Emerging Physician Recruiting And Retention Paradigms During And Post COVID-19

July 2020
It Seems Like A World Ago, But There Was A Time Before COVID

What was it like then and how will the “new normal” be different?
Then: A Looming Shortage

132K too few physicians
2032 Association of American Medical Colleges

55K too few primary care physicians

67K too few specialists

23K too few surgical specialists

39K too few internal medicine and other subspecialists
Age Before Beauty

• By 2032 there will be more seniors (78 million) in America than children 17 or younger (77 million)

A FIRST IN U.S. HISTORY. EVER.

Source: U.S. Census Bureau
Demographic Destiny

Patients 65 or Older Account For:

• Diagnostic Tests: 37.4%
• Inpatient Procedures: 34%
• While comprising only 14% of the population

Source: Centers for Disease Control and Prevention
Back To The Future

Merritt Hawkins Search Engagements: Specialists Vs. Primary Care

- 2005: 86% Specialists, 14% Primary Care
- 2012: 64% Specialists, 36% Primary Care
- 2015: 67% Specialists, 33% Primary Care
- 2020: 78% Specialists, 22% Primary Care
Who Leads In “Absolute Demand?”

Primary Care Not in the Top 5

1. HEM / ONC
2. Radiology
3. Psychiatry
4. Urology
5. Cardiology
6. Family Medicine
7. Gastroenterology
8. Neurology
9. OB / GYN
10. Dermatology

Not in the Top 5
Other Demand Factors: More/ Sicker/Vulnerable

Population Growth
from 310M people to up to 458M by 2050*

Chronic Disease
6 in 10 adults in the U.S. have a chronic illness such as heart disease or diabetes

Social Determinants
40M people below the poverty line

Deaths of Despair
70,237 drug overdose deaths in 2017****

Population Growth
Source:
* U.S. Census Bureau
**CDC
***HHS
*** Washington Post, November 29, 20182

Chronic Disease
4 in 10 have more than one**

Social Determinants
($25,750 for a family of 4)***

Deaths of Despair
Suicide rate up 33% since 1999**
Demand: A Matter Of Convenience

• CVS/Aetna
• Walmart/Humana
• Amazon/JP Morgan/Berkshire Hathaway…. “Haven”

A NEW “FRONT DOOR”

7.5K+ Urgent Care Centers*
3K+ Retail Clinics
NPs And PAs A Major Plus….

Combined, #2 on Merritt Hawkins’ “Top 20”

...BUT A SUPPLEMENT, NOT A SOLUTION
Is There A Doctor In The House?

1997 Cap On GME Funding Still In Place

MULTIPLE BILLS IN CONGRESS GO NOWHERE.
Supply

2019 - A Match Not Made In Heaven

Source: National Resident Matching Program

- Med School Type
  - U.S. Allopathic: 6%
  - U.S. Osteopathic: 15%
  - International Medical Graduate (U.S. citizen & non): 41%
## A “Retirement Cliff”

<table>
<thead>
<tr>
<th>State</th>
<th>Physicians 60 or Older</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Mexico</td>
<td>37%</td>
</tr>
<tr>
<td>Hawaii</td>
<td>35.5%</td>
</tr>
<tr>
<td>New Jersey</td>
<td>35%</td>
</tr>
<tr>
<td>Montana</td>
<td>35%</td>
</tr>
<tr>
<td>Maine</td>
<td>35%</td>
</tr>
</tbody>
</table>

Source: AAMC State Physician Workforce Data Book
Supply

Not Your Father’s Physician Workforce

• **23% of physician time** spent on non-clinical paperwork (186,000 FTEs).

• Employed physicians see **12% fewer patients** than independent

Source: 2018 Survey of America’s Physicians. The Physicians Foundation/Merritt Hawkins
Result: It Was A Buyer’s Market – Big Time

How many job solicitations did you receive during your training?

- 8% for 0-10
- 10% for 11-25
- 16% for 26-50
- 21% for 51-100
- 45% for 100+