

# Health Professional Recruitment and Retention

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## New Mexico Health Resources

Vacancies known to NMHR today: 654

(1). What is being done with state and federal support.

(2) What is not being done with state and federal support.

Behavioral Health Recruitment;

School Based Clinic Recruitment;

Social Worker Recruitment;

Nursing Recruitment.

(3) Increase Recruitment Funding to \$2 million through one of the following mechanisms:

50% Medicaid administrative match;

Create an endowment of \$25 million;

Increase state general fund monies through the Rural Primary Health Care Act

Note: Data Tables and Impact Compiled by Harvey Licht

**NMHR:** The Office of Primary Care and Rural Health (OPCRH) contracts with New Mexico Health Resources (NMHR) to assist communities in the recruitment, placement, and retention of health care personnel in health care underserved areas of the state and to coordinate such effort with health professional education programs. NMHR provides a one-stop location for health care providers looking for work opportunities in New Mexico’s underserved communities and a focal point for health service employers wishing to make their employment opportunities known to interested providers. It is a collaborative, cost-effective service which reduces unnecessary duplication, by employers, of recruitment efforts. The Department’s priorities for this effort are community-based primary care centers and other essential community providers.

NMHR conducts a number of important recruitment and retention activities, including: combined **Advertising** of available New Mexico health provider employment; **Outreach** to health providers in training programs and at state/national meetings; **Training and technical assistance** for employers on effective recruitment and retention methods; **Continuing education** for health providers at community-based primary care centers and other essential community providers; **Assessment** of health professional vacancies in underserved areas; and **Analysis** of health care provider compensation in New Mexico’s underserved areas.

**Impact:** NMHR maintains a database of available health provider employment opportunities and a second database of health providers interested in New Mexico opportunities. It matches providers and opportunities, making referrals as appropriate. NMHR referrals led to 87 placements in FY 21-22 and 83 in FY 22 – 23. NMHR acts as the enabling agent for the health professional obligation programs coordinated by the OPCRH, including: National Health Service Corps (NHSC) obligated scholarship and loan repayment providers; J-1 Visa Waiver Program physicians; New Mexico Health Professional Loan Repayment Program obligors; New Mexico Health Service Corps obligors; and New Mexico Rural Health Care Practitioner Tax Credit Program eligible providers.

<b>New Mexico Health Resources - Target Vacancies</b>			
<b>-- Fiscal Years 2021-2023</b>			
<b>Discipline</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>PC Physicians</b>	<b>117</b>	<b>161</b>	<b>170</b>
<b>FNP</b>	<b>35</b>	<b>41</b>	<b>61</b>
<b>Nurse Midwives</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>PA</b>	<b>7</b>	<b>13</b>	<b>38</b>
<b>Dentists</b>	<b>52</b>	<b>58</b>	<b>57</b>
<b>RdH</b>	<b>18</b>	<b>15</b>	<b>21</b>
<b>Other</b>	<b>155</b>	<b>202</b>	<b>282</b>
<b>Grand Total</b>	<b>384</b>	<b>493</b>	<b>629</b>

## Program: Conrad 30 J-1 Visa Waiver Program for Physicians

**Description:** The Office of Primary Care and Rural Health coordinates with the US Department of State to administer the federal Conrad 30 J-1 Visa Waiver Program for Physicians. Foreign physicians studying in the United States under the J-1 category of visas sign an assurance indicating that they will return to their home country for a minimum of two years after completion of their studies. Each state is permitted to request special immigration status for up to 30 foreign national physicians. Approved physicians must work full time at a designated service site for a minimum of three years. This program has a significant beneficial impact in New Mexico, but does not have Federal funding for its operation.

**Impact:** The Conrad 30 J-1 Visa Waiver Program provides a continuing supply of health care providers obligated to extend health care access to underserved areas and populations throughout the state. Up to 90 obligated J-1 Visa Waiver Program physicians are working in New Mexico at any given time.

Tables detailing the current J-1 Visa Waiver Program physicians working in New Mexico are presented below.

