Pediatrics 2025:
The AMSPDC Workforce Initiative

APPD - Vice Chair of Education

Initiative Co-Leads:

Bob Vinci, MD, AMSPDC Board Member
Laura Degnon, CAE, AMSPDC Executive Director

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The Match Data for Pediatrics

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
# Programs	191	194	196	199	204	211	220	222	222	235
Programs unfilled	6	4	7	8	13	23	29	24	17	28
# positions	2616	2640	2668	2689	2738	2768	2847	2864	2901	2942
Matched Total	2606	2627	2654	2675	2693	2711	2778	2812	2860	2861
Positions Unfilled	10	13	14	14	45	57	69	52	41	81

Subspecialties with Low Match Rates Ratio of Applicants/ Position in 2022

	2015	2016	2017	2018	2019	2020	2021	2022	Ratio
Adolescent Med	36 positions 8 unfilled	31 positions 5 unfilled	32 positions 6 unfilled	31 positions 10 unfilled	36 positions 9 unfilled	30 positions 1 unfilled	30 positions 7 unfilled	34 positions 3 unfilled	1.1
CPT	20 positions 7 unfilled	19 positions 14 unfilled	26 positions 14 unfilled	27 positions 13 unfilled	20 positions 7 unfilled	22 positions 10 unfilled	24 positions 7 unfilled	27 positions 4 unfilled	1.0
DBP	41 positions 11 unfilled	48 positions 22 unfilled	44 positions 13 unfilled	49 positions 16 unfilled	48 positions 18 unfilled	46 positions 22 unfilled	42 positions 10 unfilled	48 positions 22 unfilled	0.6
Endocrine	85 positions 20 unfilled	83 positions 29 unfilled	88 positions 28 unfilled	96 positions 32 unfilled	99 positions 49 unfilled	108 positions 41 unfilled	103 positions 41 unfilled	110 positions 45 unfilled	0.6

Subspecialties with Low Match Rates
Ratio of Applicants/ Position in 2022

	2015	2016	2017	2018	2019	2020	2021	2022	Ratio
Infectious Disease	66 positions 36 unfilled	70 positions 25 unfilled	77 positions 29 unfilled	72 positions 32 unfilled	79 positions 42 unfilled	73 positions 27 unfilled	77 positions 35 unfilled	84 positions 40 unfilled	0.6
Nephrol.	58 positions 37 unfilled	62 positions 35 unfilled	59 positions 27 unfilled	58 positions 22 unfilled	65 positions 38 unfilled	64 positions 26 unfilled	69 positions 18 unfilled	60 positions 27 unfilled	0.6
Pulmonary	61 positions 31 unfilled	66 positions 23 unfilled	67 positions 20 unfilled	69 positions 22 unfilled	74 positions 34 unfilled	74 positions 25 unfilled	76 positions 24 unfilled	83 positions 22 unfilled	0.8
Rheum	40 positions 18 unfilled	37 positions 12 unfilled	40 positions 11 unfilled	41 positions 19 unfilled	39 positions 20 unfilled	42 positions 13 unfilled	34 positions 9 unfilled	39 positions 12 unfilled	0.7

Pediatrics 2025: The AMSPDC Workforce Initiative

- Created in 2020 with the goal to increase the number of high-quality students who enter training in categorical Pediatrics, Medicine-Pediatrics, and Combined Pediatric Subspecialty training programs, as well as improve recruitment of pediatric residents into pediatric fellowship programs, with an emphasis on those fellowship programs that are not filling their training positions.

- Revised overarching goal: The Pediatrics 2025: AMSPDC Workforce Initiative was created in 2020 with the goal to increase the number and diversity of high-quality students who enter training in categorical Pediatrics, Medicine-Pediatric, and Combined Pediatric Subspecialty training programs, as well as improve the supply and distribution of pediatric subspecialists with the ultimate goal of meeting the health and wellness needs of the wide diversity of US children, adolescents, and young adults.

Vinci RJ, Degnon L, Devaskar, SU. Pediatrics 2025: The AMSPDC Workforce Initiative. *The Journal of Pediatrics*.

