



INDUSTRY INSIGHTS

The 2024 Anesthesia Labor Market Survey

Anesthesiologist and CRNA
Insights and Preferences



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About Somnia's 2024 Survey

Somnia, Inc., a leading anesthesia practice management company in the U.S., conducts an annual labor market survey of anesthesiologists and Certified Registered Nurse Anesthetists (CRNAs). The results provide insight into the drivers of the anesthesiology labor market. This year's survey segmented responses by anesthesiologists and CRNAs, as well as by current residents going into the anesthesiology field and CRNA students.

While staffing remained a common concern among respondents, greater competition in the field and shifting safety protocols edged out workforce shortages as the top concerns for the next five years overall.

Our study revealed that 52% of surveyed anesthesiologists and over a quarter of surveyed CRNAs recently changed jobs, with better compensation and roles better matched to respondents' skill sets cited as top incentives to take a new role.

All categories of respondents listed work schedule as their number one consideration when seeking another position. A strong preference for 24-hour shifts marked a drastic departure from 2023 respondents' choice of working two weeks on, two weeks off.

Source: Somnia 2023 Anesthesia Labor Market Survey

- Insight Into Industry Drivers and Trends
- Job Transition Factors and Data
- Top Concerns for the Future

Results That Matter to You

Somnia invited U.S.-based anesthesiologists, CRNAs, and students enrolled in doctoral or CRNA programs to participate in the 2024 Anesthesia Labor Market Survey.

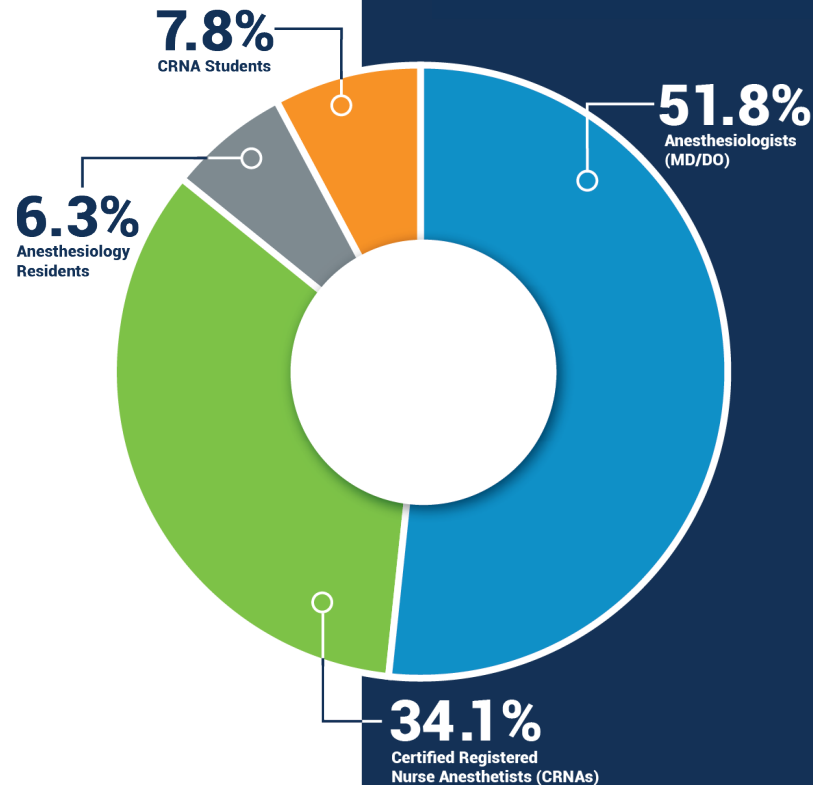
1,969 Completed Surveys

- 51.8% Anesthesiologists
- 34.1% CRNAs
- 6.3% Anesthesiology Students
- 7.8% CRNA Students

29 Survey Questions in These Areas

- Compensation
- Professional Information
- Workstyle Preferences
- Job Transitions
- The Future of Anesthesiology

1,969
SURVEY RESPONDENTS



Salaries

Survey participants selected from salary ranges to share their annual compensation.

Anesthesiologists

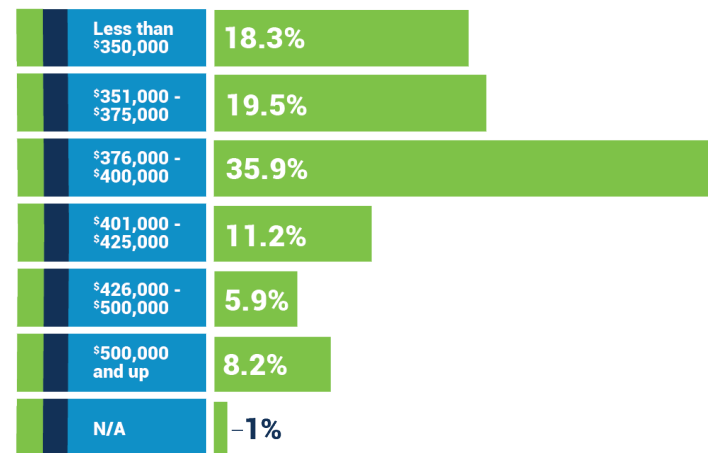
Our broadest-ever pool of respondents provided a good look at salary trends, with the largest number of participants (35.92%) reporting annual compensation between \$376,000 and \$400,000. The percentage of anesthesiologists reporting a salary of \$500,000 and above decreased significantly, from 32% of respondents in 2023 to 8.24% of respondents in this year's survey.

However, these numbers do not necessarily reflect a decrease in average salary; due to a larger survey pool size in 2023, they most likely present a more accurate and comprehensive summary of salary data for anesthesiologists at all levels of experience.

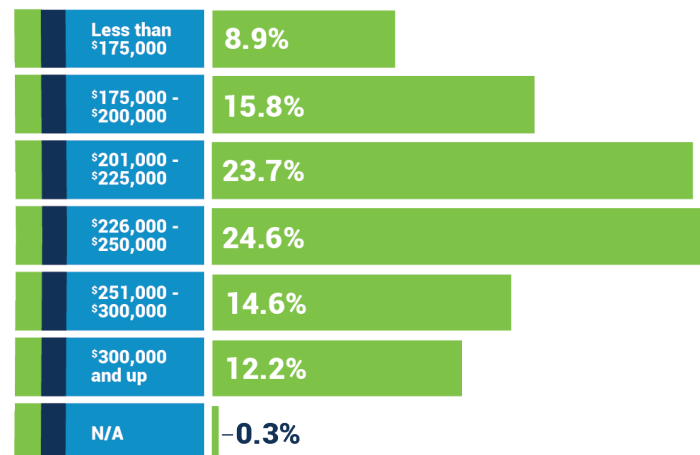
CRNAs

The percentage of CRNAs who reported earning more than \$300,000 saw a more modest decrease, from 20% of respondents in 2023 to 12% in 2024. The majority of CRNAs cited salaries between \$200,000 and \$250,000, with about 50% of participants falling into these brackets.

