Health Workforce Trends and Policy in Nevada

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December 14, 2020
Current data from the Nevada Health Workforce Research Center and Office of Statewide Initiatives

https://med.unr.edu/statewide/instant-atlas  https://med.unr.edu/statewide/reports
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 ≠ 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
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

Source: Office of Statewide Initiatives (2020).
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
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
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

<table>
<thead>
<tr>
<th>Health Profession</th>
<th>Number per 100,000 Population</th>
<th>Additional Number Needed to be Average</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>US</td>
<td>Nevada</td>
</tr>
<tr>
<td>Physicians</td>
<td>282.3</td>
<td>221.9</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>1,237.6</td>
<td>964.9</td>
</tr>
<tr>
<td>Dentists</td>
<td>60.3</td>
<td>57.7</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>98.0</td>
<td>82.8</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>11.6</td>
<td>9.0</td>
</tr>
</tbody>
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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)
## Investments in GME

### GME Graduates in Nevada – 2011 to 2020

<table>
<thead>
<tr>
<th></th>
<th>Beginning Clinical Practice</th>
<th>Continuing Training</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Remaining in Nevada</strong></td>
<td>431 (35.8%)</td>
<td>64 (5.3%)</td>
<td>495 (41.1%)</td>
</tr>
<tr>
<td><strong>Leaving Nevada</strong></td>
<td>431 (35.8%)</td>
<td>278 (23.1%)</td>
<td>709 (58.9%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>862 (71.6%)</td>
<td>342 (28.4%)</td>
<td>1,204 (100.0%)</td>
</tr>
</tbody>
</table>

Scope of Practice and New Programs

Licensed Practitioners per 100,000 Population

- APRNs
- PAs

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
Additional Information

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