

December, 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 your feedback regarding these and other workforce development issues.



# **Western Dakota Tech's Simulation Center is on Track for Greatness**

*Contributed by Western Dakota Tech*

While the concrete foundation of WDT's new 8,800 square-foot simulation center is now set, the true foundation of our medical simulation program was established by the Trade Adjustment Assistance Community College and Career Training Grant. Through this Department of Labor grant, WDT has been able to procure 7 CAE Healthcare patient simulators which include pre-hospital, nursing, military point-of-incident, pediatric, obstetrics and labor and delivery capabilities. We also feature an indoor, full-scale ambulance simulator and a world-class video recording system. WDT faculty has embraced simulation in multiple programs and we are exploring numerous inter-professional education scenarios.

To increase our knowledge and skills, our simulation staff is currently attending a 3-course Simulation in Healthcare certificate program through Boise State University. We have also attended nationwide conferences to include the 2015 International Nursing Association for Clinical Simulation in Learning in Atlanta, GA, as well as TeamSTEPS Essentials with Simulation in Exton, PA. Additionally, our simulationists are preparing for the Society for Simulation in Healthcare's accreditation in Certified Healthcare Simulation Educator and Certified Healthcare Simulation Operations Specialist.



As we are vigilantly working to "improve patient outcomes one simulation at a time", the WDT simulation team has been very active in the community. We have visited numerous EMS locations and have provided several hours of simulation to include the 2015 South Dakota EMS Conference. We were quite thrilled to host the practical nursing program students from the Oglala Lakota College to assist in satisfying their clinical requirements through simulation. Through our new ruggedized CAE Caesar simulator, we are also in contact with the South Dakota Army National Guard and United States Air Force at Ellsworth Air Force Base for point-of-incident combat medicine training.

As we continue to grow and hone our craft, WDT will be continuing to look for partnership opportunities with regional healthcare providers and universities. We hope to provide a center of excellence for medical research and medical competency training. Our new 13,000 square-foot conference building will soon accommodate 450 people for medical conferences and training opportunities. As our Dean of Accreditation exclaims, "First South Dakota, then the world!"

## **Scrubs Camps**

*Contributed by SD Office of Rural Health*

Scrubs Camps for school year 2015/2016 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:

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](http://scrubscamps.sd.gov).

## **South Dakota HOSA 2015 Fall Leadership Academy**

*Contributed by the AHEC Program Office*



On Sunday, October 4, the South Dakota HOSA 2015 Fall Leadership Academy was called to order. The Fall Academy took place at Rapid City, at the Grand Gateway Hotel. Over 60 members attended the Academy.

Current SD HOSA chapters include Iroquois, Harrisburg, Rapid City Central, Sioux Falls CTE, Lennox, Kadoka, West Central, Mitchell CTEA, Rapid City Stevens, Dakota Valley, and Sanford Health. Chapters chartered this year include Custer, Northeast Tech (Watertown), Winner, Milbank, Bridgewater-Emery, Todd County and Parkston.

South Dakota HOSA's State Officer Team of Briana Gross (President-Harrisburg), Marisa Morris (President-Elect-Harrisburg), Manaal Ali (Secretary-Harrisburg) and Anjum Shaik (Social Media/Reporter-O'Gorman) did a phenomenal job leading the Academy. Interprofessional Education (IPE) was the focus of the two days as HOSA members took part in leadership activities stressing collaboration and communication. State Advisor Brock Rops mentioned Stephen Covey's "Maturity Paradigm: Dependence, Independence, and Interdependence". Becoming interdependent is the strength of teamwork. You have roles and gifts you bring to the team, yet, in order to be most effective, everyone's roles have to be unified when caring for a patient.

To wrap up day one, Students were taken through three different tours at Regional Health in Rapid City. Students were taken through the med-surg department, cardiac laboratory, and oncology.

