



UNM HEALTH SCIENCES CENTER

STATE WORKFORCE COMMITTEE REPORT

Legislative Health & Human
Services Committee

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November 15, 2016



OVERVIEW

- Background
- Update on provider supply
- Special issues and recommendations in behavioral health
- Update on previous recommendations
- 2016 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.

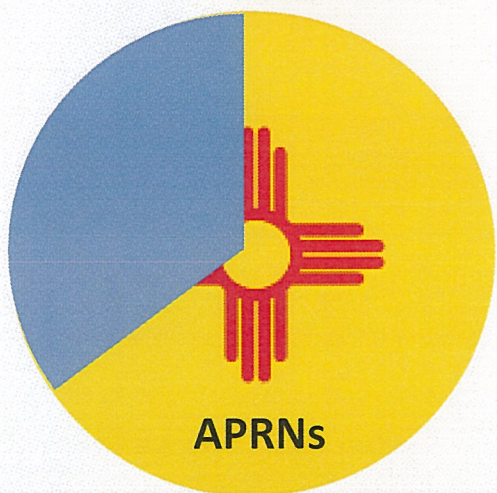
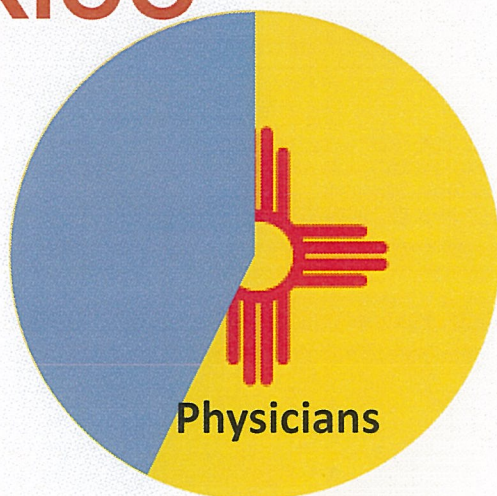


ACCOMPLISHMENTS SINCE 2013

- 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



HEALTH CARE WORKFORCE IN NEW MEXICO



As of 31 December 2015, New Mexico has:

- 9,382 Licensed Physicians
 - 5,367 Practice in New Mexico (57%)
 - 2,075 Primary Care Physicians
 - 253 Obstetrician/Gynecologists
 - 177 General Surgeons
 - 309 Psychiatrists
- 1,995 Certified Nurse Practitioners and Clinical Nurse Specialists
 - 1,293 Practice in New Mexico (65%)
- Increase of 441 MDs and 65 CNPs/CNSs since 2014



CAVEATS

- The 2015 survey of medical doctors implemented by the Regulation and Licensing Division **omitted the item asking for physicians' specialties**. We were able to estimate specialties for this year by combining specialty data from prior years with board certification data. ***It is critically important that the specialty item be reinstated for future years to allow for robust year-to-year***

