

# Current and Projected Health Workforce Supply and Demand in Nevada

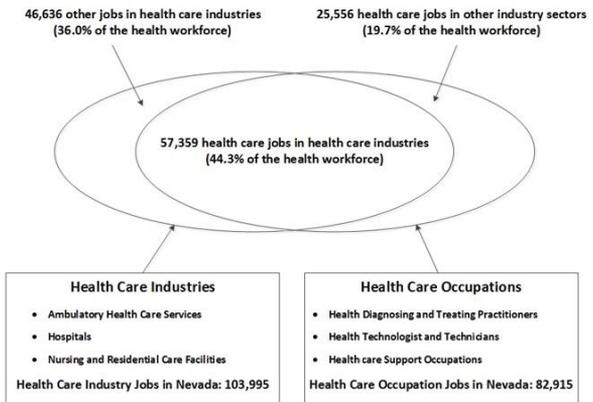
John Packham, PhD and Tabor Griswold, PhD  
Office of Statewide Initiatives  
University of Nevada School of Medicine

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## Nevada's Health Workforce

129,551 total jobs or 10.2% of the civilian workforce in Nevada



Source: Nevada Department of Employment, Training, and Rehabilitation (2015).

# Health Workforce Demand

## Forces Driving Health Workforce Demand

### Primary Factors

- Population growth and aging
- ACA, health insurance coverage expansions
- Economic growth, Tesla/Faraday

### Important, but Secondary Factors

- Population health (demand  $\neq$  need)
- Health care system change
- Science and technological change

## Insurance Coverage Expansion and the Demand for Medical Care

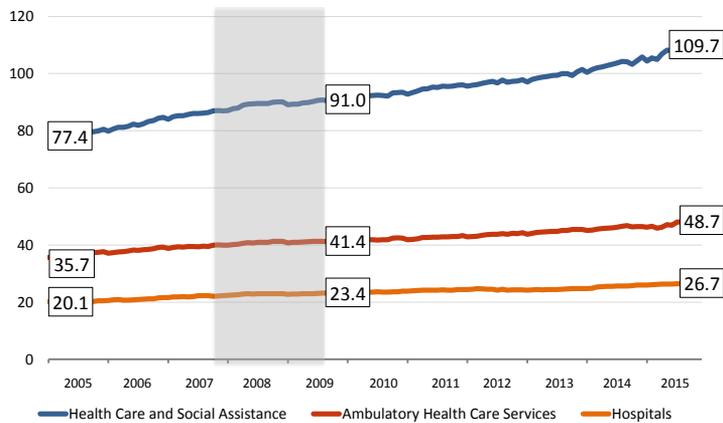
Estimated percent change relative to current demand/utilization in the U.S. (range):

- Inpatient stays: -0.8 to +10.9%
- ED visits: -2.2 to +11.9%
- Office-based visits: +2.2 to +9.7%
- Prescribed medicines: +1.1 to +8.7%

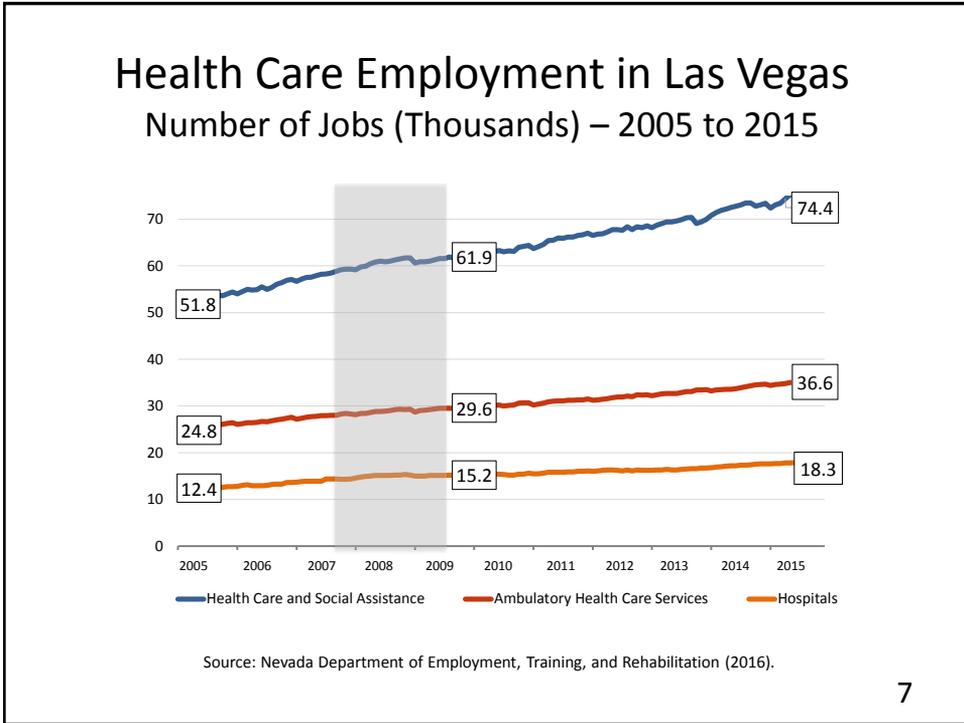
Source: Abraham, JM. "How Might the Affordable Care Act's Coverage Expansion Provisions Influence Demand for Medical Care." *Milbank Quarterly* 92:1:63-87 (2014).



