



*Governor's Nursing
Task Force Update*

*Indian Affairs Committee
September 10, 2019*

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Project Summary

In early 2019, Governor Lujan Grisham requested the Department of Workforce Solutions lead a task force to provide recommendations on addressing the registered nurse (RN) shortage in New Mexico.

- Formulate comprehensive, inclusive, and sustainable strategies that address short- and long-term RN needs.
 - Industry pipeline
 - Career ladders that include other healthcare professions
 - Post-secondary preparation & completion strategies
 - Professional RN retention
 - Policy needs
 - Funding recommendations

Project to Date

The Task Force began with Deputy Secretaries at the DOH, DWS and HED.

- The identification of additional stakeholders - initial focus placed on public organizations and committees, and umbrella associations for health care providers.
- Establishment of Core Task Force.
 - Sector Strategy
- Engage post-secondary partners.
 - Engagement letter
- Identification of health care provider partners.

Expanded Task Force

The Task Force included representation from more than 20 organizations.

NM Dept. of Workforce Solutions	SJC
NM Department of Health	NMSU
NM Higher Education Department	CNM & CNM-RR
NM Public Education Department	NMHU
NM Nursing Education Consortium	UNM
NM Healthcare Workforce Committee	NNMC
NM Health Care Association	NMSU & NMSU - Grants
NM Board of Nursing	SFCC
Legislative Finance Committee	ENMU
NM Medical Society	LCC
NM Assoc. for Home/Hospice Care	UNM-Taos
Presbyterian	NMJC
CCC	

What are Sector Strategies?

- This is an industry-driven approach to building a skilled workforce.
- It is among the most effective ways to align public and private resources to address the talent needs of employers.



- 1) Health Care Business at Center
- 2) Industry as partners w/ Education
- 3) Aligned Community Partners
- 4) Convener
- 5) Regionally focused with Your Partners

Hallmarks of Effective Sector Strategy



Convening Partners

On August 6, expanded task force members convened with representatives from the following health care facilities and organizations.

Facility

San Juan Regional Medical Center
Sandoval Regional Medical Center
Pecos Valley Medical center
Rehab Hospital of Southern New Mexico
Presbyterian
Lincoln County Medical Center
Kindred Hospital
Presbyterian Main
UNMH
Nor-Lea Hospital
Holy Cross Hospital
NM Area Health Education Consortium
Blue Cross/Blue Shield

Location

Farmington
Rio Rancho
Pecos
Las Cruces
Española
Ruidoso
Albuquerque
Albuquerque
Albuquerque
Lovington
Taos
Las Vegas
Statewide

RN Vacancies in NM, by County

Job Openings advertised online in all counties in New Mexico – July 2019

Source: Online advertised jobs data downloaded: 8.06.19

De-duplicated Level 2

Job Openings for RNs

Area	Job Openings
Bernalillo County	1592
Catron County	1
Chaves County	275
Cibola County	80
Colfax County	23
Curry County	38
Dona Ana County	378
Eddy County	168
Grant County	222
Hidalgo County	10
Lea County	37
Lincoln County	35
Los Alamos County	58
Luna County	56
McKinley County	80
Otero County	141
Quay County	7
Rio Arriba County	69
Roosevelt County	39
San Juan County	170
San Miguel County	95
Sandoval County	145
Santa Fe County	661
Sierra County	27
Socorro County	41
Taos County	81
Torrance County	5
Valencia County	20

4554

Health Care Occupations Vacancies

Job openings advertised online in New Mexico for occupations related to Registered Nurses **Source:** Online advertised jobs data downloaded: 8.06.19, De-duplicated Level 2

