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THE AAMC ANNUAL MEETING

Annual Address on the State of the Physician Workforce

Michael Dill
Director, Workforce Studies
November 2, 2025

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AAMC's Workforce Studies Team





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I have some things to say

Good News

- Production
- Debt
- Well-being

Access

- Usual source
- Place
- Cost

Projections

- Shortage
- National
- State

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Good News

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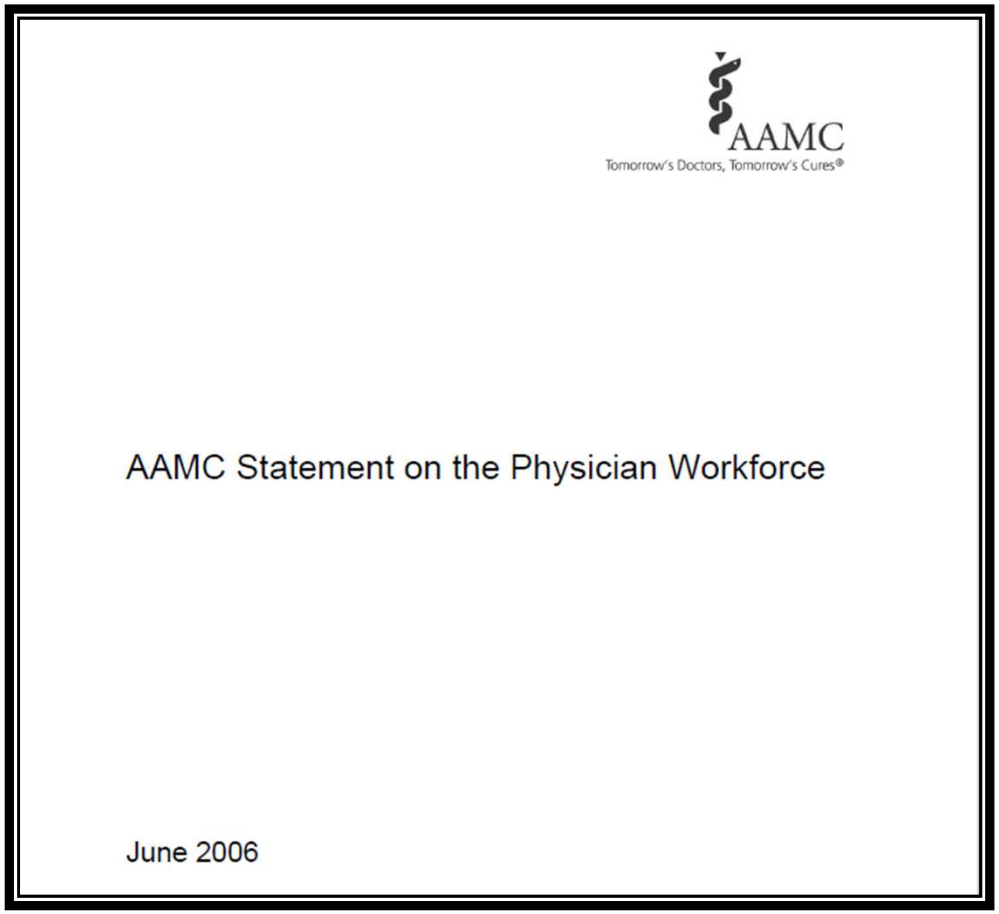
The call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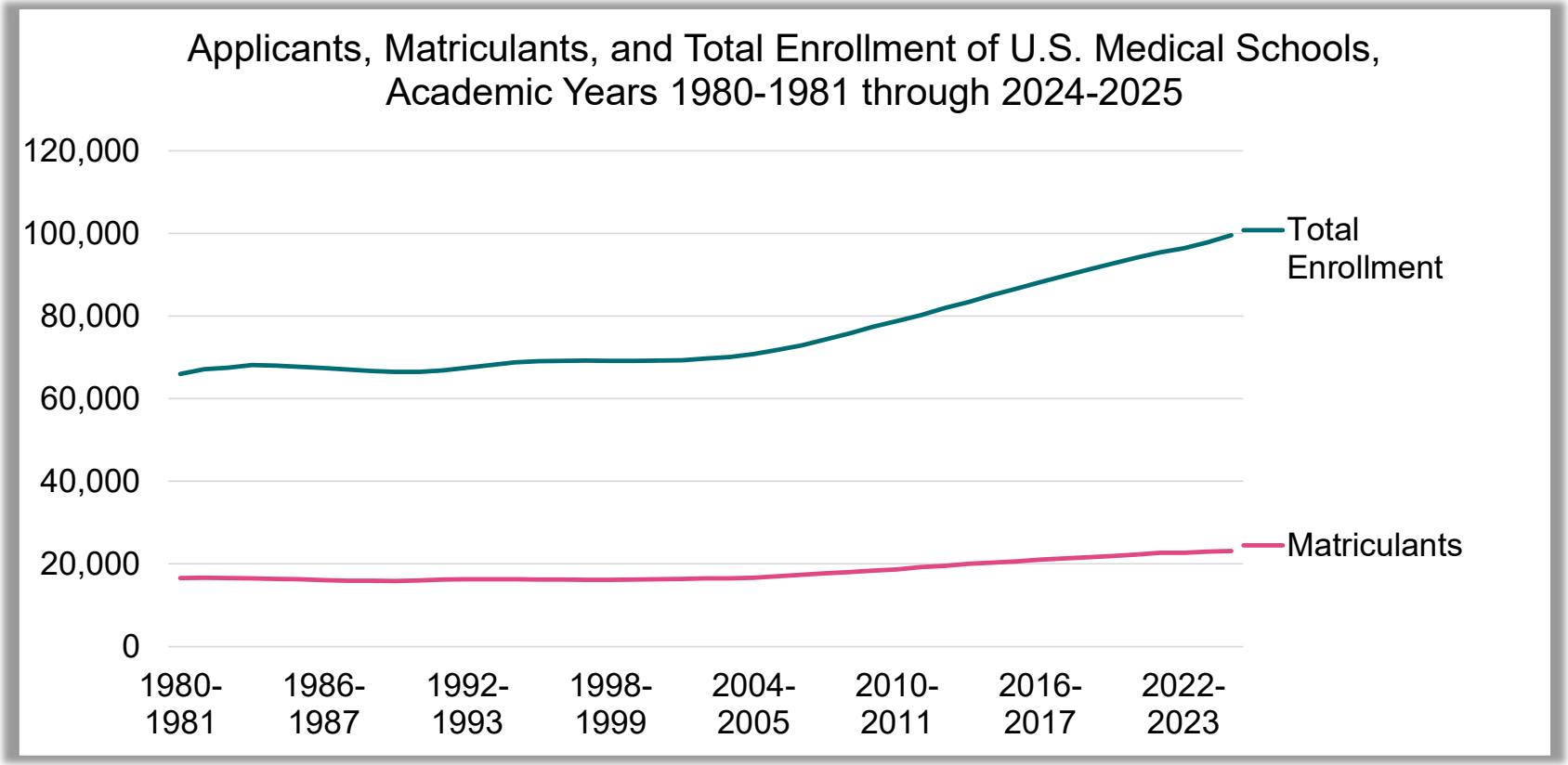
Tomorrow's Doctors, Tomorrow's Cures®
AAMC Statement on the Physician Workforce
June 2006

