

September, 2018

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 **HRSA Awards Grant to Four South Dakota Entities**
- 3 **Health Communication Minor Builds Students' Communication Skills for a Variety of Health-Related Careers**
- 4 **Dr. Garry Awarded Arnold P. Gold Foundation's Humanism in Medicine Award**
- 4 **SD Office of Rural Health Recruitment Programs**
- 5 **Avera Supports American Indians into Healthcare**
- 5 **Using Person Centered Thinking through Person Centered Skills**
- 6 **Sanford Health Career Exploration & Opportunities**
- 7 **Board Appointment to Avera Education and Staffing Solutions**
- 7 **Medical Laboratory Science**
- 8 **South Dakota Hot Trends in Health Care**
- 9 **The Statistics Behind the Trends**
- 10 **Out in the Field: SDSU Students Complete Health Internships in Spain**
- 11 **Committee Formed to Address Workforce Shortage of Support Providers**
- 11 **DOH Social Media**
- 11 **More Information**

Healthcare Workforce Collaborative

Greetings from the South Dakota Office of Rural Health. This office along with our many partners continues 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.



HRSA Awards Grant to Four South Dakota Entities

Contributed by South Dakota State University

The South Dakota State University College of Nursing's Rapid City site is part of a group to receive a grant from the Health Resources and Services Administration, an agency of the U.S. Department of Health and Human Services.

South Dakota State, the University of South Dakota Sanford School of Medicine, Great Plains Tribal Chairmen's Health Board and Catholic Social Services Rapid City received a one-year, \$100,000 Network Planning grant and are partnering to study health-care workforce shortage on South Dakota's Pine Ridge reservation.

The network's project, "Assessing Pine Ridge's Health Care Workforce Current and Future Needs," aims to do the following:

- Create and conduct health-care workforce needs assessment of Pine Ridge's professional and nonprofessional health care (Indian Health Services and tribal) vacancies, current and projected;
- Provide an assessment template that Great Plains tribes can use to gather similar information;
- Host a health-care workforce needs summit to disseminate the findings; and
- Establish and maintain workforce data on the Great Plains Tribal Chairmen's Health Board's (GPTCHB) website.

"GPTCHB is excited about this partnership with SDSU, which is a strategic start toward identifying and addressing provider workforce needs in tribal communities," said Jerilyn Church, chief executive officer of the Great Plains Tribal Chairmen's Health Board.

Leading SD State's efforts are Cassi Severson, diversity outreach and engagement coordinator, and Barbara Hobbs, assistant dean.

"The information can be used by associated educational institutions to strengthen workforce development programs across position levels and disciplines, as well as inform tribal, health care, education and government leaders in planning future health-care workforce development plans for tribes within the Great Plains area," Hobbs said.

Health Communication Minor Builds Students' Communication Skills for a Variety of Health-Related Careers

Contributed by South Dakota State University



MEANINGFUL IMPACT

(pictured left) Samantha Swenson created and implemented a campaign to increase participation in a local "Healthy Movement" program that increases senior's flexibility and strength.

Choosing the Health Comm minor was probably the best decision of my undergrad career!

-Samantha Swenson, SDSU Grad '18

Communication is at the heart of efficient, high-quality health care and health outcomes. Students with a health communication skillset bring valuable skills to careers that impact people's lives.

Students who earn the health communication minor develop a strong communication skillset ranging from patient-provider communication to developing health communication campaigns. Students also learn firsthand from health professionals who provide guest lectures for more in-depth coverage of the role of communication in health care today. Finally, students develop individual, applied projects like campaigns and webinars to showcase their learning.

This 18-credit minor includes coursework in Health Communication, Health Communication Campaigns, Interpersonal Communication, and Persuasion. Additional credits allow students to focus on specific health topics, health contexts, or other applications related to their educational and career goals.

