

Trends in New York Residency Training Outcomes

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Center for Health Workforce Studies

- Based at the School of Public Health at the University at Albany, SUNY
- Not-for-profit academic research center
- Mission: To provide timely, accurate data and conduct policy-relevant research about the health workforce
- Goal: To inform public policies, the health and education sectors, and the public
- Center was founded in July, 1996

The New York Physician Workforce, 2014

| | New York |
|-----------------------------------|----------|
| Number of Physicians | 72,969 |
| Average Age | 51 |
| Percent Female | 34% |
| Percent Underrepresented Minority | 9% |
| <i>Principal Practice Setting</i> | |
| Solo | 25% |
| Group | 33% |
| Hospital | 31% |
| Other | 10% |

Underrepresented Minorities (URMs) include Blacks/African Americans, Hispanic/Latinos, and American Indians/Alaska Natives

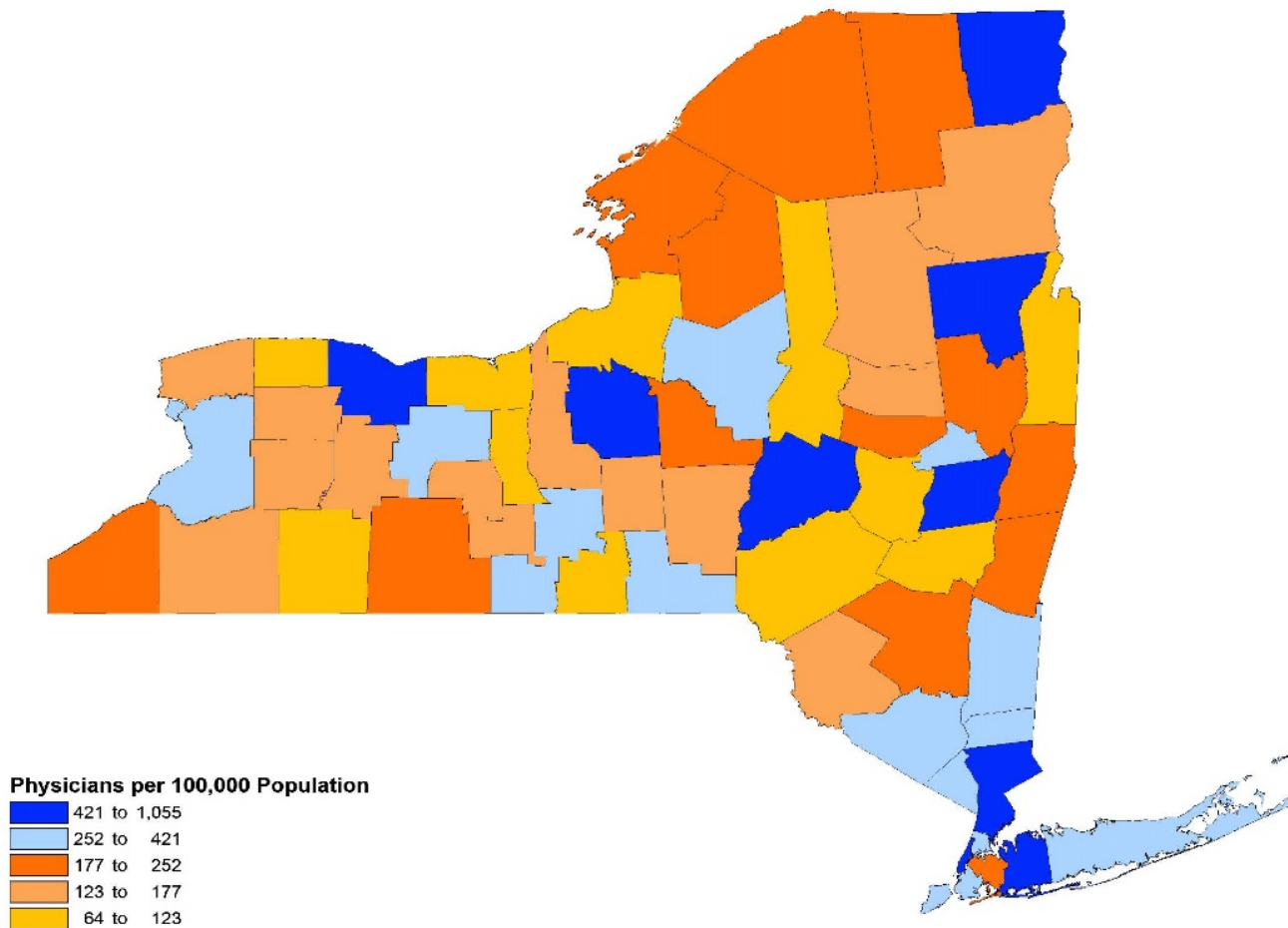
Data source: New York Physician Re-registration Survey (1995-2014)

Physician Specialties

| Specialty Group | Counts | Per 100k Pop. | % |
|----------------------|--------|---------------|------|
| Primary Care | 22,171 | 114 | 30% |
| Non-Primary Care | 50,798 | 261 | 70% |
| Ob/Gyn | 3,874 | 20 | 5% |
| IM Specialties | 10,667 | 55 | 15% |
| General Surgery | 1,798 | 9 | 2% |
| Surgical Specialties | 8,849 | 45 | 12% |
| Facility Based | 8,523 | 44 | 12% |
| Psychiatry | 6,302 | 32 | 9% |
| Total | 72,969 | 374 | 100% |

Facility Based Specialties include Anesthesiology, Radiology, and Pathology

The Distribution of Physicians in New York



Where do they come from?

| | NY Physician Workforce |
|--|------------------------|
| Percent International Medical Graduate | 33% |
| Percent NY Medical Graduate | 40% |
| Percent with Residency Training in NY | 77% |

GME in the U.S. and New York

- In the US there are almost 10,000 programs and more than 120,000 residents
- In New York there are more than 1,100 programs and almost 16,000 residents
 - 12% of all programs and 13% of all residents in the US are in New York
- California trains the 2nd highest number of physicians
 - Almost 11,000 annually (or about 5,000 fewer than New York)

The New York Resident Exit Survey

- Conducted annually since 1998 (except for 2004 and 2006)
- A survey of all residents and fellows completing training in New York (approximately 5,000 annually)
- Substantial support and assistance from GME directors and programs directors
- Average annual response rate greater than 60%

