

# New Mexico Health Care Workforce Committee

# 2018 Annual Report

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LEGISLATIVE HEALTH AND HUMAN SERVICES COMMITTEE  
26 OCTOBER 2018

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EXECUTIVE VICE CHANCELLOR  
VICE CHANCELLOR FOR RESEARCH

# OVERVIEW

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- Background
- Update on previous recommendations
- Update on provider supply
- Special issues and recommendations in behavioral health
- 2018 recommendations

# BACKGROUND

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**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.

# ACCOMPLISHMENTS SINCE 2013

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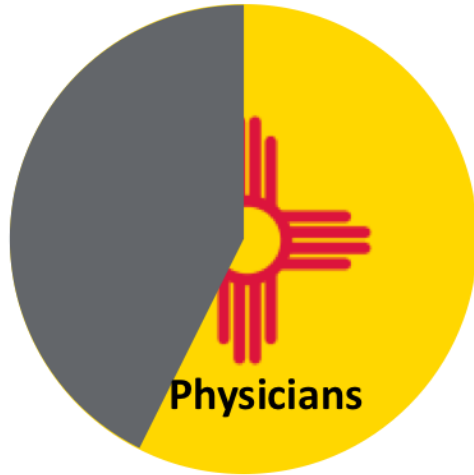
- Instrumental in enhancing funding for:
  - Health professionals loan repayment program
  - Nursing education expansion
  - Allied Health Loan for Service expansion
  - State-funded residency positions
  - GME funded positions
  - Health care workforce financial aid
- Other impacts
  - Telehealth services (Project ECHO)
  - Community Health Worker training

# OUTCOMES OF 2017 RECOMMENDATIONS

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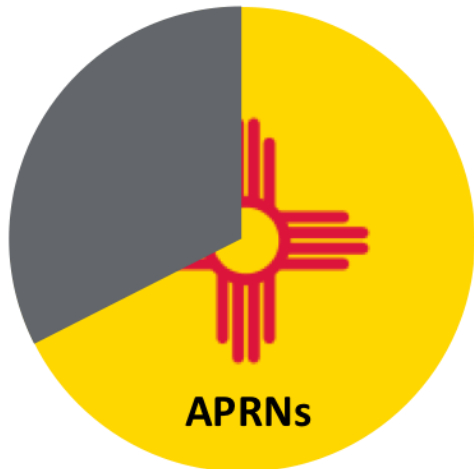
- The NM Higher Education Department is to be commended for achieving reinstatement of the federal matching funds for the NM State Loan Repayment Program.
- The Board of Pharmacy and Regulation and Licensing Department are to be commended for promptly correcting the registered pharmacists' survey.
- We reiterate the need for funding to support the New Mexico Nursing Education Consortium.
- We reiterate the need for continued funding of expanded primary and secondary care residencies, state loan-for-service and loan repayment programs, and the NM Health Care Workforce Committee.

# 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



# CHANGE OVER TIME: PHYSICIANS

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Profession Practicing in NM	2013	2014	2015	2016	2017	Change
All MDs & DOs		4,926	5,367	5,438	5,498	+ 572
PCPs	1,957	1,908	2,075	2,076	2,360	+ 403
OB-GYNs	256	236	253	273	282	+ 26
General Surgeons	179	162	177	188	194	+ 15
Psychiatrists	321	289	302	332	332	+ 11
Other Specialties		2,331	2,553	2,569	2,330	- 1

