

Mid-Career Palliative Care Fellowship Consortium:

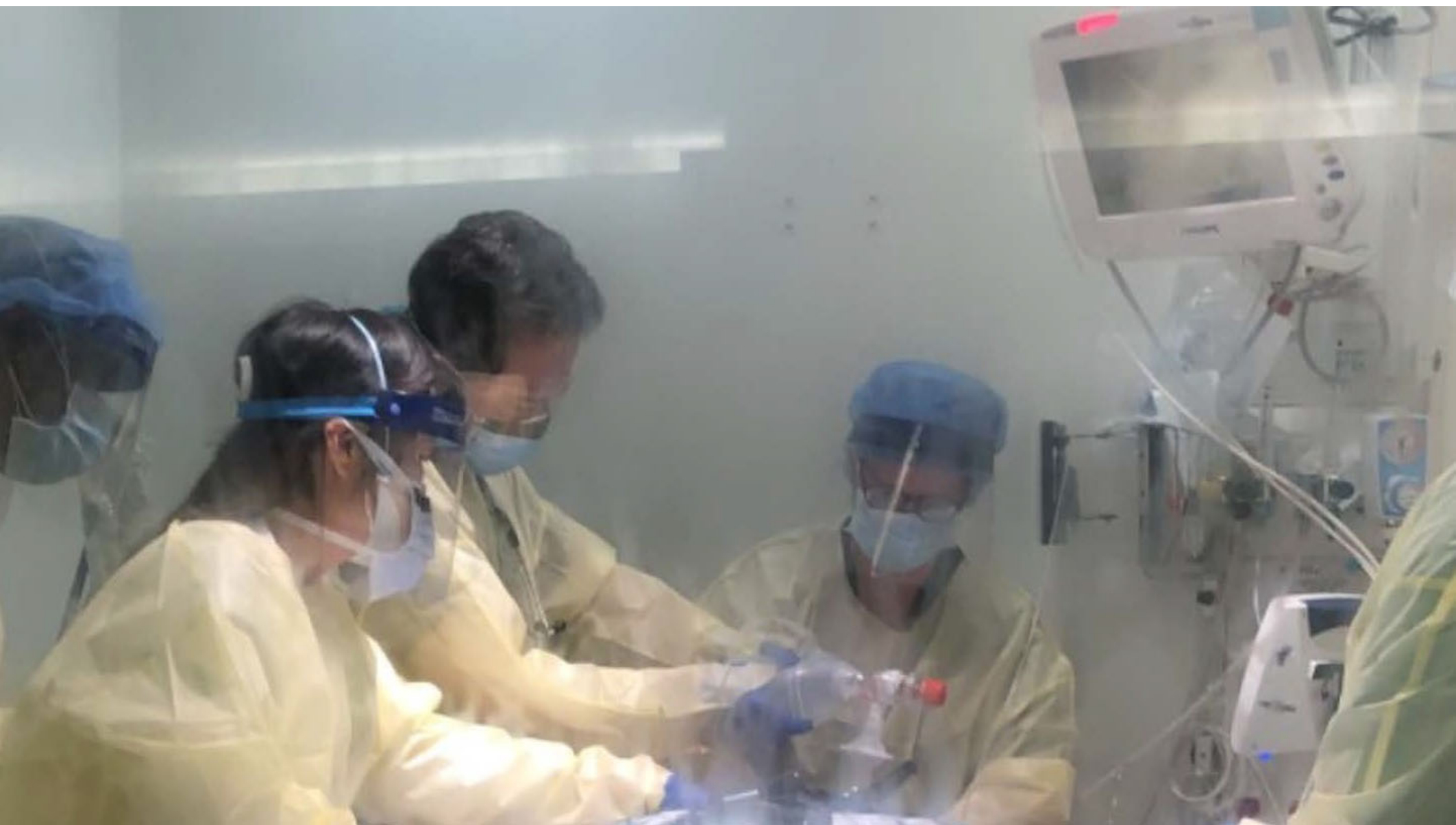
Expanding the Physician Workforce

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Background

- Physician workforce shortage exists in Hospice and Palliative Medicine (HPM)
- Mid-career physicians have interest but traditional fellowship may not fit
- Time-Variable, Competency-Based Hospice and Palliative Medicine Fellowship approved as ACGME pilot 2019
- Approved by American Boards of Internal Medicine, Emergency Medicine, Family Medicine

