

2025 Trainees: Where are they now?

REPORT

Rosman provider geographic trends.

Where are specialty physicians going to work once their training is complete?

Using Rosman's proprietary data, we've examined geographic physician placement trends across four in-demand specialties:

- **Gastroenterology**
- **Urology**
- **Neurosurgery**
- **Neurology**

This report summarizes our findings to help you as a new physician formulate your post training plans. Find out:

- **Which U.S. regions are the most popular for your specialty**
- **What's driving location choices**
- **Where the greatest need might be for your skills**





Some highlights:



Gastroenterologists are distributing more evenly.

They still largely gravitate toward high population states like California, New York, and Florida, but more GI specialists are heading to comparatively lower cost-of-living states like Ohio, North Carolina, and New Jersey.



Urologists are California dreamin', despite aging trends.

Even though there are more older Americans in less densely populated states, urologists are still moving to the states with the largest populations and healthcare infrastructure post-residency, with California leading the pack.



Neurosurgeons are still doing the research despite threats to funding.

Despite cuts to research funding that enables these centers to recruit top talent, neurosurgeons continue to go where the research is being done. This is largely in cities with major academic centers: Boston, New York City, Chicago, and Houston continue to attract the most new neurosurgery talent.



Visa changes are starting to impact rural neurologist recruitment.

42% of neurology trainees are currently J-1 visa holders, meaning they must go somewhere "underserved" after their residency/fellowship. But uncertainty in visa policy is already starting to affect how rural hospitals are able to recruit.

READ ON for a more in-depth review of what's impacting lifestyle and career geography for critical care specialists in 2026 and beyond.

REACH OUT to Rosman at any time for more information to help you narrow down your practice placement options.



Gastroenterology

Where are new GI specialists going to work?

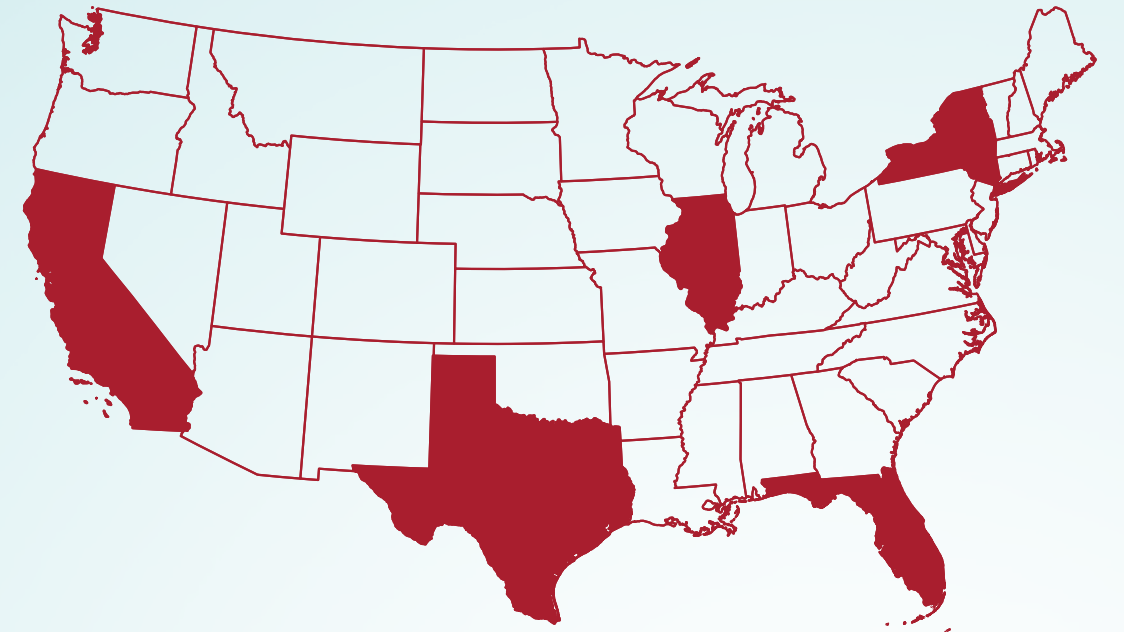
When gastroenterologists finish fellowship training, their next move often reflects a mix of opportunity, lifestyle, and personal preference. While it may seem like GI specialists are scattered across the map in the U.S., with the most landing in coastal states, there does appear to be a slight uptick in GIs moving to lower cost-of-living states in the middle. We reviewed data on 710 gastroenterologists who accepted full-time roles after completing training, and the results offer insights into how this specialized workforce is shaping up across the U.S.

A snapshot of the numbers

Let's start with the most popular destinations:

- California — 69
- New York — 67
- Texas — 64
- Illinois — 41
- Florida — 41

These five states alone accounted for a significant share of hires, with Illinois displacing Pennsylvania (38) in the top five in 2025. Others like North Carolina (34), Ohio (25) and New Jersey (25) increased their gastroenterology ranks, possibly because of a lower cost of living.