## Health Care Employment in Nevada Number of Jobs (Thousands) – 2005 to 2015



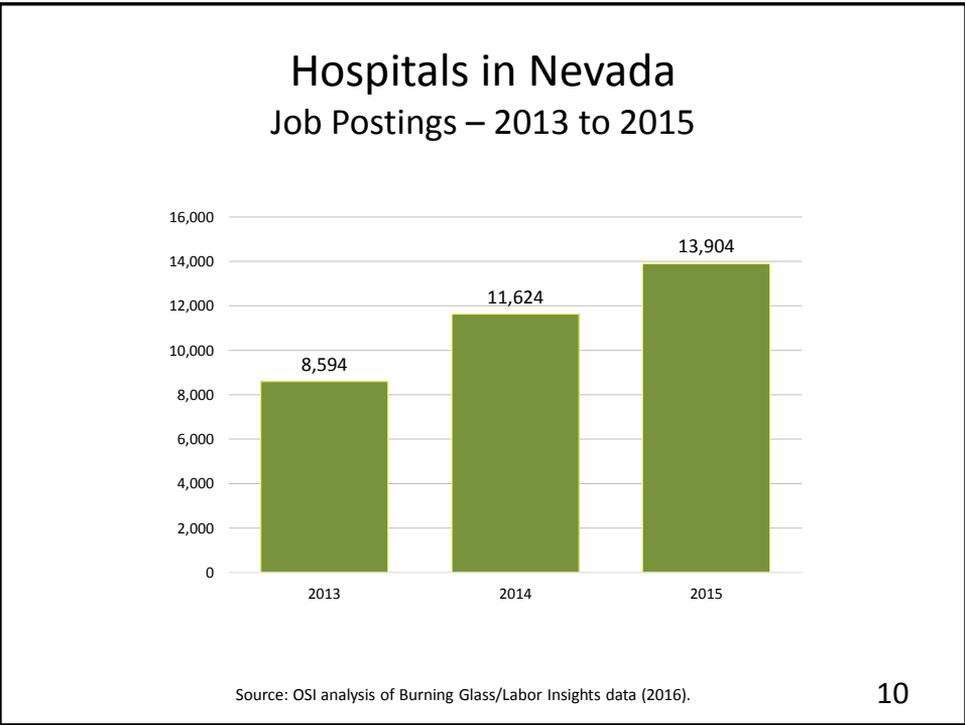
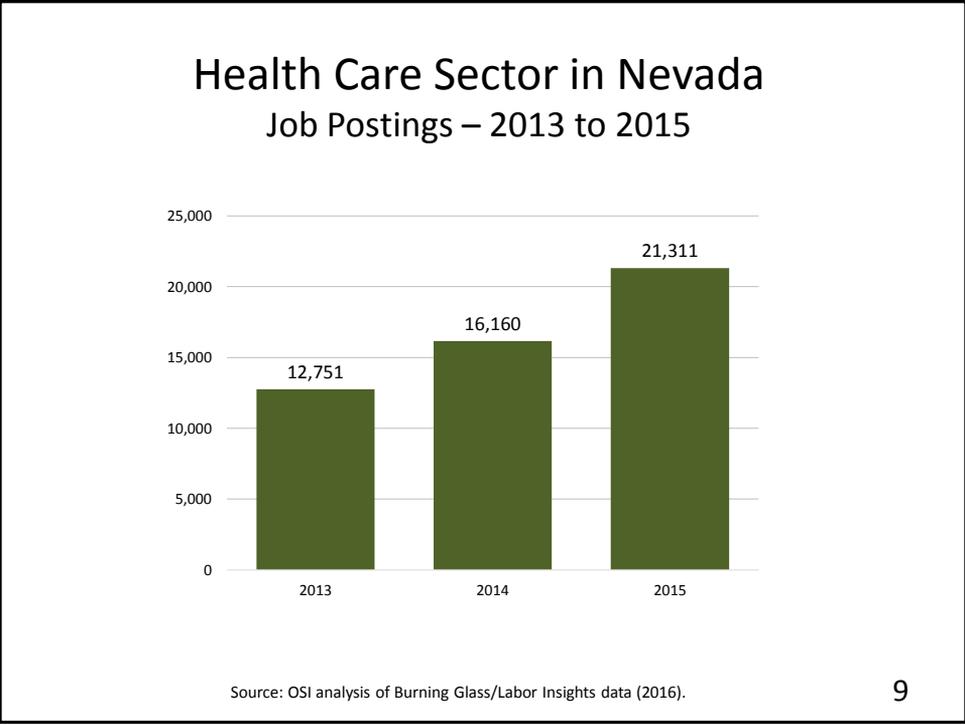
Source: Nevada Department of Employment, Training, and Rehabilitation (2016).

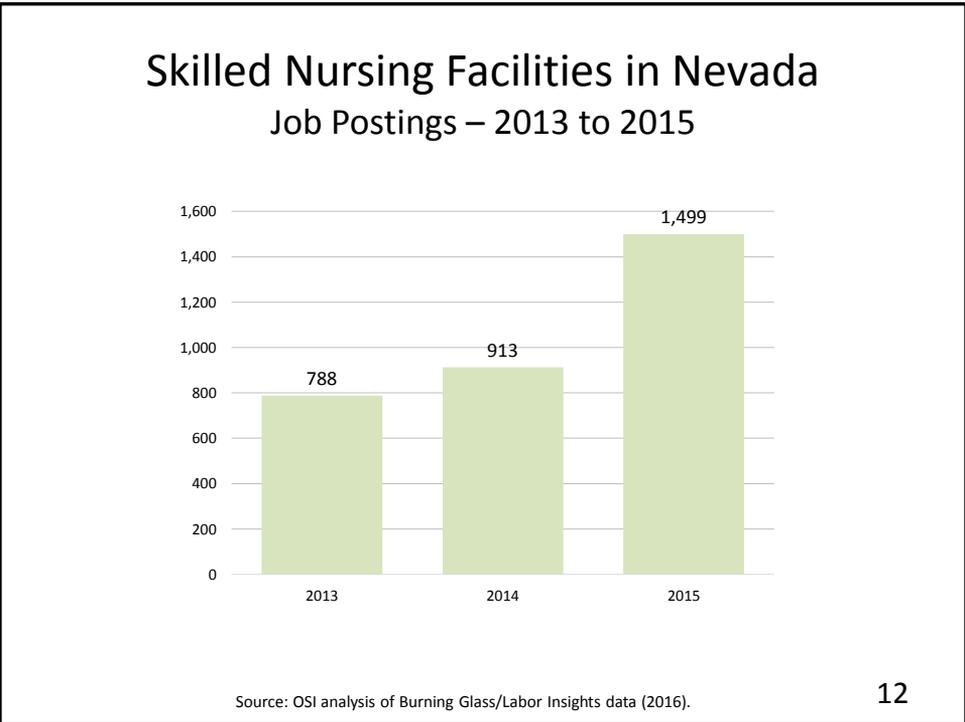
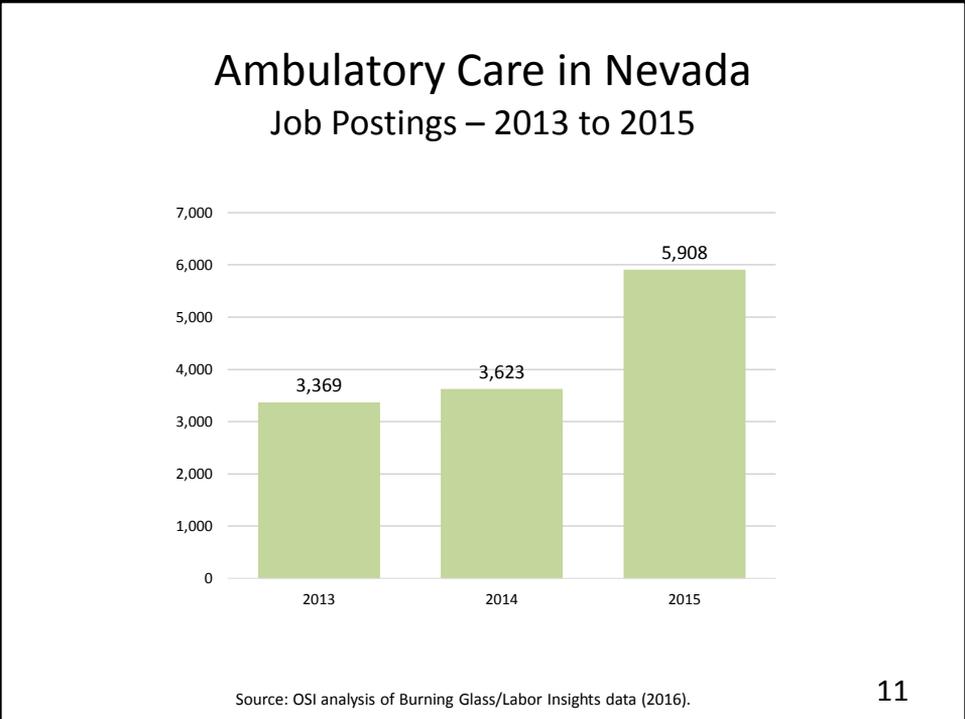


