



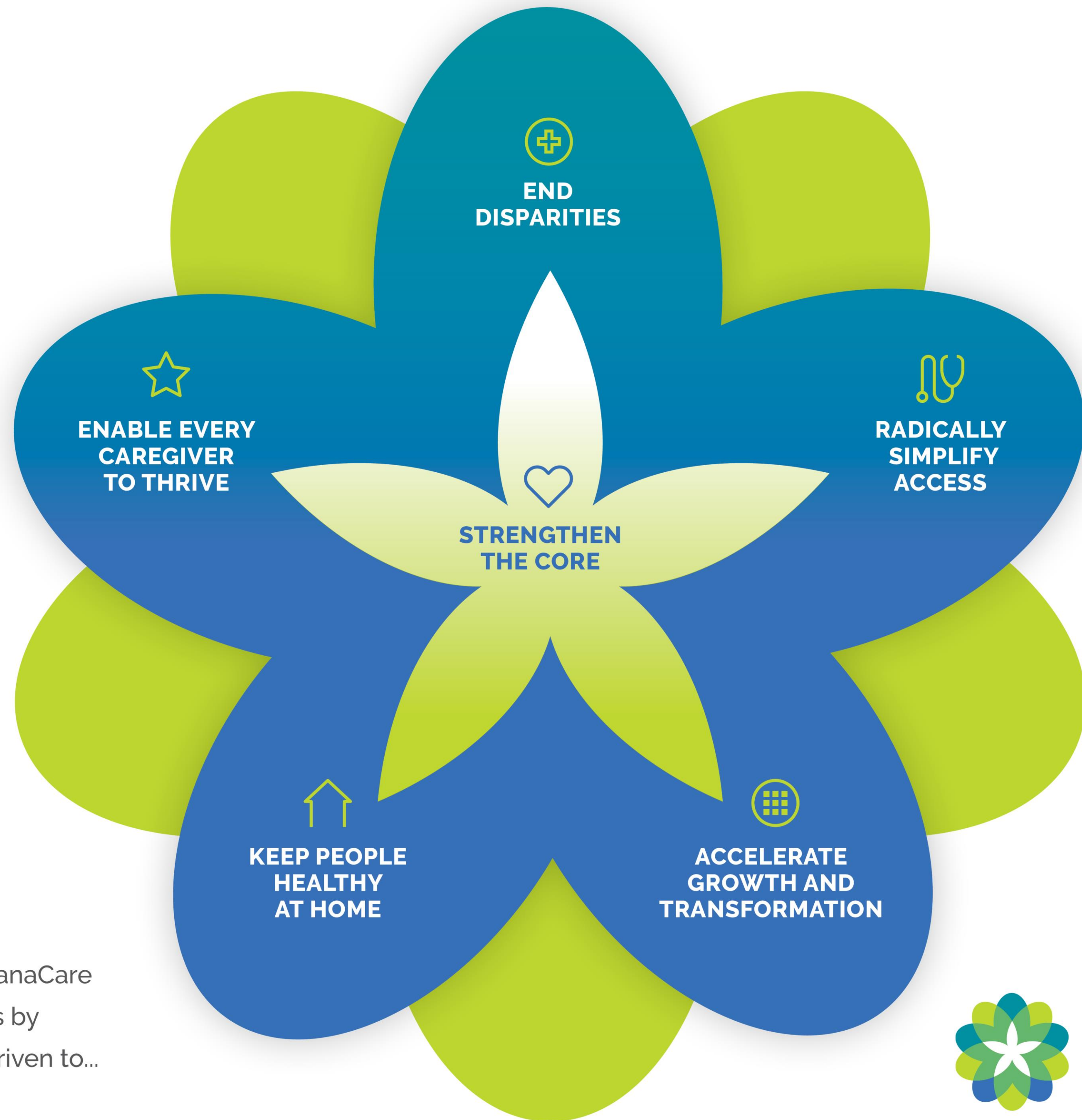
Health Systems Workforce Forum

ChristianaCare

Delaware Health Care Commission
June 1st, 2023

Brian Levine, MD

*Designated Institutional Official (DIO) &
Associate Chief Academic Officer*



OUR ASPIRATIONS

Building on what we do best, ChristianaCare will achieve breakthrough outcomes by creating a boundless organization driven to...



