

September 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.

## Rapid Growth of South Dakota's Health Care Industry Projected to Continue

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

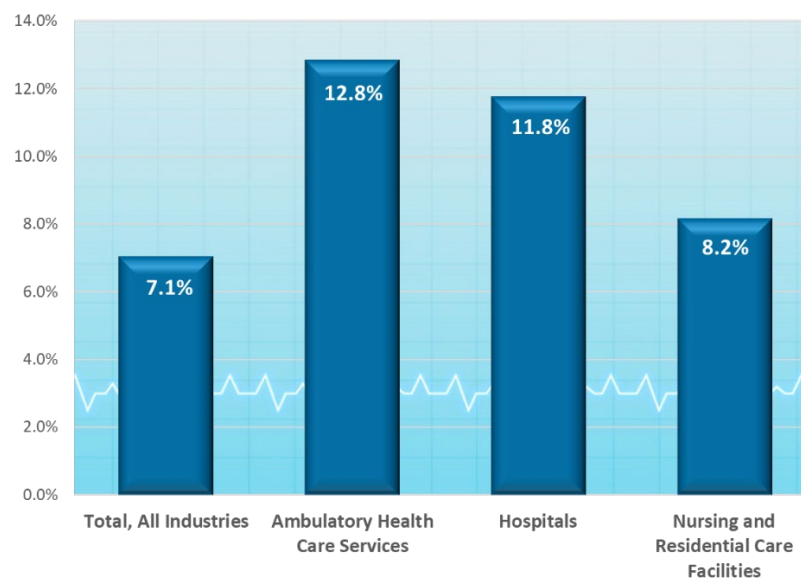
South Dakota employment projections to 2028 recently completed by the Labor Market Information Center indicate health care industries will continue to grow more rapidly than the average of all industries in the state.

As illustrated below, employment growth among all industries in South Dakota is projected to be 7.1% from 2018 to 2028. The Ambulatory Health Care Services subsector is projected to be one of the state's 10 fastest growing industries, growing at 12.8% by 2028. The other health care subsectors, Hospitals, and Nursing and Residential Care Facilities, are projected to exceed the statewide average as well.

The ongoing health care needs and preferences of an aging population will continue to drive the need for workers in this industry.

South Dakota Employment Projections 2018-2028 for Health Care Industries				
Industry	2018 Workers	2028 Workers	Worker Growth	Percent Growth
Total All Industries	491,588	526,251	34,663	7.1%
Ambulatory Health Care Services	17,468	19,711	2,243	12.8%
Hospitals	26,851	30,007	3,156	11.8%
Nursing and Residential Care Facilities	13,159	14,232	1,073	8.2%
Notes: Data is preliminary and subject to revision. <a href="http://dlr.sd.gov/lmic/projections_technical_notes.aspx">For employment projection methodology, see http://dlr.sd.gov/lmic/projections_technical_notes.aspx.</a> Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2020.				

**Projected Percent Growth of South Dakota Health Care Industries  
2018 - 2028**



For more information on the new industry employment projections, visit the Labor Market Information Center's website at [dlr.sd.gov/lmic](http://dlr.sd.gov/lmic) or contact them at 605.626.2314.

## Let's Fill the Workforce Openings with HIM Professionals in SD!

*Contributed by Dakota State University*

If you are thinking about a job in healthcare, but don't want to provide hands-on care to patients, HIM may be a career for you! The HIM professional association provides a [career map](#) where you can learn about over 90 different HIM job titles based on your interests and talents.

Dakota State University (DSU) has been known for its strong Health Information Management (HIM) programs since the 70's and has helped train students who have joined the workforce throughout South Dakota and the US by offering high-quality, low-cost programs.

The Health Information Management programs at DSU offer entry-level certificates for health information specialists and healthcare coders, associate and bachelor's degree in Health Information Management, and a Master of Science in Health Informatics and Information Management or a graduate certificate in Health Data Analytics.

The Associate and Baccalaureate programs have recently been comprehensively reviewed by CAHIIM, the accrediting body of HIM programs throughout the US. Both programs were recognized for substantial compliance with the nationally established CAHIIM Accreditation Standards.