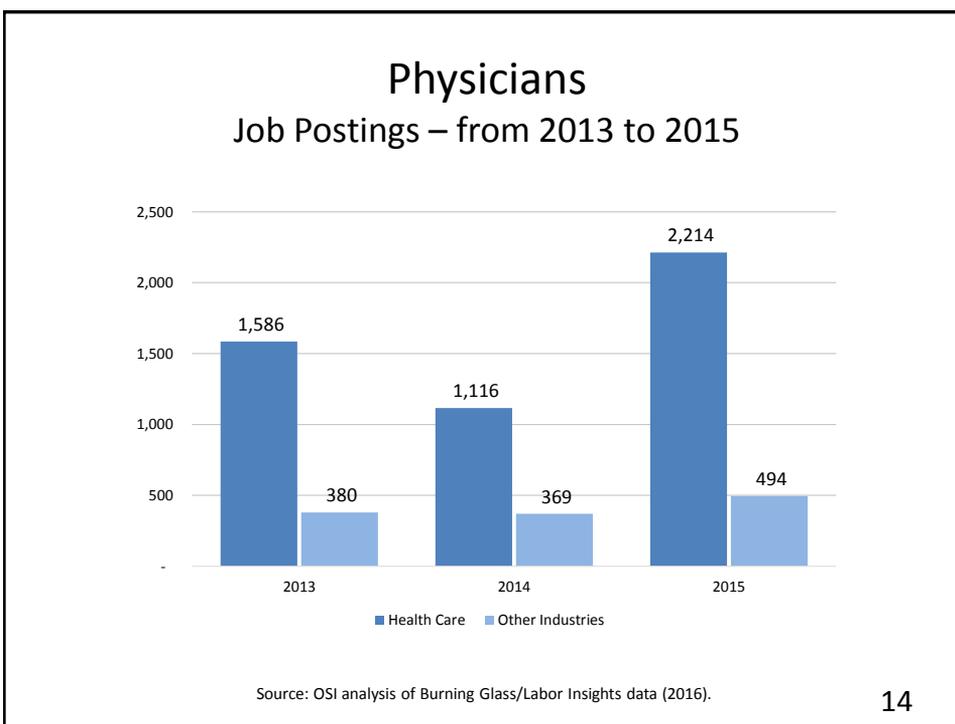
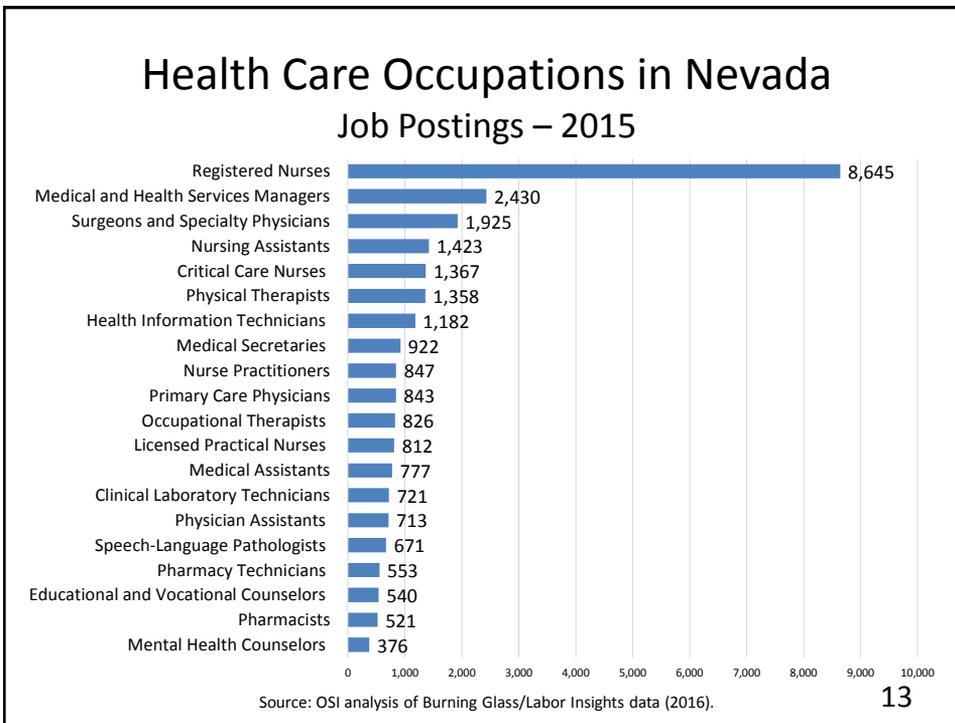
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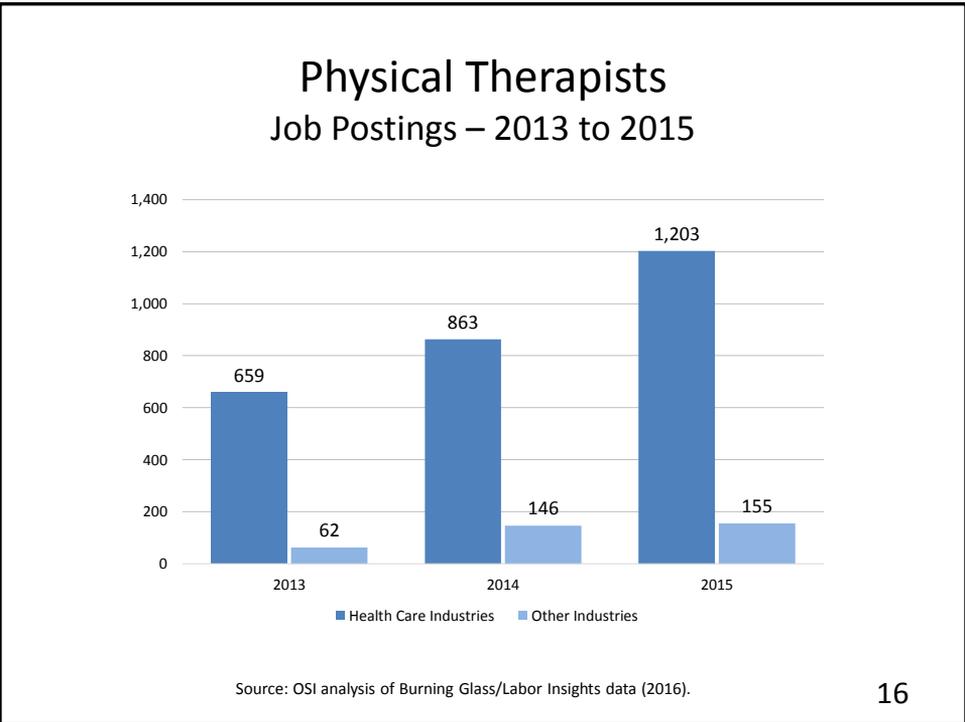
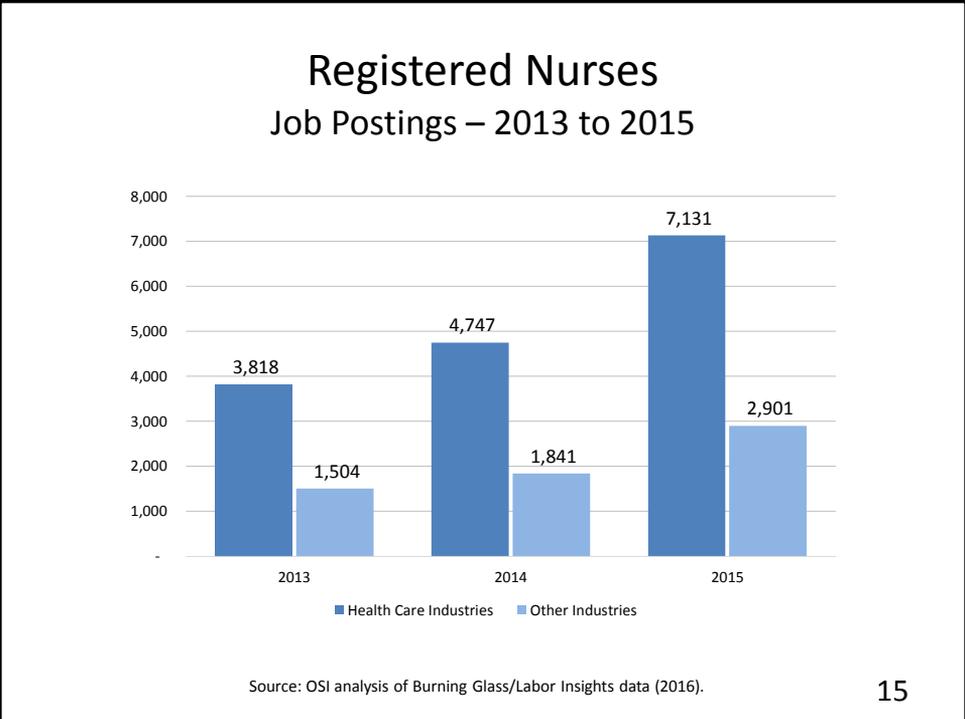
- ### Projected Demand for Health Care Workers by Industry in Nevada from 2012 to 2022
- **Total Health Care and Social Assistance Sector:  
+ 17,661 jobs (+16.3%)**
  - **Ambulatory Care: 6,877 jobs (+15.8%)**
    - *Offices of physicians: 1,602 jobs (+9.5%)*
    - *Offices of dentists: 708 jobs (+9.6%)*
  - **Hospitals: 3,821 jobs (+11.9%)**
  - **Skilled Nursing Facilities: 2,585 jobs (+22.7%)**
- Source: Nevada Department of Employment, Training, and Rehabilitation (2016).

