Group 5 – Matching Training to Jobs and Population Needs

**Problem Statement:**
An accelerating trend is the narrowing of scope of practice among family physicians, with reduction in the proportion of family physicians providing care for children, women, hospitalized patients, along with lower rates of continuity of care. For residency graduates, the gap between what they want to do at the end of residency and what they end up doing three years out is significant.

**Focus Question:**
How should we address the gaps between what residents want to do after training, the jobs available to them, and what the health of population needs?

**Pre-Reading:**
- Wide Gap between Preparation and Scope of Practice
- Burnout and Scope of Practice
- Optional: ABFM Recertification Report, ABFM Graduate Survey

**Group Charge:**
Identify three key drivers of the gap between the scope residents say they want and what jobs they get the three most effective strategies for addressing these drivers over the next 5-10 years.

**Questions for Consideration:**
1. What are the key drivers of the gap between what residents want and what jobs they are taking?
2. What role do employers (health systems, CINs, ACOs, payers) have in determining (actively or passively) what graduates will do?
3. How should we engage employers in understanding the benefits of broader scope care with respect to quality, cost and burnout?
4. How should we attract students interested in broad scope and rural/underserved populations into family medicine?