

March, 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.



PRESS RELEASE

For Immediate Release: Friday, Feb. 13, 2015

Contact: Tony Venhuizen or Kelsey Pritchard

605-773-3212 | <http://sd.gov>

Board Announces Programs Eligible for Build Dakota Scholarship

PIERRE, S.D. – Today the Build Dakota Scholarship Board announced the 54 program options within eight, high-need industry areas that will be covered in the first year of the scholarship program. The industry areas covered are as follows:

- Automotive
- Building Trades/Construction
- Energy Technicians
- Engineering Technicians
- Licensed Practical Nursing (select programs)
- Medical Lab Technicians
- Precision Manufacturing
- Welding

For a complete list of the program options at South Dakota's four technical institutes, go to <http://doe.sd.gov/builddakota>.

Scholarship applications will be available Feb. 17. The scholarship is available for new, incoming students in the 2015-16 school year. It is expected that approximately 300 scholarships will be awarded in the first year.

In-state and out-of-state students are eligible to apply. Scholarship applicants must be accepted into their program of interest. Recipients of the scholarship must enroll full-time and complete their educational program on schedule. The Build Dakota Scholarship will cover tuition and fees, books, equipment and other related program expenses. Scholarship recipients will commit to stay in South Dakota to work in their field of study for three years following graduation.

The Build Dakota Scholarship program was announced in late 2014. It is made possible by a \$25 million donation from T. Denny Sanford and a \$25 million grant by Gov. Dennis Daugaard from the South Dakota Future Fund. Build Dakota aims to support students entering high-need workforce programs at South Dakota's technical institutes to fill the state's technical career fields with skilled professionals.

CAH CEO Meeting

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

Save the date: June 16-17, 2015. A Critical Access Hospital CEO meeting will be held in Pierre at Red Rossa. The meeting will start on June 16th at 1:00 and run until noon on June 17th. The agenda includes John Supplitt from the American Hospital Association (AHA) along with topics including the Flex grant, EMS, Trauma, SIM-SD, NRHA, FQHC, Recruitment/Retention, Shortage Designations and Pipeline activities.



Healthcare Careers Camp

(contributed by University of South Dakota)

High school students interested in healthcare professions explore a range of career options and learning about important issues in health care during our summer Healthcare Careers Camp at the Lee Medical Building in Vermillion. The program is open to incoming sophomores, juniors and seniors in high school from South Dakota, southwest Minnesota, northwest Iowa and northeast Nebraska.

Students interact with healthcare professionals and get hands-on experience. They'll see medical demonstrations and venture to area medical facilities. Past participants have highlighted gross anatomy lab tour, becoming CPR certified and visiting simulation labs as some of their favorite parts to the camp.

Details

- June 14-19, 2015
- Lee Medical Building in Vermillion

Cost

Tuition is \$100 per student. Scholarship and transportation are available for students who need assistance. Meals, lodging and all educational and recreational activities are included as part of tuition.

How to Apply

The deadline to apply is April 1. Your application should include:

- [General application form](#)
- Personal statement
- Permission and Nomination signatures of parents/guardians and guidance counselors
- Copy of Transcripts

Send your application via fax or mail to:

Kathy Van Kley
Healthcare Careers Summer Camp Coordinator
USD Sanford School of Medicine
414 East Clark Street
Vermillion, SD 57069
Fax: (605) 677-6381



Healthcare Crisis Topic of South Dakota Focus Program

(Submitted by Yankton Rural AHEC)



The growing need for frontline healthcare workers in the state was the featured topic of public broadcasting's South Dakota Focus program Jan. 21, 2015.

Host Stephanie Rissler gathered information from a four-person panel including: Sandy Viau-Williams, Executive Director of Yankton Rural AHEC; Gale Walker, President and CEO of Avera St. Benedict Health Center in Parkston; Greg Henderson, Executive Director of Planning and Development District III in Yankton; and Julie Schenkel, Administrator at Good Samaritan Society in Tyndall.

