EXECUTIVE SUMMARY:
As the Idaho Ten Year Graduate Medical Education (GME) Strategic Plan enters its fifth year, it has been very successful in meeting its purpose and vision. The Plan has been widely accepted by Idaho policymakers as the blueprint for strategic investment in expanding the state’s physician workforce. In just these four years, the plan has grown new GME (residency) programs from nine to twelve (33.3% increase), new Fellowship programs from four to eight (100% increase) and has also expanded the number of residents and fellows in training from 134 to 237 (77% increase).

With this growth, Idaho has moved from 49th in the United States for the number of primary care physicians per 100,000 people to 45th. Additionally, Idaho has moved from 49th for the number of GME resident physician positions per 100,000 to 47th -- this is significant progress! In fact Idaho’s percentage change in residents and fellows in ACGME accredited programs from 2010-2022 places us 3rd in the United States. However, with the rapid growth of Idaho’s population this threatens to push Idaho back to last in all categories. With the support of the Idaho State Board of Education, Governor Little, and the Idaho Legislature, the FY 2023 appropriation funded 20 new residents and fellows in existing programs and will develop four new residency/fellowship programs in the next year.

The Idaho Graduate Medical Education Committee (GMEC) provides oversight of the Ten Year GME Strategic Plan and oversees the metric dashboard that holds all programs accountable for meeting our desired outcomes. All programs are meeting the goals of accreditation, which include 100% resident position fill rates and are of excellent quality achieving high Board certification pass rates. Additionally, nearly all have over 50% of their graduates staying in Idaho. Additionally, almost all programs

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1 Association of American Medical Colleges (AAMC) 2021 State Physician Work Force Data Report – January 2022
2 Ibid.
3 Ibid.
4 Beckers Hospital Review – March 2022
have 30% or more of their graduates staying in rural and urban underserved communities in Idaho. Ultimately these programs provide increased access to care for many Idahoans, and will for decades to come. Additionally, these programs provide economic benefits to their communities and to the state.

The Ten Year Idaho GME Plan has successfully met its commitment to help grow and enhance the physician workforce in Idaho and to provide improved health and healthcare to many Idahoans. The Idaho GMEC would like to thank the Idaho State Board of Education and staff, Governors Little and Otter, the Division of Financial Management, the Joint Finance-Appropriations Committee and members of the Idaho House and Senate for their steadfast support.

1. **Current Status:**

July 1, 2022 marked the beginning of the fifth year of the Idaho Ten Year Graduate Medical Education Strategic Plan. Our Ten Year GME strategic plan has been innovative and garnered national attention as a way to help states increase their physician workforce. This is particularly true in rural and frontier states like Idaho. The Ten Year GME plan was approved by the Idaho State Board of Education on December 5, 2017 and has stimulated the growth of GME (residency) programs in the state of Idaho from nine to twelve during this period. The plan has also seen the expansion of the number of GME residents and fellows in training from 134 to 237 in our state. These twelve programs can be seen on Attachment One and consist of eight Family Medicine residency programs, two Internal Medicine residency programs and two Psychiatry programs. Additionally, there are eight fellowships in Sports Medicine, Obstetrics, Geriatrics, HIV Medicine, two new fellowships in Addiction Medicine and two new fellowships in Behavioral Health and Rural Health.

The Ten Year GME Plan calls for the build out to 21 core GME residency programs with 347 residents and fellows in training each year in Idaho over the next decade.\(^5\) When the Idaho GME plan was developed, Idaho ranked 49th in the nation for the number of primary care physicians per a population of 100,000 and 49th for the number of GME resident positions per 100,000. According to the most recent data from the American Association of Medical Colleges (AAMC), Idaho has now advanced from 49th to 45th for the number of primary care physicians per capita and from 49th to 47th for the number of GME residents per capita.\(^6\) However, with the rapid growth of Idaho’s population the

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\(^5\) 2017 Idaho Graduate Medical Education Ten Year Strategic Plan; https://boardofed.idaho.gov/board-facts/board-planning/graduate-medical-education-gme-in-idaho-10-year-plan/

\(^6\) Association of American Medical Colleges (AAMC) 2021 State Physician Work Force Data Report – January 2022
state has slipped back to 50th for the number of active physicians per 100,000 population.\footnote{Ibid.}

2. Fiscal Year 2023 Funding

The fiscal year 2023 budget that was recommended by Governor Little and approved by the Joint Finance-Appropriations Committee (JFAC) and ultimately by the Idaho State Legislature, was $1.305M that will fund 20 new resident and fellow positions.

