
An Update from the Center for Health Workforce Studies

Presented by: Jean Moore, DrPH

Center for Health Workforce Studies

School of Public Health | University at Albany, SUNY

jmoore@albany.edu

September 19, 2019

UNYPR Member Meeting

Utica, NY



Center for Health Workforce Studies

- Based at the University at Albany School of Public Health
- Established in 1996
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal: Assisting health workforce planners to understand issues related to the supply, demand, distribution, and the use of health workers

Better Information for Better Outcomes

- Monitoring New York's Health Workforce (www.chwsny.org)
 - NP re-registration survey
 - Annual Survey of RN Education Programs in New York
 - New York Resident Exit Survey
- Oral Health Workforce Research Center (www.oralhealthworkforce.org)
 - Strategies to expand access to oral health services
- Health Workforce Technical Assistance Center (www.healthworkforceTA.org)
 - Resources to support health workforce planning

GME in the U.S. and New York

- In the U.S., 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 U.S. 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%
- Survey asks about:
 - Demographics and background
 - Post-graduation plans
 - Characteristics of post-graduate employment
 - Job search experience
 - Impressions of new physician job market

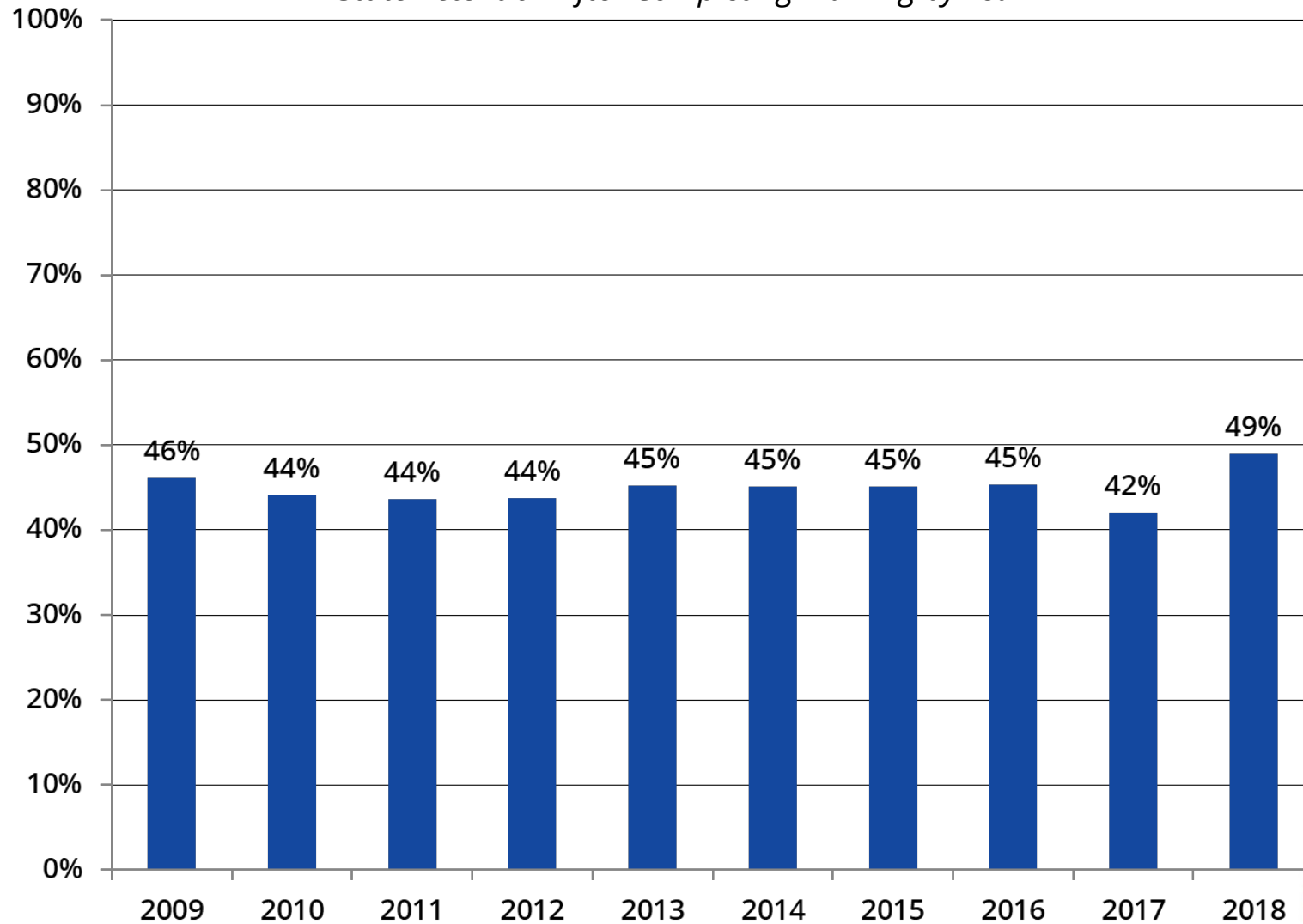
Changing Demographics and Practice Settings for New Physicians

	NY Residents/Fellows, 1998	NY Residents/Fellows, 2018
Percent Female	36%	50%
Percent URM	13%	15%
<i>Principal Practice Setting</i>		
Solo	4%	2%
Group	47%	38%
Hospital	31%	53%
Other	8%	5%

