

The background of the slide features a panoramic view of a city skyline, likely Raleigh, North Carolina, with various skyscrapers and greenery. Overlaid on the right side of the skyline is a dark blue outline of the United States map. Inside the map outline, there is a stylized logo consisting of a female symbol (a circle with a cross) and a large letter 'R', representing the 3RNET organization.

2026 3RNET Annual Conference

August 24 - 27, 2026
Raleigh, North Carolina

3 R N E T

3RNET Member Brainstorming Session:

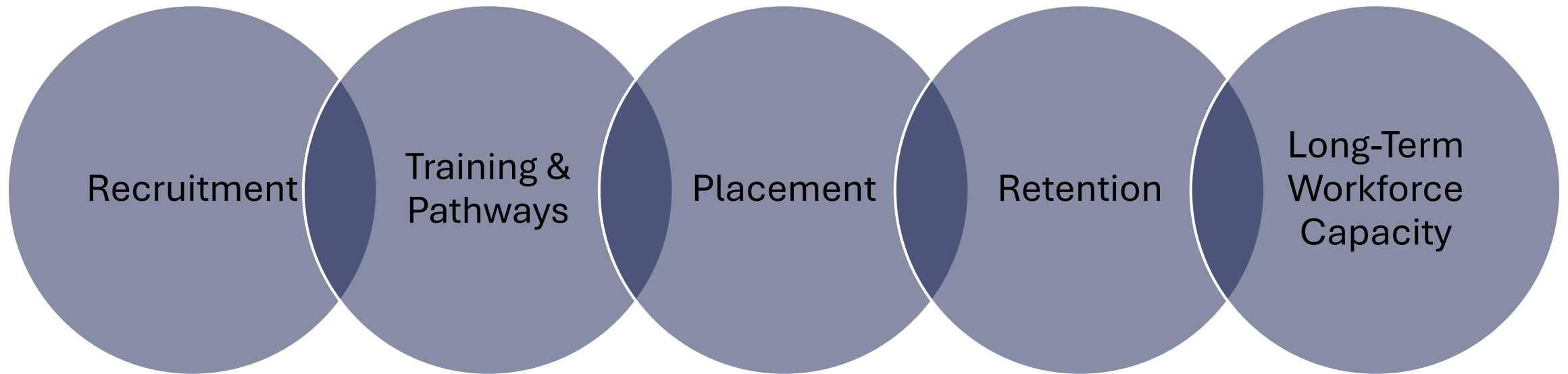
**Leveraging RHTP for Rural Workforce
Impact**

Leveraging RHTP for Rural Workforce Impact

A man and a woman are sitting on a rocky cliff, looking out over a vast ocean at sunset. The man is on the left, wearing a dark jacket and a backpack, pointing at a map. The woman is on the right, wearing a red puffer jacket and a beanie, also looking at the map. The sun is low on the horizon, casting a warm, golden glow over the scene. The ocean is dark blue with white-capped waves breaking against the shore. The cliff they are sitting on is rugged and rocky.

Share • Explore • Build • Connect

Rural Workforce Challenges Are Interconnected



Where can RHTP create the greatest leverage?



What Can RHTP Make Possible?

BUILD

- New workforce pathways
- Training partnerships
- Recruitment infrastructure
- Employer capacity

CONNECT

- Employers + educators
- States + communities
- Students + rural careers
- Workforce programs + healthcare organizations

TEST

- New approaches
- Regional models
- Technology
- Recruitment/retention strategies

SCALE

- Promising pilots
- Existing programs
- Successful state models
- Cross-state solutions



What becomes possible with RHTP funding that might not happen otherwise?



3RNET RHTP Project Spotlights

Massachusetts

- **7 Initiatives** - Population Health Advancement, Innovation in Rural Care Models, Training Healthcare for Retention, Innovation, & Excellence (THRIVE), Healthy Rural Communities, EMS Service Integration, Enhancing Technology Interoperability and Connectivity, Facility Modernization & Re-Use
- **Who is involved:** Executive Office of Health and Human Services (EOHHS), the Massachusetts Department of Public Health (DPH), the Massachusetts Medicaid program (MassHealth), DPH's Office of Rural Health, the Massachusetts Executive Office of Economic Development's Office of Rural Affairs
- **3RNET's Role:** Training Healthcare for Retention, Innovation, & Excellence (THRIVE): Strengthen the full continuum of the healthcare workforce in rural communities with targeted activities focused on workforce development, recruitment, and retention. Assessments and recruitment and retention plans modeled after 3RNET facility and community assessments and resources.
- **Potential impact:** 700,000 rural residents representing 10% of the state's population

