

The Pathology Job Market Post-COVID: Where are We Now?

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Background:

- The United States pathology job market has been a source of concern, controversy, and confusion.

- There is a paucity of data on the pathology job market with information predominately from trainee graduation surveys.

- The COVID pandemic was an unprecedented event with extensive impact to healthcare, the economy, and employment.

- We aimed to investigate pathology job market trends during the past 5 years and compare it to our analysis of the prior 5 years.

Design:

- Job advertisements posted at www.PathologyOutlines.com for pathologists during the five year time period from 2018 to 2022 were reviewed.

- This was compared to our previous analysis of jobs posted from the prior 5 year time period of 2013 to 2017.

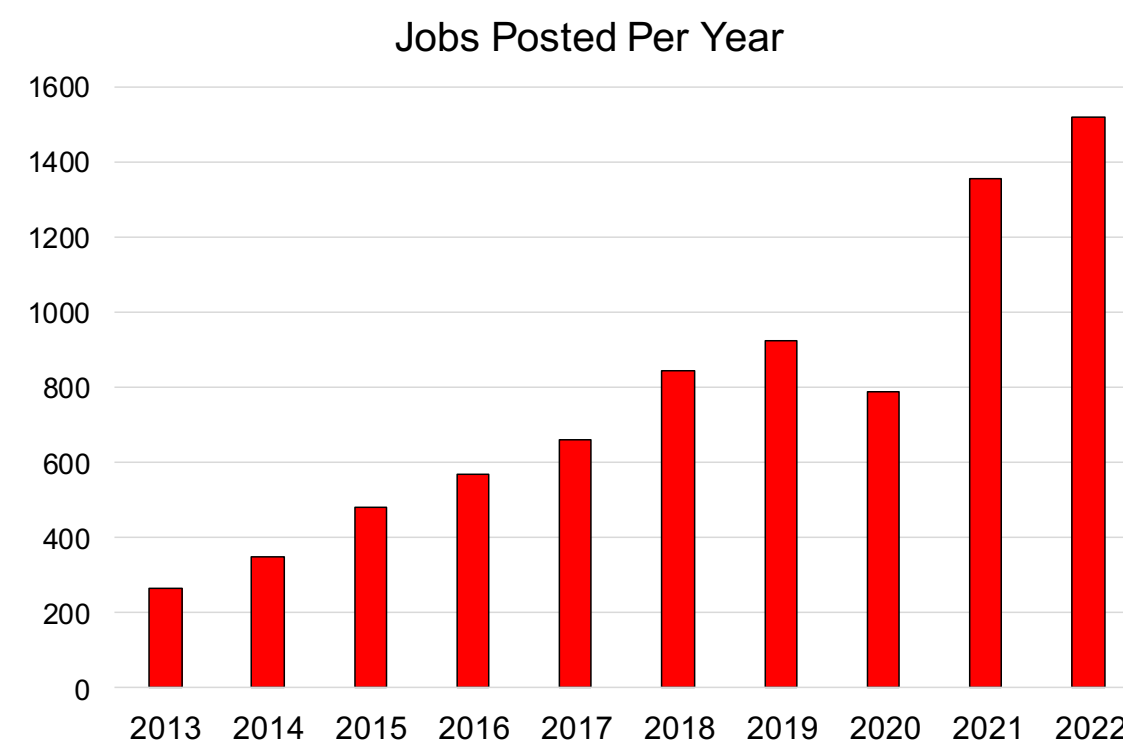
- Postings for locum tenens, residency, fellowship, and non-pathologist positions were excluded.

Disclosures:

- Dr. Zynger, MS, MD is on the editorial board of PathologyOutlines.com.

- Dr. Pernick is the President and founder of PathologyOutlines.com.

