

September, 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.



NATIONAL RURAL HEALTH DAY

Contributed by SD Office of Rural Health



The Office of Rural Health will be celebrating National Rural Health Day on November 17, 2016. This day allows NOSORH, State Offices of Rural Health and numerous partners to showcase rural America and highlight efforts that address the unique healthcare needs of rural communities. Help celebrate the Power of Rural by celebrating this special day in your community.

WDT Simulation Center Welcomes Synthetic Cadaver “Dave”

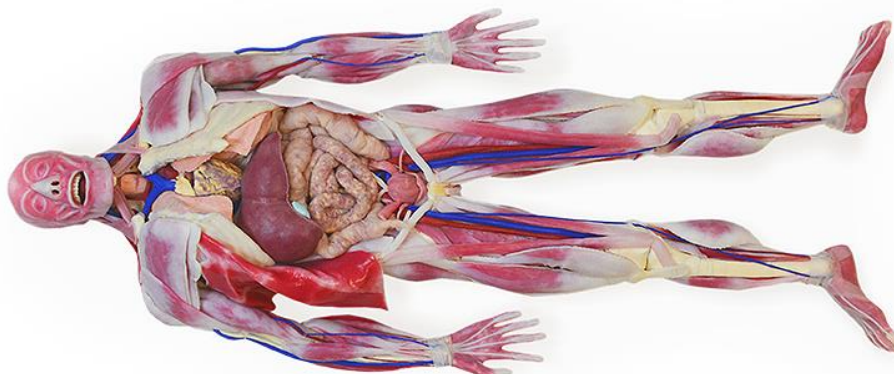
Contributed by Western Dakota Tech

The Western Dakota Tech Simulation Center recently unveiled “Jana” the synthetic cadaver. Jana is a product of SynDaver Labs in Tampa, FL, and has been featured on the hit TV show “MythBusters”. The synthetic cadaver will be utilized in numerous programs and will be especially useful in Anatomy and Physiology courses.



According to the WDT Simulation Center Director, Lloyd McNett, “Jana is a phenomenal teaching tool. She features all of the primary skeletal, muscular, and cartilaginous structures. As a simulator, she helps students get past the initial reservations (such as sight, smell, and touch) of an actual cadaver. This experience will greatly aid students’ understanding of the human anatomy and add to their job-ready skills.” Jana has already been used by the Paramedic program and will begin full time service to all programs in the fall semester of 2016.

For more information about using Jana or any of the WDT patient simulators for training, please call the Simulation Center at 605-718-2980.



The Power of Partnership: **Prairie Futures Project Makes an Impact on Nursing Workforce**

Contributed by University of South Dakota

In 2010, a unique public-private partnership was formed between the Matson Halverson Christiansen Hamilton (MHCH) Foundation, the University of South Dakota (USD) Department of Nursing (Pierre Site), and Sanford Chamberlain Hospital to address nursing workforce needs in the Chamberlain area. This partnership led to the inception of Prairie Futures; an initiative designed to promote economic development and make a positive impact on the nursing workforce supply in rural areas. Prairie Futures utilizes a multi-pronged approach to address the unique challenges non-traditional nursing students face. Through community engagement, this initiative provides ongoing support including scholarships, travel-related assistance, coaching, and mentoring to students. The program also supports delivery of select components of the USD nursing program to students in the Chamberlain area through technology to reduce the amount of travel to the USD Nursing in Pierre. To date, 19 Prairie Futures students have graduated from USD Nursing and 94% of the graduates secured their first position in a rural facility. The success of the program is attributed to the ongoing commitment and support of the project made by multiple healthcare and community partners throughout the region.

The Prairie Futures Initiative serves as model of innovative public and private partnership and community engagement that has made a significant impact on the area's nursing workforce and could be replicated in other rural areas. Interested parties are encouraged to contact Corey Hamilton Kilgore (MHCH Foundation) at corey@mhch.org, Lisa Feller (USD Nursing) at Lisa.Feller@usd.edu or Erica Peterson (Sanford Chamberlain) at Erica.Peterson@SanfordHealth.org for more information.

USD: Preparing Workforce-ready Nurses

Contributed by University of South Dakota

Today's health care delivery is appropriately moving toward interprofessional engagement to increase patient successes and outcomes. The nursing department at the University of South Dakota is a national leader in offering and implementing interprofessional applications and opportunities to health care education, and USD nursing students are afforded meaningful, interactive exposure to a variety of highly applicable interdisciplinary opportunities.

