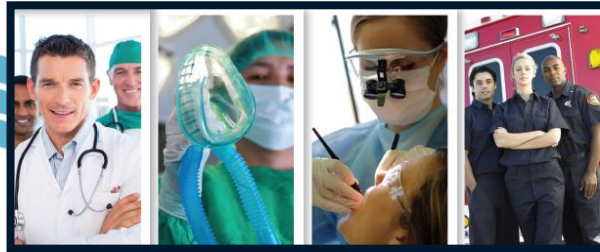


June, 2018

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 up in the near future! As always, we welcome your feedback regarding these and other workforce development issues.



SD Office of Rural Health Recruitment Programs

Contributed by Office of Rural Health

2018 Rural Healthcare Facility Recruitment Assistance Program

The 2018 Rural Healthcare Facility Recruitment Assistance Program opened on May 1st and applications are now being accepted. The program helps rural medical facilities in South Dakota recruit health professionals by providing a \$10,000 incentive payment to health professionals who complete a 3-year service commitment in communities with 10,000 people or less. Applications must be submitted by the employing healthcare facility and each eligible facility may have up to 3 participants each year.

Health professionals that are currently 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. The application is posted at <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility/>.

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

Recruitment Assistance Program

The Recruitment Assistance Program provides qualifying physicians, dentists, physician assistants, nurse practitioners and nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. Providers enter into a contract with the South Dakota Department of Health and the employing healthcare facility. The amount of the incentive payment for a qualifying physician or dentist is equal to twice the USD School of Medicine resident tuition for the four most recently completed academic years. After July 1, the recruitment incentive will be \$219,000. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is equal to twice the USD resident tuition for physician assistant studies for the three most recently completed academic years. After July 1, the recruitment incentive will be approximately \$65,321.

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. For more information about the Recruitment Assistance Program, email jill.Dean@state.sd.us or visit <http://ruralhealth.sd.gov>.

3RNet

Recruiting qualified healthcare providers to rural and underserved areas can be hard. Let 3RNet make it easier. 3RNet is a **FREE** service for South Dakota healthcare facilities and healthcare providers. The Office of Rural Health administers 3RNet and posts job opportunities for South Dakota healthcare facilities, and also forwards healthcare provider registrations on to South Dakota healthcare facilities. To post job opportunities please visit www.3rnet.org. Registering is easy and only takes a few minutes! If you would like to receive healthcare provider registrations, please email South Dakota's 3RNet organizational member, jill.Dean@state.sd.us.

Sanford Health Career Exploration & Opportunities

Contributed by Sanford Health

Sanford Health Internships

Sanford Health is bursting with College Interns this summer. The Sanford Internship Program is hosting students who aren't necessarily clinically minded but are interested in the healthcare world. Interns are working in areas of their interest such as the sports industry at the Pentagon, Finance, Marketing, IT, Human Resources, and Supply Chain Management, just to name a few. The internship mission is to provide students with engaging, high-learning opportunities in quality, real-world projects; interns are paired with a personal mentor for 1 on-1 professional training. Undergraduate students are eligible to apply for these paid internships, enterprise wide at eligible Sanford locations. Internships are posted on the SanfordHealth.org, job listings site. Keyword: Intern

Sanford Youth Medical Explorers (YME) and HOSA (Health Occupations Student Association)

Do you know of a high school student interested in healthcare? High School students can apply now for the school year Sanford Youth Medical Explorers (YME) program. Sanford Health is a sponsor of our own HOSA chapter wherein the Youth Medical Explorers students have the opportunity to participate in HOSA activities, conferences and scholarships. Participants of the YME program will explore healthcare roles through tours, activities and conversations with healthcare providers at the Sanford Medical Center in Sioux Falls. See link for application and information:

<https://www.sanfordhealth.org/about/academic-affairs/career-exploration>



Sanford YME visit with Intensive Air

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 at

<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/>



NHSC New Site Application Cycle is Now Open!

The 2018 NHSC New Site Application is now open and will close on August 14, 2018 at 11:59 PM ET. Eligible sites include health care facilities that generally provide outpatient, ambulatory, and primary health care services (medical, dental, and behavioral) to populations residing in high-need urban and rural areas.

New This Year!

