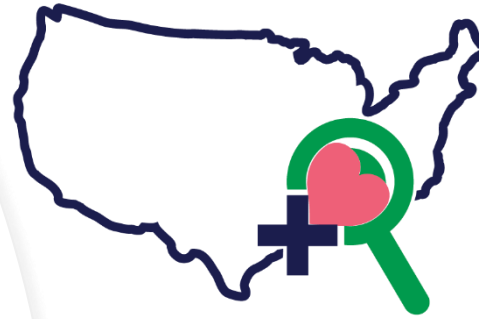


◆ **Melissa Candelaria**, Director of Operations, New Mexico Health Resources

◆ **Joyce Grayson**, Director Rural Health Education & Services, KUMC

◆ **Lourdes Montez**, Manager Workforce Development, Arizona Alliance for Community Health Centers

3RNET Member Panel Discussion: Facilitating Career Fairs and Leveraging Technology



1995 - 2025

3 R N E T

Serving rural & underserved communities
nationwide for 30 years.

2025 Annual Conference





NEW MEXICO HEALTH RESOURCES, INC.

HEALTHCARE PROFESSIONAL RECRUITMENT AND RETENTION


3RNET Member Panel Discussion: Facilitating Career Fairs & Leveraging Technology

Melissa Candelaria


Director of Operations

505-259-7993 www.nmhr.org melissa@nmhr.org

The mission of NMHR is to assist healthcare providers in recruiting, placing and retaining qualified professionals, and to advise the state regarding health personnel needs in New Mexico communities, particularly those which are underserved.

- ▶ We have a contract with our Dept. of Health/State Office of Rural Health
 - ▶ We are the 3RNET member for New Mexico
 - ▶ Contract requires us to do several deliverables
 - ▶ NMDOH “houses” the NHSC, NMHSC & J-1 programs
- 

Deliverables

- Main Deliverable is “Recruitment & Retention Program to increase the availability of PC Health Professionals for RPHCA funded facilities
 - Conduct presentations (by invitation) to the Rural Family Medicine Residency Programs
 - Maintain relationships with the Residency Coordinators, etc.
 - Be involved and distribute information on the NHSC, NMHSC and J-1 programs
- 



New Mexico Family Medicine Residency Programs


- UNM Family Medicine Residency Program– Albuquerque, NM – 3year FM Program
 - Santa Fe Family Medicine Residency Program is a 1+2 Program – 1st year in Albuquerque and following 2 years in Santa Fe CHRISTUS St. Vincent Regional Medical Center
 - Shiprock Rural Residency Program – is a 1+2 Program – 1st year in Albuquerque and following 2 years in Shiprock at the Northern Navajo Medical Center on the Navajo Nation

Southern New Mexico Family Medicine Residency Program – Las Cruces, NM – 3year FM Program

- CHRISTUS Health Family Medicine Residency Program – Alamogordo, NM 1st year in Las Cruces and following 2 years in Alamogordo

Medicos de El Centro – Espanola, NM - 3year FM Program- Rural Training Track Program - Affiliated with El Centro Family Health, an FQHC – Training Partners are Presbyterian Health Services/Espanola Hospital & Christus St. Vincent Regional Medical Center

Residency Program Job Fairs

- ▶ Since 2012, we in conjunction with the FM Residency Program in Las Cruces organize a Career Job Fair. This was an ask from the FM residents in 2012.
 - ▶ I coordinate with the Chief Resident and the Residency Coordinator to coordinate the day/time – usually in the evening – at the Farm & Ranch museum, which is local and close by for the residents.
 - ▶ It is part of their didactic schedule –so it is mandatory for them to attend
 - ▶ I invite the employers – send out save the date, application etc. (yes, we do charge to cover the cost of the venue & food)
 - ▶ We invite the entire family!
 - ▶ This has been very SUCCESSFUL!
 - ▶ Biggest hurdle will be to keep the momentum going with new Coordinators as there has been quite a bit of turnover in Residency Staff.
- 

SAVE THE DATE!

