



## OFFICE OF THE SECRETARY

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July 2008

Dear Healthcare Provider:

One of the most pressing issues facing the healthcare industry today is the critical need for healthcare providers. Between the years 2004 and 2014, there is a projected increase in healthcare workers needed in South Dakota of nearly 30%. In order to begin to address these needs, the South Dakota Healthcare Workforce Initiative, a collaborative effort between the Departments of Education, Health, Labor and the Board of Regents, has been implemented. The overall goal of this initiative is to address healthcare workforce issues in South Dakota and to work toward ensuring a competent and qualified healthcare workforce that meets the needs of ALL South Dakota citizens.

In response to a need for comprehensive data which explores the current and future healthcare workforce situation in South Dakota, the Healthcare Workforce Center has prepared the following document. I am pleased to share with you "*Building South Dakota's Healthcare Workforce: An Examination of Need*". Information contained in this document can be used as we move forward to effectively address South Dakota's unique healthcare workforce needs.

I look forward to working with you as we continue in our endeavor to accomplish our mission of addressing healthcare workforce issues in our State. It is only through partnerships and collaboration that we can effectively meet our goals and ensure South Dakota's healthcare workforce.

Sincerely,

A handwritten signature in black ink, reading "Doneen B. Hollingsworth". The signature is written in a cursive style.

Doneen B. Hollingsworth  
Secretary, South Dakota Department of Health

# Building South Dakota's Healthcare Workforce

*...an examination of need*



South Dakota Department of Health  
July, 2008





## INTRODUCTION

The South Dakota Healthcare Workforce Initiative is a collaborative effort involving the Departments of Education, Health, Labor and the Board of Regents. This partnership was developed to address the shortage of healthcare professionals in the State. The mission of the Initiative is to build and sustain a competent and qualified healthcare workforce that meets the needs of all South Dakota citizens.

In order to more effectively address healthcare workforce issues within South Dakota, the Department of Health established the South Dakota Healthcare Workforce Center in October of 2007. The Center is devoted to coordinating a statewide response to healthcare workforce issues across the State.

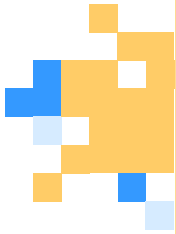
In December of 2007, the Center began a comprehensive needs assessment of South Dakota's healthcare workforce. Data from a variety of sources was examined to determine the Department of Health's areas of need with regards to healthcare workforce within the state. These data sets were used to generate the following information pertaining to South Dakota's healthcare workforce priority areas.

## METHODOLOGY

Data used to determine the Department's priority need areas included projected worker needs, health professional educational program graduation data, age-related data for licensed healthcare professionals and industry-indicated needs. Detailed information pertaining to each data set is outlined below.

Projected workers needed yearly data was obtained through "*South Dakota Healthcare Occupations by Projected Demand*". This document was provided by the Labor Market Information Center, Department of Labor. These figures are scheduled to be updated by the Department of Labor in August of 2008. This update could potentially alter the outcomes of this overall analysis.

Graduate information was obtained through multiple sources. Information from the public, post-secondary institutions was obtained through "*Degrees Conferred by the Public Universities: Selected Healthcare Programs, FY02-FY06*", report date 1/16/2008, provided by the Board of Regents. Graduate information from private and tribal post-secondary institutions was obtained by a questionnaire sent out by Secretary Hollingsworth to administrators of private and tribal post-secondary educational institutions. This questionnaire was distributed on April 4, 2008 to the following facilities: Augustana College; Colorado Technical Institute; Dakota Wesleyan University; Kilian Community College; Mount Marty College; National American University; Presentation College; University of Sioux Falls; Oglala Lakota College; Sinte Gleska University; and Sisseton-Wahpeton Community College. Responders included all of the above with the exception of the following: Colorado Technical University; Kilian Community College; Sinte Gleska University; and Sisseton-Wahpeton Community College. The intent of the questionnaire was to collect graduate statistics from health-related programs within each institution. Only survey responders' data was used in this analysis. Graduate information from technical programs in South Dakota was obtained from the Department of Education.



With regards to graduate statistics, these figures represent numbers of graduates only. The data does not indicate the numbers of graduates who remain in South Dakota to pursue their professions. The US Census Bureau indicates that South Dakota had the third highest rate of outmigration of young, single and college educated individuals in the nation from 1995 through 2000. Only Iowa and North Dakota had greater rates of outmigration. Of the number of degrees conferred, there is no way to know if those individuals remain in South Dakota or ‘outmigrate’.

