December 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

Inside This Issue

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.

Healthcare Occupations Top the List
of South Dakota Fast Growing Career Options
Contributed by South Dakota Department of Labor and Regulation, Labor Market Information Center

Seven of the 10 occupations projected to grow the fastest to 2028 in South Dakota are directly or indirectly related to health care, as shown in the light-yellow rows of the table below.

Top 10 Occupations Projected to be the Fastest Growing in South Dakota 2018-2028				
Rank	**Occupation**	**2018 Estimated Employment**	**2028 Projected Employment**	**Numeric Change**	**2018-2028 Percent Change**
1	Information Security Analysts	253	342	89	35.2%
2	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	77	102	25	32.5%
3	Respiratory Therapists	336	430	94	28.0%
4	Nursing Instructors and Teachers, Postsecondary	245	312	67	27.4%
5	Nurse Practitioners	549	697	148	27.0%
6	Personal Care Aides	2,981	3,783	802	26.9%
7	Physician Assistants	544	685	141	25.9%
8	Software Developers, Applications	1,041	1,300	259	24.9%
9	Health Specialties Teachers, Postsecondary	161	201	40	24.8%
10	Occupational Therapy Assistants	119	147	28	23.5%

Notes:
Data is preliminatary and subject to revision.
Fastest Growing Occupations are defined as those occupations with the highest percent change of employment between 2018-2028.
Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, December 2020.

Factors such as an aging population, longer life expectancies and growing rates of chronic conditions will continue to be driving forces in the demand for health-related occupations. Another reason health care services in South Dakota will continue to see fast occupational growth is the influx of population.

For more information about these fastest growing occupations, see an article in the September 2020 *South Dakota Labor Bulletin*.

Sanford Health Adds to their Career Development Consultant Team
Contributed by Sanford Health

Sanford Health would like to introduce Allison Hutchinson, a new senior career development consultant for K-12 students in the Sioux Falls region. Allison throws her whole heart into planning and executing experiences that help students learn more about themselves and where they might fit into the wide range of clinical and non-clinical roles. Being a former high school teacher and genetic counselor, Allison is uniquely positioned to support students, teachers, and counselors in healthcare career exploration. She is also trained to assist students with career coaching activities like writing a resume and interviewing skills. Students connected to Sanford Health through an educational program or employment can reach Allison for coaching opportunities at Allison.hutchinson@sanfordhealth.org.

Healthcare Heroes
Submitted by SDAHO

As we reflect upon a year that few of us could have imagined, we are more grateful than ever for all who have worked tirelessly to provide care within the communities of South Dakota. We must thank everyone in our member organization including - hospitals, nursing homes, assisted living, home care, hospice and independent living communities – for their commitment and compassion during these unprecedented times. Healthcare workers are the most valuable asset in the healthcare system and we are grateful for their selfless service.

On behalf of the SDAHO team, we would like to express our gratitude for the doctors, nurses, pharmacists, technicians, C.N.A's, administration, supporting staff members and others within the healthcare community. SDAHO would like to recognize and celebrate these South Dakota healthcare heroes by sharing their stories. Our goal is to bring recognition and awareness to the healthcare workforce and the many lives they impact.

We encourage you or others within your facility to nominate individuals making a positive difference within healthcare. SDAHO will then share their story through our newsletter, social posts, on SDAHO's website, and with healthcare providers as part of the campaign.

To submit your nomination, complete the form to recognize a healthcare hero: https://app.smartsheet.com/b/form/4acd2f5bfb8845558c8a4d0b886ea96c. Questions? Please contact Michella Sybesma, SDAHO's Director of Education at Michella.sybesma@sdaho.org.

Healthcare heroes. Where would we be without them? Nominate your hero today!