Why are some states left out?

Rural Realities & Recruitment Challenges

Even if they are less expensive to live in, many rural-majority states often lack the infrastructure to support large numbers of specialists. Places like Vermont, Montana, Idaho, and South Dakota may have a need but struggle to compete with the compensation, amenities, and networks found in states with larger populations.

Professional Isolation

Young physicians will understandably want vibrant peer networks and strong mentorship opportunities, something that is easier to find in states with bigger populations. For many, joining an established practice or academic center with robust support systems is a top priority.

What's behind the location choices?



Population & Patient Demand

High-population states with large and aging communities such as California, Florida, Texas, and New York naturally create more demand for GI services. These areas often offer a steady stream of patients and robust healthcare networks.



Lifestyle & Personal Ties

For some new physicians, the appeal is sunshine and beaches, so California and Florida are the obvious choices. Others choose to stay in regions where they trained or have family connections. Familiarity and support systems go a long way in shaping these decisions.



Academic & Research Hubs

Cities like Boston, New York City, Philadelphia, and Chicago are home to renowned academic medical centers. These environments still appeal to early-career physicians interested in research, teaching, or practicing within innovative systems rich in resources and mentorship.



Financial & Tax Considerations

As prices rise across the U.S., cost of living, compensation models, and tax environments are playing an even bigger role in GI specialists' decision-making. States like Texas and Florida, with no state income tax, offer added financial appeal, and lower cost-of-living states like Ohio and North Carolina are increasingly attractive. However, states with higher living costs may still compensate with larger salary packages or a wider range of job opportunities.

The **Rosman** Perspective:

What could the future hold?

1 Telemedicine & Remote Practice

With the continued expansion of telehealth, it is possible that more gastroenterologists will be able to live wherever they want while still serving patients across states or regions. This shift could redistribute the workforce over time and accelerate the number of GI specialists moving to lower cost-of-living states.

2 Rising Demand in Underserved Regions

As the need for GI care grows in rural and remote communities, stronger incentives like loan forgiveness, signing bonuses, and competitive salaries may begin to sway more new graduates. These programs could help narrow the access gap while creating appealing career paths for early-career physicians.

3 Demographic & Policy Shifts

States with growing populations, especially retirees in the Sun Belt, may see an increase in GI demand. Additionally, healthcare policy changes, such as expanded Medicaid or enhanced reimbursement for GI services, could make certain areas more attractive for practice.

4 Work-Life Balance Matters

New physicians are placing greater emphasis on flexibility, work-life balance, and job satisfaction. Locations and practice models that support those values may have an edge in the coming years.

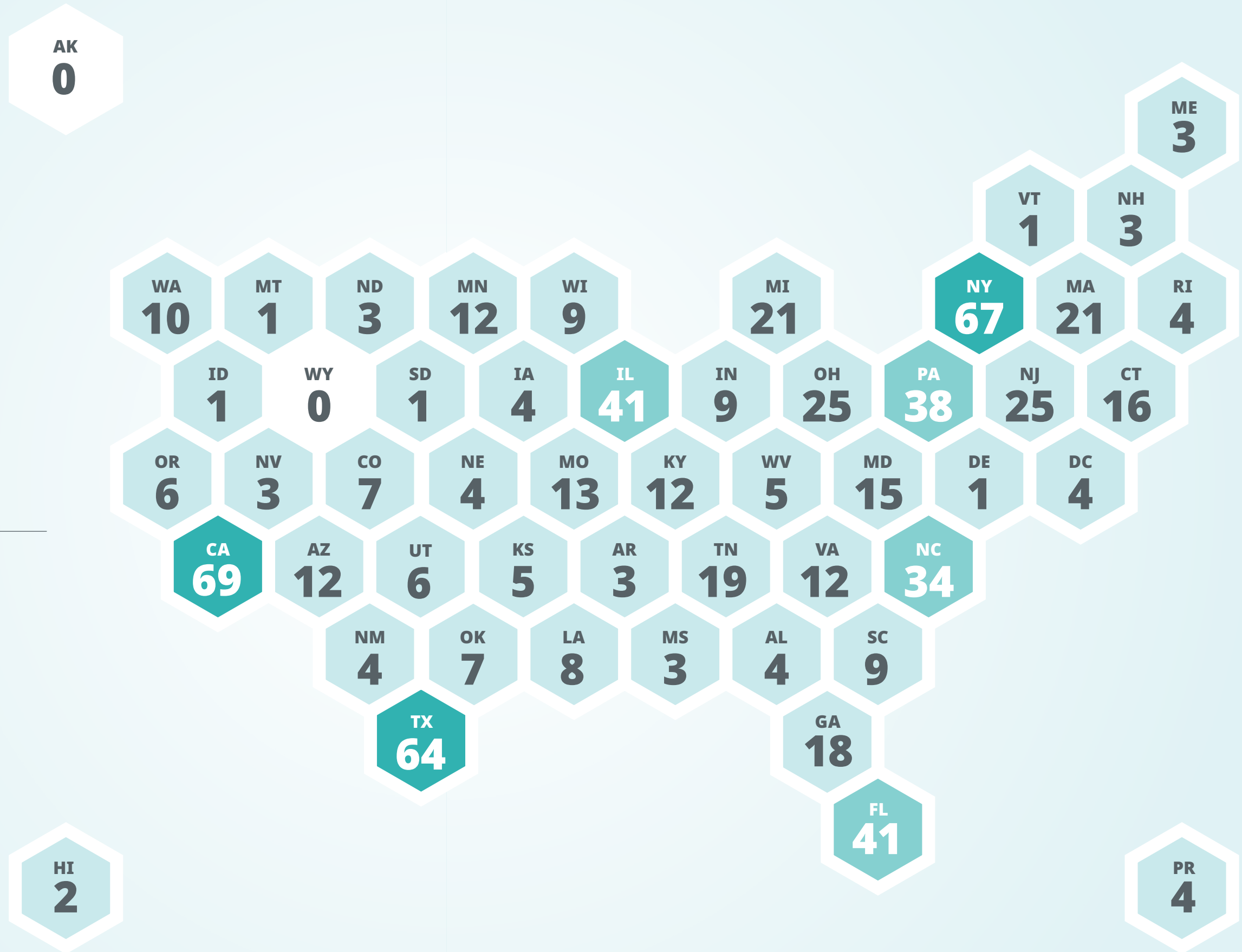
Final thoughts.

