WORKFORCE DEVELOPMENT

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Workforce Development Solutions

- Residency Program Development
- Physician Incentives
- Telemedicine
- Recruitment of Mid-Level Practitioners
- International Medical Graduate Programs
Residency Program Development
Why is residency development key to physician recruitment?

Themes

- **Program Affiliation:** Four of the five residency programs used a similar tripartite model made up of a 330 FQHC, a University and a hospital. In general, the FQHC provided the residency site, the University overseen the education aspect including accreditation, and the hospital allowed for inpatient training rotations, funding, and/or planning.

- **Timeline:** The timeline from conception to implementation ranged from half a year to greater than two years.

- **Funding:** There was a significant variance in cost as well as a large range of funding sources.

- **Recruitment:** While recruitment may have been challenging initially, over time there have been no significant issues with filling their program slots.
Ranking Average of Important Factors when Applying to a Residency Program (1=Most Important)

1. Specialty
2. Location
3. Prestige
4. Number of residents per attending
5. Mission to serve an underserved area or population
6. Salary
7. Research opportunity
Ranking Average of Incentives when Considering a Residency Program (1=Most Appealing)

1. Benefits (e.g. health insurance, life insurance)
2. Student Loan repayment
3. Sign-on bonus
4. Set work week with limited call and weekend hours
5. Relocation allowance
6. Vacation time
7. Free or Reduced cost housing
8. Maternity or Paternity Leave
Pros

- All five interviewees indicated that the residency program makes a significant difference in recruitment and retention of physicians in their region.

- Two of the interviewees indicated that the residency program increases innovation and pushes to maintain the current standards of care.
Cons

- All five interviewees indicated the residency program is financially straining.

- Four of five interviewees stated that starting a residency program is difficult and complex.

- Three of five interviewees expressed a decrease in the quantity and quality of care from a lack of consistency of the residents’ schedule.

- Three of five interviewees indicated changing community health center mission from a patient centered mission to a dual mission of education and quality care to be extremely challenging.
Next Step?
FQHC

Hospital

University
Questions?