USD's Department of Nursing has course offerings at five South Dakota sites, including Vermillion, Sioux Falls, Pierre, Rapid City, and Watertown. Specifically, these offerings include pre-licensure/4-Year BSN degree (Vermillion, Sioux Falls, Rapid City and Pierre), and an LPN-AS course in Watertown. USD nursing also offers a post-licensure/RN-BSN that is available online.

USD nursing students can partake in and benefit from meaningful interprofessional education because the nursing program at USD is one of 10 departments in South Dakota's only comprehensive School of Health Sciences, and the School of Health Sciences is part of the Division of Health Affairs that includes the USD Sanford School of Medicine, the state's only medical school. This expansive health care structure of professional programs affords nursing students a strong working relationship with a variety of health care fields that includes interprofessional education opportunities in classrooms, as well as clinical and simulation situations.

USD's BSN nursing graduates have been recruited into Nurse Residency Programs at hospitals both in-state and out-of-state, and enjoy a 100% job placement rate.



Avera Opportunities

Contributed by Avera Health



Avera brings healthcare career exploration to the classroom! We offer several different interactive presentations for grades 9th-12th.

9th/10th/11th grade: *"What do you want to do when you grow up?"* is a look at 6/8 incredible healthcare careers. This is an engaging presentation with a lot of student involvement, from wearing scrubs to learning about duties performed, education required, average hourly wage.

11th/12th grade: *"Scrubs, gloves & hardhats"* is a touch, feel and use several medical devices, x-rays and more. This is set up with several opportunities for hands on learning. The students split into groups and will experience everything from x-rays to a suture arm. Students discuss clinical and nonclinical jobs, education and average wage.

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.

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.

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

Check out the exciting volunteer, shadow, internship and job opportunities at Avera! <http://www.averajobs.org>

State ranked among top 50 best value DNP programs

Contributed by South Dakota State University



Citing the impact South Dakota State University's College of Nursing made on the state's health-care system as one of its factors, ValueColleges listed the college as the nation's 21st-ranked in its Top 50 Best Value DNP Programs of 2016.

The entire rankings can be found at <http://www.valuecolleges.com/rankings/best-dnp-programs-2016/>.

"The South Dakota State College of Nursing is one of the most significant health-care institutions in the state, educating more than a third of South Dakota's nurses and offering the only master's and doctoral nursing degrees in the state. South Dakota's health-care system depends on SDSU, especially rural communities, a field in which the College of Nursing especially shines," Carrie Sealey-Morris, ValueColleges' editor, said. "Significantly, SDSU's tuition rates are among the lowest in the nation, making the DNP exceptionally accessible for working nurses and getting more nurse leaders into the field where they can help."

According to Sealey-Morris, *ValueColleges* offers meticulously researched, straightforward and practical answers to commonly asked questions about value and affordability when making college decisions.

“We appreciate being recognized by ValueColleges for our efforts addressing rural health care and developing nurse leaders, one of the goals in our strategic plan,” said Nancy Fahrenwald, dean of the college.

SDSU is one of the most prominent research universities in the Midwest, and, like many public institutions in areas with vast rural areas and sparse populations, has become known in recent years for developing a top-notch online presence.

Value Colleges has compiled a ranking of the top 50 Best Values in DNP programs. The list began with the AACN's authoritative program directory. Of [the 265 schools AACN lists as having a DNP program](#), ValueColleges ranked according to three data points:

- Reputability (U.S. News & World Report 2017 Best Grad Schools – Nursing)
- Cost (Actual per credit Tuition) (we use lowest in-state)
- Projected Salary Outcome (Payscale data for midcareer/alumni's of institution)

In the U.S. News & World Report rankings, SDSU was 58th of 503 nursing schools with master's or doctoral programs accredited by either the Commission on Collegiate Nursing Education or the Accreditation Commission for Education in Nursing.

[ValueColleges' formula gives students assurance](#) that these 50 colleges and universities offer the strongest education with the most affordable tuition, combining to provide the best return on their educational investment. All of the programs featured are regionally accredited, reputable and well-established—and, best of all, worth every penny.

