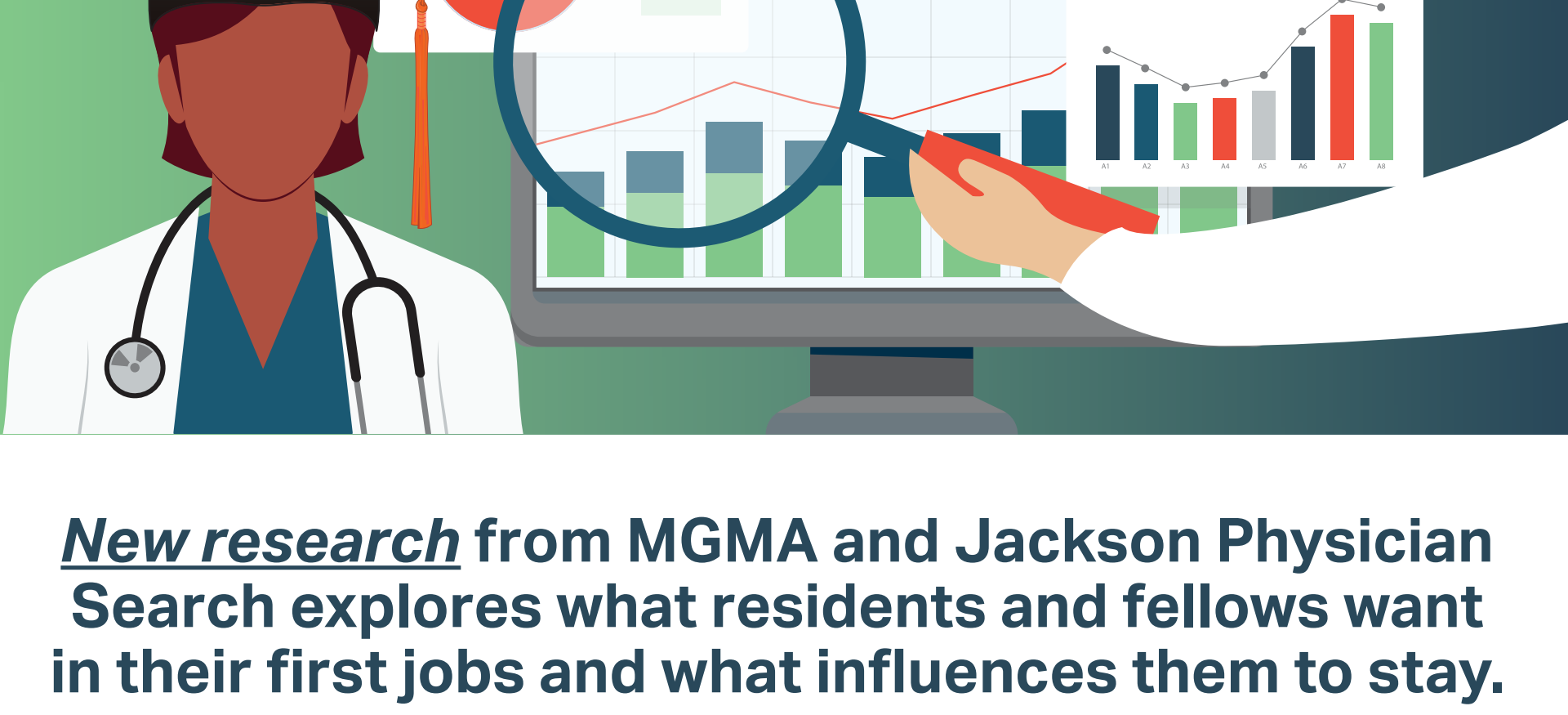


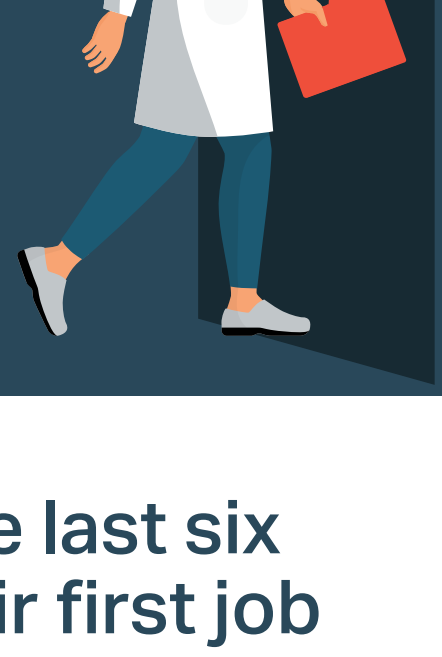
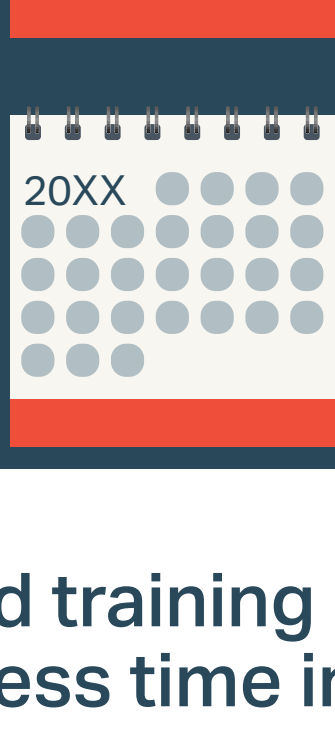
4 SURPRISING STATS TO IMPROVE YOUR EARLY-CAREER PHYSICIAN RECRUITMENT STRATEGY



New research from MGMA and Jackson Physician Search explores what residents and fellows want in their first jobs and what influences them to stay.

1

NEW PHYSICIANS REPORT STAYING IN THEIR FIRST JOB FOR ONLY TWO YEARS ON AVERAGE



