

Summary: Workforce Needs and Opportunities

****Specific Workforce Needs:****

1. **Billing and Coding:**

- Remote billing for billers
- Certified biller program
- Outsourcing billing (paying \$70,000 a month)

2. **Healthcare Professionals:**

- Shortage of cutters (outpatient, inpatient)
- Registered Nurses (RNs)
- Radiology technologists
- EMS, EMT, basic/intermediate
- Lab techs
- Physician Assistants (PAs)
- Speciality areas
- Health administrators
- Health administrator program

3. **Support Services:**

- Housing for support staff & providers
- Transportation

****Challenges in Hiring Individuals with Past Incarceration or Substance Use Challenges:****

- Incarcerated individuals face challenges in passing screenings and drug tests.
- Hospitals cannot hire felons due to federal funding restrictions.
- Alternative ways of getting licensed, such as weekend and night classes, need to be explored.
- Educational institutions need to focus on creating a welcoming culture.

****Essential Skills and Qualifications:****

- Critical thinking
- Communication (soft skills)
- Interviewing
- Budgeting
- Teachability (willingness to learn)

****Stakeholders for Network Involvement:****

- Educational systems at all levels
- Tribal communities
- Jail communities
- Local officials for funding and advocacy

****Educators and Support Opportunities/Partnerships:****

1. **Luna Community College:**

- Pre-nursing students need better preparation.
- Opportunities for EMT and nursing assistant training.
- Partnership opportunities with organizations for on-site training.

2. **UNM-Taos:**

- Challenges in hiring faculty due to changing requirements.
- Need for soft skills development.

3. **K-12:**

- Focus on teaching essential skills and addressing social and economic factors affecting students.

****Community and Data Impact:****

- Consider the impact of data on communities and the need for direct staff to address basic needs.
- Hiring resource navigators and mental health resource navigators can help support the community.

****Cultural Awareness and Inclusivity:****

- Organizations need to be culturally aware and consider the cultural norms of the communities they serve.

****Peer Support and Entry-Level Opportunities:****

- Peer support programs can provide entry-level opportunities in healthcare.
- Understanding the different skill sets needed for various positions and interactions with different individuals.
- Programs for parents to support education while meeting family needs.

****Workforce Development and Youth Programs:****

- Programs like internships and phlebotomy training can help individuals enter the workforce.
- Youth and adult programs for education and healthcare field support.
- Navigators and job coaches for guidance and resources.

****Challenges in Background Checks:****

- Challenges with background clearance processes and the impact on recruitment.
- Questions on applications regarding incarceration and felonies.
- Addressing the impact of past convictions on employment opportunities.

****HR Best Practices and Norms:****

- Openness about convictions and character assessment in hiring.
- Sharing HR best practices and creating internal policies.
- Addressing implicit biases and defining professionalism.