

# COVID-19 Healthcare Job Market Survey

## A Survey on How Healthcare Employers are Responding to Recruiting Physicians and Advanced Practice Clinicians During the Pandemic



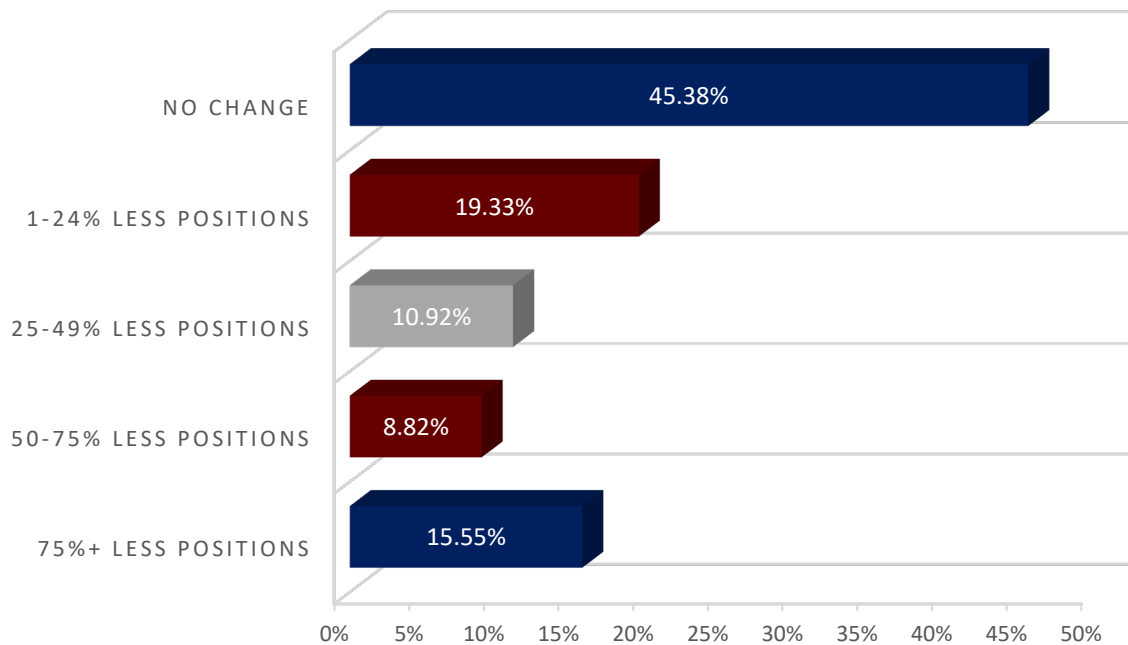
### Introduction

The Medicus Firm conducted this survey to capture a pulse of how healthcare employers are adjusting to recruiting physicians, nurse practitioners, and physician assistants in a job market impacted by COVID-19. The report summarizes how healthcare organizations across the nation are handling the number of open positions and assessing candidates since the Coronavirus outbreak took hold. Survey results provide a benchmark on decisions involving recruiting, the job market, and locum tenens staffing.

### Methodology

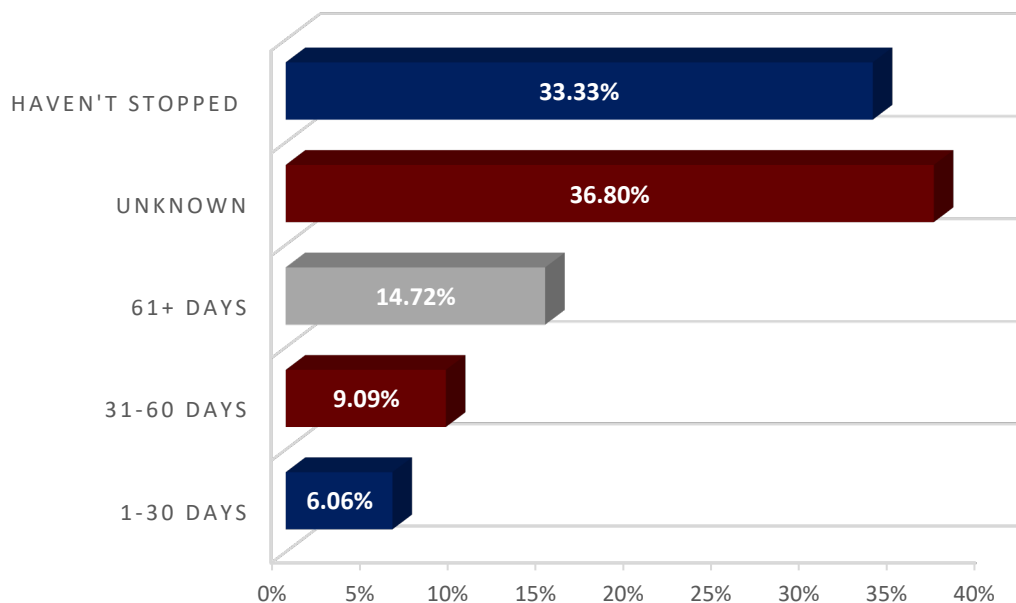
This survey was sent to approximately 13,000 nationwide contacts in The Medicus Firm's proprietary database. These contacts represent employers within physician groups, clinics, hospitals, and healthcare systems. It was deployed from April 21st to April 27th, 2020, with a total of 238 responses that completed the survey.

