

Winter 2021-22

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



SOUTH DAKOTA  
DEPT. OF **LABOR**  
& **REGULATION**

Labor Market Information Center

# South Dakota Hot Trends in Health Care



*Consider  
routing  
YOUR  
career  
toward  
healthcare*



**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 **21%** of those employers' payrolls.



**#1**

South Dakota's Health Care industry added more workers than any other industry in the last 10 years. It added nearly 9,000 workers, an increase of 18.5%.



**6,472**

The Health Care industry is projected to be among the state's largest growth industries to 2028, adding nearly 6,500 workers to the state's economy with a growth rate over 11%.



**7 of 10**

Seven out of South Dakota's 10 occupations projected to grow the fastest to 2028 are directly or indirectly related to health care.





# The Stats Behind the Trends



South Dakota's Health Care industry is a major source of employment and earnings in South Dakota, accounting for 57,540 workers (or 16.7% of all workers in privately owned establishments) and 21.2% of privately-owned establishment payrolls in 2020 (based on Quarterly Census of Employment and Wages).

The number of workers in South Dakota's health care industry increased 18.5% from 2010 to 2020, significantly higher than the 8.8% 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 2028. The industry is projected to add 6,472 workers to South Dakota's economy from 2018 to 2028. The rate of growth is projected to be 11.3%, much faster than the 7.1% growth projected for all industries.

Seven of the 10 occupations projected to grow the fastest to 2028 in South Dakota are directly or indirectly related to health care, as shown in the light blue rows of the table below.

South Dakota Occupations Projected to be the Fastest Growing 2018-2028					
Ranking	Occupation	2018 Estimated Employment	2028 Projected Employment	Numeric Change	2018-2028 Percent Change
1	Information Security Analysts	253	342	89	35.2%
2	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	77	102	25	32.5%
3	Respiratory Therapists	336	430	94	28.0%
4	Nursing Instructors and Teachers, Postsecondary	245	312	67	27.4%
5	Nurse Practitioners	549	697	148	27.0%
6	Personal Care Aides	2,981	3,783	802	26.9%
7	Physician Assistants	544	685	141	25.9%
8	Software Developers, Applications	1,041	1,300	259	24.9%
9	Health Specialties Teachers, Postsecondary	161	201	40	24.8%
10	Occupational Therapy Assistants	119	147	28	23.5%
Total, All Occupations		491,588	526,251	34,663	7.1%
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](https://dlr.sd.gov/lmic) or contact us at **605.626.2314**.

Auxiliary aids and services are available upon request to individuals with disabilities.  
U.S. DOL funded. See [dlr.sd.gov/lmic/eta\\_grant.aspx](https://dlr.sd.gov/lmic/eta_grant.aspx) for details.



## Partnership Promotes Hearing Health

Contributed by University of South Dakota

A partnership between the University of South Dakota, including the School of Health Sciences and the Department of Communications Sciences and Disorders, as well as the South Dakota Department of Health, known as the SD EHDI (Early Hearing Detection and Intervention) Collaborative, is working to screen newborns and infants for hearing loss. Using tele-audiology technology, the program endeavors to screen newborns within one month of birth. If a newborn does not pass the initial screening, a diagnostic test is administered by age three months. All infants identified with a hearing loss should begin receiving interventional services no later than six months of age. Tele-audiology sites have been established in Winner, Aberdeen and Hot Springs, communities where there are no pediatric audiologists. Testing started in 2019 at the first site in Winner, where 28 families have thus far utilized the service. Aberdeen and Hot Springs are new sites, opening April 2021 and September 2021 respectively. This public service health project is funded by a HRSA (Health Resources and Services Administration) federal grant that is managed by the School of Health Sciences.

### Tele-Audiology Program Infant Hearing Evaluations



**Where?** Fall River Health Services  
1201 SD-71  
Hot Springs, SD 57747

**What?** **Infant** diagnostic hearing evaluations (i.e., non-sedated auditory brainstem response testing) performed by pediatric audiologists at the University of South Dakota are available at Fall River Health Services via **telehealth** appointments. Remote control software applications are used by audiologists at USD to complete these appointments.

**Note:** Our target referral patients are infants who have not passed their newborn hearing screenings.

**Why?** Pediatric audiology services are limited in the state of South Dakota. Transportation to a pediatric audiologist can be difficult for families.

**How?**

1. Call Fall River Health Services at (605) 745-8910
2. Ask for Megan Curran or dial extension 2775.
3. Ask about scheduling a tele-audiology appointment.


