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

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

* 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

• Periodic Survey of Fellows
  – Sample
    ▪ Only AAP Fellows
    ▪ Limited subspecialists
  – Lower response rates
  – Cross-sectional

• PLACES
  – Longitudinal study of two cohorts identified in 2000’s
  – Non-representative sample
  – Limited subspecialists
  – Focus on well-being/stress

• Survey of Sections
  – Sample
    ▪ Only AAP Fellows
    ▪ Limited subspecialists
  – Lower response rates
  – Cross-sectional
## Numbers Over Time

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

- SS and Big 10 (Any)
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?
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