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Pediatrics 2025: The AMSPDC Workforce Initiative Organizational Partners







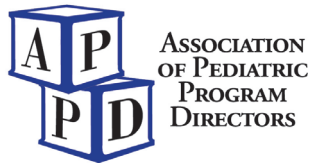




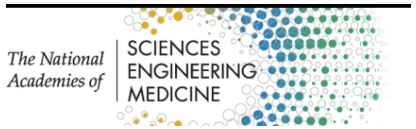










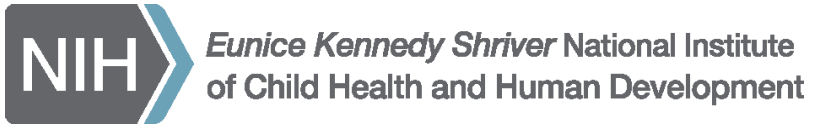


















National Pediatric Physician-Scientist Collaborative Workgroup

Domain 1: Change the Educational Paradigm

Domain Lead: APPD; R. Blankenburg

- ***Advocacy***:
  - **Engage regulatory agencies (LCME, COCA, and ACGME) to drive change**
- ***Curricula***:
  - **Explore opportunities to redesign our UME and GME learning environments**
  - **Adopt best practices**
  - **Develop more focused training pathways**
  - **Re-examine existing residency program components**
  - **Incorporate novel training experiences**
  - **Prepare trainees for the future**

Change the Educational Paradigm

- ***Subspecialty Exposure:***
  - **Increase subspecialty exposure early in training**
  - **Promote interactions between residents and subspecialty fellows.**
- ***Positive Role Modeling:***
  - **Enhance engagement between faculty and trainees**
  - **Celebrate unique aspects of careers in pediatrics**

“Mini” Summits on UIM Workforce

1. UIM Pathways Summit (from Medical School through Faculty) – 10/26/2021
2. UIM Pathways Summit (from Elementary School through College) – 1/21/2022
3. UIM Physician Scientist Development (Policy) – 2/9/2022
4. UIM Physician Scientist Development (Mentoring) – 4/2022
5. Pathways for others who are underrepresented in medicine (LGBTQ, those with disabilities) - Future

Association of Pediatric Program Directors

COMSEP
Better Health for All Patients Through Pediatric Education

The American Board of Pediatrics
ABP
Founded 1933

Association of Medical School Pediatric Department Chairs
AMSPDC

APPD AIMS

APPD Chief Resident Exec Comm

future PEDS resident

Parents on ABP Family Leadership Committee (FLC)

CoPS
Council of Pediatric Subspecialties

American Academy of Pediatrics
DEDICATED TO THE HEALTH OF ALL CHILDREN®

NEXT GEN PEDIATRICIANS
MENTORSHIP PROGRAM

Accreditation Council for Graduate Medical Education

ACADEMIC PEDIATRIC ASSOCIATION

National Academy of Distinguished Educators in Pediatrics

MPPDA
Medicine-Pediatrics Program Directors Association

AAMC
Association of American Medical Colleges

aacom
AMERICAN ASSOCIATION OF COLLEGES OF OSTEOPATHIC MEDICINE

BNGAP
Building the Next Generation of Academic Physicians

Student National Medical Association, Inc.
ESTABLISHED 1964

NMA
Since 1895

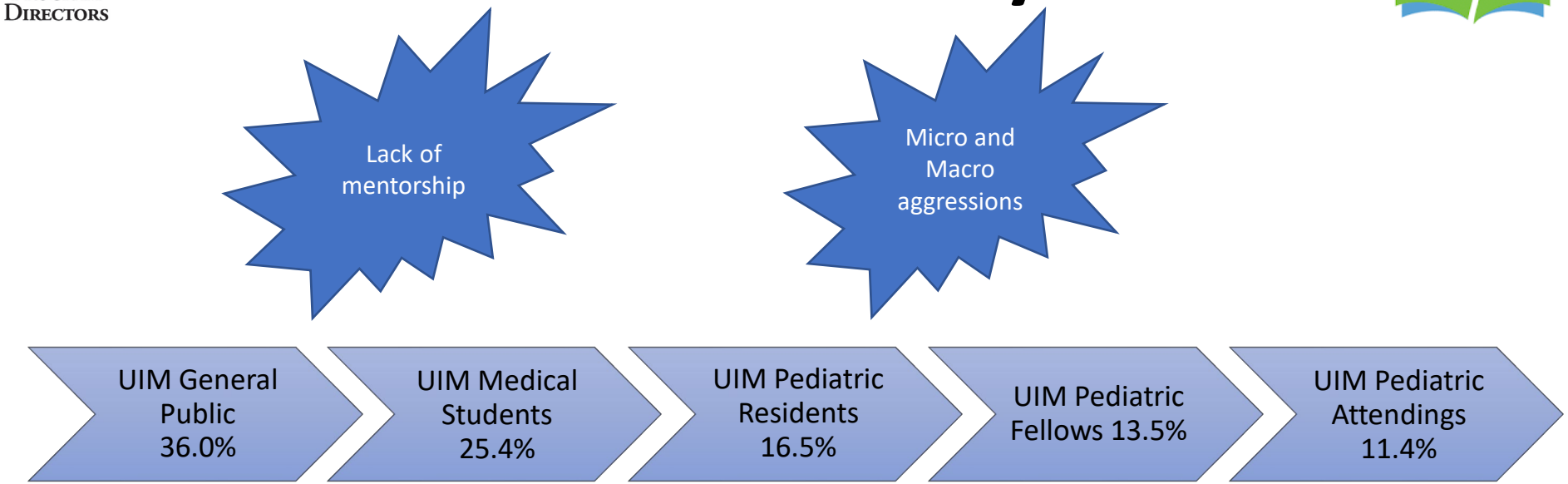
Latino Medical Student Association
LMSA

NHMA
National Hispanic Medical Association

APAMSA

ANAMS

UIM Pathways



Montez K, Omoruyi E, et al Pediatrics 2021
Poitevien P and Blankenburg R, Pediatrics 2021
AAMC Data 2020

