

Recruiting Physicians Today

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UNDERSTANDING MILLENNIAL PHYSICIAN JOBSEEKERS: AN UPDATED LOOK

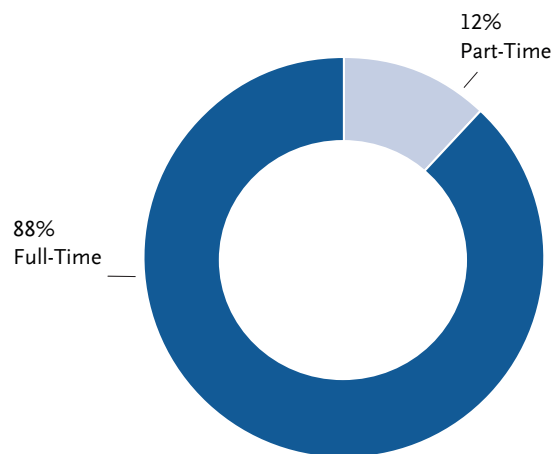
In 2019, we surveyed over 200 millennial physicians to further understand their job-seeking behaviors. At the time, the vast majority (94%) of final-year residents and fellows were millennials.* Since then, millennials have nearly taken over the entire group at 99%. Further cementing the importance of this cohort when it comes to a recruitment pipeline.

Amid the toll of a global pandemic and its infiltrating effect on the health care industry, we revisit these questions to see what has changed. During this historic time, it is essential to understand millennial preferences and behaviors when it comes to looking for a job.

To help empower physician recruiters with valuable insights, the NEJM CareerCenter surveyed over 200 millennial physicians on their job-seeking behaviors, including their preferred methods of communication, likes and dislikes of the job search process, and much more. The following report highlights key findings from the study.

*PEW Research Center analysis of monthly 1994 and 2017 Current Population Survey (IPUMS).

Preferred Position Type



Noteworthy Segments

The vast majority of physicians would prefer a full-time position.

More males (94%) prefer full-time than females (81%).

More specialists (94%) prefer full-time than primary care (84%).

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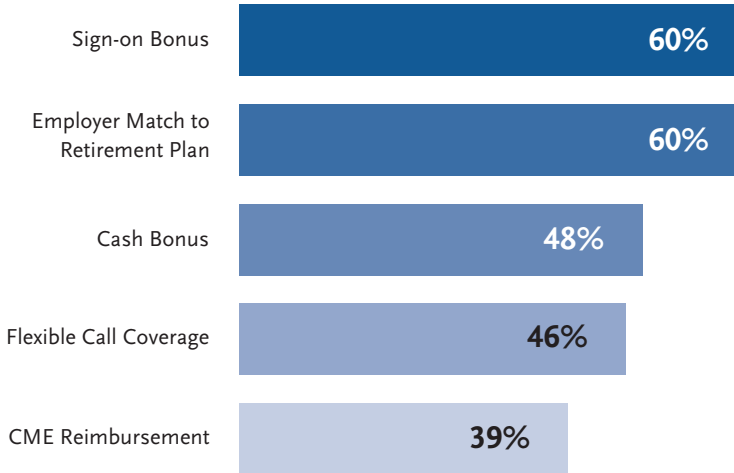
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Top 5 Most Appealing Benefits That Differentiate Employers



Actions to Take to Better Understand a Potential Employer



Learning about an Employer and Company Culture

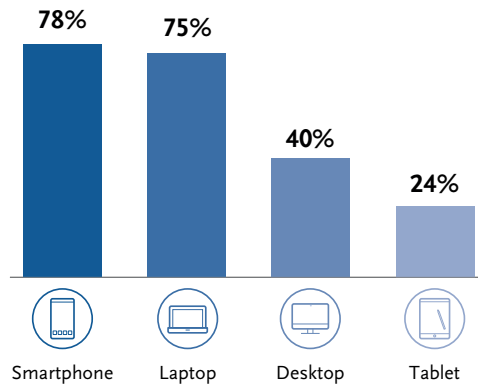
Three-in-four respondents would check the employer's website to better understand a potential employer. One-in-two would read employee testimonials and search on employer review sites.