Pharmacy Technician Program
Submitted by Western Dakota Tech

WDT's Pharmacy Technician diploma program is one of 250 formal training programs accredited by American Society of Health System Pharmacists (ASHP). Through industry partnerships with Monument Health and numerous clinical sites across South Dakota, students get a unique, hands-on learning experience. The coursework consists of a combination of didactic, simulation, and practical experience. Technical courses include topics in Pharmacy, Pharmacology and Pharmaceutical Products, Pharmacy Law and Ethics, Pharmacy Calculations, Pharmacy Operations, and Pharmacy Practical Experience. Students also complete two clinical rotations in specific areas of pharmacy practice. During the third semester of the program, students can earn their Certified Pharmacy Technician credential (CPhT) through the Pharmacy Technician Certification Board. The next cohort begins in January 2021!

CONTACT: WDT Admissions at (605) 718-2565 or admissions@wdt.edu or Program Director, Kelsey Murray at Kelsey.Murray@wdt.edu.

DSU Health Information Technology AS Degree Celebrates 45 Years

Contributed by Dakota State University

When the Health Information Technology program began at Dakota State University (DSU), medical records were still paper documents. As technology evolved, so has the program. The HIM majors now prepare students to work with electronic health records, health information systems interoperability, data visualization and analytics, diagnosis and procedure coding, healthcare information privacy, clinical documentation improvement, and more.

This fall Dakota State is celebrating its beginning 45 years, with the creation of the Health Information Technology Associate Degree.

"Health information technology provides a strong foundation in health information management, preparing students for life-long careers and life-long learning," said Dr. Renae Spohn, director of HIM programs/coordinator for Master of Science in Health Informatics and Information Management program.

The growing industry has seen merging healthcare organizations, changing payment models, and new offerings like telehealth services, Spohn shared. These changes and more have been integrated into the program.

Students learn about electronic health record and personal health record content and structure; healthcare information governance; access, disclosure, privacy and security of health information; healthcare data analytics; diagnosis and procedure coding; revenue cycle management; regulation compliance with HIPAA, CMS, The Joint Commission, etc.; and leadership.

As the program content evolved, so did the degree options. In addition to the associate degree, there are two undergraduate certificates, bachelor's and master's degrees, and a graduate certificate. Students can earn a Health Care Coding Certificate, or a Health Information Specialist Certificate that can stack toward an associate degree in Health Information Technology, and a bachelor's degree in Health Information Administration. A Health Care Data Analytics Graduate Certificate is also available in addition to a Master of Science in Health Informatics and Information Management (MSHIIM).

"Students can achieve milestones by starting with a certificate program or associate degree and then adding the bachelor's degree, 4+1 program, and MSHIIM, which can lead to a PhD in Information Systems with a Healthcare Information Systems specialization," Spohn said. "DSU is very rare (one of two schools in the United States) in having three CAHIIM-accredited programs with the entire continuum of an associate, bachelors, and master's degree. They are the only accredited Health Information Management programs in South Dakota"

Contributed by Sanford Health

What is MedX Virtual at ASPIRE by Sanford?

The Sanford MedX program is offered by Sanford's new career center, ASPIRE, and is geared for high school juniors and seniors who are interested in health careers. MedX Virtual is a FREE program that offers participants the opportunity to interact with health professionals working in 20+ areas of healthcare, encouraging exploration and fueling deeper-dives into students' health career interests. Due to the success of the fall program, Sanford Health is offering MedX Virtual to all Sanford, Network and Good Samaritan Society communities! The program starts January 12th.

How will MedX Virtual help 11th and 12th grade students?

We know that up to 20% of high school students are interested in exploring health careers. Getting these students in touch with professionals working today in their fields is highly beneficial. While a virtual program cannot substitute for hands-on career exploration, the information MedX Virtual will provide can inspire interest and create connections with professionals working in Sanford Health and Good Samaritan Society communities.

What can students expect?

