



NATIONAL
RURAL HEALTH
RESOURCE CENTER

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Bringing Value to Your Members with Network Shared Staffing Models

Workforce Pressures on Rural Networks



Purpose

The National Rural Health Resource 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:

- Performance Improvement
- Health Information Technology
- Recruitment & Retention
- Community Health Assessments
- Networking



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Rural Health Care Trends





HIT Workforce Shortages

Source (year published)	Year or Goal	Increase Needed
Bureau of Labor Statistics (2008) 2018	2018	35,000
HIMSS Analytics (2008)	Stage 4	40,000
ONC (current projection)	2015	50,000



Recruitment Strategies

- Shared recruitment – 3RNet
- Loan repayment programs for health professionals
- HIT training and education stipends and certification through ONC
- Rural clinical training or practicum sites



Networking Strategies

- Shared staffing
- Shared access to technical expertise
- Discounts through shared volume
- Education and training for multiple sites



Resources

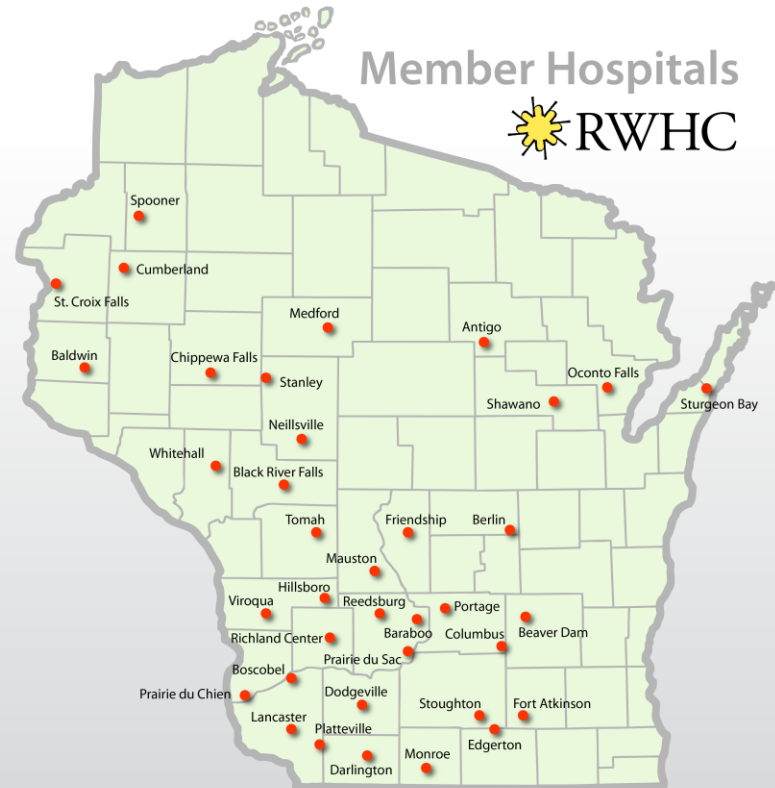
- [Area Health Education Centers \(AHEC\)](#)
- [Health Information and Management Systems Society \(HIMSS\)](#)
- [HRSA, Office of Rural Health Policy](#)
- [National Cooperative of Rural Health Networks \(NCHN\)](#)
- [National Rural Health Association \(NRHA\)](#)
- [Office of the National Coordinator \(ONC\) HIT Workforce Programs](#)

