

NATIONAL
RURAL HEALTH
RESOURCE CENTER

TASC 90

May 18, 2022

Workforce in Rural Health Care

This project is/was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number UB1RH24206, Information Services to Rural Hospital Flexibility Program Grantees, \$1,560,000 (0% financed with nongovernmental sources). This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.

The Center's Purpose

The National Rural Health Resource Center (The Center) is a nonprofit organization dedicated to sustaining and improving health care in rural communities. As the nation's leading technical assistance and knowledge center in rural health, The Center focuses on five core areas:

- Transition to Value and Population Health
- Collaboration and Partnership
- Performance Improvement
- Health Information Technology
- Workforce



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Diversity, Equity, Inclusion, & Anti-racism



Building a culture where difference is valued.

The Center is committed to DEI and anti-racism. We create an environment that reflects the communities we live in and serve; a place where everyone feels accepted and empowered to be their full, authentic selves; and where everyone belongs.

We understand the impact of and seek to defeat racism and discrimination in ourselves, our workplace, and the world. This guides how we cultivate leaders, build our programs and resources, and deliver our technical assistance.

We are an organization that honors, celebrates, and respects all dimensions of diversity. These principles are central to our mission and to our impact.

[Read more at ruralcenter.org/DEI](https://ruralcenter.org/DEI)



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Housekeeping

Please mute
your
microphones

Closed
Captioning is
available

Use chat box,
raise hand
feature, or come
off mute to ask
questions

Recording of this
event will be
made available

Please take a moment to complete the polling questions on your screen.



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Objectives: Workforce in Rural Health Care

Identify current workforce challenges impacting rural health care providers

Access resources and supporting information for healthcare workforce support

Recall state Flex Program activities that can support rural workforce challenges



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TASC Updates

- HIT Coalition on June 21: Care Coordination
- Telehealth Webinar on June 28: School and Library Collaboration
- Reverse Site Visit – July 19-21
- Flex Staff Sustainability Guide and Toolkit*



Matthew Bancroft
Program Specialist
TASC/SHIP



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Year 3 Flex QI Project

Grantee Deliverable Timeline



- Final evaluation survey and spreadsheet will be due November 30, 2022
 - Spreadsheet will be submitted as an attachment with your End of Year Report in EHB
- Further guidance for the poster development is forthcoming – stay tuned 😊

Today's Agenda:

TASC Update: Matt Bancroft

Flex Program Update: Laura Seifert and Kerri Cornejo

Flex Monitoring Team Update: Megan Lahr

RQITA Update: Karla Weng

Workforce – Provider Perspective: Dr. Jeffrey Bacon

Workforce – Administrator Perspective: Rick Breuer

Workforce – National Perspective: Mike Shimmens



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Dr. Jeffrey Bacon, DO



Dr. Jeff Bacon was born and raised in rural Kansas and Nebraska where he attended a rural liberal arts college. Medical school was at Kirksville College of Osteopathic Medicine and residency in family medicine was at Park Lane Medical Center in Kansas City, Missouri. After residency, Dr. Bacon practiced full scope rural family medicine for 3 years in rural Iowa. Presently and for the last 18 years, he has practiced family medicine in Sterling, Colorado. Dr. Bacon is presently the Chief Medical Officer/ Divisional Medical Director for three hospitals in Colorado and Nebraska. In a leadership role, he has served as President of the Colorado Society of Osteopathic Medicine, the Colorado Academy of Osteopathic Family Physicians, and Northeast Colorado Medical Society. Dr. Bacon recently completed a fellowship in rural health with the National Rural Health Association and presently sits on the Colorado Hospital Association's Physicians Leadership Council. Dr. Bacon's passions lie in rural health care, and he has spoken nationally on rural recruitment and retention and provider burnout.

Rick Breuer, CEO



Rick Breuer is a healthcare executive with over 30 years of experience in leadership roles spanning various healthcare settings. Rick is currently the CEO at Community Memorial Hospital and Sunnyside Health Care Center in Cloquet, Minnesota, where he has been since 1999. During his tenure, CMH has more than quadrupled in size and scope of services, and is positioned as a regional provider of a broad spectrum of services. Rick also serves on a number of local and statewide healthcare committees and advisory groups advocating on behalf of rural, independent healthcare providers and the people they serve. Rick is also heavily involved in local education, serving on local higher education advisory councils and personally speaking to more than a dozen 8th grade classrooms in Carlton County each year through a Chamber sponsored program and to high school students throughout the region about healthcare careers on an annual basis.