We did it!



Source: AAMC FACTS Data.

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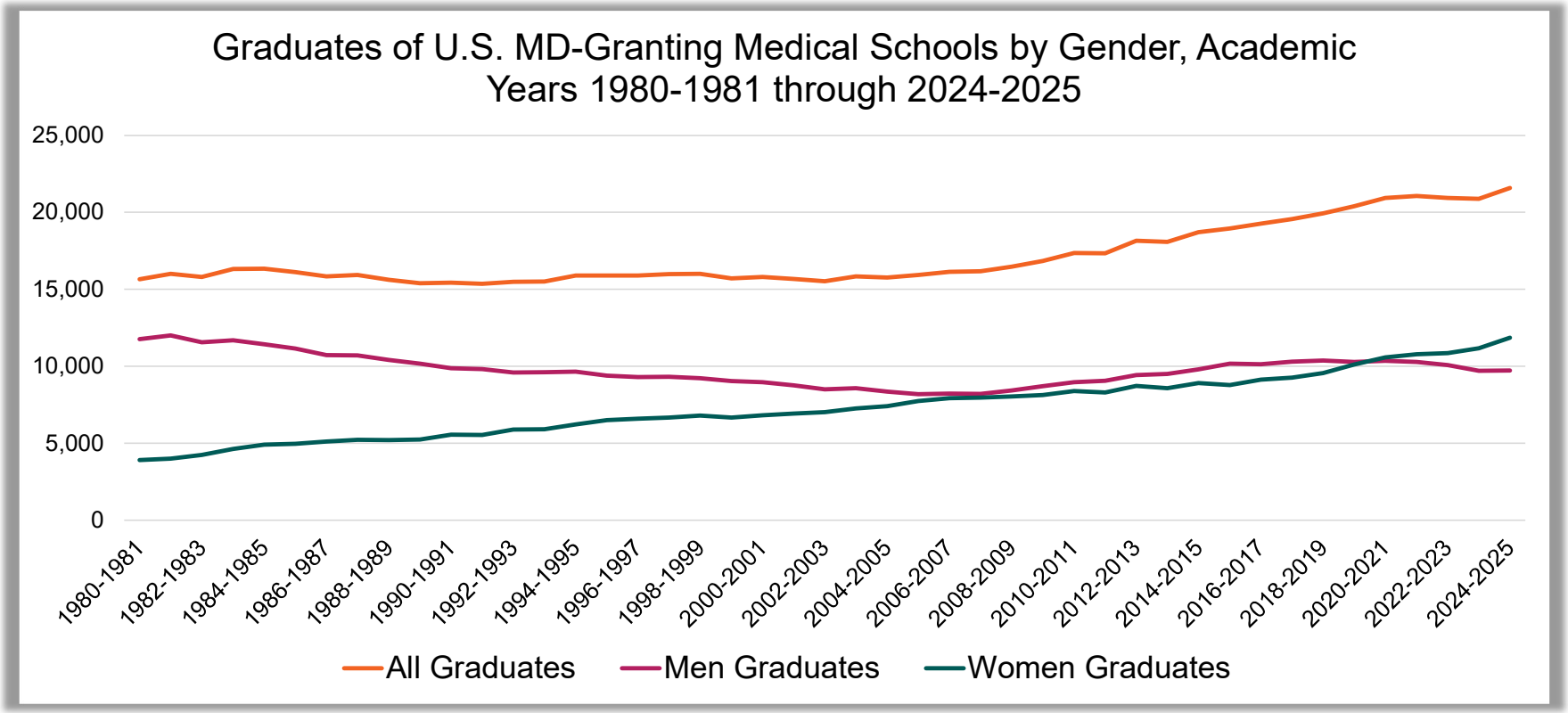
We also did this



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Source: AAMC FACTS Data.

