

December, 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

Inside This Issue

- 1 Healthcare Workforce Collaborative
- 2 Governor Daugaard's Primary Care Task Force
- 2 Rural Rewards Offers Free CNA Training
- 3 RHFRAP
- 3 Masters of Science in Health Informatics (MSHI)
- 4 REHPS 2015
- 4 HOSA Happenings: Crazy Horse Hosts 50 HOSA Students at Fall Academy
- 5 Council for Undergraduate Research and Creative Scholarship (CURCS) Awards Grant Funding to Health Sciences Major
- 6 Spreading the Word ... Yankton Rural AHEC Works with Community Health Nurses
- 6 Scrubs Camps
- 7 AHEC: A National Resource, Creatively Addressing Local, State and National Health Workforce Issues
- 7 Medical School Leads Nation with Longitudinal Integrated Clerkships
- 8 Tools to Spread the Word about South Dakota Career Opportunities in Healthcare
- 9 CTE Course Aims to Train CNAs
- 10 3RNet
- 10 Student Creativity Could Unleash a \$1,000 Prize
- 11 Happy Holidays from the South Dakota Office of Rural Health
- 11 More Information?



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.



Governor Daugaard's Primary Care Task Force

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

In 2012, Governor Dennis Daugaard appointed a Primary Care Task Force to consider and make recommendations to ensure accessibility to primary care (i.e. family medicine, general medicine, internal medicine, OB/GYN and pediatrics) for all South Dakotans – particularly those in rural areas of the state. The Task Force developed recommendations around five specific areas. One of the key recommendations was the establishment of an ongoing Oversight Committee to monitor implementation of the Task Force recommendations and provide an annual report. The 2014 Primary Care Task Force Oversight Committee Annual Report highlights activities and accomplishments over the past year. The report can be found at: <http://doh.sd.gov/primarycare/>.

Rural Rewards Offers Free CNA Training

(Submitted by Yankton Rural AHEC)

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 Training Program. Selected applicants will participate in on-line education, on-site clinical, 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."

There is no cost to apply or participate in the program for selected applicants. The program is designed to provide flexible and accessible training. Participants can keep their present jobs during training. On-line modules are available 24 hours per day. Students will have options of where to complete on-site clinicals and skills review, as these sessions will be rotated among the facilities teaming up for this project.

Visit www.ruralrewards.org for more information and applications. Applicants and facilities interested in joining the project can call the Yankton Rural AHEC at 605-655-1400.

RHFRAP

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



The 2014 Rural Healthcare Facility Recruitment Assistance Program has filled, but we are still accepting applications for the waitlist. The program year will be ending on December 31st. Watch for next year's program application to become available on May 1st! 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.

Masters of Science in Health Informatics (MSHI)

(contributed by Dakota State University)

Masters of Science in Health Informatics (MSHI) Program at Dakota State University (DSU) is intended to produce master's-prepared health informatics professionals for executive-level and enterprise-wide administrative, research, and/or applied health informatics positions. Graduates of the program are expected to play a key role in the design, development and management of health information systems in healthcare-related facilities, agencies and organizations and to use healthcare information for both practical and research purposes.

Although the MSHI Program has been available at DSU via online delivery since the Fall of 2009, recently two changes were made to help meet the needs of students and better align the coursework with student goals. One of the changes involved the implementation of a Fast-Track option and the other change was to define specializations within the electives of the MSHI coursework.

The Fast-Track program at DSU provides a unique opportunity for high achieving undergraduate students to obtain both a Bachelors and a Master's degree in a reduced time frame. This is accomplished by allowing these students to take selected graduate courses during their senior year. These courses will also count towards their undergraduate course requirements thereby fast-tracking their completion of a graduate program.

The MSHI students complete a common core of eight required courses along with three elective courses, for a total of 33 credits. Electives may be chosen to match the student's interests and career goals. Students may select a series of electives in a specific topic area, creating a specializations in privacy and security, database management or healthcare; or electives may be from varied topic areas.

