

FROM BURNOUT TO BALANCE

Rebuilding Recruiter Capacity in Locums Healthcare

Meet the Panelists



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Today's Agenda

- The physician shortage vs the locums growth
- The growth paradox of locums
- How does it relate to recruiter burnout?
- Convert burnout into balance for your recruiters
- The role of AI & automation in boosting recruiter productivity
- The workflow to superpower your locums recruiting

Exclusive Bonus

Stick till the end for a bonus resource

Locums Staffing Intelligence Checklist

An actionable checklist to audit your current locums recruiting workflow along with a step-by-step framework to optimize it.

The Growing Shortage of Physicians



A shortage of up to 141,160 physicians is estimated in the U.S. by 2028.

HRSA Physician Workforce Projections 2023-2038



Over 42% of active physicians are over the age of 55, pointing a retirement wave.

AAMC "The Complexities of Physician Supply and Demand" Report



The U.S. population aged 65+ is projected to grow by 34.1%, demanding more medical care.

AAMC "The Complexities of Physician Supply and Demand" Report



Persistent clinical demands & lifestyle choices are driving providers towards the contingent model.

GROWING SHORTAGE OF PHYSICIANS



GROWING DEMAND FOR LOCUMS

The U.S. locum tenens staffing market generated a revenue of \$ 9.12 billion in 2025 and is expected to reach \$16.30 billion by 2033.

[grandviewresearch.com](https://www.grandviewresearch.com)

An estimated 56,000 physicians now work as locum tenens.

[chghealthcare.com](https://www.chghealthcare.com)

15% plan to supplement income with locum assignments, 8% intend to switch to full-time locum work and 48% of current locum physicians plan to work more days.

[SIA](#)

81% of healthcare facilities relied on locum tenens last year.

[NALTO](#)

1/3rd providers have worked as locums at some point.

[NALTO](#)

Top Reasons to Place Locum Tenens



(Source: SIA)

The Growth Paradox of Locum Tenens

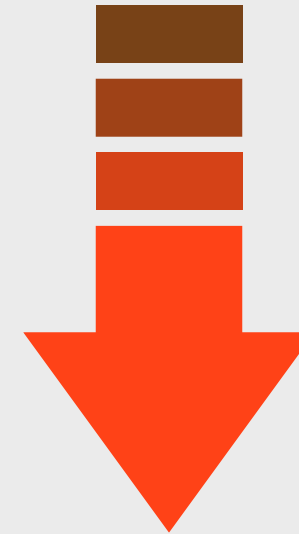
As talent shortage grows and locums demand soars, internal recruitment teams are hitting a breaking point.



