

December 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



Inside This Issue

- 1 **Healthcare Workforce Collaborative**
- 2 **\$3.6 Million Helmsley Charitable Trust Grant to Fund Life-Saving New Technology for SD First Responders**
- 3 **Addiction Counseling Professionals and Students**
- 4 **Health Care and Social Services Featured in Annual South Dakota Workforce Report**
- 4 **Advertise Healthcare Jobs at Your Facility on 3RNet**
- 5 **South Dakota Association of Healthcare Organizations (SDAHO) Launches Nurse Leadership Program**
- 6 **SDSU's College of Nursing Offers Postgraduate Certificate Program**
- 7 **SD HOSA Hosts Two Fall LAUNCH Academies**
- 8 **Center for the Prevention of Child Maltreatment's SANE Program**
- 9 **Recruitment Assistance Program**
- 9 **2019 Graduation Questionnaire**
- 10 **Second Avera Wokini Scholarship Recipient Selected**
- 11 **Sanford Health Career Exploration & Opportunities**
- 12 **Registered Apprenticeships: A Healthcare Workforce Solution**
- 13 **SDSU Native American Nursing Education Center**
- 13 **DOH Social Media**
- 13 **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.

\$3.6 Million Helmsley Charitable Trust Grant to Fund Life-Saving New Technology for South Dakota First Responders

Contributed by SD Office of Rural Health, Written by The Leona M. and Harry B. Helmsley Charitable Trust

In an ongoing effort to improve the cardiac system of care in the Upper Midwest, The Leona M. and Harry B. Helmsley Charitable Trust today announced that it has awarded a grant of \$3.6 million to equip every law enforcement agency as well as South Dakota State Park facilities with the next generation of Automated External Defibrillators (AEDs). The grant, facilitated through the South Dakota Department of Health, will fund 1,200 devices to be placed in law enforcement vehicles, with conservation officers, and at critical state park locations. The project includes training for law enforcement and Game, Fish, and Parks personnel. The announcement coincides with National Rural Health Day in America.

“Getting these new AEDs into the hands of those most likely to arrive first on the scene of a cardiac arrest will help save lives,” said Walter Panzirer, a Helmsley Trustee. “The new technology will give first responders an edge. The South Dakota Department of Health is the first partner in what we hope will be an initiative to place these AEDs in all seven states in Helmsley’s funding area in the Upper Midwest.”

Studies conducted by the American Heart Association demonstrate a dramatically higher survival rate for cardiac patients shocked by law enforcement, who are generally first on the scene, especially in rural areas. The new LIFEPACK® CR2 defibrillators, designed by the Stryker Corporation, were selected to help rescuers provide the fastest first shock when defibrillation is needed. The LIFEPACK CR2 features industry-leading cprINSIGHT™ analysis technology that reduces pauses during CPR, allowing for improved blood circulation and better odds of survival. Using Wi-Fi connectivity, these self-monitoring devices can be configured to send near real-time event data via Wi-Fi, including a patient’s heart rhythm and shocks delivered, to incoming emergency services or receiving hospitals, helping speed the transition to the next level of care. “This partnership with the Helmsley Charitable Trust will allow us to get life-saving tools and training into the hands of state, tribal, county and municipal law enforcement agencies,” said Marty Link, Director of EMS and Trauma, South Dakota Department of Health’s Office of Rural Health. “With Helmsley’s support, South Dakotans can be better prepared to respond to cardiac arrests and save lives.”

The new devices will be placed, and training conducted, by the end of December. AEDs previously used by some agencies will be relocated throughout communities increasing the number of AEDs accessible to the public.

To date, the Helmsley Charitable Trust has invested more than \$416 million to improve access to quality healthcare in rural America, \$110 million of that in South Dakota.



Addiction Counseling Professionals and Students

Would you like to learn more about pain management for
Opioid Use Disorder (OUD) patients?

