

Health Professional Recruitment

New Mexico Health Resources

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New Mexico Health Resources, Inc.

- Non-profit agency established in 1981, partially funded by the NM Department of Health.
- NMDOH support for Health Professional recruitment: \$372,000.
- Recruit at no charge for Rural Primary Health Care Act contractors, Critical Access Hospitals and those organizations employing National Health Service Corps loan re-payers and scholars.

NMHR is a Referral Agency

- Substantial state, national and international outreach.
- NMHR refers candidate information to clinics, hospitals and practices across the state.
- Candidates and organizations can enter information through our websites:
- <http://www.nmhr.org>
- <http://www.3RNET.org>
- FY22-23, 2,186 contacts, 1,252 referrals, 106 facilitated placements.
- About 50 – 70 physicians hired annually combined NMHR and J-1 Conrad 30.
- Fundamental: identification of actual job openings: On July 26 there were 671, 164 of them Behavioral Health.

Match Known Community Openings With Candidates

- NMHR acts as a “match.com” of actual health care job opportunities in the state.
- Makes the practice search process easier and more efficient for organizations that cannot afford the expenses involved in recruitment.
- NMHR attracts candidates locally and nationally to compete for positions in New Mexico communities.

What NMHR Does Beyond Referrals

- Financial Aid resources.
- Career Counseling.
- Information on various systems of care.
- Resume/CV preparation and assistance.
- Interview and contract support.

Sources of Financial Aid

National Health Service Corps



New Mexico State Government



**NEW MEXICO
HIGHER EDUCATION DEPARTMENT**



Loan Repayment Websites

National Health Services Corps Loan
Repayment:

<https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program>.

NMHED Health Professional Loan
Repayment Program:

<https://hed.state.nm.us/financial-aid/loan-repayment-programs/health-professional>

“Truisms” in Health Professional Recruitment

- Recruit for Retention.
- Increase access to primary care providers, especially prescribers.
- The best recruit is one already working for an organization.
- Everything works, nothing works.
- Loan Repayment is important but not the only inducement for recruitment, i.e., community and candidates must work together toward good fits.
- Salary is important and the leading issue for departures along with minimal retention efforts and community integration issues.
- Rural and Underserved backgrounds of candidates are important keys to both recruitment and retention for rural providers in NM.

Legislative Proposals

- Increase Health Professional Recruitment funding: \$2 million. Currently there are limited funds overall because of medical health professional demand, but very little for active behavioral health recruitment and retention as NMDOH funding is directed to basic primary care.
- \$500,000 in funding to the NM Health Service Corps for student stipends and community-based projects.
- Assure that NM domiciled Masters of Social Work students attend school tuition free.
- Assure licensure of BSW graduates in order to allow them to work effectively in community linkages.

NMHR seeks Health Professionals Across the State....

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