



Training Council Update 2019

COMMITTEE CHAIR: TANDY AYE
TAYE@STANFORD.EDU
PES ANNUAL MEETING

Agenda

- Plan for this AM:
 - 30 min Things to Know
 - 30-45 min Working Group
 - 15-30 min Discussion as a Group
- Quick review of workforce
- Webinar slides available
- CoPS update
- SPIN study
- 4 subcommittees
 - Reimbursement
 - Increased exposure
 - 2 year program
 - Liaison

Table 1**Fellowship Match Summary, 2018 Appointments**

Specialty	No. of Applicants+		Positions Offered	No. of Pgms	No. of Matches		% Filled		Ranked Positions		Unfilled Pgms
	U.S. Grads++	All Apps			U.S. Grads	All Apps	U.S. Grads	All Apps	U.S. Grads	All Apps	
Pediatrics											
Academic General Pediatrics**	7	10	16	15	6	8	37.5	50.0	11	15	8
Adolescent Medicine	25	32	36	24	21	27	58.3	75.0	136	180	7
Child Abuse	14	17	20	19	10	13	50.0	65.0	51	67	7
Developmental and Behavioral Pediatrics	22	35	48	35	20	30	41.7	62.5	116	206	15
Neonatal-Perinatal Medicine	148	245	270	96	143	234	53.0	86.7	1,037	1,823	25
Pediatric Cardiology	122	177	154	58	109	151	70.8	98.1	912	1,325	3
Pediatric Critical Care Medicine	144	217	191	67	126	189	66.0	99.0	1,021	1,578	2
Pediatric Emergency Medicine*	176	270	196	77	144	196	73.5	100.0	1,203	1,728	0
Pediatric Endocrinology	26	53	99	64	26	50	26.3	50.5	153	358	42
Pediatric Gastroenterology	62	102	101	61	58	93	57.4	92.1	505	865	6
Pediatric Hematology/Oncology	102	165	176	71	97	158	55.1	89.8	782	1,292	14
Pediatric Hospital Medicine**	65	79	56	39	44	52	78.6	92.9	321	398	3
Pediatric Infectious Diseases	23	40	79	54	23	37	29.1	46.8	158	292	35
Pediatric Nephrology	18	27	65	43	18	27	27.7	41.5	104	162	33
Pediatric Pulmonology	25	43	74	48	25	40	33.8	54.1	161	313	29
Pediatric Rheumatology	14	22	39	30	14	19	35.9	48.7	74	136	15
Pediatric Sports Medicine	59	97	25	18	15	25	60.0	100.0	155	266	0

Ped Endo filled 50 out of the 99 positions offered by 64 program.

Table 5

Fellowship Matches by Specialty and Applicant Choice, 2018 Appointments

Specialty	Number of Applicants Ranking Specialty		Number Matched		Matches by Rank Choice											
	Total	Preferred Specialty	Total	Preferred Specialty	1st Choice		2nd Choice		3rd Choice		Greater Than 3rd Choice		Matched in Another Specialty	Unmatched		
					Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage				
Pediatrics																
Academic General Pediatrics**	10	10	8	8	7	70.0	1	10.0	0	0.0	0	0.0	0	0.0	2	20.0
Child Abuse	17	17	13	13	12	70.6	0	0.0	1	5.9	0	0.0	0	0.0	4	23.5
Developmental and Behavioral Pediatrics	35	35	30	30	20	57.1	7	20.0	1	2.9	2	5.7	0	0.0	5	14.3
Neonatal-Perinatal Medicine	245	239	234	232	143	58.4	35	14.3	22	9.0	34	13.9	4	1.6	7	2.9
Pediatric Cardiology	177	176	151	151	69	39.0	25	14.1	22	12.4	35	19.8	2	1.1	24	13.6
Pediatric Critical Care Medicine	217	209	189	188	97	44.7	44	20.3	15	6.9	33	15.2	6	2.8	22	10.1
Pediatric Emergency Medicine*	270	267	196	170	109	40.4	31	11.5	21	7.8	35	13.0	4	1.5	70	25.9
Pediatric Endocrinology	53	51	50	50	40	75.5	8	15.1	1	1.9	1	1.9	2	3.8	1	1.9
Pediatric Gastroenterology	102	102	93	93	52	51.0	12	11.8	15	14.7	14	13.7	1	1.0	8	7.8
Pediatric Hematology/Oncology	165	165	158	158	89	53.9	37	22.4	15	9.1	17	10.3	0	0.0	7	4.2
Pediatric Hospital Medicine**	79	78	52	52	30	38.0	9	11.4	2	2.5	11	13.9	1	1.3	26	32.9
Pediatric Infectious Diseases	40	37	37	37	32	80.0	2	5.0	0	0.0	3	7.5	3	7.5	0	.0

76% Matched to their First Choice

Table 5**Fellowship Matches by Specialty and Applicant Choice, 2018 Appointments**

Specialty	Number of Applicants Ranking Specialty		Number Matched		Matches by Rank Choice											
	Total	Preferred Specialty	Total	Preferred Specialty	1st Choice		2nd Choice		3rd Choice		Greater Than 3rd Choice		Matched in Another Specialty	Unmatched		
					Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage				
Pediatrics																
Academic General Pediatrics**	10	10	8	8	7	70.0	1	10.0	0	0.0	0	0.0	0	0.0	2	20.0
Child Abuse	17	17	13	13	12	70.6	0	0.0	1	5.9	0	0.0	0	0.0	4	23.5
Developmental and Behavioral Pediatrics	35	35	30	30	20	57.1	7	20.0	1	2.9	2	5.7	0	0.0	5	14.3
Neonatal-Perinatal Medicine	245	239	234	232	143	58.4	35	14.3	22	9.0	34	13.9	4	1.6	7	2.9
Pediatric Cardiology	177	176	151	151	69	39.0	25	14.1	22	12.4	35	19.8	2	1.1	24	13.6
Pediatric Critical Care Medicine	217	209	189	188	97	44.7	44	20.3	15	6.9	33	15.2	6	2.8	22	10.1
Pediatric Emergency Medicine*	270	267	196	170	109	40.4	31	11.5	21	7.8	35	13.0	4	1.5	70	25.9
Pediatric Endocrinology	53	51	50	50	40	75.5	8	15.1	1	1.9	1	1.9	2	3.8	1	1.9
Pediatric Gastroenterology	102	102	93	93	52	51.0	12	11.8	15	14.7	14	13.7	1	1.0	8	7.8
Pediatric Hematology/Oncology	165	165	158	158	89	53.9	37	22.4	15	9.1	17	10.3	0	0.0	7	4.2
Pediatric Hospital Medicine**	79	78	52	52	30	38.0	9	11.4	2	2.5	11	13.9	1	1.3	26	32.9
Pediatric Infectious Diseases	40	37	37	37	32	80.0	2	5.0	0	0.0	3	7.5	3	7.5	0	.0

76% Matched to their First Choice

4% Matched to Another Specialty!

Table 2

Fellowship Matches by Specialty and Applicant Type, 2019 Appointments

Specialty	Number of Positions	Number Filled	Applicant Type														
			U.S. Allopathic Graduates		Osteopathic Graduates		Canadian Graduates		5th Pathway Graduates		U.S. International Graduates		Non-U.S. International Graduates				
Pediatrics																	
Academic General Pediatrics**	16	8	6	75.0	2	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Adolescent Medicine	36	27	21	77.8	4	14.8	0	0.0	0	0.0	1	3.7	1	3.7	1	3.7	
Child Abuse	20	13	10	76.9	2	15.4	0	0.0	0	0.0	0	0.0	1	7.7	1	7.7	
Developmental and Behavioral Pediatrics	48	30	20	66.7	3	10.0	0	0.0	0	0.0	5	16.7	2	6.7	2	6.7	
Neonatal-Perinatal Medicine	270	234	143	61.1	34	14.5	1	0.4	0	0.0	23	9.8	33	14.1	33	14.1	
Pediatric Cardiology	154	151	109	72.2	11	7.3	0	0.0	0	0.0	8	5.3	23	15.2	23	15.2	
Pediatric Critical Care Medicine	191	189	126	66.7	19	10.1	0	0.0	0	0.0	14	7.4	30	15.9	30	15.9	
Pediatric Emergency Medicine*	196	196	144	73.5	24	12.2	0	0.0	0	0.0	18	9.2	10	5.1	10	5.1	
Pediatric Endocrinology	99	50	26	52.0	9	18.0	0	0.0	0	0.0	4	8.0	11	22.0	11	22.0	
Pediatric Gastroenterology	101	93	58	62.4	9	9.7	0	0.0	0	0.0	8	8.6	18	19.4	18	19.4	
Pediatric Hematology/Oncology	176	158	97	61.4	21	13.3	0	0.0	0	0.0	8	5.1	32	20.3	32	20.3	
Pediatric Hospital Medicine**	56	52	44	84.6	5	9.6	0	0.0	0	0.0	2	3.8	1	1.9	1	1.9	
Pediatric Infectious Diseases	79	37	23	62.2	8	21.6	0	0.0	0	0.0	1	2.7	5	13.5	5	13.5	
Pediatric Nephrology	65	27	18	66.7	2	7.4	0	0.0	0	0.0	0	0.0	7	25.9	7	25.9	
Pediatric Pulmonology	74	40	25	62.5	8	20.0	0	0.0	0	0.0	2	5.0	5	12.5	5	12.5	
Pediatric Rheumatology	39	19	14	73.7	2	10.5	0	0.0	0	0.0	0	0.0	3	15.8	3	15.8	
Pediatric Sports Medicine	25	25	15	60.0	4	16.0	0	0.0	0	0.0	4	16.0	2	8.0	2	8.0	