Please join us for the USD Opioid ECHO sessions

USD Opioid ECHO		
	Date	Topic
Session 1	Thursday January 16 th 12:00-1:00pm CT	What is Pain (The challenge of pain)
Session 2	Thursday January 30 th 12:00-1:00pm CT	What is Pain II (Pain neuroscience mechanisms)
Session 3	Thursday February 13 th 12:00-1:00pm CT	How is Pain Recognized (Psychosocial assessment of pain)
Session 4	Thursday February 27 th 12:00-1:00pm CT	How is Pain Recognized II (Measurement tools)
Session 5	Thursday March 12 th 12:00-1:00pm CT	How is Pain Recognized III (Physical examination of someone in pain)
Session 6	Thursday March 26 th 12:00-1:00pm CT	How is Pain Relieved (treatments for pain conditions)
Session 7	Thursday April 9 th 12:00-1:00pm CT	Clinical Conditions and Pain Subgroups
Session 8	Thursday April 23 rd 12:00-1:00pm CT	The Social Work Model of Care
Session 9	Thursday May 7 th 12:00-1:00pm CT	Assessment, Intervention and Evaluation

Join each session Zoom from your computer, tablet, or phone. Continuing education credits available through the South Dakota Board of Addiction and Prevention Professionals. For more information visit <https://www.usd.edu/echo>. To register email OpioidECHO@usd.edu.

Health Care and Social Services Featured in Annual South Dakota Workforce Report

Contributed by South Dakota Department of Labor and Regulation



The Health Care and Social Services industry supersector was featured in the annual [South Dakota Workforce Report](#) recently published by the Labor Market Information Center. It was one of four supersectors featured in the report because of their significance to South Dakota's economy in terms of recent employment growth, or simply for the large number of South Dakotans they employ.

With the Educational Services sector losing employment for the third straight year in 2018, it was the Health Care and Social Assistance sector giving this supersector notable growth during the year. Health Care and Social Assistance saw both employment and wages rise in 2018. Compared to other sectors, this sector has the highest level of employment and the highest amount of total wages paid out in South Dakota. The number of workers in 2018 increased by 1,137 (1.8 percent) for a total of 64,163. Average annual wages increased \$947 (1.9 percent) for an annual average of \$51,584 per worker.

The Workforce Report provides data on number of establishments, employment and wages as well as narrative analysis at a more detailed industry level, including the following Health Care and Social Assistance subsectors:

- Ambulatory Health Care Services
- Hospitals
- Nursing and Residential Care Facilities
- Social Assistance

For more information, see pages 27-29 of the [2018 South Dakota Workforce Report](#).



Advertise Healthcare Jobs at Your Facility on 3RNet

Contributed by SD Office of Rural Health

Want a **FREE** and **EASY** way to advertise jobs for your healthcare facility? The South Dakota Office of Rural Health administers a program called 3RNet - Rural Recruitment & Retention Network. The 3RNet organization helps connect healthcare facilities with healthcare providers across the nation. If your facility would like to take advantage of this free advertising, visit www.3rnet.org and click on the [For Employers](#) tab at the top of page. If your organization would like to receive a monthly email list of the healthcare candidates who are interested in working South Dakota, please contact South Dakota's organizational member, Jill.Dean@state.sd.us.

South Dakota Association of Healthcare Organizations (SDAHO) **Launches Nurse Leadership Program**

Contributed by South Dakota Association of Healthcare Organizations

Retaining South Dakota nurses is an important initiative to SDAHO, as nurse leaders play a vital role in nurse retention by influencing the quality of patient care and the stability of the work environment. Strong leadership qualities in nurse management have been associated with greater job satisfaction, reduced turnover among nursing staff, and improved patient outcomes.

On January 10, 2020, SDAHO will launch a nurse leadership program for South Dakota hospital and post-acute nurse leaders. SDAHO collaborated with the University of South Dakota Beacom School of Business to create educational content designed to meet specific state needs and provide additional resources to help retain and grow nurse leaders.

This one-year program consists of monthly webinars, in-person education and the program will conclude with a completion ceremony. Some of the educational topics include creative thinking and problem solving, financial essentials for healthcare managers, conflict resolution, regulatory compliance, survey preparedness, advocacy, building and boosting team performance and championing change. The leadership webinars will be available for purchase to healthcare leaders not participating within SDAHO's Nurse Leadership program. To learn more about the individual sessions, visit sdaho.org.

SDAHO's leadership webinar schedule:

January 16 – Creative Thinking and Problem Solving

February 20 – Emotional Intelligence and Conflict Resolution

March 19 – Building and Boosting Team Performance

May 21 – Leadership Essentials

July 16 – Navigating from Strategy to Results

August 20 – Financial Essentials for Healthcare Managers

This program will provide hospital and post-acute nurses the opportunity to grow as a leader, establish a network of colleagues, learn from other successful nurses throughout the state and be exposed to several key contacts, such as South Dakota's regulatory and administrative departments.

Attendance is full for the 2020 program but watch for details on registering for SDAHO's 2021 Nurse Leadership program and other educational opportunities, visit sdaho.org.



