

Retention of New Physicians after Completing Training in New York in 2010

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Background

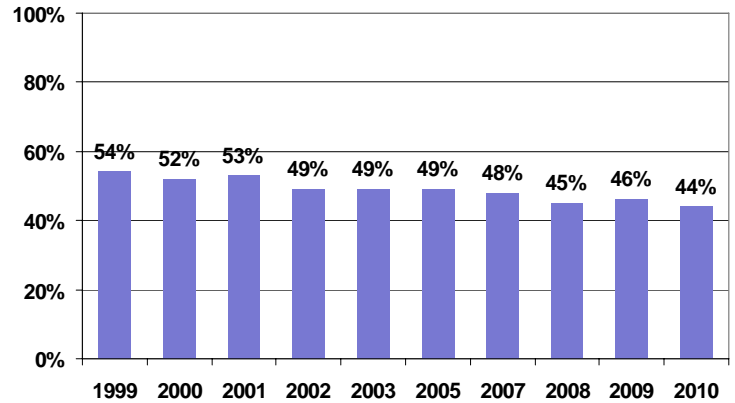
The Center for Health Workforce Studies, in cooperation with graduate medical education program administrators at teaching hospitals in New York, conducts an annual survey of all physicians completing a residency or fellowship training program in the state. Since the survey began in 1998, more than 32,000 graduates have participated. In 2010, the survey had a response rate of 62%. This research brief examines the in-state retention of new physicians; why some new physicians decide to practice out of state and what recruitment incentives were most important to their choice of practice location.

Key Findings

In 2010 less than half of new physicians stayed in New York after completing training.

The percentages in the past few years of newly-trained physicians reporting plans to begin practice in New York have been the lowest since the survey began. The in-state retention of new physicians has gradually declined in recent years from a high of 54% in 1999 to a low of 44% in 2010. A one percent decrease in the in-state retention of newly-trained physicians means that approximately 25 fewer physicians are practicing in New York after completing training.

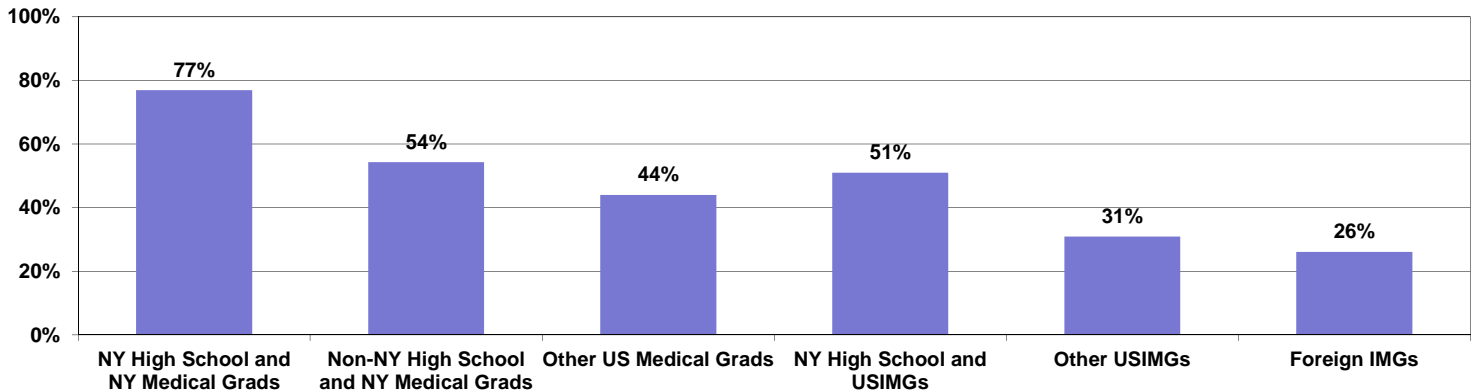
Percentage of Residents/Fellows Reporting Confirmed Practice Plans in NY, 1999-2010



New physicians who attended high school in New York and medical school in New York were the most likely to report plans to practice in New York after completing training.