**New Mexico Health Resources
11th Annual Las Cruces Job Fair!**

Wednesday, October 23, 2024

New Mexico Farm and Ranch Heritage Museum
4100 Dripping Springs Road, Las Cruces, New Mexico 88011
From I-25, take the University Exit (Exit 1) and go east 1.5 miles

4:00 pm - Exhibitor Set up

5:00 - Job Fair Begins

7:00 pm - Job Fair Closes

DON'T MISS OUT on this recruitment opportunity!

REGISTRATION INFORMATION COMING SOON!

Have Questions?

Contact: Melissa Candelaria, Director of Operations
505-259-7993
melissa@nmhr.org

SAVE THE DATE!

OCTOBER 23, 2024 5:00PM – 7:00PM

NM Health Resources
11th Annual JOB FAIR
for Health Professionals

FARM AND RANCH HERITAGE MUSEUM

THE MUSEUM IS LOCATED JUST OFF INTERSTATE 25 IN LAS CRUCES AT 4100 DRIPPING SPRINGS ROAD.

TAKE THE UNIVERSITY EXIT (EXIT 1) AND GO EAST 1.5 MILES.

**THERE WILL BE A DIVERSE GROUP OF NEW MEXICO EMPLOYERS
LOOKING TO PROMOTE AVAILABLE HEALTH CARE OPPORTUNITIES.**

**COME FIND OUT WHAT EMPLOYMENT OPPORTUNITIES ARE
AVAILABLE FOR YOU.**

FOOD & NON-ALCOHOLIC DRINKS WILL BE PROVIDED!

SPOUSES AND CHILDREN ARE WELCOME

PLEASE RSVP:


MELISSA CANDELARIA-DIRECTOR OF OPERATIONS

MELISSA@NMHR.ORG

505-259-7993

New Mexico Health Resources
5600 Wyoming Blvd NE, Suite 130
Albuquerque NM 87109 505-260-0993

Continued....

- ▶ We did a similar one in Albuq w/ the UNM Program, but it was not mandatory – this one lasted for many years. UNM then decided they would take that on in house-we are the luncheon sponsor and get 15 minutes in front of all the residents plus the employers
 - ▶ We organized our first one in Santa Fe (northern NM) in Feb 2025, not as successful as our southern job fair, but it was our very first try in the North! We will do another one in early 2026.
 - ▶ We also coordinate at the AAFP conference with our NM Programs and host an evening of snacks and drinks.
 - ▶ Gives us & the future Docs an opportunity to know each other and help them in anyway we can – I offer one on one for more personal issues
 - ▶ Afterwards, we are hearing from them about resume help, LRP....
 - ▶ Medical schools are wonderful but do not teach how to navigate the systems – that's where we come in
- 



NEW MEXICO HEALTH RESOURCES, INC.

HEALTHCARE PROFESSIONAL RECRUITMENT AND RETENTION

THANK
YOU!

- ▶ *Melissa Candalaria*
 - ▶ *Director of Operations*
 - ▶ 505-259-7993 www.nmhr.org
melissa@nmhr.org

Facilitating Career Fairs & Leveraging Technology

3RNET Annual Conference - 2025
Presented by Joyce Grayson





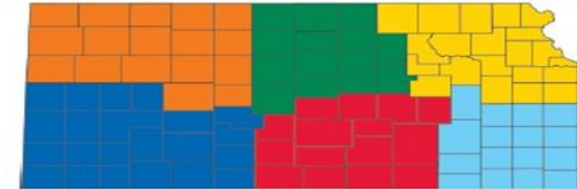
- Rural and urban underserved organizations only
- Resident physicians and medical, dental, nurse, allied and behavioral health students invited to attend
- 3 in-person events – Wichita, Salina, KC
- Partnerships with academic programs and residency directors/coordinators
- Sponsorships, exhibit, and ad fees create positive revenue
- Star Community program helps track placements
- KCO broadens perspectives: **75% of students who had NOT considered a rural practice before attending KCO are now open to it**



