



The Nation's Most Trusted Resource for Health Professionals
Seeking Careers in Rural and Underserved Communities.

Annual Report

2023 - 2024

October 1, 2023 to September 30, 2024



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Welcome to 3RNET’s
2023 - 2024 Annual Report.

A snapshot of our mission
impact powered by the
National Rural Recruitment
& Retention Network.

Summary statement from
Mike.

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About 3RNET

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

3RNET is a nonprofit organization focused on people. Our members connect professionals searching for jobs in rural or underserved areas with health care facilities.

3RNET is powered by the National Rural Recruitment and Retention Network which is made up of member organizations such as:

- State Offices of Rural Health
- Primary Care Offices
- Area Health Education Centers
- University programs
- State-based non-profit organizations
- Primary Care Associations

Learn more about 3RNET by visiting www.3RNET.org.

3RNET Mission

3RNET works to improve rural and underserved communities' access to quality health care through recruitment of physicians and other health care professionals, development of community based recruitment and retention activities, and national advocacy relative to rural and underserved health care workforce issues.

3RNET Vision

3RNET is the national leader for community-based health professional recruitment and retention, using interactive technologies and communication.



3RNET by the Numbers

Network

54 Organizational Members

**organizational members are represented by 3RNET Network Coordinators who power 3RNET*

People

127,000 + Website users

3,100 + New job seeker registrations

83,000 + Total active job seekers

1,600 + Employers with Active Jobs

Economic Impact

\$2.8 Billion in economic impact

50,075 Jobs added

**impact and jobs added by physicians, nurse practitioners/physician assistants, and dentists calculated using data from [Rural Health Works](#)*

Website

214,000 + Website sessions

1,300,000 + Web page views

122,400 + Jobs posted

Connections + Placements

560,000 + Referrals

3,285 Placements



2024 Accomplishments

A snapshot of some new and noteworthy accomplishments 3RNET has undertaken toward our mission of improving health care in rural and underserved communities through the recruitment and retention of health professionals.

2024 Academy

Our ninth annual Recruiting for Retention Academy was our biggest yet! 819 attendees from 322 states participated! Many of these participants were sponsored by the 26 3RNET members who paid to support Academy attendance for their employers.

PRISM

It has been a very busy year for PRISM. In addition to adding two new states, bringing our total to 37, we also completed a major update to the PRISM system. The updated PRISM system streamlines back-end functionality and provides new interactive tools to the states (graphs, pie charts, etc.).

J1 Survey

In 2024 we completed our third year of surveying J-1 Conrad 30 Visa Waiver holders and had 32 states participating. A new dashboard report that states can use to run on demand for the J-1 Conrad 30 Visa Waiver survey was developed and launched in early August 2024.

In partnership with the Behavioral Health Workforce Research Center at the University of North Carolina at Chapel Hill, a paper titled “Preparing behavioral health clinicians for success and retention in rural safety net practices” was published in The Journal of Rural Health in February 2024.

Pathway Partnerships

3RNET.org has the ability for health professionals to add digital badge credentials to their profiles. This allows job seekers to share with employers the professional development they’ve completed which is geared toward safety net facilities.

The two digital badges currently on 3RNET.org are: the Certified Rural Health Clinic Professional credential from NARHC, and the AHEC Scholar credential from NAO.



Provider Retention &
Information System Management

Behavioral Health Project

With support from the Federal Office of Rural Health Policy (FORHP), 3RNET conducted a national review of existing behavioral health workforce models, career pathways, resources and tools that support the field and help lead people into a variety of behavioral health professions. Due to the fractured nature of behavioral health service delivery, this review was done state by state.

We collected tools and resources across the nation that have been designed with behavioral health professionals and employers of all types in mind. These resources are now available on the 3RNET website on each location page, as well as pages for both employers and health professionals which include national resources and can be found here: www.3rnet.org/Behavioral-Health-Resources.

RRPD & THC Technical Assistance Centers Partnerships

This year we launched a new feature to 3RNET.org which adds the ability to post and promote faculty and teaching career opportunities. These positions are added to 3RNET the same way employment opportunities are, and are searchable to our thousands of registered candidates via our interactive website.

3RNET partnered with the Rural Residency Planning and Development Technical Assistance Center which supports the development of new residency programs to implement this technology.

3RNET Plus Tools

3RNET Plus Tools is a subscription service for employers – separate from the access employers know and trust through their 3RNET Network Coordinators.