Anesthesiologists



CRNAs



Benefits

401(k) Benefits

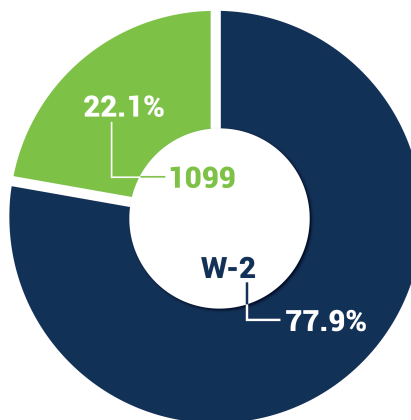
A large majority of respondents – close to 80% for both anesthesiologists and CRNAs – are offered 401k contributions from their employers.

1099 vs. W-2 Preferences

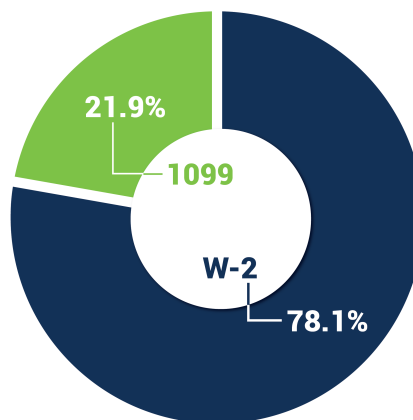
In 2024, 78% of anesthesiologists and 65% of CRNAs prefer a W-2 compensation structure. However, while the percentage of anesthesiologists currently under a W-2 structure matches stated preferences at 78%, responding CRNAs reported at almost exactly 50% W-2, 50% 1099.

Anesthesiologists

Preferred

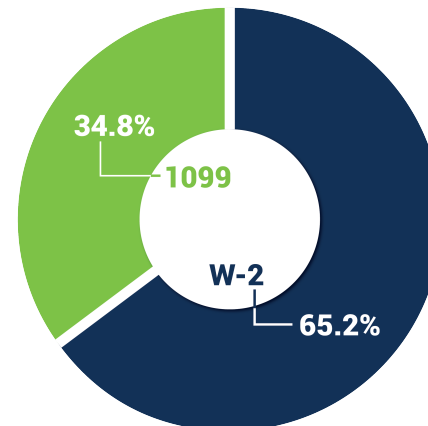


Current

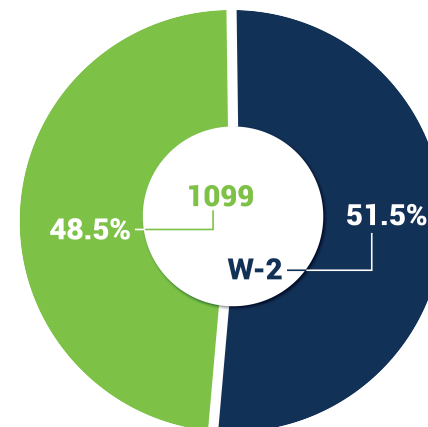


CRNAs

Preferred



Current



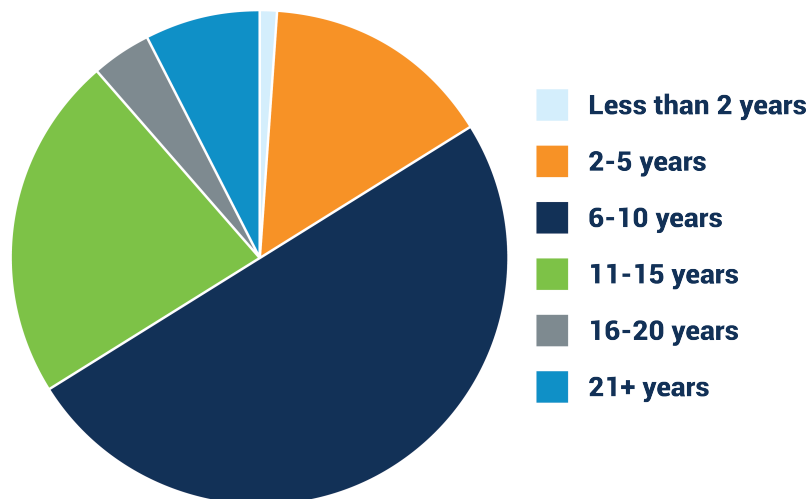
Clinical Experience

Respondents selected from a range of years to indicate their levels of clinical experience. While the percentage of anesthesiologists who reported more than 11 years of experience decreased significantly from 76% in 2023 to 35.2% in 2024, those with six years or more in the field still made up the vast majority at around 80%.

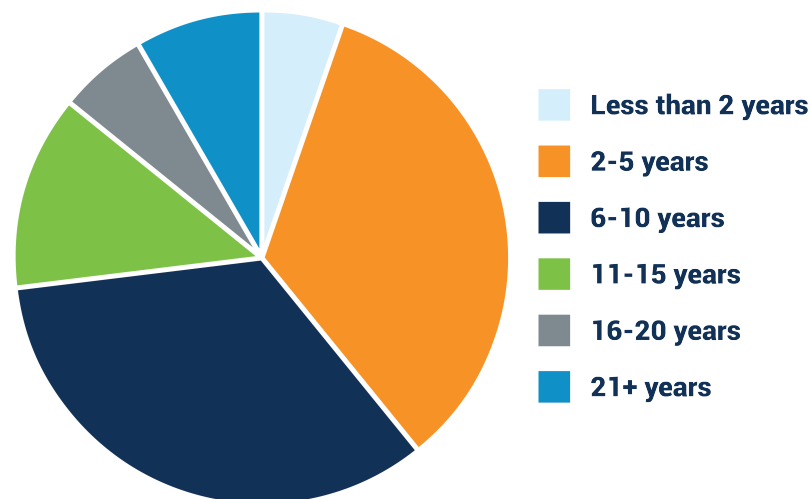
CRNA responses leaned more toward a midrange level of experience, with around 68% reporting between two and 10 years in the field. Few anesthesiologists and CRNAs reported fewer than two years of experience, with percentages at 1.28% and 5.5%, respectively.

Years of Clinical Experience

Anesthesiologists



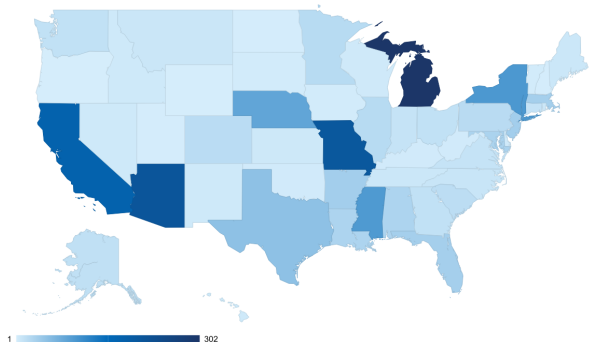
CRNAs



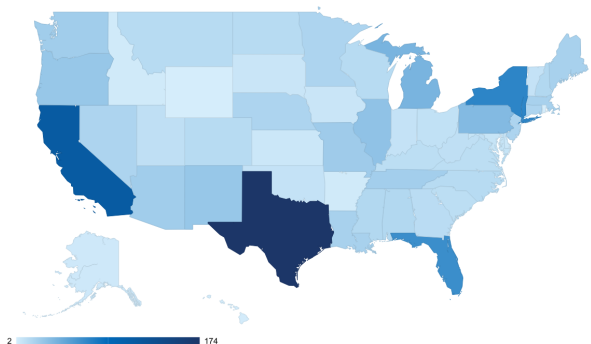
Practice Locations

Many of the gathered responses regarding respondents' current practice locations likely reflect factors such as state population, cost of living, and climate. The heat maps below show the proportion of respondents practicing in each state.