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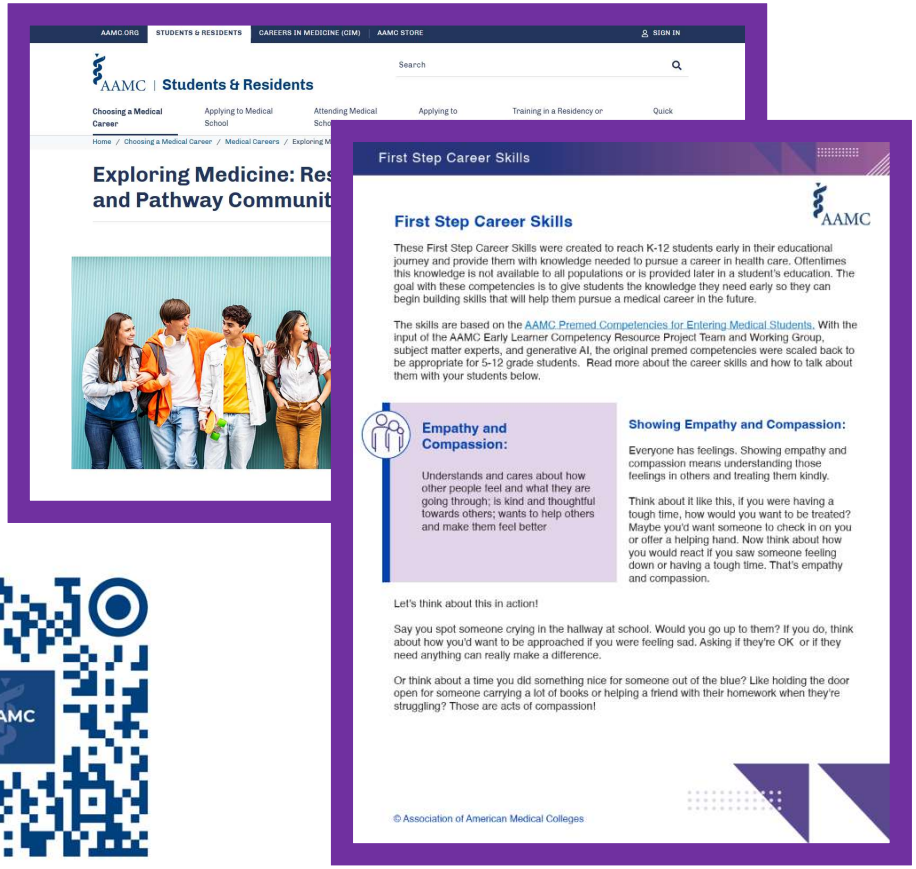
First Step Career Skills

The First Step Career Skills were created to reach K-12 students early in their educational journey and provide them with **knowledge needed to pursue a career in health care**.

The skills are based on the **AAMC Premed Competencies for Entering Medical Students**

With the input of the AAMC Early Learner Competency Resource Project Team and Working Group, subject matter experts, and generative AI, the original premed competencies were scaled back to be appropriate for **5-12 grade students**.



Contact: pathways@aamc.org

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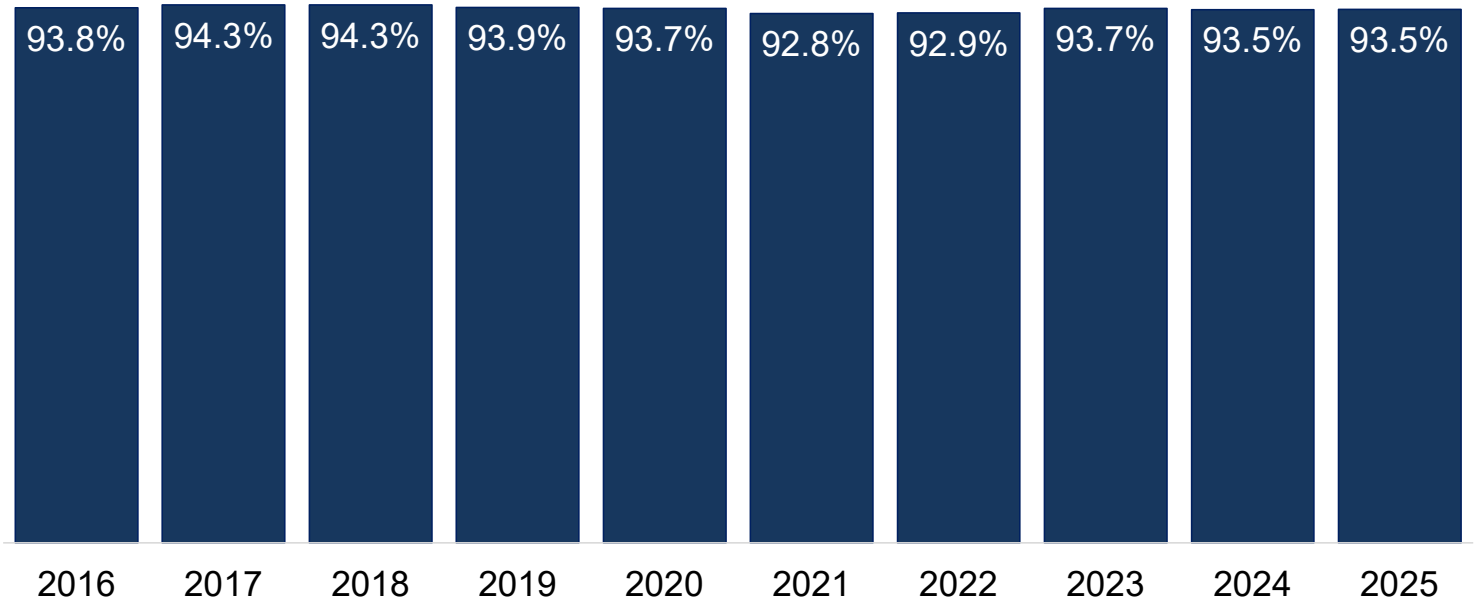
USMD Seniors consistently doing well in the Match



