

June, 2016

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 Healthcare Workforce Center. Staffs of the Center and the Healthcare Workforce Collaborative continue to work at addressing South Dakota's healthcare workforce needs. Read on to see what's noteworthy over the past few months as well as what's coming up in the near future! As always, we welcome your feedback regarding these and other workforce development issues.



2016 Rural Healthcare Facility Recruitment Assistance Program

Contributed by SD Office of Rural Health

NEW ELIGIBLE OCCUPATIONS AND FACILITIES. Starting this year, healthcare social workers, speech therapists and ambulance services are all eligible to participate. The 2016 program opened on May 1st. The Office of Rural Health has already received over 40 applications! Since the program is filled on a first come, first served basis, get your applications submitted in a timely manner! The application is posted on the Office of Rural Health page: <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility.aspx>.

For more information please email Jill.Dean@state.sd.us, or visit <http://ruralhealth.sd.gov>.

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. Providers must enter into a contract with the South Dakota Department of Health in order to qualify. The current amount is approximately \$186,750. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is approximately \$42,838. Currently, the physician program is full with slots scheduled to open this fall. There are currently 2 dentist slots available, as well as 3 advance practice physician.

To be eligible a 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 total amount of the incentive payment. For more information please visit <http://ruralhealth.sd.gov>.

SDSU NAACLS Accredited Program Received Maximum Reaccreditation

Contributed by South Dakota State University



The South Dakota State University, Bachelors of Science program in Medical Laboratory Science completed the National Accreditation of Clinical Laboratory Science (NAACLS) accreditation site visit in October of 2015. SDSU received notification that the program successfully completed all requirements for accreditation, and has received the full reaccreditation award of 10 years. The program is required to complete one mid-accreditation review in 2020 and reaccreditation in 2025. SDSU has the only NAACLS University Accredited program in South Dakota. The quality of the SDSU program is exceptional. The program advisory board consists of members from affiliated health care systems from around the state and region including Sanford Health, Avera Health, Regional Health, the South Dakota Public Health Lab, Essentia Health, Altru, Mayo Health Systems and a variety of private facilities. The MLS program works closely with the program health partners to meet the critical shortage of laboratory professionals throughout the region. MLS is noted by the Department of Labor and Statistics to experience a growth of approximately 22% during the next decade; a much larger growth than any other health related profession.

The SDSU MLS Program maintains a 100% overall American Society of Clinical Pathology (ASCP) student pass rate on the national certification exam and 100% placement of students within 4 months following graduation.

The SDSU program is located in The College of Pharmacy and Allied Health Professions. For information regarding the program or to request a visit to your school or institution please contact Pat Tille Ph.D. MLS (ASCP), Program Director, at Pat.tille@sdstate.edu.



SCHOLARSHIP FUND

Contributed by Build Dakota Scholarship

The Build Dakota Scholarship was created as a workforce initiative using a generous \$25 million donation from T. Denny Sanford and \$25 million match from the Future Fund Endowment by Governor Daugaard. It offers full-ride scholarships to students attending Lake Area Technical Institute, Mitchell Technical Institute, Southeast Technical Institute, or Western Dakota Technical Institute. In exchange for the scholarship, scholars commit to living and working in South Dakota for 3 years following graduation. Build Dakota covers all expenses students need to complete programs in one of the Build Dakota approved high-need fields. Hopefully, by paying for the cost of the degree, more students will consider careers in these fields. There are currently 69 approved programs including the following healthcare fields:

- Medical Laboratory Technicians
- Practical Nursing
- Surgical Technicians
- EMT/Paramedic- is currently under review for the 2017/2018 school year, but has not been officially approved.

The technical institutes also have Build Dakota partner programs in which a business can pay for a portion of the full-ride scholarship and Build Dakota pays for the rest. Students may be sponsored directly by the business or matched with a business by the technical institute. The intended result of these partnerships will be more students graduating and entering the workforce in these high-demand fields. In return, the business gains a skilled employee. Several of these partnerships have been established with hospitals, nursing homes and clinics throughout the state.

