



CHWS

Better Information for Better Outcomes

The New York Physician Workforce

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The Center for Health Workforce Studies at the University at Albany



- Based at the UAlbany School of Public Health
- Conducts studies of the supply, demand, use and education of the health workforce
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public

NY Physician Workforce Data



- New York Physician Re-registration Survey (1997 to present)
 - Annual New York Physician Workforce Profile
 - Primary Care Health Professional Shortage Areas (HPSAs)
- Survey of Residents Completing Training in NY (1998 to present)
 - New York Residency Training Outcomes
 - In-state Retention of New Physicians

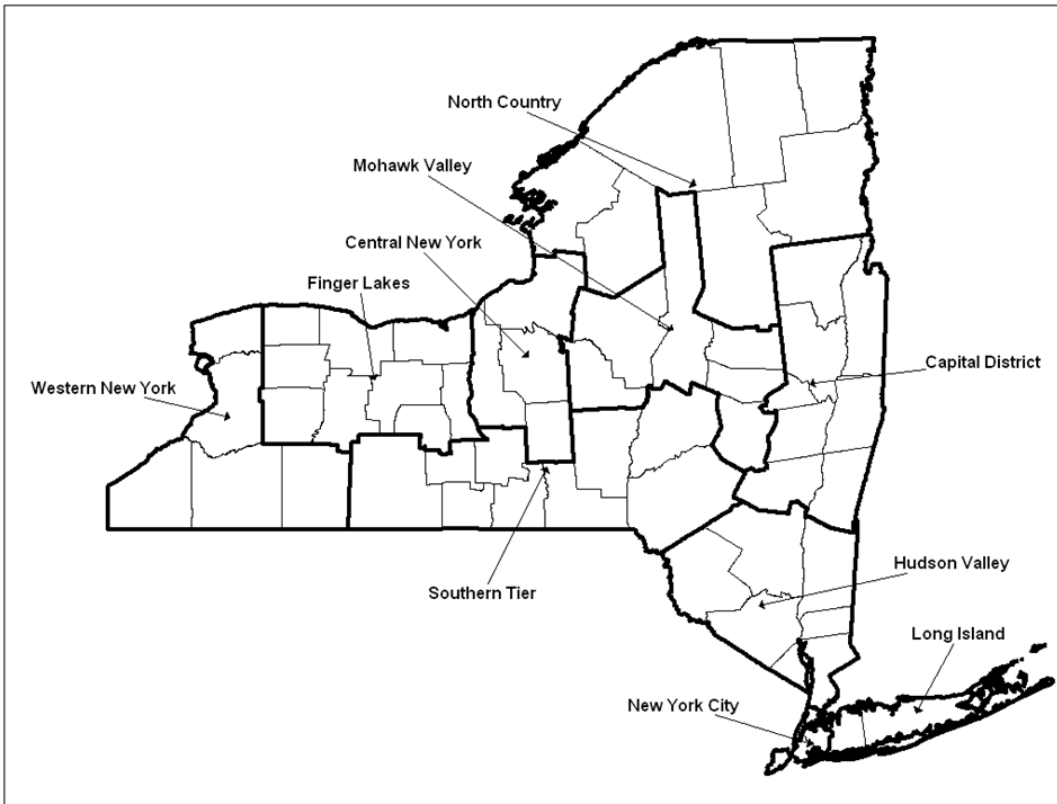


THE NEW YORK PHYSICIAN WORKFORCE

FTE Physician Supply per 100k and Change Between 2005 and 2009



Active Patient Care Physicians in NY, 2009

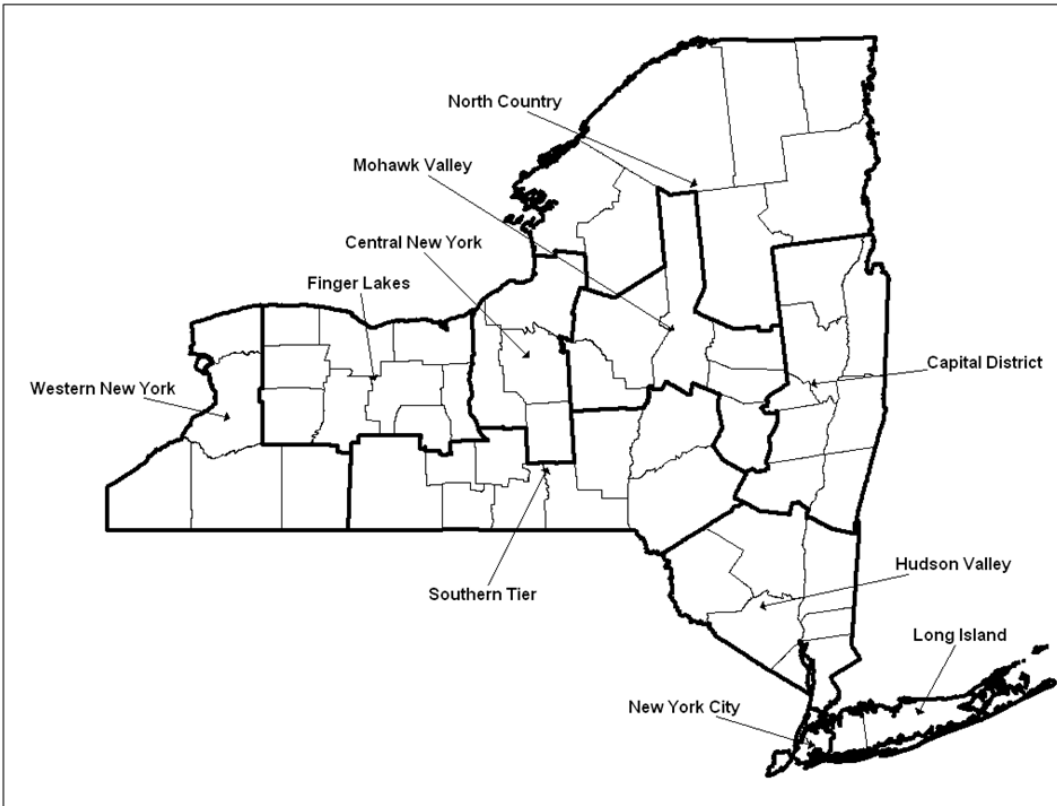


	Supply	Change
Capital District	269	11%
Central NY	252	6%
Finger Lakes	255	10%
Hudson Valley	311	9%
Long Island	353	9%
Mohawk Valley	175	4%
NYC	336	5%
North Country	201	12%
Southern Tier	256	10%
Western NY	240	11%

FTE Primary Care Physician Supply per 100k and Change Between 2005 and 2009



Active Patient Care Physicians in NY, 2009



	Supply	Change
Capital District	88	15%
Central NY	76	8%
Finger Lakes	91	17%
Hudson Valley	97	8%
Long Island	98	8%
Mohawk Valley	71	4%
NYC	101	4%
North Country	73	12%
