

PHYSICIAN JOB BOARD OPPORTUNITY AND MARKET ANALYSIS



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INTRODUCTION

The purpose of this research is to see if there is opportunity or market need for a new job board that will specialize in temporary job opportunities for physicians. Temporary opportunities include locum tenens, part-time and traveling positions. The site will not work with locum tenens companies, and will directly connect available physicians with demanding healthcare organizations (medical directors, hiring managers, individual practice owners).

Job Boards can be seen from 2 perspectives – as company (healthcare organization) and as employee (physician). With job boards, **companies** list their open positions and often accept job applications directly through the job board. Employers typically pay a fee to the job board in order to list their jobs on the site. Locum tenens physicians fill in for other physicians on a temporary basis. When a healthcare employer faces temporary staffing shortages due to vacancies, illness, or other causes, they hire locum tenens physicians and other part-time clinicians to fill those vacancies and maintain patient care quality. From an **employee** perspective, a job board is a place to look for a job - it's an advertising and publicity vehicle.

Not surprisingly, the bulk of the markets for potential candidates are local. As the workforce ages, it is decreasingly likely to move. Although some 20% of the population will consider a move for a job (the number varies by profession), most folks want the comfort and security of their roots.

INDUSTRY AND MARKET ANALYSIS

Looking back in history, the health locum tenens industry began in the early 1970s when the University of Utah secured a federal grant to staff rural health clinics in medically underserved areas of the western United States. The physician staffing program proved so successful that many hospital administrators and physicians began calling for locum tenens assistance. A locum tenens healthcare specialist is a licensed and credentialed - likely even board-certified - physician or advanced practitioner who fills a gap in hospital's medical team.

Over the last 4 years, the spending on locum tenens services has more than doubled. Today the recruiting firms providing so-called "temporary physicians" produce more than \$2.5 billion in revenue annually. The industry estimates that 6% of the more than 600,000 U.S. physicians work locum tenens at least some of the time (that is more than 36,000 physicians). Among physicians who accept locum tenens assignments, approximately 30% practice this way exclusively (more than 10,800 physicians).

Healthcare organizations have many reasons to hire a locum physician or advanced practitioner:

- To fill in for an absent staff member (who may be ill, on vacation, on sabbatical or maternity leave);
- To cover while permanent staff attend CME courses;
- To supplement permanent staff during busy times;
- To staff new positions or facilities while providers are recruited.



Whether it's to meet increased patient load, to cover for a physician's maternity leave, or to supplement staff while waiting for a new doctor to start, there are times when hospitals need help. Many turn to locum tenens physicians for provide relief for a few days or several months, depending on the situation.

In today's competitive healthcare industry more and more executives include locum tenens as an integral part of their master staffing plans. This way they can maintain moderate physician or advanced practice staffing and bring in a locum professional or two during traditional periods of peak census. Often this is more efficient and cost-effective than maintaining peak staffing levels and paying for a lot of down time - in addition to employee benefits and physician or advanced practitioner perks.

The locum tenens is of great benefits for young physicians as well. When doctors complete their residency training, they are under a lot of pressure to land their first "real job" quickly. Student loan deferments end shortly after training, and whopping debt faces many of them. But choosing a job that is a good long-term fit can be difficult, and gaining a broader exposure to the wide variety of options is key to success. That's why "try before you buy" can be an excellent strategy for young physicians. Locum tenens agencies with health care organizations and practice locations across the country to offer a variety of temporary assignments for physicians.

In order to see the potential of this business idea, we need to look at both the Hospitals and their satisfactions from using the locum tenens physicians, as well as the Physicians that work on locum tenens basis. Staff Care, made a [Report in 2015](#) covering both areas, which we believe it is very relevant. The report is based on surveys from healthcare executives and locum tenens physicians, nurse practitioners, and physician assistants nationwide. In this section we will look at both trends.

