



UNM HEALTH SCIENCES CENTER

STATE
WORKFORCE
COMMITTEE REPORT

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Legislative Health & Human
Services Committee



OVERVIEW

- Background
- Update on previous recommendations
- Update on provider supply
- Special issues and recommendations in behavioral health
- 2017 recommendations



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.



ACCOMPLISHMENTS SINCE 2013

- 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





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UPDATE ON 2016 RECOMMENDATIONS

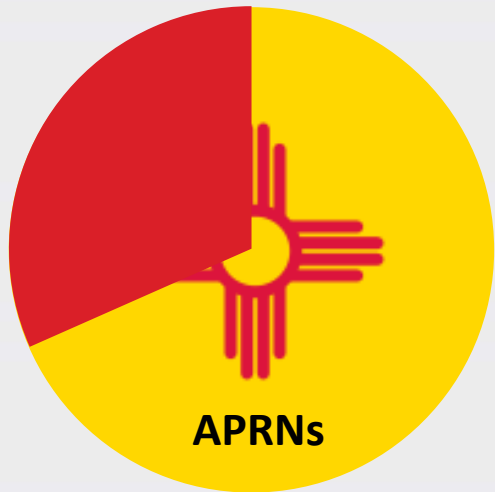
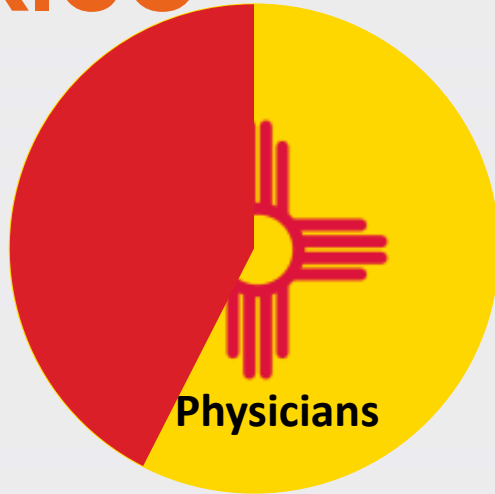


OUTCOMES OF 2016 RECOMMENDATIONS

- The NM Regulation and Licensing Department is to be commended for their prompt correction of the physician specialty omission from the 2015 physicians' survey.
- A practice specialty item has also been incorporated into the physician assistants' survey to enable more detailed analysis of these professionals.
- We reiterate the need for the state to continue coverage of the lost federal matching funds for the NM State Loan Repayment Program until the US HHS funds are reinstated.
- The UNM College of Nursing obtained funding from HRSA to develop a post-master's certificate in psychiatric and mental health through the Collaborative Advanced Psychiatric – Education Exchange initiative.



HEALTH CARE WORKFORCE IN NEW MEXICO



As of 31 December 2016, New Mexico has:

- 9,457 Licensed Physicians
 - 5,438 Practice in New Mexico (58%)
 - 2,076 Primary Care Physicians
 - 273 Obstetrician/Gynecologists
 - 188 General Surgeons
 - 332 Psychiatrists
- 2,017 Certified Nurse Practitioners and Clinical Nurse Specialists
 - 1,379 Practice in New Mexico (68%)
- Increase of 71 MDs and 86 CNPs/CNSs since 2015



CHANGE OVER TIME

PHYSICIANS

Profession	NM Practice, 2013	NM Practice, 2014	NM Practice, 2015	NM Practice, 2016	Change
All MDs		4,926	5,367	5,438	+ 512
PCP	1,957	1,908	2,075	2,076	+ 119
Ob/Gyn	256	236	253	273	+ 17
General Surgeons	179	162	177	188	+ 9
Psychiatrists	321	289	302	332	+ 11
Other Specialties		2,331	2,553	2,569	+ 238



