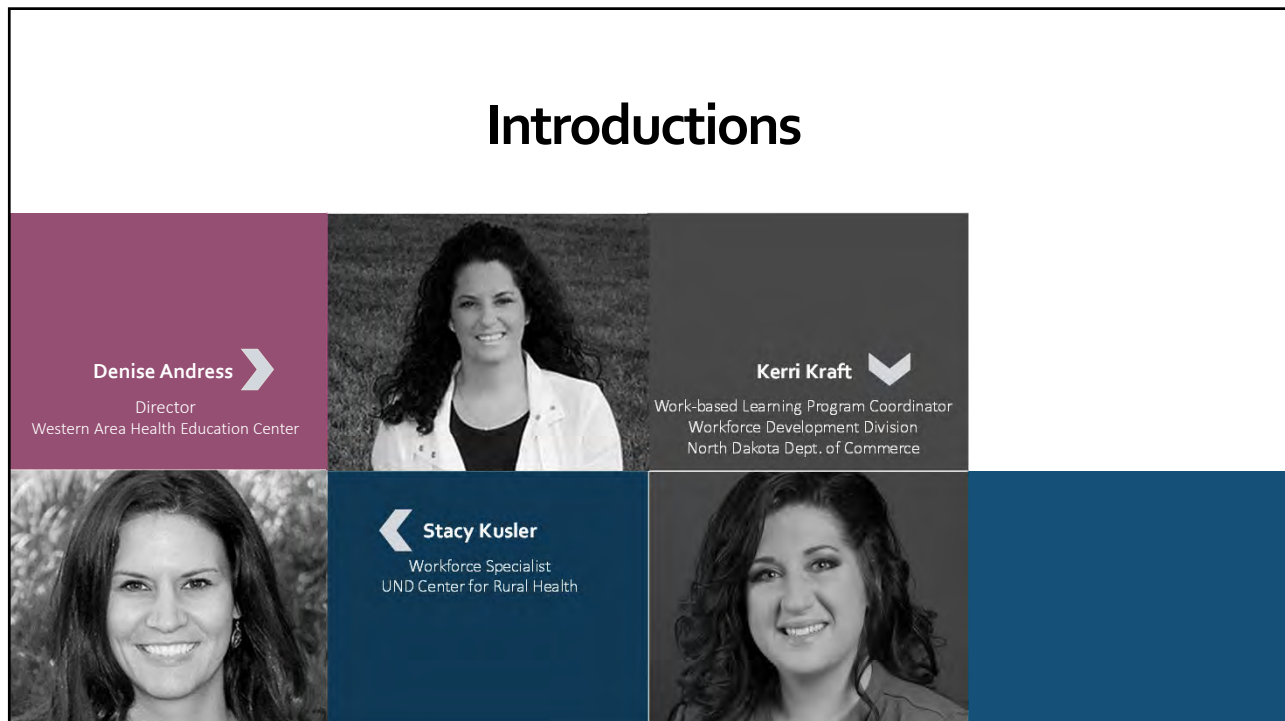




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2

## North Dakota Statistics

Health care, behind government is the Number 2 employer in the state

Aging workforce population

ND is the #2 fastest growing population

90-95% of rural emergency personnel in ND are volunteers

47% 90% of EMS units serve less than 5,000 people and service almost 600 square miles

3

## North Dakota Rural Health Care

Only 10% of the physicians practice in rural America despite the fact that nearly  $\frac{1}{4}$  of the population live in that area

Quality rural health service in rural communities are needed to attract industry

On average, 14% of the total employment in rural communities is attributed to the health sector

One primary physician in a rural community

- Creates 23 jobs annually
- Generates \$1M in wages, salaries and benefits
- Generates \$1M in annual revenue

The rural economic impact of a typical critical access hospital is 195 employees and \$8.4M in annual payroll

