

Health Workforce Trends and Policy in Nevada

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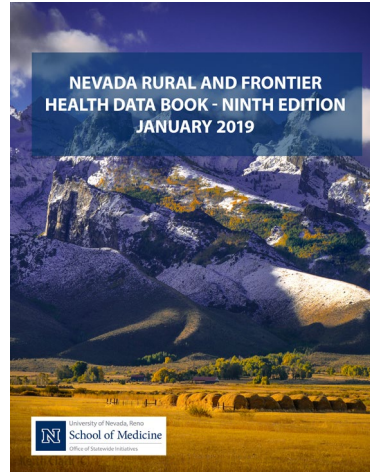
Current data from the Nevada Health Workforce Research Center and Office of Statewide Initiatives

NEVADA INSTANT ATLAS

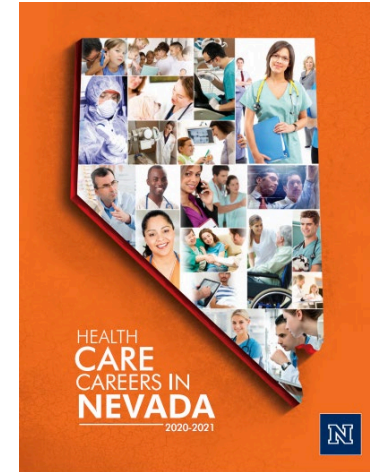
Nevada's County-Level Health Database



<https://med.unr.edu/statewide/instant-atlas>



<https://med.unr.edu/statewide/reports>



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Health Workforce Trends and Policy

- Demand in Nevada
- Supply in Nevada
- Shortages in Nevada (Demand>Supply)
- Public policy strategies to address shortages

Health Workforce Demand in Nevada

- Population growth and aging
- Gains in public and private insurance coverage
- Economic growth, payroll and job growth
- Population health (caveat: need \neq demand)

Health Workforce Supply in Nevada

- Steady growth of licensed health professionals
- “Treading water” in per capita growth of licensees
- Aging health workforce serving an aging population
- Geographic maldistribution of health professionals
- Diversity mismatch between population and providers



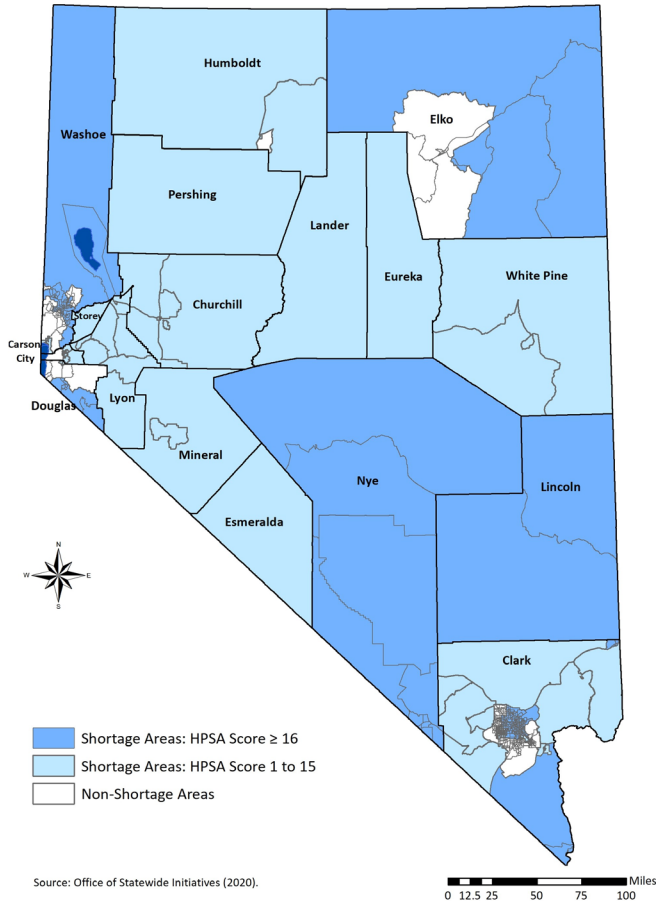
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Supply Strains and Shocks

- Demographic and ACA-induced demand
- Pandemic capacity and response
- V-shaped recovery and post-pandemic demand for health care services

