



CoPS Fall Meeting: Workforce Data at the ABP and Possible Synergies with CoPS

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History of Workforce Work at the ABP

- Since 1980's, ABP has prioritized tracking and predicting the pediatric workforce
 - Tracking data collected from pediatric residency and fellowship programs
 - Recent trainees surveyed about future plans at time of application for GP and SS certification exams
 - Results published in the ABP's Annual Workforce Data Book and in papers
 - Data used by program directors, Children's Hospital Association, researchers, and others



Longitudinal Survey Platform

- In 2001, initial contract with Dr. Freed to conduct additional surveys
 - Sample: residents, pediatricians maintaining certification, training programs
 - Others: parents, certifying bodies, nurse practitioner training programs
- In 2009-10, developed “longitudinal survey platform”
 - Goals
 - to ask questions of the current and future pediatric workforce
 - To track trends at the population-level over time
 - To track individuals over time



ABP in Strategic Planning Process

- How have we done with collecting and disseminate workforce data?
- Are there ways we can improve our processes?
- What should be our next steps with the workforce data?
- How can we better partner with the pediatric community to collect and disseminate data so synergistic and not duplicative?
- Who might be interested?
 - Organizations: CoPS, AMSPDC, AAP, APPD, others?
 - Pediatricians
 - Public



Surveys in Longitudinal Survey Platform

	GP ITE (Big 10) Survey	SS ITE Survey	Gen Peds App Survey	Gen Peds Exam Survey	SS App Survey	SS Exam Survey	MOC Enrollment Survey
Live Date	July 2009	July 2017	December 2011	October 2012	August 2012	March 2013	October 2009*
Timing	Training Years 1-3	Training Years 1-3	Before end of training	After training	Before end of fellowship	After fellowship	Every 5 years
Data Collection	ITS	Prometric	ABP	Prometric	ABP	Prometric	ABP

* Major revision in 2012



Strengths

- Sampling frame
- Response rate
- Cross-sectional component
- Longitudinal component
- Inexpensive
- Ability to add modules
 - Heme/onc, cardiology in past



Differences with AAP Surveys

- Annual Resident Survey
 - Targets graduating residents
 - Cross-sectional
- PLACES
 - Longitudinal study of two cohorts identified in 2000's
 - Non-representative sample
 - Limited subspecialists
 - Focus on well-being/stress
- Periodic Survey of Fellows
 - Sample
 - Only AAP Fellows
 - Limited subspecialists
 - Lower response rates
 - Cross-sectional
- Survey of Sections
 - Sample
 - Only AAP Fellows
 - Limited subspecialists
 - Lower response rates
 - Cross-sectional