Anesthesiologists

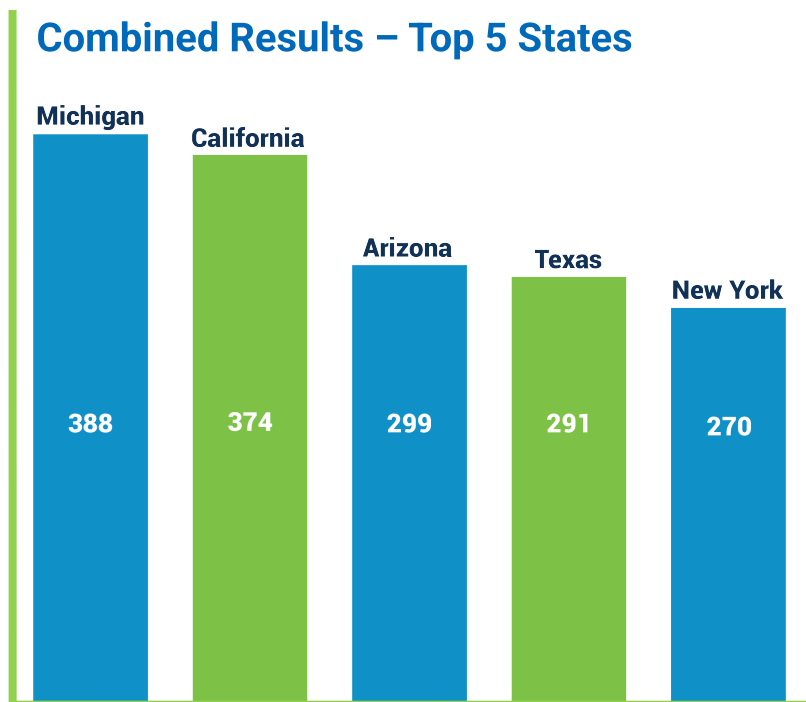


CRNAs



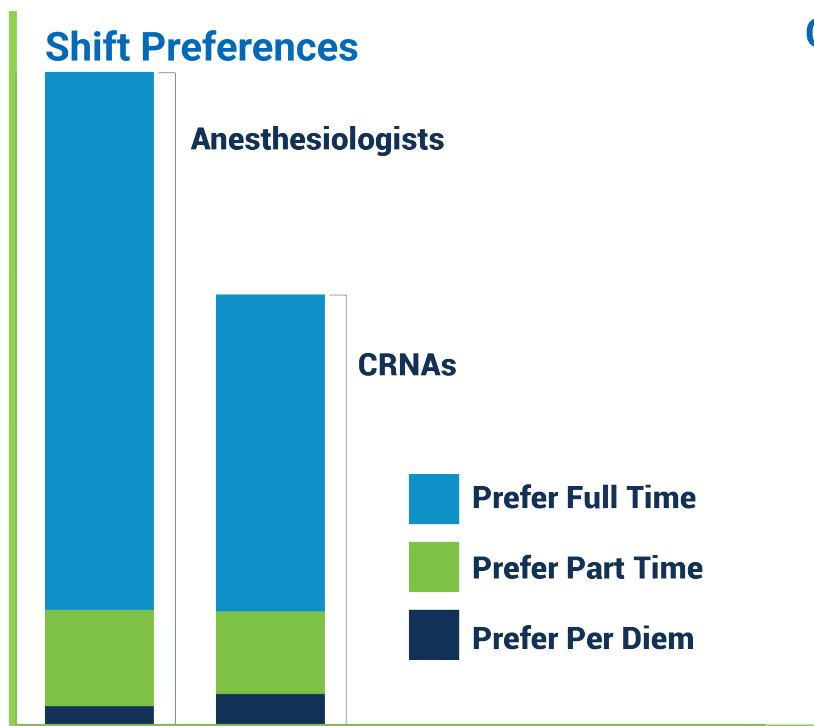
Number of
Respondents

Combined Results – Top 5 States

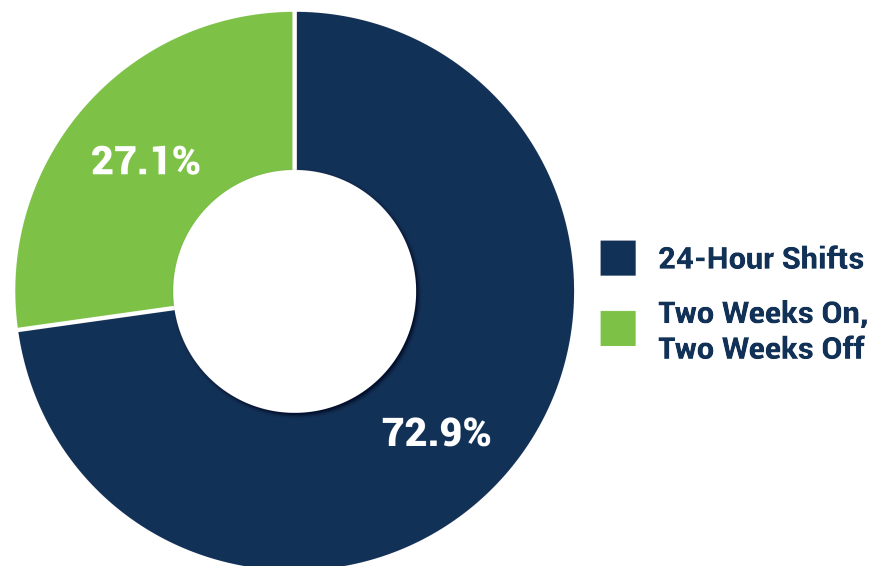


Preferred Work Schedule

The majority of both anesthesiologists and CRNAs prefer a full-time work schedule, although more CRNAs (about 20%) prefer to work part time. Contrasting with our 2023 survey results, participants in the 2024 survey expressed a strong preference for 24-hour shifts rather than two weeks on, two weeks off. When evaluated in tandem with respondents' cited clinical experience – where in 2023, a much larger percentage of participants reported more than 11 years in the field – this notable reversal may be indicative of newer anesthesia professionals' preferences.



Combined Full-Time Shift Preferences



Preferred Specialties

Anesthesiologists cited neurologic, obstetric, and critical care medicine as their top three specialties of interest by a wide margin. Similarly, most CRNAs expressed interest in obstetric specialty work, but additional CRNA responses split almost evenly between neurologic, cardiothoracic, and pain management.