Southern Tier	84	6%
Western NY	79	12%

Characteristics of Active Patient Care Physicians in New York



Active Patient Care Physicians in NY, 2009

	New York	Schenectady
Average Age	52	54
% Female	32%	23%
% URM	10%	5%
% IMGs	35%	29%
% Primary Care	31%	34%
% in Group Practice	34%	50%

Rural Counties Fell Well Below the Rate of Urban Counties in Physicians per 100k



Active Patient Care Physicians in NY, 2009

	Urban Counties	Rural Counties	Schenectady
FTEs	53,610	5,726	443
FTEs per 100k	330	185	291
Primary Care FTEs	15,891	2,307	139
Primary Care FTEs per 100k	98	75	91
% Primary Care	30%	41%	31%

Rural Physicians Were Less Likely to Have Attended NY Medical Schools or Residency Programs



Active Patient Care Physicians in NY, 2009

	Urban Counties	Rural Counties	Schenectady
% of NY Med School Grads	39%	34%	41%
% Residency Training in NY	79%	54%	62%

Physician Supply and Demand Projections: Capital Region



		Demand Scenario 1		Demand Scenario 3	
		Demand Baseline		Universal Health Insurance by 2020	
	Specialty	Difference Between Supply and Demand 2030	Percentage of Anticipated Demand 2030	Difference Between Supply and Demand 2030	Percentage of Anticipated Demand 2030
Supply Baseline					
Supply unresponsive to demand					
	Primary Care	-30	-3%	-82	-7%
	Non-Primary Care	11	0%	-91	-4%
	All Physicians	-18	-1%	-174	-5%
Supply responsive to demand					
	Primary Care	-83	-8%	-135	-12%
	Non-Primary Care	-50	-2%	-153	-6%
	All Physicians	-133	-4%	-289	-8%