Scrubs Camps

Contributed by SD Office of Rural Health



It's that time of year again! Scrubs Camps for school year 2016-2017 will begin in the coming weeks. The Department of Health and the Department of Education began a partnership in 2007 to implement Scrubs Camps. These camps are free, one day, hands-on health career awareness opportunities for high school students. The majority of Scrubs Camps are held during the fall of the year, with the remaining camps held during the spring. Listed below are the locations and tentative dates for the upcoming Scrubs Camps:

Huron: October 5, 2016
Yankton: October 6, 2016
Sioux Falls: October 7, 2016
Aberdeen: October 10, 2016
Hot Springs: October 12, 2016
Mobridge: October 12, 2016
Chamberlain: October 19 2016
Watertown: October 25, 2016
Mission: November 2, 2016

Winner: November 4, 2016
Rapid City: November 8, 2016
Mitchell: November 16, 2016
Spearfish: February 18, 2017
Pierre: March 7, 2017
Vermillion: March 14, 2017
Madison: April 14, 2017
Rapid City: April 20, 2017

For more information, contact Katie Reuman at 605.773.6320 or visit scrubscamps.sd.gov.

Nurse Faculty Loan Program

Contributed by South Dakota State University

When Danielle (Langland) Schievelbein stepped onto the South Dakota State University campus in Brookings in 2003, her initial plan was to get a bachelor's degree in nursing but she also thought of pursuing a doctorate degree.

Thanks to the Nurse Faculty Loan Program, she is now pursuing that doctorate. The NFLP is aimed at graduate students who want to become nurse educators and teach in a school or college of nursing after graduation. For every year one teaches in the first four years following graduation, a portion of the loan will be forgiven. Recipients have 20 percent each of the first three years forgiven and 25 percent the fourth year, leaving the student with 15 percent of the loan amount to pay.

"With higher education, cost is always a factor when looking at pursuing an advanced degree in anything," Schievelbein said. "My plan was to wait until we had finished our family and then begin looking at potential universities to pursue my Ph.D. I found out about the NFLP and began discussing the possibility of beginning my degree earlier with my husband, Ryan (a 2005 State graduate in nursing). As we sat down and looked at the information, it was a no-brainer.

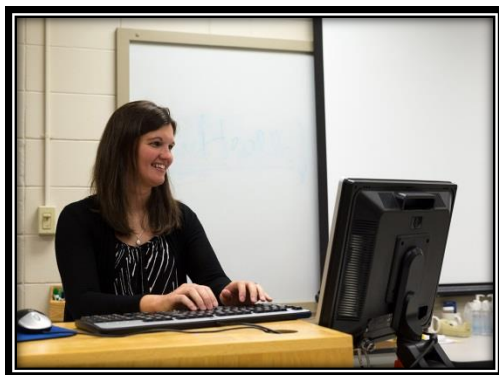
"The NFLP provides the financial backing to help me pursue my degree," she continued. "The opportunity to have a majority of the loan forgiven if I teach in South Dakota was a major benefit when looking at the program. Without the NFLP, I would not be in the process of getting my Ph.D. because, financially, I wouldn't be able to do it on my own."

Schievelbein is one of approximately 60 SDSU College of Nursing graduate students who are or have taken advantage of the NFLP since SDSU first received the funding in 2005.

"The NFLP loan program is a win-win for students and the nursing profession," said Mary Minton, the college's associate dean for graduate nursing. "Students are assisted financially with the burden of tuition cost, while the nursing profession is proactively addressing the shortage of educators by ensuring teaching commitment from emerging new faculty."

Schievelbein expects to finish her doctorate at State in 2019. While most of her classes are online classes, she likes the ability to take classes at SDSU. When finished with her Ph.D., Schievelbein aspires to become a full professor.

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under E10HP28782: Nurse Faculty Loan Program, \$148,565. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.





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

Retaining Young Talent

Contributed by South Dakota Department of Labor and Regulation



The generations entering the workforce are much more mobile and willing to change careers often, an average of four times before turning 30. Earlier this summer, the Workforce Development Council (WDC) heard from Aberdeen businesses about putting in extra effort to keep educated and energetic employees on the payroll.

Sanford Health has found employees with a tie to their rural community are more likely to stay or come back permanently, so the vetting and recruiting process can begin at the high school level as students begin to explore careers in health care.

"We work to retain new grads from our local community by creating a culture that inspires them – reminding them why to launch their career back home." - Ashley Erickson, executive director at Sanford Hospital in Aberdeen.



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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