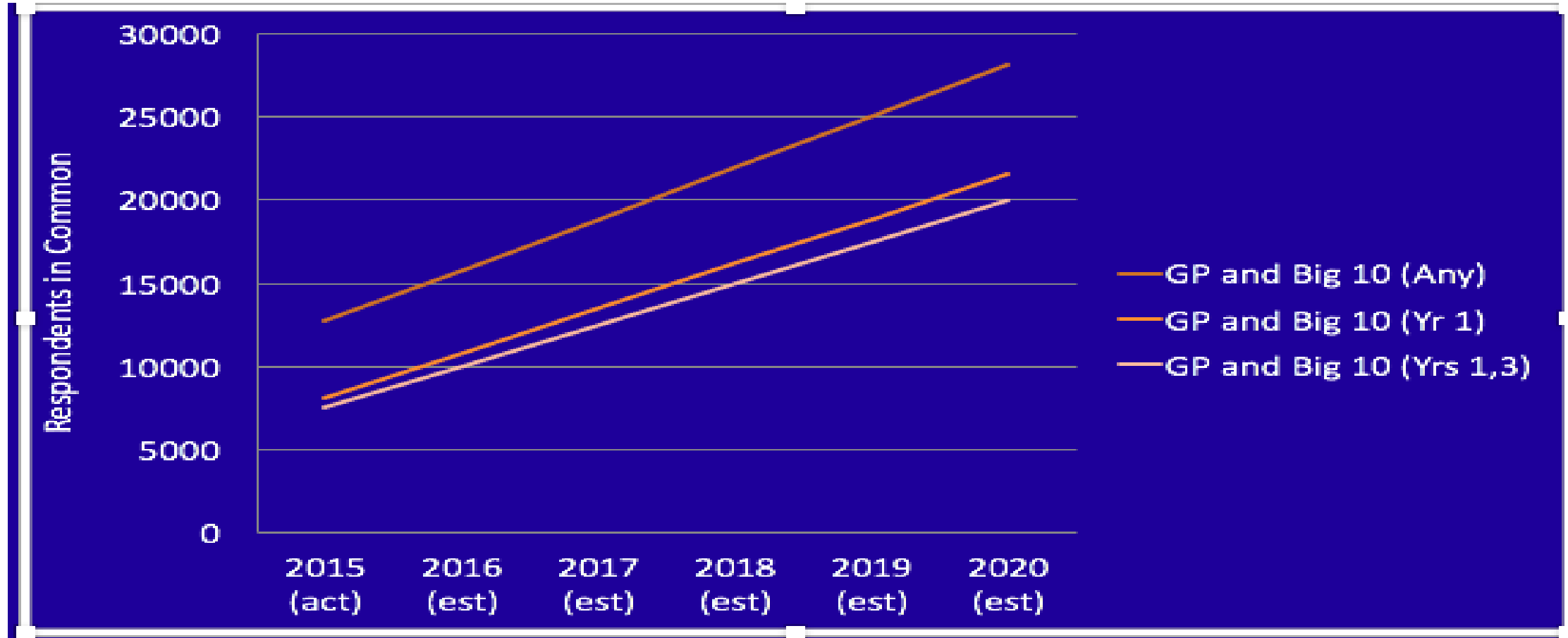


Numbers Over Time

Year	Big 10	GP App	GP Exam	SS App	SS Exam	MOC
2009	0	0	0	0	0	5,907
2010	9,776	0	0	0	0	13,276
2011	13,588	0	0	0	0	19,108
2012	17,206	3,182	5,130	638	0	25,223
2013	20,745	6,363	8,802	1,773	1,480	30,570
2014	24,370	9,614	12,121	3,043	2,904	35,992
2015	28,073	12,905	15,442	4,112	4,008	43,358
2016	31,776	16,196	18,763	5,181	5,112	50,724
2017	35,479	19,487	22,084	6,250	6,216	58,090
2018	39,182	22,778	25,405	7,319	7,320	61,793
2019	42,885	26,069	28,726	8,388	8,424	65,496
2020	46,588	29,360	32,047	9,457	9,528	69,199