Physicians who completed training in the last six years spent significantly less time in their first job than physicians across all ages.



Takeaway: Organizations need a new approach to both recruitment and retention to improve the odds new physicians will stay.

2

COMPENSATION IS THE REASON THEY COME



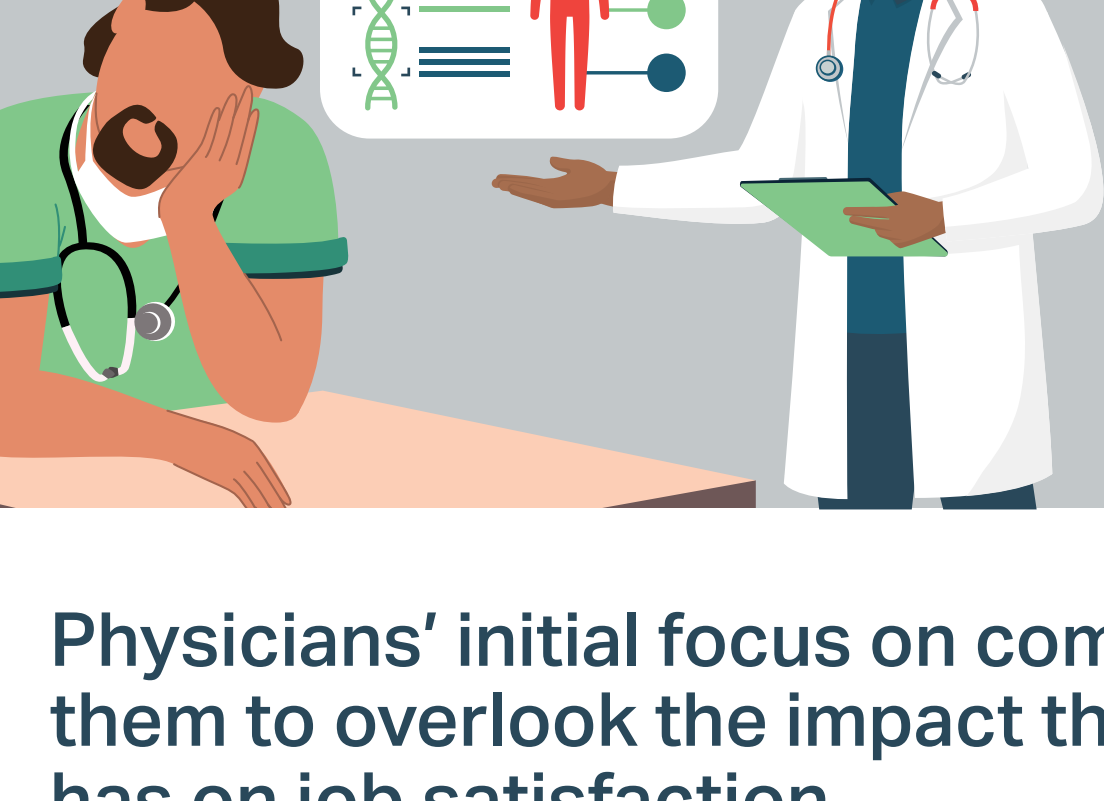
What were the top factors that influenced physicians' first job decisions?