HOSPITALS, MEDICAL GROUPS, FQHCS, GOVERNMENT AND OTHER USERS OF LOCUM TENENS PHYSICIANS

The survey done by Staff Care, examines why healthcare facilities, including acute care hospitals, medical groups, state-supported facilities such as behavioral health centers, FQHCs, and others use locum tenens physicians and how they evaluate the quality and services provided by locum tenens practitioners. From this report we can summarize few points:

- The number of healthcare facility managers that used locum tenens physicians is increasing from 2012 is 73.6%, in 2013 is 90% and 2014 id 91%. This means that the industry is growing, which means there are opportunities for more job boards on the market.
- Of those respondents who used locum tenens physicians in the last 12 months, 34.8% indicated they had used primary care physicians, defined in this survey as family physicians, general internists, and pediatricians. This is up from 28.3% in 2013 but about the same as 2012 when it was 35.2%. More healthcare facility managers

Number of Surveys Completed = 259

KEY FINDINGS OF PART I INCLUDE



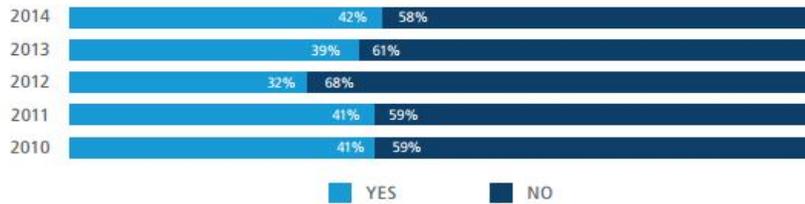
91% OF HEALTHCARE FACILITY MANAGERS USED LOCUM TENENS PHYSICIANS



said they had used primary care locum tenens physicians in the last 12 months than any other type of doctor.

- The number of healthcare facilities that are currently looking for locum tenens physicians at the time of the survey is also in increase.

Are you currently looking for locum tenens physicians to supplement your existing staff?



- The biggest number of healthcare facilities conducting their search with Two to Three firms/staffing agencies. In 2014 is 54,2% of the firms, 21,4% are just one, 21% are using Four or more and only 3 ,4% are not using any firms/staffing agencies. This is critical in understanding how healthcare facilities find their locum tenens physicians.

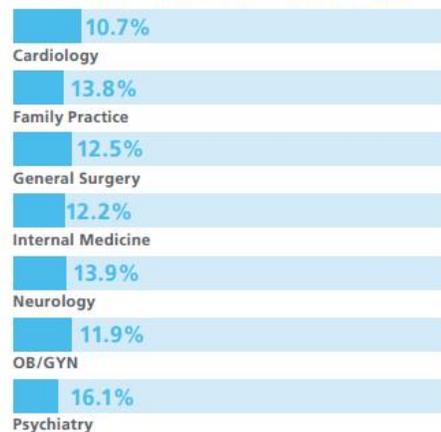
When conducting your search for locum tenens physicians, with how many search firms/ staffing agencies do you generally work?



- In the past, hospitals, medical groups and other facilities rarely had to worry about physician turnover. Now they do. The chart below shows current annual physician relocations rates by selected specialties:

- Healthcare facilities pay a daily rate for the services of locum tenens physicians, a rate that can range from several hundred dollars to over \$1,500, depending on the specialty. Balanced against this are the various benefits locum tenens doctors provide, including the ability to maintain both medical services and revenue. On balance, the great majority of healthcare facility managers surveyed (81.1%) indicated that locum tenens physicians are worth the cost, up from 79.5% the previous year.

Annual Physician Relocation Rates





PHYSICIANS AND ADVANCER PRACTICIONERS WORKING ON A LOCUM TENENS BASIS

The survey done by Staff Care examines why physicians, nurse practitioners and physician assistants choose to work on a locum tenens basis, how they select temporary practice opportunities, how they are perceived by colleagues, and related matters. From this report we can summarize few points:

- As the survey indicates, over 9% of physicians indicated they plan to work locum tenens in the next one to three years, up from 6.4% in 2012 (see chart). However, even if fewer than 9% of the approximately 750,000 physicians now in patient care choose to work locum tenens in the next one to three years, the effect on the physician workforce would be significant.

