

# Physician recruiting trends 2024: Continued provider shortage leads to high search volumes

**As demand for services increases, healthcare recruiters are grappling with increasing search volumes, evolving turnover rates, and varying fill rates across specialties. Here are six takeaways from the 2024 Benchmarking Report on Search Dynamics and Trends by the Association for Advancing Physician and Provider Recruitment (AAPPR).**

## 1. Search volumes continue to increase

Physician searches increased in 2024, with organizations reporting a median of 115 active searches, up from 87 the previous year. Recruiters handled an average of 44 searches, with larger facilities seeing up to 63 searches per recruiter.

## 2. Turnover rates for physicians and advanced practice providers declined

Provider turnover rates decreased slightly in 2023, with physicians at 7.1% and advanced practice providers (APPs) at 9.2%. Physicians often retired (32%), while APPs left for better pay (30%), with smaller facilities having higher retention rates.

## 3. Physician searches remain difficult to fill, while APP searches fare better

In 2023, 58% of searches were for physicians, but only 43% of those searches were filled. In contrast, 61% of APP searches were filled. For the past three years, there were more open physician searches than filled positions. APP fill rates, however, have remained steady.

## 4. Family medicine searches were most common

Family medicine was the most searched for specialty in 2023, with 81% of organizations conducting 996 searches for family medicine physicians. Fill rates for family medicine came in at 47%, with other in-demand specialties being hospital medicine, OB-GYN, and internal medicine.

## 5. Days to fill rates remain high but steady

Median time to fill searches in 2023 was 125 days for primary care physicians, 135 days for specialty care, and 131 days for surgical positions, while APP roles took 80 days.

## 6. Locum tenens usage declined, but search firm use remains high

Locum tenens usage dropped to 9% in 2023, but use remained high in rural areas. Three-quarters of organizations used search firms, with smaller organizations more likely to engage them due to fewer in-house resources.

As the healthcare landscape evolves, organizations that proactively adapt their recruitment strategies will be best positioned to meet the growing demand for qualified providers. By partnering with CHG Healthcare, you can access the expertise and resources needed to overcome recruitment challenges and ensure the delivery of high-quality patient care.

*To read the full report, visit [aappr.org/research/benchmarking](https://aappr.org/research/benchmarking)*

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