Table 6
Number of Positions Offered and Percent Filled by Graduates of U.S. Allopathic Medical Schools and All Applicants, 2014 - 2018

Specialty	2018			2017			2016			2015			2014		
	No. of Pos.	% Filled		No. of Pos.	% Filled		No. of Pos.	% Filled		No. of Pos.	% Filled		No. of Pos.	% Filled	
		U.S.	Tot		U.S.	Tot		U.S.	Tot		U.S.	Tot		U.S.	Tot
Pediatrics															
Academic General Pediatrics**	16	37.5	50.0	--	--	--	--	--	--	--	--	--	--	--	--
Adolescent Medicine	36	58.3	75.0	31	48.4	67.7	32	62.5	81.3	31	71.0	83.9	36	55.6	77.8
Child Abuse	20	50.0	65.0	27	37.0	51.9	26	38.5	46.2	19	21.1	26.3	20	60.0	65.0
Developmental and Behavioral Pediatrics	48	41.7	62.5	49	30.6	67.3	44	47.7	70.5	48	33.3	54.2	41	34.1	73.2
Neonatal-Perinatal Medicine	270	53.0	86.7	263	53.2	87.1	254	53.5	92.1	252	50.8	90.5	242	59.9	98.3
Pediatric Cardiology	154	70.8	98.1	145	66.2	96.6	142	75.4	97.9	139	69.8	96.4	141	68.1	97.2
Pediatric Critical Care Medicine	191	66.0	99.0	184	63.6	96.2	187	63.1	95.7	175	65.7	93.7	168	70.2	95.2
Pediatric Emergency Medicine*	196	73.5	100.0	180	65.6	98.9	180	66.1	98.3	177	72.9	100.0	162	64.2	98.1
Pediatric Endocrinology	99	26.3	50.5	96	42.7	66.7	88	39.8	68.2	83	36.1	65.1	85	49.4	76.5
Pediatric Gastroenterology	101	57.4	92.1	104	66.3	93.3	92	55.4	93.5	93	54.8	92.5	85	64.7	96.5
Pediatric Hematology/Oncology	176	55.1	89.8	170	63.5	90.0	166	68.1	98.2	164	73.2	97.0	162	54.3	94.4
Pediatric Hospital Medicine**	56	78.6	92.9	50	76.0	96.0	44	75.0	86.4	38	63.2	84.2	30	63.3	90.0
Pediatric Infectious Diseases	79	29.1	46.8	72	33.3	55.6	77	36.4	62.3	70	45.7	64.3	66	31.8	45.5
Pediatric Nephrology	65	27.7	41.5	58	48.3	62.1	59	30.5	54.2	62	25.8	43.5	58	17.2	36.2
Pediatric Pulmonology	74	33.8	54.1	69	37.7	68.1	67	31.3	70.1	66	39.4	65.2	61	29.5	49.2
Pediatric Rheumatology	39	35.9	48.7	41	39.0	53.7	40	50.0	72.5	37	43.2	67.6	40	30.0	55.0
Pediatric Sports Medicine	25	60.0	100.0	26	61.5	100.0	25	64.0	92.0	22	63.6	81.8	20	60.0	95.0

% Filled (Total Number of positions)
2019 Start

50.5 (99)

2018 Start

66.7 (96)

2017 Start

68.2 (88)

2016 Start

65.1 (83)

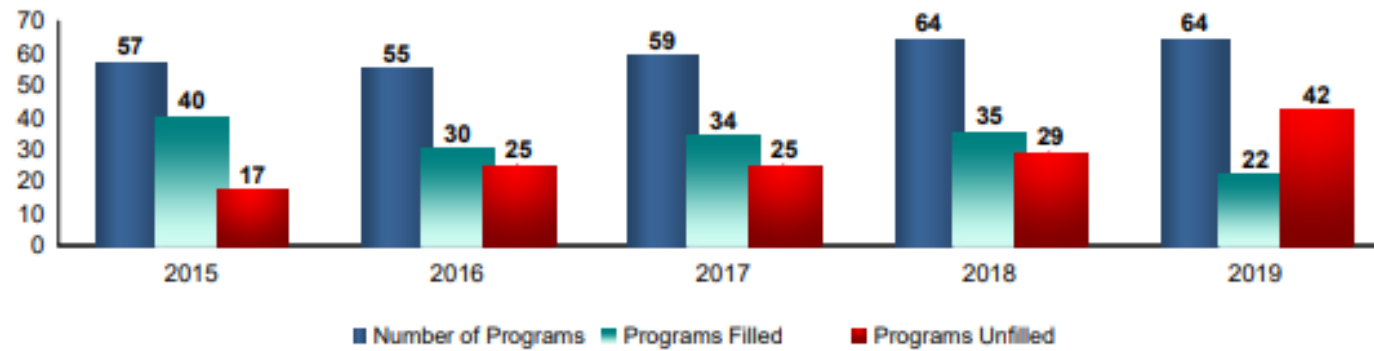
2015 Start

76.5 (85)

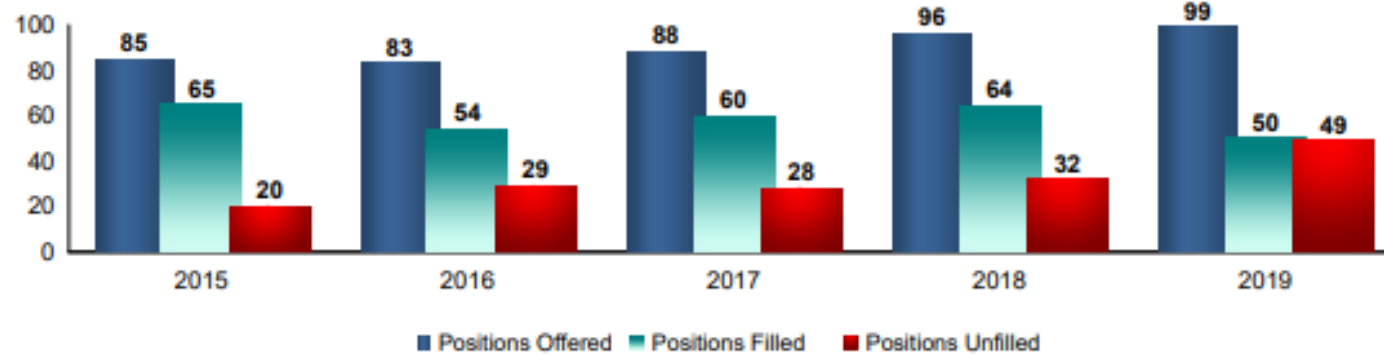
Fellowship Match Trends by Specialty and Appointment Year

