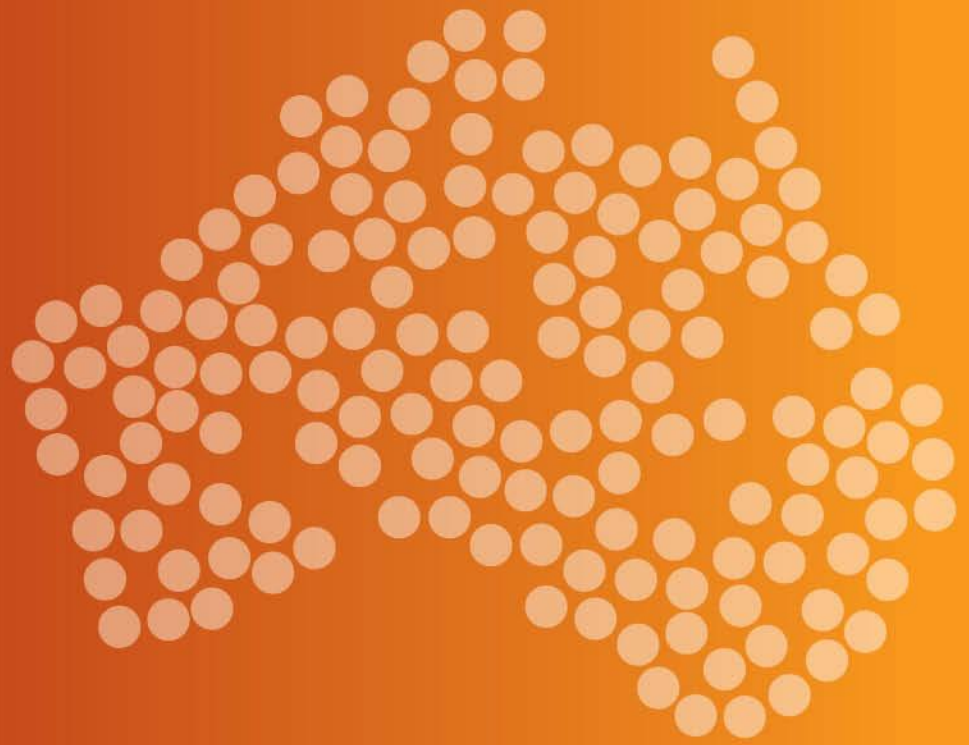


NRHSN

Alumni Engagement Survey: Key Findings

June 2014



## TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY .....</b>	<b>3</b>
<b>1. BACKGROUND .....</b>	<b>5</b>
<b>2. METHODOLOGY .....</b>	<b>5</b>
<b>3. AREAS OF REVIEW .....</b>	<b>5</b>
<b>RESULTS</b>	
<b>4. RESPONDENT CHARACTERISTICS .....</b>	<b>8</b>
4.1 Gender And Age .....	8
4.2 Years Since Graduation .....	9
4.3 Profession .....	9
<b>5. WORK LOCATION .....</b>	<b>10</b>
5.1 Current Work Location .....	10
5.2 Factors That Influenced Decision To Relocate Rural .....	11
5.3 Barriers To Relocating Rural .....	11
5.4 Current Challenges .....	12
<b>6. ALUMNI NETWORK ENGAGEMENT AND COMMUNICATION PREFERENCES .....</b>	<b>14</b>
6.1 Interest In Becoming Involved In Potential Alumni Network Activities .....	14
6.2 Preferred Communication Channels .....	15
6.3 Satisfaction With Current Alumni Network Communications .....	15
6.4 Level Of Importance Of Current Alumni Network Communications .....	16
6.5 Preferred Communications Frequency .....	17
6.6 Preferred Way Of Receiving Alumni Action And Content Of Interest .....	18
6.7 Interest In Potential Alumni Network Services .....	19
<b>APPENDICES</b>	
Appendix 1: Survey Instrument .....	21
Appendix 2: Data Tables .....	23

## EXECUTIVE SUMMARY

This reports details the findings from an Engagement Survey conducted amongst Alumni members of the NRHSN in early 2014.

The purpose of the survey was to obtain feedback from NRHSN Alumni about how they would like to engage with the Network and the types of activities and support perceived as most beneficial.

Responses were obtained from 66 of the 248 Alumni on the NRHSN database at the commencement of the survey process, representing a response rate of 27%.

The key findings are summarised as follows:

Respondent characteristics		
<b>Gender</b>	Male	24%
	Female	76%
<b>Age</b>	Mean	28 years
<b>Years since graduation</b>	Mean	2.5 years
<b>Profession</b>	Medicine	33%
	Allied health	44%
	Nursing	23%

Work location		
<b>Current work location</b>	Regional, rural or remote	59%
	Urban	41%
<b>Factors influencing decision to relocate rural – top 3</b>	Intention to work in rural health	74%
	Lifestyle	64%
	Passion for rural health	62%
<b>Barriers to relocating rural – top 3</b>	Isolation from family/ friends	78%
	Lack of opportunity for partner/ family	67%
	Cost of moving and living in rural or remote	48%
<b>Current challenges – top 3</b>	Work issues (non-specific)	12%
	Night shift/ on-call	11%
	Children	9%

Alumni network engagement and communication preferences		
<b>Interest in involvement in potential Alumni activities – top 3</b>	Attending local events hosted by NRHSN Alumni	83%
	Attending national events hosted by NRHSN Alumni	65%
	Mentoring current students/ early career professionals	62%
<b>Preferred communication channels</b>	1 <sup>st</sup> – email	
	2 <sup>nd</sup> – regular post (52%) or Facebook (35%)	
<b>Satisfaction with current Alumni Network communications (% satisfied)</b>	Alumni Action	86%
	E-newsletters	81%
	Alumni website	81%
	Alumni Facebook	71%
<b>Importance of current Alumni Network communications (% rating as important)</b>	Alumni Action	73%
	E-newsletters	76%
	Alumni website	60%
	Alumni Facebook	57%

<b>Preferred communications frequency</b>	Alumni Action twice a year is enough	19%
	Alumni Action + social media updates as necessary	21%
	Alumni Action + email news as necessary	35%
	Alumni Action + quarterly email newsletters	21%
	Alumni Action + monthly email newsletters	5%
<b>Preferred way of receiving Alumni Action</b>	Email weblink	65%
	Hard copy in the post	35%
<b>Alumni Action content of most interest - top 3</b>	Professional development	78%
	Conferences	65%
	Networking opportunities	60%
<b>Interest in potential Alumni Network services - top 3</b>	Professional development sessions	61%
	Networking events	53%
	Conferences	53%

In summary, with regards to engaging and communicating with the NRHSN Alumni:

- Most members are interested in attending events hosted by Alumni
- Potential Alumni Network events of interest include professional development sessions, networking events and conferences
- Email is the preferred method of communication
- There is a high level of satisfaction with all current Network communications (albeit the ratings for the Facebook page are lower)
- With regards to Alumni Action in particular, most prefer to receive this in addition to social media or e-newsletter updates as necessary or quarterly

It is also noteworthy that members of the NRHSN Alumni working in regional, rural or remote locations tend to be more interested in potential Alumni Network activities than their urban counterparts. In addition, rural and remote members are less satisfied with the current Alumni Network communications.

