



# **Patient Protection Commission**

**May 15, 2024**

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# Agenda

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- Healthcare Facts
- Hospital Workforce Needs
  - Physicians
  - Nurses
  - Other healthcare occupations
- Best Practices and Innovative Ideas



# Healthcare Facts

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The population of Nevada is **3.2 million**

- **2.2 million** Nevadans reside in a federally designated Primary Medical Care Health Professional Shortage Area (HPSA)
- **2.8 million** Nevadans reside in a federally designated Mental Health HPSA

# Physician Facts

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- Nevada is below the national average in **33** of **39** physician specialties
- In **25** of **39** specialty areas, the number of physicians did not keep pace with Nevada's population growth over the last decade.

# Specific Physician Needs

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- Anesthesiologist
- Cardiothoracic Surgeon
- Infectious Disease Specialist
- Psychiatrist
- Primary Care Physician
- Pulmonologist
- Radiologist
- Rheumatologist

# Ideas

- Increase in-state graduate medical education (GME) programs
  - Residency
  - Fellowship
- Offer an incentive for students who attend medical school in Nevada to receive their GME in Nevada



# Nursing Facts

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May 2023

The annual mean wage for **RNs** in Nevada was **\$97,700**.

The annual mean wage for **LPNs** in Nevada was **\$66,580**.

Source: U.S. Bureau of Labor Statistics

# RN Licenses

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Approximately **40%** of Nevada's RN licenses are held by nurses with an out-of-state address



# Long Term Care

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- Impact of Mandates:
  - Nurse Staffing Ratios
  - Certified Nursing Assistant Programs
- AB122 (2019) *“A Feasibility Study of a Combined License for Assisted Living Facilities, Adult Day, and Respite Care Services in Non-Urban Nevada”*
- [https://www.leg.state.nv.us/Division/Research/Documents/RTTL\\_2019\\_AB122\\_Sec3.pdf](https://www.leg.state.nv.us/Division/Research/Documents/RTTL_2019_AB122_Sec3.pdf)

# Ideas

- International Nurses
- Nurse Licensure Compact
- Nursing Apprenticeship Program



# Nursing Apprenticeship Program

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- Created by DPBH, funded by ARPA, Operated by NRHP
- March 2022 through March 2024:
  - 735 nursing students have participated
  - 222 nursing students have been directly hired (retained)
  - 36 participating facilities
- Reimbursement:
  - Salary: \$7,496,653.93
  - Retention: \$881,769.21
  - Travel: \$234,896.13

# Ideas

- Nursing Schools

- Increase the number of “slots”

- Increase the size of classes

- Allow experienced nurses to teach or proctor students in clinical settings

- Alternative nursing schools - Galen College



# Ideas

- Nursing Schools

Military Medic to RN bridge program

Paramedic to RN bridge program

CNA to LPN bridge program

- Provide incentives for students to remain in Nevada.

Loan reimbursement programs



# Ideas

- Facilitate the growth of “Virtual Nursing”
- Create a pool of applicants within NSHE rather than requiring students to apply to individual nursing programs



# Certified Nursing Assistants (CNA)

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A shortage of CNAs exists among all providers.

## IDEAs

- Assure that CNA programs exist throughout the state
- Provide a stipend for students so they can quit their jobs and take CNA training classes
- Provide a path for advancement

Bridge program from CNA to LPN for people who work

- Financial assistance for those advancing their skill level

# Other Healthcare Occupation Needs

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Clinical Lab Scientist

Radiology Technician

Speech Therapist

Occupational Therapist

Ultrasound Technician

Medical Lab Technician

Medical Assistant

Echo Technician

Radiation Therapist

Social Worker

Licensed Social Therapist

Surgical Technician



# Ideas

- **Inventory of Programs**

Assure that certification programs are available in all areas of the state

- **Health Careers Academy**

High school students receive college credits and go into healthcare facilities to rotate with different healthcare professionals



# Ideas

- **Alabama School of Healthcare Sciences**

A tuition-free public high school focusing on healthcare careers

- **Virtual Reality**

Students explore a cyber healthcare facility and observe the different careers available.





# Questions

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