Pediatric Endocrinology

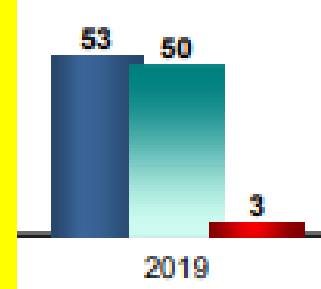
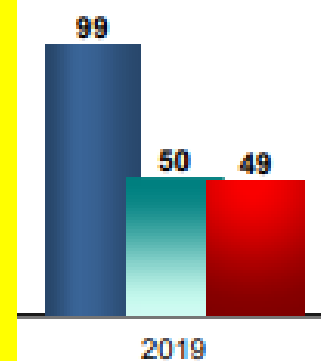
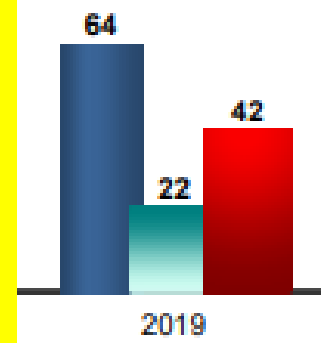
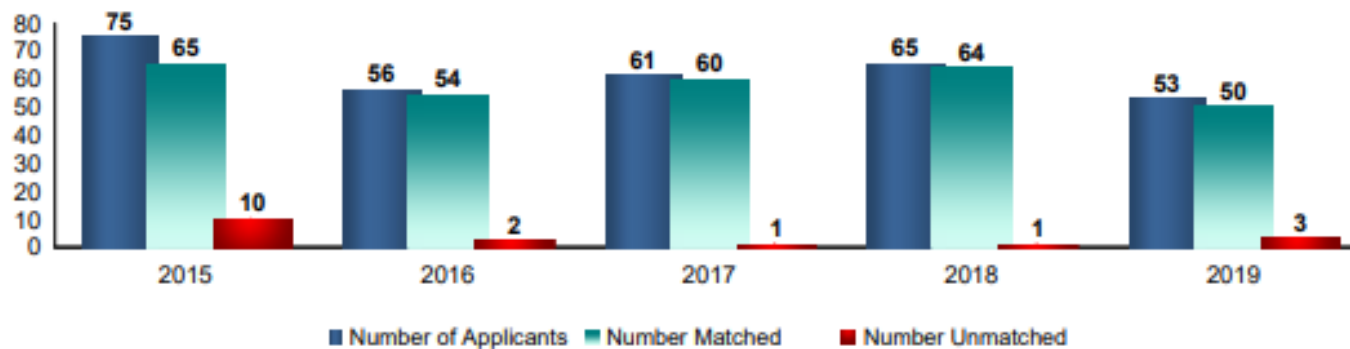
Programs



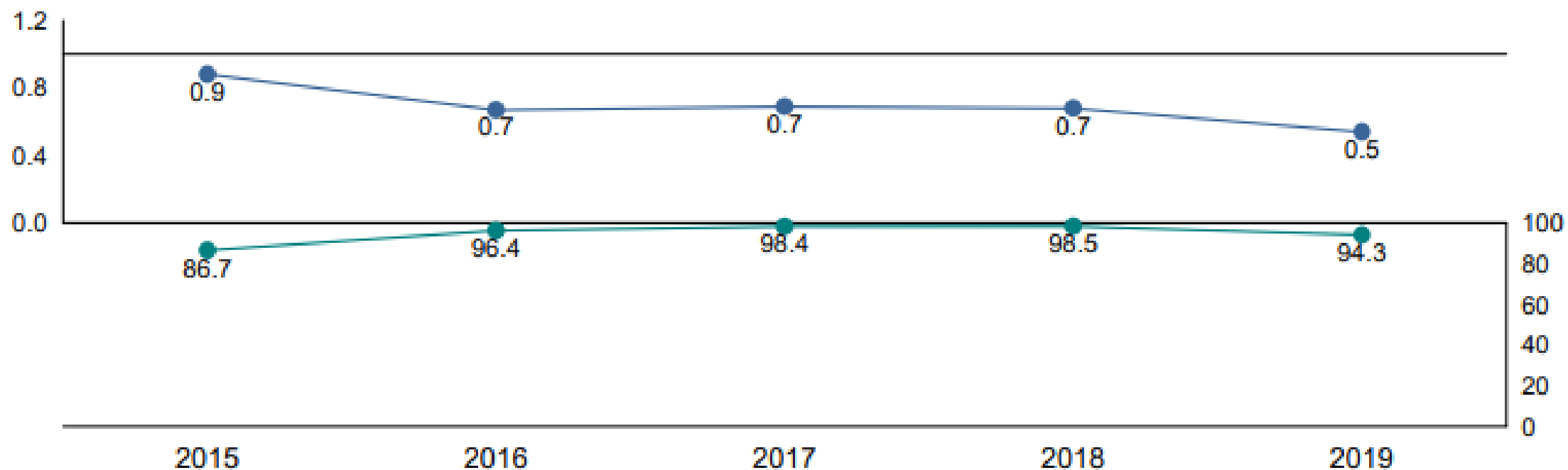
Positions



Applicants



Number of Applicants Per Position and Percent of Applicants Matched



Fall 2018 Match Results

Pediatric Endocrinology

Program Statistics	Number	%
Enrolled Programs	67	
Withdrawn Programs	3	
Certified Programs	64	
Programs Filled	22	34.4%
Programs Unfilled	42	65.6%
Certified Positions	99	
Positions Filled	50	50.5%
Positions Unfilled	49	49.5%

Applicant Statistics	Number	%
Matched Applicants	50	
U.S. Grad	26	52.0%
U.S. Foreign	4	8.0%
Osteopathic	9	18.0%
Foreign	11	22.0%
Applicants Preferring this Specialty *	51	
Matched to this Specialty	50	98.0%
Matched to Different Specialty	0	0.0%
Did not Match to any Program	1	2.0%

Overall Fall 2018 Match Results

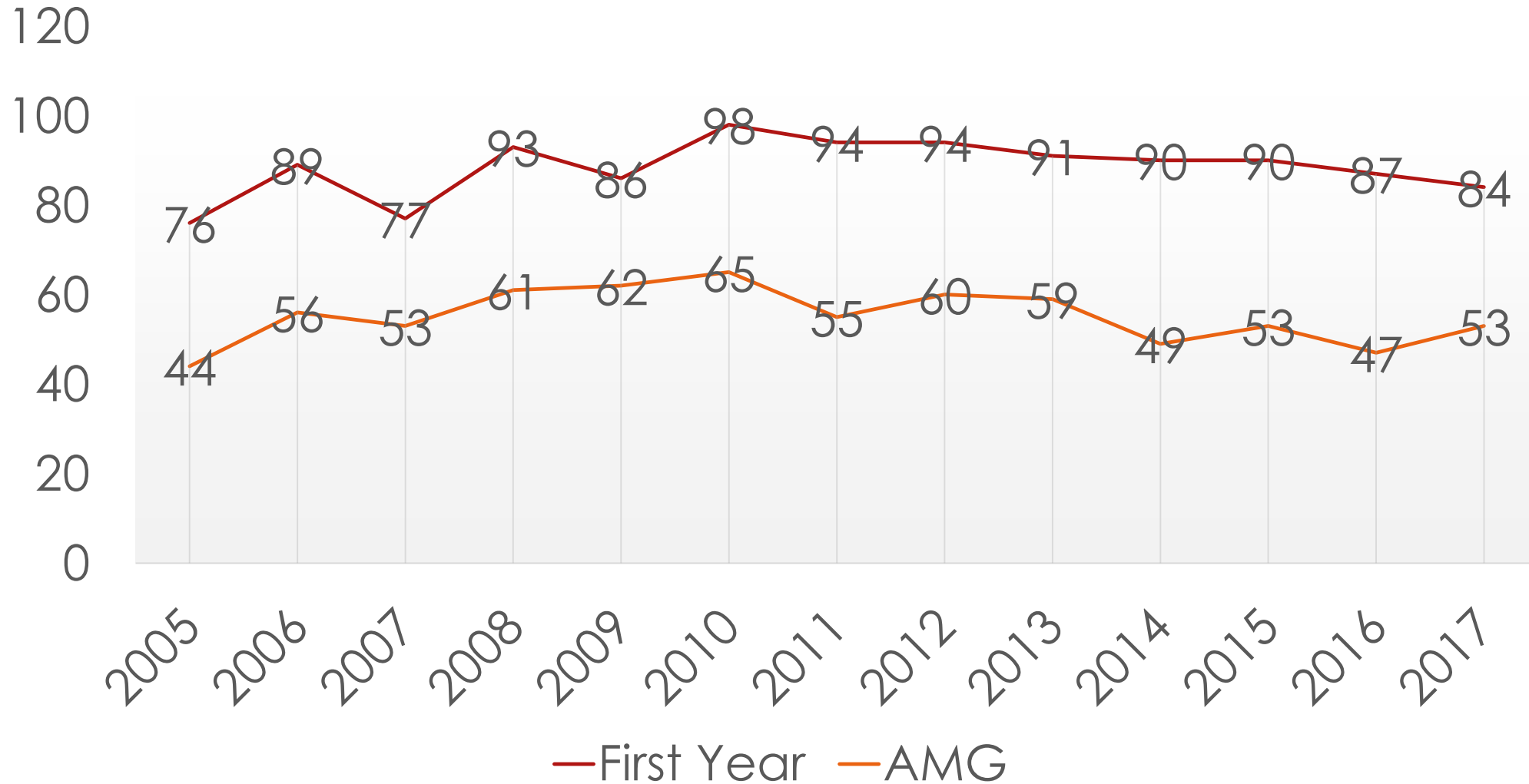
Specialty	Unfilled Programs	Unfilled Positions
Academic General Pediatrics - F	8	8
Child Abuse - F	7	7
Developmental-Behavioral - F	13	16
Neonatal-Perinatal Medicine - F	22	31
Pediatric Cardiology - F	1	1
Pediatric Critical Care Medicine - F	2	2
Pediatric Endocrinology - F	41	48
Pediatric Gastroenterology - F	5	6
Pediatric Hematology/Oncology - F	13	16
Pediatric Infectious Diseases - F	34	41
Pediatric Nephrology - F	33	38
Pediatric Pulmonology - F	29	34
Pediatric Rheumatology - F	14	19

