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# 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 any [feedback](#) you have regarding these and other workforce development issues.

## HIPE WEEK COMING SOON!

Mark your calendars! Get your thinking caps on! Health in Partnership with Education (HIPE) Week is scheduled for February 6-10, 2012. The purpose of HIPE Week is to encourage the healthcare industry to partner with education and local communities to promote health careers.

Looking for ideas? Look no further. The HOTT Website has a variety of resources and ideas for you to use in your communities. Need a press release? We have it! How 'bout coloring pages? Have those too! Fact sheets? Just a click away. Visit [www.healthcareers.sd.gov](http://www.healthcareers.sd.gov) to see what's available. Keep checking

back as new activities and resources are being posted regularly.

### FEATURED RESOURCE:

[GSI: Germ Scene Investigation](#)



This lesson provides students with a unique, fun-filled way to learn about the spread of epidemic diseases through a "Typhoid Mary" exercise. Students become 'infected' through



the exchange of fluids. They will then apply logic to determine who the original germ carrier was.

GSI materials are available through your local community health nurse. To schedule GSI in your facility, visit the GSI link to locate a community health nurse near you.

For more information, call Halley Lee at 605.773.6320 or email [halley.lee@state.sd.us](mailto:halley.lee@state.sd.us).



To get SIM-SD in your organization, visit [www.sim.sd.gov](http://www.sim.sd.gov).

## SIMULATION IN MOTION - SOUTH DAKOTA : SIM - SD

The South Dakota Office of Rural Health continues to provide leadership for *Simulation in Motion - South Dakota (SIM-SD)*. SIM-SD is an educational program designed to implement statewide outreach training for pre-hospital and hospital emergency care providers. Funding from The Leona M. and Harry B. Helmsley Charitable Trust has provided three mobile learning labs

that are fully equipped for training as emergency rooms, intensive care departments and ambulances. Funds have also provided two smaller outreach vehicles. All five units include a variety of human patient simulators along with the necessary medical equipment to provide realistic training. Each unit will take training directly to pre-hospital and hospital staffs

across South Dakota.

Partners in this effort include Avera Health, Mo-bridge Regional Hospital, Regional Health, St. Mary's Healthcare Center and Sanford Health.

For more information, contact [Halley Lee](mailto:Halley.Lee@sd.gov) or call 605.773.6320.

To schedule training, visit the website at [www.SIM.SD.gov](http://www.SIM.SD.gov).

Looking for a concise way to present health careers to students? Contact SDAH [online](http://www.sdah.org) to order your new, updated health career brochures.



Changes at USD allow more nursing educational opportunities.

## USD NURSING TO DELIVER FOUR-YEAR BACCALAUREATE DEGREE PROGRAM

(contributor: Board of Regents)

The South Dakota Board of Regents recently announced that the University of South Dakota has received authority to deliver a four-year Baccalaureate in Nursing (B.S.N.) on the Vermillion, Sioux Falls and Rapid City campuses to complement the university's Associate of Science in Nursing (A.S.N.) and R.N. to B.S.N. programming.

This new program will provide students the opportunity to complete a four-year bachelor's degree in nursing. The four-year baccalaureate degree allows student to complete general education requirements and prerequisites the first two years and finish their nursing courses the last two years of the program. Incoming freshman for the fall 2012 semester will be able to declare the four-year Baccalaureate in Nursing as their degree and register as a pre-nursing student. It is anticipated that current freshman who are already in the university system could be

ready to start their nursing courses in 2013.

USD will continue to offer their R.N.-B.S.N. programming to registered nurses by accepting credits from the A.S.N. degree and delivering nursing and support courses through several options, including distance education. The R.N.-B.S.N. program offers post-licensure A.S.N. graduates the opportunity to join the workforce and practice as an R.N. while continuing as a part-time student and immediately earn a B.S.N. Students also have the opportunity to return later to complete the B.S.N. The R.N.-B.S.N. program is in response to the Institute of Medicine's call for a seamless transition for nurses to advance their degree.