All participants will be sent an acknowledgement of receipt of their application. Those who are accepted to the program will receive confirmation of acceptance. Participants will be invited to a pre-session where we'll cover technology and structure of the sessions. For each session, participants will receive:

•A pre-event email with video links and session guide sheet.
•A reminder email and text the day before each session.
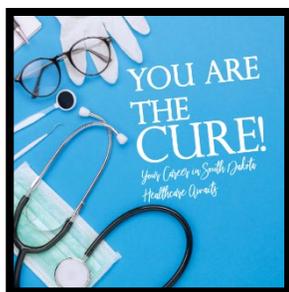•A post-event email with resources for further exploration and link to a session evaluation.

Send a message to ASPIRE@sanfordhealth.org for a registration link or to learn more.

West River Area Health Education Center Introduces
Healthcare Career Navigation and Reference Tools
Contributed by West River Area Health Education Center

The West River Area Health Education Center (WRAHEC) was founded in Rapid City, SD, in August of 2019. Over the course of the past year, the WRAHEC has worked to design and create innovative and useful tools for students and adult learners who are interested in pursuing careers in healthcare.

The first resource created was the "You are the Cure—Your Career in SD Healthcare Awaits" booklet that lists the healthcare careers in SD with the highest demand, what degree or diploma is needed to work in that field, which schools in SD provide that education, and what the average salary is in SD for each career. You can view the booklet on our website: https://www.westriversdahec.org/.

Next, an interactive Healthcare Career Exploration Tool was developed that walks potential students through the steps of financial aid, scholarship availability, the application process for school/programs, and the many careers that exist in healthcare!

Finally, a Healthcare Careers Video was produced to inspire any and all who may be considering healthcare as a career. This video also discusses the satisfaction of giving back to your community by eventually practicing within South Dakota to ensure a healthier place to live.

Peruse, explore, and utilize these complimentary tools to learn more about a career in healthcare in South Dakota. If you have any questions you may email the WRAHEC at: westriversdahec@gmail.com.

CPCM and USD Partner to Provide
Trauma-Informed Education Opportunities
Contributed by University of South Dakota Health Sciences

The Center for the Prevention of Child Maltreatment and the University of South Dakota created two collaborative programs on Child and Adult Advocacy Studies (CAASt).

The inaugural cohort of the CAASt graduate certificate begins in January 2021. Enrollment reached 13 students by the original application deadline of December 1. A subsequent recruitment yielded additional applicants. The certificate includes four courses walking practitioners and those entering the field, through a holistic process of trauma-informed care -- from working directly with the individual and family to collaborating with a multidisciplinary response team and engaging in policy advocacy.

"USD is meeting South Dakota's needs by preparing professionals for the realities of preventing and responding to maltreatment," said Dr. Shana Cerny, associate professor in USD's Department of Occupational Therapy, and one of the creators of the CAASt certificate. "These professionals will become leaders within our rural, tribal and urban communities by advocating on behalf of the victims and survivors of maltreatment and by engaging in creative solution-building regarding matters of maltreatment in their communities."

Find more information on the CAASt certificate here: https://www.usd.edu/online-caast

In addition to the certificate, USD and CPCM have partnered to create trauma-informed CAASt webinar training for K-12 educators and staff members. The new sessions, planned for spring and summer 2021, stem from a successful educator training in August that involved 200 people. The 5-hour virtual training will include five different sessions focusing on creating safer school environments, general information on child abuse and neglect, the effects of stress on child development, creating trauma-informed classrooms and school leaders' response to trauma informed environments. For more information about the trainings contact CPCM Director Carrie Sanderson at carrie.sanderson@usd.edu.

Avera Brings Virtual Services to Students
Contributed by Avera Health

When examining ways to prepare for a healthcare career, Avera has encouraged students to do four things: job shadow, complete an internship, volunteer, and gain employment in healthcare. All these avenues have seen an impact from COVID over the last year, and Avera now offers a virtual Career Planning Service to assist students in planning and finding student experiences for their eventual healthcare careers.