Whether they are heading to high-volume hubs like New York and California or exploring opportunities in a more relaxed community with a lower cost of living, newly trained gastroenterologists are choosing where to build their careers based on a blend of professional and personal priorities. For fellows evaluating their next steps, or employers looking to recruit the next wave of GI talent, these trends offer a valuable guide. As healthcare continues to evolve, so will the geography of gastroenterology.

Class of 2025 GI Trainees

Trainees by state.

- 1-25 trainees
- 26-50 trainees
- 51-75 trainees
- 76+ trainees





Urology

Where are new urologists going to work?

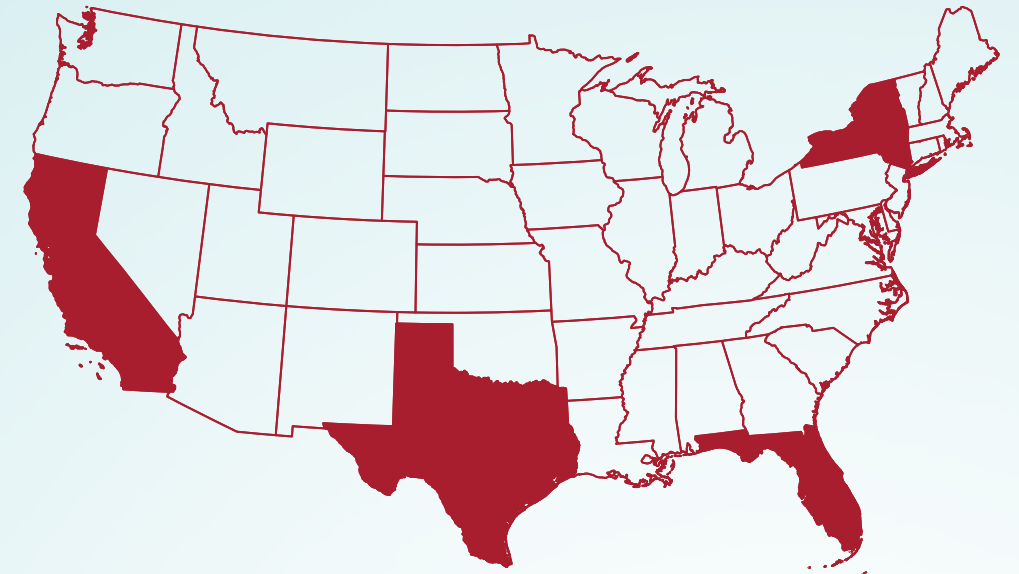
Where are urologists going to practice after they have completed their residencies or fellowships? We ran the numbers on 374 urologists who recently completed their training in the U.S. Here's a look at where they have decided to settle, and our assessment of their job placement trends.

A snapshot of the numbers

Urologists are California dreamin'.

- California — 51**
- New York — 26**
- Florida — 22**
- Texas — 20**

These four states consistently top the charts, thanks to their large patient populations and robust medical communities. However, the share of new urologists going to California has increased.



Other Noteworthy States

Other states with strong numbers of new urologists include: Ohio (19), Pennsylvania (17), and Michigan (14). While smaller in population than the top four, these states offer thriving metro areas and well-established health systems that attract young physicians.

