

LH QUARTERLY

Q1 2019
VOLUME 2, ISSUE 9

PHYSICIAN ASSISTANT AND ADVANCED PRACTICE REGISTERED NURSE (APRN) NEWS AND INFORMATION

YOUR CAREER

WANT TO KNOW WHERE THE JOBS ARE? GO TO ARIZONA.

According to the Bureau of Labor Statistics, Arizona leads the nation in job growth for both physician assistants and nurse practitioners. For more, go to page 3.



Is It Ever Too Early to Start Your Job Search?

Here at Lyle Health we receive thousands of calls from recent graduate Physician Assistant and Nurse Practitioner students. A very common question is, based on when I graduate, how early should I start looking for a job? Is it ever too early to start looking? In short, the answer is yes!

We recommend recent graduates to start looking anywhere from 90-120 days before graduation. First you need to determine your location and specialty preferences. Once the criteria has been narrowed down, it is important to understand what your potential employer pool looks like.

Applying for jobs too early will often result in job application submis-

SEE NEXT PAGE ►



YOUR CAREER

JOB SEARCH

► CONTINUED FROM PREVIOUS PAGE

sions, emails and phone calls going without answers. When an employer posts a job, they typically have an immediate opening. The employer knows on average, from start to finish, it may take anywhere from 30-90 days to identify the right person, screen, hire and then ultimately schedule a start date. Things that often delay the process can include reference checking, credentialing, state licenses and obtaining certain certifications.

For recent graduates in the 90-120 day window, most of these “hold up” items can be taken care of when the PA/NP student is still in school. That way, once you graduate, you study, take your certification exam, receive a state license and are ready to go! When an employer sees a candidate who doesn’t graduate for 6 months (or even longer); they are simply not prepared to go through an entire interview process and make an offer to someone who can’t start for that long a period of time. Remember, if you graduate in 6 months, and then it takes perhaps 45 days after graduation to take and pass your exams and receive your license, the employer sees your “availability” not at 6 months, but closer to 8



or even 9 months depending on credentialing.

The other disadvantage to applying to jobs too early is your CV and applicant information are submitted to employer ATS (Applicant Tracking Systems) the date of your first application. Some ATS’s will flag your application as “not qualified” (simply based that you don’t graduate for several months) and then you will be overlooked for possible opportunities even once you have graduated and passed all of your certification exams. As an example, lets say you graduate in May of 2020, but apply to a job in December of 2019; they will pass on you in December because you are

“too early” and then unless they set an alarm, they most likely won’t call you in May 2020 when positions do open up. Sometimes, timing is everything!

In review, the ideal time to apply to a job is in the 90-120 day window before graduation. Also, if you apply to jobs when you graduate or perhaps 30 days before you graduate, that is also totally acceptable. We speak with a lot of recent graduates who start in the 0-30 day period. We understand that school is demanding and there are a lot of students who prefer to focus on their current rotations and their exams and then the job search.