Physicians Planning to Work Locum Tenens in the Next One to Three Years

2014	2012	2008
9.1%	6.4%	7.5%



- A growing number of newly trained physicians are turning to locum tenens as a first practice option. 21% of physicians surveyed in 2014 began working locum tenens directly after completing their residencies, up from 16% in 2013 and 14.3% in 2012.
- One result of this trend is that the number of younger locum tenens physicians is increasing. 14% of locum tenens physicians surveyed in 2014 are 40 or younger, compared to 6.1% in 2013 and 6.9% in 2012.
- A significant number of locum tenens physicians are seeking permanent positions. Over 27% of locum tenens physicians surveyed in 2014 said they are looking for permanent positions, up from 25% in 2013.
- Over 92% of physicians surveyed said they have worked both on a locum tenens basis and in permanent practice. These physicians were asked to compare the two practice styles. The majority (81%) said they find locum tenens to be as satisfying as or more satisfying than permanent practice, while 19% said they prefer permanent practice to locum tenens.
- Physicians were asked what sources they use to find locum tenens opportunities. The single most used method cited was “search online” through search engines such as Google, Yahoo, and Bing. However, 48% said they either “call their recruiter,” review “agency web pages,” or “call around to agencies,” while 18% said they visit physician job boards.

Reputable physician and advanced practice staffing firms today follow [JCAHO](#) (Joint Commission on Accreditation of Healthcare Organizations) and [NCQA](#) (National Commission on Quality Assurance) standards in verifying education, training, work experience, licensing and credentialing.

A study published in the November issue of the Journal of Healthcare Management indicated that 85% of locum tenens physicians are board certified, compared to 65% of active U.S. staff



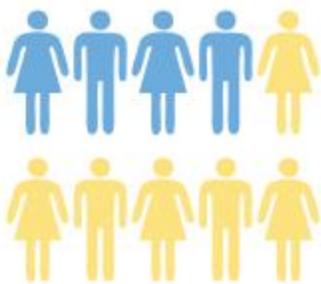
physicians. The majority of locum tenens physicians are licensed in more than one state and credentialed more often, and more recently, than the majority of physicians on permanent staff. Because a locum physician generally works in more environments and facilities than the average U.S. physician, and because his or her training and experience undergo perpetual scrutiny, that physician is more likely to be up-to-date on the latest technologies and procedures than his or her staff physician counterpart.

The clinical workforce is going through a period of transition in which physicians and other healthcare professionals are embracing a variety of different practice styles, including locum tenens. This is occurring at a time when the population is both aging and growing. Healthcare reform promises to add tens of millions of people to the ranks of the insured, increasing the already robust demand for healthcare services. Hospitals, medical groups and other facilities will have to incorporate all types of clinicians in their staffing plans, including locum tenens professionals, to meet the growing access and quality needs of their patients. More details you can find at the official report above.

GLOBAL JOB BOARD SURVEY

The 2016 TAtech - [Job Board Doctor Global Job Board Survey](#) was conducted to better understand current developments, issues and opportunities in the job board segment of the global talent acquisition solutions industry. Here are presented just the key findings, more information you can find in the report:

- Job seekers vote with their feet, and the managed level of movement to occupation sheets is confirmation positive that they stay vital destinations for them. Just like the case a year ago, over portion of the respondents reported site activity of more than 50,000 one of a kind guests for each month.
- Similarly, the proceeded with dependence on occupation sheets for ability procurement underscores their proceeded with significance for businesses. Right around one-in-two of the respondents (47 percent) posted 500 or more occupations on their site every month.



- No less essential, those destinations convey the ability to their clients. Over portion of the respondents said that the employments posted on their locales produce 11 or more applications for each posting.
- Not shockingly, more than 66% of the respondents reported that nature of occupation candidates is the absolute most critical paradigm for managers. In any case, that figure speaks to a drop of more than 25 percent from the 2015 Survey.
- Almost six-out-of-ten of the respondents (59 percent) reported that their locales determine 30 percent or a greater amount of their activity from versatile sources. That finding was up fundamentally from the not as much as half of the respondents in the 2015 Survey who said they got 20 percent or a greater amount of their activity from such gadgets.



- Finally, superior to anything seventy five percent of the respondents (78 percent) said they are hopeful in regards to their business open doors amid 2016. That is an exceptionally inspirational viewpoint, certainly, however down from the very nearly 90 percent of respondents in the 2015 Survey who held such a perspective.