Meanwhile, the population of many rural states is aging rapidly and showing greater need for urology care, but these areas continue to struggle with attracting urologist talent. North Dakota, South Dakota, and Wyoming only attracted one new urology trainee each in 2025.

There was a slight but noticeable uptick in candidates moving to Canada, with the most new hires ending up in Ontario.

Why are urologists heading west?

California is a major healthcare innovation hub, with strong medical communities and multiple large cities. Urology includes reproductive healthcare, and recent policy changes affecting this area of medicine may have influenced some new graduates' decisions. This, combined with lifestyle and family factors, may be what is influencing younger doctors to move to California in greater numbers.

What's driving these choices?

Population & Patient Demand

Urologists tend to go where the patients are. High-population states like California, Texas, Florida, and New York offer no shortage of clinical volume, especially with aging populations that typically need more urological care.

Academic & Research Hubs

Many new urologists gravitate toward cities with renowned academic medical centers. Places like Boston, Denver, Baltimore, and Seattle are magnets for those looking to participate in advanced research, continue their subspecialty training, or collaborate with top experts.

Lifestyle & Personal Ties

Some doctors stay where they are trained, thanks to strong personal or professional ties. Others are drawn by lifestyles such as good weather, vibrant city life, outdoor recreation, or proximity to family. These personal factors often tip the scales when choosing between offers.

Financial & Career Incentives

States with strong job markets or higher salaries, like Texas and Florida, often look more attractive, especially when combined with no state income tax. Even in higher-cost areas like New York or California, extensive hospital systems and competitive compensation can make the trade-off worthwhile.

Rural vs. Urban, State-By-State Policy Differences

Rural states may face greater challenges in attracting new urologists, despite a pressing need. Many young specialists start out in urban areas where they can join larger practices, benefit from mentorship, and work with innovative technology. Additionally, recent changes to reproductive healthcare access laws in some U.S. states may influence a urologist's ability to practice. That said, with the right incentives, such as loan repayment or signing bonuses, some rural regions are starting to gain ground.

The **Rosman** Perspective:

What could the future hold?

1 Telehealth & Technology

Although urology remains hands-on in many respects, telemedicine is opening new possibilities, especially for post-op consultations and routine follow-ups. As this tech continues to evolve, it may give future urologists more flexibility where they practice.

2 Policy & Incentive Changes

More states are introducing creative incentives to attract physicians to underserved rural areas, including loan forgiveness, relocation support, and rural practice subsidies. These efforts could start to shift the map in coming years.

3 Population Trends

In order to recruit more physicians to rural regions where the older population is growing, some hospitals in these states are offering larger sign-on and retention bonuses. Crucially, they are gravitating more toward offering greater advance practice provider (APP) support for urologists in order to make their positions more attractive.

Final thoughts.