Trends in Graduate Medical Education

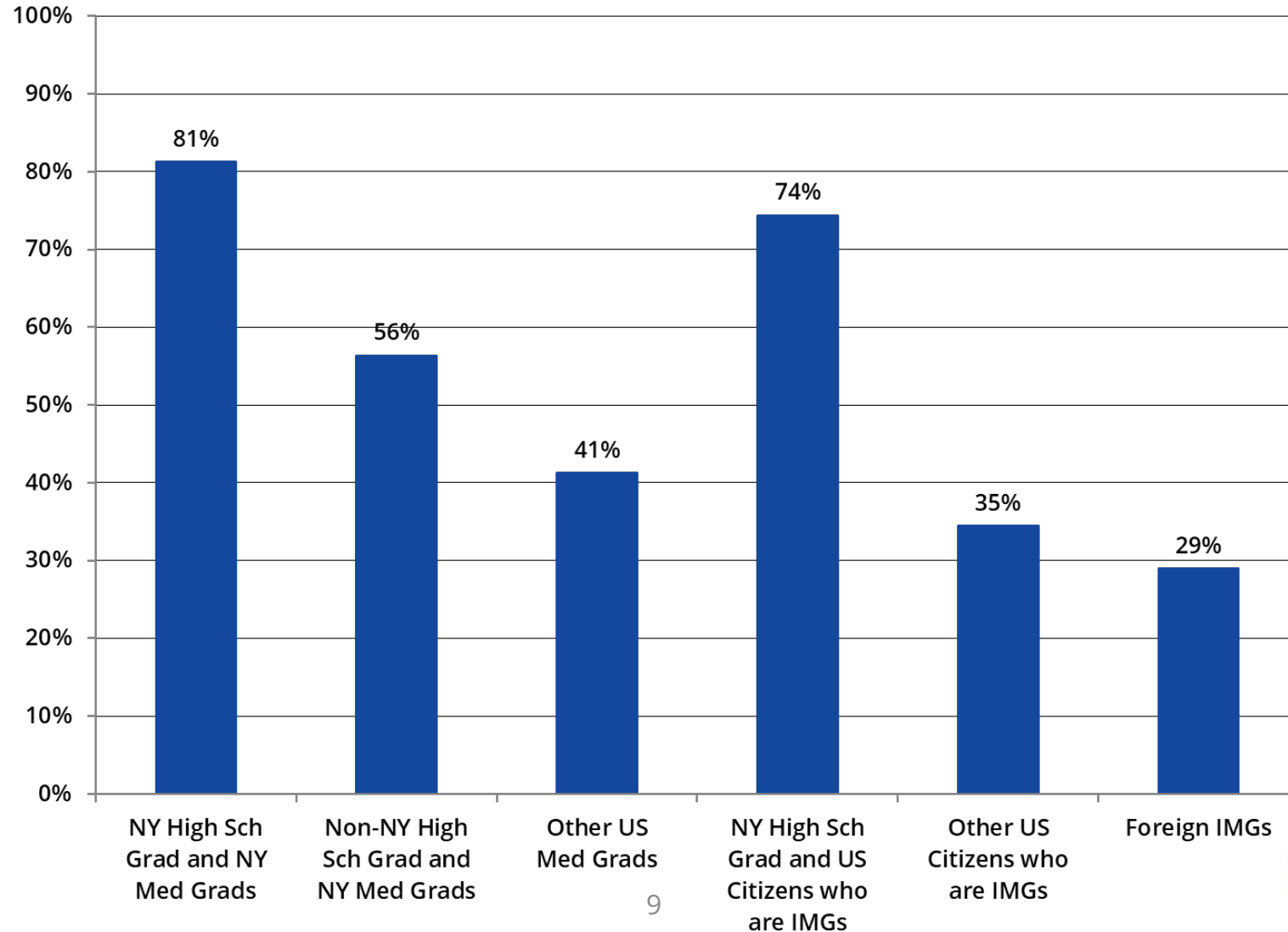
Less than Half of New Physicians Plan to Practice in New York After Completing Training