CHANGE OVER TIME

OTHER PROFESSIONS

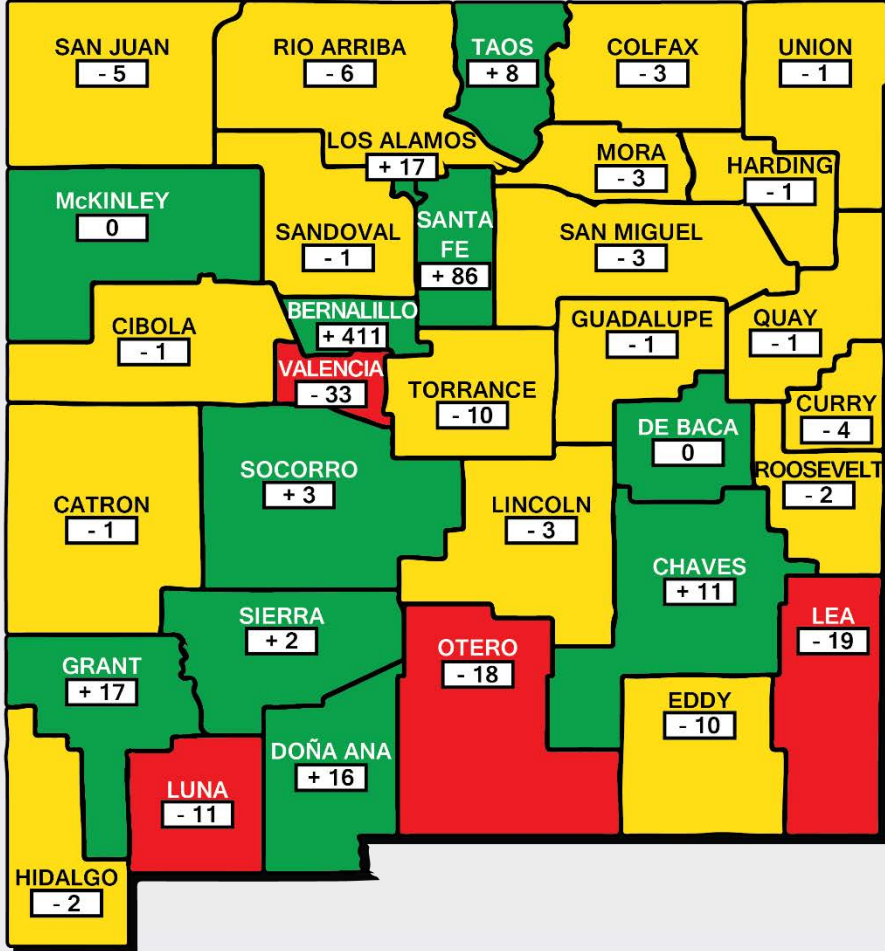
Profession	NM Practice, 2013	NM Practice, 2014	NM Practice, 2015	NM Practice, 2016	Change
CNP/CNS	1,089	1,228	1,293	1,379	+ 290
PA	No data	694	698	746	+ 52
CNM	No data	No data	No data	156	-
LM	No data	No data	No data	48	-
Dentists	No data	1,081	1,131	1,171	+ 90
Pharmacists	No data	1,928	1,911	2,013	+ 85
RN	15,713*	Not analyzed	Not analyzed	17,219	+ 1,506
EMT	No data	No data	No data	6,101	-

*This count is from 2012, the last year of RNs data analyzed.



PRIMARY CARE PHYSICIANS

Primary Care Physicians Compared to Benchmark, 2016



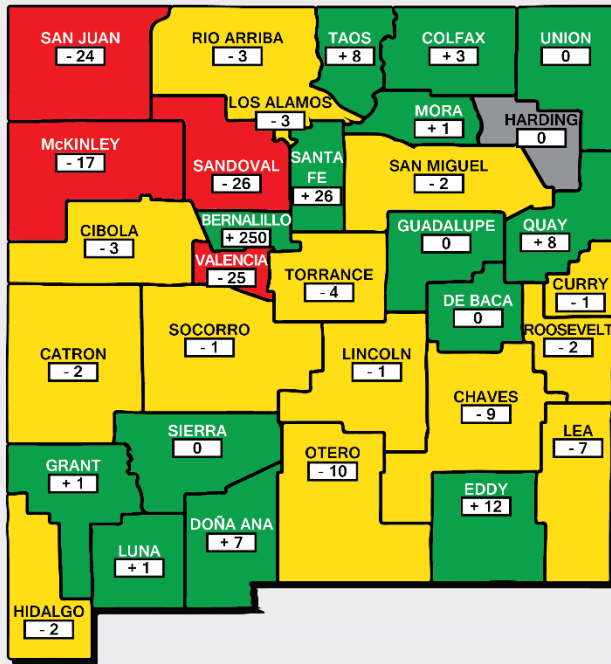
Comparison to Benchmark (0.79 per 1,000 Population)

