions in the state. In order to achieve this goal, the BAPP developed a rigorous academic standard for licensure which requires a Master's Degree in a behavioral science field from an accredited post-secondary institution.

To help meet the new demand for practicing professionals seeking the LAC master's degree requirement, the Addiction Studies Department (ADS) under the School of Health Sciences at the University of South Dakota offers an on-line Masters of Arts in Addiction Studies. The MA degree was first offered in 2010 and requires 45 credit hours with specialization in treatment, prevention or co-occurring populations. The program prepares addiction professionals for advanced levels of competency to address current and future addiction challenges in society. In addition, all ADS graduate courses have been approved by the BAPP for meeting licensure academic requirements so ADS MA graduates may obtain the LAC credential after meeting experience hours and passing the National ICRC exam.

The ADS department is the only program in the state of South Dakota and in the region to be granted full accreditation by the National Addiction Studies Accreditation Commission. For further information regarding the program visit: <http://www.usd.edu/continuing-and-distance-education/master-of-arts-m-a-in-addiction-studies.cfm>.

Partnership for Cardiac Care

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



In March, we first introduced the Partnership for Cardiac Care, a \$3.7 million project funded by The Helmsley Charitable Trust. With an official start date of January 1, 2014, the project will equip hospital and EMS personnel with a LUCAS@2 Chest Compression System.

As of this writing, 18 regional trainings sessions have been completed in 13 different communities; approximately 200 devices have been distributed and over 450 healthcare workers have been trained during the regional sessions alone. A team, comprised of close to 50 people, made this incredible feat possible.

Regional training sessions were train the trainer format lasting approximately four hours. During each session, attendees were provided information on the project, data collection, evaluation and sustainability, and the operation of the LUCAS@2 Chest Compression System. Breakout sessions allow hands-on experience allowing everybody placing the LUCAS@2 on a manikin at least twice. LUCAS@2 devices are distributed on site pending a signed hold harmless form.

An evaluation survey was sent to primary hospital and EMS contacts who attended the April through June regional sessions. The evaluation survey will collect information on train the trainer efforts, data collection, and utilization. Attendees of the August sessions will receive the same survey before the end of 2014.

The next phase of the project will monitor utilization, feedback and evaluation of deployed devices. Early September, a drill was conducted by the evaluation team out of the University of North Dakota. The purpose of the drill, which originated in Spink and ended in Minnehaha County, was to assess the interoperability of devices and databases used to collect data of the entire cardiac system of care in South Dakota. A secondary purpose was to assess the performance of cardiac arrest protocols by emergency medical services for future training purposes and continuous improvement.

For more information regarding the Cardiac Care Project contact Marty Link at 605.367.5372 or via email at Marty.Link@state.sd.us.

3RNet

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

Want an EASY and FREE way to reach a large applicant pool that stretches across the nation? 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 facilities. To post or search job opportunities, please visit www.3rnet.org. For more information or assistance, please email South Dakota's organizational member at Jacob.Parsons@state.sd.us.



USD and SDSU Join Forces to Offer the MPH

(contributed by University of South Dakota)



The South Dakota Board of Regents approved the Master of Public Health (MPH) degree to be offered by the University of South Dakota (USD) and South Dakota State University (SDSU).

USD and SDSU will draw on their strengths addressing the healthcare needs of rural communities and focus the MPH curricula on rural public health, creating a distinct national and regional identity for the program.

The MPH program will prepare professionals with graduate degrees (e.g., PhD, MD, PharmD, MSW, MS, DNP, DPT, JD) or undergraduate degrees (e.g., BS, BSN, BA) to be public health practitioners and leaders. The MPH program will train graduates for a range of public health positions and public health specialties.

Classes will be delivered on-line starting January 2015. For more information on admissions and program requirements, please go to www.usd.edu/ or www.sdstate.edu/

HOSA Happenings: 54 Student Delegates Attend HOSA National Leadership Conference

(contributed by the AHEC Program Office)



Fifty-four student delegates from South Dakota attended HOSA's 37th Annual National Leadership Conference in Orlando, FL. Delegates attended grand opening sessions, nearly 70 education symposiums, and competed in over 40 competitive events.