KANSAS CAREER OPPORTUNITIES



Kansas Map ~ KCO Exhibitors



Kansas Recruitment & Retention Center
Search Jobs Online www.kumc.edu/krrc
 Search by region or specialty

Northwest

Cheyenne County Hospital
 Citizens Medical Center, Inc.
 Decatur Health
 HaysMed
 Logan County Health Services
 Rooks County Health Center

Northeast

Amberwell Health Atchison
 Amberwell Health Hiawatha
 Konza Prairie Community Health Center
 Morris County Hospital
 Stormont Vail Health - Flint Hills Rural Health Clinics

North Central

Clara Barton Medical Center
 Clay County Medical Center
 Lincoln Park Home Health
 Mowery Clinic
 Osborne County Memorial Hospital
 Republic County Hospital; NCK Health Care Foundation
 Salina Regional Health Center
 The University of Kansas Health System - Great Bend Campus

Southeast

Community Health Center of Southeast Kansas
 Four County Mental Health Center, Inc.
 Labette Health
 Neosho Memorial Regional Medical Center
 Newman Regional Health
 Wilson Medical Center

Southwest

Artesian Valley Health System
 Ashland Health Center
 Greeley County Health Services
 Kiowa County Memorial Hospital
 Satanta District Hospital
 Southwest Medical Center
 St. Catherine Garden City

South Central

GraceMed Health Clinics
 Health Ministries Clinic
 Hutchinson Clinic
 McPherson Hospital, Inc.
 NMC Health
 Pleasant View Home
 PrairieStar Health Center
 Pratt Regional Medical Center

Serving all of Kansas

Community Care Network of Kansas
 Kansas Office of Primary Care & Rural Health
 Loan Forgiveness & Repayment
 Rural Health Education & Services
 Kansas Bridging Plan
 Kansas Locum Tenens
 Kansas Recruitment & Retention Center
 International Medical Education & Mission Award

Kansas Family Medicine Virtual Residency Fair

- Zoom-based event featuring all family medicine residency programs in Kansas
- Invite 4th year students to learn more about each program
- Partnership with residency programs and Kansas Academy of Family Physicians
- Quick highlights, 3 breakout sessions, after party conversations





Join us!
**All 4th year
medical students**

Kansas Family Medicine Virtual Residency Fair

Wednesday, Aug. 20, 2025 | 6-8 p.m. CDT | Virtual via Zoom

Register Today! <https://kafponline.org/residencyfair2025> 

Meet all six University of Kansas family medicine residency programs!

Discover your perfect fit — rural or urban settings, large or small hospitals, diverse patient populations, and committed faculty ready to support your journey.

What to Expect:

- Quick 5-minute intros from each program
- Breakout sessions with three programs of your choice
- Open Q&A time with faculty and residents to continue the conversation

**Don't miss this opportunity to explore
your future in family medicine.**



- KU Family Medicine Residency
- KU Family Medicine Residency
- KU/CHC-SEK Rural Family Medicine Residency
- KU-Wichita Family Medicine Residency at Smoky Hill-Salina
- KU-Wichita Family Medicine Residency at Ascension Via Christi
- KU-Wichita Family Medicine Residency at Wesley Medical Center

EVENT HOSTS



I'm happy to share more!

