The Arizona Rural Recruitment & Retention Program Partnership

40th Annual Rural Health Conference – Pre-Session

Joyce Hospodar, Lourdes Paez, Ana Lyn Roscetti

8:00-9:30 am, Tuesday, August 20, 2013
Prescott Resort & Conference Center
Prescott, AZ
Goal – *Introduce session attendees to a free national, online rural recruitment and retention tool, the 3RNet*

Objectives

- Identify Arizona’s partners utilizing the national Rural Recruitment & Retention Network (3RNet)
- Describe each partner’s role in using the 3RNet
- Review the national 3RNet website and the Arizona 3RNet website
- Encourage Arizona rural organizations/providers to utilize site
Overview of the 3RNet

- What does the 3RNet stand for?
  - National Rural Recruitment & Retention Network

- What is its mission?
  - Improve rural and underserved communities’ access to quality healthcare through recruitment of physicians and other healthcare professionals
  - Develop community-based recruitment and retention activities
  - Initiate national advocacy relative to rural and underserved healthcare workforce issues

- Who are the members?
  - Non-profit organizations that help professionals find practices in rural and underserved areas throughout the country
  - Members include: State Offices of Rural Health, Area Health Education Centers, University Programs, state-based not-for-profit organizations and Primary Care Organizations

- What is the Center for Rural Health’s role?
  - As a member, the Center for Rural Health provides assistance to healthcare providers seeking jobs in rural Arizona as well as healthcare facilities needing to fill open positions.
AZ 3RNet Partners and Their Roles

- **Center for Rural Health**
  - Oversee and manage the website
  - Update the site with new information relevant to recruitment and retention
  - Market the opportunity to rural provider organizations around the state
  - Approve all provider organizations interested in posting job opportunities
  - Assist employers and potential applicants

- **ADHS, Bureau of Health Systems Development**
  - Manage the Arizona J-1Visa Waiver Program
  - Oversee the Arizona Loan Repayment Program
  - Recruit eligible applicants for National Health Service Corps

- **Arizona Alliance for Community Health Centers**
  - Recruit and retain medical professionals at the state’s Federally Qualified Health Centers
Benefits of AZ 3RNet Partnership

- Full access to 3RNet information
  - Candidates, Facilities, Locations
  - Job opportunities
  - Trainings, webinars and recordings
  - Reporting
  - Recruitment and Retention Tools and Resources (locally and statewide)
  - Trainings on new updates and functionalities of website
  - Technical assistance from national 3RNet staff

- Leverage agency resources to maximize recruitment of providers

- Outreach proactively to providers registered on 3RNet
Benefits of AZ 3RNet Partnership

- Facilitate/maximize enrollment to programs, i.e., AZ J1 Visa Waiver, NHSC Loan Repayment Program or State Loan Repayment Program
- Direct referrals to facilities with known active or pending job openings
- Conduct applicant screening through CV review
- Plan recruitment efforts based on provider’s “available date” information
- Track effectiveness of 3RNet in filling positions posted on 3RNet
- Gauge provider interests for employment in AZ
Welcome to 3RNet, the National Rural Recruitment and Retention Network. 3RNet members are non-profit organizations helping health professionals find jobs in rural and underserved areas throughout the country. 3RNet members are eager to talk with you about jobs and opportunities that are available in their locations. They can tell you what it's like to live and practice in these communities and assist you in securing the one job that best matches your professional and personal needs! Our focus is on retention, as well as, recruitment. We want to help you find that perfect opportunity.

Search Job Opportunities

<table>
<thead>
<tr>
<th>Profession</th>
<th>Search</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Any Profession&quot;</td>
<td></td>
</tr>
</tbody>
</table>

Featured State

Arizona
If you are looking for a job in a rural community with beautiful landscapes, friendly people, culturally diverse populations and generous benefits - look no further - Arizona is your destination. Arizona is recognized for its natural beauty, high quality of life, and its ongoing innovation in all fields from agriculture to technology. Whether you enjoy hiking, skiing, the arts, or relaxing at the spa, there's a place for you in Arizona. Experience beautiful sunny days, make the Grand Canyon Sta Learn More
Arizona 3RNet Home Page

