



*Nursing
Task Force Update*

Legislative Health and
Human Services
Committee

*Bill McCamley, Secretary
Ricky Serna, Deputy Secretary*

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
 - Postsecondary 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 following milestones have been reached.

- 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
- Engagement of post-secondary partners
 - Engagement letter
- Identification of health care provider partners
- Execution of two convenings
- Administration of IHE program survey
- Generation of draft report with recommendations

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

Expanded Task Force

The task force included representation from more than 20 public organizations and agencies.

NM Dept. of Workforce Solutions

NM Department of Health

NM Higher Education Department

NM Public Education Department

NM Nursing Education Consortium

NM Health Care Workforce Committee

NM Health Care Association

NM Board of Nursing

Legislative Finance Committee

NM Medical Society

NM Assoc. for Home/Hospice Care

Presbyterian

CCC

SJC

NMSU

CNM & CNM-RR

NMHU

UNM

NNMC

NMSU & NMSU - Grants

SFCC

ENMU

LCC

UNM-Taos

NMJC

Convening Partners

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

Facility

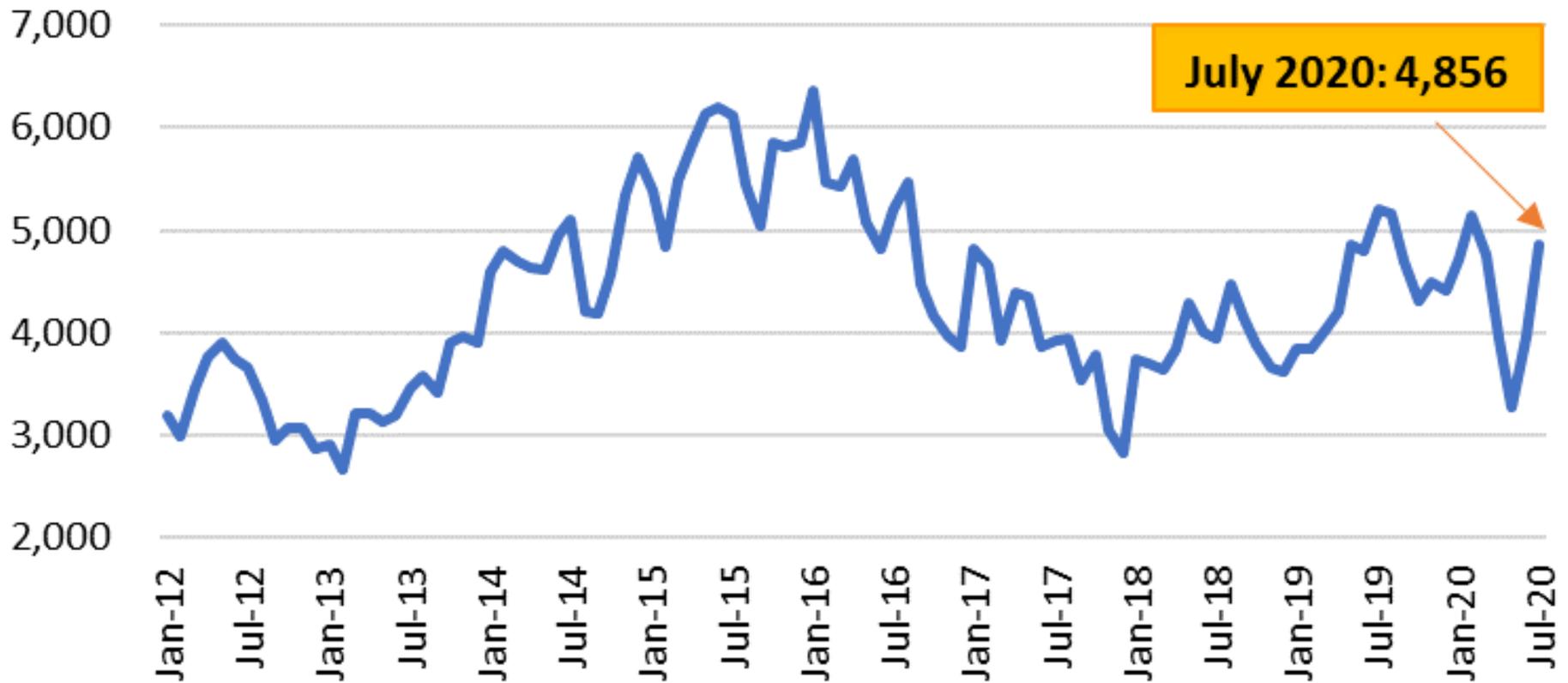
San Juan Regional Medical Center
Sandoval Regional Medical Center
Pecos Valley Medical center
Rehab Hospital of Southern New Mexico
Presbyterian
Lincoln County Medical Center
Kindred Hospital
Presbyterian Main
UNMH
Nor-Lea Hospital
Holy Cross Hospital
NM Area Health Education Consortium
Blue Cross/Blue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

