Mapping the Landscape of Healthcare Careers at UNM-Gallup



A Report Prepared For The UNM Gallup Healthcare Workforce Education Committee September 6, 2013

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Data... Insight... Impact

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The Background

The largest of the four University of New Mexico branch campuses, UNM-Gallup serves nearly 75,000 residents of Gallup-McKinley County, including the Navajo Nation and the Pueblo of Zuni. The college serves the largest Native American student body of any public university in the world.

One of UNM-Gallup's core guiding values is to offer programs that are responsive to the changing needs of the community that it serves and that enhance the social and economic foundation of the region.

In Nov. 2012, leaders at UNM-Gallup invited the Center for Education Policy Research to work with partners in business, health care, government and education to assess the current state of responsiveness of the branch's Health Care and Human Services career certificate and degree programs to community and workplace needs.



The purpose of this report is to provide an introductory analysis of the recent state of student flow through these healthcare-related programs, as well as the current and future healthcare workforce education needs in UNM-Gallup's geographic area of service.

We hope that these data will inform and enable UNM-Gallup and its community partners to better work together to align opportunities for professional education with workforce and community needs.



This Report Is Version 1.0

One of the most important lessons we have learned in developing these reports is that no matter how much we proof them, careful readers find errors. We appreciate hearing about those errors and we will correct them as soon as soon as you tell us. Please send any information for correcting these errors to Dana Bell (<u>belld@unm.edu</u>) or Peter Winograd (<u>pkwinograd@yahoo.com</u>).

Thank you!



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What Do We Know About The Gallup-McKinley Community?



Percentage Distribution Of The Total Population In McKinley County By Race & Ethnicity, 2011





Source: U.S. Census Quick Facts; http://quickfacts.census.gov/qfd/states/35/35031.html.

Percentage of Individuals Who Speak a Language Other Than English at Home, By County



New Mexico is Rich in Languages:

In New Mexico, 36% of individuals speak a language other than English at home, compared to 20.1% in the United States.

McKinley County, at 56.8%, has one of the highest concentrations of residents in New Mexico who speak a language other than English at home.

Source: U.S. Census, American Community Survey, 2006-2010, Five-Year Estimates.

Enrollment By Public School District, By Race and Ethnicity (%) In 2009-2010



Source: NM Public Education Department Enrollment by Ethnicity 2009-10. Number of students enrolled in New Mexico public schools on the 40th day of the school year, as submitted by districts to the Student Teacher Accountability Reporting System (STARS).



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Educational Challenges



Percentage Of Birth Mothers Without A High School Diploma, **By New Mexico School District**



Research has shown a link between parental education levels and child outcomes such as educational experience, attainment, and academic achievement.

Legend Percent of Birth **Mothers Without** A High School Diploma



Source: New Mexico Birth Certificate Database, Bureau of Vital Records and Health Statistics, New Mexico Department of Health.

Percentage Of Children Under Age 18 Living in Poverty by County 2010



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Source: NM Department of Health, Indicator Based Information System (IBIS). http://ibis.health.state.nm.us/home/Welcome.html





3rd Grade Reading Proficiency, All Ethnic Groups

80.1% - 90% 70.1% - 80% 60.1% - 70% 50.1% - 60% Less Than 50% No Data









Measures Of Risk And Resiliency: Sexual Coercion Among High School Students, 2011



Percent of students who reported having been physically forced to have sex during the last 12 months.



Source: New Mexico Youth Risk and Resiliency Survey, New Mexico Departments of Health and Public Education and U.S. Centers For Disease Control and Prevention, 2011. Students were asked, "During the past 12 months, have you ever been physically forced to have sexual intercourse?" The percentage reported here reflects respondents who answered, "Yes." NOTE: Moderately low reliability for Otero, Roosevelt, Sandoval, and Sierra Counties, unreliable data for Chaves County, and very low reliability for Dona Ana and Eddy Counties.



Measures Of Risk And Resiliency: Violence-Related Behaviors, 2011



State Average 6.2%



During the past 30 days, on how many days did you carry a weapon such as a gun, knife or club on school property?

Percentage of students responding one or more days.

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Source: New Mexico Youth Risk and Resiliency Survey, New Mexico Departments of Health and Public Education and U.S. Centers For Disease Control and Prevention, 2011. Students were asked, "During the past 30 days, on how many days did you carry a weapon such as a gun, knife or club on school property?" NOTE: Moderately low reliability for Otero, Roosevelt, Sandoval, and Sierra Counties, unreliable data for Chaves County, and very low reliability for Dona Ana and Eddy Counties.

Percentage Of Students In A Physical Fight In The Past 12 Months, By County, 2011



16 Centers For Disease Control and Prevention, 2011. Students were asked, "Were you in a physical fight in the past 12 months?" NOTE: Moderately low reliability for Otero, Roosevelt, Sandoval, and Sierra Counties, unreliable data for Chaves County, and very low reliability for Dona Ana and Eddy Counties.

New Mexico High School Drug Abuse, 2009



This map shows the percentage of New Mexico high school students reporting heroin, cocaine, methamphetamine, or marijuana use.

Percent of Students Reporting Drug Use



Source: New Mexico Youth Risk and Resiliency Survey, New Mexico Departments of Health and Public Education and U.S. Centers For Disease Control and Prevention, 2009.