NHSC recently received \$105 million for future [NHSC Loan Repayment Program](#) awards that expand and improve access to quality opioid and substance use disorder treatment in rural and underserved areas. Outpatient substance use disorder (SUD) treatment facilities are also now eligible to apply if you provide any of these services:

- General Substance Use Disorder (SUD) Treatment
- Medication Assisted Treatment (MAT)
- Opioid Treatment Program (OTP)

Interested sites are encouraged to read the [2018 NHSC Site Reference Guide](#) and review the new [SUD New Site Documentation](#) for all requirements.

Eligibility Requirements:

- Physically located in a federally designated Health Professional Shortage Area (HPSA);
- Be a primary care outpatient facility, or a CMS-certified Critical Access Hospital that provides medical, dental or mental and behavioral health services.
- Utilize a qualified discounted/sliding fee schedule and have it in place for at least six months.
- Not deny services to an individual based on inability to pay or enrollment in Medicare, Medicaid, or a state Children's Health Insurance Plan (CHIP).
- Utilize a credentialing process that includes, at a minimum, reference review, licensure verification, and a query of the National Practitioner Data Bank (NPDB).
- Prominently display a statement in common areas (and on the website, if applicable) that explicitly states that no one will be denied access to services due to inability to pay; and a discounted/sliding fee schedule is available.

Avera PREP Opens Doors for International Nursing Student

Contributed by Avera Health



“To be here, I’ve come a long way.” That’s how 22-year-old Stephanie Donkor begins the story of how she came to be a nursing student at The University of South Dakota and patient care technician at [Avera McKennan Hospital & University Health Center](#).

Donkor grew up in the West African country of Ghana. At the age of 14, she moved to Qatar in the Middle East with her parents and two younger siblings. After graduating from high school, her desire to travel and become a nurse led her to USD. With the blessing and support of her parents, she made the move – on her own – to a new country and a new culture at the age of 19.

“I’m breaking boundaries in my family because I’ll be the first to become a nurse,” she said. “If I can help someone or even change a life, I’m going to do that. It’s not easy, but I think I can get there.”

Preparing for a Career in Health Care

An important step in Donkor’s journey was accepting an invite to the Avera PREP program during her first year at USD. Avera PREP is a unique summer experience designed to give college freshmen and sophomores who aspire to a career in health care a backstage pass into Avera’s mission and organization. During the three-day event, students meet and shadow a variety of health care providers. They also get the opportunity to meet with an Avera workforce consultant for tips on career planning and applying for jobs.

During the event, Donkor toured several departments on the Avera McKennan campus, including the neonatal intensive care unit (NICU) and pulmonary unit which are now the two areas she’s most interested in.

“It was a great opportunity to get insight into the health care field before I started nursing school. It opened my eyes to all of the different opportunities there are within nursing.”

Donkor also learned valuable skills about applying for a job at Avera. And she didn’t wait to put that advice into practice. Later that same day, she applied for a patient care technician job in the short-stay unit at Avera McKennan. She received a job offer and now works every other weekend and picks up extra shifts when she can while attending school full time. “The Avera PREP program gave me the passion to go for it. It also gave me a foot in the door,” she said.

Support Team

Donkor radiates gratitude for the opportunities and support she’s received – from her parents, the Avera PREP program, her professors, mentor and [Avera Heart Hospital](#) nurse Mary Adebayo, classmates and coworkers, to name a few.

For those interested in pursuing a career in nursing, Donkor offers one piece of advice: “If you enjoy helping people, go for it. You can do it. Because I can, you can do it too.”

Learn more about [career opportunities](#) at Avera and Avera’s Career Planning Service.

Birth and Delivery Simulation Boosts Nursing Communication Skills

Contributed by Western Dakota Tech



Communication is a vital part of nursing education and practice. During a recent nursing simulation at Western Dakota Tech's Simulation Center, the faculty greatly expanded the communication learning objectives of the birth and delivery scenario. Three groups of eight nursing students were assigned primary and secondary LPN roles in caring for a delivering mother, newborn, additional child, and a frantic relative.

