

Mapping the Landscape of Nursing in New Mexico, Part 1

Presentation Prepared For:
The New Mexico Nursing Education Consortium
Statewide Meeting
June 9, 2013



Part 2 to be presented at the next statewide NMNEC meeting

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Data... Insight... Impact

Overview

Part 1:

- The Goals Of The New Mexico Nursing Education Consortium
- What Are The Changing Health Care Needs Of New Mexico?
 - The New Mexico Context
 - What is the Current Status of the Health of New Mexicans?
 - What Factors are Changing the State's Health Care Needs?
- The Critical Role Of Registered Nurses In Health Care Provision
- Will There Be Enough Nurses To Take Care Of New Mexicans?

Part 2 (to be presented at the next NMNEC statewide meeting):

- The Landscape of Nursing in New Mexico
 - Who are New Mexico's Existing Nurses?
 - Who are New Mexico's Future Nurses?
 - Who is Educating New Mexico's Future Nurses?
 - What is the Current Employment Picture for Nurses in New Mexico?

The Goals Of The New Mexico Nursing Education Consortium

New Mexico Nursing Education Consortium

The New Mexico Nursing Education Consortium (NMNEC) is committed to improving the health care of all New Mexicans, now and in the future. In order to meet that commitment, NMNEC has focused on three critical goals:

1. Increase the number of nurses with BSN and graduate degrees in New Mexico.
2. Improve efficiency, quality, and educational outcomes of nursing education through cooperation among community colleges and universities.
3. Increase workforce diversity by improving nursing education for minorities, particularly in rural areas.

This Report

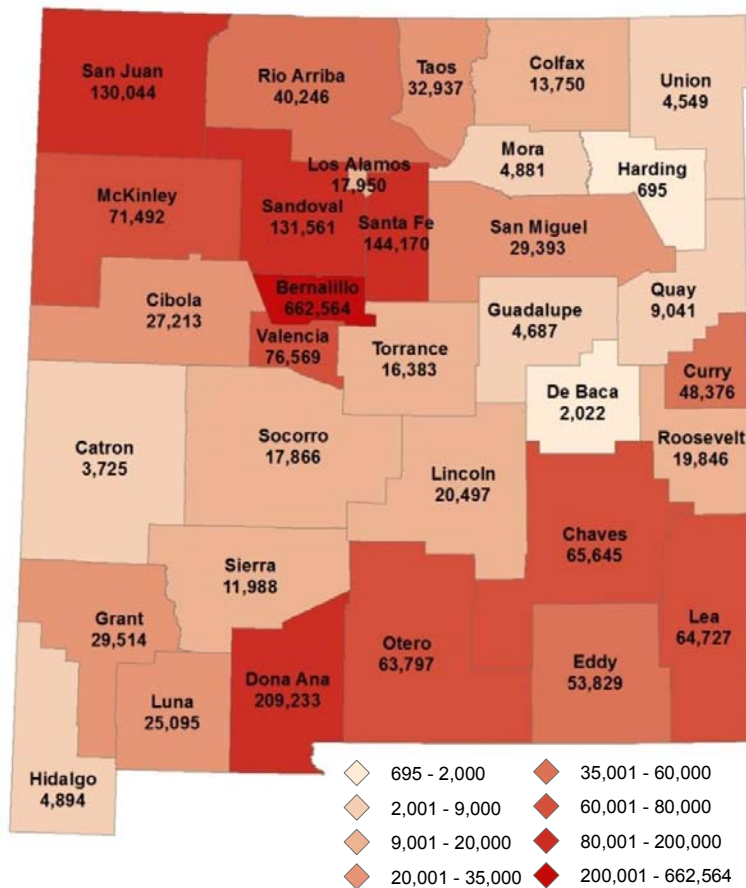
This purpose of this report is to inform and support NNNEC's effort by examining the following questions:

- What are the potential benefits of the NMNEC initiative for the health and well-being of New Mexican, and for New Mexico's nurses themselves?
- What is the state of the current pipeline for nursing preparation programs in the state?
- What are the current and projected landscapes for nursing careers in New Mexico?
- How can the initiative be strengthened to best meet the needs of all key stakeholders?
- As NMNEC partners monitor implementation of the initiative, what data should be gathered to ensure that the positive effects of the initiative are maximized?

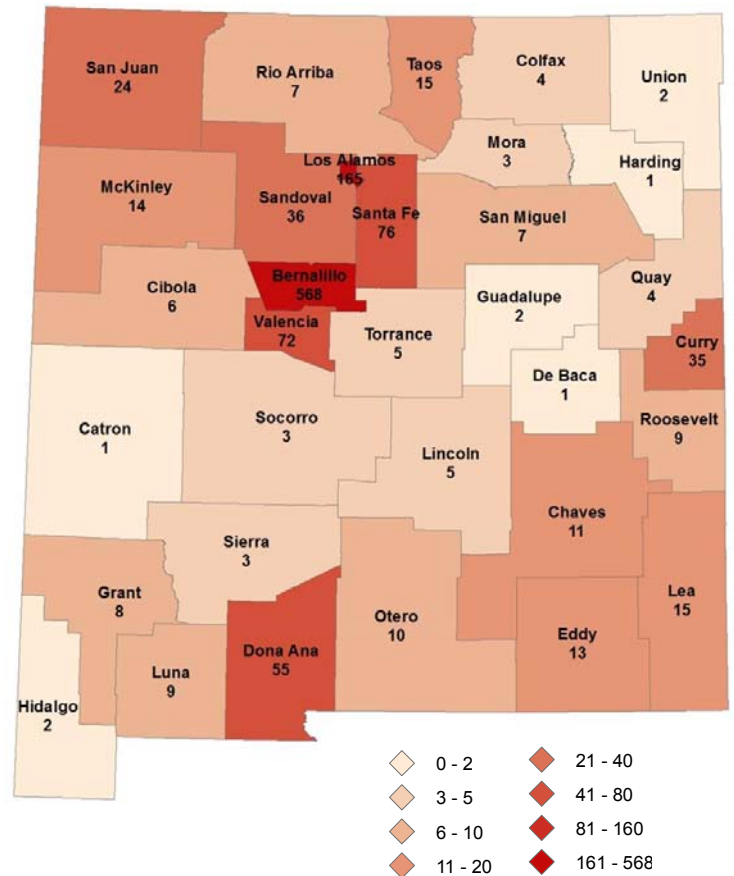
What Are The Changing Health Care Needs Of New Mexico?

The New Mexico Context

New Mexico Counties: Total Population



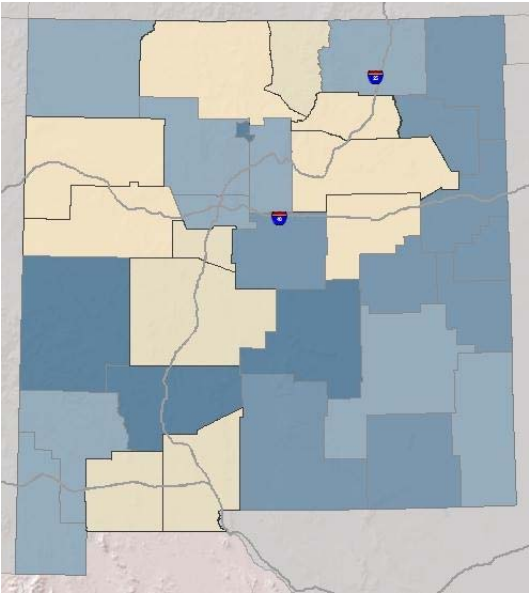
New Mexico Counties: Population Density - Persons per Square Mile



The majority of New Mexico's population of 2,059,179 is located in a few counties. Even in those counties, however, New Mexico is often rural and spacious.