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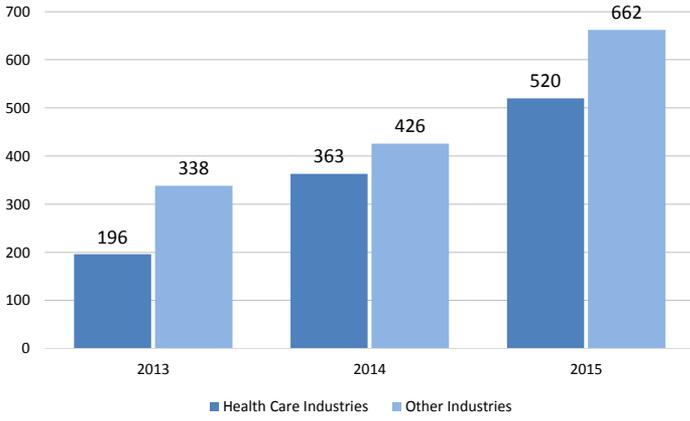






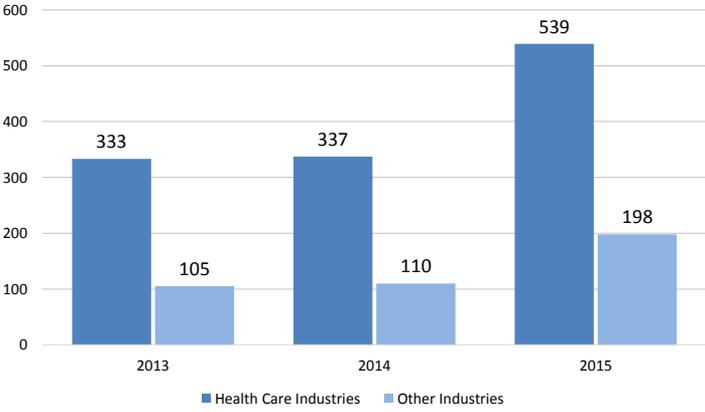


### Health Information Technicians Job Postings – 2013 to 2015



Source: OSI analysis of Burning Glass/Labor Insights data (2016).

### Physician Assistants Job Postings – 2013 to 2015



Source: OSI analysis of Burning Glass/Labor Insights data (2016).

## Health Workforce Demand in Nevada

- Overall growth in health care employment (16.3%) is projected to exceed the average for all occupations in Nevada (13.8%) through 2022
- Population growth and aging, as well as ACA-related insurance coverage expansions will generate above average demand for health care workers in Nevada

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## High Demand Health Occupations in Nevada

- 11 “high demand” health care occupations are ranked among the top 100 occupations in Nevada with the largest projected job growth through 2022
- 20 of the top 35 “high demand” health care occupations possess an average annual salary greater than average annual salary of \$42,310 for all occupations in Nevada
- 22 require a post-secondary degree for licensure in the State of Nevada

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## Health Workforce Supply

### Health Workforce Supply in Nevada

- Steady growth in the number of licensed health professionals across most professions
- “Treading water” in the number of licensed health professionals per capita for some, not all
- Severe health workforce shortages compounded by an aging health workforce and ensuing ACA-related demand
- Persistent specialty shortages and geographic maldistribution of physicians and most other health professionals

## Current Physician Workforce Rankings

Number of Active Licensees per 100,000 Population

- Physicians, MD & DO – 48<sup>th</sup>
- Patient Care Physicians – 48<sup>th</sup>
- Primary Care Physicians – 50<sup>th</sup>
- Patient Care Primary Care Physicians – 50<sup>th</sup>
- Residents & Fellows – 47<sup>th</sup>
- Residents & Fellows in Primary Care – 48<sup>th</sup>

Source: UNSOM Office of Statewide Initiatives (2016).

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## Current Physician Workforce Rankings

Number of Active Licensees per 100,000 Population

- Anesthesiology – 24<sup>th</sup>
- General and Family Practitioners – 46<sup>th</sup>
- General Surgeons – 51<sup>st</sup>
- Internal Medicine – 30<sup>th</sup>
- Obstetricians and Gynecologists – 45<sup>th</sup>
- Ophthalmologists – 49<sup>th</sup>
- Orthopedic Surgeons – 51<sup>st</sup>
- Pediatricians – 47<sup>th</sup>
- Psychiatry – 47<sup>th</sup>

Source: UNSOM Office of Statewide Initiatives (2016).

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## Current Nursing Workforce Rankings

Number of Active Licensees per 100,000 Population

- Registered Nurses – 51<sup>st</sup>
- Nurse Practitioners – 51<sup>st</sup>
- Certified Nurse Anesthetists – 50<sup>th</sup>
- Licensed Practical Nurses – 48<sup>th</sup>

Source: UNSOM Office of Statewide Initiatives (2016).

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## Current Health Workforce Rankings

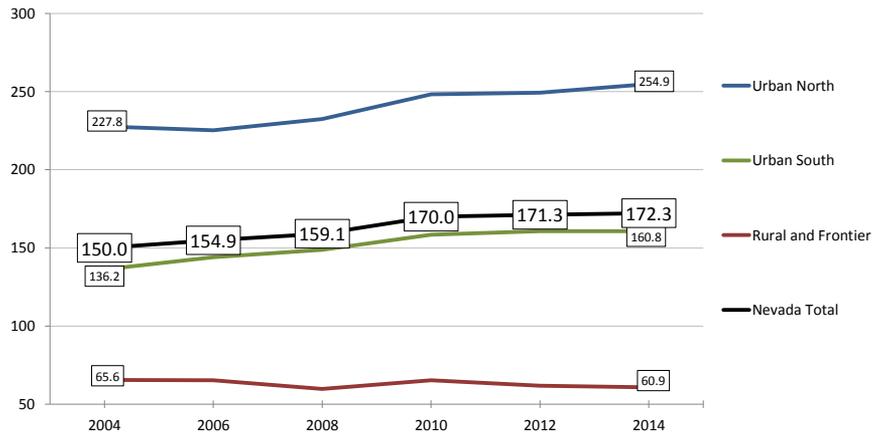
Number of Active Licensees per 100,000 Population

- Dentists – 34<sup>th</sup>
- Dental Hygienists – 36<sup>th</sup>
- EMTs and Paramedics – 36<sup>th</sup>
- Pharmacists – 38<sup>th</sup>
- Physical Therapists – 45<sup>th</sup>
- Physician Assistants in Clinical Practice – 38<sup>th</sup>
- Psychologists – 47<sup>th</sup>

Source: UNSOM Office of Statewide Initiatives (2016).

