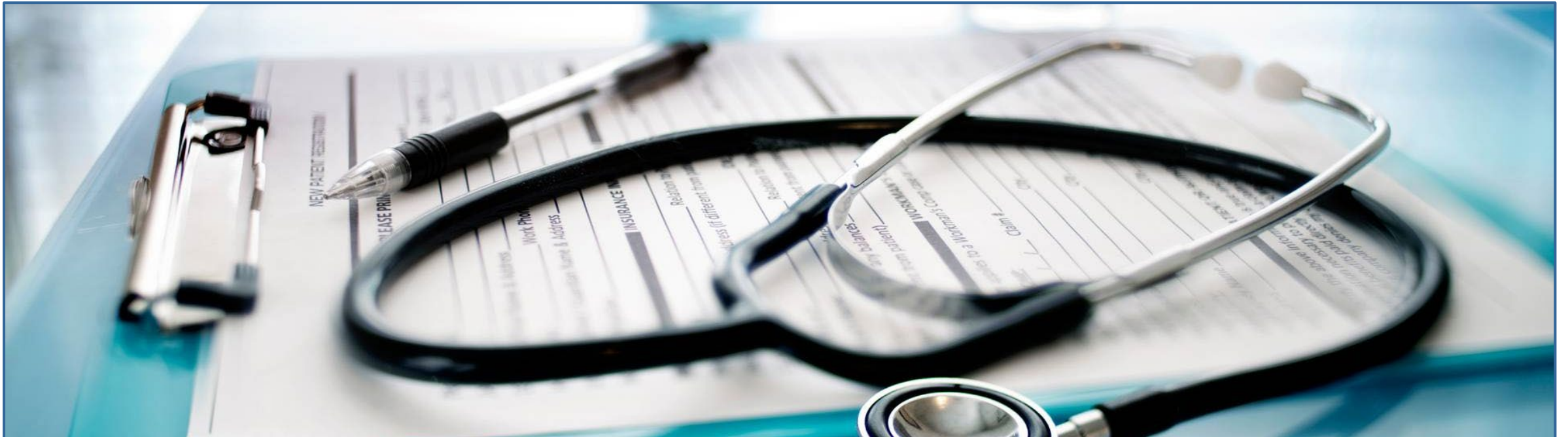


RURAL HEALTHCARE WORKFORCE TRAINING UPDATE

DR. KIMBERLY PETROVIC, PHD MSN MA RN, ASSOCIATE DEAN FOR THE SCHOOL OF NURSING & KINESIOLOGY
VICTOR STEPHEN GONZALES MSN, RN, HEALTHCARE WORKFORCE PROGRAMS DIRECTOR

WESTERN NEW MEXICO UNIVERSITY
SEPTEMBER 23, 2024



STATEMENT OF THE PROBLEM

Healthcare workforce shortages

Demand for healthcare professionals

Unique challenges to the healthcare workforce in rural and frontier areas of southwestern New Mexico



STATEMENT OF THE PROBLEM

Healthcare Workforce Shortages

According to <https://datausa.io/>



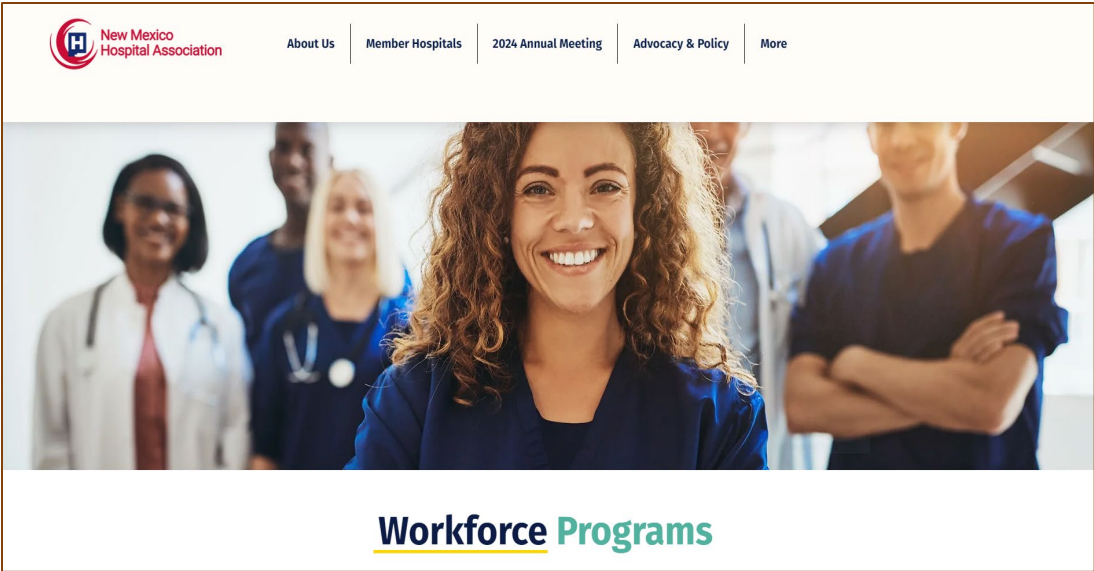
Several Examples to Highlight Workforce Shortages

