Health Care Workforce in New Mexico

LEGISLATIVE HEALTH AND HUMAN SERVICES COMMITTEE
19 AUGUST 2021

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EXECUTIVE VICE CHANCELLOR
VICE CHANCELLOR FOR RESEARCH
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.

Highlights and Successes In Last Year

- RLD successfully implemented updated physician survey and corrected data issues
- Continued in-depth guest sections by:
  - NM Department of Workforce Solutions
  - NM Human Services Department
- Change over time added for Physical Therapists and Occupational Therapists
- Added average age for Licensed Midwives
# Health Care Impact of COVID-19

## Workforce

<table>
<thead>
<tr>
<th>As Compared to 2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Usual patient in-person volume reported by NM Primary Care Assn&lt;sup&gt;1&lt;/sup&gt;</td>
<td>&lt;70%</td>
<td>Continues</td>
</tr>
<tr>
<td>NMMS members see ≤ 100 patients per week (39% pre-COVID)&lt;sup&gt;2&lt;/sup&gt;</td>
<td>75%</td>
<td>Not Known</td>
</tr>
<tr>
<td>NM dental practices seeing &lt;10% of typical patient volume&lt;sup&gt;3&lt;/sup&gt;</td>
<td>95%</td>
<td>0%</td>
</tr>
<tr>
<td>NM dental practices seeing greater than 50% of typical patient volume&lt;sup&gt;3&lt;/sup&gt;</td>
<td>7%</td>
<td>100%</td>
</tr>
<tr>
<td>Number of internal medicine physicians, psychiatrists, dentists and pharmacists seeking job opportunities via New Mexico Health Resources&lt;sup&gt;4&lt;/sup&gt;</td>
<td>&gt;100%</td>
<td>Continues</td>
</tr>
</tbody>
</table>

1. Personal Communication, E. Goode, 2021
2. NM Medical Society Survey of Members, 2020
3. ADA Survey of New Mexico Dental Practices, 2021
4. Personal Communication, J Harrison, 2021

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**Usual patient in-person volume reported by NM Primary Care Assn:**
- Continues at less than 70% compared to 2019.

**NMMS members see ≤ 100 patients per week (39% pre-COVID):**
- In 2020, 75% of members see ≤ 100 patients per week, compared to 39% pre-COVID.
- In 2021, it is not known.

**NM dental practices seeing <10% of typical patient volume:**
- In 2020, 95% of practices see <10% of typical patient volume.
- In 2021, 0% of practices see <10% of typical patient volume.

**NM dental practices seeing greater than 50% of typical patient volume:**
- In 2020, 7% of practices see greater than 50% of typical patient volume.
- In 2021, 100% of practices see greater than 50% of typical patient volume.

**Number of internal medicine physicians, psychiatrists, dentists and pharmacists seeking job opportunities via New Mexico Health Resources:**
- Continues at more than 100% compared to 2019.
# Health Care Impact of COVID-19

## Telehealth & Fiscal

### Rapid expansion of telehealth capability by NM health care practices

### Reduced Revenue

<table>
<thead>
<tr>
<th>As Compared to 2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase in telehealth at UNM HSC(^1)</td>
<td>&gt;100% ~60k</td>
<td>&gt;194% ~176k</td>
</tr>
<tr>
<td>NMMS members using telemedicine (13% pre-COVID)(^3)</td>
<td>92%</td>
<td>Not Known</td>
</tr>
<tr>
<td>NM Psychological Assn members using telemedicine (21% pre-COVID)(^4)</td>
<td>90%</td>
<td>Not Known</td>
</tr>
<tr>
<td>NMMS members reported reduction of revenue ≥ 41%(^3)</td>
<td>66%</td>
<td>Not Known</td>
</tr>
<tr>
<td>NM dental practices temporarily closed practices(^2)</td>
<td>88%</td>
<td>7%</td>
</tr>
</tbody>
</table>