If you know someone interested in applying for the Build Dakota Scholarship or an employer looking for new strategies in addressing with a workforce shortage, please visit www.builddakotascholarships.com or contact the program manager, Deni Amundson, at deniamundson@venturecomm.net or (605) 347-1804

State Fairgoers to Learn about Healthcare Workforce Opportunities

Contributed by Yankton Rural AHEC

Health Fest is coming to the South Dakota State Fair in Huron September 2, 2016! A wide range of stakeholders will contribute to the event, which will feature interactive learning activities.

When discussions at the State Fair Commission planning retreat turned to new ideas and a focus on healthcare and workforce, Dusty Anderson, member of the State Fair Commission, suggested working with the AHEC. Anderson, of First Dakota National Bank, is the Yankton Rural AHEC Board Secretary. This was quickly seconded by Commissioner Denise Muntefering, VP Patient Care Services at Avera St. Benedict Health Center. A core planning team is working to bring a wide range of stakeholders to the event including healthcare organizations, academic institutions, and hands-on sessions. Oversized interactive displays include the Avera Mega Heart and the Sanford Colon, which is a 28 foot long, 11 foot wide, and 8 foot tall interactive display fairgoers can walk through. Also in the works is a training marathon designed to introduce CPR to non-healthcare individuals so they will feel comfortable responding in emergency situations. Free health screenings will be offered including strength testing, oxygen saturation, blood pressure, blood sugar and more.

Look for Health Fest at the center of State Fair activities on September 2, 2016 in the big tent next to the Freedom Stage.

SD HOSA Crowns 75 State Champions/Over 100 off to Nationals

Contributed by AHEC Program Office

The State Leadership Conference is the grand finale of the HOSA year. It is a chance for all of South Dakota HOSA members to meet, collaborate, learn, and have fun! Members from across the state gathered in the Sanford Pentagon in Sioux Falls for two days packed with competitions, keynote speakers, and breakout sessions. On Thursday, students were treated to a presentation from Dr. Krista Bohlen. She did a wonderful job demonstrating the progress and possibilities in the field of pharmacogenomics; enlightening students on the future of medicine. Dr. Patrick Kelly also spoke, with a riveting explanation of his work as a vascular surgeon, along with his work inventing medical devices. Thursday wrapped up with a dance lesson aimed at getting members moving and laughing.

Friday morning started bright and early with more competitive events. When members weren't competing, they were attending sessions about suturing, dentistry, and even social media. Sanford and Avera hosted tours to their facilities. Once the last event was complete and the scores were tallied, students filed into the awards ceremony to see if their hard work paid off. The top three teams or individuals in over forty events were recognized, but everyone who took part in an event learned more about their interests in the health field and the possibilities that surround them.

South Dakota HOSA is very proud of sending over 100 members that qualified to the 40th annual International Leadership Conference in Nashville, Tennessee. South Dakota HOSA delegates will join over 10,000 others from across the nation to compete, network, and collaborate amongst the nation's best.

If you would like more information about the South Dakota HOSA or would like your school to join the other 26 SD HOSA chapters, please...

- Visit the SD HOSA website: www.sdhosa.org
- Email the South Dakota HOSA State Advisor Brock.Rops@usd.edu
- Call the SD HOSA State office at 605.357.1576.



hosa future
health
professionals
SOUTH DAKOTA





3RNet

Recruiting for Retention Academy

Practical solutions for rural and underserved communities

The South Dakota Office of Rural Health has chosen to offer this educational opportunity to you at *no charge!*

Join 3RNet for this eight-part webinar series starting October 4, 2016.

Recruiting to rural and underserved areas will always be hard, but having a clear process and being knowledgeable about your resources can make it easier. Sign up for the 3RNet Recruiting for Retention Academy to learn more about topics such as:

- Forming a recruitment action plan
- Leveraging your state Primary Care Office
- Conrad 30 J1 Visa Waiver Program
- National Health Service Corps
- and many more..

Why 3RNet?

There are a lot of options for recruitment education, but the 3RNet Recruiting for Retention Academy is the only online training specific to rural and underserved communities.