Here are some highlights:

- Isaiah Lamb, a senior from O'Gorman, placed 8th in Clinical Nursing
- Emma Schmidt, Mason Wenzel, & Luke Bartl placed 6th in Biomedical Debate
- Mariah Lord, a senior from Wolsey-Wessington, placed in Top 20 in Nursing Assisting
- Audrey Brosnan & Ki Snyder from Rapid City Central place in Top 20 in Forensic Medicine

HOSA's Fall Leadership Academy will be held in Rapid City and Crazy Horse on October 19-20. Nearly 75 local officers will attend the Academy. The Academy aims to:

- Educate officers regarding leadership in a team setting.
- Motivate officers to grow HOSA in their local schools.
- Immerse officers in a cultural experience at Crazy Horse Memorial.

This past year, SD HOSA grew by over 54% to a membership of 433 students, advisors, and professionals in 12 chapters!

If you would like more information about the South Dakota HOSA or would like your school to join the other 14 SD HOSA chapters, please...

- Visit the SD HOSA website: www.sdhosa.org
- Email the South Dakota HOSA State Advisor Brock.Rops@usd.edu
- Call the SD HOSA State office at 605.357.1576.

Medical School is Key to Helping South Dakotans Access Health Care

(Contributed by University of South Dakota)



In her remarks on July 9, 2014 to the Governor's Primary Care Task Force, Dr. Mary Nettleman, dean of the University of South Dakota Sanford School of Medicine, emphasized the vital and expanding role of the medical school in helping the state of South Dakota successfully address health care access issues for its citizens.

"The medical school is expanding class size by 11 students starting in the fall of 2015. This will put more physicians in more South Dakota communities," Nettleman said.

Class size at the state's only medical school was 56 this year. Next year 67 first year-students will be accepted. This expansion was recommended by the task force, and supported by Gov. Dennis Daugaard and the state legislature as a strategy to meet the needs of South Dakota's aging and rural population. This expansion also offers new opportunities for South Dakota students to enter medical school and pursue medicine as a career.

According to Nettleman, there are now 636 physicians serving communities across South Dakota who are graduates of the University of South Dakota Sanford School of Medicine. South Dakota's medical school leads other medical schools in the region in the percentage of its graduates who remain in the state to practice medicine.

Another important directive issued by Daugaard and overseen by the task force is that citizens residing in rural areas of the state benefit from improved access to healthcare providers. The medical school, explained Nettleman, is meeting that challenge.

"Thirty-three percent of our graduates," she said, "are practicing medicine in rural areas." No other medical school in the nation, Nettleman added, is placing a higher percentage of its graduates in rural settings than the USD Sanford School of Medicine.

"We are targeting medical service to rural areas by pursuing innovative initiatives," Nettleman stated. "The official launch of the FARM (Frontier and Rural Medicine) program just today demonstrates the commitment of the medical school and the commitment of our state's leadership to assist rural South Dakotans with their health care needs."

The FARM program places six third-year medical students in five rural communities. Each student participates in an intense nine-month training at one community. This introduces the student to rural medicine, and it's anticipated that this program will foster more physician interest in practicing in rural communities. The FARM program will expand student participation in the future.

"Through innovative programs, a top-caliber faculty, and a nationally recognized curriculum, the University of South Dakota Sanford School of Medicine is advancing health care for all South Dakotans," Nettleman added. "This is a team effort, tapping into the impressive resourcefulness of South Dakotans. We strongly appreciate the support of the state's leaders, and the many clinical physicians who teach at the school."

CNA Training Available for Those Ready for a Healthcare Career

(Contributed by Yankton Rural AHEC)

YANKTON, S.D. – The demand for caregivers in South Dakota is expected to keep growing. Rural Rewards – A Call to Care project aims to help address those needs by increasing the labor pool for long-term care facilities in South Central South Dakota.



People interested in becoming a Certified Nursing Assistant or CNA are encouraged to apply for the Rural Rewards CNA Training Program. Selected applicants will participate in on-line education, on-site clinicals, skills review and certification testing. Rural Rewards is a project of the Yankton Rural Area Health Education Center (AHEC) and a consortium of 11 long-term care facilities.

"Answering the call to care for the residents in our rural facilities can provide a rewarding career change or job addition. CNAs are an important part of the team providing care. The demand for CNAs keeps growing," said Sandy Viau-Williams, Executive Director of Yankton Rural AHEC. "Our goal is to train 80 new certified nursing assistants within the next year in a seven county area."

The outlook is very good for participants in the program to find a position as a CNA in South Central South Dakota. Although Rural Rewards does not guarantee employment as a CNA, chances are graduates of the program will be asked to answer the call to care.

