

NEW MEXICO HEALTH RESOURCES

Who We Are and What We Do in the Pipeline

**Jerry Harrison, Melissa Candelaria,
Harriet Brandstetter, Kim Kinsey**

<http://www.nmhr.org>

<https://www.3rnet.org/locations/new-mexico>

505-260-0993



In-State and National Outreach Efforts

- NMHR acts as a “match.com” of health care jobs in the state, finding vacancies and candidates to fill them through comprehensive outreach.
- Makes the practice search process easier and more efficient.
- We attract candidates locally and nationally to compete for positions in New Mexico communities.
- **Recommendation: Increase funding to the Rural Primary Health Care Act for Social Work, Behavioral Health and Nursing outreach. Include LISW in Rural Health Provider Tax Credit Act.**



What NMHR Provides to Trainees and Job Seekers

- Referrals to practice opportunities.
- Financial aid information.
- Career counseling.
- Education about the various systems of care.
- Resume preparation and assistance.
- Interviewing tips.
- Contract review.



What NMHR Provides to Communities

- Identification of open clinical positions to guide recruitment activities.
- No cost referrals of candidates to NMDOH funded clinics, Indian Health Services facilities, “638” Clinics, Critical Access Hospitals, and Rural Health Centers.
- Recruitment and Retention planning.
- Information on state and national workforce issues including State and NHSC loan repayment qualification and programs.
- National advertising of opportunities.
- Connection to NM students and health professionals, whether in or out of state.
- Joint exhibiting at health professional career fairs.
- Recruitment at training institutions across the country.
- Advertising and “selling” NM communities to candidates.

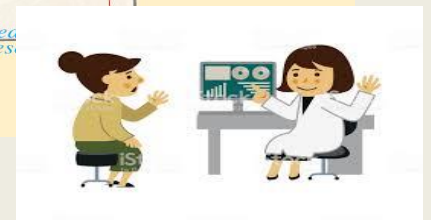
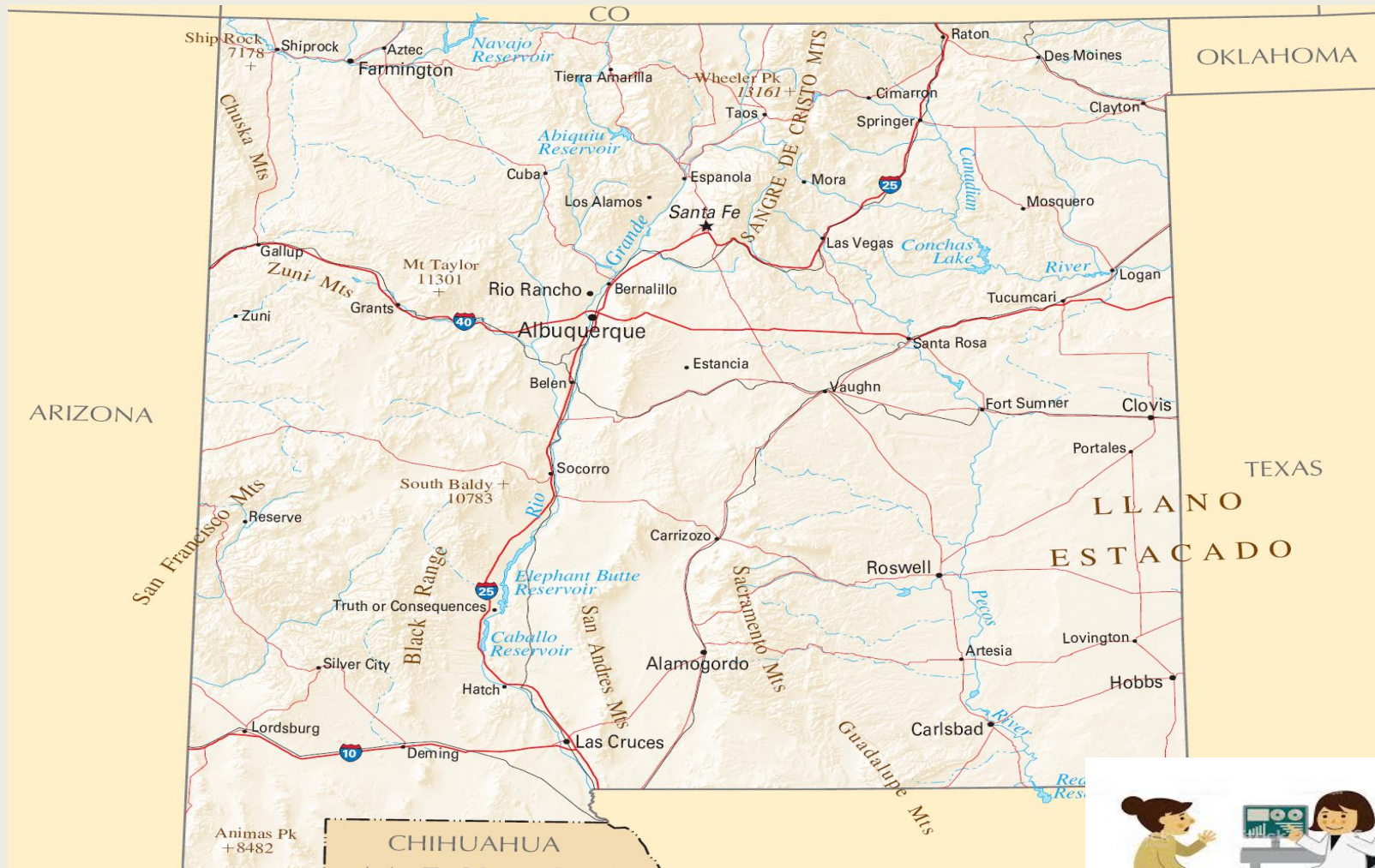
Financial Aid: Individual Student Debt Can Exceed \$650,000

