



**Recruiting Pulse Survey:  
Healthcare Job Market Trends in a Pandemic  
Survey II**

 **The MedicusFIRM**

The Medicus Firm conducted two surveys approximately 30 days apart to capture a pulse of how healthcare employers are adjusting to recruiting healthcare providers in a job market impacted by Coronavirus. The report compares and summarizes how healthcare organizations across the nation are handling the number of open positions and assessing candidates. The first survey (Survey I) provided a benchmark on decisions involving recruiting, the job market, and locum tenens staffing. The second survey (Survey II) collected responses to see how the market adjusted or changed from Survey I, as well as inquired about elective procedures and any new trends in specialty demands.

## OVERVIEW

The decline of open positions slows as nearly 60% of employers indicate 'no change' in the number of open positions over the last 30 days. The job market starts to reverse the downward move with 8% of employers stating they have opened new positions and begins to re-open as almost 43% of employers are recruiting or have increased recruiting activities.

A new normal emerges as 33% of facilities return to conducting onsite interviews and those 'not actively interviewing' drops by 5%.

For 56% of employers that perform elective procedures, at least half or more of their volumes have returned and for a third of facilities over 75% of electives are back.

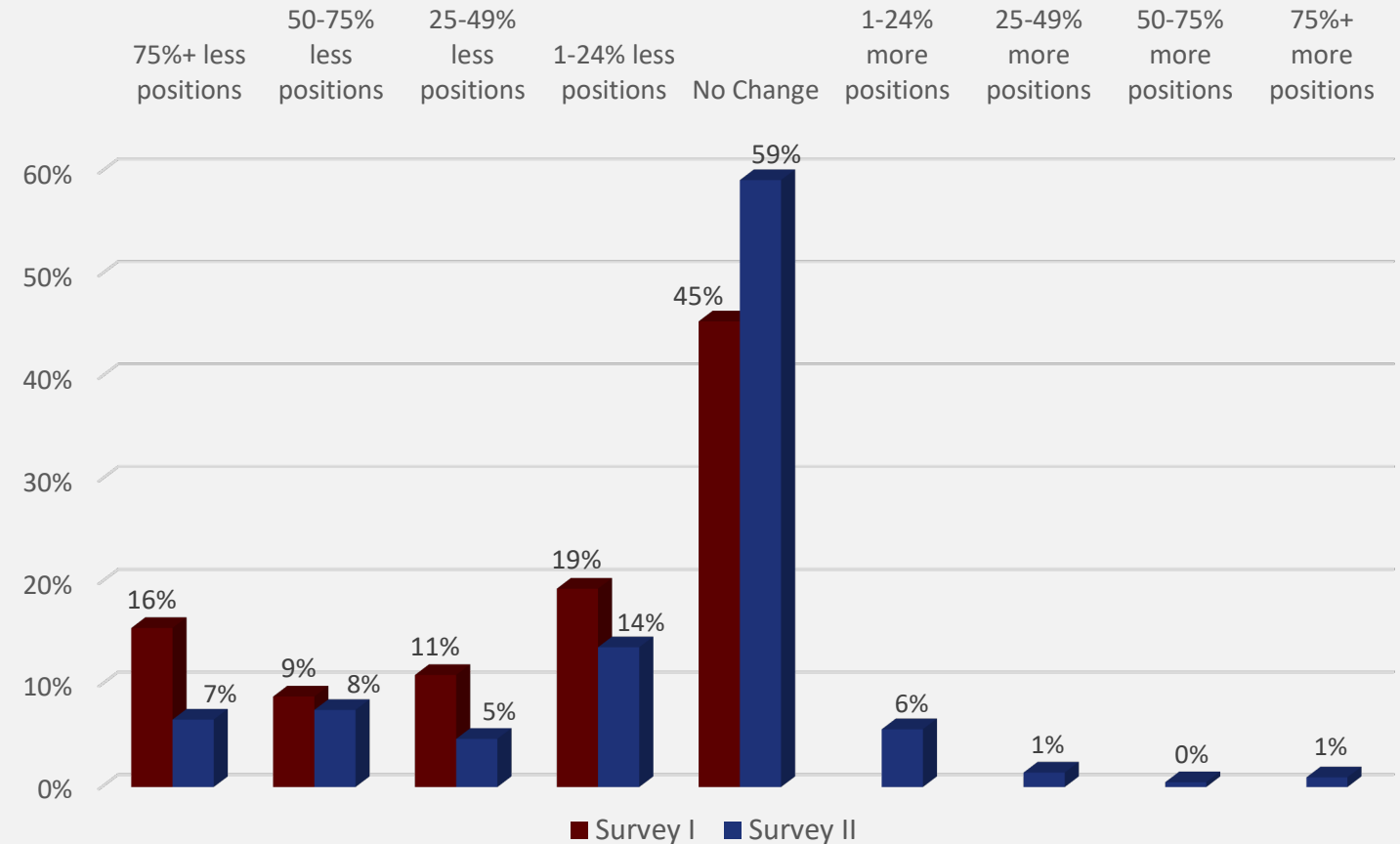


## HEALTHCARE OPEN POSITIONS ARE STABILIZING

In this most recent survey, 59% of employers stated there was no change to open positions; an increase of 14% from the prior survey. This is an indication of stabilization and the industry adjusting to a new normal.

In addition, 8% of employers reported more positions opening and fewer facilities having less positions. With all categories of position closures down and new positions opening up, the healthcare job market is showing early signs of improvement.

Compared to pre-Covid-19 vs. in the last 30 days, how have open positions for physicians and/or advanced practice providers changed?