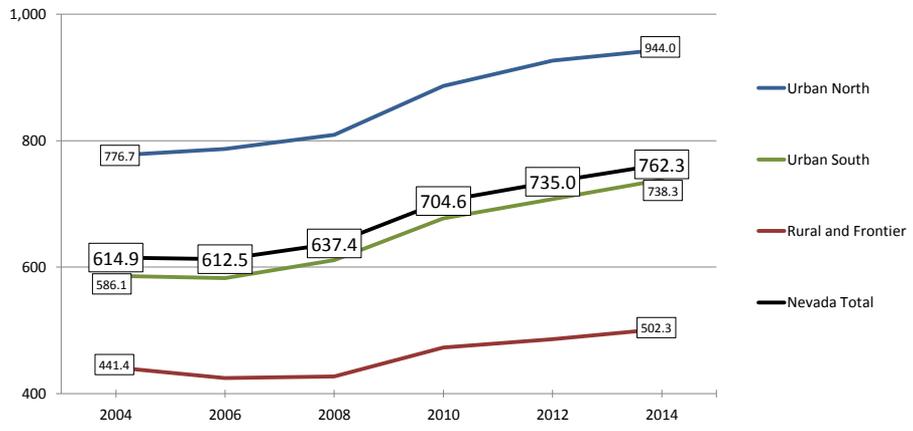
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### Number of Licensed Allopathic Physicians (MDs) per 100,000 Population in Nevada – 2004 to 2014

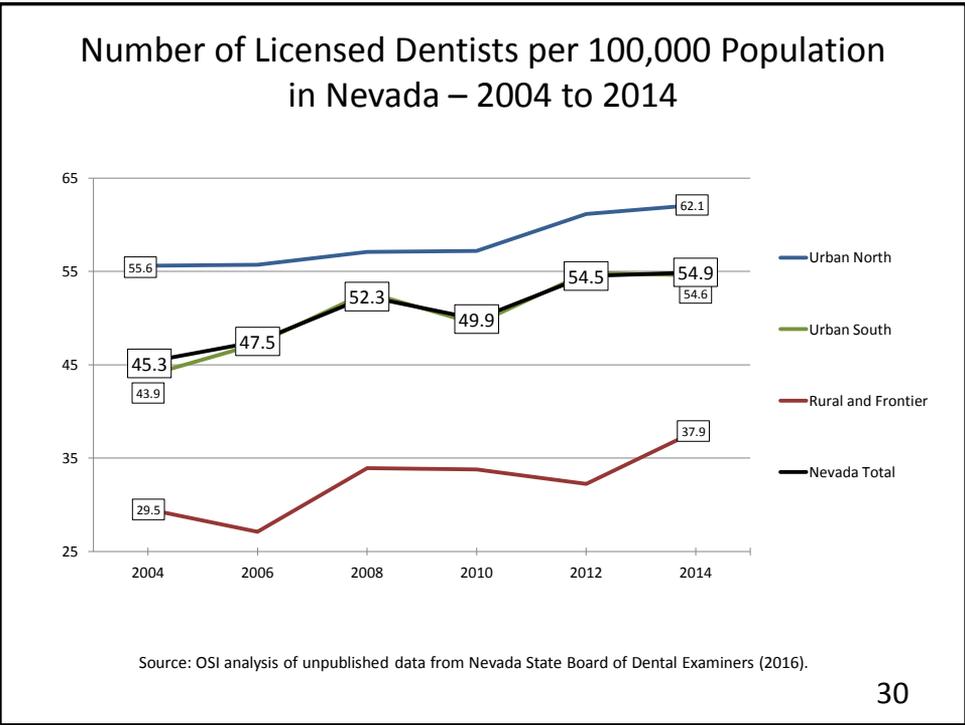
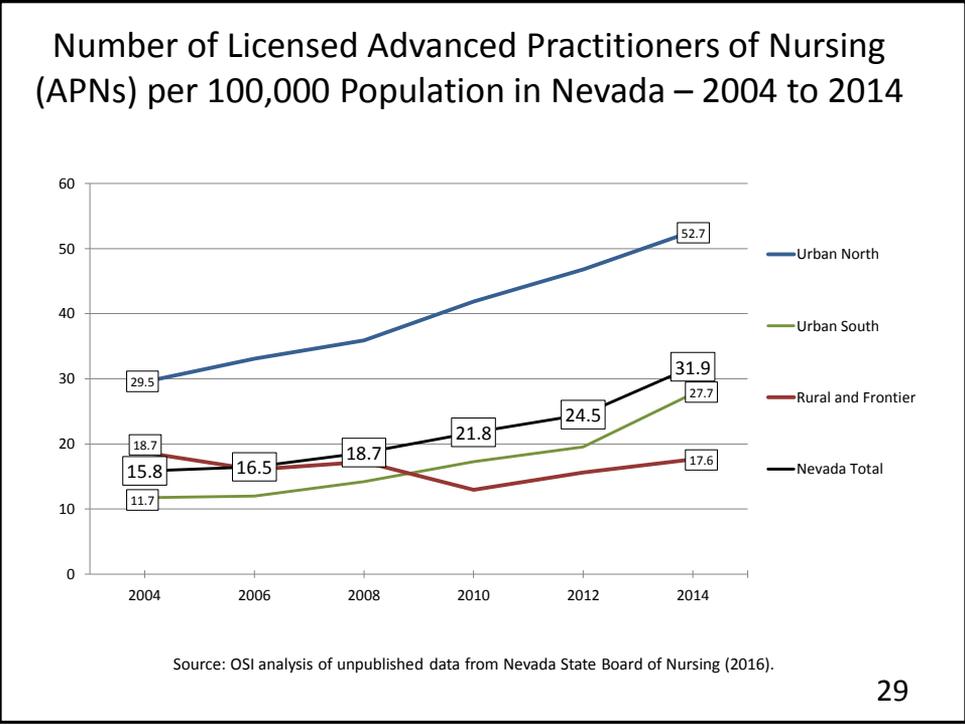


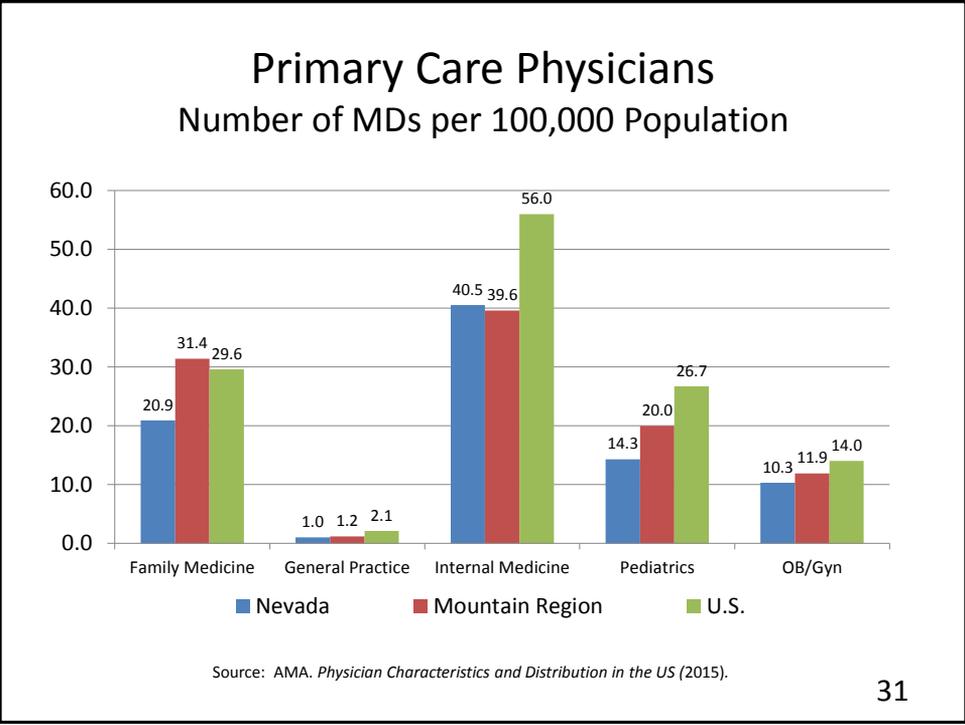
Source: OSI analysis of unpublished data from Nevada State Board of Medical Examiners (2016).