According to a report of Governor Dennis Daugaard's Primary Care Task Force, between 2010 and 2020 more than 8,000 additional healthcare workers will be needed. The number of high school graduates is expected to decrease by 17 percent between 2002 and 2018 while the elderly population in South Dakota is expected to double by 2025.

The Rural Rewards training program consists of 75 hours of various components of training, including on-line education, on-site clinicals, a skills review and certification exam. Thirty-two hours are a combination of on-line modules, assigned reading in a textbook, and assigned skills and activities. Eight hours will be a skills review session in a laboratory setting. The remaining 35 hours will be facility-based clinical instruction.

The program is designed to provide flexible and accessible training. Participants keep their present jobs during training. On-line modules are available 24 hours per day. Participants will have options of where to complete the on-site clinicals and skills review, as these sessions will be rotated among the facilities teaming up for this project. However, students need to keep in mind they will need about 43 hours available at a training site to complete the program.

Applications are available at www.ruralrewards.org or at local South Dakota Department of Labor and Regulation offices in Yankton, Mitchell, and Lake Andes. Call the Yankton Rural AHEC with any questions at 605-655-1400.

National Health Service Corps

(contributed by SD Office of Rural Health/SD Healthcare Workforce Center)



The National Health Service Corps (NHSC) is a Federal government program administered by Health Resources and Service Administration and Bureau Clinician Recruitment and Services. NHSC helps bring care to people who live in areas with limited access to health care. Areas with limited access to health care become designated as Health Professional Shortage Area (HPSA), which means people have to go without essential health services or have to travel long distances to see primary health care providers. NHSC offers three different programs to health care providers to recruit them to HSPAs. The three programs available are NHSC Loan Repayment Program, NHSC Scholarship Program, and NHSC Student to Service Program. All three programs offer a momentary incentive to health care providers for a service commitment in a HSPA.

The NHSC Loan Repayment program offers primary care medical, dental, and mental and behavioral health providers the opportunity to have their student loans repaid while earning their salary. The following licensed providers are eligible: Medicine (MD/DO), Physician Assistant, Nursing, Dentistry, Dental Hygienist, and Mental and Behavioral Health. For more information on the NHSC Loan Repayment program, please go to <http://nhsc.hrsa.gov/loanrepayment/nhscloanrepayment/index.html>.

The NHSC Scholarship program offers students pursuing primary health care funding for their education for a service commitment. The students enrolled and accepted in the following disciplines are eligible: Primary Care Physician, Dentists, Family Nurse Practitioner, Certified Nurse-Midwife, and Primary Care Physician Assistant. The funding can be used for the following costs: tuition, required fees, reasonable educational costs, and a monthly support stipend. For more information on the NHSC Scholarship program, please go to <http://nhsc.hrsa.gov/scholarships/index.html>.

The NHSC Student to Service Program offers medical students (MD/DO) in their last year of school, loan repayment assistance for working in a HPSA. The provider must provide care in the following disciplines: Internal Medicine, Family Practice, Pediatrics, OB/GYN, Geriatrics, and Psychiatry. For more information on the NHSC Student to Service program, please go to <http://nhsc.hrsa.gov/loanrepayment/studenttoserviceprogram/index.html>.

For more information on the NHSC please contact Kyle Fuchs at (605) 773-6320 or via email at Kyle.Fuchs@state.sd.us.

National Rural Health Day

(contributed by SD Office of Rural Health/SD Healthcare Workforce Center)



The Office of Rural Health will be celebrating National Rural Health Day on November 20, 2014. 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. Please celebrate this special day in your community and celebrate the Power of Rural.

Department of Health Sciences Early Scholar Program

(contributed by University of South Dakota)



The University of South Dakota's Department of Health Sciences is participating in a partnership with the Center for Distance Education, Chamberlain High School, and the Matson Halverson Christiansen Hamilton (MHCH) Foundation of Kimball, SD to provide a program for early scholars that enhances academic and experiential options for a guided transition into a health career. This program provides the opportunity for dual credit health science coursework. The first course in the health sciences major (HSC 110 The Interprofessional Team) is offered to the high school students as dual credit. A dual credit course is a course taken by a high school student for which the student earns both high school and post-secondary credit at the same time at a reduced tuition cost of \$40/credit hour. The reduced tuition rate in this partnership is possible through sponsorship by the MHCH Foundation. Through the Early Scholars Program that supports the credit course, the high school students have credits completed towards their college degree before they complete high school. HSC 110 The Interprofessional Team provides an introduction to a wide variety of specialty areas in the health sciences professions.