Location

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

Current Demand

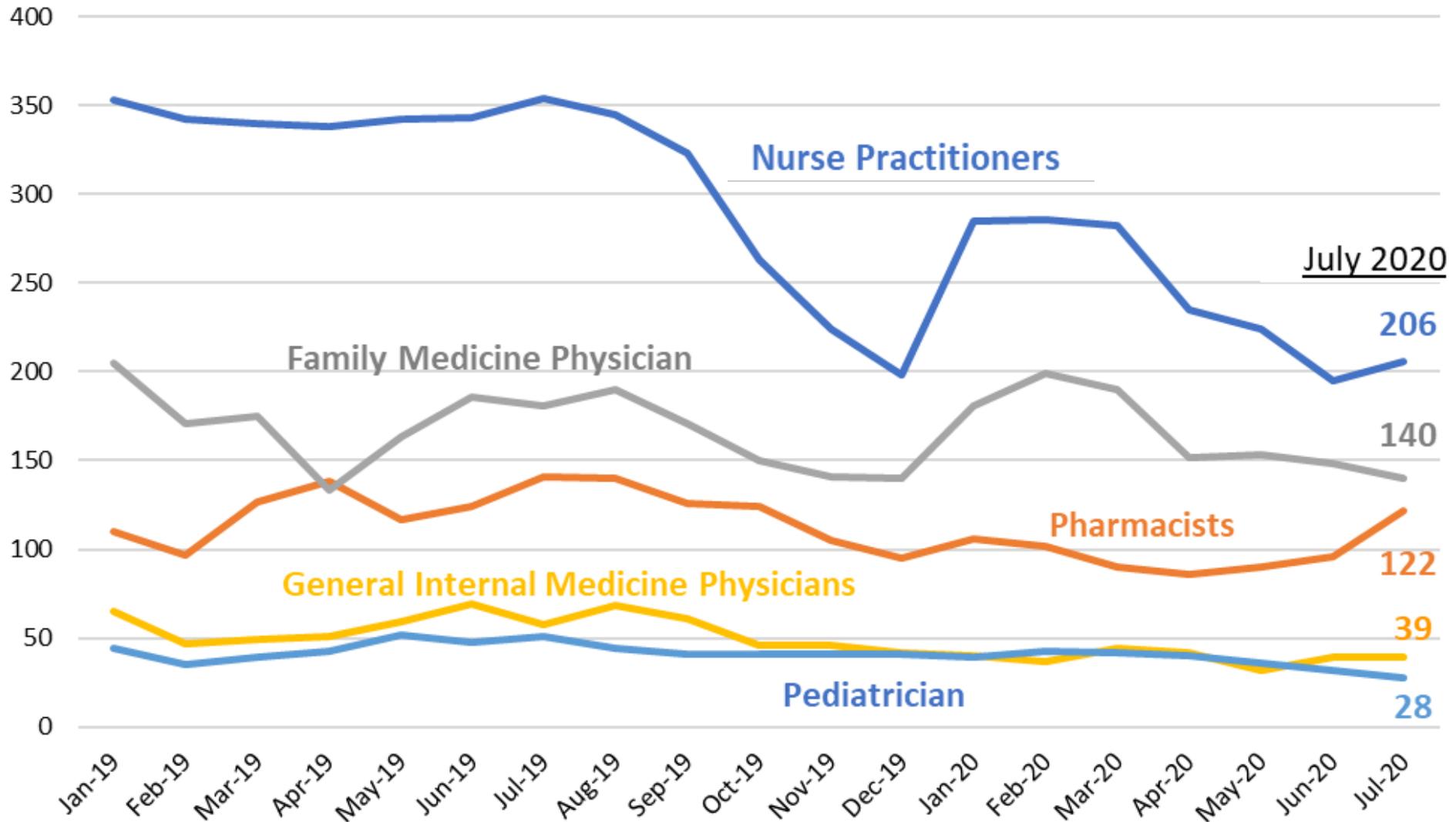
Online Advertised Job Postings for Registered Nurses, New Mexico