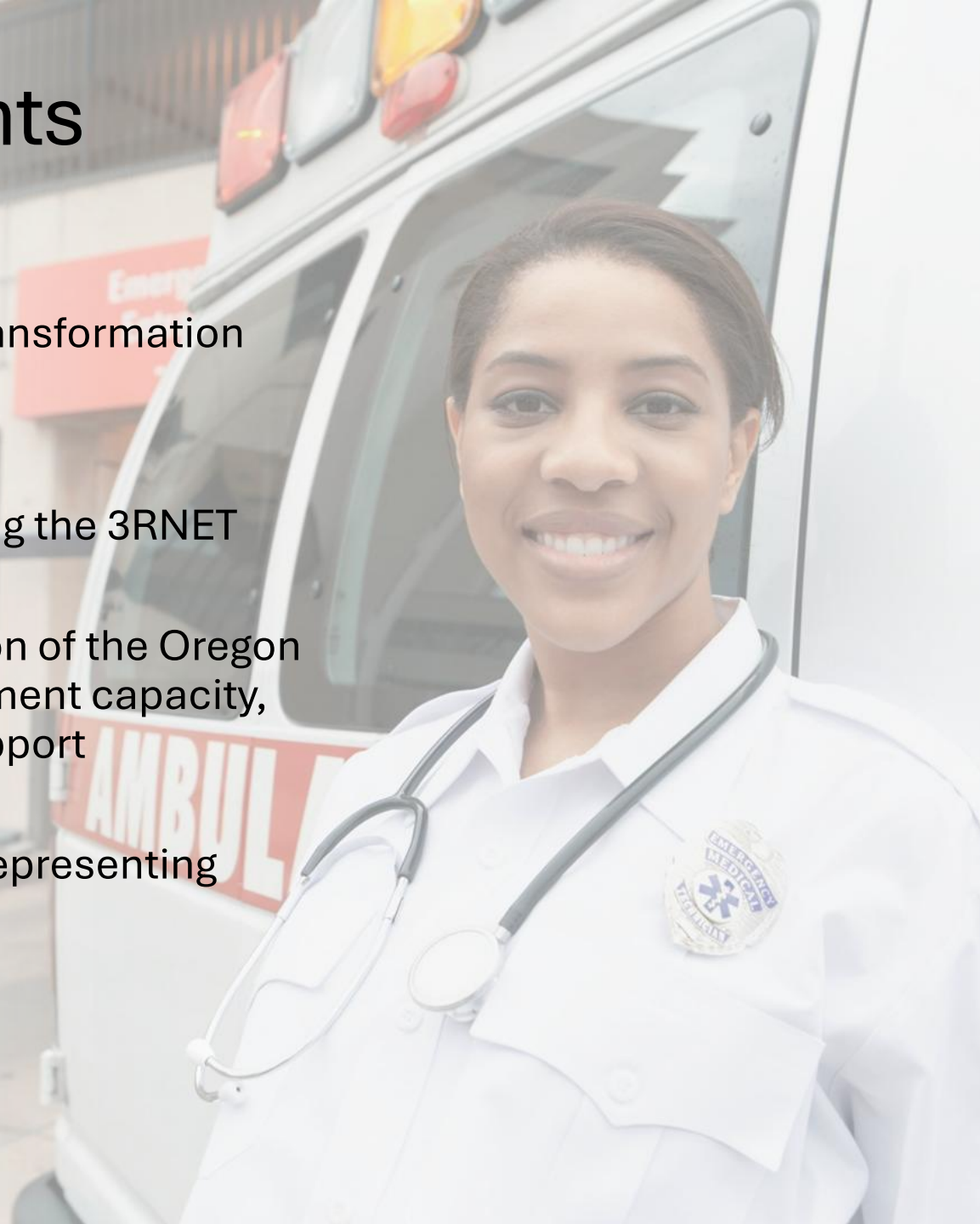


MASSACHUSETTS
RURAL HEALTH TRANSFORMATION

3RNET RHTP Project Spotlights

Oregon

- Oregon Office of Rural Health (ORH) Rural Health Transformation Program (RHTP) Catalyst Award
- Letter of Support signed for 2-year EMS project
- Oregon EMS Workforce Recruitment Initiative utilizing the 3RNET platform
- **3RNET's role:** support implementation and utilization of the Oregon EMS Job Board to strengthen EMS workforce recruitment capacity, improve visibility of rural EMS opportunities, and support sustainable emergency medical services in Oregon
- **Potential impact:** 640,000 residents in rural areas representing 15% of the state's population