This indicates that there is potential to improve both the range and quality of current offerings to NRHSN Alumni working in regional, rural and remote Australia.

## 1. BACKGROUND

The National Rural Health Students Network (NRHSN) is a multidisciplinary network of over 9,000 health students at 28 university Rural Health Clubs across Australia. The associated NRHSN Alumni Network provides the opportunity for NRHSN graduates to continue to liaise with other health professionals with an interest in rural health.

Building and enhancing the Alumni Network is a priority for the NRHSN Executive and as a first step an Alumni Engagement Survey was undertaken to obtain feedback about how members would like to engage with the Network and the types of activities and support perceived as most beneficial.

## 2. METHODOLOGY

In January 2014, a link to the Alumni Engagement Survey (see Appendix 1) was sent to all Alumni members on the NRHSN database (n=248). The survey was hosted through Survey Monkey and closed in February 2014. Responses were received from 66 Alumni, representing a response rate of 27%.

## 3. AREAS OF REVIEW

The information collected through the Alumni Engagement Survey is summarised below.

### ➤ Respondent characteristics

- *Gender*
- *Age*
- *Length of time since graduation*
- *Profession*

### ➤ Work location

- *Current work location (urban vs rural/ remote)*
- *Factors that influenced decision to relocate rural*
- *Barriers to relocating rural*
- *Current challenges*

➤ **Alumni Network engagement and communication preferences**

- *Interest in involvement in a range of potential activities*
- *Preferred communication channels*
- *Satisfaction with current Alumni Network communications*
- *Level of importance of current Alumni Network communications*
- *Preferred communications frequency*
- *Preferred way of receiving Alumni Action and content of interest*
- *Interest in potential Alumni Network services*

# RESULTS

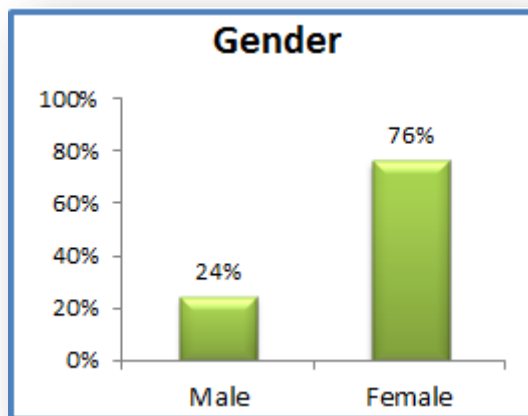
## 4. RESPONDENT CHARACTERISTICS

This section details some broad demographic and other characteristics of the respondents to the NRHSN Alumni Network Engagement Survey.

### 4.1 Gender and age

One in four of the survey respondents were male.

**Figure 1: Respondent gender (n=66)**



The mean age of respondents was 28 years (median 27), approximately 1 in 4 aged 22 to 24 years and 1 in 3 aged 25 to 27 years.

Male respondents were, on average, older than females (mean age 31 years versus 27 years). With regards to profession, allied health alumni were younger than medicine or nursing graduates.

**Table 1: Age by gender and profession**

Base: all	Total (n=66) %	Gender		Profession		
		Male (n=16) %	Female (n=50) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %
22-24	23	-	30	5	34	27
25-27	35	50	30	36	41	20
28-30	17	19	16	27	10	13
31+	21	31	18	23	10	40
No answer	5	-	6	9	3	-
Total	100	100	100	100	100	100
Mean age (years)	28	31	27	29	27	30



## 4.2 Years since graduation

Respondents graduated a mean of 2.5 years ago (median 2 years). The majority (79%) graduated within the last 3 years.

The majority of nurse respondents graduated within the last 12 months.

**Table 2: Years since graduation by gender and profession**

Base: all	Total (n=66) %	Gender		Profession		
		Male (n=16) %	Female (n=50) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %
≤1	42	38	44	36	41	53
2	26	19	28	23	31	20
3	11	13	10	14	10	7
≥ 4	21	31	18	27	17	20
Total	100	100	100	100	100	100
Mean (years)	2.5	3.3	2.3	2.9	2.5	2.0

## 4.3 Profession

Forty-four percent of respondents were graduates of an allied health profession, 33% were graduates of medicine and the balance (23%) nursing graduates.

**Table 3: Profession by gender and age**

Base: all	Total (n=66) %	Gender		Age	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %
Medicine	33	50	28	11	49
Allied health	44	31	48	71	23
Nursing	23	19	24	18	29
Total	100	100	100	100	100

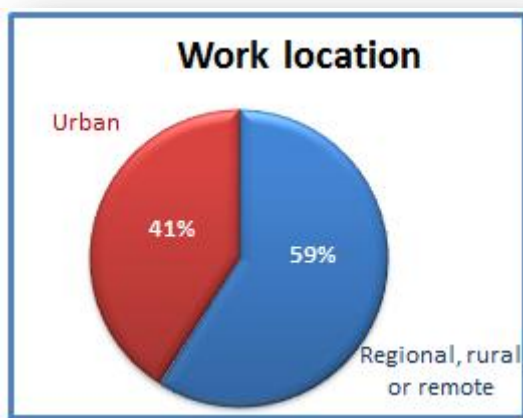
## 5. WORK LOCATION

This section discusses where respondents are currently working (urban or rural and remote), enablers and barriers to relocating rural and some of the current challenges being faced.

### 5.1 Current work location

The majority of respondents (59%) are currently working in regional, rural or remote Australia.

**Figure 2: Current work location (n=66)**



By profession, most medical graduates are working in rural and remote locations, compared with only 1 in 3 nursing graduates.