For more information about the Master of Science in Health Informatics visit <http://www.dsu.edu/mshi/>



REHPS 2015

(Contributed by Yankton Rural AHEC)



Rural Experiences for Health Professions Students (REHPS) will place 30 health professions students from seven disciplines into 15 communities during the summer of 2015; these students will enjoy an interprofessional immersion experience in rural and frontier South Dakota. Clinical Psychology, Master of Social Work and Medical Laboratory Students will join Certified Nurse Practitioner, Medical, Pharmacy and Physician Assistant students in the expanded program. Communities currently on board for the coming year include: Bowdle, Canton, Custer, Hot Springs, Miller, Parkston, Philip, Platte, Redfield, Sisseton, Wagner, Webster and Winner. According to REHPS Program Manager, Cheri Buffington, three additional communities will be brought into the mix by early spring. "Increasing the number of disciplines and communities in our program will enhance the interprofessional experiences we are providing to the students participating, giving them additional insight into the team approach of rural medicine."

Dawn Holburn, South Dakota State University Pharmacy student, left, and Francoise Bansenga, Mount Marty College Master of Nursing Science student, right, view a cataract surgery in Webster.



HOSA Happenings: Crazy Horse Hosts 50 HOSA Students at Fall Academy

(contributed by the AHEC Program Office)



On Sunday, October 18th fifty South Dakota HOSA local chapter officers gathered at the Grand Gateway Hotel in Rapid City, SD. The Fall Leadership Academy was welcomed by a beautiful Sunday evening in the wonderful Black Hills. The night kicked off with a meal at Perkins before the conference started. Delegates were quickly interacting with other schools thanks to the ice breaker activity. Later in the evening we discussed changes to events, as well as new events that will be added to South Dakota this year. Soon after that several delegates had the opportunity to challenge each other in "competitive events" HOSA bowl. Following HOSA bowl, delegates dispersed and spent time on their Program of Work, as well as finding their inner dolphin in the pool.

On Monday, local chapter officers gathered at Crazy Horse Memorial. The monument greeted them with sunny skies and 75 degree temperatures. Officers were introduced to team-based care and the components necessary to accomplish a shared vision. Dr. Jason Murray led groups in cultural activities involving the creation of a God's Eye and Dream Catcher. HOSA students completed a "Disney Doppelganger" and fell into one of four Disney character groups: Snow White, Peter Pan, Woody, and Doc.

Following lunch at Laughing Water Restaurant, attendees got a bird's eye view of the beautiful Black Hills. How? They had the once in a lifetime opportunity to ascend Crazy Horse monument. This gigantic monument began to take shape in 1947, by the sculptor Korczak Ziolkowski. In 1950 Korczak married Ruth Ross, they later had ten children. With the birth of their children Crazy Horse became a family run operation. Seven of the ten children are currently working at Crazy Horse. Crazy Horse is the largest monument in the world that is under construction, all four of Mt. Rushmore's heads can fit inside Crazy Horse's head. Students were driven to the top of the mountain, where they walked out on what will be Crazy Horse's arm. From here, you can easily see the grandness of Crazy Horse's face. So large, but so delicately sculpted.

South Dakota HOSA's 3rd Annual State Leadership Conference will be held April 9-10 in Sioux Falls. Over 300 HOSA members will be in attendance.

If you would like more information about the South Dakota HOSA or would like your school to join the other 13 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.

Council for Undergraduate Research and Creative Scholarship (CURCS) Awards Grant Funding to Health Sciences Major

(Contributed by University of South Dakota)

A health sciences major at the University of South Dakota, Eric Rupe, has been awarded grant funding through the Council for Undergraduate Research and Creative Scholarship (CURCS) for research in compression only CPR. Approved by the University of South Dakota Institutional Review Board (IRB), this study seeks to measure the effectiveness of training provided to students by Nationally Registered Paramedics regarding compression only CPR. Dr. Cassidy Gutierrez, a health sciences professor, is overseeing the project as primary investigator. The research project has been in progress during the Fall 2014 semester and will continue into the Spring 2015 semester on the USD campus. Sessions are held with volunteer organizations on campus and training is also provided during tabling hours in the Muenster University Center (MUC). Upcoming sessions include training to USD Fraternities and Sororities, MUC tabling, and various other organizations on campus.

