

# **Rural Healthcare Workforce: Focus on Workforce Development**

## **Recruitment for Retention: Top Strategies**

**Michelle Varcho, Director of Operations and Education Outreach, 3RNET**  
9:30 am to 2:00 pm, with a half hour break for lunch

Recruiting and retaining hard-to-find clinicians is one of the biggest challenges facing the health care industry. It's vital to use a strategic approach that emphasizes recruiting the right clinicians who will stay for an extended period of time. In this session, we will explore the top strategies including topics such as: planning and preparation, sourcing candidates, screening candidates, and following up and following through toward retention.

## **Provider Incentive Programs and How They Can Help with Recruitment and Retention**

**Bill Pfunder, Program Manager, Incentive Programs, ORH**  
**Stacey Reed, Program Manager, Recruitment & Retention, ORH**  
2:30 pm – 3:30 pm

Provider incentive programs aid in supporting underserved communities in their recruitment and retention of high quality providers. The Office of Rural Health (ORH) partners with the Oregon Health Authority (OHA) and the Health Resources Service Administration (HRSA) to offer a variety of programs, each with its own requirements and benefits. In this session, we will provide information for Oregon practice sites interested in applying for Oregon's provider incentive programs.