

March, 2017

# 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.



## **2017 Rural Healthcare Facility Recruitment Assistance Program**

*Contributed by SD Office of Rural Health*

The Rural Healthcare Facility Recruitment Assistance Program for 2017 is scheduled to open on May 1<sup>st</sup> with applicants being selected after July 1<sup>st</sup>. This program helps rural medical facilities in South Dakota recruit nurses, therapists and other health professionals by providing a \$10,000 incentive payment to participating health professionals who complete a three-year service commitment in a community with 10,000 people or less. Since the program is filled on a first come, first served basis, the Office of Rural Health suggests getting applications submitted in a timely manner. The application will be posted on the Office of Rural Health website page at <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility.aspx> on May 1<sup>st</sup>. Applications must be submitted by the employing health facility. Each eligible facility may have up to 3 participants each year. The following health professionals are eligible for this program: dietitians, medical laboratory professionals, nurses, occupational therapists, paramedics, pharmacists, physical therapists, radiologic technologists, respiratory therapists, speech therapists, and healthcare social workers.

For more information about the Rural Healthcare Facility Recruitment Assistance Program, email [Jill.Dean@state.sd.us](mailto:Jill.Dean@state.sd.us), or visit <http://ruralhealth.sd.gov>.



## **Better Your Workforce**

*Contributed by SD Department of Labor & Regulation (DLR)*

DLR has trained Career Learning Center staff to deliver curriculum focused on developing work ethic and soft skills. Bring Your 'A' Game to Work is designed to instill foundational behaviors and values in today's workforce. After completing the program, participants will understand the long-term benefits of work ethic, and setting a foundation for personal and professional success. These seven partners are currently working on scheduling workshops in their areas:



- Black Hills Special Services (covering Northern and Southern Black Hills and Rapid City)
- Cornerstones (covering Huron, Aberdeen, Mitchell, Yankton and Vermillion)
- Lake Area Tech (covering Watertown, Brookings, Sisseton, Milbank and Aberdeen)
- Lutheran Social Services (Sioux Falls)
- Out Source Projects (covering Brookings and Madison)
- The Right Turn (covering Pierre, Blunt, Chamberlain, Mission, Winner, Presho, Puckwana, Rosebud and Fort Thompson)
- Southeast Tech (Sioux Falls)

These are eight-hour courses offered in a one-day setting or in two four-hour settings. There is a fee per person (\$99-\$340), which includes a participant workbook and a work ethic proficiency exam.

"Bring your 'A' Game to Work" will be offered throughout South Dakota, but three dates have been scheduled in the Black Hills and Rapid City already for \$175 per participant.

- Sturgis on April 6
- Rapid City on April 10
- Hot Springs on April 19

Learn more at

[http://dlr.sd.gov/workforce\\_services/individuals/training\\_opportunities/soft\\_skills\\_training.aspx](http://dlr.sd.gov/workforce_services/individuals/training_opportunities/soft_skills_training.aspx).

## **Southeast Tech Launches Innovative Immersive System for Virtual Tours**

*Contributed by Southeast Tech*

Visiting campus is a critical step toward knowing if it is going to be the right fit for prospective students. With the overwhelming trend toward viewing colleges online not dwindling any time in the near future, Southeast Tech has taken steps toward giving prospective students the ability to literally walk through their medical labs online.

According to Admissions Director Jim Rokusek, “We’re using a new technology that allows us to showcase our lab spaces in 3-D. The quality is incredible and really immerses prospective students onto our campus. In addition, the tours are also virtual reality ready so if you have virtual reality goggles you can literally walk through the labs.”

The benefit of entering a medical program at a technical institute is the hands-on approach to teaching and learning. This education is based in many cases on real-world laboratory spaces, especially in the medical realm. Pam Boyd, Cardiac Ultrasound Technology Program Director notes, “Our labs really set us apart from many of our competitors and establish why our programs allow our students to gain strong scanning skills prior to their clinical internships”. She continues, “The immersive tours allow us to share the quality and breadth of our programs with individuals who may not have the opportunity to visit campus or don’t know enough about us to schedule a tour.”

The goal of Southeast Tech’s programs is to train students in actual scenarios utilizing advanced technology and simulations so that they can transition easily and effectively into the workforce upon graduation. Having the opportunity to see the labs first-hand gives prospective students the vision to see how.