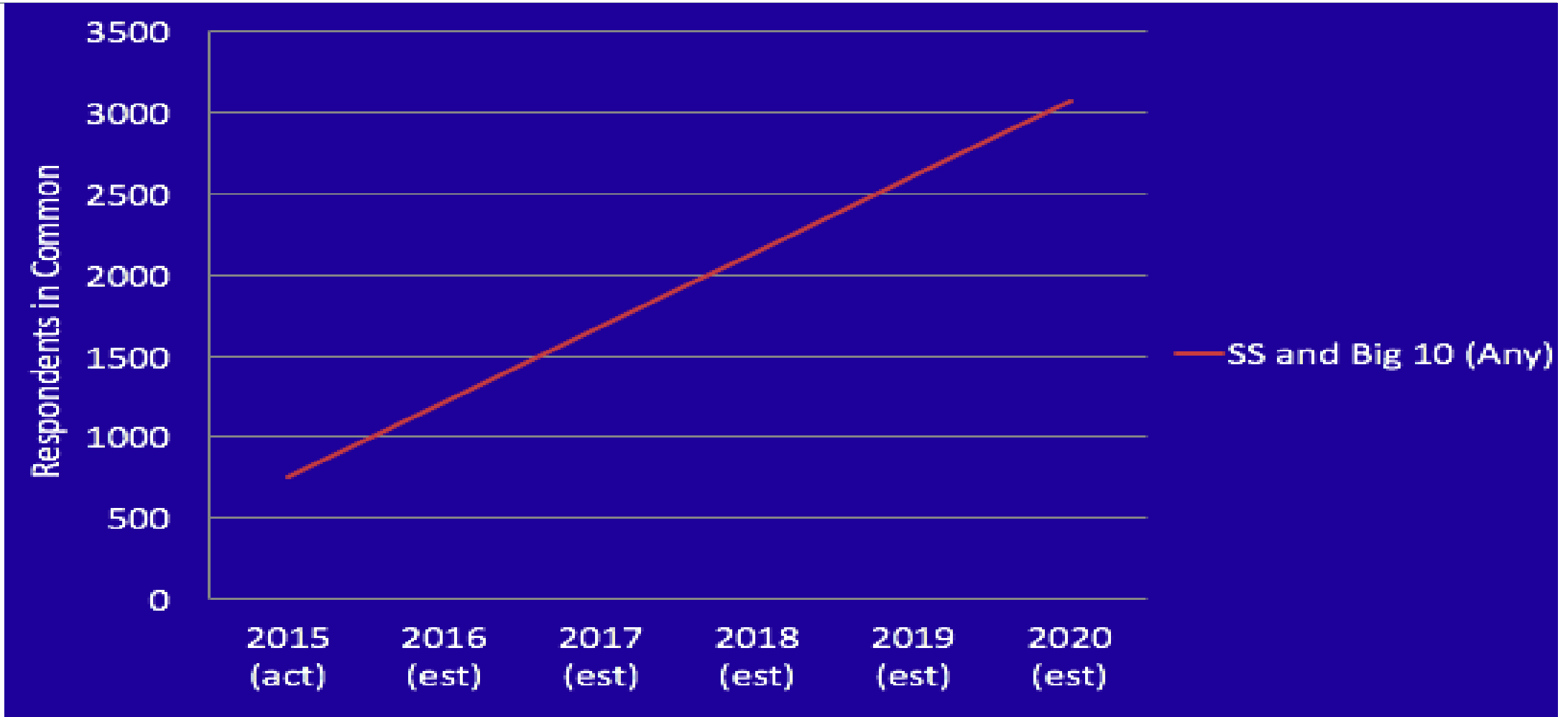


Big 10 and GP Exam Estimated Respondents in Common





Big 10 and SS Exam Estimated Respondents in Common





Current Domains: Surveys

- Factors in career choice
- Generalist/subspecialist split
- Career development
- Career progression
- Scope of practice over time
- Subspecialty development
- Effective workforce



Domains: SS ITE Survey

- Factors affecting choice of subspecialty
- Work plans for first 5 years after training
- Factors associated with initial work plans
- Participation and training in QI activities
- Debt
- Dual physician matching
- Perceptions of available jobs in academic and private practice



Future Directions: Better Surveys, Greater Dissemination

- Work with the pediatric organizations to identify priorities for future efforts around workforce employing the longitudinal surveys
- Identify better mechanisms for dissemination



Focus To Date 2016

- Subspecialists
 - Current status of workforce
 - New SS In-training survey (SITE Survey)
 - Part time definition and hours by subspecialty
 - Timing of decision for fellowship/subspecialty



Future Plans: Subspecialists

- Launch new SS ITE survey
- Module on influences of choice of subspecialty
- First longitudinal data from residency → fellowship → practice
- Could also add questions specifically for subspecialists to MOC Enrollment Survey to get at scope of practice/changes in practice



Current Plans: Modules

- Quality Improvement
 - Module for MOC enrollment survey in 2016
 - Addition of QI questions to trainee surveys in 2017
 - Participation in registries at different stages of career?