- <https://www.bcbsnm.com/newsroom/category/collaborative-care/addressing-new-mexico-nursing-shortage>
- <https://www.myamericannurse.com/the-need-for-more-new-mexico-nurses/>
- <https://www.myamericannurse.com/addressing-nursing-shortages-a-major-issue-in-new-mexico-healthcare/>
- <https://sourcenm.com/2024/06/17/lack-of-both-healthcare-workers-and-infrastructure-hurting-new-mexicans-access-to-medical-care/>
- <https://nmindepth.com/2023/lawmakers-tackled-new-mexicos-crisis-of-rural-health-care-workers-it-wasnt-enough/>
- https://www.abqjournal.com/news/local/doctors-flee-new-mexico-and-more-are-expected-to-follow/article_8ed1d0f3-a009-5de2-820c-d2f0637c60b6.html

STATEMENT OF THE PROBLEM

Demand for Healthcare Professionals

Our state has a dire healthcare worker shortage. We are now competing with all other states for our workforce. Without a full spectrum of doctors, nurses, therapists, medical technicians and assistants, dietitians, administrative, custodial and facilities staff – New Mexicans cannot access the care they need, when and where they need it. <https://www.nmhospitals.org/workforce>



The screenshot shows the top navigation bar of the New Mexico Hospital Association website. The logo is on the left, followed by links for 'About Us', 'Member Hospitals', '2024 Annual Meeting', 'Advocacy & Policy', and 'More'. Below the navigation is a large photograph of a diverse group of healthcare professionals, including a woman in the foreground wearing blue scrubs and smiling. At the bottom of the image, the text 'Workforce Programs' is displayed in a bold, teal font.

Several Examples to Demand for Healthcare Professionals

[https://www.nursingoutlook.org/article/S0029-6554\(21\)00277-3/abstract](https://www.nursingoutlook.org/article/S0029-6554(21)00277-3/abstract)

Policymakers are increasingly interested in using nurse practitioners to provide health care to rural populations, yet little is known about their characteristics and preparation for independent practice. (page 391).

<https://ciceroinstitute.org/wp-content/uploads/2024/04/NM-Physician-Shortage-Facts-one-pager-4-24-2024.pdf>

This is another reason to support nursing education for Family Nurse Practitioners (FNP) who can practice in NM to an even greater extent because of physician shortage.

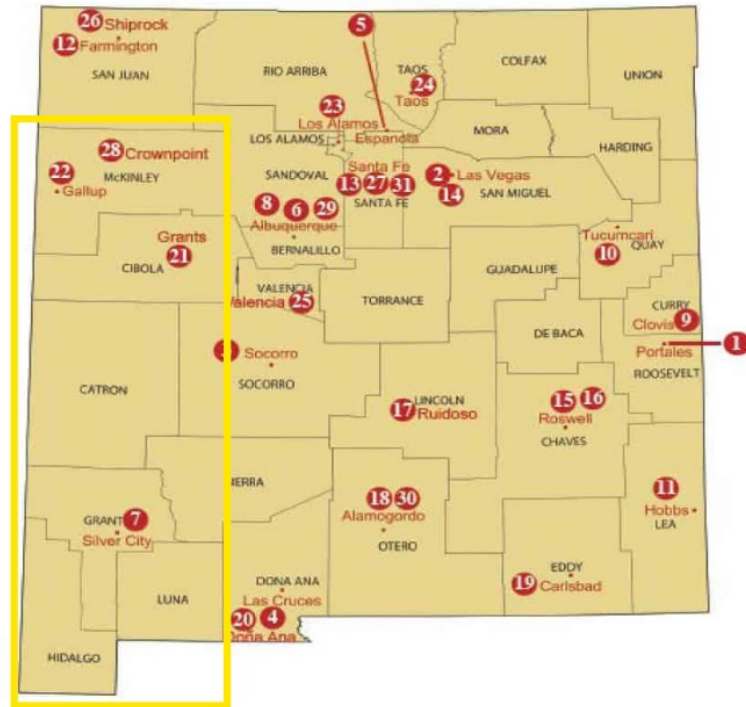
https://www.abqjournal.com/opinion/health-care-system-not-meeting-demand-for-physical-therapy/article_ce2d0cb6-6f73-11ee-9d39-c3adfa04903e.html