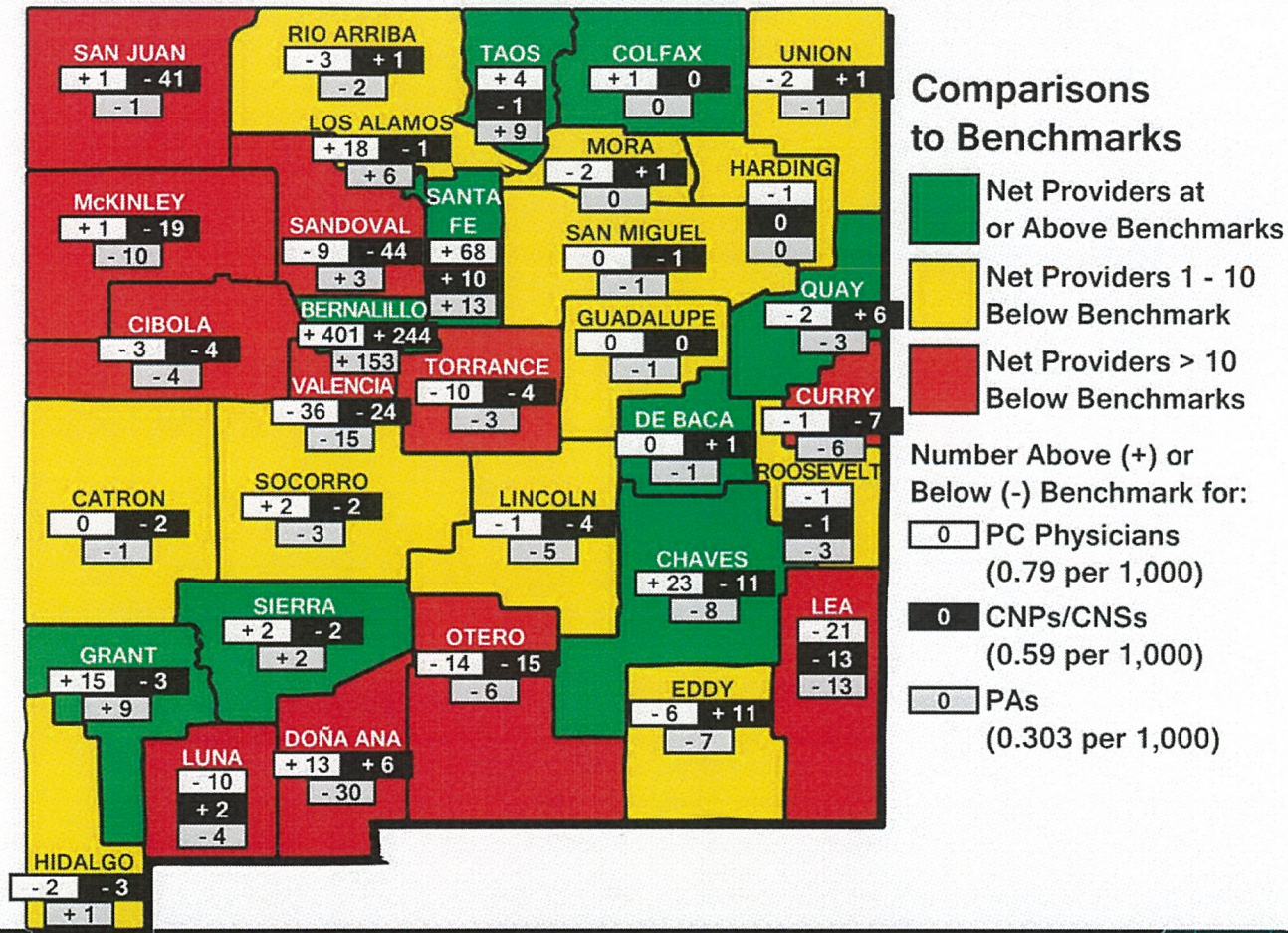


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DISTRIBUTION OF NEW MEXICO PRIMARY CARE PROVIDERS

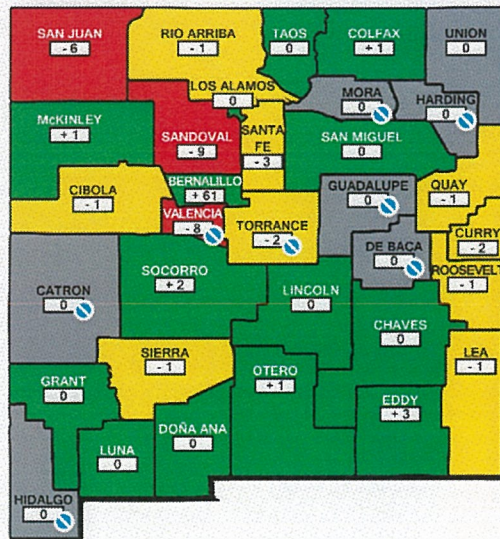
Primary Care Workforce Compared to Benchmarks, 2015



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SURGEONS, OB-GYNS, PSYCHIATRISTS

