The State of the Country’s Physician Workforce

A Major Public Policy Challenge

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National Perspective
The Primary Focus of Attention

Major shortage projected for 2025 - shortages already exist in some regions and in certain specialties.

Supply and attrition will reach equilibrium by end of the decade – the relative size of the workforce (#MDs/100,000) will begin to decline due to population growth.

A huge increase in GME positions (7500 PGY 1s + PGY-2s etc = ~30,000 pipeline positions) will be required to maintain current workforce size of ~250 MDs/100,000 population.
National Perspective
Insurmountable Challenges

Adequate federal financing highly unlikely

Lack of capacity in current GME system to add required number of positions

Ultimate impact of variability in state workforce dynamics on national solution
A Major Challenge
Variability in State Workforce Dynamics

Active Patient Care Physicians per 100,000 (national 220)
- Massachusetts 315
- Maryland 281
- New York 277
- Mississippi 160
- Arkansas 169
- Texas 176

Number of Residents/Fellow per 100,000 Ranking
- Massachusetts #1
- Maryland #8
- New York #2
- Mississippi #43
- Arkansas #32
- Texas #23

Where one does one’s residency affects where one will practice!
Creating an Effective Physician Workforce in Arizona

The Dynamics Present a Major Challenge

Workforce size ranks 33rd / Size of GME enterprise ranks 37th

To achieve national average would require an increase in PGY-1s from 430 to 550 ~ 480 total

To contribute to number required nationally to achieve 7500+ new positions would require an additional 150 PGY-1s ~ 600 total

Current enterprise = 1525 positions/need to increase by 1000 positions to meet national need
Creating an Effective Physician Workforce for the Country

How do we meet the challenges at hand?