

Resident Exit Survey Summary Brief: Why Do New Physicians Leave New York and How Do They Find Their Jobs?

David P. Armstrong, Gaetano J. Forte, and Jean Moore
Center for Health Workforce Studies, School of Public Health
University at Albany, State University of New York

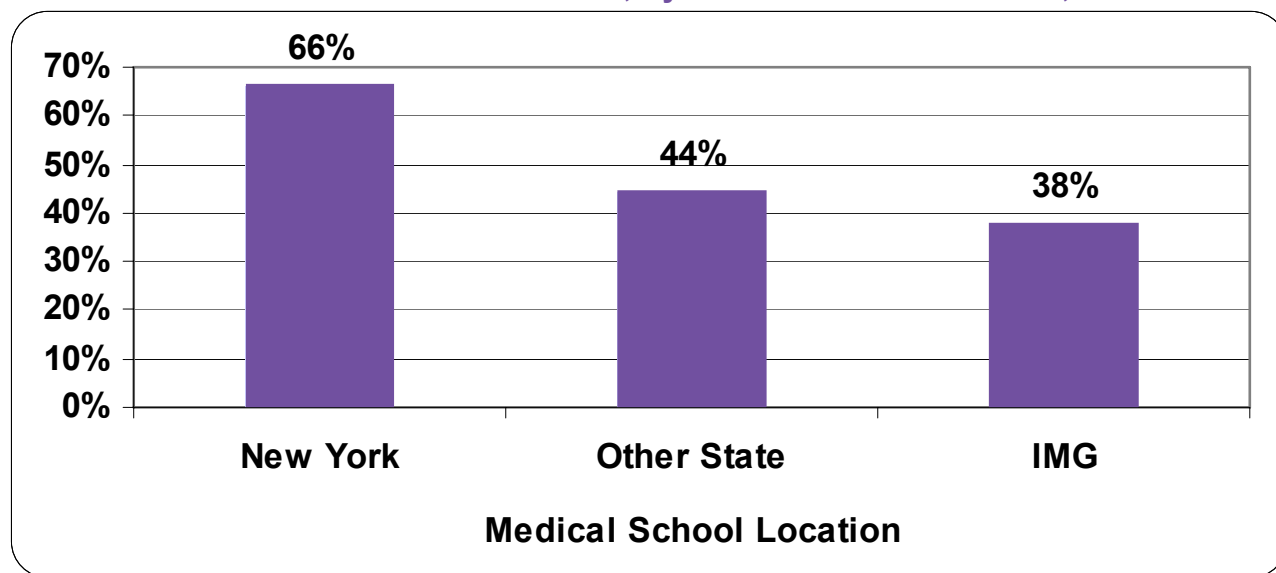
Survey of Residents and Fellows Completing Training in New York

In order to provide the medical education community with useful information about the demand for physicians and outcomes of training in New York, the Center for Health Workforce Studies conducts an annual survey of all physicians completing a residency or fellowship training program in the state (the Resident Exit Survey). For 2007, two new questions were added to the survey to learn more about the practice plans of new physicians.

Who Leaves the State and Why

Fifty percent (50%) of residents and fellows trained in New York reported plans to practice in New York after completing training in 2007. There was, however, wide variation by medical school location. Of those who graduated from New York medical schools, 66% indicated plans to practice in New York. Only 44% of those who attended medical school in another state were planning to practice in New York. Residents and fellows who attended medical school in another country were the least likely to report plans practice in New York (38%).

Figure 1. Percentage of Residents/Fellows Reporting Confirmed Practice Plans in NY, by Medical School Location, 2007



The first new question on the 2007 survey asked graduates planning to practice outside of New York the primary reason they were leaving. The two most common reasons were proximity to family (26%) and inadequate salary (21%). However, there was variation in response to this question by specialty. Primary care physicians were five times more likely than non-primary care physicians to indicate the reason they were leaving New York was lack of jobs that met visa requirements (15% compared to 3%).

Table 1. Principal Reason for Leaving NY After Completion of Residency/Fellowship

Reason for Leaving New York*	Primary Care	Non Primary Care	Total
Overall Lack of Jobs	8%	5%	6%
Lack of Jobs that Met Visa Requirements	15%	3%	7%
Lack of Jobs in Desired Locations	4%	5%	4%
Lack of Jobs in Desired Practice Settings	3%	5%	4%
Inadequate Salary Offered	19%	22%	21%
Cost of Malpractice Insurance	1%	3%	2%
Lack of Jobs for Spouse/Partner	1%	2%	1%
Proximity to family	20%	29%	26%
Climate	4%	4%	4%
Never Intended to Practice in New York	15%	11%	12%
Other	12%	11%	12%
Total	100%	100%	100%

Job Search Strategies

The second new question on the 2007 survey asked graduates what approaches they used in their job search. Independent online search activities was the most often reported search strategy (54%) and was also considered most effective (38%). The second most often reported search strategy was third party representation (45%) and 22% reported it as most effective.

Table 2. Job Search Strategies Used and Their Effectiveness Reported by NY Residents/Fellows

Job Search Strategies*	Utilized by Respondent	Reported as Most Effective
Third Party Representation	45%	22%
Independent Online Search Activities	54%	38%
Want Ads	32%	8%
Announcements/Career Fairs	30%	9%
Other	16%	23%
Total	N/A	100%

*Only respondents who have actively searched for a practice position

Resident Exit Survey Data

The data presented in this briefing are drawn from data collected by the Center for Health Workforce Studies. Currently, more than 15,000 physicians are enrolled in graduate medical training programs in the state. Upon completion of their training, each physician is asked to complete a brief questionnaire about demographic and educational characteristics as well as their experiences in the job market. The response rate to this survey is very good, with recent estimates of approximately 65%. Based upon these data, the Center publishes an annual report on physicians completing training in the state, including a composite index of relative demand among specialties. The full report of the 2007 Resident Exit Survey will be released in Spring 2008. Readers are encouraged to visit the Center's Web site (<http://chws.albany.edu>) for more information.

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 provide timely, accurate data and conduct policy-relevant research about the health workforce.