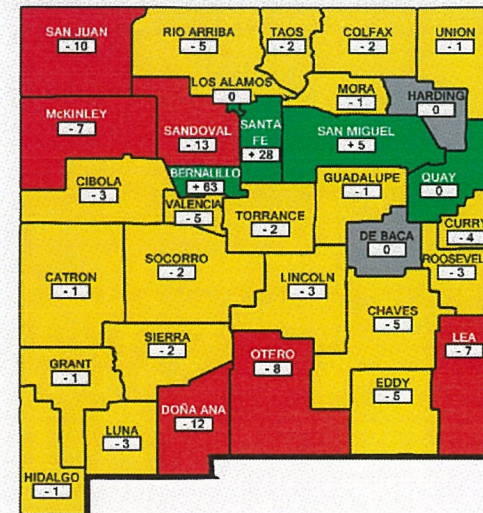
Ob-Gyns Compared to Benchmark, 2015



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

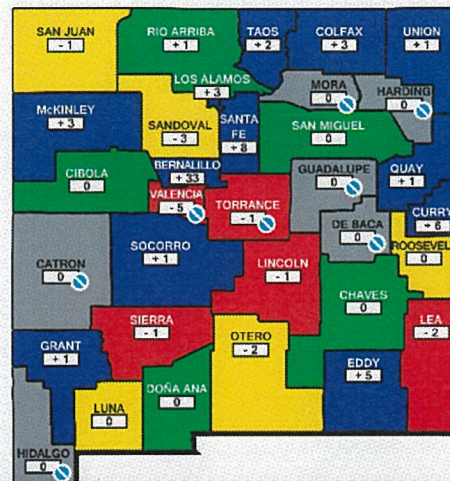
Psychiatrists Compared to Benchmark, 2015



Comparison to Benchmark
(1 per 6,500)

- 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, 2015



General Surgeons per 100,000 People

- 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



CHANGE OVER TIME

Profession	NM Practice, 2013	NM Practice, 2014	NM Practice, 2015	Change
All MDs		4,926	5,367	+ 441
PCP	1,957	1,908	2,075	+ 118
Ob/Gyn	256	236	253	- 3
General Surgeons	179	162	177	- 2
Psychiatrists	321	289	309	- 12
Other Specialties		2,331	2,553	+ 222