Shared Staffing: RWHC and RWHC ITN

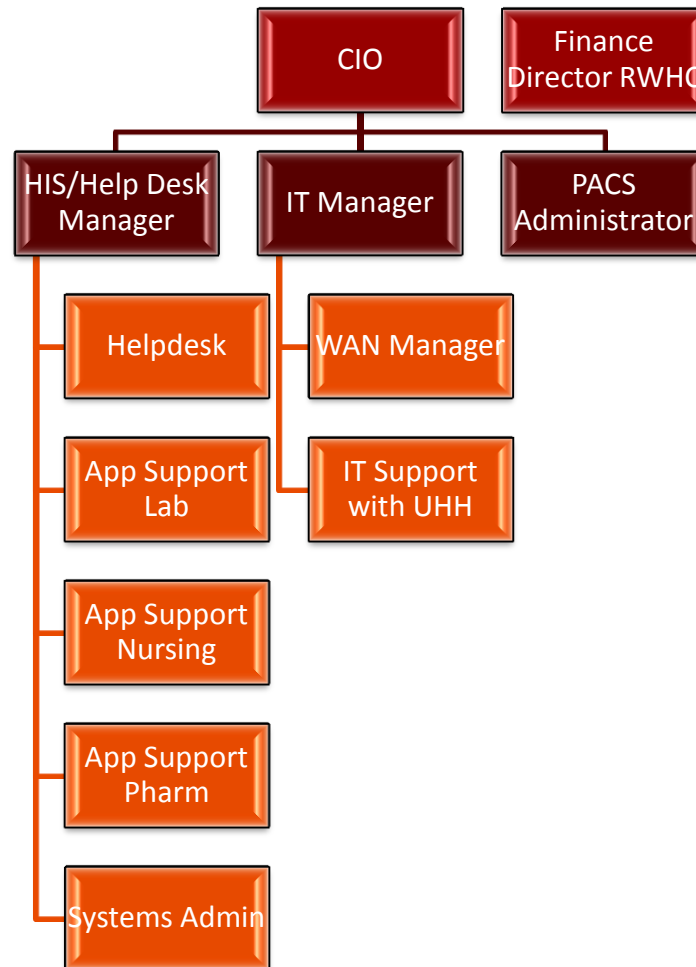


RWHC by the Numbers

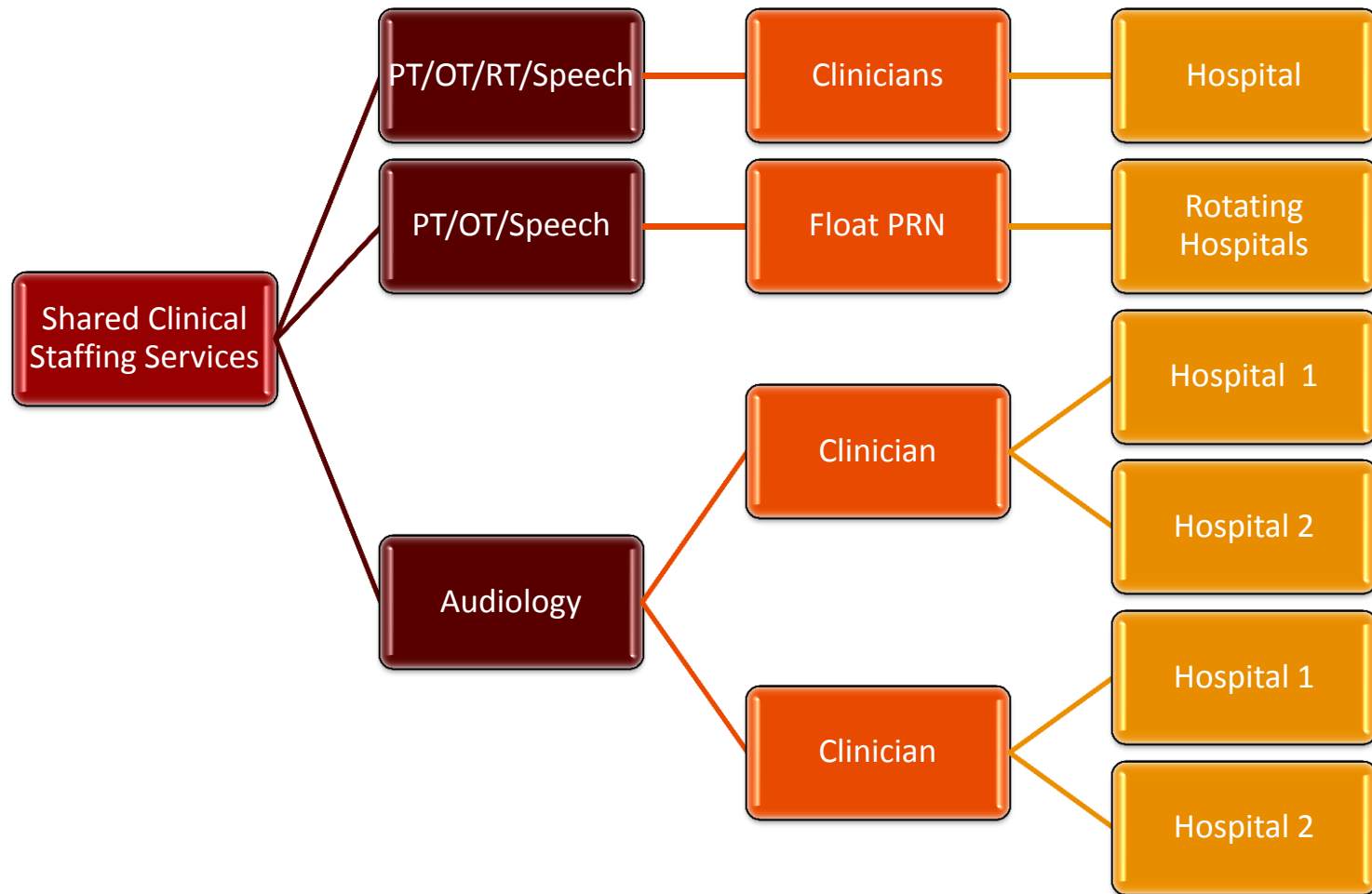
- Founded 1979.
- Non-profit coop owned by 37 rural hospitals (who have net rev \approx \$3/4B; \approx 2K hospital & LTC beds).
- \approx \$11M RWHC budget (\approx 70% member revenue/dues; 30% non-member revenue).
- 8 PPS & 29 CAH; 23 freestanding; 14 system affiliated.