3RNet Healthcare Jobs Across the Nation

Search Opportunities Locations Resources Sponsors About Contact Donate Now

Arizona

Current Openings
25 Physician
1 Administration
1 Physical Therapist
1 Psychologist
1 Registered Nurse (RN)
1 Registered Nurse - Critical Care
1 Substance Abuse Counselor

Contact Information
HealthcareNow
Tel: 800-625-2617
Fax: 919-811-7824
J1 Contact
Seq Services
Tel: 852-542-1064

Arizona

General J1 Visas News Resources Contact

General Information: If you are looking for a job in a rural community with beautiful landscapes, friendly people, culturally diverse populations and generous benefits – look no further - Arizona is your destination. Arizona is recognized for its natural beauty, high quality of life, and its ongoing innovation in all fields from agriculture to technology. Whether you enjoy hiking, skiing, the arts, or relaxing at the spa, there’s a place for you in Arizona. Experience beautiful sunny days, make the Grand Canyon State the next place you call home.

Arizona is the 6th largest state in the U.S. by area and is home to about 6.4 million people. The state’s culturally diverse population is one of the fastest growing with 21 federally recognized Native-American tribes/nations and more than 1.9 million people or 30% of Hispanic ethnicity. Many health care providers enjoy the benefits of living and working in a rural community.

The Arizona Rural Recruitment & Retention Program (Arizona 3RNet) at the Center for Rural Health (CRH) provides assistance to medical providers seeking jobs in rural Arizona and healthcare facilities seeking healthcare providers. Through this site, you can view or post job opportunities.

Click here to visit the Center for Rural Health website.

Key Points
Arizona Loan Repayment Program

Primary care providers may be eligible for up to $40,000 of tax-free loan repayment for a minimum service of two years or up to $87,000 for a four year commitment through the Arizona State Loan Repayment Program (ASLRP). Modeled after the National Health Service Corps Loan Repayment Program (NHSC-LRP),...
Arizona 3RNet Regions by County

AZ Region
- Western Region
- Northern Region
- Central Region
- Southeastern Region

AZ Counties
- Mohave, La Paz, & Yuma
- Coconino, Navajo, Apache, & Yavapai
- Maricopa, Gila, Pinal, Graham, & Greenlee
- Pima, Santa Cruz, & Cochise
## August 2013 Openings by AZ Region

<table>
<thead>
<tr>
<th>Arizona Region</th>
<th># of August Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western Region</td>
<td>15 openings</td>
</tr>
<tr>
<td>Northern Region</td>
<td>5 openings</td>
</tr>
<tr>
<td>Central Region</td>
<td>7 openings</td>
</tr>
<tr>
<td>Southeastern Region</td>
<td>15 openings</td>
</tr>
</tbody>
</table>
Types of Opportunities Sought

- Family Practice, Internal Medicine
- Obstetrics/Gynecology
- Emergency Medicine, General Surgery
- Nurse
- Nurse Practitioner
- Physician Assistant
- Dentist
- Social Worker
- Pharmacy
- Radiology
- Psychiatry
- Administration/Management
Process for Candidate Registration

3RNNet Candidate Registration

It's our goal to help healthcare professionals find their preferred location in rural America—the place they are needed, the place where their lives can take root, the place they want to be.

Registering for a free account with 3RNet allows you to browse job postings and to be contacted about the right opportunity for you. 3RNet and its members will not share personal or identifiable information provided on this form with non-affiliated organizations. View our full privacy policy. To learn more about 3RNet, visit our frequently asked questions page.

NOTICE: Access to 3RNet is specifically and exclusively intended for physicians and other healthcare professionals who are interested in working in rural or underserved communities or areas. This site is not for agents, recruitment firms, or recruitment firm staff. Registering as a candidate or using a false name to access any information at the website is a violation of the Terms of Service associated with the website and constitutes a misappropriation of trade secrets. Such fraudulent use is punishable both civilly and criminally under the Federal Computer Fraud and Abuse Act (18 U.S.C. section 1030) and by Wisconsin's Trade Secrets Act, sec. 134.90.

Personal Information:

First Name: 
Last Name:  
Address 1:  
Address 2:  
City:  

Indicates required field
Sample Registration Email

A 3RNet Candidate has just updated their profile. Here is their information.