The panel discussed the need for certified nursing assistants and the fact that South Dakota's population continues to age. The need for frontline, skilled workers affects the economy statewide. The program explored ways to address these shortages including the Rural Rewards – A Call to Care program of the Yankton Rural AHEC, which aims to put 80 CNAs into the workforce in south central South Dakota.

View the entire program at <http://watch.sdpg.org> and follow the links to the SD Focus program.



Sanford Health – Outreach Programs Expanding

(contributed by Sanford Health)

Attention Students! Sanford Health has many opportunities for K-12 and beyond for an educational experience at Sanford Health through the many career exploration programs:

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 listed on the new website!

Sanford Scrubs Club will have a NEW NAME - **Youth Medical Explorers (YME)**: Health career exploration for grades 9-12 in the Sioux Falls SD region. School year club meets once a month September through April and is also a HOSA chapter. Summer YME program consists of 3 consecutive days in June. Admittance by application.

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.

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

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/>

Another opportunity to consider – Volunteering!

Sanford Volunteers are in high demand and need students to volunteer, here is the application: <http://www.sanfordhealth.org/Careers/VolunteerOpportunities/SiouxFalls>

Coming soon, new student services website for Sanford Health will link students to opportunities for all of these new healthcare experiences along with resources for virtual career exploration too!



Preceptors Attend Session Presented by University of Massachusetts

(Submitted by Yankton Rural AHEC)

Members of the South Dakota Academy of Family Physicians were given the opportunity to attend a session sponsored by the Yankton Rural and Northeast Area Health Education Centers on "Precepting Interprofessional Students" during their winter conference held Jan. 23, in Deadwood, SD. The session was presented by Mary Philbin, EdM and Mary Segraves Lindholm, MD from the University of Massachusetts Medical School Clinical Faculty Development Center and Linda Cragin of the MassAHEC Network. Eleven members of the Academy attended the interactive session covering effective teaching and the adult learner, the GNOME educational planning process and feedback and action planning strategies.

SDSU College of Nursing Announces New Direct Admit Program

(contributed by South Dakota State University)

High school seniors who intend to pursue a Bachelor of Science in Nursing (BSN) from South Dakota State University (SDSU) now have the option to apply for the College of Nursing Direct Admit program for fall 2015.



The Direct Admit program guarantees admission into the professional nursing major, prior to the competitive application process, for students who meet specific, pre-established criteria.

Eligibility requirements for the Direct Admit program include a minimum ACT composite score of 27 (SAT equivalent 1210) and acceptance to SDSU in Brookings as a first-time freshman pre-nursing major. After receiving admission to the university, students seeking direct admission to the nursing major must complete the College of Nursing Direct Admit Application. Posted on the SDSU College of Nursing website at www.sdstate.edu/directadmit, the application has a deadline of April 1, 2015.

Direct Admit students receive provisional admission to the nursing major. They can begin nursing major coursework in their fourth semester, provided they complete the nursing pre-requisite coursework within their first three semesters, earn a letter grade of 'C' or higher in all pre-requisite courses, participate in the Fishback Honors College, and meet the Fishback Honors College progression standards required for priority registration each semester. Direct Admit students must complete the application to the nursing major in their third semester for verification purposes. Students must pass a background check and drug screening after provisional acceptance into the nursing major.

The Direct Admit program will give eligible high school seniors, who have made the decision to pursue a BSN, a direct path into the professional nursing major, as long as they maintain eligibility standards.



The SDSU College of Nursing celebrates 80 years of nursing education this academic year. A leader in educating members of the healthcare workforce in South Dakota, the college has graduated over 7,000 students.

Contact: sdsu.directadmit@sdstate.edu

National Health Service Corps Scholarship Program

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

The 2015 [National Health Service Corps \(NHSC\) Scholarship Program](#) application cycle is now open and will close on May 7, 2015 at 7:30 PM ET. Please refer to the 2015 [Application and Program Guidance](#) for all of the program requirements.