The easy to learn skill of compressional only CPR is a valuable asset to any citizen, especially middle age persons witnessing a cardiac arrest. Compression only CPR has the potential to increase the chance of survival from primary cardiac arrest by two times. By training the younger population, the team hopes that as they transition out of college the skill of compression only CPR can be taught to their family and friends, thus increasing the number of trained persons.

Eric Rupe, student investigator of this study is a sophomore at USD. He graduated TF Riggs High School in Pierre, SD in 2011. Following high school, Eric enrolled into the paramedic program at

Avera McKennan School of EMS where he completed his training in 2012. He went on to work in Duluth, MN as a paramedic for a year before returning to USD to further his education in medicine. Eric has aspirations of attending medical school in hope of becoming an Emergency Medicine Physician. At the university, Eric is also active in Greek life, the pre-med society, and continues to work part time as a paramedic in Yankton, SD.

Spreading the Word ...

Yankton Rural AHEC Works with Community Health Nurses

(Submitted by Yankton Rural AHEC)



By reaching out to Community Health Nurses in our service area, Yankton Rural AHEC has been able to supply resources and opportunities for many rural communities.

In October, Yankton Rural AHEC provided nurses with a list of resources and tools available including In-A-Box curricula, CPR/AED training materials, SDMyLife, and more. In November, seven nurses took advantage of the syringe highlighters that Yankton Rural AHEC provided to accompany their Health Occupations for Today & Tomorrow (HOTT) Presentations and talks to the schools about the importance of flu shots. November was also National Diabetes Awareness Month which led to Yankton Rural AHEC providing educational flip boards "The Road to Health Toolkit" to two different county nurses for their diabetes awareness presentations.

National Children's Dental Health Month is in February. Yankton Rural AHEC is currently in the process of contacting libraries across our service area to inform them of our partnership with Delta Dental and the American Dental Association to provide toothbrushes free of charge as well as brochures and posters to aide education of the importance of oral health beginning at a young age. The campaign slogan for this year is "Defeat Monster Mouth," which is something that will engage children and hopefully lead them to better oral hygiene.

These activities expose South Dakota students to a wide variety of health issues and occupations.

Scrubs Camps

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

Scrubs Camps for school year 2014/2015 are being held across the state. 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.

Several of these camps have already been held. Listed below are the locations and dates for the upcoming Scrubs Camps:

Sioux Falls: February 6, 2015
Spearfish: February 21, 2015
Rapid City: March 3, 2015

Vermillion: March 17, 2015
Madison: March 27, 2015



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

AHEC: A National Resource, Creatively Addressing Local, State and National Health Workforce Issues

(Submitted by: Yankton Rural AHEC)

Representatives from the Yankton Rural AHEC and the Northeast AHEC of Aberdeen attended the National AHEC Organization Fall Conference in Arlington, Virginia Dec. 2-4. The opportunity allowed AHEC representatives to visit with elected officials about the positive contributions the AHEC offices make each day.

The meeting was intended for center and program directors to network with colleagues and to learn about opportunities for collaboration and partnership utilizing the national AHEC Network. The healthcare workforce was the central topic area. Attending the conference from Yankton Rural AHEC were newly elected Board President Pam Rezac and Executive Director Sandy Williams as well as Northeastern SD AHEC Executive Director Rachel Haigh-Blume.



Sandy Viau-Williams, Executive Director of the Yankton Rural AHEC, left, Rachel Haigh-Blume, Northeastern SD AHEC Executive Director, center, and Pam Rezac, Yankton Rural AHEC Board President, visited Sen. Tim Johnson at his office in Washington, D.C., while the three were attending the National AHEC Organization Fall Conference. AHEC representatives visited the offices of Sen. John Thune and Rep. Kristi Noem as well.

