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.
      o Support Diversity SIG’s outreach to residents/medical students at local PHO programs during ASPHO Annual Conference
      o Potential development of programming for residents/medical students and trainees at the ASPHO Annual Conference (Training Committee)
      o Promote the reauthorization of the Pediatric Subspecialty Loan Repayment Program providing relief for loan debt
   b. Continue to monitor outcomes of the Fellowship Match through NRMP, and further assess trends in applicants to PHO fellowship programs.
   c. Bylaws task force to consider membership category for residents/medical students

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 (2020; every 5 years)
   b. Conduct workforce specific surveys
      i. Workforce Survey, distributed to Division Directors (2021; every 2-3 years):
         ▪ Gathers broad data to understand trends and inform current and future professionals (including APPs) of the current state and future of the PHO workforce.
      ii. Employment of Graduating Fellows Survey, distributed to Program Directors (2021 annually):
         ▪ Gathers data on positions taken by graduating fellows from pediatric hematology/oncology training programs, helping to identify career paths, educational paths (i.e., 4th and 5th year fellowships) and career trajectories of PHO fellowship graduates.
      iii. Third Year Fellow Survey (2021; every 2 years), identifies job market perspectives of graduating fellows:
         ▪ Gathers data on the expectations and experiences of those searching for positions post-fellowship.
c. Review published data and reports from reliable sources (ABP, AMA, NRMP, APHON etc.)
d. Produce and distribute white paper on findings from workforce surveys incorporating other source data

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 highlight series conducted (Training Committee)
e. Maintain Post-PHO Fellowship Program Directory on www.aspho.org

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 (advocacy)