1. UNM Health Sciences, 2021
2. ADA Survey of New Mexico Dental Practices, 2021
3. NM Medical Society Survey of Members, 2020
4. NM Psychological Society Survey of Members, 2020
Health Care Impact of COVID-19

1. Gap between revenue and expenses caused by COVID in NM is $193 Million\(^1\) (per NM Hospital Association)

2. NM is the most efficient vaccine distributor in the country\(^2\)
Two Types of Analysis

1. The *NM Department of Workforce Solutions*’ contributed analysis of the current and projected hiring demand for selected health professions which comes from the Occupational Employment Statistics and Projections Program Workforce Connection Online System.

2. The New Mexico Healthcare Workforce Analysis Center’s contributed supply analysis comes from the results of surveys collected at the time of licensure renewal.
Demand Analysis Health Care Workforce

The **NM Department of Workforce Solutions** contributed analysis of the current and projected hiring demand for selected health professions.

<table>
<thead>
<tr>
<th>Profession</th>
<th>Employed in NM</th>
<th>Monthly Job Postings</th>
<th>Projected Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2020</td>
<td>2021</td>
<td>2020</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>17,350</td>
<td>17,100</td>
<td>4,507</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>1,110</td>
<td>1,080</td>
<td>268</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>1,500</td>
<td>1,700</td>
<td>108</td>
</tr>
<tr>
<td>PCPs: Family Medicine</td>
<td>710</td>
<td>560</td>
<td>166</td>
</tr>
<tr>
<td>PCPs: General Internal Medicine*</td>
<td>130*</td>
<td>120*</td>
<td>46</td>
</tr>
<tr>
<td>PCPs: General Pediatrics*</td>
<td>140*</td>
<td>140*</td>
<td>41</td>
</tr>
</tbody>
</table>

* Bureau of Labor Statistics data are suppressed for some physicians to maintain confidentiality

Sources: Occupational Employment Statistics and Projections Program Workforce Connection Online System
Supply Analysis: Updates & Improvements

- **Multiple year data:** Physical Therapists, Occupational Therapists, Pharmacists

- **NEW Benchmarks:** Psychiatrists, CNPs, CNMs, Dentists, Pharmacists, and LMs.

- **Excluded non-practicing providers**
  - Retired, resident, inactive in NM, unemployed in health care
  - Zero weeks per year
  - Zero hours per week (for PCPs, < 20 hours per week)
  - Zero percent of time spent in direct patient care (for PCPs, < 50%)
  - Counts reduced compared to prior years due to these more stringent criteria
Benchmark Analysis of Supply Data

As of 31 December 2020, New Mexico has:

- 10,156 Licensed Physicians
- 4,739 Practice in New Mexico (46.7%)
- 1,607 Primary Care Physicians
- 229 Obstetrician/Gynecologists
- 154 General Surgeons
- 305 Psychiatrists
- 3,386 Certified Nurse Practitioners
- 1,732 Practice in New Mexico (50.5%)

Source: New Mexico Health Care Workforce Committee. 2021 Pending Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2021
Primary Care Physicians

Primary Care Physicians Compared to Benchmark, 2020

Comparison to Benchmark (8.3 per 10,000 Population)
- At or Above Benchmark
- 1 - 10 Providers Below Benchmark
- > 10 Providers Below Benchmark
- Number Above (+) or Below (-) Benchmark

Average Age 52.8

New to NM practice
Left NM Practice

The University of New Mexico Health Sciences
Registered Nurses & CNSs

RNrs and CNSs Compared to Benchmark, 2020

Comparison to Benchmark (94.3 per 10,000 Population)
- At or Above Benchmark
- 1 - 100 Providers Below Benchmark
- > 100 Providers Below Benchmark

Average Age 47.8

Female 88.0%

New to NM practice
Left NM Practice

Registered Nurses & CNSs
Shortages

As of 31 December 2020¹:

- Shortages are most severe in less-populated counties
- Without redistributing the current workforce, New Mexico needs:
  - 328 Primary Care Physicians
  - 56 Obstetrics and Gynecology Physicians
  - 10 General Surgeons
  - 117 Psychiatrists
  - 6,223 RNs/CNSs
  - 238 CNPs
  - 13 CNMs
  - 249 PAs
  - 87 Dentists
  - 521 Pharmacists
  - 5 Licensed Midwives
  - 2,510 EMTs
  - 524 PTs
  - 108 OTs

- Average age is 52.8 years (national average: 52.3 years²)
- Highest percentage of physicians 60 years or older (32.3% versus 31.4% nationwide)³

1. New Mexico Health Care Workforce Committee. 2021 Pending Annual Report. Albuquerque NM: University of New Mexico Health Sciences Center; 2021
Shortages Compared to Hiring Demand


*Data for physicians are suppressed in several specialties, and some PCP specialties were not available to include in DWS’ analysis.
Recommendations

1. Increase funding by $831,000 without reallocation per year to accommodate up to 30 medical, 66 nursing, and 10 allied health practitioner loan-for-service programs and increase $12,000 of recurring funds per award to mental health practitioners.

Or

1. Increase funding with new sources of revenue by $1 million to accommodate additional funding for the State Loan Repayment Program. Currently the programs allow for employed health professionals in a variety of disciplines to compete:
   b. Dentistry: Dentists.
   c. Medical and Nursing: DO, MD, Osteopathic Physician Assistant, Nurse Practitioner/Advanced Practice Nurse.
   d. Mental Health Fields: CP, LADAC, LCSW, LMHC, LMSW, LPC, LPCC, MD/Psychiatry, MFT, PsyD and “Other.
Recommendations


3. Using the 2020 Small Business Recovery Loan Act as a model for specific lending terms, establish a loan program (up to $150,000 per approved loan) through the New Mexico Finance Authority to be used by physicians, nurse midwives, certified nurse practitioners, behavioral health providers, and physician assistants setting up or expanding full-time medical practice in rural areas of the state (anywhere other than ABQ/Rio Rancho area, Santa Fe, Las Cruces).

4. Incentivize community health centers, FQHCs and other established primary health care centers with hiring of behavioral health providers to maximize interdisciplinary health care delivery, such as by adding collaborative care CPT codes (99492, 99493 and 99494) to Medicaid to expand access to behavioral health in primary care settings.
Recommendations

5. Expand the Rural Health Care Practitioner Tax Credit program to include pharmacists, physical therapists, social workers and counselors.

6. Increase staffing and provide additional appropriations above the current baseline for an additional 30 FTEs through the New Mexico Department of Health – Establishing at least one per county – for public health nurses at a midpoint annual salary of $65,000 each.

7. Increase funding to $3.5 million per year ($15,000 per 10 schools, approx. 1000 schools are in need) for the expansion of School-Based Health Centers (SBHC) and the SBHC services through a hub and spoke telehealth model and mobile unit for medical, dental and behavioral health services in New Mexico through the NM DOH Office of School and Adolescent Health.
Recommendations

8. Fund the New Mexico Health Care Workforce staff to complete annual analysis and expand recommendations. Total cost is $250,000 per year.

9. Provide a community location in each county to receive telemedicine videoconferencing, such as a private computer-equipped space within a public health office.
Questions?

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Vice Chancellor for Research
http://hsc.unm.edu/research/
FTE Estimation

- The NM Human Services Department contributed estimation of 2020 FTEs for:
  - PCPs
  - Psychiatrists
  - Core mental health professions (psychologists, licensed social workers, licensed professional clinical counselors)

- Average county PCP Count: FTE ratio 5.71

- The New Mexico Primary Care Council is researching the national benchmark as it may not be suitable for New Mexico given the state's older, more rural, lower-income, and sicker population.