Day two was an early start with a trip to Crazy Horse Memorial. Members watched an informational video about the monument before joining the state officers for the activities of the day. Members were split into two teams: Team Gallbladder and Team Appendix. Teams participated in an activity involving leadership style entitled, "If the Shoe Fits," where students were able to determine their leadership characteristics based on types of shoes. This fun activity taught students how to recognize their type of leadership as well as work with other types to accomplish more as a team. Teams also participated in an activity involving writing a solid cover letter in "We've Got You Covered."

Finally, Dr. Jason Murray concluded the Academy with a leadership activity entitled "Finding Your Place on the Wheel" where students constructed their own coin pouches from deer skin.

South Dakota HOSA's 4th Annual State Leadership Conference will be held March 31-April 1 in Sioux Falls. Over 400 HOSA members will be in attendance to compete in over 50 health related events, academic breakouts, and multiple tours.

If you would like more information about the South Dakota HOSA or would like your school to join the other 20 SD HOSA chapters, please...

- Visit the SD HOSA website: [www.sdhosa.org](http://www.sdhosa.org)
- Email the South Dakota HOSA State Advisor [Brock.Rops@usd.edu](mailto:Brock.Rops@usd.edu)
- Call the SD HOSA State office at 605.357.1576.



## **2015 Rural Healthcare Facility Recruitment Assistance Program**

*Contributed by SD Office of Rural Health*



It has been another great year for the Rural Healthcare Facility Recruitment Assistance Program. The 2015 program filled in late July and is currently waitlisted. The 2016 program is scheduled to open on May 1<sup>st</sup>. Since the program is filled on a first come, first served basis, the Office of Rural Health suggests getting your applications submitted in a timely manner! The application will be posted on the Office of Rural Health page on May 1<sup>st</sup>: <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility.aspx>.

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](mailto:Jacob.Parsons@state.sd.us), or visit <http://ruralhealth.sd.gov>.

## **Growing CNA Training Opportunities for South Dakota Students**

*Contributed by Yankton Rural AHEC*

Certified Nursing Assistant training opportunities for high school students continue to grow in South Dakota due in part to efforts at Yankton Rural Area Health Education Center to collaborate with others to meet the care needs across the state.



In the summer of 2009, Yankton Rural AHEC launched the CNA Institute locally and today training opportunities are available during the school year in a variety of locations including Yankton, Irene-Wakonda, Wagner, Gayville-Volin, Avon, and Bon Homme through Career and Technical Education delivery. Last year, more than 40 students received CNA training through Yankton Rural AHEC programs. This year, more than 40 students are also expected to start a potential healthcare career journey thanks to this CNA training.

Two CNA Institutes are planned during the summer of 2016 for students ages 16 to 19. Yankton's institute will run June 6<sup>th</sup> through the 17<sup>th</sup>. Mitchell's training will run July 11<sup>th</sup> through the 22<sup>nd</sup>. Students must apply by April 15, 2016 to Yankton Rural AHEC.

The organization receives news that students who have completed the CNA Institute have gone on to become nurses. Students in high school are also finding employment as CNAs immediately after successful completion of the program.

Yankton Rural AHEC welcomes discussions from facilities and high schools across the state on how to introduce this valuable training to their youth. According to the 2015 Healthcare Workforce Report from the SD Department of Health – Healthcare Workforce Center, registered nurses and nursing assistants are projected to have the highest change in number of healthcare occupation workers by 2022.

## **Sanford Health Career Exploration Opportunities**

*Contributed by Sanford Health*



### **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. The school year club is in session and applications are being accepted for the summer program now, click [here](#) to apply. Summer session dates: June 13, 14, 15 (1-3pm). HOSA memberships are available for students whose school does not participate in HOSA.

### **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. Contact [Kelly.Tollefson@sanfordhealth.org](mailto:Kelly.Tollefson@sanfordhealth.org) to make arrangements for a Sanford Health site visit.

