

AMSPDC Pediatrics Workforce Initiative

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Disclosures

Dr. Vinci is Chair-Elect of the Board of Directors of the American Board of Pediatrics.

Ms. Degnon is President & CEO of Degnon Associates, Inc.

Building the Pediatric Workforce Together

What we built together

What educators can use now

What comes next

Today: Understand, Use, Advise

- 1 UNDERSTAND:** Why AMSPDC PWI was created, what Phases 1 and 2 produced, and what changed across the field.
- 2 USE:** Put practical tools in the hands of learners and educators and help spread successful approaches.
- 3 ADVISE:** Where cross-organizational efforts add value and what support is needed for broader adoption.

Where do you have the greatest influence?

Early learners
UME

Residency
fellowship

Faculty

Institutional
leadership

There is much more to do but...

The Forward Progress is Real

The field is in a different place than it was several years ago.

MORE COORDINATION

MORE COLLABORATION

MORE RESOURCES

MORE NATIONAL ATTENTION

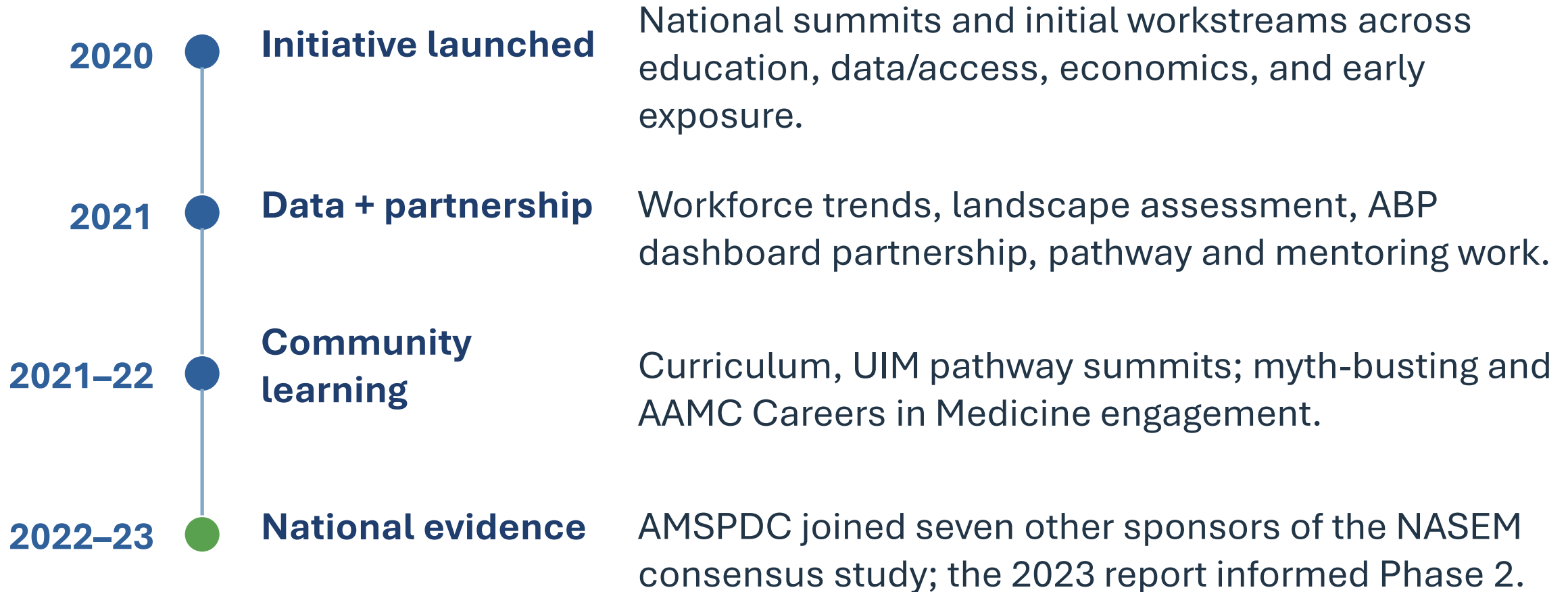
Six Years In One View

A deliberate evolution from shared understanding to implementation and sustainable focus.



Phase 1 built the evidence base and coalition

Selected accomplishments—presented as foundations, not a complete activity inventory.



Phase 2 converted the foundation into coordinated work

Four NASEM-aligned pillars • 23 cross-organizational workgroups • a full-time project director • practical outputs.

EDUCATION REDESIGN

15 workgroups across early exposure, UME, residency, fellowship, and faculty development.