Percent of U.S. M.D. Senior Active Applicants Matched to PGY-1 positions, 2016 – 2025

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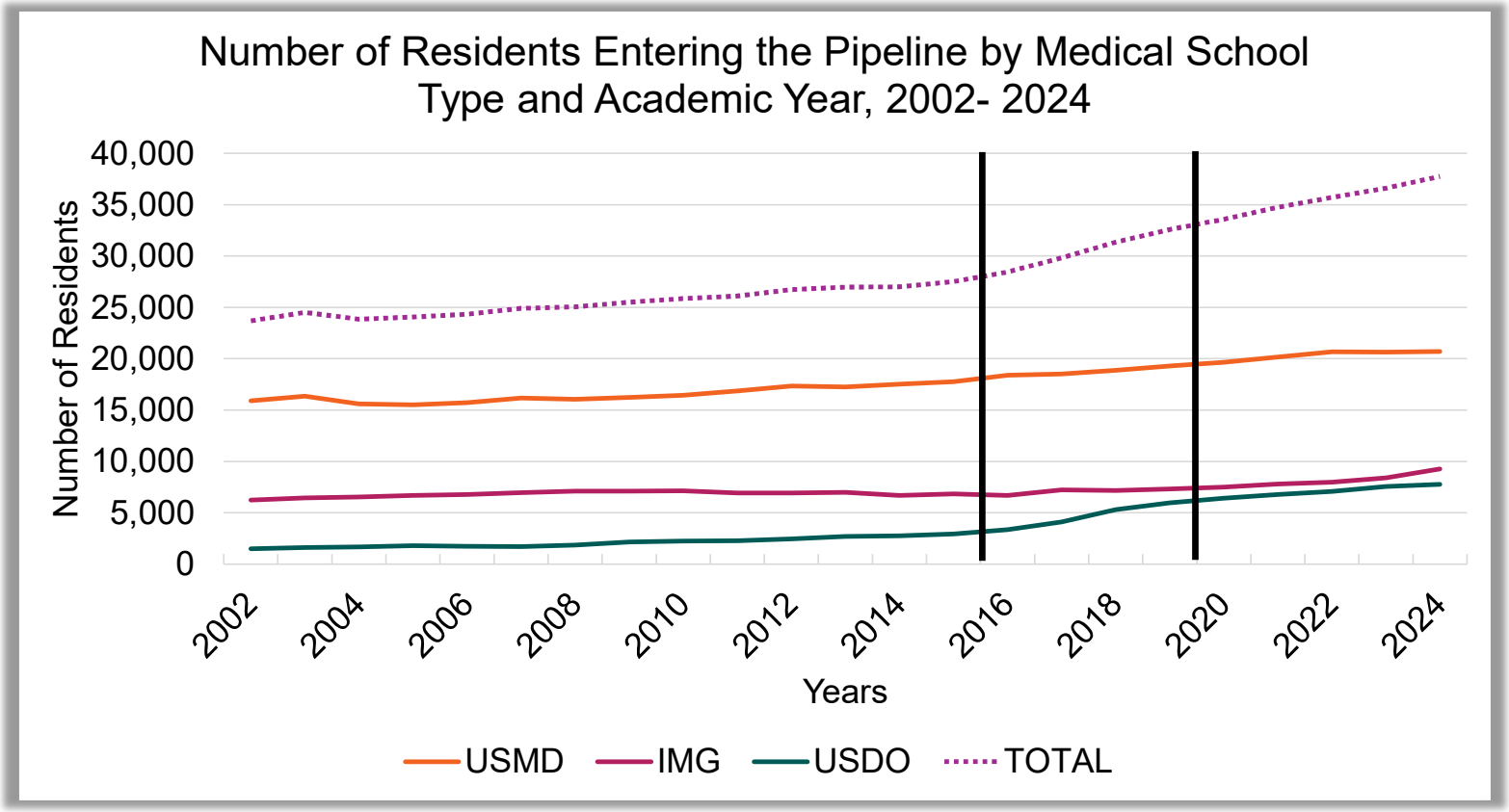