3RNET Plus Tools provides digital tools so employers can use technology to implement the best practices of recruiting to rural and underserved areas that 3RNET has been teaching since 1995. Some of the many tools included in 3RNET Plus Tools’ suite are: candidate tracking, website connectivity, featured jobs on 3RNET.org, and more.

Network Reach

Organizational Members by Organization Type

38	State Offices of Rural Health
26	Primary Care Offices
10	Primary Care Associations
6	Nonprofits
3	Area Health Education Centers
2	Federal Agencies
1	Sovereign Nation

**members can respond as belonging to more than one type*

Collaboration

38	Primary Care Office
29	State Office of Rural Health
23	Area Health Education Center
21	Primary Care Association
	<i>*others: Rural Health Association, Public Universities, Medical Schools, Regional NHSC Office, Dental Society</i>

Community Types Served

54	Rural
47	Urban-underserved
27	Urban
17	Frontier
	<i>*based on federal definitions</i>

Facility Types Served

50	Community Health Centers
49	NHSC Loan Repayment Sites
46	Rural Health Clinics
45	Critical Access Hospitals
30	NHSC Scholar Sites
17	Tribal Health Facilities
17	Indian Health Service Facilities
8	Veterans Affairs Sites

Technical Assistance

1,275	Community Health Centers
438	Rural Health Clinics
419	Critical Access Hospitals
	<i>*others served: Tribal Health, Indian Health Service, NHSC Loan Repayment/Scholarship sites, Veterans Affairs</i>

Referrals

Referral Totals

560,000+	Total referrals
373,000+	Physician referrals
169,000+	Health professional referrals

Physician Referrals

140,703	Family Medicine
57,406	Internal Medicine
19,272	Pediatrics
12,050	General Surgery
8,545	Psychiatry
5,926	OB/GYN
387	Interal Medicine / Pediatrics
129,410	Other

Physician referrals by location

268,102	Rural
2,464	Frontier
103,133	Other

Primary Care Health Professional Referrals

53,318	Dentists
37,325	Nurse Practitioners
20,323	Registered Nurses
20,459	Physician Assistants
5,325	Pharmacists
32,921	Other

Primary care health profession referrals by location

135,707	Rural
2,522	Frontier
31,442	Other

Behavioral Health Professional Referrals

12,479	Social Workers
2,737	Psychologists
99	Substance Abuse Counselor
1,825	Other Behaviorial Health Professionals

Behavioral health profession referrals by location

12,928	Rural
52	Frontier
4,160	Other

Placements

Placement Totals

3,285	Total placements
1,904	Physician placements
371	J1 Physician placements
955	Health professional placements
426	Behavioral health professional placements

J1 Placements by Speciality

49	Internal Medicine
16	Family Medicine
16	Pediatrics
10	Psychiatry
5	General Surgery
1	Internal Medicine / Pediatrics
0	OB/GYN
274	Other

Physician Placements

315	Internal Medicine
255	Family Medicine
195	Psychiatry
114	Internal Medicine / Pediatrics
41	Pediatrics
24	OB/GYN
13	General Surgery
947	Other

Physician placements by location

675	Rural
14	Frontier
1,215	Other

Primary Care Health Professional Placements

263	Nurse Practitioners
184	Dentists
119	Physician Assistants
59	Registered Nurses
14	Pharmacists
316	Other

Primary care health professional placements by location

613	Rural
32	Frontier
310	Other

Behavioral Health Professional Placements

228	Psychologists
69	Social Workers
45	Substance Abuse Counselors
84	Other

Behavioral health professional placements by location

172	Rural
7	Frontier
247	Other

Job Opportunities

Job Opportunity Totals

11,095 Total jobs posted as of October 1, 2023
11,871 Total jobs posted as of September 30, 2024