SDSU's College of Nursing Offers Postgraduate Certificate Program

Contributed by South Dakota State University

With only 37 certified and licensed psychiatric mental health nurse practitioners practicing in South Dakota, South Dakota State University's College of Nursing was approved to offer a postgraduate certificate program to address that shortage.

The 18-credit part-time online program is ideal for advanced practice registered nurses, particularly family nurse practitioners, who want to enhance their practice. The certificate can be completed in four semesters.

South Dakota has more than 1,100 certified nurse practitioners but only 3.3 percent of them are in the psychiatric mental-health area, according to the South Dakota Center for Nursing Workforce's publication, South Dakota Nursing Workforce Supply and Employment Characteristics: 2019.

"This certificate will enhance the scope of practice for the nurse practitioner to provide more holistic health care," said Kay Foland, a professor in the College of Nursing and an advanced practice psychiatric mental health nurse practitioner. "Persons needing health care more than likely have a number of health concerns, including emotional and mental-health issues. Completing the psychiatric mental health certificate will better prepare the family nurse practitioner to provide a more comprehensive, competent and evidence-based practice level of care."

According to Foland, psychiatric mental health nurse practitioners are in high demand. After earning the certificate, individuals can work in outpatient clinics, primary-care units, private practices, community health and community mental-health centers, and hospitals. They may also provide services in substance abuse programs, high-risk pregnancy centers, schools, prisons and trauma centers.

"We know family nurse practitioners assess for mental-health needs across the life span but are limited in treating the needs without the specialized certification," said Mary Minton, associate dean of graduate nursing for the college. "The proposed certificate prepares graduates to provide much needed high-quality mental-health care in a variety of settings in rural and urban South Dakota. It increases much-needed access to psychiatric mental health nurse practitioners in our state where a serious shortage currently exists."

Classes started in fall 2019.

For more information, visit
www.sdstate.edu/nursing/graduate-nursing/.



**SOUTH DAKOTA
STATE UNIVERSITY**

SD HOSA Hosts Two Fall LAUNCH Academies

Contributed by South Dakota HOSA

This past October, South Dakota HOSA hosted over 150 students at two Fall Leadership Academies held at the University of South Dakota and Western Dakota Tech.

HOSA students were taken through a number of leadership and team building activities. Some of the activities involved innovation of a start-up company where they learned shared responsibilities, communication and teamwork. Students were also challenged with non-verbal communication in the re-creation of a LEGO model. Teams focused on delegation, time management, and team dynamics.

Quickly following the opening session, and morning sessions, the afternoon ensued with a competitive events overview with Brock Rops (State Advisor). Students rotated through Leadership 2.0, a tour of WDT, and visited with various health professionals from Regional Health: Scrubs Technicians, Lab Technicians, Surgical Technicians, Radiologists, and Nursing. Both days added momentum for the 2019-20 HOSA academic year.

On March 26-27, South Dakota HOSA-Future Health Professionals will host over 800 attendees at our 7th Annual State Leadership Conference. Attendees will compete in over 50 events, attend a Recognition Awards Banquet, have access to nearly 40 breakout sessions, eight tours, as well as a Grand Awards Session. For more information regarding the conference or if you would like to help, please visit www.sdhosa.org or call the SD HOSA State Advisor Brock Rops at 605.357.1576.

If you would like to start a HOSA chapter at your school or in your community, please let the South Dakota HOSA State Office know!



Center for the Prevention of Child Maltreatment's SANE Program

Contributed by University of South Dakota

A Sexual Assault Nurse Examiner (SANE) is a Registered Nurse who has been specially trained to provide immediate, compassionate, and comprehensive care to sexual assault victims, including forensic collection of evidence.

South Dakota, like much of the country, suffers from a lack of trained SANEs. The Center for the Prevention of Child Maltreatment's SANE Program coordinates the resources and provides support for healthcare professionals across the state in order to improve the access and delivery of services to all victims of sexual assault. When the program began in January 2019, CPCM received a list of 30 healthcare professionals who were either SANE-certified, SANE-trained, or generally interested SANE education. Since then, our SANE Learning Collaborative has grown to over 100 individuals! The SANE program offers quarterly trainings and is in the midst of creating an online resource library as well. Please visit the website for more information: <https://sdcpcm.com/program/sane-program/>.

