

MARKET SNAPSHOT: PEDIATRICS



The pediatrician workforce is facing a critical shortage, putting immense pressure on healthcare organizations. As the demand for pediatric care rises and the current workforce ages, healthcare leaders must carefully navigate these dynamics. Understanding the trends that impact the pediatrician workforce can help decision-makers ensure patients' well-being and maintain their organization's stability.

What is Causing the Shortage of Pediatricians?

- **An aging workforce.** Today, the average pediatrician age is 48¹ and 48% of pediatricians are 55 and older².
- **Burnout and depression.** 46% of female pediatricians and 26% of male pediatricians report feeling burned out; 22% of female pediatricians and 14% of male pediatricians report feeling both burned out and depressed.³
- **Fewer new pediatricians.** In the 2024 residency match, only 2,887 of 3,139 open pediatric positions were filled, a fill rate of 92%, compared to 97% the year prior.⁴
- **Rise in chronic conditions.** Chronic conditions among children and adolescents have increased significantly over the past few decades.⁵ Nearly 27% of children in the U.S. have a chronic condition like asthma, ADHD, autism, cancer, depression, diabetes, obesity, or substance abuse.⁶
- **Lower relative compensation.** Although they train for the same number of years, pediatricians earn 25% less, on average, than physicians who care for adults.⁷ Further, pediatricians and pediatric specialists are the six lowest-paid specialists.⁸

Supply of Pediatricians

More than 34,000 pediatricians are employed in the U.S. Over 11,000 of these physicians are 55 or older and may retire soon.⁹



Demand for Pediatricians

Although over 1,600 employers have posted more than 26,000 pediatrician and pediatric specialists jobs over the past 12 months, only 20% of these positions were filled.⁹



1. Zippia 2. Medscape 3. Medscape 4. AMA 5. JAMA 6. CDC 7. STATNews 8. Doximity 9. Lightcast, accessed May 15, 2024

How You Can Bridge the Pediatric Workforce Gap

Wondering how to get the kids in your community the pediatric services they need while safeguarding your organization's bottom line? The first step is understanding the key drivers behind supply and demand outlined in this report. The next is to partner with a trusted, experienced workforce solutions company that provides locum tenens, locum-to-perm, and permanent placement services and specializes in recruiting and retaining high-quality pediatricians. Having access to locum tenens and flexible staffing solutions can help you:

- Ensure uninterrupted access to pediatric care for your young patients
- Expand your reach to care for underserved kids, especially in remote and rural areas
- Offer telemedicine services for routine and urgent pediatric consults and appointments
- Give your existing pediatricians a break to help improve morale and prevent burnout
- Reduce overtime expenses and costs linked to overburdened staff
- Quickly ramp up support in response to seasonal peaks in demand
- Ensure continuous billing and avoid financial losses caused by staffing gaps
- Boost satisfaction levels among patients and providers, protecting your organization's reputation



To learn more about how locum tenens pediatric providers can help your facility, please visit <https://www.crosscountry.com/locums/client-solutions>.



CrossCountry.com/Locums