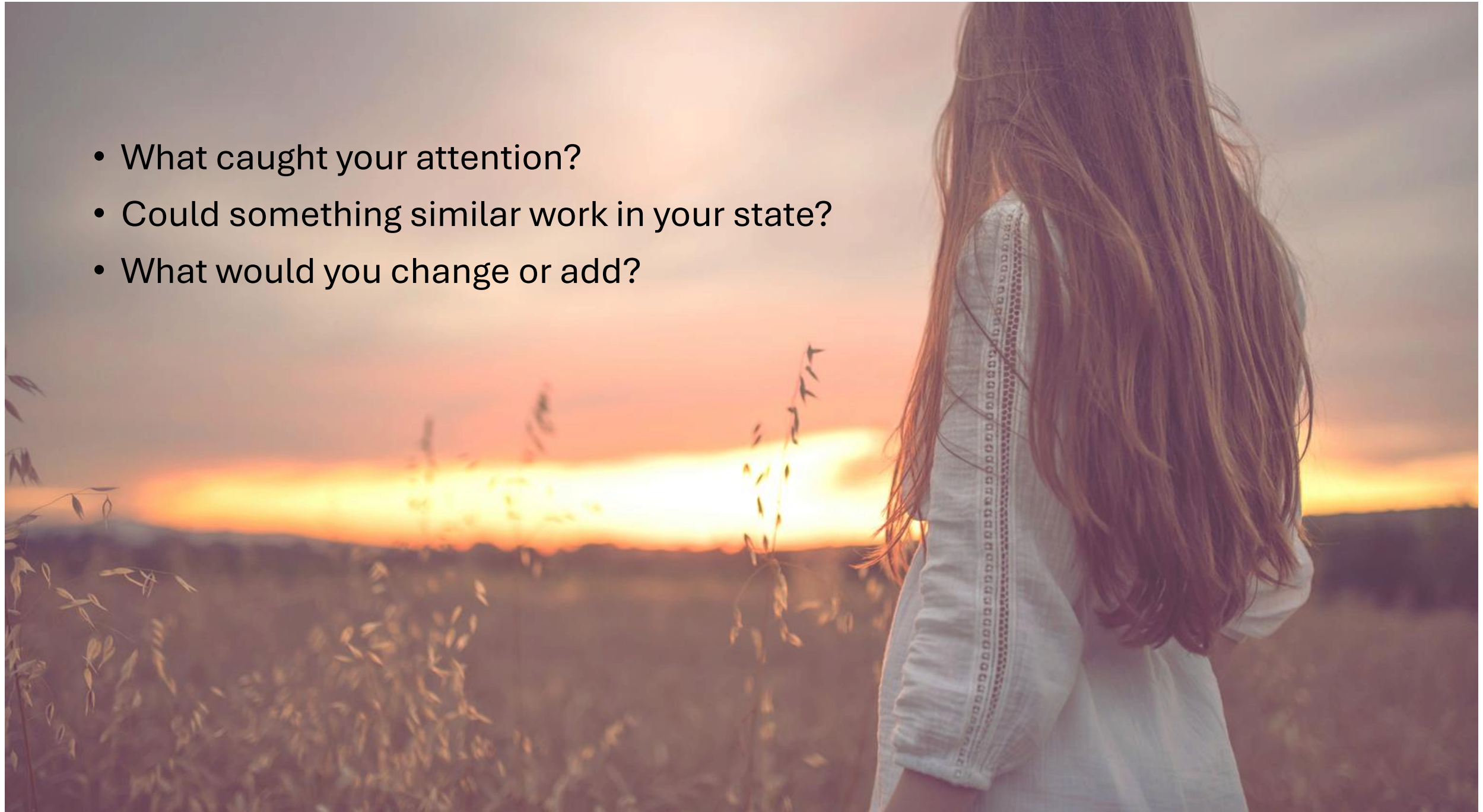


3RNET RHTP Project Spotlights - Montana

- RHTP Workforce Development Initiative - Talent Attraction & Recruitment Plan
- Proposal submitted for 2-year multi-partner marketing and recruitment project
- **Who is involved:**
 - Quinn Thomas
 - 3RNET
 - NextGen Recruiting firm
- **3RNET's role:** Subject matter experts on rural and frontier recruitment and retention of physicians and APPS, 3RNET data and technology to measure and track workforce efforts
- **Potential Impact:** 538,000 residents in rural areas representing 47% of the state's population



- What caught your attention?
- Could something similar work in your state?
- What would you change or add?