The Present and Future New York Physician Workforce

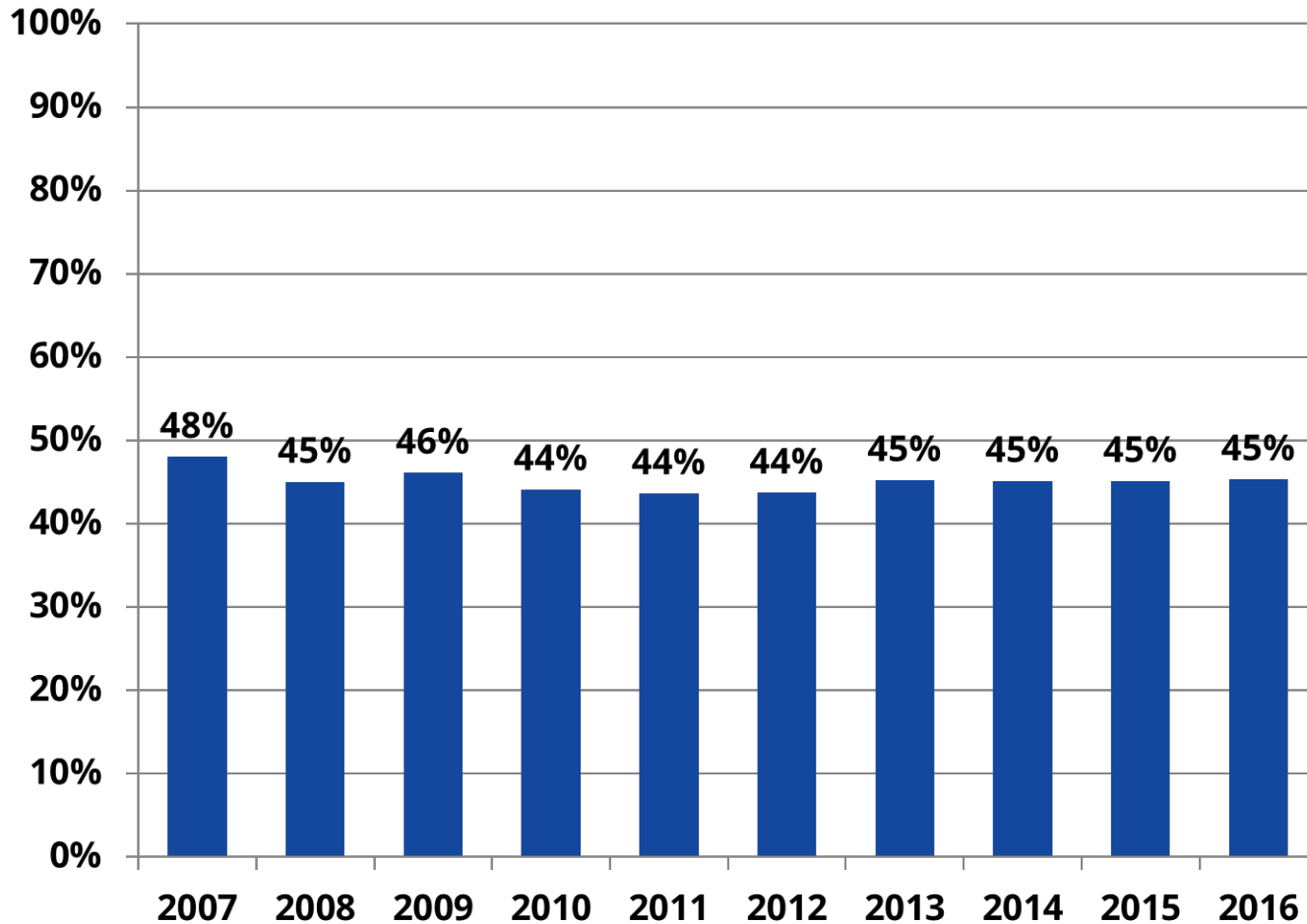
| | NY Physician Workforce | NY Residents/Fellows, 2016 |
|-----------------------------------|------------------------|----------------------------|
| Percent Female | 34% | 48% |
| Percent URM | 9% | 16% |
| <i>Principal Practice Setting</i> | | |
| Solo | 25% | 1% |
| Group | 33% | 40% |
| Hospital | 31% | 51% |
| Other | 10% | 8% |

Monitoring the New York Physician Workforce

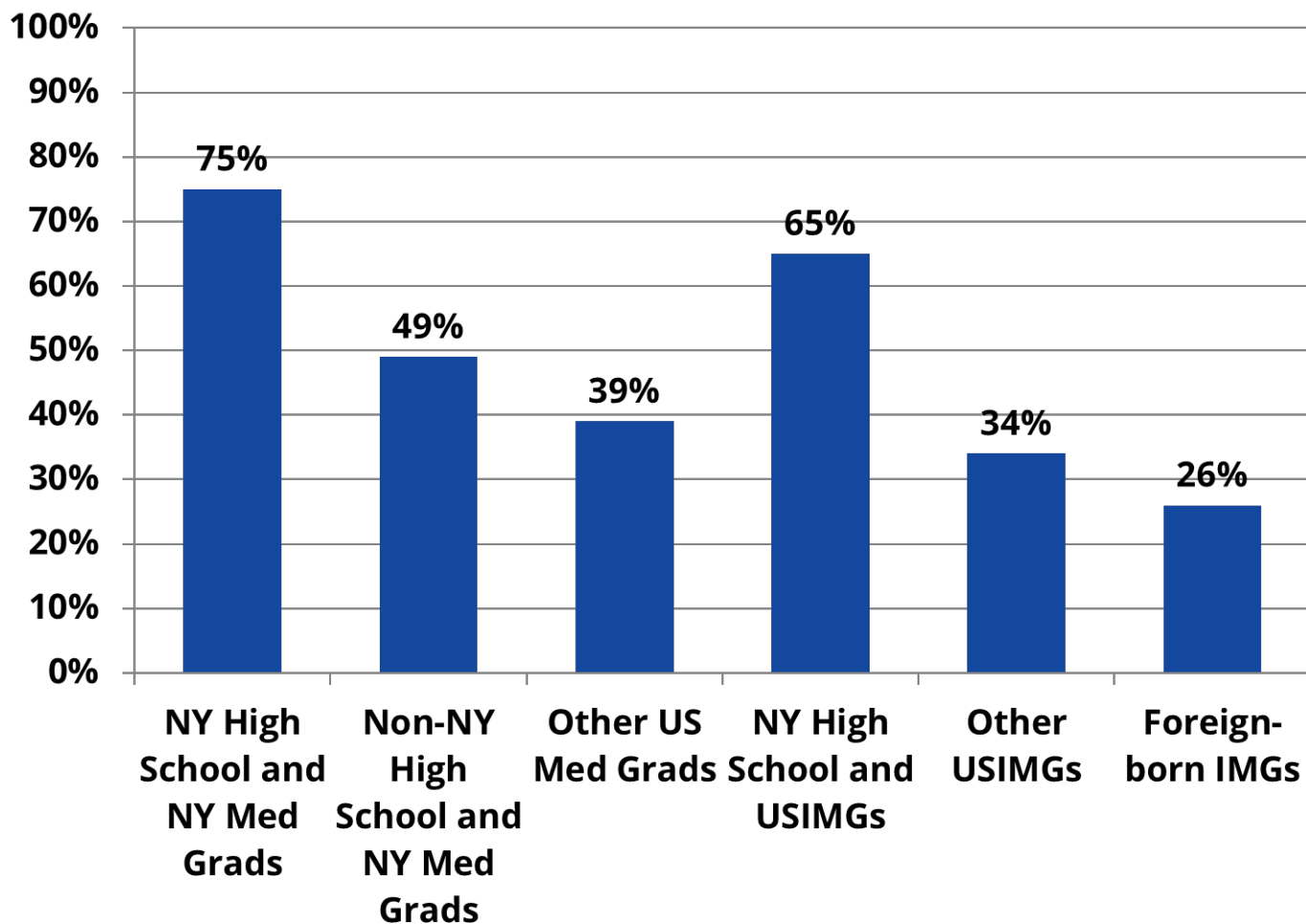
| | NY Residents/Fellows, 1998 | NY Residents/Fellows, 2016 |
|-----------------------------------|-------------------------------|-------------------------------|
| Percent Female | 36% | 48% |
| Percent URM | 13% | 16% |
| <i>Principal Practice Setting</i> | | |
| Solo | 4% | 1% |
| Group | 47% | 40% |
| Hospital | 31% | 51% |
| Other | 8% | 8% |

