



GOVERNOR'S OFFICE OF WORKFORCE INNOVATION

# HEALTH CARE INDUSTRY SECTOR COUNCIL MEETING REPORT

APRIL 2022

Nevada Governor's Office of Workforce Innovation  
[gowinn.nv.gov](http://gowinn.nv.gov)



# SUMMARY

Governed by NRS 232.935, the State Industry Sector Councils are formal advisory committees representing a mix of employers, labor, education, and others, that provide feedback and guidance to state agencies and systems to strengthen alignment of current and future state resources. The councils assemble employers, organized labor, post-secondary education, or other relevant groups or individuals that identify as part of or supportive of the related industry sector. The initial active sectors include Logistics & Distribution, Information Technology, Manufacturing, and Health Care. After a period of inactivity, these four councils began meeting quarterly via Zoom in March and April 2022.

Information, including agendas and meeting links, slides, meeting videos, lists of voting members, and other general information will be kept updated here:

[https://gowinn.nv.gov/SectorCouncil/Sector\\_Council/](https://gowinn.nv.gov/SectorCouncil/Sector_Council/).

Comments and program feedback are compiled into the enclosed quarterly report.

## Key takeaways from this meeting:

- There are many hard-to-fill positions in this sector from primary care physicians to technicians, lab scientists, and IT professionals.
- There is tremendous market competition.
- They are looking for remote work which is challenging in this industry.
- People who want to come here to work who are fully qualified and fully licensed in other states are deterred because the delays to become licensed in Nevada are too long.
- Employers would like to look at how to incentivize staff to work as instructors on a part-time basis.
- Loan repayment programs could help and housing down payment help could also make a difference for young professionals.
- Nepris for Nevada is a valuable tool to strengthen the connection between Nevada's industry and education.



# EMPLOYER INTRODUCTIONS

## UNIVERSITY MEDICAL CENTER (UMC)

Shana Tello, Las Vegas

**Hard-to-fill:** Specialists, doctors, nurse practitioners, physician assistants, nurses, CT and surgical technicians. IT positions.

**Challenges:** There is tremendous market competition. Candidates are considering wages and lifestyle more closely. They are looking for remote work which is challenging in this industry. Dual career opportunities are also a challenge. It's difficult to attract top talent, particularly physicians, if good jobs can't be identified for partners.

Turnover is highest within the first year which may be connected to the competition. They may be attracted to bonuses or higher pay across the community.

It's also very difficult to find instructors and professors, partly because the requirements are so stringent. Would love to look at how to incentivize staff to work as instructors on a part-time basis.

## NEVADA STATE COLLEGE

June Eastridge, Statewide

Echoes what Shana shared.

**Hard-to-fill:** The Nursing shortage is a huge ongoing problem, and this exacerbates the shortage of nurse educators. There 7 current vacant positions which is 25% of the faculty.

**Challenges:** The standards for nurse educators must be high because the system needs to produce high quality nurses. Nurses with the right credentials can make around \$100,000 annually and nurse educators average \$80,000 annually. The wages need to be addressed.

More faculty are wanting to work remotely for pre-licensure programs and the outcomes data does not support that that is the best approach for training new nurses.

There's also a huge reality shock for nurses beginning clinicals and those entering the profession. Many quit or leave within the first year because it wasn't what they expected.

## COMAGINE HEALTH

Jerry Reeves, Las Vegas

Medicare quality improvement organization in Nevada. Jerry also serves as president of the Desert Meadows Area Health Education Center (AHEC), is the chair for the Medical Practice Commission for the State Medical Association and is chair of the membership committee of the Clark County Medical Society. The work of Comagine Health is largely related to the aged and aging populations which is growing faster than the healthcare workforce is growing. 50% of the spend for *Medicaid* is spent on the elderly and disabled.