• Email: johndoe@yahoo.com
• Name: John Doe
• Registered Date: 7/10/2013 5:13:25 PM
• Date Available: 06/01/2015
• Address:
• Home Phone:
• Best Place to Call: Cell
• Visa Status: US Citizen
• Home State: Maine
• States of Interest: AR, AZ, CA, CO, ID
• Profession/Specialty: Physician Family Medicine
• Work Phone:
• Cell Phone:
• Best Time to Call: after 5pm Eastern
• Spouse Home State:
• Spouse Home Town:
• Loan Repayment: All Loan Repayment Programs
Process for Employer Registration

Please Login or Register

If you are already a 3RNNet-registered facility, please use the login section above. Otherwise, please enter your information into the registration form below so that you will be able to add, edit, or remove listings in the future.

To learn more, visit our frequently asked questions page.

NOTICE: This website is not intended for use by recruitment firms. Recruitment firm staff or others registering false job postings constitute fraud and will be dealt with accordingly.

Facility Information

<table>
<thead>
<tr>
<th>Facility Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address:</td>
</tr>
<tr>
<td>City:</td>
</tr>
<tr>
<td>State:</td>
</tr>
<tr>
<td>Zip Code:</td>
</tr>
</tbody>
</table>

Desired Posting Locations

Using the options below, please select ONLY the location(s) in which your opportunities reside. Candidates know to look for opportunities in the locations (states, territories, Indian nations) they wish to practice. You must be approved by each
Karen Gonzalez with Karen Gonzalez located in Phoenix, Arizona, has registered as an employer on the 3RNet.org website and is seeking approval to post opportunities for Arizona.

Once approved, an email will be sent to Karen Gonzalez with instructions for posting opportunities. You may choose to approve Karen Gonzalez to post opportunities to the site directly, or you may select that any opportunities must be approved by you, first, before they are posted to the site.

Full Facility Details

Facility Name: Karen Gonzalez

Contact Name: Karen Gonzalez

Address: 2833 N 3rd Street
Phoenix, Arizona 85004

Registered Date: 5/1/2013 8:46:20 PM

Phone: 602-234-3711
Cell:
Fax:

Email: kvgonzalez@arizonaschildren.org
City Locations of Registered AZ Employers
## Growth in # of 2013 Registered Employers

<table>
<thead>
<tr>
<th>Employer Type</th>
<th>Jan 2013</th>
<th>Aug 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Health Center</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>Critical Access Hospital</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Other Hospital</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Medical Practice</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Behavioral Health</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>County Government</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Tribal Entity</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Veterans Administration</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Medical School</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Association</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>10</td>
</tr>
</tbody>
</table>
### Example - AZ Opportunity Search

#### Opportunity Search Results

<table>
<thead>
<tr>
<th>TITLE/SUMMARY</th>
<th>DATE</th>
<th>CITY</th>
<th>STATE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Physician Internal Medicine</strong>&lt;br&gt;Board Eligible Internal Medicine Physician: Provides health care services to patients. This opportunity will allow you to work collaboratively with a multidisciplinary team of professionals. Not only...&lt;br&gt;[View Details]</td>
<td>8/6/2013</td>
<td>Tucson</td>
<td>Arizona</td>
</tr>
<tr>
<td><strong>Physician Internal Medicine</strong>&lt;br&gt;Join one of our busiest Community Health Centers! Will not Family Health Center is located in the heart of Tucson and offers our underserved population a wide scope of services. Internal Medicine, PA.&lt;br&gt;[View Details]</td>
<td>8/6/2013</td>
<td>Tucson</td>
<td>Arizona</td>
</tr>
<tr>
<td><strong>Psychology - Child</strong>&lt;br&gt;<strong>CHILD PSYCHIATRIST BRIEF DESCRIPTION OF JOB:</strong> The Psychiatrist shall serve as a team member in the provision of behavioral health services to members under 18 years of age in accordance with the...&lt;br&gt;[View Details]</td>
<td>8/6/2013</td>
<td>Marana</td>
<td>Arizona</td>
</tr>
<tr>
<td><strong>Physician Family Medicine</strong>&lt;br&gt;Family Practice Physician for a Federally Qualified Community Health Center (FQHC) clinic located in the heart of Tucson, AZ. This outpatient clinic is located on the Pima Community College West Campus.&lt;br&gt;[View Details]</td>
<td>8/6/2013</td>
<td>Tucson</td>
<td>Arizona</td>
</tr>
<tr>
<td><strong>Social Worker - Clinical</strong>&lt;br&gt;Wonderful opportunity in a beautiful location for a Licensed Clinical Social Worker to get in on the ground floor of our new Behavioral Health Department.&lt;br&gt;[View Details]</td>
<td>8/6/2013</td>
<td>Page</td>
<td>Arizona</td>
</tr>
<tr>
<td><strong>Physician Family Medicine w/ OB</strong>&lt;br&gt;We have a wonderful opportunity in a very scenic location with lots of outdoor activities. Our clinic has been in business for 40 years and was among the first Federally Qualified Health Centers.&lt;br&gt;[View Details]</td>
<td>7/31/2013</td>
<td>Page</td>
<td>Arizona</td>
</tr>
</tbody>
</table>
View Details - Provider Opening in Page, AZ

