

Fall 2022

# 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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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 upcoming! As always, we welcome your feedback regarding these and other workforce development issues.

## Two South Dakota Health Care Industries Projected to be Among State's Largest Growth Industries by 2030

*Contributed by SD Department of Labor and Regulation*

Two healthcare industries are among the 10 projected to grow the most to 2030, based on employment projections from the Labor Market Information Center (LMIC). Overall, South Dakota employment is projected to increase by 41,121 (0.85% annually) to 2030, slightly outpacing the nation's annual growth rate of 0.7%.

**Hospitals** are projected to show the second largest growth (3,958 or 14%) in South Dakota, behind only Food Services and Drinking Places, projected to grow by 4,069 (14.7%). The aging of South Dakota's population and an expected increase in chronic illnesses will drive the demand for healthcare services. According to the U.S. Census Bureau, South Dakota's population 65 and older increased 16.9% from 2015 to 2020.

Employment in **Ambulatory Health Care Services** is projected to increase by 2,577 (14.4%), making it fourth on the list. Again, an expected increase in chronic illnesses and the state's aging population and correlated health problems such as diabetes, cardiovascular disease and dementia will be at play. According to the American Heart Association, as many as half of all people over 65 in the United States have prediabetes, and many with type 1 and type 2 diabetes are unaware of their condition.

[Find out what remaining eight industry subsectors are projected to grow the most](#) in South Dakota to 2030. Or find the [2020 to 2030 industry employment projections data](#) on LMIC's website.

## Monument Health Provides Scholarship and Sign-on Bonus Opportunities to SDSU Respiratory Care Students

*Contributed by South Dakota State University*



**SOUTH DAKOTA  
STATE UNIVERSITY**

Monument Health's Respiratory Care program is offering scholarships and sign-on bonuses, which are available to students in the South Dakota State University Respiratory Care program. All students in the program are now eligible to receive the Respiratory Therapist Scholarship, with up to \$40,000 in awards. Also available are sign-on bonuses of up to \$25,000.

According to Dr. Sharrel Pinto, head of the Allied and Population Health Department which houses the Respiratory Care Program, "We have a great collaborative partnership with Monument Health and are fortunate to grow this relationship further to offer support to our students. In today's day and age, when most students pursuing a college degree are burdened financially and stretched with student loans only to have to wait for jobs, our RC students are guaranteed both during the first day of classes."

At Monument Health, more than 60% of the Rapid City Respiratory Care department is made up of SDSU graduates, according to Angie Haugen, director of Respiratory Care. Many of SDSU's Respiratory Care students receive education and experience at Monument Health facilities while completing their education and internships, and many of them end up staying through the connections they've built while enrolled at SDSU.

Learn more: <https://www.sdstate.edu/pharmacy-allied-health-professions/respiratory-care>

## South Dakota Palliative Care Symposium

*Contributed by South Dakota Palliative Care Network*

The South Dakota Palliative Care Network (SDPCN) is hosting a one-day Palliative Care Symposium on **November 17, 2022**, at the Mount Marty Marian Auditorium in Yankton, SD.

The symposium will highlight physicians from the region speaking to interdisciplinary palliative teams across the state. Detailed itinerary includes:

- Dr. Deb Kullerd, Monument Health, *Walking with Families When Conducting Family Meetings*
- Dr. Dan Mark, Sanford Health, *Fundamental Aspects of Pediatric Palliative Care*
- Dr. John Massey, Nebraska Medical Center, *Opioid and non-Opioid Symptom Management*
- Dr. Francine Arneson, Avera McKennan, *The Potential Role of Cannabis in Patients with HIGH Symptom Burden*

Keynote speaker Brad Nieder, MD will share his story *Laughter is the Best Medicine*. See clip of Dr. Nieder, The Healthy Humorist, here:

<https://youtu.be/M00m0c8lguk>

Who should attend?