Age-related data for professions licensed by the Department of Health was obtained from the Office of Data, Statistics and Vital Records, Department of Health. Qualifiers to that data are available upon request. This data is “snapshot in time” data, meaning different results will be available based on the time of the data analyses.

In order to obtain industry perception of need, a needs assessment was conducted in May of 2008. An on-line survey was prepared using “Survey Monkey”. A letter was sent to administrators of hospitals, clinics, long term care facilities, and behavioral health facilities. Respondents were asked to go on-line and complete an assessment of their perceived need for a variety of healthcare professions. Administrators were asked to rank their perceived need on a scale of 0, indicating ‘no need’, to 5 indicating an ‘extreme need’. Outcomes were examined based on facility type.

To determine the Department’s overall listing of priorities, a combination of data elements was analyzed. A weighted system was used to determine final outcomes. Professions were analyzed based on the following criteria: comparison of graduates versus projected worker need; percentage of workers aged 46 and over; and needs assessment survey results.



## PRIORITY AREAS

By examining industry need, age-related data, workers needed and degrees conferred, the Department of Health recognizes needs in the following occupations (alphabetical):

### **HIGHEST NEED**

- ◆ Medical Laboratory Technologists
- ◆ Physical Therapist Assistants
- ◆ Physician Assistants
- ◆ Physicians

### **HIGH NEED**

- ◆ Licensed Practical Nurses
- ◆ Physical Therapists
- ◆ Registered Nurses

*(This includes CNPs, CNMs, CNSs, CRNAs. DOL data is not available for these professions, however, age data indicates 61% of CNPs are age 46 and over, 60% of CNMs are 46 and over, 85% of CNSs are 46 and over and 60% of CRNAs are 46 and over.)*

- ◆ Respiratory Therapists

### **NEED**

- ◆ Dietitians
- ◆ Medical Assistants
- ◆ Occupational Therapists
- ◆ Pharmacists
- ◆ Speech Language Pathologists

Additional healthcare professions may also be considered priority, however, sufficient information to complete the data analysis was not available. With regards to behavioral health-related occupations, a significant need among the healthcare industry (hospitals, clinics and long-term care facilities) was not indicated by the assessment instrument. While the assessment of the healthcare industry does not reflect a need in the behavioral health-related area, inconsistencies in occupational titles between data sets as well as the fact that age-related data for the majority of these occupations is not available prohibit a conclusive analysis of this data set.



**SOUTH DAKOTA DEPARTMENT OF LABOR**  
**PAMELA S. ROBERTS, SECRETARY**

June 27, 2008

Doneen Hollingsworth, Secretary  
Department of Health  
600 East Capitol Avenue  
Pierre, SD 57501

Dear Doneen:

Thank you for sharing the findings from your study on priority occupational needs in the healthcare industry. I appreciated the opportunity to review the study's methodology and conclusions. When comparing your results to data from the Department of Labor's Labor Market Information Center, I found strong correlations between the two.

The data relatedness was quite evident when considering the Labor Market Information job outlook indicators for the priority list of occupations identified in the study conducted by the Department of Health.

Job outlook indicators are descriptors which rank the job opportunities for specific occupations, from the perspective of the job seeker or career planner. There are five descriptors: *very unfavorable*, *unfavorable*, *fair*, *favorable* and *very favorable*. The job outlook descriptor is based on three factors, one of which is the projected demand for new workers (workers needed yearly) for occupations in South Dakota compared to the estimated supply of workers in the state. Occupations that will require new workers and have a limited supply of workers competing for those jobs get the highest rating.

The second factor is South Dakota worker trend. South Dakota worker trend is based on the worker growth rate for an occupation and is compared to the average growth for all occupations. Based on that comparison, the South Dakota worker trend is given a rating from very unfavorable to very favorable, with the fastest growing occupations getting the best rating.

The third factor is the national worker growth rate from 2004-2014. Again, the fastest growing occupations get the best rating. The national worker growth rate is used to provide another perspective to the overall job outlook.

According to data published by the Labor Market Information Center, all of the occupations with the highest needs priority on the DOH study also had positive outlooks. In fact, most of the occupations on the list were rated *very favorable* (the highest rating), with the remaining rated *favorable* (the next highest rating).

In summary, the Department of Labor supports your efforts and finds our data substantiates the results of your study. Thank you again for the opportunity.

Sincerely,

Pamela S. Roberts  
Secretary