Source: Online advertised jobs data from WCOS

Current Demand

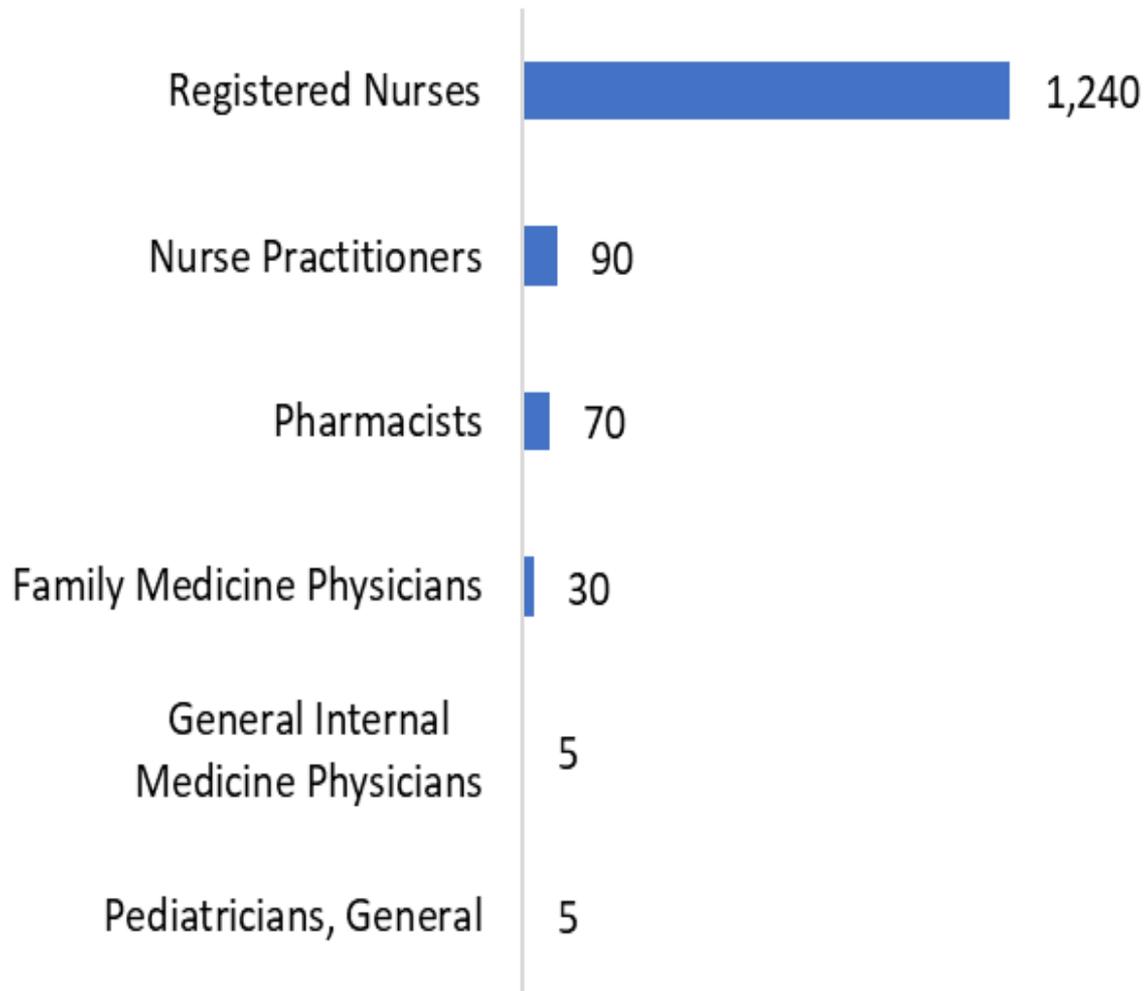
Online Advertised Job Postings for Select Occupations, New Mexico



Future Demand

It is estimated that there will be about 1,240 job openings for **Registered Nurses** in New Mexico.

