

Nevada Health Care Workforce and Pipeline Development Workgroup & Silver State Health Improvement Plan 2023-2028

Patient Protection Commission

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Nevada Health Care Workforce and Pipeline Development Workgroup



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Mission

Improve, grow, and diversify Nevada's health care workforce and workforce pipeline to ensure the state has a workforce capable of meeting current and future health care needs

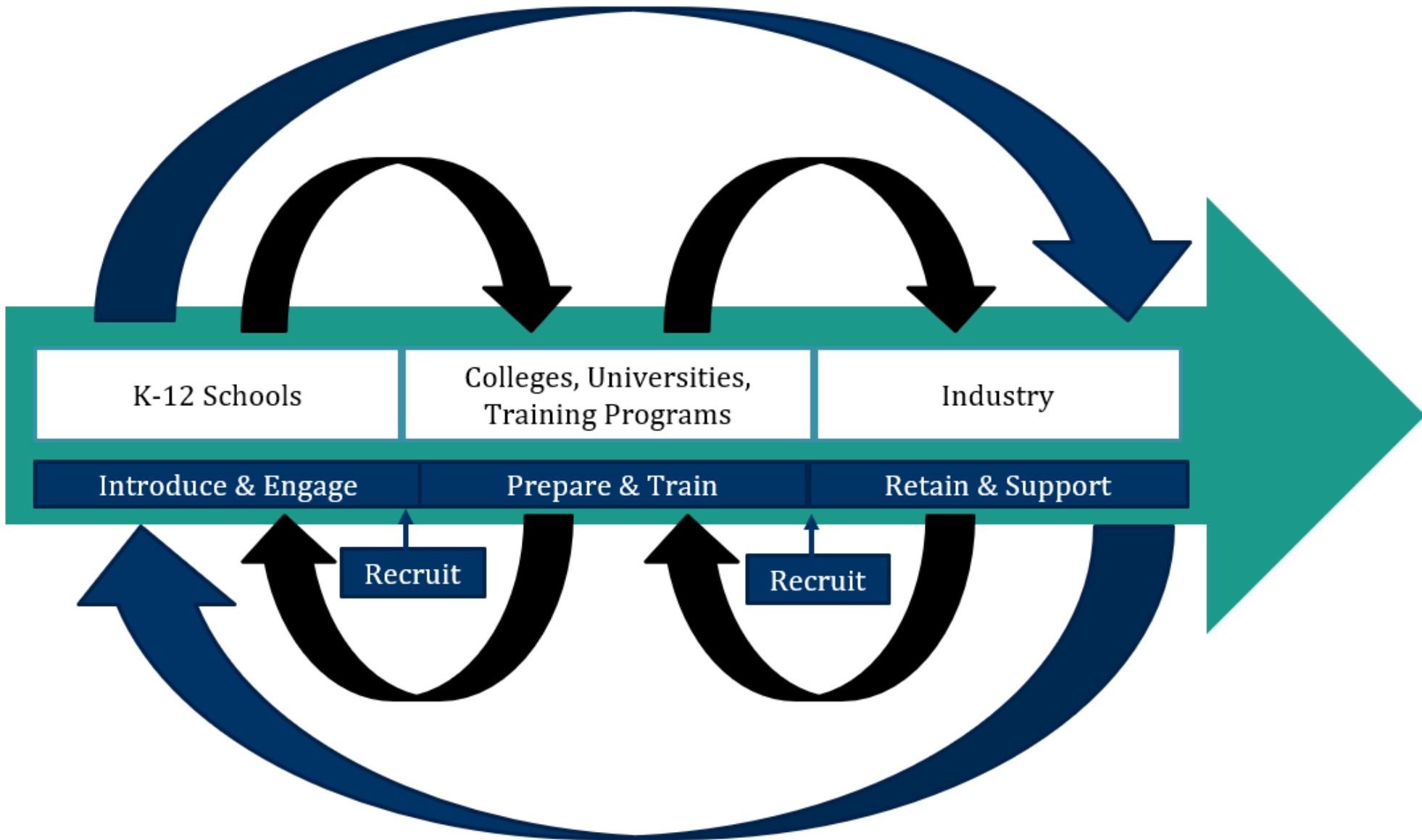
- **Objective 1:** Identify and map workforce pipeline development initiatives in K-12 education, higher education, and the current workforce
- **Objective 2:** Enhance education and awareness, connect non-traditional partners, identify opportunities for collaboration, and maximize resources statewide to improve the health of Nevadans
- **Objective 3:** Create and implement workforce pipeline development plans for public health, behavioral health, and primary care



Workgroup Members



Workforce Pipeline



Workforce Workgroup Accomplishments & Recommendations

- Information and resource sharing to break down silos and enhance collaboration
- Workforce development asset maps
- Strategic workforce development plans
 - Include goals, objectives, and strategies to address key issues
 - Good source of recommendations for PPC

To access asset maps and workforce development plans:
<https://www.highsierraahc.org/copy-of-behavioral-health-1>



ALL IN GOOD HEALTH.

