



# **New Mexico**

# **Gaps in Healthcare Workforce**

## **Delivery System Perspective**

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# Topics

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- NM Workforce Analysis Report
- Drivers of Workforce Needs
- Tools for Accessing Needs
- NM Healthcare Workforce Needs
- Strategic Considerations

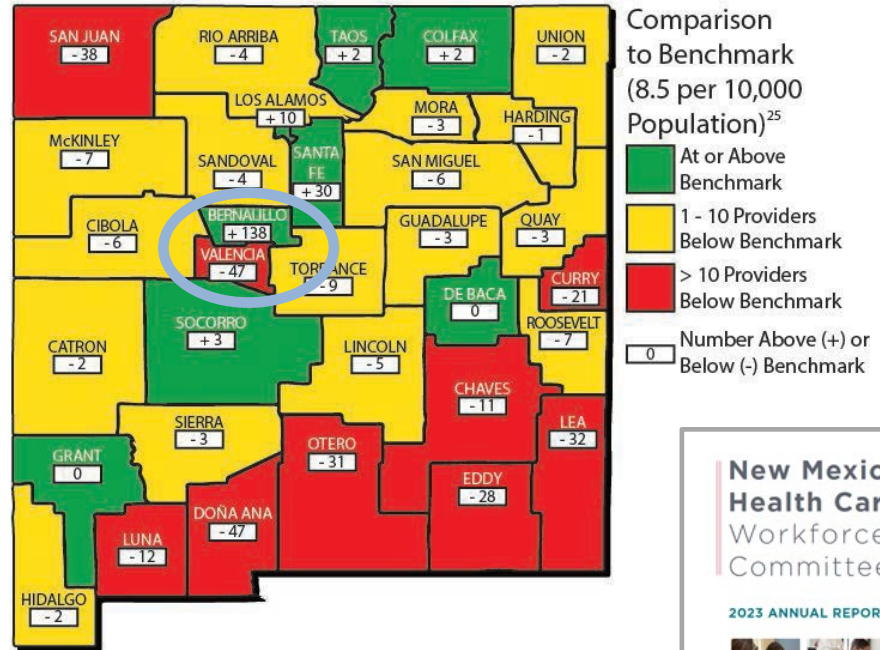


# New Mexico Health Workforce Analysis

## Per Capita Supply Comparisons

- In 2021, an estimated 1,649 PCPs were practicing in New Mexico, with counties varying between **138 above** benchmark and **47 below**.
- Assuming no redistribution of the current workforce, an additional 334 PCPs would be needed for all New Mexico counties to meet the national benchmark (increased this year from 8.3 per 10,000 to 8.5 per 10,000 population).

Primary Care Physicians Compared to Benchmark, 2021



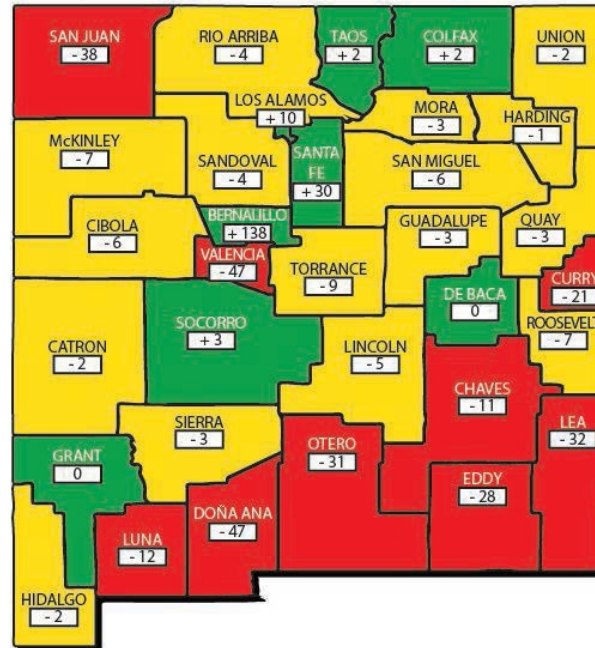
# New Mexico Health Workforce Analysis

## Per Capita Supply Comparisons

### Interpretation Considerations

- Accuracy
- Benchmark
- Adequate Supply
- Supply vs Demand/Need
- Distribution
- Health Care Infrastructure

