

1 HOUSE BILL 15
2 57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025

3 INTRODUCED BY
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5 and Eleanor Chávez
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10 AN ACT
11 RELATING TO HEALTH CARE PROVIDERS; CREATING THE HEALTH CARE
12 STRATEGIC RECRUITMENT PROGRAM IN THE WORKFORCE SOLUTIONS
13 DEPARTMENT; PROVIDING SERVICES FOR QUALIFIED HEALTH CARE
14 PROVIDERS IN HEALTH CARE SHORTAGE FIELDS; MAKING AN
15 APPROPRIATION.
16

17 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

18 SECTION 1. [NEW MATERIAL] HEALTH CARE STRATEGIC
19 RECRUITMENT PROGRAM.--

20 A. As used in this section:

21 (1) "department" means the workforce solutions
22 department;

23 (2) "program" means the health care strategic
24 recruitment program; and

25 (3) "qualified health care provider" means a

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1 licensed or unlicensed clinical worker in a health care
2 profession or allied health practice that qualifies for the
3 program.

4 B. The "health care strategic recruitment program"
5 is created in the department. The department, in collaboration
6 with the health care authority, the department of health and
7 the higher education department, shall promulgate rules to
8 enumerate the health care professions and allied health
9 practices that shall be targeted in the program, including
10 qualified health care providers in health care shortage fields.

11 C. The program shall assist in the recruitment of
12 qualified health care providers, each of whom meets the
13 following qualifications:

14 (1) graduated within the last ten years from a
15 New Mexico public post-secondary educational institution in a
16 degree- or certificate-granting educational program in a health
17 care shortage field; and

18 (2) does not currently work in health care in
19 the state.

20 D. The program shall:

21 (1) assist recruitment efforts of New Mexico
22 communities, health care facilities and health care practices
23 for health care shortage fields;

24 (2) engage in active outreach to New Mexico
25 graduates who are qualified to work in health care shortage

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1 fields;

2 (3) share information about relevant
3 recruitment incentives that New Mexico offers;

4 (4) provide navigators to help applicants
5 through the process of licensing and credentialing and act as a
6 liaison with agencies as appropriate;

7 (5) provide other assistance to qualified
8 health care providers as appropriate;

9 (6) compile and use relevant alumni contact
10 data from public post-secondary educational institutions;

11 (7) track and compile information for relevant
12 recruitment and retention incentive programs across New Mexico;
13 and

14 (8) compile and share with the applicant
15 information for relevant job openings, housing and community
16 and area amenities.

17 E. The department shall report annually to the
18 governor and the legislature on the success of the program,
19 including:

20 (1) analyses of collected data, services
21 provided and the impact on successful job attainment;

22 (2) the number of graduates in the total
23 potential applicant pool;

24 (3) the number of successful applicants;

25 (4) the number of successful hires and their

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1 job sites;

2 (5) reasons an applicant may or may not want
3 to apply for the program;

4 (6) the number of days from recruitment to job
5 placement;

6 (7) obstacles that applicants face in the
7 application process; and

8 (8) other data the department or the
9 legislature deems important. The report shall include
10 recommendations for improvements to the program and necessary
11 statutory changes.

12 SECTION 2. APPROPRIATION.--Two million dollars
13 (\$2,000,000) is appropriated from the general fund to the
14 workforce solutions department for expenditure in fiscal year
15 2026 for staff, equipment, furniture and supplies and other
16 start-up costs for the health care strategic recruitment
17 program. Any unexpended or unencumbered balance remaining at
18 the end of fiscal year 2026 shall revert to the general fund.