

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 and D. Wonda Johnson  
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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.