Primary Care Physicians Compared to Benchmark, 2021



Comparison to Benchmark (8.5 per 10,000 Population)<sup>25</sup>

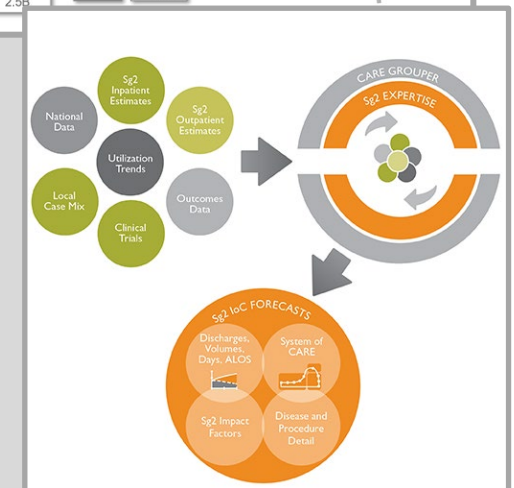
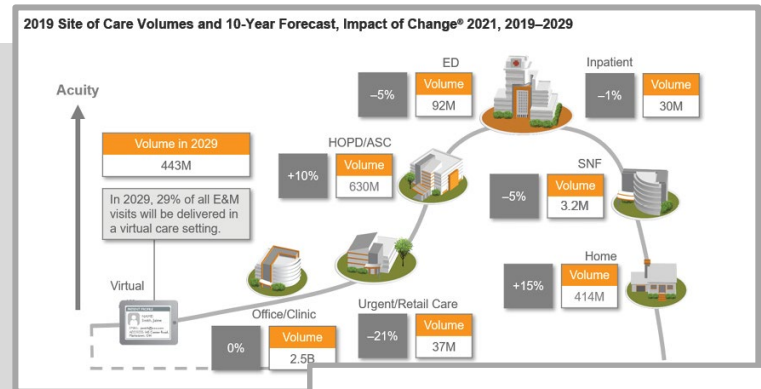
- Green: At or Above Benchmark
- Yellow: 1 - 10 Providers Below Benchmark
- Red: > 10 Providers Below Benchmark
- 0: Number Above (+) or Below (-) Benchmark





## Anticipate the Impact of Change

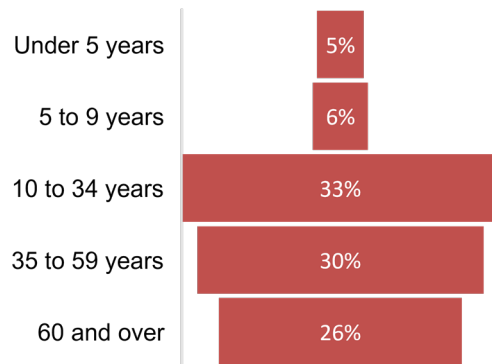
- Demographic Trends
- Practice Trends
- Geographic Considerations
- Local Market Factors
- Productivity Benchmarking
- Technology and Evolving Models of Care
- Insurance and Reimbursement
- Social Economic Factors



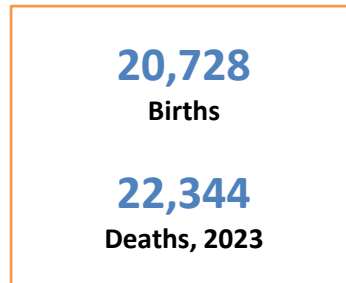
**UNM Health System uses SG2 and other partners to do detailed market analysis and sophisticated forecasting to determine workforce needs.**