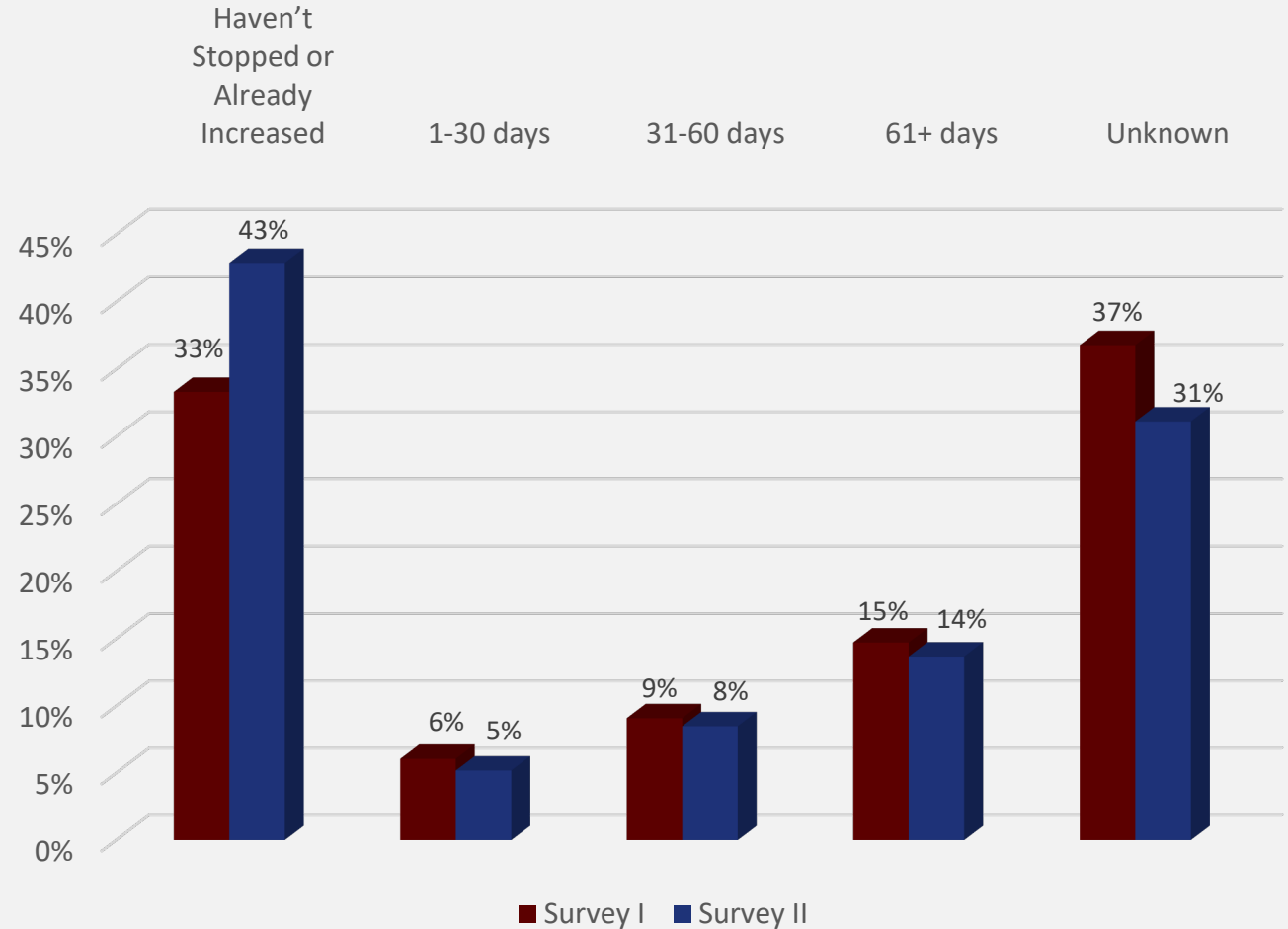


## INCREASE IN RECRUITING ACTIVITIES

Recruiting activities jump 10% from the first survey as 43% of employers have already opened positions or increased the number of positions open.

With a 6% drop in the uncertainty of recruitment efforts, less than a third of employers did not know when recruiting would return.