- Physicians
- Advance Practice Providers
- Nursing
- Pharmacy
- Clinical and Support Staff
- Clergy
- Students
- Community Advocates
- Community Health Workers
- Persons interested in learning more about Palliative Care

Please join either in person or virtually for this one-day event and enjoy networking with healthcare professionals across the state. Together, team members can learn a multidisciplinary palliative approach to care. The conference schedule, details, and registration information can be found at: <https://avera.cloud-cme.com/course/courseoverview?p=1&eid=17978>



## Dakota State University Health Information Management Program Name Changes

*Contributed by Dakota State University*



The names of the HIM program undergraduate degrees have been changed to Health Informatics & Information Management effective Fall 2022. The associate, bachelor's, and master's degrees now have the same program name to easily communicate the stacking of the degree courses. In addition to the undergraduate program name changes, course names were also updated to incorporate informatics and digital descriptors. Director Spohn is updating the HIM articulation agreements with other educational institutions to include the new course names and degree titles. For any information, please contact [renae.spohn@dsu.edu](mailto:renae.spohn@dsu.edu).



# Got Debt?

# SDSLRP can help.

**SD STATE LOAN REPAYMENT PROGRAM**

The South Dakota State Loan Repayment Program (SD SLRP) is for primary care, mental health, and dental health providers practicing in rural and urban Health Professional Shortage Areas in South Dakota. The purpose of the SD SLRP is to improve access to care by assisting underserved communities with recruitment and retention of healthcare professionals.

### CURRENT CYCLE

Applications accepted beginning November 9, 2022

### ELIGIBLE LICENSED HEALTH PROFESSIONALS

- Primary Care Physicians (MD or DO)
- Dentists
- Dental Hygienists
- Certified Nurse Midwives
- Nurse Practitioners
- Physician Assistants
- Health Service Psychologists
- Licensed Clinical Social Workers
- Licensed Professional Counselors
- Psychiatric Nurse Specialists
- Marriage & Family Therapists
- Registered Nurses
- Pharmacists
- Alcohol and Substance Abuse Counselors

### MINIMUM SERVICE OBLIGATION

**2 years** (note: service credit begins when the contract period starts)

### ANNUAL REPAYMENT AMOUNT

The SD SLRP provides funds for repayment of qualifying educational loans of **up to \$25,000 annually** for a limited number of full-time primary care providers and up to \$12,500 annually for half-time primary care providers. In return for the loan repayment award, participants must complete a two-year service obligation in eligible practice sites located in federally designated Health Professional Shortage Areas (HPSAs).

### CONTACT

**Natalie Jung, Program Administrator**  
[Natalie.Jung@state.sd.us](mailto:Natalie.Jung@state.sd.us) or 605-773-6320



Contributed by SD Office of Rural Health

## South Dakota HOSA-Future Health Professionals Begins its 11<sup>th</sup> Year!

*Contributed by South Dakota HOSA*



South Dakota HOSA - Future Health Professionals is not “just” a club or organization, rather a valuable instructional tool for empowering health science students to play an active role in their learning on their journey toward becoming future health professionals. HOSA emphasizes values essential for students aiming to be successful in the “real world,” namely excellence, teamwork, and care. HOSA offers over sixty competitive events across health science, health professions, emergency preparedness, leadership, teamwork, and recognition disciplines which encourage engagement with current and standard health practices. Competitions also deepen opportunities for hands-on experience engaging members in the health community, as competitors are encouraged to connect with health professionals in preparation. Competitive events span an incredible array of choices, challenging students to pursue excellence in a variety of topics related to health over an even wider range of scale, from individual to public health.

HOSA creates opportunities for members to engage with health professionals not only in competitive events, but through other programs as well. Through opportunities for students to serve in local, state, or international leadership roles, to complete an internship where they can connect with health officials, or to attend leadership development conferences, HOSA offers substantive leadership, networking, and mentorship experiences through which students can explore their career options and passions in health. As many recent amazing innovations in health as there are, there are still a hundred more yet to be discovered, leaving us with the stark reality that there are limitations to the health that can be achieved today. Through the national service project, HOSA challenges students to recognize the macro level issues confronting health by highlighting awareness and support of health research and funding; it also challenges local chapters to connect with, support, and walk alongside health advocates in and around their communities to do what they currently can to help. All while gaining valuable insight into what it looks like to work with others in fulfilling their dreams.