222 program(s) found with 267 currently unfilled position(s)

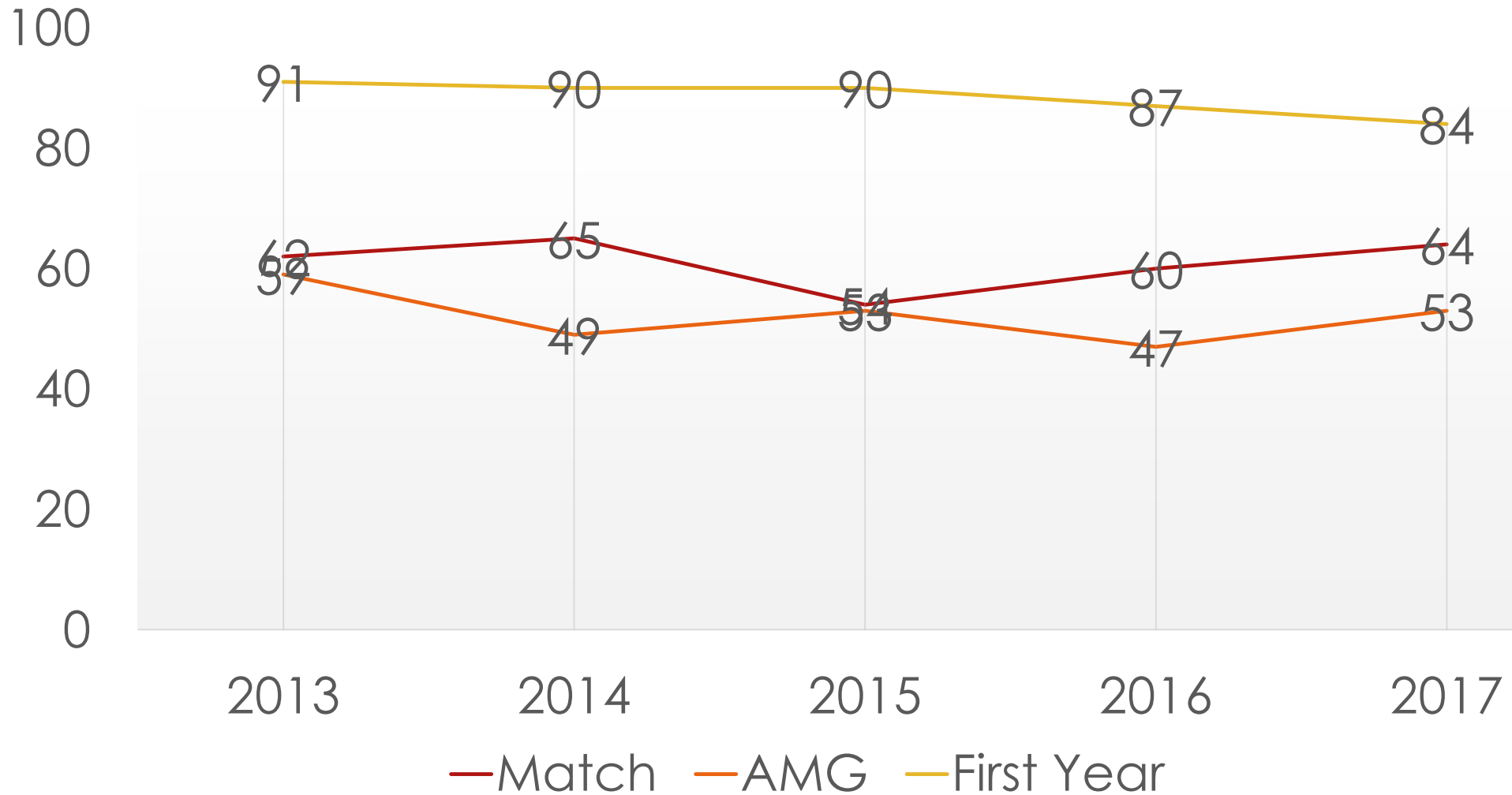
Where were spots still left after Match Day?

- ▶ Phoenix *
- ▶ Tucson
- ▶ CHLA *
- ▶ Harbor UCLA
- ▶ Stanford *
- ▶ UC Irvine
- ▶ UC Davis
- ▶ UC San Diego
- ▶ UCLA
- ▶ Yale *
- ▶ U Florida Jacksonville
- ▶ U Florida Shands Hosp
- ▶ U of Illinois
- ▶ U of Chicago *
- ▶ Indiana Univ
- ▶ U of Iowa
- ▶ LSU
- ▶ Hopkins
- ▶ NIH
- ▶ U Mass Baystate
- ▶ Mayo Clinic
- ▶ U of Minnesota
- ▶ St Louis Children's*
- ▶ Rutgers
- ▶ Mainomaides*
- ▶ Mt. Sinai
- ▶ Montefiore *
- ▶ NYU
- ▶ Northwell Cohen Children's
- ▶ SUNY Brooklyn
- ▶ SUNY Buffalo
- ▶ Rainbow Babies *
- ▶ Nationwide Hospital
- ▶ U of Oklahoma
- ▶ OHSU
- ▶ Brown
- ▶ Vanderbilt
- ▶ UT San Antonio
- ▶ UT Houston *
- ▶ U Utah
- ▶ U Virginia
- ▶ Med College Wisconsin
- ▶ (*) = partial fill