CNP/CNS	1,089	1,228	1,293	+ 204
PA	No data	694	698	+ 4
Dentists	No data	1,081	1,131	+ 50
Pharmacists	No data	1,928	1,911	- 17



SHORTAGES

As of 31 December 2015:

- Shortages are most severe in less-populated counties
- Without redistributing the current workforce, New Mexico needs:
 - 124 Primary Care Physicians
 - 36 Obstetrics and Gynecology Physicians
 - 18 General Surgeons
 - 109 Psychiatrists
 - 201 Certified Nurse Practitioners/Clinical Nurse Specialists
 - 128 PAs
 - 67 Dentists
 - 292 Pharmacists
- 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

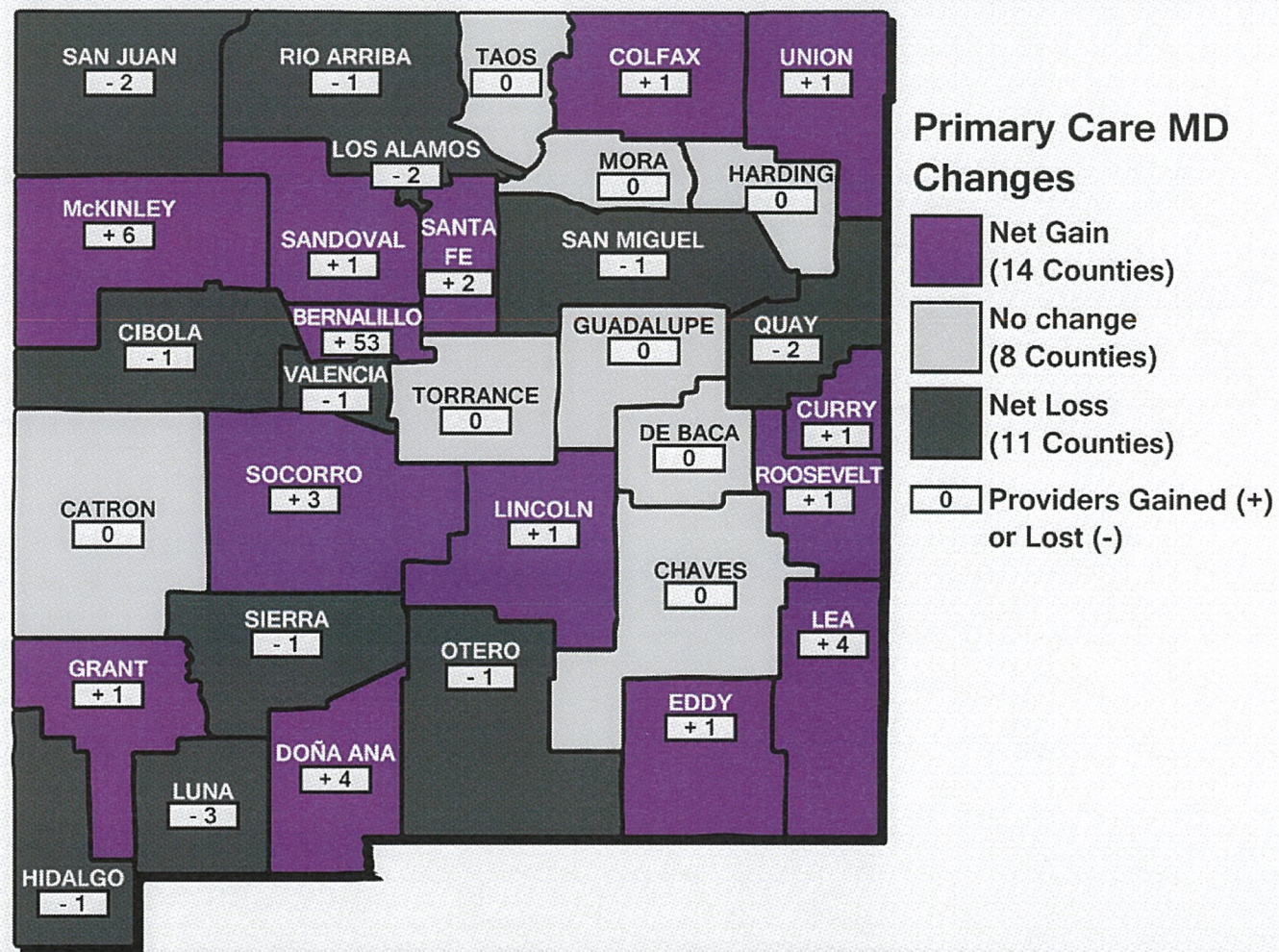
¹ Physicians Foundation. 2016. 2016 Survey of America's Physicians.
www.physiciansfoundation.org