Overall Top Preferred Specialties



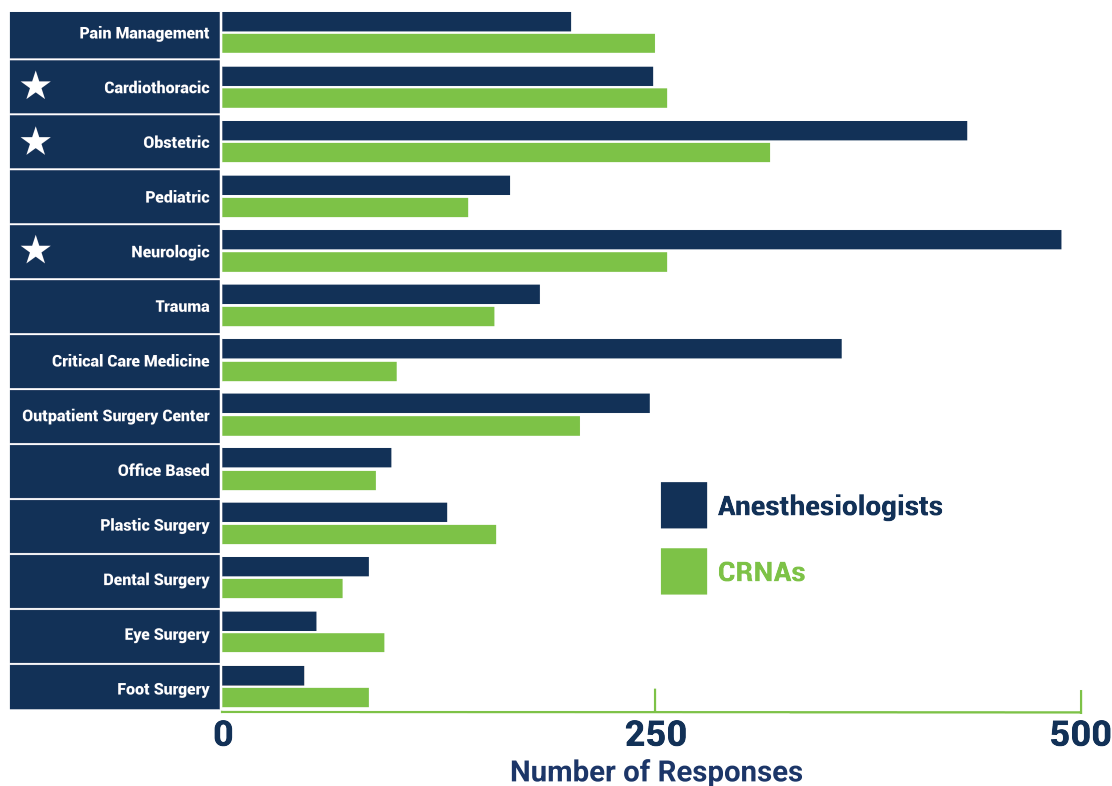
#1
Obstetric



#2
Neurologic



#3
Cardiothoracic

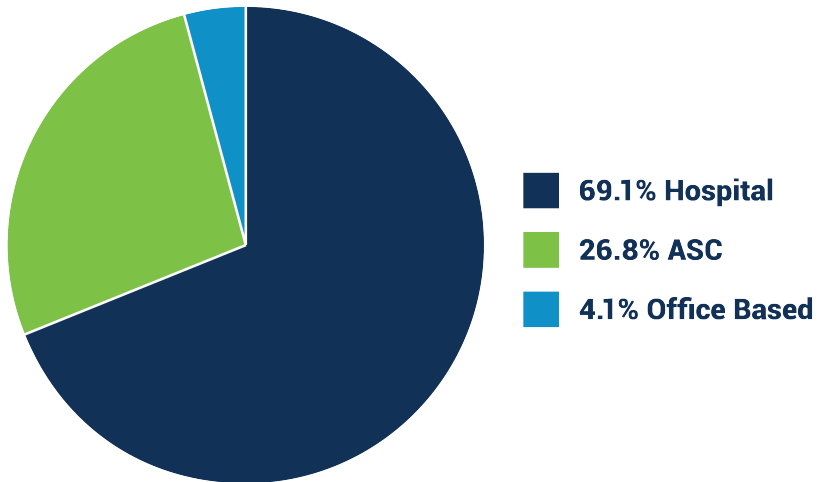


Preferred Practice Setting

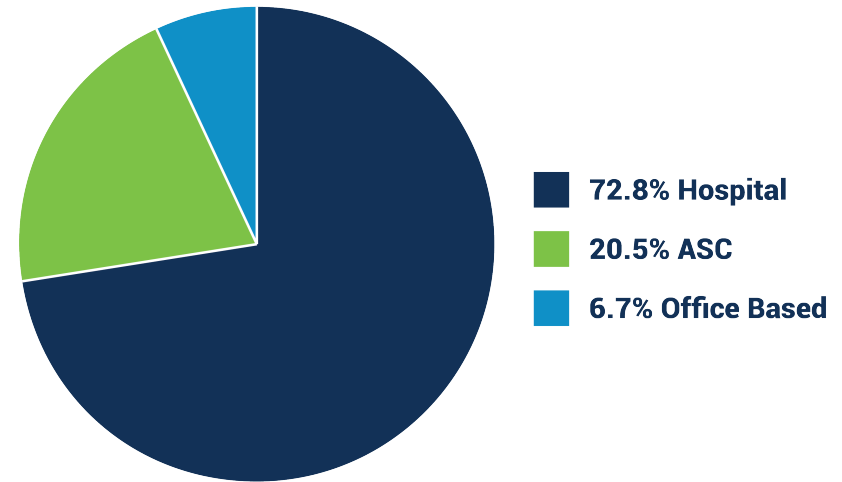
As in previous years, most respondents indicate a preference to work in a hospital setting and also report working in that setting currently. However, an increased number of respondents (27% of anesthesiologists and 20% of CRNAs) cite a preference for ambulatory surgical centers (ASCs), which could indicate some participants may have an interest in moving from a hospital work setting to an ASC.