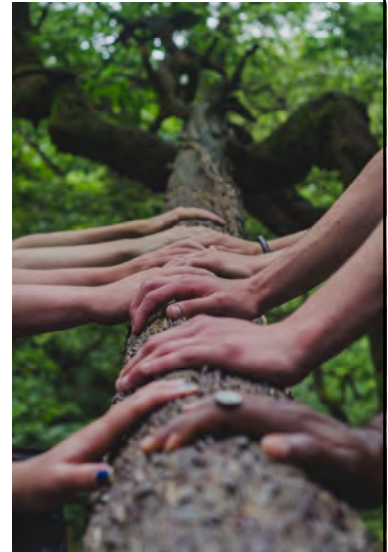
4

# Agenda

**ND Area Health Education Center**  
ND HOSA-Future Health Professionals

**ND Department of Commerce**  
Workforce Division

**ND Center for Rural Health**  
UND School of Medicine and Health  
Sciences



5

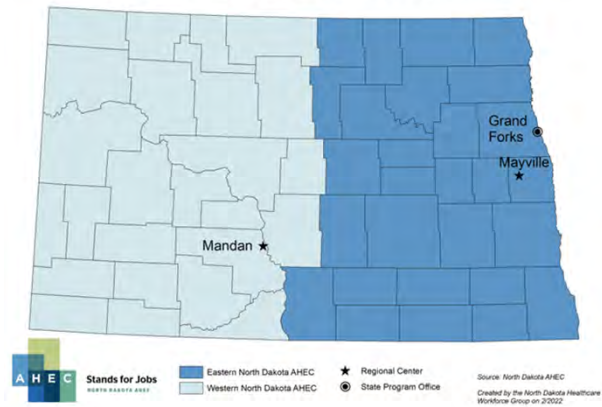


6

# ND AHEC



North Dakota Area Health Education Centers



7



## Area Health Education Center



- K-12 Career Introduction
- AHEC Scholars
- Clinical Rotation Support
- Housing Support
- Resiliency Training
- HappiGenius Training

8

## AHEC Scholars



### National Certificate Program

- For health profession students interested in gaining experience in rural and underserved areas of ND
- Become a student leader in health



### Didactic Education

- 40 hours of didactic education per year
- Curriculum friendly



### Clinical Experience

- 40 hours clinical experience/yr
- Can include program – required experience



### Award

- 2 year program
- \$500 per year

9

## Clinical Rotation & Housing Stipends



Open to any healthcare student training in rural and underserved community and/or population in North Dakota



Stipends to reimburse travel, meals, lodging. \$250 average stipend



Housing stipends available for out-of-pocket expenses incurred because of rural rotation determined on a case-by-case basis



Removes barrier of cost associated with rural training

10



11

## Resilient Option



### Resiliency Train the Trainer

- Training instructors of the Stress Management and Resiliency Trainer (SMART)
- Model developed by Dr. Sood of the Global Center for Resiliency and Wellbeing
- Program brought to North Dakota January 2022
- Currently 29 trainers in training in ND. The trainers were strategically chosen to ensure state coverage
- A variety of disciplines were chosen
- Goal is to have trainers available for health care and public health

### HappiGenius Training

- A neuroscience-based resiliency curriculum
- For those who interact with kids in K-5th
- Designed to enhance: Focus, Learning, Positive emotions, Social connections, and Resilience
- High school age and up can take the training
- Goal is to have 140 people in ND trained
- Next trainings
  - June 15th 3pm-5pm CT
  - July 26th 3pm-5pm CT

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## HOSA Future Health Professionals

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## HOSA-Future Health Professionals

Health Care Career Introduction  
HOSA Leadership Conferences  
ND HOSA chapters

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## HOSA- Future Health Professionals



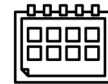
The only student organization that is 100% healthcare focused



16 chapters in ND  
556 student members



Most chapters are school-based. Abundant online resources for starting a chapter including funding



Fall Leadership Conference  
State Leadership Conference  
International Leadership Conference

15



16



## DOC Operated Programs

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Non-resident Nursing Employment  
Recruitment Program (NNERP)



Operation Intern



Apprenticeships

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## NNERP

Designed to attract and retain highly-qualified nurses  
to North Dakota.

