



**3 R N E T**

The Nation's Most Trusted Resource for Health Professionals  
Seeking Careers in Rural and Underserved Communities.

# Annual Report

**2024 - 2025**

October 1, 2024 to September 30, 2025



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Welcome to 3RNET's  
2024 - 2025 Annual Report.

A snapshot of our mission  
impact powered by the  
National Rural Recruitment  
& Retention Network.

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# About 3RNET

3RNET is the most trusted resource for health professionals seeking careers in rural and underserved communities.

3RNET is a nonprofit organization focused on people. Our members connect professionals searching for jobs in rural or underserved areas with health care facilities.

3RNET is powered by the National Rural Recruitment and Retention Network which is made up of member organizations such as:

- State Offices of Rural Health
- Primary Care Offices
- Area Health Education Centers
- University programs
- State-based non-profit organizations
- Primary Care Associations

Learn more about 3RNET by visiting [www.3RNET.org](http://www.3RNET.org).

## 3RNET Vision

Thriving communities through a sustainable healthcare workforce.

## 3RNET Mission

We strengthen community access to a quality healthcare workforce.

## 3RNET Purpose

We use innovative strategies to enhance recruitment and retention of the healthcare workforce through informative data, technology, education, connection and collaboration.



**3 R N E T**

# 3RNET by the Numbers

## Network

52 Organizational Members  
*\*organizational members are represented by 3RNET Network Coordinators who power 3RNET*

## People

128,800 + Website users  
3,600 + New job seeker registrations  
88,000 + Total active job seekers  
1,700 + Employers with Active Jobs

## Economic Impact

\$3.2 Billion in economic impact  
60,000 + Jobs added  
*\*impact and jobs added by physicians, nurse practitioners/physician assistants, and dentists calculated using data from [Rural Health Works](#)*

## Website

209,000 + Website sessions  
1,661,000 + Web page views  
12,000 + Jobs posted

## Connections + Placements

560,000 + Referrals  
3,642 Placements



# 2025 Accomplishments

Snapshots of how we have strengthened community access to a quality healthcare workforce in 2025.

## New Vision, Mission, Purpose & Values

In early 2025 3RNET's Board of Directors and Staff met in Nashville, Tennessee for our bi-annual "Advance" strategic planning meeting. The most significant of takeaways from this gathering was the update to 3RNET's vision and mission, and creation of a 'purpose' statement as well as 'strategic values'.

### **3RNET Vision**

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### **3RNET Mission**

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### **3RNET Purpose**

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### **3RNET's Strategic Values**

Focused & flexible, authentic & trustworthy, mission driven, innovative & responsive

## RRPD + THC Technical Assistance Centers Partnerships

This year we launched a new feature to 3RNET.org which adds the ability to post and promote faculty and teaching career opportunities. These positions are added to 3RNET the same way as employment opportunities and are searchable to our thousands of registered candidates via our interactive website.

3RNET partners with the Rural Residency Planning and Development and Teaching Health Center Technical Assistance Centers, which support the creation and sustainability of new residency programs by providing educational resources and guidance.

## 2025 Website Updates

We introduced a significant batch of updates to 3RNET.org in early 2025 to enhance user experience.

Some of these updates include:

- Health professionals can now list up to three professions/specialties in their profiles.
- Expanded job search filters are always visible, and a new "Locations" page provides easier access to all locations.
- The "Contact Employer" feature replaces "Inquire," enabling direct candidate-to-employer communication while notifying Network Coordinators.
- And, registration forms can now pre-fill discovery sources for events.

## Education Projects

2025 was a busy year for 3RNET's education. We presented more than 25 sessions on workforce recruitment and retention topics. In 2025 we were invited to provide in-person and virtual education and training with member and partner organizations in Maine, Louisiana, California, Georgia, New York, Florida, and Oregon, and we conducted multiple-part webinar series for North Dakota and Colorado.

Additionally, 3RNET participated in meetings, presented on a variety of R4R topics, and exhibited at national conferences including BHW Rural Health, RCORP, NARHC, NARMH, ACU, RMTTC, NRHA, NAO, HOSA, AAPPR, NERHA and NOSORH. We also had the opportunity to present to PracticeMatch physician candidates on navigating LRP and J1 programs in conjunction with their career fair.

