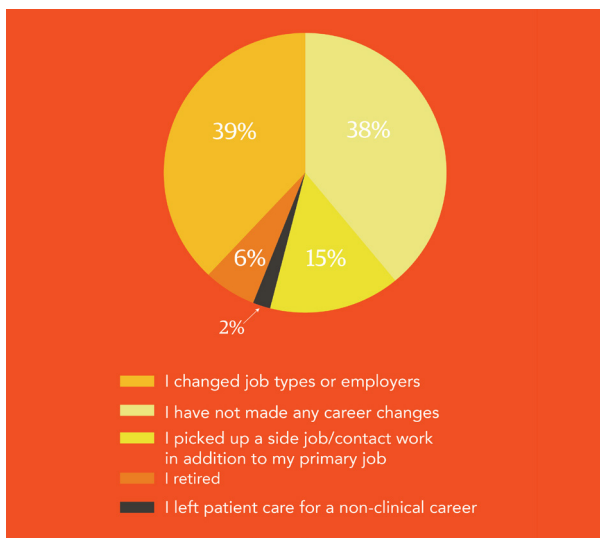


# Executive summary: Survey finds 62% of physicians made a career change 2022 - 2024

A majority of physicians have made a career change in the past two years, according to findings of a 2024 CHG Healthcare survey. These findings are similar to the results of a 2022 CHG Healthcare survey that found nearly half of physicians changed jobs during the pandemic.

The 2024 survey, which looked at both job moves and other career changes, found that 62% of physicians made some type of career change in the past two years. The majority of that group changed job types or employers.

## Physician career changes, Feb. 2022 - Feb. 2024

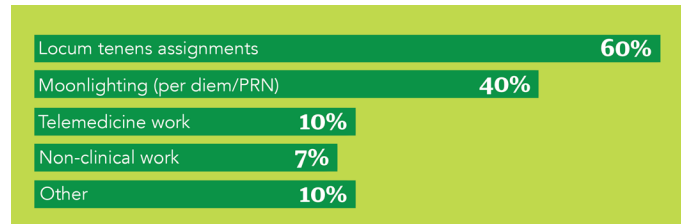


In comparison, the 2022 survey found that 43% of physicians had changed job types or employers in the past two years, 8% retired, and 3% left for a non-clinical career. The 2022 survey did not ask about side work.

## Physician side work and locum tenens

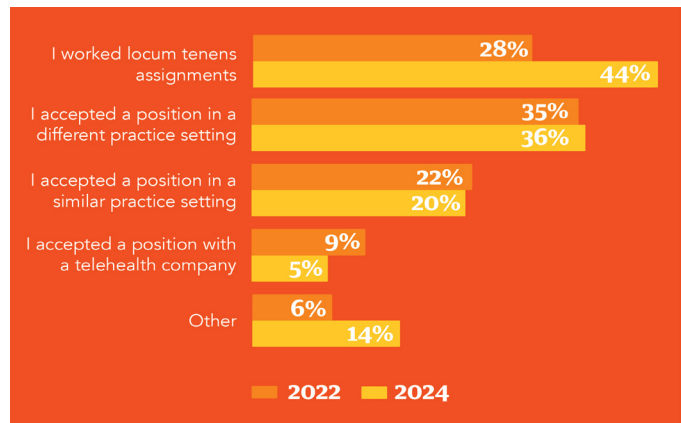
Fifteen percent of physicians reported that they'd taken on extra side work during the past two years. Of those, 60% accepted locum tenens assignments, while 40% engaged in moonlighting. Some engaged in more than one type of side job, including telemedicine and non-clinical work.

### Types of physician side jobs



The 2024 survey also revealed that physicians are turning to locum tenens work in significantly greater numbers than in prior years. In the newest survey, 44% of physicians reported changing jobs to work locums assignments either full or part-time, compared with 28% in the 2022 survey.

