

Summer 2021

# 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



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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 in the future! As always, we welcome your feedback regarding these and other workforce development issues.

## NANEC Serves All 4 SDSU Locations

*Contributed by South Dakota State University*



The tiyospaye (extended family) of the Native American Nursing Education Center is expanding to serve Native populations at all four nursing locations and through all levels of the college.

The center has operated out of the SDSU nursing site on Mount Rushmore Road in Rapid City for several years. However, in mid-fall 2020 the center was placed under the college's Office of Nursing Student Services with an aim of providing its services to programs offered in Brookings, Sioux Falls and Aberdeen, according to Shelly Brandenburger, who, since April 2020, has headed that office.

As of mid-March, there were 53 Native American students in any SDSU nursing program, from pre-nursing to graduate. Of those, 32 are in a Rapid City program, meaning about 40% of the college's Native students aren't served by the center.

Valeria Big Eagle, who oversees NANEC, said the plan is to connect those 21 students to the cultural, academic, social and financial facets of the center. Initially, that will be done by virtual events and reaching out to the non-Rapid City students, she said. "Our goal is to invite all of them to the table to utilize these services," Brandenburger said.

The center now includes Big Eagle (full time) and mentors Beverly Warne (49%) and Kathy Labonte (25%) and instructors Renee' Zachar, Mary Isaacson and Allyson Strommer. Eventually, it is hoped another staff member can be added to serve Native students.

### Hopes and Plans for Center

NANEC's primary services are secondary advising (meaning their academic adviser within the college serves as the student's primary curriculum adviser), financial assistance, organizing cultural events such as the honoring ceremony preceding graduation and hosting monthly social events.

Right now, the social events—wohanpi na wounspe (soup and learn)—are conducted virtually. Even after COVID-19 restrictions end, a virtual option will continue to be presented to students not in Rapid City, Brandenburger said.

Another change the program would like to implement is to extend the \$300 to \$500 financial stipend for pre-nursing and nursing students to those in graduate and accelerated programs, Big Eagle said. Stipends are funded through government grants and private foundations, so the effort to gain that funding is ongoing, Brandenburger said.

There are 21 pre-nursing students with 22 in nursing, three in the grad program, six in RN to B.S.N. and one in the accelerated program.

Big Eagle said, "We have a feeling of an extended family with our students, an academic extended family. We work to build rapport with students so that they can come to us with anything. We're really big on that. We feel we can do that even with Zoom, and we have done that with Zoom."

Big Eagle, whose degrees from SDSU were in sociology (bachelor's 2014) and student affairs administration (master's 2018), said, "When I was an undergraduate student, I felt like I had nobody to turn to that would advocate for me. We want to make sure our students don't get left behind. I advocate for our students the best way I know how, even if that is working with students on a late drop petition, so they don't have failed courses on their transcripts.

“Many of our students face external extenuating circumstances that inhibit them from meeting academic expectations. We know that our students can reach their full potential when holistically supported, and we do our best to help all our Native American nursing students.”

### **Nursing Student Services Busy**

Other changes also have been incorporated within the Office of Nursing Student Services to make it more universal within the four locations, Brandenburger said.

Part of that has been to develop a system in which SDSU website inquiries received from prospective students are responded to within 24 hours. “We have tripled our transfers and are garnering attention across the nation. Right now, students across the country are looking for programs. California shut down clinicals so they couldn’t get students in.

“A lot of interest has come from the West Coast, where we have done heavy online marketing,” Brandenburger explained.

She said 99% of the transfer students are pre-nursing students. In 2019, there were 37 transfers and 34 in 2020 with 95 admitted for fall semester 2021.

On campus, there are tours at 11 a.m. and 3 p.m. daily. “There usually are one or two families twice a day on the main campus,” Brandenburger said. In the fall, 226 students expressed an interest in the undergraduate nursing program with 140 of them taking the next step to submit transcripts for evaluation, she said.

“There is a tremendous amount of interest,” Brandenburger said.



Pictured at the Native American Nursing Education Center in Rapid City are, from left, Renee Zacher, Native American instructor and RN to B.S.N. volunteer mentor, Jazmine Good Iron, a 2020 B.S.N. graduate, Bev Warne, a mentor, Andrea Hearting, a current Rapid City nursing student, and Valeria Big Eagle, center director.