Here are some SD HOSA activities taking place in the 2022-23 academic year:

- Friday, October 21-HOSA Fall LAUNCH Academy-Rapid City
- Monday, October 31-HOSA Fall LAUNCH Academy-Vermillion
- Monday, November 7-HOSA Fall LAUNCH Academy-Huron
- Thursday, November 10-HOSA Mini Camp-Sioux Falls
- Thursday, December 15-HOSA Mini Camp-Sioux Falls
- Thursday-Friday, March 30-31-HOSA State Leadership Conference

If you want to know more about what South Dakota is doing, please visit: [www.sdhosa.org](http://www.sdhosa.org)  
Contact the Executive Director, Brock Rops at [brock.rops@usd.edu](mailto:brock.rops@usd.edu)

## National Maternal Mental Health Hotline

*Contributed by SD Office of Rural Health*



The new National Maternal Mental Health Hotline provides 24/7, free, confidential support, resources and referrals to any pregnant and postpartum mothers facing mental health challenges and their loved ones. The service is available via phone and text in English or Spanish.

Call or text, 1-833-9-HELP4MOMS (1-833-943-5746) to connect with counselors at the National Maternal Mental Health Hotline.

Pregnancy and a new baby can bring a range of emotions. In fact, many women feel overwhelmed, sad, or anxious at different times during their pregnancy and even after the baby is born. For many women, these feelings go away on their own. But for some women, these emotions are more serious and may stay for months.

The National Maternal Mental Health Hotline's counselors provide real-time emotional support, encouragement, information, and referrals. Pregnant and postpartum women can get the help and resources they need, when they need it.

Are you a new parent and feeling sad, worried, overwhelmed, or concerned that you aren't good enough? You aren't alone. You aren't to blame. With help, you can feel better. Call or text, 1833-9-HELP4MOMS (1-833-943-5746) to connect with counselors at the National Maternal Mental Health Hotline. Learn more at [www.MCHB.HRSA.gov/national-maternal-mental-healthhotline](http://www.MCHB.HRSA.gov/national-maternal-mental-healthhotline)



## National League for Nursing Names SDSU a Center of Excellence

*Contributed by South Dakota State University*

South Dakota State University's College of Nursing has been designated a National League for Nursing Center of Excellence for the 2022-2026 term.

The NLN cited SDSU's sustained efforts in creating environments that enhance student learning and professional development as part of the designation. SDSU was one of five universities listed in that category.

The NLN Center of Excellence in Nursing Education designation is for schools of nursing and health care organizations that have achieved a level of excellence in a specific area. Through public recognition and distinction, the program acknowledges the outstanding innovations, commitment and sustainability of excellence these organizations convey.

“This designation is important because it demonstrates the impact and excellent outcomes that people have come to expect from the SDSU College of Nursing,” said Mary Anne Krogh ’85/’11 Ph.D., the College of Nursing’s dean. “This designation builds upon our excellent framework and will be instrumental for our commitment to innovation for rural health care and education.

“We had a fantastic team in the college who simply told our story to the expert panel at the NLN Center of Excellence and that was critical in our achieving this outstanding accomplishment,” she continued.

The first designations were awarded to schools of nursing in 2004 and the first designations for health care organizations were awarded in 2012.

NLN President and CEO Beverly Malone, Ph.D., R.N., FANN, said, “NLN Centers of Excellence help raise the bar for all nursing programs by role modeling visionary leadership and environments of inclusive excellence that nurture the next generation of a strong and diverse nursing workforce to advance the health of the nation and the global community.”

The 2022 NLN Education Summit is at The Mirage Hotel in Las Vegas with the honors convocation Sept. 30.



**NLN Center of  
Excellence in  
Nursing Education**



## **Apprenticeship Opportunities in Healthcare**

*Contributed by Lake Area Technical College*

Healthcare occupations that provide direct health care services are among the fastest growing professions in South Dakota and are projected to make up approximately 10% of the state’s projected new jobs between 2016 and 2026 (South Dakota Department of Labor and Regulations, 2018). Nursing careers at all levels require the practical application of multiple STEM-related skills and formal training in sciences such as chemistry, biology, anatomy, and social and behavioral science.

Partnering with South Dakota HOSA-Future Health Professionals and Freeman Regional Health Services, Lake Area Technical College has created a career pathway that includes Certified Nursing Assistant (CNA), Licensed Practical Nurse (LPN), and Registered Nurse (RN) registered apprenticeships. There are currently four Freeman High School students who are enrolled in the CNA program.

The purpose is to align education and occupational training to meet South Dakota’s unique labor demands and develop career pathways that lead to economically sustainable wages in STEM-focused occupations. Apprenticeships develop highly skilled employees who receive training on specific skills needed for an occupation and understand the specific cultural dynamics of the employer. Programs such as these offer high school students and job seekers the opportunity to explore careers, earn a paycheck, and get a jump start on their future.