Medical School Leads Nation with Longitudinal Integrated Clerkships

(contributed by University of South Dakota)

“What? Your third-year medical students do not do block clerkships?” This is the question asked of schools like ours that have replaced our block clerkships with longitudinal integrated clerkships. In the old format, students would rotate through four to eight-week blocks such as surgery and internal medicine to learn clinical medicine. A longitudinal integrated clerkship is where students: (1) participate in the comprehensive care of patients over time; (2) develop continuous learning relationships with faculty; and (3) accomplish core clinical clerkships across multiple disciplines simultaneously. Longitudinal integrated clerkships (LIC) as a clerkship format have been in use at medical schools for over twenty years. The University of South Dakota Sanford School of Medicine implemented one of the earliest longitudinal integrated clerkship (LIC) programs at its Yankton campus in 1991. In 2013, we implemented LICs on all clinical campuses. Research indicates students in longitudinal integrated clerkships compared to peers in block clerkships:

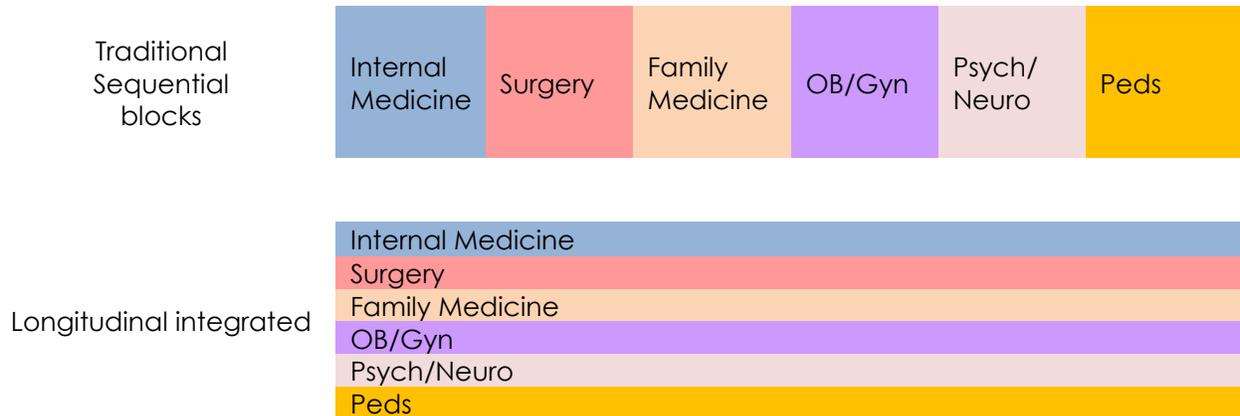
- Provide more direct patient care toward the end of clerkship training.



- Maintain patient-centered attitudes to a greater extent.
- Report higher self-ratings of readiness for practice.
- Are more satisfied with teaching and feedback.
- Display greater retention of knowledge.
- Perform equally well on national standardized exams.
- Enjoy better relationships with faculty.

Finally, when located in rural communities, longitudinal integrated clerkships achieve higher percentages of graduates entering primary care and practicing in rural settings.

Comparison of Clerkship Formats



In **traditional sequential blocks**, students complete each discipline in 4-8 weeks before proceeding to the next. In the **longitudinal integrated clerkship**, students learn in multiple disciplines simultaneously, maintaining longer relationships with patients and faculty.

Tools to Spread the Word about South Dakota Career Opportunities in Healthcare

(Contributed by SD Department of Labor and Regulation)

Numerous resources available at no charge from the Department of Labor and Regulation (DLR) paint a clear picture of great healthcare career opportunities available in South Dakota. DLR's Labor Market Information Center (LMIC) completed [employment projections by industry and occupation for 2022](#), providing estimates of the number of healthcare workers who will be needed in the future. Current wage estimates for healthcare and hundreds of other occupations are available from http://dlr.sd.gov/lmic/menu_occupational_wages.aspx.