Priorities and Challenges

- Attracting *trainees* to ChristianaCare and then stay long-term
 - Need competitive programs and recruitment strategy in place
- Expanding or starting new residencies/fellowships
 - Requires years of planning and resource utilization
 - Base need by geography and specialty
 - Costs associated are mostly absorbed by system
 - Thinking outside the box for funding: grants, gifts
- Attracting *clinicians* to practice at ChristianaCare and stay long-term
 - Current candidates are more interested in job design flexibility, work life balance, part time, etc

PATHWAY TO SUPPORT THE DE HEALTHCARE WORKFORCE

Retention Incentives
Loan Repayment

Job Placement

Post-Graduate Training

Nursing Practicum
Nurse Residency
Residency/Fellowship Programs
Advanced Practice Clinician Residency

Clinical Programs
Medical School Branch
Campus Programs
Nursing Externships

Delaware Colleges and Universities

Job Shadowing
Nursing Scholarships
Medical Scholars Program

Medical School

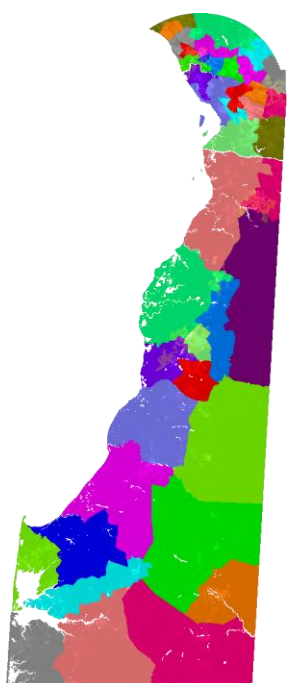
DIMER/DIDER

Scholarship

Delaware High Schools

Nursing Pathway Programs
DIMER Lecture Series

Job Shadowing



Pre-Clinical Opportunities

Nursing Pathway Programs 2023:

1. ChristianaCare's Nursing Career Collaborative - 2nd Annual

- Level 1= 14 students (sophomores & juniors)
- Level 2= 6 students (seniors)

2. Brandywine School District Lifesaver Events

- 60 total: (30 middle school & 30 high school students)

3. Surgical Service Work Based Learning Experience

- 50 hours observation & engagement
- 5 Appoquinimink /Middletown high school students

Nurse Job Shadow Program 2023:

- 136 external nurse job shadows
- 60 SNE (Student Nurse Extern) nurse job shadows

Graduate Nursing Students (MSN) 2023:

- Approximately 80 practicum requirements supported



Pre-Clinical Opportunities

Allied Health and Physician Shadowing:

- AY2022-2023: 648 students
- AY2021-2022: 107 students
- AY2020-2021: *suspended COVID-19*
- AY2019-2020: 413 students
- AY2018-2019: 545 students

University of Delaware – Medical Scholars Program:

- AY2023-2024: Summer - 8
- AY2022-2023: Summer – 11; Winter - 5
- AY2021-2022: *suspended COVID-19*
- AY2020-2021: *suspended COVID-19*
- AY2019-2020: Summer – 1 ; Winter - 13
- AY2018-2019: Winter - 10



UNIVERSITY OF
DELAWARE





ChristianaCare Student Programs/year

750+

Medical student rotations.

2,200

Nursing student rotations.

225+

PA student rotations.

20

Pharmacy student rotations.

150+

NP student rotations.

400+

Allied health students in 6 co-sponsored programs and 32 professions.

Allied Health Workforce Retention (past 2 years)

Allied Health Program	ChristianaCare Retention (2 years)		Local Retention 2022 (2 years)		Total Graduates
Respiratory Care	2	20%	4	40%	10
Radiology Technology	11	61.1%	0	0%	18
Nuclear Medicine	2	100%	0	0%	2
Ultrasound	4	66.7%	2	33.3%	6

= 0-25%



= 25-50%



= 50-75%



= 75-100%



Physician Assistant Workforce

Retention (past 2 years)

PA Branch Campus	ChristianaCare Retention (2 years)		Total Graduates
Jefferson	1	8.33%	12
PCOM	1	25.00%	4