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- \$4,000 in matching funds for employer (Max. of 5 employees)
  - Example: Facility provides \$8,000\*, receives \$4,000 in matching funds
- Positions must be related to licensed nurse (RN, LPN, APRN)
- Nurse must indicate relocation and sign a 4-year commitment with ND healthcare facility
- Not employed full time as a nurse in past 12 months\*
- ND, MN, SD, MT as primary residence
- Contract nurses not eligible

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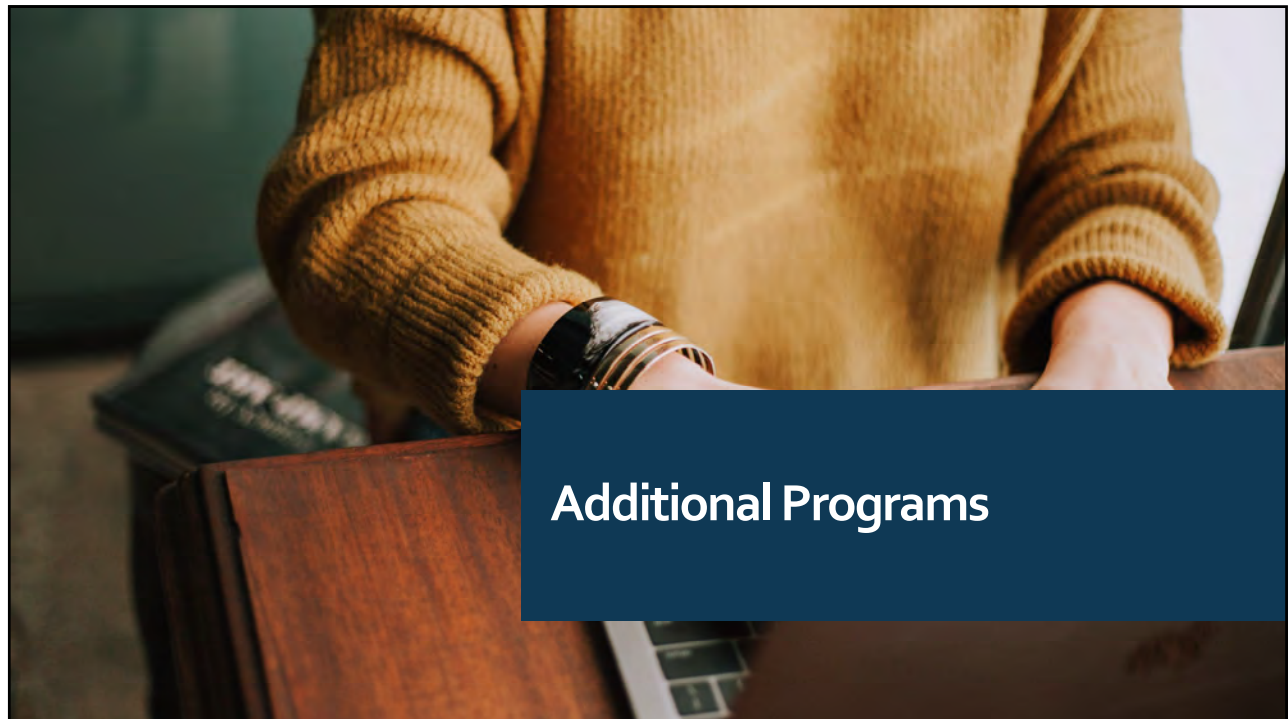
# Apprenticeships

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- Earn while you learn
- Full-time employment with on-the-job training, PLUS related technical instruction (in-class or online)
- Apprentices get:
  - Paid on-the-job training, skills development, mentorship, better chance of entering a high-paying occupation without student debt
- Employers (sponsors) get:
  - Steady source of highly trained and productive workers, higher retention rates
- Apprentices range from high school juniors or seniors, to seasoned employees who are up-skilling
- Apprenticeships are customizable to the employer's needs
- LRSC and NDSCS are related technical instruction providers for healthcare apprenticeship programs in ND