**Table 4: Current work location by gender and profession**

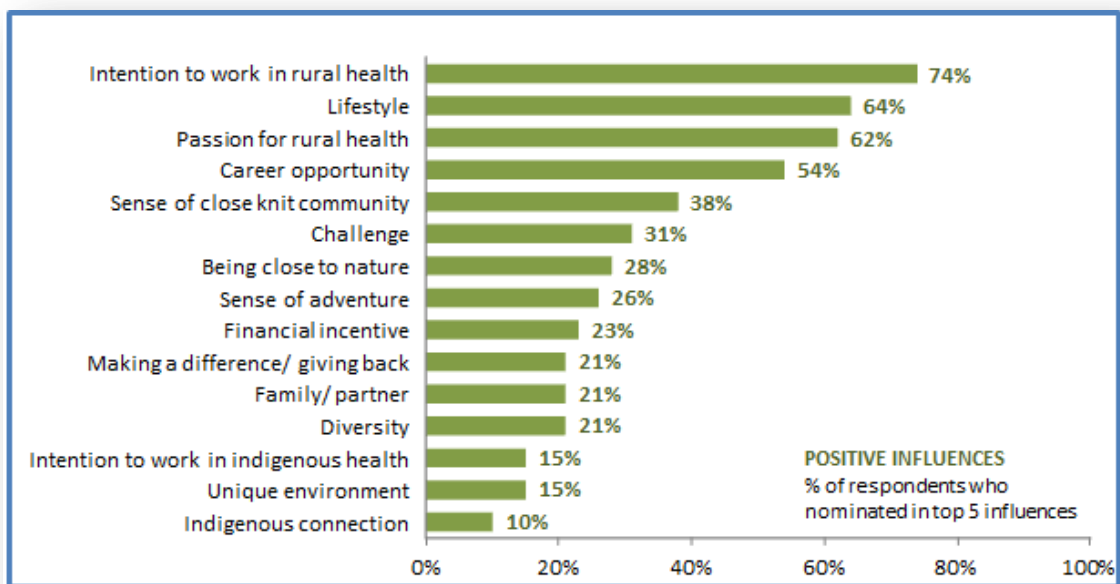
Base: all	Total (n=66) %	Gender		Profession		
		Male (n=16) %	Female (n=50) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %
Regional, rural or remote	59	56	60	73	62	33
Urban	41	44	40	27	38	67
Total	100	100	100	100	100	100

## 5.2 Factors that influenced decision to relocate rural

Respondents currently working in a regional, rural or remote location were asked to nominate up to 5 factors that influenced their decision to relocate rural.

The most frequently nominated factor was the intention to work in rural health, followed by lifestyle, and a passion for rural health.

**Figure 3: Factors that influenced respondents' decision to relocate rural (n=39)**

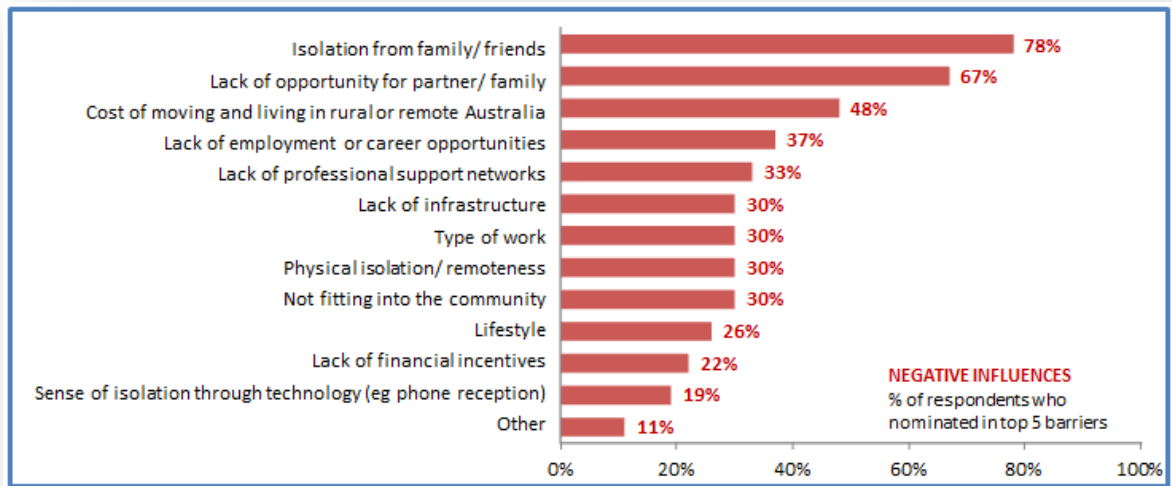


## 5.3 Barriers to relocating rural

Those respondents currently working in an urban location were asked to nominate up to 5 barriers that would prevent them from relocating rural.

Isolation from family/ friends was the most frequently mentioned barrier, followed by lack of opportunity for partner/ family, and the cost of moving or living in rural or remote Australia.

**Figure 4: Barriers to relocating rural (n=27)**



#### 5.4 Current challenges

All respondents were asked what keeps them up at night, in an attempt to gain some insights into any current challenges (personal or professional) that they are dealing with.

The most frequently cited response were non-specific work issues (12%), followed by night-shift, children and job security/ employment opportunities.

Whilst work issues were nominated to a similar degree by all respondents, night shift was only an issue for medical and nursing graduates.

Conversely, medical graduates did not nominate job security/ employment opportunities as a concern.

**Table 5: Challenges currently facing by profession and work location**

Base: all	Total (n=66) %	Profession			Work location	
		Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
Work (non-specific)	12	14	10	13	3	26
Night shift/ on-call	11	18	3	13	13	7
Children	9	18	7	-	13	4
Nothing	8	14	3	7	8	7
Job security/ employment opportunities	8	-	10	13	8	7
Books/ movies	6	5	7	7	3	11
Social responsibility/ want to make a difference	6	-	10	7	5	7
Partner	3	-	3	7	5	-
Finance	3	9	-	-	5	-
Lack of supervision/ guidelines	3	-	7	-	5	-
Bureaucracy	2	-	3	-	3	-
Lack of shops	2	-	3	-	3	-
Other	18	14	17	27	21	15
No answer	21	18	28	13	21	22
<b>Total</b>	<b>112</b>	<b>110</b>	<b>111</b>	<b>107</b>	<b>116</b>	<b>106</b>