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Source: NM Public Education Department 4-Year Graduation Rates, 2012

The Achievement Gaps Among Our Children In Elementary, Middle, and High School Are Evident In College As Well





Percentage of New Mexico Public High School Graduates Attending New Mexico Colleges Who Took Remedial Classes, By Race/Ethnicity

Source: "Ready For College? A Report on New Mexico's High School Graduates Who Take Remedial Courses In College," June 2010, New Mexico Office of Education Accountability. Data do not include charter or alternative schools.





Percentage of Gallup-McKinley Co. Public High School Graduates Who Took Remediation Classes in Math and/or Reading in New Mexico Colleges, by School (10 Year Averages, 2000-2009)

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Source: Ready For College 2010, NM Office of Education Accountability



Percent of New Mexico Public High School Graduates Taking Remedial Courses at the University of New Mexico Main Campus: 2002-2011

New Mexico' Public High Schools Ranked From High To Low Percentages (n=1 to 19 of 88)



Note: Data do not include NM public high schools with less than 10 students in this study.



Percent of New Mexico Public High School Graduates Taking Remedial Courses at the University of New Mexico Main Campus: 2002-2011 (Continued)

New Mexico' Public High Schools Ranked From High To Low Percentages (n=20 to 38 of 88)



Note: Data do not include NM public high schools with less than 10 students in this study.



Percent of New Mexico Public High School Graduates Taking Remedial

New Mexico' Public High Schools Ranked From High To Low Percentages (n=39 to 58 of 88)



Note: Data do not include NM public high schools with less than 10 students in this study.



Percent of New Mexico Public High School Graduates Taking Remedial

New Mexico' Public High Schools Ranked From High To Low Percentages (n=59 to 73 of 88)



Note: Data do not include NM public high schools with less than 10 students in this study.



Percent of New Mexico Public High School Graduates Taking Remedial Courses at the University of New Mexico Main Campus: 2002-2011 (Continued)

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Note: Data do not include NM public high schools with less than 10 students in this study.



Percentage of Individuals, 16-19 Years of Age, Who Are Not Enrolled in School and Not in the Labor Force





Source: U.S. Census, American Community Survey 2010, 5-Year Estimates.



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Source: U.S. Census, American Community Survey 2010.

The Financial Benefits Of Educational Attainment



But It Is Important To Note That Some High Schools Are Beating The Odds And Showing That Demographics Do Not Have To Determine Academic Destiny.

The UNM-Gallup Taskforce Should Identify Which Schools And Programs In The Region Are Doing Well And Build On Their Success.



Are These Schools Beating the Odds? Graduation Rate > 70%,

Remediation Rate At UNM < 30%, Child Poverty > 30%

| | Total School Enrollment | Graduation | Remediation |
|---------------|----------------------------|------------|-------------|
| High School | (2011-2012) | Rate | Rate |
| Chaparral | | | |
| High | 1,080 | 77.8% | 25.0% |
| Logan High | 127 | 86.6% | 16.7% |
| Magdalena | | | |
| High | 127 | 72.9% | 28.6% |
| Mosquero | | | |
| High | 27 | 98.0% | 0.0% |
| | | | |
| Tularosa High | 273 | 86.5% | 14.3% |

Percent of Children in Poverty in District







A Number Of Higher Education Institutions And High Schools Across New Mexico Have Implemented Dual Credit Program And The Results Are Very Positive.



Dual Credit is Associated with Increased High School Completion Rates



Took at Least One Dual Credit Course
Did Not Take a Dual Credit Course



Completion rates are defined as the percentage of students enrolled at the beginning of their 11th grade year who graduated from high school. Source: Albuquerque Public Schools

Dual Credit is Associated with Increased High School Completion Rates

| Albuquerque Public Schools Dual Credit Completion Rates by Socioeconomic Status | | | | | | | |
|--|------------------------------|--------------------------------------|--------------------|--|--|--|--|
| | Took a Dual Credit Course | Did Not Take a Dual Credit Course | Total | | | | |
| Participated in a Free/Reduced Lunch Program | 86.8% (N=91) | 44.6% (N=1,227) | 47.5% (N=1,318) | | | | |
| Did Not Participate in a Free/Reduced Lunch Program | 98.2% (N=442) | 85.6% (N=3,463) | 87.0% (N=3,905) | | | | |
| Total | 96.2% (N=533) | 74.9% (N=4,690) | 77.0% (N=5,223) | | | | |



Completion rates are defined as the percentage of students enrolled at the beginning of their 11th grade year who graduated from high school. Source: Albuquerque Public Schools

Dual Credit is Associated with a Reduced Need of Remediation



Took Dual Credit in High School
Did Not Take Dual Credit in High School



Remediation rates are the percentage of students taking at least one remedial or developmental course from Fall 2009 to Fall 2010. Sources: CNM, DACC, NMSU, and UNM Offices of Institutional Research
Dual Credit is Associated with Increased Student Persistence



Did Not Take Dual Credit in High School

Took Dual Credit in High School



Persistence is defined as students who were still enrolled at the census date of the specified semester. These data are for UNM full-time, first-time entering freshmen in Fall 2007 and Fall 2008. Sample consists of 904 Dual Credit and 5220 non-Dual Credit students. Source: UNM Office of Institutional Research

Dual Credit is Associated with Students Earning Credits Faster



UNM Cumulative Credit Hours Earned



This chart shows the number of cumulative credit hours earned by the end of the spring semester of each year. These data are for UNM full-time, first-time entering freshmen in Fall 2007 and Fall 2008. Sample consists of 904 Dual Credit and 5220 non-Dual Credit students. Source: UNM Office of Institutional Research