- 76% Compensation
- 64% Location
- 38% Work-Life Balance
- 36% Culture/Environment

Takeaway: Today's new physicians are looking for top compensation - often in the 75-90th percentile, as reported in MGMA DataDive. They also want to be near family and friends, have excellent work-life balance, and have a healthy culture where they can thrive.

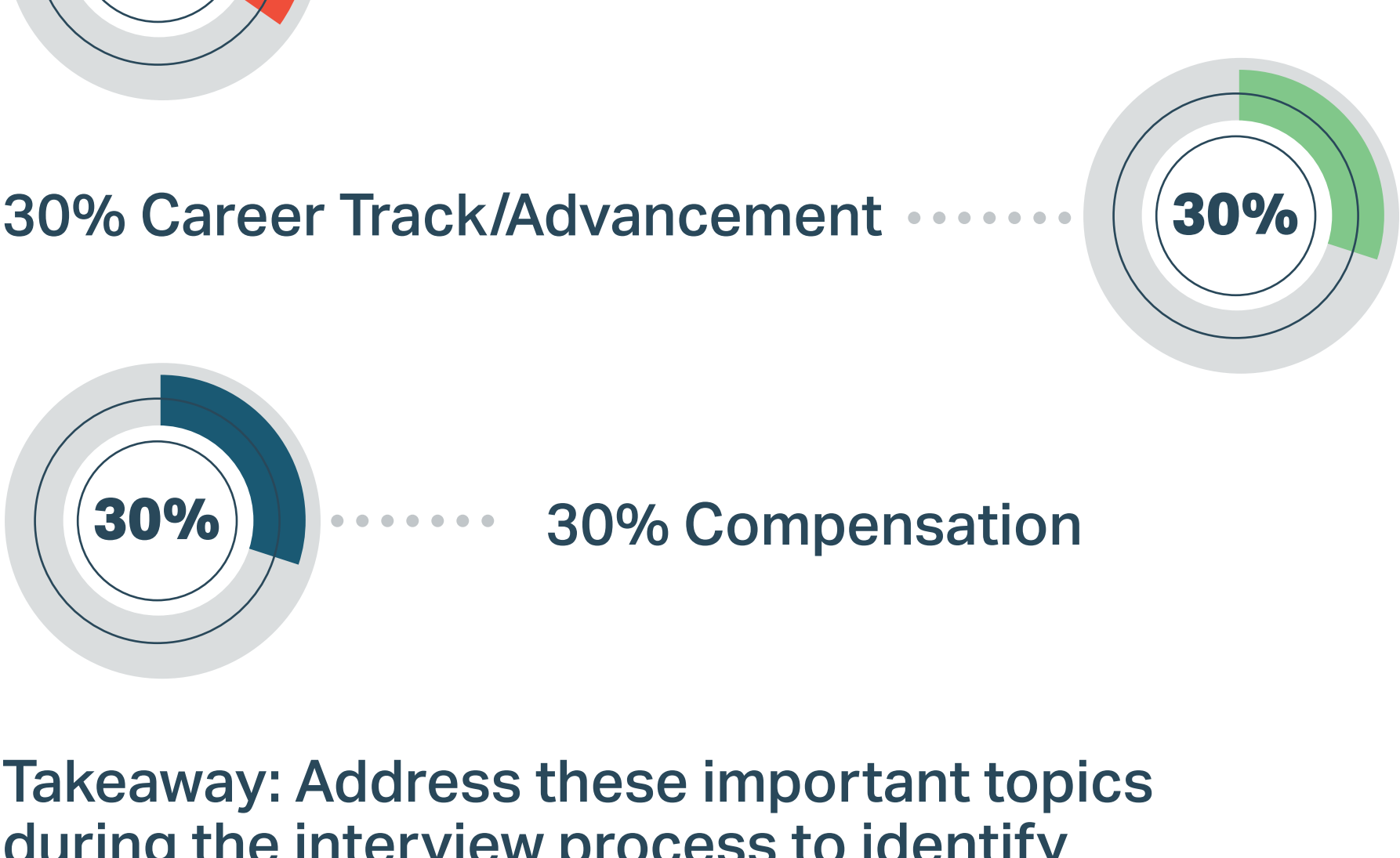
3

PRACTICE MODEL IS THE REASON THEY GO



Physicians' initial focus on compensation may cause them to overlook the impact that practice ownership has on job satisfaction.

