

# Health Workforce Needs in Nevada

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EXHIBIT B - Health Care  
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Entire exhibit provided.  
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# Tsunami of Demand for Health Care and Health Care Professionals in Nevada

- Projected insurance coverage expansion by 2020
  - Medicaid & Nevada Checkup: + 197,000
  - Silver State Health Insurance Exchange: + 141,000
  - Employer-Sponsored Plans & Medicare: + 256,000
- Associated increase in health workforce demand – especially, primary care and mental health
- Overall growth in health care employment (16.3%) is projected to exceed the average for all occupations in Nevada (11.6%) through 2020

# Nevada's Projected Primary Care Physician Demand through 2030\*

- Current primary care physician (PCP) workforce in Nevada: 1,428
- At current levels of utilization, 1,113 additional PCPs will be needed by 2030 or 77% of current PCP workforce due to population growth (esp. Las Vegas), an aging population, and an increasingly insured population

\*Source: Peterson, SM, et al. "Nevada: Projecting Primary Care Workforce." (2013) Robert Graham Center, Washington DC.

# Projected Demand for Health Care Workers by Industry in Nevada through 2020

- Ambulatory Care: 7,778 jobs (+14.9%)
  - Offices of physicians: 2,468 jobs (+8.3%)
  - Home health care services: 1,643 jobs (+34.9)
- Hospitals: 3,168 jobs (+10.4%)
- Nursing Homes and Residential Care Facilities:  
2,581 jobs (24.4%)

**All Health Care Industries: + 13,527 jobs (+16.3%)**

# High Demand Health Occupations in Nevada – Annual Opening through 2020

- Registered nurses (RNs): 610 job openings
- Home health aides: 211
- Nursing assistants: 140
- Medical assistants: 137
- Medical secretaries: 108
- Licensed practical nurses (LPNs): 98
- Pharmacists: 86

# High Demand Health Occupations in Nevada – Annual Opening through 2020

- Dental assistants: 84 job openings
- Pharmacy technicians: 82
- Massage therapists: 92
- Child, family, and school social workers: 80
- Primary care physicians: 74
- Fitness trainers and aerobics instructors: 72
- Medical and health services managers: 70

# High Demand Health Occupations in Nevada

- Eleven “high demand” health care occupations are ranked among the top 100 occupations in Nevada with the largest projected employment growth through 2020
- Growing demand for health services will generate nearly 3,000 jobs for registered nurses and 1,500 jobs for home health aides by 2020

# Health Workforce Supply in Nevada

- Steady growth in the number of licensed health professionals
- “Treading water” in the number of licensed health professionals per capita
- Severe health workforce shortages compounded by an aging health workforce and ensuing ACA-related demand
- Persistent specialty shortages and geographic maldistribution of physicians and most other health professionals

# Health Workforce Rankings – Physician Workforce by Medical Specialty

Number of Licensed Physicians per 100,000 Population

- General and Family Practitioners – 46<sup>th</sup>
- Pediatricians – 46<sup>th</sup>
- Psychiatrists – 50<sup>th</sup>
- Obstetricians and Gynecologists – 40<sup>th</sup>
- Ophthalmologists – 48<sup>th</sup>
- Orthopedic Surgeons – 51<sup>st</sup>
- General Surgeons – 51<sup>st</sup>
- Specialty Surgeons – 51<sup>st</sup>

Source: *CQ Press Health Care State Rankings (2011)*.