COMPETITION

Looking at the health facilities and the Locum Tenens physicians, we can conclude that both of the industry is expected to grow, and intensify. This means that there is an opportunity for new job boards for physicians. The next step is to see the current state of the competition in order to understand their current state.

While looking for potential competitors, we've identified a prepared list of Job Boards for physicians on medicalcareerdatabase.com that represent post with 25 Essential Medical Job Boards. All listed boards have a definite advantage in that their focus is on the medical field and they rank high in a number of search engines. From dentistry to orthopedics and from anesthesiology to physician-only search boards, the following list provides potential employees and employers with an opportunity to focus on specific needs within the industry. Below is the list, in alphabetical order:

Name	Description
General Health Care Boards	
1. Absolutely Health Care	They are not staffing firm they just provide their customers with the resources necessary to source, recruit, hire and retain the quality health professionals your organization can build on. Search through over 300,000 health care and medical jobs posted from throughout the U.S. Learn more about licensing and get job search and career tips at this site's education resource center, too.
2. Allhealthcarejobs.com	Now is directed to Healthcare Career Corporation same as Health eCareers below in the table.
3. Health eCareers	Health eCareers is for healthcare careers with news, information, events, career resources and employment opportunities. They are source for all of your healthcare recruitment needs, providing unparalleled access to job seekers across all disciplines and specialties. Use this site to find top-level medical positions such as those in administration or operations, Allie Health careers, biotechnology, dental, nursing, pharmaceutical or physician positions. You also can register to build a home page on this site with information about your credentials.



4. Jobs in Healthcare	This is an extensive network of job boards which gives jobseekers free access to 158 jobs and benefits millions with 749,674 pages served over the last 30 days. The top searches for the previous week include CNA, medical assistant, phlebotomist, medical receptionist, medical billing positions, LPN and many more. You can search for jobs by employers, city, county or state.
5. MedCareers	MedCareers.com is the largest online career center dedicated exclusively to healthcare. Looking at jobs, reviewing resources, applying online, entering your online resume - all site services are always free to Job Seekers (the Job Posters foot the bill). As of this listing, this site includes over 5,500 open positions in all categories of medical practice. Search by category and by location, including job postings located outside the U.S. and Canada.
6. MedHunters	This search engine contains thousands of nursing and medical job opportunities for all skill levels. You can browse by location, employer or lifestyle or look through various categories ranging from administration to physicians. The highest number of job opportunities currently are focused on nursing.
7. MedHunting	MedHunting provide online healthcare job marketplace services. Their services are completely free for both job seekers and employers. Search among over 2,000 jobs aimed at the Allied Health industry, nursing, physicians and administrative positions. This is a free service to both employers and to potential employees. Post a resume, grab a feed for a particular job search, and learn more about employers at this site.
8. MedPostings	MedPostings are created to assist hospitals, staffing agencies and all medical and health care professionals locate the perfect job or candidate, their mission is providing a one stop resource for medical facilities and medical professionals to connect with each other using our web site's post and search format. This is a free service for all healthcare professionals who are seeking a job. Register, post your resume and search and apply to thousands of locum tenens and permanent medical positions.
9. MedicalWorkers	Medical Workerc is a job search engine. Categories for job searches at this site include Allied Health, nursing, physician and "other jobs" that include administration. This site takes pride in their ability to be easily found on major search engines and through links developed from career development centers at many medical schools and universities. There are some charges and fees.
10. MedZilla	MedZilla is extensive databases of job listings (7,500+) and resumes (285,000+) are available. Post your resume, scan through forums and search for internships or jobs in the biotech, pharmaceutical, healthcare and science fields. Established in 1994, this site also includes a salary survey and a monthly press release that reports on job opportunities as a whole in the nationwide health field. MedZilla is always free for job seekers.



