



# State of Health Workforce in New Mexico

---

LEGISLATIVE HEALTH AND HUMAN SERVICES COMMITTEE

25 JULY 2019

RICHARD LARSON, MD, PHD  
EXECUTIVE VICE CHANCELLOR  
VICE CHANCELLOR FOR RESEARCH

# BACKGROUND

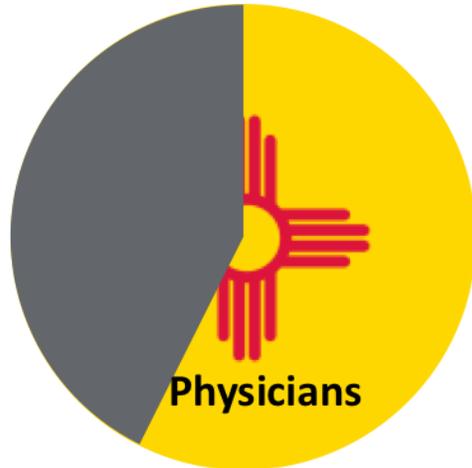
---

**In 2012 HB19 – the Health Care Work Force Data Collection, Analysis and Policy Act – became law and the following occurred:**

- Licensure boards are required to develop surveys on practice characteristics.
- Licensure data was directed to UNM HSC for stewardship and storage.
- The establishment of the New Mexico Health Workforce Committee, to include state-wide constituents.
- The Committee is required to evaluate workforce needs and make recommendations.

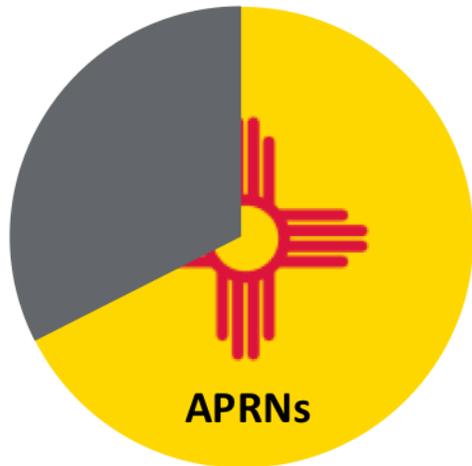
Source: Health Care Work Force Data Collection, Analysis and Policy Act. Vol NM Stat, 24-145C-1.; 2011

# HEALTH CARE WORKFORCE IN NEW MEXICO



As of 31 December 2017, New Mexico has:

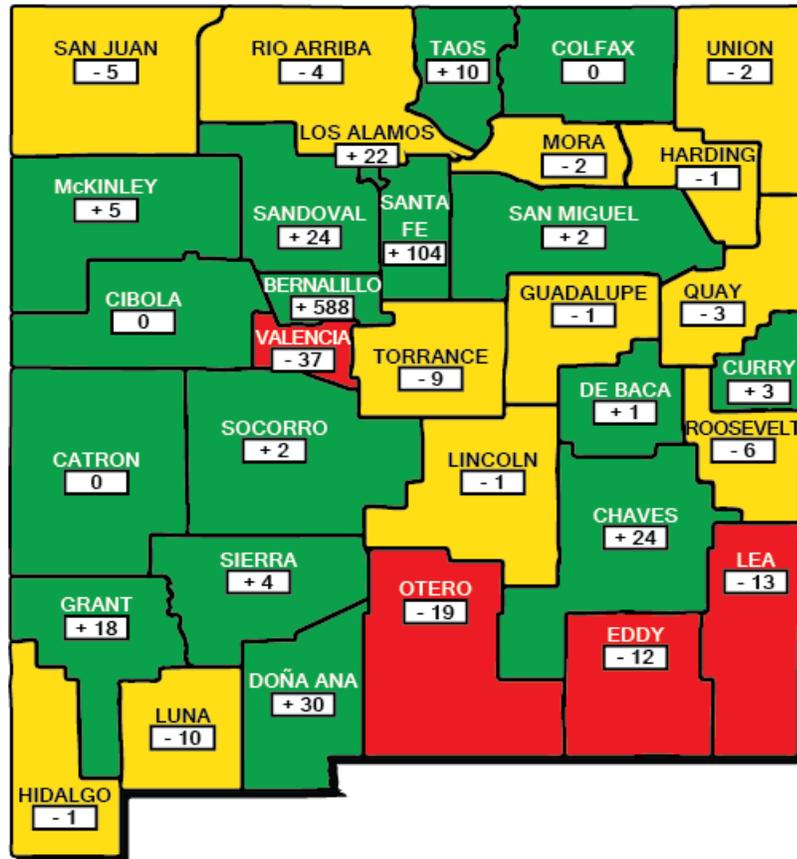
- 9,585 Licensed Physicians
  - 5,498 Practice in New Mexico (57%)
    - 2,360 Primary Care Physicians
    - 282 Obstetrician/Gynecologists
    - 194 General Surgeons
    - 332 Psychiatrists
- 2,152 Certified Nurse Practitioners and Clinical Nurse Specialists
  - 1,453 Practice in New Mexico (68%)
- Increase of 60 Physicians and 74 CNPs/CNSs since 2016



