

ANNUAL Report

2017 - 2018



3RN Net

This report reflects
accomplishments from
October 1, 2017 to
September 30, 2018

3RNET BY THE NUMBERS

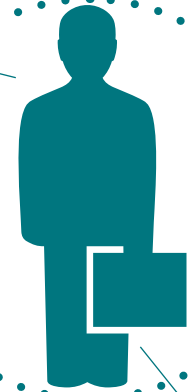
This report reflects accomplishments from October 1, 2017 to September 30, 2018



54 Organizational Members
1,161,302 Page Views
51,822 Users
17 Associate Members



4 Staff Members



3,802 New Candidate Registrations
58,550 (and counting) Total Active Healthcare Professionals

103,273 Website Sessions



9 Board Members (Organizational Member-Elected)

2,594 Placements
Estimated Impact: \$2.5 Billion

5,567 Job Postings
Estimated Impact: \$1.7 Million

Estimated Impact in FY 18: **\$2.5 Billion**

5,567 Jobs Posted



396 New Facility Registrations

6,785 (and counting) Total Registered Healthcare Facilities

One mission: To ensure access to quality healthcare for rural and undeserved America

3RNet



National Rural Recruitment and Retention Network

ABOUT 3RNET

3RNet is made up of two parts: our national network of members, and our website, www.3RNet.org. Our members work to connect facilities and candidates through our online job portal.

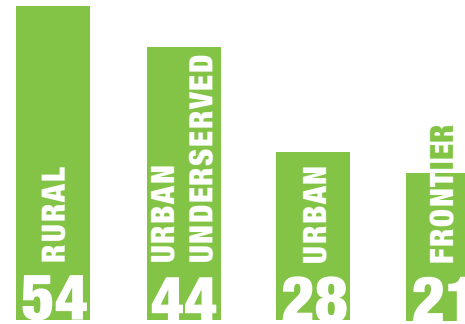
TYPES OF MEMBERS

- 28** State Offices of Rural Health
- 19** Primary Care Offices
- 11** Primary Care Associations
- 6** Nonprofits
- 3** Area Health Education Centers
- 2** Federal Agencies
- 1** Sovereign Nation

* members can respond as belonging to more than one type



COMMUNITY TYPES SERVED



* based on federal definitions



FACILITY TYPES SERVED



- 51** Community Health Centers
- 45** Rural Health Clinics
- 43** NHSC Loan Repayment Sites
- 42** Critical Access Hospitals
- 33** NHSC Scholar Sites
- 19** Indian Health Service Facilities
- 17** Tribal Health Facilities
- 14** Veterans Affairs Sites

COLLABORATION

* Organizations our members collaborate with



- 33** Primary Care Offices
 - 27** State Offices of Rural Health
 - 26** Primary Care Associations
 - 24** Area Health Education Centers
- Other Responses:** CAH Networks, Public Universities, NHSC Sites, Governor's Office of Economic Development, 3RNet Associate Members

MEMBER ACCOMPLISHMENTS

ENGAGE CANDIDATES

1,416 Physician Registrations

Top Specialties

- Family Medicine – 485
- Internal Medicine – 229
- Hospitalists – 119
- Pediatrics – 87
- Psychiatry – 48
- General Surgery – 33
- OB/GYN – 28

2,386 Non-Physician Registrations

Top Professions

- Nurse Practitioners – 693
- Dentists – 301
- Physician Assistants – 257
- Registered Nurses – 197
- Social Workers – 104
- Pharmacists – 87

Physician Referrals = 146,726

	Rural	Frontier	All Other	Total
Internal Medicine	14,544	2,512	10,299	27,355
Family Medicine	13,125	3,564	9,166	25,855
Pediatrics	6,006	1,424	4,401	11,831
General Surgery	4,107	612	3,351	8,070
Psychiatry	2,581	374	2,291	5,246
Obstetrics/Gynecology	1,428	312	1,135	2,875
Internal Medicine/Pediatrics	338	81	279	698
Other	31,137	10,811	22,848	64,796
Total	73,266	19,690	53,770	146,726

Non-Physician Referrals = 110,335

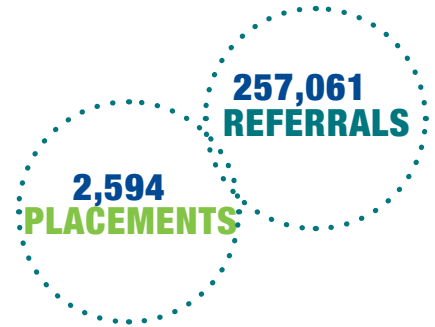
	Rural	Frontier	All Other	Total
Nurse Practitioners	22,940	4,321	17,213	44,474
Dentists	8,815	1,792	7,754	18,361
Registered Nurses	4,910	2,905	3,298	11,113
Physician Assistants	4,685	1,033	4,384	10,102
Pharmacists	1,343	579	1,413	3,335
Social Workers	827	228	1,072	2,187
Psychologists	385	111	384	880
Marriage & Family Counselors	21	10	6	37
Other Non-Physician Positions	8,724	2,993	8,129	19,846
Total	52,650	14,032	43,653	110,335

There are three **core functions** to a 3RNet membership: engaging candidates, working with facilities, and being the trusted resource for health care jobs in rural and underserved communities.