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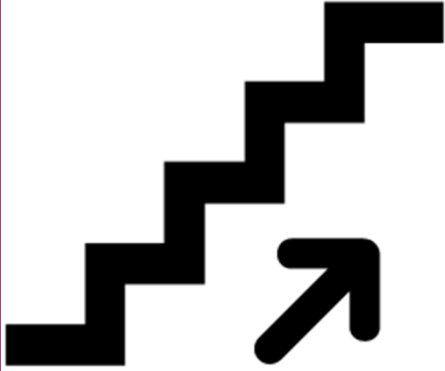
Additional Programs

22



**ND career builders**  
Scholarship & Loan Repayment

- Scholarship and Loan Repayment Options
- \$17,000 total/max funding
  - Front-end through scholarship
  - Back-end through loan repayment
- Scholarship encourages students to seek educational opportunities in high-need and emerging occupations in the state
- Scholarship and loan repayment recipients must live and work in ND for 3 years for full award
- Loan repayment is open to newly hired workforce in a high-need occupation
- 50% private sector match is required (business donation to Career Builders for a student/employee)



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Scholarship & Loan Repayment

The high-need and emerging occupations list is used to determine eligibility for the ND Career Builders Scholarship and Loan Repayment programs. The list is reviewed annually by the ND Workforce Development Council (NDWSC) and Job Service ND (JSND). The occupations listed below were approved by NDWSC and JSND in 2019, 2020, or 2021, and will be used in determining eligibility for ND Career Builders. Occupations designated with a red asterisk (\*) will remain eligible for ND Career Builders consideration until June 30, 2023.