Response Overview: Anesthesiologists & CRNAs

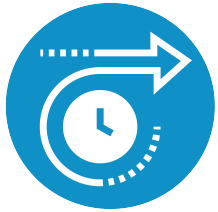
Anesthesiologists



CRNAs



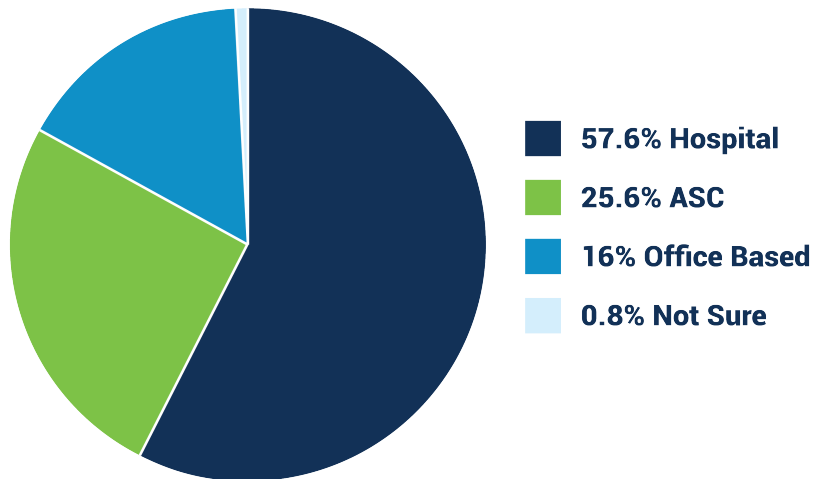
Preferred Practice Setting



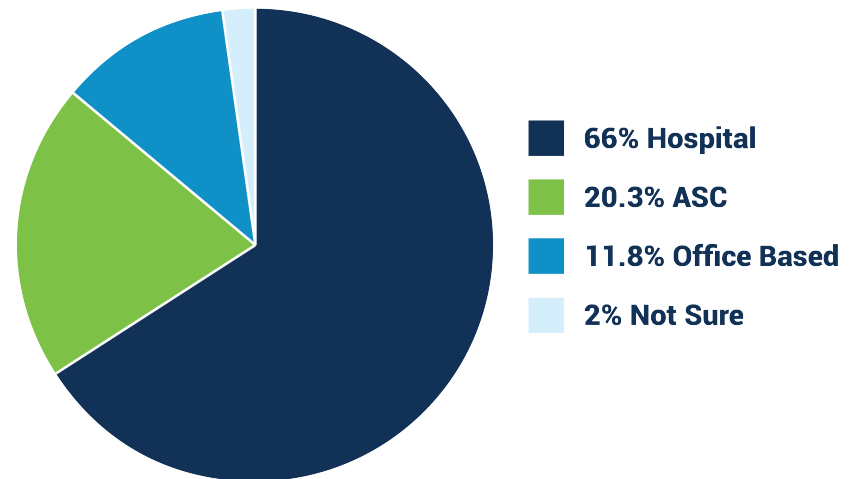
Looking Ahead: Student Responses

Like current professionals in the field of anesthesiology, resident and CRNA student respondents also preferred a hospital setting. However, a higher percentage had an interest in working in an office-based setting (16% of residents vs. 4.1% of current anesthesiologists, and 11.8% of CRNA students vs. 6.7% of current CRNAs).

Residents



CRNA Students

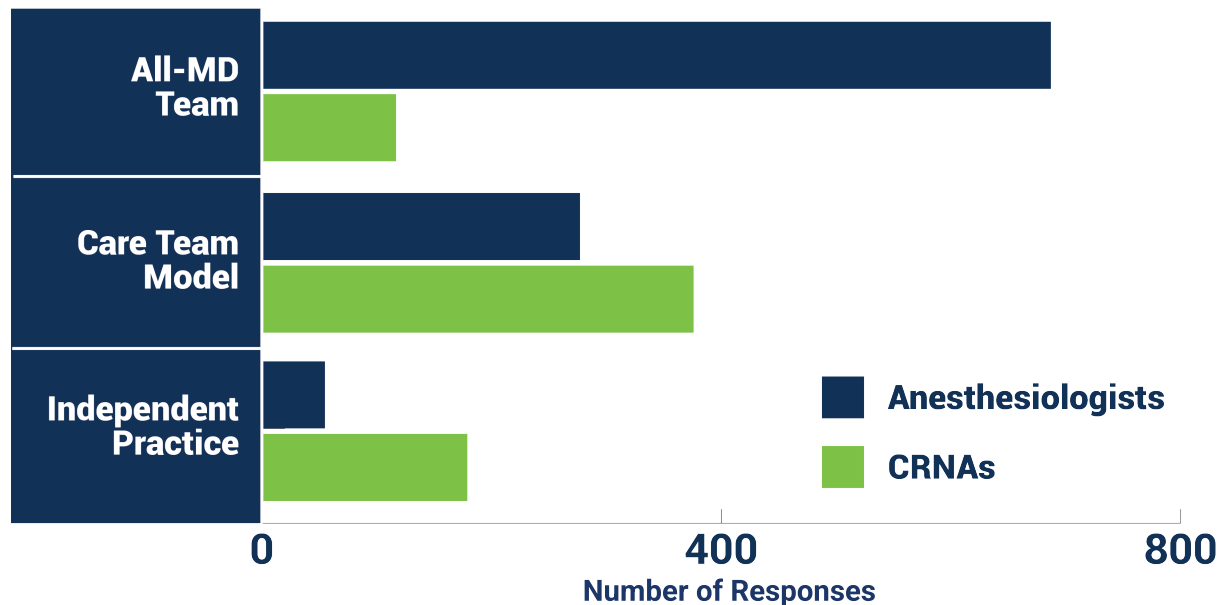


Preferred Practice Model

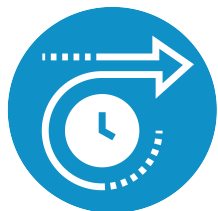
Our 2023 survey saw dramatic changes in anesthesiologists' practice model preferences, and 2024 marks another notable swing for both anesthesiologists and CRNAs.

In 2023, anesthesiologists expressed about equal preference for the care team model and an all-MD team, while almost 68% of 2024 respondents prefer all-MD teams. CRNA opinions, meanwhile, shifted toward 56% preferring the care team model versus 71% who preferred independent practice in 2023.