Traditional HPM physician fellowship

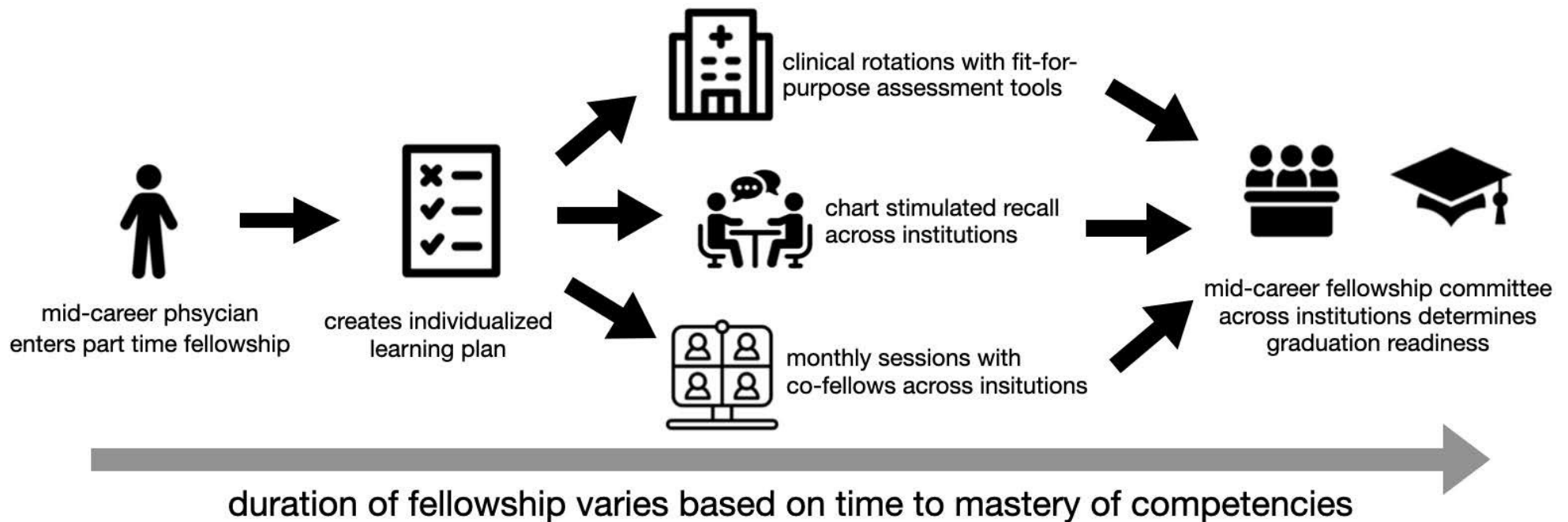
- Full time
- Specific clinical requirements
- Trainee salary



HPM fellowship lasts 12 months

Fellow takes
HPM Board
Exam

How is the mid-career fellowship structured?



