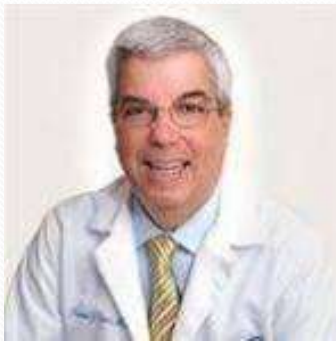




AMSPDC Workforce Initiative Updates

COMSEP
April 2025

Thank you!



Bob Vinci
Co-Chair



Laura Degnon
Co-Chair
AMSPDC Workforce Initiative



Melissa Gillooly
Project Director

The Match Data for Pediatrics

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
# Programs	196	199	204	211	220	222	222	235	248	251	250
Programs unfilled	7	8	13	23	29	24	17	28	30	67	46
# positions	2668	2689	2738	2768	2847	2864	2901	2942	2986	3078	3135
Matched Total	2654	2675	2693	2711	2778	2812	2860	2861	2900	2827	2988
Positions Unfilled	14	14	45	57	69	52	41	81	86	251	147

SOURCE: <https://www.nrmp.org/match-data/2024/02/results-and-data-specialties-matching-service-2025-appointment-year/>



AMSPDC Pediatrics Workforce Initiative

led by Bob Vinci and Laura Degnon

The AMSPDC Pediatrics 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 goal of meeting the health and wellness needs of the wide diversity of US children, adolescents, and young adults.

Prior Work in Redesigning Education 2020-2024

- ▶ Built and strengthened UIM pathways
- ▶ Advocated for earlier subspecialty exposure in new ACGME requirements
- ▶ Improved physician scientist mentoring
- ▶ Enhanced the recruitment processes for residency and fellowship



Academic Pediatrics

Available online 10 February 2025, 102794

In Press, Journal Pre-proof [What's this?](#)



View from the Association of Pediatric Program Directors

The Match, The Workforce, The Future: The Key Role for Medical Educators

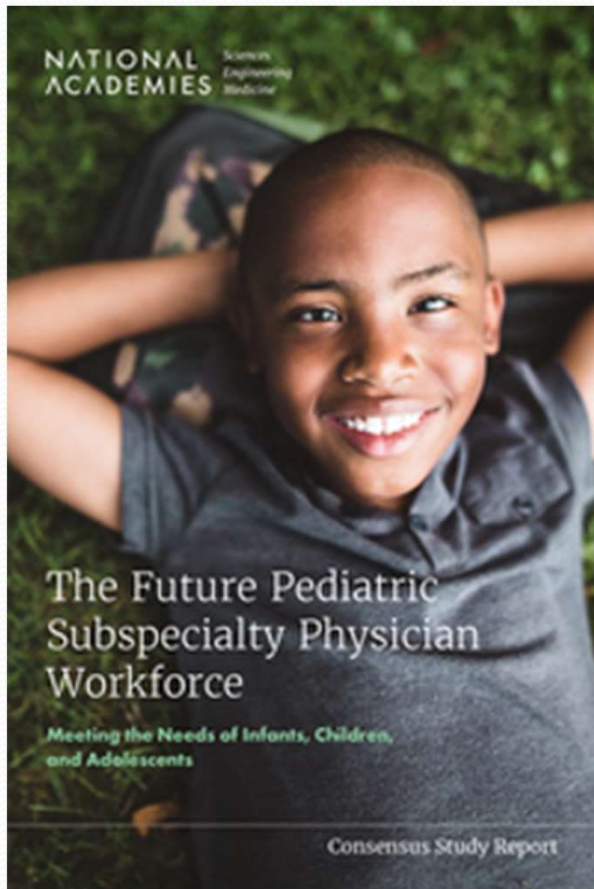
Robert J. Vinci MD., Professor ^a  , Laura Degnon CAE ^b, Melissa Gillooly MPP ^c,
Joseph Gigante MD, Professor ^d, April Buchanan MD, Professor ^e,
Rebecca Blankenburg MD MPH, Clinical Professor ^f





NASEM Reports Reinforced Direction and Provided New Ideas

Key NASEM Studies on Child Health



FORTHCOMING 2025

NASEM: Strategies to Enhance Pediatric Health Research Funded by NIH

Examine pediatric research supported by NIH. Review current NIH pediatric research portfolio and structure. The committee will make recommendations focused on improving NIH's overall support of child health research.

2023 NASEM Future Pediatric Subspecialty Workforce

The NASEM Subspecialty Workforce Committee established four key goals, supported by 13 recommendations, which shape the AMSPDC Pediatric Workforce Initiative's structure, goals and actions. The NASEM goals are:

1. Promote collaboration and the effective use of services between pediatric primary care clinicians and subspecialty physicians.
2. Reduce financial and payment disincentives to subspecialty careers.
3. Enhance education, training, recruitment and retention.
4. Support the pediatric physician-scientist pathway.