Response Overview: Anesthesiologists & CRNAs

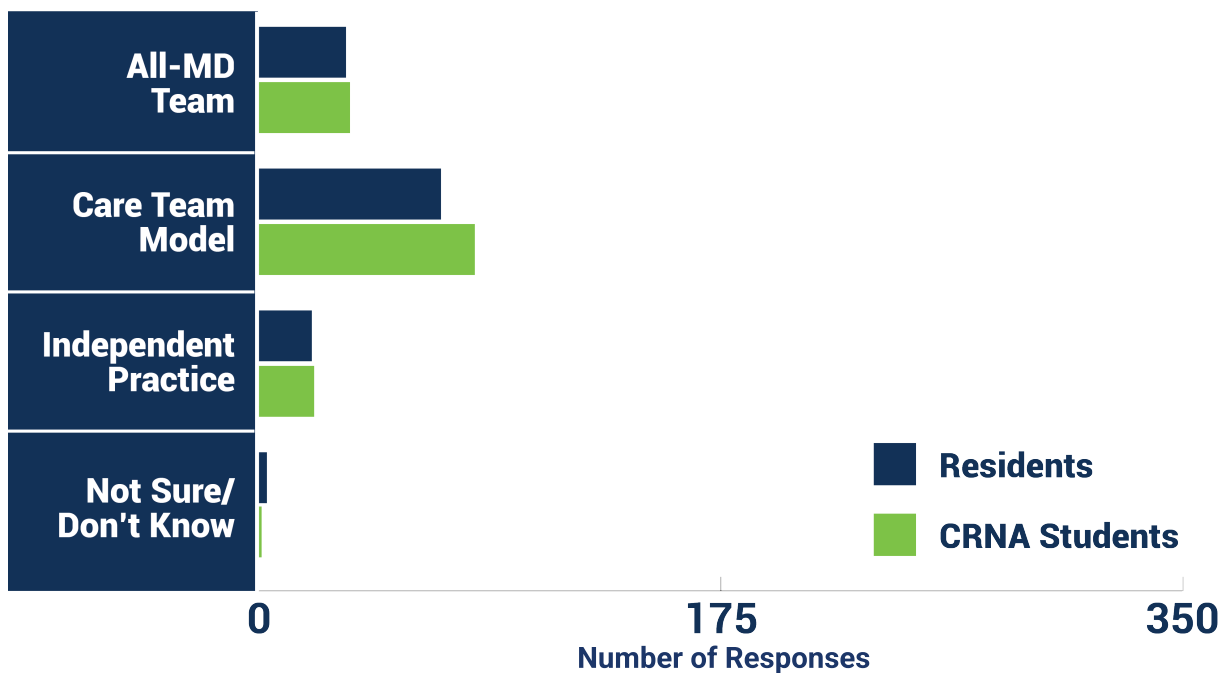


Preferred Practice Model



Looking Ahead: Student Responses

Both residents and CRNA students expressed a preference for the care team model, though by a smaller percentage in the case of CRNA students. Student respondents also cited more of an interest in independent practice than current anesthesia professionals.

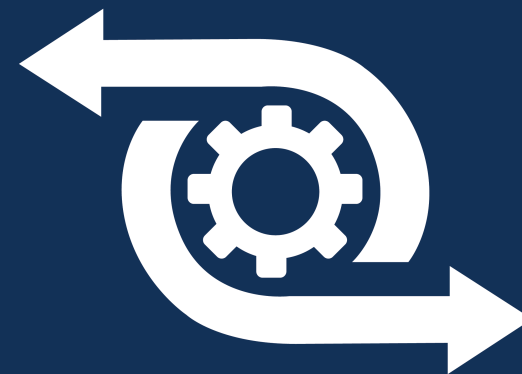
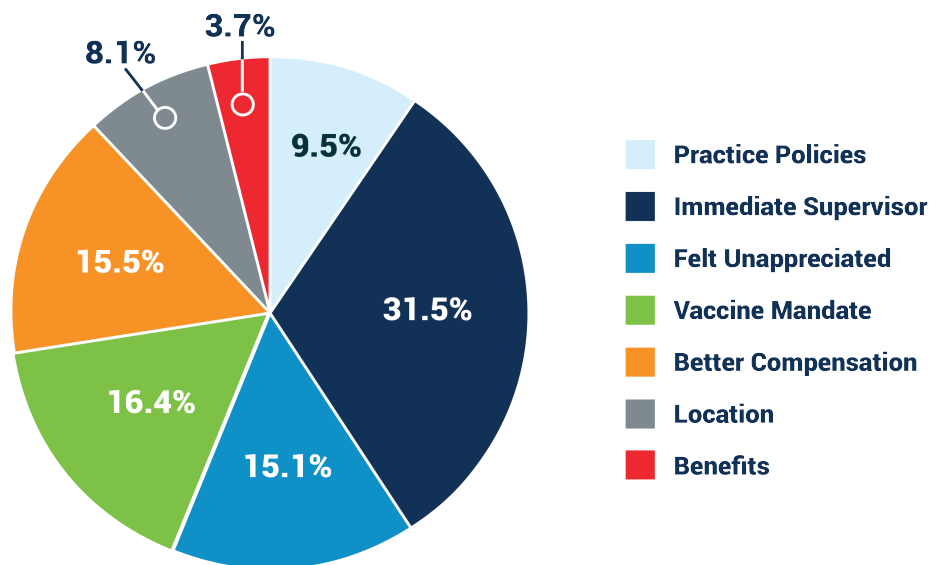


Job Transitions

The 2024 survey marked a surge in reported job transitions, particularly for anesthesiologists. In 2024, 52% of responding anesthesiologists reported changing jobs within the industry in the previous two years, a massive increase from 2023's 25%. CRNA job transition numbers showed a much smaller increase, from about 30% in 2023 to 35% in 2024.

Factors Influencing Job Change

Participants cited issues with an immediate supervisor, feeling unappreciated, and vaccine mandates as the most common factors in leaving their previous roles.



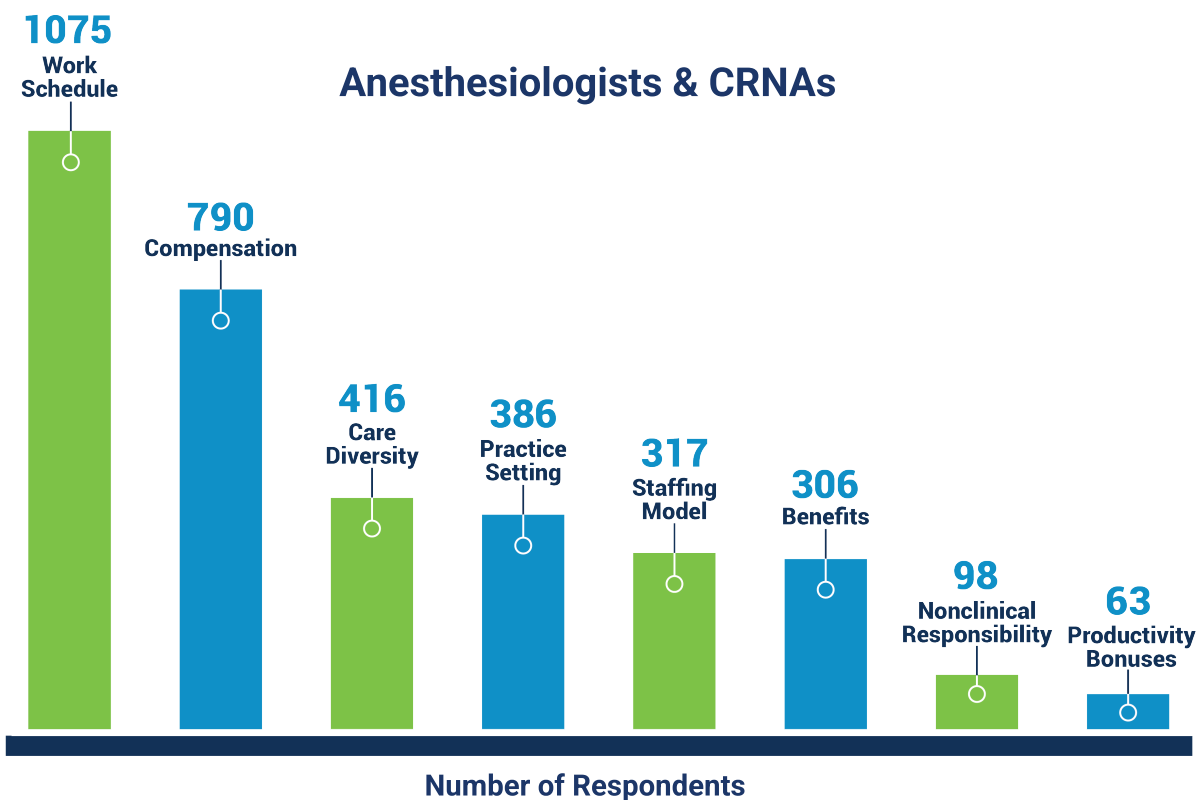
52%

of Responding Anesthesiologists
Changed Jobs
in the Industry Within the Previous
Two Years, a 25% Increase from
2023's Survey Results

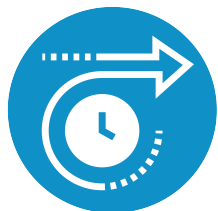
Job Transitions

Key Considerations Driving New Job Selection

When asked to select the top two most influential factors in considering a new position, work schedule emerged as the top choice among all respondents. While both anesthesiologists and CRNAs also indicated that compensation plays a key role, the two diverged on the third most-selected factor, with almost 33% of anesthesiologists preferring positions with more case diversity and CRNAs prioritizing practice setting.