NEW! Online Graduate Coursework in Health Communication Provides Knowledge and Skills Training for Working Professionals

Online health communication graduate courses are OPEN to ANY person interested in the topics! You can register as a "non-degree-seeking" student if you are interested in taking coursework but not earning a graduate degree. Online classes offer flexibility and convenience without sacrificing rigor or an engaging learning environment. Bring your expertise & develop some new skills!

Health Communication Campaigns (SPCM 541) | 3 credits| offered Spring 2019 (Jan 7 – May 3, 2019)

Health Communication (SPCM 540) | 3 credits| offered Summer 2019 (May 27 – Aug 7, 2019)

Dr. Garry Awarded Arnold P. Gold Foundation's Humanism in Medicine Award

Contributed by University of South Dakota

Dr. Mark Garry, a psychiatrist with Regional Health in Rapid City, has received the prestigious Arnold P. Gold Foundation's Humanism in Medicine Award. Dr. Garry, an assistant professor with the University of South Dakota Sanford School of Medicine (SSOM) was nominated by medical students from the Regional Health Rapid City Campus of SSOM. They cited his incredible ability to convey complex medical information to students and patients alike, in a manner which showed a profound sense of caring. Only one of these awards is given each year in the United States. It is presented to the teaching physician who exemplifies the qualities of compassionate mentoring, teaching and advising of medical students. Dr. Garry was chosen from among hundreds of applicants to be the 2018 award recipient. He spent many years on staff at the Sioux San Indian Hospital and is a member of the Governor's Task Force for State Suicide Prevention. He will receive his award in November in front of a national audience representing all medical schools in the country.



SD Office of Rural Health Recruitment Programs

Contributed by Office of Rural Health

Recruitment Assistance Program

The Recruitment Assistance Program provides qualifying physicians, dentists, physician assistants, nurse practitioners and nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. Providers enter into a contract with the South Dakota Department of Health and the employing healthcare facility. The amount of the incentive payment for a qualifying physician or dentist is \$219,000. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is \$65,321.

An eligible community must have a population of 10,000 or less, be assessed by the Department of Health and found eligible for participation, and agree to pay a pro-rated portion of the recruitment incentive. For more information about the Recruitment Assistance Program, email jill.Dean@state.sd.us or visit <http://ruralhealth.sd.gov>.

3RNet



Recruiting qualified healthcare providers to rural and underserved areas can be hard. Let 3RNet make it easier. 3RNet is a **FREE** service for South Dakota healthcare facilities and healthcare providers. The Office of Rural Health administers 3RNet and posts job opportunities for South Dakota healthcare facilities, and also forwards healthcare provider registrations on to South Dakota healthcare facilities. To post job opportunities please visit www.3rnet.org. Registering is easy and only takes a few minutes! If you would like to receive healthcare provider registrations, please email South Dakota's 3RNet organizational member, jill.Dean@state.sd.us.

Avera Supports American Indians into Healthcare

Contributed by Avera Health

Avera Health has established a history-making scholarship fund for American Indians at the University of South Dakota Sanford School of Medicine. The Avera Health American Indian Scholarship Program Fund will provide educational opportunities for American Indian students who seek careers in medicine. Recipients will receive encouragement to provide care in underserved areas of South Dakota. The scholarship will provide \$24,000 for American Indian students who are enrolled members of federally recognized tribes located in South Dakota or the upper Midwest. The program aligns with Avera Health's mission to make a positive impact in the lives and health of persons and communities, all while considering future needs and the stewardship of resources, including talented students. In addition to the funding, the program includes a mentorship program. The first recipient is Brendan Amiotte, an enrolled member of the Oglala Sioux Tribe from Rapid City.



Second, Avera Health has created an Avera-Wokini Scholarship as a part of South Dakota State University's Wokini Initiative which includes programming and support for the citizens of South Dakota's nine tribal nations interested in gaining access to educational and advancement opportunities at SDSU. Avera will select one incoming freshman, for the next four years, who is an enrolled member of a federally recognized tribe in South Dakota and plans a health care career. In addition to \$5,000 financial support annually, the student will receive mentoring and a paid internship opportunity. The first recipient of the Avera-Wokini Scholarship will be announced in October.