First Year Starting Fellowship



First Year Fellow Numbers at Start of Fellowship



Pediatric Endocrinology

Workforce Trends Data from the ABP

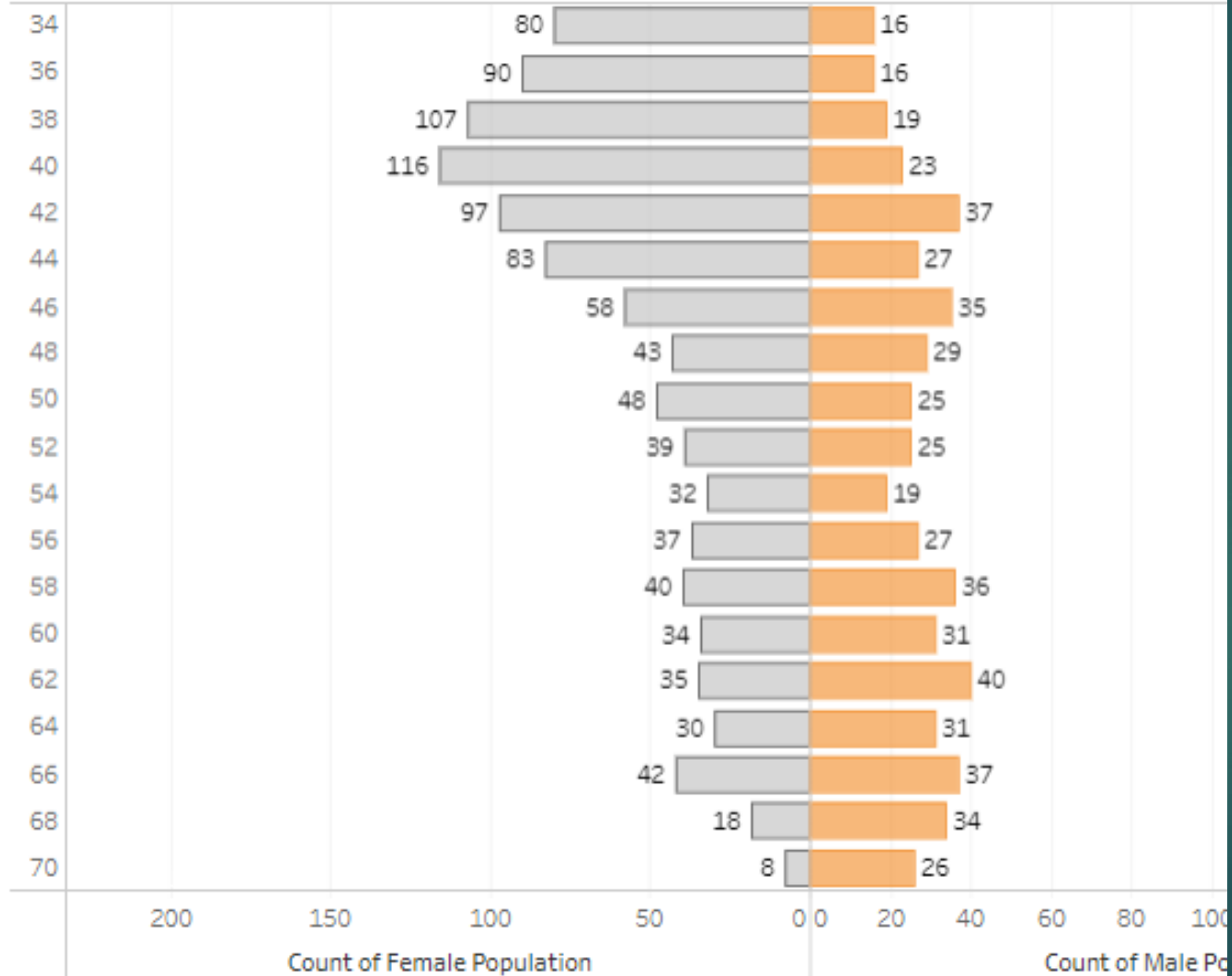
- ▶ Are we following off the growth curve?
- ▶ Average Annual Growth Rate 3.9%
 - ▶ Range among all subs 2.7 to 9.9%
- ▶ 10-yr growth rate from 2007 to 2017
 - ▶ Range among all subs -18.2% to 115.8%
- ▶ Graph of number of first year fellows



Age and the Workforce

- ▶ Projecting the future pediatric workforce requires consideration of those entering the workforce following training as well as those who may potentially be exiting.
- ▶ # certified (who are 70 years or younger) : 1589
 - ▶ Average Age 50
 - ▶ Median Age 48

Pediatric Endocrinology Age/Gender Distribution



All Subspecialties Combined

Gender	Average Age	Median Age	% Over 60
Female	49.0	47	17.4%
Male	53.3	54	30.0%
Combined	51.1	50	23.6%

Pediatric Endocrinology Age 70 and Under

Gender	Total Diplomates	Average Age	Median Age	% Over 60
Female	1,053	46.9	44	14.7%
Male	536	54.0	55	34.7%
Combined	1,589	49.3	47	21.5%

2017 Distribution of US-Based Pediatric Subspecialists Ever Certified by the ABP, Age 70 and Under

- Use the filter directly below to select between pediatric subspecialties.
- Hover over or click a state for more information. Use the map tools in the upper left of the map to select more than one state or to move the map. Click outside the area to return to the full map display.

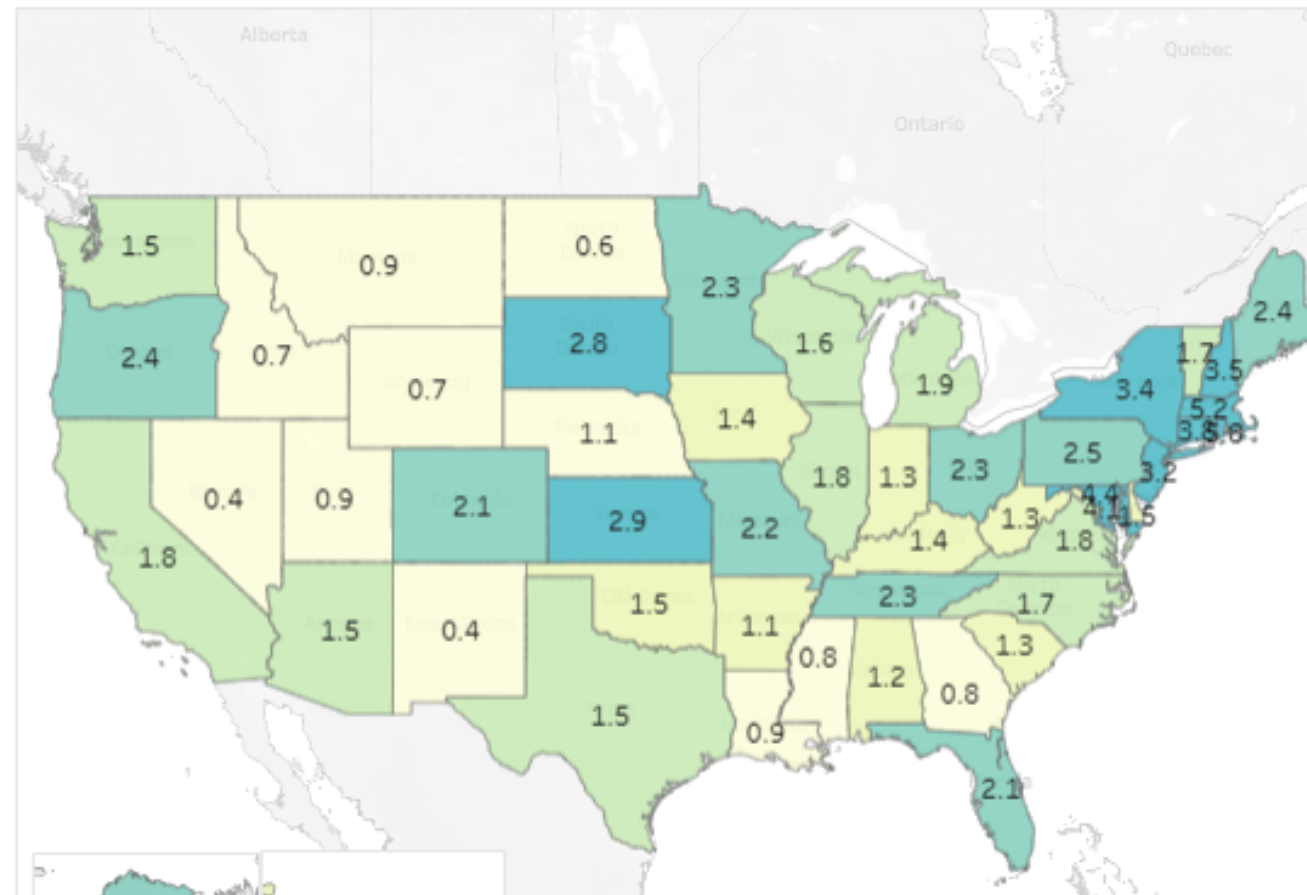
Click here for more information from our Pediatric Physicians Workforce Data Book



Choose a Subspecialty Certification

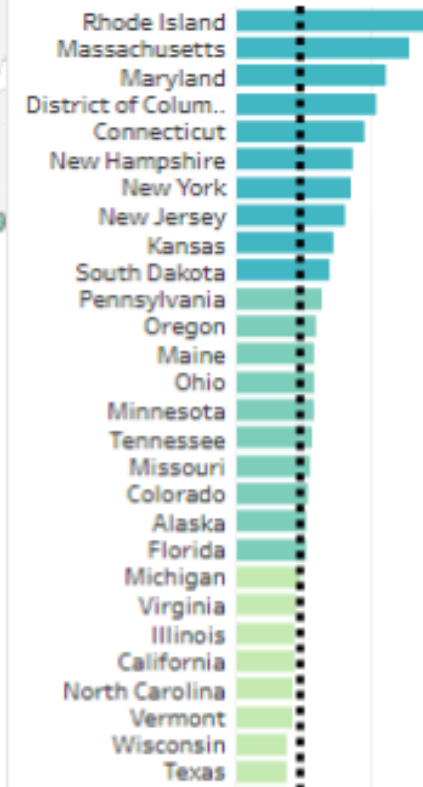
Pediatric Endocrinology

Pediatricians Certified in Pediatric Endocrinology per 100,000 Children



Ranking Per 100,000 Children

Dotted Line is the Average of States Shown



Pediatric Subspecialists Ever Certified by the ABP by the Year of Certification



[Click here for more information from our Pediatric Physicians Workforce Data Book](#)