PA Affiliated Schools	ChristianaCare Retention (2 years)		Total Graduates
Arcadia University	5	5.00%	100
Drexel University	0	0.00%	12
Jefferson	3	15.00%	20
PCOM	2	4.88%	41
University of the Sciences/ St. Joseph's University	1	20.00%	5

= 0-25%



= 25-50%



= 50-75%



= 75-100%



Over the 2 years, 3 students entered our APC Fellowships;
1 from Branch Campus, and 2 from other partnered institutions

Advanced Practice Clinicians Retention Post- Fellowship Training

APC Fellowship	# of cohorts	Total Participants	ChristianaCare Retention
Primary Care	8	30	80%
Neonatal ICU	4	8	100%
Behavioral Health	3	5	80%
Neurology	1	2	0%
Critical Care (1 st cohort completes 01/2024)	1	1	TBD
Hospitalist (starting 10/2023)	1	2	TBD

= 0-25%



= 25-50%



= 50-75%



= 75-100%



Nursing Workforce

Development & Scholarship:

Delaware State University Nursing Scholars Program:

- 11 total (2 seniors 5 juniors & 4 sophomores)

Ruth Shaw Junior Board Scholarship:

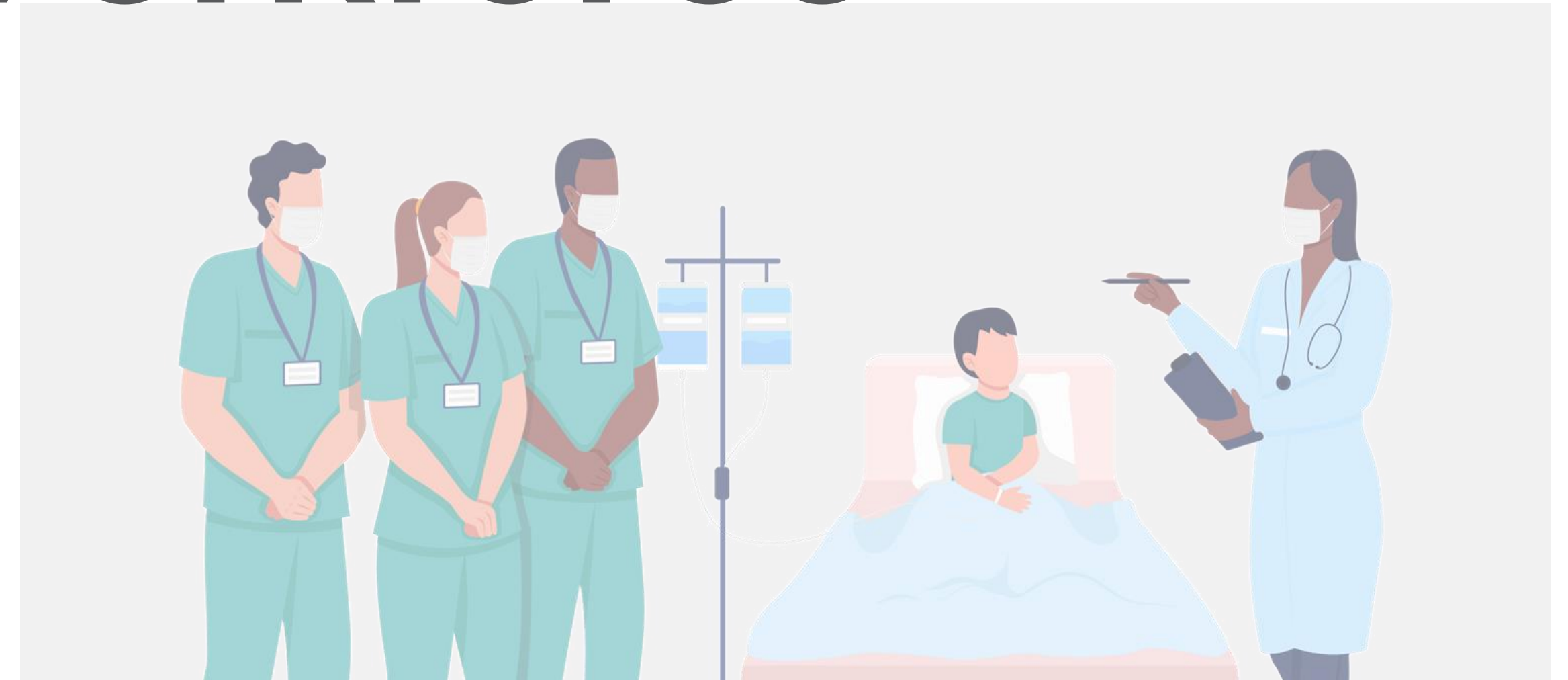
- 6 total: (2 seniors, 3 juniors & 1 sophomore)