# Demographic Considerations for Healthcare Workforce Needs

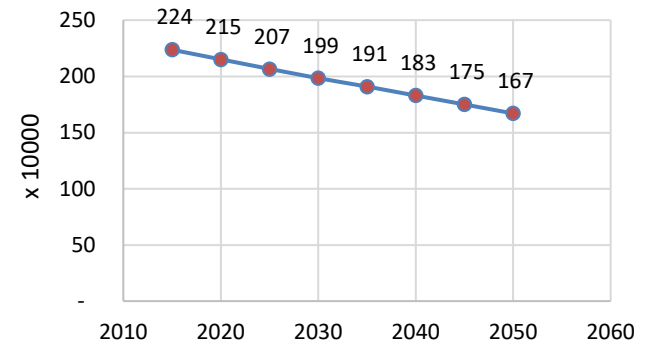
## Aging Population



## Deaths > Births



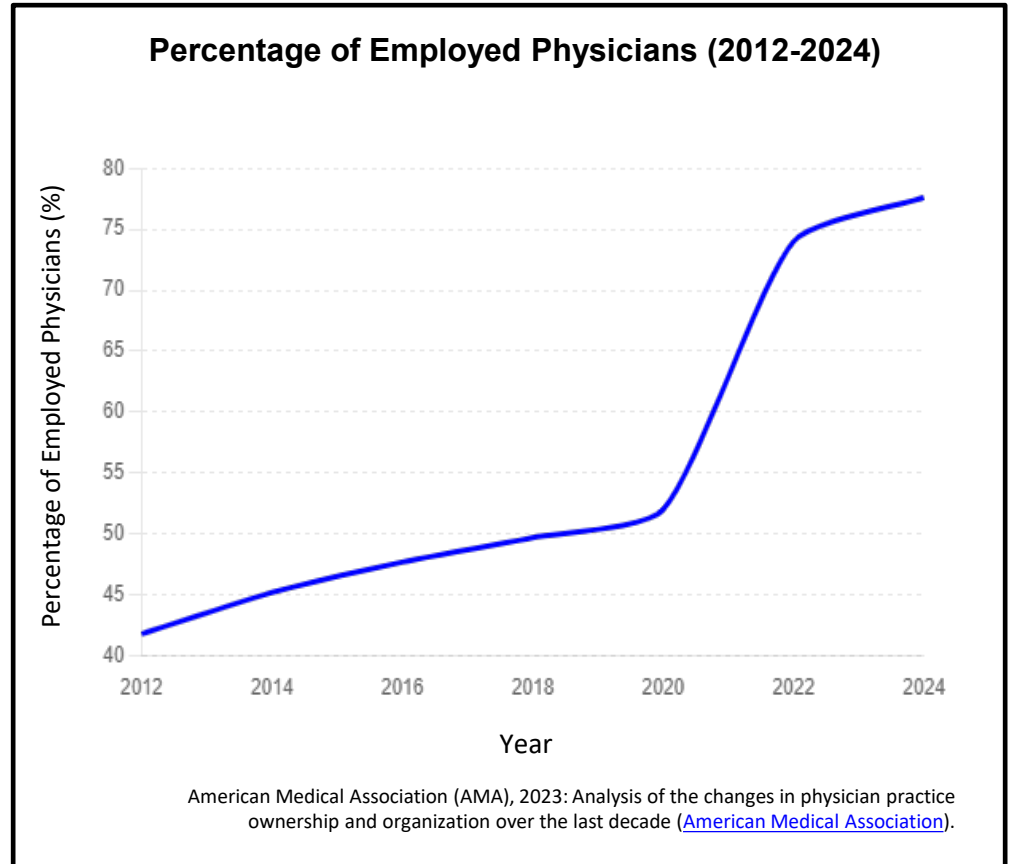
## Declining Birth Rates



State healthcare needs and population pressures will exacerbate the clinical workforce crisis; New Mexico will need to recruit from out of state to fill the gap.

# Trends in Physician Employment (2012-2024)

- **Significant Increase in Employment**
  - 41.8% in 2012 to 77.6% in 2024
  - Significant post 2020 trend
- **Shift Away from Private Practice**
  - 25% decrease since 2012
  - Economic, administrative, and regulatory pressures contributing to this shift.
- **Consolidation Trends (as 2024)**
  - Health systems (55.1%)
  - Corporate entities (22.5%).
  - Driven by the need for better negotiation with payers, access to resources, and management of regulatory requirements.
- **Impact of the COVID-19 Pandemic**