Dual Credit is Associated with Increased Student Persistence



Comparison of Persistence to the Sophomore Year



Retention rates are based on the percentage of first-time, full-time students in fall 2009 re-enrolling during the fall 2010 semester. DACC and NMSU retention rates include students retained at any campus in the NMSU system. Source: CNM, DACC, and NMSU Office of Institutional Research

Dual Credit is Associated with Higher College Graduation Rates



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Graduation rates are the percentage of first-time, full-time freshmen in Fall 2005 who graduated with a bachelor's degree or enrolled in the 3rd semester of the PharmD program by the spring semester of 2011. Source: UNM Division of Enrollment Management

Dual Credit is Associated with Shorter Time to Graduation



Average Years to Graduation by Degree Type



Data are from 2008-10 graduates at CNM and UNM. Years to graduation are calculated by subtracting the semester and year of first enrollment from the semester and year of graduation. The CNM sample consists of 1265 Dual Credit and 5696 non-Dual Credit students. The UNM sample consists of 639 Dual Credit and 8944 non-Dual Credit students. Source: UNM Office of Enrollment Management and CNM Office of Institutional Research

Gains in Student Performance Have the Potential to Reduce State Expenditures

| Lookback Analysis – Average Credit Hours Attempted | | | | | | | |
|--|--------------------------|----------------------|------------------------------|--|--|--|--|
| | Non-DC Students (SCH) | DC Students (SCH) | Difference (credit hours) | Est. Formula Savings per Student | | | |
| CNM Certificate Graduates | 52 | 44 | (8) | \$1,520 | | | |
| CNM Associate's Graduates | 96 | 93 | (3) | \$570 | | | |
| UNM Bachelor's Graduates | 167 | 160 | (7) | \$1,330 | | | |

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Data are from 2008-10 graduates at CNM and UNM. Years to graduation are calculated by subtracting the semester and year of first enrollment from the semester and year of graduation. The CNM sample consists of 1265 Dual Credit and 5696 non-Dual Credit students. The UNM sample consists of 639 Dual Credit and 8944 non-Dual Credit students. Formula savings based on estimated cost of \$190/SCH. Source: UNM Office of Enrollment Management and CNM Office of Institutional Research

Gains in Student Performance Have the Potential to Save Students and Families Money

| Lookback Analysis – Average Years to Graduation | | | | | | | |
|---|----------------------------|------------------------|-----------------------|--|--|--|--|
| | Non-DC Students (Years) | DC Students (Years) | Difference (Years) | Tuition & Fees Savings per Student | | | |
| CNM Certificate Graduates | 3.8 | 2.0 | (1.8) | \$432 | | | |
| CNM Associate's Graduates | 5.9 | 3.8 | (2.3) | \$2,663 | | | |
| UNM Bachelor's Graduates | 5.0 | 4.4 | (.6) | \$4,356 | | | |

Data are from 2008-10 graduates at CNM and UNM. Years to graduation are calculated by subtracting the semester and year of first enrollment from the semester and year of graduation. The CNM sample consists of 1265 Dual Credit and 5696 non-Dual Credit students. The UNM sample consists of 639 Dual Credit and 8944 non-Dual Credit students. Tuition saving estimates based on CNM and UNM 2010-11 tuition costs. Source: UNM Office of Enrollment Management and CNM Office of Institutional Research



The Dual Credit Program At UNM-Gallup Is Surprisingly Small Compared To Other Higher Education Institutions Across New Mexico.

Could Expanding The Dual Credit Programs Be One Way To Strengthen The Development Of Healthcare Workforce In The Region?





indicating higher enrollments. Source: New Mexico Higher Education Department



Health Challenges



What Are Some Areas of Health Challenge for McKinley County?

*Red indicate w ere McKinley County rank among t e mo t c allenged of New Mexico' 33 countie . 1 is best-ranked and 33 is worst-ranked.

| | Heart Deaths per 100,000 Pop. | Years of Potential Life Lost per 100,000 Pop. | Life Expectancy After Age 65 | Cancer Deaths per 100,000 Pop. | % of Adult Pop. With Diabetes | Unintentional Injury Deaths per 100,000 Pop. | % of Adults Obese | % Pop. over 65 (2010) | % of Pop. Uninsured |
|---|---|--|------------------------------------|--|--|--|-------------------------|--|------------------------|
| McKinley Co.' Rank (of 33 NM Counties) | 19 th | 21 st | 28 th | 22 nd | 33 rd | (31 st) (| 33 rd | (=fewest over age 65) 33 rd | 33 rd |
| McKinley Co. average: | 212.2 | 15,456 | 17.8 | 175.6 | 12.4 | 100.3 | 36.2 | 0.095 | 38.0% |
| NM average | 203.8 | 13,175 | 18.7 | 160.9 | 6.9 | 62.3 | 24.9 | 0.132 | 19.7 |
| US average | 190.9 | | 17.7 | | | | | | 15.2 |

Sources: New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, New Mexico Department of Health; Centers for Disease Control, Diagnosed Diabetes Percentage, 2009, New Mexico by County; New Mexico Department of Health, 47 Center & EDUCATION Center & EDUCATION Center & EDUCATION CENTER & EDUCATION CONTRACTOR CONTRACTO Indicator-Based Information System, http://ibis.health.state.nm.us/indicator/view_numbers/NMPopDemoAge_65.Cnty.html; U.S.