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



CNPs/CNSs AND PHYSICIAN ASSISTANTS

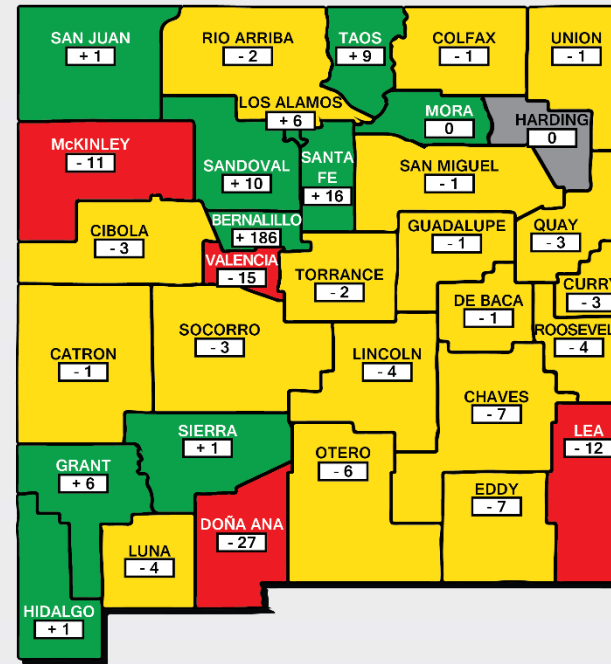
CNPs and CNSs Compared to Benchmark, 2016



Comparison to Benchmark (0.59 per 1,000 Population)

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

Physician Assistants Compared to Benchmark, 2016



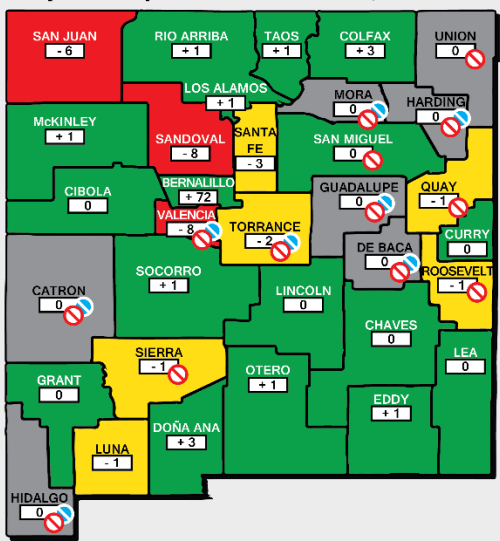
Comparison to Benchmark (0.303 per 1,000 Population)

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



SURGEONS, OB-GYNS, PSYCHIATRISTS

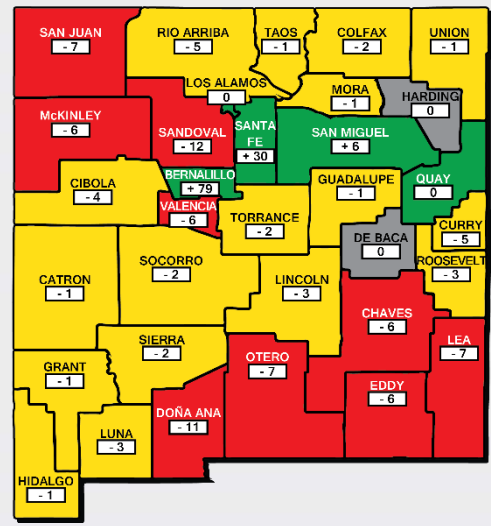
Ob-Gyns Compared to Benchmark, 2016



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
- Number Above (+) or Below (-) Benchmark