Source: Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2018 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2018

# PRIMARY CARE PHYSICIANS

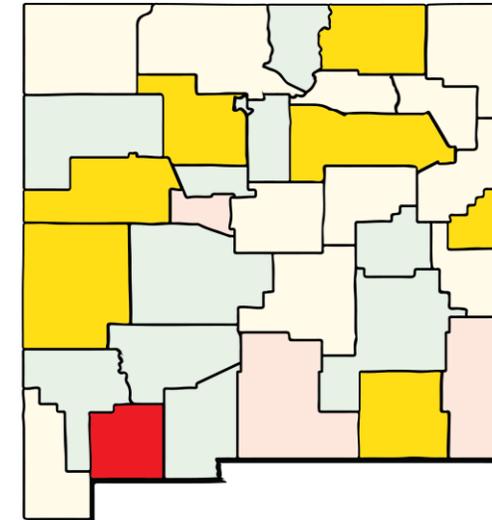
Primary Care Physicians Compared to Benchmark, 2017



Comparison to Benchmark (0.79 per 1,000 Population)

- At or Above Benchmark
- 1 - 10 Providers Below Benchmark
- > 10 Providers Below Benchmark
- 0 Number Above (+) or Below (-) Benchmark

2016



Sources: Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2017 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2017; Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2018 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2018

# SHORTAGES

---

As of 31 December 2017:

- Shortages are most severe in less-populated counties
- *Without redistributing* the current workforce, New Mexico needs:
  - 126 Primary Care Physicians
  - 30 Obstetrics and Gynecology Physicians
  - 12 General Surgeons
  - 111 Psychiatrists
  - 147 CNPs/CNSs
  - 113 PAs
  - 11 CNMs
  - 4 LMs
  - 46 Dentists
  - 258 Pharmacists
  - 3,022 RNs
  - 415 EMTs
- Average age is 53.5 years (national average: 51.3 years<sup>1</sup>)
- Highest percentage of physicians over 60 years (37.0% versus 30.3% nationwide)<sup>2</sup>

<sup>1</sup> Physicians Foundation. 2016. 2016 Survey of America's Physicians. [www.physiciansfoundation.org](http://www.physiciansfoundation.org)

<sup>2</sup> American Association of Medical Colleges. 2017. 2017 State Physician Workforce Data Book. Washington DC: AAMC. Farnbach Pearson AW, Reno JR, New Mexico Health Care Workforce Committee. 2018 Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2018

# Workforce Production & Retention



## Recruitment Incentives:

- Loan Repayment (restructure)
- Loan-for-service
- Endowment
- Housing Accommodations
- Salary
- Start-up-packaging