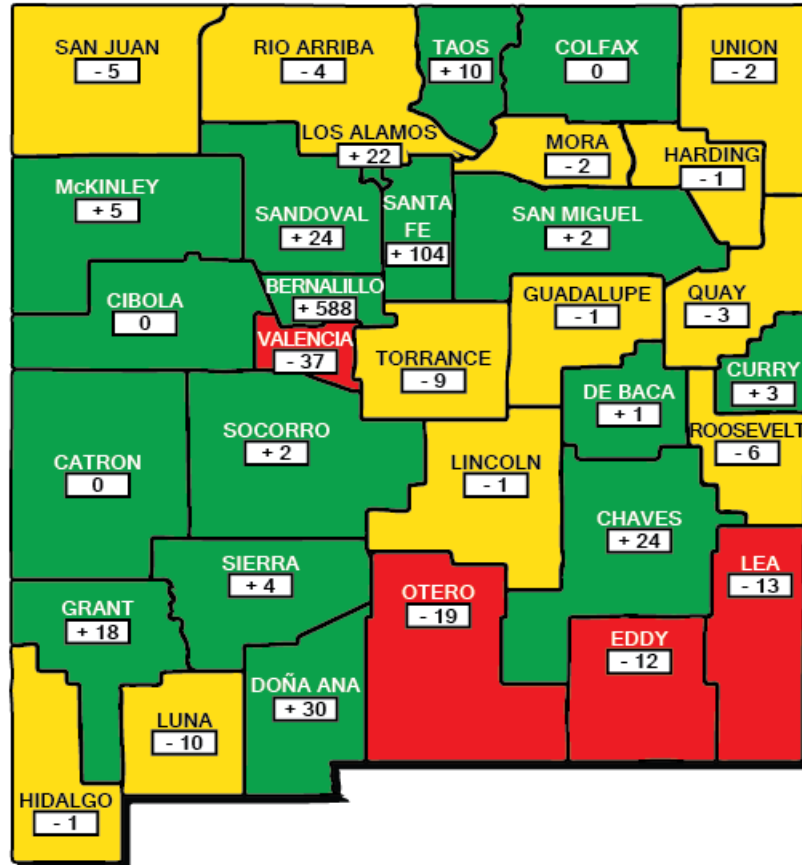
# CHANGE OVER TIME: OTHER PROFESSIONS

Profession Practicing in NM	2013	2014	2015	2016	2017	Change
CNP/CNS	1,089	1,228	1,293	1,379	1,453	+ 364
PA	No data	694	698	746	792	+ 98
CNM	No data	No data	No data	156	178	+ 22
LM	No data	No data	No data	38	42	+ 4
Dentists	No data	1,081	1,131	1,171	1,215	+ 134
Pharmacists	No data	1,928	1,911	2,013	2,003	+ 75
RN	15,713*			17,219	18,173	+ 2,460
EMT	No data	No data	No data	6,101	6,364	+ 263



# PRIMARY CARE PHYSICIANS

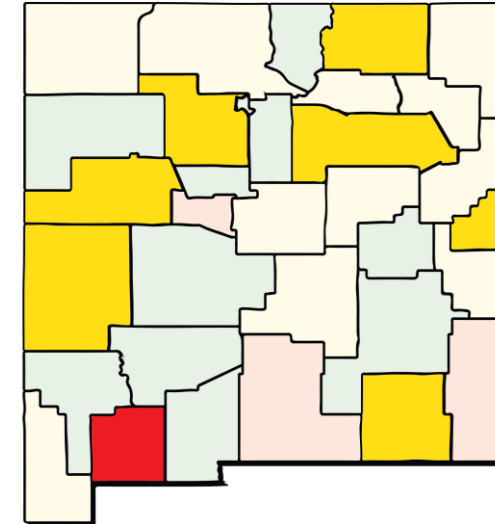
Primary Care Physicians Compared to Benchmark, 2017



Comparison to Benchmark (0.79 per 1,000 Population)

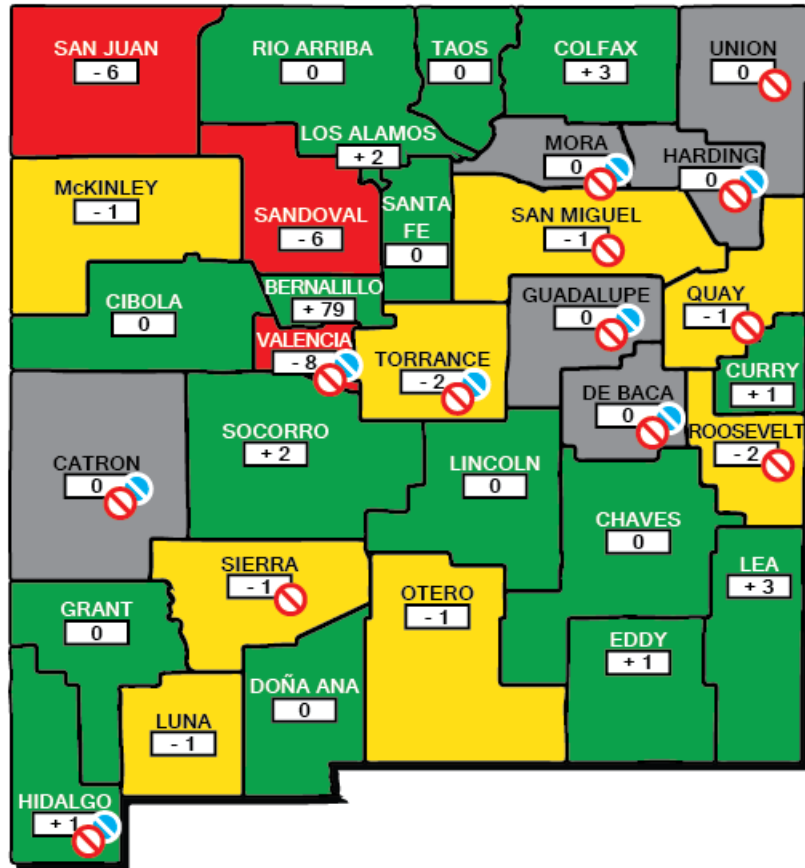
- At or Above Benchmark
- 1 - 10 Providers Below Benchmark
- > 10 Providers Below Benchmark
- 0 Number Above (+) or Below (-) Benchmark