Eligibility is open to all students who are committed to primary care and are U.S. citizens or nationals and are enrolled in a fully accredited training program for Physicians (MD or DO), Dentists, Nurse Practitioners, Certified Nurse-Midwives or Physician Assistants at a U.S. accredited school. Scholarship support includes tax-free payment of tuition, required fees, other reasonable educational costs, and a taxable monthly living stipend. For each year of financial support an NHSC Scholarship recipient serves one year at an NHSC-approved site in one of many high-need urban, rural, and frontier communities (minimum two year commitment).

The NHSC Scholarship Program continues to be competitive and applicants are encouraged to begin the application process early as on average it takes up to 3 weeks to complete the application.

Voices of Discovery Program

(contributed by University of South Dakota)

The University of South Dakota Health Sciences majors enrolled in HSC 305, Professional Communication & Relationship-Centered Care, participate in the Voices of Discovery program sponsored by Jesus Trevino, Associate VP of Diversity. This program was created to structure interaction between diverse groups, such as Native Americans/non-Natives, with the goal of enhancing understanding about diversity issues through safe dialogues and activities. Each group meets for two hours per week for five weeks and is led by trained facilitators. Following the training, students create follow-up action pieces, such as creating an inclusive Facebook page; hosting an intercultural dinner; developing a GLBTIQ brochure; producing diversity intercollegiate videos (<https://www.youtube.com/watch?v=8GQWknRF2Yk>); creating a diversity phone app; and performing a showcasing flash mob. Dr. Trevino, who has worked with the Voices Program nationwide for 20 years, stated the action pieces created are a first in his experience and are "...essential in exemplifying and disseminating to a larger audience the knowledge on diversity and inclusivity that is necessary for a more accepting world."

Leveraging diversity makes for more effective health care organizations. Striving to create and foster a supportive, inclusive, and understanding environment in which each individual can realize maximum potential, regardless of differences, enables an organization to more effectively capitalize on the differing views and contributions that each individual brings. This is particularly essential given the changing demographics of our country. Teaching future health care providers through the Voices of Discovery intergroup dialogue program enhances their capacity to embrace diversity and strive for inclusivity.



CNA Training Aims to Reach More Than 100 Students in the Yankton Area Middle School to Promote Healthcare Careers

(Submitted by Yankton Rural AHEC)

Yankton School District was awarded a grant through the 2014 Governor's Career & Technical Education (CTE) program to develop a CTE opportunity across five school districts. As a partner, YRAHEC worked to provide CNA training to 40 students over the year; additionally, this summer 10 more students will have the opportunity to complete CNA training. There have been over 80 applications for the 40 CNA spots over the past year. Yankton Middle School has also tasked YRAHEC to develop a Healthcare Career Exploration Day-similar to Scrubs Camp-for their 7th graders each year. This camp is to be sustainable in the school district and allow students to get hands on experience with healthcare providers.

YRAHEC also manages the Rural Rewards Program whose goal is to train 80 re-careering adults as CNA's in the south-central South Dakota region. YRAHEC was awarded a \$50,000 grant through the Governor's Office of Economic Development via the Community Incentive Matching Program. In 2015, the Rural Rewards program will be featured in an educational television campaign thanks to a \$16,000 grant from the Avera Tradition of Caring in KELOLAND program. There are 11 long-term care facilities in a seven county region that have partnered with YRAHEC to recruit, train, and certify students. Presently, there are 5 students enrolled in the program, with the future looking bright for more to join!

Via a contract with the Office of Rural Health, YRAHEC manages statewide "Scrubs Camps" across the state. Currently there are 20 sites where Scrubs camps are held and over 1500 students have attended in the past year! Scrubs camps allow students to directly interact with healthcare professionals while gaining factual knowledge and hands on experience.