Cecil College Scholarship:

- 2 recipients converting to RNs

Nursing Advancement Scholarship Program:

- | | |
|---------------------------|------------|
| • RN-BSN at DTCC | 140 nurses |
| • MSN- leadership WilmU | 40 nurses |
| • MSN-educator WilmU | 10 nurses |
| • Acute care Bridge UPenn | 18 nurses |
| • MSN FNP WilmU | 4 nurses |
| • MSN-FNP TJU | 3 nurses |
| • MSN AGACNP-TJU | 6 nurses |
| • MSN CNS- Widener | 4 nurses |



Nursing Workforce Programming FY2023:

1. Patient Care Technician (PCT) Residency:

- 73 PCT– 97% exam pass rate
- 1 PCT resident promoted to RNI

2. Student Nurse Extern (SNE) Program:

- 106 onboarded as. SNEs
- 63 SNEs converted to RNs

3. Perioperative Winter Internship:

- 2 interns: 1 converted to OR residents



Physician Workforce

Graduate Medical Education

Residencies

- Diagnostic Radiology
- Emergency Medicine
- Emergency Medicine/Family Medicine
- Emergency Medicine/Internal Medicine
- Family Medicine
- General Practice Dentistry
- General Surgery
- Internal Medicine
- Integrated VIR
- Independent VIR
- Medical Physics
- Medicine-Pediatrics
- Obstetrics & Gynecology
- Oral Maxillofacial Surgery
- Pharmacy
- Pharmacy Ambulatory Care
- Pharmacy Critical Care
- Podiatric Medicine & Surgery
- Psychiatry
- Transitional Year

Fellowships

- Advanced Heart Failure & Transplant
- Cardiovascular Disease
- Clinical Informatics
- Hospice and Palliative Care
- Interventional Cardiology
- Minimally Invasive GYN Surgery
- Otolaryngology
- Quality & Safety
- Sports Medicine
- Surgical Breast Oncology
- Surgical Critical Care
- Vascular Interventional Radiology (VIR)

32 residency and fellowship programs (including non ACGME-accredited programs)