# Health Workforce Rankings – Nursing

Number of Licensed Nurses per 100,000 Population

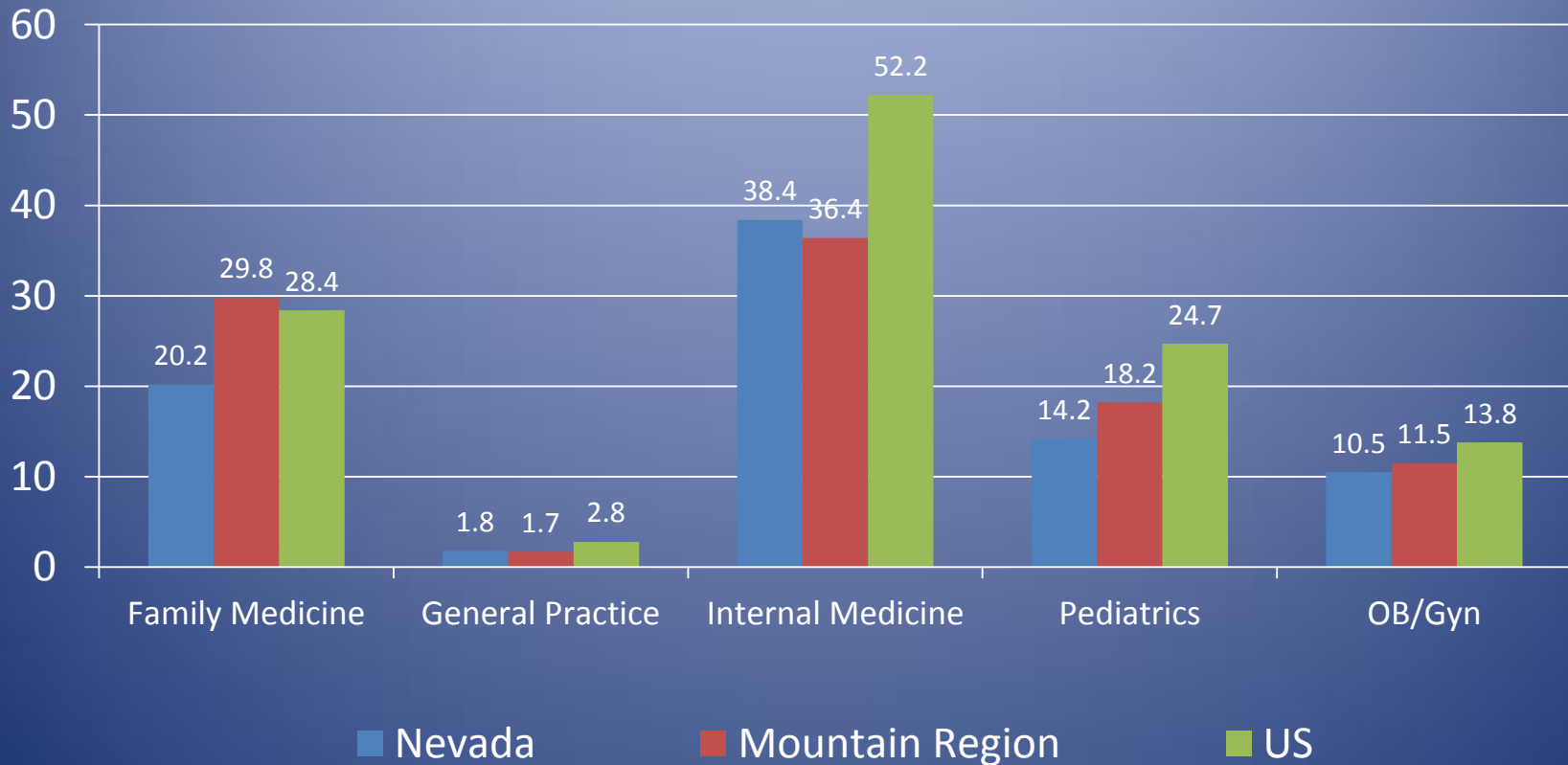
- Registered Nurses – 50<sup>th</sup>
- Nurse Practitioners – 41<sup>st</sup>
- Clinical Nurse Specialists – 26<sup>th</sup>
- Certified Nurse Midwives – 44<sup>th</sup>
- Certified Nurse Anesthetists – 51<sup>st</sup>
- Licensed Practical Nurses – 49<sup>th</sup>

Source: *CQ Press Health Care State Rankings* (2011).



