

## Employed FTEs and Difficulties with Recruiting Physicians

Examining the number of employed FTEs is important to determine which positions may require focused recruitment and retention efforts. The following information will provide insight on what positions have high numbers of employed FTEs while also looking at the proportion of vacant FTEs. Further, important issues with recruiting will be highlighted to help officials establish measures to fill vacant FTEs.

### Number of Employed FTEs

Table 1 shows entry level positions had the highest numbers of employed FTEs while business personnel had the highest percentage for CAHs. When examining the number of vacant FTEs for CAHs, entry level positions also had the highest count, but physicians had the highest percentage of vacant FTEs.

**Table 1. Top 3 Employed FTE Positions for CAHs, 2018**

Positions	Employed FTEs		Vacant FTEs	
	Number	Percent	Number	Percent
Entry Level Positions	457.3	95.25%	22.8	4.75%
Physicians	88.2	87.15%	13.0	12.85%
Business Personnel	344.4	99.88%	0.4	0.12%

Table 2 shows that physicians have the highest number of employed FTEs while business personnel had the highest percentage for PPS hospitals. The highest number and percentage of vacant FTEs was also among physicians.<sup>1</sup>

**Table 2. Top 3 Employed FTE Positions for PPS hospitals, 2018**

Positions	Employed FTEs		Vacant FTEs	
	Number	Percent	Number	Percent
Physicians	1,078.1	86.45%	169.0	13.75%
Entry Level Positions	956.1	93.65%	64.8	6.35%
Business Personnel	129.6	94.88%	7.0	5.12%

### Recruiting Difficulties

One position that requires some attention is that of physicians. Although they are among the top three number of filled positions, they also have a high percentage of vacant FTEs. The following illustrates some barriers to recruiting physicians into CAHs and PPS hospitals.

Figure 1 shows CAHs consistently reported that all of the eight factors were more significant barriers to recruiting than did PPS hospitals. The highest-rated factors for CAHs were:

- Workload and call schedule
- Cultural activities and opportunities
- Spousal employment opportunities

The three lowest-rated recruiting factors in CAHs were:<sup>1</sup>

- Elementary and high schools
- Continued education/training opportunities
- Condition of hospital facility

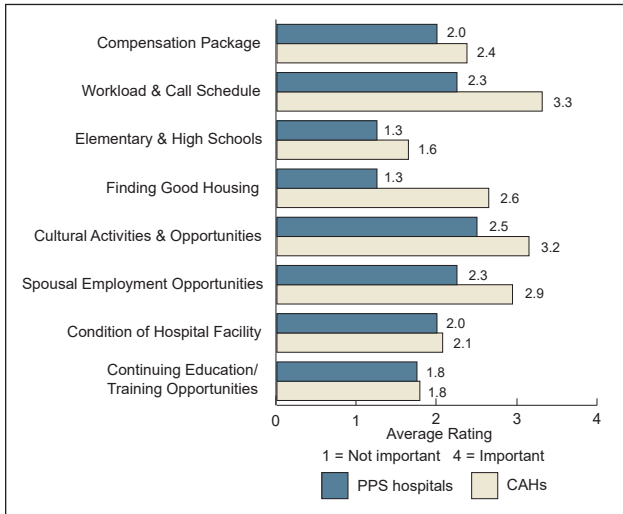
All PPS hospitals response averages were 2.5 or lower. The highest-rated recruiting factors for PPS hospitals were:

- Cultural activities and opportunities
- Spousal employment opportunities
- Workload and call schedule

The three lowest-rated recruiting factors for PPS hospitals were:

- Elementary and high schools
- Finding good housing
- Continuing education/training opportunities

**Figure 1. Rating of Factors that Contribute to Problems of Recruiting Physicians**



**Conclusion**

Examining the numbers of employed FTEs is important, but it is also important to see which positions have the highest proportion of filled to vacant FTEs as this may tell a different story. It seems that although physicians are among the top three employed FTEs, they also have a high percentage of FTEs that are vacant. Using the information regarding barriers to recruiting physicians, hospitals can develop strategies to help fill these vacant positions.

**Data**

Center for Rural Health. (2018). 2018 North Dakota Hospital Workforce Survey (Data File)