

## Workforce Considerations: ACEP's Commitment to You and Emergency Medicine

Our specialty has been working for decades to create, evolve, and sustain a workforce that meets the growing emergency medicine needs of our country. Over the past two years, eight organizations – AACEM, ABEM, ACOEP, AOBEM, ACEP, CORD, EMRA, and SAEM – came together with the common goal of taking a data-driven, forward-looking approach to studying the emergency medicine workforce. The findings from the *Emergency Medicine Physician Workforce: Projections for 2030* research, from which a manuscript is currently under independent peer review, show that for the first time in history we are headed toward a likely oversupply of emergency physicians in the next decade.

During an April 9 webinar, the eight stakeholders plus additional thought leaders furthered the process by proposing several ideas for consideration and discussion. We encourage you to [watch the webinar](#) and download a [PDF of the slides](#) used in the webinar.

The next step is to translate the data from the report and ideas offered from the entire emergency medicine community into action plans to **stabilize and strengthen emergency medicine. From ACEP's perspective, there are 8 key considerations we are committed to addressing:**

1. Stem the growth of emergency medicine residents and residency programs
2. Raise the bar and ensure consistency across emergency medicine residency training
3. Ensure business interests are not superseding the needs of educating the workforce
4. Support practicing physicians to encourage rewarding practice in all communities
5. Ensure appropriate use of NPs and PAs to protect the unique role of emergency physicians
6. Set the standards for emergency medicine so every patient has access to a board-certified emergency physician
7. Broaden the umbrella to expand emergency medicine physician scope of practice
8. Expand the reach of emergency medicine to ensure that no community is left behind

There is not one perfect, holistic solution to address market-driven industry instability. Shifting health care economics and evolving practice models affect each of you in different ways. Change will take time and precision, yet we must forge ahead as there are no quick fixes for the challenges we face. Furthermore, the implementation of the ideas discussed will require the coordinated involvement of the entire specialty, with each stakeholder organization playing a unique role in the process.

Through continued collaboration, ACEP is taking steps to schedule needed engagements, collate feedback, and investigate options. We have developed toolkits to assist in generating feedback and solutions from stakeholder groups – including other organizations, state chapters, ACEP sections and committees, or your local practice or programs. Over the next 60 days and on an ongoing basis, ACEP will reconvene the multi-organizational task force that conducted the study to discuss feedback received from you and your colleagues, establish working groups, and begin advancing solutions. Where there is opportunity for meaningful change, ACEP is committed to developing new approaches that the entire emergency medicine community can support and champion.

Over the coming week, ACEP will share further details on the 8 key considerations we have listed above. This is a starting point to outline pressing issues and potential solutions proposed to date. Very importantly, **your perspectives and approaches are critical to these on-going deliberations.** Differing opinions are still needed and welcomed, as it is vital all consequences, whether intended and unintended, are considered in advance. ACEP remains dedicated to **working together with those who share our commitment to identify data-driven solutions that promote both patient safety and emergency physician opportunities.**