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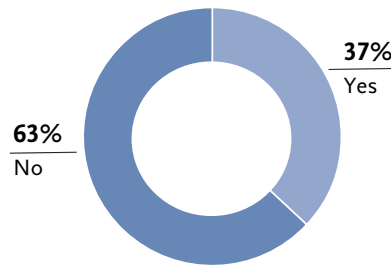
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Device Preferences

Most Preferred Devices when Looking for a Job



One-third of respondents have applied for a physician job using a mobile device.



Study Key Takeaways

Balance is the new compensation

Wanting work/life balance overtook the desire for better compensation as the #1 factor prompting a new job search.

Mobile matters

Respondents rely heavily on smartphones and laptops when looking for a new job. One-third of respondents have applied for a physician job using a mobile device.

Text is next

Over half of respondents are open to having a text conversation with a recruiter prior to the first interview, and another two-in-five after the first interview.

Care and company culture

The majority of respondents feel that company culture is important in the job search process.

Virtual reality

Over half of respondents prefer a virtual first-round interview.

Keys to the right platform

Three out of four respondents feel that trustworthiness is very important when choosing an online job site. The number of relevant jobs and career resources content are also important.

Need for speed

Communication and action expectations have increased over the prior study. Decision-making, transparency, and speed to hire are critical.

Let them experience your company

Three-in-four respondents would check the employer’s website to better understand a potential employer. Half would read employee testimonials and search on employer review sites.

Showcase your talent

The most important aspects of an employer’s reputation included excellent clinical support and medical staff and excellent administrative leadership.

To view a full copy of the whitepaper, visit recruiters.nejmcareercenter.org.

WHAT'S NEW AT NEJM GROUP?

Start your 2024 planning with our new recruitment rate card!

Our rate card includes the dates and deadlines for our eight special physician career guides that can help you expand the reach of your recruitment message. Each guide contains career-related resources as well as a clinical article as it appeared in a recent issue of the *New England Journal of Medicine*. The recipients of the career guide vary from one issue to another, but they are all sent to physicians either actively looking for a job (final-year residents and fellows) or those who may be passively looking for jobs and open to new opportunities (physicians currently in practice).

Visit our recruiter website at recruiters.nejmcareercenter.org to download a PDF copy today.

Upcoming Recruiter Meetings and Medical Conventions

American Society of Hematology (ASH)
December 9–12, 2023
San Diego, CA
hematology.org/meetings/annual-meeting

Call (800) 635-6991 or email ads@nejmcareercenter.org for more details on bonus convention distribution of your paid recruitment ad in selected NEJM issues at these physician conventions.

PROMOTIONAL NOTES/NEWS

Comprehensive Candidate Reach in 2024

We have strategically created eight different physician-targeted solutions for 2024. These advertising packages will grant you access to our expansive specialty targeted digital reach across our network of clinical sites, including NEJM.org and JWatch.org, and a variety of opt-in emails. This solution will also get you a recruitment ad, an issue of NEJM (114K+), and one of our exclusive career guides targeting 35,000* of the most active jobseekers in the country!



Career Guide	NEJM Issue Date	Class Ad Deadline
February Residents and Fellows	2/15/2024	1/26/2024
Primary Care	3/21/2024	3/1/2024
Tailor Made	4/25/2024	4/5/2024
MD CareerPath	5/30/2024	5/10/2024
In Demand	6/27/2024	6/7/2024
Specialty Delivery	9/5/2024	8/16/2024
October Residents and Fellows	10/10/2024	9/20/2024
November Residents and Fellows	11/14/2024	10/25/2024

*Counts are based on AMA data and may change without notice.

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