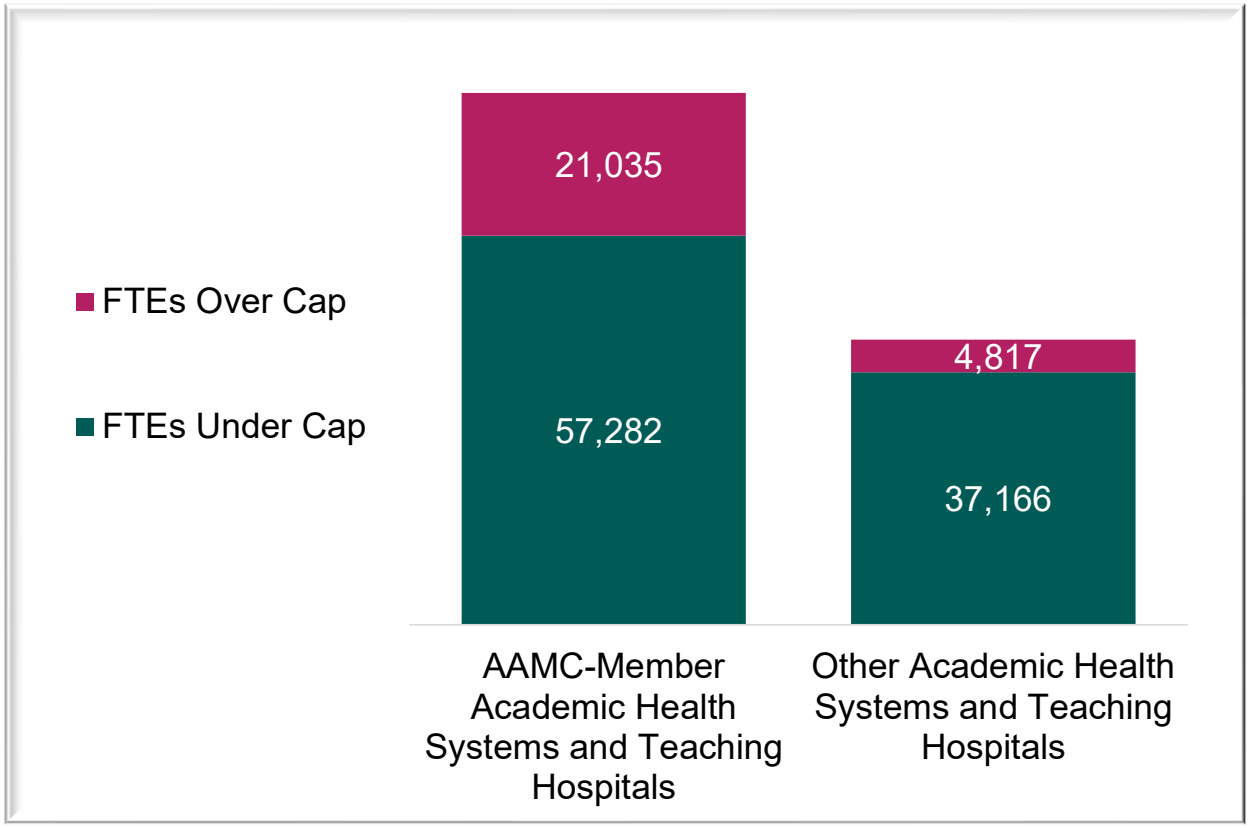
Source: Source: NRMP Advance Tables

With a little help from our friends



Source: ACGME Data Resource Book, select years.