## PRISM

Since its inception in 2013 nearly 89,000 surveys have been completed in PRISM. All participating states are surveying NHSC programs, with most states also surveying state loan repayment programs (31) (SLRP) and solely state-funded programs (35).

### J1 Survey

The fourth year of surveying Conrad 30 J-1 Visa Waiver physicians had 31 states participating and was conducted over a six-week period in May/June. Response data has been added to the online reports and made available to the participating states.

### Publications

"Job Assessments and the anticipated retention of behavioral health clinicians working in HPSAs" published April 24, 2025 in BMC Health Services Research. "How retention for physicians in urban and rural HPSAs varies with their assessments of aspects of their work and jobs" submitted for review on June 24, 2025, to the Journal of Rural Health. A second paper on the relationships with communities that affect job turnover in rural and urban HPSAs is currently underway.

## 3RNET Plus Tools

3RNET Plus Tools is a subscription service for employers – separate from the access employers know and trust through their 3RNET Network Coordinators. In 2025 we grew 3RNET Plus Tools to 47 subscribers.

3RNET Plus Tools provides digital tools so employers can use technology to implement the best practices of recruiting to rural and underserved areas that 3RNET has been teaching since 1995! Some of the many tools included in 3RNET Plus Tools' suite are: candidate tracking, website connectivity, featured jobs on 3RNET.org, and more.

## PracticeLink + 3RNET Virtual Career Fair Opportunity

We partnered with PracticeLink to co-host a 3RNET + PracticeLink "Rural Virtual Career and Resource Fair" in November. The event was a success with 18 states connecting with over 200 job seekers interested in rural & underserved jobs across the nation.

# Network Reach

## Organizational Members by Organization Type

38	State Offices of Rural Health
26	Primary Care Offices
10	Primary Care Associations
6	Nonprofits
3	Area Health Education Centers
1	Federal Agency
1	Sovereign Nation

*\*members can respond as belonging to more than one type*

## Collaboration

39	Primary Care Office
32	State Office of Rural Health
25	Area Health Education Center
22	Primary Care Association
<i>*others: Rural Health Association, Public Universities, Medical Schools, Regional NHSC Office, Dental Society</i>	

## Community Types Served

52	Rural
45	Urban-underserved
24	Urban
14	Frontier

*\*based on federal definitions*

## Facility Types Served

48	Community Health Centers
48	NHSC Loan Repayment Sites
44	Rural Health Clinics
43	Critical Access Hospitals
30	NHSC Scholar Sites
17	Tribal Health Facilities
15	Indian Health Service Facilities
8	Veterans Affairs Sites

## Technical Assistance

549	Community Health Centers
545	Rural Health Clinics
334	Critical Access Hospitals

*\*others served: Tribal Health, Indian Health Service, NHSC Loan Repayment/Scholarship sites, Veterans Affairs*

# Referrals

## Referral Totals

421,000+	Total referrals
277,000+	Physician referrals
144,000+	Health professional referrals

## Physician Referrals

107,161	Family Medicine
41,551	Internal Medicine
15,016	Pediatrics
9,453	General Surgery
5,981	OB/GYN
4,108	Psychiatry
2,457	Internal Medicine / Pediatrics
91,986	Other

### Physician referrals by location

225,584	Rural
3,369	Frontier
48,760	Other

## Primary Care Health Professional Referrals

38,880	Physician Assistants
34,586	Dentists
25,326	Nurse Practitioners
15,636	Registered Nurses
4,823	Pharmacists
144,410	Other

### Primary care health profession referrals by location

118,468	Rural
2,736	Frontier
23,206	Other

## Behavioral Health Professional Referrals

2,114	Social Workers
1,399	Psychologists
175	Substance Abuse Counselor
2,087	Other Behavioral Health Professionals