Multiple Health Challenges, By County



This map depicts the frequency with which counties ranked in the bottom 8 of 33 counties for the following health status indicators:

- Heart deaths per 100,000 pop.
- Cancer deaths per 100,000 pop.
- Unintentional injury deaths per 100,000 pop.
- Premature Deaths (years of potential life lost) per 100,000 pop.
- Life expectancy from age 65
- Adult diabetes prevalence
- % Adults obese
- % of population over age 65
- % of population **uninsured**

Number of Times County Appears in Lowest Rankings By Health Status Indicator



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Sources: New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, New Mexico Department of Health; Centers for Disease Control, Diagnosed Diabetes Percentage, 2009, New Mexico by County; New Mexico Department of Health, Indicator-Based Information System, http://ibis.health.state.nm.us/indicator/view_numbers/NMPopDemoAge_65.Cnty.html; U.S. Census Bureau, Health Insurance Coverage Status, American Community Survey, 3-Year Estimates, 2009-2011.



Estimated Number Of Adults Newly Eligible for Medicaid, By County



Total for Counties Reported = 145,862

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U.S. Census, American Community Survey, 3-Year Estimates, 2009-2011, B27016: Health Insurance Coverage Status and Type By Ratio of Income to Poverty Level in the Past 12 Months by Age.

What Do We Know About UNM-Gallup?



Snapshot of UNM-Gallup Students, 2008-2012





Source: UNM Office for Institutional Analytics, August 2013.

UNM-Gallup Enrollment Trends, 2008-2012

Age of Students:

- Overall, enrollment of 19-21 year-olds has increased 9.7% in this time period. Enrollment of 22-28 year-olds has increased 19% in this time period.
- Enrollment of 16-18 year-olds has decreased 15%.

Enrollment Status:

• Full-time enrollments have increased by 18%, peaking in 2010, while part-time enrollments have decreased by 41%.

Retention:

- Retention of first-time freshmen into a second semester has risen from 79.3% in 2007 to a high of 84.9% in 2011.
- Overall fall-to-fall retention of all students, however, has dropped from 78% in 2006 to 70% in 2012.

Source: CEPR analysis of data supplied by UNM Office of Institutional Analytics, August 2013.





UNM-G Branch Enrollment Status Trend, Fall 2008 to Fall 2012

The Local Feeder Schools In The Gallup-McKinley County Area Play An Important Part In Providing Students For The UNM-Gallup Branch.

UNM-Gallup Should Strengthen Its Partnerships With Those Schools That Consistently Produce Students Who Are...





UNM-G Completers By Division, Fall 2009 – Fall 2012







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UNM-Gallup Branch Award Trends, AY2008-AY2012

| Academic Year | Total Branch Degrees Awarded | Total Branch Certificates Awarded |
|---------------|---------------------------------|--------------------------------------|
| 08-09 | 136 | 57 |
| 09-10 | 135 | 43 |
| 10-11 | 137 | 48 |
| 11-12 | 134 | 48 |
| 12-13 * | 178 | 53 |

*(Summer '13 not included yet)



Source: CEPR analysis of data provided by UNM Office for Institutional Analytics, August 2013.

What Do We Know About UNM-Gallup' Health & Human Services Programs?



Health & Human Services Career Programs at UNM-Gallup, 2008-2012

Current Offerings (2013-14):

- AA Human Services
- AS Nursing
- AS Medical Laboratory Technician
- AAS Health Information Technology
- CERT. Dental Assisting
- CERT. Diabetes Prevention
- CERT. Health Information Technology, Coding
- CERT. Human Services

Discontinued Offerings (between 2008 and 2012):

- CERT. Health Info Technology, Transcribing
- CERT. Medical Office Assistant
- CERT. Pre-Nursing
- CERT. Substance Abuse Counselor
- CERT. Health Care Technician

Sources: UNM-Gallup Student Services and UNM Office of Institutional Analytics.



Healthcare Program Offerings by Academic Term, Fall 2008 – Spring 2013 RED indicates no Program offering

| | Fall 2008 | Spring 2009 | Fall 2009 | Spring 2010 | Fall 2010 | Spring 2011 | Fall 2011 | Spring 2012 | Fall 2012 | Spring 2013 |
|-----------------------------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|
| AS Medical Laboratory Tech | Yes | Yes |
| CERT Dental Assisting | Yes | Yes |
| CERT Health Info Tech Coding | Yes | Yes |
| CERT HIth Info Tech Transcript | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | No |
| CERT Medical Office Assistant | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | No |
| CERT Pre-Nursing | Yes | Yes | Yes | Yes | Yes | Yes | No | No | No | No |
| CERT Substance Abuse Counselor | Yes | No | No | No | No | No | No | No | No | No |
| CERT Healthcare Technician | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No |
| AAS Health Info Tech | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| CERT Human Services | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| AS Nursing | | | | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| CERT Diabetes Prev | | | | | | Yes | Yes | Yes | Yes | Yes |
| AA Human Services | | | | | | | Yes | Yes | Yes | Yes |



Source: CEPR Analysis of data provided by UNM Office for Institutional Analytics, August 2013.

Health & Human Services Awards Earned, Fall '08 -Spring '13, By Program

| Current UNM-Gallup Health & Human Services Programs | Number of Certificates Fall 08 - Spring 13 | Number of Associate Degrees Fall 08 - Spring 13 |
|---|--|---|
| Nurse | - | 137 |
| Health Info Tech | - | 41 |
| Health Info Tech Coder | 37 | - |
| Human Services | 41 | 8 |
| Dental Asst. | 27 | - |
| Med Lab Tech | - | 19 |
| Diabetes Prevention | 8 | <6 |





Health & Human Services Degree Awards, By Term, Fall 2008 – Spring 2013

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Source: UNM Office for Institutional Analytics, August 2013.