Physician - Family Medicine w/OB Position Available

We have a wonderful opportunity in a very scenic location with lots of outdoor activities. Our clinic has been in business for 40 years and was among the first Federally Qualified Health Centers.

To see full information on this opportunity please login using the form at the top of the page.

Don't have an account? Register Now. It's free and only takes a minute.

Return to Search Results
Start New Search
Tips for Effective Site Listings: Group Discussion

• **Physician - Internal Medicine**
  URGENT NEED FOR Internal Medicine Physician in Some City, State. J1 Waiver/H1b/National Interest Waiver approved site. SEND RESUME IMMEDIATELY TO: xxxxx@AOL.COM

• **Physician - Pediatrics**
  Staff Physician (Pediatrician) opportunity available at the Gold Village Health Centers in Some City, Some State. Applicant must have a medical degree or equivalent and completion of residency in Pediatrics. Must also have or be eligible for State medical license, along with a BC/BE in Pediatrics. If interested, mail résumé to:

• **Nurse Practitioner (NP) - Family Medicine**
  Mid level practitioner Needed for a long standing Rural Health Clinic in Some City, Some State.
Tips for Effective Listing: Group Discussion

• Physician - Family Medicine
While it's just over a two hour drive from the Bay Area, Bay Valley feels like another world. Within this area, sheep pastures and vineyards alternate with forests of oak and pine that stretch over the distant hills. As you drive along the Navarro River, to the Ocean, Redwood trees tower over the road providing a canopy of peace.

• Physician - Internal Medicine
Board Eligible Internal Medicine Physician: Provides health care services to patients. This opportunity will allow you to work collaboratively with a multi-disciplinary team of professionals not only addressing the treatment of disease, but focusing on the healing process, prevention of illness, and optimal wellness of patients.

• Physician - Obstetrics & Gynecology
FQHC with 40 years of Commitment and Success Diamond FQHC Values are Advocacy, Access, Respect, Efficiency, Innovation & Excellence. Join our premier organization to help ensure access to high quality, culturally responsive and comprehensive Primary healthcare to all in our communities.
Group Work

Design your own Site Listing:

- What should you include?
- What would your “Perfect Match” be looking for?
- What key words should you include to catch a provider’s attention?
Arizona 3RNet Data

- Total Number of Technical Assistance Provided/Recipients
  - FY 2012 – 20/138
  - FY 2013 – 49/168

- Total J-1 Providers Reached through 3RNet
  - FY 2012 – 138
  - FY 2013 – 135

- Total Providers with NHSC/SLRP Interests Reached through 3RNet
  - FY 2012 – 8
  - FY 2013 – 33
Key 3RNet Resources

- AZ Website link
  - https://www.3rnet.org/locations/?state=Arizona

- National Website link
  - https://www.3rnet.org/

- Midwest National Health Services Corp Retention Toolkit
  - https://www.3rnet.org/Portals/0/Resources/PDFs/MidwestRetentionToolkitFinal.pdf

- Findings of the First Year Retention Survey of Multi-State/NHSC Retention Collaborative
  - https://www.3rnet.org/Portals/0/Resources/PDFs/MidwestRetentionToolkitFinal.pdf
## Resources Provided to Registrants