THE NEW YORK RESIDENT EXIT SURVEY

Assessment of Relative Demand by Specialty

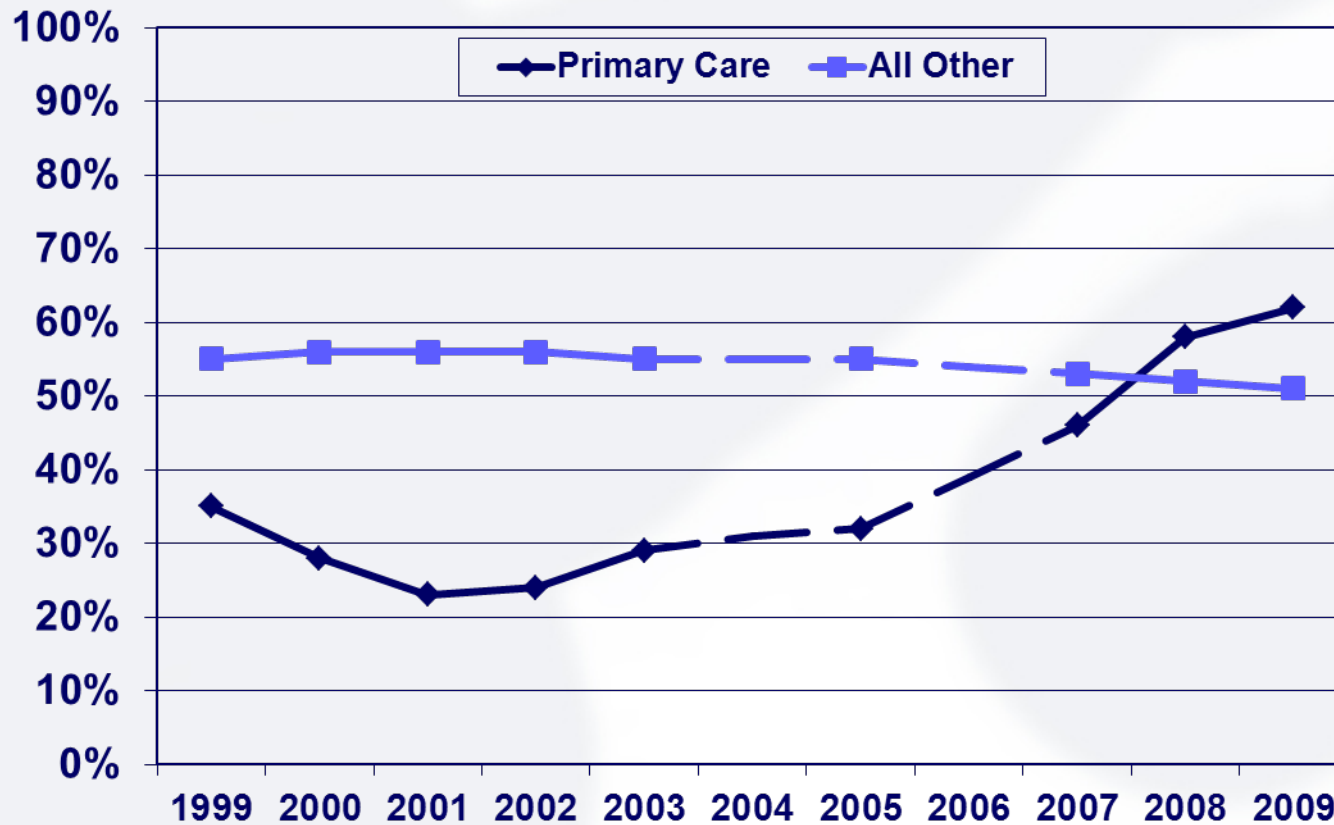
A blue stethoscope is positioned in the top right corner of the slide, partially overlapping the dark blue header.

- Difficulty finding a satisfactory practice position
- Having to change plans due to limited practice opportunities
- Number of job offers
- View of regional job market
- View of national job market
- Trends in median starting income