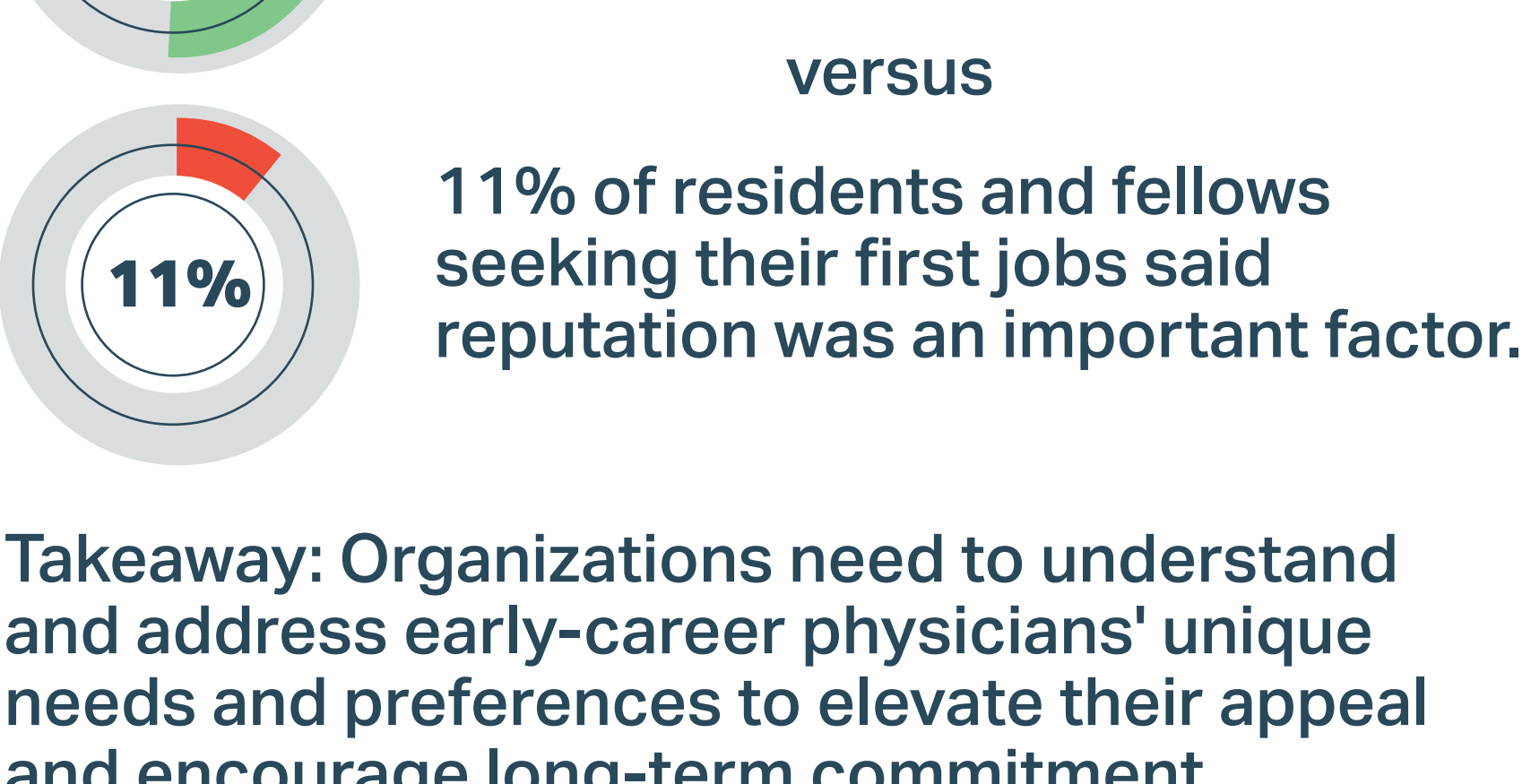
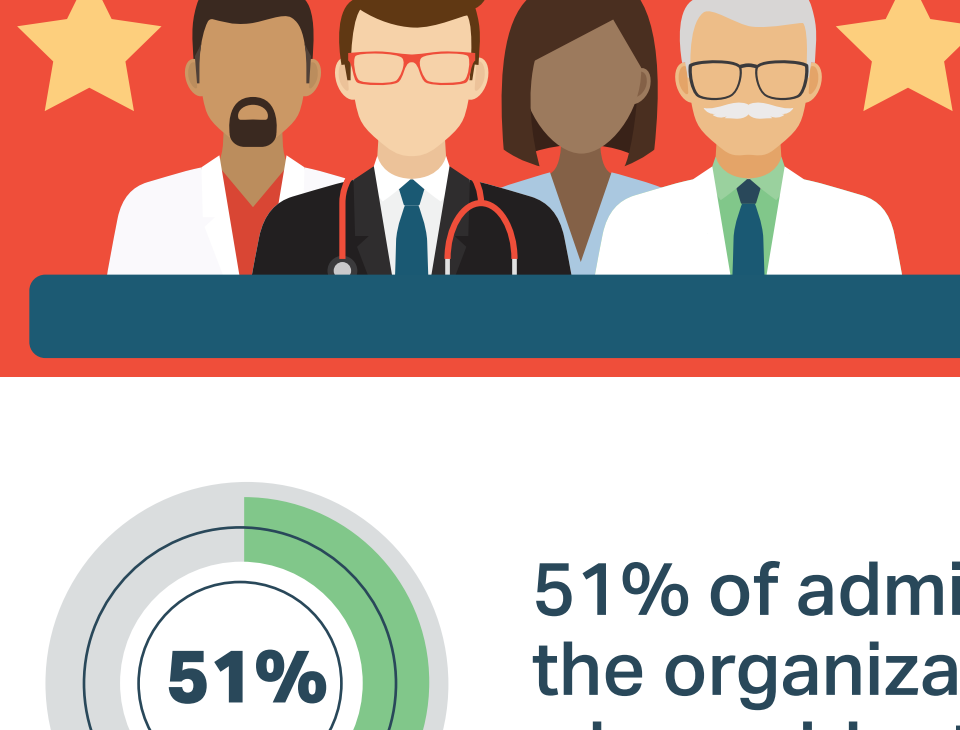
Top factors influencing physicians' decisions to leave their first job:



Takeaway: Address these important topics during the interview process to identify candidates whose needs align with what the healthcare organization can offer.

4

REPUTATION IS NOT AS POWERFUL AS ADMINISTRATORS THINK



Takeaway: Organizations need to understand and address early-career physicians' unique needs and preferences to elevate their appeal and encourage long-term commitment.

Download the [Early-Career Physician Recruiting Playbook](#) to learn more.

Reach out today to discover how a partnership with Jackson Physician Search can improve and accelerate your physician recruitment efforts.