New Mexico J-1 Visa Waiver Program				
--Obligated Physician by County				
--Federal Fiscal Years 2020-2022				
County	All Placements	2020	2021	2022
Bernalillo	36	10	13	13
Sandoval	15	5	6	4
Chaves	12	3	6	3
Dona Ana	8	2	1	5
Curry	4	3	1	0
San Juan	4	3	1	0
Eddy	3	1	1	1
Lea	3	1	0	2
Otero	2	0	1	1
Rio Arriba	2	1	0	1
Lincoln	1	1	0	0
<b>All Counties</b>	<b>90</b>	<b>30</b>	<b>30</b>	<b>30</b>

## Program: National Health Service Corps (NHSC) - State Coordination

**National Health Service Corps:** The Office of Primary Care and Rural Health coordinates with the federal National Health Service Corps (NHSC) under the authority of a Cooperative Agreement with the Health Resources and Services Administration of the US Department of Health and Human Services. The NHSC offers health care providers with either scholarship or loan repayment program assistance in exchange for a commitment to work with underserved populations. States assist in the placement of obligated providers in high priority locations where the local population have serious health care access challenges. The OPCRH conducts three important activities needed to assure that NHSC health providers are placed at service sites where they can best meet the needs of New Mexico's underserved: designation of Health Professional Shortage Areas, facilitation of site applications for NHSC personnel, and referral of NHSC obligated providers to service sites.

The OPCRH contracts with New Mexico Health Resources to assist in the placement of NHSC obligors in eligible sites. NMHR handles individual inquiries from providers, refers them to eligible sites with appropriate vacancies. NMHR also provides information on available vacancies to NHSC obligors through national advertising.

**Impact:** The NHSC provides a continuing supply of health care providers obligated to extend health care access to underserved areas and populations throughout the state. ***At times there have been over 300*** NHSC obligated providers work in New Mexico at any given time. NHSC providers include physicians, nurse practitioners, physician assistants, nurse midwives, dentists, dental hygienists and certain behavioral health professionals. These practitioners work in Federally qualified health centers (FQHCs) – both grant supported and lookalike, Native American facilities – both Indian Health Service and Tribally operated, Certified rural health clinics, Hospital, group and private practices, School health centers, and Behavioral health facilities,

Tables detailing the current NHSC field strength in New Mexico are presented below. Note the significant decrease of NHSC obligors between 2022 and 2023.

NHSC Obligated Providers			
-- 2021-2023			
-- by Professional Discipline			
Discipline	2021	2022	2023
Physicians	44	53	45
Non-Physician Clinicians	99	112	90
Dentists	28	29	28
Dental Hygienists	12	11	6
Behavioral Health Providers (incl SA)	102	125	101
<b>Total</b>	<b>285</b>	<b>330</b>	<b>270</b>

**Program: Rural Primary Health Care Act (RPHCA) Program**

**Description:** The Office of Primary Care and Rural Health oversees the Rural Primary Health Care Act (RPHCA) Program which provides financial assistance to eligible entities that demonstrate a need for assistance in order to sustain a minimum level of delivery of primary care services to health care underserved areas and populations in New Mexico. Health care underserved areas and populations may be located in either rural or urban areas.

Entities eligible for support must be New Mexico non-profit community-based organizations, a local governments or tribal governments that provides primary health care services. They must also meet additional eligibility requirements including sliding fee scales or similar mechanisms for assuring that no one is denied necessary care due to financial inability. The program is authorized by the New Mexico Rural Primary Health Care Act (24-1A, NMSA, 1978).

**Impact:** The RPHCA Program helps support the provision of primary care services to underserved areas and populations . In FY-2020 more than **500 health care providers** were working at RPHCA-supported clinical sites in New Mexico at any given time, including physicians, non-physician clinicians (nurse practitioners, physician assistants and nurse midwives), Dentists, Dental hygienists, and Behavioral health providers.