Retention of New Physicians after Completing Training in New York

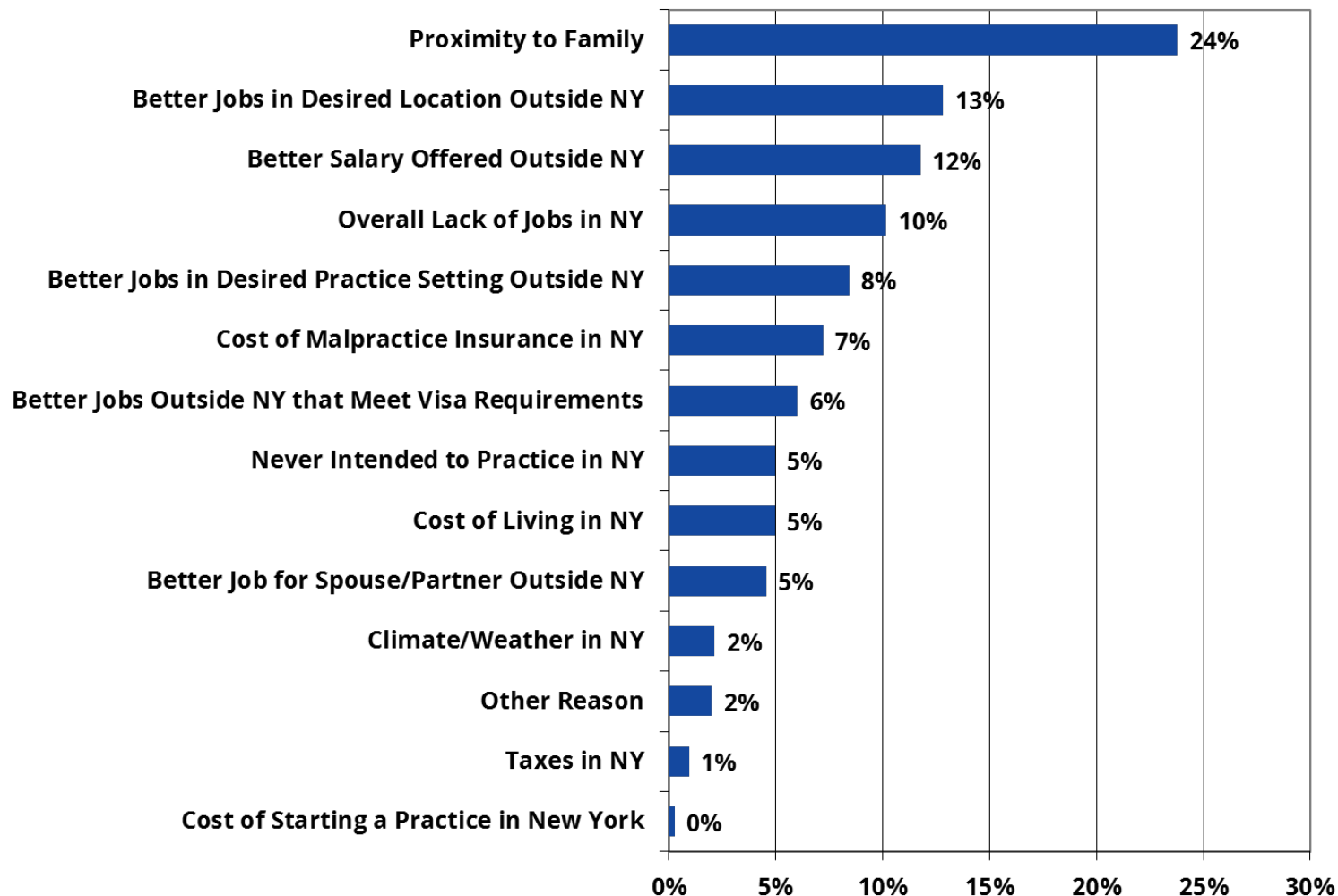
Instate Retention of Physicians Completing Training in NY