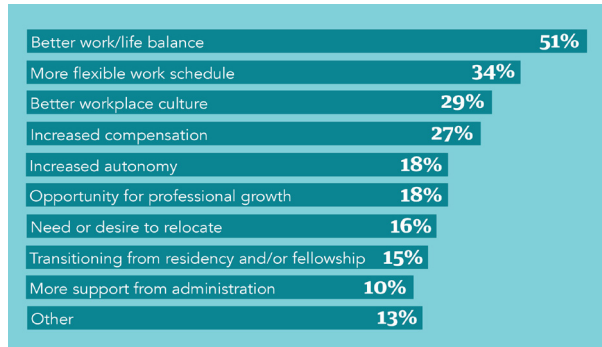
### Types of physician job changes



## Physician motivation for career changes

A majority (51%) of physicians said they made their career change for better work/life balance. This held true among men and women, and among all career stages.

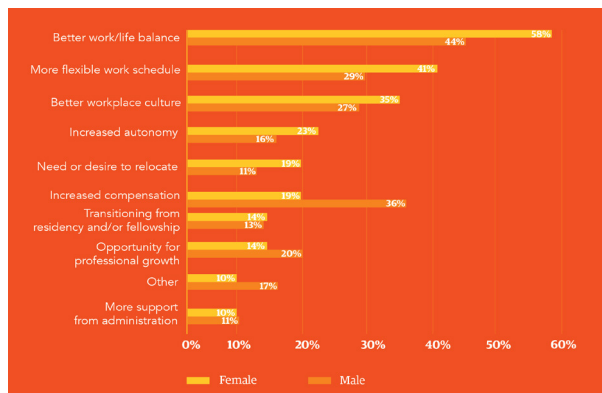
## Reasons for pursuing a physician career change



While a desire for a better work/life balance received the greatest share of responses for both women and men, the share was 58% for women compared with 44% for men.

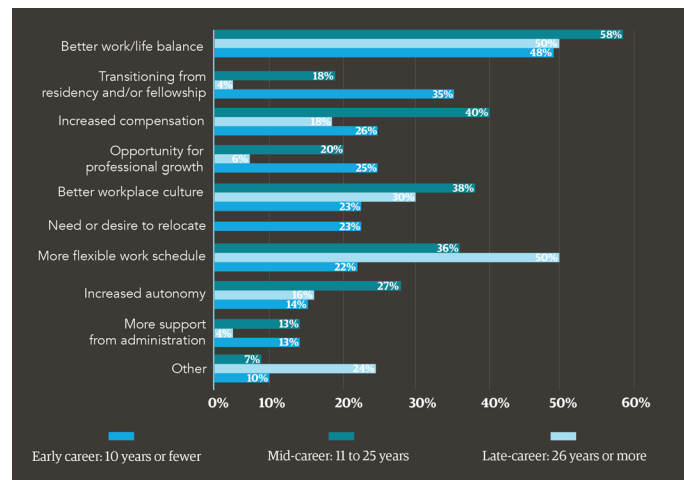
In general, women were more likely to change jobs for work/life balance, better workplace culture, and a more flexible work schedule. On the other hand, men were nearly two times as likely to change jobs for higher compensation and were more motivated to switch for professional growth reasons.

## Reasons for career change by physician gender



Late-career physicians were equally motivated by a desire for better work/life balance and for greater schedule flexibility, with each motivator receiving a 50% share of the responses. Mid-career physicians additionally sought higher compensation (40%). Unsurprisingly, job changes for early career physicians were often a result of a transition from residency and/or fellowship (35%).

## Reasons for career change by physician career stage



## Looking to the future

Of all respondents, 71% reported that they were likely to remain in their current position through 2024. However, only 44% said they planned to remain in their current role beyond 2025.

**CHG Healthcare can help you staff your telehealth program with locum tenens providers and travel nurses. Give us a call at 866.588.5996 or email [ecs.contact@chghealthcare.com](mailto:ecs.contact@chghealthcare.com).**

To read the full survey report, visit [chghealthcare.com/blog/physician-career-change-survey-2024](https://chghealthcare.com/blog/physician-career-change-survey-2024)