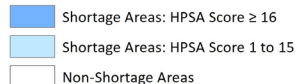
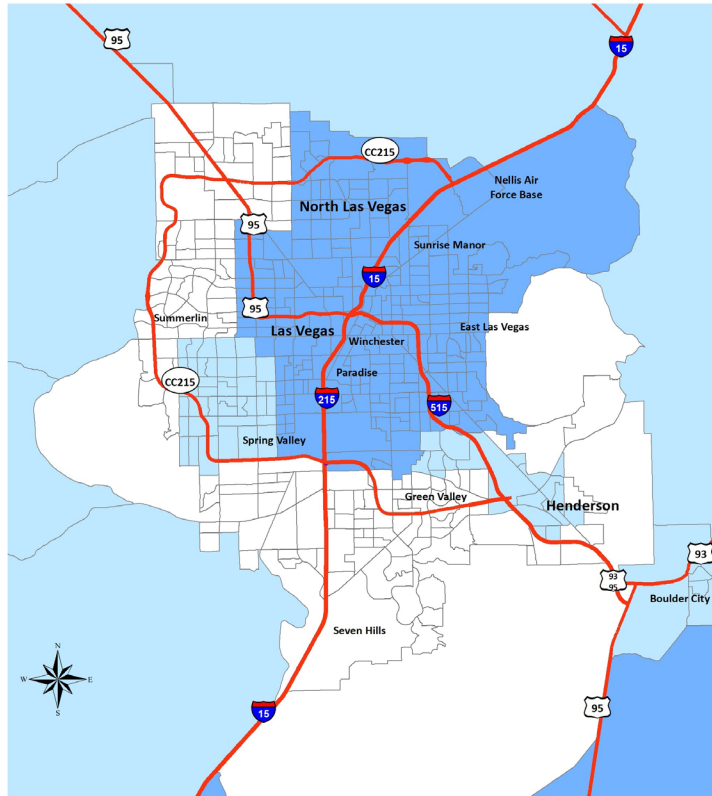
Primary Care Workforce Shortages

- 1.8 million Nevadans reside in a primary care health professional shortage area (HPSA) or 60% of the state's population
- 10 of 14 rural and frontier areas of Nevada are single-county primary care HPSAs



Shortages in Clark County

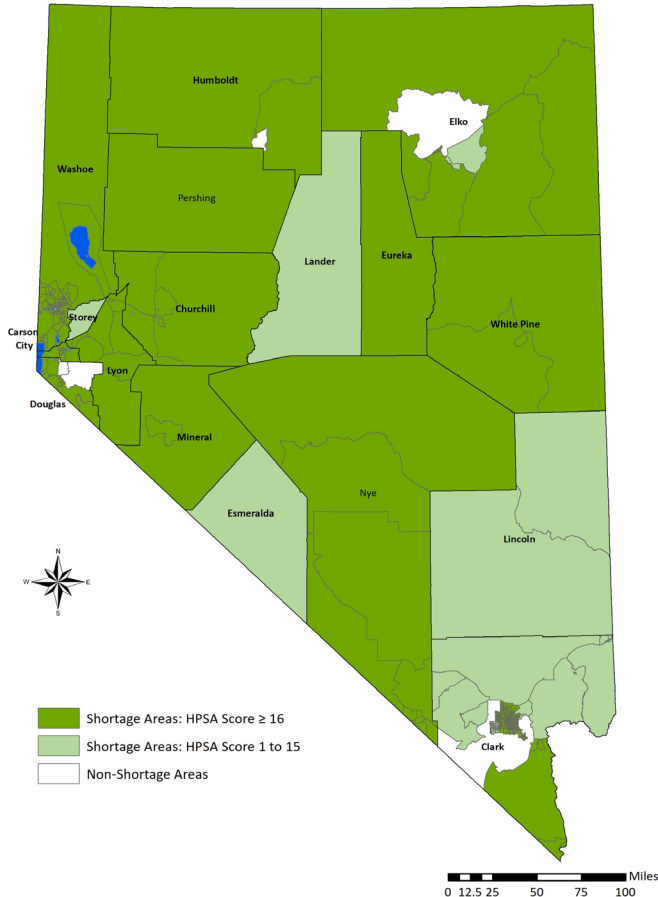
- 1.4 million Clark County residents live in a primary care HPSA or 63% of the county's population
- Primary care shortages in north and east Las Vegas mirror dental and mental underserved areas in southern Nevada