This supports the need for increasing the capacity for Kinesiology course, equipment, and programs here at WNMU.

WESTERN NEW MEXICO UNIVERSITY SERVICE AREA VS NEED

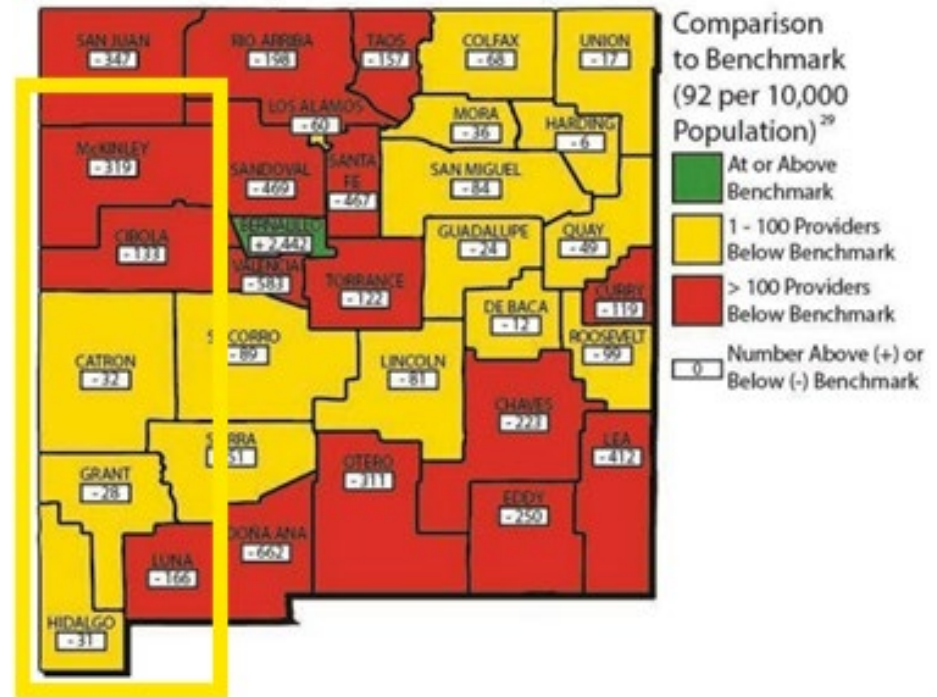
Save

STATE-FUNDED COLLEGES, UNIVERSITIES, TRIBAL COLLEGES & SPECIAL SCHOOLS IN NEW MEXICO



Our very large service region covers the entire western quarter of the state.

RNs and CNSs Compared to Benchmark, 2022



Area need (LFC Health & Human Service Brief, June 2024)

How could solutions to the problem benefit communities and the economy?



PIPELINE OF PROGRAMS

Workforce Development Training

- Certified Nursing Assistant (Active)
- Phlebotomy Technician (Active)
- Pharmacy Technician (Active)
- Medical Assistant (Future Goal)
- Emergency Medical Technician (Future Goal)