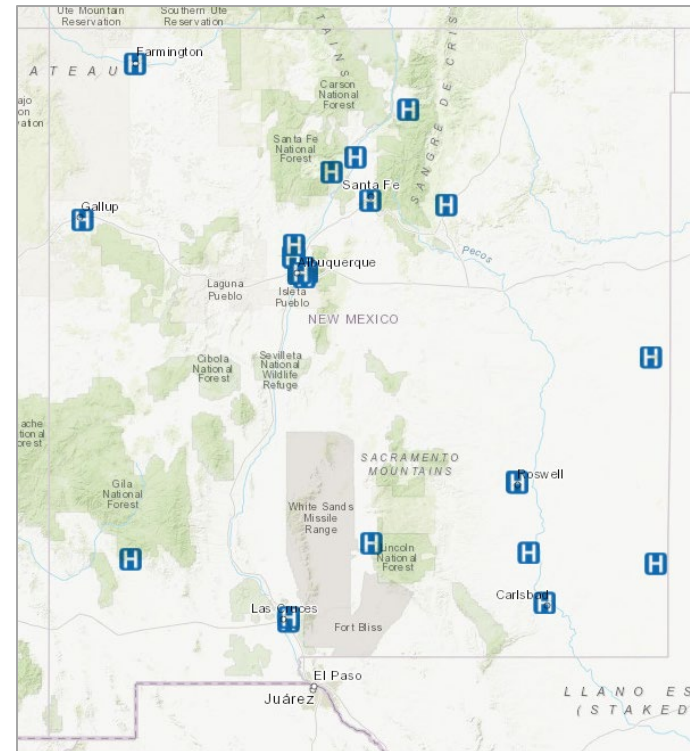
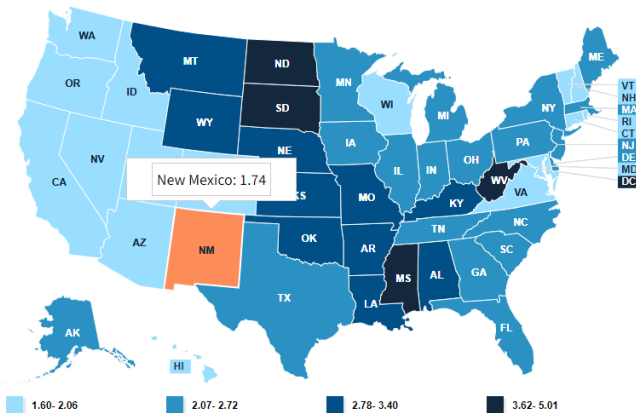
# Hospital Beds per 1,000 Population

US

- 2.35 bed/1,000 pop
- Range 1.6 – 5.0

NM

- 48<sup>th</sup>
- 1.74 beds/1,000 pop
- Bed gap to US avg
  - 31%
  - 1255 beds
- Distribution



New Mexico Acute Care Hospitals  
with >25 Beds

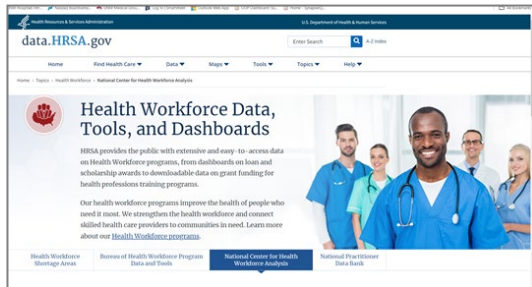
<https://www.kff.org/other/state-indicator/beds-by-ownership>

<https://nmdoh.maps.arcgis.com/apps/>



# National Center for Health Workforce Analysis

The National Center for Health Workforce Analysis (NCHWA) collects data, conducts research, and generates information about the U.S. health care workforce to inform and support Public- and private-sector decision making.



NCHWA Health Workforce Projections



NCHWA Area Health Resource Files



NCHWA Nursing Workforce Survey Data



NCHWA Nursing Workforce Dashboards

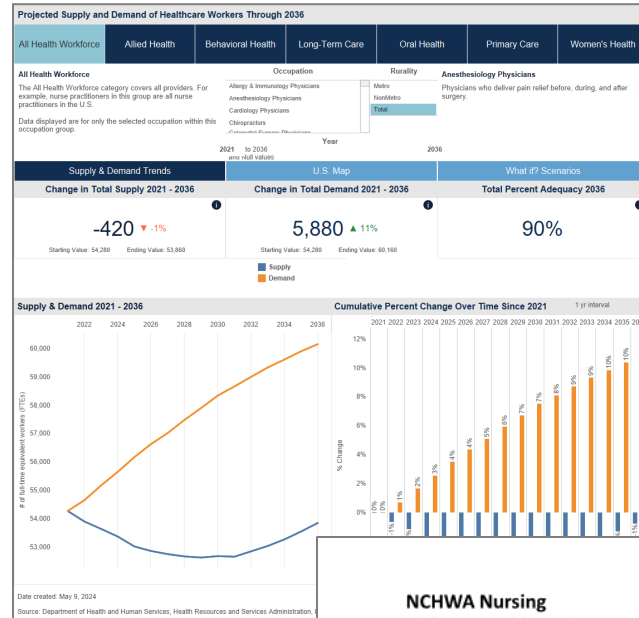


Health Workforce Research Centers

<https://data.hrsa.gov/topics/health-workforce/data-research>

# National Center for Health Workforce Analysis

- View projection of the supply of and demand for health care workers at the state and national level
- Analyze supply and demand trends by discipline
- Analyze projected *'What if?'* scenarios in the event of changes in the health care landscape



