

Rural Health Information Technology (HIT)
Workforce Program Network Grantee Webinar
Recruitment for Retention



Network TA Team

January 2015

Rural Health Innovation's Purpose

Rural Health Innovations (RHI), LLC, is a subsidiary of the National Rural Health Resource Center (The Center), a non-profit organization. Together, RHI and The Center are the nation's leading technical assistance and knowledge centers in rural health. In partnership with The Center, RHI connects rural health organizations with innovations that enhance the health of rural communities.



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RURAL HEALTH
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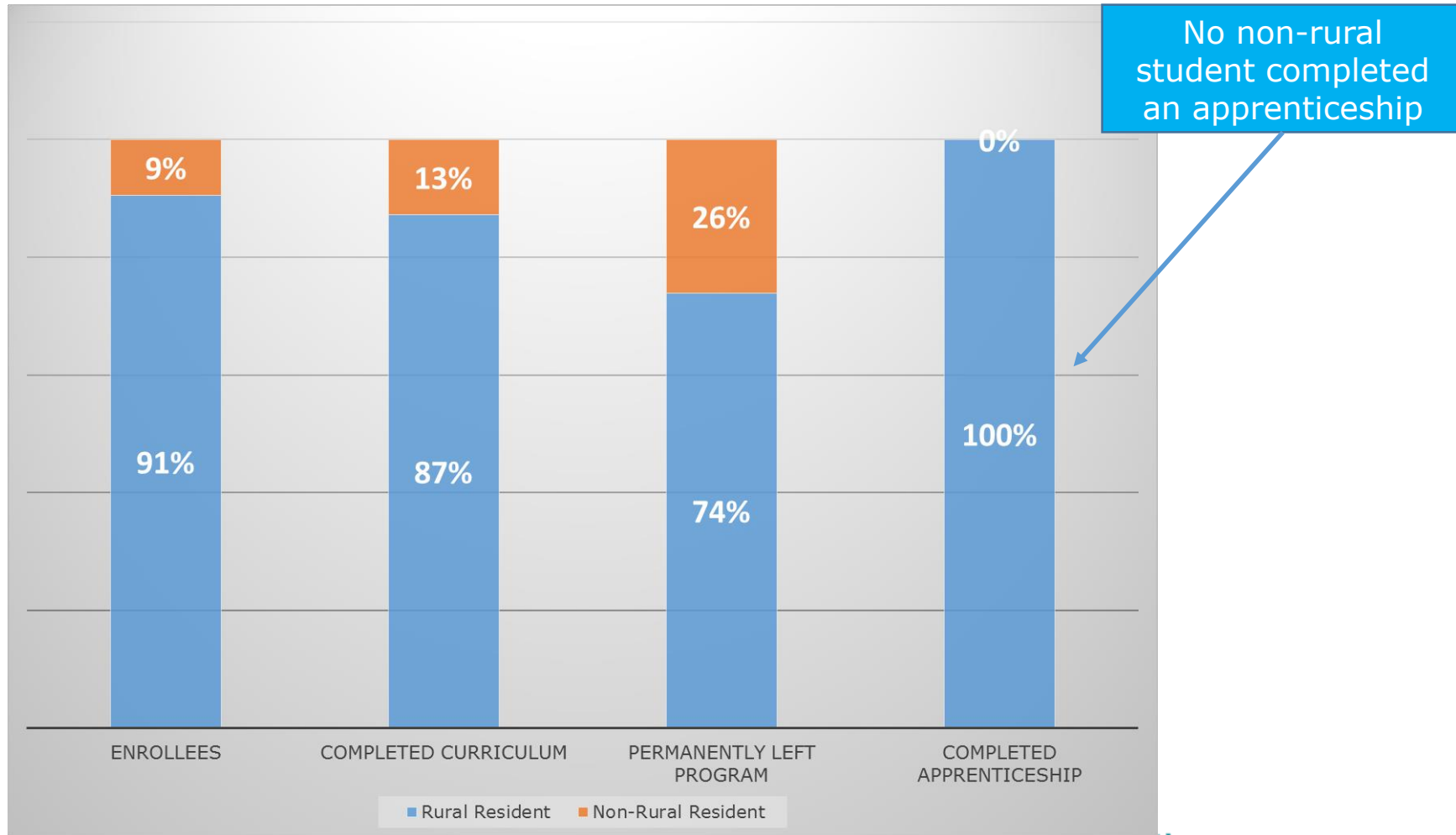
Webinar Objectives