Additional information related to LATC’s apprenticeship programs can be found at: <https://www.lakeareatech.edu/academics/apprenticeship-programs/>.

## Paid Volunteer Time Off When You Work at Sanford Health

*Contributed by Sanford Health*

With paid volunteer time off, we set aside time each year to provide our staff with the opportunity to volunteer for a cause that is important to them. We hope taking advantage of this opportunity renews their focus on the people and the communities we serve. Part of our culture is serving with enthusiasm, and this is one way we can live out our values.



This commitment to making connections with coworkers, patients, residents and community members is important and part of who we are. It exemplifies the understanding that we all play an important role, not only in the health and healing of the body, but in the health and healing of our communities.

### **Employee eligibility**

All employees are eligible to participate as soon as they start employment with the benefit being based on their employment status during the time staff want to volunteer.

- Full-time employees are eligible to receive up to eight (8) hours per calendar year.
- Part-time employees are eligible to receive up to four (4) hours per calendar year.
- PRN employees are not eligible due to the nature of their unscheduled status.

Requests to use paid volunteer time off are approved at the discretion of the direct leader. A request should follow the location's guidelines for requesting time off and be submitted at least one week prior to the volunteer event.

### **Volunteer service activities**

Primary areas for employees to focus on include:

- Supporting communities that are impacted by natural disasters or other crises
- Addressing issues that impact quality of life in our communities
- Enhancing the civic health and cultural vibrancy of our communities
- Assisting marginalized groups within our communities

Staff are not limited to these areas of service and are encouraged to use volunteer hours on a cause that is important to them.

For questions, please reach out to [Allison.hutchinson@sanfordhealth.org](mailto:Allison.hutchinson@sanfordhealth.org).

## SDAHO Focusing on Unique Solutions to Rural Healthcare Workforce Challenges

*Contributed by SDAHO*



Workforce challenges continue to impact healthcare, especially in rural America and South Dakota is part of this growing crisis. The South Dakota Association of Healthcare Organizations (SDAHO) recognizes that not all healthcare systems are dealing with the same challenges, which requires unique solutions to better fit the needs for rural healthcare communities across the state.

SDAHO has focused much of its efforts this past year in developing resources education opportunities and networking to assist member facilities with workforce needs. SDAHO's advocacy team recently met with [Congressman John Thune and leadership from LeadingAge](#) to talk healthcare solutions at the federal level, specifically the nursing home crisis that has led to closures across the country and in South Dakota.

A newly designed [workforce website](#), provides employers resources and tools to help stay on top of their recruitment and retention efforts. In addition, members can find additional [workforce links](#) where they can upload open job announcements, in addition have access to a list of current open job opportunities.

On July 12 and 13, SDAHO hosted healthcare professionals from across the state to take part in two-days of robust conversations focusing on South Dakota's nursing workforce shortage in addition to other rural healthcare needs at the [Rural Health Leaders Conference](#).

To assist our state in addressing this concern, SDAHO invited South Dakota's Department of Health, Department of Education, Department of Labor, Board of Nursing, Board of Regents, and Board of Technical Education to share work being done at the state level to support healthcare workforce. In addition to presentations, the conference included a World Café the afternoon of the 12 and a modified Open Space the morning of the 13.

The theme of the World Café was **Building a Strong Future for Nursing in South Dakota – Starting Now**. One of the questions asked was, what actions can we begin now to bring these ideas alive. Here were some of the ideas that emerged from this question.

- Strong support for forming a statewide task force to develop a plan that will address the state's nursing workforce challenges.
- Establish greater statewide collaborations to enhance resources and create more efficiencies with staff and avoid redundancy.
- Focus efforts now to establish and innovate middle and high school programs, including scholarships and incentive programs to encourage students to enter healthcare careers.
- Examine the culture of nursing and develop ways to highlight the positive aspects of being a nurse and explore ways to enhance work/life balance with flexible scheduling.

To view the entire workforce discussion document, [click here](#).

As SDAHO continues to support hospitals and healthcare organizations, healthcare workforce remains a top priority. Through advocacy, education, and member engagement, SDAHO will work alongside healthcare organizations and key stakeholders to formulate plans and bring action to workforce solutions based on the discussion from SDAHO's Rural Health Leaders conference.