Fourteen of these 20 new positions will be in Family Medicine, three are in Psychiatry and three are in Internal Medicine. These new resident positions will be in the communities of Rexburg, Idaho Falls, Pocatello, Boise, and Coeur d'Alene.

The initial request to the Governor's office and to the State Board of Education was for $2.077 million dollars, but this was voluntarily pared down by the Idaho GMEC when it was notified that the Governor would be asking all agencies to limit their General Fund request no more than a 3.1% increase. The Idaho GMEC pared the budget request from $2.077 million to $728,980 dollars to be in line with the Governor's request and to be accountable, responsible, and respectful. It was appreciated by the Idaho GMEC that Idaho was still in the grip of economic uncertainties due to the Covid-19 Pandemic. JFAC and the Idaho Legislature ultimately increased the funding to $1.305M for FY 2023, which was deeply appreciated and helps the state keep pace with the Ten Year GME Plan.

3. Next Year's Budget Request (Fiscal Year 2024)

The state of Idaho will be entering into the sixth year of Idaho's Ten Year GME Plan with the contemplation of the fiscal year 2024 GME budget request. The Executive Committee of the Idaho GMEC prepared a $1.402 million dollar request for fiscal year 2024 which the Idaho GMEC approved at its April 2022 quarterly meeting. This initial request would fund 16 new residents and fellows in training. This will include the development of two new GME programs. The first will be a Pediatrics residency in Boise. The second will be a Psychiatry residency program in Idaho Falls. Please see Attachment Two for the FY 2024 Budget request of the Ten Year GME Plan to see these new positions. The new programs that will be developed with this funding are: (1) a new Psychiatry residency at Eastern Idaho Regional Medical Center, with four residents per class; (2) a new Pediatrics residency in Boise with Full Circle Health (formerly Family Medicine Residency of Idaho) and will also have four residents per class; (3) a new Rural Medicine fellowship in Boise with Full Circle Health (FCH) with
one fellow per year; (4) a new Behavioral Health fellowship in Nampa (FCH) with one fellow in training per year. The rural medicine fellowship, although based in Boise, will rotate the fellow through multiple rural and frontier parts of Idaho during this fellowship.

Please see Attachment Three for a table that shows these residency and fellowship programs and their current and new physician trainees. These new positions for fiscal year 2024 will join the 237 residents and fellows already in training. This will help meet the ongoing needs of an expanding population and an aging physician workforce in a rural state where the COVID-19 pandemic demonstrated the critical need to expand access to primary care and mental health professionals.

In early June of 2022 the Governor’s office through the Division of Financial Management released its FY 2024 Budget Preparation Guidance. This guidance limits agency budget submissions again to a cap of 3% of their FY 2023 General Fund appropriation. Therefore, the cap on GME growth for FY 2023 would be $744,450. A question was raised about there being any kind of exemption from this funding cap for GME, but the answer was there would not be an exemption.

The Idaho GMEC Executive Committee then reconfigured the FY 2024 budget to meet this budget cap. This reconfigured budget can be seen in Attachment Four. Because of this budget cap the request to increase funding for existing residents and fellows up to $45K/resident/year was removed. FCH was able to get federal funding in May of 2022 for Family Medicine positions in both Boise and Caldwell that expand the Boise program to 12 and the Caldwell program to 4. Thus, these two residents are removed from the FY 2024 Budget request but not the overall new full-time equivalent positions (FTE) of 16. This brings the number of new GME positions in the FY 2024 budget request to 16, but, to be clear, as two positions at Full Circle Health gained alternate funding, the FY 2024 budget request will be for only 14 new positions. After factoring in these FTE adjustments, the FY 2024 per resident funding request drops from $60K per resident in Attachment Two to $53,175 per resident in Attachment Four.