OR

Email Megan Curran directly: mcurran@frhssd.org

4. Please obtain a signed release form from the family to send past records for review by USD audiologists.

South Dakota Early Hearing Detection & Intervention Collaborative

### Tele-Audiology Program Infant Hearing Evaluations



**Where?** Sanford Aberdeen Medical Center  
2905 3rd Ave SE  
Aberdeen, SD 57401

**What?** **Infant** diagnostic hearing evaluations (i.e., non-sedated auditory brainstem response testing) performed by pediatric audiologists at the University of South Dakota are available at Sanford Aberdeen Medical Center via **telehealth** appointments. Remote control software applications are used by audiologists at USD to complete these appointments.


**Note:** Our target referral patients are infants who have not passed their newborn hearing screenings.

**Why?** Pediatric audiology services are limited in the state of South Dakota. Transportation to a pediatric audiologist can be difficult for families.

**How?**

1. Call Sanford Aberdeen Medical Center at (605) 626-4200.
2. Ask for Elizabeth Adkins in Suite 104.
3. Ask about scheduling a tele-audiology appointment.
4. Please obtain a signed release form from the family to send past records for review by USD audiologists.

### Tele-Audiology Program Infant Hearing Evaluations



**Where?** Winner Regional Hospital  
745 E 8th St  
Winner, SD 57580

**What?** **Infant** diagnostic hearing evaluations (i.e., non-sedated auditory brainstem response testing) performed by pediatric audiologists at the University of South Dakota are available at Winner Regional Hospital via **telehealth** appointments. Remote control software applications are used by audiologists at USD to complete these appointments.

**Note:** Our target referral patients are infants who have not passed their newborn hearing screenings.

**Why?** Pediatric audiology services are limited in the state of South Dakota. Transportation to a pediatric audiologist can be difficult for families.

**How?**

1. Call Winner Regional Hospital at (605) 842-7100.
2. Ask for Katie Harris.
3. Ask about scheduling a tele-audiology appointment.
4. Please obtain a signed release form from the family to send past records for review by USD audiologists.

South Dakota Early Hearing Detection & Intervention Collaborative

## SDAHO Launches Hometown Healthcare Heroes Campaign

*Contributed by SDAHO*

The South Dakota Association of Healthcare Organizations (SDAHO) launched the Hometown Healthcare Heroes Campaign November 15, 2021. The campaign is a monthly series that highlights a healthcare professional, health system and rural community.

Currently our state has 1600 nursing job openings, with many positions remaining unfilled for months. The challenge requires long-term and short-term solutions and unfortunately South Dakota only graduates 583 nurses a year. In addition to nursing shortages, the state is seeing shortages in many healthcare professions. To assist with these challenges, SDAHO has launched the Hometown Healthcare Heroes campaign, a video storytelling tool to attract current and future healthcare professionals to some of South Dakotas healthcare facilities and communities with the greatest workforce need.

SDAHO is collaborating with member healthcare facilities, the staff, and residents to help promote job openings by also promoting the community and lifestyle where those jobs are available. Residents and healthcare staff share in their own words what makes their healthcare system and community great. Interviews include information on the school system, activities, outdoor recreation, amenities, nearby towns, the housing situation, and the overall workforce environment. SDAHO is highlighting one member facility and community per month. Sanford Webster Hospital & Medical Center / Bethesda Home Heritage Village was featured as November's Hometown Healthcare Heroes Spotlight, [watch Webster video here](#).

To learn more about the SDAHO Hometown Healthcare Heroes Campaign, visit our website <https://sdaho.org/hometown-healthcare-heroes/>



For questions, contact SDAHO Communication Manager, [Stephanie.Rissler@sdaho.org](mailto:Stephanie.Rissler@sdaho.org) / 605-789-7530



### ECHO Update

*Contributed by University of South Dakota*

The video-conferencing platform known as ECHO (Extension for Community Healthcare Outcomes) has provided a variety of useful education programs to South Dakota's health care professionals since its launch by the School of Health Sciences in 2019. Nine ECHO programs

have been successfully completed, including educational offerings about opioids, stimulants, Covid-19, infant hearing loss identification, rural telehealth, and dental screenings. In total, sixty-six sessions have been produced, with attendance over 1700, representing a wide range of health professions from locations across South Dakota.



## HRSA's New Health Workforce Projections and Dashboard

*Contributed by Office of Rural Health*

HRSA's [National Center for Health Workforce Analysis](#) (NCHWA) released a new [dashboard](#) with new health workforce projections.

The dashboard includes the just released Primary Care projections, as well as previously released health workforce projections for Allied Health, Behavioral Health, Long-Term Care, Oral Health, and Women's Health. This interactive virtual dashboard displays U.S. healthcare workforce projections and shows the projection of the supply of, and demand for, healthcare workers across the US.