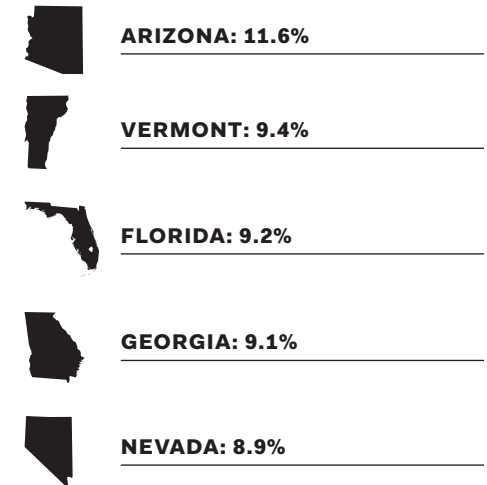
YOUR CAREER

7 ADVANTAGES TO HIRING PAs

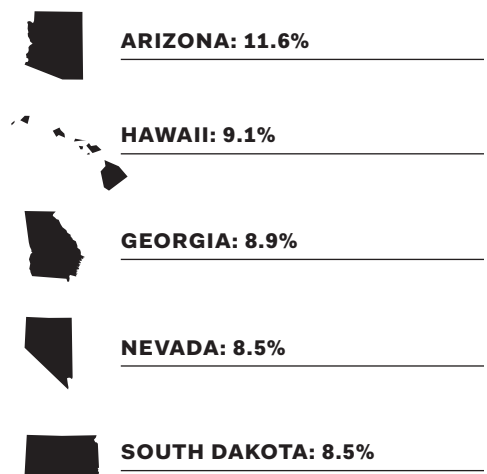
- 1. Adds flexibility.** Physician assistants are trained in a similar way to doctor. PAs can order and read lab tests and treat a full spectrum of illnesses and injuries. PAs perform 80 percent of the tasks doctors regularly carry out.
- 2. Have prescription authority.** While most states require PAs to function under the guidance of physicians, all states grant PAs prescription authority.
- 3. Free up physicians.** PAs lessen the caseload burden on physicians, allowing doctors to devote their expertise to more critically ill patients.
- 4. Practice in many specialties.** Today, the advanced practice providers work in a variety of settings, such as urgent care, emergency medicine and surgery.
- 5. Contribute to patient satisfaction.** According to one study, patient satisfaction ranged between 89 and 96 percent for PAs
- 6. Offer a cost-effective staffing option.** While PA pay is rising, they still earn less than physicians, which makes recruiting them a financially sound strategy.
- 7. Work as locum tenens.** The short-term arrangement enables an office to gauge PAs' roles in the workplace without the cost of permanent employees.

PA/NP Job Growth For 2019

**STATES WITH HIGHEST
PROJECTED PA GROWTH**



**STATES WITH HIGHEST
PROJECTED NP GROWTH**



Source: Bureau of Labor Statistics



Why You Should Love the Locum Tenens Lifestyle

The definition of locum tenens, roughly translated from Latin, means “to hold a place.” Locum tenens physician assistants fill in for other PAs on a temporary basis for a range of a few days to up to six months or more. When a healthcare employer faces temporary staffing shortages due to vacancies, illness, or other causes, they hire locum tenens physicians and other part-time clinicians to fill those vacancies.

While most PAs hold permanent, full-time staff positions, the locum tenens trend is growing. For health care employers, the advantages are simple: these PAs can fill temporary staff shortages due to illness, vacations and other causes; these PAs can relieve doctors of administrative and other responsibilities; are a cost-effective option with a high degree of patient satisfaction. But what are the advantages to for a PA to shy away from a permanent position to choose a locum tenens lifestyle.



Here are five reasons why working locum tenens might be right for you.

- 1. High demand.** Demand for locum tenens PAs outstrips supply, so you can be sure to find as much work as you are available to take on.
- 2. Great pay.** In addition to often getting paid a higher hourly rate than permanent staff, the staffing agency pays for your flights, rental cars, and housing while you are on assignment.
- 3. Clinical experience.** You are able to get experience in a variety of clinical settings. Temporary positions can double as working interviews that can lead into a long-term permanent job. Plus you are able to see if the environment, staff and responsibilities are a

good fit for you if you are seeking a permanent position.

- 4. Work-life balance.** In many ways, you are your own boss. A PA may choose locum tenens fulltime because it allows freedom to choose when to work and when not to. You control your own schedule so you can easily make room for other activities — vacations, family time, etc. You choose when, where, and for how long you accept assignments.
- 5. Agency support.** The right staffing agency can match you with positions and places you want to pursue. Lyle Health will evaluate which opportunities meet your career and lifestyle objectives in order to find the perfect fit for you.



HOT JOBS

CONCORD, CA – UROLOGY

Growing multi-specialty group is looking to add a Physician Assistant or Nurse Practitioner to their urology team. With locations across the Diablo Valley, our client offers a 4 day work week, training, and a patient focused environment.

FAIRFIELD COUNTY, CT – ORTHOPEDIC TRAUMA

Our client in Fairfield County, CT is growing their orthopedic trauma department and adding experienced Physician Assistants to staff. PA-C will perform a host of clinical and surgical duties, including but not limited to: first assisting in the operating room, emergency department consultations, splints, injections, rounding & discharging patients on the floors, etc. Schedule is comprised of 3-12 hour shifts per week.