**ND Career Builders High Need & Emerging Occupations**

<p><b>EDUCATION</b></p> <ul style="list-style-type: none"> <li>• Career/Tech Ed Teachers, Secondary School (2021)</li> <li>• Elementary School Teachers &amp; Middle School Teachers, Except Special &amp; Career/Tech Ed (2021)</li> <li>• Health Specialists Teachers, Postsecondary (2021)</li> <li>• Instructional Coordinators (2021)</li> <li>• Kindergarten Teachers, Except Special Education (2021)</li> <li>• Librarians &amp; Media Collections Specialists (2021)</li> <li>• Preschool Teachers, Except Special Education (2021)</li> <li>• Secondary School Teachers (2021)</li> <li>• Special Education Teachers (Kindergarten, Elementary, Secondary Schools) (2021)</li> <li>• Teaching Assistants, Except Postsecondary (2021)</li> </ul> <p><b>ENGINEERING &amp; ARCHITECTURE</b></p> <ul style="list-style-type: none"> <li>• Civil Engineer (2022)</li> <li>• Civil Engineering - Technologists &amp; Technicians (2021)</li> <li>• Electrical Engineers (2021)</li> <li>• Mechanical Engineers (2021)</li> <li>• Electrical &amp; Electronic Engineering Technicians (2020)</li> <li>• Mining &amp; Geological Engineer (2020)</li> <li>• Petroleum Engineer (2020)</li> <li>• Transportation Engineer (2020)</li> </ul> <p><b>FINANCIAL</b></p> <ul style="list-style-type: none"> <li>• Accountant and Auditor (2021)</li> <li>• Bookkeeping, Accounting &amp; Auditing Clerks (2021)</li> <li>• Financial Manager (2021)</li> <li>• Management Analysts (2021)</li> <li>• Operations Research Analysts (2021)</li> <li>• Statisticians (2021)</li> <li>• Tax Preparers (2021)</li> <li>• Compensation &amp; Benefits Manager (2020)</li> <li>• Financial Analyst (2020)</li> <li>• Personal Financial Advisors (2020)</li> </ul> <p><b>HEALTHCARE</b></p> <ul style="list-style-type: none"> <li>• Athletic Trainers (2021)</li> <li>• Cardiovascular Technologist &amp; Technician (2021)</li> <li>• Clinical Laboratory Technologists &amp; Technicians (2021)</li> <li>• Dental Assistants (2021)</li> <li>• Dental Hygienists (2021)</li> <li>• Diagnostic Medical Sonographer (2021)</li> <li>• Dietitians and Nutritionists (2021)</li> <li>• Emergency Medical Technicians &amp; Paramedics (2021)</li> <li>• Licensed Practical &amp; Licensed Vocational Nurses (2021)</li> <li>• Massage Therapists (2021)</li> <li>• Medical Assistants (2021)</li> <li>• Nuclear Medicine Technologists (2021)</li> <li>• Nursing Assistants (2021)</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Therapists (2021)</li> <li>• Occupational Therapy Assistants (2021)</li> <li>• Ophthalmic Medical Technicians (2021)</li> <li>• Pharmacy Technicians (2021)</li> <li>• Phlebotomists (2021)</li> <li>• Physical Therapy Assistants (2021)</li> <li>• Psychiatric Aides (2021)</li> <li>• Radiologic Technologists &amp; Technicians (2021)</li> <li>• Registered Nurses (2021)</li> <li>• Respiratory Therapists (2021)</li> <li>• Surgical Technologists (2021)</li> <li>• Health Technologist &amp; Technician (2020)</li> <li>• Medical Lab Technologist/Technicians (2020)</li> <li>• MRI Technologist (2020)</li> </ul> <p><b>INFORMATION TECHNOLOGY</b></p> <ul style="list-style-type: none"> <li>• Computer &amp; Information Systems Managers (2021)</li> <li>• Computer Network Support Specialists (2021)</li> <li>• Computer Programmers (2021)</li> <li>• Computer Systems Analysts (2021)</li> <li>• Computer User Support Specialists (2021)</li> <li>• Intelligence Analysts (2021)</li> <li>• Information Security Analysts (2021)</li> <li>• Software Developers and Software Quality Assurance Analysts and Testers (2021)</li> <li>• Telecommunications Equipment Installers &amp; Repairs, Except Line Installers (2021)</li> <li>• Web Developers &amp; Digital Interface Designers (2021)</li> <li>• Actuaries (2020)</li> <li>• Clinical