Providers at RPHCA-Supported Health Centers			
-- Provider Workforce - 2020-2022			
-- FTE by Professional Discipline			
Discipline	2020 Provider FTE	2021 Provider FTE	2022 Provider FTE
Physicians	112.2	124.0	118.2
Non-Physician Clinicians	153.8	212.9	215.7
Dentists	69.4	79.1	72.7
Dental Hygienists	47.4	56.0	55.2
Behavioral Health Providers	125.0	331.5	324.2
All Providers	507.8	803.5	786.0

**Program: Rural Health Care Practitioner Tax Credit Program**

Qualifying practitioners receive a tax credit on their personal New Mexico income tax. If a tax credit is not fully used in a given calendar year, the balance can be rolled forward to a succeeding year. Under the RHCTCP full-time doctoral level practitioners may receive a \$5,000 tax credit and other full-time practitioners can receive a \$3,000 tax credit. Qualifying practitioners who serve for at least half-time in a calendar year but less than full-time can receive a tax credit equal to half of the full-time award.

Health care practitioners eligible for the RHCPTCP include allopathic physicians, osteopathic physicians, dentists, clinical psychologists, podiatrists, optometrists, physician assistants, registered dental hygienists, certified nurse midwives, certified registered nurse anesthetists, certified nurse practitioners, and clinical nurse specialists.

As a tax credit program, it has no appropriated expenditures.

**.Impact:** The RHCPTCP provides a retention incentive to a large number of health care practitioners in rural health care underserved locations throughout the state. It is a direct incentive for each health care practitioner, and is available to salaried practitioners as well as those in proprietary practices. It is unique in this respect. In comparison, payment incentive programs such as the Medicare Physician Health Professional Shortage Area Bonus go to the billing entity, and will not necessarily pass through to individual practitioners. 2,073 qualifying health care practitioners received RHCTCP tax credits in 2020 for their service in calendar year 2019. Tables detailing those qualifying practitioners are presented below.

Rural Health Care Practitioner Tax Credit Program									
-- Approved Applicants in 2020 for Tax Year 2019									
-- By Practitioner Type and County									
County	All Practitioners	Medical Physicians (MD and DO)	All Dentists	All Advanced Practice Nurses	Physician Assistants	Dental Hygienists	Clinical Psychologists	Podiatrists	Optometrists
McKinley	241	128	28	44	8	8	8	1	16
Chaves	179	68	29	47	10	14	5	1	5
Sandoval	172	101	9	27	20	7	5	2	1
Otero	152	57	14	51	6	14	2	3	5
Eddy	141	56	8	46	9	16	1	3	2
Curry	131	49	17	36	8	15	2	2	2
Lea	119	39	14	42	7	8	3	2	4
San Juan	115	55	16	14	15	7	1	2	5
Taos	113	44	12	30	14	9	2	0	2
Rio Arriba	106	51	14	23	5	6	3	1	3
Grant	90	38	7	13	14	12	4	0	2
San Miguel	81	32	9	20	6	6	7	1	0
Cibola	66	23	9	15	5	7	6	1	0
Luna	45	12	7	17	2	4	1	1	1
Dona Ana	43	10	9	11	6	7	0	0	0
Lincoln	43	19	5	9	1	7	1	0	1
Socorro	35	16	5	7	1	3	2	1	0
Colfax	30	13	4	7	2	4	0	0	0
Santa Fe	30	12	5	8	0	3	2	0	0
Sierra	29	10	3	8	3	3	1	0	1
Roosevelt	27	10	3	9	1	3	0	0	1
Bernalillo	16	8	1	3	2	1	1	0	0
Valencia	14	8	1	2	2	0	1	0	0
Torrance	13	2	2	4	3	2	0	0	0
Quay	12	1	1	7	0	2	0	0	1
De Baca	6	1	1	2	0	2	0	0	0
Guadalupe	6	3	0	3	0	0	0	0	0
Hidalgo	5	3	0	1	0	1	0	0	0
Catron	4	2	1	1	0	0	0	0	0
Mora	4	0	1	2	0	1	0	0	0
Union	4	1	0	3	0	0	0	0	0
Harding	1	1	0	0	0	0	0	0	0
<b>Total</b>	<b>2,073</b>	<b>873</b>	<b>235</b>	<b>512</b>	<b>150</b>	<b>172</b>	<b>58</b>	<b>21</b>	<b>52</b>