UIM Summit Follow Up

- Develop interactive map of UIM Mentoring Programs - With huge thanks to our UIM Pathways for Elementary School through College Subcommittee who are currently working on further developing an interactive map of UIM mentoring programs for elementary school through faculty and will share it this Spring
- Identify best practices, metrics for measuring success, and funding sources for UIM Mentoring Programs
- Call to Action for all pediatricians to join in these efforts, in their one-on-one interactions with children and in their work with communities
- Share this work with the medical community through publication

Domain 2: Data Needs/Access

Domain Leads: ABP and CoPS; L Leslie; J Fussell

Data

- Understanding recent trends in pediatric workforce by analyzing data
- Workforce diversity
- Physician scientists
- DOs
- Work profiles (clinical, teaching, research, other activity) of our pediatric subspecialists
- Advanced practitioners (PAs and NPs)

Needs and Access

- Partner with appropriate organizations to understand workforce challenges
- Access
- Regionalization of care
- Distribution of workforce
- Care model changes (APPs, Psychologists, Social workers)
- Changes in referral patterns
- Impact of other components of the workforce (DOs)

Educational Debt and the Pediatric Workforce

Laurel K. Leslie MD MPH
Colin Orr, MD MPH

THE AMERICAN BOARD *of* PEDIATRICS
FOUNDATION

UNC HEALTH CARE
Children's

UNC
THE CECIL G. SHEPS CENTER FOR HEALTH SERVICES RESEARCH

Preliminary Findings

- Educational debt is common among first year pediatric residents
  - 42% have more than $200,000 in educational debt
  - 31% of those identifying as Black/African American have >$300,000 in debt
- Educational debt may be impacting decisions to pursue pediatrics
  - Financial considerations were most important among those who identified as Black/African American or preferred not to answer