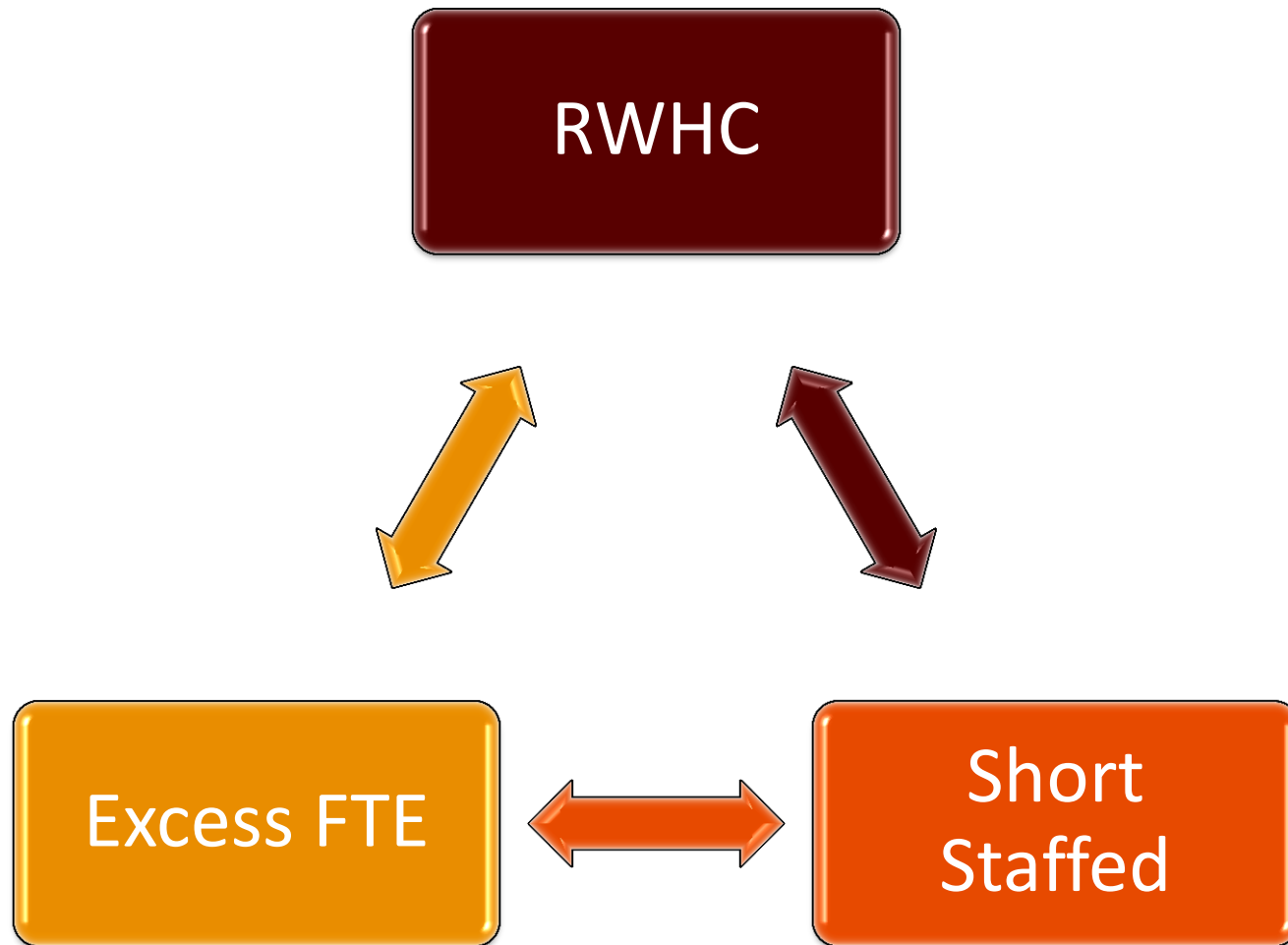
RWHC ITN



RWHC Shared Clinical Staffing Models



RWHC as a Match Maker for hire



RWHC Office and Training Center



The CVC Shared Staffing Model

David Simenson, MD
Associate Med. Dir. for HIT
Golden Valley Health Centers



Central Valley Collaborative

- **7 member organizations**
- **85 office locations**
- **Combined medical staff of 180**



Over 80 Office Locations



Located Throughout Central California



Purpose

- **Local Extension Center (LEC), delivers regionally-based technical services**
- **One of 10 LECs contracted with CalHIPSO**
- **Health Center-Controlled Network formed by and serving community health centers**

Network Personnel

- **Project Manager: on loan from CVHN**
- **Network Administrator**
- **Head Trainer (50/50 with CVC and member org.)**
- **Trainers: 3**
- **EHR Super User/Developer, (50/50)**
- **Programmer**
- **EPM analyst**
- **Administrative Assistant**

Recruiting Network Staff

- **Almost all staff were originally existing employees of one founding member organization**
- **Others were recruited through Career Builder or similar job sites**
- **We had to do a lot of training; we did not find NextGen experts**

Personnel of Member Organizations

- **Each network member has**
 - **Project Lead**
 - **Its own IS and/or EHR Depts, helpdesk support, local network, hardware, training of new employees, local EPM/EHR support**

Services Provided

- **EPM/EHR implementation, training and support**
 - Training of all staff for initial implementation of EPM and EHR
 - Training for software upgrades
 - Ongoing provider training/optimizing use of EHR
 - Host EPM/EHR for 4 of 7 member organizations

Sustainability

- **Monthly member dues based on the number of providers**
- **HITECH funding, other grants as they are available**
- **No FFS funding**
- **No scholarships**

Questions?



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