Jobs in Related Healthcare Support Occupations Table, New Mexico

Rank	Occupation	Median Wage	Job Openings
1	Registered Nurses	\$69,570	4554
2	Licensed Practical and Licensed Vocational Nurses	\$47,740	355
3	Medical Assistants	\$30,050	222
4	Surgical Technologists	\$42,380	222
5	Emergency Medical Technicians and Paramedics	\$33,990	215
6	Critical Care Nurses	\$71,310	189
7	Physical Therapist Assistants	\$47,870	178
8	Diagnostic Medical Sonographers	\$66,530	168
9	Radiologic Technologists	\$57,720	165
10	Occupational Therapy Assistants	\$58,010	91
11	Respiratory Therapists	\$57,850	58
12	Cardiovascular Technologists and Technicians	\$57,640	47
13	Nuclear Medicine Technologists	\$75,800	33
14	Radiation Therapists	\$84,730	33
15	Psychiatric Technicians	\$26,100	18
16	Respiratory Therapy Technicians	Unavailable	15
17	Psychiatric Aides	\$33,610	13
18	First-Line Supervisors of Personal Service Workers	\$35,770	12
19	Acute Care Nurses	\$71,310	8
20	Athletic Trainers	Unavailable	5
21	Medical Appliance Technicians	\$38,120	1

*Related By: O*NET™ - The Occupational Information Network. O*NET is a registered trademark of the US Department of Labor/Employment and Training Administration.

Downloaded: 08/06/2019 8:33 AM

RN Workforce in NM, by County

County	2012 ^a	2016	2017	Net Change Since 2012
Bernalillo	7,725	8,344	8,895	1,170
Catron	9	10	7	-2
Chaves	422	442	449	27
Cibola	125	170	185	60
Colfax	69	65	73	4
Curry	312	345	383	71
De Baca	6	7	8	2
Doña Ana	1,403	1,490	1,569	166
Eddy	390	412	437	47
Grant	304	325	323	19
Guadalupe	17	19	24	7
Harding	1	0	0	-1
Hidalgo	7	4	4	-3
Lea	344	359	368	24
Lincoln	120	123	135	15
Los Alamos	152	150	166	14
Luna	81	104	100	19
McKinley	428	457	474	46
Mora	8	15	13	5
Otero	388	384	394	6
Quay	34	35	28	-6
Rio Arriba	176	182	206	30
Roosevelt	70	81	85	15
San Juan	845	881	927	82
San Miguel	259	266	260	1
Sandoval	379	800	884	505
Santa Fe	1,087	1,129	1,138	51
Sierra	66	70	79	13
Socorro	82	81	91	9
Taos	192	215	222	30
Torrance	22	35	36	14
Union	37	25	29	-8
Valencia	153	194	181	28
STATE TOTAL	15,713	17,219	18,173	2,460