What's Happening In Your State?

1. THE NEED

What workforce challenge are you addressing?

2. THE PROJECT

What are you doing about it?

3. THE PARTNERS

Who is involved?

4. THE INNOVATION

What's new, different, or promising?

5. THE LESSON

What have you learned so far?

What are we hearing?

WORKFORCE NEEDS

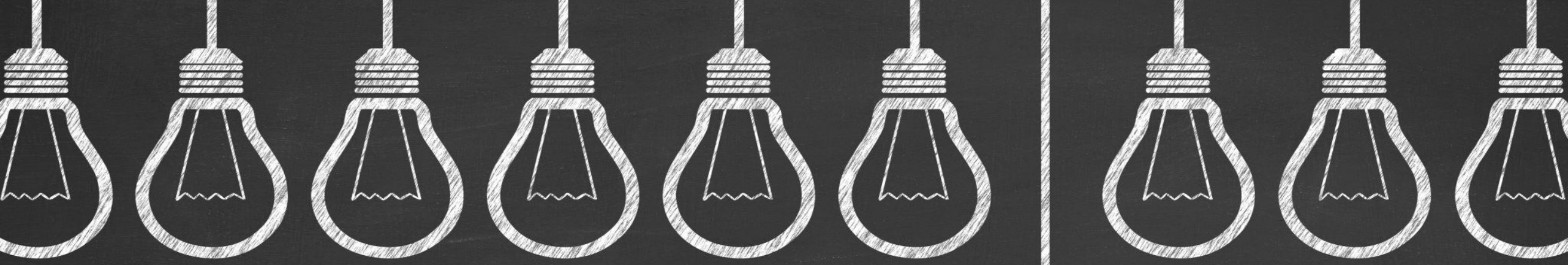
- Recruitment
- Retention
- Training
- Career pathways
- Leadership
- Workforce data

STRATEGIES

- Partnerships
- Technology
- Regional collaboration
- Education pipelines
- Employer engagement
- Community support

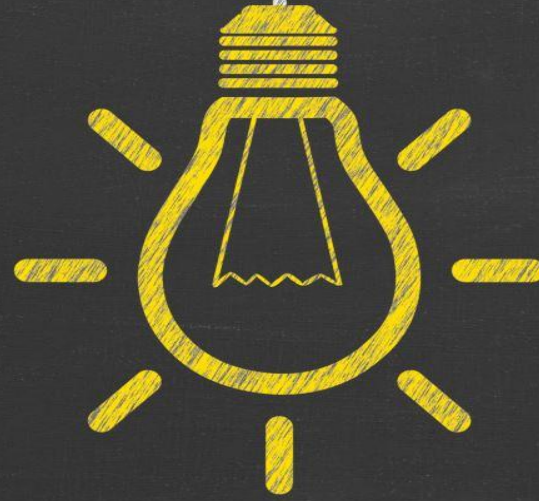
POPULATIONS

- Students
- Existing healthcare workers
- Rural employers
- New graduates
- Mid-career professionals
- Underserved communities



Brainstorming

- **Could RHTP help us...**
 - Build something new?
 - Connect existing resources?
 - Test an innovative approach?
 - Scale something that works?
 - Create a regional/multi-state solution?



Brainstorming

What if we...

- Created a shared rural workforce pipeline?
- Built a regional recruitment strategy?
- Connected employers and educators differently?
- Created a new career pathway?
- Helped rural employers compete for the same talent?
- Shared recruitment infrastructure across communities?
- Created a stronger student-to-employment pipeline?
- Addressed a non-wage barrier to rural employment?
- Used technology to reduce workforce burden?
- Turned workforce data into action?
- Replicated a promising model across states?
- Built something that could continue after RHTP funding ends?