<table>
<thead>
<tr>
<th>Program Area</th>
<th>Website Links</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona J1 Visa Waiver Program</td>
<td><a href="http://www.azdhs.gov/hsd/visa_waiver.htm">http://www.azdhs.gov/hsd/visa_waiver.htm</a></td>
</tr>
<tr>
<td>Listing of Primary Care HPSAs/MUAs/ MUPs/Mental Health HPSAs</td>
<td><a href="http://bhpr.hrsa.gov/shortage/">http://bhpr.hrsa.gov/shortage/</a></td>
</tr>
<tr>
<td>Service sites offering sliding discount-to-fee scale</td>
<td><a href="http://www.azdhs.gov/hsd/sfs_provider.htm">www.azdhs.gov/hsd/sfs_provider.htm</a></td>
</tr>
<tr>
<td>Additional information on the federal program</td>
<td><a href="http://aachc.org/">http://aachc.org/</a></td>
</tr>
<tr>
<td></td>
<td><a href="http://travel.state.gov/visa/temp/info/info_1296.html">http://travel.state.gov/visa/temp/info/info_1296.html</a></td>
</tr>
</tbody>
</table>

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**Website Links**

- [http://www.azdhs.gov/hsd/visa_waiver.htm](http://www.azdhs.gov/hsd/visa_waiver.htm)
- [http://www.hpsafind.hrsa.gov](http://www.hpsafind.hrsa.gov)
- [www.azdhs.gov/hsd/sfs_provider.htm](http://www.azdhs.gov/hsd/sfs_provider.htm)
- [http://aachc.org/](http://aachc.org/)
- [http://travel.state.gov/visa/temp/info/info_1296.html](http://travel.state.gov/visa/temp/info/info_1296.html)
# Resources Provided to Registrants

## Program Area

<table>
<thead>
<tr>
<th>Arizona Alliance of Community Health Centers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Center for Rural Health, The University of Arizona</td>
</tr>
<tr>
<td>Rural Recruitment and Retention Network (3RNet)</td>
</tr>
<tr>
<td>Regional Center for Border Health, Inc.</td>
</tr>
<tr>
<td>IPC, Hospitalists of Arizona</td>
</tr>
</tbody>
</table>

## Website Links

- [http://www.aachc.org](http://www.aachc.org)
- [http://www.crh.arizona.edu/](http://www.crh.arizona.edu/)
- [https://www.3rnet.org/default.aspx](https://www.3rnet.org/default.aspx)
- [http://www.rcfbh.org/](http://www.rcfbh.org/)
Next Steps for AZ 3RNet Partnership

- Maintain the Arizona 3RNet website
- Convene recruiters from each of the regions to introduce ourselves and assess what additional support each might need
- Market the 3RNet to employers in Arizona currently not registered
- Sponsor webinars for interested employers to learn more about 3RNet
Next Steps for AZ 3RNet Partnership (cont’d)

- Conduct refresher tutorial/updates for AZ 3RNet Representatives.
- Review other 3RNet resource handouts and customize for Arizona to use and distribute to sites posting job openings.
- Review sites currently using 3RNet and identify qualifying sites not yet using 3RNet to provide Network information.
- Schedule a webinar for organizations in the state currently posting job openings and qualifying sites not yet using 3RNet focusing on the following: Site Use, Job Postings, Site profiles, Other Questions on Site Use
Ideas to Improve AZ 3RNet Site

- Quotes from recently placed providers from each region
- Photos of newly hired practitioners from each region
- Highlight communities/facilities on each region page
- Other – suggestions, please
AZ 3RNet Program Contacts

Center for Rural Health

Joyce Hospodar, MBA, MPA, Manager Health Systems Development
hospodar@email.arizona.edu 520.626.2432

Rebecca Ruiz, Senior Program Coordinator
raruiz@email.arizona.edu 520.626.2243

ADHS, Bureau of Health Systems Development

Ana Lyn Roscetti, MPH, Workforce Section Manager
ana.lyn.roscetti@azdhs.gov 602.542.1066

Arizona Alliance for Community Health Centers

Lourdes Paez, Workforce Development Programs
lourdesp@aachc.org 602.288.7550
Questions/ Comments

Thanks for attending!