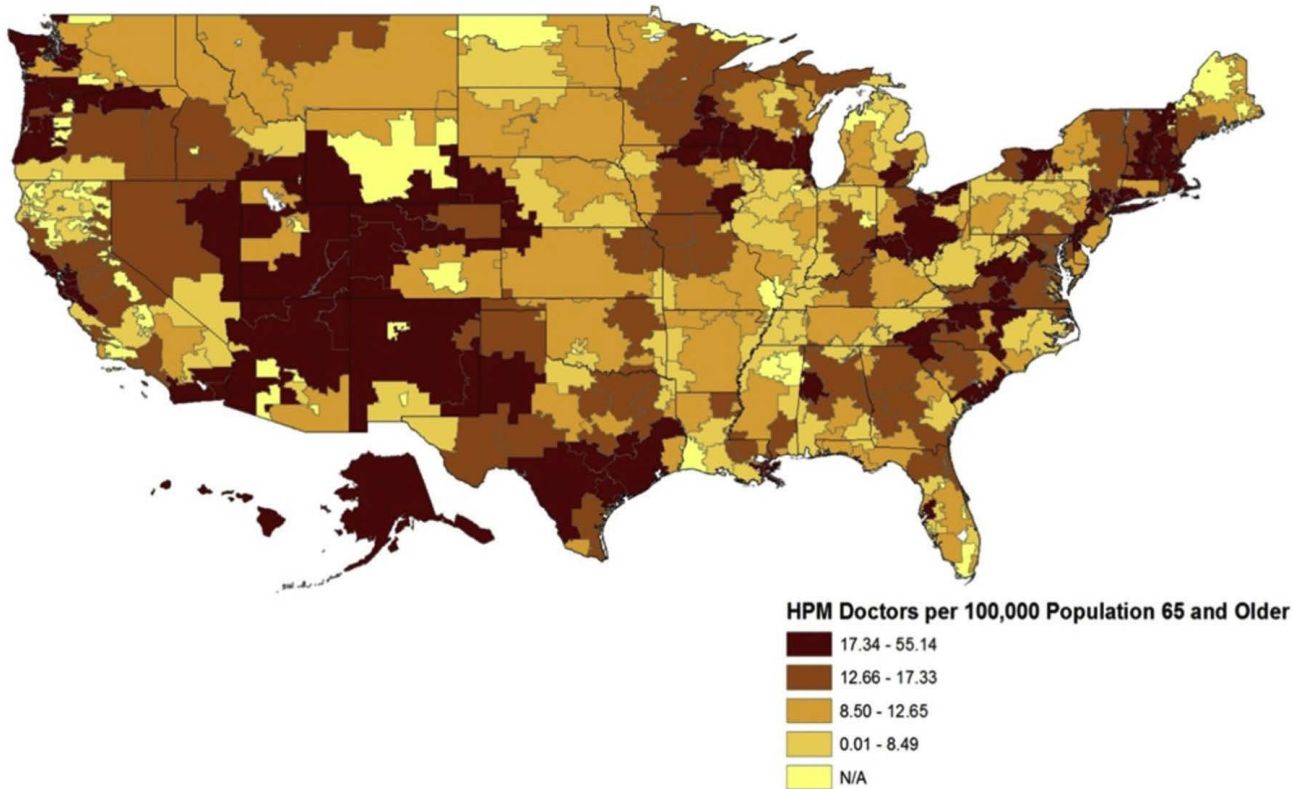
Part time fellowship

- Fellow continues primary practice
- Fellow maintains funding source
- Opportunities to apply new skills to practice



Benefits to health systems

- Help meet demand for HPM providers
