



## Updates for NOSORH Region E Meeting

July 11, 2013

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## 3RNet

#### History in brief

- Founded in 1995 after a vote of NOSORH
- First ED and visionary behind the concept Fred Moskol
  Premise was that an easy to use internet job board of up to date position openings would be attractive to health
- professionals and would harness economies of scale
  Members of the organization would know their state best and be connected to many HRSA and local programs such as loan repayment and J1 visa
- Services would be promoted heavily to serve rural and underserved communities

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## **3RNet**

#### Membership today

- 53 Organizational Members including 49 states, Commonwealth of the Northern Mariana Islands, Cherokee Nation (OK), Veterans Administration and Indian Health Services
- Represented by SORH, PCO, PCA, AHEC, and other non-profit entities
- Funded through member dues and a grant from HRSA Office of Rural Health Policy



#### **Current Board of Directors**

- Steve Shotwell (MI) President President-elect
- Keith Clark (NV)
- Joni Adamson (MO)
- Stacey Day (SC)
- Treasurer Secretary
- Jan Hurst (KY)
- Randy Munson (WI)
- Ann Cranford (TN)
- Jeanne Haupt (LA) • Lisa Benzel (MT)

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## **3RNet**

#### 2011-12 Annual Survey

- Newly formatted using Survey Monkey and more narrowly focused on 4 key metrics:
- 7,504 health professional opportunities posted
- · 3,921 candidates registered on 3RNet website
- 47,938 candidate referrals made to hiring organizations
- 1,767 health professional placements recorded (including J1 physicians)
- Do you have a copy of the survey results? Did you share it within your state?













#### **Benefits of Membership**

- · Access to a data base of interested health care professionals Posting job opportunities on an established website for rural and underserved communities
- .
- Technical assistance; Training in recruitment and retention · Recruitment and retention handbook that focuses on rural and underserved
- areas
- Assistance and support from fellow members facilitated by member listserve
- National advertising and social media presence
  Highlighted annually on 3RNet homepage and on social media sites
- Access to 3RNet promotional material and resources to utilize in marketing
  Exhibiting at state and national workforce and recruitment events
- Continued education wayWeb library of resources Continued education through webinars and Annual Membership Meeting

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# **3RNet**

## 4 C's of Membership

- 1. Collaboration
- 2. Customization
- 3. Creativity
- 4. Collection of Data



#### Collaboration

- Seek partnerships with all safety net organizations who are interested in workforce recruitment and retention
- Partner with health professional programs to create
   awareness of your efforts and grow your 3RNet usage
- Promote R&R services using your own and 3RNet supplied materials

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### **3RNet**

#### Customization

- Select the health professions most in need in your state that you will serve
- Select the types of facilities and opportunities you will post on the 3RNet
- Determine how you will facilitate referrals and tracking; choose your method from several choices
- Determine any fee schedule used to sustain program if needed; many models exist within 3RNet to review

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## **3RNet**

#### Creativity

- 3RNet website allows Organizational Member to create text to describe your state, its regions and the organizations you represent
- Pictures and videos may be utilized to enhance the visual representation; Check out CO, DE or the VA pages
- 3RNet staff available for assistance in design
- Be creative and make your state shine!



#### **Collection of Data**

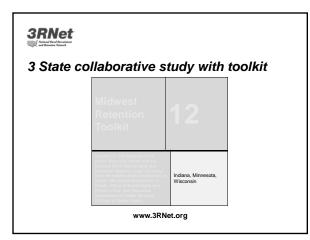
- Supply your data on the four key metrics of the 3RNet Annual Report and use results to show impact of your services on workforce needs in your state;
- True Serve has been used for this purpose in ND
- Use data collected to seek additional partners and funding sources for your program

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## **3RNet**

#### **3RNet and ARRA Retention Programs**

- Partnered with National Rural Resource Center and 3 states-WI, MN, IN to produce Midwest Retention Toolkit
- Provided webinars on retention for PA and WI
- Presented sessions on national trends in retention in LA, ID, MO, SC
- Collaborate with NC Foundation who is working with 11 states in Multi-state Collaborative to prepare a retention tracking system using new web based Practice Sights





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Multi-State Collaborative – 11 States	
Findings of the First Year Retention Survey of the Multi State/NNISC Retention Collaborative	
November 5, 2012	
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#### Retention next steps...

- The 3RNet seeks to serve as a clearinghouse for these projects and to assist in the dissemination of the knowledge gained from them.
- At our 2013 Annual Meeting in St. Louis, Dr. Don Pathman will be leading a discussion about the possibility of a Retention Learning Collaborative to extend the life of these studies into practices that improve retention.
- Join us in St. Louis October 8-10!

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