Mike Shimmens, Executive Director



Mike Shimmens is the Executive Director for 3RNET, the nation's most trusted resource for health professionals seeking careers in rural and underserved communities. Mike has led 3RNET since 2012. Mike works with a nine-member Board of Directors, leads a staff of three, and empowers the National Rural Recruitment and Retention Network of 54 members to further 3RNET's mission to improve rural and underserved communities' access to quality health care through the recruitment and retention of quality health care professionals.

Mike has over 20 years of experience in the recruitment of health care professionals. Prior to leading 3RNET Mike worked for six years at the Missouri Primary Care Association as Director of Recruitment and Workforce Development. There he assisted 21 Community Health Centers and other Missouri hospitals and clinics in their health professional recruitment efforts through the Missouri Health Professional Placement Service.

3RNET

Your Trusted Resource

Mike Shimmens

3RNET Executive Director



About 3RNET

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

Powered by the National Rural Recruitment and Retention Network since 1995.



The Network

- 3RNET Member Organizations
 - Form our non-profit membership association, the National Rural Recruitment and Retention Network
 - Each member organization is unique - www.3RNET.org/locations
 - State Offices of Rural Health
 - Primary Care Associations
 - Primary Care Organizations
 - Federal Agencies
 - Territory & Sovereign Nation

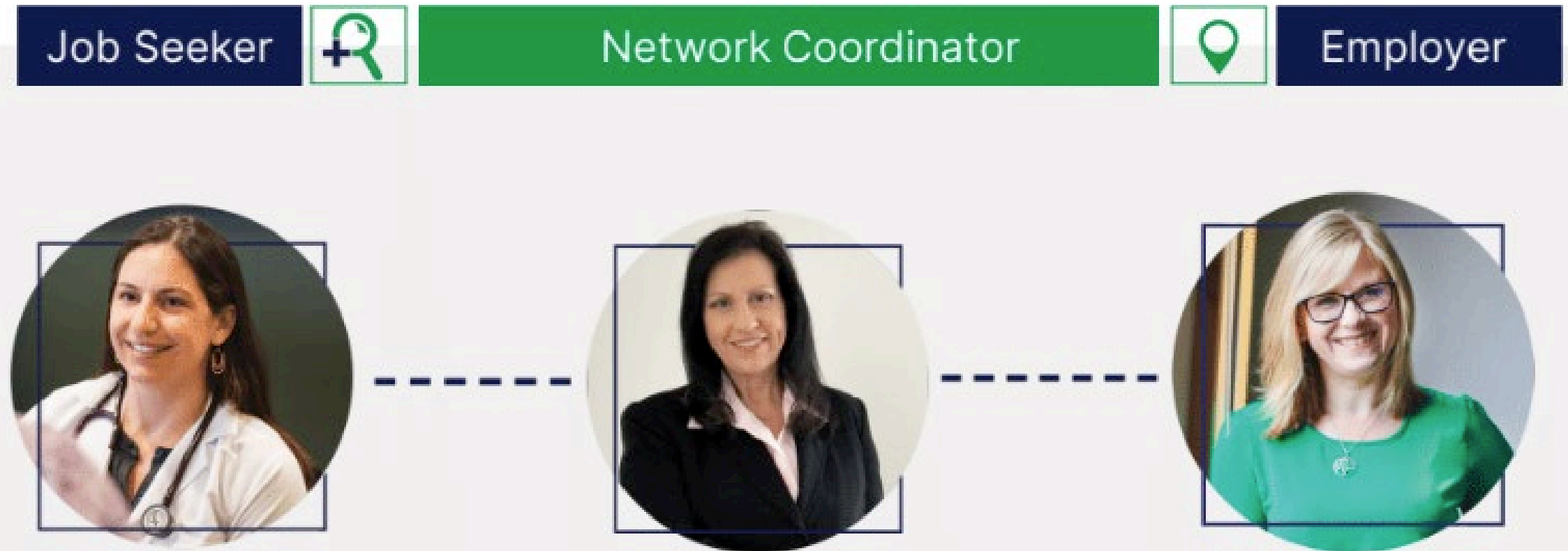


Powered By

- 3RNET Network Coordinators
 - Outreach to rural and underserved employers to promote job opportunities
 - Connect mission-minded health professionals with rural and underserved employers
 - Provide state-specific job search resources
 - Loan Repayment
 - Visas
 - Health Professional Shortage Areas (HPSAs)
 - & more