Racial/ Ethnic Distribution, By New Mexico Counties, 2007-2011

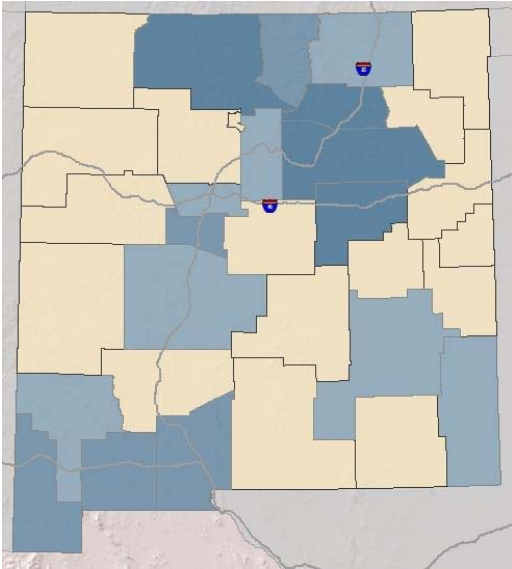
Counties where the White/ Non-Hispanic population exceeds the statewide average of 40.5%



White

- 40.6%- 50%
- 50.1% - 59.3%
- 59.4% - 76.3%

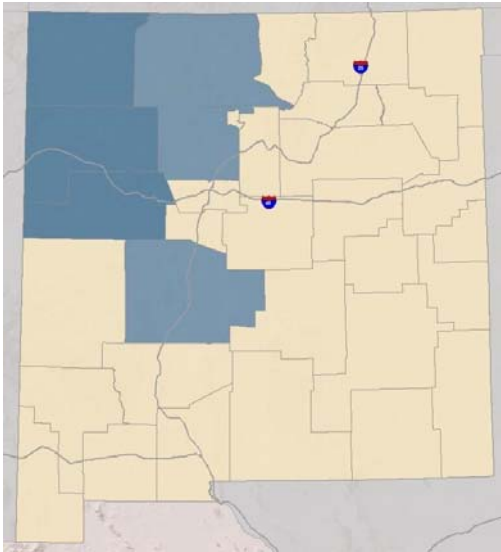
Counties where the Hispanic population exceeds the statewide average of 46.3%



Hispanic

- 46.3% - 52%
- 52% - 65.7%
- 65.7% - 81%

Counties where the Native American population exceeds the statewide average of 8.5%



Native American

- 8.6% - 14%
- 14.1% - 73.3%

What Is The Current Status Of The Health Of New Mexicans?

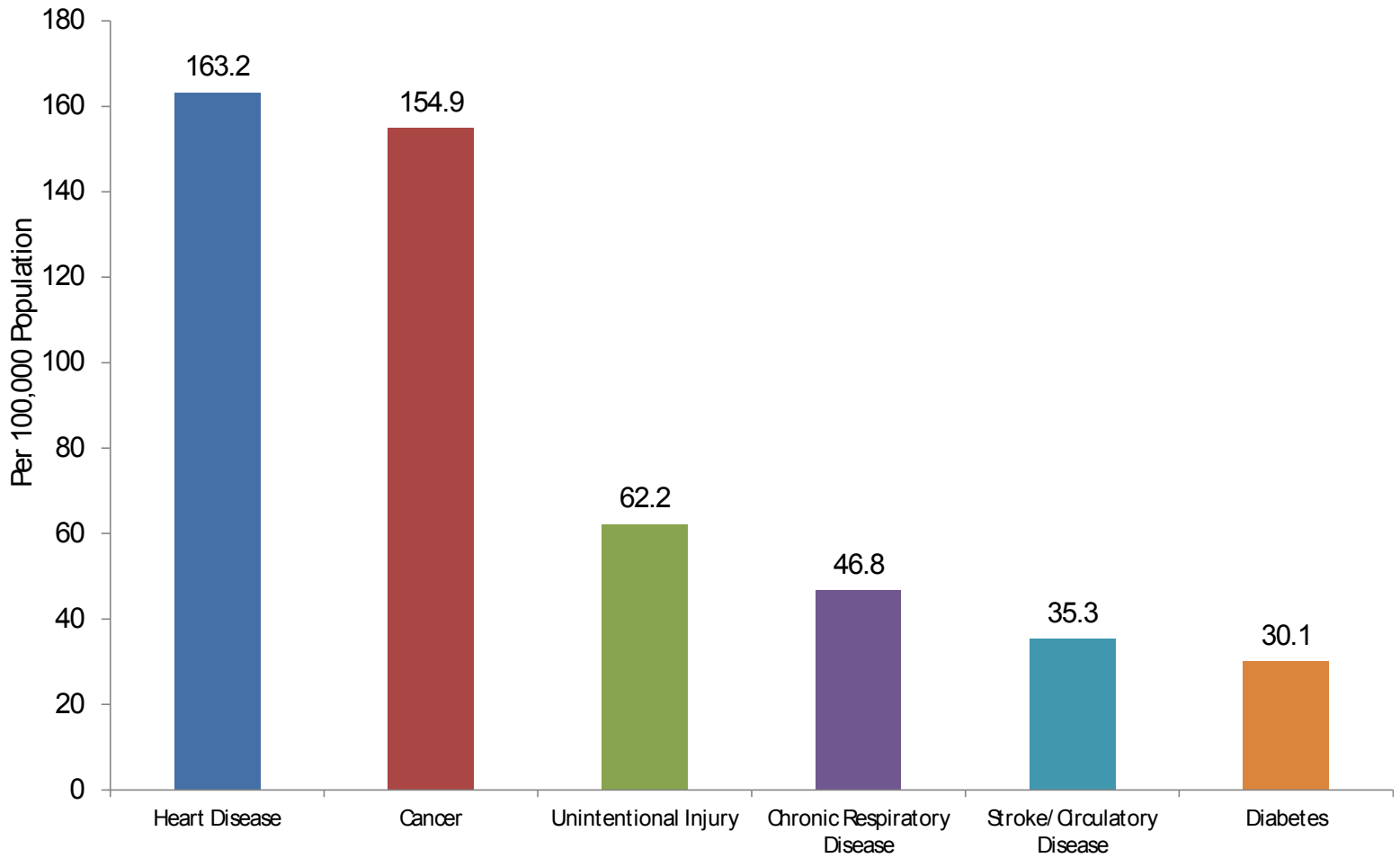
Key Measures of General Health Status

The U.S. Department of Health and Human Services Healthy People 2020 initiative track specific measures to determine a population's general health status:

- Life Expectancy
- Years of Potential Life Lost
- Chronic Disease Prevalence

Source: www.healthypeople.gov/2020/about

Leading Causes Of All New Mexico Deaths, 2002-2011, Per 100,000 Population



Distribution of Health Challenges Across Counties

Just as population and racial/ethnic groups are unevenly distributed across New Mexico's diverse geographic regions, so are the health needs of the state. The disparate needs of the state are seen in the following county-by-county comparison across nine key indicators of health status:

- 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

Counties are colored on the following map according to how many bottom eight rankings they had across all nine indicators.

Health Status Indicators, by County

* yellow indicates a ranking in the bottom 8 of 33 NM counties

County	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
Bernalillo	191.5	12,496	19.1	151.9	6	60.7	19.9	0.122	17.1%
Catron	127.3	15,126	19.8	160.1	6.3	84	23.7	0.279	
Chaves	218.4	15,320	18.2	185.1	7.5	66.5	29.3	0.142	20.5%
Cibola	176.7	16,321	18.3	164.9	11.2	78.6	32	0.128	27.1%
Colfax	198.7	15,501	19	136.5	6.2	58.7	20.7	0.201	
Curry	292.6	11,823	18	146.2	8.6	46.9	27	0.114	17.1%
De Baca	192.5	16,920	19.7	149.6	6.7	118.7	22	0.229	
Dofia Ana	174	10,761	18.9	154.6	6.9	45.2	25.6	0.124	21.3%
Eddy	252.2	15,163	18.1	181.4	9.9	63.9	30.8	0.14	14.2%
Grant	210.8	16,393	18.6	166	6	61.6	23.1	0.213	14.9%
Guadalupe	384.4	14,120	17.9	225.6	6.3	88.6	24.7	0.155	
Harding	101.1	12,024	22.1	95.7	6.2	86.9	27.2	0.292	
Hidalgo	192.9	15,554	18.3	123.6	6.1	38.6	23.7	0.167	
Lea	206.1	12,807	18.1	159.2	7.8	63.8	31.7	0.108	23.3%
Lincoln	141	14,200	20.1	137.6	5.5	62	20.3	0.22	17.6%
Los Alamos	123.6	8,316	21.2	114.4	5.3	30.4	18.7	0.15	
NM average	203.8	13,175	18.7	160.9		62.3		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, Indicator-Based Information System, http://ibis.health.state.nm.us/indicator/view_numbers/NMPopDemoAge_65.Qnty.html; U.S. Census Bureau, Health Insurance Coverage Status, American Community Survey, 3-Year Estimates, 2009-2011.