### NCHWA Nursing Workforce Dashboard

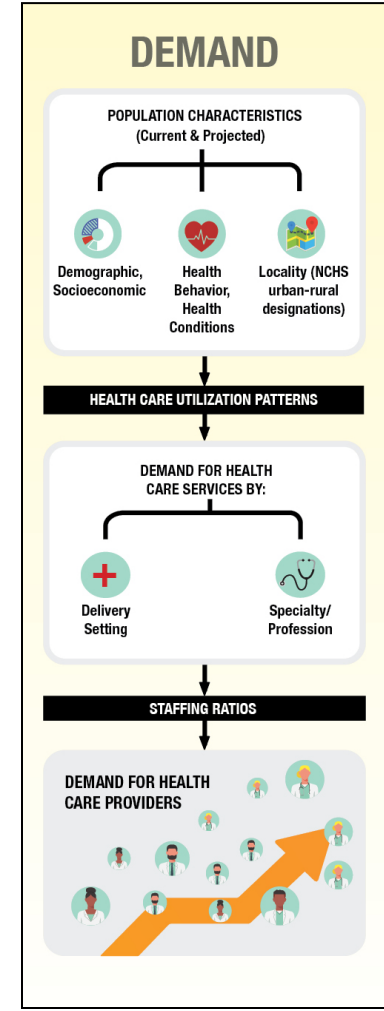
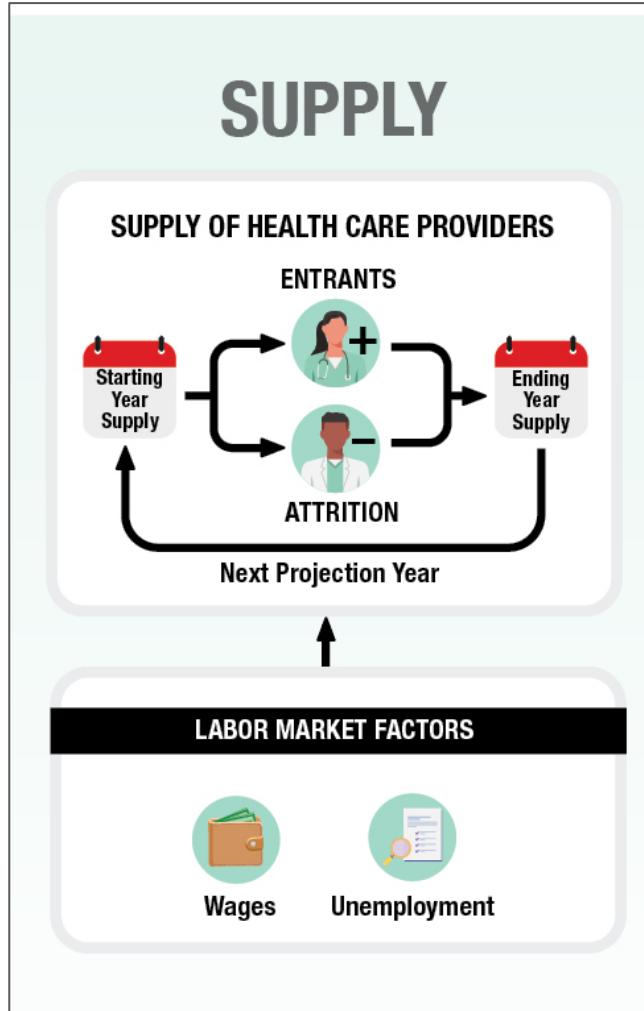
- View nursing workforce
  - Demographics
  - Employment
  - Education
  - RNs, NPs, and APRNs.
- Analyze and filter results:
  - Location
  - License type
  - Employment status
- Burnout and the effects of COVID-19 pandemic on nurses.

# HRSA Health Workforce Simulation Model

- Download Data Files
- Extensive Documentation
- Research Briefs
- Dashboards
- Data Books

State	New Mexico						
1	State	2014					
2	Supply	2014 (Actual)					
3	Population	2014 (Actual)					
4	Area Labels		Sum of Demand	% Relative	Start		
5	All Health Workforce	1100	4000	0.71	1310		
6	Physician & Advanced Practice	300	1000	0.34	300		
7	Advanced Practice	100	300	0.10	100		
8	Physician	200	700	0.24	200		
9	Cardiology Physicians	100	200	0.10	100		
10	Cardiology Specialists	100	200	0.10	100		
11	General Internal Medicine Physicians	100	200	0.10	100		
12	General Internal Medicine Specialists	100	200	0.10	100		
13	Emergency Medicine Physicians	500	1000	0.36	500		
14	Emergency Medicine Specialists	500	1000	0.36	500		
15	Emergency Medicine Specialists	500	1000	0.36	500		
16	Emergency Medicine Specialists	500	1000	0.36	500		
17	General Surgery Physicians	200	200	0.08	200		
18	General Surgery Specialists	200	200	0.08	200		
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Excel Export