To see the dashboard, visit: <https://data.hrsa.gov/topics/health-workforce/workforce-projections>



## Avera Sacred Heart Hospital Begins Avera Scholars Program with Mount Marty University

*Contributed by Avera Health*

Avera Sacred Heart Hospital in Yankton, SD, has partnered with Mount Marty University to create the Avera Scholars program to address the shortage of registered nurses across Avera's footprint. The Avera Scholars Program invites high school seniors planning to major in nursing at Mount Marty University to apply for \$10,000 in funding, renewable for four years (a total of \$40,000). The new education loan program offers a unique opportunity for nursing students to gain experience through a work commitment with Avera. Once they work as nurses for three years after graduating from Mount Marty University, the loans will be forgiven. These nursing students will also get first-hand experience in healthcare by working at least eight hours a week in a paid employment role at Avera during their time at the university.

Applicants must meet the following criteria:

1. Cumulative unweighted high school GPA of 2.8 or higher
2. Composite ACT score of 20 or higher
3. Plan on majoring in nursing at Mount Marty University

For continued eligibility and funding, Avera Scholars must:

1. Work eight hours per week in the Avera system each year while enrolled at Mount Marty University
2. Pledge to work in the Avera Health system full-time as a RN for three years following their graduation

Questions? Reach out to the Office of Admission!

Phone: 605-668-1545

Email: [admissions@mountmarty.edu](mailto:admissions@mountmarty.edu)



# **The University of South Dakota School of Health Sciences and Sanford School of Medicine Provide Basic Health Screens at Local Farm Shows**

*Contributed by University of South Dakota*

Since 2016, student and faculty volunteers from the University of South Dakota's School of Health Sciences and Sanford School of Medicine have performed complimentary health screenings at local farm show events. These regional events bring farming families together with exhibitors promoting the latest farm technologies, equipment, and services.

The primary goals of the educational booth at these farm show events are to provide an opportunity for interprofessional education and collaboration with a rural healthcare focus on providing medical education and improving health outcomes for rural residents throughout the state and to develop opportunities for students to learn with, from, and about one another's roles in rural healthcare.

Student and faculty volunteers provide community-based care and resources about the roles of the healthcare professionals in promoting wellbeing along with basic health screens focused on cardiovascular health, strength, and balance.

Students gain a broader knowledge of the impact of social determinants of health on the lived experience of rural community members while forming connections with fellow healthcare students, faculty, and community members. Students also develop leadership skills through advocacy efforts and community engagement that will carry over into future professional endeavors.

Student and faculty volunteers from the School of Health Sciences, Sanford School of Medicine, and the Communication Sciences & Disorders program will have educational booths, including the complimentary health screens, at the Dakota FARM Show (<https://dakotafarmshow.com>) in Vermillion from January 4-6, 2022, and the Sioux Empire Farm Show (<https://siouxfallsfarmshow.com>) in Sioux Falls from January 26-28, 2022.



## Hillman Grant to Bring Palliative Care to Rural, Native Cancer Patients

*Contributed by South Dakota State University*

Receiving supportive palliative care can help patients diagnosed with advanced cancer and their caregivers, but these programs often do not exist in rural South Dakota.

Two South Dakota State University nursing researchers want to make palliative care more accessible by adapting Project ENABLE, a palliative care intervention developed and tested in rural New Hampshire, Vermont, and Alabama to meet the needs of cancer patients in west central South Dakota. The research project, which will be conducted in partnership with Avera Cancer Institute in Pierre, seeks to ease the cancer burden, particularly among Native Americans whose cancer mortality rates are more than 25% higher than the white population in South Dakota, according to the 2016 South Dakota Cancer Registry.

Assistant professors Sarah Mollman and Brandon Varilek received a two-year, \$100,000 Hillman Serious Illness and End-of-Life Emergent Innovation grant to support the research project. They are the first SDSU researchers to receive funding through the HSEI program, which is a partnership between the Rita and Alex Hillman Foundation and Arthur Vining Davis Foundations.

“We want to guide patients through those first tough months of an advanced cancer diagnosis,” Mollman said. An advanced cancer is one that is unlikely to be cured, but can be controlled, sometimes for a long time, and therefore managed like a chronic illness, according to the American Cancer Society. “Treatment can sometimes shrink the cancer, slow its growth, help relieve symptoms and help you live longer.”

Other research groups have seen positive results with Project ENABLE (educate, nurture and advise before life ends). Patients who participate in the intervention soon after they are diagnosed have a one-year survival rate of 63% with an improved quality of life, while that survival rate decreased to 48% among patients who started the intervention as little as three months later.