Results: Job openings have more than doubled in the past 10 years

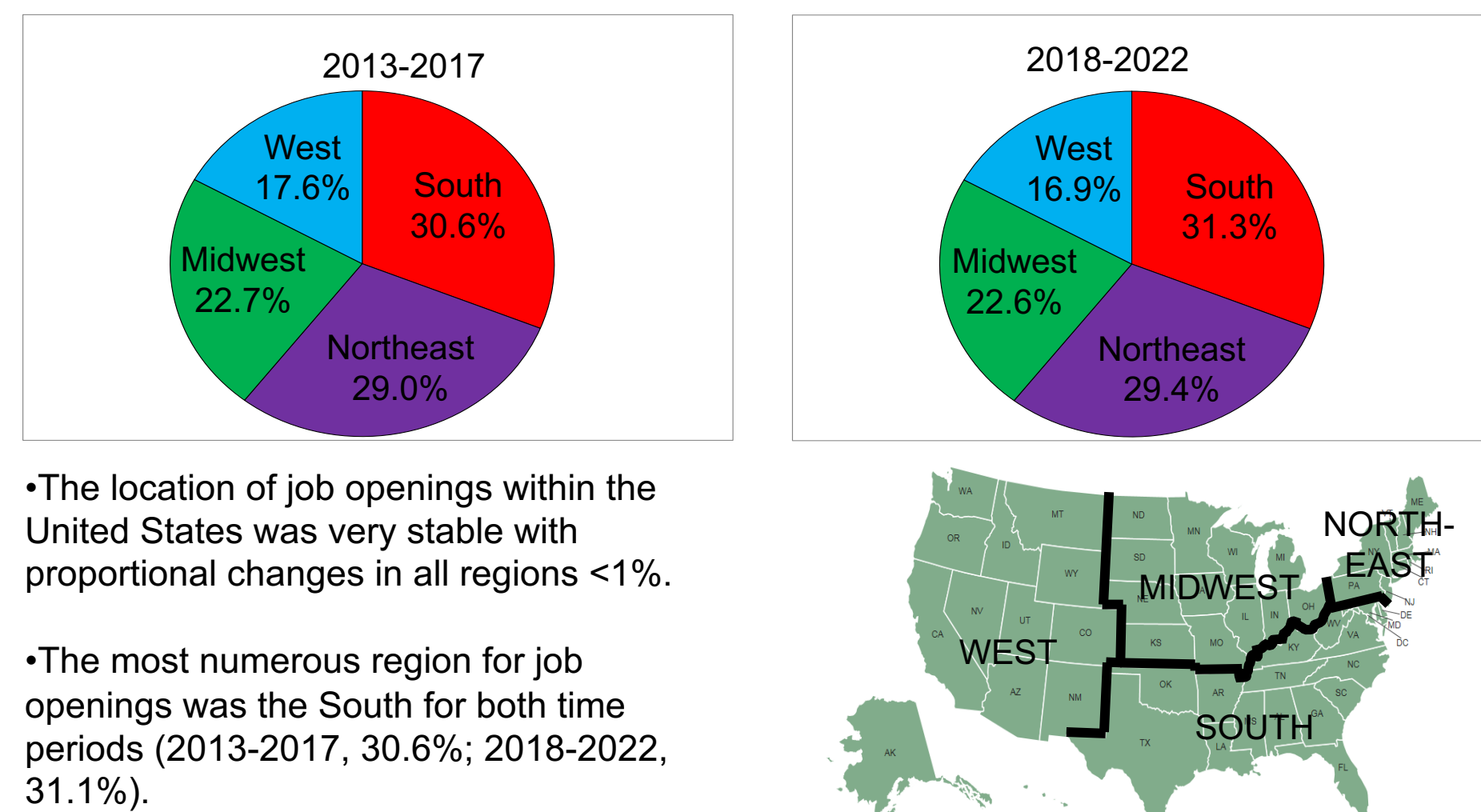


- Comparing the time periods of 2013-2017 to 2018-2022, the number of job postings more than doubled (2330 vs 5438).

- There was job market contracture in 2020 (n=788) but still a greater number of jobs than any year from 2013-2017.

- The contracture in 2020 was followed by a large increase in jobs posted in 2021 (n=1359) and 2022 (n=1522), more than double compared to any year from 2013-2017.