# Primary Care

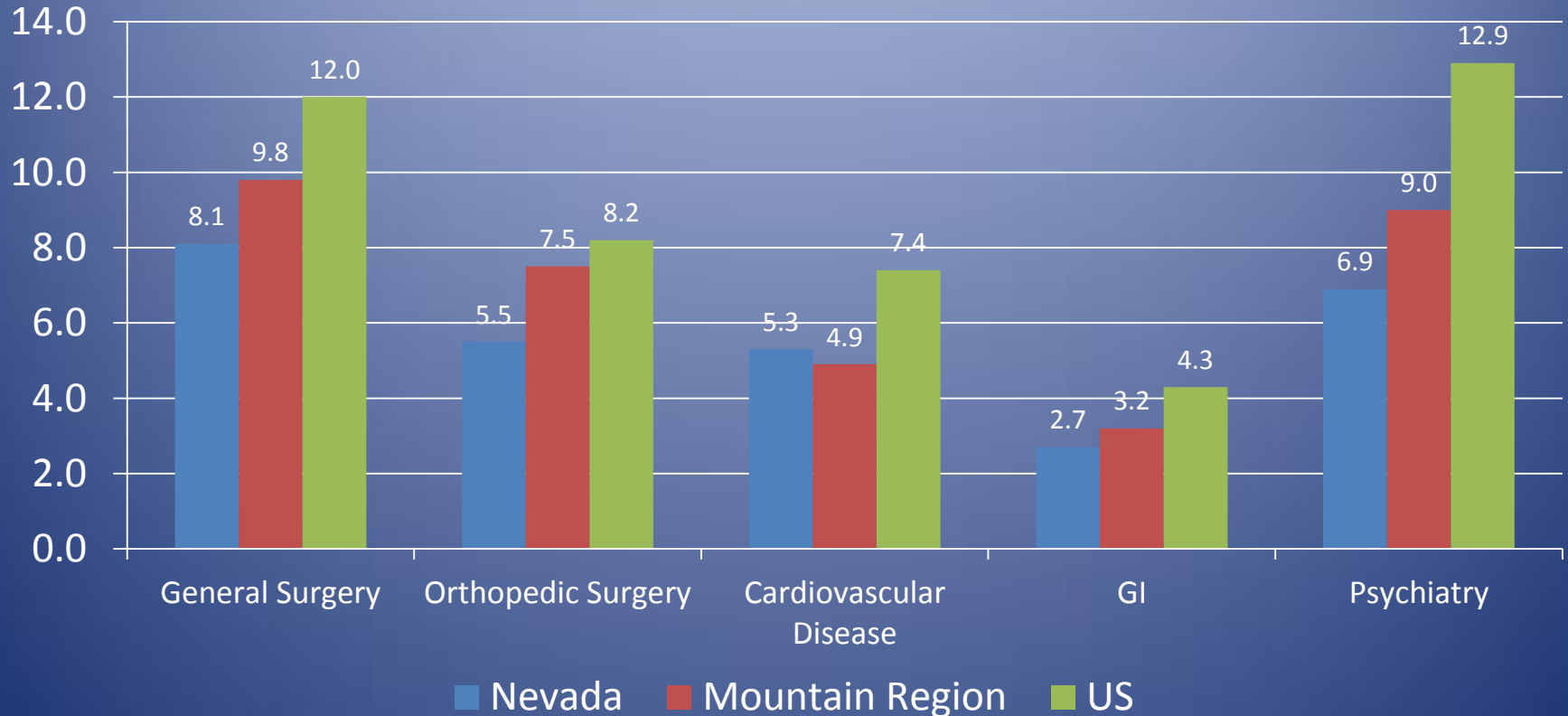
## Number of MDs per 100,000 Population – 2010



Source: AMA. *Physician Characteristics and Distribution in the US* (2012).

