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## BACKGROUND

The number of physicians trained in US medical schools is not sufficient to meet national demand.

Many US health care institutions turn to international medical graduates (IMGs) to supplement their physician workforce.

Currently, 1 in 4 physicians practicing in the United States were trained at foreign medical schools.

IMGs, while contributing greatly to the access to care for Americans, especially vulnerable populations, often face significant challenges around immigration policies and procedures, adaptation to US graduate medical education and health care system, and planning and advising for post-residency work.

New York (NY) has the largest number of medical residency positions in the nation with only ~50% staying in NY post-residency.

The objective of this study was to assess post-residency practice characteristics of IMGs to understand what motivates IMGs to stay in NY.

## METHODS

The annual survey of physicians in NY completing a residency or fellowship training program (NY resident exit survey) provides information about training outcomes, practice plans of new physicians, and the demand for new physicians. This study utilized the resident exit survey data from 2012, 2017, and 2022.

The study assessed trends in NY residents by citizenship, and explored the main reasons why they are not choosing to practice in NY or the most influential incentives to accept practice positions within NY.

The study also explored the requirement for service obligation, education debt, and level of satisfaction with compensation. The focus of IMGs in this study are only non-US IMGs.

## RESULTS

### Number of Survey Respondents

TABLE 1: Response Rate for Resident Exit Survey in 3-Year Study Period

Year	Total Number of Residents	Number of Survey Respondents	Response Rate	Number of IMGs Among Survey Respondents
2012	5,180	3,152	60.85%	607
2017	5,245	3,337	63.62%	509
2022	5,421	2,301	42.45%	374



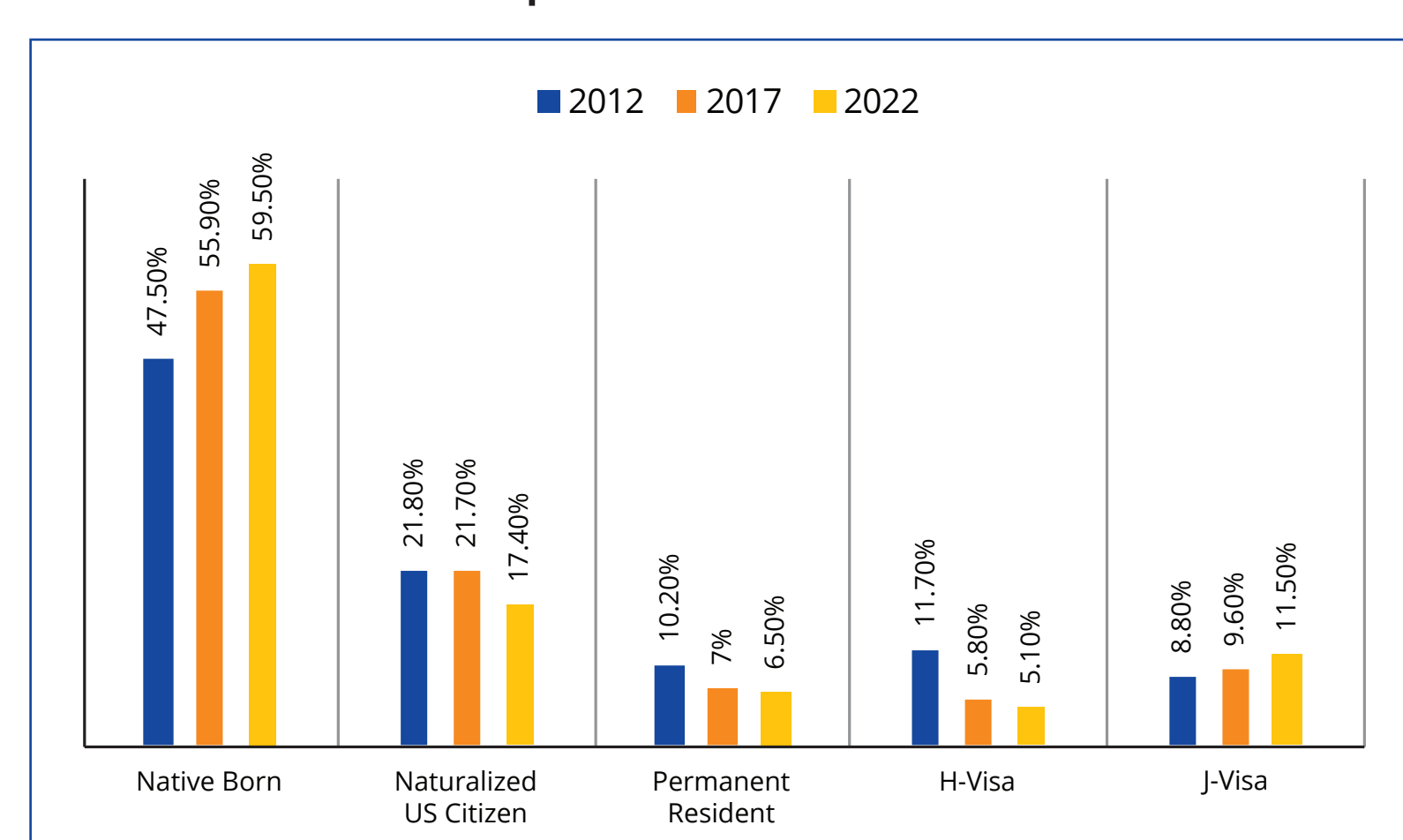
To ensure their retention in NY post-residency, there needs to be robust policies and programs which support IMGs.