### **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 students opportunities which include 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](mailto:kelly.tollefson@sanfordhealth.org)

## **Recruitment Assistance Program**

*Contributed by SD Office of Rural Health*

The Recruitment Assistance Program currently has open 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 currently \$186,750. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is currently \$42,838.40. 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 population – 50%
  - 5,000-10,000 population – 75%



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



## **\$2,000 in Cash Prizes to be Awarded in the 2016 South Dakota Healthcare Video Contest**

*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. Two runners-up will each split \$500 with their schools, for a total of \$2,000 in cash prizes to be awarded in the 2016 Healthcare Video Contest.

South Dakota students, grades 9 through 12, are encouraged to create a 26-second video promoting the healthcare careers of Certified Nursing Assistants and/or Emergency Medical Technicians/Paramedics.



South Dakota's healthcare industry is projected to be among the largest growth industries from 2012-2022. The number of healthcare workers is expected to grow nearly 14% between 2012 and 2022, nearly double the growth projected for all industries. The video contest aims to bring a greater awareness to high school students, their peers and others about the demand for healthcare workers in the state.

The contest is sponsored by the SD Association of Healthcare Organizations, the SD Healthcare Workforce Center, Yankton Rural Area Health Education Center 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.

Details are available at [www.yrahec.org](http://www.yrahec.org) or telephone Yankton Rural AHEC at 605-655-1400. Entry deadline is Feb. 17, 2016.



### **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/>



## **Governor's Column: The Value of the National Career Readiness Certificate**

### **Office of Gov. Dennis Daugaard**

500 E. Capitol Ave.

Pierre, S.D. 57501

605-773-3212

[www.sd.gov](http://www.sd.gov)

FOR IMMEDIATE RELEASE: Friday, October 30, 2015

CONTACT: Tony Venhuizen or Kelsey Pritchard at 605-773-3212

When a business needs to hire a new employee, there's a lot to consider. An applicant's previous jobs, education and the recommendations of others are all part of the equation. These things are important; but when it comes down to it, managers are really just looking for someone who will succeed on the job.

This is where the National Career Readiness Certificate comes in.

This certificate, known as the NCRC, has been used by employers across the nation for nearly 20 years. It consists of three assessments developed by ACT, the college entrance exam company. The assessments measure an individual's ability in applied mathematics, reading for information and locating information.

The applied mathematics section measures math reasoning, critical thinking and problem-solving techniques for work-related problems. Reading for information tests how well an applicant can read and comprehend different types of work-related materials, from memos and bulletins to policy manuals and government regulations. A third test measures how well an applicant can locate information when drawing from materials such as diagrams, floor plans, tables, forms and graphs.

Regardless of occupation, the assessments can provide reliable, relevant information about an individual's abilities.

ACT has profiled more than 20,000 individual jobs across the country to determine the level needed for success at any particular job. An NCRC can be earned at four levels. The Platinum level indicates an individual has the skill level needed for 99 percent of the jobs in the database. If one earns the Gold level, it means one has the skills for 90 percent; Silver, skills for 65 percent; and Bronze, skills for 35 percent.

The Department of Labor and Regulation offers NCRC assessments to any job seeker. Since testing began six years ago, nearly 12,000 South Dakotans have earned an NCRC and, compared to the national average, our job seekers consistently have attained higher levels.

I'm happy to say that I've taken the three tests myself. I completed the core assessments a few weeks ago to become more familiar with the certificate, and I've challenged my cabinet and staff to do the same.

After taking the test myself, I'd encourage businesses to become more familiar with the NCRC. Even if applicants are lacking in academic certificates or diplomas, they may still have the right work skills. The NCRC can indicate when that is the case. The NCRC benefits job seekers and employers, and it's a valuable tool for a state that is experiencing workforce shortages.