Nurse Boards	
11. Nurse.com	This site is a portal for nursing news, education and community, and it also provides a venue for job searches. This site is maintained by Gannett Education, publishers of Nursing Spectrum and Nurseweek.
12. NursingJobs.com	They are one of the nation's leading nursing job boards, offering comprehensive listings of RN career opportunities including permanent placements, per diems, and travel nursing jobs. They specialize in creating matches between RNs and leading healthcare organizations all over the country, with exciting positions posted daily. It is a free job site for nurses who are seeking job and for health care employers in search of high-quality employees. Nurses can create a personalized profile, search for jobs and apply online. Travel nursing opportunities are featured at this site.
13. NursingJobs.org	Nurse educators currently receive free job postings at this site, which focuses entirely on the nursing industry. Post your resume, receive job alerts, learn more about how to gain a job through a 'career center' and more from others in the nursing field.
14. NurseJobShop	Search for available RN, LVN, LPN and travel nurse jobs throughout the U.S. and Canada with this search engine. Fields include neonatal, pediatric, and nursery to post-partum, OB/Gyn, and ICU with everything in between.
Pharmaceutical Boards	
15. BioSpace	BioSpace are as a digital hub for news and careers. Since 1985, they has provided essential insights, opportunities and tools to connect the innovative organizations and talented professionals who advance health and quality of life across the globe. This job board's niche includes biotech as well as pharmaceutical news and jobs. Their 'talk forum' includes advice from a recruiter, and you can search jobs posted by over 1,000 BioPharm companies by location and employer. There are any charges and fees.
16. ASHP	This site is the pharmacy employment and career development service of the American Society of Health-System Pharmacists (ASHP). All opportunities listed here exclusively service the hospital and health-system markets.
17. Pharmacy Choice	Web site is maintained with help from pharmacists, pharmacy technicians, educators and other industry professionals. Pharmacists can use this portal for news, continuing education resources and jobs through their career center search engine.
18. PharmaDiversity Job Board	This job board focuses on minority job seekers in the pharmaceutical field, asking employers to expand their diversity hiring initiatives. Users can search jobs by type, location globally or by employer.
19. RX Career Center	This site has been in operation since 1999, bringing pharmacy employers and job candidates together. Claiming to be one of the largest pharmacist job board on the Internet, a job-seeker here can research careers in retail, hospital, clinical and industry environments.



Physician Boards	
20. MDJobsite	This site was founded in 1999 and focuses specifically on top physician jobs. They are leading physician job board, with more than 48,000 registered physicians and more than 50,000 posted jobs. Currently, the site contains over 75,000 job opportunities that range from anesthesiology to radiology. You also can tap into an RSS feed for one or more physician job titles such as hospitalist, orthopedic or pediatric categories.
21. NetDoc	This portal serves up physician resources, news, information about software, CME courses, hospital rankings and jobs. NetDoc jobs also are found at JobsMed: Medical Jobs, which increases an employer's chances of discovering more potential employees.
22. PhysEmp	Physicians Employment (PhysEmp) operate since 1994, this search engine has brought employers and job seekers together by offering a variety of specialty jobs from addiction medicine to urology. They're a dynamic online job board, with 50,000 visits and 240,000 page views a month. Use their RSS feeds to stay on top of new job postings in your field. There are no placement fees.
23. PracticeLink	Established in 1994 originally as PhysicianPracticeNetwork which connects job-seeking physicians and advanced practitioners in all specialties with opportunities at more than 5,000 health systems, hospitals, medical groups and private practices. PracticeLink remains one of the oldest, largest and most respected physician employment opportunity search engines.
24. StudentDoc	This job search board focuses on students and employers who seek recent physician graduates from residency.
25. The New England Journal of Medicine Career Center	The focus at this selective job board is on doctors. Search for new careers through permanent or locum tenens positions in any field and in any location. NEJM Career Center offers a full suite of physician job searching tools, including automated Job Alerts and search functionality that includes specialty and geography. NEJM Career Center also provides physician-employment articles in the Career Resources center, offering helpful articles on physician careers, physician job-hunting tips, physician employment trends and more.

