

June 2020

# Healthcare Workforce Update

ADDRESSING THE HEALTHCARE WORKFORCE NEEDS IN SOUTH DAKOTA THROUGH A PARTNERSHIP BETWEEN THE DEPARTMENTS OF EDUCATION, LABOR & REGULATION, HEALTH AND THE BOARD OF REGENTS



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## Healthcare Workforce Collaborative

Greetings from the South Dakota Office of Rural Health. This office along with our many partners continues to work at addressing South Dakota's healthcare workforce needs. Read on to see what's noteworthy over the past few months as well as what's coming in the future! As always, we welcome your feedback regarding these and other workforce development issues.



# Ready to Talk about mental health?

20% of American youth ages 13-18 live  
with a mental health condition.

## Learn effective techniques to discuss mental health with adolescent patients.

*At-Risk in Primary Care - Adolescents* is an interactive role-play simulation that prepares primary care practitioners to screen adolescents for depression and suicide using evidence-based tools to conduct brief interventions, and coordinate referrals to treatment.

This virtual patient simulation provides hands-on practice applying motivational interviewing to engage adolescent patients in important conversations about mental health in a primary care context.

### CONTENTS:

- Adolescent mental health disorders, prevalence, and consequences
- Screening for mental health and suicide risk using evidence-based tools
- Warning signs and risk factors for mental health conditions
- Motivational interviewing techniques and how to best use them when speaking with adolescent patients about mental health
- Coordinating referrals to specialist treatment and follow-up care
- Clinical cases to practice leading challenging conversations on these topics

**FOR MORE INFORMATION:**  
**DOH.INFO@STATE.SD.US**



**FREE  
ACCREDITED  
TRAINING**

**ONLY 30  
MINUTES**

*At-Risk in Primary Care: Adolescents* is approved for 0.75 ANCC CNE, 0.75 CME AMA PRA Category 1 Credits™, and 1.0 NASW contact hour.

### TO ACCESS SIMULATION:

**1**

**VISIT**

**kognitocampus.com**

**2**

**CREATE ACCOUNT**  
using enrollment key  
dohsd

**3**

**LAUNCH**

*At-Risk in Primary Care:  
Adolescents*



## Avera Hires New Career Development Consultant

*Contributed by Avera Health*

Avera is excited to introduce you to the newest member of their Workforce Planning team. Sarah Siemonsma has been named the Career Development Consultant for Avera's Career Planning Service. Although new to this role, she has spent 14 years at Avera McKennan in Radiology, 6 years as a radiologic technologist and the last 8 years as the clinical coordinator of Avera McKennan's School of Radiologic Technology.



Avera offers a Career Planning Service to assist any individual planning a healthcare career and to assist them with finding resources and information to get started. The Career Planning Service also offers support to current Avera employees to identify a career path within Avera's organization. To request a consultation, see website: <https://www.avera.org/careers/career-planning-service/>.



## Healthcare Occupational Wages

*Contributed by South Dakota Department of Labor and Regulation*

Updated wage estimates for many healthcare occupations are now available from the Labor Market Information Center (LMIC). Data are available for statewide South Dakota, the metro areas (Rapid City, Sioux City and Sioux Falls), and two balance of state areas (East and West, minus the metro areas). Average, median and additional percentile wages are included.



The wage data are based on 2019 South Dakota employer responses to the Occupational Employment Statistics (OES) survey LMIC conducts in cooperation with the U.S. Bureau of Labor Statistics. LMIC would like to thank all the healthcare employers who voluntarily participated in the survey. Without the cooperation of such employers, this data would not be possible.

If you are interested in the data, please visit the [occupational wage menu](#) on LMIC's website for options or contact them at 605.626.2314.



**SOUTH DAKOTA STATE UNIVERSITY**

University Marketing and Communications

## **SDSU College of Nursing's RN to BSN Program Ranked as State's Best**

*Contributed by South Dakota State University*

The South Dakota State University College of Nursing was ranked No. 1 in RegisteredNursing.org's list of 2020 Best Online RN to BSN Programs in South Dakota.

"Our team analyzed online RN to BSN programs in South Dakota looking for the best programs in the state. South Dakota State University's program came in at the top of our list. Students benefit from the exceptional support and program structure," said Sally Worthington, outreach coordinator for RegisteredNursing.org. "The online RN to BSN program is flexible, affordable and designed with working RNs in mind."

The SDSU College of Nursing allows nurses to continue their education at their own pace through its flexible online RN to BSN program. The program is designed to be completed in as few as 10 months as a full-time student or 18 months as a part-time student.