## Compared to pre-COVID-19, how have open positions for physicians and/or advanced practice providers changed?



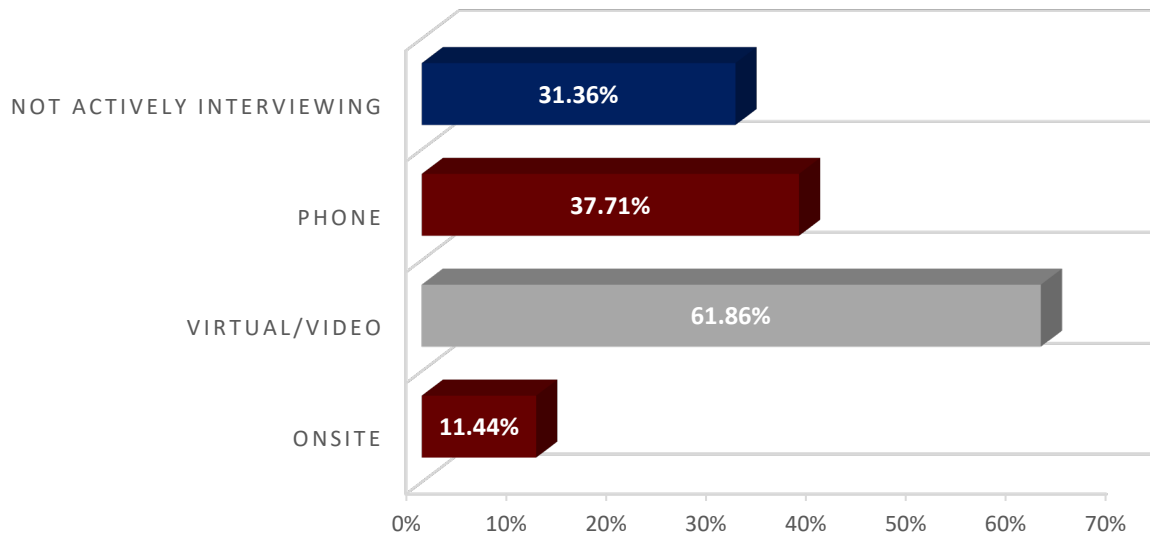
Post COVID-19, open positions have shown no change for nearly one-half (45%) of the majority of healthcare employers. Second, with a wide gap in between, less than one-fifth (19.3%) show 1-24% fewer positions are open. Nearing a close third, 75% less positions (15.6%) are open. The remaining respondents have experienced 25-49% less positions open (10.9%), slightly higher than those with 50-75% fewer open positions available (8.8%).