Using Person Centered Thinking through Person Centered Skills

Contributed by University of South Dakota

The University of South Dakota Health Science majors continue to be supported to utilize Person Centered thinking while participating in service learning. Emphasizing commitment to this focus, Dr. June Larson, Dr. Amy Nelson and Becky Wolff attended a two-day Person-Centered training offered in the summer of 2018 taught by Ability Building Services and SEDAC. Twelve core concepts and skills were introduced and discussed as part of the workshop. Additionally the training included learning methods to anchor person centered practices. The Health Sciences major fosters a global learning community to share and learn which is enhanced by knowledge and application of Person Centered thinking.



Sanford Health Career Exploration & Opportunities

Contributed by Sanford Health

Sanford Youth Medical Explorers (YME) and HOSA (Future Health Professionals)

September Kick off for the Sanford YME school year program. Regional high school students will have the opportunity to participate in HOSA activities, conferences and scholarships in addition to exploring healthcare roles through tours, hands on activities and conversations with healthcare providers at the Sanford Medical Center in Sioux Falls. See link for information:

<https://www.sanfordhealth.org/about/academic-affairs/career-exploration>



Sanford YME visit SSOM Parry Center for Clinical Skills and Simulation

Calling all Nursing Students

Nurses are in high demand from LPNs to RNs and Sanford Health wants to develop relationships early with students who are interested in employment.

- Sanford Student Nurse Internship Program Accepting Applications NOW for Summer 2018 Internship. Applicants will be students in an RN nursing program for this hands-on, 10-week, paid internship that will expand clinical skills and knowledge under the guidance of an experienced nurse preceptor. Applications open September 10 – October 22; to learn more and apply, visit <https://sanfordhealth-nursing.jobs/internship/new-jobs/>
- LPN Sponsorships available to support Sanford's high demand for LPN staff in the region. In exchange for the financial support, the recipient will commit to work at Sanford Health as an LPN for at least three years upon graduation. Contact your local LPN program for details.

The Business Side of Healthcare

- Sanford is launching an Enterprise post-graduate Administrative Fellowship Program designed to provide future healthcare leaders with the exposure, education, and skill development necessary to lead in a modern healthcare system. The six fellows will be selected Fall 2018 and will begin the fellowship program in the Spring of 2019.
- Sanford now offers non-clinical paid internships year round. Sanford Health is accepting applications for the Fall and Spring opportunities. Paid internships available in Emergency Management, Marketing, Communications, Supply Chain Management, Finance, Human Resources, etc. just to name a few of the areas offered. The internship mission is to provide students with engaging, high-learning opportunities in quality, real-world projects; interns are paired with a personal mentor for 1 on-1 professional training. Undergraduate students are eligible to apply on SanfordHealth.org, job listings site. Keyword: Internships

Resume Builder for Students – Volunteering

Sanford USD Medical Center student volunteers are eligible for the Health Career Scholarship to benefit student volunteers enrolled in health career programs. Scholarship awards of up to five \$2,000 scholarships and up to five \$1,000 scholarships as provided by the Sanford USD Medical Center Volunteer Advisory Board. See volunteer opportunities:

<http://www.sanfordhealth.org/careers/volunteer-opportunities/sioux-falls>

Sanford Research

All students, elementary to college age have the opportunity to explore the state-of-the-art biomedical research facility at Sanford Research in Sioux Falls. Learn the practices of scientists through hands on-activities shadowing and research project internships, click on the link to view all available opportunities: <http://www.sanfordresearch.org/education/k12students/>



Board Appointment to Avera Education and Staffing Solutions

Contributed by University of South Dakota



Becky Wolff, RN, MSN, MA instructor at the University of South Dakota's Health Science Major was appointed as Vice-President to the Board of Avera Education and Staffing Solutions (AESS). The mission of AESS is to assess, plan and direct non-traditional health manpower education, identify health manpower deficiencies and design educational innovations relative to health personnel shortages. The Board of Directors oversees the functions, responsibilities and strategies of AESS.