ECONOMIC STRATEGY

Department tools, coding and payment education, advocacy capacity, and PSLRP partnership.

PHYSICIAN-SCIENTIST

Training partnerships, investment evidence, and shared measures for career development.

PRACTICE COLLABORATION

Novel care models and pediatric eConsult evidence to improve access.

Public Awareness Campaign

**Children's health will not become a national priority
unless we communicate differently**

National research found that effective communication should:

1

Establish why
children's health
matters now to our
economy and health
care system

2

Connect workforce
challenges to cost,
quality, and access
to care

3

Elevate youth mental
health as an entry
point to broader
investments in
children's health

Key Messaging Findings

Research identified three messages that consistently resonated with policymakers and likely voters.

Lower Healthcare Costs

Investing in children's health supports earlier intervention and prevention, reducing long-term health care costs.

Improved Quality of Care

Investments in pediatric research and training lead to new discoveries and better outcomes for all U.S. children.

Access to Coverage and Care

Children's health programs provide essential coverage and care for nearly half of all U.S. children.

AMSPDC Messaging Guide: A Communications Toolkit



Strengthening pediatric physician-scientist pathways

Expanded training opportunities

Expanded PSDP through 3 new philanthropic and specialty-society partnerships

Strengthening the case for investment

Published on data needed to inform advocacy for federal investment in pediatric physician-scientist training

Built shared measures

Developed common metrics to assess physician-scientist training success and retention

Identifying and spreading models that improve access to pediatric subspecialty care

Novel Models of Care

Identified innovative models at the primary care–subspecialty interface and created resources to support dissemination

3

Videos completed & more to come on the Resource Hub

Pediatric eConsults

Conducted national landscape analysis of pediatric eConsults implementation – benefits & barriers. Identified opportunities to support expansion.

17

institutions interviewed

48

interviews completed

Equipping pediatric leaders to strengthen financial sustainability

Understand the economics

Built Chair and department understanding of Medicaid, coding, RVUs, reimbursement and funds flow, and how they affect departmental sustainability and compensation

Strengthen advocacy

Equipped departments to engage institutional government relations teams, build coalitions and engage in state-level payment advocacy

Reduce financial barriers

Built a direct partnership with HRSA to improve department participation in the Pediatric Specialty Loan Repayment Program (PSLRP) and expand access for MD/DO applicants

Building the pathways that sustain the pediatric workforce

OUR GOAL

Attract diverse, high-quality trainees into pediatrics and pediatric subspecialties

by strengthening

education • training • recruitment • retention

15 collaborative
workgroups

A COMMUNITY-WIDE EFFORT

Education experts and learners across the pediatric community and continuum of education

AMSPDC'S ROLE

Support implementation • Amplify the work • Advocate with partner organizations

Early exposure and UME

PRIORITY AREA	LEADERS	WORKGROUPS
Early Exposure to Pediatrics	Joe Gigante Keith Mather	• General Pathway Programs • UIM Pathway Programs • Marketing Campaign: Choose Peds
UME Exposure and Innovative Training	April Buchanan Mike Donnelly	• Pre-Clinical Exposure • Clerkship Exposure • Medical Student Mentoring • Pediatric Content in MD and DO Granting medical schools • Medical Students in National Orgs.

Residency, subspecialty, and faculty development

PRIORITY AREA	LEADERS	WORKGROUPS
Residency Subspecialty Exposure and Innovative Training	Stacy Laurent Joanna Lewis Leah Harris	• Increase Interest in Subspecialties • Increase Resident Autonomy • Improve Residency and Fellowship Mentoring • Support IMGs in Transition into Residency and Fellowship
Competency- Based Subspecialty Training Pathways	Jill Fussell Kim Boland	• Implementation Support Workgroup
Faculty Development	Chris Peltier Doug Carlson	• Faculty development for community preceptors

Helping learners explore, and choose, pediatrics

Two complementary resources support learners from exploration to action.

Exploring Pediatrics as a Career: A Guide for Learners

Help students understand the breadth, impact and opportunities within pediatrics, and whether the specialty aligns with their interests, values and career goals.

Pediatrics as a Career: A Toolkit for Medical Students

Provides step-by-step guidance across the pre-clerkship, clerkship and residency application phases.

Strengthening exposure before and during the pediatric clerkship

EARLY LEARNER EXPOSURE RESOURCES

Materials departments can use to advocate for stronger early exposure to pediatrics in medical education.

RESOURCES DEVELOPED WITH COMSEP:

Pre-Clerkship Learning Activities & Road Map for Educators

Boost pediatric exposure during the pre-clerkship phase.

