



THE CENTER FOR HEALTH INNOVATION

New Mexico's Public Health Institute

RURAL ECONOMIC OPPORTUNITIES TASK FORCE - AUGUST 5, 2021

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Who We Are

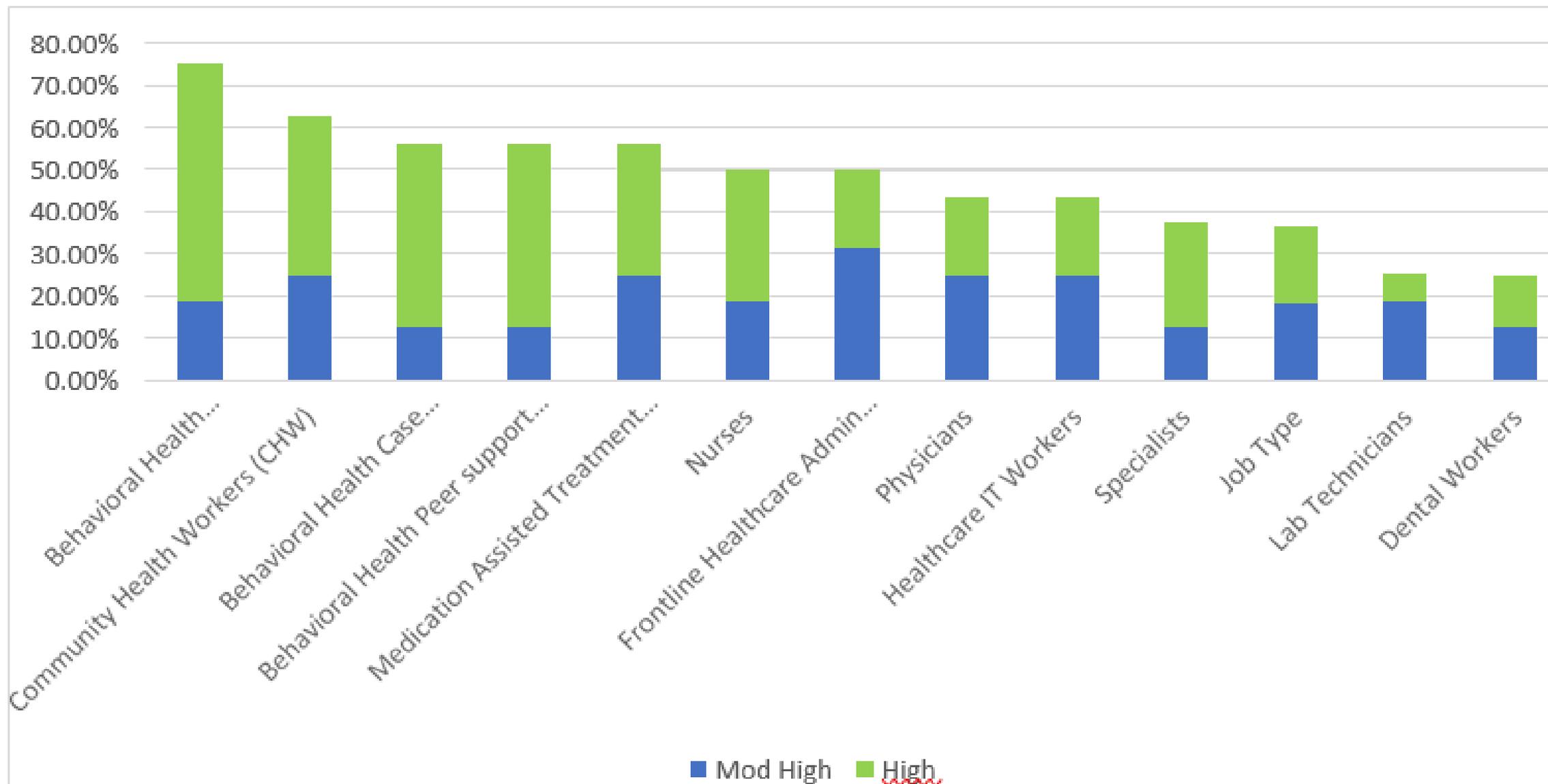
- Mission: Working with communities to advance health and social justice through innovative and effective policies and programs.
- NM's Public Health Institute, designated by the National Association of Public Health Institutes
- Key Functions: healthcare workforce development, community-driven prevention, NM Community Data Collaborative, training and TA, communications and policy.
- Home to 2 of NM's 3 Area Health Education Centers (AHEC)
- 22 staff located in Dona Ana, Grant, Hidalgo, Luna, Santa Fe, Bernalillo, and Sierra Counties
- Over 300 individuals serving as community and state level advisors and coalition members
- See our website at: <http://chi-phi.org/>