# Medical and Surgical Specialties

## Number of MDs per 100,000 Population – 2010

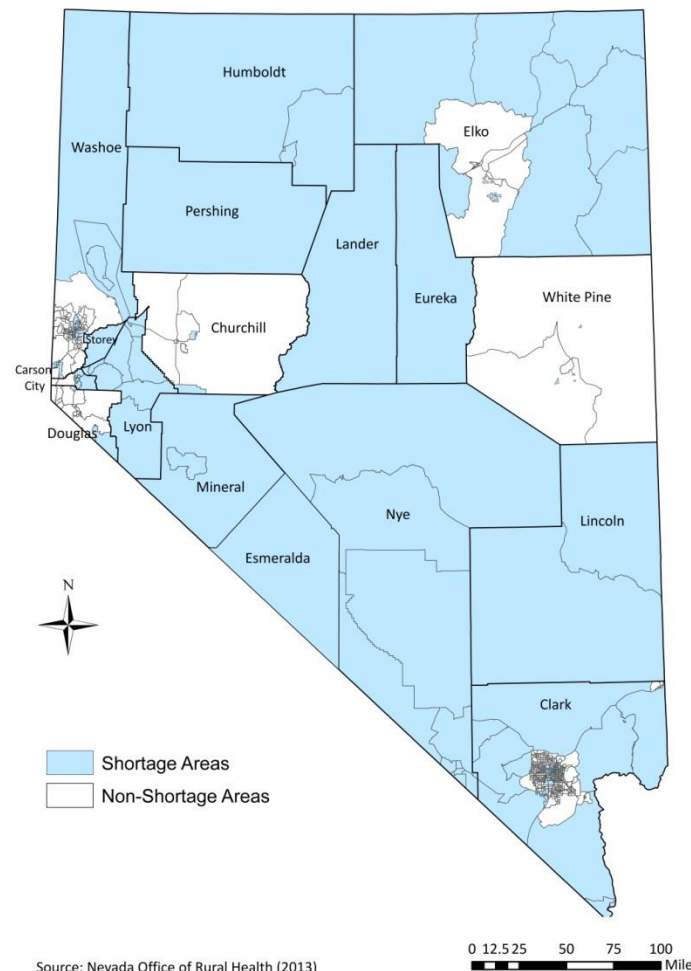


Source: AMA. *Physician Characteristics and Distribution in the US* (2012).

# Primary Care Workforce Shortages

- Most regions of rural and frontier Nevada are primary care HPSAs
- 182,000 rural residents (67%) live in a primary care HPSA
- 810,000 urban residents (33%) live in a primary care HPSA, including 139,000 residents of Washoe County and Carson City

Map 1: Primary Medical Care Health Professional Shortage Areas in Nevada



# Oral Health Workforce Shortages

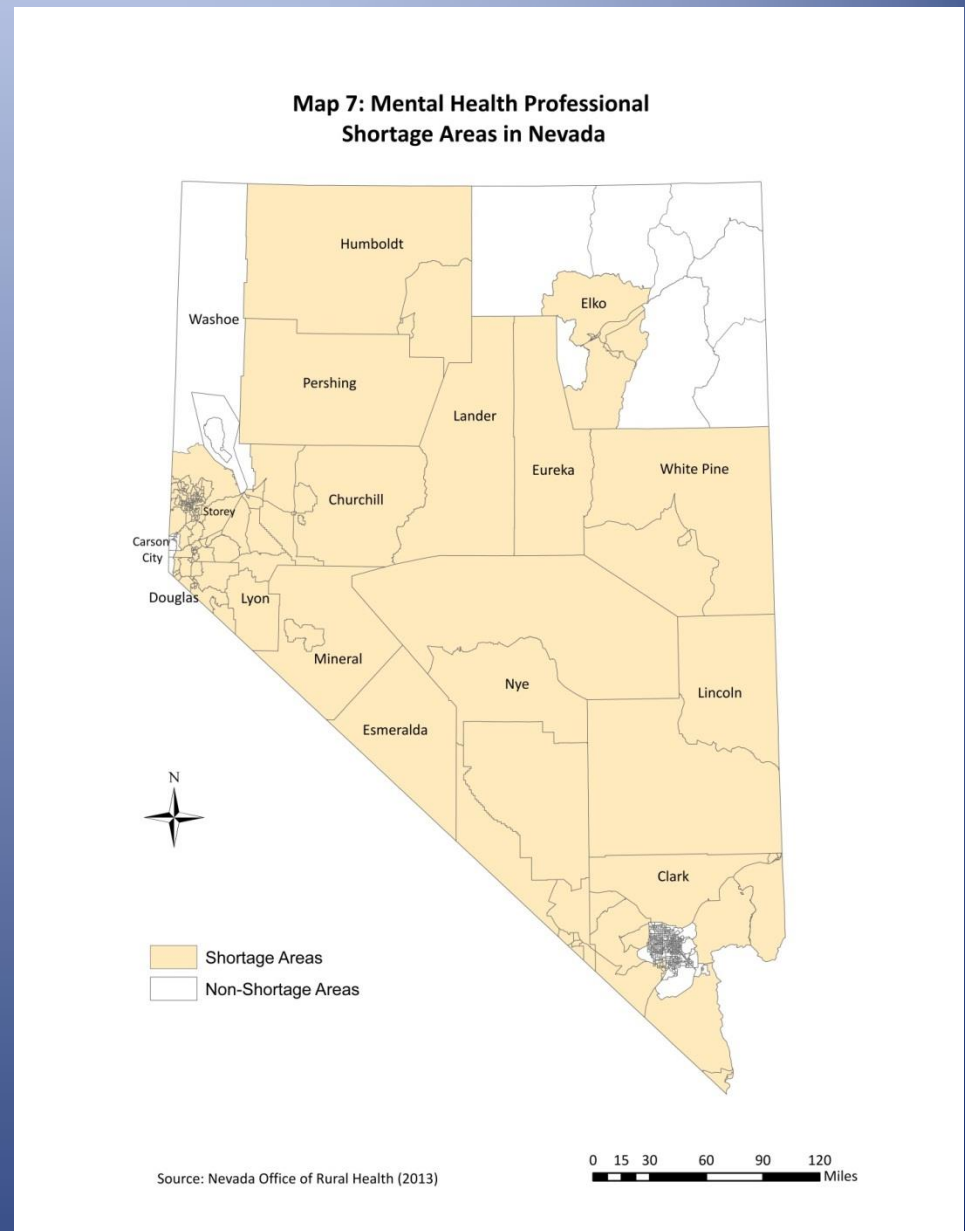
- 10 out of 14 rural and frontier counties are dental HPSAs
- 154,000 rural residents (57%) live in a dental HPSA
- 823,000 urban residents (33%) live in a dental HPSA, including 142,000 residents of Washoe County and Carson City