**To view Southeast Tech’s virtual reality labs, visit the following:**

**Cardiac Ultrasound Technology/DMS/Vascular Ultrasound Technology**

[Southeasttech.edu/CardiacUltraVT](http://Southeasttech.edu/CardiacUltraVT)

[Southeasttech.edu/DMSVT](http://Southeasttech.edu/DMSVT)

[Southeasttech.edu/VascUltraVT](http://Southeasttech.edu/VascUltraVT)

**Electroneurodiagnostic Technology**

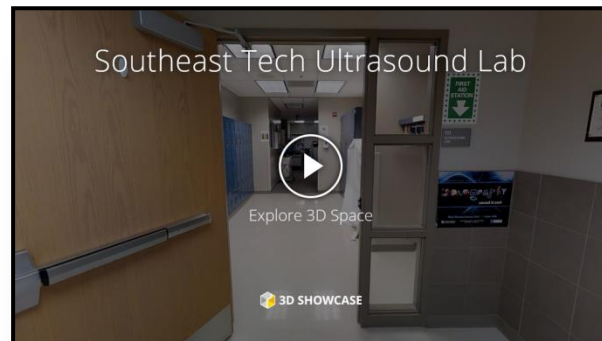
[Southeasttech.edu/ENDTVT](http://Southeasttech.edu/ENDTVT)

**Nuclear Medicine Technology**

[Southeasttech.edu/NucMedVT](http://Southeasttech.edu/NucMedVT)

**Surgical Technology**

[Southeasttech.edu/SurgTechVT](http://Southeasttech.edu/SurgTechVT)



# **Sanford Health Career Exploration Opportunities**

*Contributed by Sanford Health*

**Sanford Youth Medical Explorers (YME)** is offering a summer program high school students, new graduates and undergrad students who are interested in exploring health careers. The Sanford YME 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. Dates: June 12, 13, 14 (1:00pm to 3:30pm). See link for application and information for the summer and school year program: <https://www.sanfordhealth.org/about/academic-affairs/career-exploration>

Prepare for your future – apply now for the school year Sanford YME program with the same application on the link above. YME school year 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.



*Sanford YME touring the Sanford Post Anesthesia Care 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: [kelly.tollefson@sanfordhealth.org](mailto:kelly.tollefson@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

<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/>



# **South Dakota Health Care Workforce Survey Report**

*Contributed by South Dakota Association of Healthcare Organizations (SDAHO)*

Recruitment and retention of health care workers is a top concern for South Dakota providers. The South Dakota Association of Healthcare Organizations (SDAHO), Assisted Living Association of South Dakota (ALASD), Community HealthCare Association of the Dakotas (CHAD) and the Good Samaritan Society joined together to gather data on health care workforce vacancies in the state. The results of the survey, conducted in October 2016, validated a workforce crisis facing providers caring for South Dakotans across the health care continuum. Some key statistics as reported by providers (56.5% response rate) included the following:

## Why are positions unfilled?

- 66% said there were insufficient numbers of qualified applicants
- Nearly 50% had no applicants for vacant positions
- 29% felt they are unable to compete with other employers
- The top three hardest to fill positions: registered nurses, certified nurse assistants, medication aides and dietary aides

## How are providers coping with workforce shortages?

- Nearly 18% of providers are limiting admissions because of workforce shortages
- 90% are using multiple strategies for filling open shifts, including overtime, double shifts, paying financial incentives

## What is the impact of temporary staff?

- 57% said they have used a temp agency within the past 6 months to ensure proper staffing
- More than half of responding facilities reported they spent more than \$20,000 per month on temporary staffing

During the 92<sup>nd</sup> Session of the South Dakota Legislature, our organizations advocated for ongoing support of workforce funding, training and other assistance to help address the workforce crisis in health care, including the rural recruitment assistance program.

For more information, contact Jen Porter, SDAHO VP of post-acute care, at (605) 362-2281 or [jen.porter@sdaho.org](mailto:jen.porter@sdaho.org).



## Avera Healthcare Career Planning Opportunities

Contributed by Avera Health



**Avera PREP (PRE-healthcare Experience Program) - Avera PREP** offers a unique 10-day summer program for highly motivated college freshmen and sophomores who are planning a career in healthcare. Facilitated by Avera professionals, the students are immersed into the many segments of medicine. They receive a backstage pass into the world of healthcare delivery, through demonstrations, labs, discussions, simulations and visits to different hospital sites. This 10-day opportunity provides experiences, resources and connections to begin building a healthcare resume’.

### **Avera brings healthcare career exploration to the classroom!**

We offer several different interactive presentations for grades 9<sup>th</sup>-12<sup>th</sup>. Email [CareerPlanning@avera.org](mailto:CareerPlanning@avera.org) for more information.

### **Avera Career Planning Service Offers Aid in Career Planning**

Mapping a path for a career in today’s healthcare environment requires careful planning. Avera offers a one on one service to provide insight on the wide range of jobs in healthcare for anyone looking to change careers or get one started. Getting the service is simple; you can visit Avera’s website at [www.avera.org/careers](http://www.avera.org/careers) for information and to schedule a career consultation.

### **Job Shadow & watch healthcare in action!**

Enjoy this one-time experience to observe a healthcare professional, ask questions and see what it is really like to work in healthcare.

### **Become a Volunteer**

Avera is a great place to be a volunteer! Want to help others? Building your college resume’? Volunteers serve in hospitals, clinics, and at our Retirement communities. Volunteers are an integral part of our mission to provide exceptional service to our patients.