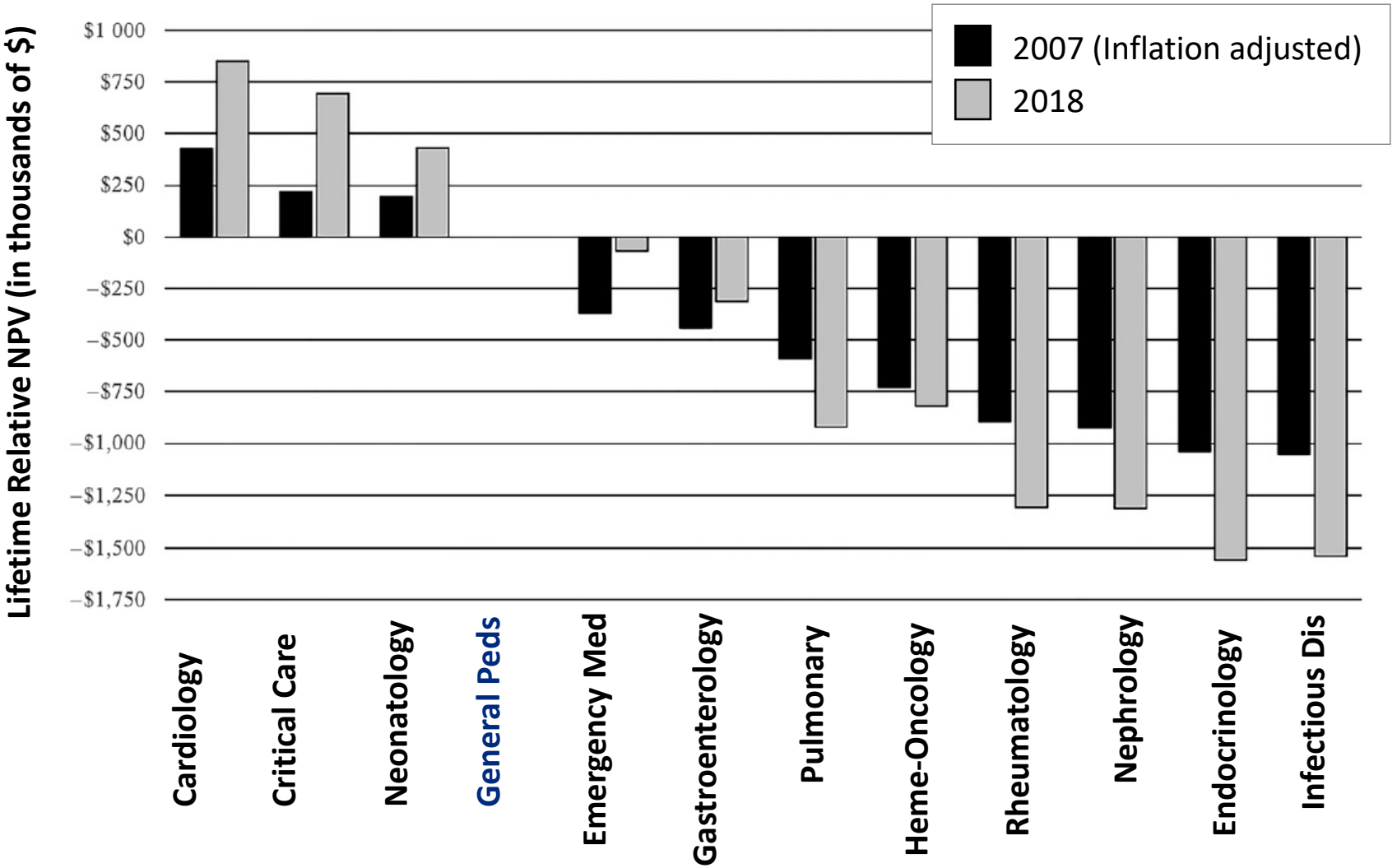
Domain 3: Economic Strategy

Domain Lead: Mary Leonard MD - AMSPDC

- Financial Burden
  - Target new strategies to minimize debt burden
  - Pediatric Specialty Loan Repayment
- Compensation
  - Develop strategies to achieve greater parity with adult providers and greater parity among procedural and non-procedural pediatric subspecialists
- Reform our payer system
  - Advocate for Medicaid reform with a goal to achieve parity with Medicare reimbursement

Impact of Lifetime Earnings on Workforce

Updated Analyses



Medical Student Debt

Graduate in 2008:

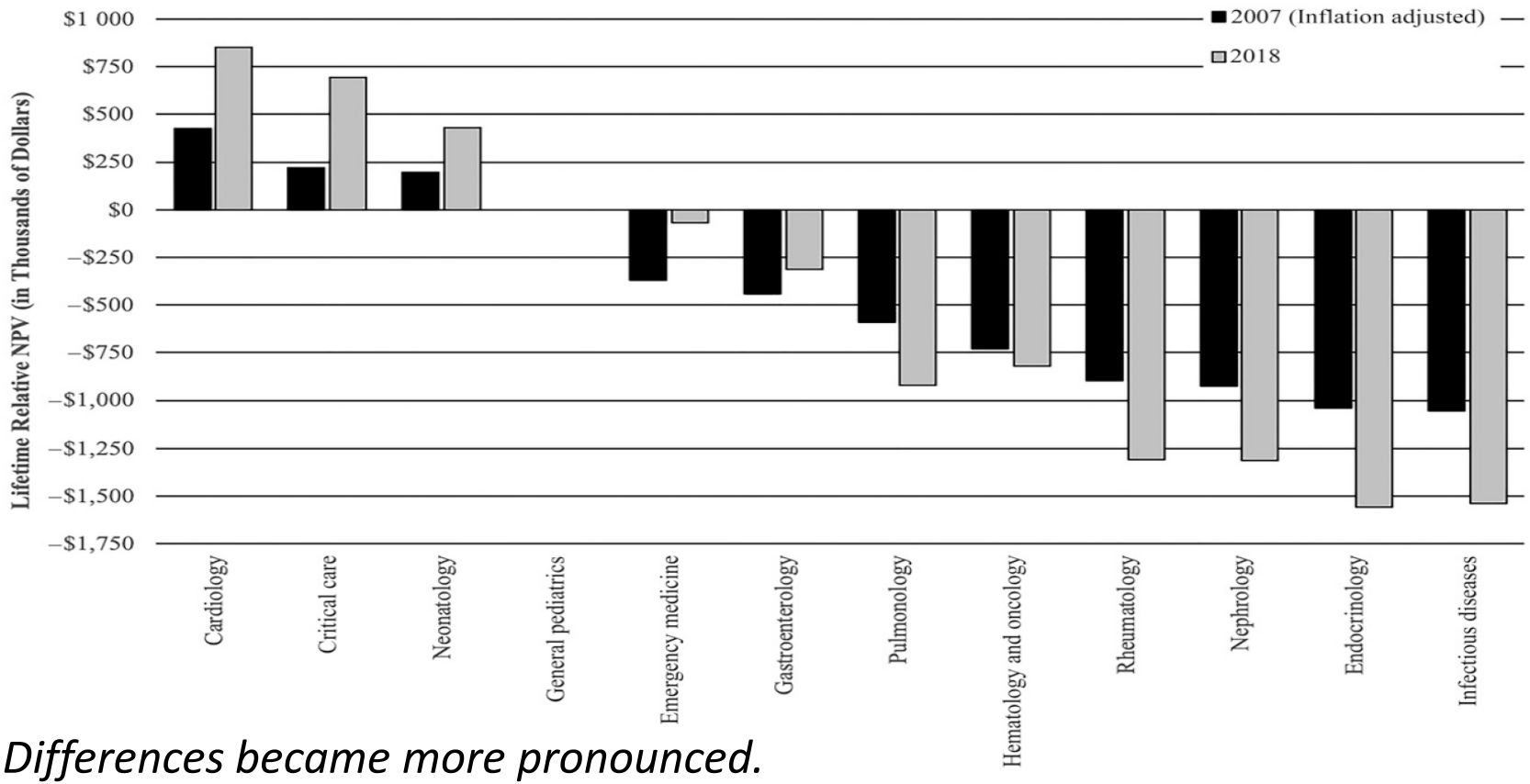
- 87% had educational debt
- mean debt burden $158 061