Changes in each county's RN workforce since 2012

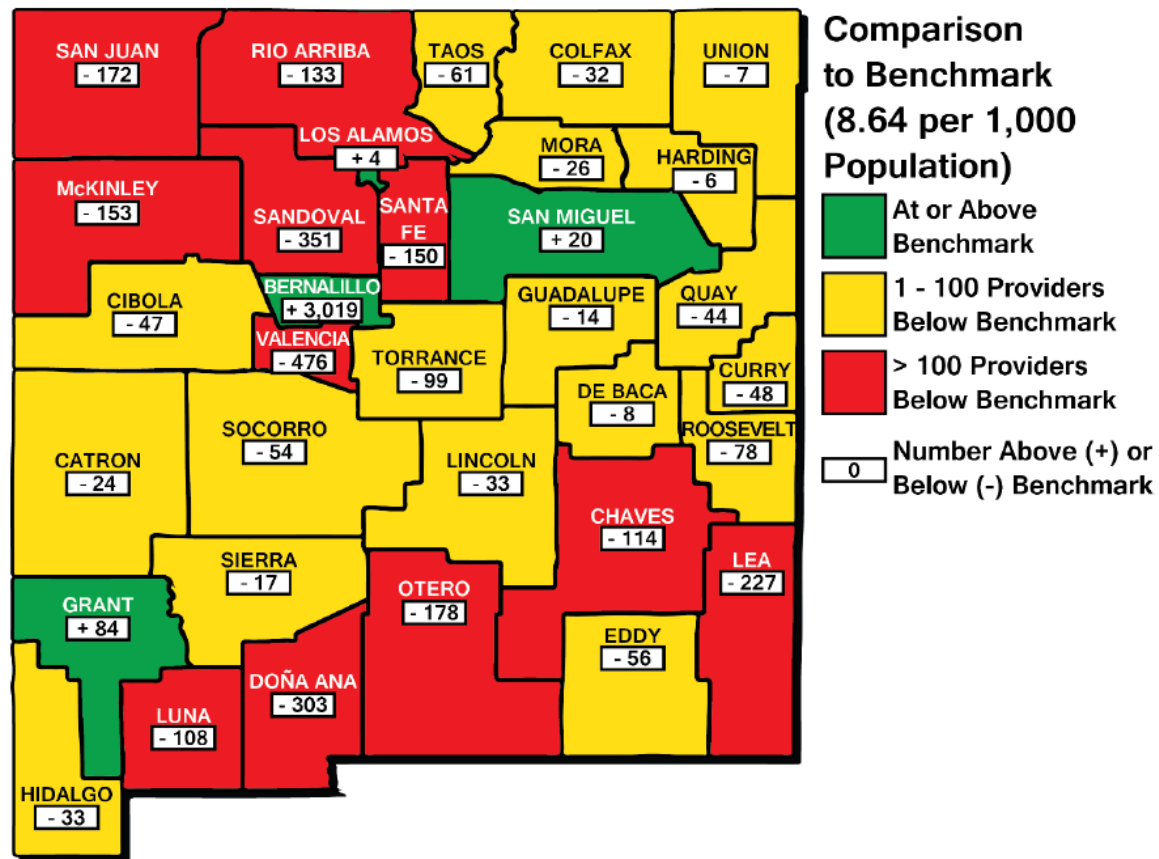
Source: New Mexico Health Care Workforce Committee Report, 2018

RN Disparities in NM

Registered nurse workforce relative to the national benchmark of 8.64 RNs per 1,000 population.