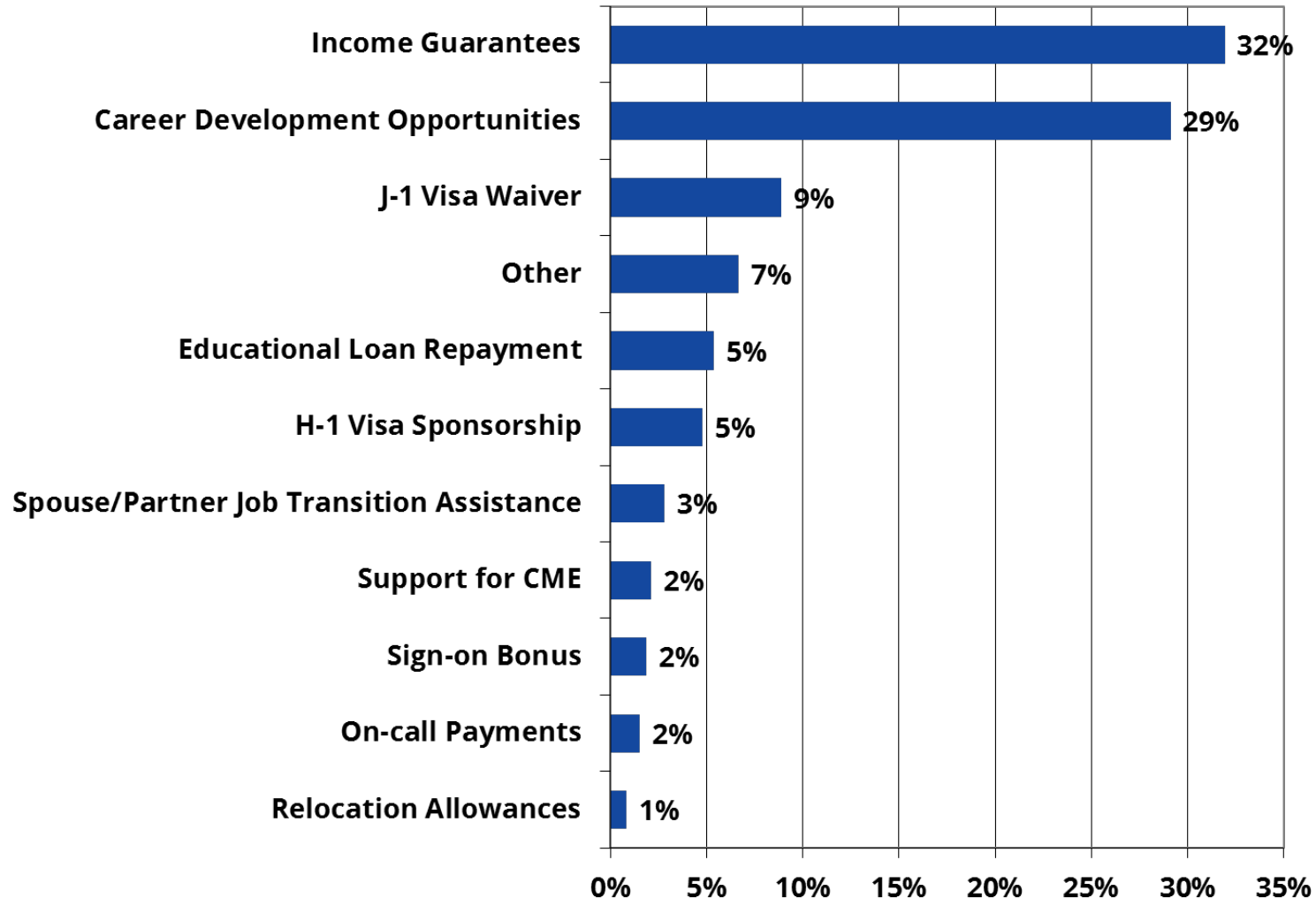
In-State Retention by High School Location, Medical School Location, and Citizenship Status



Principal Reasons for Practicing Outside of New York



Most Influential Incentive Received for Accepting a Practice Position



What Job Characteristics are Important to Newly-trained Physicians?

Importance of Job Characteristics

| | Not at all Important | Of little importance | Important | Very Important |
|---|----------------------|----------------------|-----------|----------------|
| Predictable start and end time each workday | 2.4% | 7.6% | 51.5% | 38.5% |
| Length of each workday | 1.4% | 10.4% | 52.0% | 36.2% |
| Frequency of overnight calls | 2.0% | 5.4% | 43.1% | 49.5% |
| Frequency of weekend duties | 2.3% | 6.2% | 43.5% | 49.5% |

“Very Important” Job Characteristics by Gender and Race/Ethnicity

| | Female | Male | URMs | Non-URMs |
|---|--------|-------|-------|----------|
| Predictable start and end time each workday | 43.5%* | 33.3% | 43.6% | 37.6% |
| Length of each workday | 41.5%* | 30.9% | 40.2% | 35.5% |
| Frequency of overnight calls | 54.2%* | 44.7% | 53.6% | 48.8% |
| Frequency of weekend duties | 53.0%* | 43.0% | 50.8% | 47.6% |

* $p < .05$ for *t*-test

“Very Important” Job Characteristics by Relationship Status and Dependent Children

| | Married/ Long-term Relationship | Single/ Divorced | Dependent Children | No Dependent Children |
|---|---------------------------------------|---------------------|-----------------------|-----------------------------|
| Predictable start and end time each workday | 40.2%* | 29.6% | 43.3%* | 35.7% |
| Length of each workday | 37.5%* | 29.6% | 39.9%* | 34.1% |
| Frequency of overnight calls | 50.2% | 46.2% | 52.5% | 47.8% |
| Frequency of weekend duties | 49.0% | 43.2% | 51.8%* | 45.9% |

* $p < .05$ for *t*-test

Do Job Characteristics Influence Medical Specialty Choice?

| | Predictable start and end time each workday | Length of each workday | Frequency of overnight calls | Frequency of weekend duties |
|---------------------------------|---|------------------------|------------------------------|-----------------------------|
| Primary Care (n=336) | 43.5%* | 42.0%* | 56.8%* | 54.8%* |
| Ob/Gyn (n=71) | 38.0% | 31.0% | 45.1% | 49.3% |
| Medicine Subspecialties (n=200) | 36.0% | 32.0% | 49.0% | 45.5% |
| Surgical Specs (n=100) | 22.0%* | 20.0%* | 29.0%* | 31.0%* |
| Facility Based (n=122) | 33.6% | 27.9%* | 39.3%* | 44.3% |
| Psychiatry (n=92) | 56.5%* | 57.6%* | 71.7%* | 69.6%* |
| Other (n=275) | 36.4% | 36.0% | 46.5% | 42.2%* |

* $p < .05$ for t-test (eg, primary care compared to non-primary care specialties, ob/gyn compared to non-ob/gyn specialties, etc.)