SDSU recently revised the program. Each course will now be delivered in a seven-week format and offered a minimum of three times per year.

According to Heidi Pelzel, SDSU's RN to BSN program coordinator, the more frequent and rapid delivery of courses allows nurses to step in and out of the curriculum as needed if life events occur and they need to take a break from classes.

"The courses were updated or new courses were designed to meet the current trends in the nursing field workforce," Pelzel said. "Our curriculum prepares students to assume leadership and management positions and covers a range of necessary skills and competencies."

RegisteredNursing.org's methodology began with obtaining NCLEX-RN exam pass rates for all registered nursing programs on a state-by-state basis through several methods, including making a number of Freedom of Information Act requests. It requested five years of available information.



## Thank You Health Care Workers!



*Contributed by South Dakota Association of Healthcare Organizations*

Healthcare occupations are one of the most rewarding and challenging in the list of careers a person can choose. 2020 has made it even more evident. We cannot thank our nurses, doctors, technologists, and every other occupation in the healthcare workforce of South Dakota enough. You are so valued, whether your role is in a hospital, a clinic, a mental health facility, or a post-acute care facility. Even while you are wearing your appropriate Personal Protective Equipment (PPE), we still can see the smile in your eyes, and for that, we thank you. These times can be scary, but your confidence and perseverance in your work relieves the anxiety.

Please [click here](#) for a short video showing our humble appreciation!



## 2020 Rural Healthcare Facility Recruitment Assistance Program

*Contributed by SD Office of Rural Health*

The 2020 Rural Healthcare Facility Recruitment Assistance Program helps rural healthcare facilities in South Dakota recruit healthcare professionals by providing a \$10,000 incentive to health professionals who complete a 3-year service commitment in communities with 10,000 people or less. The eligible community must agree to pay a pro-rated portion of the \$10,000 recruitment based on population. Applications must be submitted by the employing healthcare facility and eligible facilities may have up to 3 participants each year. Health professionals that are eligible include medical laboratory professionals, dietitians, healthcare social workers, nurses, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists and speech therapists. This recruitment program allows 60 participants each year and is filled on a first come, first served basis.

For an application, visit the DOH website at:

<https://doh.sd.gov/providers/ruralhealth/recruitment/Facility/>



## **USD's Statewide Project ECHO Network Shares COVID-19 Knowledge with Health Care Providers and Health Profession Students**

*Contributed by University of South Dakota*

The University of South Dakota's video-conferencing platform, the Extension for Community Healthcare Outcomes (ECHO), offered informational dialogue about the COVID-19 pandemic to South Dakota's health care professionals and health professions students from April-June 2020. The USD Sanford School of Medicine and the School of Health Sciences partnered on the pandemic information series.

Presentations and discussion relevant to the pandemic were offered on Thursday evenings 7-8pm CT for 8 weeks. The intent is to resume sessions this fall. Each session featured various experts in the healthcare field addressing topics including COVID-19 critical care patient management, treatment options, clinical trials, PPE availability in SD, infectious disease modeling, SARS-CoV-2 virology, resuming routine patientcare, and frontline perspectives from South Dakota physicians working at home in SD and volunteering in New York City. Patient management techniques covered proning along with various pharmaceutical options. PPE discussions included a comparison of N95 versus KN95 respirators and the types of PAPRs available in SD hospitals. COVID-19 infection cycle, symptomology, impact on body systems, and immunology were included in the virology session. Most sessions featured case studies highlighting the complexity of COVID-19. Participants were able to ask questions and interact via the online platform, Zoom, during the hour-long sessions. The ECHO project is particularly useful to deliver important information to rural health care providers who otherwise might not have direct access to expertise about COVID-19 and related issues. Attendance was strong with health care professionals and health profession students from all regions of South Dakota, representing a variety of institutions.

USD also offers Project ECHO sessions addressing other health issues facing South Dakotans, such as maximizing telehealth in rural areas, addiction, palliative care, and hearing screening for young children. For more information, visit the USD Project ECHO website at [www.usd.edu/echo](http://www.usd.edu/echo) or contact via email at [ProjectECHO@usd.edu](mailto:ProjectECHO@usd.edu).



**Addiction counseling, mental health, and social work professionals  
would you like to learn more about maximizing telehealth  
in South Dakota?**

Please join us for Project ECHO: University of South Dakota - Maximizing Rural Telehealth in South Dakota ECHO interactive sessions featuring case studies and the opportunity to discuss your questions on these topics.