In-State Retention After Completing Training by Year



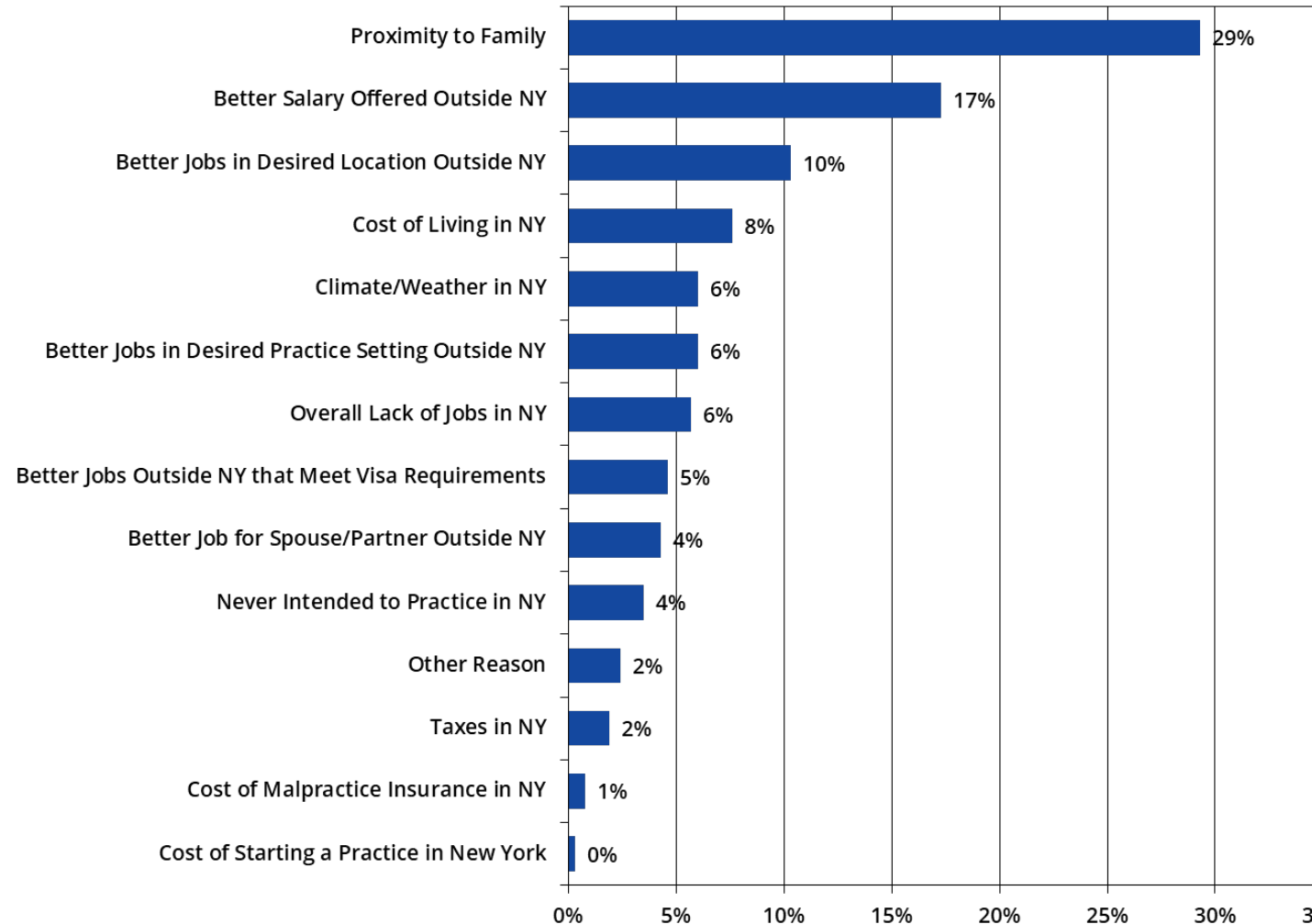
NY High School Graduates Are Most Likely to Practice in the State After Completing Training

In-State Retention After Completing Training by High School Location, Medical School Location, and Citizenship Status in 2018



Proximity to Family Was the Most Frequently Cited Reason for Leaving New York to Practice

Principal Reason for Practicing Outside New York in 2018



WHAT JOB CHARACTERISTICS ARE IMPORTANT TO NEWLY-TRAINED PHYSICIANS?

Important/Very Important Job Characteristics

	Not at all Important	Of little importance	Important	Very Important
Predictable start and end time each workday	3.7%	8.2%	47.3%	40.8%
Length of each workday	3.1%	7.2%	50.6%	39.1%
Frequency of overnight calls	2.7%	5.0%	39.8%	52.5%
Frequency of weekend duties	2.3%	5.0%	41.6%	51.1%