Talent Shortage



Locums Demand



Recruiter Capacity

The Reality of Your Locum Recruiter Burning Out



56%+

More open requisitions managed & 2.7x applications processed vs. three years ago

gem



50%

Physician & advanced practice provider recruiters report burnout symptoms

AMA



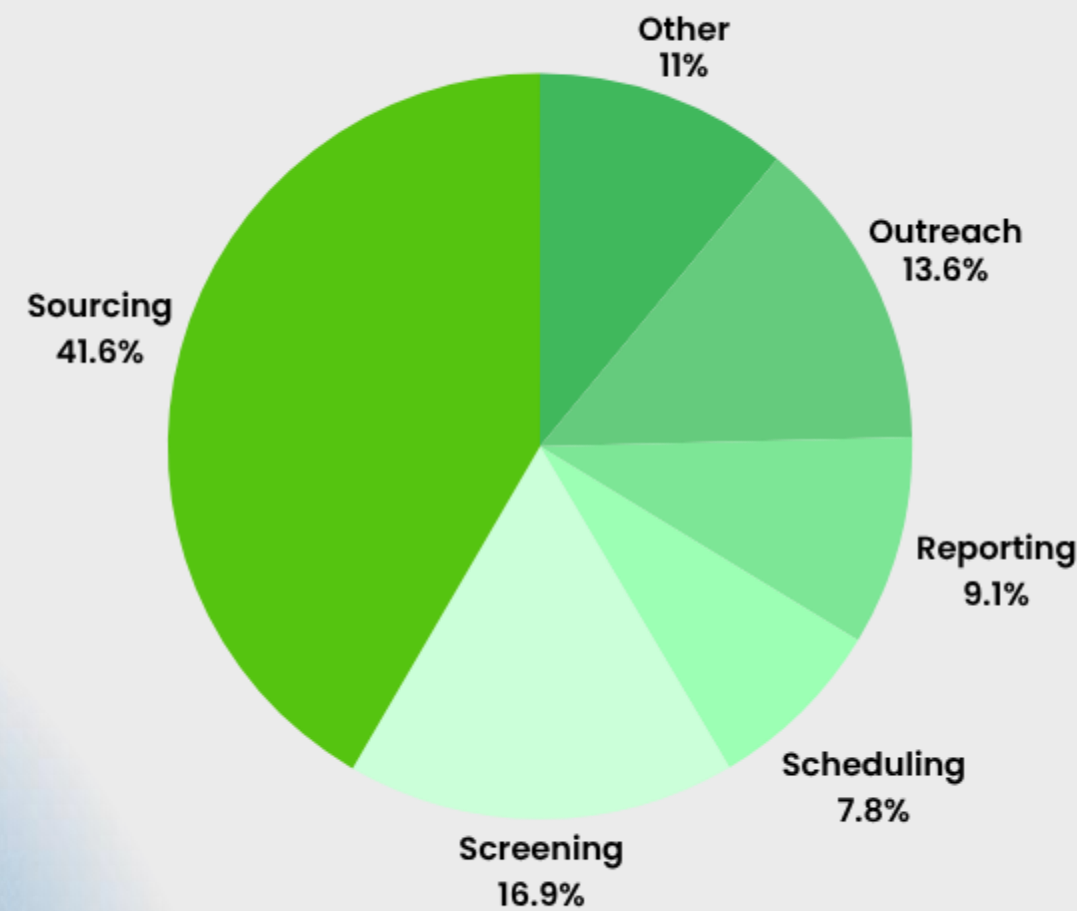
55%

Recruiters respond to work mails & messages outside normal hours

Pew Research Center

A Recruiter's Day: Where is Their Time Drained?