Making the Case: The Crucial Role of Pediatric Content & Educators

Advocacy materials for pediatric content and educators.

Best Practice Guidelines for Pediatric Clerkships

Guidance for consistent, high-quality clerkship experiences.

Early pathway programs

Foundation for a national catalogue of pathways programs. 15 programs identified to seed.

Strengthening the people and systems around learners

Community Preceptors

- Partnered with the AAP to survey preceptors nationally
- Survey findings are shaping a national action plan
- Preceptor toolkit, learner-facing microlearning and on-demand modules
- Online national platform and MOC Part 4 opportunities under exploration

Strengthening the people and systems around learners

International Medical Graduates

Partnered with APPD and Intealth on IMG resources including recruitment, transition and visa guidance.

Extending pediatric workforce priorities across medical education

AAMC MEDICAL EDUCATION SENIOR LEADERS

PWI leaders shared workforce trends, institutional actions, pre-clerkship toolkits, clerkship resources and learner guides with senior medical education leaders.

AAMC CAREER PLATFORMS

APPD and CoPS members developed updated pediatric subspecialty career content for inclusion in the updated AAMC Careers in Medicine platform.

AAMC CAREER GUIDANCE

Contributing to the evolution of the Medical Specialty Preference Inventory (MSPI)

AMSPDC PWI Resource Hub

amspdc.org/pediatrics-workforce-resource-hub

AMSPDC PEDIATRICS WORKFORCE INITIATIVE

Pediatrics Workforce Resource Hub

A centralized collection of practical tools, webinars, guides, and curated resources to support pediatric workforce education, advocacy, innovation, and leadership.

[Explore Resources →](#)

FEATURED RESOURCE

Medical Student Mentoring Toolkits

Two complementary toolkits designed to support learners and mentors interested in pediatrics.

[View Toolkits →](#)

Explore Resource Collections

Browse resources organized by key areas of the Pediatrics Workforce Initiative.

Economic Strategy

Payment reform, coding practices, RVU valuation, and advocacy resources.

[Explore Collection →](#)

Education & Mentoring

Medical student education, mentoring, IMG resources, and pathways.

[Explore Collection →](#)

Practice Collaboration

Novel care models, eConsults, and practice transformation resources.

[Explore Collection →](#)

Physician Scientist Development

Resources supporting the next generation of pediatric physician scientists.

[Explore Collection →](#)

Medicaid Education

Webinars and resources on Medicaid policy, financing, and advocacy.

[Explore Collection →](#)

External Resources

Curated links and resources from partner organizations and experts.

[Explore Collection →](#)

Browse by Resource Type

Find resources in the format that works best for you.

Toolkits & Guides

Practical tools, implementation resources, and guides.

[Browse →](#)

Videos

On-demand videos and recorded resource spotlights.

[Browse →](#)

Webinars

Recorded webinars, sessions, and educational presentations.

[Browse →](#)

Initiative Updates

Stay informed about PWI progress, convenings, and major updates.

Quarterly Updates

Read written updates highlighting recent progress, partner engagement, and next steps.

[View Updates →](#)

Annual Summit

Access summit recordings, presentations, and related materials from PWI convenings.

[View Summit Materials →](#)

Association of Medical School Pediatric Department Chairs

About the Pediatrics Workforce Initiative

The AMSPDC Pediatrics Workforce Initiative brings together pediatric departments, educators, researchers, and partner organizations to strengthen the future pediatric workforce through collaboration, innovation, education, and advocacy.

[Learn more about PWI →](#)

Stay Updated

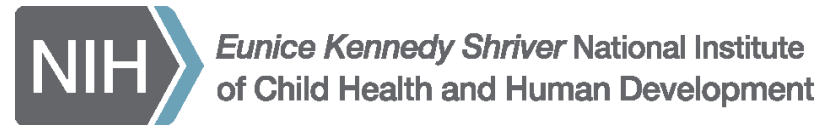
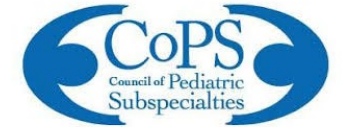
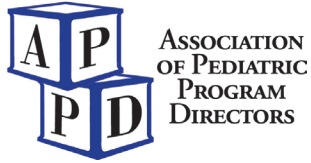
Get updates on new resources, webinars, and Pediatrics Workforce Initiative opportunities.