## When do you anticipate that you will re-open/increase recruiting activities?



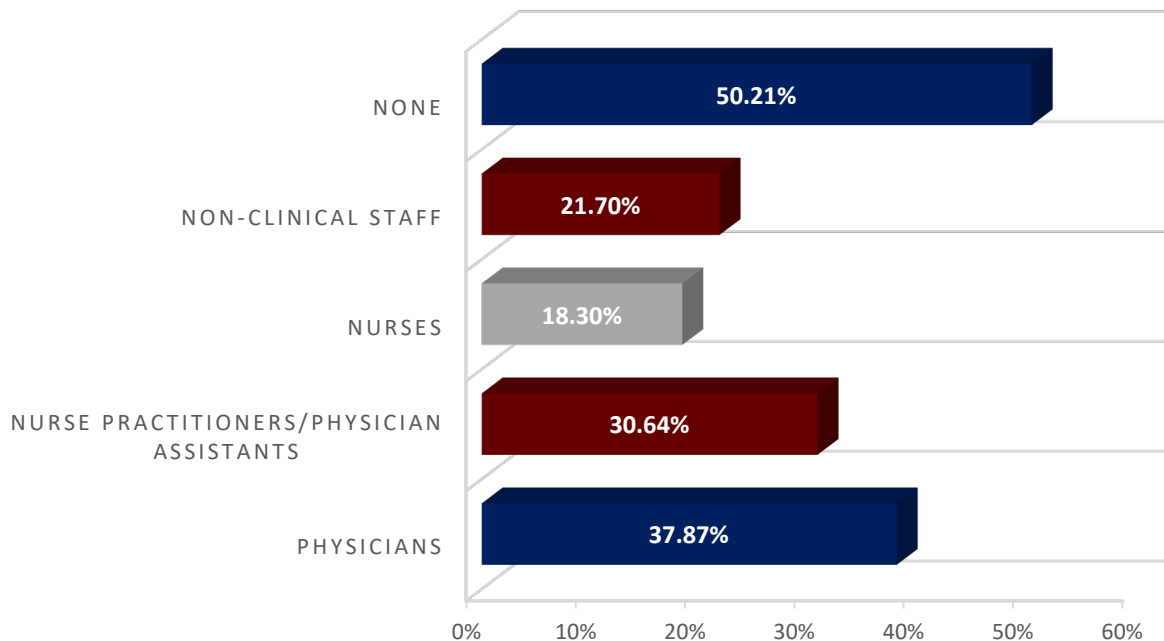
Despite an eagerness to return to the normalcy preceding COVID-19, just over one-third of survey respondents (36.8%) are unsure when they will increase their recruiting efforts. While a third (33.3%) of healthcare employers never slowed their recruiting efforts. The remaining respondents anticipates re-opening positions or increasing recruiting in 61+ days (14.7%), 31-60 days (9%), and 1-30 days (6%).

## For ongoing recruiting, how are interviews being conducted?



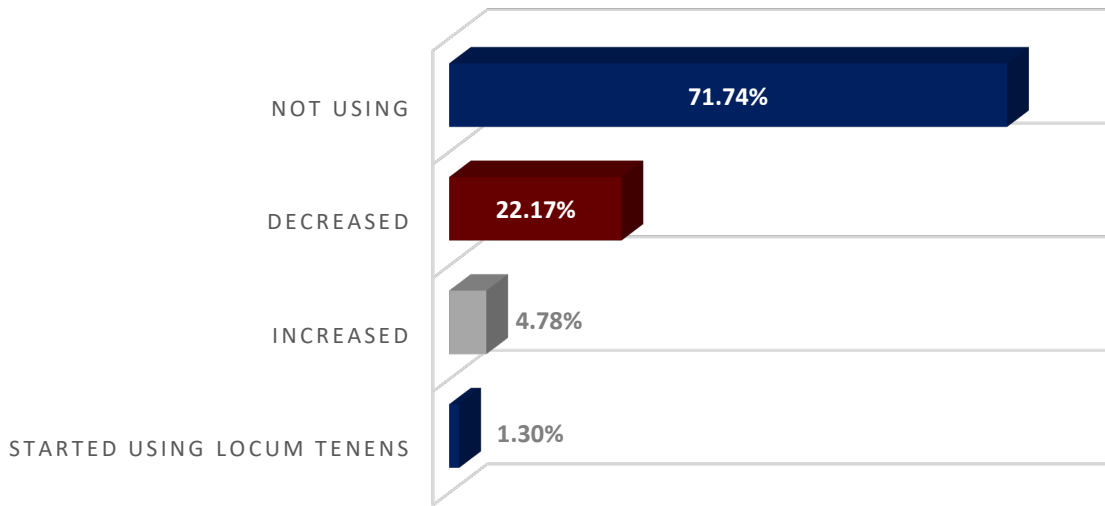
Continuing recruitment efforts will undoubtedly be affected by remnants of the pandemic, potentially for the better with the increased utilization of tele-recruiting. Many ongoing recruitment efforts will be done virtually or with video (61.8%), one-third via Phone (37.7%), over ten percent (11.4%) of recruiting efforts will be done onsite, with one-third (31.4%) not actively interviewing.