Benefits

- Access to eight live 90 minute webinars featuring national experts on rural/underserved recruiting and retention
- Password protected portal to gain access to the webinar recordings, session materials, and more
- Ability to ask questions to other Academy attendees and 3RNet members via the Academy listserv
- A certificate of completion

Agenda

<https://academy.3rnet.org/agenda.html>

Why Attend

<https://academy.3rnet.org/why-attend.html>

Register Now to Attend!

<https://academy.3rnet.org/register.html>

Enter coupon code: **SDORH**

Questions?

Contact the South Dakota Office of Rural Health at 1-800-738-2301 or 3RNet at info@3rnet.org or 1-800-787-2512

Alternative Pathway for Dental Hygienists to Obtain Bachelor of Science Degree

Contributed by the University of South Dakota



The SD Board of Regents recently approved an alternative pathway toward a baccalaureate degree in dental hygiene for individuals who have graduated from or who are currently enrolled in an associate's degree program within the United States that is accredited by the ADA Commission on Dental Accreditation (CODA). This program will assist dental hygienists in obtaining a Bachelor of Science degree from the University of South Dakota.

The baccalaureate degree is now being considered and recommended as entry-level by the profession. Graduates from associate-degree dental hygiene programs often have 75-100 credit hours invested in their prerequisite and professional coursework. These licensed individuals would be able to work and take online courses concurrently, which is an attractive option. Individuals enrolled in this BS degree pathway would take additional courses required by the SD Board of Regents and the University in subjects such as English, Humanities/Fine Arts, Social Sciences, etc. In addition, each student will complete 5 DHYG courses covering topics of leadership, interprofessional practice, collaborative dental hygiene practice, inclusive patient care, and current trends in dentistry.

This new BS degree pathway does not impact the traditional BS degree in Dental Hygiene that has been offered at USD for many years. All students enrolled in the professional DH curriculum at USD graduate with a BS degree upon completion of the program. Any USD grad who received an AS degree in Dental Hygiene offered many years ago has always had a BS degree completion pathway; this process remains in place as well

For more information, contact Ann Brunick, Chairperson, USD Dental Hygiene at Ann.Brunick@usd.edu or 605-677-5379.

New Virtual Labor Market Data System Provides Important Measures of Healthcare Labor Economics

Contributed by SD Department of Labor and Regulation

The Department of Labor and Regulation's Labor Market Information Center (LMIC) recently launched a new virtual labor market data system available from their website at dlr.sd.gov/lmic. It includes a wealth of current and historical data on various aspects of the healthcare workforce, including industry employment levels and average pay, occupational employment and wages, and projected employment levels in the industry and occupations. For example, the system can be used to show there are three more hospitals in the state now than in 2010, and hospital employment has increased by 2,714 workers. Using another data set, we can learn there are an estimated 2,010 licensed practical nurses employed in the state and their average wage is \$16.93. Want to look to the future? As another example, the system shows employment of Radiologic Technologists in the Sioux Falls metro areas is projected to increase to a level of 495 by 2022, growth of about 15 percent. The system also shows metro area demand for workers in that occupation will be about six per year, on average, to 2022. These are just a few examples of the data sets users can glean information from, choosing an industry, occupation and geographic area of interest.



To access the system from the LMIC homepage mentioned above, simply choose "Virtual LMI data system" under Tools and Resources on the navigation menu or choose the data set of interest and use the menus provided. Staff at the Labor Market Information Center is available to provide any assistance needed with the system; call them at 605.626.2314.

Health Science Career Cluster Standards Being Revised

Contributed by SD Department of Education

In June, approximately 15-20 health science teachers, health science professionals, counselors, and other education personnel, will meet to revise standards in the Health Science career cluster. Their work is intended to accomplish the following:

- Create standards aligned with industry needs.
- Create standards that will prepare learners to be successful in employment and training beyond high school.
- Create standards that establish a sequence of courses leading to completion of a program of study (a program of study is defined as a non-duplicative sequence of academic and technical courses beginning no later than grade 11, and continuing for at least two years beyond high school, culminating in a degree, diploma or certification that is recognized as valuable by our business/industry partners).
- Use suggestions and input from business and industry to develop these standards.