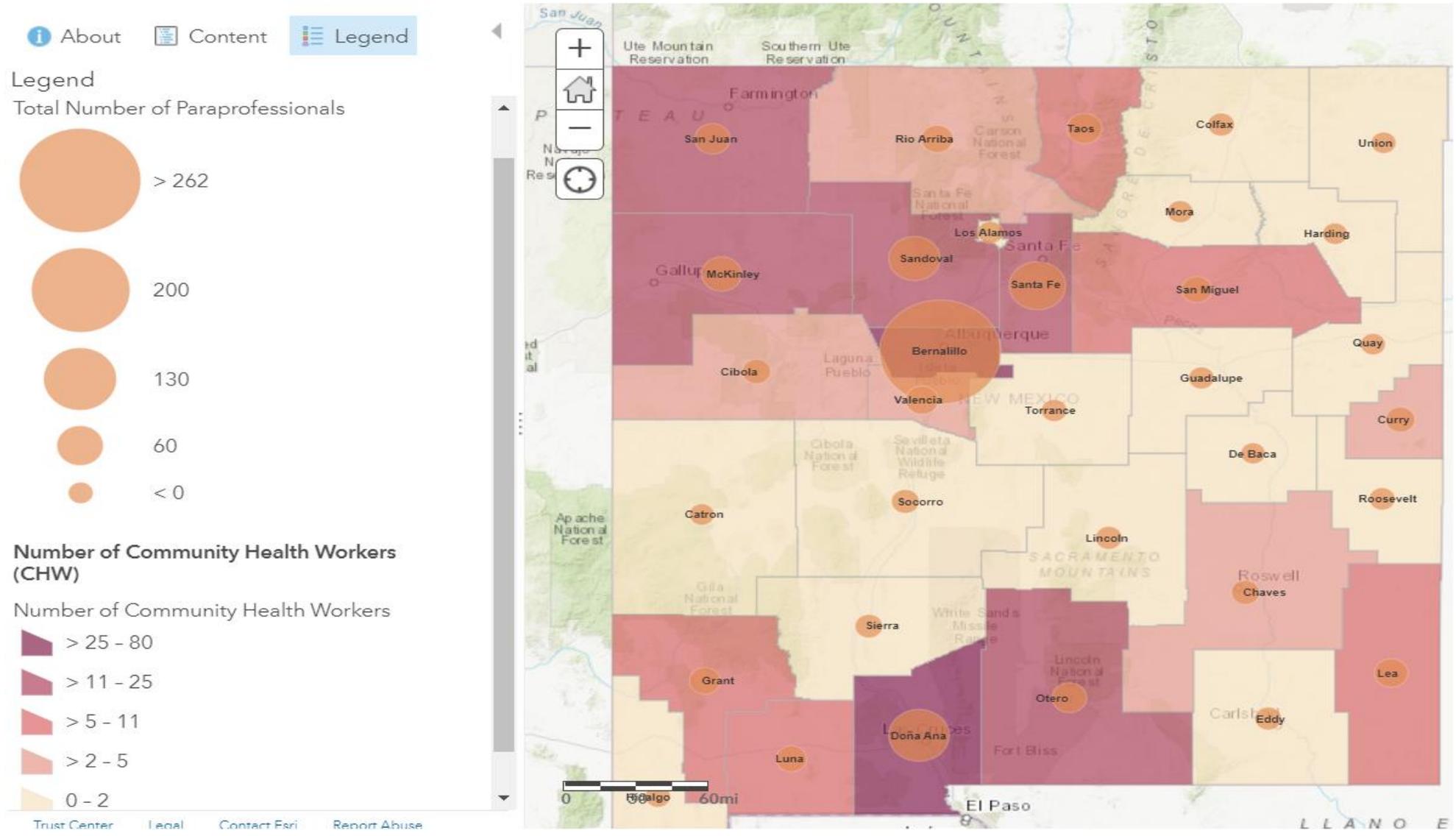
Behavioral Health Workforce Rural Community Needs Assessments

- 2019/2020 - Comprehensive needs assessment of 14 rural NM counties
- 2020 - Place based community needs assessments with 5 rural counties
- 2021 - Sector Partnership convenings with Workforce Development Boards
- 2020 – Case studies of comprehensive and collaborative community healthcare planning.
- 2021-22 – Role of rural County Government in filling behavioral health service gaps
- Review of New Mexico healthcare workforce reports

