**The Radiology Job Market:
Current State And Future Trends**

Slides Number:

1. This presentation discusses the current radiology job market and radiologists practice patterns.
2. We are hearing that some medical school advisors are suggesting medical students should not pursue a career in radiology. Some of that recommendation is based on the current status of the radiology job market.
3. Some students tell us “I keep hearing I shouldn’t go into radiology because there won’t be any jobs in radiology when I finish.” Is that a reality or a myth? Let’s take a look.
4. For the last five years the ACR has surveyed practices across the country about the current status of our workforce including the job market. Practices representing between 30 and 40% of radiologists participate, which is more than enough participation to produce a statistically valid result.
5. About half of all radiologists work in independent private practice. About 20 to 25% practice in academic practices and most of the rest either practice in multispecialty groups or are employed by their hospitals.
6. This map show where radiologists practice and generally follows the distribution of the population.
7. Most of us have subspecialty training and only about 13% of us consider ourselves “general radiologists”.
8. And the trend is clearly toward more sub-specialization in our training with fewer and fewer radiologists saying they are general radiologists.
9. However, our daily practice remains quite diverse. Less than 20% of us practice more than 75% of the time in our subspecialty area, and most of these radiologists are in academic practices.
10. When we look at the age range of practicing radiologists we see that 30% of us are older than 55 and 7% are over 65 so more jobs will be available as these more senior radiologists retire.
11. Women currently make up approximately 21% of the radiology workforce, but when we look at the age distribution, we see increasing numbers of women going into radiology, and according to data from Anupim Jena in 2015, compensation and promotion of women in radiology is higher than in almost all other specialties.
12. This slide shows the hiring trend based on 2015 data. Our survey predicted that there would be about 1,100 jobs available in 2014 and there were about 1,400 radiologists hired. Interventional radiology and general radiology were the most sought positions.
13. In 2015 our survey predicted that there would be about 1,300 jobs available and we believe that there were about 1,700 new hires in 2015. So the trend is toward an increasing number of available jobs in radiology with interventional, breast and abdominal imaging leading the way but really all subspecialties are well represented.
14. This year our survey predicts that there will be 1,900 positions available for 2016, again with all subspecialties and general radiology well represented. This is well more than the number of finishing residents and fellows finishing their training and another good sign the job market is improving.
15. In another survey, it appears the number of positions available in academic radiology has returned to 2009 levels.
16. This slide shows a brief glimpse into the future. The three hiring prediction shows general practice, breast imaging, body imaging, interventional radiology and musculoskeletal radiology are in a bit higher demand.
17. Finally, a recent article in *Health Affairs* looked at the demand for physician specialties to meet the demands of our aging population. By 2025, these authors predict the demand for radiologists will be in the top 4 of all physician specialties.
18. I think we also need to understand the role of radiologists will more important as we consider population health management. Clinical decision support will not only be important in guiding our colleagues away from inappropriate imaging but also important in using data mining techniques to determine when appropriate imaging can be used to improve outcomes and lower downstream costs.
19. These data mining tools will provide radiologists to take on a larger role in guiding the diagnostic process so that we can all of the care that is necessary and none that is not.
20. Radiologists will also play an important role in reducing variability in medical care.
21. Precision or personalized medicine is considered by many to be the medicine of tomorrow. Here the focus shifts from populations of patients to personalized knowledge of individual patients. Looking at genetic predispositions for disease process or treatment response to various agents can target screening and minimally invasive therapy to those that can benefit the most.
22. Here is an example of a woman who had a negative mammogram but had genetic markers suggesting a higher risk for breast cancer. Targeted imaging demonstrated a small breast cancer and in the future it is possible that targeted therapy may provide more minimally invasive ways to treat disease. Radiologists have the opportunity to be at the center of these advances in healthcare.
23. Radiologists are now integral to team based care.
24. So in conclusion: Our survey **predicst 1,900 openings in 2016 – 2017 which is** well more than the number of finishing residents / fellows. The trend shows a general increase in hiring from 2013. Available positions in academic practices have returned to 2009 levels. An increasing percentage of our workforce are women and once women enter the workforce they are highly valued based compensational and promotional equity. The demand for radiologists will likely increase as our aging population is associated with increase need for radiologists. Workforce needs may change depending on retirement of senior group members with 7% (or 2,161) of workforce > 65 and 22% (or 6,881) of workforce between 56 and 65
25. So… “I keep hearing I shouldn’t go into radiology because there won’t be any jobs in radiology when I finish.” We say that myth is busted.
26. Many thanks to all that helped put this presentation together for us.