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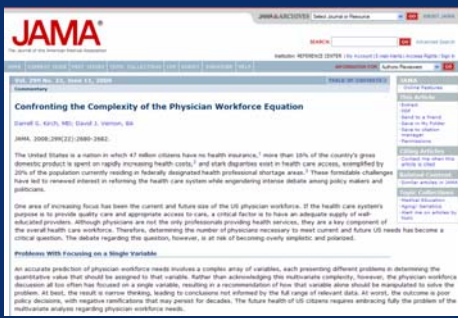
The Complexity of the Workforce Equation


Academy Health/Health Affairs
 National Health Policy Conference

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 President and CEO, AAMC
 February 3, 2009


 Association of American Medical Colleges

The Complexity of the Physician Workforce Equation




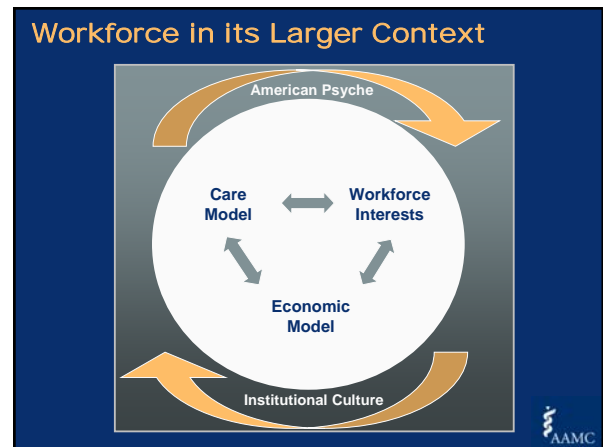

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Source: JAMA, June 11, 2008; 299: 2680 - 2682.

Physician Workforce

<p>Supply Side Variables</p> <ul style="list-style-type: none"> • U.S. MD and DO enrollment • Physician retirement • Gender and generational differences • Physician production time • Physician debt • IMG influx • Number of GME positions 	<p>Demand Side Variables</p> <ul style="list-style-type: none"> • Coverage reform • Financing reform • Health services utilization and variation • Population growth rate • Aging and utilization • Emerging treatments • Physician distribution • IMGs in HPSAs • U.S. economy • U.S. NP and PA enrollment
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What Stands in Our Way?

- Inadequate data (timeliness)
- No common point of analytic integration
- The limits of market forces when it comes to health care


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Reasons to Be Encouraged

- Discussions like today's show that workforce is on the "front burner"
- These discussions are being linked to broader health system changes
- Programs with promise are being reinvigorated (e.g., NHSC)
- There is increased focus on the delivery model and on the impact of incentives (e.g., medical home, payments to primary care physicians)


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