CONTACT

kevin@lylestaffing.com | 860.470.7611

BY THE NUMBERS

78.5%

According to healthleadersmedia.com, 78.5% of physician assistants were under the age of 49 in 2017. The number of PAs per physician rose 23% from 2015 to 2017, increasing to 128 PAs per 1,000 physicians.



LATEST NEWS AND HEADLINES

- ▶ The American Academy of PAs (AAPA) is praising a House bill that would allow PAs to receive direct payment under Medicare. Currently, PAs are the only health professionals who are authorized to bill Medicare for services but are not able to receive direct payment.
- ▶ New rules adopted by the Puerto Rico Department of Health will finally allow PAs to obtain a license to practice in Puerto Rico.
- ▶ A record of more than 270,000 nurse practitioners are licensed to practice in the United States, according to the American Association of Nurse Practitioners.
- ▶ Flu is widespread in 47 states, and 24 states are experiencing high levels of the disease. The season has been much less severe than last year when the H3N2 virus predominated.
- ▶ Measles cases in Europe tripled between 2017 and 2018 to 82,596 – the highest number recorded this decade, data from the World Health Organization shows.
- ▶ According to the CDC, about 40 percent of the U.S. population is considered obese.
- ▶ Sedentary lifestyle could increase risk of colorectal cancer in young women, NBC reports.

New York Times [A High-Tech Pill to End Drug Injections](#)

Nurse.org [NP student creates screening to identify human trafficking victims](#)

BBC [Reducing the appetite of blood-hungry mosquitoes](#)

CNN [Eating breakfast may not help weight loss, study says](#)

Reuters [J&J becomes first drugmaker to add prices to TV ads](#)

CNBC [PAs, NPs rank high in new job survey](#)



YOUR CAREER

STATES WITH HIGHEST SALARIES — NURSE PRACTITIONERS & PHYSICIAN ASSISTANTS

According to Ziprecruiter.com, here are the latest statistics for top annual salaries of PAs and NPs in the United States.

1. NEW YORK

NP: \$112,810 / PA: \$111,720



2. MASSACHUSETTS

NP: \$112,342 / PA: \$111,257



3. MARYLAND

NP: \$105,625 / PA: \$104,604



4. CALIFORNIA

NP: \$104,547 / PA: \$103,537



5. VERMONT

NP: \$103,511 / PA: \$102,511



T-6. ALASKA

NP: \$103,500 / PA: \$102,500



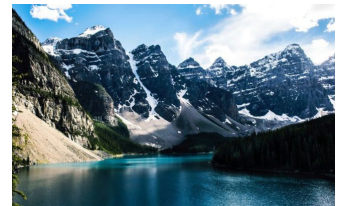
T-6. NEVADA

NP: \$103,500 / PA: \$102,500



T-6. MONTANA

NP: \$103,500 / PA: \$102,500



STATES WITH LOWEST SALARIES — NURSE PRACTITIONER

50. NORTH CAROLINA

\$81,580



49. FLORIDA

\$86,705



48. MISSOURI

\$89,561



47. ARKANSAS

\$89,598



STATES WITH LOWEST SALARIES — PHYSICIAN ASSISTANT

50. NORTH CAROLINA

\$81,361



49. FLORIDA

\$85,606



48. MAINE

\$87,946



47. MISSOURI

\$88,610





INSIDE TLG (THE LYLE GROUP IS AN EXECUTIVE PA & NP SEARCH FIRM)

ADVANTAGES OF USING A CONTINGENT STAFFING SERVICE

Sourcing, screening and hiring Physician Assistants and Nurse Practitioners can be a very difficult task. PA and NP Providers are typically an integral part of any organizations ability to effectively meet patient demands and provide top-level healthcare services. At Lyle Health, we solely recruit and place Physician Assistants and Nurse Practitioners.