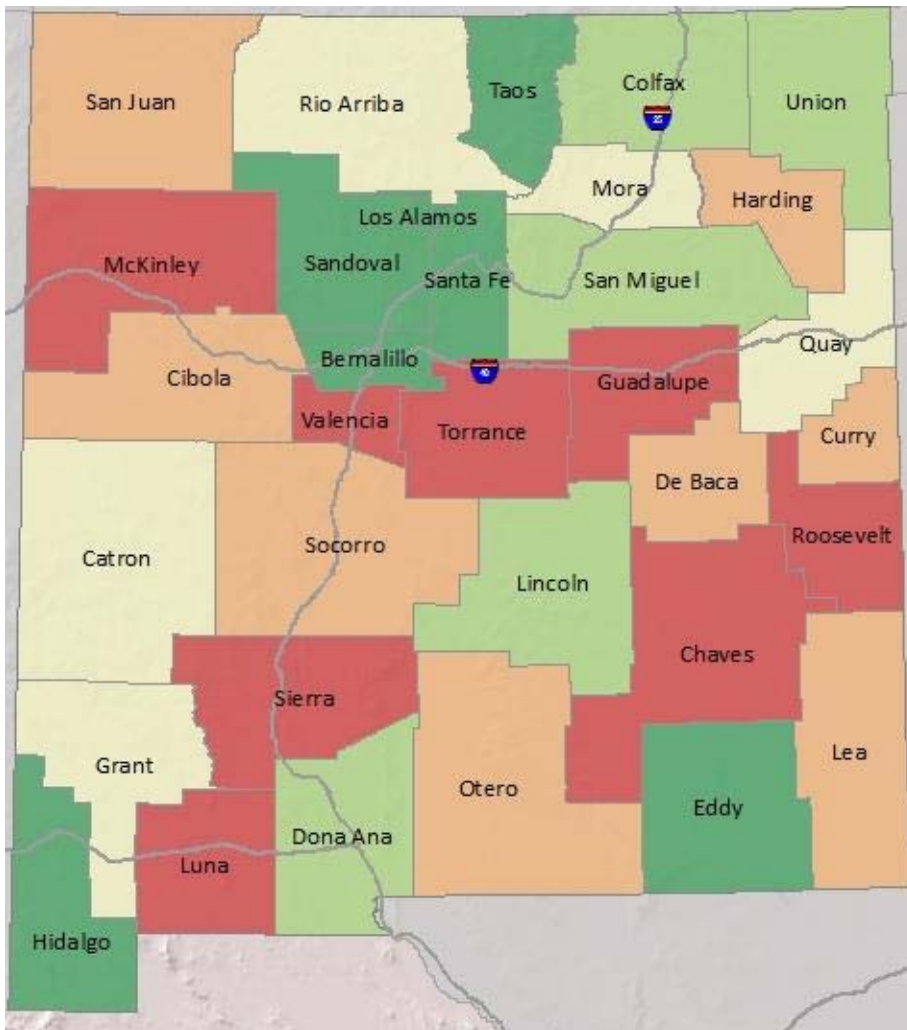
Health Status Indicators, by County (cont'd)

* yellow indicates a ranking in the bottom 8 of 33 NM counties

County	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
Luna	325.8	16,481	18	184.4	7.1	58.4	26.8	0.196	22.9%
McKinley	212.2	15,456	17.8	175.6	12.4	100.3	36.2	0.095	38.0%
Mora	310.6	16,041	19	136.2	6.7	84	21.4	0.187	
Otero	293.4	13,777	18	171.2	7.8	40.6	25.7	0.15	19.9%
Quay	192.7	20,221	18.8	159.1	6.1	54.8	24.1	0.206	
Rio Arriba	219.1	18,608	18.2	179.1	6.3	105.3	24.5	0.141	18.8%
Roosevelt	257.9	12,113	18	197.3	5.9	50.72	27.2	0.119	21.6%
Sandoval	211.6	11,086	18.7	169.2	6.4	48.7	24.3	0.121	15.5%
San Juan	168.4	13,817	18.5	146.4	8.5	78.43	29.8	0.108	30.1%
San Miguel	221.8	16,259	17.8	183.6	6.4	77.3	22.5	0.152	14.4%
Santa Fe	180.3	11,589	19.6	158	3.9	60.8	14	0.151	19.9%
Sierra	266.6	25,793	17.7	204.8	6.1	63	25.1	0.306	
Socorro	247.1	16,847	17.4	223.9	7.3	79.6	26.7	0.142	
Taos	180	13,656	19.3	164.6	5.9	76.4	18.7	0.171	20.4%
Torrance	312.4	15,331	16.5	248.4	6.5	87.8	25.3	0.142	
Union	123.8	12,690	18	123.5	5.9	64	23.8	0.179	
Valencia	277.5	14,236	17.1	211.5	7	70.1	27.6	0.127	15.8
NM	203.8	13,175	18.7	160.9		62.3		0.132	19.7
US	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, 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.

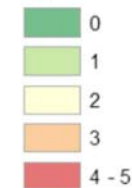
Preliminary Map of Multiple Health Challenges, By County



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

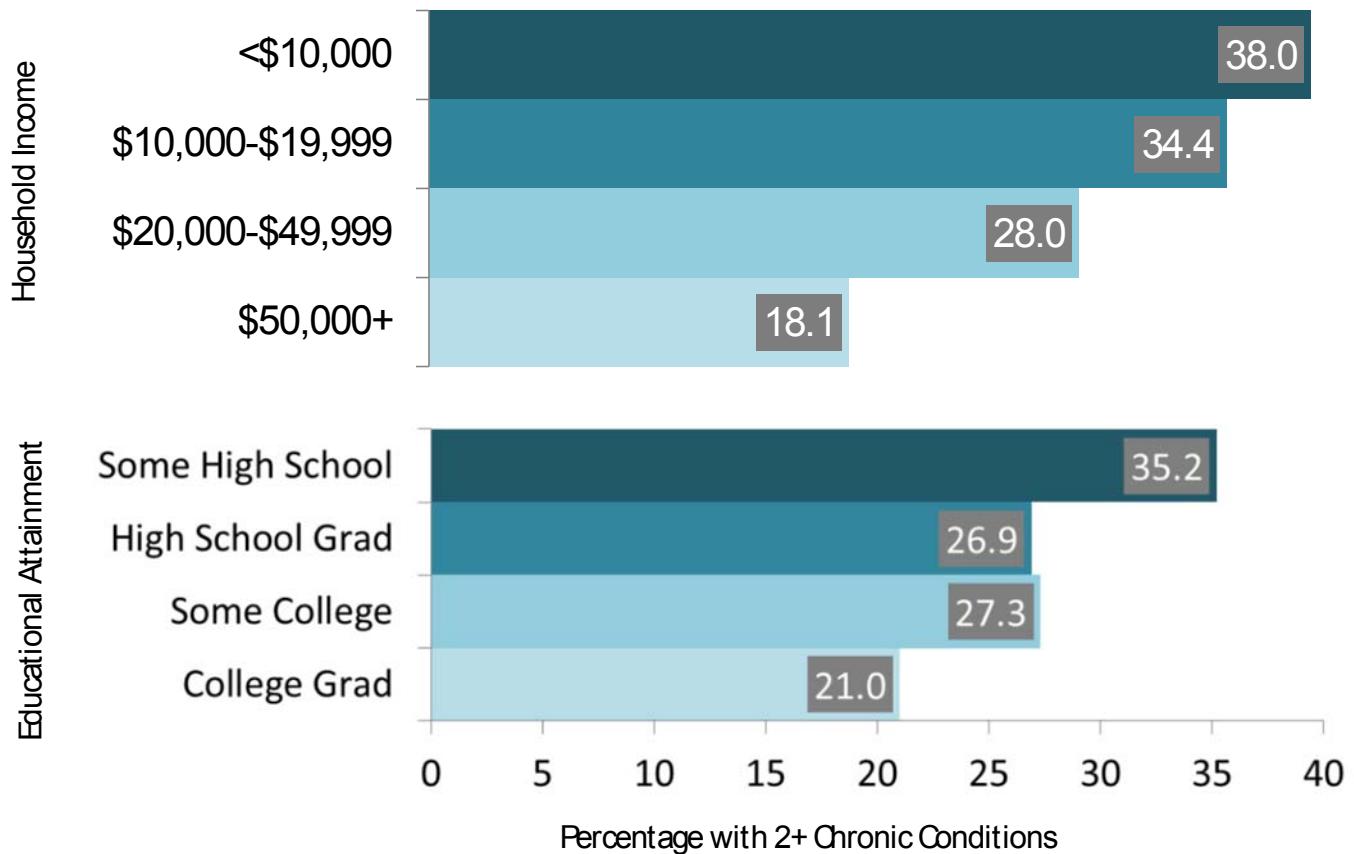
Number of Times County Appears in Lowest Rankings By Health Status Indicator



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.Qnty.html; U.S. Census Bureau, Health Insurance Coverage Status, American Community Survey, 3-Year Estimates, 2009-2011.