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

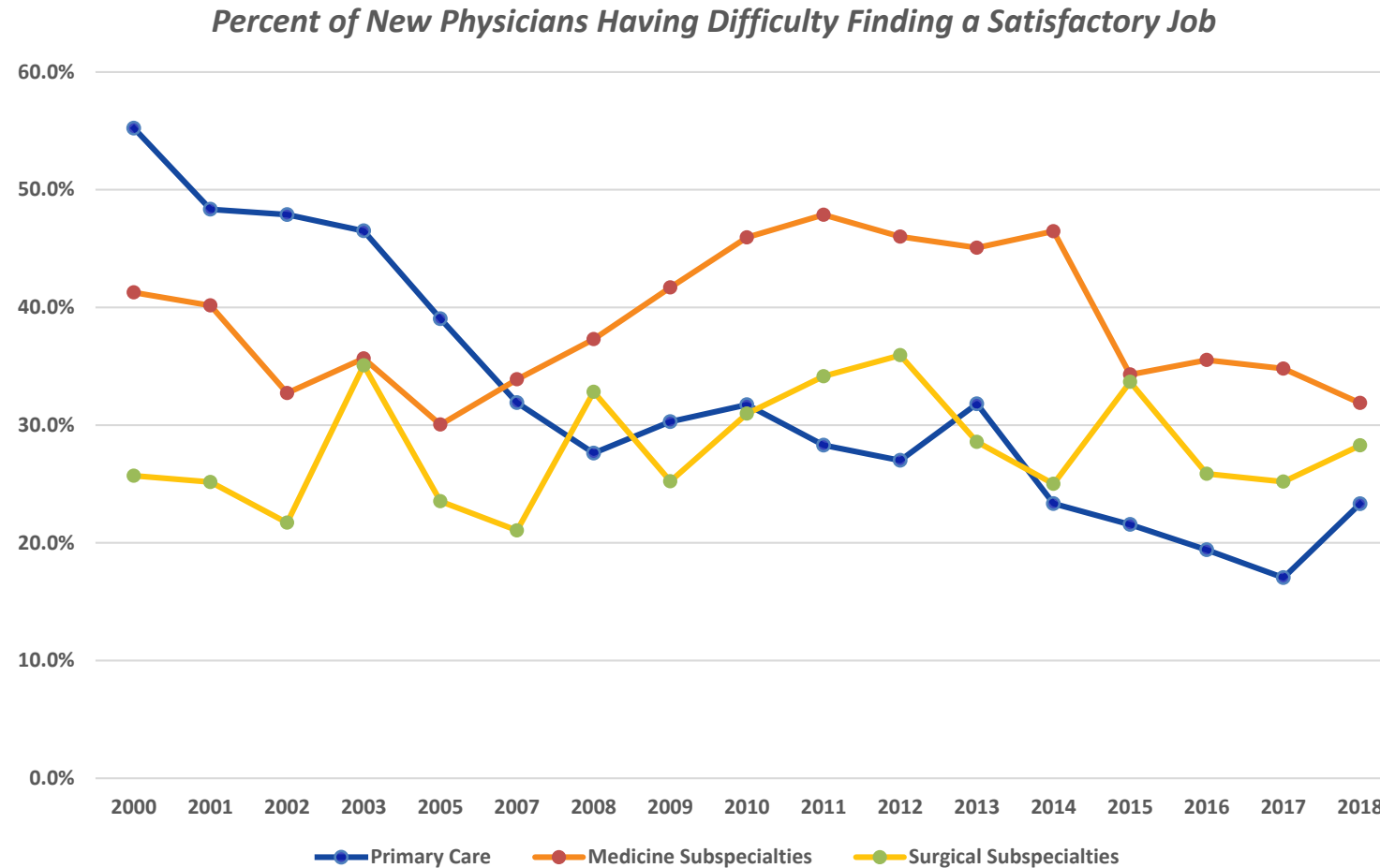
	Female	Male	URMs	Non-URMs
Predictable start and end time each workday	44.3%	37.0%	49.8%	39.0%
Length of each workday	41.9%	35.9%	47.4%	37.5%
Frequency of overnight calls	56.4%	48.3%	58.7%	51.1%
Frequency of weekend duties	54.2%	47.8%	58.8%	49.4%

TRENDS IN JOB MARKET DEMAND FOR NEWLY-TRAINED PHYSICIANS

Measuring Relative Demand by Specialty

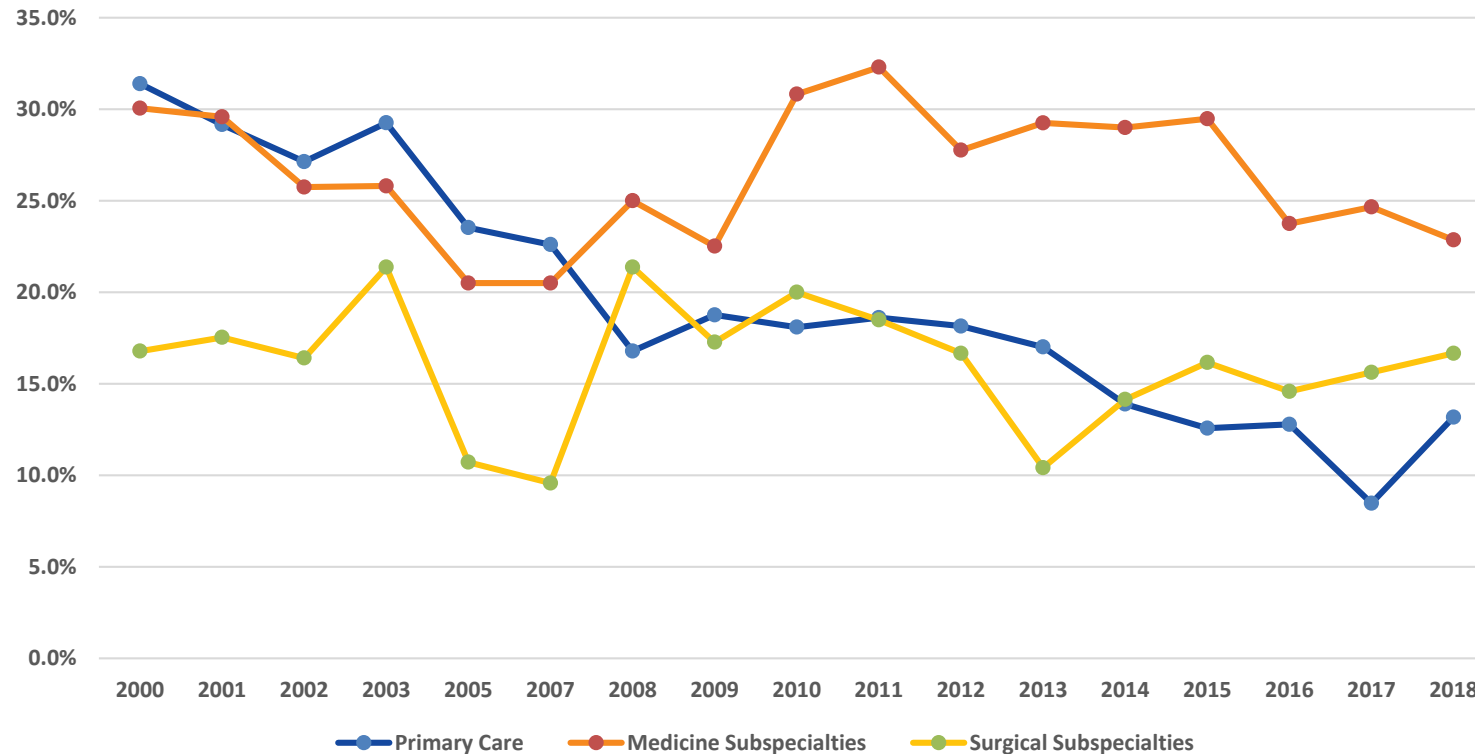
- Difficulty finding a satisfactory practice position
- Changing plans due to limited practice opportunities
- Number of job offers
- Assessment of regional job market
- Assessment of national job market
- Change in starting income over time