TOP 5 ADVANTAGES FOR EMPLOYERS TO USE CONTINGENT STAFFING SERVICES:

- * Gain access to candidates otherwise not available to employers
- * Passive providers, and especially those confidentially looking for new opportunities, rarely apply to ads online or post their CV into CV Database job boards
- * All candidate submissions are already pre-screened on your job requirements, location and specialty
- * Employers only pay if they hire a candidate referred to them by the staffing firm
- * Each placement is accompanied with a 90 day full money back guarantee

That is all we do. We offer both permanent, locum and locum-to-permanent staffing services. We typically direct source 70% of our permanent placements and have a robust repository of providers to meet employer needs. Below are the advantages for both employers and providers in using contingent services:

TOP 5 ADVANTAGES FOR CANDIDATES TO USE CONTINGENT STAFFING SERVICES:

- * Save time! Recent grads can focus on rotations and certification exams and allow the recruiter to identify viable opportunities. Experienced providers can focus on their current job and allow the recruiter to search job openings on their behalf.
- * Professional advice on CV writing, interview tips and what locations and specialties are hot and cold
- * Gain access to jobs that are not posted online or perhaps may be confidential openings
- * Gain an insight into why positions are open and gauge turnover factors
- * Allow the recruiter to help negotiate any employment agreements to ensure they are optimal and fair





INSIDE PM (THE LYLE GROUP IS AN EXECUTIVE PA & NP SEARCH FIRM)

THE LYLE RECRUITMENT PROCESS

ANALYZE

- Clearly define and understand the employers position.
- Build a consensus among the team as to the key competencies required.
- Discuss the responsibilities, experience preferences, specialty and location.
- Develop an in-depth target profile of the ideal candidate — mandatory skills and preferred attributes.
- Conduct targeted research on the employer and its competitors.

IDENTIFY

- We draw upon our available resources, contacts and referrals to accumulate the largest possible pool of candidates.
- Conduct original research

to identify individuals whose experience, credentials, skills and accomplishments are a good match for our employer.

- Promote the opportunity through our extensive network.
- Conduct in-depth interviews of the top candidates to match their skills and career goals to the hiring team's performance expectations.

SELECT

- Assist client in interviewing finalists and narrowing the selection.
- Develop the strategy to on board the client's final selected candidate.
- Facilitate agreement between client and candidate on terms of engagement, including compensation.
- Stay in contact with both parties to ensure a productive relationship.

PM RECRUITER SPOTLIGHT

CODY PALADINO

WHY RECRUITING

I fell into recruiting by chance, as several of my colleagues at Lyle are longtime friends of mine and suggested I give recruiting a try. It was perfect timing for me, as I was ready for a career change and looking for something fresh and new. From day one, I was drawn to the culture of recruiting and the concept that the harder you work, the more successful you will become. It sounds simple, but many careers do not have such a strong correlation between hard work and success.



FAVORITE PART OF YOUR JOB

I love the recruiting world because the possibilities are truly endless. There is always another candidate to reach out to, another group to try to build a relationship with, another location or specialty to target.

THREE THINGS YOU DIDN'T KNOW ABOUT CODY:

1. Before joining Lyle Health, I played professional golf for five years on various PGA Tours around the world, including Latin America, Canada, and China.
2. My major in college was Language and Linguistics. Although I studied seven languages, currently I only speak English and Spanish.
3. Several of my colleagues recently completed a 3-day juice cleanse. I made it 2 days.



Make This Healthy (And Easy) Dinner Tonight

We all know how hard it can be to eat healthy all week. Pizza is delicious. Tacos are amazing. And fast food is convenient...but not food. Meal prep can be a huge pain, and the idea of eating the same meal 5-7 days in a row gives me nightmares. Well...actually I just dream of mac and cheese and pizza...But! What if there was an easier way. What if you could use a slow cooker or a pressure cooker (seriously, Instantpot is your friend) to make a basic but awesome shredded chicken that you could adapt in multiple ways with only a few spare minutes as needed? Up for a challenge? Go find a recipe online. This is super easy. I promise.