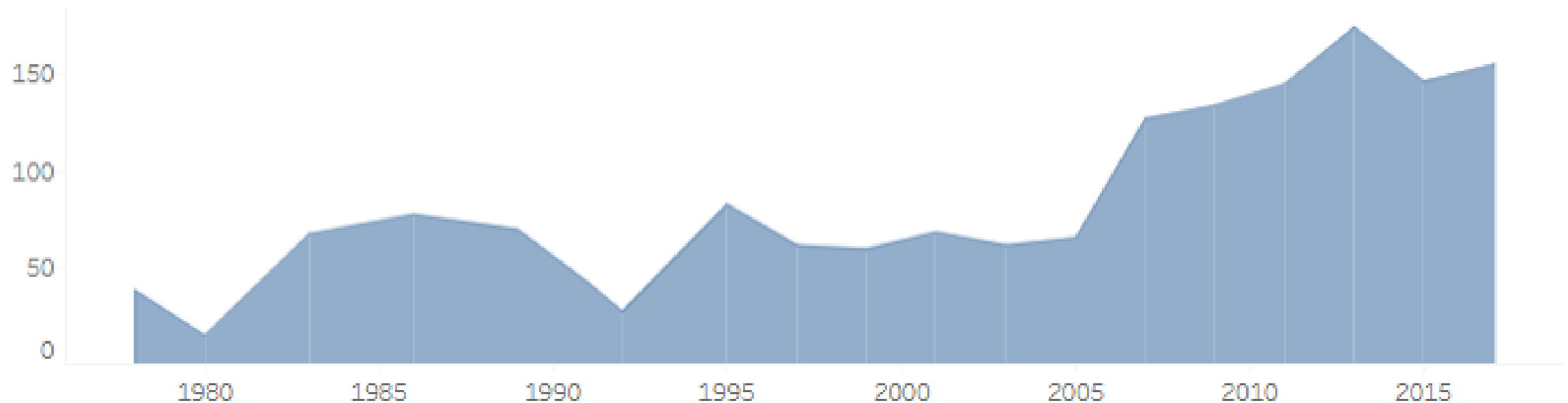
- Hover over each figure for more information.
- Select the subspecialty certification type below using the filter below.
- Similarly, use the filters to select age ranges of diplomates (age as of 2017). The age range selection includes "null" values which are diplomates with unknown dates of birth. Select the down arrow when hovering to filter as desired.

Age Range Selection	<input type="text" value="25"/>	<input type="text" value="70"/>	Subspecialty Certification Type
			Pediatric Endocrinology

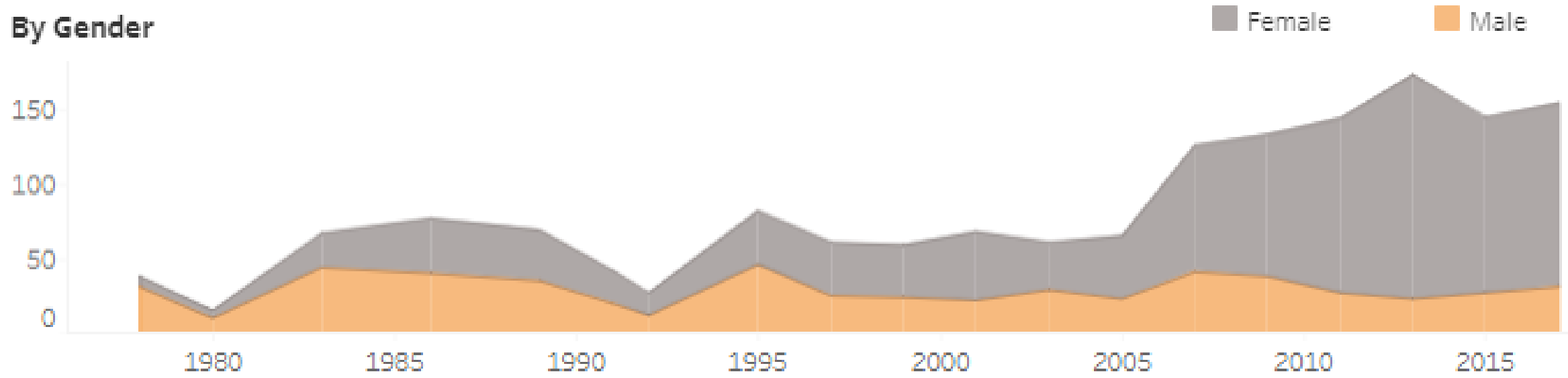
Number Certified in Pediatric Endocrinology