J-1 Placements = 513

	Total
Internal Medicine	84
Family Medicine	40
Pediatrics	14
Psychiatry	10
General Surgery	4
Obstetrics/Gynecology	1
Internal Medicine/Pediatrics	0
Other	360
Total	513

Our number of J-1 placements is included in our total number of physician placements: 1,496.



Physician Placements = 1,496

	Rural	Frontier	All Other	Total
Family Medicine	244	20	139	403
Internal Medicine	144	0	130	274
Psychiatry	36	0	103	139
Pediatrics	57	2	25	84
General Surgery	25	0	6	31
Obstetrics/Gynecology	14	0	10	24
Internal Medicine/Pediatrics	1	1	0	2
Other Physician	218	5	316	539
Total	739	28	729	1,496

Non-Physician Placements = 1,098

	Rural	Frontier	All Other	Total
Nurse Practitioners	323	16	82	421
Dentists	114	6	46	166
Physician Assistants	72	20	42	134
Registered Nurses	85	15	8	108
Social Workers	43	6	16	65
Pharmacists	35	0	1	36
Psychologists	8	0	12	20
Marriage & Family Counselors	6	0	5	11
Other Non-Physician Positions	82	31	24	137
Total	768	94	236	1,098

WORKING WITH FACILITIES

2,737 Physician Opportunities Posted

Top Specialties

- Family Medicine – 1,091
- Internal Medicine – 315
- Pediatrics – 198
- Psychiatry – 189
- Obstetrics/Gynecology – 113

2,830 Non-Physician Opportunities Posted

Top Professions

- Nurse Practitioners – 580
- Dentists – 374
- Registered Nurses – 353
- Physician Assistants – 221
- Physician Assistants/Nurse Practitioners – 105

STAFF ACCOMPLISHMENTS

3RNet Plus has benefited several members and continues to grow! www.plus.3RNet.org provides a menu of services (beyond membership) available for purchase—either individually or in value-priced packages. Our continued goal is to better communicate the services some members are already requesting from 3RNet and provide a variety of options to match the diversity of our membership organizations! **Some examples of 3RNet Plus projects we've completed for members include:**

- Website creation for Missouri, Arizona, and Louisiana
- Fun, engaging whiteboard videos for Michigan, Illinois, and Arizona
- Customizing a 'bundle' of services for Massachusetts which included a one-day in-person workshop,
- Academy statewide sponsorship, and two webinars

Our **Education Outreach** continues to grow. **We've worked with several states to provide both in-person and virtual presentations, including:** Arizona, Colorado, Delaware, Georgia, Indiana, Kansas, Massachusetts, Missouri, Montana, New Hampshire, New York, Pennsylvania, South Dakota, and Texas. **We continue our partnership with ACU** and were able to take part in their Retention Academy as faculty and conduct onsite assistance to facilities struggling with rural and underserved recruitment for retention practices in Colorado, Texas, Indiana and Pittsburgh.

ACT AS THE TRUSTED RESOURCE

Technical Assistance By Facility Type

- Rural Health Clinics – 743
- Community Health Centers – 607
- Critical Access Hospitals – 571
- Other – 772

Numbers indicate how many facilities (i.e. how many hospitals or clinics) our members helped

Marketing/Educational Resources Utilized By Members

- Exhibits/job fairs – 36
- 3RNet promotional items – 35
- 3RNet flyers – 35
- Email blasts – 32
- Residency visits – 29

N = Members using each resource

“3RNet has been an excellent partner for referral sources, providing great candidates that resulted in the hiring of two physicians and one physician assistant in 2018.”

- Amanda Judd, Provider Recruiter, Columbia Memorial Hospital, Oregon

We received funding for a grant project from the **Adirondack Health Institute** out of Glen Falls, New York to provide workforce education and resources to their stakeholders. Through our partnership with the Hudson Mohawk AHEC, Michelle Varcho, our Director of Education Outreach, completed [one-day presentations in five different Adirondack area communities](#), covering a wide range of recruitment and retention issues. Our team paired this education with a [resource-filled website developed by 3RNet staff](#), a comprehensive [toolkit](#) centered around best practices for recruitment for retention, and [three on-demand webinars](#).