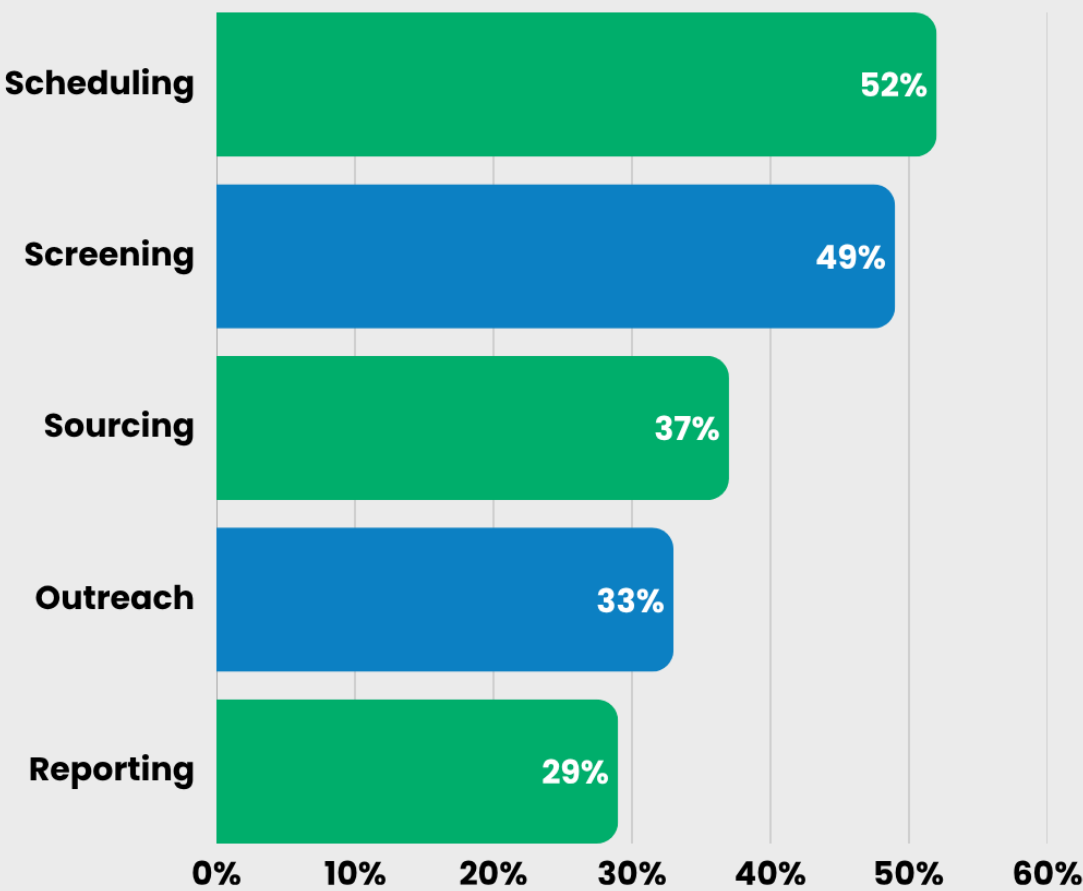
MOST STRAINED WORKFLOW



Sourcing feels the maximum pressure

[hireEZ](#)

MOST MANUAL & REPETITIVE



Scheduling and screening eat your recruiter's day

Why the Common Fixes Fall Short

Common Fixes

- Hire more recruiters
- Add more tools
- Ask recruiters to “manage time better”
- Offer wellness programs
- Regular check-ins

Why They Won't Work

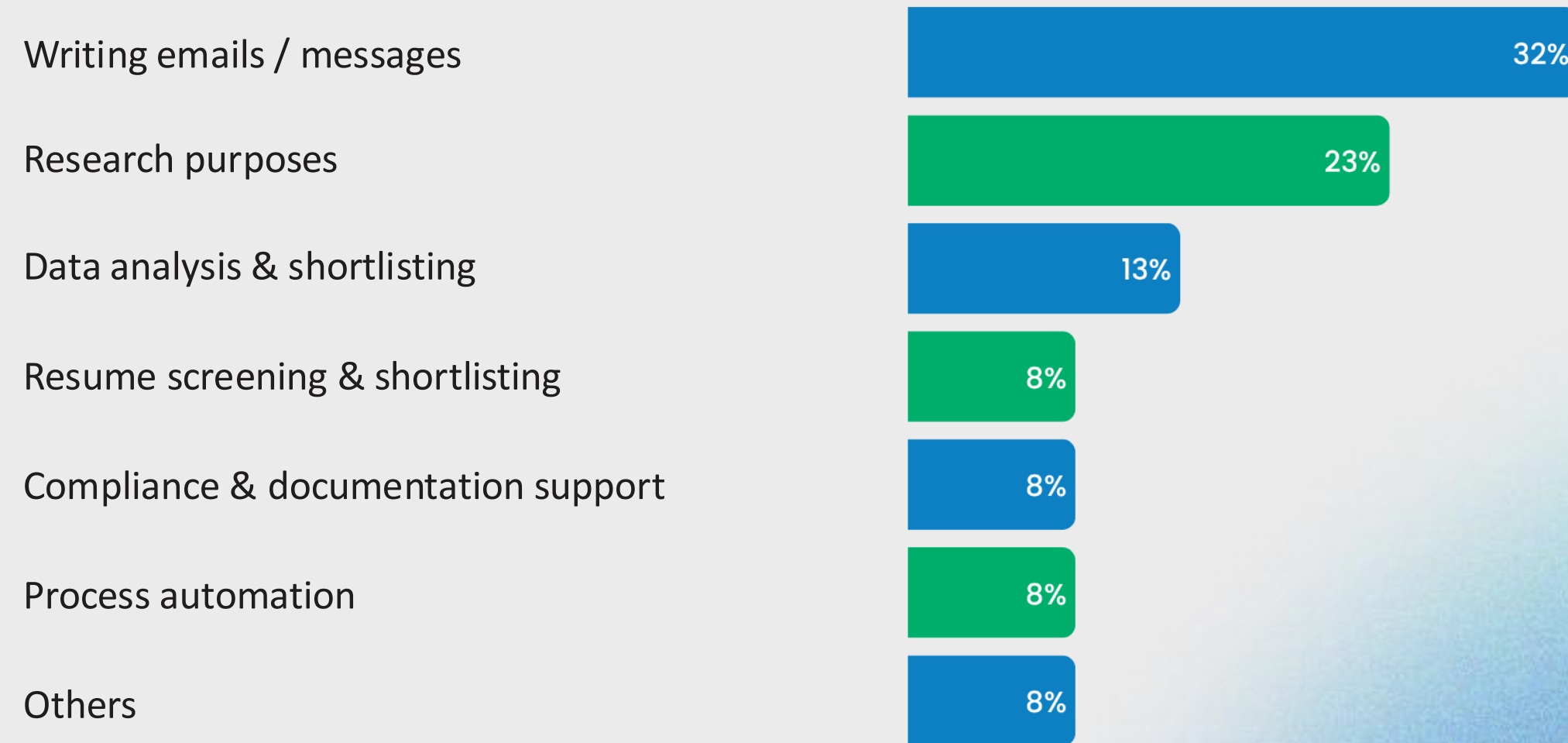
- New hires inherit the same admin-heavy process.
- Relocates admin burden instead of removing it.
- Treats systemic capacity problem as productivity gap.
- While valuable, they don't remove the daily burden.
- Works for alignment but consumes extra recruiter time.