**Hard-to-fill:** Primary Care Physicians. Certified Nurse Assistants and Personal Care Assistants.

**Challenges:** Licensure delays – people who want to come here to work who are fully qualified and fully licensed in other states are deterred because the delays are too long. There are small things that can be done with how our licensing boards process applications that could speed up the time from graduation and decisions to move here to the time of being able to start work.

In order to attract individuals into the profession in the state, we need better Medicaid payment rates so we are competitive with other states.

The amount of loans required to complete medical, nursing, or pharmacy school is significant. Loan repayment programs could help. House down payment help could also make a difference for young professionals.

The system needs more mentors.

## **DIGNITY HEALTH ST. ROSE DOMINICAN**

Katie Ryan, Las Vegas

Agrees with all of the comments shared so far.

**Hard-to-fill:** Medical Technicians, CV Surgical Technicians, Nurses (vacancy rate of 9.09% for the market – ICU, CV Surgical, and Nurse Managers).

## **CHARLES RIVER LABORATORIES**

Danielle Brown, Reno

Pre-clinical research organization. Pharmaceutical or biotech companies will contract for research.

**Hard-to-fill:** Entry-level scientists to work in the labs (BS or AS degrees) or higher-level scientists (PhD level) to work in lab science or toxicology.

**Challenges:** Cost of living in Reno is very high and so is the competition. Employees are taking other jobs because they need more money because they can't afford to live. It's hard to attract higher level scientists because the local pipeline is small, and cost of living prevents folks from relocating.

## **NEVADA HOSPITAL ASSOCIATION**

Patrick Kelly, statewide

**Hard-to-fill:** Most of the hard-to-fill positions have been mentioned but wanted to add lab techs, medical techs, and phlebotomists. There is such a critical need for nurses.

**Challenges:** Cost of living in Reno is very high and so is the competition. Employees are taking other jobs because they need more money because they can't afford to live. It's hard to attract higher level scientists because the local pipeline is small and cost of living prevents folks from relocating.

# SERVICE EMPLOYEES UNION INTERNATIONAL (SEIU)

Grace Vergara-Mactal, statewide

Agrees with what's been said. Engaged with many community partners including the Filipino Nurses Association.

**Challenges:** The licensure issue is a big barrier to recruiting nurses from different parts of the world. Before you can be approved for a visa, you need to take the CGFNS – the international nursing licensure which also includes English proficiency. When you arrive, you are required to take the NCAS – the licensure to practice in the US AND another English proficiency exam. There are too many steps and it's not clear if these are federal or state requirements.

Many nursing schools require a 4.0 GPA for entry. We want to maintain a high bar to ensure high patient care, but the nursing shortage is also contributing to low quality care.

Nurses that were previously full time left to take per diem positions in telehealth so they can work from home.

Cost is a huge barrier. Why go to college and accrue huge debt when you can go to work now in good jobs without a degree.



# DATA PRESENTATION & FEEDBACK

- The Health Care and Social Assistance Industry is up 2,400 jobs from February 2020 / 3% higher than the pre-recession peak.
- This Industry currently makes up 9.8% of the state’s total employment, comparable to the state’s Accommodation Industry.



- As of March, Nevada’s Unemployment rate is at 5% which, historically, is very low, but it is still one of the highest unemployment rates in the country.
- Nevada is at the lowest weekly unemployment claims number since 1990 which means there is very tight competition for workers.



- The median annual earnings is \$75,268 which is nearly equal to the national average.
- 73.7% of the workforce is female.
- The age distribution is typical of most industries with 24.6% in the 25-34 range, 24.0% in the 35-44 range, and 20.9% in the 45-54 range.
- 46.6% are white, 21.5% are Hispanic or Latino, and 16.5% are Asian.

## DETR – DAVID SCHMIDT

Nevada has been #1 in the nation in year-over-year employment growth for the past 5 months straight and we’ve been #1 or #2 for the past 12 months. Overall, Nevada is within 10,000 jobs from total employment lost in the last recession.