- Retain faculty interested in HPM



Lupu D et al. The Growing Demand for Hospice and Palliative Medicine Physicians: Will the Supply Keep Up? J Pain Symptom Manage 2018

Initial results



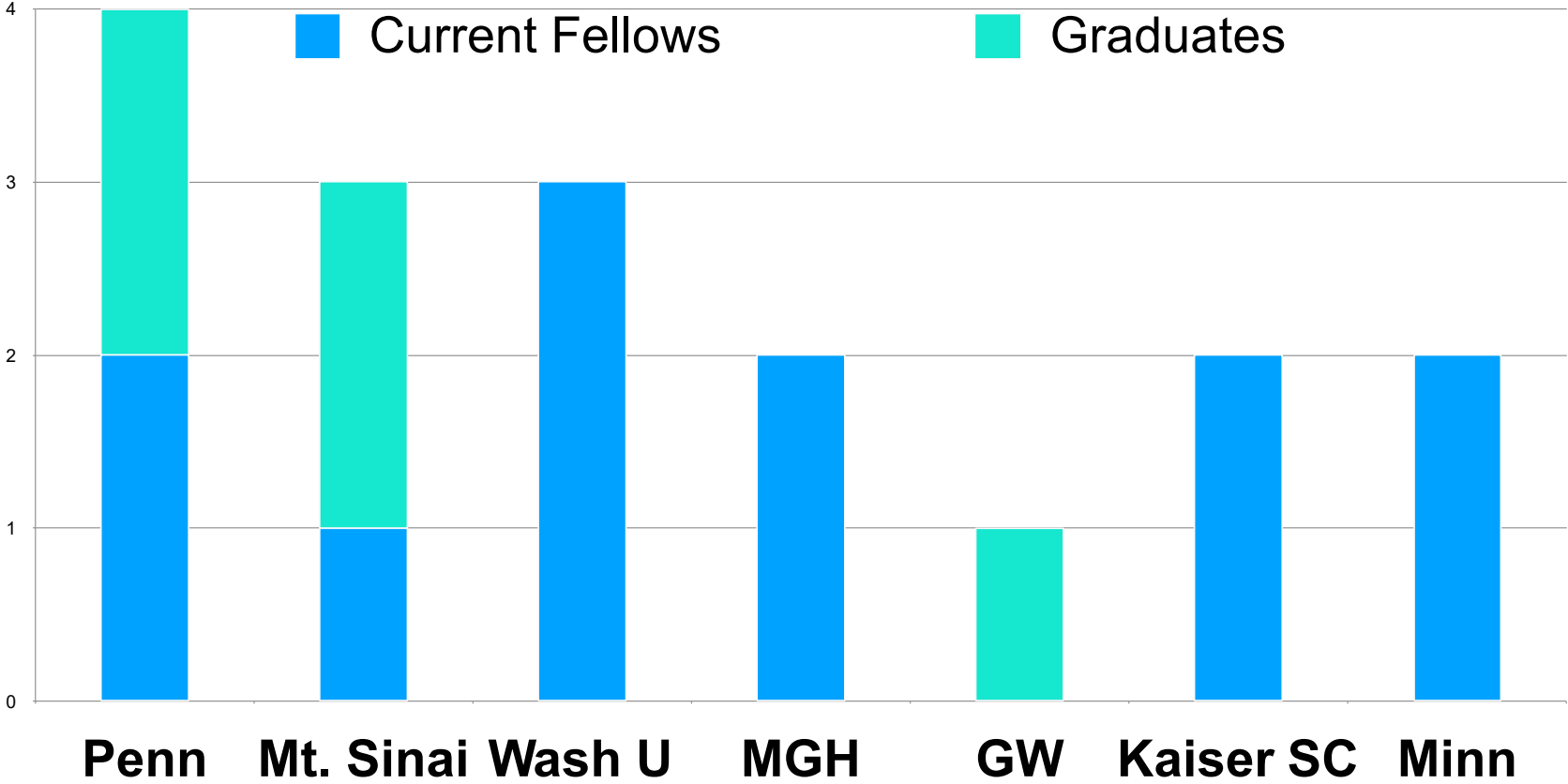
17 mid-career physicians
enrolled at 7 institutions