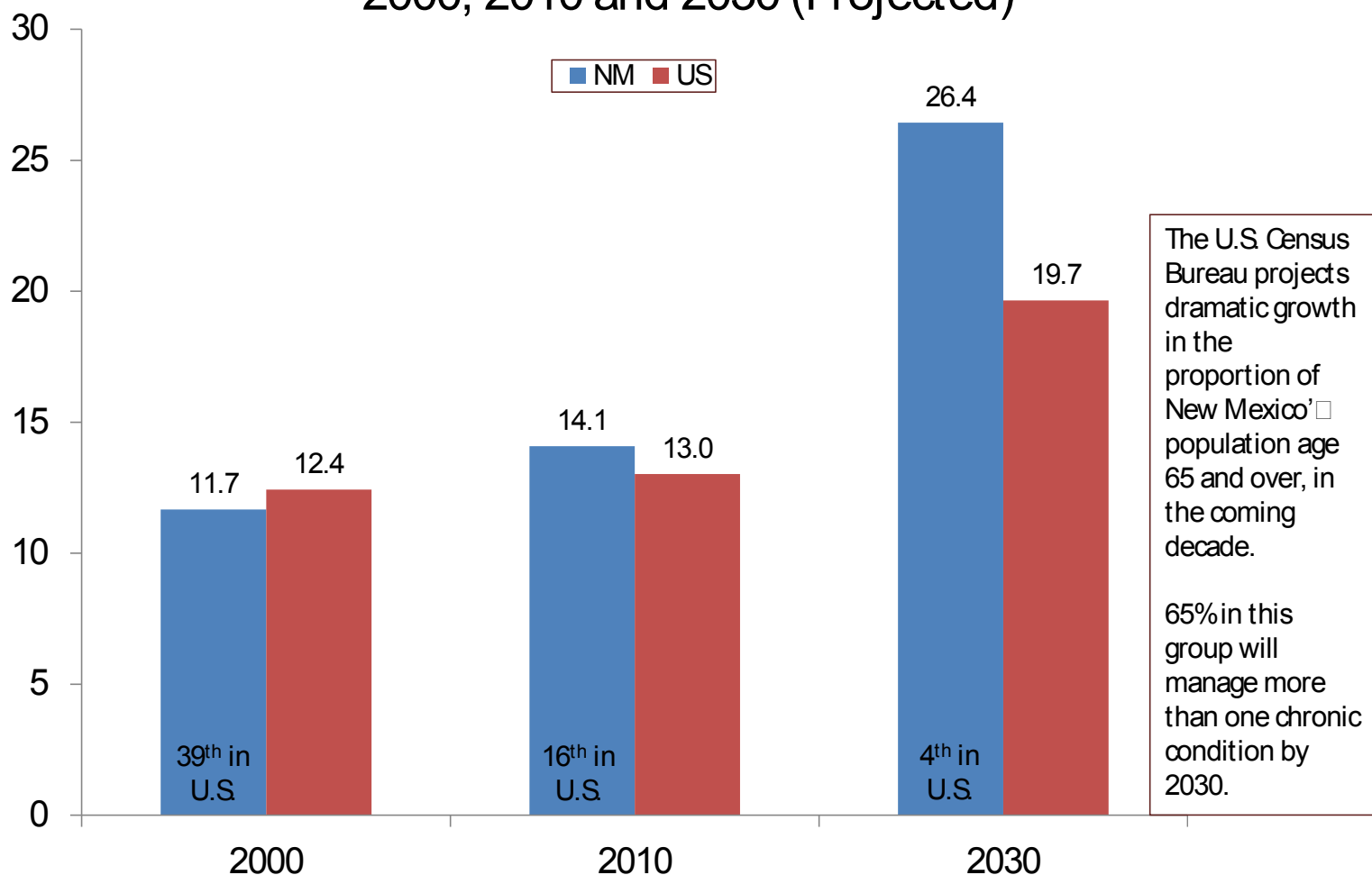
What Factors Are Changing The State's Health Care Need?

Prevalence Of Multiple Chronic Conditions By Annual Income And Educational Level, Age 45+, New Mexico, 2011

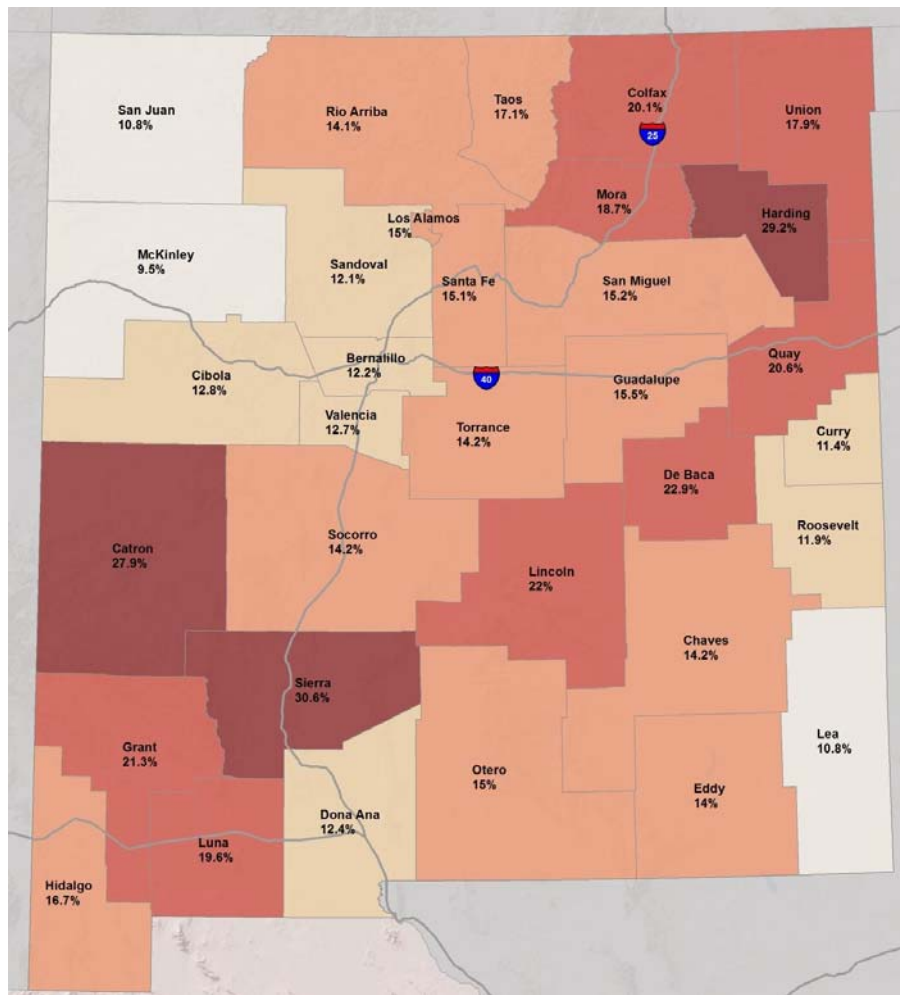


Source: NM Behavioral Risk Factor Surveillance System, NMDOH. Note: Multiple Chronic Conditions include two or more of the following: Cardiovascular disease (heart attack, coronary heart disease, and/or stroke), current asthma, cancer (excluding skin cancer), COPD, arthritis, kidney disease, or diabetes.

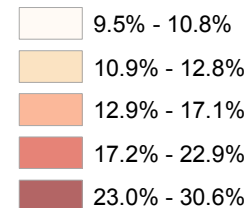
Percentage of Population Age 65 And Older, New Mexico and U.S.: 2000, 2010 and 2030 (Projected)