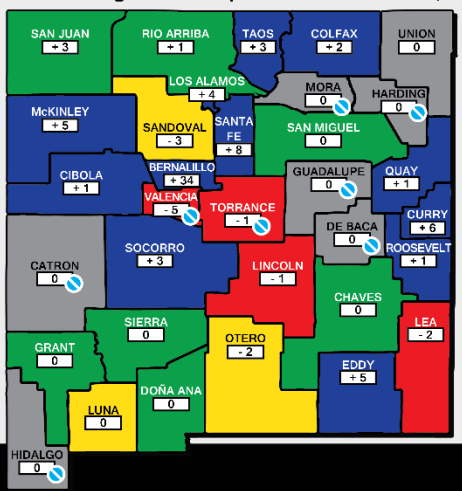
Psychiatrists Compared to Benchmark, 2016



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
- Number Above (+) or Below (-) Benchmark

General Surgeons Compared to Benchmark, 2016



General Surgeons per 100,000 Population

- Optimal (> 9.2 Surgeons/100k)
- Adequate (6 - 9 Surgeons/100k)
- Mild Shortage (3 - 6 Surgeons/100k)
- Severe Shortage (< 3 Surgeons/100k)
- At Benchmark With 0 General Surgeons
- No Surgical Facility in County
- Number Above (+) or Below (-) Benchmark



SHORTAGES

As of 31 December 2016:

- Shortages are most severe in less-populated counties
- *Without redistributing* the current workforce, New Mexico needs:
 - 139 Primary Care Physicians
 - 31 Obstetrics and Gynecology Physicians
 - 14 General Surgeons
 - 106 Psychiatrists
 - 142 CNPs/CNSs
 - 119 PAs
 - 12 CNMs
 - 4 LMs
 - 55 Dentists
 - 257 Pharmacists
 - 3,361 RNs
 - 475 EMTs
- Average age is 53.4 years (national average: 51.3 years¹)
- Highest percentage of physicians over 60 years (35.9% versus 28.4% nationwide)²

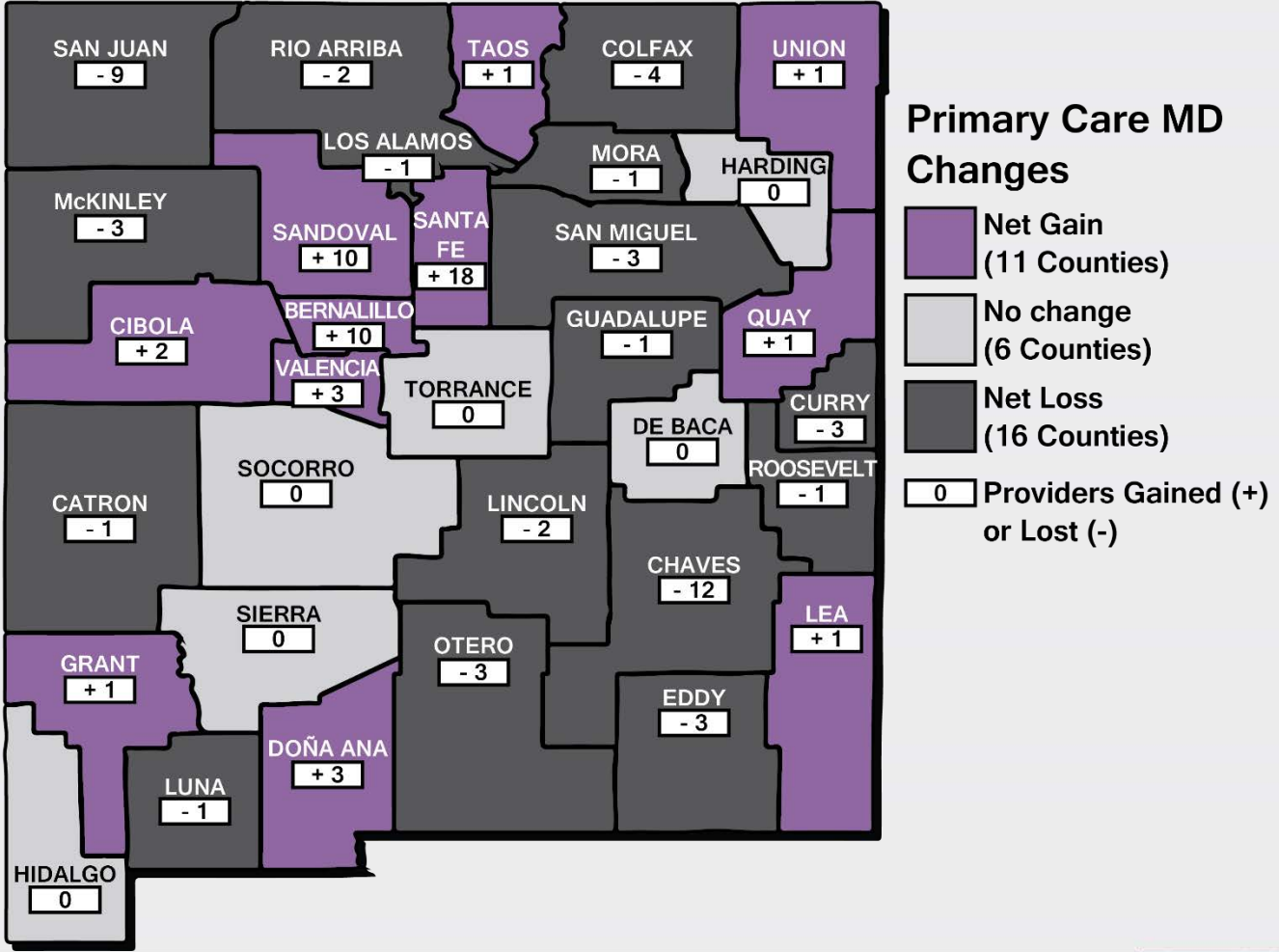
¹ Physicians Foundation. 2016. 2016 Survey of America's Physicians. www.physiciansfoundation.org