Graduate in 2019:

- 73% had educational debt
- mean debt burden $200,000

Catenaccio, Rochlin & Simon. Differences in Lifetime Earning Potential for Pediatric Subspecialists. Pediatrics 2021.

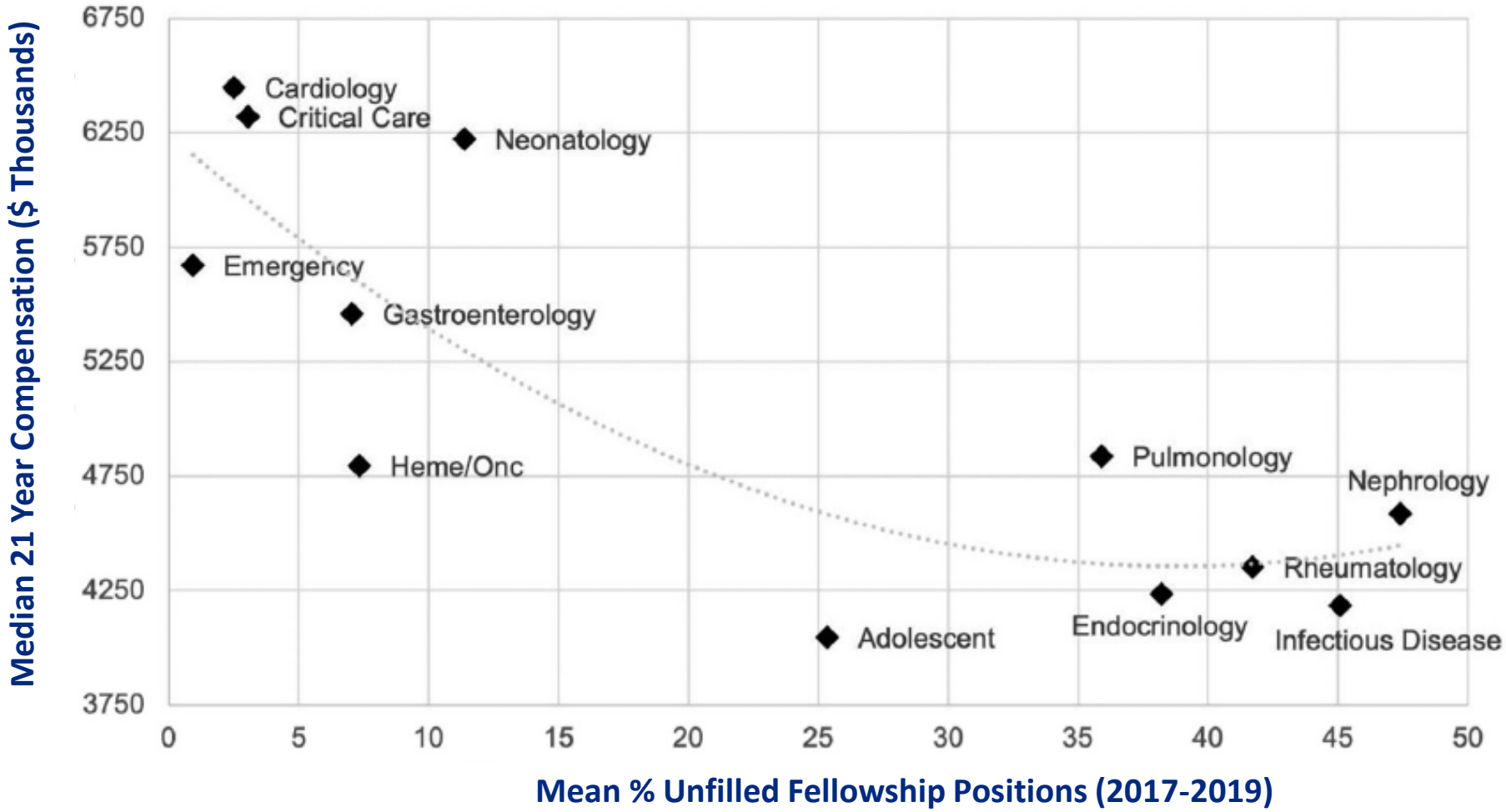
Are the Gaps Widening? Lifetime Earning 2007-2018