## Nursing Demand

*Contributed by Dr. Brian Maher, Executive Director, South Dakota Board of Regents*



This summer, I was fortunate to join minds from across the state to discuss one of the most pressing issues in South Dakota, nursing demand. The South Dakota Association of Healthcare Organizations (SDAHO) led the conversation for building a healthy future in the field of nursing.

Numbers from the South Dakota Board of Nursing showed a nearly six percent job growth in registered nurses from 2016 - 2020. By 2028, job growth will hit thirteen percent, or the need for an additional 1,700 nurses, based on projections from the South Dakota Department of Labor. Higher education is essential in attacking this issue, but we can't accomplish it alone.

The Board of Regents (BOR) and the Board of Technical Education (BOTE) are committed to training more quality nurses for the state. This past year, BOR and the South Dakota Legislature addressed this challenge head-on. Adjustments to the Self-Support Tuition Rate allow us more flexibility in setting course costs and locations, supporting initiatives to produce more high-demand healthcare graduates in high-demand areas.

Throughout South Dakota, our efforts to increase nursing graduates are underway. This year, the Legislature also approved funding for a Health Science addition at Black Hills State University-Rapid City. Students will now be able to complete their Bachelor of Nursing degree through South Dakota State University (SDSU) in our state's second largest city. More students will have the opportunity to graduate with an accelerated Bachelor of Nursing degree through SDSU in the reconstructed Lincoln Hall on the campus of Northern State University in Aberdeen. The recent approval of the University of South Dakota-Sioux Falls campus aims to become the Health Science Hub for USD, increasing students and programming.

But these efforts are not just taking place at the university level. South Dakota's technical colleges aim to instruct more than 300 additional students in their Practical Nursing and Registered Nursing programs in the next five years. Lake Area Technical College, Southeast Technical College, and Western Dakota Technical College offer these nursing programs at their campuses and additional locations statewide. We know a strong partnership within higher education can help combat academic barriers, so for students who want to expand their education, measures are underway to ease the transfer between technical colleges and public universities.

We are optimistic that these efforts, and the work of others, will minimize the strain for healthcare professionals in our state. The need for nurses in South Dakota is a statewide concern, and we are thankful for organizations like SDAHO for bringing higher education to the table. A solid step forward begins with everyone on the same path.

## **SDSU to Lead \$1.545 Million BREATHE-SD Project, Partner with Area Hospitals**

*Contributed by South Dakota State University*

The Community Practice Innovation Center, within the College of Pharmacy and Allied Health Professions at SDSU, has received a three-year, \$1.545 million federal grant from the Health Resources and Services Administration.

The project aims to increase workforce awareness and provide educational opportunities through recruitment, training and job placement for respiratory therapists in rural South Dakota communities. BREATHE-SD stands for “Bringing Resources, Education, Awareness, Training, Holistic care, and Empowerment to South Dakota.”

Project Director Dr. Sharrel Pinto said that through BREATHE-SD, the SDSU Respiratory Care program is partnering with local rural hospitals to enable students to complete their clinical rotations in Huron, Brookings and Madison, as well as Sioux Falls and Rapid City. BREATHE-SD will also allow SDSU’s Respiratory Care program to increase its student capacity from 24 students to 40.

To facilitate this, the program will also hire additional faculty to ensure all students receive quality education. Experienced faculty and hands-on training opportunities are just two of the factors contributing to the program’s 100% job placement rate for graduates, Respiratory Care Program Director Lacy Patnoe said.

At the same time, the BREATHE-SD project will positively impact public health across the state. Pinto explained that this project will provide opportunities for students who are interested in both public health and respiratory care to receive significant tuition assistance scholarships through this grant.

Finally, the project will launch an awareness campaign to help future generations understand the importance of respiratory care and public health and the need to grow those workforces.

Learn more: <https://www.sdstate.edu/allied-and-population-health/community-practice-innovation-center/breathe-sd>



## **Sanford Sponsorships Available to Students in the Growing SDSU Respiratory Care Program**

*Contributed by South Dakota State University*



Beginning the 2022-2023 academic year, Sanford will commit to sponsorships for up to 24 students in the Respiratory Care program at South Dakota State University. This is the next step in a pilot program that began in 2020 but has previously only been open to students based in Sioux Falls. Now all SDSU Respiratory Care students are eligible to receive the Sanford sponsorships.