Percentage Of Adults Age 65 And Over, By County, 2010

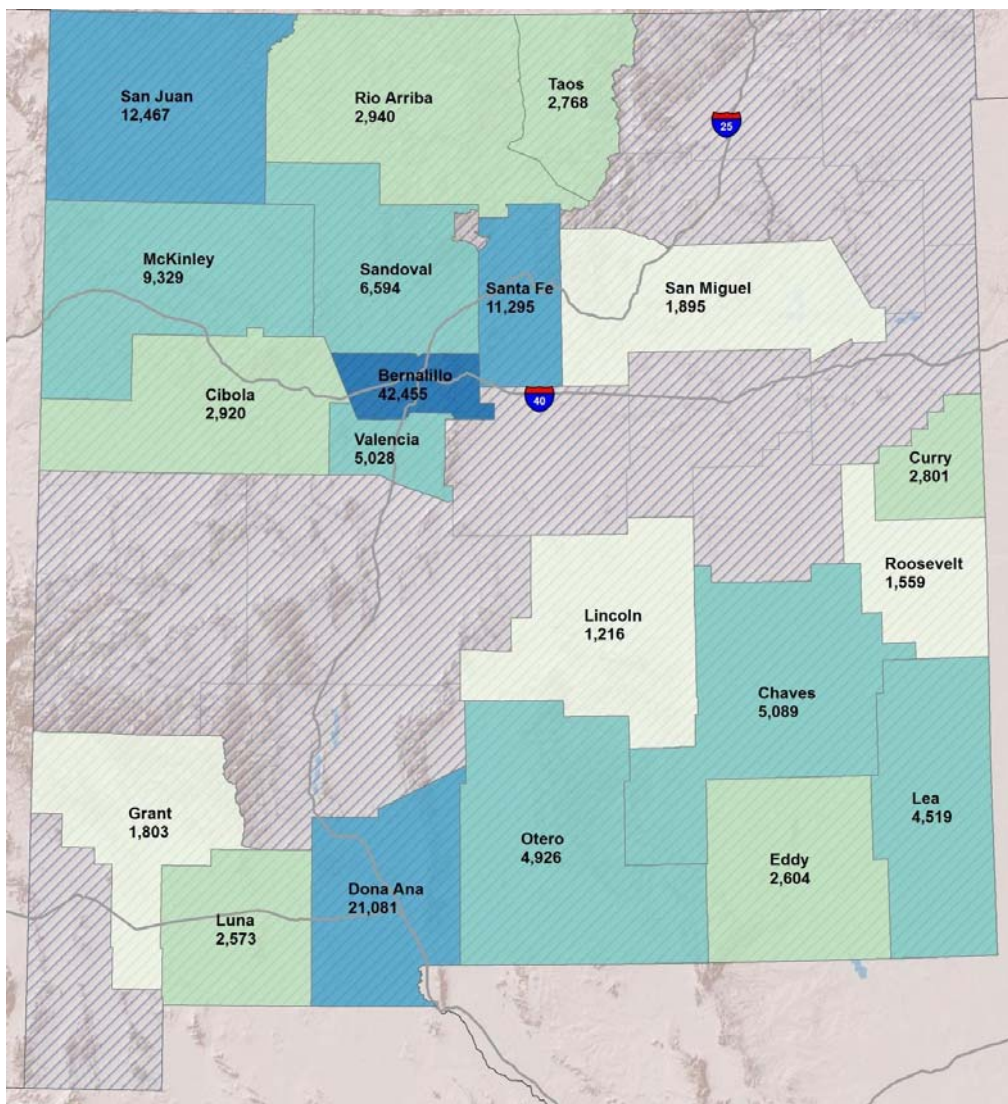


Statewide average in
2010 was 13.2%

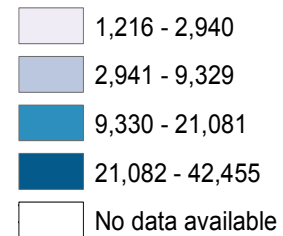


New Mexico Department of Health, Indicator-Based Information System, http://ibis.health.state.nm.us/indicator/view_numbers/NMPopDemoAge_65.Cnty.html. U.S. Census Bureau, 2010 Census. 12% of all age 65+ lived below the federal poverty level. U.S. Census, Population Projections: Table 4. Change in Total population and population 65 and older by state: 2000 to 2030 <http://www.census.gov/population/projections/data/state/projectionsagesex.html>

Estimated Number Of Adults Newly Eligible for Medicaid, By County



Uninsured Adults, Ages 18-64,
Living Below 140% FPL, 2011



Total for Counties
Reported = 145,862

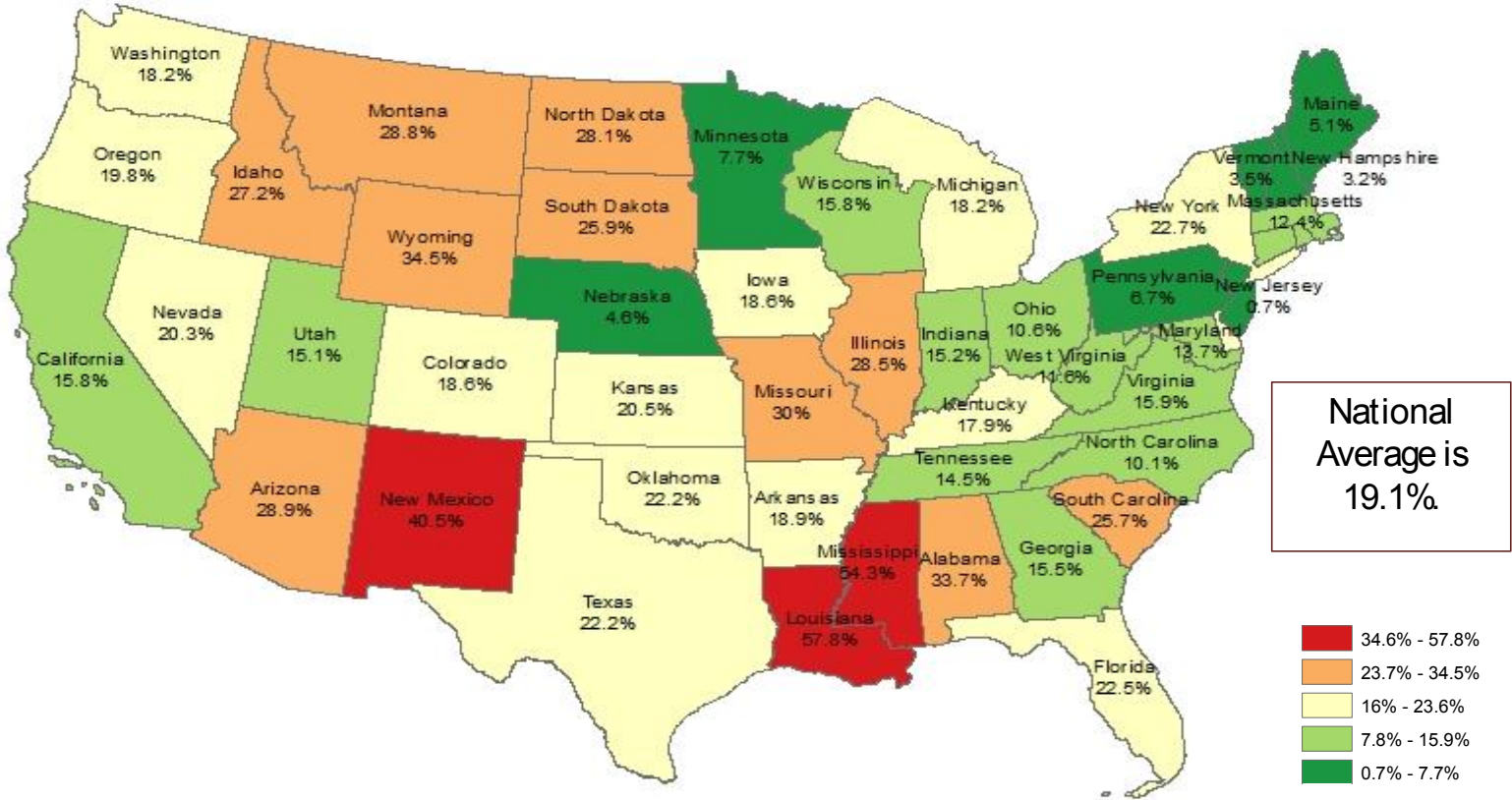
U.S. Census, American Community Survey, 3-Year Estimates, 2009-2011,
B27016: Health Insurance Coverage Status and Type By Ratio of Income
to Poverty Level in the Past 12 Months by Age.

New Mexico's Growing Primary Care Provider Shortage

- The vast majority of the projected 170,000 adults in NM newly eligible for Medicaid in 2014 and beyond have not previously had primary care health homes.
- NM has already struggled to maintain an adequate primary care network (primary care physicians, nurse practitioners, and physician assistants.)
- Already, 32 of 33 NM counties are designated as Health Professional Shortage Areas, or medically underserved.
- 40.5% of NM's population live in a Primary Care Health Professional Shortage Area. Nationally, the rate is 19.1%.

Sources: LFC Brief; HRSA (U.S. Dept. of Health and Human Services, Health Resources and Service Administration), <http://bhpr.hrsa.gov/shortage/updateddesignations/2012June29/primarycarehpsas-6292012.pdf>. Kaiser State Health Facts, New Mexico: HPSA 50 State Comparison. CLP, NM Health Policy Commission.