### Behavioral health profession referrals by location

3,236	Rural
160	Frontier
2,379	Other

# Placements

## Placement Totals

- 3,642 Total placements
- 2,210 Physician placements
- 339 J1 Physician placements
- 1,025 Health professional placements
- 407 Behavioral health professional placements

## J1 Placements by Speciality

- 47 Internal Medicine
- 24 Family Medicine
- 17 Psychiatry
- 12 Pediatrics
- 3 OB/GYN
- 1 Internal Medicine / Pediatrics
- 0 General Surgery
- 235 Other

## Physician Placements

- 239 Internal Medicine
- 408 Family Medicine
- 206 Psychiatry
- 38 General Surgery
- 38 Pediatrics
- 18 OB/GYN
- 1 Internal Medicine / Pediatrics
- 1,262 Other

### Physician placements by location

- 400 Rural
- 9 Frontier
- 1,801 Other

## Primary Care Health Professional Placements

- 271 Nurse Practitioners
- 152 Physician Assistants
- 116 Dentists
- 94 Registered Nurses
- 40 Pharmacists
- 352 Other

### Primary care health professional placements by location

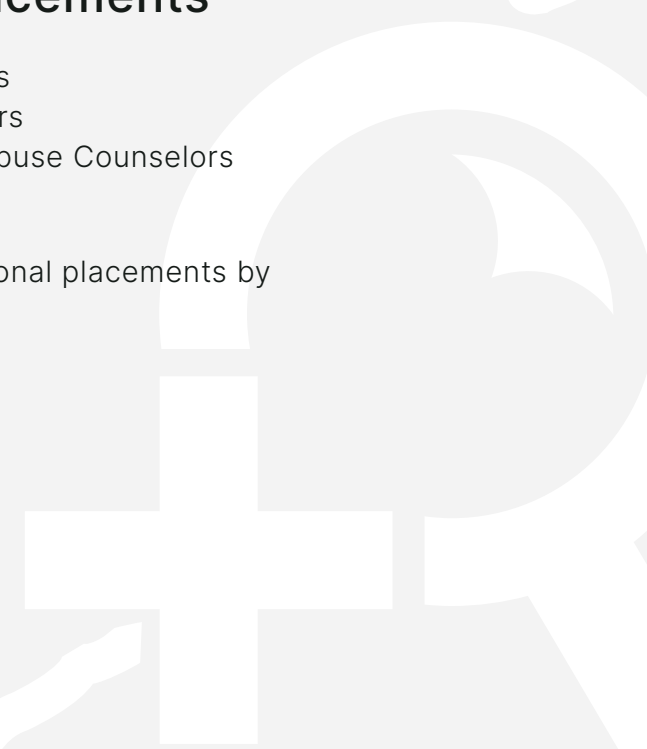
- 495 Rural
- 6 Frontier
- 524 Other

## Behavioral Health Professional Placements

- 195 Psychologists
- 134 Social Workers
- 8 Substance Abuse Counselors
- 70 Other

### Behavioral health professional placements by location

- 103 Rural
- 7 Frontier
- 297 Other



# Job Opportunities

## Job Opportunity Totals

11,750 Total jobs posted as of October 1, 2023

13,018 Total jobs posted as of September 30, 2024

## Current Jobs Breakdown

### Active physician jobs by specialty

1,715	Family Medicine
567	Internal Medicine
276	Pediatrics
329	OB/GYN
230	Psychiatry

### Health professional jobs

1,306	Nurse Practitioners
993	Registered Nurses
729	Physician Assistants
499	Dentists

### Behavioral health professional jobs

579	Social Workers
112	Psychologists
35	Substance Abuse Counselor



# Job Seeker Registrations

## Registration Totals

3,690 Total registrations  
1,604 Physician registrations  
2,086 Health professional registrations

## Registrations Breakdown

### Physician registrations

418	Family Medicine
229	Internal Medicine
204	Hospitalists
93	Pediatrics
46	Psychiatry
43	General Surgery
29	OB/GYN

### Health professional registrations

358	Nurse Practitioners
343	Dentists
156	Registered Nurses

### Behavioral health registrations

100	Nurse Practitioner - Psychiatry
39	Social Workers
17	Psychologists