### Number of Licensed Registered Nurses (RNs) per 100,000 Population in Nevada – 2004 to 2014

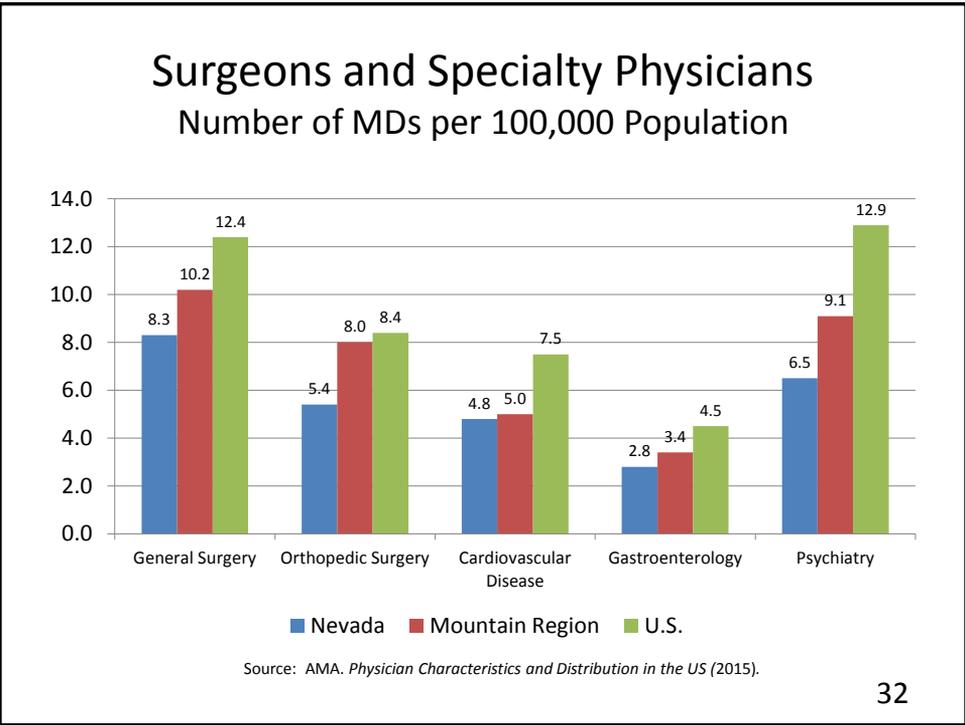


Source: OSI analysis of unpublished data from Nevada State Board of Nursing (2016).

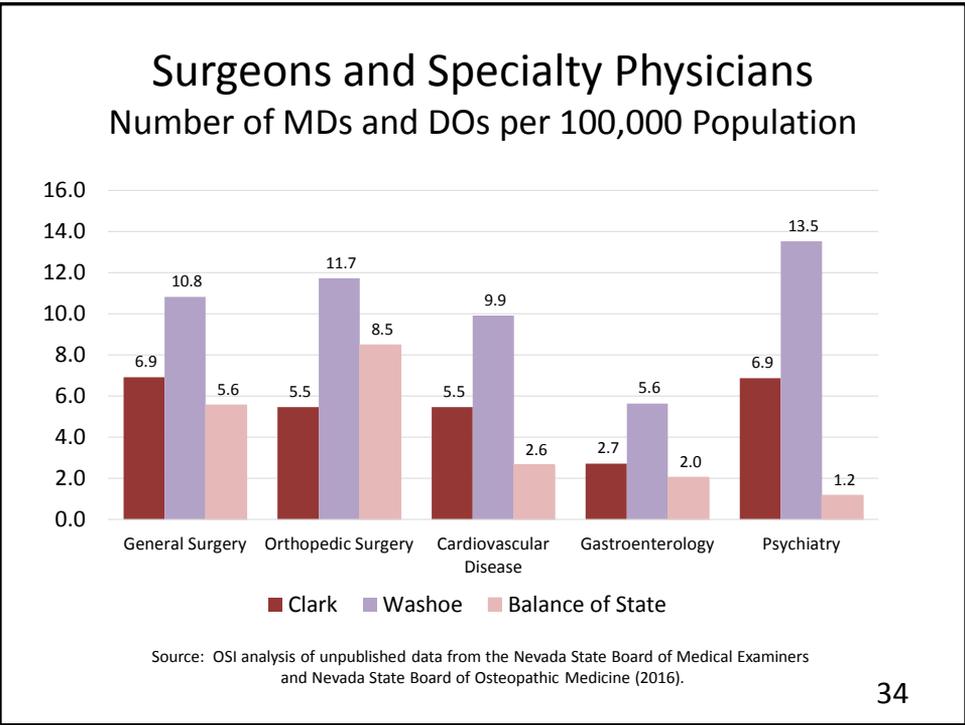
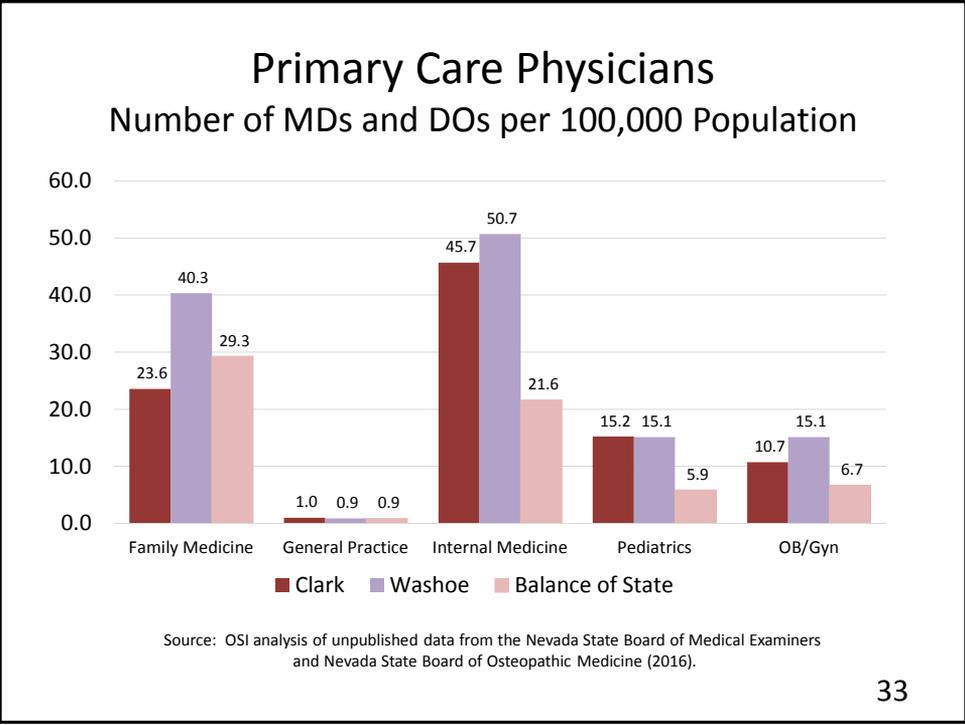