Project ECHO: University of South Dakota - Maximizing Rural Telehealth in South Dakota ECHO			
Session	Date	Topic	Presenter(s)
1	Thursday June 18 12-1pm CT	Overview of basic telehealth 101, technologies in telehealth, and professional televisits.	Ranelle Nissen Chantel Ostrem Kaylee Koob
2	Thursday June 25 12-1pm CT	Fundamental knowledge of the helping skills process when working with clients via technology, professional relationship, therapeutic risk, and risk management.	Denise Bush
3	Thursday July 2 12-1pm CT	Benefits of e-therapy, group e-therapy, and cultural and linguistic competence.	Abbey Hunhoff
4	Thursday July 9 12-1pm CT	Regulations, licensing issues, and securing risks.	Amy Hartman
5	Thursday July 16 12-1pm CT	Considerations for training, and starting a virtual clinic.	Amy Hartman
6	Thursday July 23 12-1pm CT	Administration in South Dakota Telehealth services.	Stacy Krall
7	Thursday July 30 12-1pm CT	Standards and ethical practice.	Dana Larson Alexa Gauer
8	Thursday August 6 12-1pm CT	Basic elements of the helping process through different forms of technology, ethical issues, informed consent, duty to warn, and initial assessment.	Avera

Register via the link

[https://usd.zoom.us/meeting/register/tJUodeGqpzssGtdvBU3jBhA\\_56RG5CU3e6aew](https://usd.zoom.us/meeting/register/tJUodeGqpzssGtdvBU3jBhA_56RG5CU3e6aew)

After registering, you will receive a confirmation email containing information about joining the sessions. Register once and you can attend any of the sessions.

Join each session via Zoom from an internet-enabled device.

Continuing education credits are available through the  
South Dakota Board of Addiction and Prevention Professionals.

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



## Sanford Health Career Exploration Opportunities

*Contributed by Sanford Health*

**Sanford MedX** (formerly known as YME) is offering a school year program for high school students, new graduates and undergrad students who are interested in exploring health careers. The Sanford MedX program allows students to explore healthcare roles through tours and conversations with healthcare providers in the departments of the Sanford Medical Center in Sioux Falls. This program will be held one night a month starting September – April. If we are unable to offer in person meetings due to COVID-19, we will offer a virtual MedX program.

The MedX program also offers **HOSA (Health Occupations Student Association)** participation. HOSA is an international student organization recognized by the U.S. Department of Education and the Health Science Education (HSE) Division of ACTE, wherein students are provided the opportunity to participate in HOSA activities, conferences and scholarships. This year, four students participating in the Sanford HOSA chapter will go on to compete at the HOSA International Leadership Conference. For more information or an application, please email [MedX@SanfordHealth.org](mailto:MedX@SanfordHealth.org).

*Sanford MedX touring the Sanford Health Surgical Services Unit*



### High School Educational Tours

High School classes are invited to explore healthcare careers at Sanford USD Medical Center in Sioux Falls, tours available for 9-12 grade students to interact with healthcare professionals as they visit various hospital and outpatient departments. For more information about these opportunities, please contact: [Jennifer.Veurink@sanfordhealth.org](mailto:Jennifer.Veurink@sanfordhealth.org)

### 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 and view link here:

<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: <http://www.sanfordresearch.org/education/k12students/>





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

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

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

- Over 63,000 actively registered candidates (we don't make cold calls – every candidate has chosen to sign up with us)
- Hundreds of new candidate registrations each month
- Over 4,000 active job opportunities across the country

### **Get started posting on 3RNet today:**

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

### **Once your application is submitted:**

1. Your application will go to DeAnn Sprenger, 3RNet's South Dakota Member
2. The 3RNet member will either approve or deny your application based on their state criteria
3. You will be automatically notified via email, and if approved, jobs can be posted immediately

### **About 3RNet & 3RNet Members**

- 3RNet has been the premier rural and underserved job board for 25 years.
- 3RNet members are individually tasked with running 3RNet in their state and are the only ones that can allow you to post jobs.
- Communicate with your state member to learn if any fees apply and what other services may be available to you.

### **Questions about posting on 3RNet?**

Contact DeAnn Sprenger, South Dakota 3RNet member at [DeAnn.Sprenger@state.sd.us](mailto:DeAnn.Sprenger@state.sd.us); or Mark Barclay, 3RNet Director of Member Services at 1-800-787-2512 or [barclay@3rnet.org](mailto:barclay@3rnet.org).



## **Avera Welcomes Students Thru its Nurse Clinical Internship**

*Contributed by Avera Health*



Avera welcomes 60 nursing students to its campuses again this summer thru the Nurse Clinical Internship (NCI) program. Summer internships are offered in Sioux Falls, Aberdeen, Pierre and Yankton, SD, and O'Neill, NE.

