

Key trends in physician recruiting.

Findings from the Association for Advancing Physician and Provider Recruitment (AAPPR) 2022 Internal Physician and Provider Recruitment Benchmarking Report

Top challenge for physician recruiters

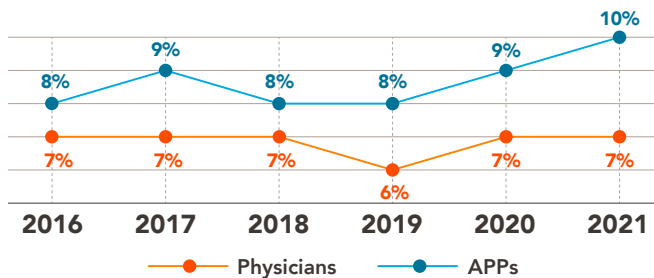
Attracting and retaining providers was the biggest challenge in 2021 for recruiters working for healthcare systems and physician practices.

48% of all physician searches were to replace a departing physician

Provider turnover

Over the past several years, physician turnover has remained consistent at around 7%. However, the turnover rate for advanced practice providers (APPs) reached its highest rate at 10% in 2021.

Provider turnover 6-year trend (medians)



Top reasons providers leave their jobs

Physicians are much more likely to leave for retirement reasons, while APPs are much more likely to leave for higher compensation. At the smallest organizations, providers are much less likely to leave due to compensation, burnout, or geography.

Physicians:

1. Retirement
2. A similar role at a different facility
3. Geography

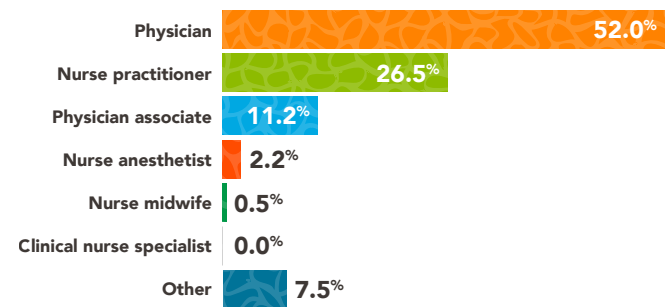
APPs:

1. A similar role at a different facility
2. Compensation
3. Geography

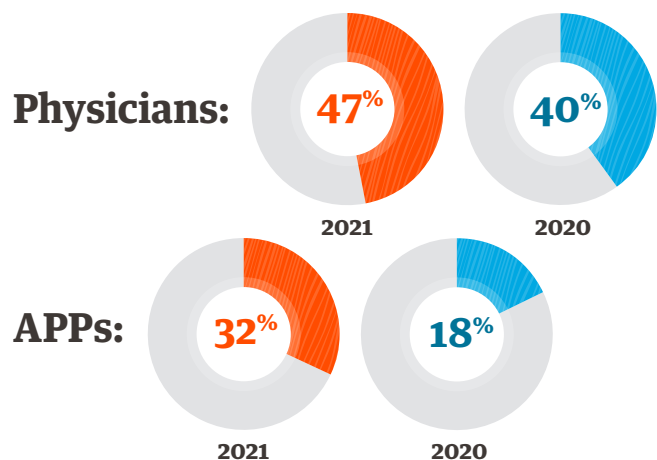
Provider searches

Physician searches rose to the highest number ever in 2021 with more than half of all reported searches (52%) being for physicians.

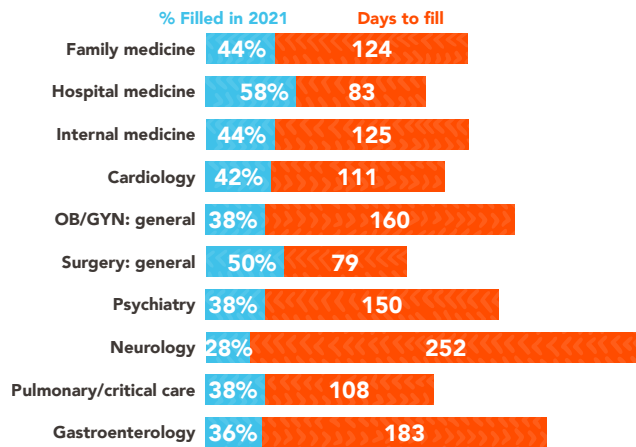
Active searches by provider category



Open searches at year end



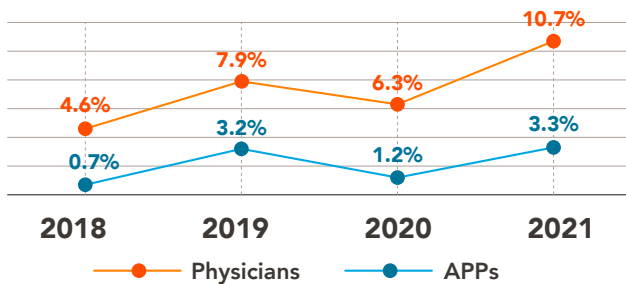
Most sought-after physician specialties



Use of locum tenens providers

Almost 11% of physician searches overall used locum tenens, up from 6.3% in 2020. The most sought-after specialty for locum tenens searches was anesthesia (49%) and the lowest was internal medicine (1%).

Locum tenens usage 4-year trends



Time to fill open positions

Median days to fill decreased across all physician specialties in all types of organizations. Median days to fill decreased for advanced practice providers as well. Notably, surgery specialties are taking less time to fill than other specialties.

Physician:

2021: 103 days 2020: 126 days

APP:

2021: 62 days 2020: 64 days

Data and charts reprinted with permission from AAPPR. To access the full 2022 Internal Physician and Provider Recruitment Benchmarking Report, visit

<https://aappr.org/research/benchmarking/>

For help finding the physicians and advanced practice providers you need to staff your healthcare facilities, call CHG Healthcare at 866.588.5996 or email ecs.contact@chghealthcare.com.