*Job shadowing is an incredibly effective tool for those pursuing a career. The shadow experience gives an opportunity to see a day in the life of a specific professional and allows a "test drive" of a future

career. Avera has always had a very strong job shadow program and has allowed individuals to gain an inside look at hundreds of professions like nursing, IT, therapy, etc.   Unfortunately, COVID caused the need to pause the job shadow program temporarily.   Once resumed, student will be able to apply for job shadow opportunities offered in several Avera communities at averajobs.org.

*Fall 2020 and Spring 2021 have seen revived internship opportunities which are listed on our website, averajobs.org.

*Volunteering plays a vital role in healthcare and is another opportunity to get a glimpse into healthcare careers. Though access to some departments is still limited, volunteer opportunities are available to those interested.

*Being employed in healthcare is still one of the most valuable tools in preparing for a future career. Avera offers employment that work well for students and can help build their experience and enhance resumes. Employment is one avenue that has seen growth in opportunities during this time frame. COVID-19 brought the need for new positions that were not needed in the past. Positions like Entrance Health Screeners and Medical Testing Technicians are just two examples of new jobs created due to the virus.

As the pandemic progresses, so does the need for flexibility. Avera now provides our Career Planning Service virtually to assist students in navigating through available opportunities and healthcare pathways. If you or someone you know would benefit from this service, you can request a consultation at https://www.avera.org/careers/career-planning-service/

Career Planning Service

Whether you're a student or professional looking for a health care career or a current Avera employee interested in taking the next step, look to Avera's Career Planning Service. You'll find career planning professionals who will help you identify your interests and connect you to resources to build a successful career path.

Be Ready. Be Fulfilled. Be Avera.

Mapping a path for your career in today's health care environment requires careful planning. You'll benefit from Avera's career planning services if you:

- Are in a career transition
- Desire a health care career, but don't know where to start
- Feel uncertain about career goals
- Want to create a personal career path

Start Your Career Planning

Request a confidential career planning consultation by completing a brief online form.

Request a consultation

DSU Receives Accreditation for Master's
in Health Informatics and Information Management

Contributed by Dakota State University

The Commission of Accreditation for Health Informatics and Information Management (CAHIIM) education has accredited Dakota State's Master of Science in Health Informatics and Information Management (MSHIIM).

"DSU is the second university in the U.S. to have CAHIIM-accredited associate, bachelor's, and master's degree programs," said Dr. Renae Spohn, Director of Health Information Management programs and program coordinator for the Master of Science in health informatics and information management.

The accreditation reinforces the institution's commitment to academic excellence in higher education. Dakota State University joins a select group of seven universities' degree programs that have received this accreditation for their master's degree. It is the only accredited health informatics and information management program in South Dakota.

Through the accreditation process, institutions voluntarily subject their programs to a peer review process to meet established standards. Graduating from a CAHIIM accredited program provides students with professionally required industry skills and offers employers assurance that a graduate has experienced a curriculum that is relevant to today's technology-driven healthcare.

"CAHIIM accreditation ensures that students enrolled in our program have high quality, relevant education and can apply their learnings in multiple healthcare management and administration roles in the workplace," Spohn said.

DSU's MSHIIM online program focuses on healthcare organizational management and leadership, health information systems (electronic health records), health information governance, health information protection (privacy and security), health informatics, health data analytics, revenue cycle management, health law and compliance, and healthcare research.

The MSHIIM program joins the already accredited associate degree in health information technology and bachelor's degree in health information administration. Additionally, DSU offers two undergraduate certificates – the health care coding certificate and health information specialist certificate – and a graduate certificate in health care data analytics.

For more information about our health information programming visit the College of Business and Information Systems or contact Spohn at renae.spohn@dsu.edu.

Rural Dementia Caregiver Project
Contributed by SD Office of Rural Health

Do you care for someone with memory loss?

If you live in rural community and care for a person with memory loss...

A free 6-week online workshop may help you!

Check if you are eligible at:

caregiverproject.ucsf.edu

Join a research study of the University of California, San Francisco

Rural Dementia Caregiver Project

UCSF University of California San Francisco | BUILDING BETTER CAREGIVERS.

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/

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