4. Current Location of Idaho GME Programs and Idaho’s Resident Physicians

Please refer to Attachments One and Three to see where the current Idaho GME programs, residents and fellows are located. Please note colors in green represent the 237 current residents and fellows in place as of the FY 2023 budget, and those in red represent the 16 new residents and fellows anticipated in FY 2024. This will bring the total to 253 by June 30, 2023 as noted in red. This growth places Idaho well on its way to the anticipated goal of 347 physicians in training by the end of the Ten Year GME
plan. As noted earlier, this investment in GME by the State of Idaho ranks 3rd in the U.S. for percent increase in GME.

5. **New GME programs on the Near Horizon**

There are three known programs that are developing immediately and in the near future. The first of these is a Psychiatry residency with four residents per class in Idaho Falls. With recent Accreditation Council on Graduate Medical Education (ACGME) accreditation, this program will begin its funding request for July 1, 2023 (FY 2024). The second of these will be a Pediatrics residency sponsored by FCH in conjunction with St. Luke's Regional Children's Hospital in Boise. This program has been accredited by the ACGME as well. Its anticipated start with four new residents per class will be July 1, 2023 (FY 2024). The third is the growth of a new rural family medicine training track program or rural program sponsored by FCH out of the Nampa Family Medicine Residency. The first year will be in Nampa and the remaining two years in Mountain Home. This program will have two residents per class. Further on the horizon are the considerations for a General Surgery residency, an Emergency Medicine residency, and an additional rural residency program in Southeast Idaho, as well as several new fellowships. The Idaho college of Osteopathic Medicine is also looking at several potential GME programs for future development.

6. **Graduate Medical Education Outcomes - Metrics and Dashboard**

Please see Attachment Five, which represents the dashboard of the Idaho GMEC. This demonstrates the agreed upon metrics to move the Idaho Ten Year GME Strategic Plan forward with outcomes that are meaningful and relevant to the State of Idaho. As demonstrated on the dashboard, all programs have 100% fill rates from thousands of applicants that want to come to these programs. Additionally, all programs are ACGME accredited that can be. Almost all programs exceed the rolling five-year average of the percent of physicians being retained in Idaho at greater than 50%. Also, almost all programs have done an excellent job in having greater than 30% of the graduates serve in rural Idaho or in urban underserved Idaho. Some of the programs are brand new and will take several years to achieve their five-year rolling averages. Finally, as noted on the dashboard, all programs are of high quality and all exceed the threshold for success in board certification pass rates as measured by a rolling five-year average.

7. **Summary:**

The State of Idaho's Ten Year Graduate Medical Education Strategic Plan has been a demonstrable success. Despite shifting state funding priorities and a global pandemic,
the Plan has continued to grow new GME residency and fellowship programs and train new GME residents and fellows in these programs for the State of Idaho. The Ten Year Idaho GME Strategic Plan has grown from nine core residency programs and, with the approval of the fiscal year 2024 budget, will have 14 core programs and 10 Fellowships in place. The number of GME residents in training has gone from 134 in 2017 to 237 in 2022 and will grow by 16 more in fiscal year 2023 to 253. New programs are in the pipeline. These include Pediatrics, Psychiatry, Family Medicine and Surgery, four specialties that are much needed in our state. By all metrics, the Ten Year GME Strategic Plan has demonstrated marked improvement in the outcomes of primary care physicians per capita in Idaho, the number of GME resident physicians per capita in Idaho, retention rates of graduates that exceed 50% for the state of Idaho and high-quality residents being trained. As a direct consequence of these programs there has been increased access to timely care for citizens and communities and that will continue for decades to come. Additionally, these programs have provided many jobs and economic benefit to their communities and the State of Idaho.

The Idaho GMEC would like to thank the Idaho State Board of Education for its steadfast support and vision to help create a stable and growing physician workforce for the state of Idaho. Without that support and encouragement of the Board of Education members as well as from the Office of the State Board of Education (OSBE) this plan may have never seen the light of day. Additional thanks go to Governor Little and Governor Otter, the Division of Financial Management, the Joint Finance-Appropriations Committee and the Idaho Legislature for their steadfast support and encouragement of moving the Idaho Ten Year GME plan forward for the benefit of the people of Idaho.