## RESULTS

### Residents by Citizenship

FIGURE 1. Citizenship Status of Residents in NY



### Main Reasons Why Residents Are Not Choosing to Practice in NY

- For native-born US citizens, the main reason for leaving NY post residency in all 3 study years was 'proximity to family'
- In 2017 and 2022, the second main reason was 'better salary'

TABLE 2A. H-Visa Holders' Main Reasons for Leaving NY Post Residency

Main Reasons	2012	2017	2022
#1	Better opportunities that meet visa requirements	Proximity to family	Better opportunities that meet visa requirements
#2	Proximity to family	Better opportunities that meet visa requirements	Better opportunities in desired location
#3	Overall lack of jobs in NYS AND Better opportunities in desired location	Better opportunities in desired location	Better opportunities in desired setting AND Better salary

TABLE 2B. J-Visa Holders' Main Reasons for Leaving NY Post Residency

Main Reasons	2012	2017	2022
#1	Better opportunities that meet visa requirements	Better opportunities that meet visa requirements	Better opportunities that meet visa requirements
#2	Overall lack of jobs in NYS	Better salary	Other
#3	Proximity to family and Other	Other	Overall lack of jobs in NYS AND Better salary

### Most Influential Incentives in Decision to Accept a Practice Position

- For native-born US citizens, the first and second most influential incentives to accept a practice position in all 3 study years were 'income guarantees' and 'career development opportunities'

## RESULTS

TABLE 3A. H-Visa Holders' Most Influential Incentives to Accept a Practice Position

Main Reasons	2012	2017	2022
#1	H-1 visa sponsorship	H-1 visa sponsorship	H-1 visa sponsorship
#2	Career development opportunities	Career development opportunities	Career development opportunities
#3	Income guarantees	Income guarantees	Other

TABLE 3B. J-Visa Holders' Most Influential Incentives to Accept a Practice Position

Main Reasons	2012	2017	2022
#1	J-1 visa waiver	J-1 visa waiver	J-1 visa waiver
#2	H-1 visa waiver	H-1 visa waiver	H-1 visa waiver
#3	Spouse/partner job transition assistance AND Career development opportunities AND Other	Career development opportunities	Career development opportunities AND Income guarantees

### Level of Satisfaction With Salary/Compensation

- For native-born US citizens, the 'somewhat satisfied' level of compensation increased from 44% in 2012 to 47% in 2017 and again in 2022; the 'very satisfied' level of compensation was above 43% in all 3 study years