The Demand for Primary Care Physicians is Increasing



Relative Demand for New Physicians



Relative Demand for New Physicians by Specialty



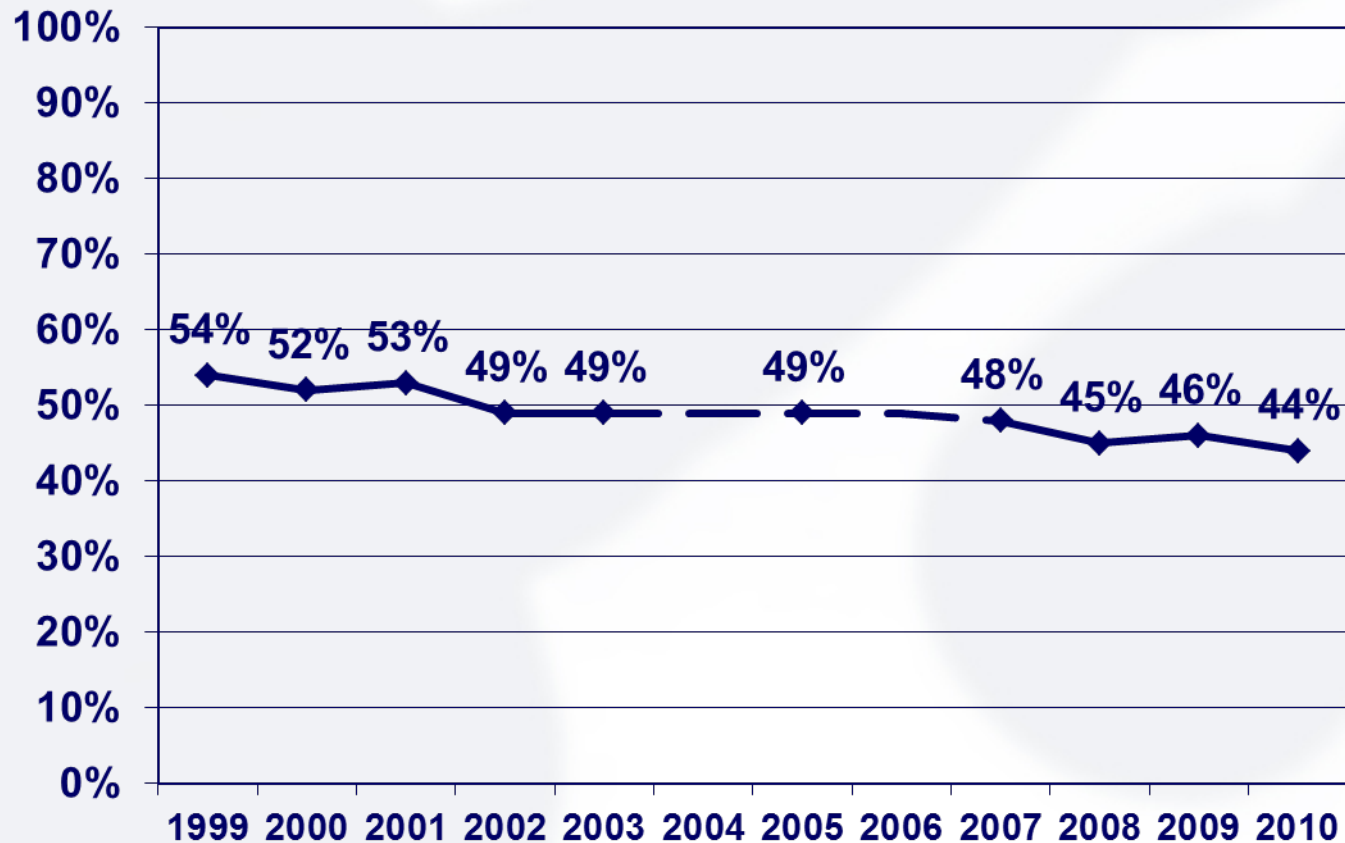
Relative Demand for New Physicians, 2009

Strong Demand	Weak Demand
Urology	Radiology
Dermatology	Ophthalmology
Gastroenterology	Physical Med & Rehab
Otolaryngology	Pediatric Subspecialties
Family Medicine	Pathology