**Map 4: Dental Health Professional Shortage Areas in Nevada**



# Mental Health Workforce Shortages

- Most of the state is a mental health HPSA
- 272,000 rural residents (100%) live in a mental HPSA
- 598,000 urban residents (32%) live in a mental health HPSA, including 486,000 residents of Washoe County and Carson City



# Upcoming Reports from the UNSOM Office of Statewide Initiatives in 2014

- UNSOM Resident Exit Survey – 2004 to 2013
- Nursing Workforce in Nevada (supply)
- Physician Workforce in Nevada (supply)
- Health Workforce Recruitment and Retention in Nevada (demand)
- Contribution of Hospitals and the Health Sector to the Nevada Economy

# Meeting Future Needs What Are The Options

- Train more providers-
  - More medical school slots
  - More graduate medical education slots
  - Expand training of advanced practitioners of nursing
  - Expand Physicians Assistant training programs
  - Training programs within areas of need (rural, urban underserved, etc.)

**ALL OF THESE ARE ACTIVELY BEING PURSUED!**

# Rural and Urban Underserved Training Experiences

- Rural Based Residencies (Rural Training Track 1+2)
- Rural Residency Training (new Internal [2014] Medicine and Family Medicine [Ongoing])
- Potential Psychiatric Residency Telemedicine clinic (July 1, 2014)
- Teaching Health Centers
- UNLV Graduate Mental Health Counseling Program
- Project ECHO and State of Nevada Rural Clinics Internship Program (under development)
- Rural Rotation (all forth year medical students)
- Rural Practice of Medicine (3<sup>rd</sup> year medical students)
- Nurse Anesthetists
- Rotations from other Schools (AHEC activity)
- Specialty need training programs (GEC, AHEC, etc.)
- **ALL OF THESE ARE ACTIVELY BEING PURSUED!**

# Meeting Future Needs What Are The Options

- Improve recruitment to Nevada
  - Aggressive loan repayment programs
    - Federal Loan Repayment Program
    - Nevada Health Service Corps
      - State fiscal cuts over past several years
      - Competing with over 35 state loan programs
      - Federal Loan Program
      - Community Barriers
      - Private
    - Scholarship programs
  - Build a healthcare environment attractive to high quality providers seeking new opportunities