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W at Do We Know About T e Area' Health Care Work Force Needs?



If UNM-Gallup Graduates Students From Their Healthcare Programs, What Will They Do?

What Health Care Industry Jobs <u>Are</u> Available In Gallup-McKinley County?

What Jobs <u>Will</u> Be Available?

What Jobs Could Be Available?



Workforce Data Sources

- The New Mexico Department of Workforce Solutions (DWS) provides data at the county, workforce investment area, and state level on employees, occupations, employers, and industries. This data includes current numbers and rates of growth, as well as projections for employment numbers and growth rates for the future. These projections, however, are based on assumptions that may or not prove to be predictive of future realities.
- Gathering information and data , then, directly from major local healthcare employment partners in the Gallup-McKinley area was an important data collection step for accessing real-time and area-specific information on workforce needs.
- The workforce data that follows, then, draws from a summer 2013 survey of local health care industry employers, as well as up-to-date DWS healthcare workforce data for McKinley County and the Workforce Investment Area in which it lies.



Local Health Care Employer Needs: Survey Findings



Health Care Employer Survey: Overview

The UNM-Gallup Health Care Workforce Education Task Force met from May-August 2013 to design a survey of major Gallup-McKinley area health care employers to capture a more locally-detailed picture of health care employer workforce needs, preferences, and near-term projections of job openings.

The broad objectives of the survey were to investigate the:

- **1.** Employer' Connection to t e Branc Does the employer hire graduates from UNM-Gallup?
- 2. Employer' Overall Workforce Need Total # of jobs, total # of openings, % recruited locally
- **3.** Employer' Projection for Particular Indu try Job **Type** What education and job experience will be required/preferred for filling positions that open up in your business?

Surveys were sent to 55 area hospitals, clinics and provider offices. We received **14 completed surveys;** respondents represented:

- 3 Hospitals
- 6 Clinics & Programs (3 dental)
- 5 Provider Offices



* See appendix for full list of survey questions.

What Do Employers Who Responded To The Survey* Tell Us About Local Opportunities For Program Graduates?

| Current Health & Human Services Programs (UNM-Gallup) | Total Certificates Earned (Fall 08 – Spr. 13) | Total Associate Degrees Earned (Fall 08 – Spr. 13 | # Hired Past 3 Years (Surveyed Employers) | Anticipated # of Openings, Next 5 years (Surveyed Employers) | Total # of Annual Jobs Anticipated (Surveyed Employers) |
|--|--|---|---|--|---|
| Nurse | | 137 | 9 | 30-35 | 167 |
| Dental Asst. | 27 | | 4 | 1 annually | 4 |
| Med Lab Tech. | | 19 | 3 | 1 Technologist annually 1-2 Technicians annually 1-4 Lab Aides annually | 34 (2014: 18 Technologists 7 Technicians, 6 Lab Aids) |
| Health Info Tech. | | 41 | 1 | Not specified | 62 |
| Health Info Tech Coder | 37 | | 0 | Not specified | 96 |
| Human Services | 41 | 8 | 10 (Human Resources) | 1 Human Resources 1 Mental Health Specialist | 10 |
| Diabetes Prevention | 8 | 2 | 0 | 0 | 0 |

*Blue columns represent responses from 11 employers, who report a combined total of 1,677 FTE employees in 2013.



Source: UNM-Gallup Health Care Workforce Education Task Force Survey, August 2013

What Do Employers Who Responded To The Survey* Tell Us About Opportunities for Which There Are No Current Programs?

| Job Opening | # Currently Employed (Surveyed Employers) | Anticipated # of Openings, Next 5 years (Surveyed Employers) | Education Required (Surveyed Employers) |
|------------------------------|--|---|--|
| Medical Assistant | 7 | 1 | CERT |
| Physician Assistant | 3 | 1 | B.A. |
| Respiratory Therapist | 11 | 5 | B.A. or A.A. |
| Mental Health Specialist | 2 | 1 | B.A. |
| Pharmacy Technician | | Not specified | |

*Blue columns represent responses from 11 employers reporting a combined total of 1,677 FTE employees in 2013.

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Source: UNM-Gallup Health Care Workforce Education Task Force Survey, August 2013
What Do Employers Who Responded To The Survey Tell Us They Want from UNM-Gallup?

Continuation of Current Programs:

 All expressed interest in hiring future graduates from UNM-Gallup, with particular mention of Nurses, Lab Technicians, Dental Assistants, & Health Info Techs/Coders.

New Opportunities:

- Online Courses
- Workplace Skills (Customer Service, Workplace Ethics, Character)
- Expanded Recruitment Activity, to Ensure High Quality Candidates
- Improved Program Visibility to Students
- Job Site Visits
- Roa o a Bachelor's Degree program
- Programs or Coursework in:
 - Substance Abuse Counseling
 - Health Technician
 - Advanced Coding/Data Analytics
 - Dialysis-Related Nursing Education
 - Pharmacy Technician Certificate
 - Certified Nurse Assistant
 - IT

- Business/Administrative Assistant
- Facilities Management coursework (e.g. Building Automation;HVAC; Electrician; AutoCAD Drafter; Sheet Metal Fabricator; Project Mgmt.)
- Project Management (Excel/Access)
- Continuing Medical Education Coursework



 $Source: UNM-Gallup \ Health \ Care \ Workforce \ Education \ Task \ Force \ Survey, \ August \ 2013$

Clearly, The Survey Only Included A Small Proportion Of The Healthcare Employers And Providers In The Region.