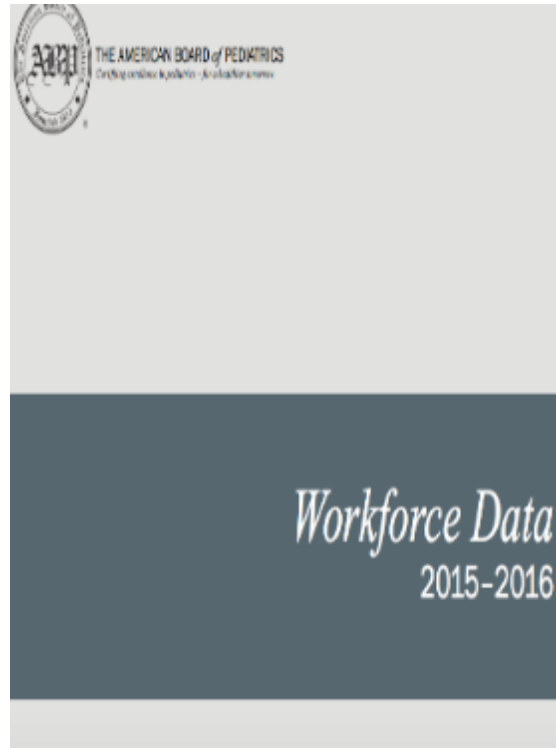


Future Plans: Possible New Modules

- Hospitalists
 - Experience(s) of trainees
 - Impact on subspecialty training and clinical service over time
 - Implementation of EPAs and milestones and impact
 - Parent/patient engagement in practices
 - Mental health training and experiences
 - Global health training and experiences
 - Locally managing children and families from diverse backgrounds
 - Quality of rotations in underserved areas
- *All align with current ABP strategic initiatives



Future Directions: Annual Workforce Data Book



- PDF on ABP website
- Posted annually
- Includes
 - Tracking data from residency programs
 - GP and SS Certification Exam Application Surveys (future plans)
 - Other surveys
- Multiple changes planned



Future Directions: Possible Electronic Fact Sheets?



Research Brief from Longitudinal Workforce Study

Highlights

Women subspecialists are much more likely to work part time than men (17.5% vs. 2.7%; $p < .0001$).

Developmental Behavioral Pediatrics (DBP) is the specialty with the highest rates of part time practice at 22.9% and Critical Care is the lowest with 3.8%.

Emergency medicine reported the highest proportion of full-time subspecialists working fewer than 40 hours per week (27%).

Contact Us

This is a publication of the American Board of Pediatrics in conjunction with the Child Health Evaluation and Research (CHEAR) Center at the University of Michigan.

Part-Time Pediatric Subspecialties

Determining the current pediatric workforce is a complex and nuanced exercise. Fundamentally, understanding the nature of part time practice among pediatricians is essential for accurate workforce assessments. Because of a lack of specificity in the definition of part time job designations, uncertainty exists in a variety of domains. Further, recent research has shown that some part time physicians may work more hours than some full time physicians within the same specialty. As there are more women physicians working in part time positions, the potential for gender bias exists.

As of October 2009, the ABP incorporated a survey within its online application process to the MOC program. The survey focused on exploring trends associated with career choice, career paths, time spent in professional activities, and current practice characteristics of general pediatricians and subspecialists at the time of enrollment for the MOC program. Data on part-time employment from all subspecialists ($N=14,083$) who enrolled in the MOC program from 2009 through 2015 and completed the survey are included in this report.

Who Works Part Time?

Overall, 9.6% of subspecialists work part time. There is very little difference in rates of part time work by age of the subspecialist with the exception of a markedly higher rate (28.6%) among those 70 years of age and older. The smallest proportion to be working part time are those in their 50s (8.1%).

Women subspecialists are much more likely to work part time than men (17.5% vs. 2.7%; $p < .0001$). International medical graduate (IMG) subspecialists are much less likely to work part time than their AMG counterparts (6.2% vs. 9.6%; $p < .0001$).

Who works part time?

17.5% Female

2.7% Male

Age 30-39	10.8%
Age 40-49	9.4%
Age 50-59	8.1%
Age 60-69	11.7%
Age 70+	28.6%



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Questions for CoPS

- Synergies?
- Analyses we are doing now and interest level?
- Baseline content of SS ITE survey?
- Possible future modules of interest?
 - SS ITE survey
 - SS Certifying Exam Application Survey
 - MOC Re-enrollment Survey