

September 2019

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 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.

SD Office of Rural Health Recruitment Programs

Contributed by SD Office of Rural Health

2019 Rural Healthcare Facility Recruitment Assistance Program

The 2019 Rural Healthcare Facility Recruitment Assistance Program helps rural healthcare facilities in South Dakota recruit healthcare professionals by providing a \$10,000 incentive to health professionals who complete a 3-year service commitment in communities with 10,000 people or less. Applications must be submitted by the employing healthcare facility and eligible facilities may have up to 3 participants each year. Health professionals that are eligible include medical laboratory professionals, dietitians, healthcare social workers, nurses, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists and speech therapists. This recruitment program allows 60 participants each year and is filled on a first come, first served basis. For an application, visit the DOH website at: <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility/>.

Recruitment Assistance Program – Eligibility Criteria Updated

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. The incentive payment for a qualifying physician or dentist is currently \$231,384. The incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is approximately \$66,891.

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.

The South Dakota Department of Health- Office of Rural Health (ORH) has updated the eligibility criteria for this program. The changes affect the need assessment that is conducted for each application and includes the following:

- A community is now eligible if the assessment indicates a need for at least an additional 0.25 FTE for all provider types.
- The ratio of dentist FTE to population decreased to 1 FTE per 3,000 people.
- Provider FTE at Indian Health Service facilities are no longer factored into the need assessment.
- The weight of physician FTE is lowered for need assessments of physician assistants, nurse practitioners, and nurse midwives.

The ORH also rolled out a new webpage with additional information on the program. For the full description of program requirements, maps of current and historic participating communities, community and state payment amounts, and the number of open slots for each provider type, visit the website at <https://doh.sd.gov/providers/ruralhealth/recruitment/rap.aspx>. Additional questions can be directed to Jill Dean at 1-800-738-2301 or Jill.Dean@state.sd.us.

3RNet

2019 Academy

Recruiting for Retention Hierarchy: Building the Foundation

The South Dakota Office of Rural Health is offering this at no charge!

Join 3RNet for this six-part webinar series starting October 8, 2019.

Why 3RNet?

There are a lot of options for recruitment education, but the 3RNet Recruiting for Retention Academy is the only online training specific to rural and underserved communities.

Benefits

- Access to six live 90 minute webinars featuring national experts on rural/underserved retention
- Password protected portal to gain access to the webinar recordings, session materials, & more
- Ability to ask questions to other Academy attendees and 3RNet members via the Academy listserv
- A certificate of completion
- Supporting 3RNet's mission to ensure quality healthcare access to the nation's rural & underserved communities

Agenda

Recruiting for Retention Hierarchy: Building the Foundation

Session One | October 8, 2019, 1:30 pm CST

Including a closer look at: 3RNet: Twenty Years of Supporting Rural & Underserved Communities

Planning & Preparation: Laying the Groundwork for Recruitment Success

Session Two | October 22, 2019, 1:30 pm CST

Including a closer look at: Factors to Market Your Community: How to Use Our Guides

Searching for Candidates: Where & How to Generate the Best Candidates

Session Three | November 5, 2019, 1:30 pm CST

Including a closer look at: Differences in Generational Recruitment

Screening Candidates: Finding the Right Fit for Your Organization

Session Four | November 19, 2019, 1:30 pm CST

Including a closer look at: Background Checks: What You Don't Know Can Hurt You

Follow Up & Follow Through: Closing the Deal & Planning for the Future

Session Five | December 3, 2019, 1:30 pm CST

Including a closer look at: An Employer's Guide to Workforce Incentive Programs

Resources and Wrap Up: Bringing it All Together

Session Six | December 17, 2019, 1:30 pm CST

Including a closer look at: Special Considerations for Recruiting Mental & Behavioral Health Providers

Why Attend

<https://academy.3rnet.org/why-attend.html>

Register Now To Attend!

<https://academy.3rnet.org/register.html>

Enter coupon code: **SDORH**

Questions?

Contact Jill Dean at 605-773-2706 or jill.dean@state.sd.us or 3RNet at info@3rnet.org or 1-800-787-2512.



