

ADHS' 2013 Recruitment and Retention Forum

The Arizona Rural Recruitment & Retention Program Partnership

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ZUCKERMAN COLLEGE
OF PUBLIC HEALTH
Center for Rural Health

Goal/Objectives

Goal – *Introduce Forum participants 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 the partners role in using the *3RNet*
- Review the national *3RNet* website and the Arizona *3RNet* website
- Encourage Arizona rural organizations/providers to participate

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

National 3RNet Home Page

3RNet

Healthcare Jobs
Across the Nation

Username
***** [Forgot Password?](#)

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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

Profession:

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](#).



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Process to Register Candidates

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Candidate Registration

   You and one other like this. One person likes this.  Email Page  Print Page

3RNet 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.

 Indicates required field

Personal Information:

First Name:

Last Name:

Address 1:

Address 2:

City:

Process to Register Employers

Search Opportunities | Locations | Resources | Sponsors | About | Contact | [Donate Now](#)

Employer Registration

   You and one other like this. One person likes this.  Email Page  Print Page

Please Login or Register

If you are already a 3RNet-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.

 Indicates required field

Facility Information

Facility Name:

Address:

City:

State:

Zip Code:

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

Arizona 3RNet Home Page

Locations > Arizona



Arizona



[\(Click for Detailed Map\)](#)

1. [Western Region](#)
2. [Northern Region](#)
3. [Central Region](#)
4. [Southeastern Region](#)

Current Openings

- 13 [Physician](#)
- 1 [Administration](#)
- 1 [Chief Executive Officer](#)
- 2 [Management/Supervisor](#)
- 1 [Marriage and Family Counseling](#)
- 5 [Nurse Practitioner \(NP\)](#)
- 2 [Physical Therapist](#)
- 1 [Psychology](#)
- 1 [Social Worker](#)
- 1 [Social Worker - Clinical](#)
- 3 [Other](#)

Contact Information

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Arizona

General

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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 health care providers. Through this site, you can view or post job opportunities. We invite you to browse through the CRH site to view job opportunities in rural Arizona that match your expertise.

Types of Opportunities Sought

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

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



Current Number of Openings by Region

Arizona Region

of Current Openings

➤ Western Region

➤ 16 openings

➤ Northern Region

➤ 7 openings

➤ Central Region

➤ 2 openings

➤ Southeastern Region

➤ 6 openings

2010-2012 Registered Employers

Employer Type	Number Registered
➤ Community Health Center	➤ 5
➤ Critical Access Hospital	➤ 4
➤ Other Hospital	➤ 2
➤ Medical Practice	➤ 7
➤ County Government	➤ 1
➤ Tribal Entity	➤ 2
➤ Veterans Administration	➤ 2
➤ Medical School	➤ 2
➤ Other	➤ 4

Next Steps for Arizona *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*

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>

AZ 3RNet Program Contacts

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ADHS, Bureau of Health Systems Development

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Arizona Alliance for Community Health Centers

www.aachc.org

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Questions/Comments

Thanks!



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