

LFC Requester:**Harry Rommel**

**AGENCY BILL ANALYSIS
2025 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO:

Analysis.nmlegis.gov

{Analysis must be uploaded as a PDF}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply:

Original **Amendment**
Correction **Substitute**

Date 1-30-2025

Bill No: HB 15

Sponsor: Rep. Marianna Anaya
Short Title: HEALTH CARE STRATEGIC
RECRUITMENT PROGRAM

Agency Name and Code Number: Regulation and Licensing
Department - 420

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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
N/A	2,000	Non-recurring	Workforce Solutions

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		
N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	N/A	N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: House Bill 15 (HB15)

HB15 creates the Healthcare Strategic Recruitment Program (HSRP) in the Workforce Solutions Department (WSD) to assist in recruiting qualified providers in health care shortage fields. The WSD will adopt rules in collaboration with the Health Care Authority, Department of Health, and Higher Education Department to implement the HSRP. HB15 appropriates \$2.0 million (general fund, non-recurring, reverting) to the WSD for FY26 for start-up costs.

Under the provisions of HB15, the HSRP will assist in recruiting qualified providers who (1) graduated within the last ten (10) years from a New Mexico public postsecondary degree- or certificate-granting program in a health care shortage field; and (2) do not currently work in health care in the state.

The HSRP will:

- (1) assist recruitment of New Mexico communities, health care facilities and health care practices for shortage fields; (2)
- (2) engage in active outreach to qualified NM graduates;
- (3) share information about relevant recruitment incentives the state offers;
- (4) provide navigators to help applicants through the licensing and credentialing process, and act as liaison with agencies as appropriate;
- (5) compile and use relevant alumni contact data from public higher education;
- (6) track and compile information for recruitment and retention incentive programs; and
- (7) compile and share information about job openings, housing and community and area amenities with applicants.

HB15 requires that the WSD report annually to the Governor and the Legislature on:

- (1) program success, including data analysis;
- (2) services provided;
- (3) impact on successful job attainment;
- (4) number of graduates in total potential applicant field;
- (5) number of successful applicants;
- (6) number of successful hires and job sites;
- (7) reasons applicants may or may not choose to apply;
- (8) number of days from recruitment to job placement;
- (9) obstacles faced by applicants in the process; and

(10) other data WSD or the Legislature deems important.

The report will also recommend program improvements and necessary statutory changes.

The effective date of the legislation is June 20, 2025.

FISCAL IMPLICATIONS

The Regulation and Licensing Department does not anticipate any significant fiscal impact to the Department as a result of the enactment of HB15.

SIGNIFICANT ISSUES

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

If HB15 is passed, the RLD encourages the HSRP to work with the Boards and Commissions Division of the RLD to coordinate efforts for outreach partnerships which may include:

1. **Identifying potential partners:** Consider your ideal partner and how your companies could benefit each other. You can find potential partners through networking, online outreach, or advertising.
2. **Communication:** Have clear conversations about your expectations and priorities.
3. **Creating a plan:** Develop a working agreement that outlines who will do what and when.
4. **Setting goals:** Define key performance indicators (KPIs) and returns on investment.
5. **Hosting regular meetings:** Have regular meetings to review progress and address any issues.

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Healthcare worker recruitment efforts will continue under existing programs.

AMENDMENTS