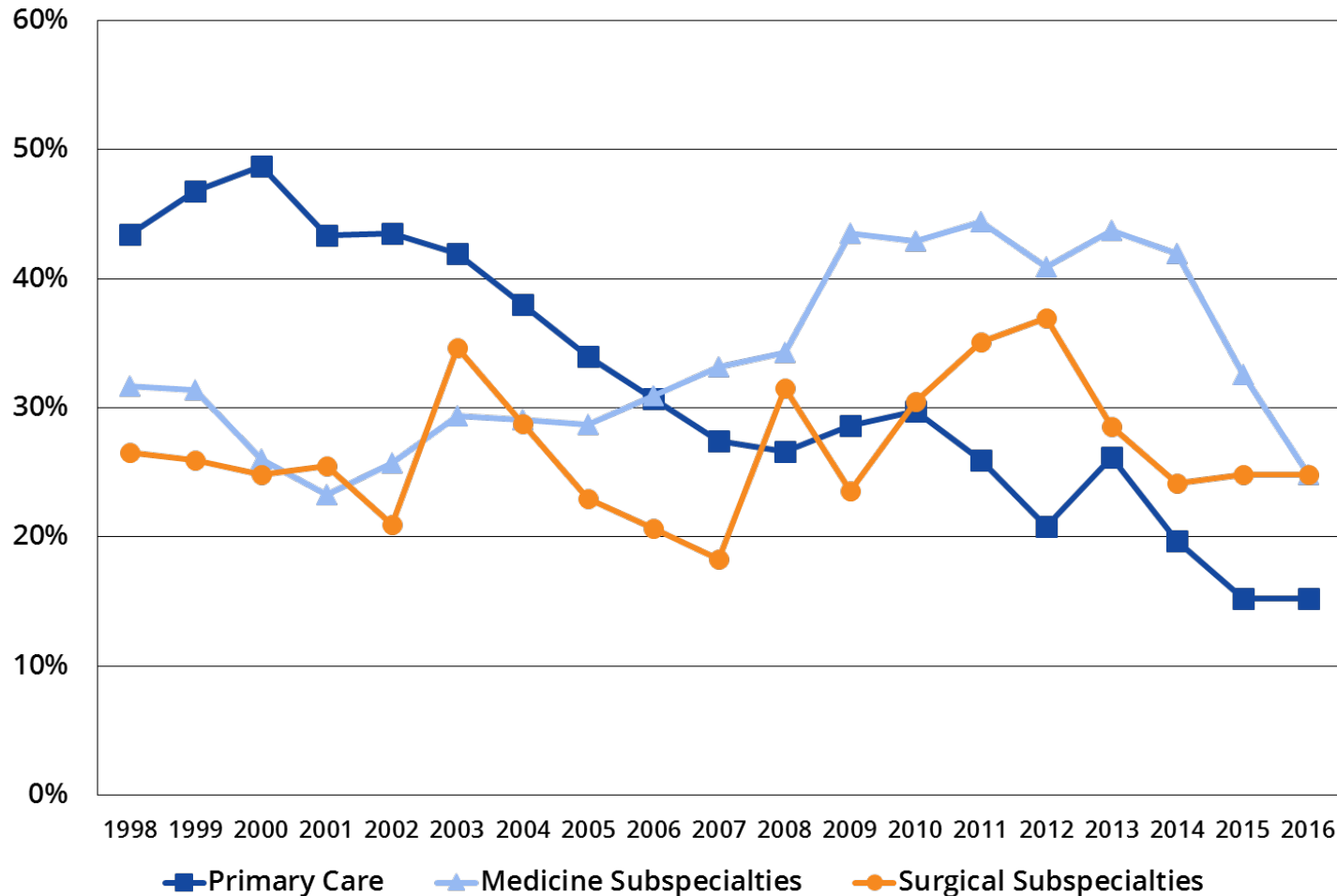
Trends in Job Market Demand for Newly-trained Physicians

Measuring Relative Demand by Specialty

- Difficulty finding a satisfactory practice position
- Changing plans due to limited practice opportunities
- Number of job offers
- Assessment of regional job market
- Assessment of national job market
- Change in starting income over time

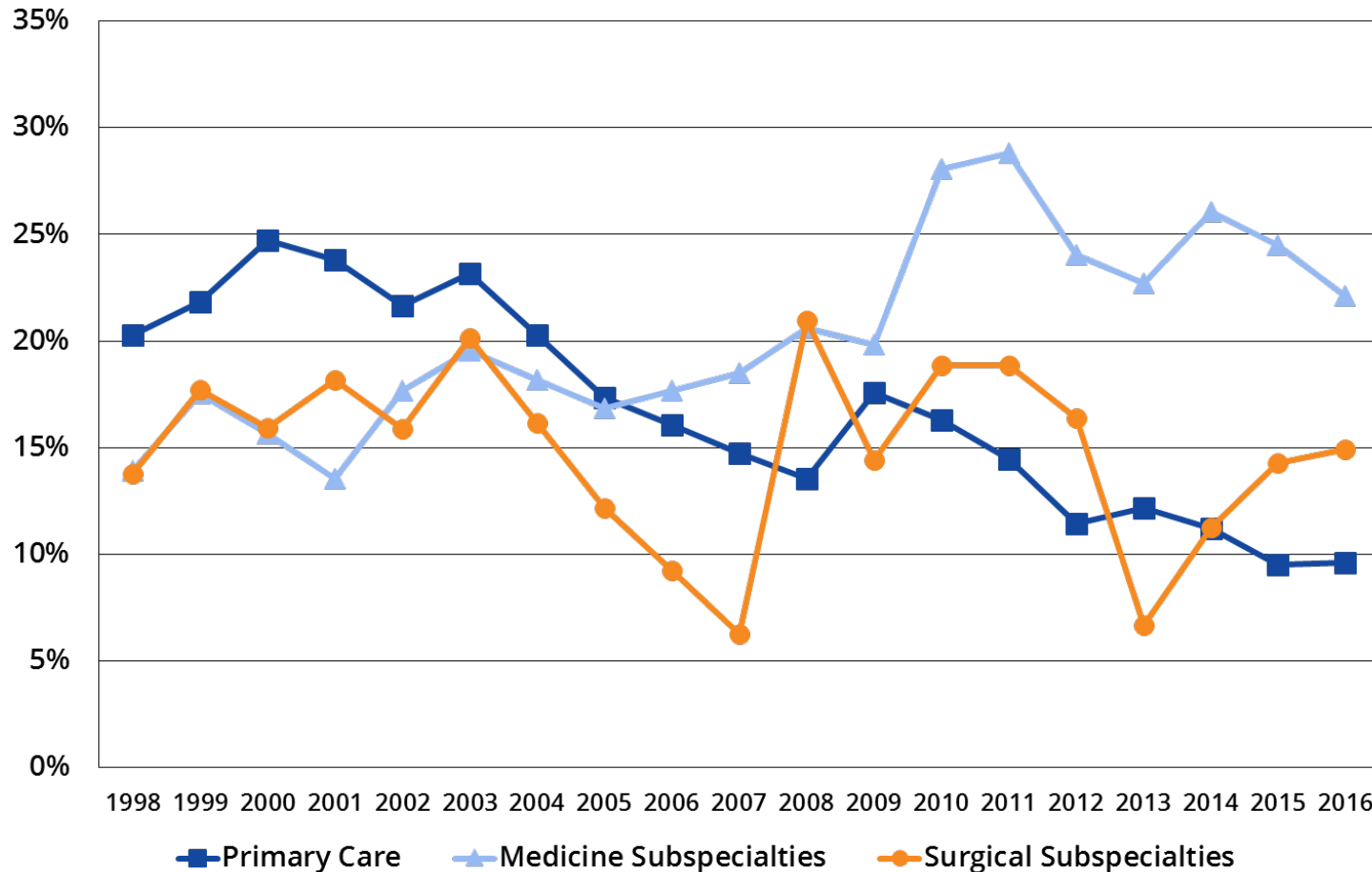
Difficulty Finding a Satisfactory Practice Position