Recruitment from Local High Schools

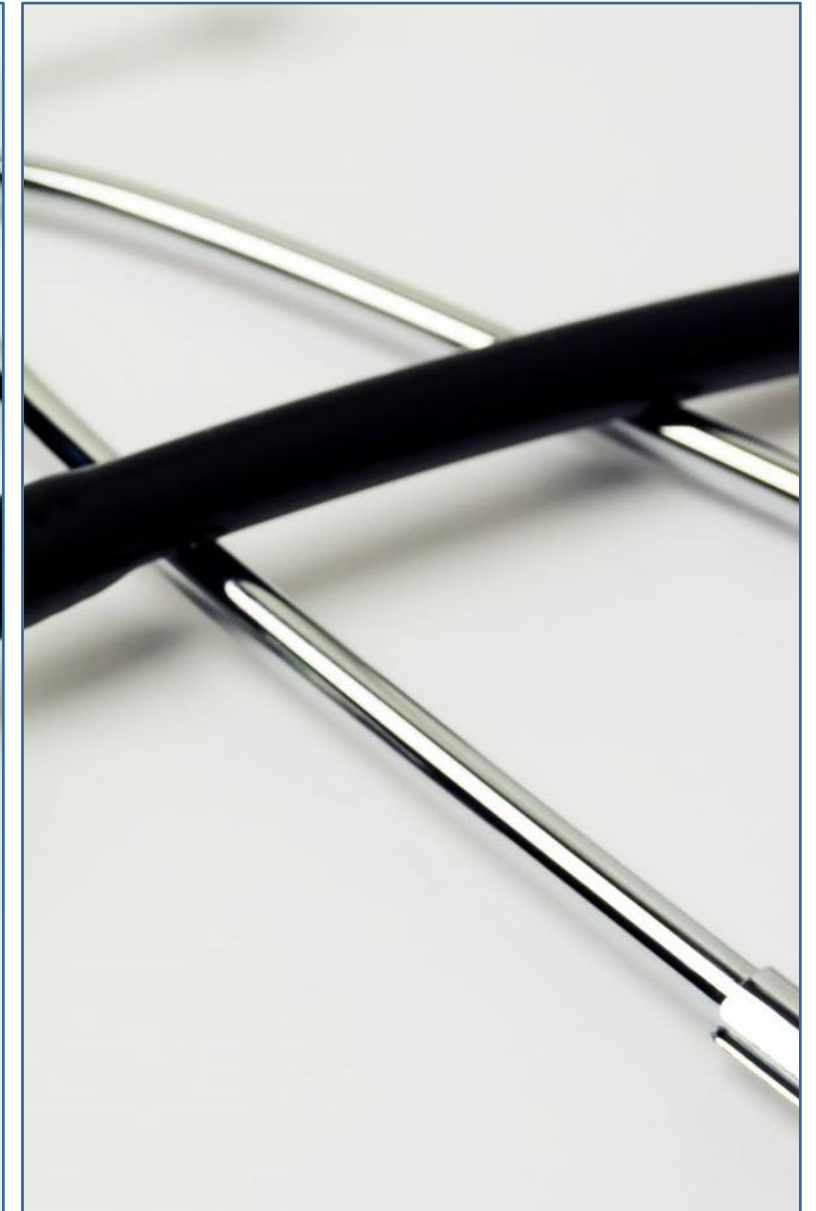
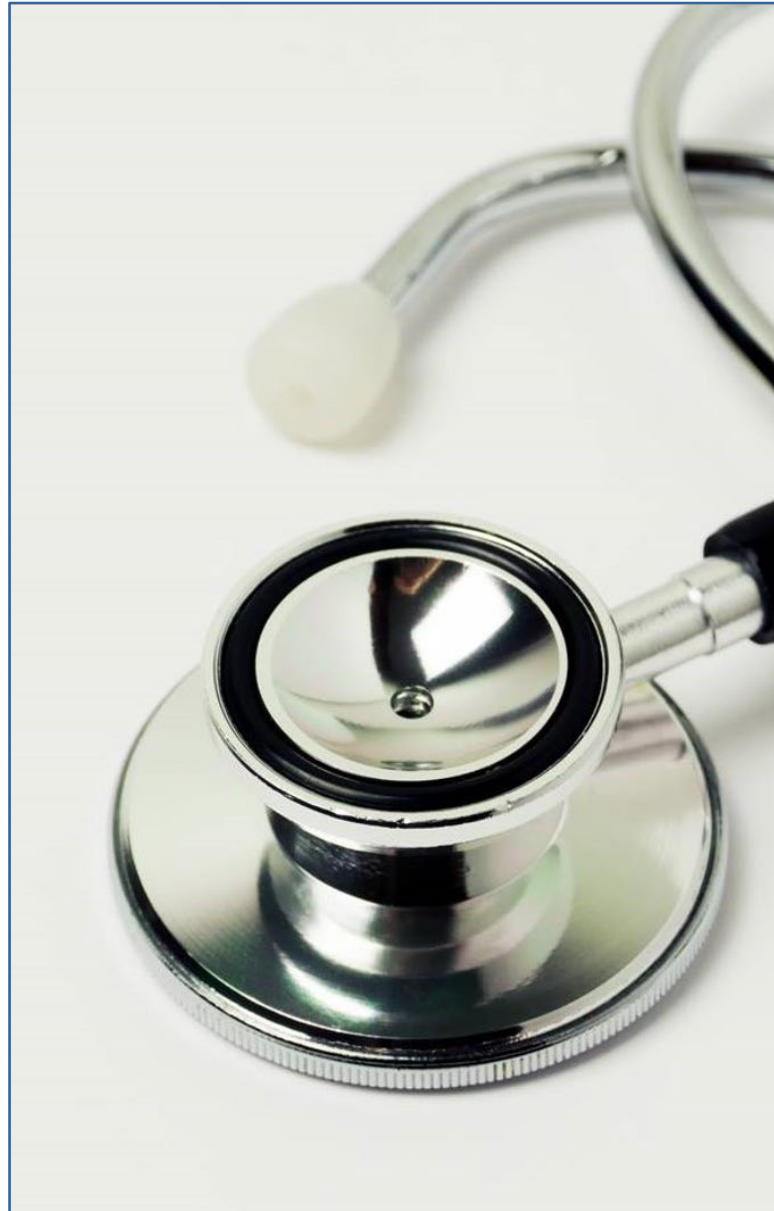
- Cobre, Deming, Silver, Cliff, and Magdalena