[Sign Up for Updates →](#)

AMSPDC Pediatrics Workforce Initiative

amspdc.org/workforce

AMSPDC PWI Collaborations: Years 1–5



Sustaining the Work We Have Started as a Community

Educational Debt and Subspecialty Fellowship Type

Colin J. Orr, MD, MPH^{1,2}, Adam L. Turner, NPIT³, Victor S. Ritten, PhD⁴, Jennifer C. Gutierrez-Wu, MD^{1,2},
Laurel K. Heslin, MD, MPH^{1,2}

NOTES FROM THE ASSOCIATION OF

MEDICAL SCHOOL PEDIATRIC DEPARTMENT CHAIRS, INC.

Raising the Bar: The Need for Increased Financial Support to Sustain and Expand the Community of Pediatric Subspecialists

Satyan Lakshminrusimha, MD, FAAP¹, Tina L. Cheng, MD, MPH, FAAP², Mary B. Leonard, MD, MSCE³,
Sherin U. Devaskar, MD, FAAP⁴, Robert J. Vinci, MD⁵, Laura Degnon, CAE⁶, and Joseph W. St. Geme III, MD⁷



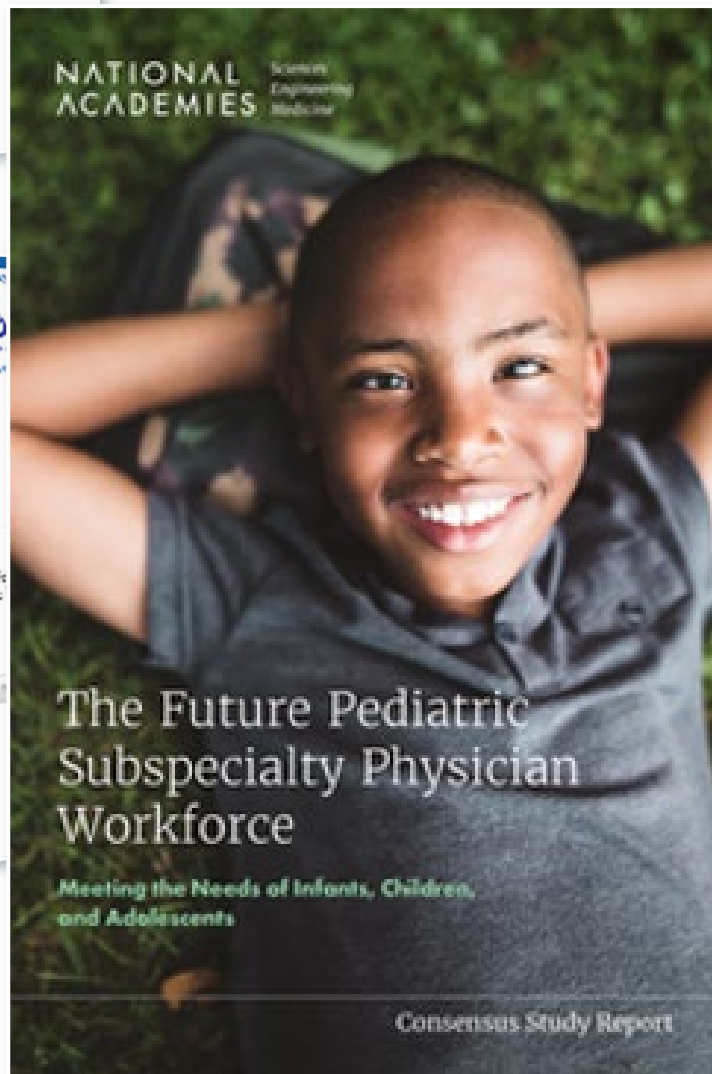
European Society
for Pediatric Research



www.nature.com/jpr

SPECIAL ARTICLE **OPEN**
Concerns regarding the pediatric workforce: what are we
missing?

Gary L. Freed^{1,2}



NATIONAL
ACADEMIES

Science,
Engineering,
Medicine

The Future Pediatric Subspecialty Physician Workforce

Meeting the Needs of Infants, Children,
and Adolescents

Consensus Study Report

JAMA
Network | **Open.**

Original Investigation | Pediatrics

Pediatrics Specialty Choice Among Matriculants of MD-Granting US Medical Schools

Amy Pineda, MPH, Robert J. Vinci, MD, Adam Turner, MPH, Dorothy Andriole, MD, Douglas Grbic, PhD, Mysoon Ng-Lyon, MS, Patricia...

NOTES FROM THE ASSOCIATION OF

MEDICAL SCHOOL PEDIATRIC DEPARTMENT CHAIRS, INC.