Medical Laboratory Science

Contributed by South Dakota State University

The field of Medical Laboratory Science is experiencing the effects of the workforce shortage that is sweeping across the healthcare profession. Approximately 70-80% of all medical decisions regarding a patient's diagnosis, treatment, hospital admission and discharge are based on laboratory test results. Medical Laboratory Scientists are considered the detectives of the healthcare industry and perform a wide variety of technical analysis of blood and body fluids; cross-match blood for transfusion; review cells to aid in diagnosing leukemia, bacteriology and molecular analysis.

South Dakota is struggling to fill open leadership and technical positions. Much of the struggle is the new generation of Technologists and Technicians are not staying in South Dakota, largely in part to income possibilities of other states. According to the MLO 2018 Annual Wage survey, the average national Technologist/Technician pay is significantly higher compared to South Dakota. The second struggle South Dakota is faced with is the increasing number of laboratory managers and supervisors that are reaching retirement. South Dakota offers several Associate and Bachelor's level programs; including an Upward Mobility program offered through South Dakota State University for those seeking to further their laboratory education from an Associate's degree to a Bachelor's degree. The Upward Mobility program is completely online and allows those wanting to pursue a Bachelor's degree the flexibility to stay at their current location.

South Dakota has been successful in producing high quality Medical Laboratory Scientists for many years, but we are not able to keep up with the workforce shortage. We need to promote the field of Medical Laboratory Science and continue to provide a great service to our local communities.



South Dakota Hot Trends in Health Care



South Dakota's health care industry is a major source of employment and earnings, accounting for more than 15 percent of all workers in privately owned establishments and 20.3 percent of those employers' payrolls.



South Dakota's health care industry added more workers than any other industry from 2007-2017. This industry added more than 9,800 workers during that period, equaling growth of more than 21.8 percent.



South Dakota's health care industry is projected to be among the largest growth industries through 2026. It will add an estimated 6,400 workers to South Dakota's economy. The rate of growth is projected to be 11.7 percent, almost double the 6.8 percent growth projected for all industries.



The health care practitioners and technical occupations group is projected to be the second fastest growing occupational group in South Dakota to 2026.

Many health care careers in South Dakota offer a great outlook with high projected demand for workers.

The Statistics Behind the Trends



South Dakota's health care industry is a major source of employment and earnings in South Dakota, accounting for 55,158 workers (or 15.7 percent of all workers in privately owned establishments) and 20.3 percent of statewide privately-owned establishment pay-rolls in 2017 (based on Quarterly Census of Employment and Wages).

The number of workers in South Dakota's health care industry increased 21.8 percent from 2007 to 2017, significantly higher than the 8.2 percent increase of all private industries (based on Quarterly Census of Employment and Wages).

South Dakota's health care industry is projected to be among the largest growth industries through 2026. The industry is projected to add 6,412 workers to South Dakota's economy (from a level of 54,900 in 2016 to a level of 61,312 in 2026). The rate of growth is projected to be 11.6 percent, nearly double the 6.8 percent growth projected in total employment for all industries.

The health care practitioners and technical occupations group is projected to be the second-fastest growing occupational group in South Dakota to 2026. Employment in this group (including such occupations as family and general practitioners, registered nurses and physical therapists, to name a few) is projected to increase by more than 3,700 workers and 12.2 percent by 2026.

