

Healthcare Recruitment in Today's Marketplace



Today's Marketplace

- ◆ A Recent Survey conducted by AMN¹ of 285 Hospital CEO's finds:
 - Hospital vacancy rate for Physicians is 10.7%
 - 86% of Hospital CEO's state there is a "serious shortage" of Physicians in the US
 - 19% indicate the shortage already compromises quality of care
 - 70% state not enough physicians to meet the increased demand of proposed healthcare referrals
 - 86% indicate it is "somewhat or very difficult" to recruit physicians

- ◆ Over 50% of physicians hired last year were hired directly by hospitals²
 - Increased competition for same physician candidate pool

¹ Source: American Mobile Nursing, Published NEJM

² Source: MGMA as reported by NPR/Kaiser Health News

Physician Workforce Shortage

- ◆ In 2016, Bureau of Labor statistics predicted physician jobs to grow 13 percent from 2016 to 2026
- ◆ AAMC estimates that an additional 45,000 Primary Care Physicians will be needed by 2020 to keep up with demand
 - Only 28% of Medical Students will consider Primary Care as a career path

New AAMC Study Released April 2019:

- ◆ Projected total physician shortfall of between 46,900 and 121,900 physicians by 2032
 - **Primary care physician shortage of 21,100 to 55,200 physicians is projected by 2032**
 - **Projected shortfalls in non-primary care specialty categories of 24,800 to 65,800 physicians**
 - Including 14,300 to 23,400 shortfall in 2032 for surgical specialties
 - **By 2032, a shortage of 3,400 Psychiatrists**

Today's Candidate Pool:

Marcus Welby, MD is Dead

- ◆ American Trained vs. International Medical Graduates
 - IMGs account for 25% of the US Physicians
 - IMGs account for 27% of current US Residents and Fellows
- ◆ Board Certified vs. Not Board Certified
 - ABMS survey found 93% of patients thought Board Certification to be very important
- ◆ Malpractice
 - 61% of physicians 55+ years of age have been named in a suit
 - 90% of Surgeons 55+ years old have been named

Interviewing: What Candidates Want

Recent Survey of 16,000 Medical Students Finds Most Appealing Practice Setting:

- No Call
- Work / Life Balance – Scheduled to work less than 46 hours per week
- Electronic Medical Records
- Academic Link
- Salary and Employed Positions

A Recent Survey Conducted by AAMC Finds:

- 71% indicate time off and work / life balance are most important
- 66% will **not** work more hours for more money
- 80% would work less hours for less / equal money
- 60% want a salaried position

Source: NAPR 2008

- ◆ If you use recruitment firms, what services do you like provided?

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