“3RNet provided five day-long trainings on recruitment and retention in late 2017. 3RNet staff were the consummate professionals as they travelled daily from location to location to bring this important information to our vast constituency. We would recommend 3RNet to anyone looking for top-level training in the area of recruitment and retention.”

- Hudson Mohawk AHEC

“Information extended beyond HR recruitment/retention strategies. Great information for all executives!” - Training Attendee

Recruitment Readiness Assessment tools were developed by staff to help facilities assess their current status. This [‘train the trainer’ approach was completed as a pilot project in partnership with the Montana SORH](#) and included a site visit by the Director of Member Services, Mark Barclay, to Daniels Memorial Hospital in Scobey, Montana. From that visit a final report was drafted to review with hospital. [This method was also separately contracted in South Dakota with the Community Healthcare Association of the Dakotas](#). Inquire with 3RNet staff if you’re interested in implementing this program in your state.

“3RNet helped us define how best to accomplish what we wanted, as well as developed the process and format. 3RNet is efficient, diligent in maintaining communication, and helps us stay on target. We have found 3RNet staff to be terrific resources.” - Montana SORH



IMPACT

1,496 Physician Placements

According to Rural Health Works, each primary care physician practicing results in adding 24.2 jobs and \$1.4 million in payroll. Applying this data to all of our physician placements, we added an estimated 36,203 jobs and \$2,094,400,000 in economic impact across the country!

555 Nurse Practitioner/Physician Assistant Placements

Rural Health Works estimates that each NP/PA placement adds 12.8 jobs and \$679,799 in payroll. Our nurse practitioner and physician placements added an estimated 7,104 jobs and \$377,288,445 in economic impact nationwide!

166 Dentist Placements

Rural Health Works estimates each dentist placement adds 7 jobs and \$400,000 in payroll. Our dentist placements added an estimated 1,162 jobs and \$60,400,000 in economic impact!

You can learn more about Rural Health Works' formula for these calculations for physicians and dentists here: <http://bit.ly/1RBDfQt> and nurse practitioners/physician assistants here: <http://bit.ly/1xuY3jl>

JOB POSTINGS

Dollars Saved

The cost of posting health professional jobs on online job boards vary, and they can also add up quick! If each post cost, for example, \$300, this means 3RNet saved safety net facilities an estimated \$1,670,100 in getting the word out about the opportunities they have available.

Opportunity Views

Job seekers viewed opportunities on 3RNet.org 288,405 times last year.

44,469 JOBS ADDED
+ \$2,532,088,445 ECONOMIC IMPACT
+ \$1,670,100 IN SAVINGS

IMPROVED ACCESS TO HEALTH CARE
NATIONWIDE.



A CLOSER LOOK AT THE DIFFERENCE WE MAKE

South Peninsula Hospital in Homer, Alaska recruited a physical therapist through 3RNet.

South Peninsula Hospital has had an ongoing relationship with 3RNet for several years. They use 3RNet.org to advertise open positions and recruit top talent to rural Alaska. Being in rural, remote Alaska, they must attract the right talent to the right positions. South Peninsula Hospital achieves this by utilizing technology to help locate talent across the country. Their comprehensive hiring process helps ensure the candidate chosen will be a good long-term fit for the hospital. Employees stay for many reasons once on board. The culture of inclusivity and personal and professional growth, knowing their voice is heard both within their department and at the highest level of management, exceptional benefits packages and wages, and a thriving community surrounding them.



Shawnee Health Service (SHS) in Carterville, Illinois recruited a dentist through 3RNet.

This network of community health centers provides integrated primary medical and behavioral health services, as well as specialty services including dental care, OB/GYN, nutrition counseling, in-house pharmacy, and social services. SHS serves communities in Jackson and Williamson Counties in southern Illinois, which are characterized by low-population densities, isolated households, income and educational levels below state and national averages, and poverty, illness, and mortality rates above state and national averages. SHS learned about 3RNet and is able to utilize our services through our associate member, the Illinois Primary Health Care Association.



Hot Springs County Memorial Hospital in Thermopolis, Wyoming recruited a family medicine physician through 3RNet.

The HSCMH recruiter first learned about 3RNet when on assignment in John Day, Oregon. The providers there advised that 3RNet was the first place anyone looked if interested in rural practice. And they were correct! Hot Springs' first posting resulted in a successful recruit. Eileen Dinneen, Executive Director of Wyoming Health Resources Network in Wyoming and the Wyoming 3RNet contact, has been immensely helpful their recruitment efforts. She has her finger on the pulse of all communities and is able to direct candidates to HSCMH positions. Through Eileen, ESCMH has since recruited two more additional providers! They believe the big benefit of 3RNet is that it focuses on those individuals interested in rural practice and takes out the expensive middle man....a big plus for small operations.