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## Primary Care Health Professional Shortage Areas (HPSAs) – 2016

- 962,156 Nevadans reside in a primary care HPSA (33.7%)
- 815,657 urban residents in Nevada (31.8% of urban residents) live in a primary care HPSA, including 613,000 residents of Clark County
- 142,476 rural residents (49.8% of rural residents) live in a primary care HPSA
- 9 single-county primary care HPSAs

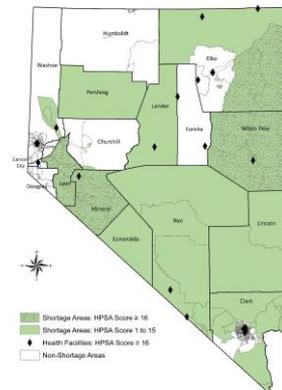


Source: OSI analysis of data from the Health Resources Services Administration (2016).

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## Dental Health Professional Shortage Areas (HPSAs) – 2016

- 903,241 Nevadans reside in a dental HPSA (31.7%)
- 757,815 urban residents in Nevada (29.5% of urban residents) live in a dental HPSA, including 612,710 residents of Clark County
- 145,426 rural residents (50.8% of rural residents) live in a dental HPSA
- 8 single-county dental HPSAs



Source: OSI analysis of data from the Health Resources Services Administration (2016).

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## Mental Health Professional Shortage Areas (HPSAs) – 2016

- 1.5 million Nevadans reside in a mental HPSA (53.3%)
- 1.2 million urban residents in Nevada (48.1% of urban residents) live in a mental HPSA, including 736,908 residents of Clark County
- 286,251 rural residents (100.0% of rural residents) live in a mental HPSA
- 16 single-county mental HPSAs



Source: OSI analysis of data from the Health Resources Services Administration (2016).

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## Health Workforce Research, Planning, and Policy in Nevada

## Policy Levers

- Higher education programs and capacity – esp., public programs and opportunities
- Health professions licensing and regulation
- State policy and budget – esp. funding for higher education health education programs
- Federal policy – esp. support for health workforce education and training
- K-12 education pipeline

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## Proactive versus Reactive Health Workforce Research and Planning

- Need for better data on health workforce demand, esp., industry workforce needs
- Need for better data on current and projected supply of health workforce, esp., health professions MDS and graduate retention
- Need for real world health workforce supply and demand modeling and estimates, e.g., primary care demand

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## Demographic Characteristics of the RN Workforce in Nevada – 2015

Region	Highest Level of RN Education		Age	Hispanic
	Associate	Baccalaureate		
Clark County	44.8%	47.3%	46	6.2%
Washoe County	53.5%	43.1%	45	3.8%
Carson City	68.0%	25.5%	50	2.4%
Rural Counties	74.4%	24.3%	49	6.0%
Total	48.9%	44.3%	46	5.6%

Source: OSI analysis of Nevada Nursing Minimum Data Set (MDS) data provided by the Nevada State Board of Nursing for the calendar year 2015 (N=8,690) (2016).

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## Retention of Physicians Completing UNSOM GME in Nevada – 2006 to 2015

2015 (N=103)	Beginning Practice	Continuing GME or Other	Total
Remaining in Nevada	42.7%	7.8%	50.5%
Leaving Nevada	33.0%	16.5%	49.5%
Total	75.7%	24.3%	100.0%

2006 to 2015 (N=773)	Beginning Practice	Continuing GME or Other	Total
Remaining in Nevada	44.1%	7.4%	51.5%
Leaving Nevada	35.8%	12.7%	48.5%
Total	79.9%	20.1%	100.0%

Source: Griswold & Packham. *OSI Annual UNSOM GME Exit Survey* (2015).

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## Retention of Students Completing NSHE Nursing Education Programs – 2010 to 2014

Current Employment Status at Graduation	Number	Percent
Working or have been offered a job in Nevada	520	26.9%
Seeking employment only in Nevada	781	40.3%
Offered a job or seeking employment in another state	100	5.2%
Seeking employment in multiple states, including Nevada	228	11.8%
Continuing education or not actively seeking employment	307	15.9%
Total	1,936	100.0%

Source: OSI analysis of NSHE Survey of Graduating Nursing Students (2016).

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John Packham, PhD  
 Director of Health Policy Research  
 Office of Statewide Initiatives  
 University of Nevada School of Medicine  
 (775) 784-1235  
[jpackham@medicine.nevada.edu](mailto:jpackham@medicine.nevada.edu)  
<http://www.medicine.nevada.edu/osi>



University of Nevada  
 School of Medicine