Basic But Not Bland Shredded Chicken

6-10 servings

- 2 lb boneless, skinless chicken thighs (if you want lower fat...and also less flavor...boneless, skinless chicken breast is fine), cut into rough chunks. or not at all. Honestly it works with large pieces.
- 2 tb olive oil
- 1 onion, small diced
- 4 cloves of garlic, sliced (or 20 if you're like me...)
- 2 tsp kosher salt
- 1 tsp dried oregano

- 2 tsp coarse black pepper (or one tsp fine ground)
- 2 cups chicken stock
- juice of one lemon (a splash of vinegar works too)

Saute the chicken in the olive oil until browned. This step is not completely necessary but I do recommend it. You'll get more flavor. Add the onions and garlic and saute until they are softened. You can deglaze with a bit of wine if you want, but its not necessary. Place the chicken, garlic, onions, all seasonings, stock and lemon juice in



YOUR LIFE

RECIPE

► CONTINUED FROM PREVIOUS PAGE

your electric pressure cooker or crock pot. For an electric pressure cooker, set it for 15 minutes. This is usually the first setting for “meat/chicken”. All told, with a pressure cooker, you are looking at a little less than an hour total.

If you are using a crock pot, set it to high for about 3-4 hours, or low for 5-7 hours.

When the chicken is finished, it should shred just by giving it a light stir with a wooden spoon. Remove the meat from the cooking liquid, strain it if you can. 2 options for the cooking liquid- reduce it a bunch and mix it back into the shredded chicken, or set it aside to make soup later in the week.

Options! Who doesn't love options?

1) Tacos! Take a quarter of the chicken, add some taco seasoning mix, lime juice and hot sauce, serve over rice with sauteed peppers and onions, or with tortillas, lettuce and cheese. or on nachos. or on a taco salad.

2) BBQ! Take another quarter of the chicken, mix in your favorite bbq sauce- serve in a wrap, over a salad or rice...

3) Soup! Take a random section of the chicken...depending on

how much soup you want. Saute some onion, carrot and celery in a pan with a bit of olive oil. give the chicken a rough chop, add it to the pan. Add some dry white wine if you have it, top it up with some chicken stock (like that liquid from cooking...), season with salt, pepper, lemon juice, and italian seasoning. Add noodles or barley if desired.

Tortellini is also an amazing option.

4) California Wrap. Mix the chicken with ranch dressing serve in a wrap with avocado, bacon, lettuce and tomato

5) Sesame chicken. Mix the chicken with Thai peanut sauce or sesame stir fry sauce. Serve over rice with sauteed broccoli.

6) OMG WHY DID I MAKE SO MUCH CHICKEN!? Ok just put the chicken into quart sized ziplock bags, squeeze out the air, seal the bags, then! This is very important! Flatten the bags so you can stack them in the freezer neatly. Also, this allows for way faster defrost time.

7) What else can you do? Put the chicken on pizza, pasta, mac and cheese, use it on a take out salad you swore you were going to eat but then the pizza was so much better, make chicken salad, heck, put it on a piece of toast with brie and apples and toast it!

8) Not enough chicken? The 6 qt instant pot and 5 qt standard crock pot can handle double this recipe.

PA Trends to Watch In 2019

From 2015 to 2017, the number of PAs grew more than 13%. The average salary is almost \$108,000. Some trends to watch this year:

1. Physician Shortage: Physician assistants are viewed as part of the solution to the country's physician shortage. By 2030, this shortage is expected to grow to as many as 120,000 doctors, according to the Association of American Medical Colleges.

The young age of PAs—which averages about 38—is a bright spot in the healthcare workforce.

2. Modernizing certification exams: This year, the National Commission on Certification of Physician Assistants will offer electronic administration of the 10-year recertification exam, allowing PAs to take the exam on phone, laptop, tablet, and desktop computers.

3. Updating state legislation: States are modernizing their legislation as it relates to PA practice because the healthcare industry has changed from PAs working for one doctor to more providers working in health systems.



STATISTICS

DID YOU KNOW?

NEW ENGLAND HAS FOUR HEALTH SYSTEMS RANKED IN THE TOP 125 HEALTH SYSTEMS IN THE COUNTRY BASED ON NEW PATIENT REVENUES.



#22 — Partners Healthcare \$7,208,776,495

#60 — Yale New Haven Health System \$3,731,370,426

#104 — Massachusetts General Hospital \$2,795,683,321

#112 — Baystate Health \$2,585,701,554





318 MAIN STREET
FARMINGTON, CT 06032
860-470-7611
research@lylestaffing.com