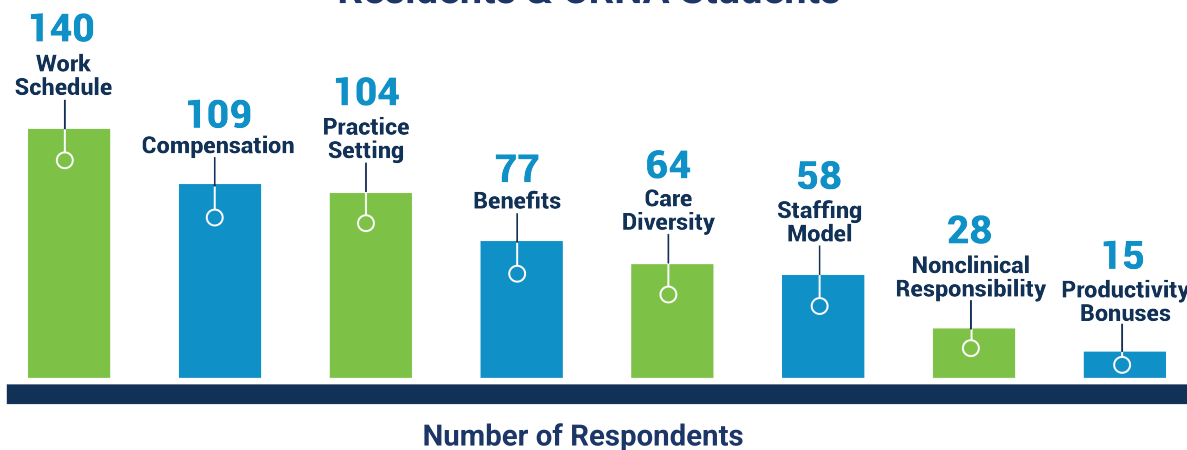
Job Transitions



Looking Ahead: Student Responses

As with current anesthesiologists and CRNAs, work schedule tops the list of job considerations, with compensation, practice setting, and benefits also of interest.

Residents & CRNA Students

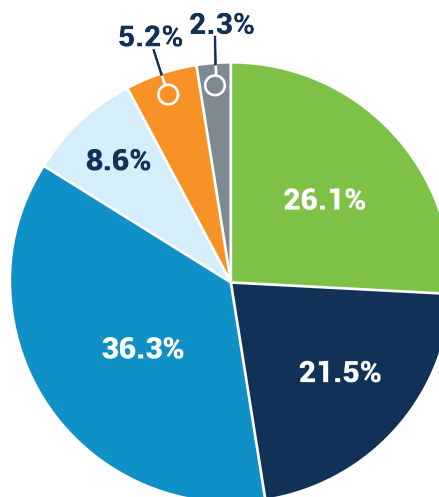
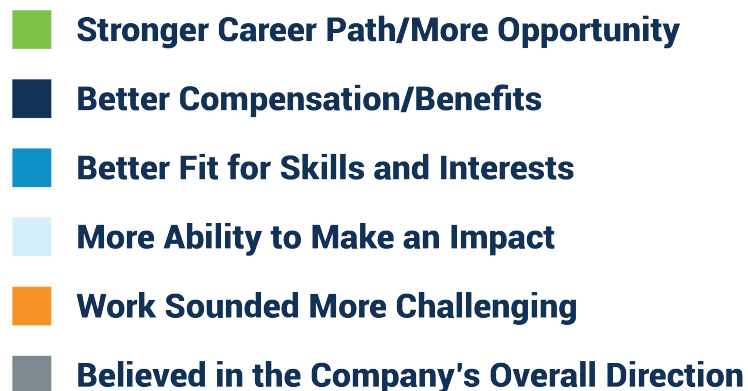


Job Transitions

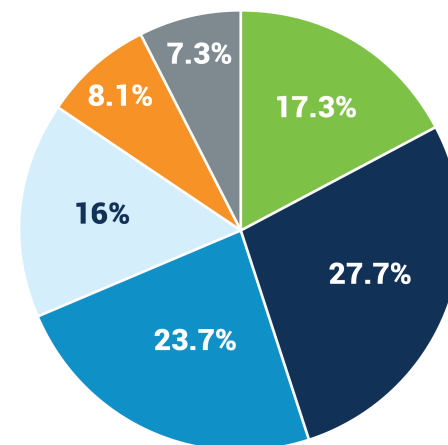
Key Benefits Offered by New Employer

While better compensation played a role for all respondents when considering whether to accept a new position, other top responses relate more to job satisfaction and progression. Both anesthesiologists and CRNAs stated their new roles seemed to be a better fit for their skills and interests, as well as offering more career path opportunities.

Given that over 50% of surveyed anesthesiologists changed jobs within the past two years, the crucial role that job satisfaction plays in attracting and retaining skilled professionals cannot be overstated.