LMIC has several print resources highlighting high demand, high wage healthcare career opportunities:

- Occupational profiles of [Registered Nurses](#) and [Family and General Practitioners](#), two of DLR's targeted critical need fields
- [South Dakota Hot Careers poster](#) listing Registered Nurses at the top of the state's highest demand, highest wage occupations
- Identifying more high demand, high wage opportunities by educational requirement, the [South Dakota Hot Careers flier](#) includes several more healthcare opportunities.

- The [South Dakota Hot Trends in Healthcare](#) flier is dedicated specifically to opportunities in the healthcare field.

Allowing individuals a fun, easy way to explore occupations and find out which ones best match their interests is [South Dakota Career InSite](#). Career InSite is a comprehensive online career exploration and decision-making tool that requires no registration or log-on information. It includes a *Reality Check* for comparing costs of living (based on standards of living users choose) to earnings in occupations of interest.

For more information, contact LMIC using the contact information on their website at <http://dlr.sd.gov/lmic>.

CTE Course Aims to Train CNAs

(Submitted by Yankton Rural AHEC)

More than 30 students applied for 10 spots available in a regional career and technical (CTE) certified nursing assistant course offered at Avon, Bon Homme, Gayville-Volin, Irene-Wakonda, and Yankton schools during the second quarter.

This course is made possible by a 2014 Governor's CTE grant, which was secured by Yankton School District. The CTE/CNA course is coordinated by Yankton Rural AHEC. A new class with 10 students will start in January 2015, during the third quarter. Students are selected based on a number of criteria. Students engage in a variety of learning experiences including: 24 online presentations and quizzes, an 8-hour skills review, and 35 hours of hands-on clinicals at a local long-term care facility. In order to complete their coursework and receive their certification, the students must pass a skills test and a written test.

Once certified, they are ready to join the healthcare workforce as a CNA. Interest is growing among other schools wanting to offer similar CNA training.



A portion of the CTE class received skills training in Yankton in December. A new class will start in January and their coursework consists of a variety of tools including online presentations and on-site clinicals. Yankton Rural AHEC is also preparing for CNA Institutes this summer.

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.

Student Creativity Could Unleash a \$1,000 Prize

(Contributed by Yankton Rural AHEC)

A short message promoting healthcare careers could earn a creative high school team a \$1,000 prize to be split with their school.

The 2015 Healthcare Video Contest is underway. South Dakota students, grades 9 through 12, are encouraged to create a 30-second video boosting healthcare career awareness.

South Dakota's healthcare industry is projected to be among the largest growth industries from 2012-2022. The industry is expected to add 7,305 workers to South Dakota's economy, which is a 13.8% growth almost double the 7% growth projected for all industries. The 65 and older population will increase by 95% between 2015 and 2035.

Videos will be judged on four criteria: educational value, entertainment value, originality and content. Videos are to be 30 seconds with no more than five participants per team.

Cash prizes will be awarded to three teams. First prize is \$1,000 to be split between the student team and their school. Two runners-up will earn \$500 with \$250 going to the student team and \$250 to the team's school.

The contest is sponsored by the SD Association of Healthcare Organizations, the SD Healthcare Workforce Center, Yankton Rural Area Health Education Center (YRAHEC) and Midcontinent Communications. The winning video may appear on regional television as a public service announcement, which will be determined by the sponsors based on entries received.

The contest aims to bring a greater awareness to high school students, their peers and others about the demand for healthcare workers in the state.

Contact your high school counselor or Yankton Rural AHEC for more information. Visit www.yrahec.org for contest details, forms and rules. Telephone YRAHEC at 605-655-1400. Entry deadline to YRAHEC is Feb. 18, 2015.



Happy Holidays from the South Dakota Office of Rural Health



More Information?

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

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