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

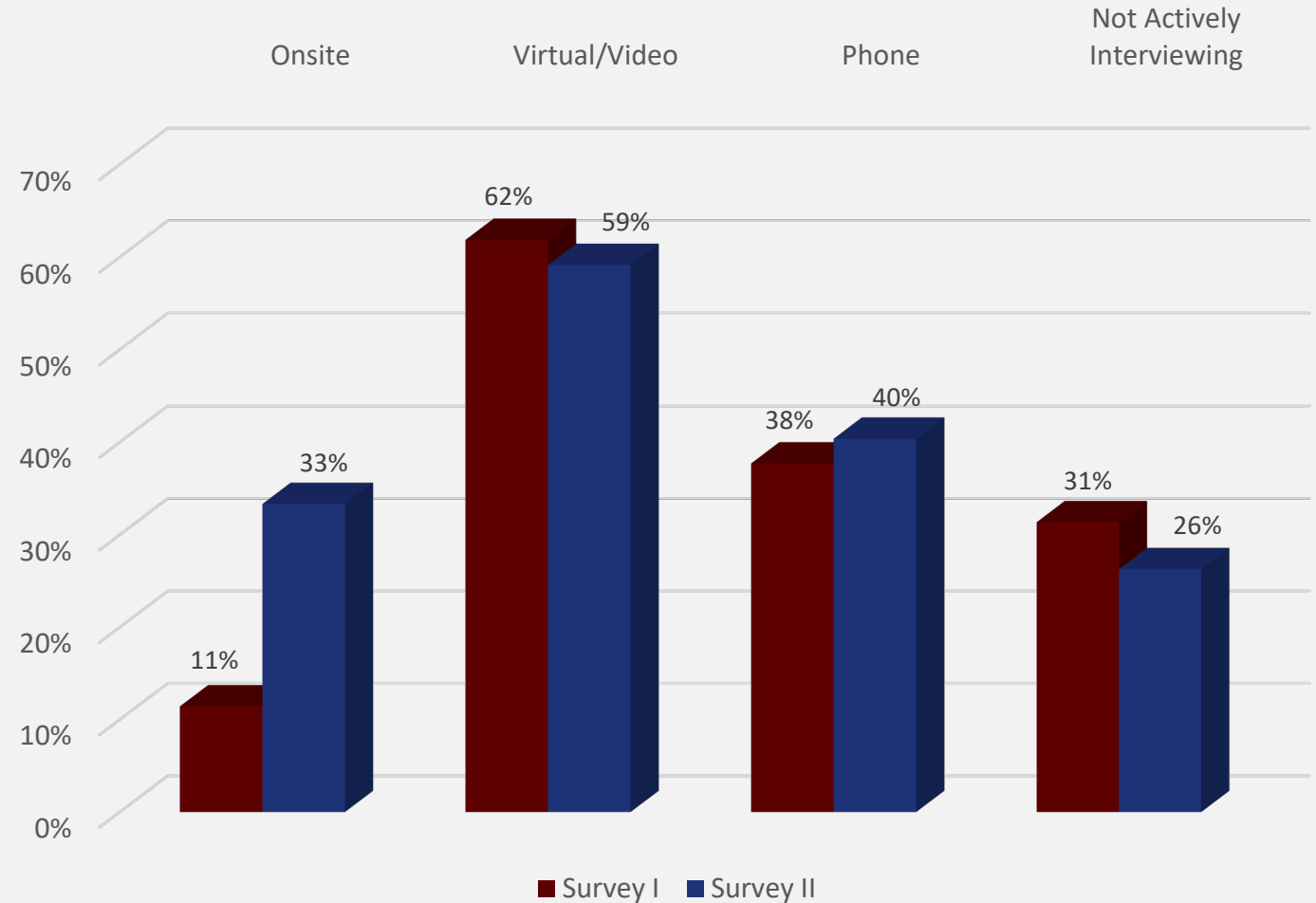


## ONSITE INTERVIEWS RETURN

For ongoing recruitment, conducting onsite interviews increases by 22% from the previous survey to over 33% shifting slightly from virtual/video interviews.