Current Jobs Breakdown

Active physician jobs by specialty

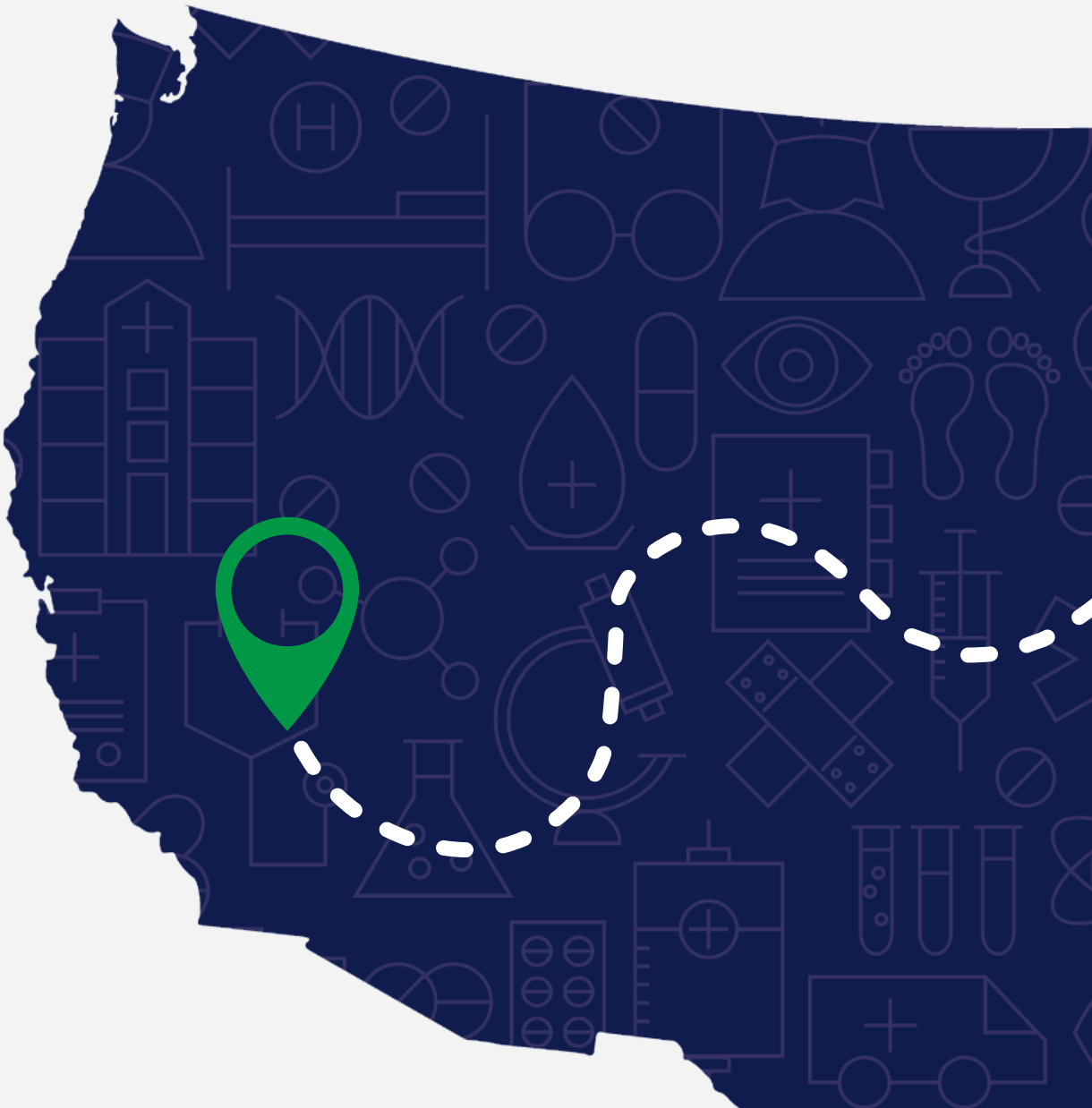
1,617	Family Medicine
579	Internal Medicine
310	Pediatrics
308	OB/GYN
240	Psychiatry

Health professional jobs

1,122	Nurse Practitioners
953	Registered Nurses
464	Dentists
455	Physician Assistants

Behavioral health professional jobs

570	Social Workers
111	Psychologists
30	Substance Abuse Counselor



Job Seeker Registrations

Registration Totals

3,109 Total registrations

1,452 Physician registrations

1,657 Health professional registrations

Registrations Breakdown

Physician registrations	
389	Family Medicine
184	Internal Medicine
150	Hospitalists
80	Pediatrics
39	Psychiatry
30	General Surgery
16	OB/GYN
Health professional registrations	
293	Nurse Practitioners
249	Dentists
120	Registered Nurses
Behavioral health registrations	
97	Nurse Practitioner - Psychiatry
44	Social Workers
8	Psychologists