2016





# OB-GYNs & PSYCHIATRISTS

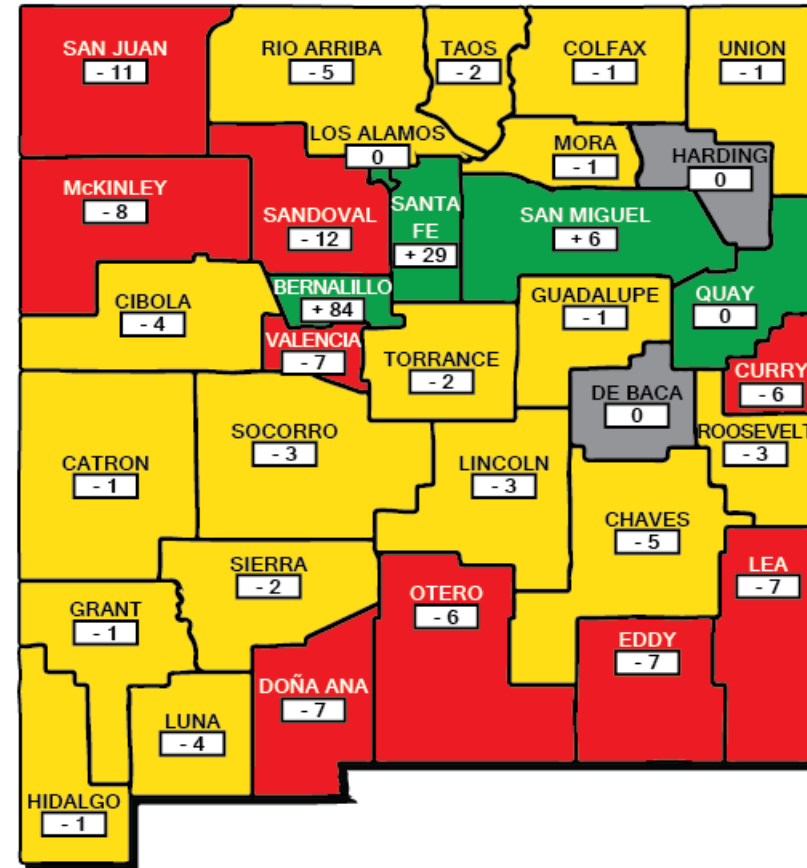
OB-GYNs Compared to Benchmark, 2017



Comparison to Benchmark (2.1 per 10,000 Female Population)

- At or Above Benchmark
- 1 - 5 Providers Below Benchmark
- > 5 Providers Below Benchmark
- At Benchmark With 0 OB-GYNs
-  No Surgical Facility in County
-  No Inpatient Maternity Service in County
- 0 Number Above (+) or Below (-) Benchmark