Joyce Grayson

Rural Health Education and Services

University of Kansas Medical Center

jgrayson@kumc.edu

(316) 293-2649 – office

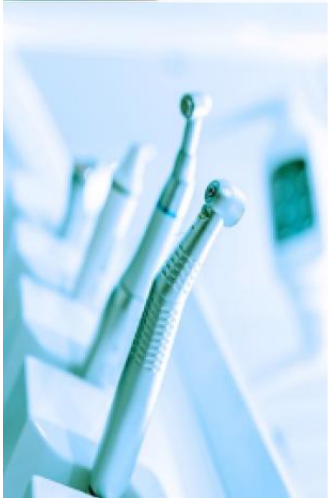
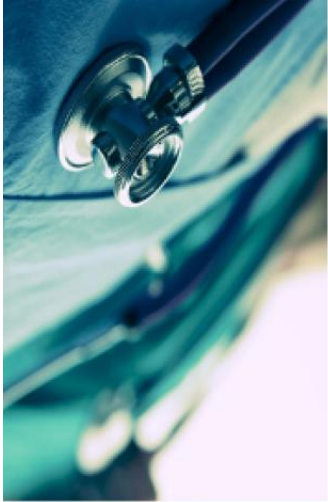
(316) 841-6031 - cell

3RNET 2025 Conference: Career Fairs

Lourdes Montez, Workforce Development Manager,
Arizona Alliance for Community Health Centers (AACHC)

Wednesday, August 27, 2025

The Power of Participation



ATSU | A.T. Still
University
FIRST IN WHOLE PERSON HEALTHCARE

NACHC-ATSU RECRUITMENT FAIR

This annual recruitment fair is a free event and participation is reserved for federally qualified health centers, primary care associations and their representatives. If you would like to participate in our upcoming fair, please scan the QR code below to signup!! Slots are limited and confirmation will be sent out on a first come first serve basis.



**5850 E. Still Circle
Mesa, AZ 85206**



**Thursday, September 25, 2025
4:30-6:30 PM**



NATIONAL ASSOCIATION OF
Community Health Centers



The Power of Communication



RROD

ROTATION & RESIDENCY OPPORTUNITIES DAY

Friday, January 31, 2025

1:00 pm - 4:00 pm

WHY SHOULD YOU ATTEND?

- Access to more than 500 AZCOM medical students
- Opportunity to discuss your hospital's rotation and post-graduate residency programs
- Network with Residency Directors of Medical Education and Program Leaders
- Format for students includes Rotation and Residency Panel presentations
- No Registration Fee to attend
- Booth equipment available - booth table provided and free electrical outlets provided upon request.