How 3RNET Connects Communities & Health Professional Job Seekers





[FOR PROFESSIONALS](#)

[FOR EMPLOYERS](#)

A man in a dark jacket and pants stands on a rocky desert ledge, looking out over a vast landscape of red rock formations under a cloudy sky. The scene is a classic depiction of Monument Valley.

**The nation's most trusted
resource for health professionals
seeking careers in rural and
underserved communities.**

Powered by the National Rural Recruitment and Retention Network

J-1 VISA ELIGIBLE



TELEHEALTH JOBS



LOAN REPAYMENT



HPSA SCORE RANGE

20 TO 26


CREATE JOB ALERT
FOR THIS SEARCH

Nurse Practitioner needed in central Arkansas – great benefits and loan repayment!

Nathan Littauer Hospital & Nursing Home ...
Nashville, Tennessee

#123456789
1 day ago



Nurse Practitioner needed in central Arkansas – great benefits and loan repayment!

Nathan Littauer Hospital & Nursing Home ...
Nashville, Tennessee

#123456789
1 day ago



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Nashville, Tennessee

#123456789
1 day ago



Nurse Practitioner needed in central Arkansas – great benefits and loan repayment!

Nathan Littauer Hospital & Nursing Home ...

#123456789
1 day ago



Nurse Practitioner Physical Medicine & Rehabilitation

Nurse Practitioner needed in central Arkansas – great benefits and loan repayment!

Nathan Littauer Hospital & Nursing Home Center
Nashville, Tennessee

J-1 visa eligible
HPSA: 12
Loan repayment
Telehealth job

JOB ID #123456789



SAVE



INQUIRE

JOB DETAILS

ABOUT EMPLOYER

CONTACT INFO

Seeking Family Practitioner for Medical Director opportunity with a Community Health Center in northern New Hampshire.

Position Summary:

The school-based LICSW and/or Psychologist will provide services to identified children within the school districts of the ACHS catchment area. This person will collaborate with the school staff to provide behavior management plans to students and their families. This position will work directly with the child, family members, and school professionals. Behavior management care may be provided in individual or group settings.

Required Knowledge; Skills & Abilities:

Demonstrates evidence of essential leadership, communication, education, collaboration, and coaching skills.

Knowledge of alcohol and substance abuse theory and treatment; a wide range of treatment modalities; therapeutic program services and crisis intervention techniques...

Education & Experience Requirements:

LICSW, and/or PsyD with at least three years of professional clinical experience; school- based experience preferred.

Certificates & License Requirements:

Opportunity Information

Job Title

Profession

Select profession(s)

Employment or Training Opportunity

Employment (FT, PT, PRN, Locums, etc...)

State

Select State

City

Zip Code

Used for map placement only, not shown to professionals.

County

Used for reporting purposes only, not shown to professionals.

Job Details

Paragraph **B** *I*

P

POWERED BY TINY

Additional Information

Health Professional Shortage Area (HPSA) Score

Unsure of HPSA Score? Use HPSA Find to lookup.

Employer Id

If provided an invalid value the opportunity will not save

Community Type

Select Community Type

Community Population

Select Community Population Size

Service Population

Select Service Population Size

Employer Type

Select Employer Type

Employment Type

Select employment type(s)

Select a maximum of 3 employment types

☐ Allow J1 Visa☐ Provides Loan Repayment☐ Telehealth

✕ Cancel

✓ Save and Exit

✓ Save and Add Detail

Our Funding

- Federal Office of Rural Health Policy (FORHP) Cooperative Agreement through the National Rural Health Association (NRHA) since 1995
- Organizational Member dues
- Educational services



3RNET Services

- Job Board
 - 3RNET.org – *Many new changes including REVAMPED job posting!*
- Education
 - Recruiting *for* Retention best practices
 - 3RNET Academy - \$2000 State Sponsorship
- PRISM
 - Promoting collaboration amongst rural America's leaders by collecting & analyzing retention data
- Our Impact - www.3RNET.org/impact

Furthering our mission to improve rural and underserved communities' access to quality health care through recruitment and retention.