**Avera JIVE** - check out the exciting **J**ob shadow, **I**nternship, **V**olunteer and **E**mployment opportunities at Avera! <http://www.averajobs.org>



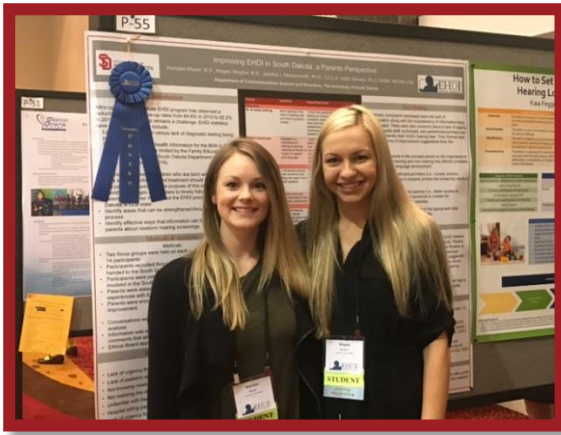
## **National Recognition for Physician Assistant program at University of South Dakota**

*Contributed by University of South Dakota*



The Physician Assistant (PA) program at the University of South Dakota ranks 12<sup>th</sup> out of 154 PA programs in the nation for the percentage of its graduates practicing in rural locations. The national Rural Health Research and Policy Center recently announced this recognition, adding that 37 % of USD's PA graduates are practicing in communities with fewer than 10,000 people.

The PA profession emerged in the United States in the 1970s as a critical aspect of a solution aiming to increase access to expert healthcare providers for people living in rural areas. USD's PA program started in 1993, and it has produced 390 Physician Assistants. The USD PA program is one of ten different health programs that are part of the university's School of Health Sciences.



Kiersten Meyer, left, and Meghan Wegher, graduate students in the University of South Dakota's Department of Communication Sciences and Disabilities, were recognized for presenting the best student poster at the 16<sup>th</sup> Annual Early Hearing Detection and intervention Meeting, held February 27 – March 1 in Atlanta, Georgia. More than 1,000 students and health professionals from across the United States attended the conference.

## **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 amount of the incentive payment for a qualifying physician or dentist is currently \$196,674. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is currently \$44,837. The physician program is currently full with slots scheduled to open this fall. There is currently one dentist slot available, as well as three physician assistant, nurse practitioner or nurse midwife slots available. 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.
  - 0-2,500 population – 25%
  - 2,501-4,999 population – 50%
  - 5,000-10,000 population – 75%

For more information about the Recruitment Assistance Program, email [Jill.Dean@state.sd.us](mailto:Jill.Dean@state.sd.us), or visit <http://ruralhealth.sd.gov>.

## **Western Dakota Tech Sim Rally Expands Inter-professional Education**

*Contributed by Western Dakota Tech*

On March 14<sup>th</sup>, Western Dakota Tech held its second annual Sim Rally. The simulated mass casualty event incorporated many Western Dakota Tech programs including: Fire Science, Law Enforcement, Paramedic, Nursing, Health Information Management, Medical Lab, Phlebotomy, Surgical Technology, Pharmacy, HVAC/R, Electrical, Transportation Technology, Criminal Justice and General Education. The scenario featured a mock meth lab explosion that was responded to by law enforcement, fire fighter, and paramedic students. After proper scene containment, incident command, and triage, 23 standardized patients and 2 patient simulators were transported to WDT's new state-of-the-art Simulation Center where patients were processed through to either the Emergency Department, Urgent Care, Surgery, or discharged/diverted.



The event was a result of months of preparation by program directors and simulation staff. Many regional partners also contributed to include four area doctors and local fire fighters. According to Simulation Director, Lloyd McNett, "WDT does a fantastic job training our students in their individual specialties, often referred to as silos. As students approach graduation, we bring their training together in smaller inter-professional events that eventually lead up to the Sim Rally, our capstone event. This year's Sim Rally went above and beyond last year's event by expanding the medical side of the scenario in order to include as many programs as possible. WDT graduates will now enter their careers with job ready 'Day 1' skills, including how to properly interact with other professions to save lives. "

For more information on the event or to schedule a simulation scenario at WDT, please contact Lloyd McNett at (605) 718-2980 or e-mail [loyd.mcnett@wdt.edu](mailto:loyd.mcnett@wdt.edu).





## **USD Scrubs Camp**

*Contributed by University of South Dakota*

The USD Health Sciences Major hosted its 5<sup>th</sup> Annual Scrubs Camp on the Vermillion campus March 14. Eight-five high school students spent the day in Lee Med learning about health care careers from a variety of healthcare professionals. Students were able to experience for themselves through hands-on activities the challenges and opportunities of becoming a health provider/researcher.

Highlights were Dr. Roy Mortinson helping them cast their “broken” arms, the EMTs/paramedic demonstrating how to evacuate someone up/down stairs into the waiting ambulance, and the East Wing scientists sharing their interesting brain research findings. Sessions were also held in the Nursing Center for Simulation and Interprofessional Education where the mannequins actually speak/interact with the participants and Human Anatomy Gross Lab where all medical and graduate students spend their first few weeks.

The SD Department of Health sponsors these free, one-day events in cities across the state to promote and sustain our future healthcare workforce. The 2018 Vermillion Scrubs Camp is planned for March 13<sup>th</sup> next year.

## **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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