In-state Retention of New Physicians Trained in New York is Declining



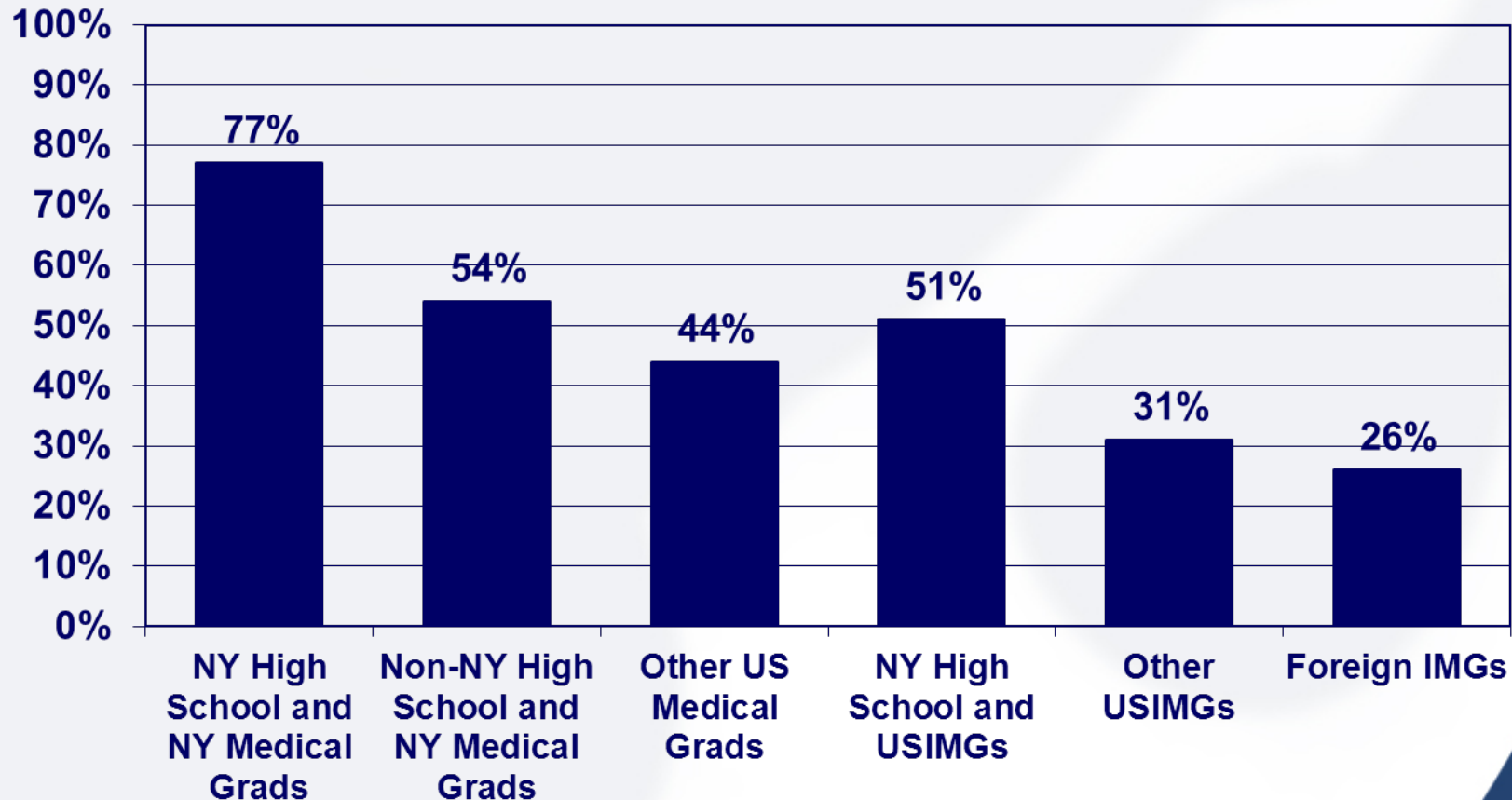
Percent of new physicians with confirmed practice plans in New York



New York High School and Medical School Graduates are Most Likely to Stay in NY



Percent of new physicians with confirmed practice plans in New York by high school location, medical school location and citizenship, 2010



Proximity to Family was the Main Reason New Physicians Planned to Practice Outside of NY



Main reason and all reasons for planning to practice outside New York, 2010

	Main Reason	All Reasons
Proximity to family	31%	46%
Better jobs in desired location outside NY	12%	49%
Better salary offered outside NY	10%	53%
Better jobs outside NY that meet visa requirements	9%	16%
Better jobs in desired practice setting outside NY	8%	36%
Overall lack of jobs in NY	7%	26%
Never intended to practice in NY	5%	20%
Better job for spouse/partner outside NY	5%	20%
Cost of living in NY	4%	49%
Cost of malpractice insurance in NY	1%	19%
Other reasons	8%	N/A