Phone interviews increased slightly with a 2% gain. More employers are interviewing as there is a 4% drop in those 'not actively interviewing.'

For ongoing recruiting, how are interviews being conducted? Please select all that apply.



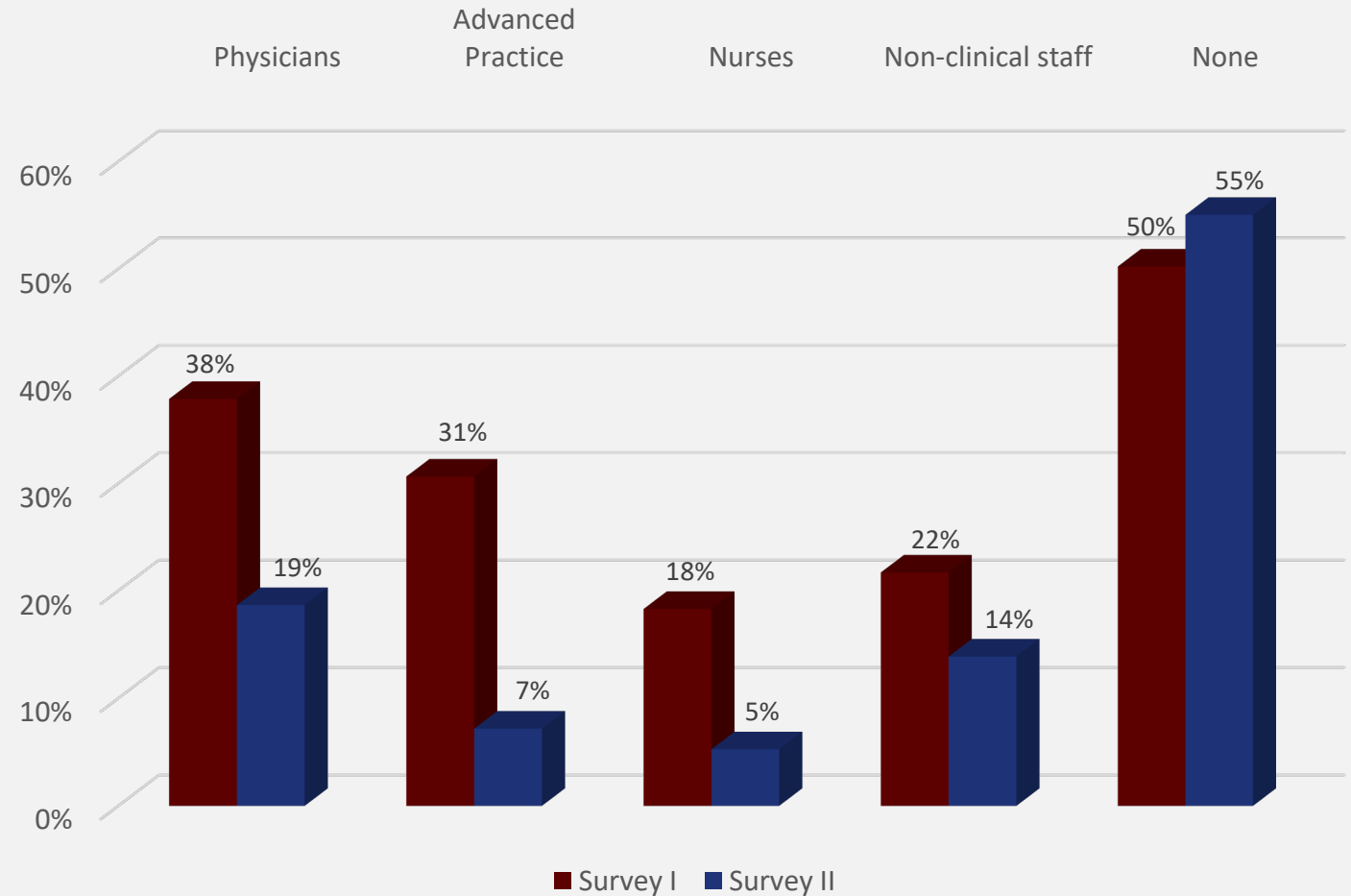
## EXTENDING OFFERS WITHOUT AN ONSITE INTERVIEW