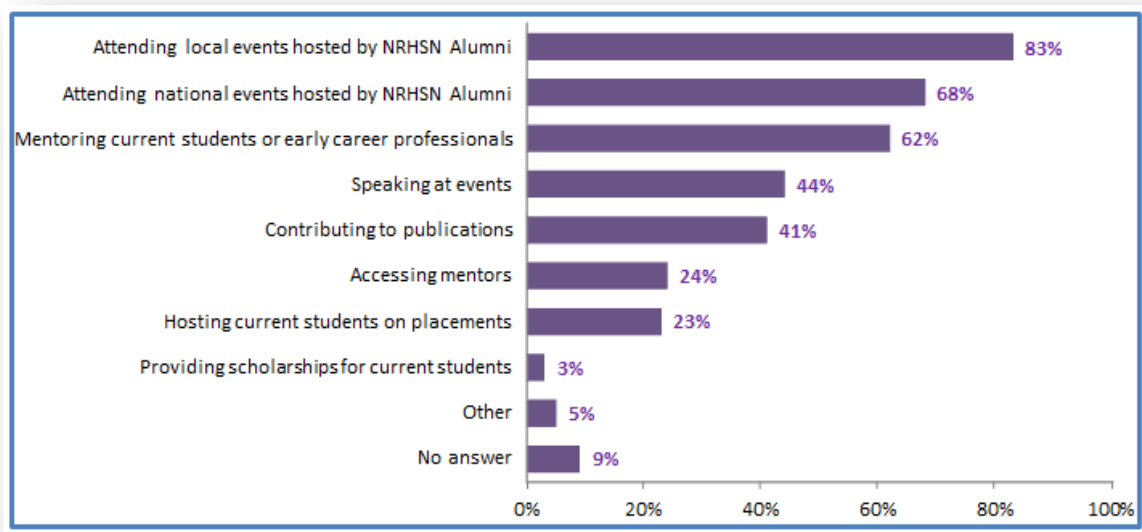
## 6. ALUMNI NETWORK ENGAGEMENT AND COMMUNICATION PREFERENCES

In this section, respondents' interest in potential Alumni Network activities, satisfaction with current Alumni Network communications and communications preferences (in terms of method and frequency) are detailed.

### 6.1 Interest in becoming involved in potential Alumni Network activities

When presented with a list of potential Alumni Network activities, those of greatest interest are attending local and national events hosted by NRHSN Alumni and mentoring current students or early career health professionals.

**Figure 5: Level of interest in potential Alumni Network activities (n=66)**



Alumni working in regional, rural and remote locations appear to be more interested in potential Alumni Network activities than their urban counterparts. Those working in rural and remote nominated interest in a mean number of 4.2 activities of those presented, compared with respondents working in urban locations who nominated interested in a mean of 2.9 activities.

## 6.2 Preferred communication channels

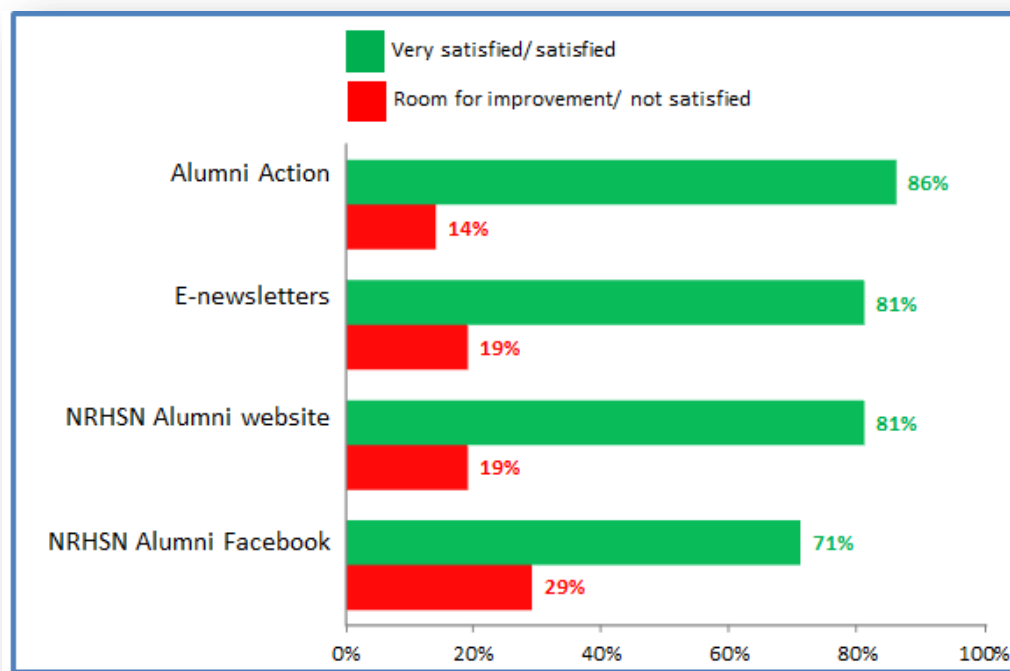
Respondents' preferred ways to stay in touch with the NRHSN Alumni Network are clear:

- All nominated email as their most preferred channel
- Regular post (51%), Facebook (35%) and the NRHSN website (14%) were nominated as a secondary communication channel
- No respondents nominated Twitter or LinkedIn as a preferred way to keep in touch with the NRHSN Alumni Network

## 6.3 Satisfaction with current Alumni Network communications

Overall, respondents are satisfied with current Alumni Network communications. Over 1 in 4 however indicate that they are not satisfied with the NRHSN Alumni Facebook page.

**Figure 6: Satisfaction with current Alumni Network communications (n=63)**



Respondents working in urban locations are more likely to be satisfied with current Alumni Network communications.

**Table 6: Level of satisfaction with Alumni Network communications by work location**

Base: all	Total (n=63) %	Work location	
		R & R (n=38) %	Urban (n=25) %
<b>Alumni Action</b>			
Very satisfied/ satisfied	86	84	89
Room for improvement/ not satisfied	14	16	11
<b>E-newsletters</b>			
Very satisfied/ satisfied	81	71	96
Room for improvement/ not satisfied	19	29	4
<b>NRHSN Alumni website</b>			
Very satisfied/ satisfied	81	74	92
Room for improvement/ not satisfied	19	26	8
<b>NRHSN Alumni Facebook</b>			
Very satisfied/ satisfied	71	66	80
Room for improvement/ not satisfied	29	34	20