SILVER STATE HEALTH IMPROVEMENT PLAN 2023 – 2028

Division of Public Health and Behavioral Health
Published February 2024



NEVADA DIVISION of PUBLIC
and BEHAVIORAL HEALTH



Silver State Health Improvement Plan (SHIP) 2023-2028

- Provides **guidance** to state and local agencies, community organizations, and stakeholders on key issues to improve health
- Serves as a **tool** to create or refine priorities; prioritize resource allocation; and develop and implement projects, programs, and policies
- Provides a **foundation** from which to take collective action and facilitate collaboration

<https://dpbh.nv.gov/uploadedFiles/dpbhnavgov/content/About/2023-28-SSHIP-23-28-Final1.pdf>



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SHIP Priorities



**Social Determinants
of Health**



**Access to
Health Care**



**Mental Health and
Substance Use**



**Public Health
Infrastructure**



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ACCESS TO HEALTH CARE



Access to Oral Health Care



Behavioral Health Workforce



Health Care Workforce



ACCESS TO HEALTH CARE

ORAL HEALTH CARE



Goal 1: Increase access to oral health care services in Nevada

Objectives:

- 1.1:** Improve prevention efforts to reduce prevalence of early childhood caries (ECC) and provide timely care for children with ECC
- 1.2:** Develop systems to provide oral health surveillance for the State of Nevada through the Oral Health Program within the Department of Health and Human Services
- 1.3:** Increase access to oral health care in rural Nevada by expanding clinics and patient access points
- 1.4:** Build the infrastructure capacity of the Nevada Oral Health Program to improve oral health statewide



ACCESS TO HEALTH CARE BEHAVIORAL HEALTH WORKFORCE



Goal 2: Grow and diversify the behavioral health workforce in Nevada to improve access to mental health and substance use services

Objectives:

- 2.1:** Establish the Behavioral Health Workforce Development Center of Nevada to create a robust pipeline for behavioral health professionals that builds on existing successful programs, establishes new programs and training opportunities, and enhances connections through the educational system and professional licensing
- 2.2:** Improve behavioral health professional recruitment and retention by increasing the number of professionals who receive financial incentives, such as loan repayment, to practice in Nevada
- 2.3:** Increase the number of clinical internships available for behavioral health profession students to meet internship experience requirements for licensure
- 2.4:** Increase use and integration of community health workers (CHWs) and peer recovery support specialists in clinical behavioral health settings and schools in Nevada



ACCESS TO HEALTH CARE BEHAVIORAL HEALTH WORKFORCE



Goal 2: Grow and diversify the behavioral health workforce in Nevada to improve access to mental health and substance use services

Objectives:

- 2.5: Increase the number of opportunities to improve behavioral health professionals' wellness, address mental health needs, and reduce burnout
- 2.6: Increase the number of school-based mental health professionals to improve mental health provider-to-student ratios
- 2.7: Maximize the use of telehealth to increase the number of behavioral health professionals providing services in Nevada, especially in rural and underserved areas



ACCESS TO HEALTH CARE

HEALTH CARE WORKFORCE



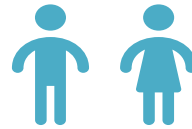
Goal 3: Increase the number and diversity of health care providers in Nevada to better reflect the communities they serve and improve access to care

Objectives:

- 3.1:** Enhance and diversify the health care career pipeline by increasing the number of young people who are aware of and receive information about health profession career options at an early age, with a focus on underrepresented communities and those in rural and frontier Nevada
- 3.2:** Improve health care provider recruitment to Nevada through increasing the number of professionals who receive financial incentives, loan repayment, and graduate medical education opportunities
- 3.3:** Maximize the efficiency and effectiveness of Nevada's current health care workforce by increasing integration of community health workers (CHWs), who increase minorities' access to care and serve as liaisons between health care providers and the communities they serve
- 3.4:** Increase the number of opportunities to improve health care professionals' wellbeing, address mental health needs, and reduce burnout
- 3.5:** Improve cultural competence within the health care workforce to improve provider-patient communication, reduce health disparities, and improve health outcomes