Results: Job locations within the United States are stable



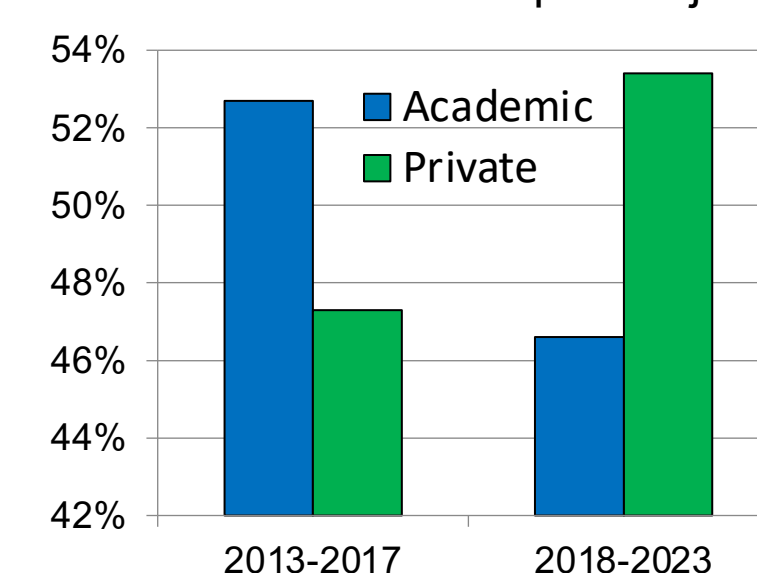
- The location of job openings within the United States was very stable with proportional changes in all regions <1%.

- The most numerous region for job openings was the South for both time periods (2013-2017, 30.6%; 2018-2022, 31.1%).

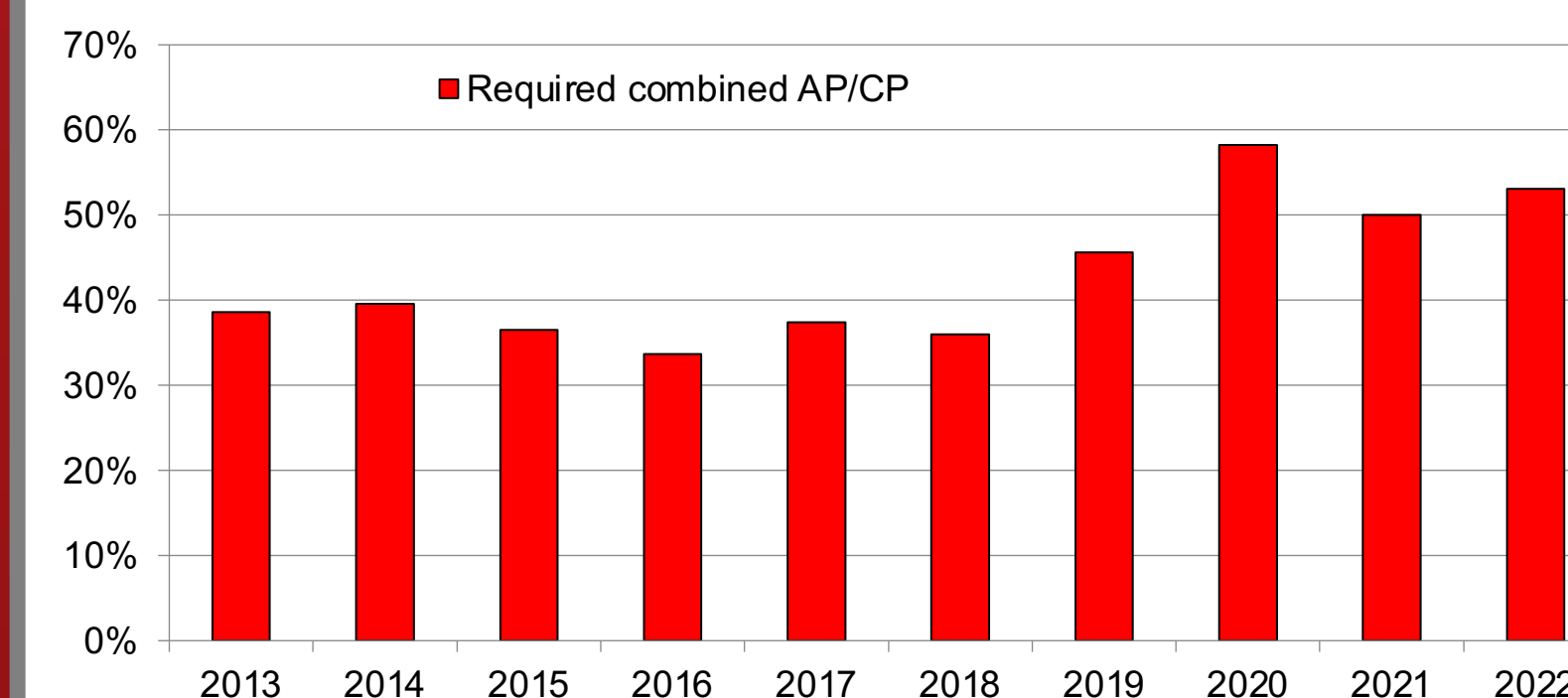
Results: Required subspecialties unchanged