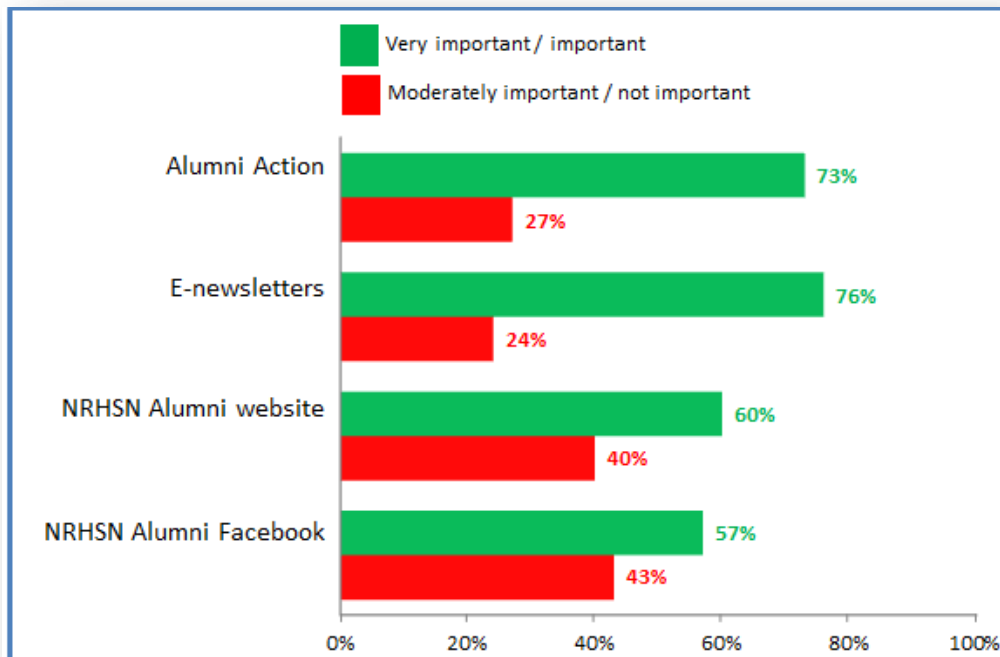
#### 6.4 Level of importance of current Alumni Network communications

With regards to the importance of current Alumni Network communications, most regard Alumni Action and E-newsletters as important, however the Alumni website and Facebook page are of reduced importance.

There are no notable differences in ratings of importance between graduates working in rural and remote Australia or urban locations.



**Figure 7: Level of importance of current Alumni Network communications (n=63)**



### 6.5 Preferred communications frequency

With regards to how often they would like to hear from NRHSN, Alumni would prefer to receive Alumni Action in addition to either social media updates or email newsletters.

Only 1 in 5 indicate a preference for Alumni Action and no other communications, however on the other hand, the vast majority do not want additional communications more often than quarterly.

**Table 7: Preferred communications frequency from NRHSN Alumni Network**

	%
Alumni Action twice a year is enough	19
Alumni Action plus social media updates as necessary	21
Alumni Action plus email news as necessary	35
Alumni Action plus quarterly email newsletters	21
Alumni Action plus monthly email newsletters	5
I'd prefer to seek the information myself and not receive regular communications	-

## 6.6 Preferred way of receiving Alumni Action and content of interest

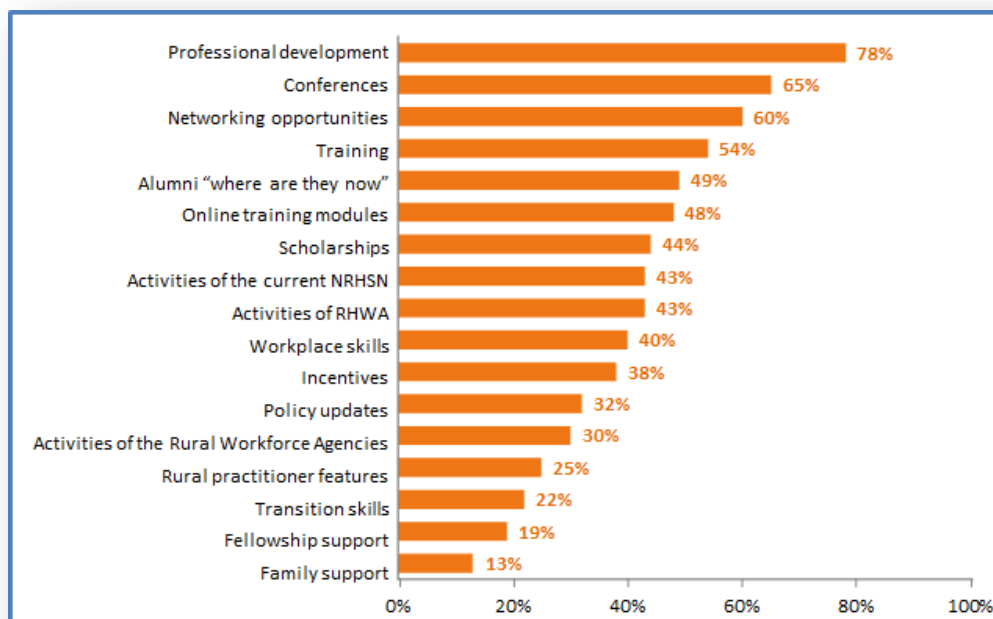
Most respondents indicated a preference to receive Alumni Action via email weblink, albeit 1 in 3 nominated a preference for a hard copy in the post. This preference for a hard copy was stronger amongst those working in rural and remote locations.

**Table 8: Preferred way of receiving Alumni Action by work location**

Base: all	Total (n=63) %	Work location	
		R & R (n=38) %	Urban (n=25) %
Email weblink	65	58	76
Hard copy in the post	35	42	24
I'm not really interested in receiving it	-	-	-
Total	100	100	100

In terms of the Alumni Action content of most interest, professional development, conferences, networking opportunities and training were all nominated by at least 50% of respondents.