Employers have visibly established their determination to return to life pre-pandemic. Employers in the second survey demonstrated a 44% decline overall in extending job offers from tele-recruiting. This shift is most likely caused by employers returning to onsite interviews and possibly an overall reduction in need for positions.

With nearly one-fifth (18%) willing to hire physicians, only a combined percentage (26%) of employers are willing to hire for advanced practice positions, nurses & non-clinical staff.

Indicating a 5% increase from the first survey, over half (55%) still have some hesitancy and will not extend offers prior to an onsite visit. As we settle into new standards, it is likely this number will continue to rise.

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

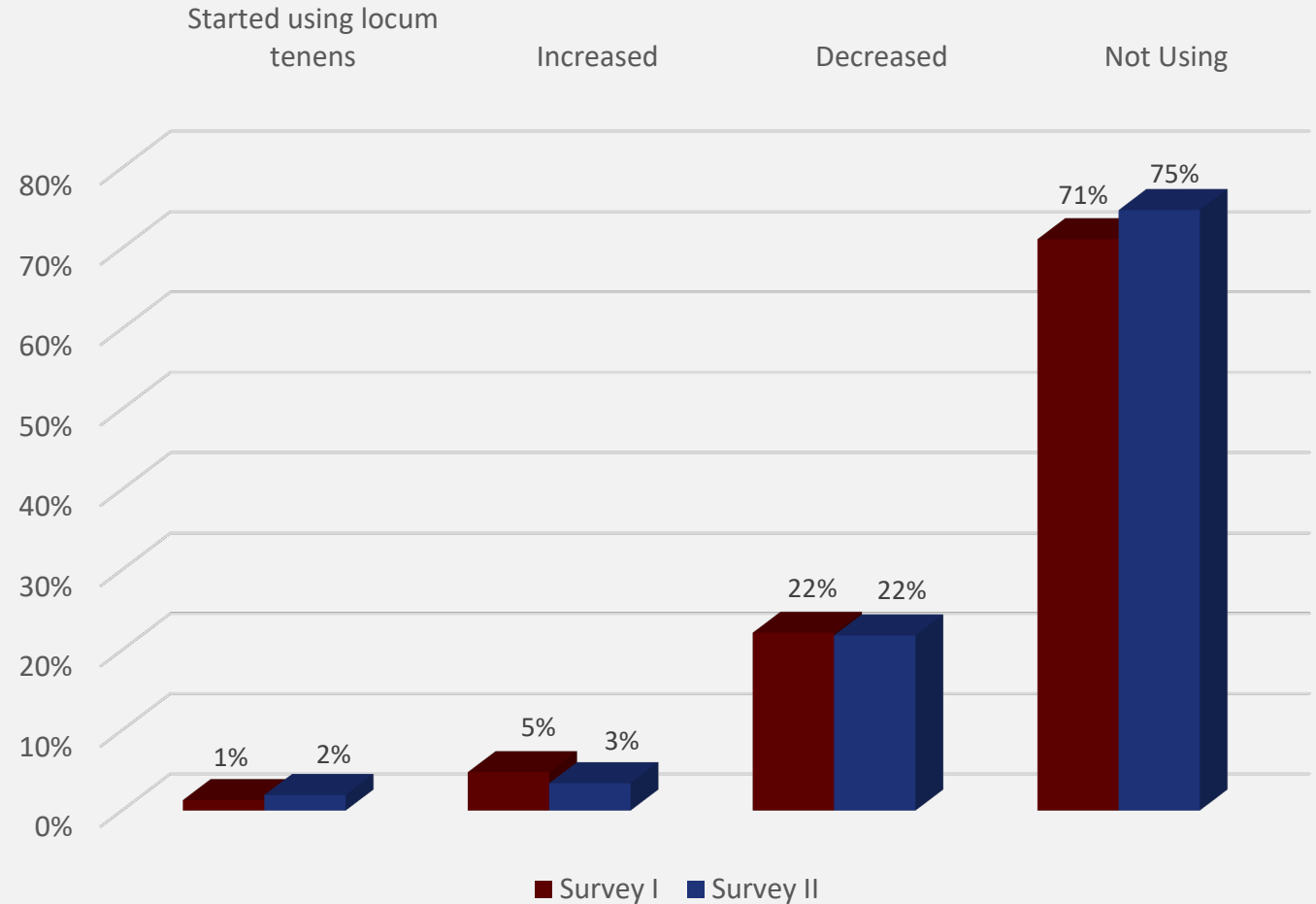


## CHANGE IN LOCUM TENENS UTILIZATION

Volume of locum tenens usage stayed relatively flat from Survey I to Survey II.

Non-utilization is steadily on the rise with 75% of employers still not using locum tenens providers, a slight increase (4%) from the previous survey.