Difficulty Finding a Satisfactory Practice Position

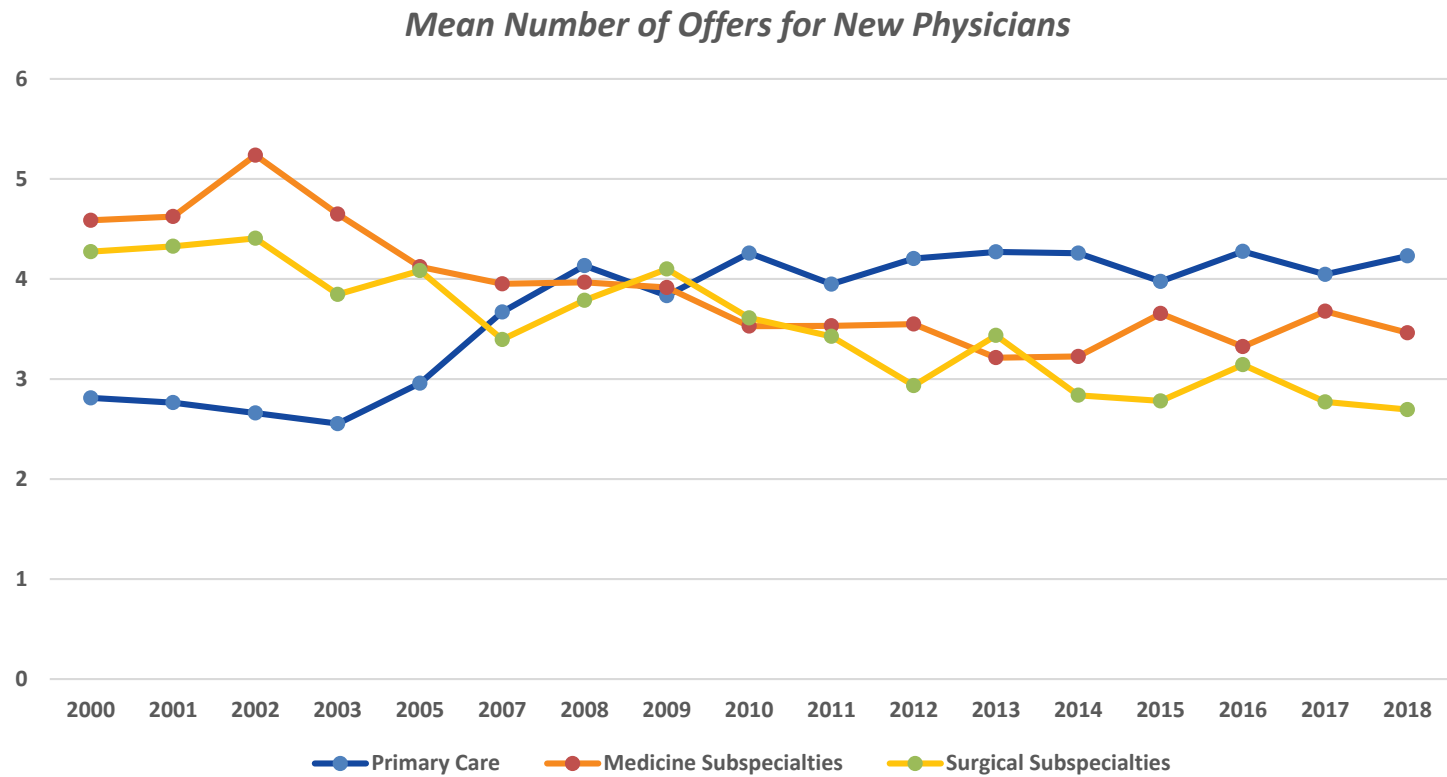


Changing Plans Due to Limited Practice Opportunities

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

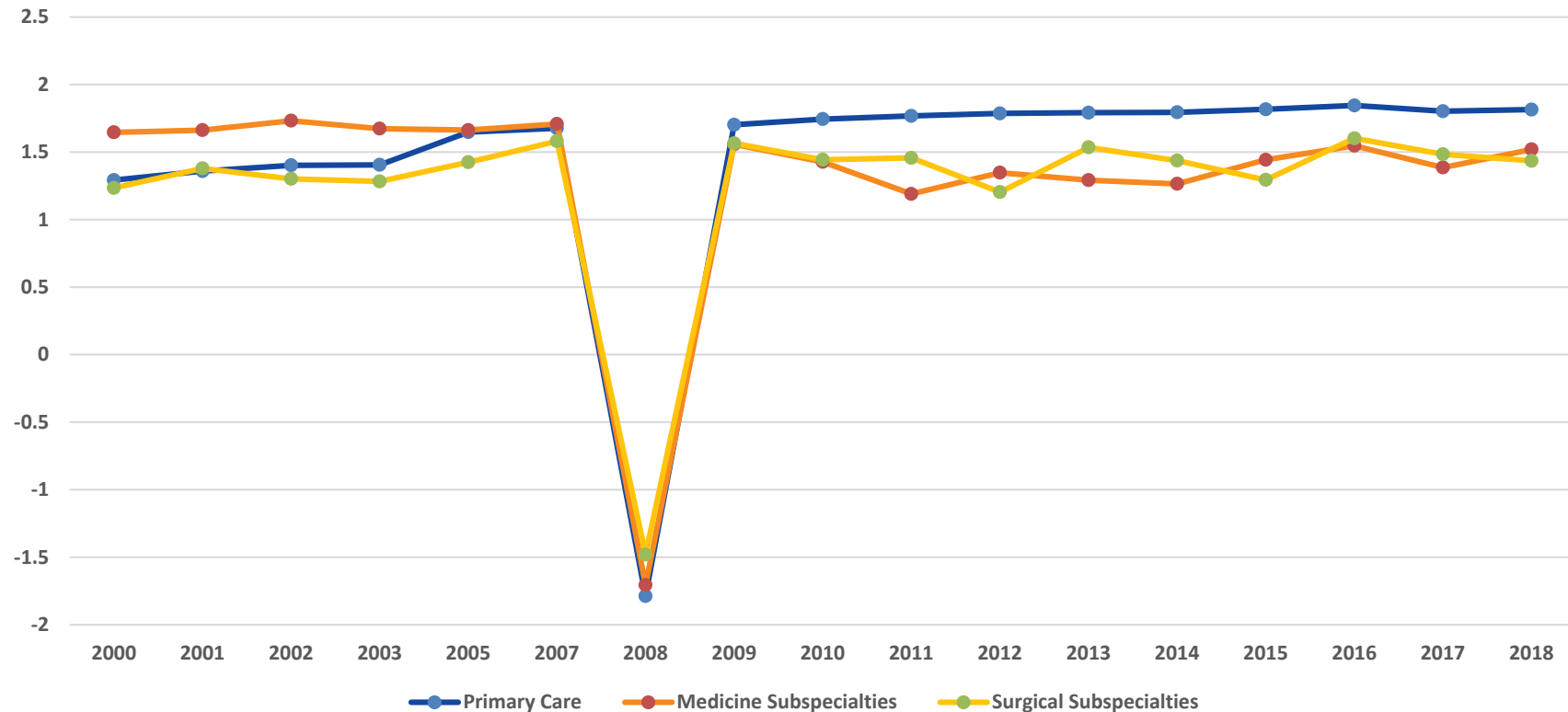


Job Offers Received



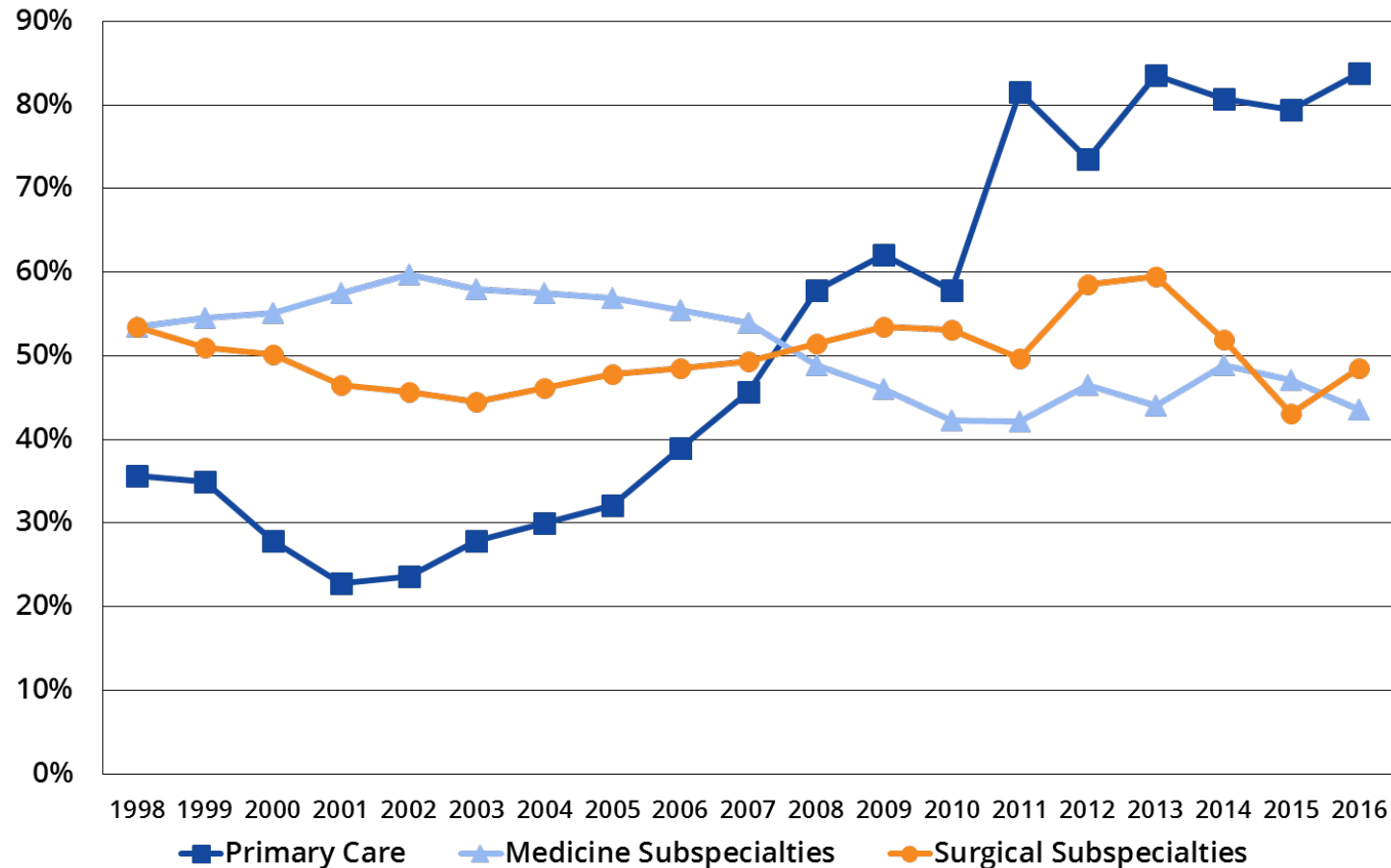
Assessment of National Job Market

*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)*



