



Hearing from Hiring Managers



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WHAT SPECIALTIES ARE THE MOST DIFFICULT TO FILL? HOW PREVALENT IS TELEHEALTH? WILL MANAGED SERVICE PROVIDERS (MSP) AND VENDOR MANAGEMENT SYSTEMS (VMS) REPLACE TRADITIONAL STAFFING MODELS IN LOCUMS?

To better understand how facilities are managing their direct hire and staffing needs for physicians and advanced practitioners, TDC recently conducted a survey of nearly 1,500 hiring managers from client healthcare facilities across the country. From credentialing to identifying providers for high-demand specialties, here are the top results from our research:

No. 1: Managed Service Providers (MSP) and/or Vendor Management Systems (VMS) are gaining in popularity but with high level of skepticism.

38% of respondents indicated they facilitate their staffing in whole, or part, through a VMS and/or MSP. This is up from 29% three years ago.

No. 2: Facilities are billing for provider services.

The survey revealed that 74% of respondents successfully bill for the services of their locum tenens providers. Based on the amount of work done by locums, the 26% who chose not to bill for the services missed out on significant revenue...conservatively - \$750 millions dollars or more.

No. 3: Facilities rely on staffing firms for talent management.

All respondents say they work with healthcare staffing firms – and many utilize more than one. Specifically, 79% say they work with five or less firms; 14% utilize between 11 and 15 different firms, and 7% utilize 15 or more.

No. 4: Credentialing is a waiting game.

Physician credentialing takes from a few days to a few months. 35% of survey respondents said it takes up to 30 days to get providers credentialed, 31% say it takes up to 60 days, 24% say it takes up to 90 days, and 10% say the process takes more than 91 days.

While there are efforts to streamline credentialing through technology solutions, it's still a time-consuming process. In addition, verifying records can take longer if there are inaccuracies or difficulties with fact verification.

No. 5: Telehealth is on the rise.

Our survey revealed that 43% of facilities utilize telehealth while 28% plan to use it in the future.

Telehealth is the practice of offering on-demand healthcare services via telecommunications, such as video conferencing, streaming media, and the internet. The practice of telehealth has grown across a range of specialties. It's also become more widely used for rural and remote patients who might not otherwise be able to access healthcare.

No. 6: Primary care providers are in demand.

30% of hiring managers said primary care openings are the most difficult-to-fill. The high demand and low pay have caused the number of available jobs to dramatically outpace the number of available candidates.

By understanding our clients' pain points, we can better meet their healthcare staffing needs for locum tenens, permanent placement, and travel therapy providers. [Click here to learn more about The Delta Companies](#)