The sub-industries with the largest employment and highest wages are Offices of Physicians, ex. Mental Health, and General Medical and Surgical Hospitals. Compared to the beginning of the Covid recession, wages in all three of the state’s metro areas has gone up significantly and the distribution of jobs across sub-industries has remained fairly stable.

Over the past several decades, the labor force participation has dropped substantially compared to the national average – down to the 20<sup>th</sup> percentile. This is toward the lowest range we’ve ever seen, particularly compared to other states.

Within Health Care nationally, there are more than double the number of hires than there are job postings.

## GOED – CHELSEA WALBURG

GOED has merged a number of sub-industries into a Health and Medical Services industry to attempt to better look at this sector in Nevada overall.

When looking at the diversification of Nevada’s industrial breakdown, the trends that were present between 2010 and 2019 were accelerated by the COVID recession. Health and Medical Services went from 7.3% of the total jobs in 2010 to 9.1% in 2021.

There were 131,247 jobs in the Health and Medical Services Industry in 2021 which is 27% below the national average. This sector has grown 43.0% over the last decade which compares to 21.3% growth nationally.

## EMPLOYER FEEDBACK

Jerry Reeves – We have a low level of services available compared to what seniors are used to receiving in states like California where they may move from so the expectations on the health care workforce are higher than what the workforce can meet.



# Strengthening connections between Nevada Industry and Education

## PARTNER PRESENTATION & FEEDBACK

The State of Nevada has invested heavily in strengthening the connection between Nevada's industry professionals and Nevada's educators.

[1-minute Video: Nepris in Action](#)

Funding is being leveraged to provide full access to every middle and high school educator across the state and nearly 8,000 educators have signed up to date.

Action for you:

1. Create a (free) Industry Professional account on [nevada.nepris.com](https://nevada.nepris.com)
2. Browse Volunteer Opportunities
3. Offer a live Industry Chat

Contact Amy Fleming ([afleming@gov.nv.gov](mailto:afleming@gov.nv.gov)) for personalized training and to brainstorm how you can engage through the platform.



# PARTNER INTRODUCTIONS

## DEPARTMENT OF EMPLOYMENT, TRAINING, AND REHABILITATION, BUSINESS SERVICES DEPARTMENT

Vivian Arias, Southern Nevada

Available to post positions in the state system.

## LAS VEGAS GLOBAL ECONOMIC ALLIANCE

Bill Regenhardt, Las Vegas

In addition to bringing businesses into the region, LVGEA also focuses on business retention and expansion. As the Director for Workforce Development, **Bill would be happy to work with employers on plans to expand their workforce** and provide connections to workforce resources available in Southern Nevada.

## HIGH SIERRA AREA HEALTH EDUCATION CENTER (AHEC)

Andrea Gregg, Northern Nevada

AHECs advocate for the importance of K-12. Even though it's a long-term plan, we need to be diligent about leveraging these facilities and employer partners to convene and formalize the partnerships. AHECs support career development beginning at 5<sup>th</sup> grade and continue through graduate level school.

Added the importance of Public Health and Behavioral Health professionals. Also added that loan repayment is huge. More attention should be given to lifting caps on the Medicare residency restrictions to expand opportunities. Look at the state's loan requirement program because the large match requirement is a barrier to access funds.

Will be launching the state's first Community Health Worker pre-apprenticeship in August, and they are **looking for employer partners**.

## HOPE FOR PRISONERS

Earl McDowell, Las Vegas

Work with second-chance individuals who were formally incarcerated. There are many individuals that would like to get into Health Care and their offenses do not prohibit them to do so. Please **reach out if you have open positions** that could be a good fit for this population.



# **NEVADA DEPARTMENT OF EDUCATION, OFFICE OF CAREER READINESS AND ADULT LEARNING AND EDUCATION OPTIONS**

Jenn Fisk, statewide

This office manages the state's Career and Technical Education (CTE) programs across the state and Jenn oversees the health sciences programs. Programs are currently being revised and they are looking for feedback from employers of Medical Assistants to engage with this process.