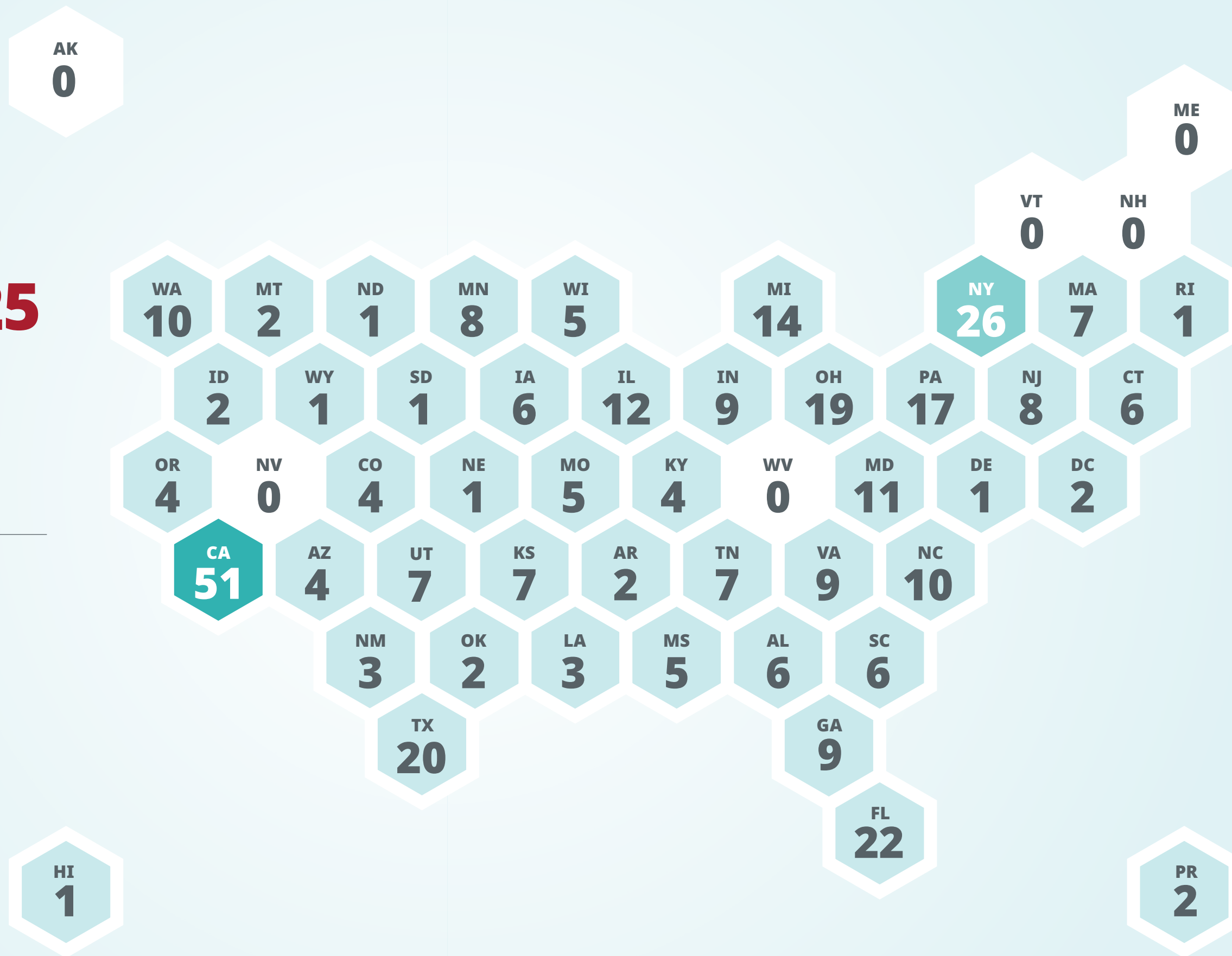
From big cities like Los Angeles and New York to mid-sized hubs like Phoenix, new urologists are choosing locations based on a mix of patient demand, lifestyle preferences, academic opportunities, and personal connections. A smaller but statistically significant group is even venturing internationally in search of the right fit.

For hospitals and practices looking to attract top talent, understanding these trends can help tailor recruiting strategies. For early-career urologists, it is not just about finding a job, it's about finding the right place to build a life and career.

Class of 2025 Urology Trainees

Trainees by state.

- 1-25 trainees
- 26-50 trainees
- 51-75 trainees
- 76+ trainees





Neurosurgery

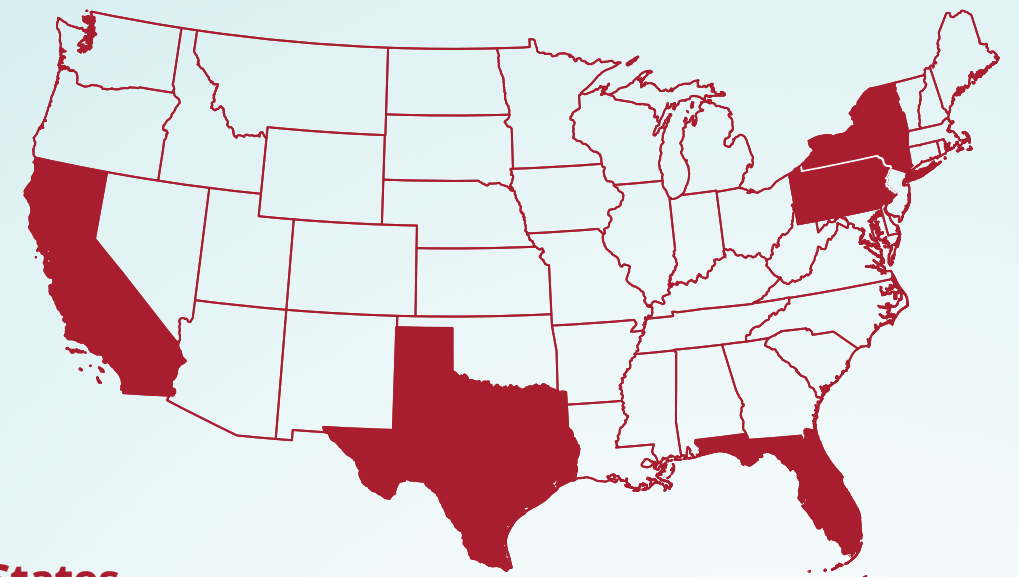
Where are newly trained neurosurgeons going to work?

Neurosurgery is one of the most rigorous and in-demand fields in medicine, so it is only natural to wonder where these specialists land once they finish training. We looked at 241 neurosurgeons who accepted positions across the United States and internationally. Below is a snapshot of what we found, plus a few thoughts on why certain places are pulling in more neurosurgeons than others.