## SD Week of Work

*Contributed by South Dakota Department of Labor and Regulation*



The South Dakota Week of Work was held April 19-23, 2021, to help middle and high school students “try careers on for size.” Students could participate virtually in live panel discussions with South Dakota business and industry professionals twice each day. Of the 36 panel choices, four were focused on healthcare occupations. Specifically, Medical Care, Nursing and Patient Care, Research Science, Healthcare Education. All sessions were filled with great perspectives and can be viewed at the [2021 Schedule page](#) of the [South Dakota Week of Work website](#).

To ensure a variety of occupations and formats are available for students to prepare to make decisions about their future, employers supplied over 60 videos highlighting occupations in our state. Videos are available on-demand on YouTube and organized by career cluster. Almost half of the videos came from Health Science professionals. <https://weekofwork.sd.gov/videos-Health.aspx>

The Labor Market Information Center added links to the videos from appropriate occupations on their Career Cluster exploration pages ([https://dlr.sd.gov/lmic/menu\\_career\\_clusters.aspx](https://dlr.sd.gov/lmic/menu_career_clusters.aspx)). The cluster pages list occupations included, each linked to the virtual workforce data system and O\*Net online where students and other career decision-makers can find a wealth of information on that occupation. Health science occupations are featured at [https://dlr.sd.gov/lmic/career\\_cluster\\_health.aspx](https://dlr.sd.gov/lmic/career_cluster_health.aspx), which now includes links to more than 15 of the Work of Week videos recorded by health care professionals.



## Substance Use Disorder Treatment and Recovery Loan Repayment Program (STAR LRP)

*Contributed by Office of Rural Health from HRSA*

The Substance Use Disorder Treatment and Recovery Loan Repayment Program (STAR LRP) gives behavioral health providers up to \$250,000 to repay school loans in exchange for working full-time for six years at an approved site. The Health Resources & Services Administration (HRSA) oversees this new program designed to help recruit and retain a more diverse set of behavioral health providers focused on combating the substance use disorder (SUD) epidemic. HRSA SUD treatment investments have resulted in adding more than 2,800 doctors, nurse practitioners, physician assistants, mental health professionals, registered nurses, pharmacists, and substance use counselors to communities most in need. We know that the most evidence-based treatment for SUD is a comprehensive approach that incorporates medication and behavioral health counseling. HRSA funding supports members of interdisciplinary healthcare teams who help patients overcome opioid addiction through treatment and recovery. The STAR LRP includes additional disciplines and broadens the site types for those working to help patients overcome substance use disorder.

**Applications will be accepted until July 22, 7:30 PM ET.** Visit the [STAR LRP](#) website for eligibility, assistance, online Q&A Sessions and more. [Subscribe now](#) for STAR LRP email updates.

## Avera Academy Graduates 2<sup>nd</sup> Class

*Contributed by Avera Health*



The Avera Academy has concluded its second class of students. 24 high school seniors from the Sioux Falls Public Schools were selected to participate from a pool of 65 applications. The Avera Academy offers a nine-month opportunity for students to complete college credit at Southeast Technical College in addition to shadowing 41 various healthcare departments at Avera McKennan. The program is designed to offer a comprehensive view of the various roles in healthcare. Priority for acceptance is given to students that represent a diverse culture, a first-time college attendee of their family, low income or a unique family situation that would present a challenge to the pursuit of a healthcare career. This year's class represented students from Mexico, Eritrea, Nepal, El Salvador, Somali, Liberia and the Ukraine. Of the 24 students accepted, 9 are already working in healthcare at Avera McKennan in patient care or food service. As a part of the Avera Academy, assistance is provided to students applying for grants and scholarships, completing college applications, as well as securing healthcare employment. 100% of the students are planning a healthcare career and will begin academic programs in pre-med, nursing, lab, medical assistant, surgery technician, healthcare administration, ultrasound, child life specialist and chemistry. For additional information regarding the Avera Academy, please contact Shantel Krebs, Administrator, [Shantel.krebs@avera.org](mailto:Shantel.krebs@avera.org).



## CRNAs Added to Recruitment Assistance Program

*Contributed by Office of Rural Health*



House Bill 1195 was signed by Governor Noem adding Certified Registered Nurse Anesthetists to the Recruitment Assistance Program effective July 1, 2021.