Occupational Title	2016 Workers	2026 Workers	Percent Change 2016-2026	Annual Average Demand for Workers
Total, All Occupations	487,455	520,526	6.8%	58,885
Registered Nurses	12,334	14,052	13.9%	837
Nursing Assistants	6,038	6,510	7.8%	745
Medical Assistants	1,036	1,230	18.7%	139
Licensed Practical and Licensed Vocational Nurses	1,851	1,892	2.2%	135
Home Health Aides	924	1,062	14.9%	124
Pharmacy Technicians	1,238	1,345	8.6%	110
Dental Assistants	844	929	10.1%	104
Medical Records and Health Information Technicians	1,099	1,211	10.2%	79
Emergency Medical Technicians and Paramedics	985	1,099	11.6%	72
Pharmacists	1,248	1,308	4.8%	61
Radiologic Technologists	874	962	10.1%	56
Medical and Clinical Laboratory Technologists	775	847	9.3%	55
Physical Therapists	798	955	19.7%	51

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2018.

For more projections and outlook information, visit dlr.sd.gov/lmic.



Out in the Field: SDSU Students Complete Health Internships in Spain

Contributed by South Dakota State University

This past summer, 18 SDSU students in the Department of Modern Languages and Global Studies (MLGS) completed 4- and 8-week internships in Valencia, Spain. The students lived with host families while they worked and studied through [Euroace](#), a Valencia-based institute that specializes in Spanish immersion courses and individualized internship placements.

Placements cover the gamut of opportunities in the bustling city, with a population of 1.7 million. Internships in health fields, however, have proven most popular among SDSU students, and 7 students in 2018 completed hands-on internships in hospitals, clinics, pharmacies, and in centers for psychology, speech therapy, nutrition and physiotherapy.

The 2018 cohort more than *tripled in size* compared to the program's first cohort in 2017, paralleling the greater need for graduates with cultural knowledge and linguistic skills to succeed in increasingly diverse workplaces. In fact, in response to numerous regional industry requests, the MLGS Department developed both the internship program and the [Workplace Intercultural Competence \(WIC\) Certificate](#) to meet this growing need.

For more information about the internships or language study in the [Department of Modern Languages and Global Studies](#), visit us online or call at 605-688-5101.



"Being able to learn about how my chosen career path (pharmacy) works in another country was incredibly interesting, a unique experience that other people may never have."

- Ellen Hultstrum, Pharmacy & Spanish 2019

"SD employers in all industries are seeking interculturally competent graduates. From agriculture to health care, employers need candidates who can effectively and appropriately communicate with people from different cultures."

- Dr. Christine Garst-Santos, Department Head, ML

Committee Formed to Address Workforce Shortage of Support Providers

Contributed by University of South Dakota

Ability Building Services (ABS), a community support provider for adults with developmental disabilities in Yankton, formed a technology committee to address the workforce shortage of support providers. USD Health Sciences Major Professor and occupational therapist Amy Nelson recognized this as an opportunity for students to learn about using technology to help people be as independent as possible.

This partnership is mutually beneficial for both ABS and the students. Students had the opportunity to see real-world barriers people face in managing their own health care. Students were encouraged to think outside-of-the-box to find solutions. One area explored was medication administration. Physical limitations can make it difficult for people to administer their own medications. ABS also wanted to monitor compliance while supporting independence. Amy shared sample information from the committee with several students. The students brainstormed ideas to support each person. The ideas ranged from low-tech use of paper checklists to high-tech medication distribution equipment. Students tested cell phone apps to rate the pros and cons of each app. They offered ideas to help each individual. Promoting independence in medication administration can free up staff to help people in other areas that are important to them.

ABS is researching the use of remote monitoring and how technologies, such as Amazon Alexis, can help people be more independent and less reliant on staff for some everyday supports. We look forward to the creativity of USD students in researching new ways to use these devices to help provide opportunities for enriched lives.

For more information about ABS or the ABS Technology Committee, contact Carrie Winterringer, Quality Assurance Coordinator and Chair of the Technology Committee at 605-665-2518 ext. 22.



DOH Social Media



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/>



More Information?

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

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