The Relative Demand for Primary Care Physicians Has Surpassed Specialists

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



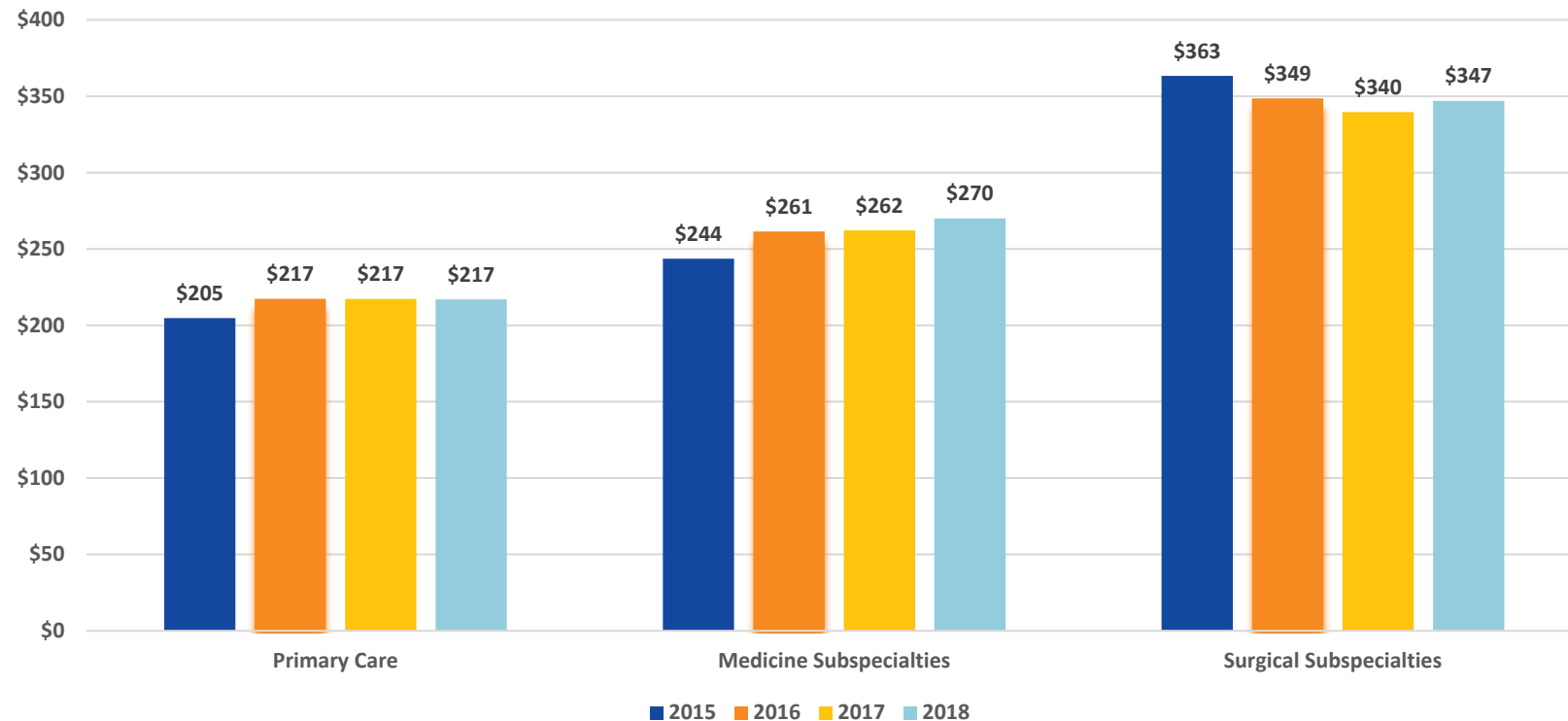
Relative Demand by Individual Specialty

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

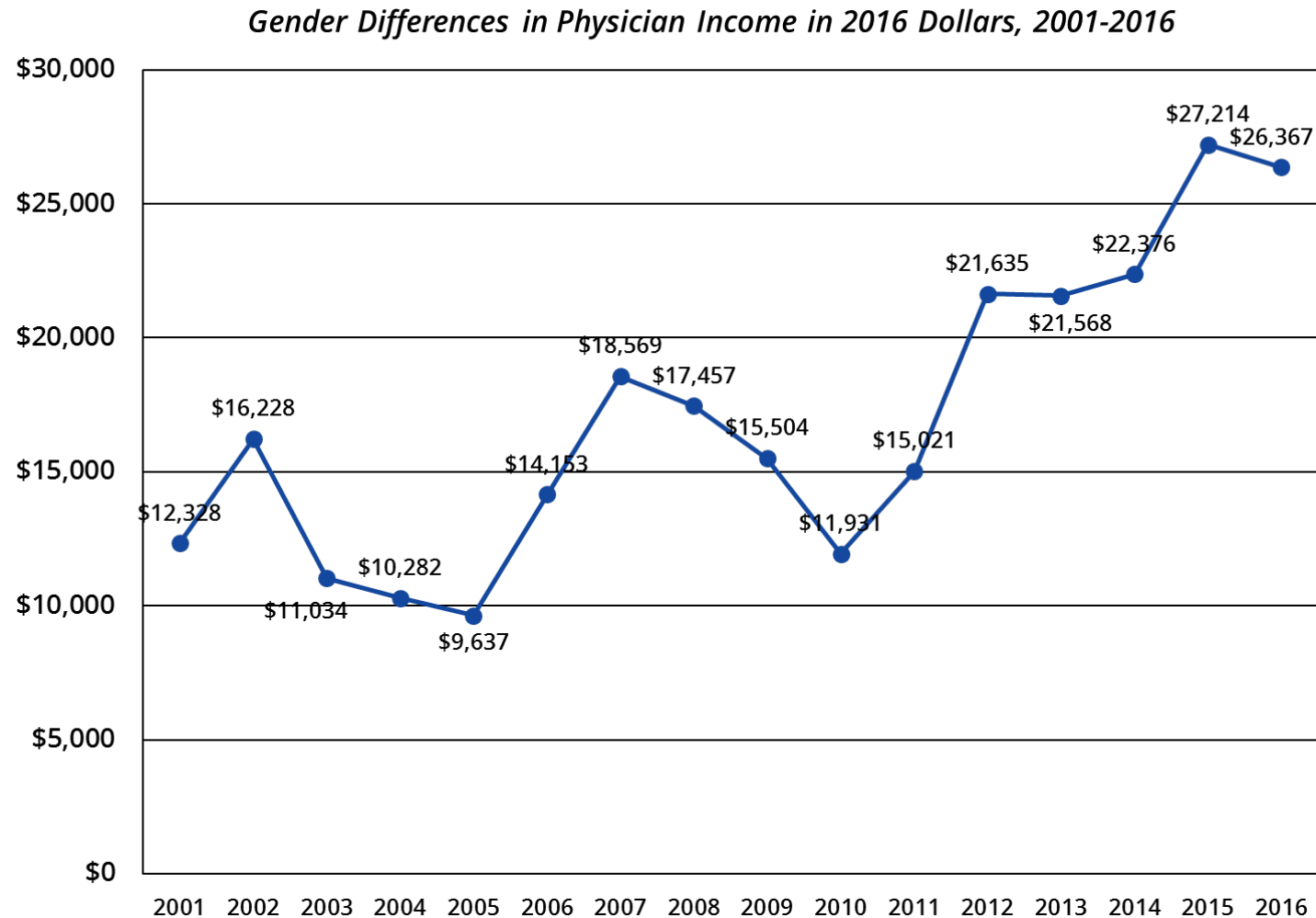
TRENDS IN PHYSICIAN INCOME

Starting Salaries

Median Expected Starting Salary in 2018 Dollars for New Physicians with Confirmed Practice Plans



Gender Differences in New Physician Income have Increased Over Time



Gender Differences in Physician Income by Primary Care Specialties, 2014-2016

	Income Difference	Significance
Family Medicine	-\$20,134	.0001
General IM	-\$15,214	.0000
General Pediatrics	-\$2,759	.0000
Obstetrics/Gynecology	-\$12,697	.0001

Negative dollars indicate that females earn less than males

CONCLUSIONS

Summary

- The new physician job market is relatively strong
- 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
- Gender differences in physician income have increased over time despite more women entering medicine

Contact Information

- For more information, please email me at: jmoore@albany.edu
- Visit us at:



@CHWS_NY



@Centerforhealthworkforcestudies



/company/center-for-health-workforce-studies