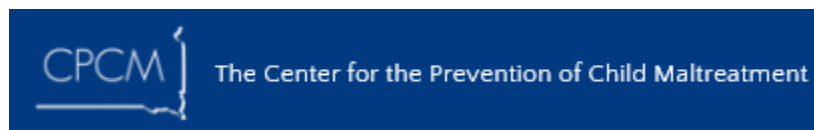
Center for the Prevention of Child Maltreatment's SANE Program is also hosting South Dakota's first ever IAFN-approved SANE Clinical Skills Lab to be held in January at USD Sanford School of Medicine in Vermillion. Using live models, this 16-hour Clinical Skills Lab will provide South Dakota RNs and mid-level providers with hands-on forensic examination training with the adult and adolescent sexual assault patient. Participants must have completed the 40-hour IAFN approved didactic training prior to attending the clinical skills lab.

The Skills lab includes:

- training and practice on pelvic speculum insertion and removal,
- obtaining a medicolegal history,
- evidence collection and handling,
- photography,
- developing a plan of care,
- discharge/safety planning, and
- risk assessment for STI's, pregnancy, and HIV with discussions regarding options for prophylaxis of each

Participants must be able to attend the full two-day training. Space is limited to 16 participants. To register, visit: [eventbrite](#)

This offering has been approved for 16.0 nursing continuing education contact hours. The International Association of Forensic Nurses is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.



Recruitment Assistance Program

Contributed by SD Office of Rural Health

The Recruitment Assistance Program currently 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 current incentive payment for a qualifying physician or dentist is \$231,384. The current incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is \$66,819.60. 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; and
- Agree to pay a pro-rated portion of the total amount of the incentive payment.

0-2,500 population – 25%

2,501-4,999 population – 50%

5,000-10,000 population – 75%

For more information about the Recruitment Assistance Program, email Jill.Dean@state.sd.us or visit our website at <http://doh.sd.gov/providers/ruralhealth/recruitment/rap.aspx>



2019 Graduation Questionnaire

Contributed by University of South Dakota

The USD Sanford School of Medicine (SSOM) has received the results of the 2019 Graduation Questionnaire, given to all graduating MD students in the country. Among SSOM students who had made a decision, 80% plan to practice in the state of South Dakota, which is the second highest on record. In comparison, only 0.05% of graduating students from other medical schools plan to practice in South Dakota.



The Medical School Graduation Questionnaire (GQ) is a national questionnaire administered by the Association of American Medical Colleges. The GQ was first administered in 1978 and is an important tool for medical schools to use in program evaluation and to improve the medical student experience.

Second Avera Wokini Scholarship Recipient Selected

Contributed by Avera Health and South Dakota State University

Jessica Begeman, a freshman in South Dakota State University's College of Pharmacy and Allied Health Professions, has been selected as an Avera Wokini Scholarship recipient. Begeman, an enrolled member of the Oglala Sioux Tribe, is from Martin.



Avera Health and South Dakota State University have partnered on a scholarship program for undergraduate American Indian students at SDSU.

“We envision recipients coming from many parts of the region who are dedicated to helping their home communities,” said Leroy “JR” LaPlante, Avera director of tribal relations. “Consistent with Avera’s overall mission and the goals of the Avera American Indian Health Initiative, we hope this partnership with SDSU will produce a health-care workforce that is compassionate about the well-being of individuals and equipped to make an immediate impact in reservation communities.”

The Avera Wokini Scholarship is part of SDSU’s Wokini Initiative that offers programming and support to enrolled members of the nine tribal nations in South Dakota interested in gaining access to educational and advancement opportunities. Translated from Lakota, Wokini means “seeking a new beginning.”

Wokini-supported students will be given the resources and access to academic, personal, health and financial wellness knowledge needed to succeed at SDSU and in life after graduation. Along with the scholarship, recipients will also benefit from experiential learning, internship opportunities and a coordinated mentorship program. Through this mentor network, Avera Wokini scholars will be connected to an Avera Health leader for the purpose of gaining valuable guidance on career opportunities.

“By graduating and achieving my aspirations, I can be a role model for others growing up in the same area—showing that we can all overcome the adversity in which we are raised. Along with this, I plan on returning to the Pine Ridge Reservation,” Begeman said. “After graduating college with a degree in pharmacy, my hope is to work for the IHS. This will allow me to be a positive influence in the community while assisting those in need.

“There is a great stigma with growing up on or near the reservation,” she continued. “By succeeding in my academic career, I am not only helping myself but also those who need to see that success is possible. The Avera Wokini Scholarship is the first step for me in this. Not only is my financial burden lessened, but also knowing that I will have the support and mentorship necessary to guide me through my college experience takes a weight off my shoulders as well. The leaders I have come to know and have yet to meet through the Wokini Initiative serve as an example for me to follow. My hope is to live up to the standards they have set by helping others, not only in my future career but as an inspiration as well.”

