



**2022**  
**Survey of Allied Healthcare**  
**Professional New Graduate**  
**Hiring Patterns**



## Introduction

AMN Healthcare (NYSE: AMN) is the largest healthcare staffing organization in the United States as rated by Staffing Industry Analysts and is the innovator of healthcare workforce solutions. A comprehensive healthcare staffing provider, AMN Healthcare assists hospitals, medical groups, government entities and other healthcare facilities in the staffing of nurses, physicians, interim executives, and academic leaders.

AMN Healthcare's Allied Division specializes in the staffing of allied healthcare professionals, including therapists, radiologic technologists, laboratory technologists and many other allied healthcare professional job categories.

Through our Center for Research, AMN Healthcare publishes multiple surveys and other research reports each year that provide original data on a variety of healthcare workforce-related topics, including healthcare professional compensation, supply and demand trends, practice metrics, provider morale and others. This report marks AMN Healthcare's inaugural *Survey of Allied Healthcare Professional New Graduate Hiring Patterns*. The survey examines the frequency with which healthcare facilities hire new allied healthcare professional graduates, why they hire new graduates, types of new graduates they hire, and related topics.

Survey data may be useful to allied healthcare professionals, healthcare executives, policy makers, academics, journalists, and others who track developments in healthcare staffing.

## Methodology

AMN Healthcare's 2022 *Survey of Allied Healthcare Professional New Graduate Hiring Patterns* is based on surveys sent by e-mail to healthcare executives/managers at hospital systems, independent hospitals, school districts, laboratories, home health facilities, healthcare professional offices and other healthcare facilities nationwide from April 5, 2022, to April 19, 2022. AMN Healthcare used a proprietary list of current clients, former clients and non-clients to conduct the survey.

**Number of surveys emailed:**  
**approximately 25,000**

**Responses received:**  
**1,005**

**Response rate:**  
**5%**

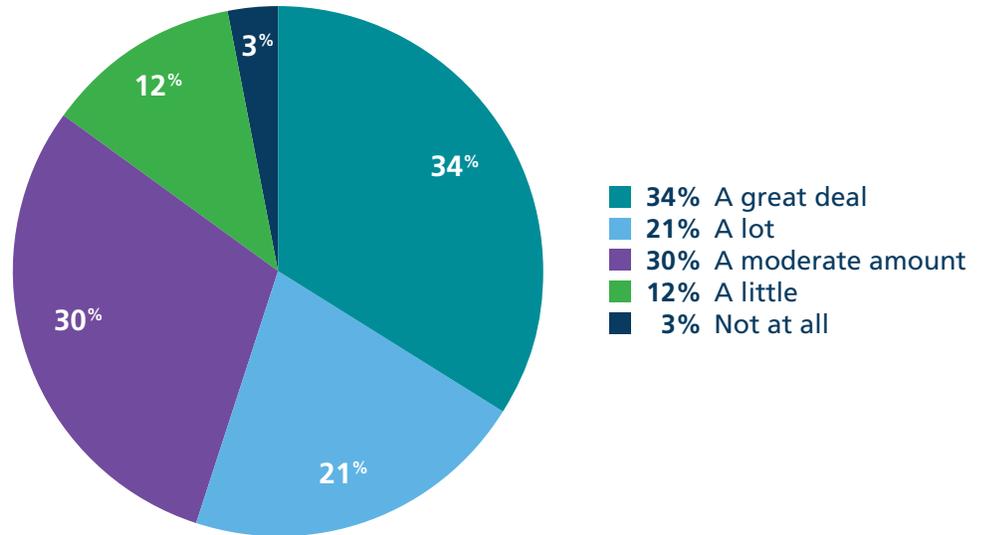
**The final survey report was released in September 2022**



# Questions Asked and Responses Received

## 1.

To what extent, if any, is your facility experiencing a shortage of allied healthcare professionals? (therapists, laboratory technologists, imaging technologists and others)



## 2.

What are the primary challenges your facility faces when seeking allied healthcare professionals? (select all that apply)

The current labor shortage	80%
Longer times to fill positions	71%
Staff burnout	46%
Quality of candidates	45%
High turnover	33%
Low morale	12%
Other	11%