## National AHEC Organization HPV Immunization Project

### **Increasing HPV Vaccination Rates Goal of Nationwide Program**

*Contributed by Yankton Rural AHEC*

Yankton Rural AHEC is partnering with the National AHEC Organization and the CDC on a grant focused on increasing the HPV Vaccination rate among 11 and 12 year old boys and girls. There are a number of different educational opportunities available both from the National AHEC Organization (NAO) and YRAHEC. Continuing education training titled: "You are the Key to HPV Cancer Prevention Continuing Education Training Self-Study Guide" is being offered by the National AHEC Organization and the Centers for Disease Control and Prevention. This self-study guide was designed to meet the educational needs of health professionals who provide and/or promote immunizations including physicians, registered nurses, and pharmacists. You can access the training here:

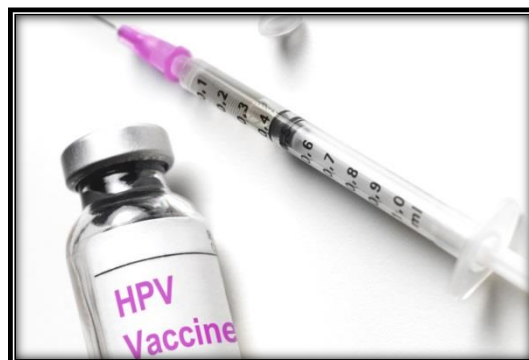
<http://www.cmeuniversity.com/course/disclaimer/111996>

Exciting webinars planned in the months ahead include:

- Jan. 14, Dr. Robin Curtis of the CDC will be presenting, "You Are the Key," in a webinar aimed at health professionals as well as health professions students.
- Dr. Rebecca Perkins, Associate Professor at the Boston University School of Medicine, will be presenting a webinar on how to use survivors and survivor stories in your HPV presentations in conjunction with our partners at the American Cancer Society. The webinar is tentatively set for Feb. 8.

Dr. Patricia Samuelson, Board Certified in Family Practice, will be presenting on HPV at the SD Academy of Family Physicians Winter Symposium in Deadwood, SD January 27-30, 2016. Dr. Samuelson brings great insight on the need for increased immunization rates not only in South Dakota, but the nation as well. She will be presenting the CDC-approved education "You Are the Key to HPV Cancer Prevention: Understanding the Burden of HPV Disease, the Importance of the HPV Vaccine Recommendation, and Communicating about HPV Vaccination."

For more information on these educational opportunities, please email [info@yrahec.org](mailto:info@yrahec.org).





## **SDSU Medical Laboratory Science Program Director Elected to the ASCLS National Board of Directors and Recognized by Cardinal Health**

*Contributed by South Dakota State University*



Dr. Tille began her career as a Medical Laboratory Scientist in SD in 1993. She was recognized by the American Society for Clinical Laboratory Science with a national scholarship as a student and appointed to the state board of directors. Since that time she has served as the ASCLS SD president three times, and has been recognized for numerous local, regional and national awards. She was honored at the National ASCLS Meeting in 2015 for her professional contributions at the state, regional and national level with the Gloria Gilbert Memorial Award as well as elected to the National Board of Directors (BOD) of ASCLS as the Region V Director. The Region V Director provides oversight and guidance concerning critical issues as well as support for medical laboratory science to professionals in SD, ND, MN and WI. She will serve on the BOD for three years.

Dr. Tille was also recognized in 2015 by Cardinal Health as one of the top laboratory professionals in the country as a national UR essential finalist. Cardinal Health accepts nominations each year to recognize medical laboratory science professionals that have made outstanding contributions to their field and the profession. She is also included in one of the “20 Professors of Clinical Laboratory Science You should Know-2015.”

Dr. Tille was nominated for the UR essential award by one of her SDSU student alumni Bridget Parsons, SDSU 2014. Bridget comments that Dr. Tille is so intimately involved and supports students, professionals and colleagues that medical laboratory science is a “way of life” and that Dr. Tille truly embodies dedication to the patient, students and the profession.

As ASCLS Region V Director, she continues to work with a variety of local, regional and international students, faculty and professionals to improve and expand laboratory science education as well as address the critical laboratory workforce issues throughout the region.

### **More Information?**

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

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



*...from the very merry team at the South Dakota Office of Rural Health.*

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