



October 10, 2016

The Honorable Brian Sandoval  
Governor of Nevada  
101 North Carson Street  
Carson City, Nevada 89701

Dear Governor Sandoval:

On August 18, 2016, The Governor's Workforce Development Board (GWDB) Industry Sector Council on Health Care and Medical Services held its first meeting since the reorganization of the Industry Sector Councils authorized by [Executive Order 2016-08](#).

The first meeting was informational. Therefore, no recommendations were proposed and no actions were taken. The meeting provided members with context of the Sector Council's purpose, duties, goals and objectives. Health care and medical services labor market data was shared, focusing on top occupations, industry trends, state and national economic comparisons to serve as a foundation for future meetings when members will provide data-driven recommendations and insights. A common meeting structure was also shared to promote effective and efficient meetings.

The attached page below contains key takeaways from the Sector Council meeting. The Council will revisit issues on occupations, skills, and educational needs of Nevada's health care and medical services sector in December 2016. I will provide a report and share any recommendations and insights from the Council members following the December meeting.

While minutes of the meeting are not finalized, I have prepared a summary of key takeaways below. No action is required. The meeting summary below is condensed for succinctness. Thus, the summary may include additional content that I overlooked, but such changes will be transmitted in the final meeting minutes.

On behalf of the Council members, thank you for providing Nevadans with this forum.

Respectfully submitted,

*Manny Lamarre*

Executive Director  
Governor's Office of Workforce Innovation

## **Key Takeaways from August Health Care and Medical Services Sector Council Meeting**

- A chair and vice chair was elected
- A common meeting structure was established

### **Data Presented by DETR and GOED**

- Employment in health care and medical services is projected to grow from 105,700 jobs in 2016 to 123,400 jobs in 2024.
- Top three health care and medical services industry occupation groups based on GOED consensus rankings:
  1. Health diagnosing and treating practitioners
  2. Health technologists and technicians
  3. Counselors, social workers, and other community social service specialists
- Eleven occupations ranked in the top 25 high demand occupations list by GOED’s consensus ranking also appeared in the top 25 when sorted by “jobs below national average”.

### **Sector councils discussed in-demand occupations, emerging industry trends, and human capital needs as it relates to education, skills, and experience:**

- The employer presentation revealed several high demand positions in the health care and medical services industry, which council members concurred were high demand and difficult to fill in their experience as well. The positions mentioned in the presentation and by council members were:

✓ Registered Nurses (RN)	✓ Physical Therapists	✓ Nurse Practitioners
✓ Medical Lab Technologists	✓ Occupational Therapists	✓ Physician Assistants
✓ Respiratory Therapists	✓ Clinical Lab Scientists	✓ Mental Health Practitioners

- Council members had concerns that the data presented by DETR and GOED did not declare mental health practitioner as high a need as perceived by the Council. Included in the discussion was an emphasis for skills and training in addiction counseling. Also mentioned were the difficulties incurred by clients due to the syphoning and movement of mental health practitioners from one entity to another, where coverage may change due to the practitioner’s move from an in-network provider to an out-of-network provider.
- Some Council members projected that demand for nurse practitioners and physician assistants would increase in order to reduce the amount of time and effort expended directly between physician and patient. Members stated this increased demand is heavily influenced by insurance companies wishing to reduce costs, where physician/patient interaction is much more expensive than interactions between patients and nurse practitioners and/or physician assistants.
- A skill projected by the Council to increase in demand is the ability to coordinate care and case/project management. It was mentioned that registered nurses, certified nursing assistants, and aides would need these skills as the coordination of transitions between in-patient and out-patient care would most likely see an increase, due to large demand for patients, especially the elderly, to remain independent and at home. Costs for home care are lower than care that takes place in a facility or nursing home and if reimbursement structures were to change in response to these lower costs, demand would largely increase.

### **Comments and key points on training and education:**

- Training programs and institutions of higher education lack the resources and capacity to meet industry demand and applicant interest. Specifically, less than half the applicants for health care programs at TMCC are accepted due to the lack of capacity and resources.
- Vital partnerships between employers/industry and institutions of higher education, such as St. Mary’s Health Network and TMCC, exist and need to continue to be developed and facilitated.

- Members expressed that training programs that include career ladder resources need to be developed. Similar to a career pathway, career ladder resources provide training leading to advanced medical certifications and professional certifications, elevating current staff to higher levels, increasing wages, and encouraging staff to remain in Nevada. TMCC stated that they have programs leading to advanced certifications in the pipeline.
- Some members shared that they believed jobs exist for which there are no training programs, leading to those interested in health care careers going out of state for training and employers having to recruit from out of state, incurring relocation and recruitment expenses to do so.

### **Next steps**

OWINN will share an *Industry Occupations Insight survey* with Sector Council members and a broader list of employers. The survey will focus on top consensus occupations and skills within the industry and capture information that complements the Sector Council meeting discussions. Recommendations will be developed from that reported information for the Council's consideration during a meeting tentatively scheduled for early December.