Psychiatrists Compared to Benchmark, 2017

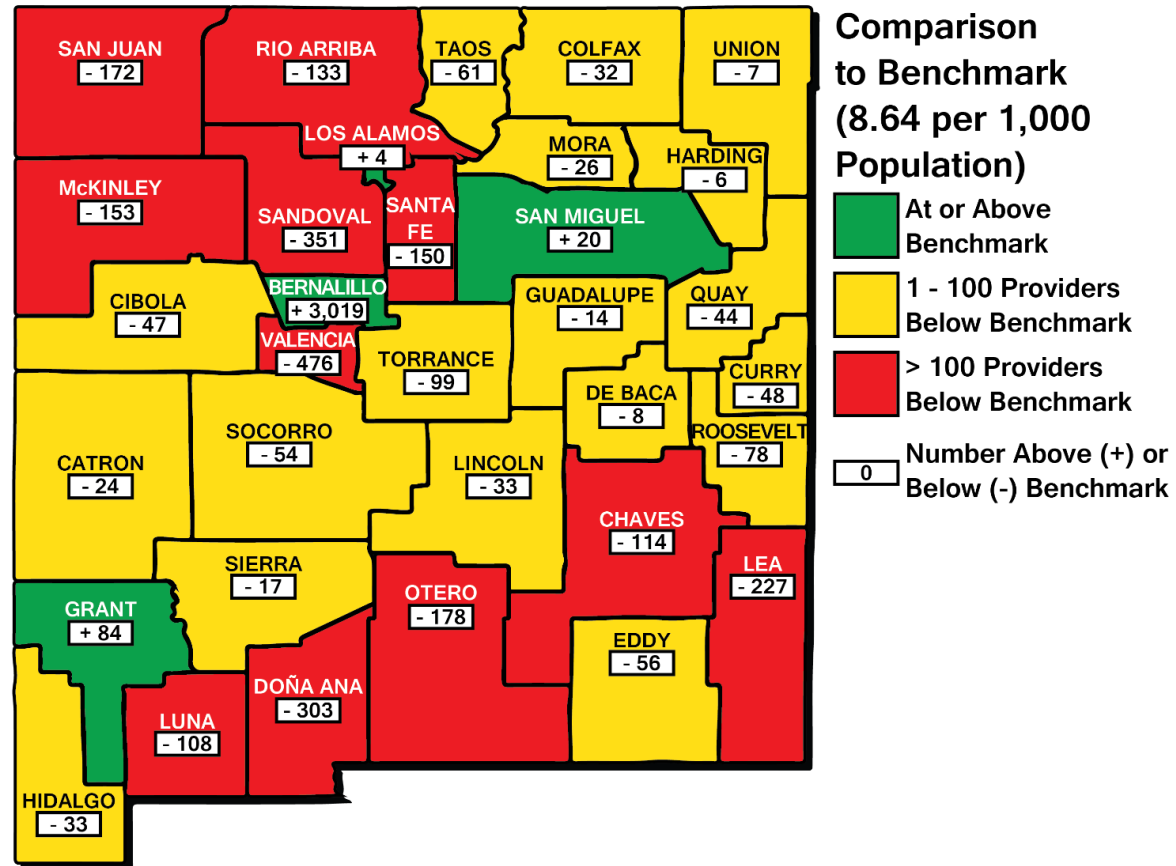


Comparison to Benchmark (1 per 6,500 Population)

- At or Above Benchmark
- 1 - 5 Providers Below Benchmark
- > 5 Providers Below Benchmark
- At Benchmark With 0 Providers
- 0 Number Above (+) or Below (-) Benchmark

# REGISTERED NURSES

Registered Nurses Compared to Benchmark, 2017



# SHORTAGES

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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.

# BEHAVIORAL HEALTH IN NEW MEXICO

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- It was not possible this year to analyze the behavioral health workforce in depth due to insufficient survey responses received from the Regulation and Licensing Department.
- Nonetheless, behavioral health workforce continues to be an important need for New Mexico, and providers cite the limitations of the workforce as the biggest barrier to providing quality behavioral health care in the state.
- NM continues to face severe behavioral health outcomes:
  - Highest alcohol-related mortality rate in the US
  - Suicide mortality rate 50% higher than national rate
- But when treatment is received, a higher proportion of patients report improved functioning as a result of treatment compared to the US average.

# 2018 RECOMMENDATIONS

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# 2018 RECOMMENDATIONS: ALL HEALTH PROFESSIONS

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- Identify funding for efforts to support NMNEC
- Direct RLD to correct their information technology system changes so that all survey responses can be provided to the UNM Health Sciences Center and the committee
- Continue funding for expanded primary and secondary care residencies in New Mexico
- Increase funding for state loan-for-service and loan repayment programs, and consider restructuring them to target most needed professions rather than highest debt

# 2018 RECOMMENDATIONS: ALL HEALTH PROFESSIONS

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- Request that the Department of Health add pharmacists, social workers and counselors to the health care professions eligible for New Mexico's Rural Healthcare Practitioner Tax Credit program
- Create a committee tasked with examining future health care workforce needs related to the state's changing demographics
- Provide funding for the New Mexico Health Care Workforce Committee
- Establish a tax credit for health care professional preceptors who work with public institutions
- Direct the pertinent professional licensing boards to make the necessary changes to align their surveys with legislative requirements and other boards' surveys



# 2018 RECOMMENDATIONS: BEHAVIORAL HEALTH

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- Require that licensed behavioral health professionals receive three hours of continuing education credits each licensure cycle in the treatment of substance use disorders.
- Finalize and promulgate changes to the NM Medicaid Behavioral Health Regulations:
  - To reimburse Medicaid services when delivered by behavioral health interns in community settings.
  - To identify PAs as a behavioral health provider type which will allow Medicaid reimbursement of services when delivered by PAs in behavioral health settings.
- Expedite direct services via telehealth by participating in the PSYPACT interstate licensing compact.
- Fund and infrastructure through the NM Hospital Association for a centralized Telebehavioral Health Program to provide direct care to rural communities.

# QUESTIONS?

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