While in the process of delivery, the birth mom's sister becomes involved in a traffic accident while on the way to the hospital with the mother's other child. The sister has only minor injuries; however the child is unconscious with head lacerations and a concussion. The birth mom continues to ask where her sister and child are throughout delivery. Meanwhile, a second group of nursing students receive and provide care for the sister and son in the Emergency Department. After a successful birth, a third nursing group is assigned to care of the newborn, while a fourth group is charged with delivering the news of the traffic accident and keeping mom and her sister calm.

By expanding the scenario beyond just a normal delivery, the faculty was able to involve more students at once, enhance communication skills, and bring varying perspectives to the debriefing session. Due to the success of the scenario, it has been officially adopted for future cohorts.



USD Sanford School of Medicine Recognized

Contributed by University of South Dakota



In March of 2018, a report from the national Association of Academic Medical Colleges (AAMC) showed that the USD Sanford School of Medicine (SSOM) was #1 in the country for the proportion of graduates who practice in a rural area. This is the second time in two years that SSOM has garnered the top spot in this key credential.

This year, almost one in four graduating medical students from the USD Sanford School of Medicine (SSOM) entered family medicine, far more than the national average. Specifically, 22% of SSOM students chose family medicine compared to 12% of medical students nationally.

Scholarly Work Helps Nurses Cope with Night Shift Fatigue

Contributed by South Dakota State University

Finding creative ways to recruit and retain nurses at a Reno, Nevada, hospital led Barbara Hobbs, assistant dean of the SDSU College of Nursing Rapid City Site, to pursue research on the impact of shift work.

In 1979, Hobbs was department head of the cardiac intensive care unit at Washoe Medical Center and found that the staffing level was not adequate for the growing cardiology program. “I looked at scheduling patterns, cost justification and got support to use a more creative schedule to recruit nurses,” she explained.

This and more recent experiences as a director of nursing at Bakersfield Memorial Hospital in California sparked her interest in issues that affect workforce retention. “Shift work is one of the biggest factors that can drive nurses away from hospitals,” Hobbs said. With an older workforce, shift work, particularly 12-hour shifts, are also often the reason these experienced nurses choose to retire, thus contributing to a loss of knowledge and experience and the shortage of hospital nurses.

The challenge of retaining employees who work at night impacts not only health-care facilities, but also service sectors, such as police and fire departments, and manufacturing companies. Hobbs pointed out alterations in sleep patterns also affect those who work underground, including coal miners—and even scientists working at the Sanford Underground Research Facility in Lead.

For this and other scholarly work, Hobbs was named the Outstanding Scholar for the College of Nursing at the university’s Celebration of Faculty Excellence in February.

Altering sleep habits

Hobbs began doing research on the impact of shift work as part of her doctoral work at the University of Nebraska Medical Center.

“When people stay up at night, they are working against their normal biological clock. As a result, their normal sleep-wake patterns get disrupted,” Hobbs explained. Understanding the physiological effects of shift work and long working hours can lead shift workers to seek out and learn about evidence-based coping strategies to improve their sleep quality and quantity by also considering their internal clocks.



In an article analyzing how shift work impacts nurses and patients, Hobbs and Ann Berger, now associate dean for research at UNMC, gave nurses tips on how to establish both a routine, including an anchor sleep time, and a bedroom environment conducive to daytime sleeping. They also emphasized how timing of food and beverage intake, as well as exercise, can reduce health risks of shift work.

Helping nurses cope with fatigue

Because of her work in this area, Hobbs served on the American Nurses Association steering committee that drafted the organization’s position statement to address nurse fatigue, which delineates the responsibilities of registered nurse and their employers. “The guidelines are based on research,” Hobbs noted. The final position paper, published in November 2014, is posted on the ANA website.

Recently, Hobbs collaborated with Lori Wightman, chief nursing officer at Regional Health and vice president of nursing at Rapid City Regional Hospital, to examine fatigue among critical care nurses.

Experts recommend that nurses work no more than three 12-hour shifts in a row with two days off, the nurse-researchers reported in the Jan. 2018 article in Nursing Critical Care. Research shows that the risk of fatigue-related accident increases by 36 percent during the fourth 12-hour night shift compared to the first night worked.

As professional nursing and health-care organizations develop workplace practices that help nurses cope with fatigue due to shift work, those strategies and recommendations can also help night-shift workers and their employers in other business sectors.