## So where do we get the next generation of Health Providers from?

Things to consider:

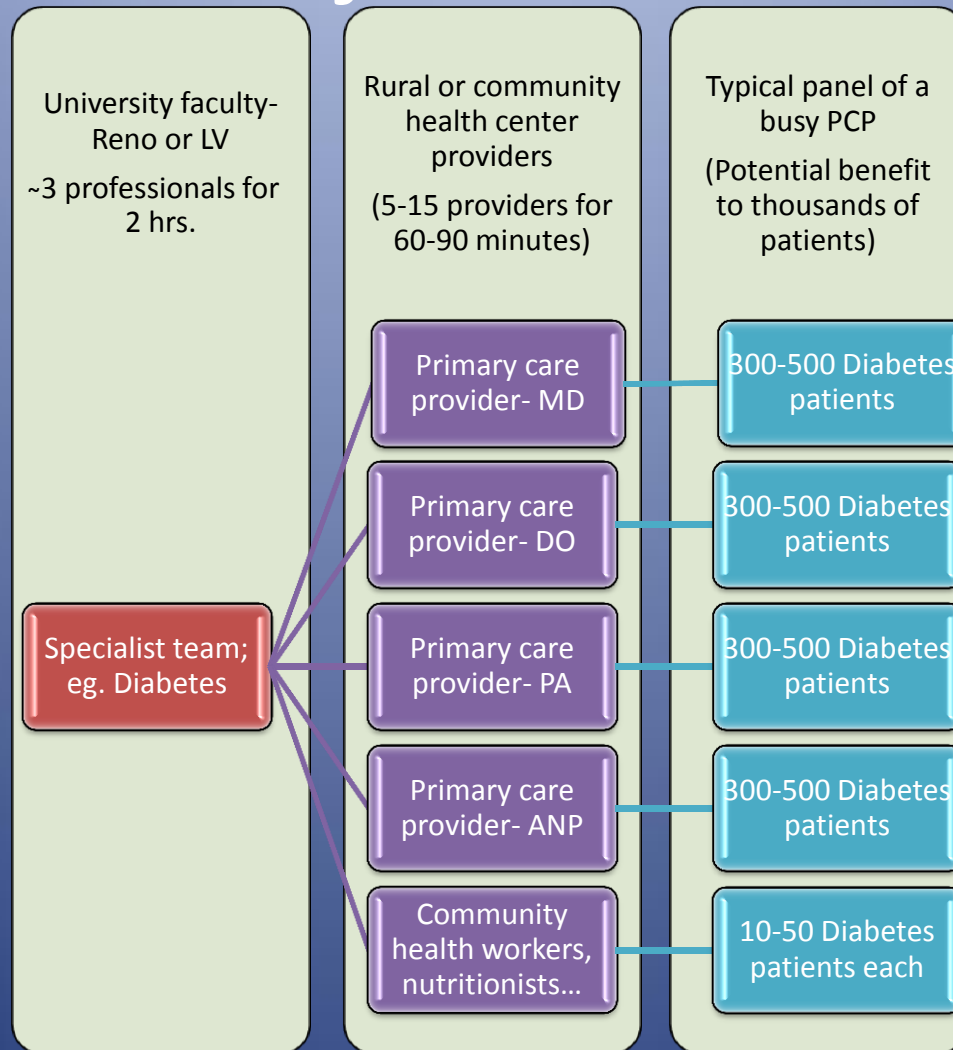


- Nevada with all the discussion going on will go from 1 public (statewide) and 1 private Medical School to 2 public and 2 private medical schools.
- Do we have the Nevada applicant pool to support this area of increase.
- Middle Schools and High School programs.
- Post-Bac programs.
- Clinical teaching sites.
- Area Health Education Center program.
- Magnet Schools
- Health professions experiences