Projected Annual Job Openings, 2018–2028



Challenges/Opportunities: Postsecondary

The task force assessed the challenges that postsecondary institutions face in growing RN program capacity and increasing RN program output.

- Faculty Wages do not align with those offered by hospitals
- Low student retention in RN programs
- Low Supply of experienced, specialty nurses
- Limited clinical placements within health care facilities
- Misalignment between Secondary to Post-Secondary expectations
- Reduction in LPN Programs, statewide
- High turnover in RN faculty
- Low representation of Native American and males within the RN field
- RN burnout leads to reduced workloads or vacancies

GF Appropriation for RN Program Support

Nurse Expansion Funds are allocated in HB2 and administered by the Higher Education Department.

The table below shows FY21 Nurse Expansion Fund allocations.

FY21 Nurse Expansion Fund					
UNM	Main/HSC	\$1,012.3	NMHU	Main	\$212.5
	Gallup	\$192.1	CNM	Main	\$179.6
	Valencia	\$155.8	SFCC	Main	\$253.9
	Taos	\$223.8	LCC	Main	\$267.0
NMSU	Main	\$700.2	NMJC	Main	\$299.9
	Carlsbad	\$108.9	SJC	Main	\$250.0
	Dona Ana	\$193.5	CCC	Main	\$272.9
ENMU	Roswell	\$100.0	NNMC	Main	\$233.0
				Total	\$4,655.4

GF Appropriation for RN Program Support

In addition to Nurse Expansion Fund appropriations, more than \$3.6 million dollars was awarded in FY21 to institutions of higher education.

For the first time, \$550,000 was appropriated to the New Mexico Nursing Education Consortium.

Other HB2 Appropriations			
WNMU	Main	\$1,157.8	Includes \$300 T or C / Deming
ENMU	Main	\$328.0	Master of Nursing (MSN)
NMSU	Main	\$643.9	Mental Health Nurse Practice
UNM	Main/HSC	\$1,514.7	Graduate Nurse Practitioner
NMNEC		\$550.0	Coordinate Nursing
		Total	\$4,194.4

Recommendations: Challenge 1

Challenge: Increase the number of qualified applicants to postsecondary RN and LPN programs

Recommendations:

- Convene the districts who receive PED CTE funding, and together with IHEs, develop a framework for health care curriculum.
- Create a standardized Medical Careers Pathway Curriculum in High Schools.
- Standardize a dual credit coursework pathway that serves as prerequisites for entry into Nursing/Health Care Programs.
- Increase the number of LPN programs across the state.
- Standardize and scale high school LPN programs.
- Explore moving the Career Enrichment Center LPN program from APS to CNM.
- Basic Education Skills & Selection of High School Students for Success.

Recommendations: Challenge 2

Challenge: Increase the ability to grow the total output of registered nurses, annually.

Recommendations:

- Identify additional clinical sites and opportunities across the state.
- Develop and implement a Master Clinician/Master Teacher curriculum/emphasis.
- Implement and standardize incentives for increasing clinical faculty in rural hospitals/ clinics/ and long-term care facilities.
- Implement the practice of LPN clinical placements in acute care and long-term care facilities.
- Establish statewide fund that encourages rural clinical placements.
- Inventory all state appropriations that target gaps in medical professions and determine outcomes realized as a result of the appropriations.

Recommendations: Challenge 3

Challenge: Increase RN program faculty recruitment and retention rates among postsecondary institutions.

Recommendations:

- Conduct a statewide assessment of existing faculty salaries and identify disparities, by region.
- Conduct a statewide assessment to identify most common barriers to recruitment of faculty.
- Establish a faculty pipeline program.
- Establish an RN faculty retention program – network, training, access to resources, etc.

Recommendations: Challenge 4

Challenge: Increase RN retention within the profession and the state of New Mexico.

Recommendations:

- Establish an office of Nursing Workforce.
- Develop and implement an LPN and RN internship program statewide.
- Develop and implement an RN externship program statewide.
- Develop and implement an RN Residency program statewide.
- Develop a culture of value for RNs and LPNs within facilities.

Next Steps

It's expected that the task force's report be presented to key stakeholders and interim legislative committees. The following activities must also be considered.

- Further review of outcomes data produced by existing GF investments.
- Identify resources needed to implement recommended strategies.
- Discuss the possibility of a statewide coordinating role.
- Combine task force findings with additional recommendations being published by other organizations.