3RNET BY THE NUMBERS

- 54 Organizational Members
- 1,161,302 Page Views
- 51,822 Users
- 17 Associate Members
- 3,802 New Candidate Registrations
- 58,550 (and counting) Total Active Healthcare Professionals
- 5,567 Jobs Posted
- 3,802 New Candidate Registrations
- 5,567 Job Postings
- 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
- 6,785 (and counting) Total Registered Healthcare Facilities
- 9 Board Members (Organizational Member-Elected)
- 4 Staff Members

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

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

- RURAL: 54
- URBAN UNDERSERVED: 44
- URBAN: 28
- FRONTIER: 21

* 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

- 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
- Hospitals – 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

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.

Physician Referrals = 146,726

<table>
<thead>
<tr>
<th>Rural</th>
<th>Frontier</th>
<th>All Other</th>
<th>Total</th>
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<tbody>
<tr>
<td>Internal Medicine</td>
<td>14,544</td>
<td>2,512</td>
<td>10,299</td>
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<tr>
<td>Family Medicine</td>
<td>13,125</td>
<td>3,564</td>
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<td>Pediatrics</td>
<td>6,006</td>
<td>1,424</td>
<td>4,401</td>
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<td>General Surgery</td>
<td>4,107</td>
<td>612</td>
<td>3,351</td>
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<td>Psychiatry</td>
<td>2,581</td>
<td>374</td>
<td>2,291</td>
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<td>Obstetrics/Gynecology</td>
<td>1,428</td>
<td>312</td>
<td>1,135</td>
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<tr>
<td>Internal Medicine/Pediatrics</td>
<td>338</td>
<td>81</td>
<td>279</td>
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<tr>
<td>Other</td>
<td>31,137</td>
<td>10,811</td>
<td>22,848</td>
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<td>Total</td>
<td>73,266</td>
<td>19,690</td>
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Non-Physician Referrals = 110,335

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<tr>
<td>Nurse Practitioners</td>
<td>22,940</td>
<td>4,321</td>
<td>17,213</td>
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<tr>
<td>Dentists</td>
<td>8,815</td>
<td>1,792</td>
<td>7,754</td>
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<td>Registered Nurses</td>
<td>4,910</td>
<td>2,905</td>
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<tr>
<td>Physician Assistants</td>
<td>4,685</td>
<td>1,033</td>
<td>4,384</td>
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<tr>
<td>Pharmacists</td>
<td>1,343</td>
<td>579</td>
<td>1,413</td>
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<tr>
<td>Social Workers</td>
<td>827</td>
<td>228</td>
<td>1,072</td>
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<tr>
<td>Psychologists</td>
<td>385</td>
<td>111</td>
<td>384</td>
</tr>
<tr>
<td>Marriage &amp; Family Counselors</td>
<td>21</td>
<td>10</td>
<td>6</td>
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<tr>
<td>Other Non-Physician Positions</td>
<td>8,724</td>
<td>2,993</td>
<td>8,129</td>
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<td>Total</td>
<td>52,650</td>
<td>14,032</td>
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Physician Placements = 1,496

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<th>Rural</th>
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<th>All Other</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Family Medicine</td>
<td>244</td>
<td>20</td>
<td>139</td>
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<tr>
<td>Internal Medicine</td>
<td>144</td>
<td>0</td>
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<tr>
<td>Psychiatry</td>
<td>36</td>
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<td>103</td>
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<tr>
<td>Pediatrics</td>
<td>57</td>
<td>2</td>
<td>25</td>
</tr>
<tr>
<td>General Surgery</td>
<td>25</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>Obstetrics/Gynecology</td>
<td>14</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Internal Medicine/Pediatrics</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Other Physician</td>
<td>218</td>
<td>5</td>
<td>316</td>
</tr>
<tr>
<td>Total</td>
<td>739</td>
<td>28</td>
<td>729</td>
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Non-Physician Placements = 1,098

<table>
<thead>
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<th>Rural</th>
<th>Frontier</th>
<th>All Other</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Nurse Practitioners</td>
<td>323</td>
<td>16</td>
<td>82</td>
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<tr>
<td>Dentists</td>
<td>114</td>
<td>6</td>
<td>46</td>
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<tr>
<td>Physician Assistants</td>
<td>72</td>
<td>20</td>
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<tr>
<td>Registered Nurses</td>
<td>85</td>
<td>15</td>
<td>8</td>
</tr>
<tr>
<td>Social Workers</td>
<td>43</td>
<td>6</td>
<td>16</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>35</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Psychologists</td>
<td>8</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>Marriage &amp; Family Counselors</td>
<td>6</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Other Non-Physician Positions</td>
<td>82</td>
<td>31</td>
<td>24</td>
</tr>
<tr>
<td>Total</td>
<td>768</td>
<td>94</td>
<td>236</td>
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</tbody>
</table>
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

ACT AS THE TRUSTED RESOURCE

Technical Assistance By Facility Type
• Rural Health Clinics – 743
• Community Health Centers – 607
• Critical Access Hospitals – 571
• Other – 772

Marketing/Educational Resources Utilized By Members
• Exhibits/job fairs – 36
• 3RNet promotional items – 35
• 3RNet flyers – 35
• Email blasts – 32
• Residency visits – 29

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.

"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.