## Which positions would you extend offers to without an onsite interview?



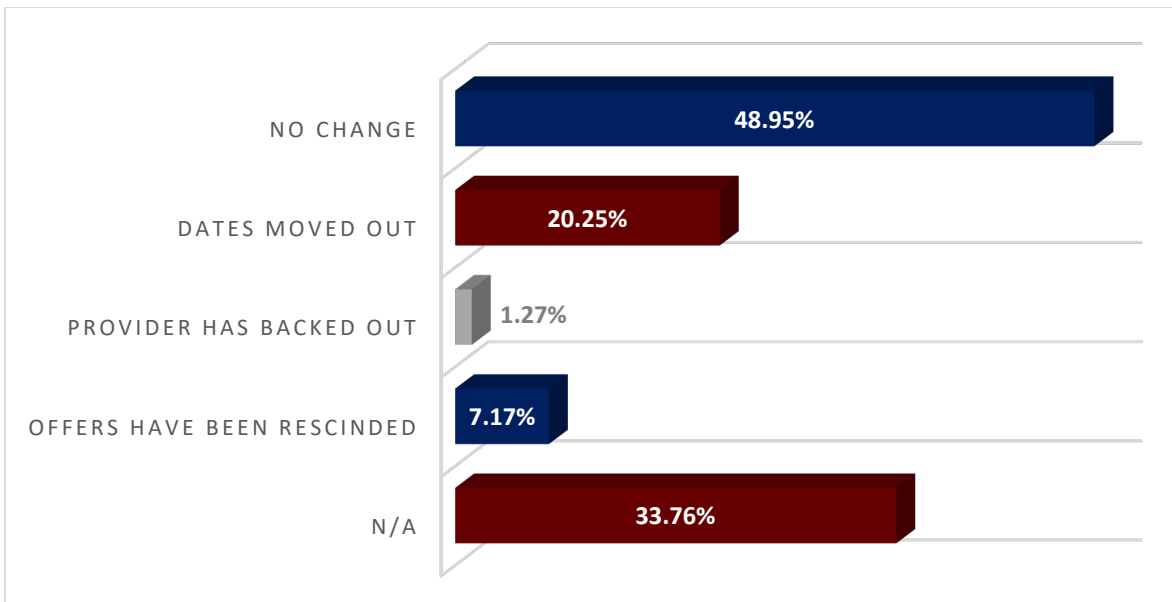
While virtual interviews and telemedicine practices are on the rise, so is extending job offers from tele-recruiting with over one-third (37.9%) willing to hire Physicians, and almost a third (31%) willing to hire Nurse Practitioners and/or Physician Assistants without an onsite interview. The willingness to extend offers drops down with Nurses (18.3%) and Non-clinical staff (21.7%). Half (50.2%) still have some hesitancy and will not extend offers prior to an onsite visit.

## Compared to pre-COVID-19, how have you changed the utilization of locum tenens providers?



With the presence of physicians and advanced practice clinicians on the COVID-19 frontlines, there has been a small (4.8%) increase of locum tenens providers utilized as well as a solid one-fifth (22.2%) in decreased usage. As most respondents have shown, there has not been an overwhelming change in utilization. Over two-thirds are not using locum tenens providers (71.7%) at all. There has been a marginal amount of healthcare employers (1%) who started using locum tenens providers during this time.

## For newly hired providers who are set to relocate in the next 90 days, have the following occurred?



Nearly half of respondents (49%) have experienced no change in their timeframe for onboarding, while one-fifth (20%) have extended their start dates. Less respondents have either rescinded offers (7.2%) or the provider has backed out (1.3%). One-third of healthcare employers (33.8%) reported they were completely unimpacted because they had no providers scheduled to relocate within the next 90 days.

## Summary of Comments from Respondents

Generally, the comments reflected that the priority positions remained open, while hiring freezes were primarily for non-critical and non-physician roles. Some healthcare organizations are evaluating weekly and adjusting as needed, as the environment is dynamic. Others reported a reduction in labor for recruiting staff and budget cuts for recruiting resources. In some cases, furloughing recruiting staff, salary adjustments, and decreases in workweek volume were implemented.

### About The Medicus Firm

The Medicus Firm is a national search firm founded in 2001 to serve healthcare systems with clinical, research, faculty, and physician leadership roles. The goal of The Medicus Firm is to help healthcare employers grow their physician staff, advanced practice team, and patient services. As part of the M3 USA family of companies, The Medicus Firm benefits from M3's technology platform, candidate sourcing sophistication, and international physician reach. More information is available at [www.themedicusfirm.com](http://www.themedicusfirm.com) or [www.usa.m3.com](http://www.usa.m3.com)



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