But These Data Do Raise The Question About How The Alignment Between UNM-Gallup' Healthcare Workforce Programs And Community Needs Can Be Strengthened.



New Mexico Department of Workforce Solutions: Current & Projected Employment in Health Care Professions



Northern NM Workforce Investment Area



The New Mexico Northern Area is comprised of ten counties that include Cibola, Colfax, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, Santa Fe, San Miguel, and Taos.

70% of the Northern Region's population and health care industry employment were located in Santa Fe, San Juan and McKinley counties (2010).

Average Weekly Wages, 3rd Quarter 2012 Northern Region NM - \$761; Northern - \$762





Source: New Mexico Department of Workforce Solutions, <u>https://www.jobs.state.nm.us</u> and Regional Review, The Pulse of the Healthcare Industry in New Mexico, Winter 2011-2012.

What Will Graduates Do? Northern WIA Industry Employment Projections, 2010-2020

A Northern WIA growth rate of 27.6% for ALL health care and social assistance sector jobs is projected for the next 7 years, with a total of 7,729 new jobs.

| Industry | 2010 Annual Employment | 2020 Projected Employment | Employment Change 2010-2020 | Percent Change 2010-2020 |
|--|---------------------------|------------------------------|-----------------------------------|-----------------------------|
| Government | 31,671 | 32,809 | 1,138 | 3.6% |
| Health Care and Social Assistance | 27,970 | 35,699 | 7,729 | 27.6% |
| Retail Trade | 22,974 | 26,587 | 3,613 | 15.7% |
| Accommodation and Food Services | 20,508 | 25,210 | 4,702 | 22.9% |
| Educational Services | 19,154 | 24,088 | 4,934 | 25.8% |
| Professional, Scientific, and Technical Services | 15,604 | 17,984 | 2,380 | 15.3% |
| Construction | 9,098 | 10,316 | 1,218 | 13.4% |
| Mining | 6,614 | 8,173 | 1,559 | 23.6% |
| Other Services (Except Government) | 5,845 | 6,717 | 872 | 14.9% |
| Administrative and Support and Waste Mgmt | 5,384 | 6,531 | 1,147 | 21.3% |
| Arts, Entertainment, and Recreation | 4,207 | 4,891 | 684 | 16.3% |
| Finance and Insurance | 4,169 | 4,610 | 441 | 10.6% |
| Transportation and Warehousing | 2,365 | 2,820 | 455 | 19.2% |
| Real Estate and Rental and Leasing | 1,957 | 2,232 | 275 | 14.1% |
| Agriculture, Forestry, Fishing and Hunting | 532 | 534 | 2 | 0.4% |
| Total All Industries | 204,724 | 236,713 | 31,989 | 15.6% |



Source: New Mexico Department of Workforce Solutions, https://www.jobs.state.nm.us

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Top 10 Health Care Occupations in Northern NM WIA-Employment & Growth, 2009-2019

| GREATEST GROWTH (2009-2019) | | 10-Year | |
|---|-------|-----------|----------|
| | | Projected | |
| Top 10 Health Care Occupations | 2009 | Growth | % Growth |
| Registered Nurses | 3,070 | 930 | 30.4% |
| Home Health Aides | 1,860 | 880 | 47.4% |
| Nursing Aides, Orderlies & Attendants | 2,100 | 520 | 24.8% |
| Licensed Practical & Licensed Vocational Nurses | 1,100 | 270 | 24.5% |
| Medical Assistants | 790 | 270 | 34.2% |
| Dental Assistants | 520 | 140 | 26.1% |
| Pharmacy Technicians | 370 | 130 | 34.5% |
| Occupational Health & Safety Specialists* | *** | *** | *** |
| Family & General Practitioners | 520 | 110 | 20.4% |
| Mental Health & Substance Abuse Social Workers | 440 | 100 | 23.7% |

Source: New Mexico Department of Workforce Solutions, Regional Review, The Pulse of the Healthcare Industry in New Mexico, Winter 2011-2012.



McKinley County Top Industries by Employment, 2012, 3rd Qtr.

Health Care and Social Assistance is the largest employment sector in McKinley County. Together, the county's health care industry employs more than 5,000 workers (of all types).

| Industry Sector | Establishments | Employees |
|--------------------------------------|----------------|-----------|
| 1. Health Care and Social Assistance | 128 | 5,054 |
| 2. Retail Trade | 209 | 3,195 |
| 3. Accommodation & Food Services | 144 | 2,735 |
| 4. Education Services | 21 | 2 |
| 5. Public Administration | 79 | 2 |
| 6. Construction | 78 | 697 |
| 7. Manufacturing | 32 | 536 |
| 8. Wholesale Trade | 43 | 490 |
| 9. Other Services | 92 | 471 |
| TOTAL | 1,130 | 20,527 |

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Source: New Mexico Department of Workforce Solutions, https://www.jobs.state.nm.us.

What is UNM-Gallup' Potential Role in The School-to-Workforce Pipeline?



Our Framework: A C ild' C ance For Succe



A C ild' C ance For Succe Impact T e Generations That Follow For Better Or Worse



Early Foundations

- Family income
- Parental education
- Parental employment
- Linguistic integration

School Years

- Preschool enrollment
- Kindergarten enrollment
- 4th grade reading
- 8th grade mathematics
- High school graduation
- Young adult [18-24] education

Adult Outcomes

- Adult educational attainment
- Annual income
- Steady employment

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Source: Education Week, Quality Counts, http://www.edweek.org/ew/qc/index.html.