This is exciting news for students, as well as for the growing Respiratory Care program at SDSU. The COVID-19 pandemic highlighted a need for more respiratory therapists in South Dakota and SDSU’s

Respiratory Care program is working hard to meet the need by educating students to be successful respiratory therapists. Lacy Patnoe, director of the Respiratory Care program at SDSU, said that the newly expanded Sanford sponsorships “are a testament to how needed students and respiratory care workers are.”

The Respiratory Care program at SDSU offers two degrees, an associate (A.S.) and a baccalaureate (B.S.), and students can complete the program in either Sioux Falls or Rapid City. Students who receive the Sanford sponsorship now have the freedom to choose to complete their degrees at either location.

Students in the program have the benefit of learning from respiratory care professionals and gaining hands-on experience while completing their degree. The various resources and connections made available to students and the program staff’s experience and expertise contribute to the 100% job placement rate of SDSU’s Respiratory Care program.

Learn more: <https://www.sdstate.edu/pharmacy-allied-health-professions/respiratory-care>



## **Southeast Technical College’s Hovland Adult Learning Center and S.D. Department of Labor & Regulation Partner to Address Demand for Healthcare Workers**

*Contributed by Southeast Technical College and SD Department of Labor & Regulation*

The Hovland Learning Center, located at Southeast Technical College in Sioux Falls, has partnered with the South Dakota Department of Labor & Regulation (DLR) to address the high demand for healthcare workers through a Healthcare Bridge program. The program aims to increase the availability of the services individuals need to enter a healthcare occupation and focuses on the academic success of underserved populations in the region.



“The Healthcare Bridge program teaches basic healthcare vocabulary, reading comprehension and writing skills that are necessary to work in a healthcare setting,” said Jennifer Keyes, Adult Education and Literacy Program Director at the Hovland Learning Center. “The Healthcare pathway developed at Southeast Tech focuses on basic skill development within the context of healthcare and adds some career exploration components to the curriculum.”

Students in the healthcare bridge program do not earn a credential, but instead they prepare to take the next step in their healthcare career.

“Down the road, we are planning to offer this program through distance education,” Keyes said. “Online learning will expand the opportunities the bridge program offers to underserved populations and rural areas.”

About the Hovland Learning Center: The Hovland Learning Center at Southeast Technical College offers Basic Skill Development, English as a Second Language and General Education Development (GED) preparation courses for adult learners. Funded through the DLR, the Hovland Learning Center meets individuals’ needs through independent learning labs and free, structured classes.

## New Building, New Opportunities to Excel in USD's Medical Lab Science Program

*Contributed by University of South Dakota*

The University of South Dakota recently held a grand opening for its new School of Health Sciences building, bringing a state-of-the-art 45,000 square foot facility to campus.

USD's Medical Laboratory Science program, in its 74<sup>th</sup> year, is one program that benefits from the new spaces. The new MLS lab has 1,300 square feet of technology-enhanced space for up to 24 students at a time and features new Olympus CX-23 microscopes with cameras that can synch to student devices, such as phones, tablets or laptops, allowing for up to five students to view the microscope slides at once. The new lab also provides more space and equipment they'll use in their future jobs in clinical or hospital settings.



Kari Potter, MLS department chair, says that the new spaces and new equipment open the doors for more collaborative learning than ever before. "We can now more effectively learn alongside students from other health sciences disciplines as well as medical students from the Sanford School of Medicine. These hands-on immersive experiences with other disciplines prepare our students to confidently enter the workforce after graduation."



Graduates of USD's MLS program have above national average passage rates--99%--and a 100% job placement rate after graduation, contributing to the pipeline of much-needed laboratory professionals in South Dakota and the nation.

USD MLS students also have opportunities to secure sponsorships and clinical internships with major health care systems in the area. These partnerships with the NAACLS-accredited clinical partners mean that students receive the robust education they need to become certified medical laboratory scientists.

## Select DSU Health Information Management Programs are Approved for WIOA Tuition Funding Program

*Contributed by Dakota State University*

The Health Care Coding Certificate Program and AS Health Informatics & Information Management program is now included in South Dakota's [Workforce Innovation and Opportunity Act Program, which provides](#) educational funding opportunities for individuals who qualify for tuition assistance. The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.