Percentage Of Population Living In A Primary Care Health Professional Shortage Area, 2012, By State



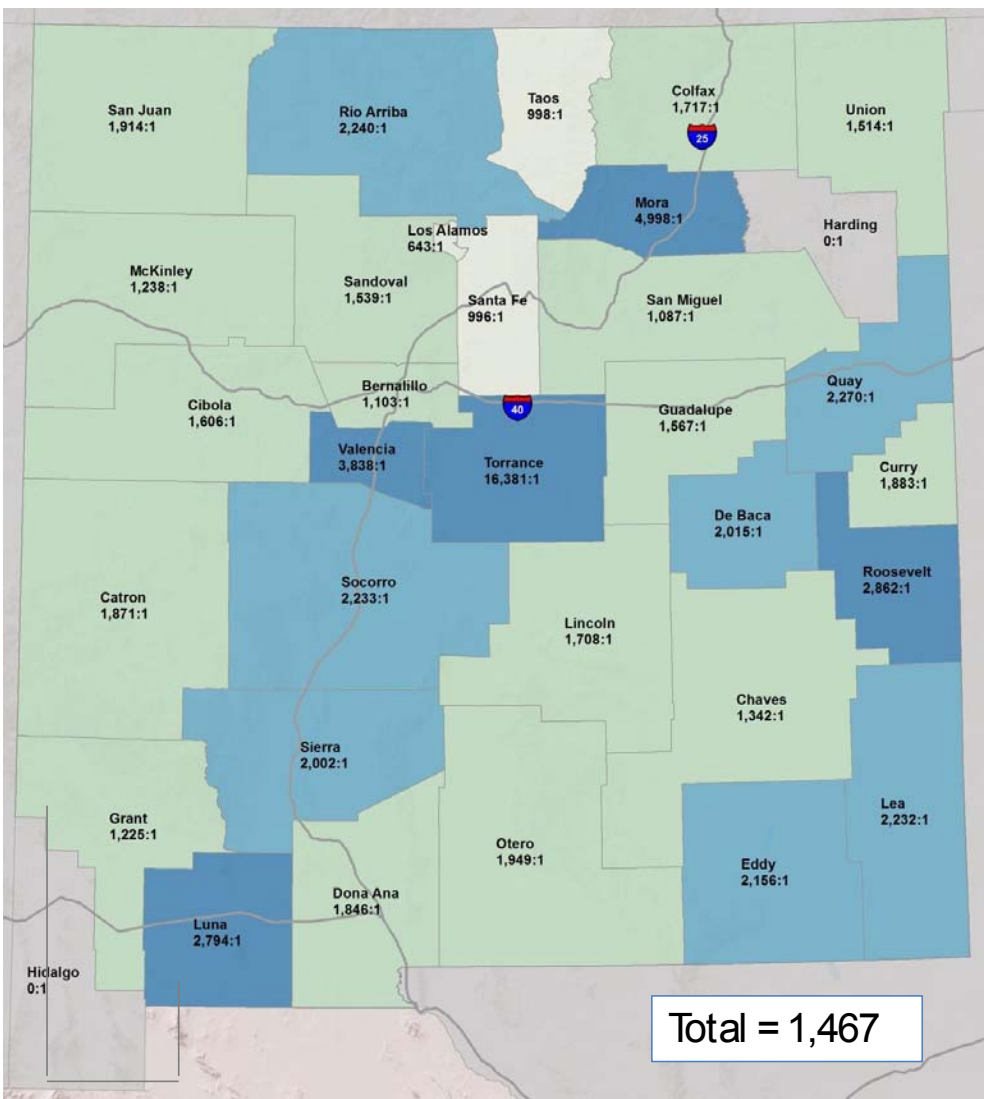
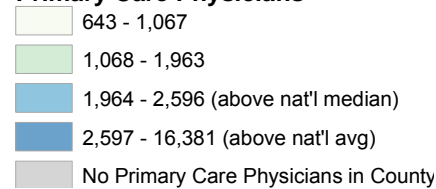
Ratio Of Population To Primary Care Physician, By County, 2012

The number shown represents the number of county residents to each primary care physician working in the county. For example, a ratio of 1,914:1 means that there are 1,914 people for every 1 primary care physician working in the county.

The 2013 County Health Rankings and Roadmaps sets a national benchmark ratio at 1,067:1.

The statewide average ratio is 1,409:1.

Ratio of Population to Primary Care Physicians

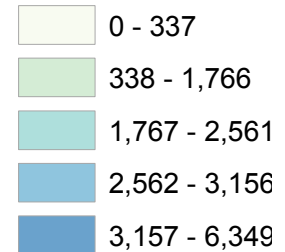
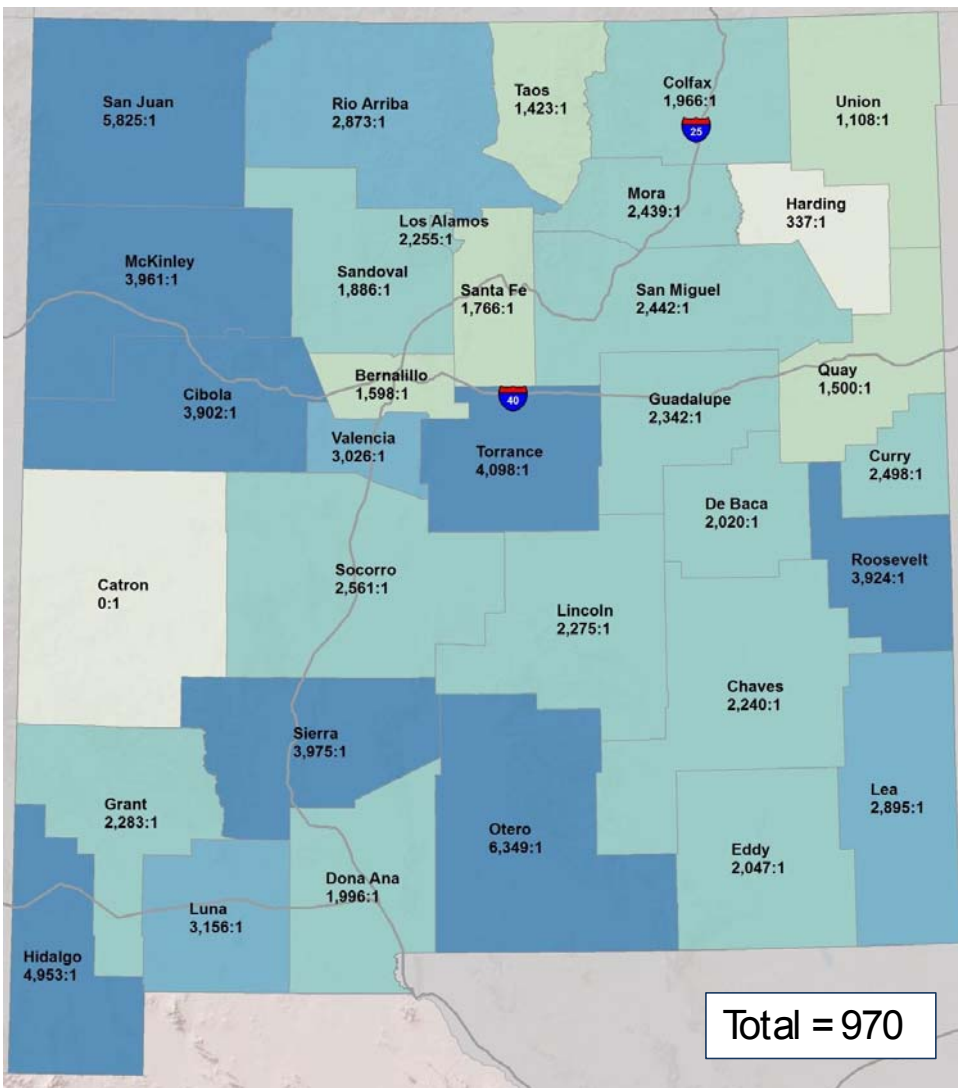


Source: Robert Wood Johnson Foundation, County Health Rankings, 2013. Note: Ratios do not account for usage rates.

Ratio Of Population To Nurse Practitioner, By County, 2012

The number shown represents the number of county residents to each Nurse Practitioner working in the county. For example, a ratio of 1,423:1 means that there are 1,423 people for every 1 Nurse Practitioner working in the county.

The statewide average ratio is 2,100:1.