305 Total Residents and Fellows

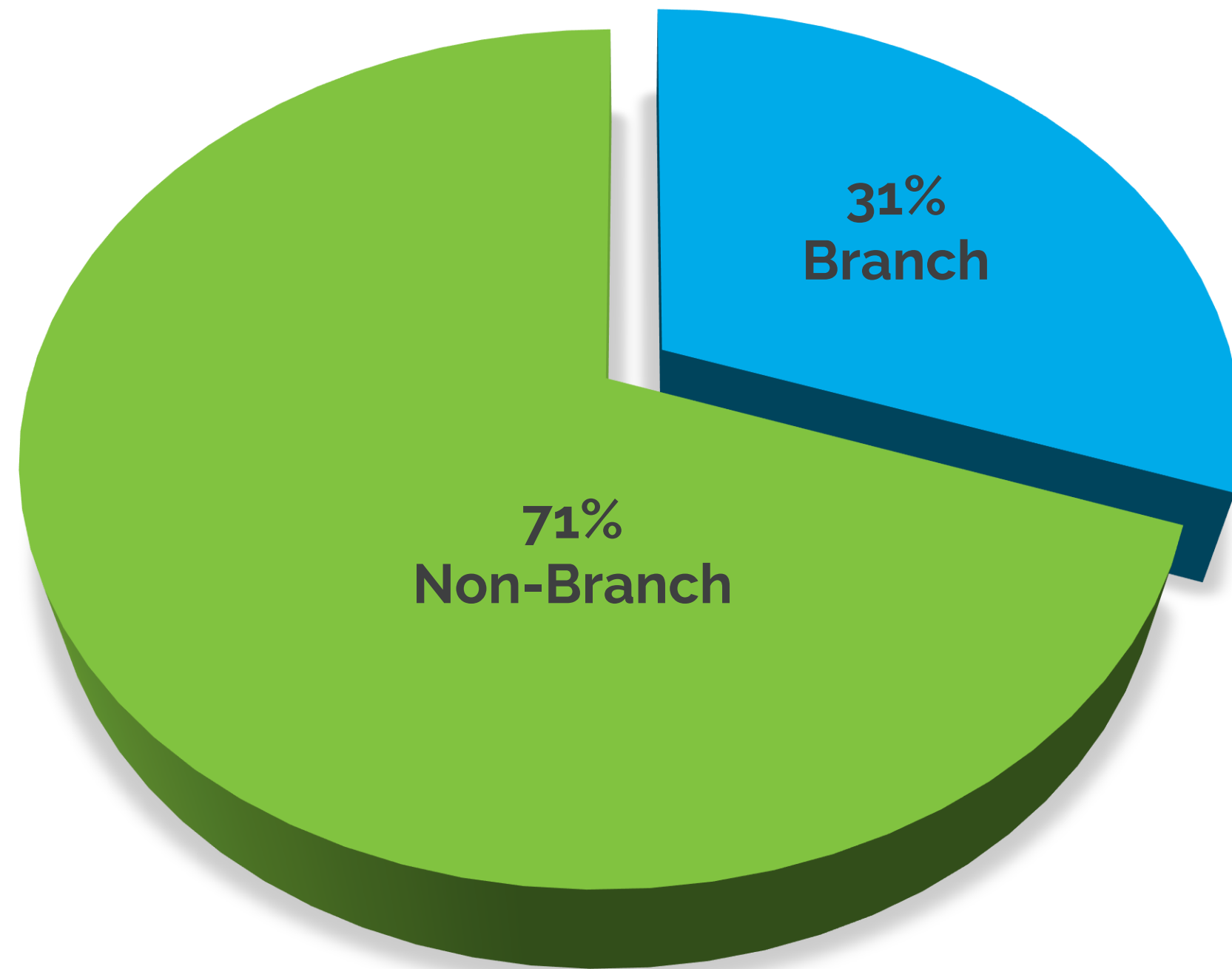
Physician Workforce Development Programs

- University of Delaware – Medical Scholars Program
- DIMER Workforce Development Initiative
- Branch Campus partnerships with Sidney Kimmel Medical College (SKMC) and Philadelphia College of Osteopathic Medicine (PCOM)