WIOA brings together, in strategic coordination, the core programs of federal investment in skill development:

- Employment and training services for adults, dislocated workers, and youth and Wagner-Peyser employment services administered by the U.S. Department of Labor (DOL) through formula grants to states; and
- Adult education and literacy programs and Vocational Rehabilitation state grant programs that assist individuals with disabilities in obtaining employment are administered by the U.S. Department of Education (DoED).

WIOA also authorizes programs for specific vulnerable populations, including the Job Corps, YouthBuild, Indian and Native Americans, and Migrant and Seasonal Farmworker programs, as well as evaluation and multi-state projects administered by U.S. DOL. In addition, WIOA authorizes other programs administered by the U.S. DoED and the Department of Health and Human Services. More information can be found on South Dakota's [WIOA website](#) or by contacting Lance Gladis@state.sd.us.

## **Avera & Dakota Wesleyan University Announce Sponsorship Program**

*Contributed by Avera Health*



Avera and Dakota Wesleyan University (DWU) are pleased to announce a new education funding program to support nursing workforce needs in the region.

Through the Avera Achieve Sponsorship Program, Avera will support selected sophomore DWU nursing students with \$20,000 in education funding for their junior and senior years as long as they successfully complete their studies and commit to working as nurses at Avera for three years following graduation. The first cohort of five were announced at a press conference held on the DWU campus on Sept 20, 2022.

“DWU has been a wonderful partner in education and training nurses to meet the needs of our region. This is an opportunity to assist these students and to help them grow in the profession while addressing our need for more professional caregivers,” said Doug Ekeren, Regional President and CEO of Avera Sacred Heart Hospital in Yankton and Avera Queen of Peace Hospital in Mitchell. “Avera provides a great environment for both new and experienced nurses in a wide array of specialty areas. The organization strives to support its employees and to be the employer of choice in the communities we serve. I’m excited for these students to experience all that Avera has to offer.”

Dakota Wesleyan and Avera have been natural partners and collaborators in many efforts, especially in the development of future workforce.

“The Avera Achieve Sponsorship is exactly what Dakota Wesleyan and our region need right now,” said DWU President Dan Kittle. “This is a wonderful example of how DWU works to partner with local businesses and organizations to meet the employment needs of our state. The ability to provide much needed support for nursing students, along with the benefit of guaranteed employment after graduation, will ensure that Avera will continue to offer high quality health care delivered through nursing excellence. We are looking forward to following the first cohort of 2024 graduates who will be sponsored through this program.”

“Avera is proud to employ many Dakota Wesleyan graduates. They have contributed much to our health care ministry, and we are excited to see that continue,” Ekeren said. “We also look forward to building relationships with these talented students as they begin their academic journey and progress into their careers.”

The Avera Achieve Sponsorship is only available to DWU nursing students who have completed their first two years of the four-year curriculum. To learn more about enrolling in the Nursing program at Dakota Wesleyan University, call the Admissions office or visit [dwu.edu/academic/majors-minors/nursing](http://dwu.edu/academic/majors-minors/nursing).



## **Nursing Simulation Podcast Developed by SDSU CON Faculty**

*Contributed by South Dakota State University*

Nursing faculty at South Dakota State University have created a monthly podcast for their colleagues nationwide who are involved in healthcare simulation center operations.

“Sim-portant Conversation at SDState” launched in late July after simulation panelists Alyssa Zweifel, Takara Schomberg and Allyson Stromer, all of the SDSU College of Nursing, gave a virtual presentation for the SimOps Conference July 21-22. The Society for Simulation in Healthcare presented the conference in Cincinnati and online.

Zweifel, the healthcare simulation center director for the College of Nursing, said the conference presentation should help build an audience for the monthly podcast.

The inaugural episode talks about the new Healthcare Simulation Standards of Best Practice that was adopted by the International Nursing Association in 2021. A total of six episodes have been recorded to date. Other episodes cover the simulation technician’s role, simulation certifications and interprofessional partnerships.

Schomberg said, “We originally wanted to make a podcast to support the development of our health care simulation center team. I am so proud of how it has turned out and that it can now be a platform for sharing what we are doing at SDSU with others.”

Episodes will be released on the first Thursday of the month and are hosted on YouTube. A link to the episodes can be found on the college’s webpage: <https://www.sdstate.edu/nursing/sim-portant-conversations-sdstate>.

The podcast host is College of Nursing instructor Patrick Verley, who is dubbed the master of sim-eronomies.