Percent of New Physicians Having Difficulty Finding a Satisfactory Job



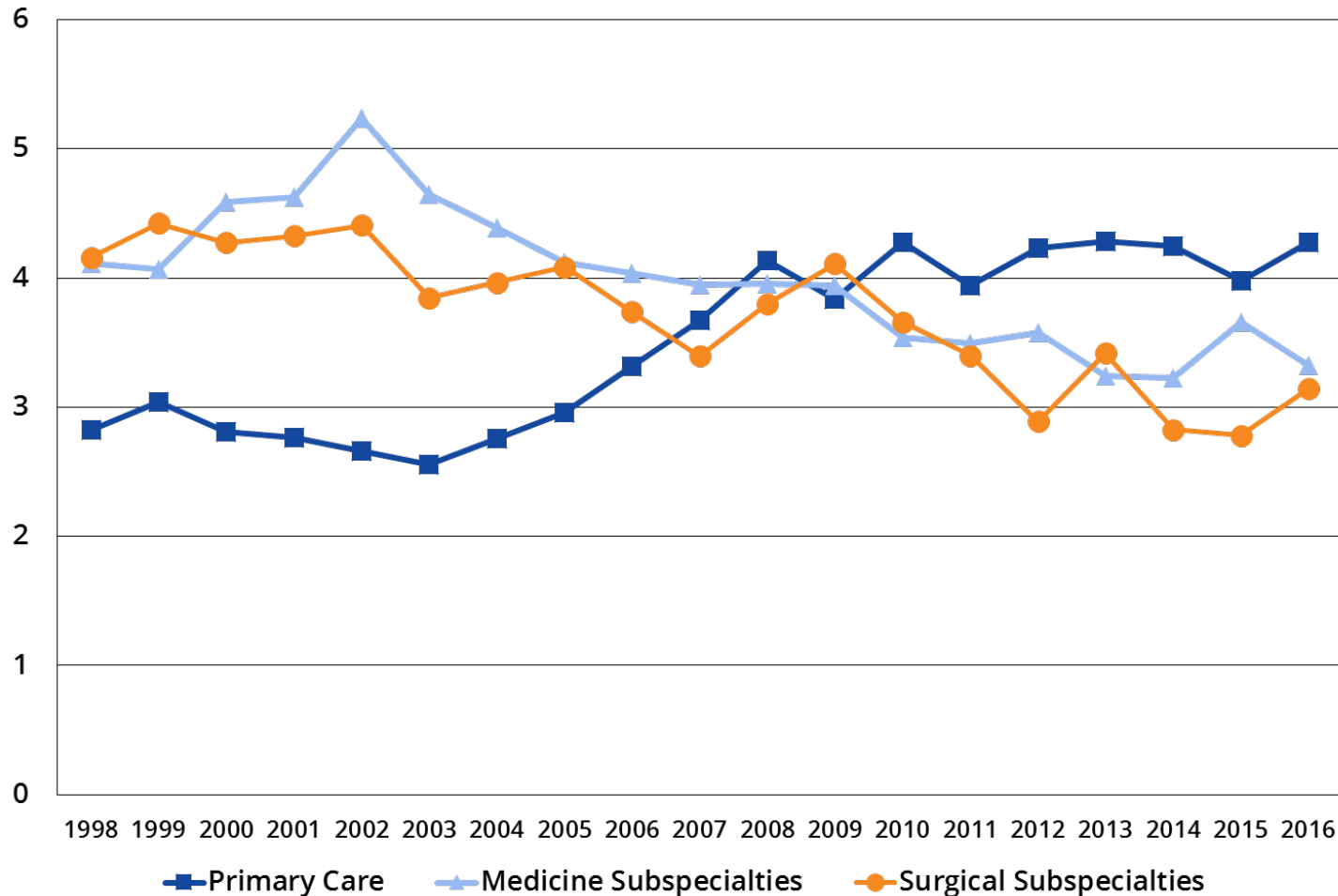
Changing Plans Due to Limited Practice Opportunities

Percent of New Physicians Having to Change Plans Due to Limited Practice Opportunities