Source: New Mexico Health Care Workforce Committee Report, 2018

Registered Nurses Compared to Benchmark, 2017

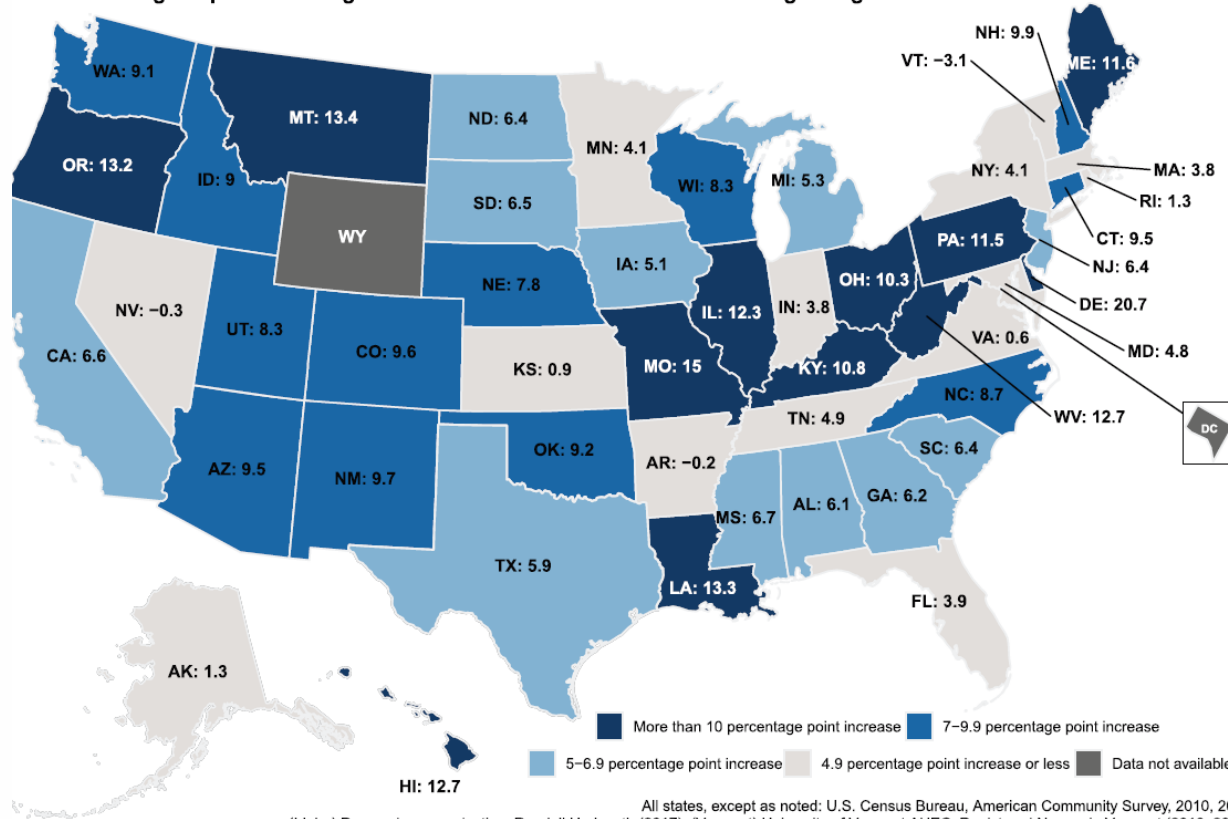


Increase in RN Training, 2010 - 2017

FUTURE OF NURSING™ Campaign for Action



Change in percent of registered nurses with a bachelor's in nursing or higher from 2010 to 2017