Carla Dieter, Ed.D, R.N., F.N.P.-B.C., professor and chair of USD Nursing, noted that USD will continue to offer the A.S.N. programming in all sites as they transition to the baccalaureate programming in Vermil-

lion, Sioux Falls and Rapid City. Additionally, the A.S.N. nursing program in Pierre and through distance education will continue their strong tradition of excellence in programming to meet the needs of rural health care providers. She also emphasized that the nursing department is transitioning to a new delivery method for students in the L.P.N. to R.N. program at Lake Area Technical Institute (LATI) in Watertown, S.D. Through USD Nursing's online/distance programming, more than 50 percent of the curriculum can be delivered online, with clinical, lab, and simulation components delivered on site at LATI and Watertown Prairie Lakes Hospital by USD faculty. For more information about the Department of Nursing, which is part of USD's School of Health Sciences, please visit the department's Web site at [www.usd.edu/nursing](http://www.usd.edu/nursing) or call (605) 677-5006.

## RECRUITMENT/RETENTION SURVEY

As you know, South Dakota will need thousands of additional healthcare providers in the coming years. The South Dakota Healthcare Workforce Center, Office of Rural Health has been actively involved in working with the industry to build and sustain our workforce to ensure quality healthcare for all South Dakotans.

Recruitment and retention of healthcare professionals is integral in sustaining a

competent and qualified workforce. In an effort to identify successful strategies for recruiting new professionals as well as retaining existing staff, the Center is collaborating with the South Dakota Planning Districts to collect information addressing recruitment and retention efforts at the community level.

Healthcare facility personnel, be watching your inbox and mail box for this survey.

If you can plan to take 15 minutes out of your busy schedules to complete this survey, we would be greatly appreciative.

Please direct any questions regarding this effort to Chrystal Wright. Chrystal can be reached at 605.773.2706 or [chrystal.wright@state.sd.us](mailto:chrystal.wright@state.sd.us).

Thank you in advance for your participation in this important project.



**We need your input!  
Don't forget to complete  
the Office of Rural Health  
Recruitment & Retention  
Survey!**

## PROGRAM PROMOTES RURAL HEALTHCARE AND COMMUNITY DEVELOPMENT

*(contributor: Yankton Rural AHEC)*

The Yankton Rural Area Health Education Center (AHEC) recently created REHPS, Rural Experiences for Health Professions Students. REHPS places four students from four medical disciplines in a four week "experience" in rural/frontier communities throughout South Dakota. Physician, Physician Assistant, Pharmacy, and Nurse Practitioner students are partnered together and live in their assigned community for four weeks. Throughout their stay, students are exposed to the various areas/departments that are foundational to rural healthcare. Activities include: experiencing the practice setting of medical providers, sitting in on facility board meetings, shadowing, visiting specialty physicians, observing at

local pharmacies, traveling to satellite clinics, taking part in home health visits, participating in reviews for troubled teens, and spending time in the hospital lab. Josh Veurink, 2<sup>nd</sup> year pharmacy student at SDSU, states: "The best part of the REHPS Program was that I got to take part in all aspects of rural healthcare. I have been to almost every department within the hospital so I now better understand how each works."

The main goal of the REHPS Summer Experience Program is to increase the number of physicians, physician assistants, certified nurse practitioners, and pharmacists who practice in rural communities in South Dakota. The Summer Experience Program can also be used as a recruitment tool for communities. Many

times students overlook rural sites because they think these towns have nothing to offer. Through the REHPS Program, each community is encouraged to showcase what they have available. Each community has unique features that aren't always evident in a day's visit.

By giving students this type of interdisciplinary experience, an experience unlike what their fellow classmates receive, it not only sets them apart in their knowledge base, but provides them with the tools to understand the importance of working together with various healthcare professionals.

For more information, please contact Kassy Youmans with the YRAHEC at 605-655-1400 or email Kassy at [kassy.youmans@yrahec.org](mailto:kassy.youmans@yrahec.org).

**"2011 Healthcare  
Workforce Report"  
now available.**

[Click here to see  
more!](#)



**REHPS allows students to experience rural healthcare.**



SDMyLife encourages businesses and students to partner to build South Dakota's healthcare workforce.