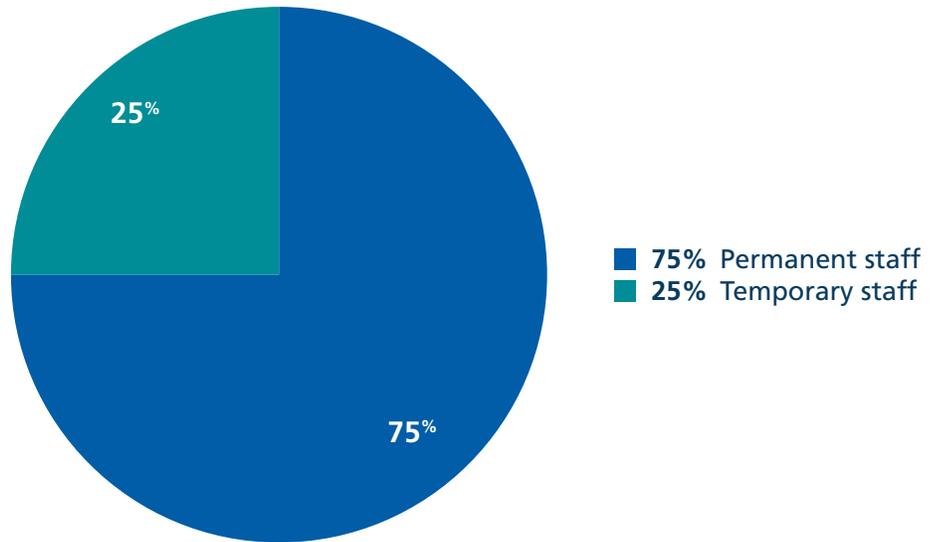
## 3.

What is your facility doing to address allied healthcare professional staffing shortages? (select all that apply)

Implementing additional hiring incentives	67%
Increasing pay rates	59%
Hiring temporary allied healthcare professionals	59%
Hiring new graduates	58%
Offering tuition reimbursement/scholarships	37%
Offering telemedicine	12%
Other	5%

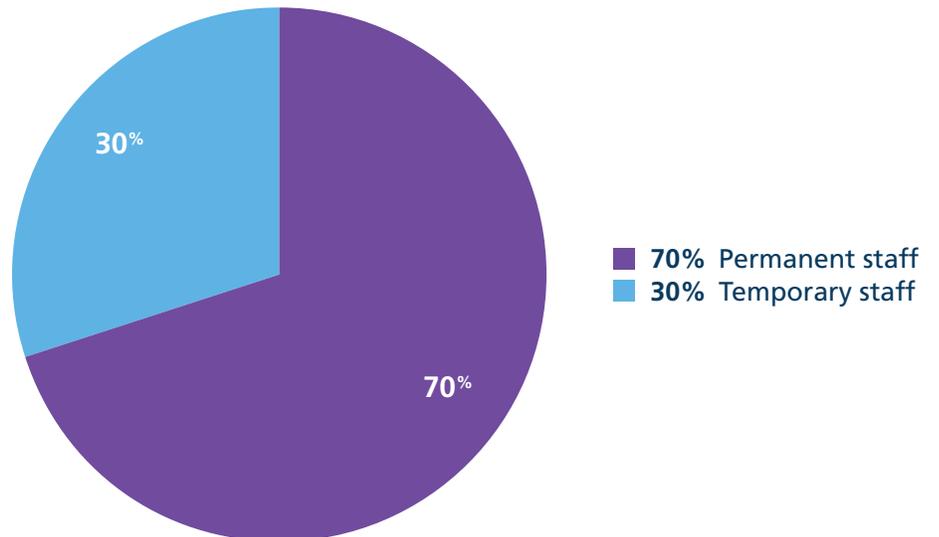
#### 4.

What was the composition of your facility's allied healthcare professional staff prior to the COVID-19 pandemic?



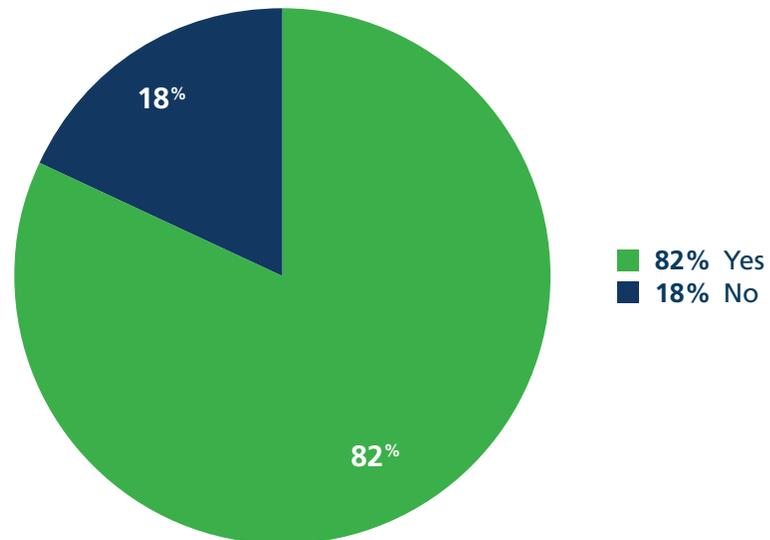
#### 5.

