

# CHWS

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Center for Health Workforce Studies  
School of Public Health, University at Albany  
<http://chws.albany.edu>

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



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### Highlights

- Less than half of new physicians stay in New York after completing training.
- New physicians who attended high school in New York and medical school in New York are the most likely to report plans to practice in New York after completing training.
- “Proximity to family” is the main reason cited by new physicians who plan to practice outside of New York.

### Key Findings

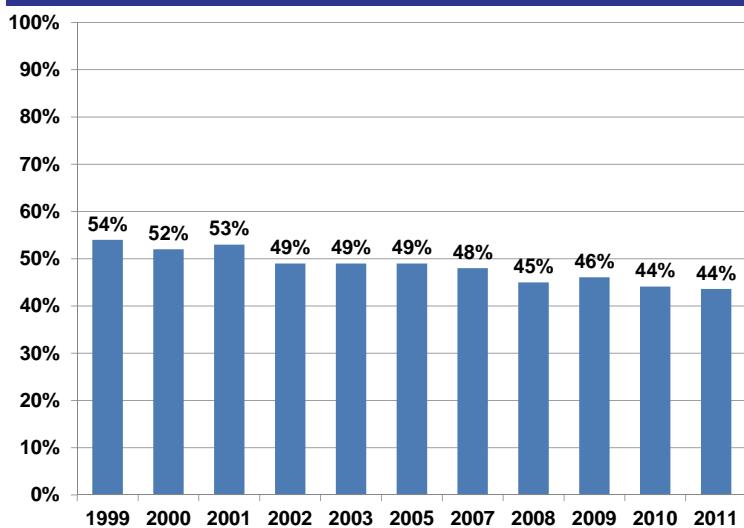
#### Less than half of new physicians stay in New York after completing training.

In the past few years, the percentages of newly trained physicians reporting plans to practice in New York have been the lowest since the survey began. The in-state retention of new physicians has gradually declined from a high of 54% in 1999 to a low of 44% in 2011. A 1% decrease in the in-state retention of newly trained physicians means that approximately 25 fewer physicians are practicing in New York after completing training.

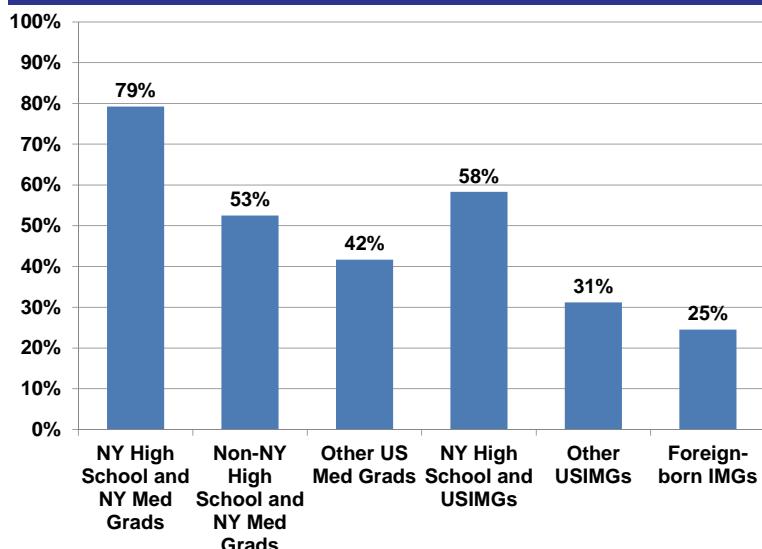
### Background

The Center for Health Workforce Studies, in cooperation with graduate medical education program directors 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 35,000 graduates have participated. 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 are most important to their choice of practice location.

#### In-state Retention of Newly Trained Physicians, 1999-2011



#### In-state Retention by School Location and Citizenship, 2011



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

In 2011, 79% of individuals who went to high school in New York and attended a New York medical school planned to practice in the state. By contrast, just 53% of those who attended medical school in New York but did not attend high school in New York reported plans to practice in New York. International medical graduates (IMGs) who were not U.S. citizens were the least likely to stay in New York to practice (25%).

**“Proximity to family” is the main reason cited by new physicians who plan to practice outside of New York.**

Twenty-nine percent of residents and fellows indicated that proximity to family was the main reason for leaving New York after completing training. The next most reported reasons were better salary offered outside New York (12%) and better jobs in desired location outside New York (11%). When physicians were asked to report *all reasons* for leaving New York, 60% indicated better salary offered outside New York, followed by more desirable locations outside New York (56%) and cost of living in New York (50%).

**Most Influential Recruitment Incentive by Practice Location, 2011**

Incentives	Staying in New	Leaving New York	All
Income guarantees	36%	35%	36%
Career development opportunities	37%	22%	28%
H-1 visa sponsorship	7%	15%	12%
J-1 visa waiver	4%	9%	7%
Spouse/Partner job transition	2%	4%	3%
Educational loan repayment	2%	3%	2%
Sign-on bonus	2%	3%	2%
Support for CME	2%	1%	2%
Relocation allowances	0%	2%	1%
On-call payments	2%	0%	1%

**One in five new physicians indicate that recruitment incentives are not important at all in their decision to accept a position.**

Twenty percent of new physicians indicated that recruitment incentives were not at all important in their decision to accept a job and another 36% indicated that incentives were only somewhat important. Forty-four percent of newly trained physicians indicated that recruitment incentives were moderately or very important in their job decision.

## Conclusion

With less than half of new physicians staying in New York after completing training, it is essential to understand the factors that influence 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 is key in choosing a practice location. Residents and fellows who went to high school in New York and trained in New York are also the most likely to stay in New York to practice. Income guarantees and career development opportunities are the most influential recruitment incentives physicians received, but the majority indicated that incentives are only somewhat important or not important at all in their final decision to accept a practice position. These factors are important for planners and policy makers to understand as they design programs and policies aimed at physician recruitment and retention.

**Reasons for Leaving New York after Completing Training, 2011**

Reasons for Leaving NY	All Reasons	Main Reason
Proximity to family	45%	29%
Better salary offered outside NY	60%	12%
Better jobs in desired location outside NY	56%	11%
Overall lack of jobs in NY	31%	10%
Better jobs in desired practice setting outside NY	40%	8%
Better jobs outside NY that meet visa requirements	18%	8%
Better job for spouse/partner outside NY	23%	5%
Never intended to practice in NY	18%	5%
Cost of living in NY	50%	3%

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

Thirty-six percent of newly trained physicians indicated that income guarantees were the most influential recruitment incentive they received. Physicians staying in New York, however, were 15% 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 (37% versus 22%), while those who were leaving the state were 8% more likely to report H-1 visa sponsorship as the most influential incentive (15% versus 7%).

**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. Center staff who worked on this brief included David Armstrong, Gaetano Forte, and Jean Moore. The New York resident 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>