Kinesiology

- Institute of Health & Human Performance

Nursing

- Family Nurse Practitioner (FNP) Program
- Master of Science in Nursing (MSN) Program
- Accelerated RN-to-MSN Tracks



WORKFORCE DEVELOPMENT TRAINING

Certified Nursing Assistant (CNA):

- 4-6-week training, done within one semester at WNMU.

Phlebotomy:

- 16-week training, done in one semester.

Pharmacy Technician:

- 33 credit hours, fully online program.

Recruitment from local high schools

Recruitment from local healthcare agencies





WORKFORCE DEVELOPMENT TRAINING

Medical Assistant

- Local agencies complete on the job training
- No official educational programs locally
- Recruitment, retention and growth within the healthcare professions.

Pharmacy Technician

- Pharmacy Tech: 33 credit hours
- Fully online program

Phlebotomy Technician

- Takes a total of 16 weeks to complete



WORKFORCE DEVELOPMENT TRAINING

Virtual Reality (VR) Equipment

- Virtual Reality (VR) has been associated with immersive gaming experiences and futuristic entertainment.
- Its application in healthcare has opened a world of possibilities, transforming the way healthcare professionals approach diagnosis, treatment, and patient care.
- VR technology can simulate realistic 3D environments and interactions.
- VR is reshaping the landscape of healthcare, enhancing medical training, therapy, and patient outcomes.
- VR provides transformative solutions in healthcare education and training. medical training, patient care, and therapeutic interventions.



FUNDING NEEDS FOR
WORKFORCE DEVELOPMENT TRAINING

\$400,000 FOR SALARY & BENEFITS ALONG WITH EQUIPMENT/TRAINING

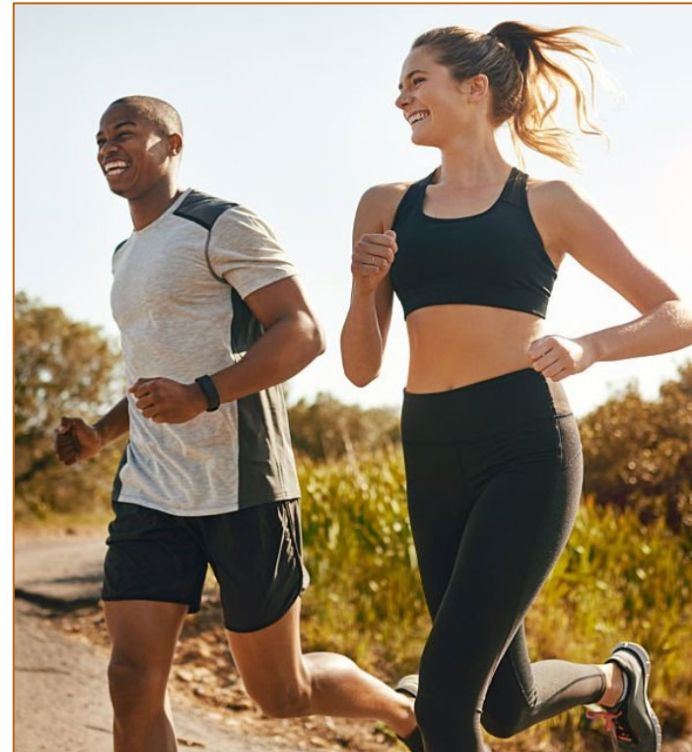
- Certified Nursing Assistant
- Emergency Medical Technician
- Medical Assistant
- Pharmacy Technician
- Phlebotomy Technician
- Virtual Reality Equipment