Required subspecialties	2013-2017 (%)	2018-2022 (%)
Cytopathology	15%	20%
Hematopathology	14%	20%
Gastrointestinal pathology	11%	15%
Dermatopathology	7%	9%
Molecular pathology	7%	9%
Breast pathology	6%	12%
Gynecologic pathology	5%	12%

Results: Increased % of private jobs



Results: Increase in requirement of combined AP/CP



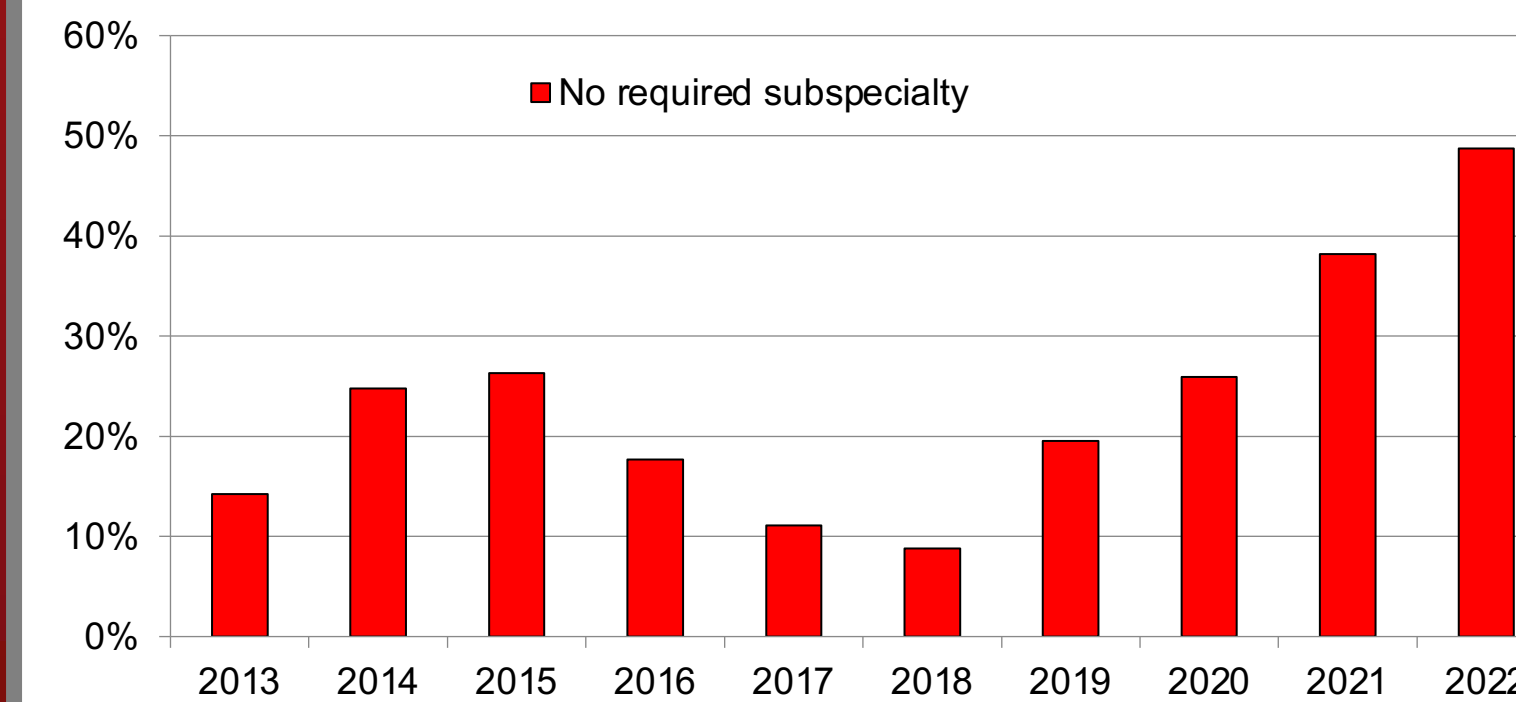
- In both time periods, most jobs ads stated that AP or AP/CP were required (77.6% vs 75.0%).