Data Manager (2020)</li> <li>• Database Administrators (2020)</li> <li>• Software Developer (Applications) (2020)</li> <li>• Software Developer (Systems) (2020)</li> </ul> <p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>• Construction Manager (2021)</li> <li>• General &amp; Operations Manager (2021)</li> <li>• Industrial Production Manager (2021)</li> <li>• Medical &amp; Health Services Manager (2021)</li> <li>• Sales Manager (2021)</li> <li>• Marketing Manager (2020)</li> </ul> <p><b>PROFESSIONAL / OTHER</b></p> <ul style="list-style-type: none"> <li>• Compliance Officer (2021)</li> <li>• Human Resources Manager (2021)</li> <li>• Human Resources Specialist (2021)</li> <li>• Market Research Analysts and Marketing Specialist (2021)</li> <li>• Financial and Legal Assistant (2021)</li> <li>• Public Relations Specialist (2021)</li> <li>• Training &amp; Development Specialist (2021)</li> <li>• Soil and Plant Scientist (2020)</li> </ul> <p><b>SALES</b></p> <ul style="list-style-type: none"> <li>• Securities, Commodities &amp; Financial Services Sales Agents (2021)</li> <li>• Wholesale &amp; Manufacturing Sales Representatives of Technical &amp; Scientific Products (2021)</li> <li>• Sales Engineer (2020)</li> </ul>	<p><b>RETAIL TRADE</b></p> <ul style="list-style-type: none"> <li>• Automotive Service Technicians &amp; Mechanics (2021)</li> <li>• Carpenters (2021)</li> <li>• Chefs &amp; Head Cooks (2021)</li> <li>• Diesel Technician</li> <li>• Bus &amp; Truck Mechanic and Diesel Engine Specialist (2021)</li> <li>• Farm Equipment Mechanic &amp; Service Technician (2021)</li> <li>• Industrial Machinery Mechanics (2021)</li> <li>• Electrician (2021)</li> <li>• Firefighter (2021)</li> <li>• Hairdresser, Hairstylist &amp; Cosmetologist (2021)</li> <li>• Heating, Air Conditioning &amp; Refrigeration Mechanics and Installers (2021)</li> <li>• Machinist (2021)</li> <li>• Plumber, Pipefitter and Steamfitter (2021)</li> <li>• Power Plant Operator (2021)</li> <li>• Precision Agriculture Technician (2021)</li> <li>• Welder, Cutter, Solderer &amp; Brazer (2021)</li> <li>• Wind Turbine Service Technician (2021)</li> <li>• Air Traffic Controller (2020)</li> <li>• Aircraft Mechanic and Service Technician (2020)</li> <li>• Bus &amp; Truck Mechanic (2020)</li> <li>• Construction Building Inspector (2020)</li> <li>• Crane &amp; Tower Operator (2020)</li> <li>• Electrical Powerline Installer &amp; Repairer (2020)</li> <li>• Environmental Science &amp; Specialist (2020)</li> <li>• Gas Plant Operator (2020)</li> <li>• HVAC Technician (2020)</li> <li>• Maintenance &amp; Repair Worker (2020)</li> <li>• Mobile Heavy Equipment Mechanic (2020)</li> <li>• Petroleum Pump System Operator, Refinery Operator &amp; Gauger (2020)</li> <li>• Power Distributor &amp; Dispatcher (2019)</li> </ul> <p><b>SOCIAL SERVICES</b></p> <ul style="list-style-type: none"> <li>• Child, Family &amp; School Social Worker (2021)</li> <li>• Childcare Worker (2021)</li> <li>• Community &amp; Social Service Specialist (2021)</li> <li>• Educational Guidance &amp; Career Counselors &amp; Advisors (2021)</li> <li>• Healthcare Social Workers (2021)</li> <li>• Manager &amp; Family Therapist (2021)</li> <li>• Mental Health &amp; Substance Abuse Social Worker (2021)</li> <li>• Police &amp; Sheriff Patrol Officers (2021)</li> <li>• Social &amp; Community Service Manager (2021)</li> <li>• Social &amp; Human Service Assistant (2021)</li> <li>• Substance Abuse, Behavioral Disorder &amp; Mental Health Counselor (2021)</li> </ul> <p><b>TRANSPORTATION</b></p> <ul style="list-style-type: none"> <li>• Commercial Drivers (2021)</li> <li>• Heavy &amp; Tractor-Trailer Truck Drivers (2021)</li> </ul>
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Scholarship & Loan Repayment