Finding creative ways to recruit and retain nurses at a Reno, Nevada, hospital led Barbara Hobbs, assistant dean of the SDSU College of Nursing Rapid City Site, left, to pursue research on the impact of shift work. Dean Nancy Fahrenwald, right, recognized her as the Outstanding Scholar for the College of Nursing at the 2018 Faculty Celebration of Excellence.

18th Annual Community Response to Child Abuse Conference

Contributed by Center for the Prevention of Child Maltreatment

We are pleased to announce that registration is now open for the 18th Annual Community Response to Child Abuse Conference. In unprecedented collaboration, the Unified Judicial System Court Improvement Program, Child's Voice at Sanford, and the Center for the Prevention of Child Maltreatment at USD are joining together to educate South Dakota professionals and community members on the impacts of trauma to children and appropriate response measures to child abuse. The conference will be held October 4-5, 2018, in Sioux Falls, SD at the Sioux Falls Convention Center.

Over 500 attendees are expected for the two day learning extravaganza. Nationally renowned speakers, Jim Tanner and Olga Trujillo, will present the keynote addresses. Additional training will be divided among five tracks covering learning sessions for teachers, social workers, law enforcement, medical professionals and community members. A full schedule of training opportunities is located in the attached [brochure](#).

If you would like to support the education of our community leaders and professionals while helping to strengthen the response to child abuse and maltreatment in South Dakota, please consider sponsoring the conference or hosting a vendor booth. All sponsorship and vendor registration is due by **August 1, 2018**.

For questions, please call the Center for the Prevention of Child Maltreatment at 605-357-1392, or visit www.SDCPCM.com/Conference.



USD Occupational Therapy and Physical Therapy Service Learning

Contributed by University of South Dakota

Students in the Doctor of Occupational Therapy (OTD) and Doctor of Physical Therapy (DPT) programs at the University of South Dakota participate in service learning opportunities during mentored teaching experiences carried out in the Sanford Coyotes Sports Center. During the 2017-2018 academic year, students interacted with five volunteers from Vermillion and the surrounding area.

Under the direction of OT and PT faculty, students provide therapeutic intervention to community-dwelling volunteers in both a clinical and simulated-home environment. Students also gain experience in aquatic therapy using a zero-entry pool equipped with an elevating floor which can also serve as a treadmill. Students are able to apply new knowledge and skills learned in the classroom to the planning and implementation of therapy sessions with volunteers. Students work with these individuals on activities of daily living (ADL) such as functional mobility and home management tasks while addressing underlying impairments of limitations with range of motion, strength, balance, gait, vision and cognition.

These experiences provide a valuable opportunity for students to interact with community members and develop their clinical skills. Similar mentorship opportunities will continue to be offered to community volunteers in the coming year as part of an effort to provide students hands-on learning opportunities.

For more information on this service learning opportunity, please contact: Allison Naber at Allison.Naber@usd.edu; Patti Berg Poppe at Patt.Berg@usd.edu; Whitney Lucas Molitor at Whitney.LucasMolitor@usd.edu ; Angela MacCabe at Angela.MacCabe@usd.edu ; or Ranelle Nissen at Ranelle.Nissen@usd.edu.



ADA Employment Videos Released by DLR

Contributed by SD Department of Labor and Regulation



The Department of Labor and Regulation has released three videos featuring tools and resources to help both employers and employees better understand the Americans with Disabilities Act (ADA).

- The [first video](#) is perfect for employers to share with their **employees during the on-boarding process**. It briefly explains protections under the ADA and expectations for communicating a disability. It also provides etiquette tips when working with or providing services to those who have a disability.
- The [second video](#) covers **pre-employment considerations**. It shows employers how to improve hiring practices and allow for the inclusion of individuals with disabilities in the applicant pool. It also provides an overview of the ADA and tips on how to abide by the ADA during the hiring process.
- The [third video](#) features **considerations during employment**. This essential employer resource reviews how to accommodate and retain new or existing employees with disabilities in accordance to the ADA.

Two FAQ fact sheets are also posted at http://www.sdjobs.org/workforce_services/businesses/disability_resources.aspx. Content includes guidance and considerations for both pre-employment and during employment scenarios.

For additional questions about the ADA, visit ada.gov, Askearn.org, askjan.org or contact an attorney.



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

If you would like to be removed from this distribution list, please contact [Josie Petersen](#).