In 2010, 77% of individuals who went to high school in New York and attended a New York medical school planned to practice in New York. By contrast, just 54% of those who attended medical school in New York but did not go to high school in New York reported plans to practice in New York. International medical graduates who were not U.S. citizens were the least likely to stay in New York (26%).

Percentage of Residents/Fellows Reporting Confirmed Practice Plans in NY by High School Location, Medical School Location, and Citizenship, 2010



Proximity to family was the main reason cited by new physicians for planning to practice outside of New York.

Thirty-one percent of residents and fellows cited proximity to family as the main reason for leaving New York after completing training. The next most reported reasons were better jobs in desired location outside New York (12%) and better salary offered outside New York (10%). When physicians were asked to report *all of their reasons* for leaving New York, 53% indicated better salary offered outside New York, followed by cost of living in New York (49%) and more desirable locations outside New York (49%).

Reasons for Leaving New York After Completion of Residency/Fellowship, 2010

Reasons for Leaving NY	All Reasons	Main Reason
Overall lack of jobs in NY	26%	7%
Better jobs in desired location outside NY	49%	12%
Better jobs in desired practice setting outside NY	36%	8%
Better jobs outside NY that meet visa requirements	16%	9%
Better salary offered outside NY	53%	10%
Cost of malpractice insurance in NY	19%	1%
Cost of starting a practice in NY	14%	0%
Taxes in NY	34%	2%
Cost of living in NY	49%	4%
Proximity to family	46%	31%
Better job for spouse/partner outside NY	20%	5%
Climate/Weather in NY	28%	2%
Never intended to practice in NY	20%	5%
Other reason	5%	4%
Total	N/A	100%

Most Influential Recruitment Incentive Received for Accepting a Job Offer by Practice Location, 2010

Incentives	Staying in New York	Leaving New York	All
H-1 visa sponsorship	6%	16%	12%
J-1 visa waiver	2%	9%	6%
Sign-on bonus	2%	3%	2%
Income guarantees	44%	38%	40%
On-call payments	1%	1%	1%
Relocation allowances	0%	1%	1%
Spouse/Partner job transition	2%	3%	2%
Support for CME	3%	2%	2%
Career development opportunities	27%	17%	21%
Educational loan repayment	5%	3%	4%
Other	8%	9%	8%
Total	100%	100%	100%

Income guarantees were the most influential recruitment incentive reported by newly-trained physicians in making their decision to accept a practice position.

Forty percent of newly-trained physicians indicated that income guarantees were the most influential recruitment incentive they received, followed by career development opportunities (21%). Physicians staying in New York, however, were 10% more likely than physicians who were leaving to report that career development opportunities were the most influential factor in their decision to accept a position (27% versus 17%), while those who were leaving the state were 10% more likely to report H-1 visa sponsorship (16% versus 6%).

More than one in five new physicians indicated that recruitment incentives were not important at all in their decision to accept a position.

Twenty-one percent of new physicians indicated that recruitment incentives were not at all important in their decision to accept a job and another 39% indicated that incentives were only somewhat important. Thirty-nine percent of newly-trained physicians indicated that recruitment incentives were moderately or very important in their job decision.

Implications

With less than half of new physicians staying in New York after completing training, it is essential to consider the factors that affect a new physician's decision to remain in the state to practice. This is particularly important given the growing concern about the adequacy of the future physician supply in New York and the recognition that New York's residents are a primary source of new physicians in the state. Survey results suggested that proximity to family was key in choosing a practice location. Residents and fellows who went to high school in New York and trained in New York were also the most likely to stay in New York to practice. Income guarantees and career development opportunities were the most influential recruitment incentives physicians received, but the majority suggested that incentives were only somewhat important or not important at all in their final decision to accept a practice position. Planners and policy makers should take these factors into account when designing programs and policies aimed at the recruitment and retention of new physicians in New York.

The Center for Health Workforce Studies

This brief was prepared by the Center for Health Workforce Studies at the School of Public Health, University at Albany, State University of New York. The Center's mission is to provide timely, accurate data and conduct policy-relevant research about the health workforce. The residents' exit survey is part of the Center's New York Health Workforce Data System which is designed to support ongoing monitoring of the state's health workforce. Web site: <http://chws.albany.edu>