Looking for tools to use to discuss health careers with students? Visit the HOTT website at [www.healthcareers.sd.gov](http://www.healthcareers.sd.gov).



## GET INVOLVED WITH SDMYLIFE NETWORK TO HELP STRENGTHEN OUR HEALTHCARE COMMUNITY

(contributor: Department of Education)

Your involvement with SDMyLife Network will help connect businesses with students, and in so doing, help build our healthcare workforce. SDMyLife Network is part of SDMyLife.com, an online career and academic planning system implemented statewide, reaching over 60,000 grade 7-12 students. SDMyLife Network's mission is to:

- Help businesses and industry play an active role in connecting with the future workforce;
- Develop the talent pipeline to address the future workforce needs in South Dakota;
- Connect students, job seekers, and educators to real-world career opportu-

nities in our community;

- Engage our youth to see that South Dakota is a great place to live and work.

Participation in Network is FREE to businesses and takes very little time. You can participate in Network through a number of different ways:

- Set up a **Company Profile:** You can set up and maintain a company profile to describe your business, highlight your unique attributes, and communicate your areas of need to future employees.
- Become a **Career Coach:** By spending less than an hour per week, you can share your experience and advice with students by contributing to mediated, threaded discussions

online.

- Offer **Work-Based Learning Experiences** : You can post and coordinate work-based learning experiences like job shadowing, company tours, internships, etc. that your business offers directly with students and educators.

Your participation can help build South Dakota's future healthcare workforce.

Join today:

[www.sdmylife.com/network](http://www.sdmylife.com/network)

If you have additional questions, please contact Tiffany Sanderson via [email](mailto:tsanderson@sdmylife.com) or at 605.773.7006.

## SCRUBS CAMPS

More Scrubs Camps still on the calendar! The Departments of Health and Education are once again partnering to host Scrubs Camps across South Dakota. These camps are free, one day, hands-on health career awareness opportunities for high school students. Thirteen camps are scheduled for school year 2011/2012.

Several of these camps have been held, however, there are still some camp opportunities coming this Spring.

Locations and dates for the remaining camps are:

- Madison: 3/23/12
- Rapid City: 3/30/12
- Sioux Falls: 3/20/12

If you know of students who may be interested in attending, refer them to the link below for registration materials.

[www.scrubscamps.sd.gov](http://www.scrubscamps.sd.gov)

For more information, contact [Chrystal Wright](mailto:chrystal.wright@sdmylife.com) or call 605.773.2706.



## SDSU OFFERS BACHELOR'S DEGREE TO LAB TECHS WITH TWO-YEAR CREDENTIALS

(contributor: SDSU)

Medical laboratory technicians with a two-year degree can advance their career options with a Bachelor of Science degree in medical laboratory science through an upward mobility, online program at South Dakota State University.

In some facilities, up to 80 percent of technicians in small, rural laboratories hold a two-year degree, according to a recent survey of laboratory directors in South Dakota. However, in order to advance and fill administrative posts, they

need a four-year degree.

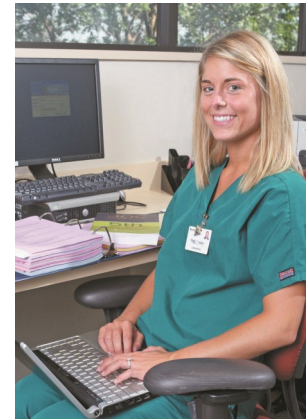
SDSU's accredited Medical Laboratory Science program is able to accept a new cohort of 24 students each year building to 48 upward mobility MLS majors in addition to the 48 students already on-campus who have been admitted to the program.

Students applying to the upward mobility program need a signed statement of support from their employer to complete the clinical portion of the program at the student's workplace. The application deadline for the online program is Febru-

ary 1, 2012, to start classes in the fall.

The South Dakota Department of Health has said the medical laboratory science field is one of the highest need areas of health professions in the state. The SDSU program is designed to serve any student in the U.S. and does not require an in-state facility to complete the laboratory portion of the upward mobility program.

