

Recruiting Health Care Professionals

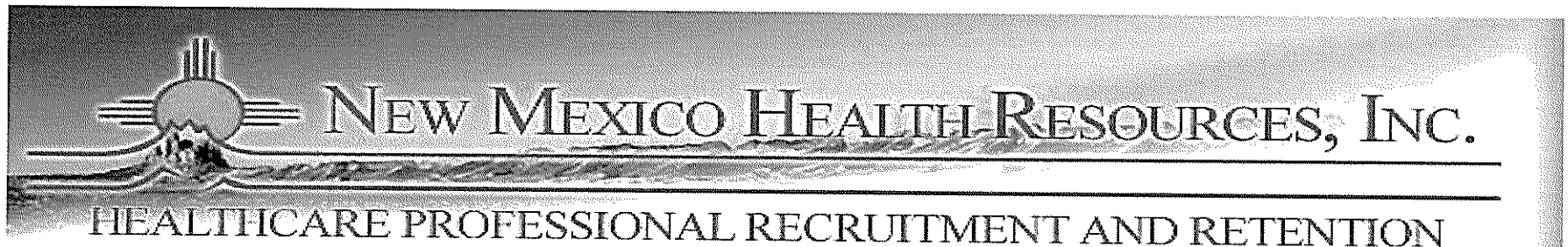
New Mexico Health Resources

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<http://www.nmhr.org>

<http://www.3RNET.org>



The Best Recruit

- Is someone already employed.
- For NM, someone with a rural personal background.
- “Everything works, nothing works” so everything must be pursued.
- NM has recruitment programs that work but funding is limited.

New Mexico Health Resources, Inc.

- Non-profit agency established in 1981, partially funded by the NM Department of Health.
- Centralized recruitment.
- State support for Health Professional recruitment: \$372,000.
- Priority on Rural Primary Health Care Act contractors, Critical Access Hospitals and those organizations employing National Health Service Corps loan re-payers and scholars.

Who Recruits Health Professionals in New Mexico?

- Administrative Assistants.
- Executive Officers.
- Clinical Directors.
- In-House Recruiters.
- National “head-hunters.”
- Sourcing – NMHR.

Issues

- Time to appointment in NM is long now, it will get longer because of increasing shortages.
- Numbers of known vacancies has increased in the last year: 671 July 2024, 889 July 2025.
- Salary support programs work for both recruitment and retention.
- Identification of actual open positions is fundamental to recruitment.

Community and Candidate Matching

- NMHR identifies actual health care job opportunities in the state.
- Centralized clearinghouse for primary care but requests come for all disciplines.
- NMHR attracts candidates locally and nationally to compete for positions in New Mexico communities.
- Candidates are referred.

Where are there NM professionals addressing recruiting and workforce?

- New Mexico Department of Health, Public Health Division, Office of Primary Care/Rural Health.
- New Mexico Higher Education Department, Financial Aid.
- Social Work Workforce Consortium.
- New Mexico Health Care Workforce Committee.

NMDOH Health Professional Workforce Programs

- Rural Primary Health Care Act.
- Rural Health Provider Tax Credit Program.
- New Mexico Health Service Corps.
- Conrad J-1 Visa Waiver Program.
- Social Work Workforce Consortium.
- Health Professional Shortage Area Data.
- <https://www.nmhealth.org/about/phd/pchb/oprh/> .

New Mexico Higher Education Department Programs

- Health Professional Loan Repayment:
<https://hed.nm.gov/financial-aid/loan-repayment-programs/health-professional>
- Health Professional Loan for Service:
<https://hed.nm.gov/financial-aid/loan-service-programs>

Loan Obligation Programs

- Loan Repayment is for those in practice.
- Loan for Service is for those in training.
- NM Health Service Corps is a stipend program for primary care providers in the last two years of training.

Funding Proposals

- \$20 million Rural Primary Health Care Act.
- \$5 million New Mexico Health Service Corps.
- \$100,000 Social Work Workforce Consortium.
- \$20 million Health Professional Loan Repayment.
- \$1 Million Statewide Workforce Committee.