### Adapting intervention

During Project ENABLE, a coach will have six weekly sessions with the patient followed by monthly check-in calls. The sessions address topics such as symptom management, self-care and communication as well as advance directives and advance care planning.

To adapt the intervention, the researchers will work with Avera Cancer Institute in Pierre to gather feedback from 12 patients, 12 caregivers and 12 health care professionals. What they learn will help them decide whether the coach should be a nurse or a trained layperson and whether the sessions should be in person, on the phone or through telehealth. The feedback will also help them adjust the session content.

“We are going to spend the first year listening,” Mollman said. The SDSU researchers are the first to adapt Project ENABLE to Native American cultures. Pierre’s Avera Cancer Institute draws patients from the Cheyenne River, Lower Brule and Crow Creek Indian reservations.

“We hope to have an equal split between Native American and non-Native patients,” Varilek said, noting the needs of Native American patients will differ from other rural patients. In particular,



sessions that discuss spiritual needs and the legacy patients wish to leave must encompass traditional Native American beliefs.

“It is so important to culturally adapt the intervention. Those adaptations must come from the Native people telling us how they want (the sessions) to look to have the best impact and how they want it delivered,” Mollman said, emphasizing that buy-in from patients and their caregivers is essential. To facilitate this, the researchers plan to consult with a cultural broker who can help bridge the gap between white and Native cultural perspectives.

In addition, the Avera Cancer Institute’s professionals will give the researchers insight on how Project ENABLE will fit into their workflow and which patients they feel can benefit most from the intervention.

### **Doing more than anticipated**

The researchers originally received \$50,000 in funding for 18 months, but Mollman was recently notified of the increase in funding and duration of their grant.

“This is huge—it hasn’t really sunken in,” said Varilek, noting they will not only be able to adapt the intervention but also do pilot testing to gauge its potential impact. The data they gather will help them apply for a larger National Institutes of Health grant.

In addition, Mollman and Varilek received a one-year \$10,529 grant from SDSU’s Research, Scholarship and Creative Activity Challenge Fund, which will help advance the research. “We want to make sure this intervention works for these rural, underserved populations,” Mollman said.



## **2022 Nurse Corps Loan Repayment Program Application Cycle Open**

*Contributed by Office of Rural Health*

The [Nurse Corps Loan Repayment Program \(LRP\)](#) helps address the health care needs of those in underserved communities and supports the ongoing development of the nursing workforce in our country by offering funding to registered nurses and advanced practice registered nurses towards payment of their qualifying educational loans.

In exchange for the payment of these qualifying educational loans:

- Nurses (RNs and APRNs) serve a two-year service commitment at a health care facility facing a critical shortage of nurses.
- Nurse faculty serve a two-year service commitment at an eligible school of nursing.

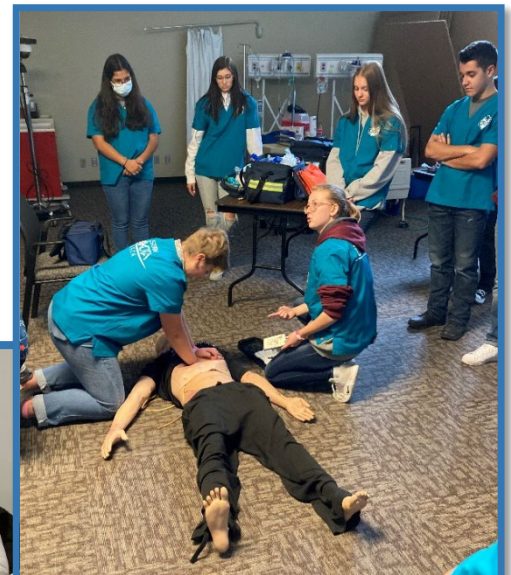
The application cycle deadline has been extended to January 27, 2022.

## Health Career Exploration for High School Students

*Contributed by Office of Rural Health*

Scrubs Camps are designed to increase awareness, interest, and understanding of health careers available in South Dakota through creative and interactive activities. Scrubs Camps will provide an opportunity for students to experience first-hand, the challenges, opportunities and rewards of health careers. All while learning about the skills and education that are required to become a health professional.

To learn more, visit <https://scrubscamps.sd.gov/>



## Updated Occupational Wage Data Available

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

To meet employers' increasing need for up-to-date wage data, the Labor Market Information Center (LMIC) is now releasing "aged occupational wages" on a quarterly basis.