A snapshot of the numbers

Some states clearly lead the way when it comes to attracting neurosurgeon talent. These include:

- Texas — 23**
- California — 22**
- Pennsylvania — 22**
- New York — 15**
- Florida — 15**



Other Noteworthy States

Other states with major academic centers or growing populations followed closely behind these top five destinations. These include Massachusetts (10), Arizona (9), Michigan (8), Ohio (8), Illinois (6), and Virginia (6). A small handful of others went to locations in Canada or Puerto Rico, showing the true global scope of this specialty.

Why the big states lead.

High Population, High Demand

Larger populations naturally create higher demand for specialized services, especially in trauma care, spine disorders, and complex neurological conditions. Add in aging populations in states like Arizona and Florida, and the need only grows.

Academic & Research Powerhouses

Newly trained neurosurgeons most often want to go to locations with academic centers and research hospitals, even if the funding for these facilities is being cut by the federal government. Cities like Boston, New York, Chicago, and Houston offer innovative technology, subspecialty training, and vibrant professional communities.

Large Hospital Systems

Well-established hospital networks offer the surgical volume and case variety neurosurgeons want. These systems also tend to offer strong support teams, and the advanced equipment and surgical suites neurosurgeons need. Therefore, more rural locations may not have the economic ability to compete for recruits.

What drives these decisions?

Mentorship & Career Growth

Many new neurosurgeons seek mentorship as they refine subspecialty skills in areas like spine, neuro-oncology, or cerebrovascular surgery. Academic institutions and major teaching hospitals offer structured environments that support this kind of growth.

Lifestyle & Personal Goals

After years of intense training, lifestyle plays a significant role. Some prioritize sunny weather, mountain access, or proximity to family. Others look for cultural offerings, good schools, or strong communities for raising children.

Compensation & Cost of Living

Even in a high-earning field like neurosurgery, financial considerations matter. States with no income tax (like Texas and Florida) or lower cost of living may offer more take-home pay, while high-cost areas like California and New York remain attractive due to professional benefits and opportunities.



What about international hires?

While most new neurosurgeons stay in the U.S., a notable number head abroad, especially to Canada (Ontario, Quebec, British Columbia, Alberta). These neurosurgeons go north of the border for a multitude of reasons. Family or cultural ties draw some, while research opportunities outside the U.S. can be attractive for those with academic or global health interests. Healthcare system differences also may appeal to those curious about practicing in single-payer systems or emerging private networks.

The **Rosman** Perspective: **What could the future hold?**

1 Technological Advancements

Advancements in robotics, AI, and telemedicine may reshape practice patterns in the coming years. Hospitals with innovative equipment could become even bigger magnets for tech-savvy neurosurgeons.

2 Rural Demand Growth

There is a growing need for neurosurgical services in rural areas, though recruitment remains a challenge. If smaller hospitals can improve incentives or share resources with urban centers, more early-career neurosurgeons may be willing to fill these critical roles.

3 Global Collaboration

As the field continues to specialize, international partnerships may become more common, especially for rare procedures or complex cases. These collaborations could offer new training avenues and research paths, especially for those eager to build a global impact.

Final thoughts.