## Production:

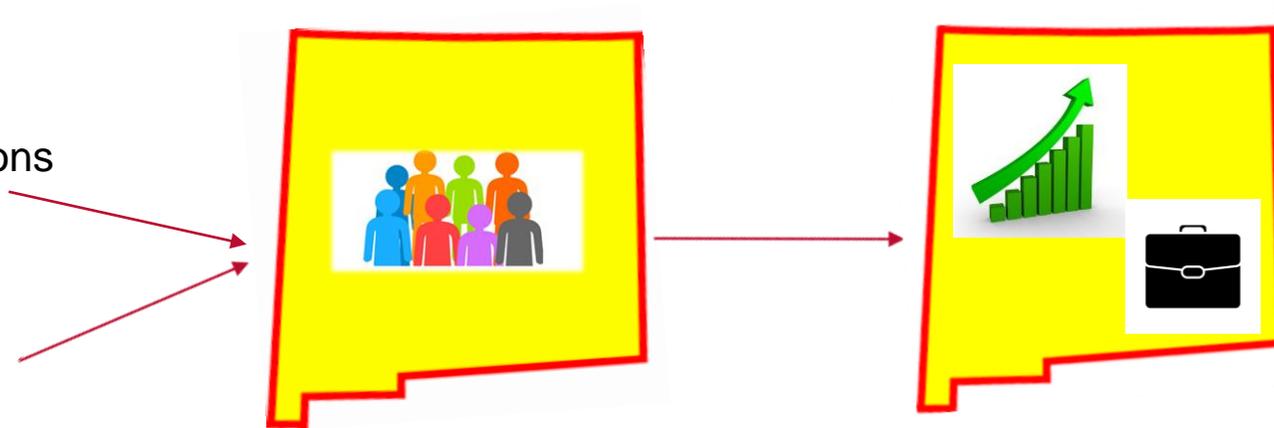
- Educate more students
- Expand PA Programs
- Increase undergraduate enrollment via CON, COPH, COP

## Retention:

- Keep in New Mexico
- Target underserved and rural areas
- Expand rural and underserved program
- Increase GME rural rotations

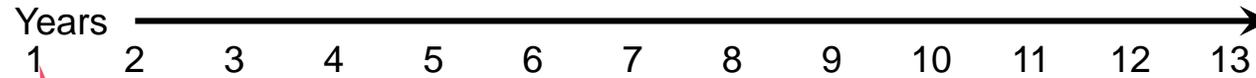
## Growth of Workforce:

- Target Rural and underserved areas



# PROGRAMS TO INCREASE THE NUMBER OF PHYSICIANS AND DENTISTS IN UNDERSERVED AREAS OF NEW MEXICO

Number of years required for programs to produce results



**Loan for Service/ Loan Repayment Programs** ▶ *Begins immediately*

**BA/DDS Program** ▶ (\$8.2M to implement; \$440,000 requested to begin implementation, 2016)  
9 years in length

**Physician Residency Programs** ▶ (~\$1,000,000 to fund 9 positions for 1 year)  
3 – 5 years in length

**Combined BA/MD Program** ▶ (\$4,354,600 per year, years 1 – 8 funded; residencies not funded)  
11 – 13 years from acceptance into program to completion of residency

**BA/Nursing** 4 years in length  
**APRN** 2 years in length

## 2014 Legislative Action

Increased allied health loan for service

No action

~19 positions funded

85% in NM

APRN Increased to 40 per year

Source: New Mexico Health Care Workforce Committee. *Executive Summary: 2014 Annual Report*. Albuquerque NM: University of New Mexico Health Sciences Center; 2014;