**Figure 8: Alumni Action content of most interest (n=63)**

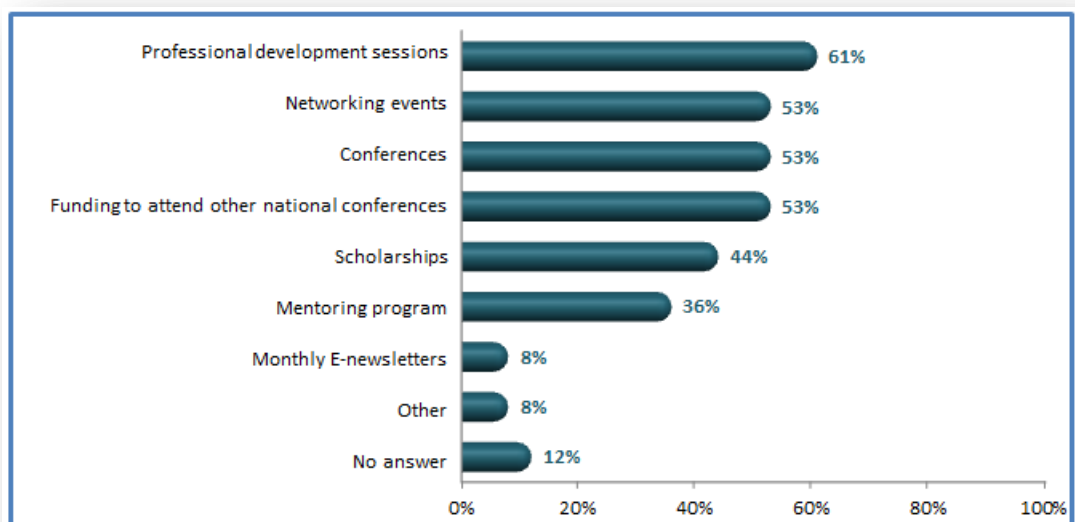


## 6.7 Interest in potential Alumni Network services

Alumni were presented with a number of potential services that could be provided by the Network and asked to nominate those that they would like to see provided.

Consistent with the Alumni Action magazine content of most interest, respondents nominated professional development sessions, networking events and conferences as potential Alumni Network services they would like to see provided.

**Figure 9: Interest in potential Alumni Network services (n=63)**



There are some variances in the level of interest in potential services according to profession - medical graduates are less interested in scholarships and conferences than allied health professionals or nurses.

**Table 9: Interest in potential Alumni Network services by profession**

Base: all	Total (n=66) %	Profession		
		Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %
Scholarships	44	18	55	60
Professional development sessions	61	55	69	53
Networking events	53	50	59	47
Conferences	53	27	66	67
Funding to attend other national conferences	53	41	52	73
Monthly e-newsletters	8	5	14	-
Mentoring program	36	36	34	40
Other	2	5	-	-
No answer	12	18	10	7
Total	322	255	359	347

# APPENDIX 1

## Survey Instrument

- Q1. Gender
- Q2. What is your current age?
- Q3. How many years ago did you graduate?
- Q4. What discipline are you currently working in?
- Q5. Are you current working in a rural, regional or remote area of Australia?
- Q6. If working rural, what are the 5 key factors that have influenced your decision to move to regional, rural or remote locations?
- Sense of close knit community
  - Challenge
  - Indigenous connection
  - Passion for rural health
  - Unique environment
  - Financial incentive
  - Career opportunity
  - Diversity
  - Family/ partner
  - Making a difference/ giving back
  - Being close to nature
  - Sense of adventure
  - Intention to work in indigenous health
  - Lifestyle
- Q7. If you are not working rural, what are the 5 major barriers that would prevent you from relocating to and/ or undertaking a career in regional, rural or remote Australia?
- Lifestyle
  - Isolation from family/ friends
  - Not fitting into the community
  - Physical isolation/ remoteness
  - Type of work
  - Lack of financial incentives
  - Lack of infrastructure
  - Lack of professional support networks
  - Cost of moving and living in rural or remote Australia
  - Sense of isolation through technology (eg phone reception/ internet)
  - Lack of opportunity for partner/ family
  - Lack of employment or career opportunities
- Q8. What keeps you up at night?
- Q9. Would you be interested in becoming involved in the Alumni through any of the following?  
You can select more than one.
- Speaking at events
  - Contributing to publications
  - Mentoring current students or early career health professionals
  - Accessing mentors
  - Hosting current students on placements
  - Providing scholarships for current students
  - Attending local events (hosted by NRHSN Alumni)
  - Attending national events (hosted by NRHSN Alumni)

- Q10. How do you prefer us to communicate with you? Please rank from 1 to 6 with 1 being the most preferential.
- Email
  - Post
  - Facebook
  - Twitter
  - Linked In
  - Website
- Q11. With regards to communication means, please rate your level of satisfaction and importance for the following:
- Alumni Action
  - E-newsletters
  - NRHSN Alumni website
  - NRHSN Alumni Facebook
- Q12. How often would you like to hear from us?
- Alumni Action twice a year is enough
  - Alumni Action plus social media updates as necessary
  - Alumni Action plus email news as necessary
  - Alumni Action plus quarterly email newsletters
  - Alumni Action plus monthly email newsletters
  - I'd prefer to seek the information myself and not receive regular communications
- Q13. Specifically with regards to Alumni Action, what is your preferred means of receiving it?
- Email weblink
  - Hard copy in the post
  - I'm not really interested in receiving it
- Q14. What content is of most interest to you? You can choose more than one.
- Professional development
  - Networking opportunities
  - Alumni "where are they now?"
  - Rural practitioner features
  - Workplace skills
  - Activities of the current NRHSN
  - Transition skills
  - Policy updates
  - Scholarships
  - Conferences
  - Activities of RHWA
  - Activities of the Rural Workforce Agencies
  - Online training modules
  - Fellowship support
  - Incentives
  - Training
  - Family support
- Q15. What other services would you like to see the NRHSN Alumni provide if they were possible?
- Scholarships
  - Professional development sessions
  - Networking events
  - Conferences
  - Funding to attend other national conferences
  - Monthly e-newsletters
  - Mentoring program
- Q16. Do you have any further comments or feedback?

## APPENDIX 2

### NRHSN Alumni Engagement Survey DATA TABLES

**Table 1: Gender  
Q10**

Base: all	Total (n=66) %	Age		Profession			Work location	
		≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
Male	24	11	37	36	17	20	23	26
Female	76	89	63	64	83	80	77	74
Total	100	100	100	100	100	100	100	100

**Table 2: Age  
Q11**

Base: all	Total (n=66) %	Gender		Profession			Work location	
		Male (n=16) %	Female (n=50) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
22-24	23	-	30	5	34	27	26	19
25-27	35	50	30	36	41	20	33	37
28-30	17	19	16	27	10	13	23	7
31+	21	31	18	23	10	40	18	26
No answer	5	-	6	9	3	-	-	11
Total	100	100	100	100	100	100	100	100
Mean (years)	28	31	27	29	27	30	28	29
Median (years)	27	28	26	28	25	30	27	26