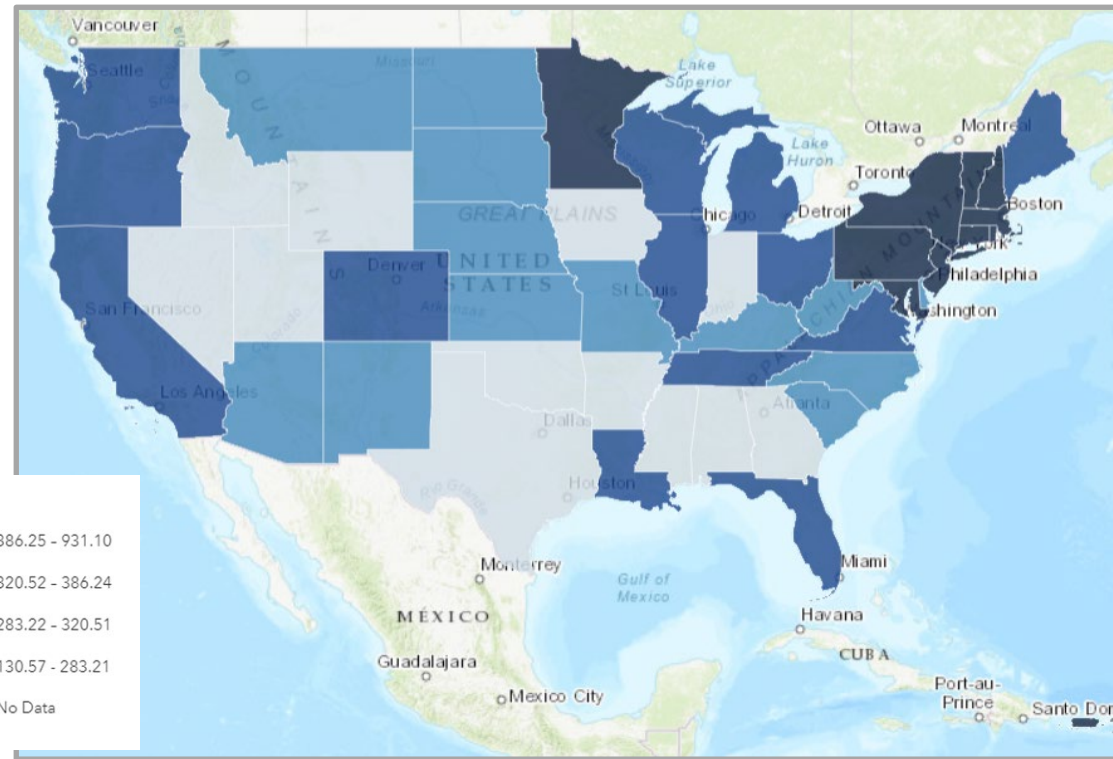


# HRSA National Center for Health Workforce Analysis

## Per Capita Supply Comparisons

### All MDs

<b>US Median</b>	<b>320/100k</b>
<b>New Mexico</b>	<b>320/100K</b>
<b>DC</b>	<b>931/100k max</b>
<b>Idaho</b>	<b>210/100k min</b>