time to mastery of competencies
has ranged from 12-24 months



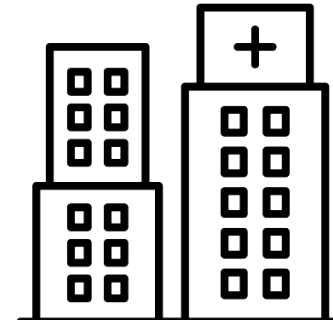
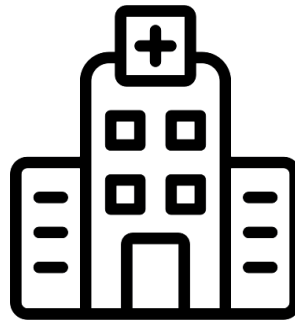
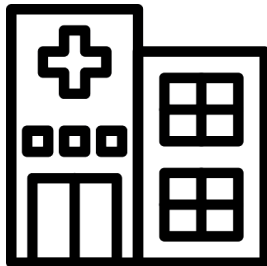
5 have completed fellowship
as of February 2023

Initial results



Key lessons learned:

Consideration of local context is key to success



Learner specific curricula are key for mid-career trainees

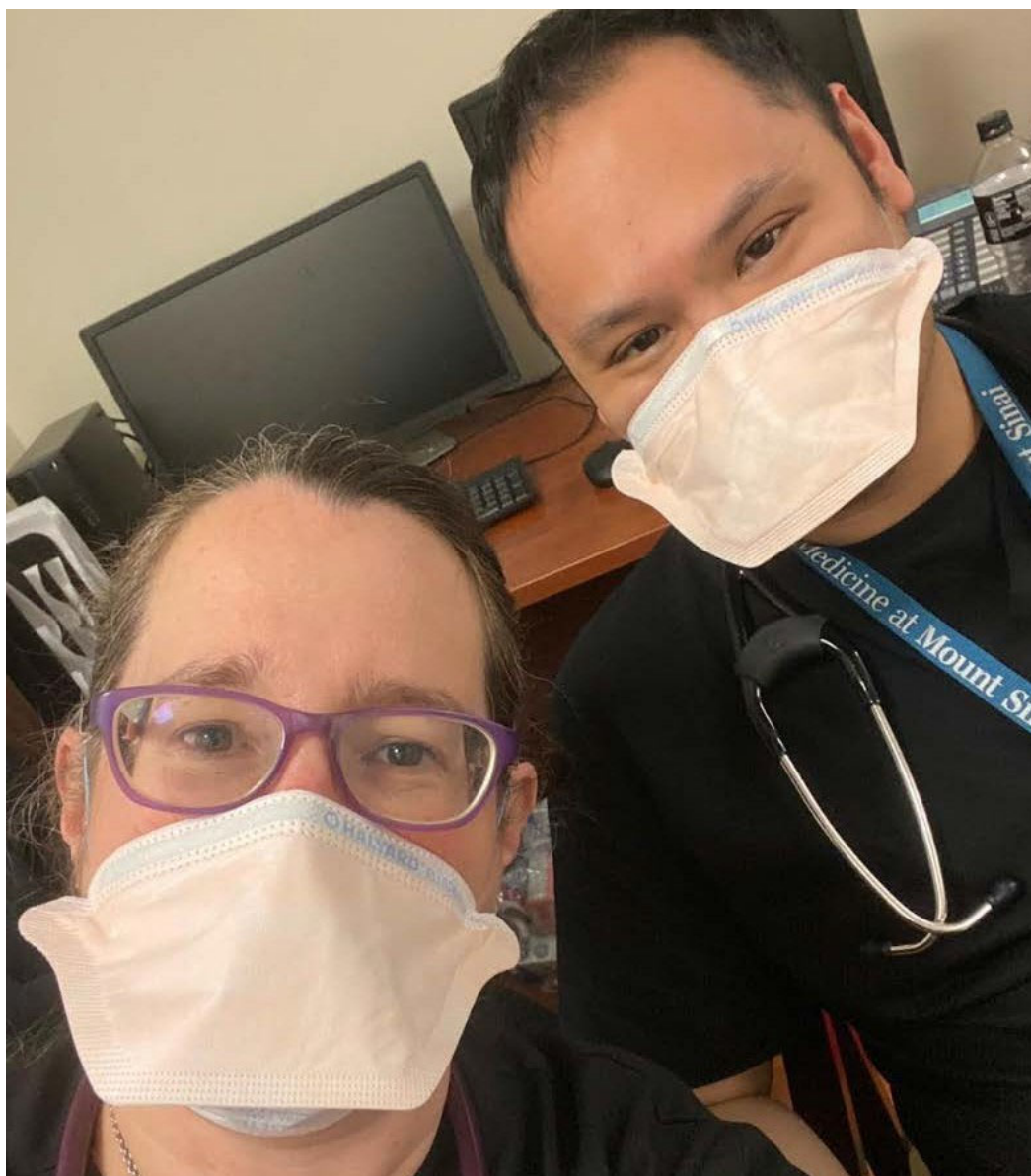


Photo credit: Dr. Janeen Marshall

Next steps

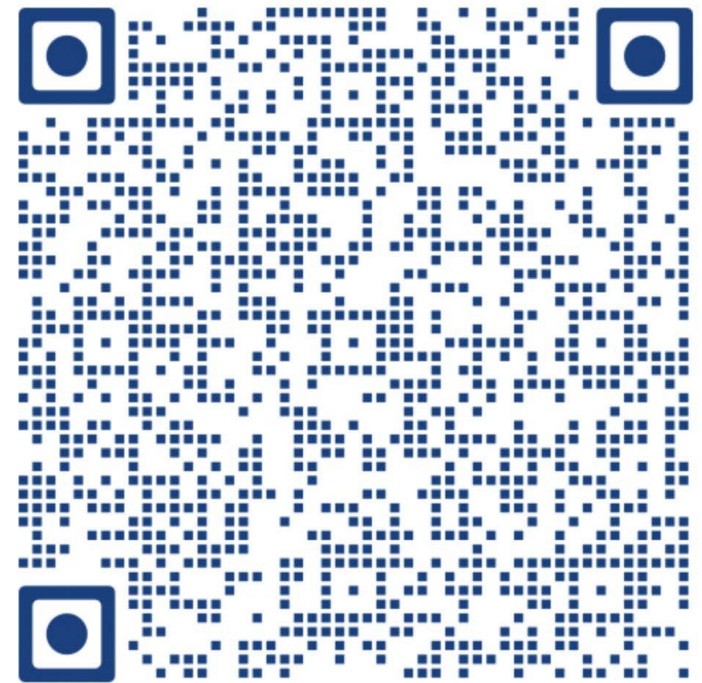
For model to succeed after pilot ends in 2025

- Centralized coordination (ABMS or Co-Sponsoring Committee)
- Training and support for program directors
- Assessment tools
- Longitudinal research to track careers and satisfaction



Take aways

- Successful across sites with multiple learners
- Expanding physician workforce
- Potential to grow



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