- Understand the trends in student recruitment of the Rural HIT Workforce program
- Learn about the current and projected demand for HIT workers nationally
- Discover best practices to assist with HIT student recruitment from rural networks and other sources

Overview of Grantee Data

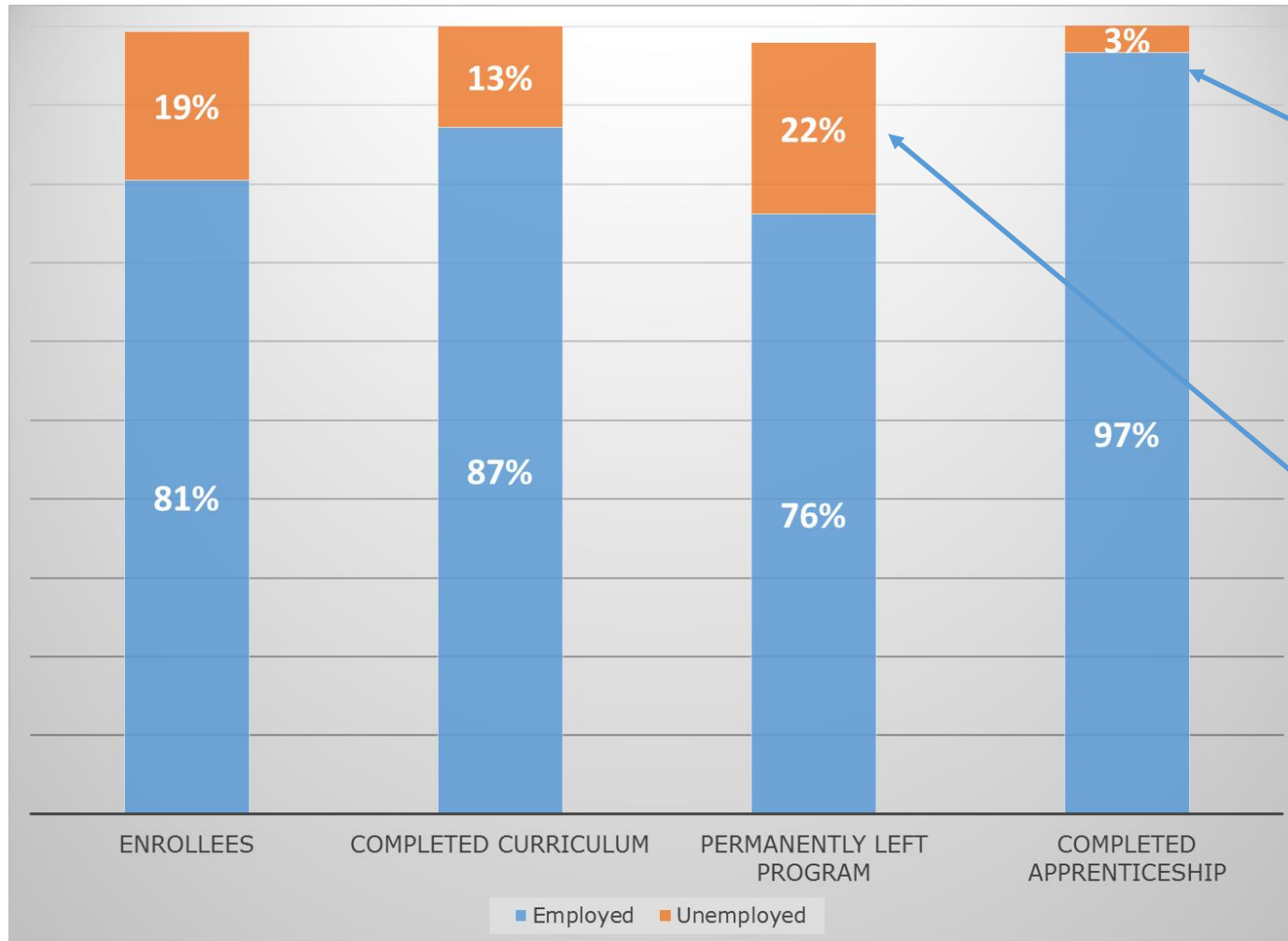
- Rural HIT Workforce Network Grantees
- Data collection period: 9/15/2013-8/31/2014
- Data collected into PIMS