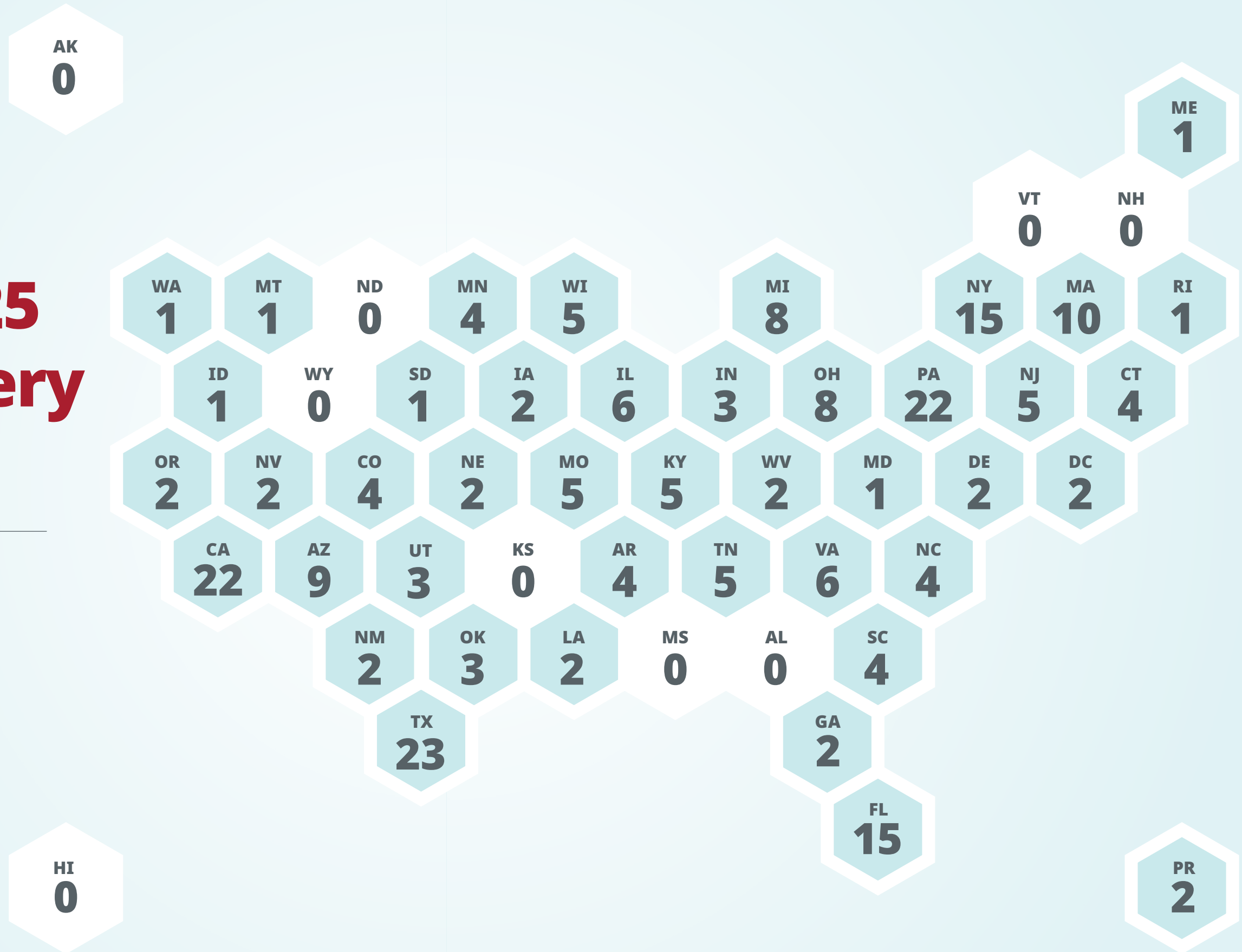
The data shows that newly trained neurosurgeons tend to land in high-demand, well-resourced states anchored by academic centers and strong hospital systems—even as federal research funding continues to be cut. Others may look for more international opportunities, especially as global partnerships become more common for rare procedures or complex cases, which provide new training avenues and research paths. Offering strong mentorship, competitive compensation, and a supportive work environment can go a long way in attracting the next generation of neurosurgeons.

For neurosurgeons themselves, their first job out of residency or fellowship is more than a title—it's the beginning of a long, impactful career. Choosing the right environment to grow in, both professionally and personally, sets the tone for everything that follows.

Class of 2025 Neurosurgery Trainees

Trainees by state.

- 1-25 trainees
- 26-50 trainees
- 51-75 trainees
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Neurology

Where are newly trained neurologists going to work?

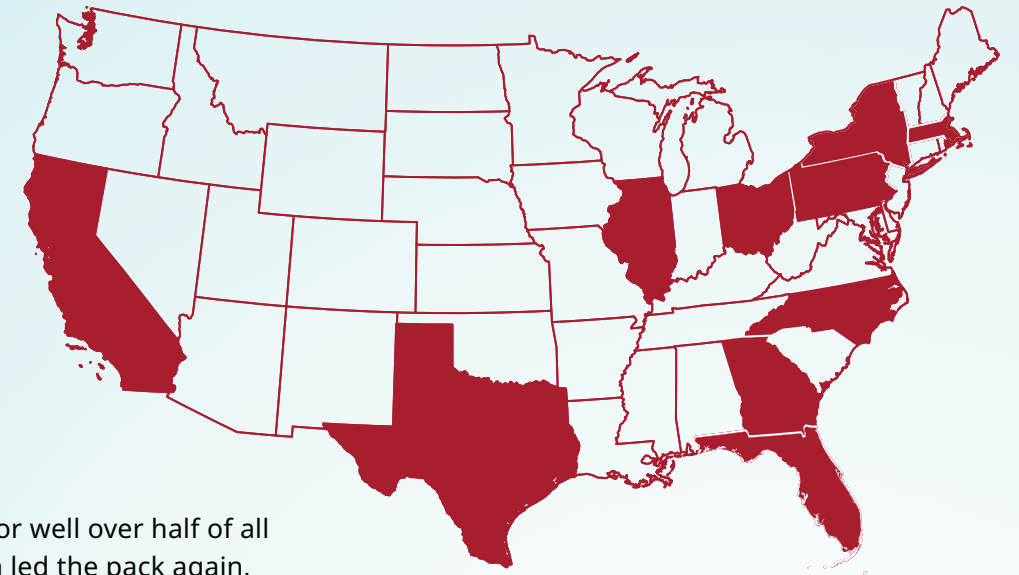
Neurology is one of the most wide-ranging medical specialties, spanning everything from innovative neuroscience to collaborative primary care. Notably, a large percentage of neurology trainees are from outside the U.S., and we are beginning to see the impact of recent immigration changes on their placement trends.