The original source of the data is the [Occupational Employment and Wage Statistics \(OEWS\)](#) survey, which LMIC conducts in cooperation with the U.S. Bureau of Labor Statistics. The OEWS wage survey is based on a three-year data collection cycle; surveys are sent to South Dakota employers twice a year. (A huge thanks to participating employers!) The OEWS wage data is published on an annual basis.

In today's tight labor market, employers were increasingly requesting more current wage data. The Local Employment and Wage Information System (LEWIS) application allows for the creation of occupational wage reports which vary in scope from the annual OEWS wage statistics. Once the microdata from the OEWS survey and other data sets have been updated, the data can be manipulated to produce a variety of reports.

One of those reports allows for artificial aging by applying the most recent Employer Cost Index (ECI) data available. The ECI is used to bring the wage data collected in the first two years of an OEWS cycle up to date with the data collected in the third-year panels to produce the annual wage estimates. Quarterly occupational wage estimates are produced in much the same way.

To find the most up-to-date occupational wage estimates at any point in time (currently third quarter 2021), visit LMIC's [Occupational Wage menu](#). Contact LMIC at 605.626.2314.



## NHSC Loan Repayment Program

*Contributed by Office of Rural Health*

**The deadline to submit your application for one of the [National Health Service Corps \(NHSC\) Loan Repayment Programs](#) is extended until Thursday, February 3 at 7:30 p.m. ET.**

Last year, we were able to award every eligible applicant thanks to additional funding through the Biden Administration's American Rescue Plan (ARP). Additional ARP-funded awards are planned for this year, so don't wait - apply today!

Get specific details on eligibility and how to apply on the [NHSC website](#).





## RISE UP

*Contributed by University of South Dakota*

The Center for Disabilities has the distinct honor to be one of only three locations of RISE UP, Research Initiatives for Student Enhancement Undergraduate Program, a CDC funded summer internship. College students who have an interest in public health are being recruited. Students who have completed their sophomore year of college, juniors, seniors, and recent graduates are eligible to apply. Ann Wilson, the coordinator of the program, would welcome any inquires on RISE UP and the application process. [ann.wilson@usd.edu](mailto:ann.wilson@usd.edu)

### Interested in Future Career in Public Health?

#### RISE UP

#### Research Initiatives for Student Enhancement Undergraduate Program

A CDC funded summer internship at the University of South Dakota Center for Disabilities for rising juniors, seniors, or recent graduates that includes:

- Orientation with Kennedy Krieger Institute and Johns Hopkins University
- Show Case and Expo at Centers for Disease Control and Prevention in Atlanta
- Placement in a community public health agency
- Weekly seminars
- Travel to and from Sioux Falls, South Dakota
- Housing and Meals in Sioux Falls
- Stipend of \$3,500

#### More Information:

<https://www.kennedykrieger.org/training/programs/center-for-diversity-in-public-health-leadership-training/mchc-rise-up/2022-planned-activities>

TO APPLY VISIT: [kennedykrieger.org/rise-up](https://www.kennedykrieger.org/rise-up)

#### DATES OF INTERNSHIP

~ June 3 – July 27, 2022

#### DEADLINE TO APPLY:

January 31, 2022 11:59pm EST

#### QUESTIONS Please Contact:

Ann Wilson, PhD – [ann.wilson@usd.edu](mailto:ann.wilson@usd.edu)



## High School Internship Part of Workforce Development Strategy

*Contributed by Sanford Health*

Sanford Health and the Society recently celebrated the impact of our fifth cohort of high school interns. This group of 12 seniors each completed a 100-hour paid internship in a variety of departments, including surgical/renal, surgical/cardiovascular, inpatient rehab, cardiology, orthopedics/neurology, and facilities and construction all at the Sanford Medical Center in Sioux Falls. All three Sioux Falls Good Samaritan Society skilled nursing facilities, e.g. Center, Luther Manor, and Village, also hosted interns for the first time.

The high school intern program is a partnership between local schools and Sanford Health and the Society. This program exists to connect interested and driven students with work-based learning opportunities and career exploration in the area of healthcare. This can include both direct patient care and support roles. Interns working in direct patient care roles join the program having already earned their CNA. Those entering in a support role show demonstrable aptitude in their area of interest approved by the high school intern task force.

In addition to their paid work time, each site sets up individualized exploratory time to highlight high-need/high-interest careers in healthcare that interns may not see during their usual shifts. Interns can also receive personalized career coaching to assist with writing a personal statement for scholarship applications, help finding a “good fit” part-time job, interview practice, clarifying work values, and more.

You can watch clips from the celebration and hear KELO tell one intern’s impressive start to his healthcare career here: [Sanford Health reaching future workforce through high school internship program](#)



### **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](#).