FIGURE 2A. H-Visa Holders' Level of Satisfaction With Compensation

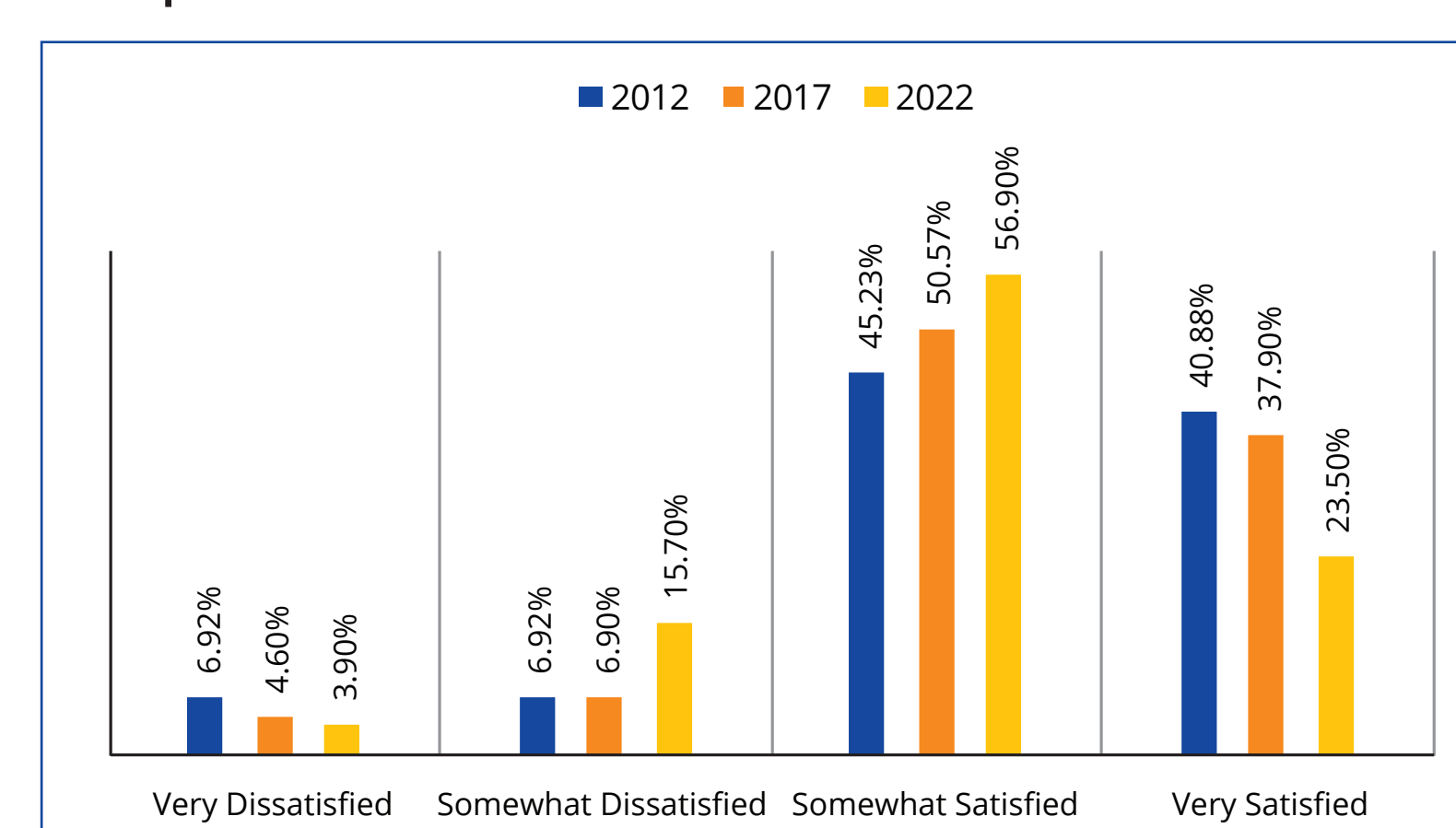
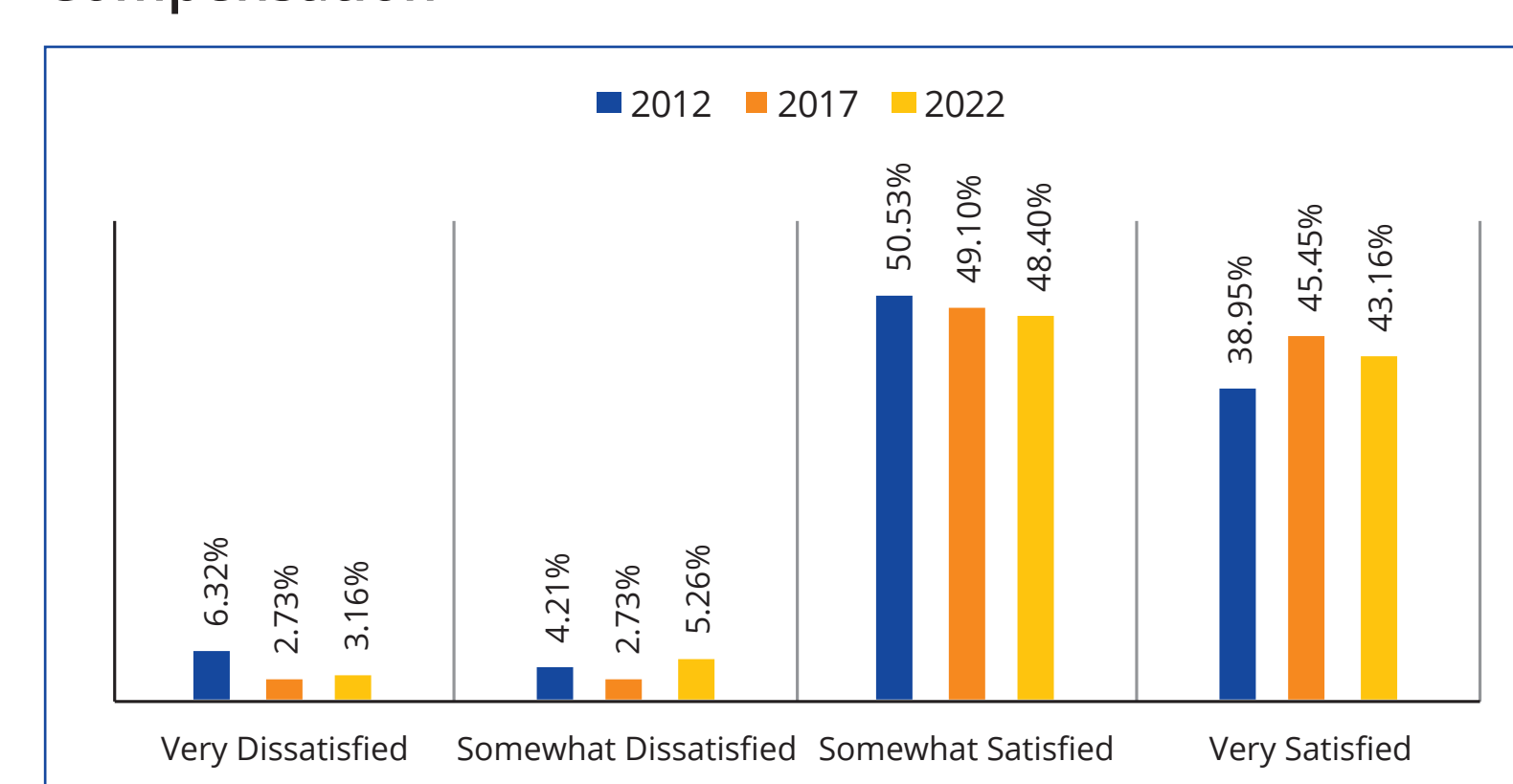