1.625

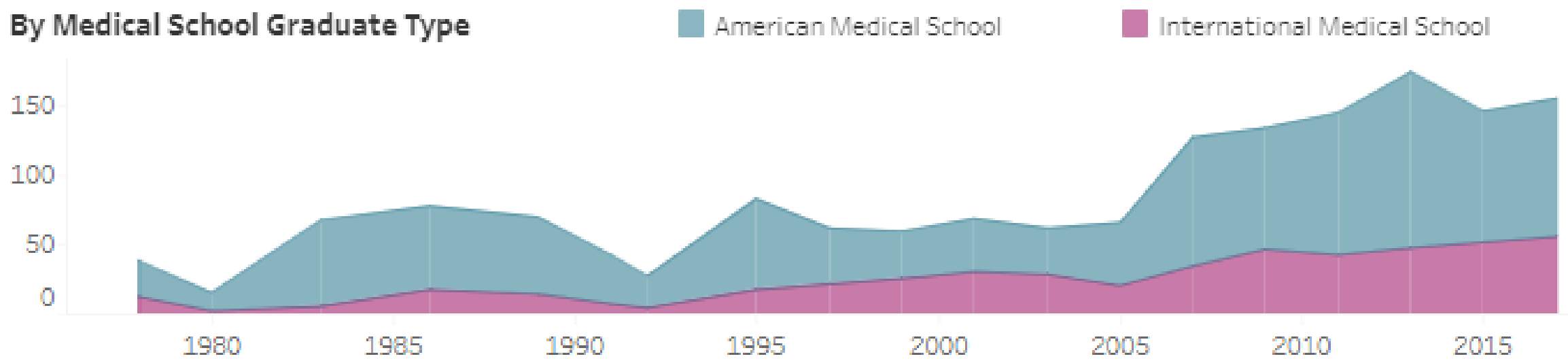
Certifications Over Time

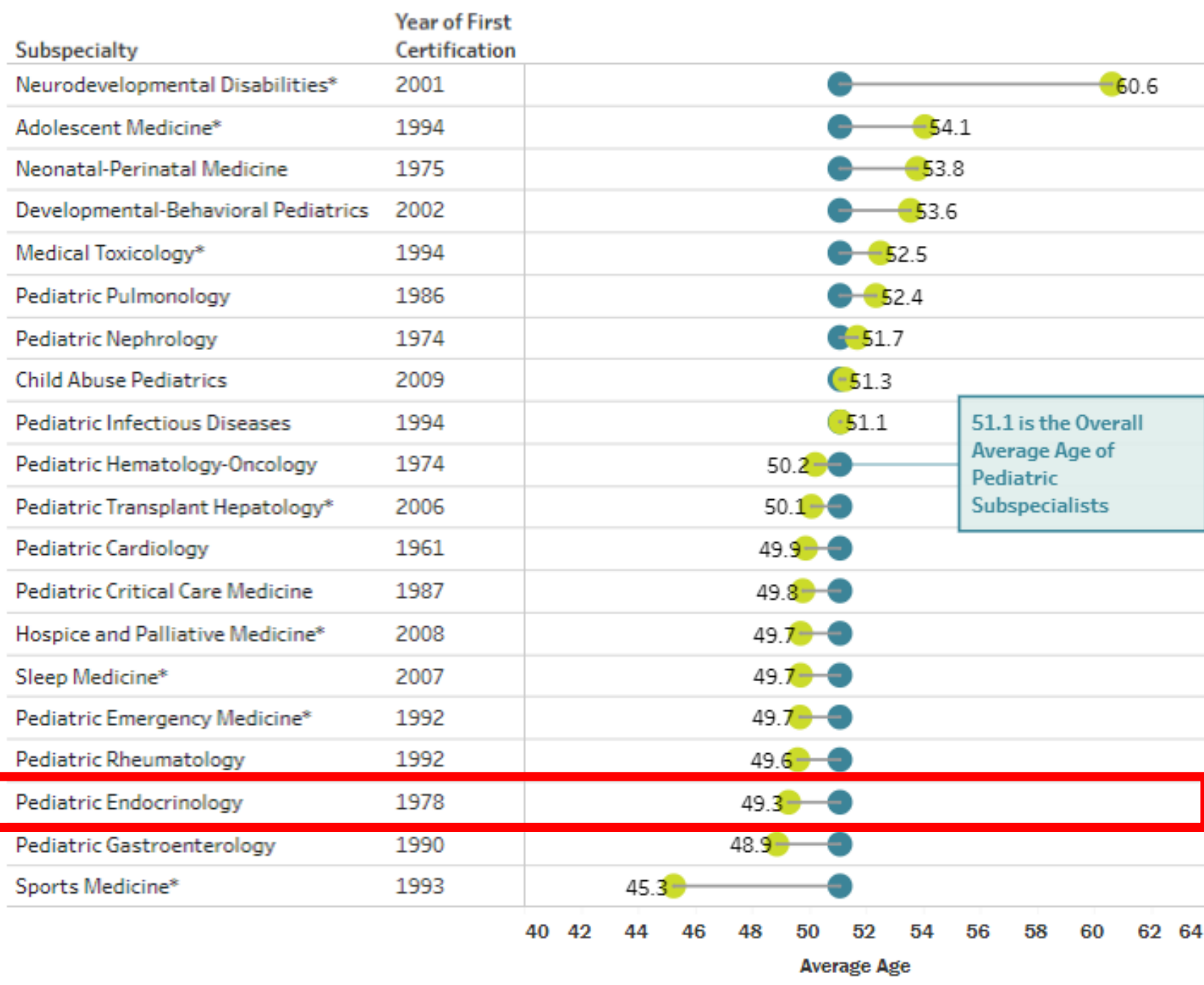


By Gender



By Medical School Graduate Type





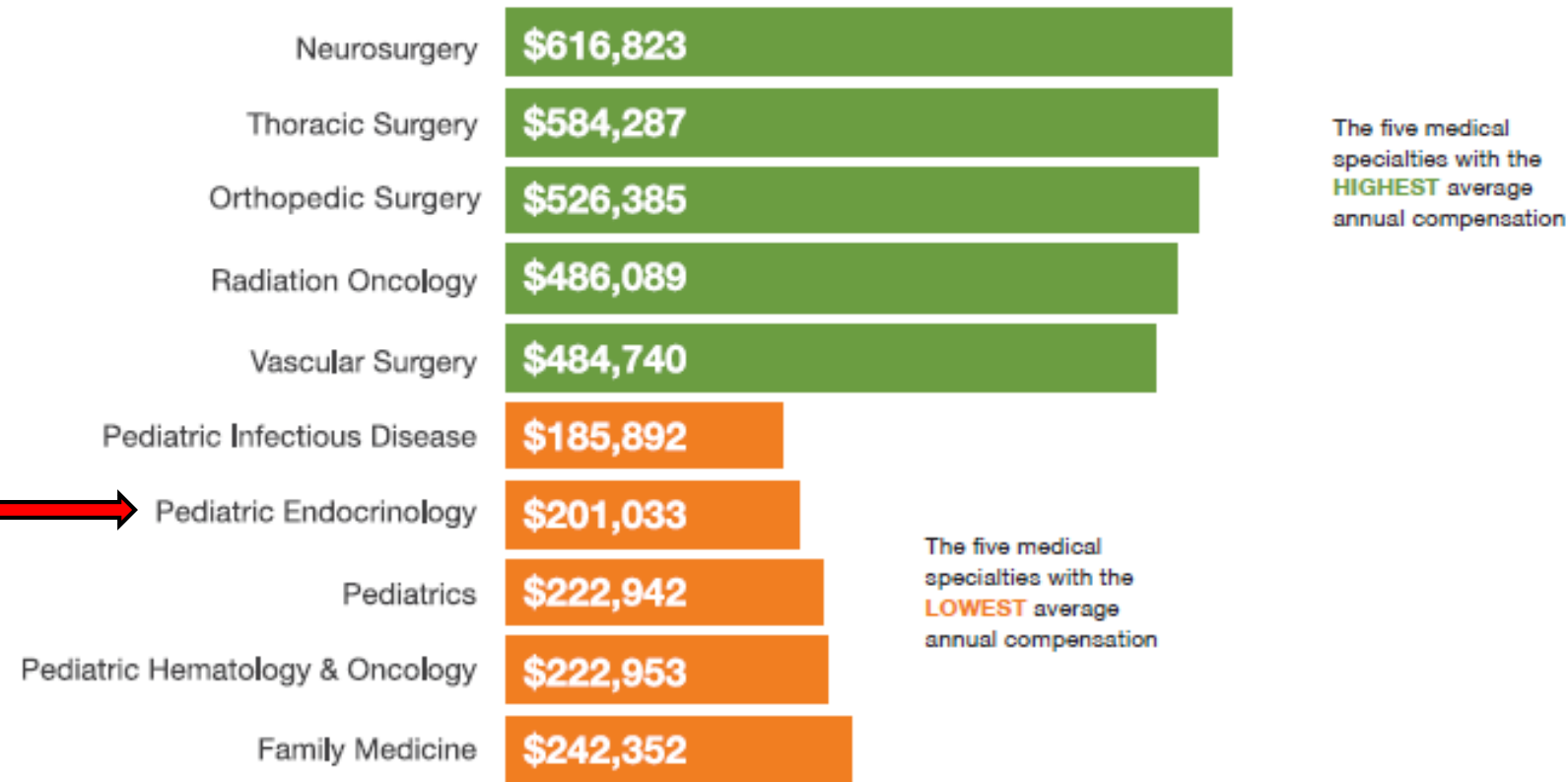
Other factors contributing to workforce

- ▶ Limited pay and reimbursement
- ▶ Medical School Debt

KEY FINDINGS

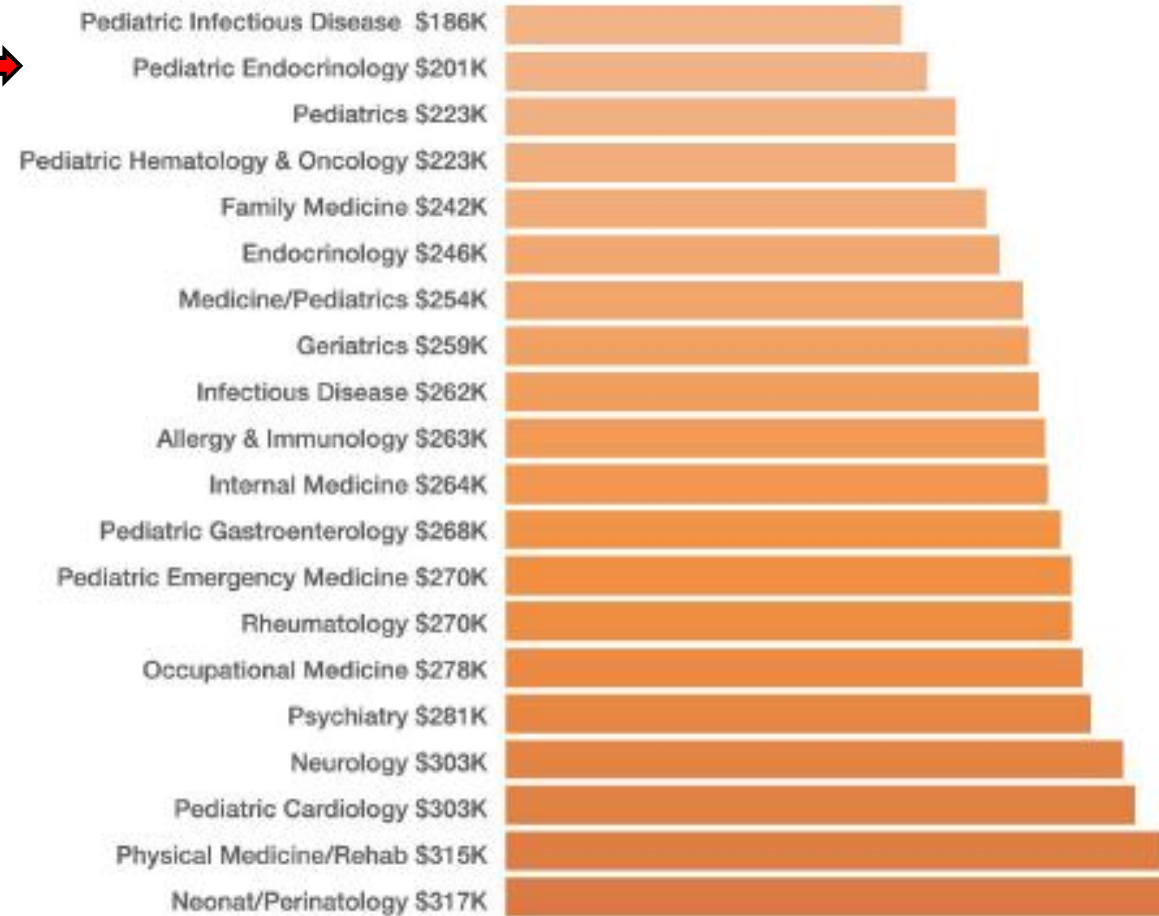
Compensation Varied by Medical Specialty