Rural vs Non-Rural Students



Source: Rural HIT Workforce Grantees, 9/15/2013 – 8/31/2014, PIMS

Employed vs Unemployed Students

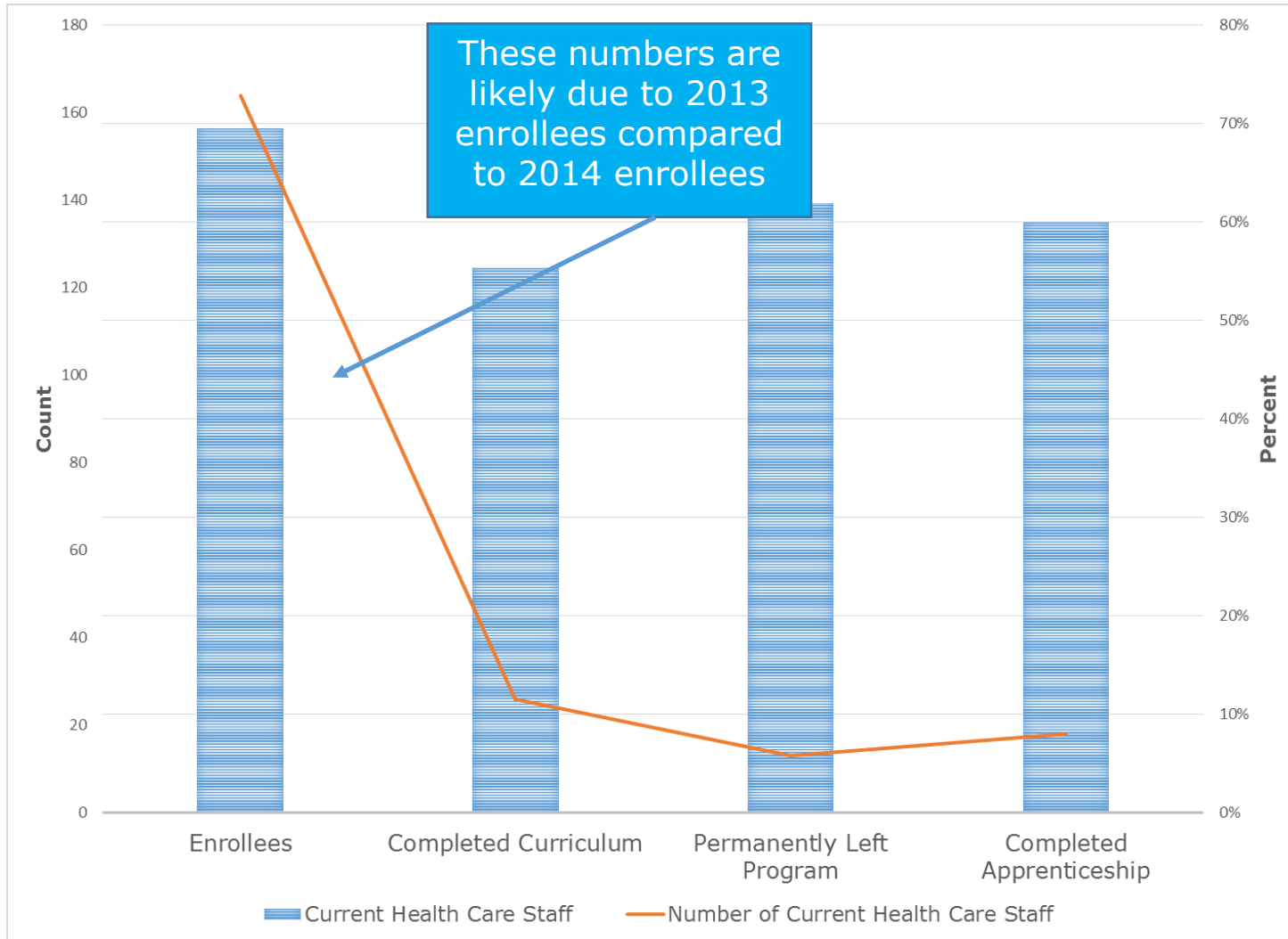


Unemployed students likely can't afford, or find, apprenticeships

Unemployed students leave at a higher rate

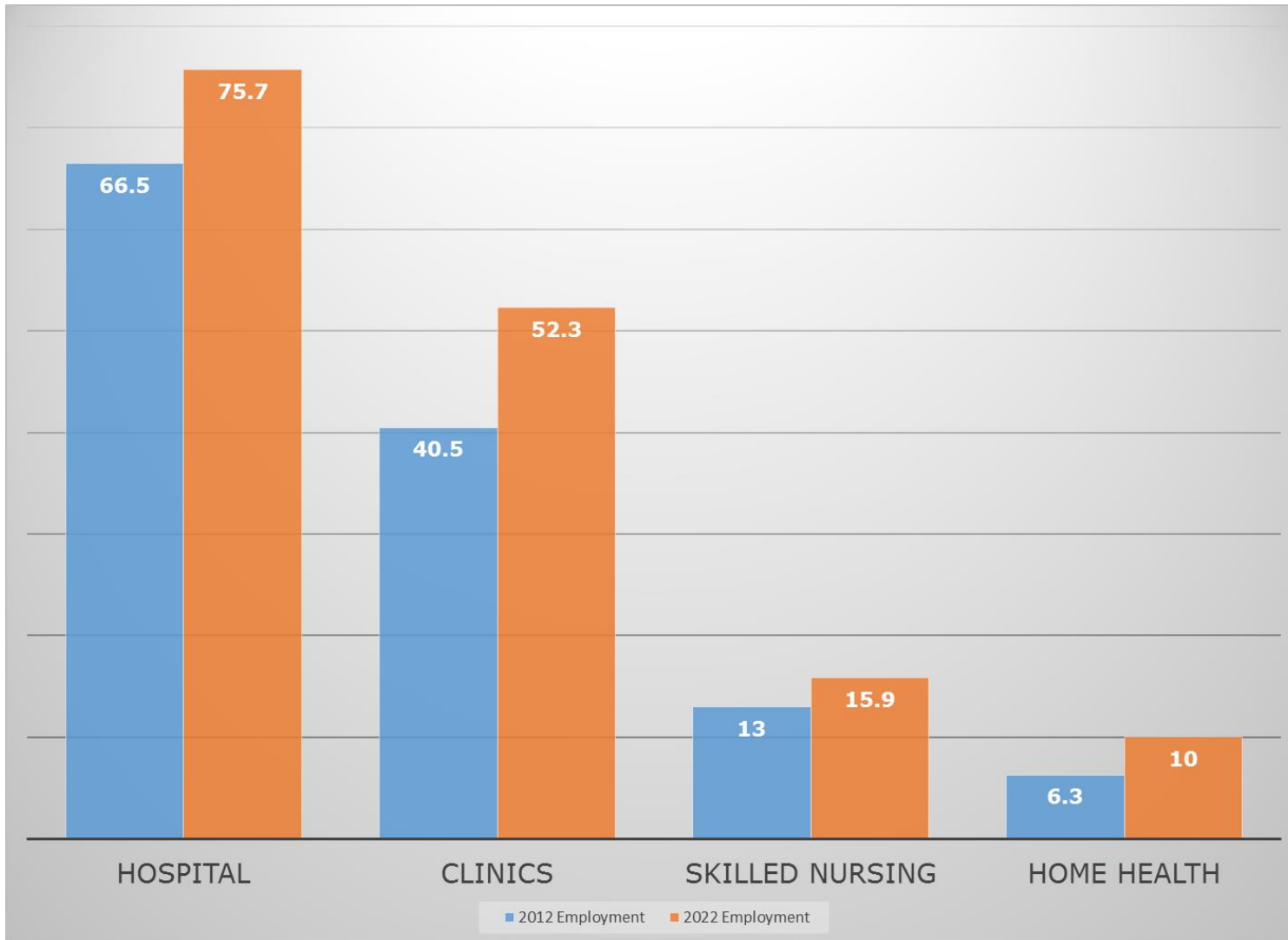
Source: Rural HIT Workforce Grantees, 9/15/2013 – 8/31/2014, PIMS

Current Health Care Staff



Source: Rural HIT Workforce Grantees, 9/15/2013 – 8/31/2014, PIMS

HIT Worker Job Growth 2012-2022



Source: [Bureau of Labor Statistics](#), downloaded 1/2/2015

ONC HIT Workforce Program

- Community College Consortia (CCC)
 - 19,773 completers by October 2013
 - 37.6% attrition rate
 - High rates of overall satisfaction
 - Challenging to complete program in six months
 - More likely to be employed and in HIT after completion (34% in HIT)

[Workforce Program Summative Evaluation Report](#), NORC, March 2014.

Accessed 1/23/15

Grantee Best Practices

- Indiana Rural Health Information Technology Network (IRHITEN)
- Cindy Large, RN, BSN
- clarge@indianarha.org
- 812-478-3919 ext. 229

HIT Workforce Network Grantee Recruitment

- Common practices
 - Website and press releases, brochures
 - Network member outreach
 - State workforce centers
 - Hospital/Clinic human resources
- Other opportunities
 - Social media – LinkedIn, Facebook, Blogs
 - Veterans – CVSO, Upward Bound
 - Professional meetings (HIMSS)
 - Make financing part of the picture

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