This program provides qualifying physicians, dentists, physician assistants, certified nurse practitioners, certified nurse midwives or certified registered nurse anesthetists an incentive payment in return for three continuous years of practice in an eligible rural community. Eligible SD facilities must be in a community with a population of 10,000 or less. Requests for participation in this recruitment program are reviewed on a first-come first-served basis. A community or facility representative should contact the Office of Rural Health to request an assessment to determine eligibility.

The amount of the incentive payment is subject to change July 1 of each year. Effective July 1, 2021, Physician and Dentists incentive payment will increase from \$243,634 to \$248,098 and for physician assistant, certified nurse practitioner, certified nurse midwife or certified registered nurse anesthetist the incentive will increase from \$69,108 to \$70,054.40.

For additional information about the Recruitment Assistance Program, contact DeAnn Sprenger, Office of Rural Health, phone (605) 773-2706 or send an email to [deann.sprenger@state.sd.us](mailto:deann.sprenger@state.sd.us).



UNIVERSITY OF  
SOUTH DAKOTA  
SANFORD SCHOOL OF MEDICINE

**Center for Disabilities**



Project SCOPE  
Supporting Children of the Opioid Epidemic

**Project ECHO: University of South Dakota**

Early childhood and related professionals are invited to join us for Project SCOPE: Supporting Children of the Opioid Epidemic, a national training initiative intended to *build provider capacity and confidence in applying evidence-based practices* in screening, monitoring, and interdisciplinary support for children and families diagnosed with Neonatal Abstinence Syndrome (NAS), Neonatal Opioid Withdrawal Syndrome (NOWS), or who are suspected of being impacted by substance use, trauma, or related exposure.

Session	Date	Topic
1	Thursday July 15, 2021 12-1pm CT	Introduction to the Opioid Crisis and Social Determinants of Health
2	Thursday July 22, 2021 12-1pm CT	Addiction and Treatment
3	Thursday July 29, 2021 12-1pm CT	Neonatal Abstinence Syndrome
4	Thursday August 5, 2021 12-1pm CT	Monitoring Child Development and Linking to Services
5	Thursday August 12, 2021 12-1pm CT	Trauma, ACEs, and Trauma-Informed Care
6	Thursday August 19, 2021 12-1pm CT	Trauma, Substance Exposure, and Speech/Language, Motor, and Sensory Concerns in Children with NAS
7	Thursday August 26, 2021 12-1pm CT	Fetal Alcohol Spectrum Disorders
8	Thursday September 2, 2021 2-1pm CT	Models of Care/SCOPE Wrap Up

Register via the link

<https://usd.zoom.us/joining/register/tJcpdOupqz0tGtV9WRsMGPYAAUX-ajE1V7qQ>

After registering, you will receive a confirmation email containing information about joining the sessions. Register once and you can attend any of the sessions. Join each session via Zoom from an internet-enabled device.

For more information visit <https://www.usd.edu/echo> or email [ProjectECHO@usd.edu](mailto:ProjectECHO@usd.edu)

Contributed by University of South Dakota

## Diversity, Equity and Inclusion Work Continues at Sanford Health

*Contributed by Sanford Health*

Everyone at [Sanford Health](#) plays a part in creating a welcoming culture, according to Sanford Health chief human resources officer Darren Walker, and our work in diversity, equality and inclusion continues to evolve.



Natasha Smith was recently hired as the new leader within the Office of Diversity, Equality and Inclusion. She will continue the work the organization began more than two decades ago. To get everyone involved, Sanford Health plans to grow its diversity councils, employee resource groups and multilingual capabilities.

Diversity and Inclusion Councils are employees, leaders and executives serving to connect diversity and inclusion activities to all business goals. Employee Resource Groups, or affinity groups, are voluntary, employee-led groups fostering a diverse, inclusive workplace. They also bring together others with shared characteristics, life experiences and/or interests around underrepresented groups. Benefits of these groups include networking, mentorship, skill development, cultural awareness, recruitment, retention and more.

As the organization grows, so does its responsibility to its people and communities. Plans include expanding diversity councils to the organization's 24-state footprint with the [Good Samaritan Society](#).

Additionally, the organization is advancing work focused on health disparities among certain populations. It has invested in a portfolio of research focused on identifying and addressing health inequities within the Native American population, among others.

"We are aware and involved," Walker said. "This is something so important to us and we are passionate about making everyone feel welcomed and respected. This journey evolves over time and we are going to continue to be a partner and collaborator to influence respect and love for everyone.

Read full article [here](#).



### **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](#).

