NEW MEXICO DEPARTMENT OF HEALTH

Workforce Innovation to Support Health Status Improvement

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Deputy Cabinet Secretary

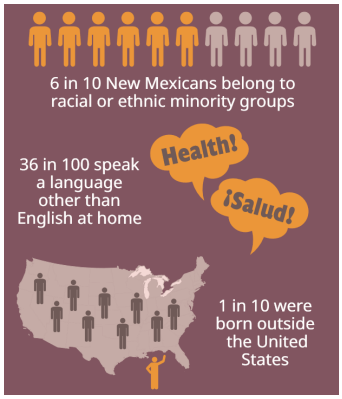
National Academy for State Health Policy
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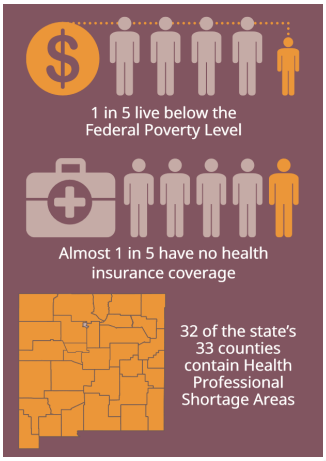
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What we will cover…

- Workforce Partnerships
- Project ECHO
- Telemedicine in Public Health Offices
- Community Health Workers/Promotores de Salud
- Rural Health Policy
- Professional Licensure
- PH WINS
- Strategic Planning

But first... about New Mexico

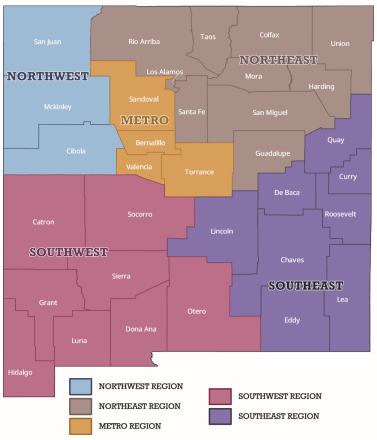




HUNTER - 3

New Mexico Department of Health (NMDOH)

- Centralized state health department
- ~3200 employees
- 53 public health offices
- 5 administrative regions
- 6 health facilities



HUNTER - 4

NMDOH Population Health Priorities



OBESITY: risk factor for nearly every leading cause of death & disability; prevention programs have major impacts



DIABETES: NMDOH leads network of life-changing interventions including prevention & chronic disease self-management programs



SUBSTANCE USE: Focused efforts on preventing opioid misuse & combating overdose; promoting healthy lifestyles free from tobacco



TEEN BIRTHS: primary driver of generational poverty; reducing teen births improves overall health status

HUNTER - 5

Partnerships for Workforce Development

- New Mexico Health Resources
- New Mexico Primary Care Association
- New Mexico Healthcare Workforce Committee



HUNTER - 6

Health Workforce Development Programs

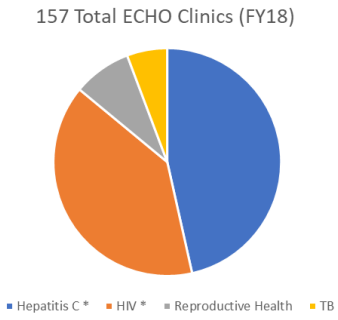


- New Mexico Health Service Corps (NMHSC)
- J-1 Visa Waiver (Conrad 30)
- NM Rural Health Care Practitioner Tax Credit Program (NMRPTC)
- NM Dental Support Center (NMDSC)

HUNTER - 7

Project ECHO
(Extension for Community Healthcare Outcomes)

- A collaborative model of medical education and care management that increases access to specialty treatment in rural and underserved areas
- Supports management of patients with complex conditions



855 unique participants
577 unique patients presented

HUNTER - 8

Telemedicine in Public Health Offices



- In pilot phase
- 6 NMDOH providers
- 8 sites throughout the state – geographically dispersed
- 93 total visits
- A range of direct services

HUNTER - 9

Community Health Workers/ Promotores de Salud



HUNTER - 10

Rural Health Policy

- Office of Primary Care and Rural Health
- Coordinates federal, state and local efforts
- Implements projects to increase primary care
- Assists communities with
  - Recruiting healthcare professionals
  - Grant writing
  - Identifying sources of funding
- Currently developing a new statewide Rural Health Plan

Professional Licensure

- Emergency Medical Services
- Nurse Midwives
- Other Credentialed NMDOH Employees
- REPLICA and eNLC – a state perspective on interstate licensure compacts

PH WINS

- Public Health Workforce Interests and Needs Survey
- Results are being used to inform training and workforce development at NMDOH
- Emphasis on employee recruitment and retention

43% of our workforce is under age 45 with an average longevity of 5.4 years

HUNTER - 13

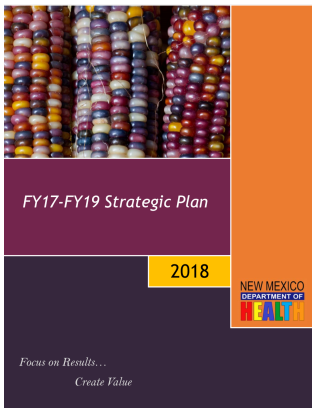
Strategic Planning

Result: An engaged, empowered, and high-performing workforce that supports health status improvement

Indicator: Percent of employees engaged (target - 75%)

Measured by percent of employees who rate:

- Leadership positively on the employee engagement survey
- Supervision positively on the employee engagement survey
- Their employee experience positively on the employee engagement survey



HUNTER - 14



Thank You!

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