Workforce Innovation to Support Health Status Improvement
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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

- 6 in 10 New Mexicans belong to racial or ethnic minority groups
- 36 in 100 speak a language other than English at home
- 1 in 10 were born outside the United States
- 1 in 5 live below the Federal Poverty Level
- Almost 1 in 5 have no health insurance coverage
- 32 of the state's 33 counties contain Health Professional Shortage Areas

New Mexico Department of Health (NMDOH)

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

Partnerships for Workforce Development

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

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
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

Community Health Workers/Promotores de Salud

- CHW Certification Act
- Rules/Regulations
- Certification Board
- Grandfathering
- Standardized Training
- Partnerships & Collaborations
- Universities and Community Colleges
- Associations and Committees
- Legislative Tasks, Forces and Work Groups
- Funding of CHW Services
- Human Services Department
- Managed Care Organizations
- Community Health Centers/Hospitals
- Evaluation
- Certification Process
- Impact on Job Market
- CHW Career Development
- Integration of CHWs
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

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
Thank You!