What is the composition of your facility's allied healthcare professional staff now?



#### 6.

Has your facility hired new allied healthcare professional graduates in the last 12 months?



**7.**

If yes, why did your facility hire new allied healthcare professional graduates? (select all that apply)

To fill positions in a timely manner	74%
To mitigate staff shortages	66%
To meet rising patient demand	50%
To maintain continuity of care	49%
To prevent revenue loss	21%
Other	8%

**8.**

If your facility did not hire new graduates, why not? (select all that apply)

Lack of clinical experience	70%
Learning curve	30%
Licensure requirements	28%
Risk of malpractice	5%
Other	13%

**9.**

If your facility hired new allied healthcare professional graduates, which types did you hire? (select all that apply)

Radiologic technologists	38%
Physical therapists	36%
Laboratory technologists	31%
Occupational therapists	30%
Speech language pathologists	26%
Respiratory therapists	26%
Other	13%

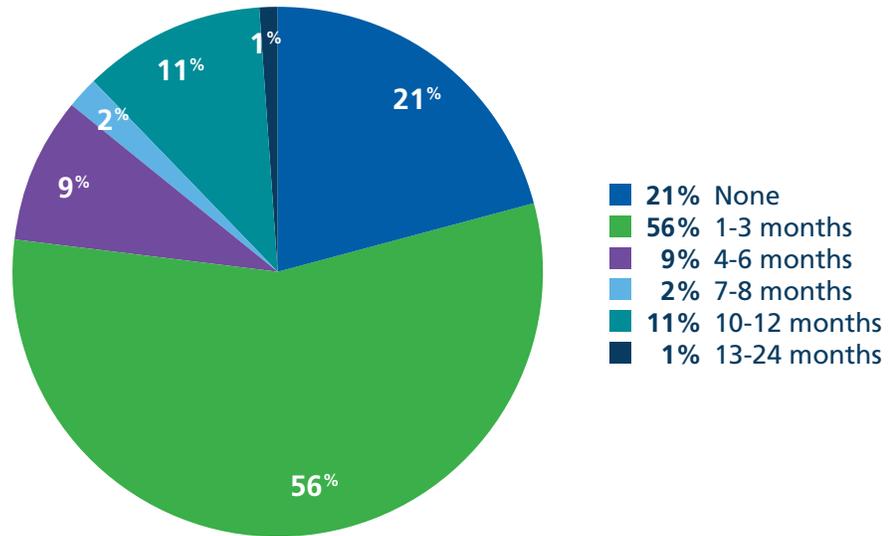
**10.**

If you hired new graduates, what types of educational/training levels did your facility consider? (select all that apply)

Associate in Allied Education	51%
Bachelor in Allied Health	50%
Master in Allied Health	40%
Certification of Specialty	34%
Doctorate	8%
Other	4%

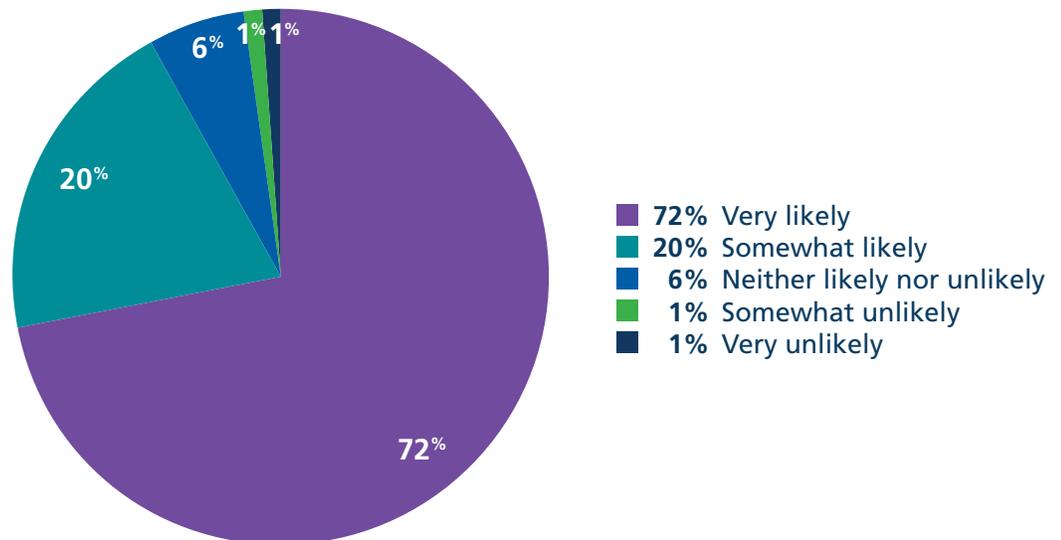
## 11.