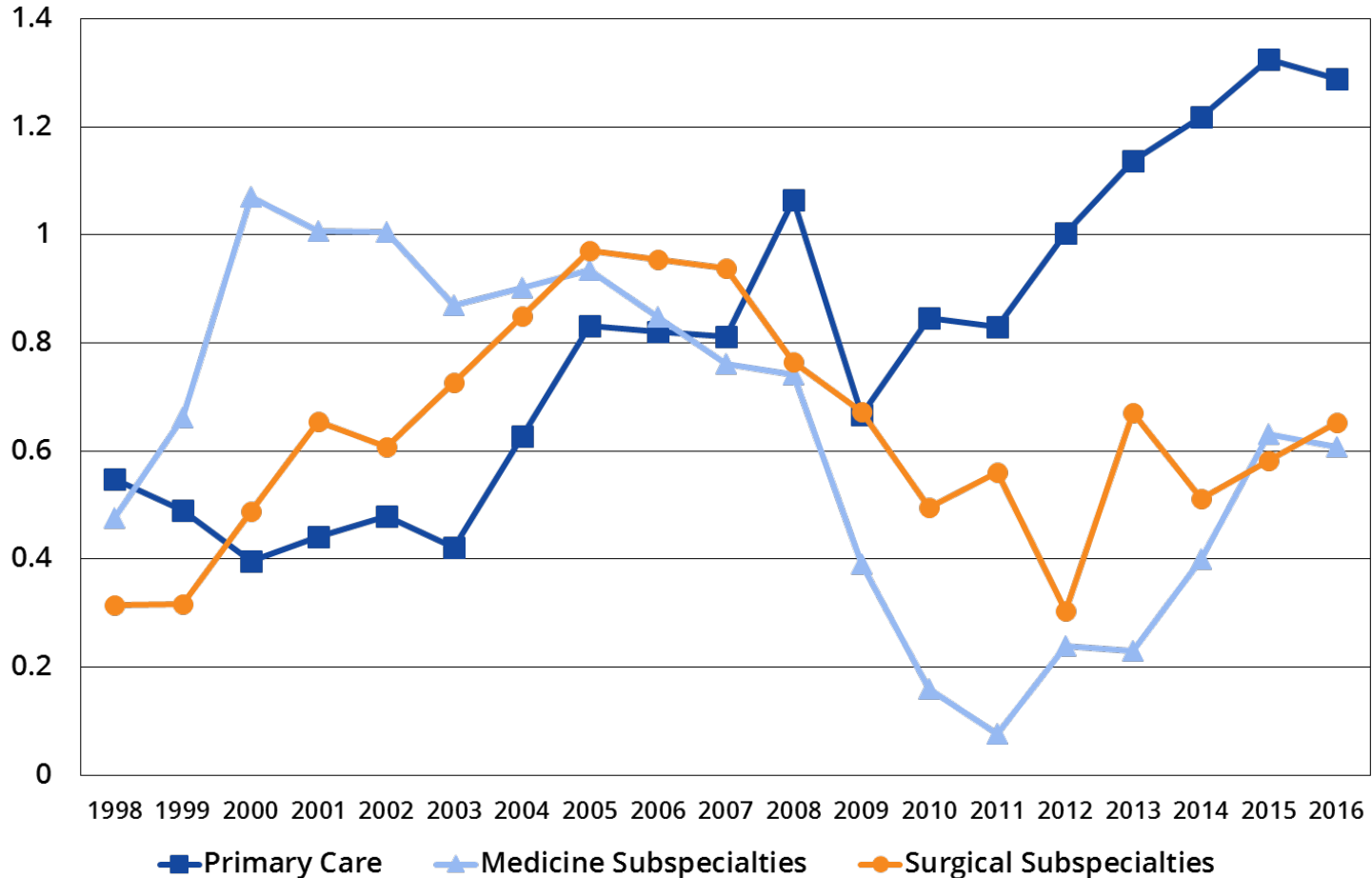
Job Offers Received

Mean Number of Job Offers for New Physicians



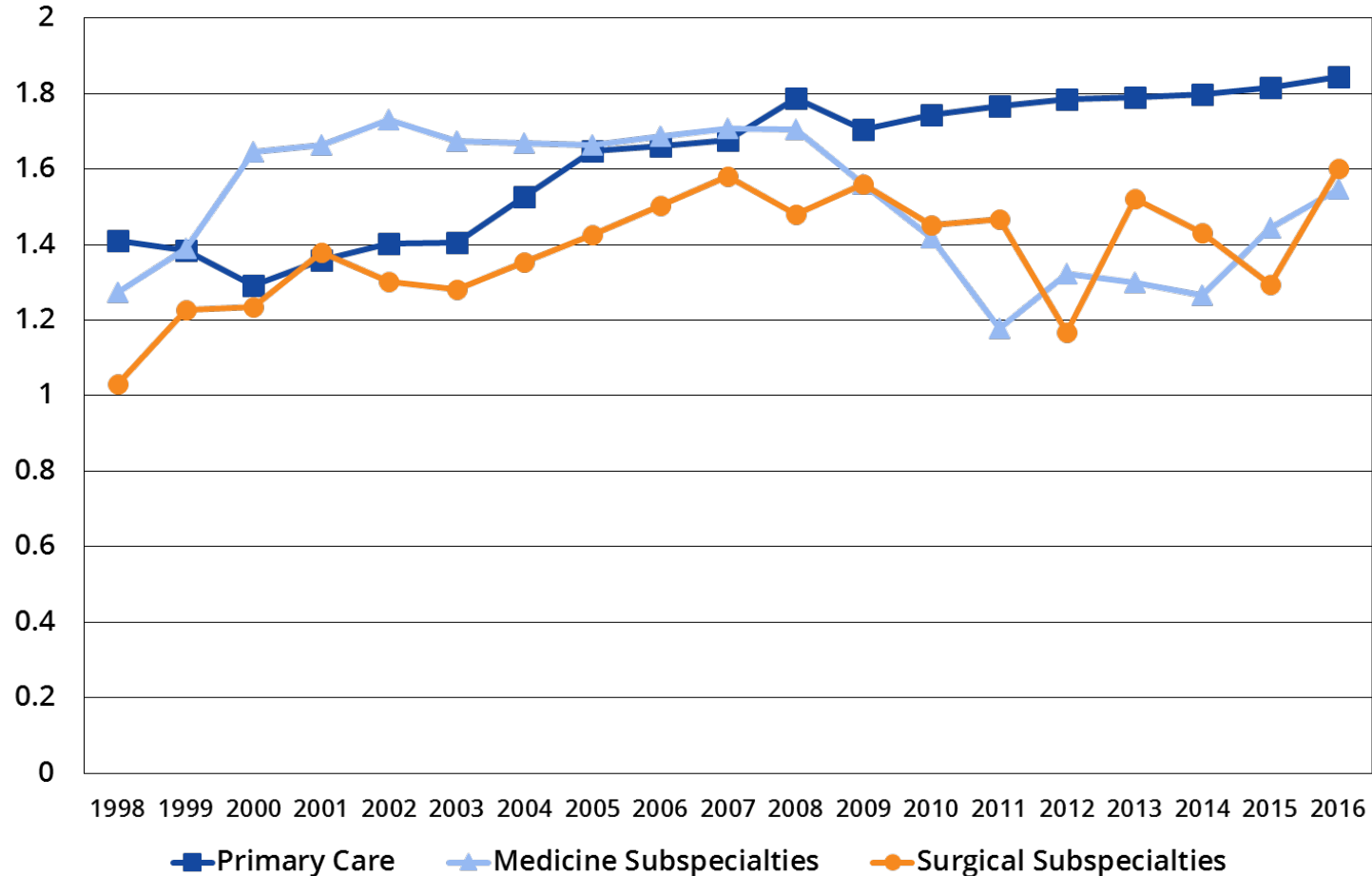
Assessment of Regional Job Market

Mean Scores for New Physicians' Perceptions of the Regional Job Market
(Many Jobs = 2, Some Jobs = 1, Few Jobs = 0, Very Few Jobs = -1, and No Jobs = -2)