New Mexico C ildren' C ance For Success Are Among The Worst In The Nation, 2013

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Source: Education Week, Quality Counts, http://www.edweek.org/ew/qc/index.html.



Early Foundations: Teen Births Per 1000, 2009

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Data from Annie E. Casey Foundation website: <u>http://datacenter.kidscount.org/data/</u> for 2009.

School Years: High School Graduation Rates, By State 2009-2010





Source: National Center for Education Statistics, Public School Graduates and Dropouts from the Common Core of Data: School Year 2009 – 2010







Source: The National Center For Higher Education Management Systems Information Center for Higher Education Policymaking and Analysis.

Adult Outcomes: Persons 18-24 Not In Labor Force Or School, No Degree Above HS, 2010





Source: Annie E. Casey Foundation, KIDS COUNT Data Center, <u>www.kidscount.org</u>.

Percentage of Population Living in a Primary Care Health Professional Shortage Area, 2012, by State





Source: Kaiser State Health Facts, 2012.

Gallup-McKinley' C ance For Succe





Where Do We Go From Here?



Opportunities for Partnership

- The conversations taking place in this community among those in education, business, community health, and government are crucial. The work begun by this Task Force should continue and expand to include more key voices in the community.
- UNM-Gallup should strengthen its partnerships with its important feeder middle and high schools. These partnerships should address both college readiness and career exploration, including introduction to the health professions and the academic preparation required long before college.
- UNM-Gallup should strengthen its partnerships with health care providers and employers across the region. Health advocates and providers have a deep understanding of community issues and ongoing communication will help to ensure that UNM-Gallup's programs are aligned with community and regional needs.
- UNM-Gallup itself needs internal partnerships to ensure stable leadership, a clearer vision of its mission, and a long-term education and economic development plan.



Opportunities for Improved Data Collection

- UNM- Gallup and its partners should continue to gather data on student enrollment, graduation, and career placement.
 - A clearer picture of where students encounter remediation, persistence, and transfer struggles on the path to health care degrees and certifications will help to identify where help could be most meaningful.
 - UNM-Gallup needs clear and consistent data on employment and transfer outcomes of its graduates.
 - These data should be used in ways that improve communication between the Campus and regional employers.
- The local health care employer survey data collected by the Task Force was an important first step in establishing relationships with local employers and soliciting their workforce needs. The Task Force should consider a plan to continue collecting survey responses and to develop mechanisms for ongoing feedback on changing industry and workforce needs.



Questions To Explore: UNM-Gallup Branch Data

- What have remediation rates been for students at UNM-Gallup?
- Have those remediation rates varied by student age, gender, ethnicity or feeder high school?
- What have rates of transfer to 4-year institutions been?
- What have times to completion been for students across programs?
- Do students in different divisions and programs vary by demographic characteristics (age, gender, race/ethnicity) or feeder high schools?
- What are the demographic characteristics of degree and certificate completers, branch-wide and by program?
- Have students from particular area high schools been more successful at completing degrees and certificates than students from other feeder schools?



Questions To Explore: Health Care Program Data

- What barriers to entry, progression and completion do students face?
- What do programs know about employment outcomes for graduating students?
 - How many graduates have found employment in their field?
 - What barriers to employment do students face?
 - Where do graduates find entry-level employment opportunities?
 - Who employs them, and what do they earn?
 - How many are employed in the Gallup-McKinley area?
 - How many have gone on to earn further degrees or certificates?
- What are the faculty recruitment and retention challenges that various programs face?
- How does accreditation standing affect current or anticipated programs?



Questions To Explore: Gallup-McKinley Health Care Employers Data

- What important information are we missing from the local health care employers who did NOT respond to the survey? What pieces of the overall picture are missing?
- As implementation of national health care reform and the state's expansion of Medicaid proceed, how will the impact of those changes affect staffing across area health care employers?
- What effects will economic recovery or continued economic downturn have on health care employment opportunities?
- Where will newly graduated students find entry-level employment opportunities?



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Appendix I: Employer Survey



1. Employer-Branch Connections

| Have you hired graduates from UNM- Gallup in the past 3 years? | If "yes", how many and from which programs? | If "yes", how satisfied were you with those hires? What were their strengths and weaknesses as program graduates? | lf "no", why not? |
|---|--|--|-------------------|
|---|--|--|-------------------|

| Are you planning to hire graduates from UNM-Gallup in the near future? If "yes", how many and from which programs? If "no", why not? How could UNM-Gallup be of more supported to the workforce needs of your organization? |
|--|
|--|



Appendix I: Employer Survey: Questions Asked

2. Overall Workforce: Current & Projected (2014-2018)

| | | | | | What % of overall | |
|-----------------|---------------|-------------------|-------------------------|-----------------|-----------------------|---------------------------|
| | | | | | workforce is | What % of overall |
| | | <u>Total</u> # of | | | <u>recruited</u> from | workforce is <u>hired</u> |
| | | Openings | | | outside local area? | from outside local |
| | | (both | # of <u>Replacement</u> | # of <u>New</u> | (considered to be | area? (considered |
| | Total Number | replacement and | Openings | Position | ~100 mi. radius | to be ~ 100 mi. |
| | of Jobs (FTE) | new) | (Turnover) | Openings | from Gallup) | radius from Gallup) |
| For most recent | | | | | | |
| reporting year, | | | | | | |
| please indicate | | | | | | |
| (using FTEs): | | | | | | |

| Projecting for the next 1-5 years: | Anticipated Annual Total # of Jobs | Anticipated Annual Total # of Openings | Anticipated Annual # of <u>Replacement</u> Openings (Turnover) | Anticipated Annual # of <u>New Position</u> Openings | Anticipated Annual Total # of Jobs | Anticipated Annual Total # of Openings | Anticipated Annual # of <u>Replacemen</u> <u>t</u> Openings (Turnover) | Anticipated Annual # of <u>New Position</u> Openings |
|--|--|--|--|---|--|--|--|---|
| For Years 1- | | | | | | | | |
| 5 (2014- | | | | | | | | |
| 18): | | | | | | | | |