If you hired allied healthcare professional new graduates, how much experience did your facility require?



## 12.

If you hired new graduates, how likely is your facility to continue to do so?



## 13.

If you responded it is unlikely your facility will continue to hire new allied healthcare professional graduates, why?

Top three reasons given (based on anecdotal responses):

### 1. LACK OF CLINICAL EXPERIENCE

- Home health requires allied professionals to practice autonomously without direct supervision.
- Specialty areas like oncology require experience.

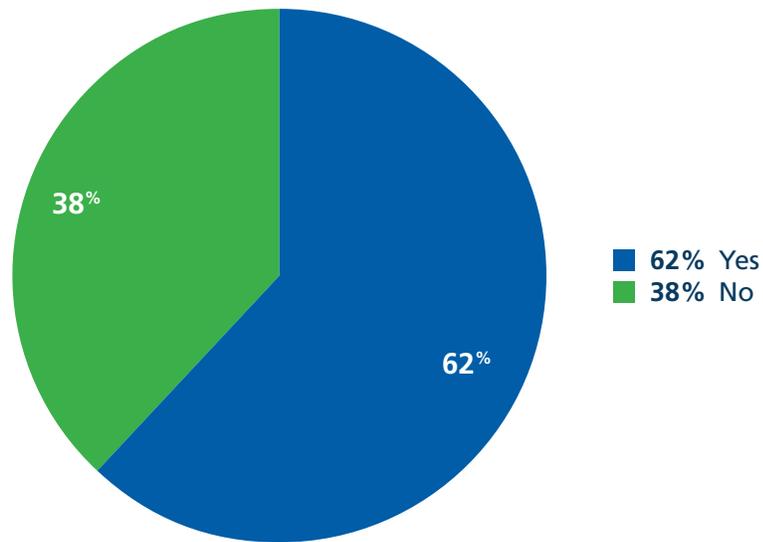
### 2. TRAINING

- Costs and resources required to train new graduates
- Lack of personnel to train/supervise new graduates
- High turnover among new graduates

### 3. LICENSURE

## 14.

Does your facility offer mentorship programs to new allied healthcare professional graduates?



### Profile of respondents:

Sole decision makers for allied healthcare professional staffing	38%
Joint decision makers for allied healthcare professional staffing	62%
Director of Staffing or Staffing Managers	48%

### Profile of Facilities:

Hospitals/health systems	65%
School districts	11%
Laboratories	6%
Rehabilitation centers	5%
Home health centers	4%
Healthcare professional offices	2%
Other	7%
South	34%
West	32%
Midwest	18%
Northeast	16%
200 beds or fewer	37%
201 beds or more	39%
N/A	24%



## Trends And Observations

The Association of Schools of Allied Health Professions (ASAHP) defines allied health broadly as “those health professions that are distinct from medicine and nursing.” There now are over 80 job categories in the allied health professions, including therapists, imaging technologists, laboratory technologists and many others. Together with a range of technical and support staff, allied healthcare professionals may deliver direct patient care, rehabilitation, treatment, diagnostics, and health improvement interventions to restore and maintain optimal physical, sensory, psychological, cognitive, and social functions.

Allied health professionals are trained in a variety of educational settings: community colleges, proprietary schools, four-year colleges, universities, and academic health centers. It is estimated that 8-10 allied health professionals are required for every physician.

### Allied Healthcare Professional Staffing Shortages

AMN Healthcare's *2022 Survey of Allied Health Care Professional New Graduate Hiring Patterns* suggests that labor shortages are present in the allied healthcare professions as they are in the nursing and medical professions.

Eighty-five percent of survey respondents indicated that their facilities are experiencing allied healthcare professional labor shortages either “a great deal,” “a lot”, or “a moderate amount.” Only 15% said they are experiencing allied healthcare professional labor shortages either “a little” or “not at all.”