National Health Service Corps (NHSC) Site Application

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

The 2015 [National Health Service Corps \(NHSC\) Site Application cycle](#) opens on Tuesday, March 31 for healthcare sites that have never been approved as an NHSC site. Currently there are more than 9,200 NHSC clinicians and more than 15,000 NHSC-approved health care sites providing healthcare in urban, rural, and frontier areas located throughout the Country.

The benefits of becoming an approved NHSC-site are many including access to [NHSC Loan Repayment](#) and [Scholarship Program](#) providers who are currently seeking employment at NHSC-approved sites. Sites can also utilize the [NHSC Jobs Center](#), where NHSC-approved sites post job openings and site profiles to attract the attention of more than 17,000 unique visitors each month. In addition, NHSC-approved sites can participate in [NHSC Virtual Job Fairs](#), which provide NHSC-approved sites the opportunity to recruit providers in a cost effective manner since interaction is facilitated online via the internet and phone.

When the cycle opens on March 31, facilities will submit an NHSC Site Application through the [Bureau of Health Workforce Program Portal](#). Below are several resources potential NHSC site applicants may find helpful:

- 2014 [NHSC's Site Reference Guide](#). The 2015 Site Reference Guide will be made available on March 31.
- [NHSC Site Eligibility Requirements](#)
- [NHSC Site Applicant Checklist](#)
- All [auto-approved sites](#), including Federally Qualified Health Centers (FQHC), FQHC Look-Alikes, American Indian Health Facilities, and Federal Prisons, do not need to apply but must contact their [regional representatives](#) directly to have their site added to the NHSC system of record.



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. The South Dakota Office of Rural Health has created a NEW physician opportunity search page. To view the physician opportunities page, please visit <https://www.3rnet.org/sdphysician>. For more information or assistance, please email South Dakota's organizational member at Jacob.Parsons@state.sd.us.



Rosebud Healthcare Careers Day

(contributed by University of South Dakota)

The 5th Annual Rosebud Healthcare Careers Day in Mission, SD occurred February 18, 2015. The day, designed to showcase careers in healthcare, has become a staple in the Rosebud community every spring with 220 students. The event, sponsored by the Center of Excellence grant, is put on by Sinte Gleska University. The organizers for the event, Cheryl Medearis and Nancy Fargo, Sarah Brokenleg, Tracey McMahon, Denise One Star and Kathy VanKley represent the entities (Sinte Gleska University, USD Sanford School of Medicine and Sanford Research) that partner under the grant as well as Great Plains Tribal Chairman's Health Board.

The day provides middle school and high school students from the area with opportunities to learn about the variety of careers available in the healthcare professions. From nursing to medicine and addiction counseling to public health, many areas of healthcare were showcased. Students participate in interactive presentations by the exhibitors. In the past, students have heard health and research related talks from community elders, tribal health administrators, health professionals, heads of Indian Health Service Hospitals and college students from the area. Lunchtime was spent enjoying the documentary film, "We are a Horse Nation" (<http://www.horsenationfilm.com/>) and Q&A with one of the filmmakers, Keith Brave Heart (Tiwahe Glu Kini Pi, Sinte Gleska University). Over the course of the past five years of this event, 821 students from the area have attended, with 96 exhibits in attendance.

This event is funded by grant # 5P20MD001631 from the National Institutes on Minority Health and Health Disparities



2015 Rural Healthcare Facility Recruitment Assistance Program

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



Beginning May 1, applications will be accepted for the 2015 Rural Healthcare Facility Recruitment Assistance Program. The program helps rural medical facilities in South Dakota recruit nurses, pharmacists 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.