**What Is It?**

- ND Career Builders is a tool for business to grow their workforce in high-need areas.
- Partnership between the state and businesses, requiring a dollar-for-dollar private-sector match to the state funds.
- The high-need and emerging occupations list drives the program.
- Recipients qualify for **up to \$17,000**, which is funded 50% from private-sector dollars and 50% state dollars.
- Either a front-end scholarship, or back-end loan repayment, or both!

**What Careers Are Included?**

- The list includes occupations that are considered high-need or emerging in ND. Find the full list on the website at: <https://ndusd.edu/career-builders/> or use the QR Code below to access the website.



**Scholarship**

- Certificate or degree programs at the associate's level or below, or other programs (up to bachelor's level), that are 4 semesters or 6 quarters or less in length.
- Qualifying institutions include public, private, tribal or proprietary institutions **within ND**.
- Programs must relate to a high-need occupation.
- A 2.50 minimum GPA is required to qualify for the scholarship and to receive payment.
- Full time enrollment is required, based on the educational program's guidelines.
- Recipients taking a **Scholarship Award Agreement**. Students repay scholarship dollars if the terms of the **Agreement** are not met.
  - ✓ Both the private funds and the state funds are paid back to the state.
  - ✓ Students signing 3<sup>rd</sup> party agreements may have additional obligations.
  - ✓ Students must complete their program and continue to meet the Agreement requirements for an additional 3 years.
  - ✓ Obligation includes living in ND and working within ND in a high-need occupation for 3 years following program completion.

**Loan Repayment**

- Newly hired individuals into high-need occupations within ND.
- Must live in ND.
- Must currently hold a balance on a student loan and have graduated from an educational program.
- Maximum loan repayment per year is \$5,667.

**Contact the ND University System (NDUS) for more information**  
701-328-2906  
[ndfinald@ndusd.edu](mailto:ndfinald@ndusd.edu)

12/2021

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## Career Discoveries

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- Managed by Bank of North Dakota
- Presentations state-wide, open to students and parents
- How to research careers, financial aid & award programs, scholarship availability and applications, in-demand careers in ND, choosing a college, choosing a major, life after high school, etc
- Past presentations: Rugby, Grafton, Scranton, Bismarck/Mandan, virtual
- Speakers include BND, TRIO, Vocational Rehab, DHS, School counselors, healthcare leadership, Army national guard, Building Trades unions, etc.
- <https://www.careercompass.nd.gov/home/1393610>



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Center for Rural Health

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# CRH-Supported Workforce Development



Scrubs Camps/ Academies



TRHE/ RISE



RHIG



Rural Med



Loan Repayment

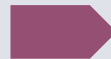
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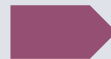
## Scrubs Camps/ Academies



9 Scrubs Camps held in 2022



1048 campers impacted



102 communities impacted

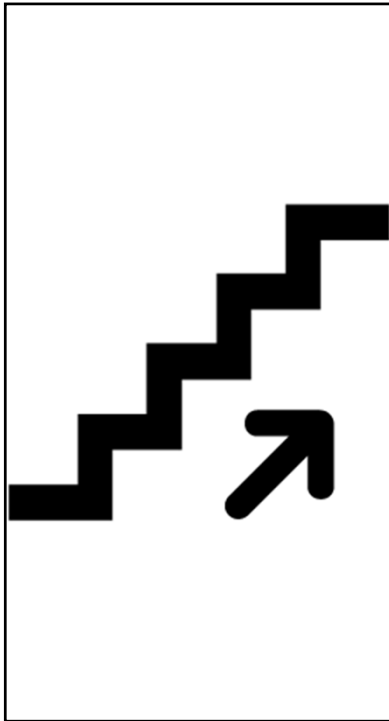


Main purpose is K-12 career introduction



Academies (grades 6-8/ 9-12) will resume summer of '23

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## Rural Interprofessional Shadowing Experience (RISE)

- Short experience (typically 1-3 days)
- Allows more rural locations to host students
- Oversight can be provided by any staff member
- Non-curricular
- Students use school breaks/ non-school time to participate
- Any health professional student from UND can participate



29

**East Cancer Screening: The Difference a Picture Can Make**

For a right screen, a mammogram is a key tool. It can help find breast lumps, lumps in breast tissue, or areas that may be precancerous. The American Cancer Society says that about 30% of breast cancer deaths are preventable if found early. The best time to get a mammogram is between ages 40 and 44. For women 45 and older, it's recommended to get a mammogram every year.

For a right screen, a mammogram is a key tool. It can help find breast lumps, lumps in breast tissue, or areas that may be precancerous. The American Cancer Society says that about 30% of breast cancer deaths are preventable if found early. The best time to get a mammogram is between ages 40 and 44. For women 45 and older, it's recommended to get a mammogram every year.

**Community Flu Clinic**

Please call the clinic to schedule an appointment. Bring all insurance cards (including Medicaid) and bring your ID.