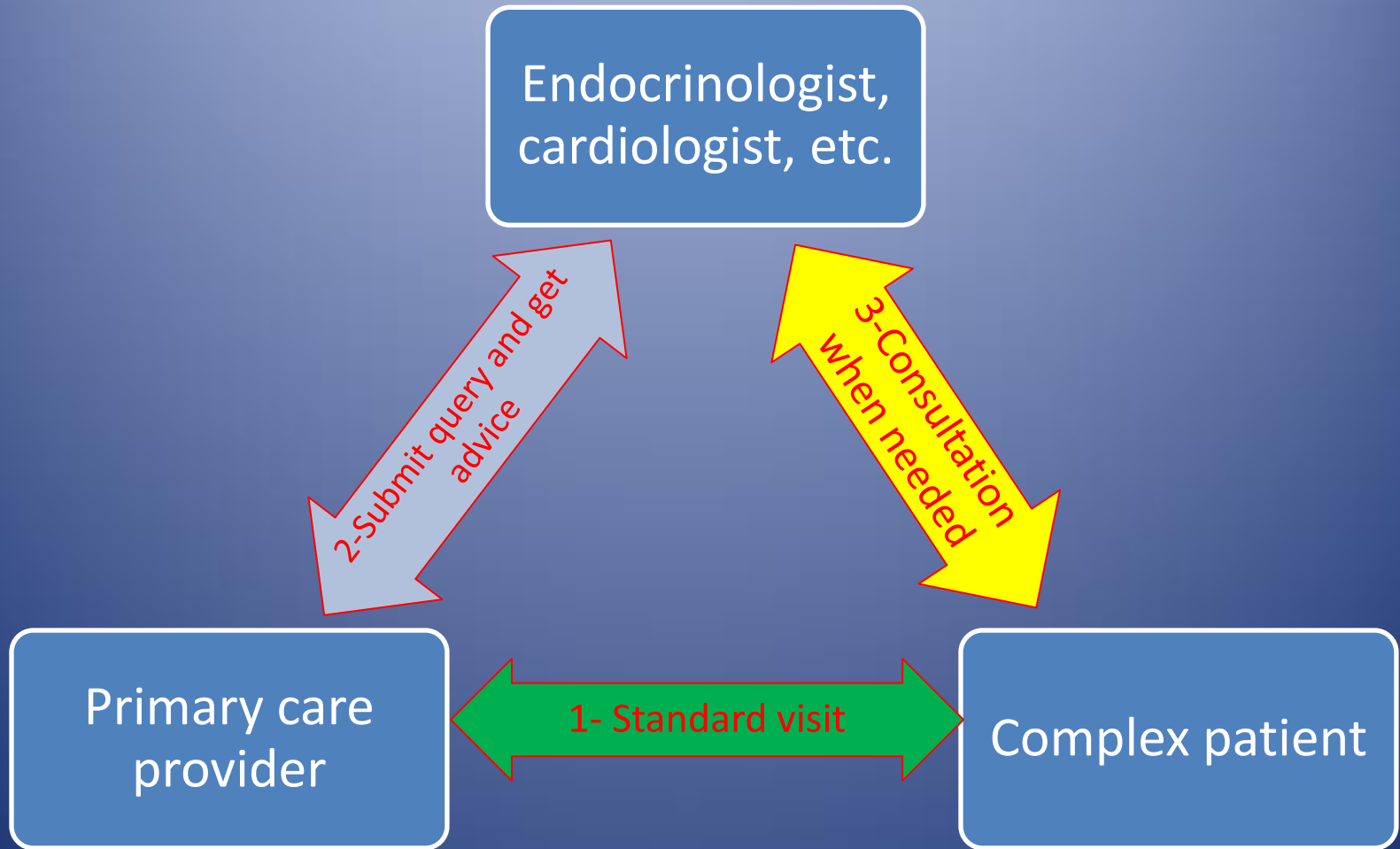
# Meeting Future Needs What Are The Options

- Think outside the box
  - Leverage existing manpower (force multiplication)
    - Project ECHO Telehealth program
    - eConsultation
    - Traditional Telemedicine (overcoming barriers)

# Project ECHO



# eConsultation



# PROJECT ECHO

- Website

[Http://www.medicine.nevada.edu/echo/](http://www.medicine.nevada.edu/echo/)

[Http://projectechonevada.com/](http://projectechonevada.com/)

<http://nvecho.nrhp.net/>

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