

New York Health Centers Struggle With Health Workforce Recruitment and Retention



Federally Qualified Health Centers (FQHCs)

Most Difficult to RECRUIT:*



Family/Internal Medicine Physicians

25% of respondents indicated family physicians and internal medicine physicians were the most difficult to recruit



Nurses

16% of respondents indicated nurses were the most difficult to recruit



Licensed Clinical Social Workers (LCSWs) and Licensed Professional Counselors

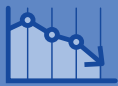
19% of respondents indicated LCSWs and licensed professional counselors were the most difficult to recruit



Psychiatrists

13% of respondents indicated psychiatrists were the most difficult to recruit

? PRIMARY REASONS:



Workforce Shortages



Wage Parity Gaps



Geographic Location



High-need Patient Population

Most Difficult to RETAIN:*



Support Personnel

25% of respondents indicated support personnel were the most difficult to retain



Nurses

22% of respondents indicated nurses were the most difficult to retain



Family/Internal Medicine Physicians

13% of respondents indicated family physicians and internal medicine physicians were the most difficult to retain

? PRIMARY REASONS:



Wage Parity Gaps



Workforce Shortages

* Job categories based on the Uniform Data System. FQHCs were asked to identify the top 3 occupations that were most difficult to recruit for and/or retain within their community health centers. The percentages reported indicate those community health centers that reported the profession or occupation in the top 3 most difficult to recruit for and/or retain.