Searching for additional specialized Job Boards for physicians we came across the following:



Name	Description
Additional specialized Job Boards for physicians	
Edphysician.com	They are Online since 1996. On their site there are more than 2,000 Emergency Medicine Jobs and Urgent Care Jobs in All States. Emergency Medicine Physician jobs and Urgent Care Physician jobs for Doctors board-certified in Emergency Medicine and other Primary Care specialties. Registration is not required to view the jobs.
Gaswork.com	Operate since 1996. It is The Largest and Most Comprehensive Anesthesia Employment Resource with more jobs and more information.
Vistastaff.com	VISTA provides highly qualified healthcare providers to meet short- and long-term temporary staffing needs and fill permanent openings for hospitals, medical practices and government healthcare facilities in the US, New Zealand and Bermuda. There are 5 Job Board categories listed: US Locum Tenens, Advance Practice Jobs, International Placement, Permanent Placement and Government Jobs.
Locumtenens.com	Locumtenens.com is a physician recruiting agency that helps physicians find the right physician job opportunities. They also work with healthcare facilities and government agencies that need help with their physician staffing needs. Free job search services for physicians, CRNAs, NPs and PAs and Free recruitment services for healthcare facilities.
Jamacareercenter.com	JAMA Career Center is not just a physician job board, it's a resource for the active and passive physician job seeker. The site presents physician career opportunities, news, and information relevant to the full spectrum of medical practice. This site brings employers and job seekers together, helping physicians realize their potential while addressing the needs of disparate community types.

The times when doctors were strolling into an office and giving an imminent wrote duplicate of their educational modules vitae are a distant memory. As the career search turns digital besides the online Job Boards there are the smartphones and tablets which are making the process even easier – and that's exactly what job-seeking doctors want.

A [2010 New England Journal of Medicine survey](#) found that 63% of physicians with mobile devices are interested in using a job-listing app to search for available positions. Here are five job search apps to help physicians get started:

1. [MHA](#) by Merritt Hawkins Doctor enrollment firms have started to make their own applications, and Merritt Hawkins is driving the way. MHA permits doctors to hunt down accessible positions by locale, calling and claim to fame. Subsequent to selecting a position, a fast contact catch will put intrigued hopefuls in contact with a scout.
2. [NEJM CareerCenter](#) by the New England Journal of Medicine. By transferring their CV, doctors can apply for accessible positions straightforwardly from this NEJM application.



Push notices ready clients of new postings, and doctors can email employments important to their record.

3. [American Academy of Family Physicians](#) by PDA Verticals Corporation. Notwithstanding giving medicinal news, blog briefs and associate investigated diary articles, this application offers a profession join for the most recent doctor work postings.
4. [Locum Jobs](#) by Run Mobile LLC. Locum Leaders has made an application that permits doctors to hunt down locum tenens positions across the country. Clients can transfer their CV, apply for positions, and impart occupations to others.
5. [HealthcareJobsite.com](#) by Beyond.com. While this application isn't only for doctors, it has highlights that may hold any importance with them in their pursuit of employment. By associating with doctors' online networking accounts, this application can find accessible positions where their companions work.

SUMMARY

After all this information collected for the need of this opportunity and market analysis we can say that the number of healthcare facility managers that used locum tenens physicians is increasing. Today's competitive healthcare industry more and more executives include locum tenens as an integral part of their master staffing plans. Health facilities rarely had to worry about physician turnover. Now they do. On balance, the great majority of healthcare facility managers surveyed (81.1%) indicated that locum tenens physicians are worth the cost, up from 79.5% the previous year.

A growing number of newly trained physicians are turning to locum tenens as a first practice option. 21% of physicians surveyed in 2014 began working locum tenens directly after completing their residencies, up from 16% in 2013 and 14.3% in 2012. The locum tenens is of great benefits for young physicians as well. One result of this trend is that the number of younger locum tenens physicians is increasing. 14% of locum tenens physicians surveyed in 2014 are 40 or younger, compared to 6.1% in 2013 and 6.9% in 2012. Over 27% of locum tenens physicians surveyed in 2014 said they are looking for permanent positions, up from 25% in 2013. Over 92% of physicians surveyed said they have worked both on a locum tenens basis and in permanent practice.

We can conclude that both of the industries are expected to grow, and intensify. This means that there is an opportunity for new job boards for physicians. Although, 48% said they either "call their recruiter," review "agency web pages," or "call around to agencies," while 18% said they visit physician job boards.

Looking at potential competitors, we've identified a total of 30 sites, from which 10 are specialized for physicians. The most of them are open at 90's and a significant part of them are free for the job seekers. Usually they are completely free service for candidates looking for job opportunities, but if you are an employer looking to place a job, there is a fee structure based on set criteria. They have different advertisements by different countries and working positions.