

Strategies to Increase the Primary Care Workforce

○ **Define the local/regional/state need.**

How many PCPS are needed? Over what time period?

For each strategic domain below (Pipeline/Process of Medical Education/Practice Transformation/Payment Reform) *Keep in Mind Difficulty, Resources & Partners*

- **Where** can you make impact?
- **How difficult** will it be to make impact? Do you have the **right people? Resources?**
- Who are your **partners?** Who do you need as an ally or collaborator to be successful?

PIPELINE Student Characteristics and Likelihood Ratio for choosing a Family Medicine Career*

<u>Positive</u>	<u>Negative</u>
Born in rural county 1.84	Male 0.91
Married 1.47	High Income expectation 0.54

Pre-Medical Stage

1. Do you have STEM programs with high schools?
2. Do you have a linkage with College pre-med majors that:
 - a. Exposes students to see the role and satisfactions of PCPs.
 - b. creates personal relationships with PCPs?
 - c. opportunities for research?
 - d. offer helpful clinical experiences?
3. Capture students' experiences with their own PCP.

Medical School Stage

1. Culture
 - a. Is the school's mission inclusive of valuing PC? How to change?
 - b. Are there -ive attitudes and behaviors toward primary care from other disciplines? How to combat?
 - c. Do the DFCM values align with the school's mission? The health system's mission? Where are the win-wins?
2. Admissions Committee
 - a. Are Family Physicians on the admissions committees? Do they influence decisions on applicants?
3. Department of Family Medicine
 - a. Engaged with students? In what way? How effective?
 - b. How respected?
 - c. Has seat at strategic leadership table?
 - d. Enjoys strong collaborative partnerships with primary care specialties?

Residency Stage

1. Number of GME positions for Family Medicine? Are there enough?
 - a. How to increase? -new programs at hospitals with no GME -Community Partner to fund -Expand at Hospital
2. GME financing reform?
 - a. Local & Federal

PROCESS OF MEDICAL EDUCATION

Medical School Characteristics and Likelihood Ratio for choosing a Family Medicine Career*

<u>Positive</u>	<u>Negative</u>
Public Medical School 1.77	Student debt >\$250K 0.72
Rural Medical School 1.38	
Title VII funds medical school 1.12	
Medical School Community related 1.20	

Medical School Stage

1. Curriculum
 - a. Clerkship experiences: Are they present? How relevant? Transformative? Excellent? Meets student's needs on national and local level?
 - b. Do you offer meaning-filled offerings, address social issues on national and local level?
 - c. Skill building offerings that addresses the fundamentals of doctoring
 - d. Niche offerings—global & underserved health? health policy? sports medicine? leadership skills?
2. Experience with Community preceptors?
 - a. Positive or negative? How to address? Make more impactful?
 - b. How to showcase outstanding community preceptors?
 - c. Mentorship programs?
3. Experience with Family Medicine residents.
 - a. What sort of residency experience does a student see?
 - b. What do the resident's communicate to students?
 - c. Any Mentorship program? How effective?

Residency Stage

1. Training Program specifics
 - a. How strong is reputation? What are the strengths and weakness from student perspective? What needs to change?
 - b. Faculty: Strength of? Satisfaction? Enthusiasm for the work?
 - c. Resident Satisfaction/Contentment
 - d. Resident readiness for practice/stepping on to next stage in career?
 - e. Scope of practice modeling
 - f. Hospital /Culture—how is Family Medicine viewed by Administration and specialty colleagues.
2. Curriculum
 - a. FMC experience—PCMH features;
 - b. Core offerings of required experiences—how effective? Performance areas needing improvement.
 - c. Niche offerings-- global & underserved health? health policy? sports medicine? leadership skills? Fellowships

PRACTICE TRANSFORMATION

What does the student observe and experience in the office?

1. Physician Experience of Family Practice

- a. Lifestyle management of professional & personal
How well managing the work-life balance?
- b. Joys of practice & Physician satisfaction in an environment of change
Are Physicians experiencing burnout or role modeling resilience/mindfulness?
- c. Learning in practice
Role model enthusiasm for learning and discovery in practice?
- d. Value of continuity in the Health System
Exposure to value of continuous patient relationship?
- e. Physician-Patient relationships: Gratitude
Experience of gratitude of patients toward the family physician?
- f. Scope of Practice--Diversity

2. Transformed Care Models & Outcomes of Care

- a. Delivery of care: Check list "How well are these implemented?"
 - i. Patient Centered
 - ii. Team based care
 - iii. Comprehensive care
 - iv. Data driven/Risk Adjusted Population Health
 - v. Determinants of Health incorporated
 - vi. Optimized Technology
 - vii. Procedures
 - viii. Scope of practice
- b. Patient Safety & Quality of Care Outcomes
How well achieved? Transparent Metrics?
- c. Change engagement
Managed Well?

Your Portfolio of Activities Includes:

PAYMENT REFORM

1. Federal & State Advocacy

"Engaging in the national conversation with AAFP and partnering organizations?"

- a. Medicare Programs
- b. MACRA
- c. GME reform
- d. Federal Loan Repayment Programs
 - i. NHSCorps loan repayment 5.29*
 - ii. NHSCorps Scholarships 4.47*

2. State & Local Advocacy

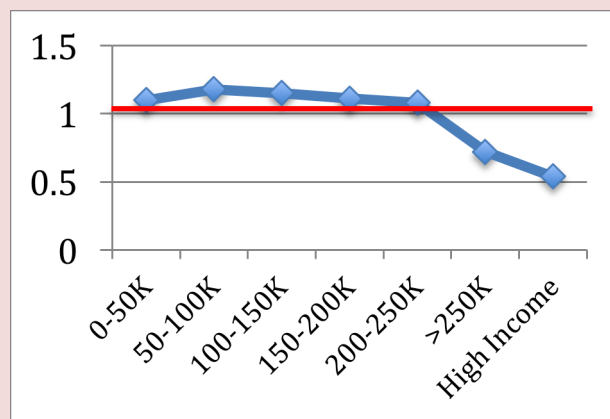
a. State Initiatives

- i. Medicare Payment Reform
- ii. Education for Primary Care payment
- iii. PCMH incentive payments
- iv. State Loan Repayment Programs

b. Local Health System Initiatives. "What is being done or should be done on these concerns?"

- i. Support of new practice infrastructure from health system in the PCP office
- ii. Conversations about Shared Savings / Funds flow
- iii. Loan Forgiveness for starting physicians
- iv. Compensation model conversations
 - Average Base Compensation for Salary
 - Quality of care incentive payments
- v. Family Medicine role in the Health System?
 - Value added? Alignment?

Medical Student Debt and the Likelihood of Choosing Family Medicine



Student Debt \$\$

*Likelihood Ratios for choosing Family Medicine Career from Robert Graham Center /Josiah Macy Jr Foundation Report: "Specialty and Geographic Distribution of the Physician Workforce. What influences Medical Student & Resident Choices" 2009.