New York FQHCs Struggle With Health Workforce Recruitment and Retention

**Federal Qualified Health Centers (FQHCs) and FQHC Look-Alikes**

**Most Difficult to RECRUIT:**

- **Family/Internal Medicine Physicians**
  - 25% of respondents indicated family physicians and internal medicine physicians were the most difficult to recruit.

- **Licensed Clinical Social Workers (LCSWs) and Licensed Professional Counselors**
  - 19% of respondents indicated LCSWs and licensed professional counselors were the most difficult to recruit.

- **Nurses**
  - 16% of respondents indicated nurses were the most difficult to recruit.

- **Psychiatrists**
  - 13% of respondents indicated psychiatrists were the most difficult to recruit.

**Most Difficult to RETAIN:**

- **Support Personnel**
  - 25% of respondents indicated support personnel were the most difficult to retain.

- **Nurses**
  - 22% of respondents indicated nurses were the most difficult to retain.

- **Family/Internal Medicine Physicians**
  - 13% of respondents indicated family physicians and internal medicine physicians were the most difficult to retain.

**PRIMARY REASONS:**

- Workforce Shortages
- Wage Parity Gaps
- Geographic Location
- High-need Patient Population

*Job categories based on the Uniform Data System. FQHCs were asked to identify the top 3 occupations that were most difficult to recruit for and/or retain within their community health centers. The percentages reported indicate those community health centers that reported the profession or occupation in the top 3 most difficult to recruit for and/or retain.

This brief is based on data collected from a survey conducted by the Community Health Care Association of New York State (CHCANYS) to its members in the Summer of 2021.