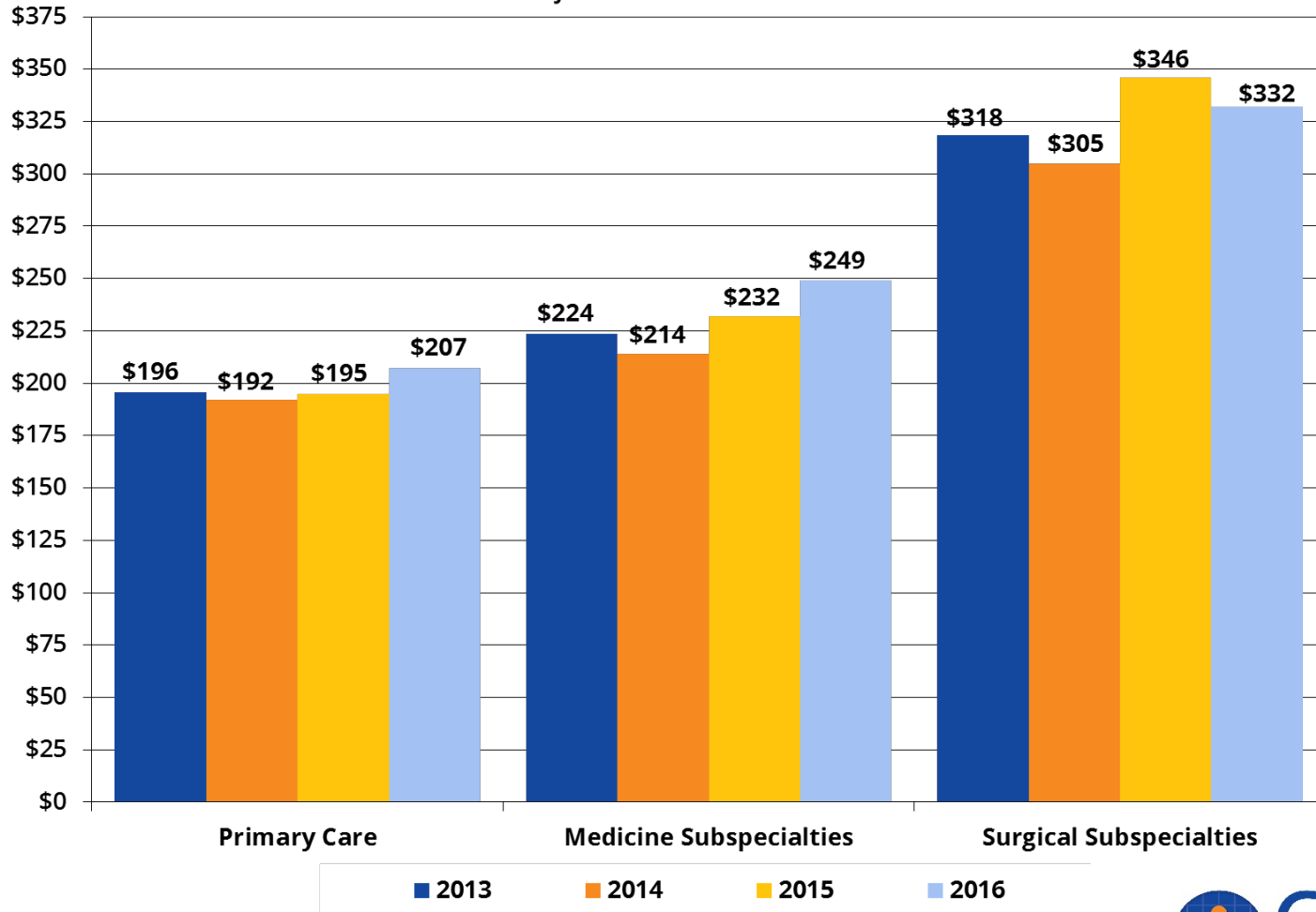
Assessment of National Job Market

*Mean Scores for New Physicians' Perceptions of the National Job Market
(Many Jobs = 2, Some Jobs = 1, Few Jobs = 0, Very Few Jobs = -1, and No Jobs = -2)*



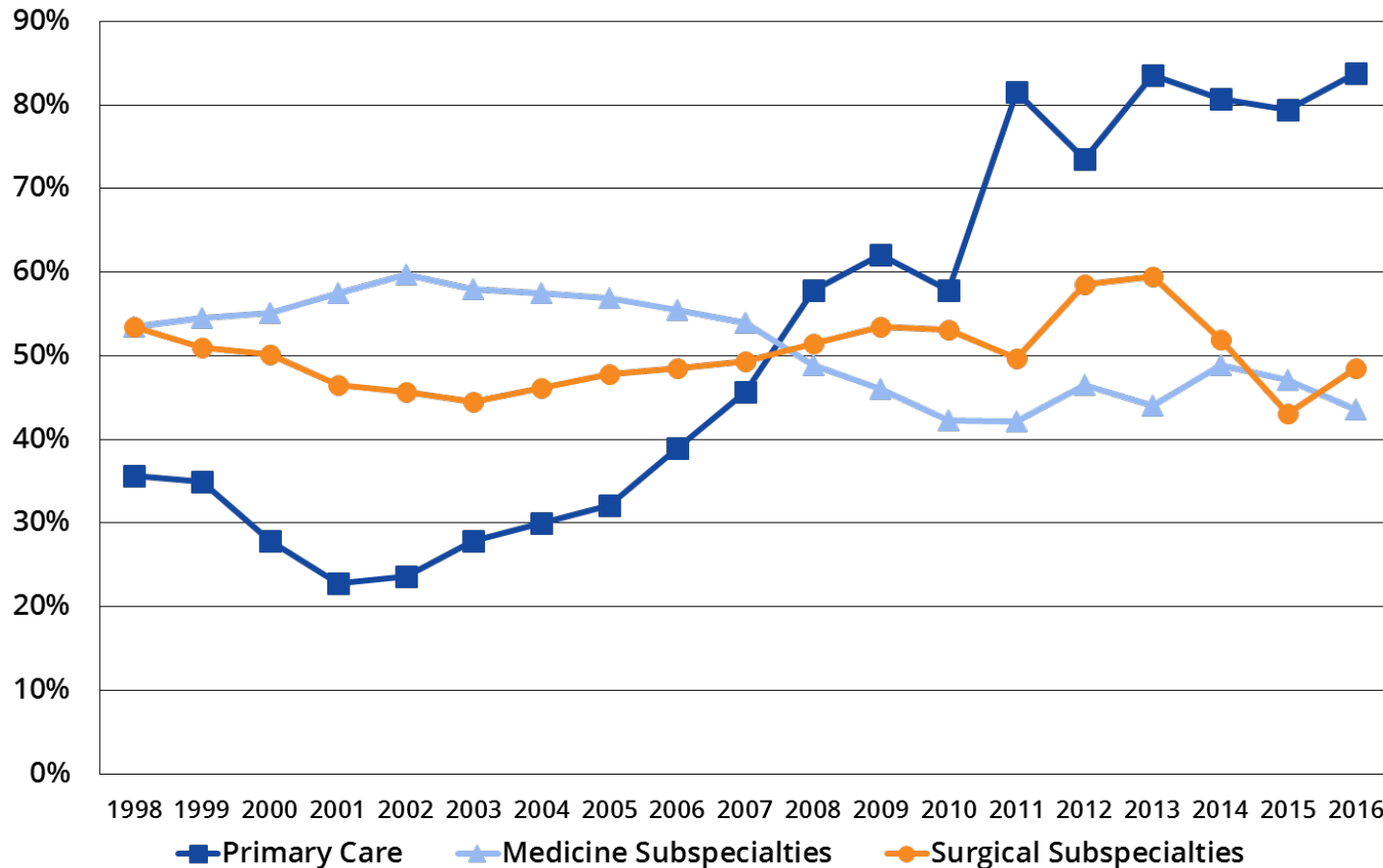
Starting Salaries

Median Expected Starting Salary in 2016 Dollars for New Physicians with Confirmed Practice Plans



The Relative Demand for Primary Care Physicians Has Surpassed Specialists

*Percentile Rank of Relative Demand for New Physicians
(Higher Percentage = Higher Demand)*



Relative Demand by Individual Specialty

- Highest Relative Demand
 - Family Medicine
 - Emergency Medicine
 - General Internal Medicine
- Lowest Relative Demand
 - Pathology
 - Radiology
 - Pediatric Subspecialties

Conclusions

Summary

- Proximity to family and one's hometown greatly influences the practice location of newly-trained physicians
- Job characteristics that lead to a more manageable lifestyle are considered either "important" or "very important" to more than 85% of newly-trained physicians
- The demand for primary care physicians has increased substantially over the last 20 years relative to specialists

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