- A substantial increase in the requirement of combined AP/CP was noted starting in 2019.

- From 2013-2017, most private jobs required combined AP/CP (64.9%), similar to 2019 quarter 3 and 4 through 2022 (69.0%).

- From 2013-2017, few academic jobs required combined AP/CP (11.6%) but there was a large increase in 2019 quarter 3 and 4 through 2022 (33.7%).

Results: Decrease in subspecialty requirement in the past 2 years

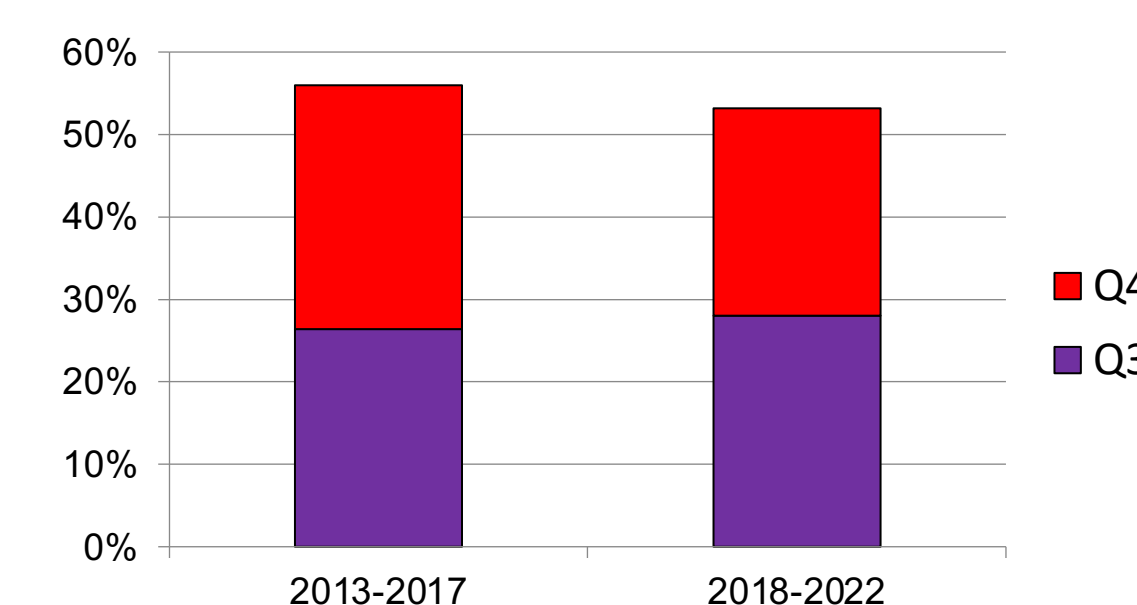


- The percentage of job ads that did not require a subspecialty (beyond than surgical pathology) was variable but below 30% for most of the past decade (2013, 14.2%; 2014, 24.8%; 2015, 26.3%; 2016, 17.7%; 2017, 11.1%; 2018, 8.8%; 2019, 19.5%; 2020, 25.9%)

- Lack of a specialty requirement has been higher in the past 2 years (2021, 38.2%; 2022, 40.7%).

- This may indicate more competition for candidates and subsequently less emphasis on the specific background of the candidate.

Results: Job postings are placed earlier in the academic year



- Jobs were posted throughout the year in both time periods.

- More jobs were posted in the 4th quarter (Oct-Dec) during 2013-2017 followed by the 3rd quarter (Jul-Sept) but this was reversed in 2018-2022.

Conclusions:

- During the past 5 years within the United States, inclusive of before, during and after the COVID pandemic, our analysis supports a strong pathology job market.

- We found a markedly increased demand for pathologists compared to the prior 5 year period and in particular during 2021 and 2022.

- There has been an increase in the requirement of combined AP/CP, particularly in academia.

- Practices that are hiring should be aware of the increase in demand and that job openings are now more frequently posted earlier in the academic year.