The standards revision committee values opinions from business and industry. If you would like to provide your opinion, and offer answers to the following questions, the committee would use that feedback to guide their work:

- What is new in the industry?
- What is emerging in the industry?
- What is no longer done in the industry?
- What characteristics are most needed in students in this career cluster?

View existing courses and standards at http://doe.sd.gov/octe/careerclusters_health.aspx. Please contact kara.schweitzer@state.sd.us with questions or to submit your feedback.

DSU Respiratory Care Program Receives Credentialing Award

Contributed by Dakota State University



Dakota State University's Respiratory Care Program has been recognized by the Commission on Accreditation for Respiratory Care (CoARC) as a recipient of the *Distinguished RRT (Registered Respiratory Therapist) Credentialing Success* award. DSU has received this award for five years in a row.

CoARC used the following objective criteria to select the distinguished programs: three or more years of outcomes data; accreditation without a progress report; Registered Respiratory Therapist credentialing success of 90 percent or above; and achievement of established CoARC thresholds for Certified Respiratory Therapist credentialing success, attrition and positive job placement.

"This award is a testimony to the strength and dedication of the respiratory care faculty, the university administration, and the clinical affiliates. All share in this award," said Bruce Feistner, Director of the Respiratory Care Program.

DSU's Respiratory Care Program is fully accredited by CoARC. Both the associate and bachelor's programs have a strong history of placing a high percentage of respiratory care graduates either in a career or in continuing their education. DSU has the only respiratory care program in South Dakota.

The program will receive the certificate of recognition at a CoARC reception June 26 at the American Association for Respiratory Care's Summer Forum in Ponte Vedra Beach, FL.

REHPS Mentoring Health Professions Students for Sixth Straight Year

Contributed by Yankton Rural AHEC

Fourteen South Dakota communities are welcoming 28 health professions students for four weeks during the summer of 2016. The Rural Experiences for Health Professions Students (REHPS) summer experience is designed to bring health professions graduates back to rural South Dakota for rewarding careers. Communities selected to participate in the REHPS summer experience must have populations under 10,000 people and house a critical access hospital.

The 2016 REHPS communities are: Bowdle, Chamberlain, Custer, Faulkton, Hot Springs, Miller, Parkston, Philip, Platte, Redfield, Sisseton, Sturgis, Wagner, and Winner. Starting its sixth year, REHPS is designed to not only expose students to the world of rural healthcare, but it also brings two students from different disciplines together for an interprofessional experience. The students were selected in a competitive process earlier this year. Students are enrolled in one of the following programs at SDSU and USD: clinical psychology, family nurse practitioner, medical, medical laboratory science, physician assistant, pharmacy, and social work

One of the 2016 REHPS students is Rebecca Runge, a medical student from the Sanford School of Medicine at USD, who is experiencing rural healthcare at Miller just 12 miles from her home of Wessington. After her first week, Runge commented: "I wake up each morning excited to start my day and fall asleep each evening imagining what coming back to practice here would be like." Students are inspired by the experience, due in large part to the host communities, and their professionals' mentoring skills.

REHPS receives funding from the Office of Rural Health/South Dakota Department of Health and is managed by the Yankton Rural Area Health Education Center. Follow the student's experiences at www.rehps.org.



REHPS 2016 Students (Left to Right Seated): Elizabeth Murray, April Lick, Shannon Miller, Emily Young, Haylee Erickson, Rebecca Jarratt, Ashley Reiersen, Rebecca Runge, Nathan Wunder, (Second row, standing, left to right) Mariah Taylor, Kristin Fiegen, Tanya Ochsner, Lauren Fanta, Ali Haines, Laura Rezac, Alyssa Kerkaert, Mandy Wilde, Lauren Kuschel, Kiel Grant (Back row, left to right) Joseph Bretschneider, Betsy Price, Nathan Smith, Wade Johnson, Rick Heiman, Nicholas Purcell, Spencer Kurtz, Rebecca Donaldson, and David Boedeker.