---

RICHARD LARSON, MD, PHD  
RLARSON@SALUD.UNM.EDU

# LHHS Workforce Presentation

---

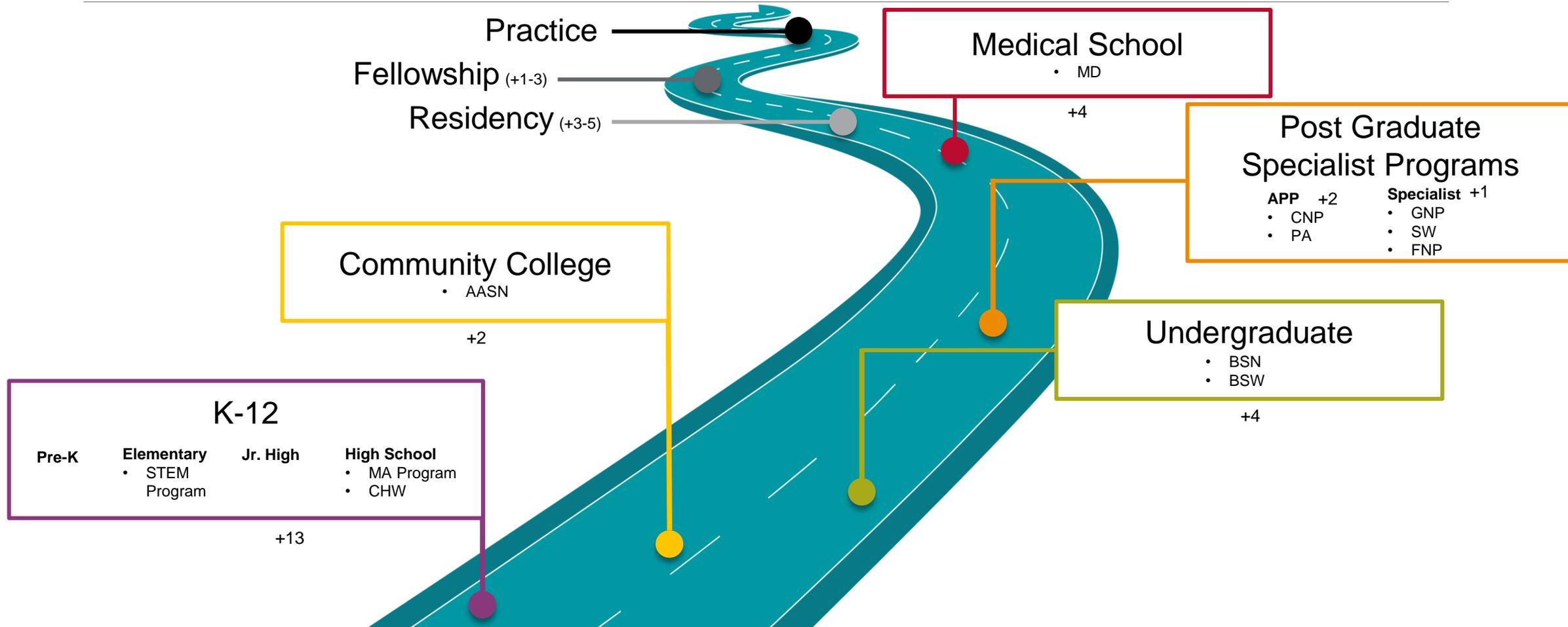
MIKE RICHARDS, MD, MPA

VICE CHANCELLOR CLINICAL AFFAIRS

UNM HEALTH SYSTEM

JULY 2019

# Pathway to Healthcare Workforce: The long & Winding Road



# Workforce Pipeline: Addressing our shortage & distribution gaps

---

Program Highlights Include: \$4,128,000

Rural Underserved and Urban Program focused on Medical Students \$250,000

- 20/22 students accepted each year / 2019- approx. 73 students participating and with expansion will grow to about 120 by 2023

GME: expand flexibility in language with state dollars and increase Medicaid cap (from 450 to 550)

Expand the Physician Assistants program by nine: \$428,000

Combined nursing program (BSN, CNP and BA): \$3,350,000

# Medical Assistants, Community Health Workers, Technicians; Licensed Practical Nurses

---

Production:

- High school partnerships
- STEM Education
- Expand Community College Capacity

Workforce Growth: 3,000 more MA's, CHWs, Techs, and LPNs



Partnership between PED and HED to push health care certificate programs into high schools and link with UNM HSC pipeline programs for nursing, PA, and physician programs. (Cibola High School, Gallup High School, Grants High school, Shiprock High School)

# Advanced Practice Providers

---

Change state law to allow for reimbursement of clinical pharmacists

Recruitment: BA/CNP and BA/PA programs, loan repayment, loan forgiveness

Retention: incentives for rural practice, ECHO support, locums support

Workforce Growth: Need 1,450 more APPs



Joint degree programs in nursing and pharmacy

# Nurses

---

## Production:

- 2-Years
- ✓ RN-BSN (NMNEC) (60%)
- ✓ ADRN (2 paths) (40%)
  - Concurrent enrollment for NMNEC
  - RN-BSN (online)
- Community College Capacity
- College Expansion