Workforce Stats from 3RNET.org

Active Jobs

- August 2021 - 3,800
- April 2022 - 6,700

Since Launch of NEW 3RNET.org (August 1, 2021)

- 4,526 new jobs posted
- 1,955 new health professional registrations

Health Professional Registrations

- May 2021 = 300 - 400 per month
- August 2021 = 200 or less per month
- May 2022 = just over 200 per month

Physician Registrations

- Remain mostly stable
- 50% of our total registrations
- Up from 30% average

Employers with Active Jobs

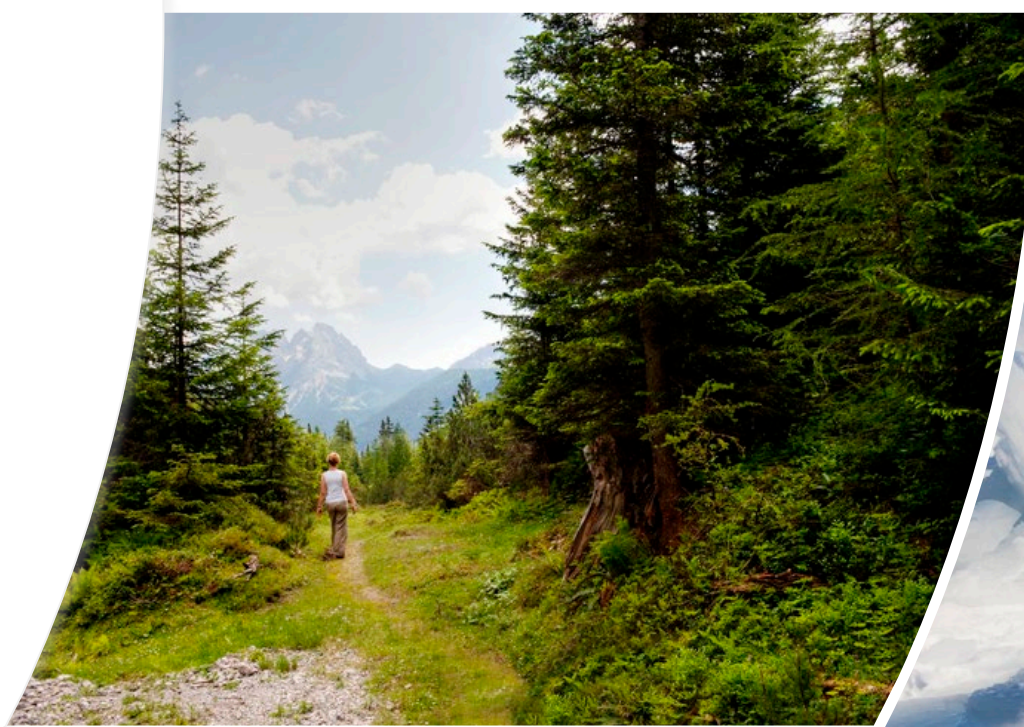
- August 2021 (launch) - 450
- May 2022 - 744



Unique Jobs in Unique Places

Dozens of
professions &
specialties.

In some of the
most unique &
beautiful places
across the nation.





Questions?

Thank You

Mike Shimmens

3RNET Executive Director

shimmens@3RNET.org

1-800-787-2512

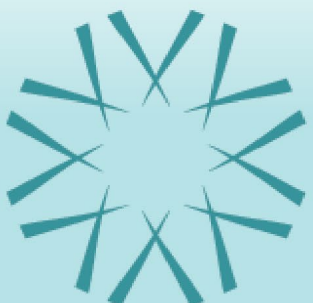


TASC Updates (once more)

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