MENTAL HEALTH AND SUBSTANCE USE



Children's Behavioral Health



Crisis Response System



Substance Use Prevention,
Harm Reduction, Treatment,
and Recovery



Investment in the Behavioral
Health System



MENTAL HEALTH AND SUBSTANCE USE – CHILDREN'S BH



Goal 1: Increase access to children's behavioral health services, including school-based behavioral health services, in Nevada to ensure children are served in the most integrated settings appropriate to their needs

Objectives:

- 1.1: Expand availability and use of home- and community-based behavioral health services across settings and the continuum of care (for example, mobile services, high fidelity wraparound services, school-based health services, and in-home therapy)
- 1.2: Develop, support, and maintain a high quality, well-trained, and adequate network of behavioral health providers to improve quality of and access to care (see Access to Care Goal 2)
- 1.3: Reduce and prevent unnecessary institutional placements by assessing and diverting children to home- and community-based services when appropriate



MENTAL HEALTH AND SUBSTANCE USE - INVESTMENT



Goal 4: Increase investment in the behavioral health system in Nevada—including federal, state, local, and private funding for mental health and substance use treatment and services to adequately support all components of the system

Objectives:

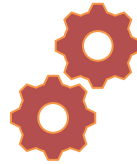
- 4.1: Increase overall State General Fund investment in Medicaid, and use these additional dollars to raise reimbursement rates for behavioral health services
- 4.2: Increase investment in (non-medical) wraparound services to assist those experiencing mental health challenges and substance use disorders
- 4.3: Increase financial incentives to attract and retain behavioral health professionals in Nevada (see Access to Care Goal 2)
- 4.4: Increase private sector and philanthropic investment and financial support of robust behavioral health services to help all Nevadans receive appropriate care (e.g. hospital investment in behavioral health clinics)
- 4.5: Pursue / encourage implementation of strategies to increase sustainable funding and reimbursement in Nevada’s behavioral health system, as outlined in the [Behavioral Health Community Integration Strategic Plan: Nevada’s 2023 update to the Strategic Plan for Behavioral Health Community Integration](#)



PUBLIC HEALTH INFRASTRUCTURE



Flexible, Sustainable Public
Health Funding



Public Health Workforce



Data and Informational
Technology Modernization



Public Health Governance,
Quality, and Community
Engagement



PUBLIC HEALTH INFRASTRUCTURE

FUNDING



Goal 1: Invest in the public health system, with funding levels that are appropriate, flexible, and sustainable to better meet current challenges and ongoing needs

Objectives:

- 1.1: Increase flexible, non-categorical State General Funds and local government funding provided to state and local public health authorities and counties
- 1.2: Develop an estimate of the cost to fill the gaps in Foundational Public Health Services (FPHS), based on the FPHS assessments conducted in Goal 4
- 1.3: Increase the capacity of Nevada's public health system to apply for public health funding to improve the health of communities, address health disparities, and promote health equity by creating one or more positions dedicated to identifying and applying for funding
- 1.4: Increase new sources/types of federal, philanthropic, and alternative funding for public health to state and local public health authorities and counties, and schools of public health at the University of Nevada, Reno (UNR) and University of Nevada, Las Vegas (UNLV)



PUBLIC HEALTH INFRASTRUCTURE WORKFORCE



Goal 2: Improve recruitment and retention of a diverse and inclusive governmental public health workforce

Objectives:

- 2.1: Improve ongoing data collection to identify strengths and needs of the public health workforce statewide by conducting annual workforce development assessments
- 2.2: Improve access to free, high-quality public health training that meets identified needs of state and local public health professionals in Nevada to improve retention and career advancement
- 2.3: Elevate and support implementation of the Public Health Workforce Pipeline Development Plan created by the Nevada Health Care Workforce and Pipeline Development Workgroup to strengthen and diversify public health workforce pipelines; expand internships, fellowships, loan-repayment, and other career on-ramp programs; and improve hiring and promotion policies/procedures to ensure diversity and high-quality public health services



PUBLIC HEALTH INFRASTRUCTURE WORKFORCE



Goal 2: Improve recruitment and retention of a diverse and inclusive governmental public health workforce

Objectives:

- 2.4:** Advance health equity by assessing organizational culture within state and local public health authorities and making organizational changes to improve cultural awareness/competence, create an inclusive workplace, and improve staff retention and the quality of services
- 2.5:** Establish new or enhance implementation of existing academic health departments between academic institutions, state and local health authorities, and technical training programs to build a cross-disciplinary workforce and provide students with experiential opportunities in public health



Next Steps

- Work with partners to develop an action plan for each objective and compile them into a comprehensive SHIP Action Plan
- Implement action plans
- Track implementation and report progress through DPBH's performance management system
- Review and revise the SHIP Implementation Plan annually through 2028



Questions?

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