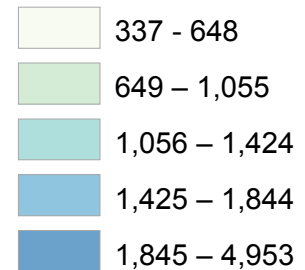
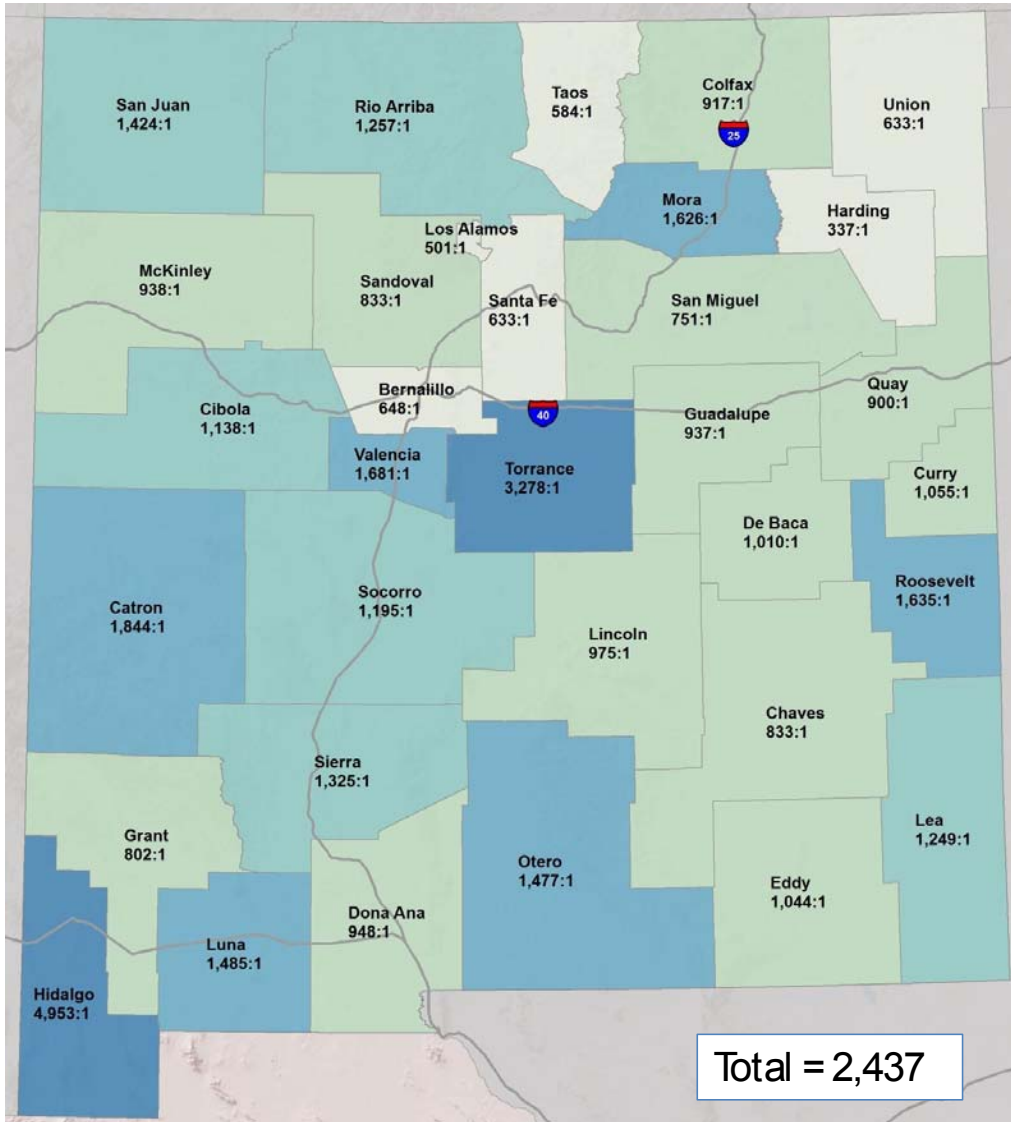


Source: New Mexico Board of Nursing Annual Report for FY2012

Ratio Of Population To Primary Care Providers (Physicians and NPs), By County, 2012

The number shown represents the number of county residents to primary care providers working in the county. For example, a ratio of 1,423:1 means that there are 1,423 people for every 1 Primary Care Physician or Nurse Practitioner working in the county.

The statewide average ratio is 836:1.



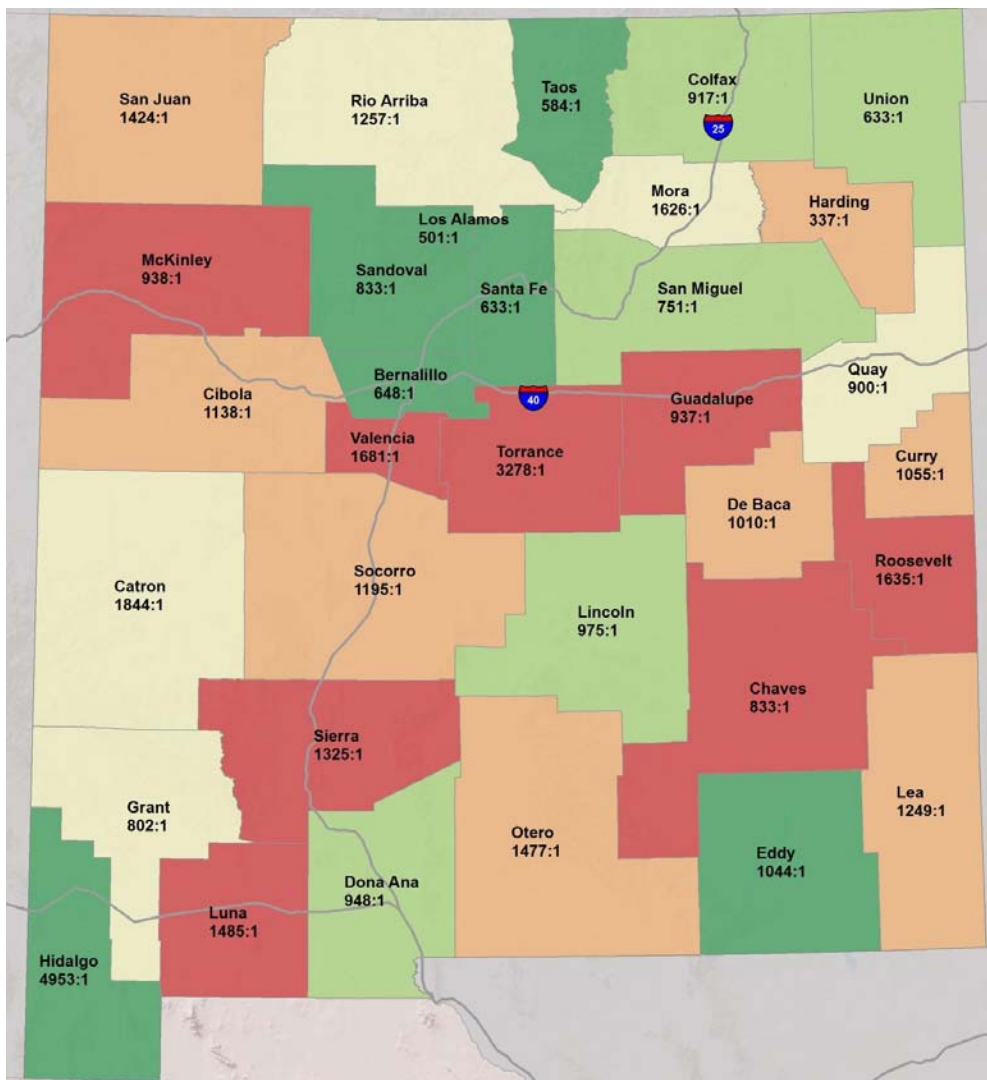
Source: New Mexico Board of Nursing Annual Report for FY2012; Robert Wood Johnson Foundation, County Health Rankings, 2013; U.S. Census, ACS5-year estimates. Note: Ratios do not account for usage rates.

County Provider-to-Needs Gap: Primary Care (MDs and NPs)

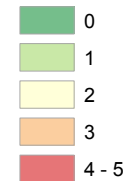
Map colors depict the frequency with which counties ranked in the bottom 8 of 33 counties for the seven major health status indicators.

The number shown represents the number of county residents to each Nurse Practitioner working in the county. For example, a ratio of 2,439:1 means that there are 2,439 people for every 1 nurse practitioner.

The statewide average ratio is 836:1.



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



Sources: NM Board of Nursing 2012 Annual Report; Robert Wood Johnson Foundation, County Health Rankings, 2013; U.S. Census, ACS 5-year estimates. New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, NM Department of Health; Centers for Disease Control, Diagnosed Diabetes Percentage, 2009, New Mexico by County; U.S. Census Bureau, Health Insurance Coverage Status, American Community Survey, 3-Year Estimates, 2009-2011.

The Critical Role Of Registered Nurses In Health Care Provision

RNs as Primary Service Providers

Though health needs and disparities in care provision vary for populations across the state, all rely heavily on health care services of the largest group of health care professionals—Registered Nurses.

RNs provide the bulk of health care services to the state's residents, whether relatively healthy, suffering from chronic disease, aging, or newly insured.