Anesthesiologists

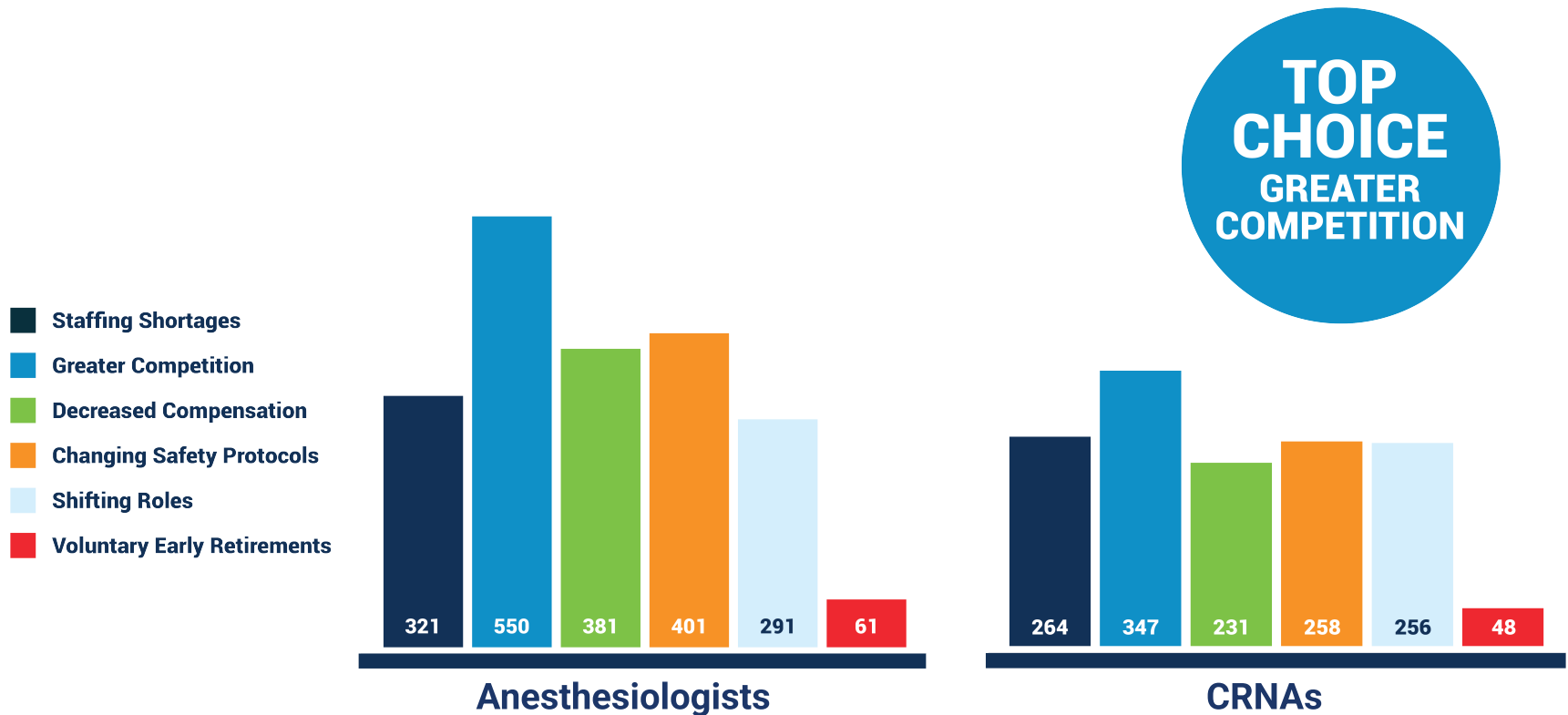


CRNAs

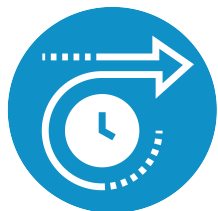
The Future of Anesthesiology

Competition, Changing Safety Protocols, and Decreased Compensation

Both anesthesiologists and CRNAs cited greater competition as their top concern for the next five years, followed closely by changing safety protocols and decreased compensation for anesthesiologists and by staffing shortages and changing safety protocols for CRNAs. Respondents also expressed their concern about shifting roles in the field.



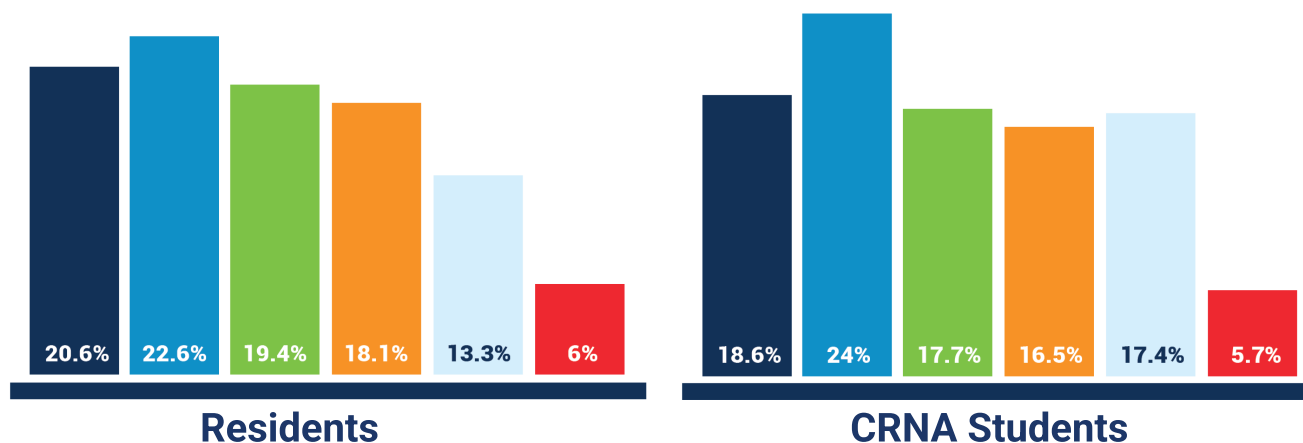
The Future of Anesthesiology



Looking Ahead: Student Responses

Student concerns for the next five years generally matched those expressed by current professionals, with greater competition as the top concern, followed by staffing shortages and decreased compensation. Residents also indicated concern about changing safety protocols; CRNA students shared this concern but indicated greater worries about shifting roles.

- Staffing Shortages
- Greater Competition
- Decreased Compensation
- Changing Safety Protocols
- Shifting Roles
- Voluntary Early Retirements



An Evolving Professional Landscape



Anesthesiology is a vital component of modern healthcare. The United States is facing a shortage of anesthesiologists, complicating the ability of hospitals and surgical specialties to meet the ever-growing demand.

Increasing demand for surgical services will continue to rise by 2–3% per year over the next decade fueled by population growth, particularly among the elderly with the number of people 65 and older growing by 55% over the next decade.

The current and projected shortage of anesthesiology providers is a complex problem which will require a multi-faceted solution.



Source: *Anesthesiologist shortage in the United States: A call for action*
<https://www.sciencedirect.com/science/article/pii/S2949916X2400001X>



benefits
hire
network
engage
recruit
retirement
shortage
pay
retain
employ
attract



The anesthesia industry continues to face significant staffing shortages. The Association of American Medical Colleges (AAMC) predicts shortages of **12,500 anesthesiologists by 2033**, almost a third of the 42,264 anesthesiologists currently working in the field.

Source: *AAMC Report Reinforces Mounting Physician Shortage*
<https://www.aamc.org/news/press-releases/aamc-report-reinforces-mounting-physician-shortage>

About Somnia Anesthesia

Founded in 1996, Somnia Anesthesia is a national, privately held, anesthesia-only practice management company headquartered in New York. Our singular focus is building and managing local anesthesia teams that consistently deliver high-quality patient care, improve operating room performance, and achieve surgeon and patient satisfaction.

Data-driven and innovative, Somnia has employed community health and evidence-based care to improve anesthetic services' clinical and financial performance in hospitals, surgery centers, and doctor's offices.

To learn how your facility can benefit from Somnia's anesthesia solutions, visit us at somniainc.com or contact us directly at solutions@somniainc.com

We're Here to Help!

Learn how Somnia can help with staffing needs or advancing your career: somniainc.com/careers.

Or contact us directly at recruitment@somniainc.com.

Knowledge Center

Somnia goes above and beyond to understand the ever-changing anesthesia industry and trends. View our extensive Knowledge Center at somniainc.com/anesthesia-thought-leadership.



**THANK
YOU!**

Thank you to all
survey participants for
making a difference in
the anesthesia industry!



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Labor Market Survey**

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