In 2018, medical specialties that require more advanced training continue to have higher salaries and distinct specialties earn significantly higher income than the average annual compensation.



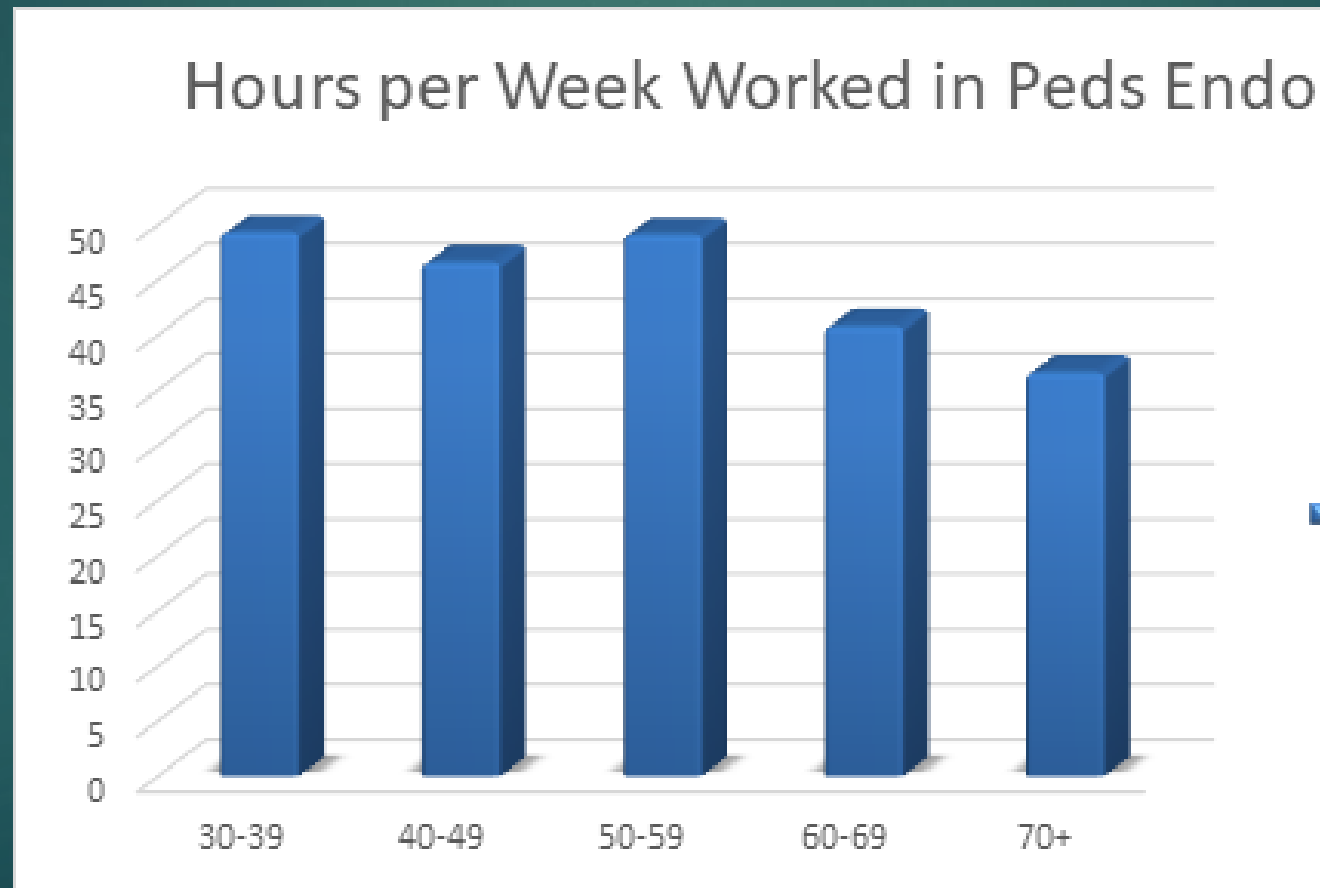
KEY FINDINGS

The 20 specialties with the **LOWEST** average annual compensation



Other factors contributing to workforce

- ▶ Lifestyle (non shift work, ancillary support, etc.)



Other factors contributing to workforce

- ▶ Lack of exposure to the specialty
 - ▶ Early exposure to residents as selectives and electives
 - ▶ Early exposure to medical students
 - ▶ Have 4 attending the conference this year

Length of Training

- ▶ Background: Hospital Medicine is two years with few programs requiring 3 years b/c residency is hospital medicine
 - ▶ Scholarly activity is still a requirement of the fellowship
 - ▶ Can others be 2 years?
- ▶ The Council of Pediatrics Subspecialties (CoPS) Workforce Committee Meeting March 2019, *how do we petition the ABP?*
- ▶ We cannot have two tracks...all programs need to be 2 or 3 years
- ▶ ABP certification needs to ensure that a 2 year trained fellow is just as competent to practice as 3 year trained fellow
- ▶ Who agrees on changing? Majority needs to agree.
- ▶ Adult Endo is 2 or 3 year program but still with workforce issues

Working Groups

- ▶ Increased Exposure *Jen Barker
 - ▶ How can we get medical students and residents to be exposed to our specialty especially outpatient
 - ▶ What are others doing?
- ▶ Two Year Training *Mike Haller
 - ▶ Getting data for the ABP
 - ▶ Is that what the society wants
 - ▶ Close examination of our Adult and Canadian programs
- ▶ Liaison (ABP, AAP, etc) *Jane Lynch
 - ▶ How can we work with others to make the difference
- ▶ Reimbursement *Angelina
 - ▶ How is that benchmark calculated
 - ▶ How can we get paid more for what we already do

Pediatric Behavioral and Mental Health Network

- ▶ As subspecialists it is important to ask about mental health of the patient and the families
- ▶ How comfortable graduating fellows are perceived to be in screening?
- ▶ Having mental health training and tools is desired but maybe limited by your program's resources.
- ▶ Mental health screening to be added to Fellowship training
- ▶ Not a mandate; resolution passed but not a top 10 AAP focus

Milestone 2.0

- General Pediatric Milestones are being re-examined, updated and possibly being rewritten
- Starting August 2019
- The subspecialty milestones will follow
- We have an opportunity to re-examine, update, and possibly rewrite them too
- Writing milestones and mapping to competencies take a lot of time
- Do we agree to have all subs write them together and then individualize them?
- Do we make them like the EPAs?

SPIN study

- You can still sign up to participate
- PDs determined level needed to practice independently for each Entrustable Professional Activities (common ones on research, QI, etc and specific ones on managing chronic, acute, procedures and transition)
- Use them to rate each fellow and ask each fellow to rate themselves longitudinally x 3 years.
- Started with Dec 2018
- Only 28% programs participating
 - We need more
 - IRB approved at your institution
 - Get MOC Part 4



Break Out

- Meet your team
- Come up with minimum 2 action items
- Report back to group