Result are consistent with NM Health Care Workforce Committee Report

<https://data.hrsa.gov/topics/health-workforce>

# HRSA National Center for Health Workforce Analysis

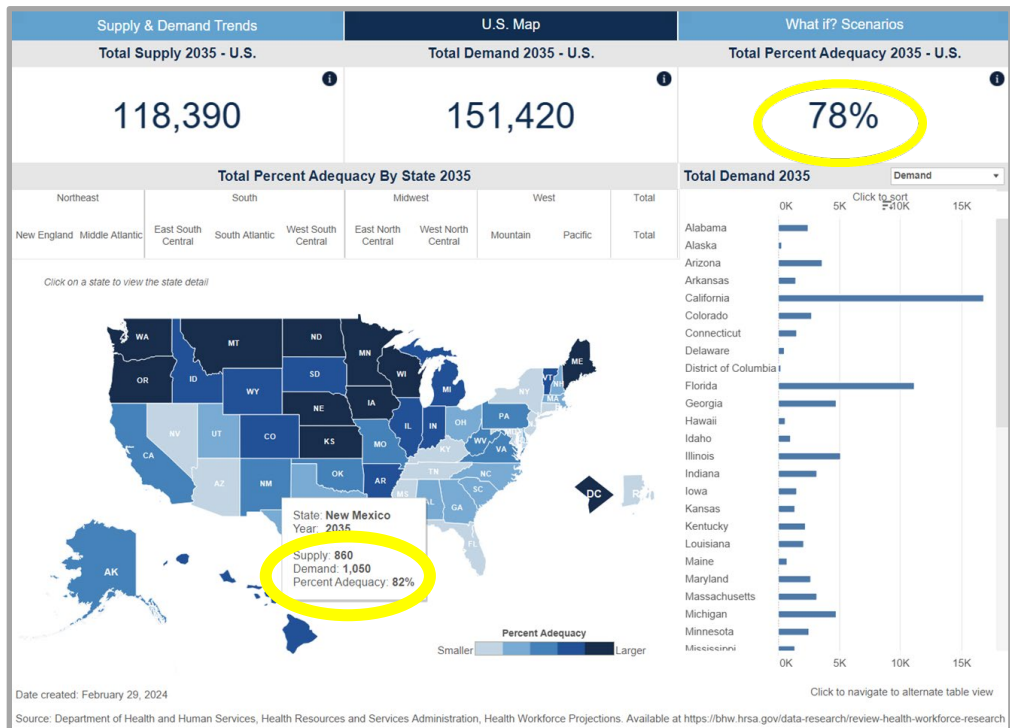
## New Mexico Primary Care Adequacy - FCM