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



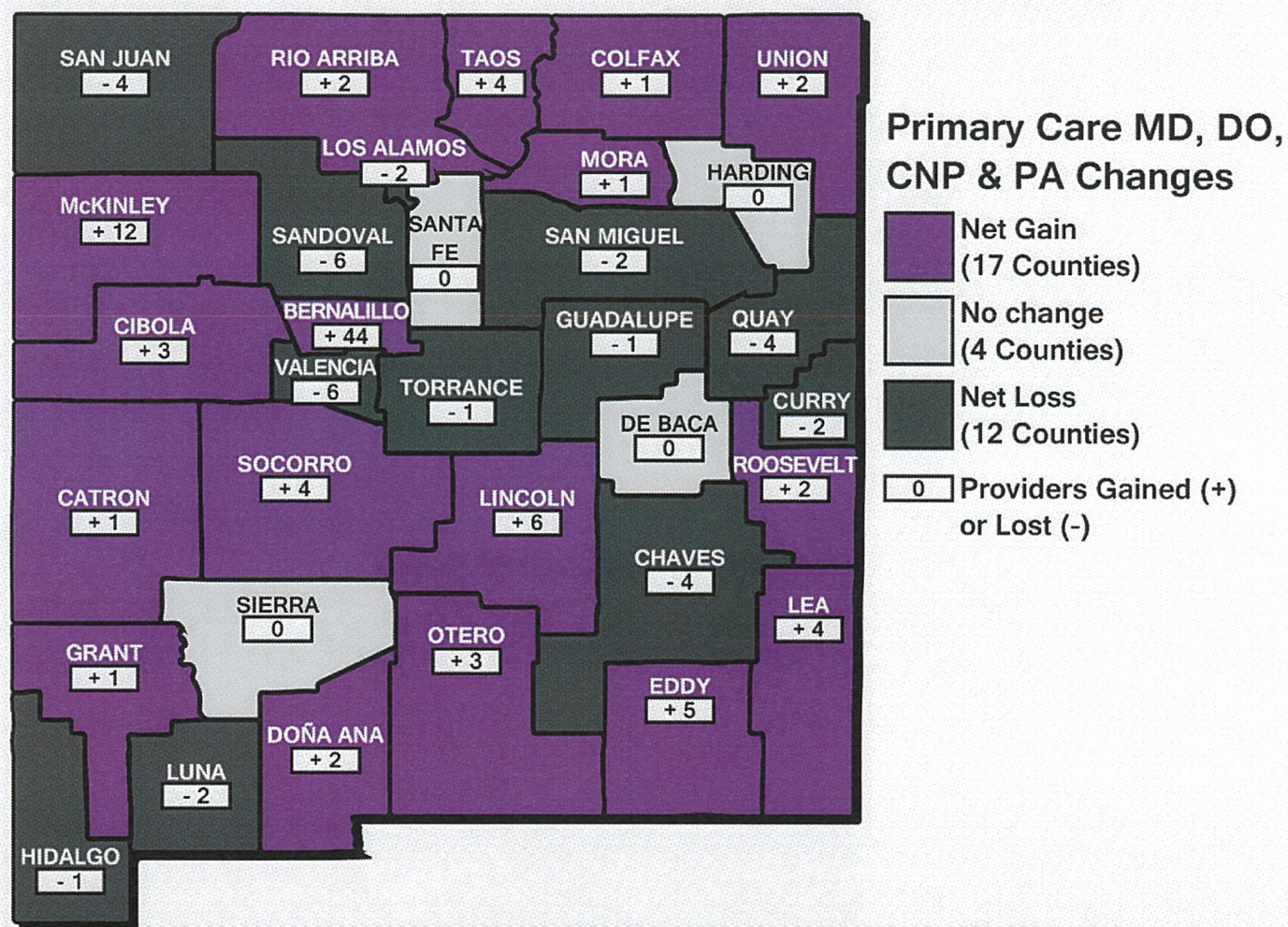
CHANGE OVER TIME

County-Level Primary Care Physician Changes, 2014 - 2015



CHANGE OVER TIME

County-Level Primary Care Provider Changes, 2014 - 2015





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2016

RECOMENDATIONS



2016 RECOMENDATIONS

ALL HEALTH PROFESSIONALS

- A. *Correct the recent omission by the Regulation and Licensing Department of the practice specialty item from the physicians' online license renewal survey platform.*
- B. Enhance the Physician Assistants' survey with an added practice specialty item.
- C. Maintain funding for the loan-for-service and loan repayment programs at their current levels.
- D. Restructure loan-for-service and loan repayment programs to target the professions most needed in rural areas



2016 RECOMENDATIONS

ALL HEALTH PROFESSIONALS

- E. Continue funding for expanded primary and secondary care residencies in New Mexico.
- F. Support further exploration of Medicaid as an avenue for expanding residencies in New Mexico.
- G. Obtain federal monthly funds for loan repayment.
- H. Provide funding for the New Mexico Health Care Workforce Committee



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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 59% higher than national rate
 - Alcohol related deaths 87% higher than national rate
 - Drug overdose rates 96% higher than national rate



2016 RECOMMENDATIONS

BEHAVIORAL HEALTH

- A. Expedite professional licensure by endorsement for social workers, counselors and therapists.
- B. Explore opportunities to leverage federal funding for Health Information Exchange and adoption of electronic health records for behavioral health providers.
- C. Convene a planning group to develop statewide telehealth infrastructure to deliver behavioral health services via telehealth to