A group of people, including a woman in the foreground with white hair, are sitting on blue exercise balls in a bright, modern fitness studio. They are all wearing white tank tops and are performing a core exercise, leaning back with their arms extended forward. The background shows large windows and indoor plants, creating a bright and airy atmosphere.

KINESIOLOGY: INSTITUTE OF HEALTH & HUMAN
PERFORMANCE (IHHP)

KINESIOLOGY: INSTITUTE OF HEALTH & HUMAN PERFORMANCE (IHHP)

1. An accessible and inclusive institute to provide individuals with health and exercise-related knowledge
2. Focuses on lifespan health, athletic performance, and well-being
3. Expert faculty in sports and exercise psychology (Dr. Takahiro Sato) and exercise physiology (Dr. Garrett Peltonen)
4. Multifaceted approach to provide access to basic health and exercise information to underserved communities in rural/frontier southwestern New Mexico
5. Will establish clinical relationships with medical experts, provide exercise testing, health information, and exercise classes to improve and maintain overall health and well-being



KINESIOLOGY: INSTITUTE OF HEALTH & HUMAN PERFORMANCE (IHHP)

- Provides WNMU Kinesiology students with internship opportunities in exercise testing, exercise prescription, athletic performance, health education, and basic rehabilitation.
 - With increased hands-on learning and scholarly opportunities, our undergraduate and graduate Kinesiology students will be better equipped to enter health related fields.
- Serves as a resource for WNMU and local athletic teams aimed at improving athletic performances.
- Addresses exercise physiology, sport psychology, and rehabilitation from injury
- Provides incentive for athletes to travel to and train in rural and frontier areas of southwestern NM
- May contribute to recruitment of athletes because of ability to offer athletic training and experiences comparable to those available in metropolitan areas



Funding Needed: \$250,000

Primary costs of establishing the WNMU IHHP include the following:

- Costs of major equipment
 - \$180,000
- Replacement of non-durable goods
 - \$5,000
- Stipends for exercise instructors
 - \$10,000
- Consultation costs with medical experts and salary for lab technician
 - \$50,000
- Travel Related to Research
 - \$5,000



NURSING PROGRAMS



PRE-LICENSURE BACHELOR OF SCIENCE IN NURSING (BSN) TRACK

DEMING EXTENDED UNIVERSITY

The new John Arthur & Janette Smith Educational Center would benefit from at least one to two full-time security guards to ensure as much as possible that the building and occupants are safe.



RN-BSN & RN-MSN TRACKS AND MSN PROGRAM

- All are fully online.
- An additional 1.0 FTE faculty member would teach courses across these tracks and program. This is the case as we grow our tracks and programs.
- Funds are needed for ongoing payment of contracts related to technological resources.



A photograph of three young women with diverse backgrounds, smiling warmly. They are wearing teal-colored scrubs, suggesting they are healthcare professionals. The image is slightly dimmed to serve as a background for the text.

FAMILY NURSE PRACTITIONER (FNP) PROGRAM

- This fully online program is in the process of development with the plan to enroll students in Fall 2025.
- Currently, the curriculum and supporting teaching-learning resources are being created and requested.
- An additional 1.0 FTE faculty member is needed to teach 12 credits per academic year.
- Funding is needed for ongoing payment of contracts related to teaching-learning resources.

SUPPORT NEEDED TO
CONTINUE EXPANDING
RURAL HEALTHCARE
TRAINING

\$1,170,000

Workforce Development Training \$400,000

Kinesiology
Institute of Health & Human Performance \$250,000

Nursing
Deming Location Smith Center \$150,000

Nursing
RN-BSN Track/RN-MSN Track/
MSN Program \$170,000

Nursing
Family Nurse Practitioner (FNP) Program \$200,000



QUESTIONS?