Income Guarantees were the Most Influential Recruitment Incentive



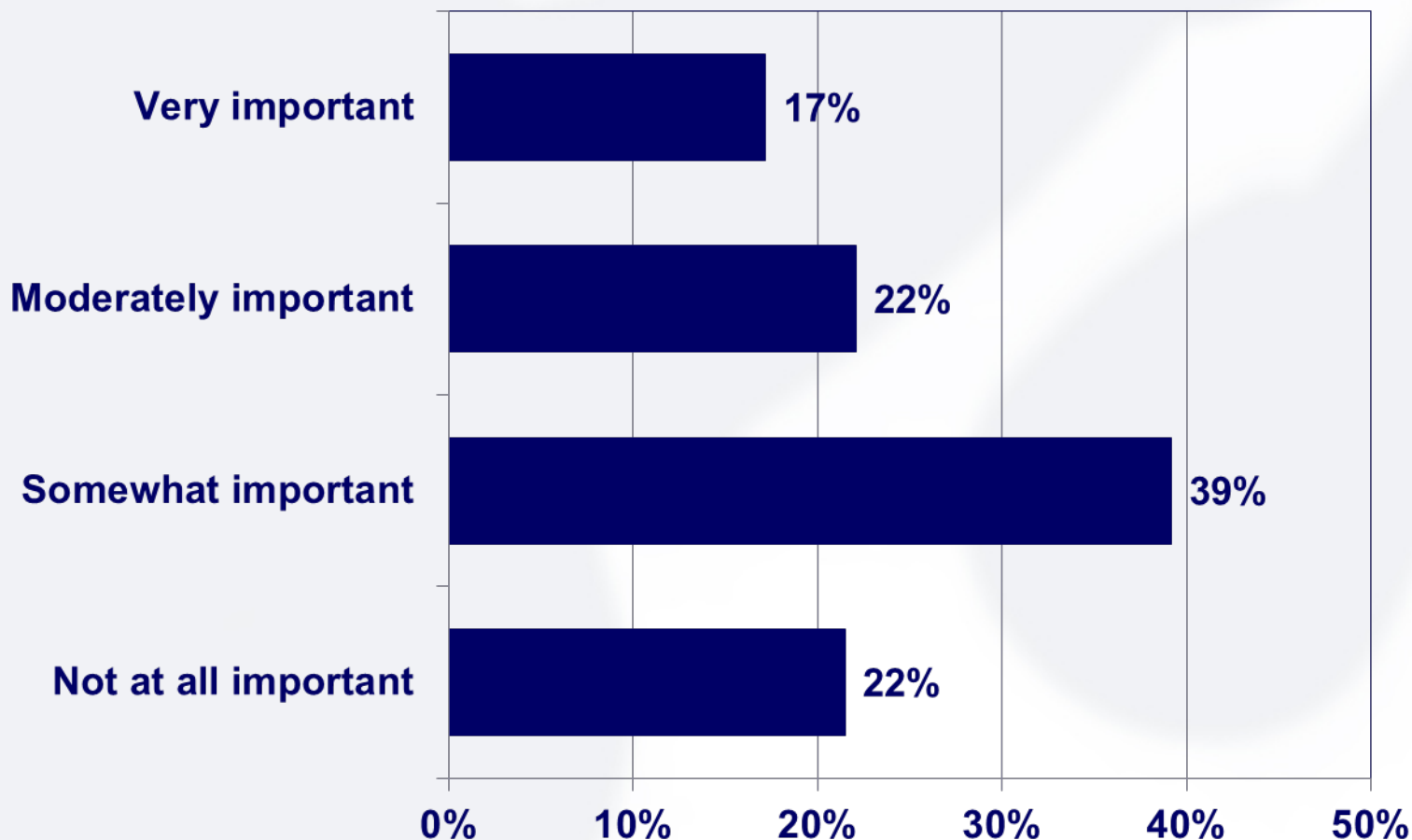
Most Influential Recruitment Incentive for Accepting a Job Offer by Practice Location, 2010

	Staying in NY	Leaving NY
Income guarantees	44%	38%
Career development opportunities	27%	17%
H-1 visa sponsorship	6%	16%
Educational loan repayment	5%	3%
Support for CME	3%	2%
J-1 visa waiver	2%	9%
Sign-on bonus	2%	3%
Spouse/Partner job transition	2%	3%
Other	9%	10%

22% of New Physicians Indicated that Recruitment Incentives were not Important in their Decision



Importance of recruitment incentives in accepting a job offer, 2010



As We Plan for the Future in New York...



- While New York enjoys a robust supply of physicians, they are not equally distributed across the state
- The relative demand for primary care physicians is increasing
- Fewer physicians are remaining in New York after completing training
- The physicians most likely to stay in New York after completing training are those who are from New York



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