Nursing students one or two semesters away from graduation were selected to experience first-hand what it's like to work in the exciting field of nursing through this paid summer internship. Students are paired with a registered nurse preceptor and will participate in orientation, direct patient care and reflective practice sessions. This 10-week program is offered from May – August each year. NCI students work a full-time schedule of 36 – 40 hours each week with rotating 8- or 12-hour shifts (days, evenings, nights and weekends).

NCI offers an opportunity for nursing students to apply their classroom knowledge to real-world situations. In addition, nursing students gain confidence as they “walk in the shoes” of mentors and supervisors. Also, the students will see firsthand how nurses are valuable members of the health care team.

At the conclusion of the internship, several of the nursing students will go on to work at Avera as patient care techs or certified nursing assistants while they complete their nursing degree. So in addition to gaining great supervised experience, these nursing students will have taken an important step in their healthcare career journey.

Applications for NCI are accepted in the fall of each year. See dates at <https://www.avera.org/careers/internships/nursing-clinical-internship/>. Students considering any healthcare career can receive valuable tips and advice thru Avera's Career Planning Service at <https://www.avera.org/careers/career-planning-service/>



## National Health Service Corps New Site Application

*Contributed by SD Office of Rural Health*



The 2020 [National Health Service Corps \(NHSC\) New Site Application](#) is now open through Tuesday, July 21 at 11:59 p.m. ET. As an NHSC-approved site, your providers may apply for one of the [loan repayment programs](#) and you can take advantage of helpful recruitment tools like the [Health Workforce Connector](#) and [Virtual Job Fairs](#). [Learn more](#) and [start your application today!](#)

Eligible sites include health care facilities that provide outpatient, ambulatory and primary health care services (medical, dental, and behavioral and/or substance abuse treatment) to populations residing in high-need urban and rural areas. Critical Access Hospitals (CAHs) are the only eligible inpatient facilities and must be affiliated with an NHSC-approved outpatient clinic.

### Basic eligibility requirements:

- Located in and serves a federally designated Health Professional Shortage Area (HPSA)
- Is a primary care outpatient facility (medical, dental, or behavioral)
- Utilizes and prominently advertises a qualified discounted/sliding fee schedule for individuals at or below 200% of the federal poverty level
- Does not deny services based on inability to pay or enrollment in Medicare, Medicaid, and Children's Health Insurance Program (CHIP)
- Ensures access to ancillary, inpatient, and specialty care
- Credentialing process includes query of National Practitioner Data Bank
- Meets all requirements listed in the NHSC Site Agreement

For a complete list of eligible sites and requirements, visit the [NHSC website](#) and review the [2020 NHSC Site Reference Guide](#).



## Rural Dementia Caregiver Project

Contributed by SD Office of Rural Health

Do you  
care for  
someone  
with memory  
loss?

A free workshop  
may help you!



The Rural Dementia Caregiver Project seeks to help caregivers of loved ones with memory loss learn new skills and improve their health. It is a research study of the University of California, San Francisco

### If you join the study, you will receive:

- Access to an 6-week online workshop—any time, day or night
- Workbook to keep—on skills and resources for caregivers
- Support from trained staff and other caregivers
- Up to \$80 in cash for completing 4 surveys

### Am I eligible?

You may be eligible if you:

- Are 18 years of age or older
- Able to access the internet
- Provide care for at least 10 hours per week

*By "care" we mean assistance with dressing, meals, transportation, medications, appointments, or similar support*

**Check if you are eligible! [caregiverproject.ucsf.edu](https://caregiverproject.ucsf.edu)**

For other questions call toll free at 1-833-636-0603



## Recruitment Assistance Program

*Contributed by SD Office of Rural Health*

The Recruitment Assistance Program provides qualifying physicians, dentists, physician assistants, nurse practitioners or nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. The incentive payment for a qualifying physician or dentist is currently \$243,634. The incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is approximately \$69,108.

An eligible community must have a population of 10,000 or less, be assessed by the Department of Health and found eligible for participation and agree to pay a pro-rated portion of the recruitment incentive.

The South Dakota Department of Health- Office of Rural Health webpage has additional information about the program. For the full description of program requirements, maps of current and historic participating communities, community and state payment amounts, and the number of open slots for each provider type, visit the website at <https://doh.sd.gov/providers/ruralhealth/recruitment/rap.aspx>. Additional questions can be directed to DeAnn Sprenger at 1-800-738-2301 or [Deann.Sprenger@state.sd.us](mailto:Deann.Sprenger@state.sd.us).



## 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](#).