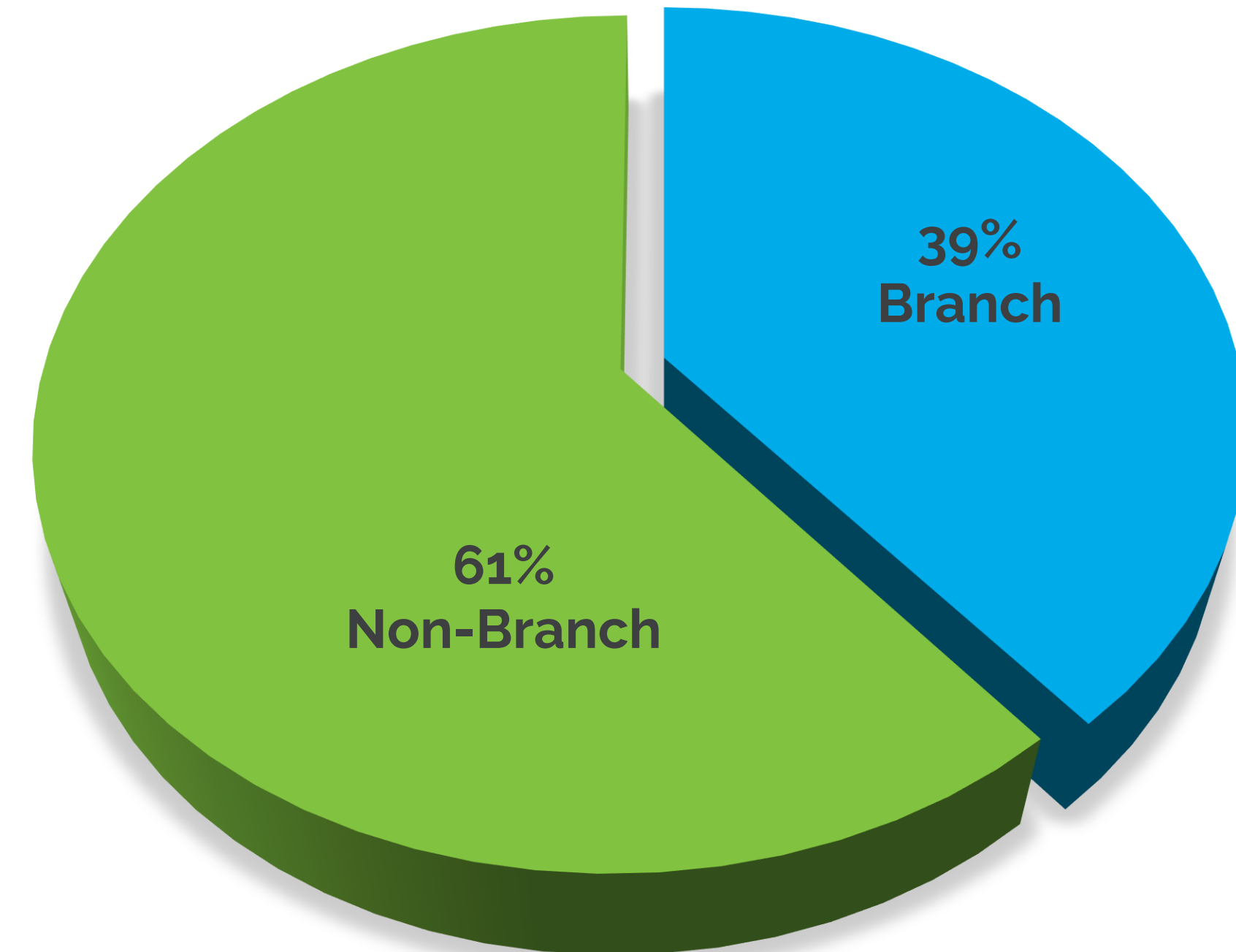
DIMER Participation in Branch Campus

DIMER Students at SKMC
2013-2025



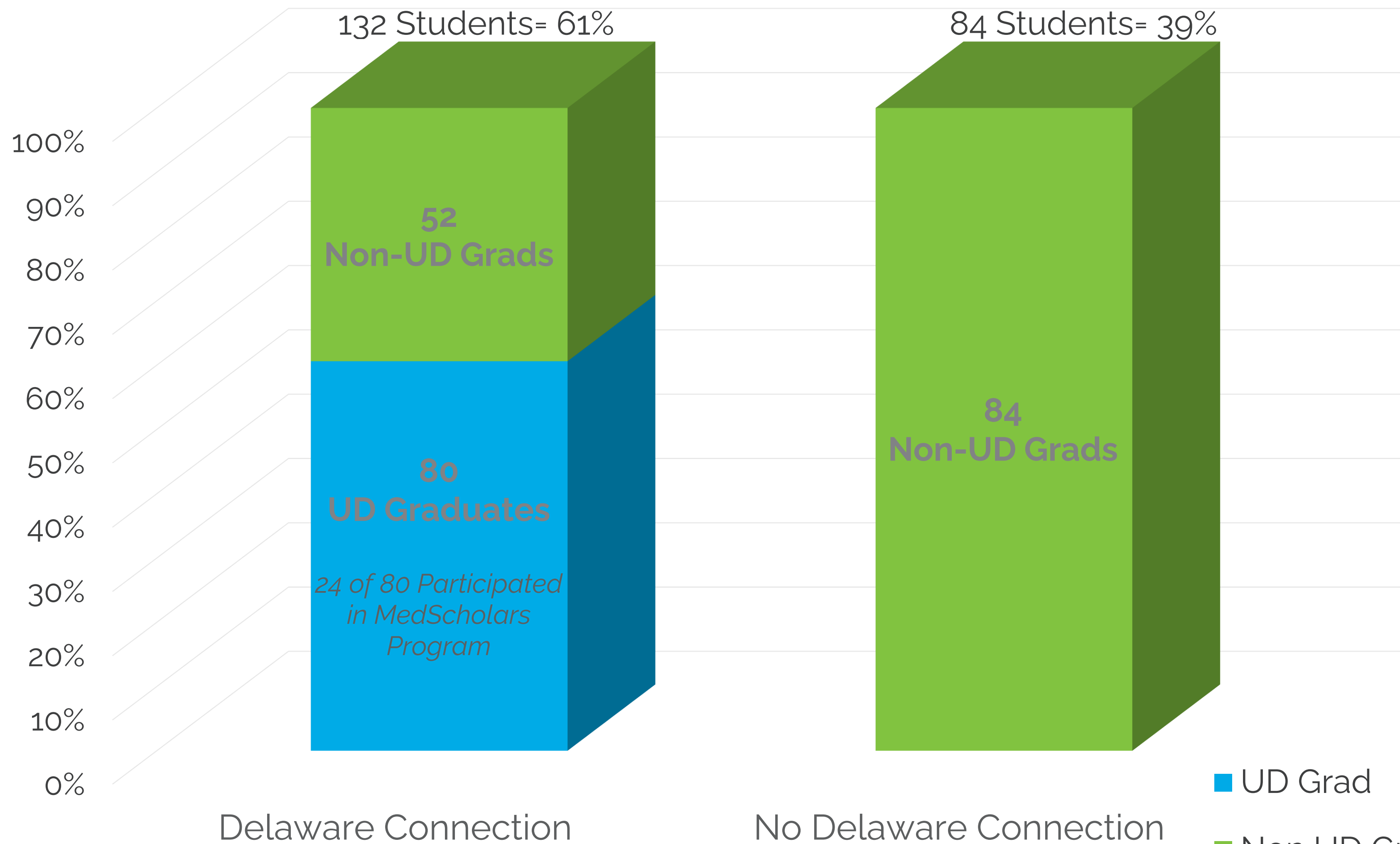
■ SKMC Branch ■ SKMC Non-Branch

DIMER Students at PCOM
2020-2025



■ PCOM Branch ■ PCOM Non-Branch

Delaware Branch Campus Students Incoming Class 2013-2024 N=216



Branch Campus Residency Match (past 5 years)

Branch Campus Match	ChristianaCare Retention (5 years)		Regional Retention (PA/NJ/MD) (5 years)		Total Graduates
PCOM	13	28.89%	16	35.56%	45
SKMC	7	12.96%	35	64.81%	54

Branch Campus/DIMER Match	ChristianaCare Retention (5 years)		Regional Retention (PA/NJ/MD) (5 years)		Total Graduates
DIMER	16	11.42%	41	29.3%	140
Non-DIMER	6	16.67%	20	55.6%	36

Branch Campus Faculty	ChristianaCare Post-Residency Retention (8 years)		Total Graduates
DIMER	4	8%	50
Non-DIMER	0	0%	51

* Data Reported May 2023

= 0-25%

= 25-50%

= 50-75%


= 75-100%


Physician Residency Core Program Retention


Program	ChristianaCare Retention (5 years)		Regional (PA/NJ/MD) (5 years)		Total Number of Graduates (5 years)
Obstetrics/Gynecology	4	13.33%	6	20.00%	30
Emergency Medicine	10	15.87%	39	61.90%	63
Internal Medicine	18	30.51%	36	61.02%	59
Family Medicine	10	30.30%	6	18.18%	33
Medicine-Pediatrics	13	65.00%	1	5.00%	20
General Surgery	2	6.90%	10	34.48%	29
Emergency/Internal Medicine	2	14.29%	7	50.00%	14
Emergency/Family Medicine	2	20.00%	0	0.00%	10
Diagnostic Radiology	5	17.86%	16	57.14%	28
Psychiatry <i>(only 1 graduated class)</i>	4	66.67%	5	83.33%	6

* Data Reported June 2022

 = 0-25%

 = 25-50%

 = 50-75%

 = 75-100%