Redesigning Your Recruiter Capacity Inside Out



How AI & Automation Can Become Your Leverage

Based on a survey conducted on 3000 recruiting professionals across India & Philippines.



Upskilling Recruiters to Use AI Effectively

SKILL AREA

AI Prompting
AI-Assisted Candidate Screening
AI-powered Communication
AI-powered Compliance & Credentialing
Peer Mentoring / AI Champions

HOW TO UPSKILL

Foundational bootcamp on prompting and where AI fits into the recruiting workflow
Hands-on certification on the AI features inside the sourcing & screening tools recruiters use
Combine AI prompting with standardized SOP templates
Training on AI-assisted compliance checks paired with human oversight
Power users to coach teammates and troubleshoot real workflows

IMPACT ON CAPACITY

Speed up routine tasks, reclaiming hours per week for recruiters
Reduce manual review time and help recruiters focus on more strategic tasks
Increase candidate engagement at scale
Shrinks credentialing turnaround, so recruiters can submit candidates faster
Shortens the ramp-up period, so capacity gains show up faster

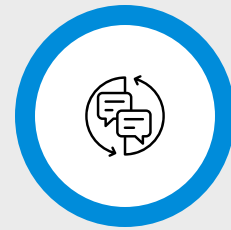
Rethinking Operations for Rebuilding Recruiter Capacity

Operational Support for Your Recruiters

Pre-vetted Candidate Pipeline



Follow-the-Sun Model



Offload Administrative Tasks



On-demand Scalability for Demand Surges



Automated Compliance & Credentialing



From Burnout to Balance: The Framework

BURNOUT STATE

- 65% of time on manual screening
- 56% more requisitions, same headcount
- Recruiter as generalist doing everything
- Reactive, always-on (55% after-hours messages)
- Burnout symptoms across 50%+ of the team

BALANCE STATE

- Screening triaged by automation & support
- Workload matched to sustainable capacity
- Recruiter as relationship specialist, backed by ops & AI
- Defined boundaries, sustainable pace
- Stronger retention, engagement, client trust

Q&A

Q1. How can recruitment teams prioritize when demand suddenly exceeds capacity?

Q2. Burnout can be difficult to quantify. What metrics should business leaders monitor to understand its impact on the P&L?

Q3. If you have incremental budget to support growth, how do you decide whether that money should go toward additional recruiters, operational support, or technology?

Q4. What's the best way to increase capacity fast when you win more locums business than your recruiting team can support?



BONUS UNLOCKED



Scan the QR to download an actionable checklist to audit your current locum recruiting workflow and rebuild capacity.