

Workforce Strategic Goal: ASPHO will identify and advocate for integrative solutions responding to changing workforce dynamics.

Purpose: Our goal is to define a more comprehensive, high-level strategy to guide ASPHO's focus on the current and future state of the Pediatric Hematology/Oncology workforce, to identify and advocate for integrative solutions responding to changing workforce dynamics.

Strategies/Objectives:

1. Outreach to engage residents and medical students to highlight the profession.

- a. Develop strategy to further attract residents/medical students into the profession and into the Society to build strong ties.
 - Support Diversity SIG's outreach to residents/medical students at local PHO programs during ASPHO Annual Conference (*DEI SIG; Diversity Advisory Group*)
 - Potential development of programming for residents/medical students and trainees at the ASPHO Annual Conference (*Training Committee*)
 - Promote the reauthorization of the Pediatric Subspecialty Loan Repayment Program providing relief for loan debt (*Advocacy Committee*)
 - Focused outreach to med students, residents, residency PDs and medical school leadership through our Fellowship PDs and our website, with [materials](#) highlighting the subspecialty and ASPHO (*Training Committee*)
- b. Continue to monitor outcomes of the Fellowship Match through NRMP, and further assess trends in applicants to PHO fellowship programs. (*Training Cmte; annually*)

2. Increase our understanding of the current PHO workforce landscape via comprehensive collection, assessment and reporting of workforce data.

- a. Produce PHO Compensation and Benefits Survey (*planned for 2024*)
- b. Conduct workforce specific surveys
 - Workforce Survey, distributed to Division Directors (*planned for 2025*)
 - Employment of Graduating Fellows Survey, distributed to Program Directors (*Training Cmte completed annually, due in 2024*)
 - Third Year Fellow Survey: identifies job market perspectives of graduating fellows (*Practice Cmte; completed in 2023*)
- c. Review published data and reports from reliable sources (ABP, AMA, NRMP, APHON etc.) (*completed annually*)
- d. Produce and distribute white paper on findings from workforce surveys incorporating other source data (*plan to publish following 2025 survey*)

3. Provide education/programs on career opportunities and development.

- a. Mentor training
- b. Job negotiation training
- c. Showcase of varying types of PHO programs represented by ASPHO membership
- d. Continue career path spotlight series conducted (*Training Committee produces bimonthly*)
- e. Maintain [Post-PHO Fellowship Program Directory](#) on www.aspho.org (*Training Committee*)
- f. Provide Fellows Forum sessions to focus on career development topics for fellows (*bi-annually, Training Committee*)

4. Collaborate with external partners to enhance understanding and create opportunities for the pediatric workforce

- a. Continue involvement in workforce activities through the Council of Pediatric Subspecialties (CoPS) via CoPS liaison (*Training Committee*)
- b. Review and assess workforce studies being conducted in hematology by American Society of Hematology (ASH) via Practice and Training Committee liaisons to ASH
- c. Continue to monitor related external organizations for opportunities to collaborate on workforce related initiatives and discussions (e.g., APHON, AAP, ABP, Society for Hospital Medicine (SHM))
- d. Share data with other organizations; spread the word, call for action
- e. Continue to advocate for increased funding to support PHO subspecialists. (*Advocacy Committee*)