Morgan Ducheneaux, a member of the Cheyenne River Sioux Tribe, was the first recipient. The Timber Lake native is pursuing a degree in nursing.

Sanford Health Career Exploration & Opportunities

Contributed by Sanford Health

Sanford Health Internships Applications Available for Spring and Summer

Sanford Health is accepting applications for the Spring and Summer internship opportunities. These are paid positions 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 for these paid internships, enterprise wide at eligible Sanford locations. Internships are posted on the SanfordHealth.org, job listings site. Keyword: Internships

Sanford Youth Medical Explorers (YME) and HOSA (Health Occupations Student Association)

High School students can apply now for the summer 2020 and school year 2020-21 Sanford YME program. Sanford Health is a sponsor of our own HOSA chapter wherein the Youth Medical Explorers students have the opportunity to participate in HOSA activities, conferences and scholarships. Participants of the YME program will explore healthcare roles through tours, activities and conversations with healthcare providers at the Sanford Medical Center in Sioux Falls. See link for application and information: <https://www.sanfordhealth.org/student-programs>



Sanford YME visit with Sanford Intensive Air

Resume Builder for Students – Volunteering

Sanford Volunteers are in high demand and need students to volunteer throughout the Sanford campus. This first step into healthcare is valuable for student volunteers as they work alongside staff to serve our patients. Another perk for volunteers, 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 additional information at

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

Sanford Research

Sanford Research located at the Sanford Center in Sioux Falls, provides undergrads and high school students an insider's view of research. Students are eligible to apply for shadowing and numerous hands on activities and research project internships, click on the link to view all available opportunities: <https://research.sanfordhealth.org/academic-programs>

Registered Apprenticeships: A Healthcare Workforce Solution

Contributed by South Dakota Department of Labor and Regulation



The number of open job vacancies in the healthcare industry totals 6,748 in South Dakota. It's expected these needs will only grow. How do we fill vacancies with skilled workers meeting the needs of employers, patients, and our communities?

Through the proven training model of a Registered Apprenticeship Program (RAP), and healthcare is a key industry in South Dakota's RAP expansion efforts.

RAPs provide an ideal training model in healthcare that includes a combination of meaningful on-the-job training directly with an employer, alongside specific career-related curriculum. The apprentice can be used on-the-job immediately under the supervision of a mentor, while he or she continues to grow, learn, and earn.

RAPs offer nationally recognized occupational credentials, and many times post-secondary degrees, which is beneficial to climb the career ladder through the pathways of healthcare occupations.

In the last few years, the Department of Labor and Regulation has assisted with the building and/or implementation of RAP for Home Health Aide, Paramedic, EMT, Respiratory Therapist, and an LPN—all right here in South Dakota. These additional opportunities have been made possible because businesses have stepped up and demanded to be part of the long-term solution to fill the skills gap and engage workers right in their home communities.

Businesses have taken time to assess their goals, training needs, and expectations of current and future workforce needs. They have found by implementing a RAP, their employees are developing desired skills quicker and at a higher quality than before. The apprentices become a valued part of the "work-family." As a result, 94% of apprentices continue employment after completing an apprenticeship.

For more information, please visit StartTodaySD.com.



SDSU Native American Nursing Education Center

Contributed by South Dakota State University

The South Dakota State University College of Nursing's Native American Nursing Education Center was formally established in Rapid City in March 2017. Aided by the guidance of Lakota nurse mentor Bev Stabber-Warne, the students have presented at national conferences and held numerous events.

This fall, four Native American students will graduate and enter the workforce. Twelve more students are in the SDSU College of Nursing and 24 are in pre-nursing.

Stabber-Warne, who has been called unci (Lakota for grandmother) by several students, has been at the forefront of support for Native American nursing students at SDSU. She previously coordinated Arizona State University's American Indian Students United for Nursing Project and helped establish a Native American Nurses Association.

"Nursing is a mobile profession. A nurse here today could be gone tomorrow. We have to look to the future needs of this community, the entire community. Lakota nurses are here because this is their home. Their knowledge of local indigenous culture will complement the skills they will learn in healing. They should be an integral part of the plan for the future health care needs of this region," said Stabber-Warne, who received the 2018 Spirit of Dakota Award.



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](#).