Source: Office of Statewide Initiatives (2020)

Dental Workforce Shortages

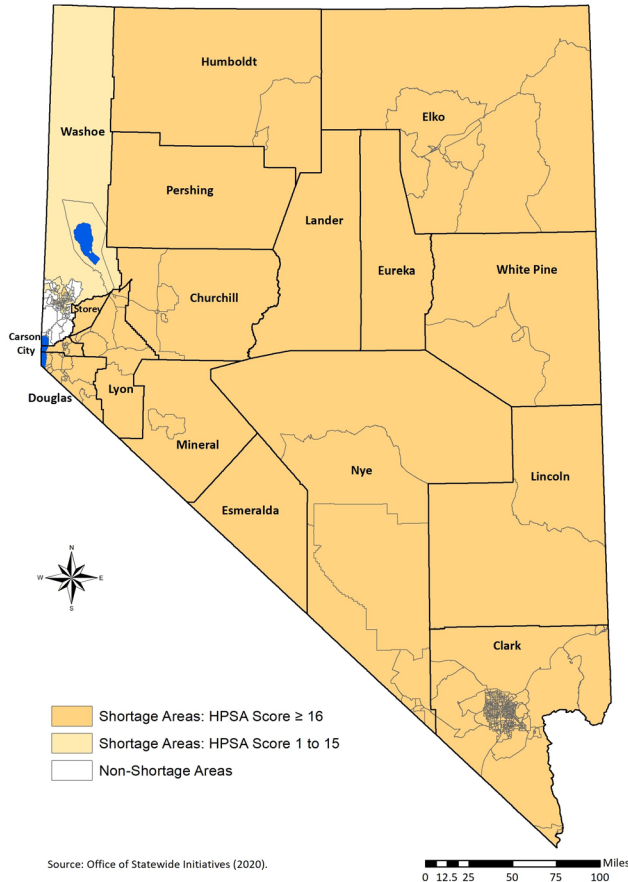
- 1.4 million Nevadans reside in a dental HPSA or 49% of the state's population, including 100% of Washoe County and Carson City
- 12 single-county dental HPSAs in Nevada, including 10 of 14 rural and frontier counties of Nevada



Source: Office of Statewide Initiatives (2020)

Mental Health Workforce Shortages

- 2.8 million Nevadans reside in a mental HPSA or 94.5% of the state's population, including 100% of Clark County and Carson City residents
- 16 single-county mental HPSAs in Nevada, including all 14 rural and frontier counties of Nevada



What it Takes to be Average

Health Profession	Number per 100,000 Population			Additional Number Needed to be Average	
	US	Nevada	Clark	Nevada	Clark
Physicians	282.3	221.9	217.0	2,061	1,520
Registered Nurses	1,237.6	964.9	705.2	8,617	6,354
Dentists	60.3	57.7	57.4	80	67
Pharmacists	98.0	82.8	85.5	480	293
Psychiatrists	11.6	9.0	8.7	92	68

Source: Nevada Health Workforce Research Center analysis of unpublished state and national licensure data (2020).



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Policy Strategies to Address Shortages

- Higher education health programs and budgets
- Residency and fellowship program development (GME), including rural residency programs and subspecialty training
- State and federal loan repayment and scholarship programs
- Licensing reciprocity and health care professions compacts

Policy Strategies to Address Shortages

- Scope of practice and supervision requirements for advanced practice clinicians and the non-physician workforce
- Expanding telemedicine capacity, payment and reimbursement, and other telehealth innovations, such as Project ECHO Nevada
- Promoting health care careers and associated pipeline programs in K-12 and colleges (recruitment)
- Provider reimbursement, work environment, and pay and benefits in the health care sector (retention)