Once they completed their training, where did they go in 2025? We reviewed data from 1,050 hires of recent neurology graduates, spanning the U.S. and a few international destinations, to uncover where new neurologists are choosing to begin their careers and why.

A snapshot of the numbers

Unsurprisingly, the largest states or those with the biggest academic centers led the way in recruiting brand-new neurologists:

- California — 119
- New York — 90
- Florida — 66
- Texas — 60
- Pennsylvania — 54
- Ohio — 53
- Massachusetts — 48
- Illinois — 43
- North Carolina — 36
- Georgia — 29



These ten states alone account for well over half of all neurology placements. California led the pack again, while North Carolina surged ahead in the rankings.

Other Noteworthy States

Beyond this year's top ten, several other states also attract a solid number of newly trained neurologists: Colorado (27), Washington (23), Missouri (21), Tennessee (21), Arizona (20), and Connecticut (20).

As with other specialties, rural states struggled to attract top neurology talent. However, more new neurology hires are likely to go to these states, due to visa requirements.

How do visa requirements play a role?

Forty-two per cent of new neurology trainees are J-1 visa holders from outside of the U.S. This type of visa requires that these newly-minted neurologists take positions in underserved areas of the U.S. after completing their training. This is why you may see a greater spread of neurologists in areas that otherwise struggle to attract other specialties.

However, recent changes to immigration policy, as well as cuts to federal research funding, may impact where neurology trainees go in the years ahead.

Why these states stand out.



Population Density & Demand

Larger states like California, New York, Florida, and Texas have the patient populations to match. With aging residents and rising rates of neurological conditions like Alzheimer's, Parkinson's, and stroke, the demand for care is higher and so are the job opportunities.



Academic & Research Opportunities

For many neurologists starting out, proximity to academic medicine and access to robust research programs in areas like epilepsy, neurodegenerative diseases, and stroke care are a major draw. Cities like Boston, New York, Cleveland, San Francisco, and Los Angeles host some of the nation's top research institutions and medical schools. However, this balance may shift in the years ahead as a result of changes to federal funding.



Hospital Networks & Specialization

States with multiple large hospital systems such as Pennsylvania, Illinois, and Texas offer structured environments for subspecialty training and practice, including neurocritical care, neuroimmunology, and movement disorders.



Lifestyle Considerations

Quality of life plays a significant role too. Whether it is the sunshine and beaches of California and Florida, the academic legacy of Massachusetts, or the outdoor recreation of Colorado, personal lifestyle preferences can be a powerful factor in deciding where to practice.



Economic & Policy Incentives

Competitive salaries, favorable malpractice environments, and strong reimbursement structures can help offset higher living costs in places like California and New York. Some states may also offer student loan forgiveness or relocation support to attract specialists.

The **Rosman** Perspective:

What could the future hold?

1 Visa Change Impacts

Changes to J-1 visas could keep more foreign-born neurologists from practicing in rural states where they're needed. However, if more states roll out loan forgiveness or other incentive programs for underserved or rural areas, we may see new neurologists heading to places that have historically had lower hire counts.

2 Telehealth Growth

As neurology continues embracing telemedicine, especially in telestroke programs and follow-ups, more neurologists may live in less traditional areas while still serving large patient populations remotely.

3 Increased Demand from Aging Populations

States like Florida and Arizona, with rapidly growing senior populations, may see an influx of neurologists to meet the demand for specialized memory care, stroke services, and movement disorder clinics.

4 Collaboration & Innovation Outside of Traditional Environments

Neurologists drawn to innovative research or clinical trials will continue to cluster in regions with heavy private investment in biotech and neuroscience infrastructure, especially in the wake of decreased federal funding.

Final thoughts.

The decisions newly trained neurologists make about where to practice are shaped by professional opportunity and personal preference. In the years ahead, we may see more of an impact from federal changes to immigration policy and research funding. For healthcare systems aiming to attract top neurologists, understanding these trends is key.

Class of 2025 Neurology Trainees

Trainees by state.

- 1-25 trainees
- 26-50 trainees
- 51-75 trainees
- 76+ trainees



About Us

RosmanSearch helps medical centers, hospitals, and private practices secure perm and locums physicians in neurology, neurosurgery, urology, gastroenterology, and hospital medicine with greater speed and certainty. Our specialty-first teams combine deep physician data, relationship-driven recruiting, and a structured, accountable process to deliver fewer wasted interviews, better-fit clinicians, and more dependable coverage.

We are dedicated to working with specialist physicians to help them find their perfect fit position.

For more information, please visit **RosmanSearch.com** or **contact us**.

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