The Early Scholars Program was first implemented a few years ago following a meeting initiated by Len Griffith, Vermillion High School Guidance Counselor. He had a great interest in supporting students who were interested in careers in the healthcare field. He sought and was granted funding from Vermillion's Dakota Hospital Foundation to support sponsorship of this dual-credit program. Vermillion High School has extended the opportunity to participate in the Early Scholars Program to neighboring high schools. This has proven to be highly successful. Chamberlain High School and the MHCH Foundation have created the current Chamberlain High School Early Scholars Program on the successes of the program founded under Len Griffith's leadership, including extending the course offering to students beyond Chamberlain High School. Thus, fall 2014, Vermillion High School students also have the opportunity to enroll in the Chamberlain High School dual-credit course.

Corey Hamilton Kilgore, Executive Director of the MHCH Foundation, contacted June Larson, Chair of the Department of Health Sciences and requested a meeting to plan for this opportunity. The course is equivalent to the course taught on the University of South Dakota campus and gives students the opportunity to experience a real college course and increase their understanding of the workload associated with a three credit hour course. Corey Kilgore communicated with Debbie Johnson, Superintendent of Chamberlain Public School, to begin planning for the Early Scholars Program. There are specific requirements established to assure students enrolling in the college-level course are prepared to successfully complete the course. Karen Fox, principal at the Chamberlain School District, is the liaison between the university professor and the high school students. This is a role critical to the success of the program. Jonelle Hook, MA, BS, AAS, PTA, is the HSC 110 course professor.



Scrubs Camps/Camp Meds

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

It's that time of year again! Scrubs Camps for school year 2014/2015 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:

Aberdeen: October 14, 2014
Chamberlain: September 30, 2014
Faith: October 1, 2014
Gregory: September 10, 2014
Huron: September 17, 2014
Madison: March 27, 2015
Mission: October 22, 2014
Mitchell: November 19, 2014
Mobridge: October 15, 2014

Pierre: November 5, 2014
Rapid City: November 5, 2014
Rapid City: March 3, 2015
Sioux Falls: February 6, 2015
Spearfish: February 21, 2015
Vermillion: March 17, 2015
Watertown: October 29, 2014
Yankton: October 1, 2014

For more information, contact [Jill Dean](#) at 605.773.2706 or visit scrubscamps.sd.gov.

On-Line CTE Course Brings CNA Instruction to Five SD High Schools

(Contributed by Yankton Rural AHEC)

Ten students will be selected to participate in the Career & Technical Education (CTE) Certified Nursing Assistant course offered at participating school districts this fall.

A 2014 Governor's CTE Grant funds the on-line opportunity offered through Yankton School District with coordination of Yankton Rural Area Health Education Center. Five school districts are participating: Avon, Bon Homme, Gayville-Volin, Irene-Wakonda and Yankton. This academic year offering follows a successful summer camp offered in June of 2014 at Yankton.

The course will be offered again in Spring 2015 to the same schools and ten new students. There is no charge for the students to participate. The course meets the requirements for CNAs developed by the South Dakota Board of Nursing. The course blends on-line learning with an on-site clinical with the support of local long-term care facilities. The CNA course allows students to enter the healthcare field in a short time. They have the opportunity to explore various health professions. Many CNAs go on to other professional healthcare careers.

Recruitment Assistance Program

(contributed by SD Office of Rural Health/SD Healthcare Workforce Center)

The Recruitment Assistance Program provides qualifying physicians, dentists, physician assistants, nurse practitioners or nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. Providers 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 approximately \$172,172. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is equal to twice the University of South Dakota resident tuition for physician assistant studies for the three most recently completed academic years. The current amount is approximately \$40,149.



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>.

Free Continuing Education Opportunity Features Marketplace

(contributed by Yankton Rural AHEC)

South Dakota professionals have access to a free continuing education opportunity thanks to the National AHEC organization, HRSA and Yankton Rural AHEC.



“The Health Insurance Marketplace: What Health Professionals Need to Know” is available as a 50 minute, 2-part video presentation at the Yankton Rural AHEC’s education website. The presentation is available for viewing at any time and includes several other resources such as the PDF self-study guide which outlines procedures for gaining continuing education credits. You must register through a link at www.yrahec.org under education opportunities on the right-hand side of the home page. Or call Yankton Rural AHEC at 605-655-1400 for further information.

CE credit may be available to physicians, nurses, social workers, marriage counselors, and family therapists.

More Information?

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

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