Recruitment: loan repayment and loan forgiveness for underserved communities, housing accommodations, training close to home

Retention: incentives for staying in rural communities, community-partnerships



Fund housing for nursing students and nurses in rural communities, pilot a program in Gallup

# MD's and DO's

---

- Focus on: Family Medicine, Internal Medicine, Pediatrics
- Expand GME cap by 100 at UNMH
- Flexibility in GME funding to support rural residency programs
- Expand RUUP Program

Recruitment: Loan-Forgiveness

Retention: Locums Tenens, Project ECHO, incentive programs

Workforce Growth: 126 more Doctors in the rural and urban underserved areas



Full Scholarships for all medical students with service commitment

# Graduate Medical Education

- Current Programs
- Potential for Expansion
  - 100 new residents (50% primary care and 50% specialists)
  - Rotations at:
    - SRMC
    - Rural rotation sites
    - Shiprock Family & Community Medicine
- Achieving GME Expansion
  - Medicare –Rural Teaching Hospital Designation
  - Medicaid – Expansion of Residency Cap
  - State GME Appropriation and Language Flexibility
- Participation on GME Expansion Review Board (HB 480)



# LHHS Workforce Presentation

---

ROBERT WILLIAMS, MD, MPH  
FAMILY AND COMMUNITY MEDICINE  
JULY 24, 2019

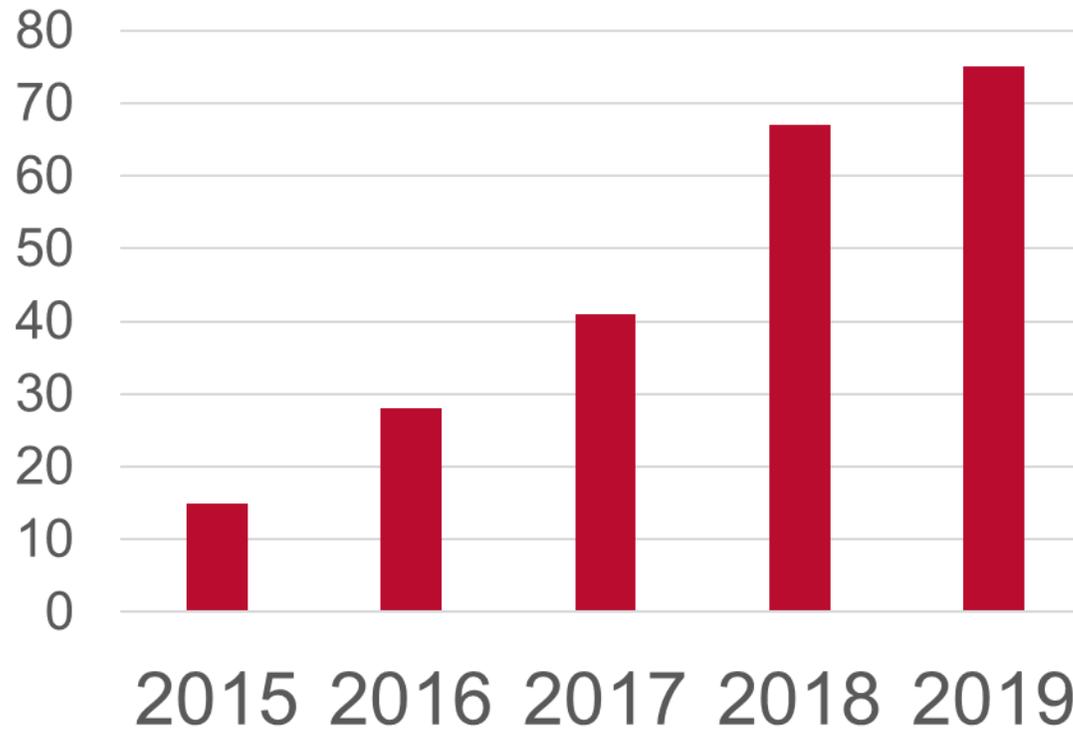
# Program's Workforce Mission

---

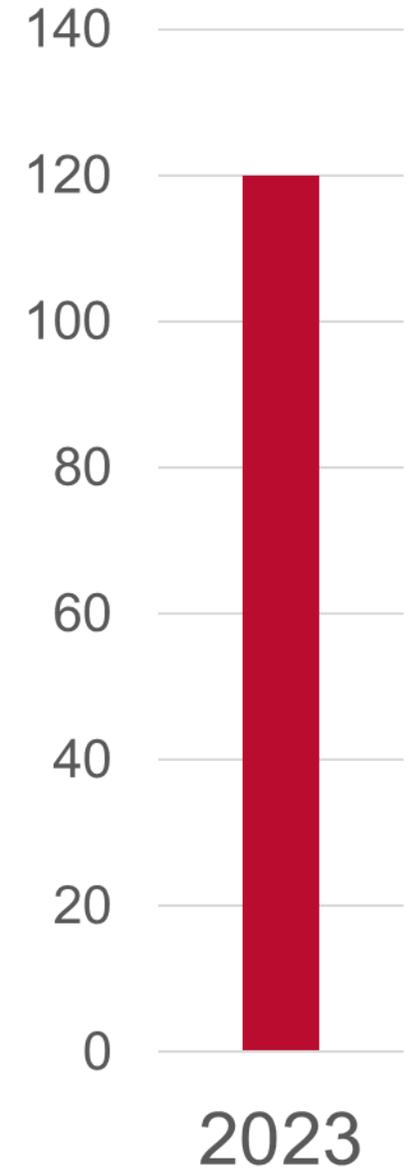
video: <https://vimeo.com/259010136/60b6a0da22>