The Rural Healthcare Facility Recruitment Assistance Program was launched in 2012 as part of Gov. Dennis Daugaard's South Dakota Workforce Initiatives (SD WINS). The program has helped place 179 health professionals in hospitals, nursing facilities, clinics and home health agencies in 53 towns across South Dakota. Participating health professionals included nurses, physical therapists, paramedics, pharmacists, dietitians, medical laboratory professionals, occupational therapists, respiratory therapists and radiologic technologists. If you would like to be notified of the 2015 application, please email Jacob.Parsons@state.sd.us, or visit <http://ruralhealth.sd.gov> for more information.

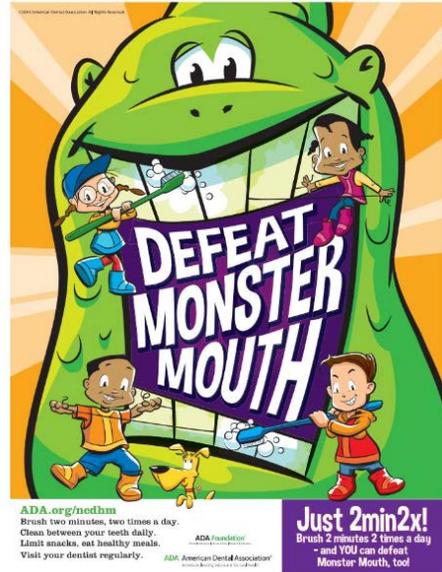
Team Effort Brightens Smiles Statewide

(Submitted by Yankton Rural AHEC)

Yankton Rural AHEC along with Delta Dental of South Dakota teamed up with 12 public libraries across the state to promote National Children's Dental Health Month in February.

The American Dental Association provided full-color posters promoting "Defeat Monster Mouth." Delta Dental provided hundreds of toothbrushes. Yankton Rural AHEC distributed the items to the participating libraries. The message to youngsters: "Develop good oral hygiene and enjoy life long benefits of not only health teeth and gums but systemic health as well."

Libraries incorporated the good oral hygiene message into activities and are looking forward to participating next year.



International Rural Nursing Conference

(Contributed by Matson Halverson Christiansen Hamilton Foundation)

We are pleased to announce that the bi-annual International Rural Nursing Conference will be held July 19-21, 2016 in Rapid City, South Dakota. Planning for the 2016 conference will be led by the Rural Nursing Organization, University of South Dakota Nursing, South Dakota State Nursing, and the Matson Halverson Christiansen Hamilton Foundation (MHCH). More details will be available in the summer of 2015. This conference will follow in the tradition of previous rural nursing and health research conferences held most recently in Bozeman, Montana, USA; Binghamton, New York, USA; Sudbury, Ontario, Canada; and Albury, Australia. Nationally and internationally known researchers, practitioners, and educators from multiple disciplines whose focus is improving the health of rural people and communities will be participating. We hope to see all of you!

For more information please contact one of the following:

Nancy Fahrenwald
Dean Nursing – South Dakota State University
605-688-5178
Nancy.Fahrenwald@SDSTATE.EDU

Carla Dieter
Chair – University of South Dakota Nursing
605-357-1553
carla.dieter@usd.edu

Corey Kilgore
Executive Director – MHCH Foundation
281-253-5199
gkilgore2@comcast.net



Disaster Training Day Readies Students to Help

(Submitted by Yankton Rural AHEC)

Three hundred thirty-three healthcare students met in Vermillion on March 20th, to ready themselves to assist others in a potential, future disaster.



Disaster Training Day, held on the University of South Dakota (USD) campus, prepares future healthcare professionals to assist their communities should a disaster strike. In the past four years, 1,710 students have participated with 897 becoming certified in Core Disaster Life Support (CDLS) from the National Disaster Life Support Foundation (NDLSF). South Dakota is no stranger to disasters. Since the beginning of 2010, there have been 14 federally declared disasters in the state.

Along with CDLS certification, 277 students registered with the Department of Health's Statewide Emergency Registry of Volunteers in South Dakota (SERV SD). This registry coordinates the pre-registration of medical and healthcare professionals who are willing to volunteer during disaster situations.