 **MIDWESTERN UNIVERSITY**
Arizona College of Osteopathic Medicine
19555 N. 59th Ave, Glendale, AZ 85308

 **FREE PARKING**
Convenient, free parking in the University's parking garage

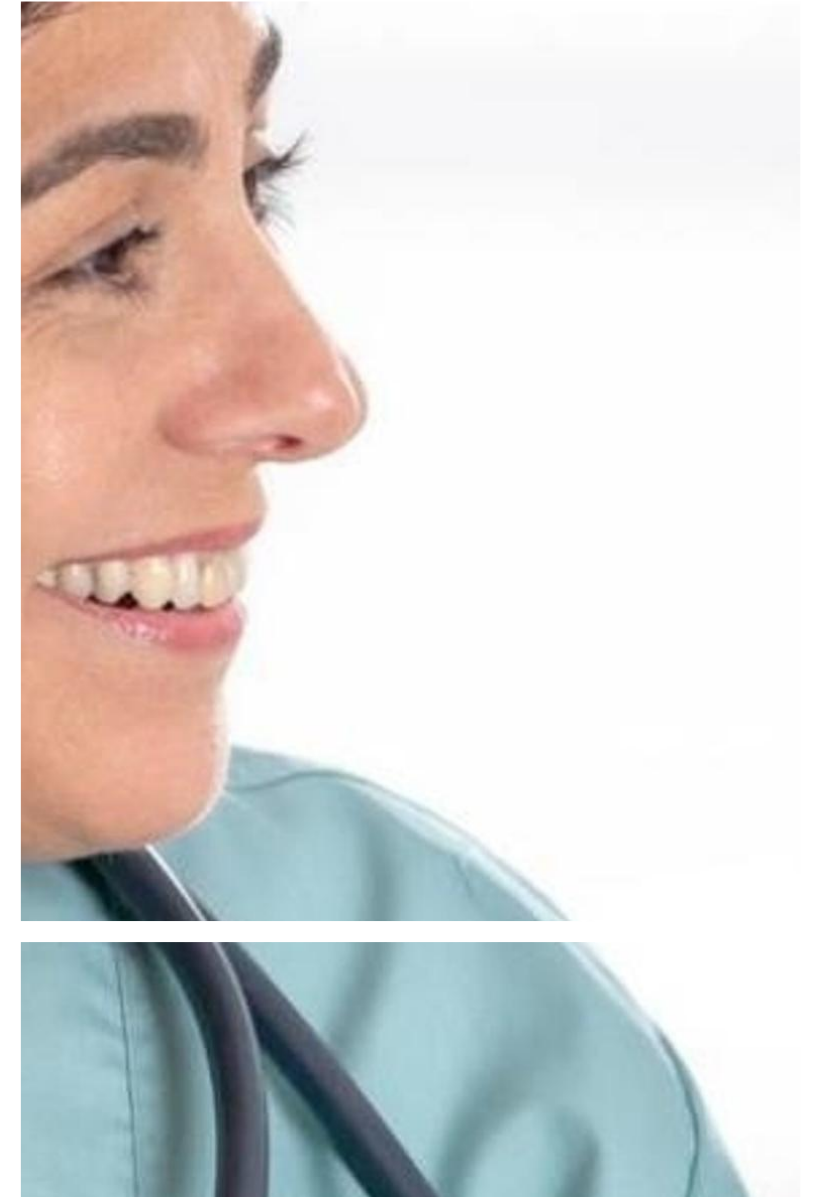
 **LUNCH PROVIDED**
*Booth set up between 12:00-1:00pm

 **FOR MORE INFORMATION:**
Lucy Alvarez Penaloza
lalvar1@midwestern.edu
(623) 572-3217



MORE INFORMATION TO COME AS DATE APPROACHES.





The Power of Collaboration



13th ANNUAL AZ NHSC SCHOLARS CONFERENCE

The Arizona [AZ] National Health Service Corps [NHSC] Scholars Conference provides relevant and comprehensive information for Scholars on their future service commitment, opportunities to meet with fellow scholars, and networking with NHSC approved practice sites in Arizona.

The Power of Training



Hear from national and local experts on best practices for healthcare workforce shortages!

Arizona Workforce Recruitment and Retention Conference





Engaging Recruitment Fair Participants



- Make eye contact to create opportunities for interactions and conversations
- Include relatable stories into your discussions that make your message memorable and impactful
- Encourage questions and provide thoughtful responses to help possible candidates actively participate in meaningful interactions
- Use promotional items and materials to help start conversations and increase interest in your organization and the information you want to share with participants



Speaking impact

- Your ability to communicate effectively will leave a lasting impact on participants
- Effectively communicating involves not only delivering a message but also resonating with the experiences, values, and emotions of those listening



Final tips and takeaways

Consistent rehearsal

- Strengthen your familiarity with the practice sites you are recruiting for
- Refine your delivery style
- Work on your tone, and non-verbal communication
- Aim for seamless, professional delivery

Practice audience

- Enlist co-workers, friends and family to listen & provide feedback

Thank you!

Lourdes Montez, Workforce
Development Manager, AACHC

602-816-3445

LourdesM@aachc.org

www.aachc.org



3RNET Rural & Underserved Career & Resource Fair

- **Thursday, November 13, 2025** (Rural Health month)
- PracticeLink Career Fair Platform
- 50% discount 3RNET member booth registration - \$495
- PracticeLink and 3RNET candidates with incentive to participate
- 3RNET staff booth for LRP and J1 resource info
- PL will assist with exhibitor booth set up
- 3RNET will host a prep Zoom meeting
- Watch for more details coming out soon!