The Master of Science in Health Informatics and Information Management is in the final stages of review for initial accreditation by CAHIIM. Receiving this notification will assure any potential students or workforce members looking for expansion of skills, of the excellence in educational programming at DSU.

The programs at DSU train individuals for careers they will enjoy for a lifetime! For more information about the HIM programs, please contact Renae Spohn at [Renae.Spohn@dsu.edu](mailto:Renae.Spohn@dsu.edu) or 605 256-5359.



## 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/>

## Sanford Health Career Exploration Opportunities

*Contributed by Sanford Health*



**Sanford Health MedX** (formerly known as YME) is excited to offer Virtual MedX for the first time this year. These weekly sessions are available live online on Tuesday evenings at 7:00pm starting in October. Sessions will be interactive, and simulation will be offered whenever possible. While the schedule of presenters and health career areas is still in development, they will likely include respiratory therapy, nursing, AirMed/flight medicine/nursing, surgery, critical care, rehabilitation therapies, behavioral health, medical laboratory science, radiologic technology, medicine, child life, music therapy and more. Each session will also feature a school that provides education/training for that career. Please reach out to [MedX@Sanfordhealth.org](mailto:MedX@Sanfordhealth.org) for more information and an application.

**New CNA Program** - The Sanford Health Nursing Assistant Training Program is a state approved CNA program that is available in multiple states. The program is designed to prepare uncertified nursing assistants to take the state certification exam in order to become a CNA. The curriculum is delivered through online content that includes educational modules, electronic textbook references and interactive elements. In-person clinical training and labs are also incorporated to ensure students have the skills and experience they need to be successful in the role. The in-person hours are scheduled with approved CNA instructors at our Good Samaritan Society and Sanford long-term care locations. Depending on the state, our instructors are also trained and permitted to facilitate the state examination for certification of their students. For more information, contact Kayla Chrz at [kchrz@good-sam.com](mailto:kchrz@good-sam.com).

### **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. Sanford USD Medical Center student volunteers are eligible for the Health Career Scholarship. This scholarship benefits student volunteers enrolled in health career programs. Each year, ten scholarships are awarded in the amount of \$1,000 or \$2,000. Scholarships are provided by the Sanford USD Medical Center Volunteer Advisory Board. See additional information here: <https://www.sanfordhealth.org/volunteer-opportunities>

### **Sanford Research**

Sanford Research, located at the Sanford Center in Sioux Falls, provides undergraduate and high school students an insider's view of research. Students are eligible to apply for observation experiences, internships and a variety of hands-on activities. Additional information is available here: <https://research.sanfordhealth.org/academic-programs/k-12-programs>





## Medical Laboratory Science

*Contributed by College of Pharmacy & Allied Health Professions, South Dakota State University*

The field of Medical Laboratory Science is experiencing the effects of the workforce shortage that is sweeping across the healthcare profession. Approximately 70-80% of all medical decisions regarding a patient's diagnosis, treatment, hospital admission and discharge are based on laboratory test results.<sup>1</sup>

Medical Laboratory Scientists are considered the detectives of the healthcare industry and perform a wide variety of technical analysis of blood and body fluids; cross-match blood for transfusion; review cells to aid in diagnosing leukemia, bacteriology and molecular analysis. South Dakota is struggling to fill open leadership and technical positions. Much of the struggle is the new generation of Technologists and Technicians are not staying in South Dakota, largely in part to income possibilities of other states.

According to the MLO 2018 Annual Wage survey, the average national Technologist/Technician pay is significantly higher compared to South Dakota.<sup>2</sup> The second struggle South Dakota is faced with is the increasing number of laboratory managers and supervisors that are reaching retirement. South Dakota State University is trying to fill that need with two new laboratory science programs. SDSU currently offers an on campus Medical Laboratory Science program along with an Upward Mobility program that is completely online for MLTs to earn their bachelor's degree in MLS. Now, SDSU offers an accelerated MLS degree which allows a student with 90 credit hours or a bachelor's degree to obtain a MLS in 16 months with online classes, summer labs on campus, and the clinical experience. SDSU also offers a phlebotomy certificate for those interested in blood collection for analysis.