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# South Dakota Hot Trends in Health Care

**16%**

South Dakota's Health Care industry is a major source of employment and earnings, accounting for more than 16% of all workers in privately owned establishments and over 20% of those employers' payrolls.

South Dakota's Health Care industry added more than 9,000 workers (17.9%) over the last 10 years, more than any other industry.

**#1**

**7,291**

The Health Care industry is projected to be among the state's largest growth industries to 2030, adding more than 7,000 workers to the state's economy with a growth rate over 12%.

**1:2**

Half of South Dakota's 10 occupations projected to grow the fastest to 2030 are directly or indirectly related to health care.

# The Stat Deets

August  
2022

South Dakota's Health Care industry is a major source of employment and earnings in South Dakota, accounting for 58,117 workers (or 16.3% of all workers in privately owned establishments) and 20.4% of privately-owned establishment payrolls in 2021 (based on Quarterly Census of Employment and Wages).

The number of workers in South Dakota's Health Care industry increased 17.9% from 2011 to 2021, significantly higher than the 10.9% 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 2030. The industry is projected to add 7,291 workers to South Dakota's economy from 2020 to 2030. The rate of growth is projected to be 12.4%, much faster than the 8.5% growth projected for all industries.

Five of the 10 occupations projected to grow the fastest to 2030 in South Dakota are directly or indirectly related to health care. The table below shows projected employment and demand for the 10 healthcare occupations projected to be in greatest demand.

South Dakota Health Care Occupations Projected to be in Greatest Demand 2020-2030					
Ranking	Occupation	2020 Estimated Employment	2030 Projected Employment	2020-2030 Percent Change	Projected Annual Demand
1	Registered Nurses	13,436	15,046	12.0%	899
2	Nursing Assistants	6,218	6,733	8.3%	834
3	Home Health and Personal Care Aides	3,829	4,572	19.4%	581
4	Licensed Practical and Licensed Vocational Nurses	2,046	2,193	7.2%	175
5	Medical Assistants	930	1,102	18.5%	135
6	Dental Assistants	860	970	12.8%	117
7	Pharmacy Technicians	1,328	1,451	9.3%	110
8	Clinical Laboratory Technologists and Technicians	1,325	1,485	12.1%	104
9	Medical Dosimetrists, Medical Records Specialists, and All Other Health Technologists and Technicians	1,263	1,377	9.0%	104
10	Medical and Health Services Managers	864	1,083	25.4%	96
<b>Total, All Occupations</b>		<b>483,893</b>	<b>525,014</b>	<b>8.5%</b>	<b>59,880</b>

Data is preliminary and subject to revision.  
Source: Labor Market Information Center, South Dakota Department of Labor and Regulation



For more information, visit [dlr.sd.gov/lmic](http://dlr.sd.gov/lmic) or call us at 605.626.2314.

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Contributed by SD Department of Labor and Regulation

## Student in IMPACT-RNS Develop Skills at Rural Primary Care Locations

*Contributed by South Dakota State University*



**SOUTH DAKOTA  
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Student nurses are getting more chances to learn how to care for patients through the South Dakota State University College of Nursing's IMPACT-RNS program, a federally funded effort to show rural clinics are excellent places to develop a broad set of nursing skills.

Rural settings give students opportunities to perform more procedures and use equipment they may not see during clinicals at big-city medical facilities, where these tasks are usually done by phlebotomists, vaccine nurses and other specialists.

Creation of IMPACT-RNS and similar rural nursing education programs in other states was spurred by changes in how registered nurses have been used in the U.S. health care system over the past 30 years, said Heidi Mennenga '01/M.S. '06, who leads the IMPACT-RNS project and is SDSU associate dean for academic programs.

Renewed emphasis on primary care nationally has led to a renewed emphasis on primary care at the SDSU College of Nursing. At the same time, the college struggles to find enough clinical sites where students can begin practicing nursing skills with real patients because some of the state's bigger hospitals, particularly the two major health systems in Sioux Falls, attempt to accommodate hundreds of students from multiple nursing programs every semester.

By providing students with clinicals in rural settings and giving rural facilities opportunities to promote themselves as potential employers, IMPACT-RNS also strives to achieve the college's mission of serving rural communities.

For more information, visit <https://www.sdstate.edu/nursing/impact-rns> or contact Amanda Mitchell at [Amanda.Mitchell@sdstate.edu](mailto:Amanda.Mitchell@sdstate.edu).



### **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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