**Table 3: Years since graduation  
Q12**

Base: all	Total (n=66) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
≤1	42	38	44	61	26	36	41	53	38	48
2	26	19	28	25	29	23	31	20	26	26
3	11	13	10	-	17	14	10	7	13	7
≥ 4	21	31	18	14	29	27	17	20	23	19
Total	100	100	100	100	100	100	100	100	100	100
Mean (years)	2.5	3.3	2.3	1.7	3.2	2.9	2.5	2.0	2.8	2.1
Median (years)	2	2	2	1	2	2	2	1	2	2

**Table 4: Profession  
Q13**

Base: all	Total (n=66) %	Gender		Age		Work location	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	R & R (n=39) %	Urban (n=27) %
Medicine	33	50	28	11	49	41	22
Allied health	44	31	48	71	23	46	41
Nursing	23	19	24	18	29	13	37
Total	100	100	100	100	100	100	100

**Table 5: Current work location  
Q14**

Base: all	Total (n=66) %	Gender		Age		Profession		
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %
Regional, rural or remote	59	56	60	57	66	73	62	33
Urban	41	44	40	43	34	27	38	67
Total	100	100	100	100	100	100	100	100

**Table 6: 5 Key factors that have influenced move to a regional, rural or remote location  
Q15**

Base: currently working in a regional, rural or remote location	Total (n=39) %	Gender		Age		Profession		
		Male (n=9) %	Female (n=30) %	≤ 25 (n=16) %	≥ 26 (n=23) %	Medicine (n=16) %	Allied H (n=18) %	Nursing (n=5) %
Sense of close knit community	38	11	47	19	52	44	39	20
Challenge	31	22	33	44	22	31	33	20
Indigenous connection	10	-	13	13	9	13	-	40
Passion for rural health	62	89	53	75	52	75	56	40
Unique environment	15	-	20	13	17	19	17	-
Financial incentive	23	22	20	25	17	25	22	-
Career opportunity	54	67	47	50	52	50	56	40
Diversity	21	22	17	6	26	31	11	-
Family/ partner	21	-	27	19	22	13	33	-
Making a difference/ giving back	21	44	10	19	17	25	17	-
Being close to nature	28	33	23	25	26	25	22	40
Sense of adventure	26	22	20	31	13	19	22	20
Intention to work in indigenous health	15	33	7	6	17	19	6	20
Intention to work in rural health	74	100	60	63	74	88	67	20
Lifestyle	64	67	63	63	65	56	78	40
Total	503	532	460	471	481	533	479	300

**Table 7: 5 Key barriers that would prevent moving to a regional, rural or remote location Q16**

Base: not currently working in a regional, rural or remote location	Total (n=27) %	Gender		Age		Profession		
		Male (n=7) %	Female (n=20) %	≤ 25 (n=12) %	≥ 26 (n=12) %	Medicine (n=6) %	Allied H (n=11) %	Nursing (n=10) %
Lifestyle	26	14	30	42	8	-	45	20
Isolation from family/ friends	78	86	75	83	67	83	82	80
Not fitting into the community	30	71	15	33	25	17	36	30
Physical isolation/ remoteness	30	14	35	33	8	33	36	20
Type of work	30	29	30	50	17	33	45	10
Lack of financial incentives	22	43	15	25	8	33	18	20
Lack of infrastructure	30	43	25	33	25	-	45	30
Lack of professional support networks	33	29	35	17	50	67	27	20
Cost of moving and living in rural or remote Australia	48	57	45	58	33	50	45	50
Sense of isolation through technology (eg phone reception)	19	14	20	25	17	17	18	20
Lack of opportunity for partner/ family	67	71	65	75	75	50	73	70
Lack of employment or career opportunities	37	43	35	25	42	100	27	10
Other	11	-	15	-	25	17	-	10
Total	461	514	440	499	400	500	497	390

**Table 8: Challenges currently facing (what keeps you up at night?)**  
Q17

Base: all	Total (n=66) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
Work (non-specific)	12	31	6	11	14	14	10	13	3	26
Night shift/ on-call	11	6	12	4	17	18	3	13	13	7
Children	9	19	6	4	14	18	7	-	13	4
Nothing	8	19	4	7	9	14	3	7	8	7
Job security/ employment opportunities	8	6	8	7	9	-	10	13	8	7
Books/ movies	6	-	8	11	3	5	7	7	3	11
Social responsibility/ want to make a difference	6	13	4	7	6	-	10	7	5	7
Partner	3	-	4	7	-	-	3	7	5	-
Finance	3	-	4	-	6	9	-	-	5	-
Lack of supervision/ guidelines	3	-	4	4	3	-	7	-	5	-
Bureaucracy	2	-	2	-	3	-	3	-	3	-
Lack of shops	2	-	2	4	-	-	3	-	3	-
Other	18	19	18	18	20	14	17	27	21	15
No answer	21	6	26	25	11	18	28	13	21	22
Total	112	119	108	109	115	110	111	107	116	106

**Table 9: Interest in becoming involved in potential Alumni activities Q18**

Base: all	Total (n=66) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
Speaking at events	44	50	42	39	51	55	41	33	59	22
Contributing to publications	41	56	36	50	37	41	45	33	49	36
Mentoring current students or early career health professionals	62	81	56	71	60	64	66	53	74	44
Accessing mentors	24	13	28	32	20	23	28	20	26	22
Hosting current students on placements	23	50	14	25	23	32	14	27	33	7
Providing scholarships for current students	3	6	2	4	3	9	-	-	5	-
Attending local events hosted by NRHSN Alumni	83	94	80	82	89	86	86	73	82	85
Attending national events hosted by NRHSN Alumni	68	75	66	79	66	73	69	60	74	59
Other	5	6	4	7	3	5	3	7	8	-
No answer	9	-	12	7	6	5	14	7	8	11
Total	362	431	340	396	358	393	366	313	418	286

**Table 10: Preferred communication channel - % ranking 1<sup>st</sup> or 2<sup>nd</sup> Q19**

Base: all	Total (n=63) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=47) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=21) %	Allied H (n=27) %	Nursing (n=15) %	R & R (n=38) %	Urban (n=25) %
Email	100	100	100	100	100	100	100	100	100	100
Post	51	44	53	56	46	48	63	33	39	68
Facebook	35	25	38	39	31	29	33	47	42	24
Twitter	-	-	-	-	-	-	-	-	-	-
LinkedIn	-	-	-	-	-	-	-	-	-	-
Website	14	31	9	5	23	24	3	20	18	8
Total	200	200	200	200	200	200	200	200	200	200