- *Differences became more pronounced.*
- *Spread between highest to lowest earning subspecialties:*
  - *>$1.4 Million in 2007/2008*
  - *>$2.3 million in 2018/2019*

Catenaccio E, Rochlin JM, Simon HK. Differences in Lifetime Earning Potential for Pediatric Subspecialists. Pediatrics. 2021;147(4):e2020027771

Unfilled Pediatrics Subspecialty Fellowship Positions



Ashoor, et al. The Pediatric Nephrology Workforce Crisis: A Call to Action. J Pediatrics 2021.

Children's Health Insurance

- Medicaid is the single largest insurer of children.
- Medicaid, with CHIP, covers 52% of all US children.
- Of all Medicaid enrollees, nearly half are children.
- Medicaid has historically paid physicians lower fees than Medicare for the same services.
  - hovering ~ 70% of Medicare fees, on average, and ~ 64% for pediatric primary care
- The Affordable Care Act included a mandatory two year increase in fees for primary care to Medicare levels for Medicaid fee-for-service and managed care in 2013 and 2014. Federal lawmakers did not reauthorize funding for the increased payments to primary care services, ending the fee bump in December 2014

Domain 4: Early Exposure and Integration

Domain Lead: COMSEP; J. Gigante

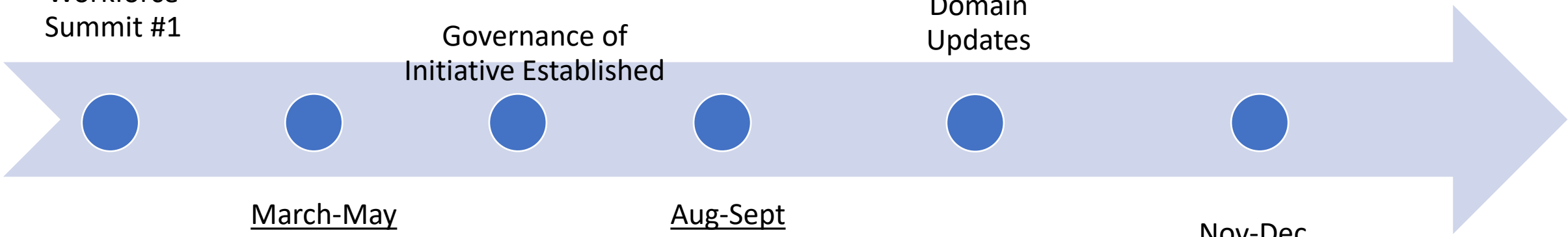
- **Advocacy**
  - Survey the top 10 allopathic medical schools that have had the highest percentage of medical students entering pediatrics (with the AAMC data received by AMSPDC) to learn what they do
- **Marketing**
  - Identify when, how and why medical (allopathic and osteopathic) students decide to choose Pediatrics and Pediatric Subspecialties

Domain 4: Early Exposure and Integration

- **Early Exposure**
  - Subspecialty awareness survey: survey being finalized to collect information on how subspecialties increase awareness about pediatrics and pediatric subspecialties with the aim of recruiting to fellowship, develop toolkit of programs and initiatives in use for the CoPS website
- **Recruitment/Outreach**
  - Collect data on what programs are currently doing to promote medicine overall and how can we highlight pediatrics better, especially to URiM students (e.g. Tour4Diversity.org)
- **Longterm Strategy**
  - Provide Department Chairs with a toolkit for promoting Pediatrics to our medical students
  - Develop a Choose Pediatrics Campaign

Key Accomplishments and Future Directions

Key Accomplishments in 2020



February
Workforce Summit #1

March-May
Created the "Pediatrics 2025: AMSPDC Workforce Initiative."

