

Physician Recruitment and Retention

Michigan's seven medical schools welcome 1,300 students each year yet remains a large exporter of medical school graduates. Not only is Michigan losing physicians to other states, but the workforce that chooses to practice here is aging. In Michigan and nationally, the problem is more severe in primary care.

What Is the Problem?

- Only 56% of physicians training in Michigan in 2014 were practicing in our state in 2023
- Physician workforce in Michigan is aging: 20% are 65 and older and 22% are between 55 and 64 years
- Michigan will be short 862 primary care physicians according to the Robert Graham Center

Benefits of Future Improvements

- Economic output by each Michigan physician is \$2.2 million - an investment in recruitment and retention is an investment in Michigan's economy
- Areas with higher ratios of primary care physicians per capita have lower healthcare costs and better health outcomes

What Are Other States Doing?

- Indiana Physician Practice Ownership Tax Credit of \$20,000 per year for 3 years for physicians with ownership of a practice
- Missouri grant of up to \$200,000 in return for residing and practicing primary care for a 5-year period

What Can You Do?

Physician Organizations:

- **Establishing residency and fellowship partnerships** within PO affiliated practices
- Work with POs to **identify geographic and specialty shortages** using claims and workforce data
- Deploy **targeted recruitment strategies** such as incentives and loan repayment programs to encourage physicians to practice in high-need rural and underserved areas

Legislators:

- Establish new funding sources to **expand loan repayment** and **establish student incentive scholarship programs**, such as:
 - Increase funding to MIDOCS to enable the program to expand annually
 - Amend the statute regulating the Michigan Health Endowment Fund to add the primary care workforce as a priority focus, in addition to children and seniors
- Provide financial incentives to encourage primary care physicians to practice in underserved areas in community-based settings

Health Plans, Insurers, and Businesses:

- Leverage your respective foundations to invest in establishing and maintaining **scholarship programs** that support pathways to residency for graduating high school seniors