**Table 11: Level of satisfaction with current Alumni Network communications Q20a**

Base: all	Total (n=63) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=47) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=21) %	Allied H (n=27) %	Nursing (n=15) %	R & R (n=38) %	Urban (n=25) %
<b>Alumni Action</b>										
Very satisfied/ satisfied	86	81	87	82	86	76	89	93	84	89
Room for improvement/ not satisfied	14	19	13	18	14	24	11	7	16	11
<b>E-newsletters</b>										
Very satisfied/ satisfied	81	75	83	75	83	76	78	93	71	96
Room for improvement/ not satisfied	19	25	17	25	17	24	22	7	29	4
<b>NRHSN Alumni website</b>										
Very satisfied/ satisfied	81	63	87	75	83	71	85	87	74	92
Room for improvement/ not satisfied	19	37	13	25	17	29	15	13	26	8
<b>NRHSN Alumni Facebook</b>										
Very satisfied/ satisfied	71	50	79	64	74	62	67	93	66	80
Room for improvement/ not satisfied	29	50	21	36	26	38	33	7	34	20

**Table 12: Level of importance of current Alumni Network communications Q20b**

Base: all	Total (n=63) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=47) %	≤ 25 (n=27) %	≥ 26 (n=35) %	Medicine (n=21) %	Allied H (n=27) %	Nursing (n=15) %	R & R (n=38) %	Urban (n=25) %
<b>Alumni Action</b>										
Very important/ important	73	94	66	70	74	62	85	67	66	84
Moderately important/ not important	27	6	34	30	26	38	15	33	34	16
<b>E-newsletters</b>										
Very important/ important	76	94	70	78	74	71	85	67	76	76
Moderately important/ not important	24	6	30	22	26	29	15	33	24	24
<b>NRHSN Alumni website</b>										
Very important/ important	60	75	55	63	57	57	59	67	55	68
Moderately important/ not important	40	25	45	37	43	43	41	33	45	32
<b>NRHSN Alumni Facebook</b>										
Very important/ important	57	56	57	63	54	57	56	60	55	60
Moderately important/ not important	43	44	43	37	46	43	44	40	45	40

**Table 13: Preferred frequency of communications Q21**

Base: all	Total (n=63) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=47) %	≤ 25 (n=27) %	≥ 26 (n=35) %	Medicine (n=21) %	Allied H (n=27) %	Nursing (n=15) %	R & R (n=38) %	Urban (n=25) %
Alumni Action twice a year is enough	19	13	21	15	20	29	19	7	21	16
Alumni Action plus social media updates as necessary	21	25	19	19	23	14	19	33	16	28
Alumni Action plus email news as necessary	35	25	38	37	34	38	41	20	42	24
Alumni Action plus quarterly email newsletters	21	25	19	26	17	19	19	27	18	24
Alumni Action plus monthly email newsletters	5	13	2	4	6	-	4	13	3	7
I'd prefer to seek the information myself and not receive regular communications	-	-	-	-	-	-	-	-	-	-
Total	100	100	100	100	100	100	100	100	100	100

**Table 14: Preferred means of receiving Alumni Action Q22**

Base: all	Total (n=63) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=47) %	≤ 25 (n=27) %	≥ 26 (n=35) %	Medicine (n=21) %	Allied H (n=27) %	Nursing (n=15) %	R & R (n=38) %	Urban (n=25) %
Email weblink	65	63	66	67	63	86	52	60	58	76
Hard copy in the post	35	37	34	33	37	14	48	40	42	24
I'm not really interested in receiving it	-	-	-	-	-	-	-	-	-	-
Total	100	100	100	100	100	100	100	100	100	100

**Table 15: Content of most interest  
Q23**

Base: all	Total (n=63) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=47) %	≤ 25 (n=27) %	≥ 26 (n=35) %	Medicine (n=21) %	Allied H (n=27) %	Nursing (n=15) %	R & R (n=38) %	Urban (n=25) %
Professional development	78	69	81	85	71	62	89	80	79	76
Networking opportunities	60	56	62	74	51	52	70	53	66	52
Alumni “where are they now?”	49	69	43	41	57	57	44	47	50	48
Rural practitioner features	25	50	17	19	31	33	19	27	21	32
Workplace skills	40	38	40	37	40	38	41	40	37	44
Activities of the current NRHSN	43	75	32	33	51	52	41	33	47	36
Transition skills	22	31	19	19	26	10	22	40	18	28
Policy updates	32	50	26	22	40	33	33	27	34	28
Scholarships	44	50	43	56	34	24	59	47	39	52
Conferences	65	75	62	63	69	62	74	53	71	56
Activities of RHWA	43	44	43	33	51	33	44	53	42	44
Activities of the RWAs	30	38	23	22	31	24	26	33	29	24
Online training modules	48	50	47	59	37	33	52	60	47	48
Fellowship support	19	31	15	22	17	19	26	7	16	24
Incentives	38	50	34	37	37	52	41	13	37	40
Training	54	63	51	59	51	43	56	67	50	60
Family support	13	19	11	15	11	10	19	7	11	16
Other	2	6	-	-	3	5	-	-	3	-
<b>Total</b>	<b>705</b>	<b>864</b>	<b>649</b>	<b>696</b>	<b>708</b>	<b>642</b>	<b>756</b>	<b>687</b>	<b>697</b>	<b>708</b>



**Table 16: Other services would like to see the NRHSN Alumni Network provide Q24**

Base: all	Total (n=66) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
Scholarships	44	31	48	57	34	18	55	60	38	52
Professional development sessions	61	56	62	68	57	55	69	53	56	67
Networking events	53	50	54	71	43	50	59	47	51	56
Conferences	53	56	52	64	49	27	66	67	49	59
Funding to attend other national conferences	53	81	44	50	60	41	52	73	51	56
Monthly e-newsletters	8	19	4	14	3	5	14	-	5	11
Mentoring program	36	44	34	39	37	36	34	40	38	33
Other	2	6	-	-	3	5	-	-	3	-
No answer	12	5	14	4	14	18	10	7	13	11
Total	322	348	312	367	300	255	359	347	304	345

**Table 17: Other comments or feedback Q25**

Base: all	Total (n=66) %	Gender		Age		Profession			Work location	
		Male (n=16) %	Female (n=50) %	≤ 25 (n=28) %	≥ 26 (n=35) %	Medicine (n=22) %	Allied H (n=29) %	Nursing (n=15) %	R & R (n=39) %	Urban (n=27) %
Keep up the good work	3	6	2	4	3	-	-	13	3	4
Other	12	31	6	18	9	9	21	-	10	15
No answer	85	63	92	79	88	91	79	87	87	81
Total	100	100	100	100	100	100	100	100	100	100