June-July
Two Manuscripts finalized

Governance of Initiative Established

Aug-Sept
Website created, comprehensive Bibliography

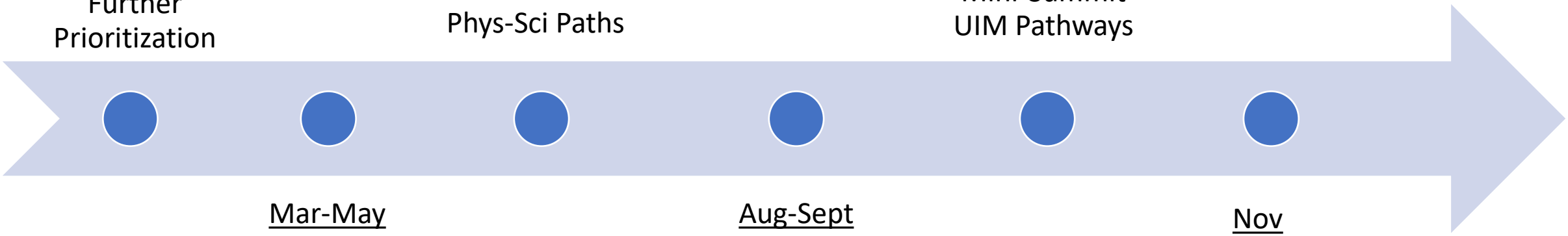
October
Workforce Summit #2: Domain Updates

Nov-Dec
Action Teams, Goals and Prioritization

Engagement with key stakeholders essential throughout this entire process.

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Key Accomplishments in 2021



Jan-Feb
Environ Scans, Relationship Building, Further Prioritization

Mar-May
Spring mtgs Workforce Summit #3: Economic Strategy

June-July
APPD Mini-Summit Curr, Sub Paths and Phys-Sci Paths

Aug-Sept
NASEM Study SOT & Funding

CoPS mtg, data on sub care impact

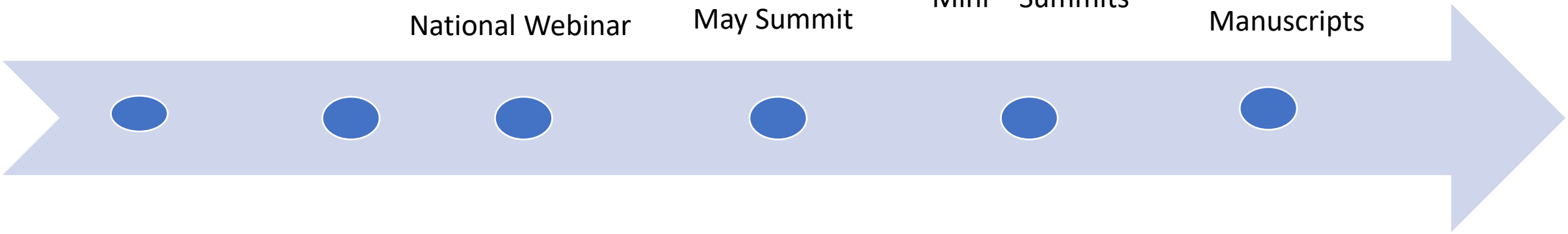
October
APPD/COMSEP Mini-Summit UIM Pathways

Nov
Busting the Myths Webinar

Summit #4

Engagement with key stakeholders essential throughout this entire process.

Goals for 2022



Engagement with key stakeholders essential throughout this entire process.

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National Academies of Sciences, Engineering, & Medicine

A Consensus Study on

The Pediatric Clinical Workforce and Its Impact on Child Health and Well-being

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Topics To Be Reviewed by NASEM Consensus Study