Source: <https://nap.nationalacademies.org/catalog/27207/the-future-pediatric-subspecialty-physician-workforce-meeting-the-needs-of>



Strategically Align Workgroups with NASEM Report

Workgroup

Economic Strategy

Redesign Education

Physician Scientist

Practice Collaboration

Public Awareness Campaign

Leader

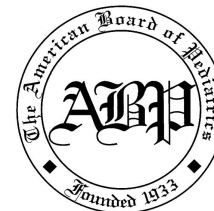
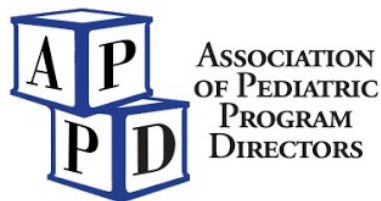
Mary Leonard MD MSCE

Becky Blankenburg MD MPH

Sallie Permar MD PhD

Ann Reed MD





**National Academy of
Distinguished Educators
in Pediatrics
(NADEP)**

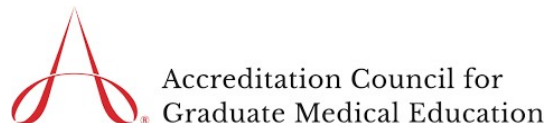
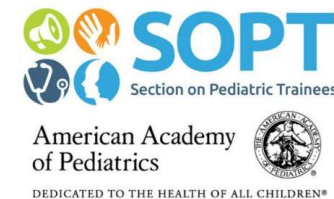


**Parents on ABP
Family
Leadership
Committee (FLC)**



**APPD Chief Resident
Exec Comm**

**NGP | NEXT GEN
PEDIATRICIANS**



Redesign Medical Education

Goal: Enhance the education, training, recruitment and retention in order to attract diverse, high-quality trainees into Pediatrics and Pediatric subspecialties

1. Early Exposure to Pediatrics (Elementary School – PostBac)
2. UME Exposure and Innovative Training
3. Residency Subspecialty Exposure and Innovative Training
4. Flexible Subspecialty Training Pathways
5. Faculty Development



Redesign Medical Education

Joseph Gigante and Chair Keith Mather

1. Early Exposure to Pediatrics (Elementary School – PostBac)

- Develop and distribute toolkit for mentoring pathways-**Tatiana Ndjatou**
- Develop and distribute toolkit for UIM mentoring pathways-**Jamie Sutherland**
- Branding and marketing: Develop “Choose Peds” Campaign-**Lynn Batten**



Redesign Medical Education

April Buchanan and Chair Mike Donnelly

2. UME Exposure and Innovative Training

- Develop best practices for UME Pre-clinical Exposure-**Katie O'Donnell, Courtney Judd, Suzie Schmidt**
- Develop best practices for Clerkship Exposure-**Erin McMaster, Lolita Alkureishi, Jess Tomaszewski**
- Advocate for more pediatric content in medical-**April Buchanan, other Medical Education Senior Leaders (MESL)**
- Explore how to increase pediatric exposure in osteopathic schools-**Anna Suessman**
- Include medical students in national organizations-**Gary Beck Dallaghan**



Redesign Medical Education

Stacy Laurent, Joanna Lewis, and Chair TBD

3. Residency Subspecialty Exposure and Innovative Training

- Develop and distribute toolkit for Individualized Curriculum, subspecialty curriculum, and visiting subspecialty electives
- Program development on how to improve autonomy and rigor in training
- Improve residency and fellowship advising for all applicants (e.g., MD, DO, and IMG)
- Improve transitions into residency and fellowship for IMGs (e.g., financial considerations, visas, etc)

Redesign Medical Education

Jill Fussell and Chair TBD

4. Flexible Subspecialty Training Pathways

- Develop and implement competency-based, time-variable pediatric subspecialty training pilot



Redesign Medical Education

Hilary Haftel and Chair TBD

5. Faculty Development

- Develop a community of practice and professional development for community preceptors teaching students, residents, and fellows and support community preceptors with CME, MOC 2, MOC 4





APPD Medical Education Conference September 2024 Think Tank to Redesign Undergraduate Medical Education Exposure to Pediatrics

- 300 Medical Educators Across Continuum and Learners
- Brainstormed about
 - Pediatric Interest Groups
 - Mentoring Programs
 - MS1-MS2 Summer Research Experience in Pediatrics
 - Pediatric Preclinical Exposure
 - MS4 Chief Medical Students
 - Job Description for Pediatric UME Director
- Developing a consensus paper
- Developing a MedEdPortal toolkit



ASSOCIATION
OF PEDIATRIC
PROGRAM
DIRECTORS

SAVE
THE DATE

APPD 2025

**Fall Meeting +
Pediatric Medical Education Conference**

September 16-19, 2025

St. Louis, MO