# Potential for Expansion

Current  
RUUP  
Students  
participating  
(Total)



With  
Expansion  
Funding





# LHHS Workforce Presentation

---

JUDY LIESVELD, PHD

JULY 2019

# Program's Workforce Mission

---

- Our mission focuses on the scholarship of nursing research, education, practice, and policy to inform and lead in the delivery and analysis of nursing and health care.
- Currently enrolled: 729 undergraduate nursing students and 173 graduate students totaling 902...will expand to over 1000 students Fall 2019.
- Academic Programs: Pre-licensure track, RN-BSN completion program, MSN including FNP, PNP, AGACNP, Midwifery, Psych Mental Health NP, MSN-Education, MSN-Administration, DNP, and PhD

# Potential for Expansion

---

Great opportunities for expansion in mitigating NM's nursing deficit:

1. **HSC Rio Rancho Campus:** started with cohort of 8 Fall 2018; possibility of 24-32 admitted twice/year.
2. **Direct Admissions:** starting with 16 freshman Fall 2019
3. **NMNEC:** UNM offers the BSN program on seven partnering community college campuses using a common curriculum and shared resources: CNM, SJC, SFCC, NMJC, UNM-Taos, UNM-Gallup, UNM-Valencia. Graduates in 2018/2019 totaled 128; potential exists to double enrollment in programs with adequate resources; clinical sites, faculty.
4. RN-BSN program, Masters in Education and Masters in Administration, DNP, PhD programs are all **on-line** with potential to provide advanced degrees to nurses throughout the state

