

# 6 ways to overcome your physician staffing challenges



The physician shortage is forcing healthcare organizations to think more creatively to meet their staffing needs. Here are six tips on how to get the coverage you need.

## 1. Be flexible.

When it comes to filling staffing needs, the most successful organizations have one thing in common: flexibility. Whether you're recruiting for permanent positions or locum tenens openings, the more flexible you can be, the more candidates you'll have to choose from. How flexible can you be with:

- **Clinical skillset requirements:** If you're struggling to find candidates with all the required skills, consider using existing staff to cover those cases and bring in someone to do the rest. This will broaden your candidate pool.
- **Scheduling:** Instead of waiting to fill an opening with a single hard-to-find doctor, bring in multiple locum tenens physicians to cover your needs. Four locum docs who can do one week a month may be easier to find than one physician who can work the whole month.

## 2. Build a bench of credentialed locum providers.

Rather than waiting to credential locum tenens providers until you need them, build a bench of qualified, credentialed providers who are ready to go to work. This is especially important during periods of high demand. Having credentialed providers ready to go will give you more flexibility in getting coverage when there is a short lead time.

## 3. Lean into advanced practice.

When physicians are in short supply, consider expanding your usage of advanced practice providers. This will broaden your pool of candidates and defray some of the costs of bringing in physicians. Plus, additional advanced practice providers can lighten the workload, making an opening more attractive to physician candidates.

## 4. Be open to a wider range of locum candidates.

Every healthcare facility wants a quality match when bringing in a locum provider, but allowing for a different demographic can broaden the number of potential candidates. For example, don't insist on only mid-career docs when an early career physician can get the job done too. If a candidate fits most but not all of your criteria, get on a call with your locums agency to explore the fit further.

## 5. Leverage your staffing partners.

Trusted staffing partners bring their experience to the relationship. The best staffing agencies understand national marketplace trends and have access to a large pool of candidates who are actively looking for jobs. Large agencies can have as many as 25 people devoted to recruiting candidates for a specific specialty, so they can act as extension of your team and help you fill positions more quickly.

## 6. Ask the hard questions.

If your organization is having trouble meeting its staffing needs, it's important to ask yourself why. What are you doing that's limiting the pool of candidates? Asking the hard questions will determine your success in getting the coverage you need.

**CHG Healthcare can help you find the physicians and advanced practice providers your organization needs.**

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