National Health Service Corps New Mexico State Government



**NEW MEXICO
HIGHER EDUCATION DEPARTMENT**

One of our First Questions: Where Do You Want to Serve?



The Pandemic Makes Recruitment and Retention Tougher

- **Before** Covid-19 AAMC estimated a national shortage of physicians up to 139,000 by 2033.
- The Primary Care shortage is estimated to be up to 55,200.
- Outpatient Primary Care losing resident match numbers due to noncompetitive compensation and evolution of “hospitalist” practice.
- **Before** Covid-19 NMHR aware of up 400 physician openings daily in the state, **after** Covid-19 about 170.
- Nationally Primary Care practices estimated revenue losses are between 50% and 60%, practices closing, layoffs and furloughs not uncommon.
- Few positions for Nurse Practitioners, Physician Assistants and Dental Hygienists. Increased numbers of Primary Care physicians unemployed, especially in Family Practice and Pediatrics.
- NM will lose experienced physicians without efforts to retain them.

NM Competes Nationally and Internationally for Health Professionals

- What works and what doesn't?
- What are the relative costs and outcomes?
- New Mexico has an array of underfunded and understaffed programs that other states envy for their scopes.
- Which professions exhibit the most need in respect to patient need?

New Mexico Health Service Corps

- Stipends for trainees including Primary Care Physicians, Family Nurse Practitioners, Physician Assistants, Dentists, Dental Hygienists, and Emergency Medical Technician-Paramedics.
- Two year service commitment in an underserved area.
- Applications available through NMDOH
<https://nmhealth.org/about/phd/pchb/oprh/nmhsc/>
- Recommendation: Restore funding to original levels of \$498,000 medical, \$250,000 dental. Currently less than \$200,000 budgeted.



New Mexico Health Professional Loan Repayment Program

- Eligible disciplines are primary care physicians with a specialty in family medicine, general internal medicine, general pediatrics and obstetrics and gynecology, physician assistants, advanced practice nurses, dentists, podiatrists, optometrists and others.
- Two year service commitment in a health professional shortage area.
- Loan payments to lenders of up to \$30,000 annually after being employed with a qualifying employer such as a community health center, Indian Health Service and/or government entities:

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

Recommendation: Increase award amount funding, include a factor for marketing and overhead to HED, and consider contracts of longer than two year duration.

National Health Service Corps Loan Repayment Program

- The NHSC Loan Repayment Program offers primary health care providers loan repayment assistance in exchange for working in rural, urban, and frontier communities.
- Depending upon funding, participants may apply to renew contracts for up to five years.
- ❖ **Numerous sites in New Mexico qualify and currently there are about 250 participants.**



NHSC Loan Repayment Programs

- **Standard Loan Repayment:** up to \$50,000 for 2 years of service: <https://nhsc.hrsa.gov/sites/default/files/NHSC/loan-repayment/nhsc-lrp-fact-sheet.pdf>
- **Substance Abuse Disorder Loan Repayment LRP:** up to \$75,000 for 3 years of service: <https://nhsc.hrsa.gov/sites/default/files/NHSC/loan-repayment/nhsc-sud-workforce-lrp-fact-sheet.pdf>
- **Rural Community LRP:** up to \$100,000 for 3 years of service: <https://nhsc.hrsa.gov/sites/default/files/NHSC/loan-repayment/nhsc-rural-lrp-fact-sheet.pdf>

Websites

National Health Services Corps Loan Repayment:

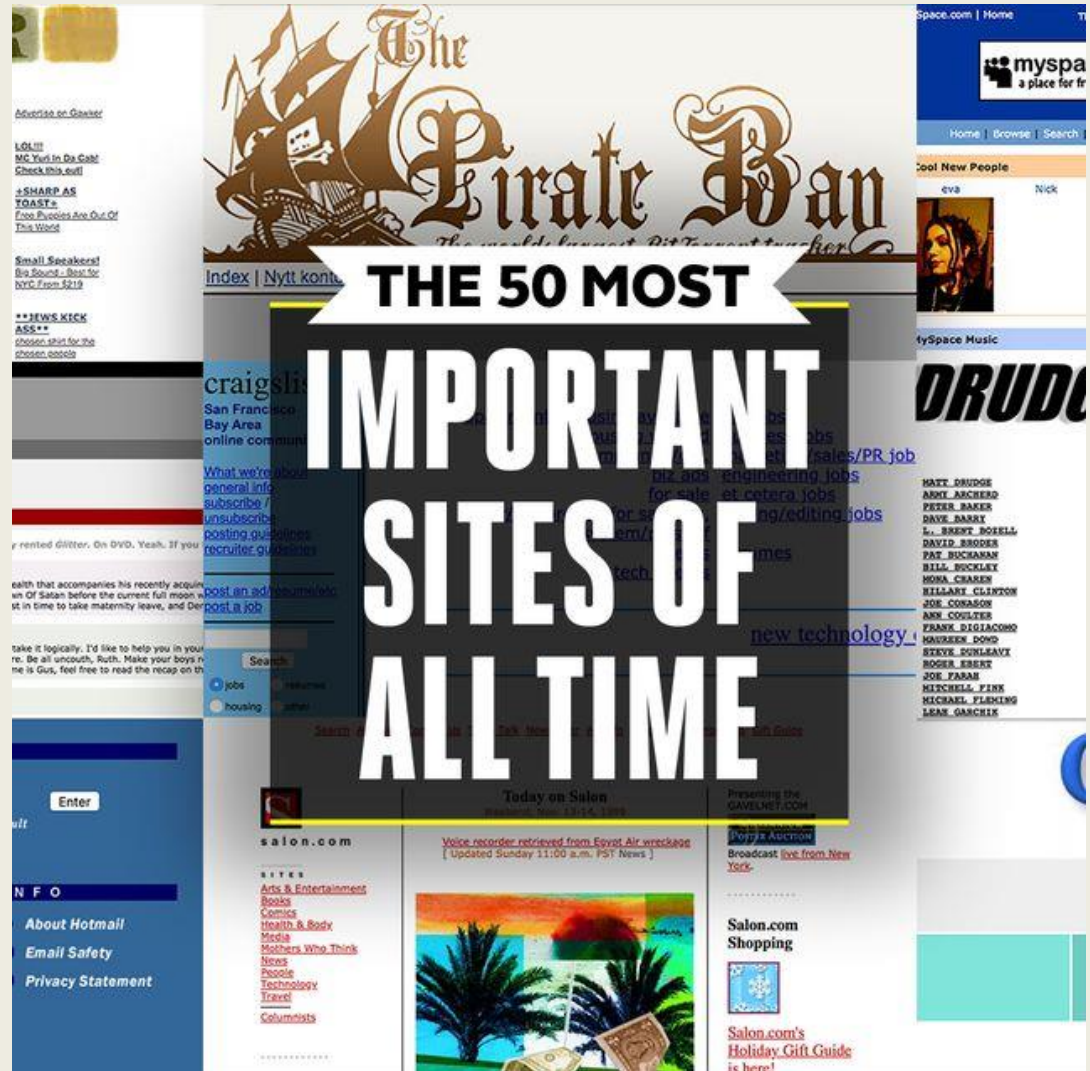
<https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program.html>

NMHED Health Professional Loan Repayment Program:

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

NMDOH Health Service Corps:

<https://nmhealth.org/about/phd/pchb/oprh/nmhsc/>



Recommendations

- Increase funding to the Rural Primary Health Care Act for Social Work, Behavioral Health and Nursing outreach.
- Restore funding to the New Mexico Health Service Corps to original levels of \$498,000 for medical and \$250,000 for dental.
- Increase New Mexico Health Professional loan repayment award amount funding allowing for program differentiation, include a factor for marketing and overhead, and consider contracts of longer than two year duration.
- Include Licensed Independent Social Workers in the Rural Health Care Provider Tax Credit.

New Mexico Health Resources

Jerry N. Harrison, PhD, Executive Director

New Mexico Health Resources

Past President of the National Rural Recruitment and
Retention Network

Former Psychiatric Hospital Administrator

Jerry.Harrison@nmhr.org

505-259-7990 (cell)

<http://www.nmhr.org>