<sup>1</sup>Mayo Clinic School of Health Science; 2018

<sup>2</sup><https://www.mlo-online.com/mlo%E2%80%99s-2018-annual-salary-survey-laboratory-professionals>



## National Health Service Corps Site Recertification Extended to October 13

*Contributed by SD Office of Rural Health*



**The deadline for the National Health Service Corps (NHSC) Site Recertification cycle has been extended until Tuesday, October 13 at 11:59 p.m. ET.** Don't miss this opportunity to recertify your NHSC site, so that your clinicians can continue to take advantage of the [loan repayment](#) opportunities and you can use other recruitment resources like the [Health Workforce Connector](#) and [Virtual Job Fairs](#).

The [NHSC site recertification webpage](#) is a comprehensive resource and includes answers to your FAQs.

### **Additional Help!**

**Questions about the recertification process?** Contact your [Division of Regional Operations \(DRO\) State Lead](#) or your [State Primary Care Office \(State PCO\)](#).

**Issues logging into the application?** Contact the Customer Care Center at 1-800-221-9393, Monday through Friday from 8:00 a.m. to 8:00 p.m. ET (excluding federal holidays).

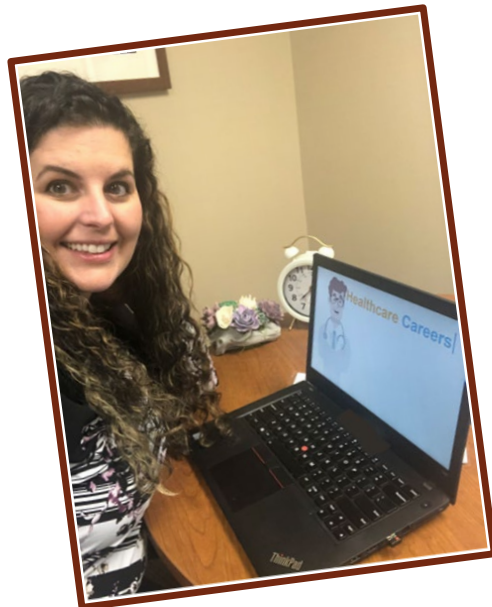
## Avera Begins Virtual High School Presentations to Build Healthcare Interest

*Contributed by Avera Health*

Prior to COVID-19, representatives of Avera's Workforce Team traveled extensively to bring important information regarding healthcare careers into college classrooms, high schools and middle schools across the state. These presentations were brought physically into classrooms to grow interest of healthcare careers of all levels of academic preparation including CNA, Nursing, Respiratory Therapy, Surgery Technician, etc. In addition, a second message was also delivered that nearly every career can be found in healthcare including those that don't provide direct patient care like Human Resources, Security, Law, Accounting, etc.

"Given the current COVID-19 environment, the ability to provide in-person presentations is limited. Instructors still want to have healthcare career information brought to their students especially in Career, Biology, Chemistry, and Anatomy classes," states Pam Hilber, Director of Workforce Planning for Avera Health. As a result, Avera will offer virtual classroom presentations to interested teachers of related college courses and middle and high schools. Virtual presentations can be tailored to the teacher and class interest or can present general information regarding future healthcare "hot jobs" or the career pathways to various roles. At the conclusion of the virtual presentation, students are introduced to Avera's Career Planning Service should they desire to discuss their personal career and employment aspirations or want to be linked with resources and employment opportunities. Feedback regarding a recent virtual presentation from a classroom instructor included, "Thank you so much for taking the time to talk to my class. This was an excellent presentation. I did not realize that Avera had such great human resources and support for current and future employees. I will definitely ask you to come back next semester."

Requests to schedule virtual classroom presentations can be made to Sarah Siemonsma, Career Development Consultant, [sarah.siemonsma@avera.org](mailto:sarah.siemonsma@avera.org). Individuals interested in the Career Planning Service should request a consultation at [averajobs.org](http://averajobs.org).





## **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).





## 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](http://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](#).