The health care needs of New Mexico's population in 2012 were met in part by the following:

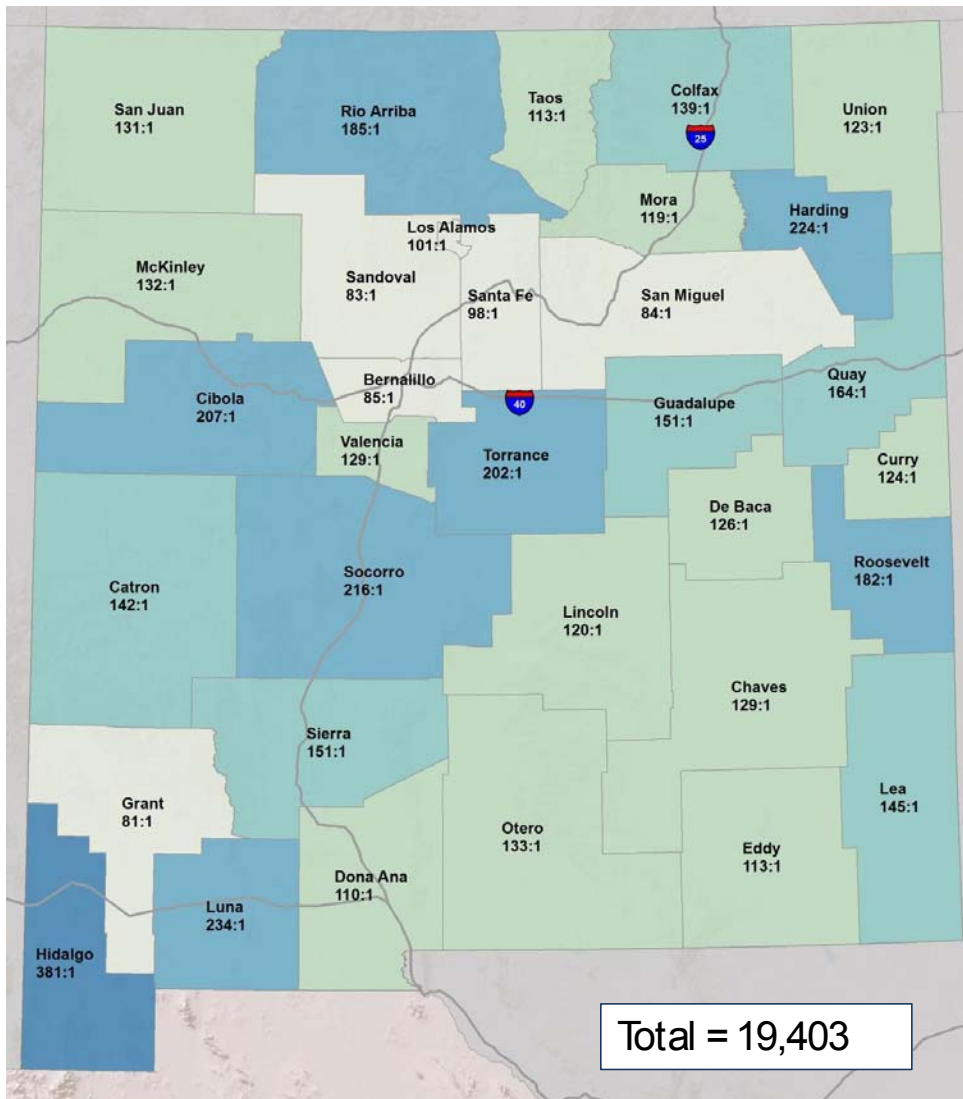
<u>Provider Type</u>	<u>Number</u>	<u>Ratio of Pop:Provider</u>
Primary Care Physicians:	1,467	1,409:1
Nurse Practitioners (primary care):	970	2,100:1
Registered Nurses:	19,403	105:1

Source: Robert Wood Johnson Foundation, County Health Rankings, 2013. and New Mexico Board of Nursing FY2012 Annual Report. Note: Ratios do not account for usage rates.

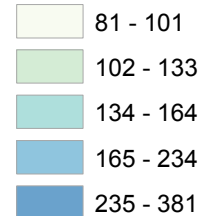
Ratio Of Population To Registered Nurse, By County, 2012

The number shown represents the number of county residents to each Registered Nurse working in the county. For example, a ratio of 131:1 means that there are 131 people for every 1 Registered Nurse working in the county.

The statewide average ratio is 105:1.



Ratio of Population to Registered Nurses



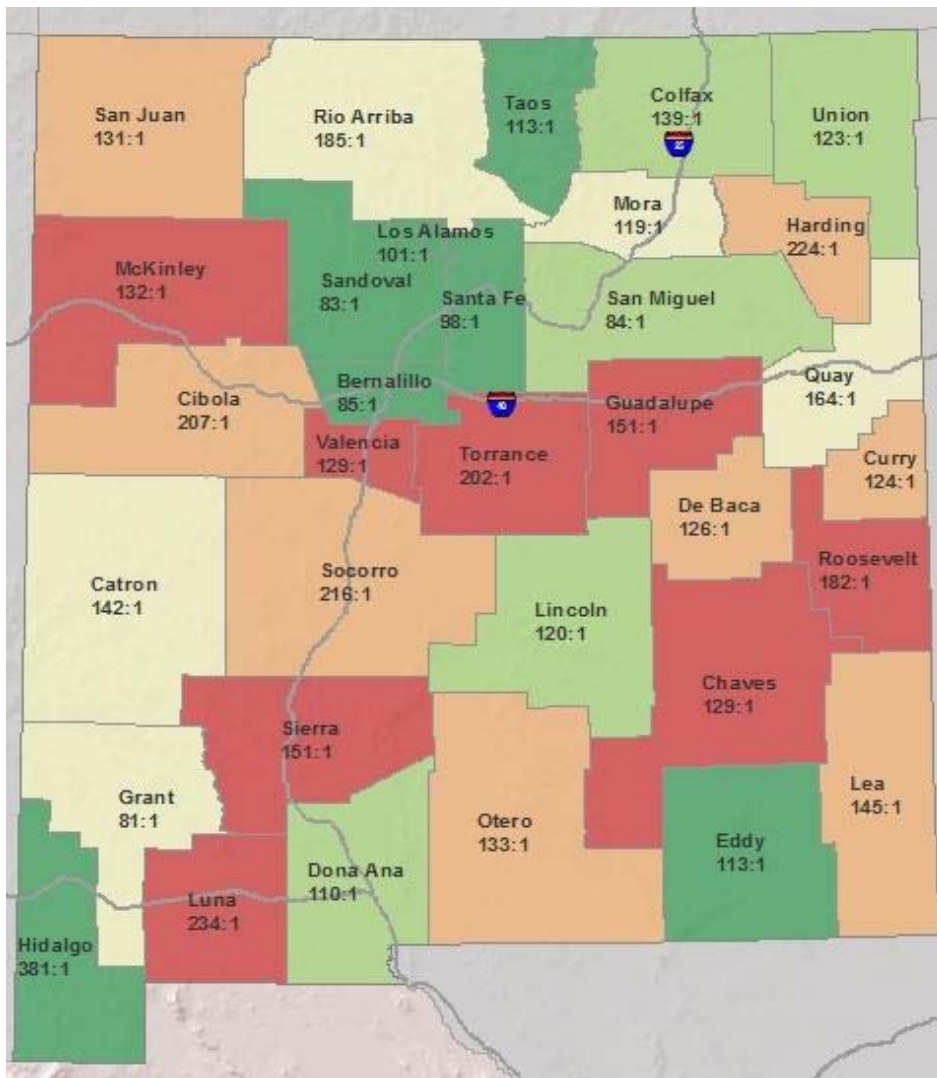
Source: New Mexico Board of Nursing Annual Report for FY2012

County Provider-To-Needs Gap: Registered Nurses

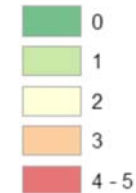
Map colors depict the frequency with which counties ranked in the bottom 8 of 33 counties for the seven major health status indicators.

The number shown represents the number of county residents to each Registered Nurse working in the county. For example, a ratio of 98:1 means that there are 98 residents in the county for each Registered Nurse.

The statewide average ratio is 105:1.



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



Sources: NM Board of Nursing 2012 Annual Report; New Mexico Death Certificate Database, Bureau of Vital Records and Health Statistics, NM Department of Health; Centers for Disease Control, Diagnosed Diabetes Percentage, 2009, New Mexico by County; U.S. Census Bureau, Health Insurance Coverage Status, American Community Survey, 3-Year Estimates, 2009-2011.

Will There Be Enough Nurses To Take Care Of New Mexicans?

Will There Be Enough Nurses To Take Care Of New Mexicans?

Summary of Health Demand Factors

Existing shortages of health care providers – including RNs -- in New Mexico already leave many health demands inadequately addressed. In the several decades ahead, demand is expected to increase due to the growing mean age of the state's population and expanded access to care through health reform measures set to take place in 2014.

Researchers forecast that RN shortages will grow across the country by 2030, with New Mexico projected to face the largest shortage ratio in the nation. Shortage estimates vary, as the state works to identify a reliable forecasting methodology:

- The just-released NM Legislative Finance Committee report, “Adequacy of New Mexico's Health Care System Workforce”, estimates a current shortage of 3,000 RNs, based on the difference between New Mexico and national per capita registered nurse ratios.
- House Joint Memorial 40 in 2009 forecast a shortage of 5,000 RNs by 2020.

Clearly, New Mexico will need more nurses to meet increased demand.

Source: "United States Registered Nurse Workforce Report Card and Shortage Forecast, Juraschek, Zhang, Ranganathan and Lin, American Journal of Medical Quality 2012 (27:241). Legislative Finance Committee Report 13-03, Adequacy of New Mexico's Health Care System Workforce, May 15, 2013.

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