Valuable Workforce Data Available on Healthcare Industry

Contributed by Labor Market Information Center, South Dakota Department of Labor and Regulation

A **comprehensive analysis of 2018 employment and pay in the healthcare industry** was recently published by the Labor Market Information Center (LMIC). Available from the Quarterly Census of Employment and Wages (QCEW) program, this industry overview is based on employment and wage data reported by South Dakota employers liable for reemployment assistance tax. The QCEW program includes about 98 percent of South Dakota's wage and salaried workers. The healthcare industry analysis includes such highlights as:

- This sector had the highest level of employment (64,163) and the highest amount of total wages paid in South Dakota in 2018.
- Average annual wages increased \$947 (1.9 percent) for an annual average of \$51,584 in 2018.
- The healthcare sector continues to ride the wave of a long-term growth trend due to several key, ongoing factors, including:
 - Technological advancements in diagnosis and treatment of injuries, illnesses and disease
 - South Dakota's aging population enjoying longer life expectancies and more active lifestyles in later years
 - Greater specialization of healthcare facilities, especially in the more populated areas of the state

LMIC also has information available on how the industry stacks up to others in the offering of employee benefits. See what percent of the state's healthcare employers offer such benefits as insurance, retirement and leave

(https://dlr.sd.gov/lmic/benefits_percent_employers_healthcare.aspx). Compare the offering of those benefits by employers in other industries by using the menu at https://dlr.sd.gov/lmic/menu_employee_benefits_employers_industry.aspx. Or see how the Healthcare and Social Assistance industry compares in the **Percent of Insurance Premium Paid by Employer and Average Number of Leave Days Provided**.

For other valuable labor market data on the healthcare industry and healthcare occupational opportunities, visit dlr.sd.gov/lmic.



**West River Collaboration Selected for the
Third Area Health Education Center (AHEC)
in South Dakota**

New release issued by Western Dakota Tech: September 3, 2019



The South Dakota Area Health Education Center (AHEC) Program Office is pleased to announce the location of the third Center office to serve our state. The successful proposal was awarded to a collaborative response submitted by over fifteen West River organizations in response to a Request for Proposal issued by the AHEC Program Office.

The South Dakota AHEC is a federally-funded initiative aimed to educate health professions students in medically underserved areas of the state, with the goal of recruiting and retaining healthcare professionals for these communities. Having a West River AHEC will allow for joint collaborative efforts with other regional entities to develop new and enhance existing programs while furthering state, higher education, and community interests addressing healthcare workforce concerns. The award of this Center brings new federal funds, jobs, and training opportunities to the West River region.

The West River AHEC is a collaboration of organizations who are actively working across the 16-county West River region and it builds on many partnerships that exist and will be strengthened. Involved partners include: Asniya; Catholic Social Services of Rapid City; Community Health Center of the Black Hills; Department of Veteran Affairs; Great Plains Tribal Chairmen’s Health Board; Oglala Lakota College, College of Nursing; OneHeart; Rapid City Area School District; Regional Health; South Dakota School of Mines and Technology; South Dakota State University, College of Nursing; Spearfish School District; University of South Dakota, Department of Nursing (Rapid City site); University of South Dakota, Sanford School of Medicine (Rapid City site); and Western Dakota Tech.

A Board of Directors with broad representation from partnering organizations and communities has been established to oversee programming and operations for the newly established independent non-profit organization. The Executive Committee of the Board of Directors consists of Ann Bolman, Ed.D, Western Dakota Tech, President (President); Tim Trithart, Community Health Center of the Black Hills, Inc, Chief Executive Officer (Vice President); and Valeriah Big Eagle, M.S.Ed., South Dakota State University, Native American Nursing Education Center(NANEC), Diversity Outreach and Engagement Coordinator (Secretary/Treasurer). The Board of Directors will be informed by a Cabinet that includes representation from all partnering organizations.

Western Dakota Tech will serve as the fiscal sponsor for the West River AHEC during the initial phase of operations and will also provide office space. All partner organizations contribute meeting and program spaces as well as a variety of additional resources to support the work of the West River AHEC.

“Western Dakota Tech is excited to play a major role in the addition of a third AHEC to serve individuals living in Western South Dakota. The new Center will allow residents to more easily participate in the Center’s remarkable programs,” said Dr. Bolman. “We also see real value in a

local AHEC to promote much needed healthcare careers, as well as training available, to serve our communities.”

A job posting for the new West River AHEC Director position will open in late August 2019 and will remain open until the position is filled. Information on the position will be available through the WDT website (<https://www.wdt.edu/faculty-staff/employment>) as the Director will be a WDT employee dedicated to the West River AHEC.

“The SD AHEC Program Office appreciates the collaboration from the various stakeholder groups and other interested organizations in putting this proposal together. The addition of the West River AHEC Center will provide even more opportunity for SD AHEC to make strides in healthcare workforce development across the state and we are excited to partner with entities in Western South Dakota,” said Dr. Susan Anderson, SD AHEC Program Director.

The successful proposal was facilitated by Elizabeth Freer, dialogue LLC, a consulting firm based in Spearfish, SD.

The AHEC Program Office was established in 2009 and is located within the Sanford School of Medicine of The University of South Dakota in Sioux Falls. South Dakota has existing Centers in Aberdeen and Yankton.



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/student-programs>



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. Learn more and apply at <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 two years upon graduation. Contact your local LPN program for details.

