

Recruitment and Retention of Behavioral Health Professionals



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<https://www.3rnet.org/Locations/New-Mexico>

New Mexico Health Resources

New Mexico Health Resources, Inc.

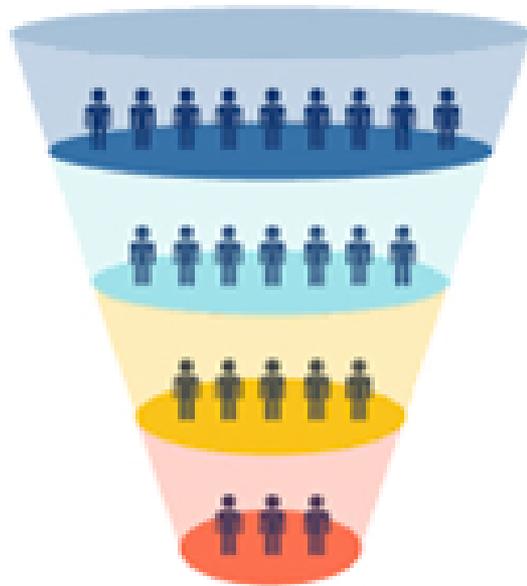


- Non-private agency partially funded by the NM Department of Health
- Focus is upon recruitment and retention of health care professionals to New Mexico
- Emphasis on rural and medically underserved areas in the state

What NMHR Does

- Makes the practice search process easier and more efficient. One stop shop for finding NM jobs!
- NMHR acts as a “match.com” of health care jobs in the state.
- NMHR matches candidate information with known job opportunities in practices and clinics across the state
- Financial Aid Resources.
- Career Counseling.
- Resume/CV preparation and assistance.
- Interview and employment contract support.





The Recruitment Funnel



What
Disciplines
are
Needed?

Behavioral Health Professions

- Addiction Counselors, Occupational Therapists, Marriage and Family Therapists, Mental Health Professionals, School Counselors, Paraprofessionals, Psychiatric aides and Technicians, Psychiatric Nurse Practitioners, Rehabilitation Specialists, Psychologists, Social Workers, Psychiatrists, Physician Assistants

Funding
Model:
Rural
Primary
Health
Care Act

Statute authorizes expenditures for recruitment of health professionals in RPHCA clinics

Statute authorizes expenditures for salary and benefit support for professionals working in organizations funded with RPHCA dollars

Fund a similar program for Behavioral Health: \$25 million

New Mexico Health Professional Loan Repayment Program

- Two year service commitment in a health professional shortage area.
- **Eligible are primary care physicians** (allopathic or osteopathic with a specialty in family medicine, general internal medicine, general pediatrics and obstetrics and gynecology); **PAs; advanced practice nurses; dentists, podiatrists, optometrists and dental hygienists.**
- Loans payments to your lender of up to \$33,000 annually after being employed with a qualifying employer such as a community health center, Indian Health Service and/or governmental entities.
- New application available March 15 and application must be in Santa Fe by May 1.
- See <https://hed.state.nm.us/financial-aid/loan-repayment-programs/health-professional>

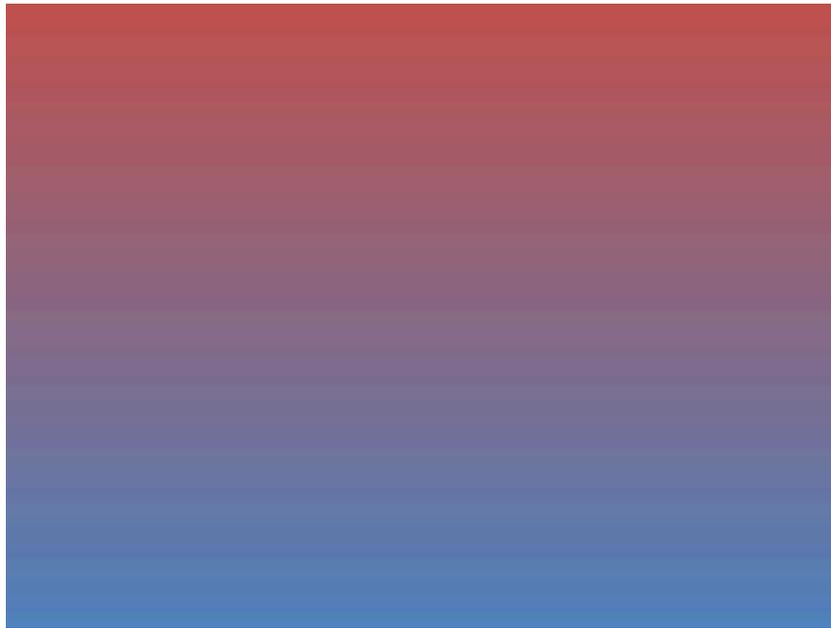


LOAN FOR SERVICE PROGRAMS (LFS)

- All LFS programs noted below are administered by the New Mexico Higher Education Department.
- Eligibility requirements include New Mexico residency (12 consecutive months), attend a public post-secondary institution in New Mexico, undergraduate or graduate, enrolled at least half-time, and demonstrate financial need,
- Student must declare his/her intent to practice as a health professional in a designated shortage area within the state of New Mexico.
- Awards up to \$12,000 annually, financially need-based, part-time/pro-rated for allied health and nursing students.
- A three-year maximum service commitment is required in a designated New Mexico health professional shortage area within six months of graduation. Award may be renewable if application is submitted each y



National Health Service Corps Loan Repayment Program



- The NHSC loan repayment program offers primary health care providers loan repayment assistance in exchange for working (and possibly partial credit for teaching) in rural, urban, and frontier communities with limited access Health Professional Shortage Areas.
- Depending upon funding, participants may apply to renew contracts after the initial two year contract period.
- **Numerous sites in New Mexico qualify.**