**2021 – 93%**

- Supply – 860
- Demand – 920

**2035 – 82%**

- Supply – 860
- Demand – 1050



HRSA Bureau of Health Workforce  
Program Data and Tools

# HRSA National Center for Health Workforce Analysis

## New Mexico Pharmacist

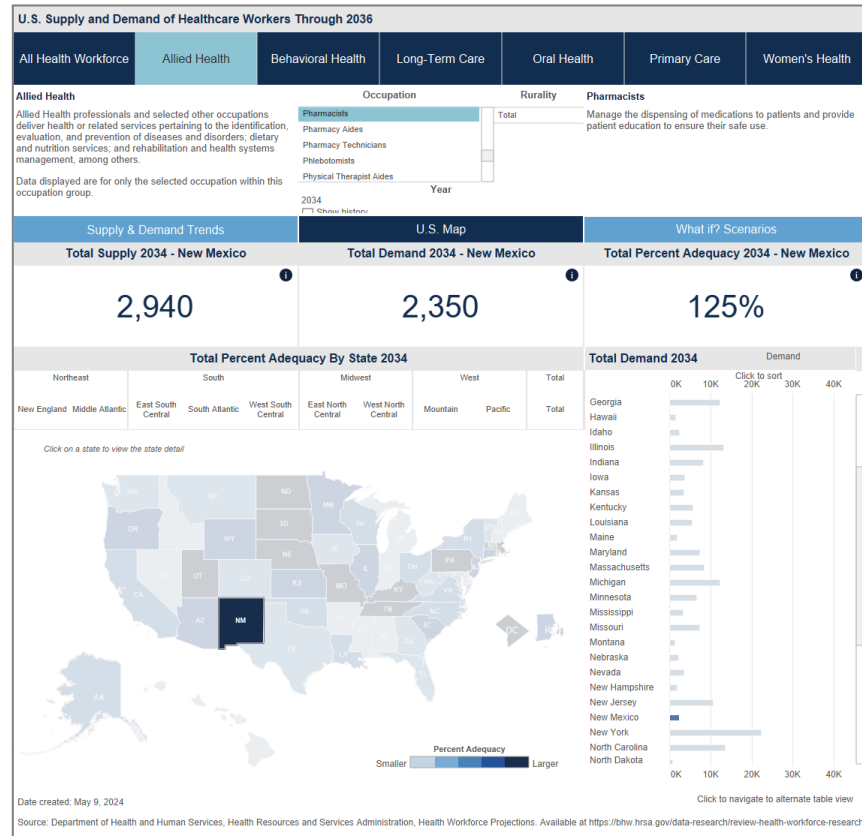
**2024 – 100%**

- Supply – 2170
- Demand – 2170

**2035 – 125%**

- Supply – 2940
- Demand – 2350

HRSA Bureau of Health Workforce  
Program Data and Tools



# New Mexico Supply 2034 Gap and Adequacy

## Physicians

1,380  
78%

## Nurses

5,140  
81%

## Behavioral

3,460  
48%

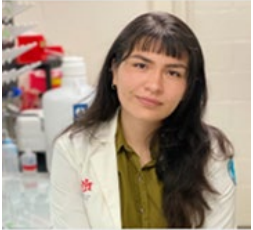
## Dental Hygiene

360  
64%

## Allied Health

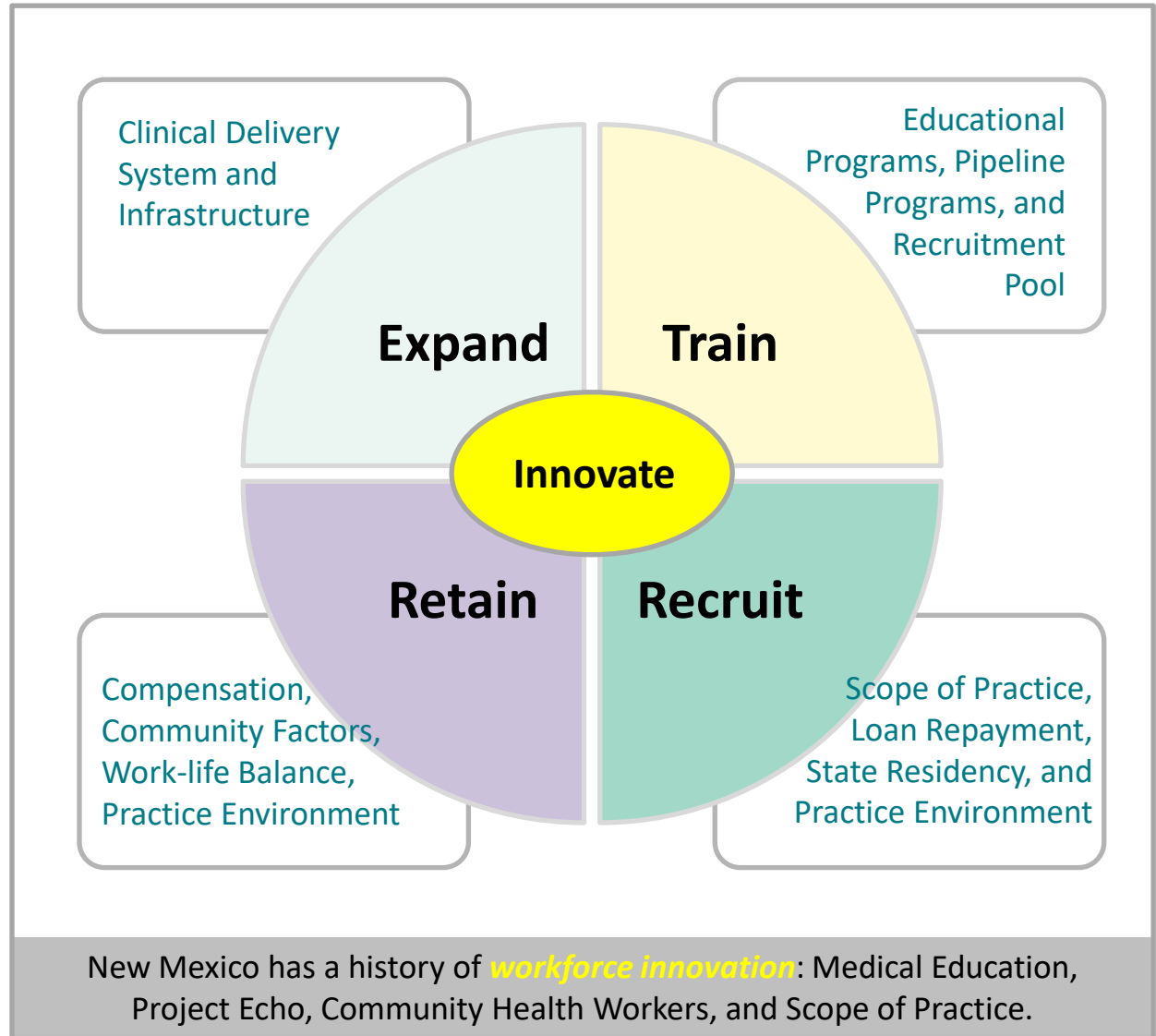
1470  
88%

HRSA National Center for Health Workforce Analysis



# Strategic Considerations

To adequately address the clinical workforce shortage, New Mexico's future strategies will need to focus on expanding health educational programs in parallel with growing healthcare infrastructure and attracting and retaining talent





# Thank You

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