Disciplines participating included pharmacy and medical laboratory science from South Dakota State University along with the following students from USD: dental hygiene, masters in social work, clinical lab science, nursing, physical therapy, occupational therapy, physician assistant, physician and clinical psychology.

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) coordinated the event. The day was funded 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.



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. 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>.

Supporting Families Featured Topic of Improving Combat Veterans Care Conference

(Submitted by Yankton Rural AHEC)

Healthcare providers and other professionals will learn more about meeting the needs of veterans and their families at one-day conferences in April.

Attendees have an opportunity to attend in one of two locations: April 23 in Aberdeen and April 24 in Yankton. Keynote speakers

are Bob Goodale and Dennis Mohatt. Goodale, former Harris Teeter CEO and NC Deputy Secretary of Commerce, is Director of the Citizen Soldier Support Program (CSSP), a congressionally authorized, formerly DoD funded program administered through the Odum Institute for Research and Social Science at the University of North Carolina – Chapel Hill. CSSP is a capacity-building initiative designed to strengthen community support for Service Members and their Families focusing on increasing geographic and financial access to deployment and post-deployment related behavioral health services, especially for those in rural, frontier and underserved areas. Mohatt, is the Vice President for Behavioral Health for the Western Interstate Commission for Higher Education (WICHE). He serves as the Director of the Mental Health Program and the WICHE Center for Rural Behavioral Health Research.

The conference is sponsored by the Veterans Health Administration of Sioux Falls, Northern Nebraska Area Health Education Center, Northeast South Dakota AHEC, and Yankton Rural AHEC. For more information and links to registration visit www.nesdahec.org or www.yrahec.org.



DAKOTA SEEDS INTERNSHIPS

bit.ly/dakotaseeds



About the Dakota Seeds Program

Internships are a wonderful way for students to “test drive” a career, gain valuable work experience and earn money. The Dakota Seeds program is available to help pay 50% of an intern’s wages, up to \$2,000. Businesses in a high needs industry sector can apply.

Companies or businesses that would like to hire high school student interns will need to complete the Dakota Seeds application found online at bit.ly/dakotaseeds. Part of the application includes a letter of support from the student’s school indicating that the internship fits within the student’s career pathway. That letter can come from the school counselor or a teacher. The business may apply individually or a group of businesses in a community could partner with the school to submit a single application involving a number of businesses.

Companies must meet the following requirements:

- Provide meaningful work experience for the student.
- Positions must have a link to science, technology (computer science), engineering, math, accounting or manufacturing.
- The internships cannot be filled by family members of the business ownership group.
- Interns must be paid \$10.00/hr. minimum.

Students must meet one of the following requirements

1. High school students must be working in positions that will allow them to fulfill their school’s capstone requirement.
2. High school seniors, having graduated in May, may fill summer positions that help advance their career pathways.

test
drive
your
dream
job!

“How do I start?”

1 Talk with your school counselor, a teacher, or your parents about jobs you might be interested in and determine if any of them fall into a high need industry sector*. Make a list of local businesses and companies that fit your job interests.

2 Contact the companies you are interested in working for, explain the Dakota Seeds program and find out if they have work for an intern. Your counselor or teacher should provide a letter of support.

3 The company must apply to the Dakota Seeds program at bit.ly/dakotaseeds.

4 If the application is approved, a letter of agreement will be issued and the company will be reimbursed upon completion of the internship.

* *high need industry sectors include jobs related to science, technology (computer science), engineering, math, accounting or manufacturing.*

For more information, visit bit.ly/dakotaseeds or contact the GOED’s Workforce Development Coordinator Ann Gesick Johnson at (605) 773-3301 or ann.gesick-johnson@state.sd.us.

More Information?

Contact [Josie Petersen](mailto:josie.petersen@state.sd.us), Department of Health

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