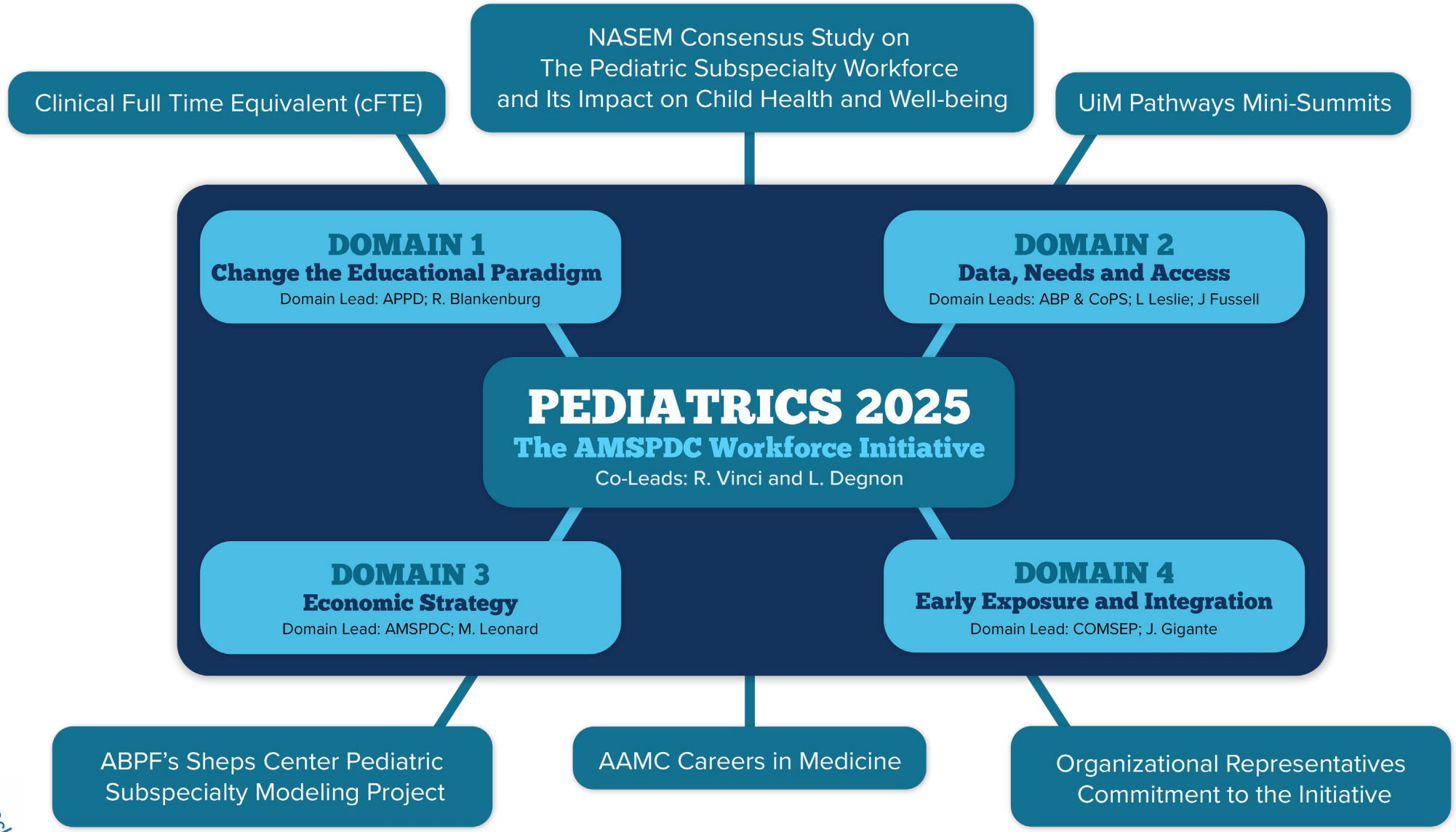
- How the pediatric workforce has evolved over time in general pediatrics and pediatric subspecialties, including a focus on diversity and geographic distribution
- Trends in the pediatrician-scientist pipeline and the impact on the scope of child and adolescent health research and improvements in child and adolescent health
- The changing demographics of the pediatric population in the US (including race, ethnicity, rurality, immigration status, age, and prevalence of chronic conditions)
- Gaps in the pediatric workforce that may hinder optimal outcomes for pediatric patients, and strategies and technologies (such as telehealth) to ensure equitable patient access to pediatric expertise
- Trends in the selection of pediatric residency training and fellowships in pediatric subspecialties, and factors such as debt burden, cost of training, lifetime earning potential, and others that influence those trends

Topics To Be Reviewed by NASEM Consensus Study

- The impact of Medicaid reimbursement on the financial stability of pediatric health care, on pediatrician salaries, and on trainee selection of pediatrics and pediatric subspecialities
- Data on other clinicians who provide care for children, such as family medicine physicians, nurse practitioners, and physician assistants
- Strategies to better align subspecialty selection with the existing and future medical and behavioral health needs of children and adolescents
- The role of state and federal policies and resources in developing and supporting a well-trained pediatric clinical and research workforce with appropriate competencies to improve child health

NASEM Consensus Study

- Finalized Statement of Task
- Fully Funded
- Study Sponsors
  - RWJ
  - AMSPDC
  - ABP
  - AAP
  - Annie E. Casey Foundation
  - CHA
  - CoPS
  - NICHD
- Committee Selection Underway
- We coordinated nominees with sponsors



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Pediatrics 2025: AMSPDC Workforce Initiative

About the Initiative

The Pediatrics 2025: AMSPDC Workforce Initiative was created in 2020 with the goal to increase the number of high-quality students who enter training in categorical Pediatrics, Medicine-Pediatric, and Combined Pediatric Subspecialty training programs, as well as improve recruitment of pediatric residents into pediatric fellowship programs, with an emphasis on those fellowship programs that are not filling their training positions.

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Collaborating Organizations
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Thank you!







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