Workforce Strategy
Approved 2020; updated 2023

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)*