Avera Opportunities

Contributed by Avera Health



Clinical First Steps - Avera hosted 18 Sanford School of Medicine students for its summer experience from May 23-June 3. Clinical First Steps has been a popular choice among medical students having just finished their first year of medical school. The program allows students to gain awareness of the many services that support the role of the physician in a hospital including laboratory, pharmacy, nursing, case management, social work, chaplaincy, etc. In addition, Clinical First Steps allows the future physicians to design a personalized two-week schedule to shadow in specific areas both inpatient and outpatient.

Volunteer at Avera - Are you looking for a purpose? Want to help others? Interested in meeting people? Need to gain new skills? Building your college resume? Avera volunteers serve at hospitals, clinics, hospice and retirement communities. Volunteers are an integral part of Avera's mission to provide exceptional care and service to our patients and residents. Open to interested individuals over the age of 16 years old.

Job shadow & watch health care in action - Enjoy this one-time, half-day experience in which you'll observe a health care professional, get a chance to ask questions and see what it is really like to work in health care.

Begin your career journey with Avera! We offer several college internship opportunities throughout our health care system. An internship with Avera allows you to receive real-world education and training to prepare for a career in your chosen field.

Check out the volunteer, shadow, internship and job opportunities at Avera!

<http://www.averajobs.org>.

Sanford Health Career Exploration Opportunities

Contributed by Sanford Health



Sanford Health – HOSA Opportunity

Attention Students! If your local school does not offer a HOSA chapter, be part of ours! Sanford Youth Medical Explorers will provide you the opportunity to participate in HOSA activities, conferences and scholarships.

Sanford Youth Medical Explorers (YME): Health career exploration for grades 9-12 in the Sioux Falls SD region. School year club meets once a month September through April and offers HOSA membership. Deadline for application is August 10th.

<http://www.sanfordhealth.org/Careers/InternshipsJobShadowingAndResidency/HighSchoolStudentOpportunities>

High School Educational Tours Located in Sioux Falls SD, Sanford USD Medical Center offers tours for 9-12 grade students to interact with healthcare professionals on site as they visit various hospital and outpatient departments. For more information, please contact: kelly.tollefson@sanfordhealth.org

Sanford Research

The Sanford research site provides undergrads and high school opportunities which includes shadowing and research project internships: <http://www.sanfordresearch.org/education/k12students/>

Another opportunity to consider – Volunteering!

Sanford Volunteers are in high demand and need students to volunteer, here is the application:

<http://www.sanfordhealth.org/Careers/VolunteerOpportunities/SiouxFalls>

Student-Produced Videos Increase Healthcare Workforce Awareness

Contributed by Yankton Rural AHEC

Three teams of South Dakota high school students shared cash prizes of \$2,000 with their schools by using creativity in telling the story of the state's healthcare workforce shortage through 26-second videos. Their videos are posted online in an effort to educate their peers about the state's workforce needs and the possibilities available with healthcare careers.

The contest was sponsored by the SD Association of Health Care Organizations, the SD Healthcare Workforce Center, Midco and Yankton Rural AHEC. The contest aims to bring a greater awareness to high school students, their peers and others about the demand for healthcare workers in the state.

Baylor DeVries, a Harrisburg High School senior took top prize with her video entitled "Save a Life." DeVries composed the video as part of an EMT course and worked with her HOSA advisor Angela Wachal. Both the Harrisburg High School and DeVries took home a \$500 prize for a total \$1,000 package. HOSA – Future Health Professionals is a student organization with chapters nationwide providing educational activities encompassing health care careers and topics.

The winning video along with the runner-ups are posted online at www.yrahec.org. Two entries took runner-up prizes of \$500 each to be split with their schools. Shelby Price, a senior at Langford Area High School, took runner-up with her video: "Make a Difference." Project instructor was 3 Yankton Rural AHEC Harlan Heitz, anatomy instructor and guidance counselor. Also taking runner-up honors were: senior, Jesse Mikrut; sophomore, Matthew Larsen and sophomore, James Cutshaw - students at Wolsey-Wessington High School. Their video "Fill the Need – Be an EMT" was a project of Multi-Media Design class instructed by Caroline McGillvrey.

DOH Social Media

Contributed by SD Office of Rural Health



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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