For more information, contact Pat Tille by calling 605-688-6016 or by e-mail to [pat.tille@sdstate.edu](mailto:pat.tille@sdstate.edu).



## INNOVATIVE PARTNERSHIP ADDRESSES RURAL WORKFORCE NEEDS

(contributor: CUC Nursing)

In response to a desire to promote rural economic development through the support of education, the Matson, Halverson, Christiansen, Hamilton (MHCH) Foundation forged an innovative partnership with USD Nursing and Sanford Medical Center Chamberlain. Through this initiative, students interested in becoming a Registered Nurse can obtain their degree. Each member of the partnership, along with Capital University Center in Pierre, plays a key role in promoting student success.

The first cohort of students began taking general education courses toward the Associate of Science degree through the University of South Dakota in the fall of 2010. The MHCH Founda-

tion plays a critical role during the pre-nursing phase of the student experience through their involvement in the formation of communities of learning. Examples of assistive services provided through the project include coaching, mentoring, and facilitation of tutoring. As a result of MHCH's efforts, non-traditional students receive crucial support that enhances their ability to be successful in their educational endeavors.

In the fall of 2011, the first cohort of students was accepted to the USD Nursing Pierre Campus. Students receive the theory portion of the program through a combination of face-to-face classes in Pierre and online modalities. Much of the clinical portion of the program is delivered at Sanford

Chamberlain Medical Center. In addition to the provision of clinical space, Sanford Chamberlain staff members serve as clinical faculty and provide administrative services such as test proctoring.

Through the commitment of all partners and tremendous support from people and businesses in the Chamberlain area, students who may not have had access to higher education now have the opportunity to achieve their long-term career goals. The positive impact of this initiative on the students, their families, and the community will be felt for years to come.

For more information, contact Lisa Feller at 605.773.6723 or via email at [Lisa.Feller@usd.edu](mailto:Lisa.Feller@usd.edu).



**Unique partnership encourages personal and community advancement**

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**SDSU COLLEGE OF NURSING RECEIVES GRANT  
TO PROVIDE BETTER TRAINING FOR RURAL  
NURSES**

*(contributor: SDSU)*

The South Dakota State University College of Nursing received a \$1.09 million grant from the U.S. Department of Health and Human Services to strengthen the quality and delivery of rural nursing education. The grant addresses simulation, informatics and technology enhancement over the next three years.

The HHS grant will provide funding for the college to purchase infant and child mannequins for students to practice with patients of all ages. The College of Nursing currently owns four adult mannequins for laboratory simulations. The mannequins connect to a control room where faculty can create a patient care scenario. Adding infant and child mannequins will give students the opportunity to practice pediatric scenarios that are common in rural environments.

Students will also be introduced to new technologies to aid rural patient care, such as electronic health records, informatics applications and telehealth resources. An example of informatics applications is the use of electronic monitoring devices to record vital signs and other measurements needed to make a diagnosis. Using telehealth resources comes through programs that allow health professionals to view, send or store video and digital images for patient assessment, diagnosis, treatment and evaluation over video conferencing technology. The process can be especially helpful for health facilities with limited resources, found often in rural hospitals. By incorporating these new health care technologies into the nursing curriculum, students can easily adapt to clinical settings as they advance.

A key part of the grant to aid rural health needs includes a rural health fellow program for senior clinical practitioners. Stationed in a rural setting, the student fellow is exposed to an intense clinical experience with unique health situations. In addition, quicker technology helps these rural health fellows receive instant direction and information from larger health systems when the need arises.

By researching and evaluating the SITE program, SDSU College of Nursing expects to give better quality of care and safety to the patients through an intensive, technology-based training program for its nursing students.

The Nurse Education, Practice and Retention Program within the Health Resource Service Administration of the HHS is responsible for SITE's funding. SDSU program sites in Rapid City, Sioux Falls and Brookings will benefit from the grant.



future?

Building South Dakota's  
Healthcare Workforce for the  
future.

**MORE INFORMATION?**

**Halley Lee:** Department of Health  
**Brian Groote:** Department of Education  
**Deb Halling:** Department of Labor & Regulation  
**Paul Gough:** Board of Regents

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