# Statewide Impact

---

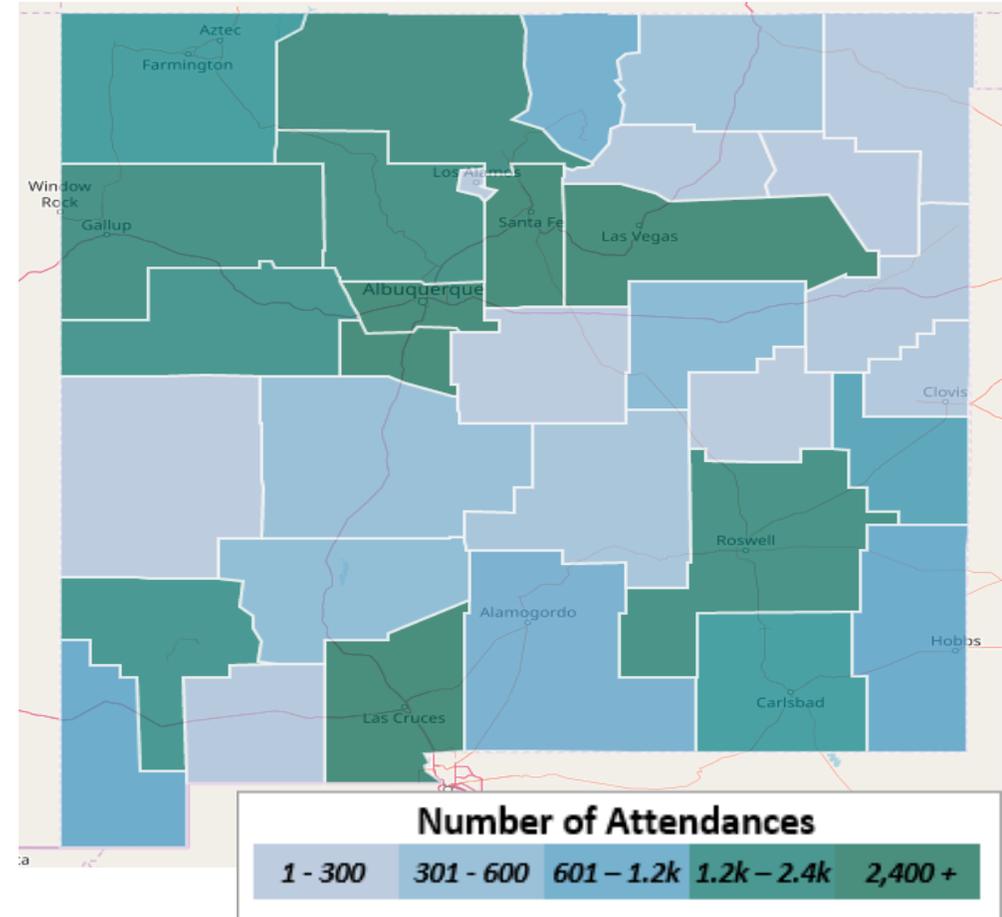
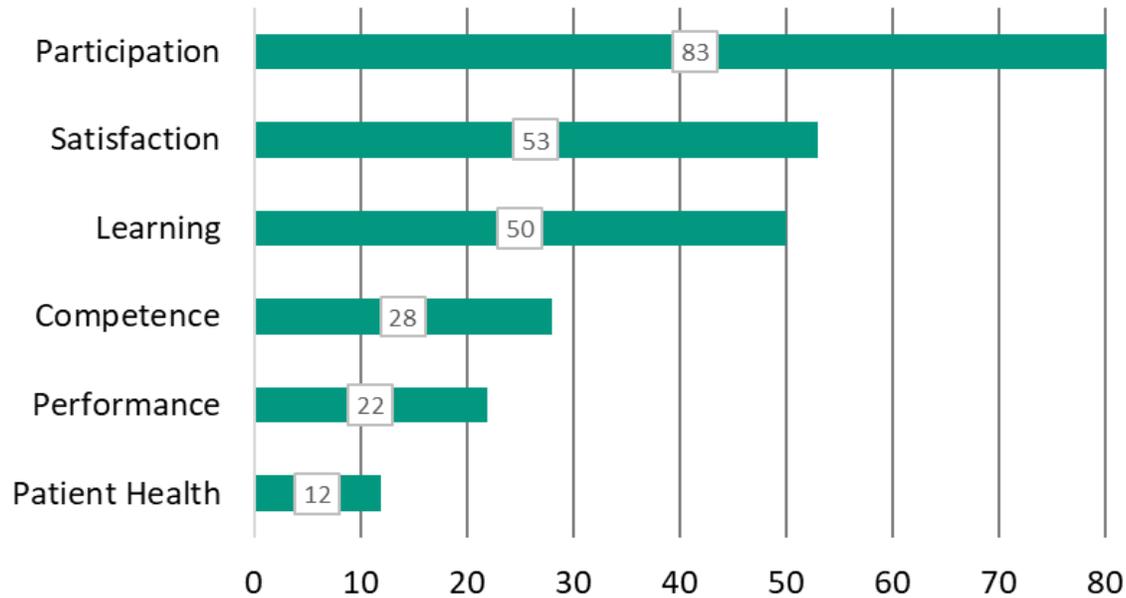
- Challenges to expansion and increased enrollment include faculty shortages and lack of clinical sites and preceptors.
- Nurses are at the forefront of health care in NM. Increased funding would provide resources to UNM CON and partnering NMNEC schools to graduate more nurses for hospitals, clinics, community sites in NM.