² American Association of Medical Colleges. 2015. 2015 State Physician Workforce Data Book. Washington DC: AAMC.



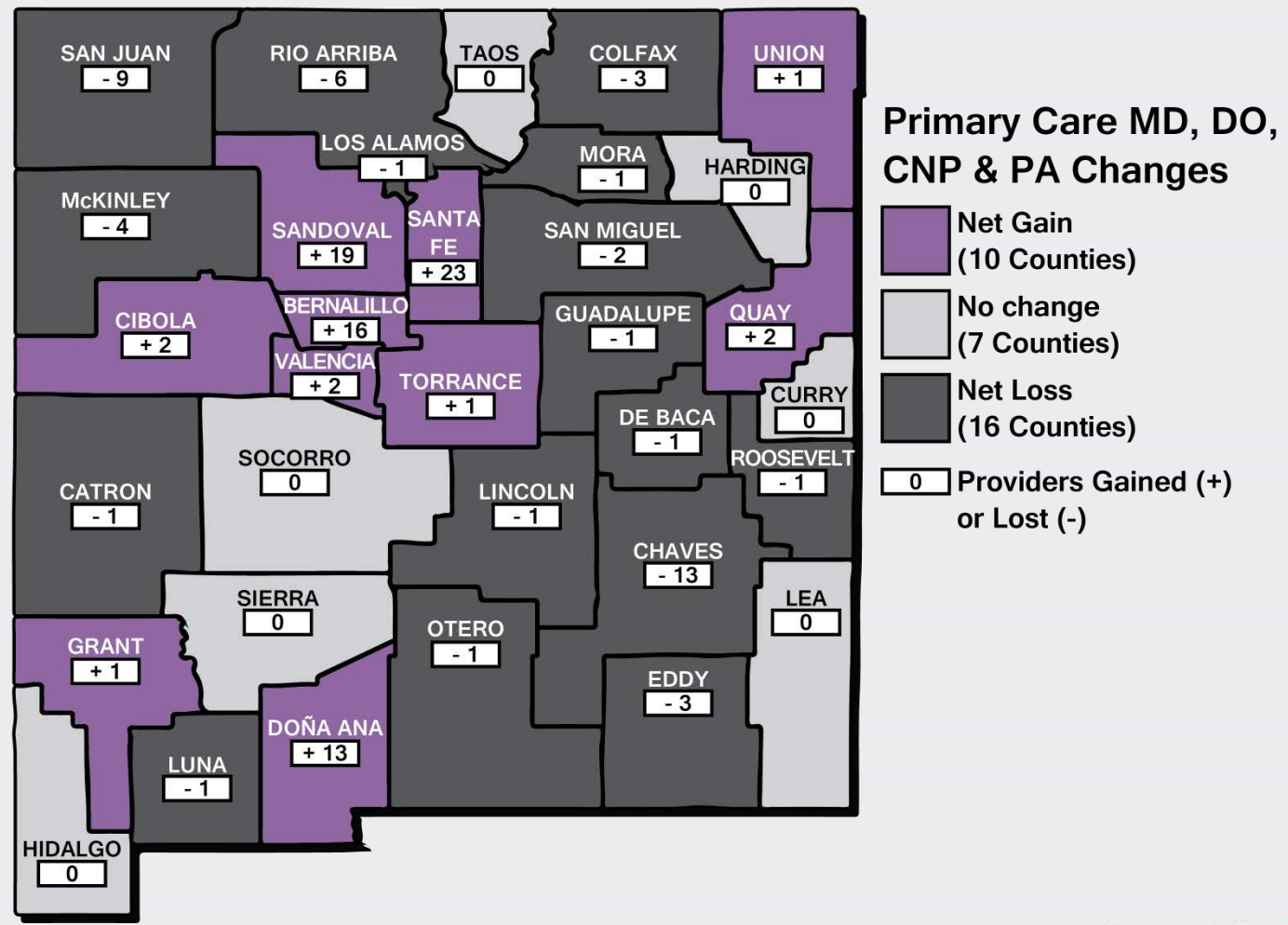
CHANGE OVER TIME

County-Level Primary Care Physician Changes, 2015 - 2016



CHANGE OVER TIME

County-Level Primary Care Provider Changes, 2015 - 2016



BEHAVIORAL HEALTH IN NEW MEXICO

- New Mexico's behavioral health workforce is in crisis:
 - Limited resources mean limited capacity
 - Clinical supervision for non-medical providers is lacking in quality
 - Poor training opportunities surrounding evidence-based therapies and recovery and resiliency
 - Lack of targeted workforce recruitment and retention
- NM has rates of behavioral disorders similar to national average, but the consequences are more severe:
 - Suicide rate 53% higher than national rate
 - Alcohol related deaths 99% higher than national rate
 - Drug overdose rates 64% higher than national rate



2017 RECOMMENDATIONS

BEHAVIORAL HEALTH

- Require that all licensed behavioral health professionals – not just prescribers – receive three hours of continuing education credits each licensure cycle in the treatment of substance use disorders
- Develop reimbursement mechanisms through Medicaid for services delivered by behavioral health interns in community settings, as implemented by 18 states
- Expedite direct services via telehealth by participating in interstate licensing compacts when available.
 - NM Psychological Association & NM Board of Psychologist Examiners strongly support enacting the Psychology Interjurisdictional Compact (PSYPACT) for NM.
 - Authorizes psychologists from a compact state to provide electronic psychological services across state lines.
 - AZ, UT and NV have enacted PSYPACT; legislation is pending in IL.





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2017 RECOMMENDATIONS



2017 RECOMMENDATIONS

ALL HEALTH PROFESSIONALS

- Identify funding for efforts to support the New Mexico Nursing Education Consortium (NMNEC) (\$380,000)
- Continue and expand funding for expanded primary and secondary care residencies in New Mexico
- Position HED to take full advantage of the next opportunity to reinstate the US HHS matching grant to support NM's state loan repayment program
- Remedy the pharmacists' survey



2017 RECOMMENDATIONS

ALL HEALTH PROFESSIONALS

- Increase funding for state loan-for-service and loan repayment programs, and consider restructuring them to target the professions most needed, rather than those with higher debt
- Request that the DOH add pharmacists, social workers and counselors to the health care professions eligible for the NM Rural Healthcare Practitioner Tax Credit
- Provide funding for the New Mexico Health Care Workforce Committee (\$300,000)





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Questions?

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