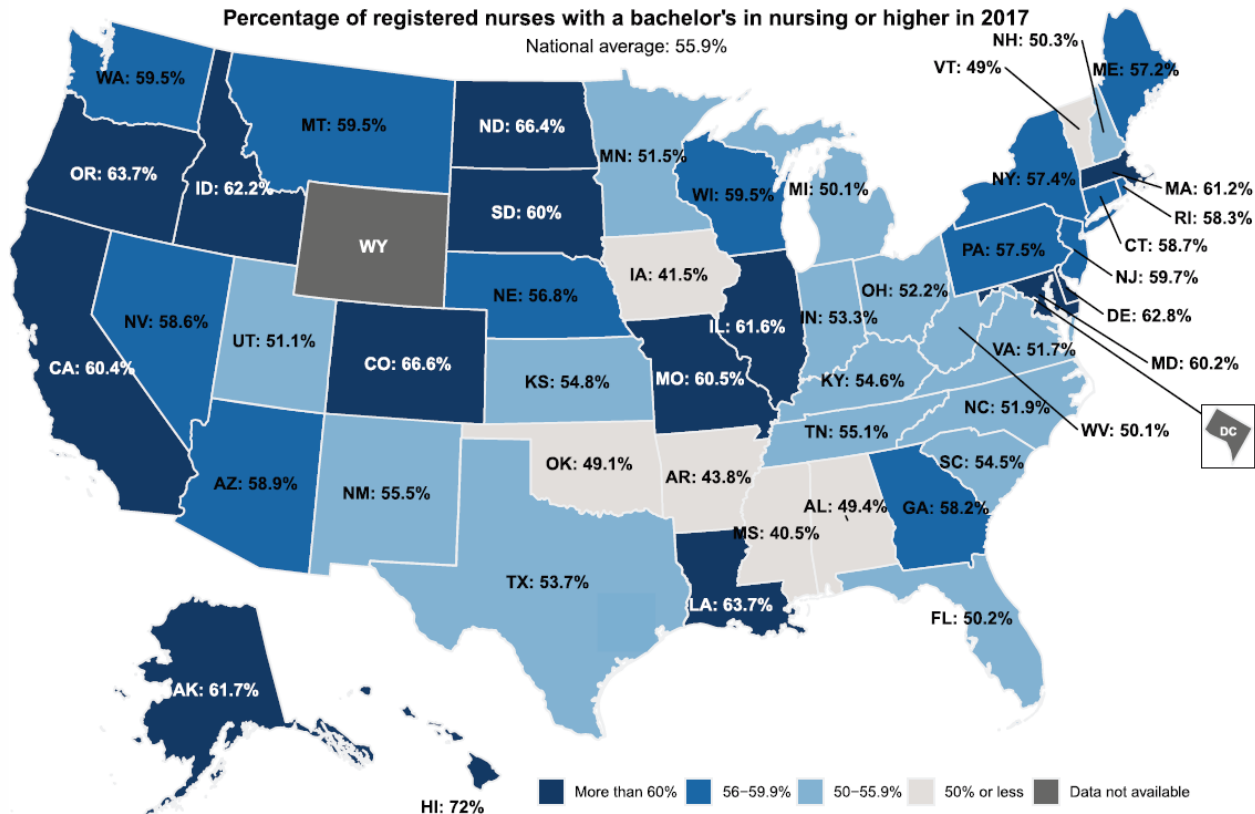


All states, except as noted: U.S. Census Bureau, American Community Survey, 2010, 2017.
 (Idaho) Personal communication, Randall Hudspeth (2017); (Vermont) University of Vermont AHEC, Registered Nurses in Vermont (2010, 2017)
 Produced by the Center to Champion Nursing in America, an initiative of AARP Foundation, AARP and RWJF.

BSN – Trained Nurses, 2017

FUTURE OF NURSING™

Campaign for Action



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Challenges/Opportunities: Postsecondary

Information collected from postsecondary partners.

Challenge	Strategy
Faculty Wages-Compete with Hospitals	Taxing Facilities(Long-term care) Leveraging federal funds Offer Stipends Raise salaries Bonuses Tuition reimbursement Utilize Nursing Enhancement Fund
Retention of Students	Boot Camp prior to starting programs Address remedial knowledge Success coaching TEAS Prep Mentorship program-Faculty mentors
Supply/Experience/ Specialty Nurses	Fellowship transition to specialty Re-entry to practice Professional Development &Succession Planning Selective recruitment Using travel nurses Residency programs Tuition reimbursement
Not enough clinical spots	Identify how private RN programs compete Clinical Site Collaborative

Challenges/Opportunities: Continued

Challenge	Strategy
Alignment of Secondary to Post-Secondary	HS programs-Project Lead the Way
Experience- 1yr removed from Clinical	Apprenticeships Mentoring through onboarding
Reductions in LPN Programs	Use LPN as career ladders to RN Apprenticeships for LPN to RN tracks Tuition reimbursement
Turnover in FT Faculty	1yr. mentorship program Pay for advance degrees w/ tenure requirement Nursing enhancement grants Bonuses
Diversity of Nurses	Hiring more males, American Indians Utilizing schools to recruitment
Nurse burnout in the field	Mentorship programs
High RN turnover in hospitals	Provide opportunities for rotating work locations Create specialty tracks

From Transactional to Transformational

Business engagement in a sectors-driven models creates sustainability



Example of Transactional Actions

Statewide, the following measures have been implemented to address vacancies in Registered Nurses

- Sign-on Bonuses
- Traveling RNs
- Poaching RNs
- Program implementation in silos

Example of Transformational Change

Partnership with SFPS, SFCC, Con Alma Foundation and St. Vincent's Hospital

- LPN Program starts in August: Accepted Junior Year
- All slots are filled: Other High School interest is there
- Group Diversity
- Recognized as a Pipeline
- Develop RN's that will stay in their Community

Task Force Next Steps

The Task Force is working to develop a comprehensive list of policy, funding and partnership recommendations to address the RN shortage in NM.

Recommendations shall include sustainable strategies that address:

- **Objective 1:** industry pipeline starting with High School LPN program to RN path (**Committee 1**),
- **Objective 2:** post-secondary program preparation and completion (**Committee 2 and Committee 3**), and
- **Objective 3:** professional RN retention thru Role Progression and RN Retention (**Committee 4**).

Upcoming Gatherings

The Task Force is working to conclude its work by October, allowing for interim committee presentations.

October 5: Second Convening

October 6: Draft final recommendations

Mid-October through December: Interim committee presentations