# LHHS Workforce Presentation Sanjeev Arora/ Project ECHO

## Project ECHO: Cutting Edge Model for Workforce Development

Peer-Reviewed ECHO Literature categorized by Moore's CME Outcomes



# Statewide Impact: ECHO Programs Provided to Learners Across New Mexico

## Healthy Aging

Bone Health	TB (with NMDOH)
Endocrinology	TB Infection (with NMDOH)
Hepatitis C Corrections	Reproductive Health
HIV Corrections	Rheumatology
Hepatitis C Community	Community Health
Hepatitis C Indian Country	Reps Training for Chronic Diseases
Indian Country HIV	Peer Education Project
IHS TB	Continuing Education for CHWs
Miner's Wellness	El Centro Primary Care
Quality Improvement	Pain and Opioid
Nursing Home Project	
HIV (with NMAETC)	

## Behavioral Health/Substance Abuse

Chronic Pain & Opioid Management  
 Fundamentals of Addiction Medicine  
 Depression (MCO partnership)  
 National CHW & Medical Assistant  
 Opioid Training  
 Medication Assisted Treatment (MAT)-Opioids  
[CIT Knowledge Network](#)  
**Child Wellbeing**  
 HBV ECHO: Reducing Perinatal Transmission  
[Education: Graduates](#)  
[Education: Teacher Pipeline](#)  
 Improving Perinatal Health  
 Child Trauma (with UNM HSC)

## Other

Antimicrobial Stewardship  
 CDC Good Health & Wellness in Indian Country  
 Nurse Practitioner/Certified Nurse  
 Midwife Primary Care  
 US-MX Binational TB  
[Bernalillo County Reentry](#)  
 Continuing Education for CHWs  
[The Evaluation Lab Learning Community](#)  
 Abq. Area Southwest Tribal Epidemiology Center Partners in Good Health & Wellness

**Programs in blue = non-medical**

# Summary of ECHO Participation by County

	Unique Attendees	Attendance	Total Programs Participated In
Bernalillo	3,430	37,698	93
Catron	2	22	1
Chaves	154	2,390	35
Cibola	163	1,609	24
Colfax	56	388	22
Curry	19	122	16
De Baca	1	1	1
Doña Ana	412	5,788	51
Eddy	39	1,283	25
Grant	92	1,772	37
Guadalupe	33	402	9
Harding	2	5	2
Hidalgo	15	555	14
Lea	67	721	22
Lincoln	17	199	22
Los Alamos	9	12	7
Luna	11	45	10

	Unique Attendees	Attendance	Total Programs Participated In
Mckinley	289	2,718	45
Mora	3	91	11
Otero	52	496	21
Quay	4	29	7
Rio Arriba	147	2,510	47
Roosevelt	29	985	21
San Juan	207	1,643	45
San Miguel	84	2,881	37
Sandoval	129	2,206	42
Santa Fe	545	11,146	64
Sierra	19	302	13
Socorro	21	174	15
Taos	76	653	34
Torrance	2	44	6
Union	16	39	6
Valencia	337	3,071	50
<b>Total</b>	<b>6509</b>	<b>82287</b>	<b>90</b>

# Thank You

---

Contact: [sarora@salud.unm.edu](mailto:sarora@salud.unm.edu)