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2016 RECOMMENDATIONS

BEHAVIORAL HEALTH

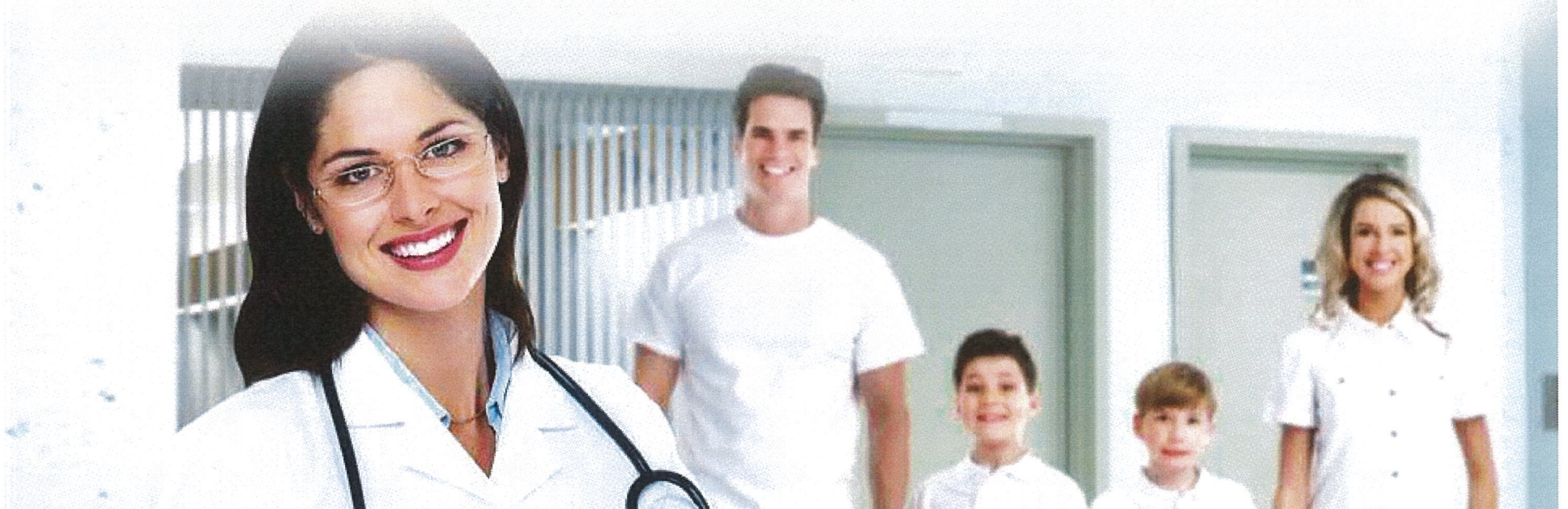
- E. Add social workers and counselors to professions eligible for New Mexico's Rural Healthcare Practitioner Tax Credit program.
- F. Identify funding for efforts to support and prepare candidates from diverse backgrounds to complete graduate degrees in behavioral health fields.
- G. Support Medicaid funding for community-based psychiatry residency programs in federally qualified health centers.





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UPDATE ON 2014/15 RECOMMENDATIONS



EDUCATION AND TRAINING

- Supplemental appropriations to institutions for nursing program expansion increased from \$1.81 million in FY 2014 to \$8.39 million in FY 2016. The Legislative Finance Committee reports that the number of nursing degrees awarded has increased from 932 in 2011 to 1,062 in 2014.
- State general funds appropriations to add a total of 18 UNM HSC residency slots over FY2015 – 2016, with an emphasis on internal medicine/family medicine, general surgery, and psychiatry.
- State appropriations totaling nearly \$400K over FY2015 and FY2016 to support primary care residencies at Hidalgo Medical Services.
- Program leveraging Medicaid funds to create primary care residency



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FINANCIAL INCENTIVES

- Legislature appropriated \$5.2 million for health professional financial aid programs in FY 2016, a 55% increase over FY 2014 levels.
- The state expanded funding for Western Interstate Commission for Higher Education positions, which allow students from New Mexico to pay in-state tuition at affiliated dental and veterinary schools in exchange for three years of service in New Mexico. Funding was expanded from \$1.15 million in FY2015 to \$2.27 million in FY2016.

Source: Program Evaluation Unit. Progress Report: Adequacy of New Mexico's Healthcare Workforce Systems. Santa Fe NM: New Mexico Legislative Finance Committee; 2015.



RECRUITMENT FOR RETENTION

- Promote programs to foster health professions career development in rural areas, help manage workloads and create professional support networks
 - Project ECHO, which received \$650K total additional appropriations over FY 2015 and FY2016 for a total funding of \$1.99M
 - Continued partial state funding of the UNM Locum Tenens program (via I&G)



OTHER HEALTH PROFESSIONS

- The Higher Education Department is prioritizing taking full advantage of the 2017 opportunity to reinstate the U.S. Department of Health and Human Services matching grant to support New Mexico's loan repayment program.



BEHAVIORAL HEALTH

1. The New Mexico Counseling and Therapy Practice Board, the Board of Psychologist Examiners and the Board of Social Work Examiners have agreed to expand or examine expanding the definition of supervised practice toward independent licensure to include tele-mentoring.
2. The New Mexico Behavioral Health Collaborative developed and disseminated a strategic plan on sustainable financing systems (available at <http://www.newmexico.networkofcare.org/content/client/1446/4.-Strategic-Plan-Implementation-Updated.pdf>).
3. The Department of Health add social workers and counselors to the list of health care professions who are eligible for New Mexico's Rural Healthcare Practitioner Tax Credit program.





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Questions?

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