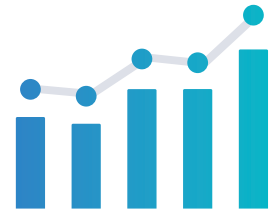


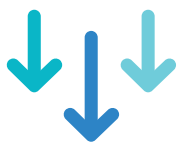
Trends in Provider Recruitment & Onboarding

Provider recruitment and onboarding is a top business development strategy for most health systems across the US. However, it can be a complex and costly process—costing these organizations more than they gain, if not well organized and managed.

To help your team reap the rewards, we've compiled some of the most interesting trends in provider recruitment and onboarding today. Use these insights to set your strategy.



Provider Shortage & Retention Crisis



>100,000

shortage of physicians by 2030¹



50-100

job offers per resident²

new physicians report burnout³

45%



6.8%

annual turnover at an all-time high⁴

Increasing physician demand, decreased supply & spiraling job satisfaction rates are making it harder than ever to find, & keep, top providers.



Escalating Recruitment Costs



14.1 MONTHS

average time to fill physician role⁵

Escalating Recruitment Costs



49%

of organizations experience longer fill cycles⁵



8 YEARS

steady salary gains; highest recorded sign-on bonuses⁵



With more opportunities than ever, provider recruitment costs are on the rise. Organizations must consider escalating salaries, search fees, signing bonuses & relocation expenses, plus the lost revenue from slow provider ramp-up & faster turnover/attrition.

Insufficient Onboarding

most organizations lack formal, tracked provider onboarding⁶

67%



56%

of programs only focus on 1st 90 days⁶

Across healthcare systems & practices, there's still an emphasis on short-term physician orientation vs long-term onboarding activities & mentorship. The result? Growing provider attrition rates.



Tackling the Challenge

Consider these 5 best practices to improve your physician recruitment efforts... and outcomes:

1. ID what/who your organization needs; the more specific you are, the better your fit (& their long-term satisfaction) will be
2. Know the numbers you need to reach—i.e. leads per candidate, days to fill openings, etc.
3. Create systems to build & track your pipeline; enlist a physician recruitment & onboarding tool
4. Use interviews to properly set expectations & assess fit
5. Measure & optimize your team's success; extend onboarding program beyond 90 days

References: 1 AAMC Study, 2017 | 2 Merritt Hawkins Survey, 2015 | 3 JAMA Article, 2018 | 4 Leaders for Today Survey, 2017 | 5 Merritt Hawkins Review, 2018 | 6 AMGA Study, 2018

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