▲ Current Level of Need – By Items Rated “Moderately High: and “High”



Distribution of Behavioral Health Paraprofessionals in New Mexico (May 2020)



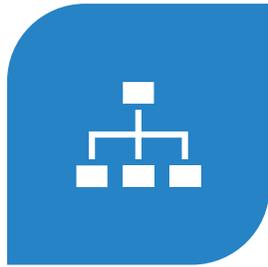
1 Projected Employment Growth by Major Occupational Group | NEW MEXICO

Personal Care & Service	11,380	25.1%
Food Prep. & Serving	7,390	9.0%
Health Practitioners & Tech.	6,270	12.2%
Healthcare Support	5,790	21.2%
Construction & Extraction	4,210	7.4%
Management	3,320	6.3%
Education, Training & Library	3,250	6.4%
Business & Financial Operations	2,600	7.2%
Bldg/Grounds Cleaning/Maint.	2,490	8.1%
Transp. & Material Moving	2,090	4.5%
Computer & Mathematical	1,830	11.8%
Community & Social Service	1,760	12.6%
Installation, Maint. & Repair	1,720	5.0%
Architecture & Engineering	1,520	7.1%
Life/Physical/Social Science	1,160	10.4%
Sales & Related	1,010	1.2%

Source: https://www.dws.state.nm.us/Portals/0/DM/LMI/2016-2026_Occupational_Employment_Projections.pdf

Healthcare and Rural Economic Development

Employer Top Priorities



**ADMINISTRATION,
PROGRAM AND
SYSTEM
DEVELOPMENT**



**RECRUITMENT,
WORKFORCE
PIPELINE AND
RETENTION**



**TRAINING,
CERTIFICATION
AND
CREDENTIALING**



**INFORMATION
TECHNOLOGY**

Solutions

Improving and Expanding Career Pathways

Behavioral Health Certifications:

- CHI and HSD-Behavioral Health Services developed “Peer Worker Guides”
- CHI and WNMU designed “core curriculum”, to launch several behavioral health certification pathways
- Working to expand training opportunities through technology and increasing the number of authorized training providers for behavioral health certifications, a steppingstone to advanced degrees.

Area Health Education Centers and Frontier and Rural Workforce NM

- Career education and support
- Scholars program

Grow Our Behavioral Health Workforce New Mexico Consortium

- Steering Committee Members: CHI, Human Services Division, Dept of Health, Department of Workforce Solutions, Workforce Development Boards, WNMU, ENMU, UNM, NM Behavioral Health Providers Association, Pacific Institute for Research and Evaluation
- Connecting Workforce Development Boards with educational institutions and employers to leverage Workforce Innovation and Opportunity Act (WIOA) funds

Solutions

Employer Support

- Free coaching and technical assistance for team integration and on-the-job training opportunities
- Educate about options to finance and sustain behavioral health services and positions

Public Policy

- HB125 – Behavioral Health Practitioner Changes (Passed 2021)
 - Allows Boards to increase tele-clinical supervision for those seeking clinical licensure
- Tax Credits (did not pass 2021) - HB45
- Loan Repayment (did not pass 2021) –SB61, SB62,

Agency Regulations and Processes

- BHSD Credentialing Workgroup
- BHSD Claims Workgroup
- Monitoring financing systems for behavioral health professionals

Challenges

- Getting access to data on Medicaid reimbursed behavioral health services.
 - Which codes are commonly used and underutilized?
- Understanding barriers and hesitancy to becoming a Medicaid provider.
- Understanding the complex behavioral health reimbursement system.
 - What type of behavioral health service organizations can bill?
 - What type of provide can or cannot bill ?
- Getting real time information from licensing boards.
 - Number, location and employment status of practitioners

Workforce Development Programs



Area Health Education Centers (AHEC)

