

# Pediatric Physician and APP Workforce Trends

Pediatric hospitals continue to face recruitment and retention challenges for **physicians and advanced practice providers (APPs)** due to unprecedented labor shortages, pay compression, burnout, retirements and increased competition for clinical leadership talent.

As a result, many organizations are focusing **more strategically** on hard-to-recruit specialties and areas requiring a greater degree of alignment with organizational imperatives.

## Workforce Trends

The following trends are influenced by the evolving competitive landscape, changes in reimbursement and resident coverage in the inpatient venue, new modes of providing patient care in support of greater access, financial pressures and more.



### Changing Workforce Expectations

- Reducing/eliminating call for physicians
- Additional PTO without a decrease in compensation
- Aligning compensation plans with lifestyle



### ACGME and Regulatory Changes

- Decreases in governmental reimbursement
- Decrease in inpatient coverage by pediatric residency programs
- Commercial payors denying G2211 code



### Recruitment and Retention

- Pressure to increase new recruit offers
- Increased desire to have less compensation at risk
- Growth of APP compensation is outpacing growth of physician compensation

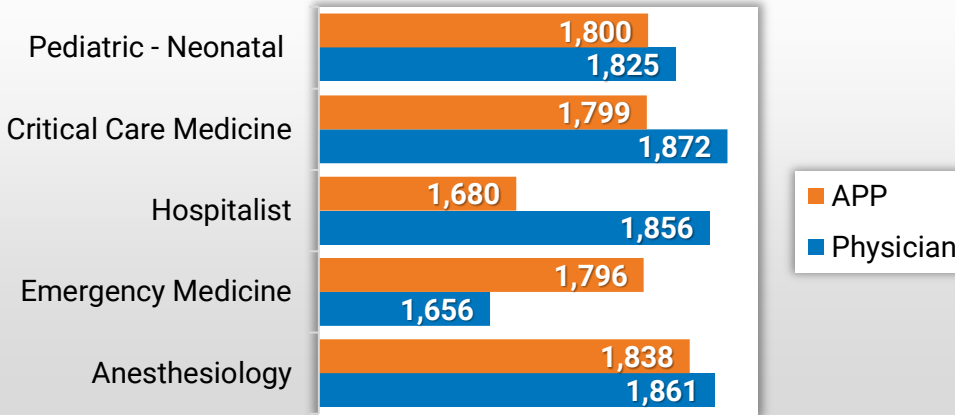


### Expanding Patient Access

- New care models and expanded modes of providing patient care
- Expansion of community footprint, virtual medicine and behavioral health services
- Greater alignment between primary care and specialty care services

## Work Effort

### Total Number of Required Minimum Work Hours for a 1.0 FTE Pediatric Inpatient Specialties



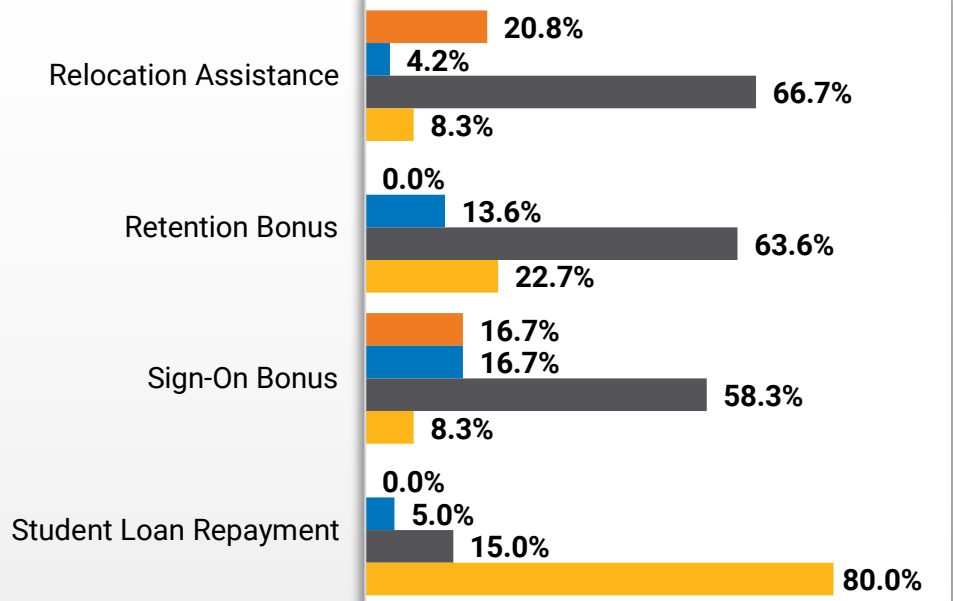
Median outpatient minimum patient-facing hours for **pediatric physicians and APPs** range from **34 hours to 36 hours** per week

## Recruitment Strategies

Organizations are reevaluating their overall recruitment strategies – including type and amount of recruitment incentives offered – as the competition for talent increases.

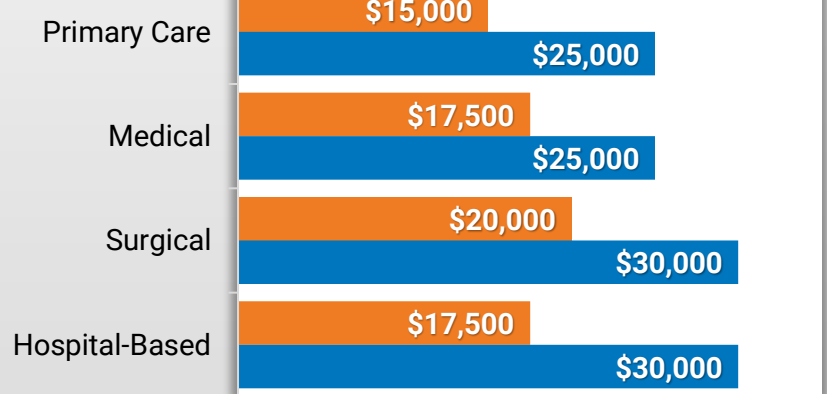
### Recruitment and Retention Incentives Staff Physicians

- All New Hires
- Select Specialties
- As Needed
- Do Not Offer



### Physician Sign-On Bonus Amounts (at Median)

- Average Sign-On
- Maximum Sign-On



### APP Bonus Amounts



| Bonus Type    | Prevalence | Median Average Amount | Median Range       |
|---------------|------------|-----------------------|--------------------|
| Sign-On Bonus | 82%        | \$5,000               | \$5,000 - \$10,000 |
| Relocation    | 74%        | \$5,000               | \$3,500 - \$10,000 |
| Retention     | 46%        | \$10,000              | \$5,000 - \$15,000 |

Sources: SullivanCotter's 2024 Advanced Practice Provider Compensation and Productivity Survey Report (Pediatric Organizations); SullivanCotter's 2024 Physician Compensation and Productivity Survey Report (Pediatric Organizations); SullivanCotter's 2024 APP Leadership and Organizational Practices Survey

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