Appendix I: Employer Survey: Questions Asked

3. By Job Type: Employment, Current

Please list each job title (requiring a bachelor's degree or less) in your facility separately. You may use as many lines as needed. See attachment at end of survey for a sample list of health care and human services jobs by title. If you anticipate hiring new job types in the next 5 years, please list as well. (The spreadsheet format will allow for entry of multiple job titles and affiliated data.)

| JOB TITLE | For this job type: What Education is Required? | What Education is Preferred? | What Job-Related Experience is Required? | What Job-Related Experience is Preferred? | Please List Any Other Hiring Considerations (e.g. language proficiencies) |
|-----------|---|--|--|--|--|
| | Estimated Annual Beginning Salary | Current # of Annual Jobs (FTE) | Current # of Annual Openings | Current # of Openings that are <u>Replacements</u> (Turnover) | Current # of Openings that are <u>New</u> Positions |
| | Is this position challenging to recruit for locally? If yes, why? | Do you offer employment incentives for this position type? Please describe. | Are there Professional Development Trainings for this position type that you would like to see available locally? | | |



Appendix I: Employer Survey: Questions Asked

3. By Job Type: Employment, Projected (for the next 1-5 years)

(please enter 5 year projections for each relevant job type)

| Job Type | | Anticipated # of Annual Jobs | Anticipated # of Annual Openings | Anticipated # of Openings that will be <u>Replacements (Turnover)</u> | Anticipated # of Openings that will be <u>New Positions</u> |
|----------|-------------------|---------------------------------|-------------------------------------|--|---|
| | Year 1 (2014): | | | | |



Appendix II: Health Challenges





Leading Causes of Death, NM and McKinley County, 2008-2010, per 100,000 Population

103 UNM CENTER & EDUCATION POLICY RESEARCH Source: New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, New Mexico Department of Health.

Premature Deaths/Years of Potential Life Lost Before Age 75, per 100,000 population, New Mexico' 10 Large t Countie All Cau e of Deat by Sex 2006



Measuring YPPL is used to identify population groups most at risk of early death, in order to target prevention efforts. For example, this data tells us that males in McKinley County are at particularly high risk of premature death.



Source: New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, New Mexico Department of Health: http://ibis.health.state.nm.us/indicator/view_numbers/YPLL.LdgCause.html. YPPL is calculated by the number of deaths in a population multiplied by the remaining years of life expectancy in each of 19 5-year age groups, summed across age groups.





18,000

Top Ten Causes of Premature Death: Years of Potential Life Lost Rates for Deaths before Age 75, McKinley County, 2011 (per 100,000 population)





Source: New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, New Mexico Department of Health: http://ibis.health.state.nm.us/indicator/view_numbers/YPLL.tdgCause.html. YPPL is calculated by the number of deaths in a population multiplied by the remaining years of life expectancy in each of 19 5-year age groups, summed across age groups.

Diabetes Prevalence, by County, 2009



New Mexico has had a sustained increased in prevalence of diabetes over the last decade.

Prevalence rates report only diagnosed cases, and so represent an estimate of the minimum number of adults with diabetes in the state. Public health officials estimate that 1/3 more of the adult population has undiagnosed diabetes. The rate of diagnosed adult diabetes is about 8% in NM, and 11.3% nationally.

Percentage of Adults , Age 20+ Diagnosed with Diabetes



Source: Centers for Disease Control, Diagnosed Diabetes Percentage, 2009, New Mexico by County, <u>www.cdc.gov/diabetes/atlas/countydata/atlas.html</u>. Percentages are age-adjusted to U.S. 2000 population, and are estimated using data from CDC's Behavioral Risk Factor Surveillance System (BRFSS) and data from the U.S. Census Bureau's Population Estimates Program. New Mexico Department of Health: <u>http://ibis.health.state.nm.us/indicator/view/DiabPrevl.Year.NM_US.html</u>.



Percentage of Adults Who are Obese (BMI >30), by County, 2009



Source: Centers for Disease Control, http://www.cdc.gov/diabetes/atlas/countydata/atlas.html;

What Indicators Are Most Important to the Community? Here are some from the 2013 County Health Rankings:

| Indicator | McKinley County | New Mexico | National Benchmark |
|---|--------------------|------------|-----------------------|
| Diabetic Screening (Percent of diabetic Medicare enrollees that receive HbA1c screening) | 29% | 72% | 90% |
| Mammography Screening (Medicare enrollees) | 43% | 59% | 73% |
| Sexually Transmitted Infections (Chlamydia rate per 100,000 population) | 1,078 | 567 | 92 |
| Preventable Hospital Stays (per 1,000 Medicare enrollees) | 115 | 55 | 47 |
| Mental Health Providers (Population-to- Provider Ratio) | 5,984:1 | 2,557:1 | N/A |



Source: Robert Wood Johnson Foundation & University of Wisconsin, County Health Rankings, www.countyhealthrankings.org.