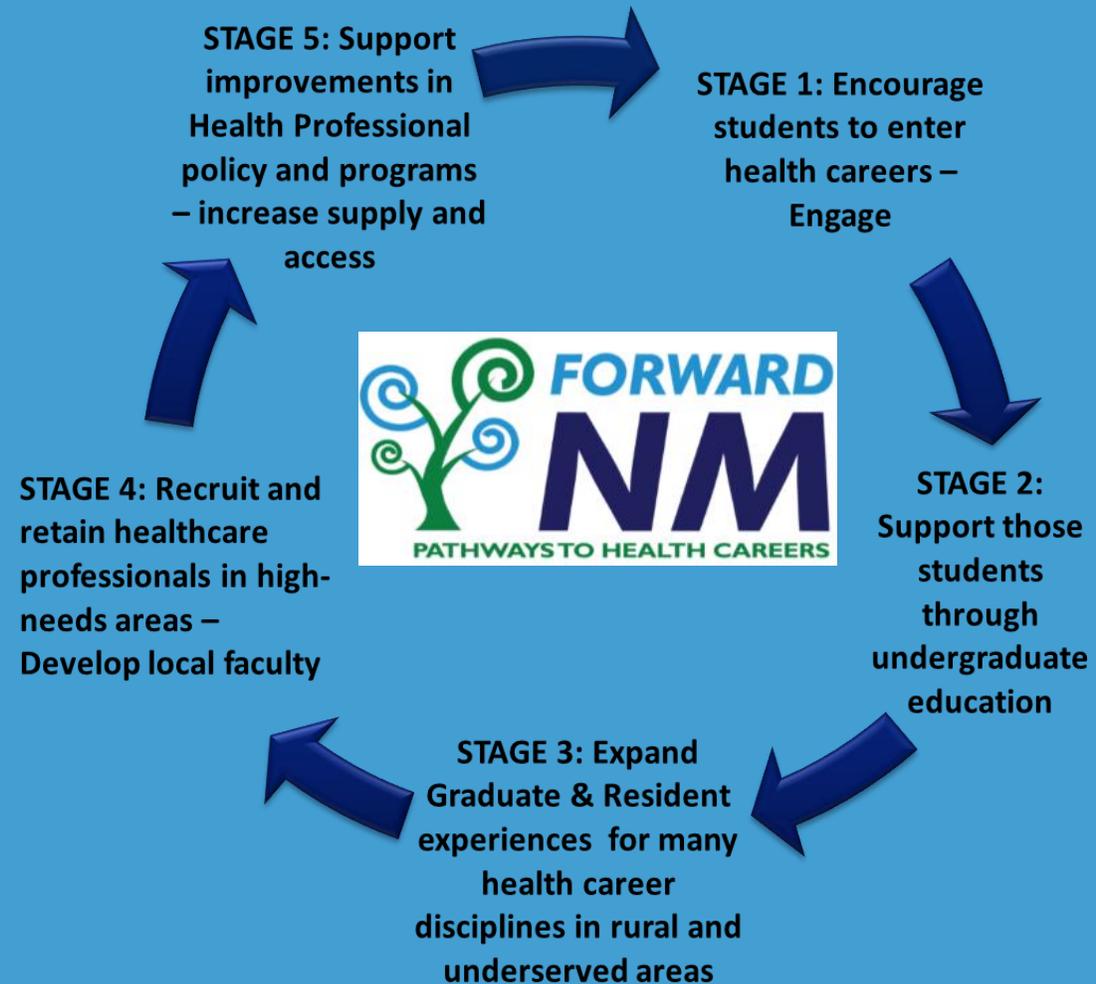


SCHOOL OF
MEDICINE

- Federal Program since early 1970's
- Federal Funds go to UNM as State Medical School
- Local AHECs
 - Las Vegas
 - Silver City
 - Las Cruces
- AHEC grant program develops and enhances education and training networks within communities, academic institutions, and community-based organizations. In turn, these networks support the strategic priorities to increase diversity among health professionals, broaden the distribution of the health workforce, and enhance health care quality in rural and underserved areas. AHECs provide specialized community-based training, develop strategic partnerships, prioritize rural and underserved areas and populations, emphasize practice transformation, and deliver inter-professional education and training."

The 5-Step Process of “Grow Our Own”

FORWARD NM Program



Frontier and Rural Workforce Development (FRWD) New Mexico

- Developed by CHI to support additional capacity for Health Careers Development Programs and ensure that local priorities and programs can be implemented.
- CHI receives state funds for
 - Las Vegas
 - Silver City
 - Las Cruces
 - Gallup – first year of funding 2021-22
- Would seek additional funds for further development (NW and Eastern NM)

FRWD NM Program

- Collaborations
 - BA/MD Program UNM
 - Burrell College of Osteopathic Medicine Student Experiences
 - Health Careers Opportunity Program (HCOP-UNM)
 - Summer Careers Academies
 - STEM
 - COVID Prevention Support – DOH
 - Working in Schools and Universities
 - College Prep
 - Graduate Prep
 - Housing Support
 - Experiential Rotation Facilitation