Don't ask: “*Has this been done before?*”

Ask: “*Could we do it better, together?*”

Identifying Connections

- **Could this work in my state?**
- **Could my state contribute something?**
- **Do we have a similar problem?**
- **Could multiple states collaborate?**
- **Is there a 3RNET resource that could support this?**
- **Who else needs to be at the table?**

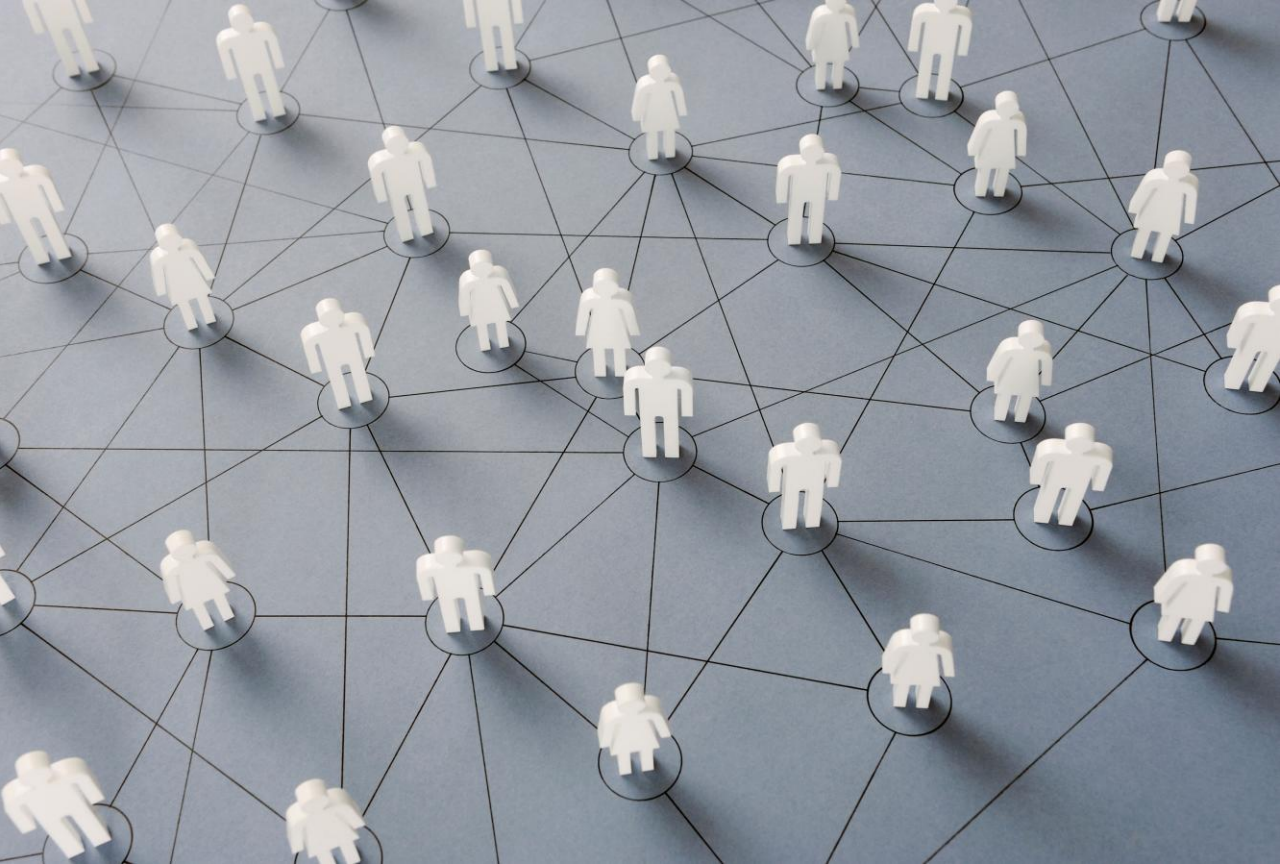


Potential Shared Opportunities

Could we create:

- **A shared tool?**
- **A regional pilot?**
- **A multi-state learning collaborative?**
- **A shared workforce data project?**
- **A common training or curriculum?**
- **A scalable recruitment/retention model?**
- **A shared resource or infrastructure?**
- **A national demonstration project?**





What could we accomplish
together that we couldn't
accomplish alone?

Don't Let the Ideas Stop Here

Connect with:

- The project team
- The state member
- 3RNET staff
- A potential partner at your table

3RNET can help connect the dots.

Share • Learn • Adapt • Collaborate