FIGURE 2B. J-Visa Holders' Level of Satisfaction With Compensation



## RESULTS

### Service Obligations

- Over 98% of all native-born US citizens had no service obligation in all 3 study years
- 22.6% of H-visa holders had service obligations in 2012, which reduced to 16.7% in 2017 and to 14.9% in 2022
- ~80% of J-visa holders had service obligations in all 3 study years

### Education Debt

- While education debt was more common for native-born US citizens, the percentage of residents who had education debt ≥\$300,000 increased from 8.2% in 2012 to 30.8% in 2022, as did the percentage of residents with no education debt from 20.8% in 2012 to 28.3% in 2022

FIGURE 3A. H-Visa Holders' Education Debt

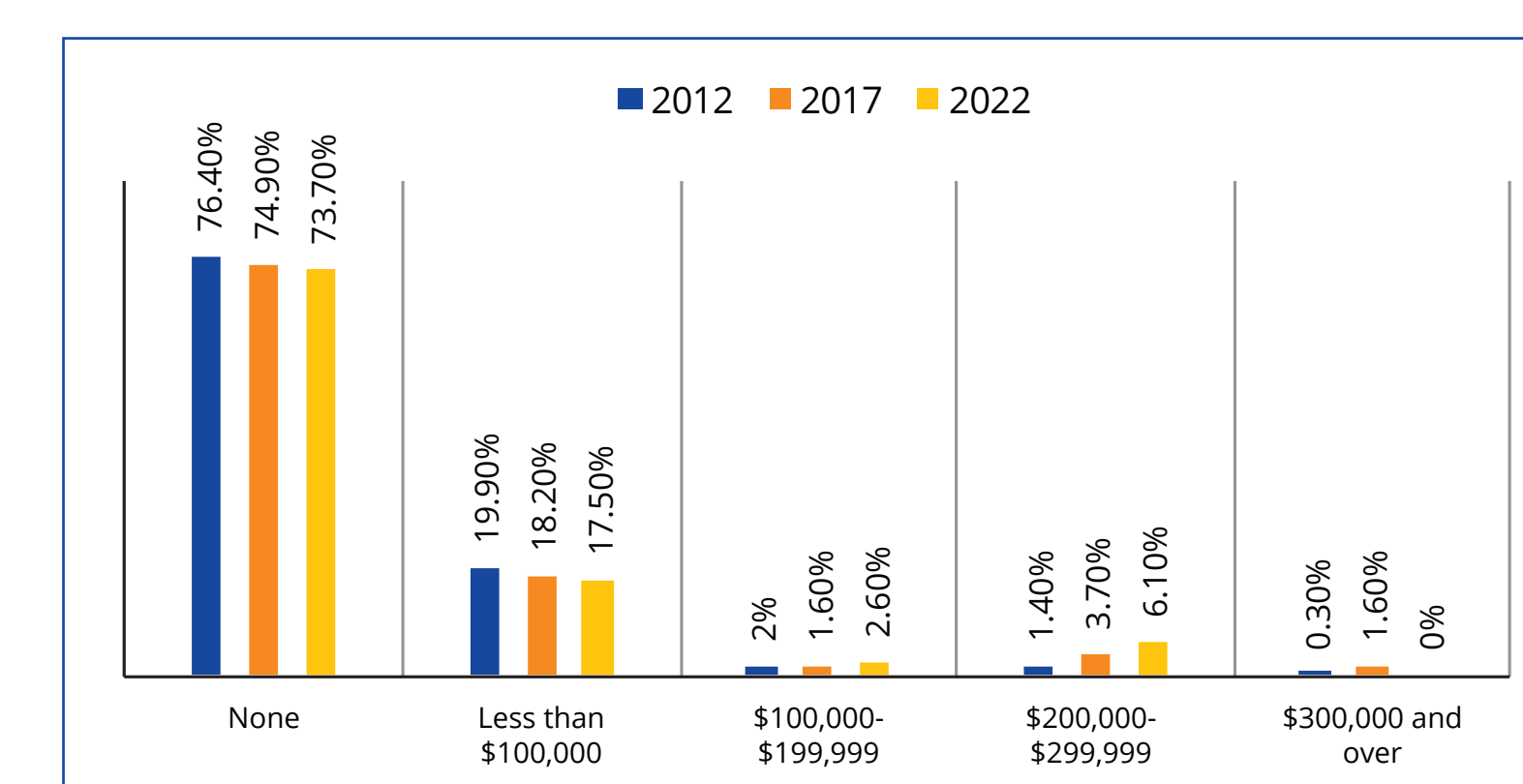
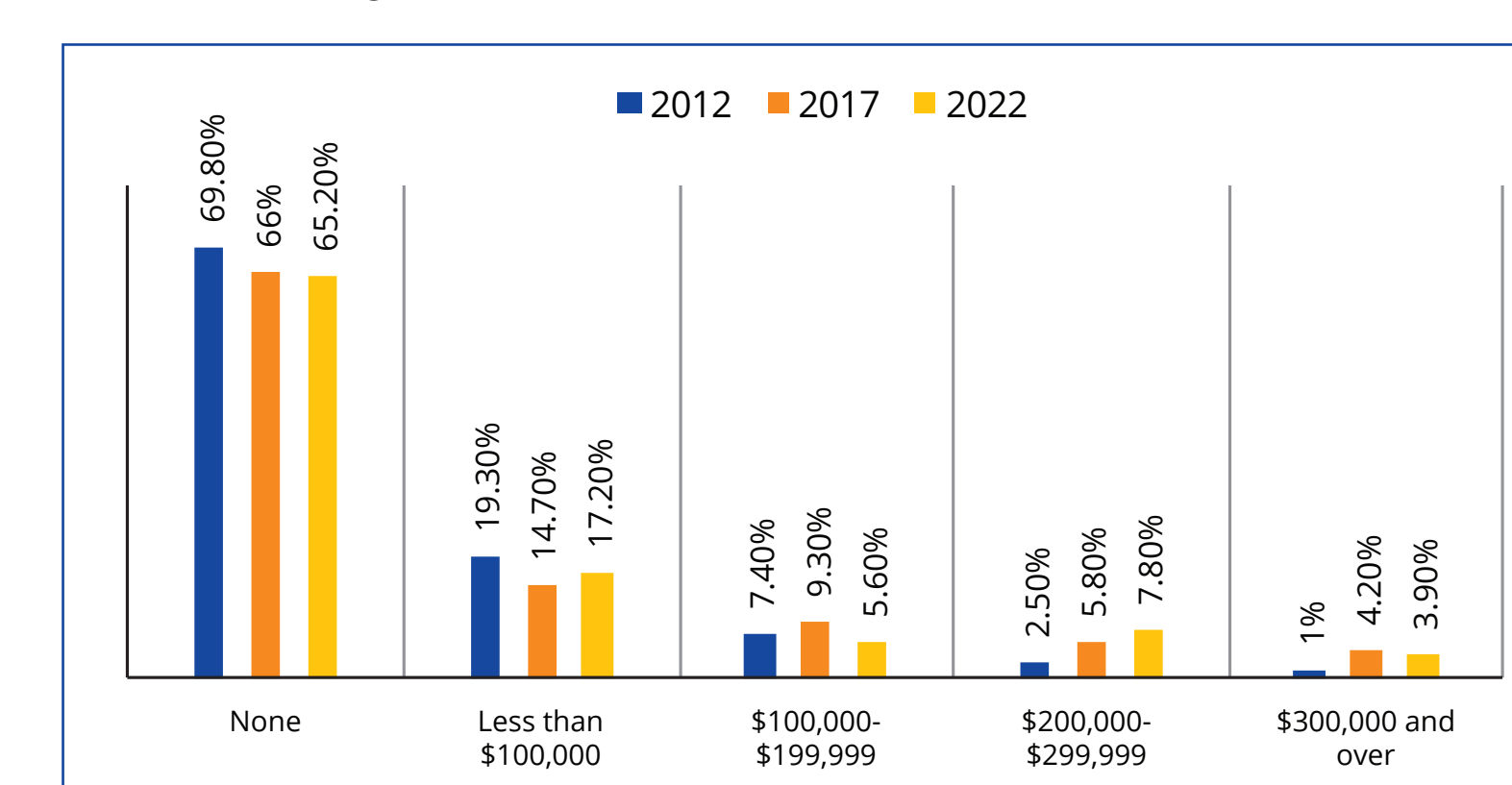


FIGURE 3B. J-Visa Holders' Education Debt



## DISCUSSION

The percentage of native-born US citizens who completed residency training in NY increased significantly over the study period. The greatest decline was seen in H-visa holders, while there was a modest increase in J-visa holders.

For both H- and J-visa holders, the main reason for leaving NY post residency was 'better opportunities that meet visa requirements'.

## DISCUSSION

For H-visa holders and J-visa holders, the number one most influential incentive was 'H-1 visa sponsorship' and 'J-1 visa waiver,' respectively.

US citizens were consistently more likely to report 'very satisfied' with compensation compared to H-visa holders and J-visa holders.

Residents with the lowest percentage of service obligations were native-born US citizens. J-visa holders had the highest percentage of service obligations, which can be attributed to IMGs participating in J-1 visa waivers.

## CONCLUSION

There needs to be more robust policies and programs to support IMGs in NY to ensure retention of IMGs within NY post residency, such as expansion of the Conrad-30 program and the New York Physician Loan Repayment and Physician Practice Support Programs, to include IMGs in addition to US citizens and permanent residents.

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