The Business Side of Healthcare

- Sanford is in its 2nd year of the 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 2019 and will begin the fellowship program in the Spring of 2020.
- 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/>



ECHO Hub Established by USD School of Health Sciences

Contributed by University of South Dakota

Overcoming the obstacles of distance and locally unavailable expertise is the objective of the ECHO (Extension for Community Healthcare Outcomes) project, a videoconferencing case-based learning platform that can feed a knowledge-sharing network. A more specific ECHO goal is to create and foster telementoring between front line caregivers in rural and underserved settings with experts and other health care professionals who are able to share necessary information to improve patient and public health outcomes.



USD's School of Health Sciences is an ECHO "hub" established in South Dakota. A "Hub" serves as the source of health care information that is dispensed via webinar-type presentations. The "spokes" in the model are the local communities that receive telementoring and become part of the learning community.

A teleECHO clinic includes a short didactic, followed by case presentations from "Spoke" sites and discussion of the learning community. In many instances, those participating are able to earn continuing education credits.

One ECHO project highlights and combats opioid abuse. USD health care experts from the departments of Addiction Counseling and Prevention, Social Work and Physical Therapy utilize ECHO technologies to train addiction counselors from around South Dakota using a pain assessment curriculum. Counselors will benefit by the training to better understand pain assessment and treatment alternatives. USD's nursing department is using the ECHO model to engage professionals working with deaf and hard-of-hearing children. Other applications for ECHO are being planned that relate to palliative care and trauma.

Avera Pre-healthcare Experience Program (PREP)

Contributed by Avera Health

Avera Health's workforce planning team hosted 4 groups of pre-healthcare college students in June and July. These students were part of the summer program, Avera PREP, which stands for Avera Pre-healthcare Experience Program. 3 groups, averaging 13 students each, were hosted in Sioux Falls and one group of 10 students was hosted in Pierre. Avera PREP is designed to give college freshmen and sophomores who aspire to a career in health care a backstage pass into Avera's mission and organization. During the four-day event, students meet and shadow a variety of health care providers. Avera PREP also provides tours of different services including Long Term Care, hyperbaric chamber, Center for Pediatric and Community Research, Emergency Room, e-CARE, NICU, Women's Center, Lab, and much more. Lunch N Learns are spent with physicians or senior level administrators learning about their career journey and current role. At the conclusion of the experience, students receive a career planning session designed to link them to student resources including job shadowing, internships, volunteering and paid positions. The workforce team will continue to network with these students thru a Facebook page with the goal of having them choose Avera as their employer of choice both now and after graduation.

Beginning in March 2020, Avera's workforce planning team will be contacting colleges and universities seeking student applications for next summer's Avera PREP. In 2019, 107 student applications were received for 48 openings.

Received from a participant, "I just wanted to say thank you for allowing me to be part of the Avera PREP program. I truly benefited so much from this opportunity. I feel a lot more confident in what specialty I want to pursue, and I have a lot more knowledge on what steps I should take to get here. Thanks again for this wonderful opportunity, and I look forward to staying in touch."





Recruiting to rural and underserved areas can be hard. Let 3RNet make it easier - for FREE.

3RNet.org is a nonprofit job board specifically geared to candidates interested in rural and underserved America.

By posting jobs on 3RNet, facilities gain access to:

- Tens of thousands of actively registered candidates (we don't make cold calls – every candidate has chosen to sign up with us)
- Hundreds of new candidate registrations each month
- Thousands of active job opportunities across the country

Get started posting on 3RNet today:

1. Go to <https://www.3rnet.org/employer-registration>
2. Fill out the form, selecting "South Dakota" as the state you wish to post jobs in.
3. Click "Save Information."

Once your application is submitted:

1. Your application will go to the South Dakota Office of Rural Health.
2. The South Dakota Office of Rural Health will approve or deny your application.
3. Once approved, you will be automatically notified via email and jobs can be posted immediately.

About 3RNet & 3RNet Members

- 3RNet has been the premier rural and underserved job board for over 20 years.
- 3RNet members are individually tasked with running 3RNet in their state and are the only ones that can allow you to post jobs.
- Communicate with your state member to learn if any fees apply and what other services may be available to you.

Questions about posting on 3RNet?

Contact Jill Dean, South Dakota 3RNet Member, at Jill.Dean@state.sd.us or 1-800-738-2301 or Mark Barclay, 3RNet Director of Member Services at 1-800-787-2512 or barclay@3rnet.org.



2018 Healthcare Workforce Report

Contributed by SD Office of Rural Health

The 2018 Healthcare Workforce Report is available. This report draws upon labor statistics, educational preparation data, and current health professions' licensing registries to report the healthcare workforce projected needs in the future and workforce distribution by geography, age, and profession. The report can be found on the DOH website at:

<https://doh.sd.gov/documents/Providers/RuralHealth/SDWorkforceReport2018.pdf>



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

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