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Investments in GME

GME Graduates in Nevada – 2011 to 2020

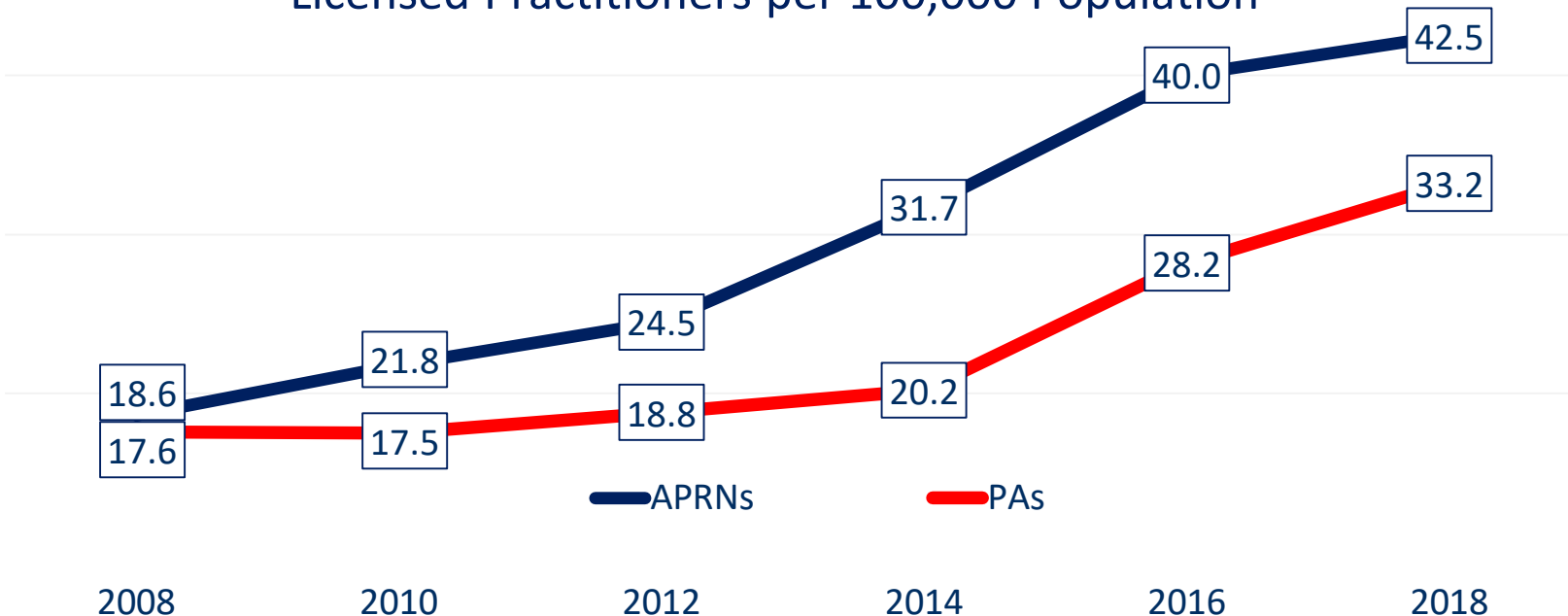
	Beginning Clinical Practice	Continuing Training	Total
Remaining in Nevada	431 (35.8%)	64 (5.3%)	495 (41.1%)
Leaving Nevada	431 (35.8%)	278 (23.1%)	709 (58.9%)
Total	862 (71.6%)	342 (28.4%)	1,204 (100.0%)

Source: Nevada Health Workforce Research Center,
GME Trends in Nevada – 2020.



Scope of Practice and New Programs

Licensed Practitioners per 100,000 Population



Source: Nevada Health Workforce Research Center, *Health Workforce in Nevada: A Chartbook* (2019).



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Loan Repayment for Health Professionals

- Since 1989, Nevada Health Service Corps (NHSC) has supported 143 practitioners in every Nevada county
- Over the past five years, 70.4% of NHSC-supported health professionals have remained in Nevada
- Currently, 27 NHSC recipients are practicing in ten Nevada counties, including Washoe and Clark Counties
- In 2019, SB 289 provided \$500,000 in additional state match to \$500,000 in federal support for NHSC during the current biennium



Health Workforce Development and the State's Economic Development Strategy

- Health workforce development is integral to economic development and diversification in Nevada
- Health sector in Nevada remains underdeveloped versus regional and national benchmarks
- Health care sector remains a source of well-paying, recession-resistant jobs in Nevada



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Additional Information

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