## How have you changed the utilization of locum tenens providers?



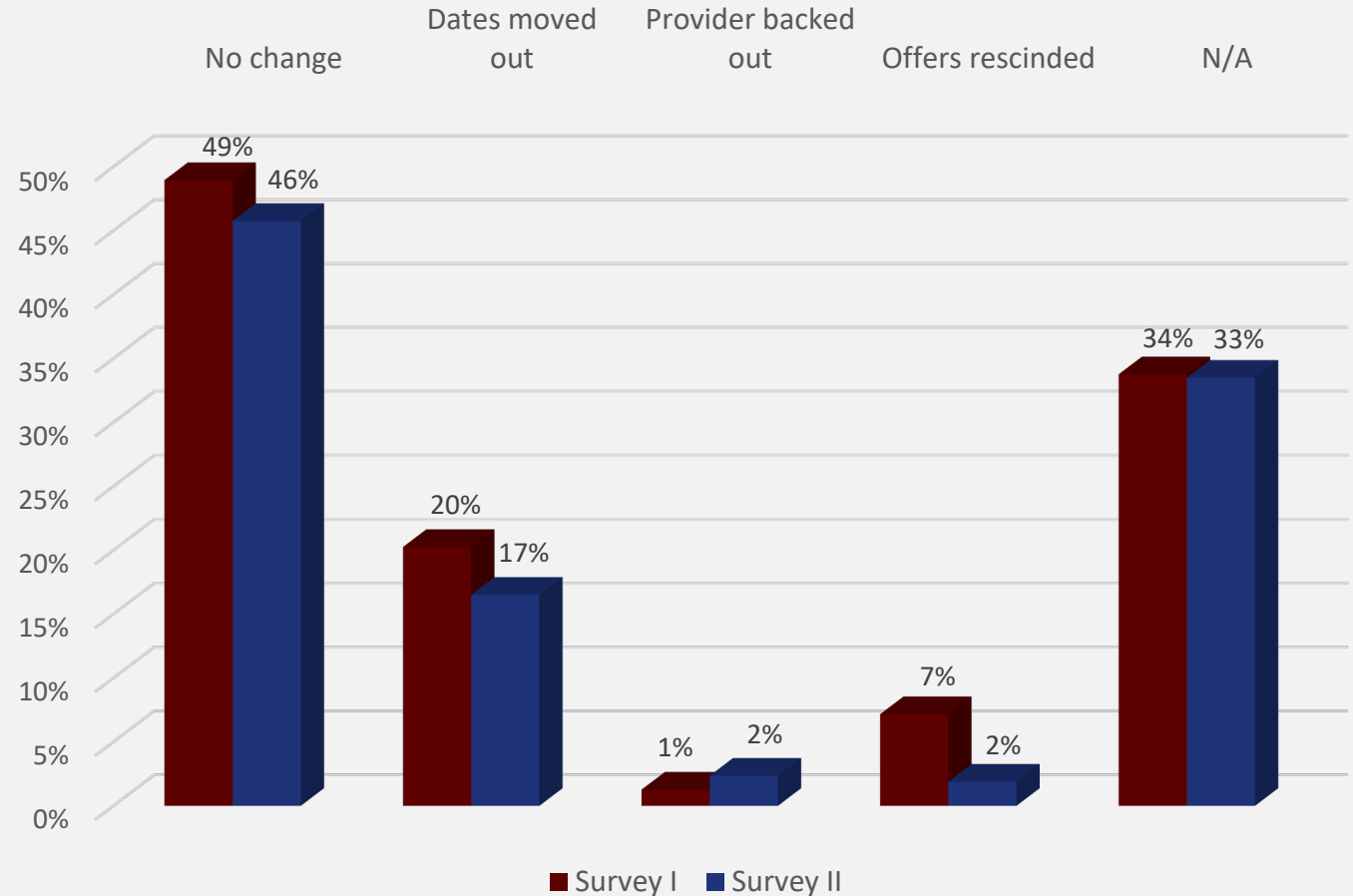
## IMPACT ON NEWLY HIRED HEALTHCARE PROVIDERS

Newly hired healthcare providers from Survey II are experiencing a sharp decline in offers being rescinded in comparison to the 7% during the first survey.

At 3% less than employers from Survey I, half of Survey II's employers (45%) have no change in their timeframe for onboarding.

One-third (33%) of the employers were completely unimpacted during both surveys because they had no providers scheduled to relocate within the next 90 days. Expectantly, this will continue to show confidence being restored in recruiting efforts post COVID-19.

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





## ADDITIONAL IMPACTS FROM COVID-19

Are other recruiting and staffing related actions or decisions being taken in response to COVID-19?

Of employers that provided comments, 44% stated there was no further actions or decisions being taken in response to the Coronavirus. Additionally, 11% indicated that decisions are being taken but provided no detail or information. The remaining 45% of comments continued with actions of furloughs, hiring freezes, salary reductions, and budget cuts.

## ELECTIVE PROCEDURES & SPECIALTY DEMAND TRENDS

In the past 30 days: A) What percentage of elective procedures have returned?  
B) What specialties do you have less of a need for and more of a need for?

For employers that perform elective procedures, 12% stated that all elective procedures have returned compared to 4% that have not had a return at all. A third of facilities have seen their elective volumes back at over 75%.

Healthcare organizations indicated they have less need for Hospitalists, followed by Advanced Practice Clinicians. Since COVID-19, the greatest demands continue to be Primary Care, Neurology and Critical Care/Pulmonary positions.



## METHODOLOGY

A total of 449 responses were collected from two separate surveys that administered twice to over 13,000 nationwide contacts in The Medicus Firm's proprietary database. These contacts represent employers within physician groups, clinics, hospitals, and healthcare systems. The first survey ran from April 21st to April 27th, 2020, with a total of 238 responses that completed the survey. The second survey had the same questions as survey one, as well as two additional questions and was deployed from May 28th to June 4th, 2020, with a total of 211 responses.

## 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)



888-260-4242

3010 LBJ Freeway | Suite 1300 | Dallas, TX 75234