Factors Influencing Medical Students' Career Choice to Pursue Pediatrics

Jill G. Azok, MD^{1,2}, Katherine A. O'Donnell, MD³, Michele E. Long, MD⁴, Helen C. Wang, MD⁵, Travis Crook, MD⁶,
Mark I. Pogemiller, MD⁷, Hasina Momotaz, MS⁸, Abena D. Knight, MD⁹, Rebekah A. Burns, MD⁹, Virginia A. Harrison, MD¹⁰,
Suzanne M. Schmidt, MD¹¹, Elizabeth R. Van Opstal, MD¹², and Adam R. Weinstein, MD¹³

Academic Medicine 2018; 93(10):1432
https://doi.org/10.1093/acmed/akw014
Advance Access published December 11, 2017
Research Report



Competency-based advancement in medical education: outcomes of the Education in Pediatrics Across the Continuum (EPAC) project

Meghan M. O'Connor, MD^{1,2}, Patricia M. Hobday, MD^{3,4}, Michele Long, MD⁵, Jennifer Soep, MD⁶,
Alan Schwartz, PhD, JD^{5,6}, Dorene F. Balmer, PhD⁷, Emily Borman-Shoad, MD⁸, Bruce E. Herman, MD⁹

NOTES FROM THE ASSOCIATION OF

MEDICAL SCHOOL PEDIATRIC DEPARTMENT CHAIRS, INC.



"Let's Talk About Peds": A Qualitative Description of Social Media Perceptions of Pediatrics

Meredith Mitchell, MD^{1,2}, Jamie Foy, MD^{3,4}, Samantha Roberge, MD, MEd^{5,6}, Kara Wong, MD^{7,8}, Katherine O'Donnell, MD^{9,10},
Marieka Helou, MD, MPH^{1,2}, and Kim Tran Lopez, DO, MA, MSc^{11,12}

Phase 3: Focus, Scale and Align

Build on six years of work by concentrating PWI-directed effort where AMSPDC can make a distinct contribution, while preserving the partnerships, knowledge and infrastructure built through Phases 1 and 2.

FOCUS

Increase the number and diversity of high-quality trainees entering pediatrics and pediatric subspecialties

SCALE

Build on promising tools, approaches and partnerships

ALIGN

Leverage partner expertise and leadership in areas that support innovation and creativity

Early Pathways and Learner Influence

Goal: Increase early awareness, exposure and recognition of careers in pediatrics, with particular attention to diverse learners.

Objective 1.1 | Engage the institutions that shape early specialty interest

- Medical school leadership engagement with Deans, admission leaders and influential faculty
- Osteopathic school partnership; emphasize the important role of DO graduates in pediatrics

Objective 1.2 | Give departments proven approaches they can use

- 3-5 curated pathway models across college, post-bacc and medical school stages
- A focused Choose Pediatrics message platform on impact, breadth and financial realities

PHASE 3 PRIORITY 2

Compensation and Financial Sustainability

Goal: Strengthen the financial foundation of pediatric careers by giving leaders credible evidence, practical institutional tools and a tightly defined financing agenda.

Objective 2.1 | Build a decision-ready workforce economics case

- Develop evidence-based framework: compensation, workload, non-RVU contributions
- Annual briefing for chairs, health-system leaders, partners and policymakers
- Identify and fill priority data gaps

Objective 2.2 | Help Chairs address financing barriers

- Compensation toolkit/resources
- Guidance on creative models
- Health system strategies
- Focused PSLRP agenda on eligibility, access and implementation barriers

Focused work. Continued Connection.

PWI will continue its focused leadership and remain a place where the pediatric workforce community comes together.

CONVENE

Continue bringing organizations and workforce leaders together to share evidence, emerging needs and implementation lessons

CURATE

Strengthen PWI Resource Hub.
Central home for useful tools, research, promising practices and partner resources

AMPLIFY

Support strong work of education leaders and workforce partners reach a broader national audience

Convening and connecting the workforce community

Three convening objectives: an annual national Summit, a connected pediatric education community and a curated workforce hub.

ANNUAL SUMMIT

- Consider annual Summit of the House of Pediatrics
- Competitive abstracts, innovative models and published proceedings

EDUCATION COMMUNITY

- Quarterly forums for pediatric education leaders
- Potential convening at the annual Med ED meeting

WORKFORCE HUB

- Curate existing AMSPDC workforce website around user needs
- Summit proceedings. What Works collection, refreshed annually

Q&A and Discussion

1. How can we highlight and/or disseminate the work of medical educators?
2. What would it take to move promising pathway programs from individual programs or institutions to broader adoption and measurable workforce impact?