The primary challenge to hiring allied healthcare professionals, cited by 80% of respondents, is “the current labor shortage.” Close to three quarters of respondents (71%) indicated that allied healthcare professional openings are taking longer to fill, while close to half (46%) said that burnout among allied healthcare professionals presents a staffing challenge.

## Use of Temporary Allied Healthcare Professionals

When asked what their facilities are doing to address allied healthcare professional staffing shortages, 67% of survey respondents said they are implementing new recruiting incentives, while 59% said they are increasing pay.

Fifty-nine percent also indicated their facilities are using temporary allied healthcare professionals to fill gaps in their staffs. Like travel nurses and locum tenens physicians, a growing number of allied healthcare professionals work on temporary assignments at hospitals, medical groups, imaging centers, rehabilitation facilities, schools and a variety of other settings nationwide.

The survey suggests that COVID-19 may have caused increased use of temporary allied healthcare professionals. Survey respondents indicated that prior to the pandemic their allied healthcare professional staffs were composed of 75% permanent staff members and 25% temporary staff members. Now, by contrast, respondents indicate that their allied healthcare professional staffs are 70% composed of permanent staff members and 30% composed of temporary staff members. The fact that close to one-third of healthcare facility staffs are composed of temporary allied healthcare professionals underscores the increasingly mobile nature of the healthcare workforce.

## Healthcare Facilities Are Hiring New Graduates

The great majority of survey respondents (82%) said their facilities had hired new allied healthcare professional graduates within the last 12 months. The primary reason healthcare facilities hire new graduates, cited by 74% of respondents, is to fill positions in a timely manner. New graduates are a logical source of candidates because they require jobs coming out of training. However, they may be difficult to recruit because many healthcare facilities compete for their services. A secondary reason healthcare facilities hire new graduates, cited by 66% of respondents, is to mitigate staff shortages. This finding further underscores the dearth of candidates in the current allied healthcare professional workforce.

Of those respondents whose facilities did not hire new allied healthcare professional graduates in the last 12 months, 70% cited lack of clinical experience as the reason why. In some settings, such as home health, allied healthcare professionals must practice autonomously without direct supervision, and some facilities prefer more experienced professionals for those settings. Thirty percent of respondents whose facilities did not hire new graduates did not do so because of the learning curve required to train them. This also may be a result of understaffing, as some facilities do not have sufficient personnel to train new graduates.

## Types of New Graduates in Most Demand

Survey respondents who indicated they have hired allied healthcare professional new graduates were asked which types of professionals their facilities hired. Radiologic technologists were first on the list, with 38% of respondents indicating their facilities hired new graduates in this field. This is a clear indication that the volume of diagnostic images such as x-rays, MRIs and others is rising, after being suppressed temporarily by COVID-19. Backlogs of patients requiring imaging tests created by the pandemic, combined with a growing and aging population, are driving the use of diagnostic imaging, which can be delayed or deferred without a sufficient number of radiologic technologists to capture the images. Understaffing can both detract from the quality of care provided by healthcare facilities and the revenue they derive from diagnostic imaging.

Thirty-six percent of survey respondents indicated that their facilities hired new physical therapy graduates, 31% said they hired new laboratory technologist graduates, and 30% said they hired new occupational therapist graduates. Demand for these and other allied healthcare professionals is typically driven by the factors cited above, while supply may be limited by educational/training programs that lack the necessary resources or faculty required to accommodate qualified applicants.

## Years of Experience and Mentorship Programs

Of those survey respondents who hired new allied healthcare professional graduates, the majority required a limited amount of experience. About three-quarters (77%) required three months or less of experience, while 12% required 10 months or more of experience, suggesting that most facilities are open to hiring allied healthcare professionals fresh out of training. Of those who hired new graduates, the great majority (92%) said it was somewhat or very likely that they will continue to do so, while only 2% said it was somewhat or very unlikely that they will continue do so.

The majority of survey respondents (62%) said that their facilities offer new allied professional graduates mentorship programs, while 38% said they do not. Such programs can be effective in orienting new graduates to the policies and cultures of their organizations and in improving staff retention.

Contact us to learn how we can partner to develop successful solutions to meet your allied staffing needs today and plan for the future!

**LEARN MORE**



## Additional Information

More information about supply, demand and staffing considerations pertaining to allied healthcare professionals is included in AMN Healthcare's Survey of Temporary Allied Healthcare Professional Staffing Trends. For copy of this survey or for more information about AMN Healthcare's thought leadership resources, contact:



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