**Beulah | 701-873-4445**  
 Tuesday, October 8 7:00 a.m. - 8:00 p.m. CT  
 Wednesday, October 13 7:00 a.m. - 8:00 p.m. CT

**Cheyenne | 701-734-8798**  
 Wednesday, October 20 7:00 a.m. - 8:00 p.m. CT

**Hazen | 701-873-4445**  
 Wednesday, October 27 7:00 a.m. - 8:00 p.m. CT

**Killbuck | 701-704-5822**  
 Thursday, October 14 7:00 a.m. - 8:00 p.m. MT  
 Friday, October 22 7:00 a.m. - 8:00 p.m. MT

© Good Country Community Health Center

## TRHE: Targeted Rural Health Education

- Self-paced extra-curricular project
- Writing mentorship provided through Center for Rural Health partnership
- Newspaper editor connection and publication coordination through CRH
- Focused on community health needs in rural communities where students are training
- Teaches students the importance of health literacy and plain-language writing
- 36 articles completed since 2017
- Now a required part of ROME

**Swift County Monitor-News**  
 \$1.50 Wednesday, July 7, 2021 Vol. 136 No. 1

**Lake Hazel church celebrates 150 years**

Members of the Lake Hazel Lutheran Church gathered for a special service to celebrate the church's 150th anniversary. The service was held at the church's new sanctuary, which was dedicated in 2017. The church has a long history of service to the community and is proud to have reached this milestone.

**Medallion hunt starts Monday; Crazy Day next Thursday**

Benson's 90th Kid Day is now just over a week away. The hunt for the Benson Medallion begins on Monday, and Crazy Day is on Thursday. The Benson Medallion is a special award given to the child who finds the medallion first. Crazy Day is a day of fun and games for all children in Benson.

**City of Benson considering going to even year elections starting in 2022**

The City of Benson is considering changing its election cycle from odd-numbered years to even-numbered years. This change would align the city's elections with the state and federal elections, making it easier for voters to participate.

**Rains ease drought conditions**

Through the first six days of the week, the rain has helped ease the drought conditions in the region. The rain has been a relief for farmers and residents alike, and it is hoped that the drought will be broken.

**Pain killers can kill by accident or intent**

**Readily available antidote for opioids essential care**

It is a good idea to have an antidote for opioids available in your home. The antidote is a medicine that can be used to reverse the effects of an opioid overdose. It is important to have this medicine available in case of an emergency.

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## Rural Health Interest Group

**Started in 2015**

- Medical student-focused
- Met twice yearly
- Aligned with NRHA student constituency group





**2022 update**

- Open to multiple health professions
- 7-member board of directors (students)
- 4+ informational sessions hosted each year
- Rural hospital and healthcare partners are featured
- Support student involvement in national conferences and presentations

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## Rural Med

Rural Physician Incentive

-  Funded by ND State Legislature in 2010
-  26 active participants in the program
-  9 currently practicing in ND
-  Forgives medical school tuition in return for 5 years of practice in rural ND (Rural= outside of "big 4")

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# Loan Repayment



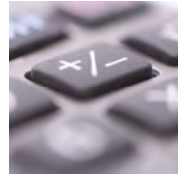
### North Dakota Healthcare Professionals

10% community match



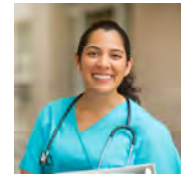
### Federal State Loan Repayment

50% Fed/State funds  
50% Community Match



### National Health Service Corp

Scholarship  
Rural Community LRP  
STAR LRP  
SUD LRP



### Nurse Corp

Scholarship  
Loan Repayment

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# THANK YOU

**Stacy Kusler**  
Workforce Specialist,  
Center for Rural Health  
Stacy.kusler@und.edu

**Denise Andress**  
Director, Western AHEC  
Denise.andress@mayvillestate.edu

**Kerri Kraft**  
Work-based Learning  
Program Coordinator,  
ND Dept. of Commerce  
kkraft@nd.gov

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