Academic Health Systems Committed to Academic Mission



AAMC Members Account for Majority of DGME Count over the Cap (81%)

Data Source: AAMC's analysis of FY2022 Hospital Cost Reporting Information System (HCRIS) data, July 2024 release.
Note: DGME counts include allopathic and osteopathic residents. Includes redistributed slots under Section 422, Section 5503, and Section 5506. DGME counts are unweighted FTEs.

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What's New in Workforce Studies

Medical Education Debt – How Many Years To Fully Repay?

This data snapshot highlights changes in physicians' medical education debt and repayment environment over recent decades, and compares repayment durations across specialty groups.

aamc.org/workforce

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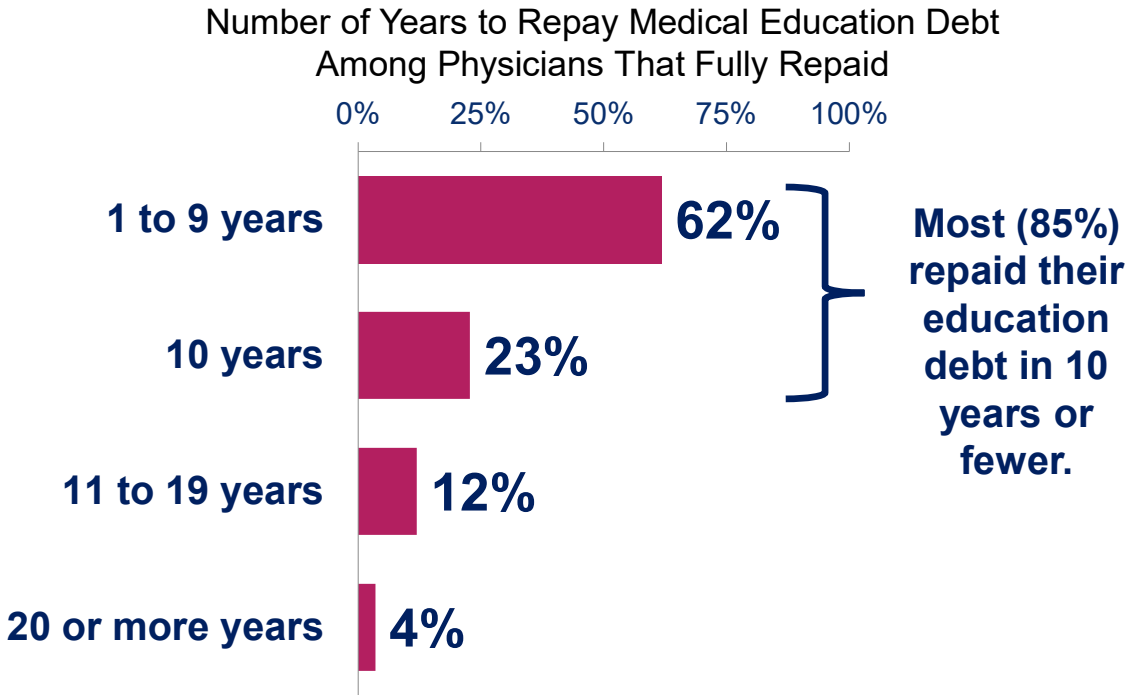
How long does it take to pay off medical school debt, really?



Source: AAMC NSSP 2022. Analysis excludes IMGs.

Not much variation by specialty group, either

No specialty group took more than 8.3 years, on average, to repay their medical education debt.

Average Number of Years to Fully Repay Medical Education Debt by Physician Specialty Group

Specialty Group	Average Years
Medical Specialties	8.3
Primary Care	7.9
Surgery	7.4
Other	6.9

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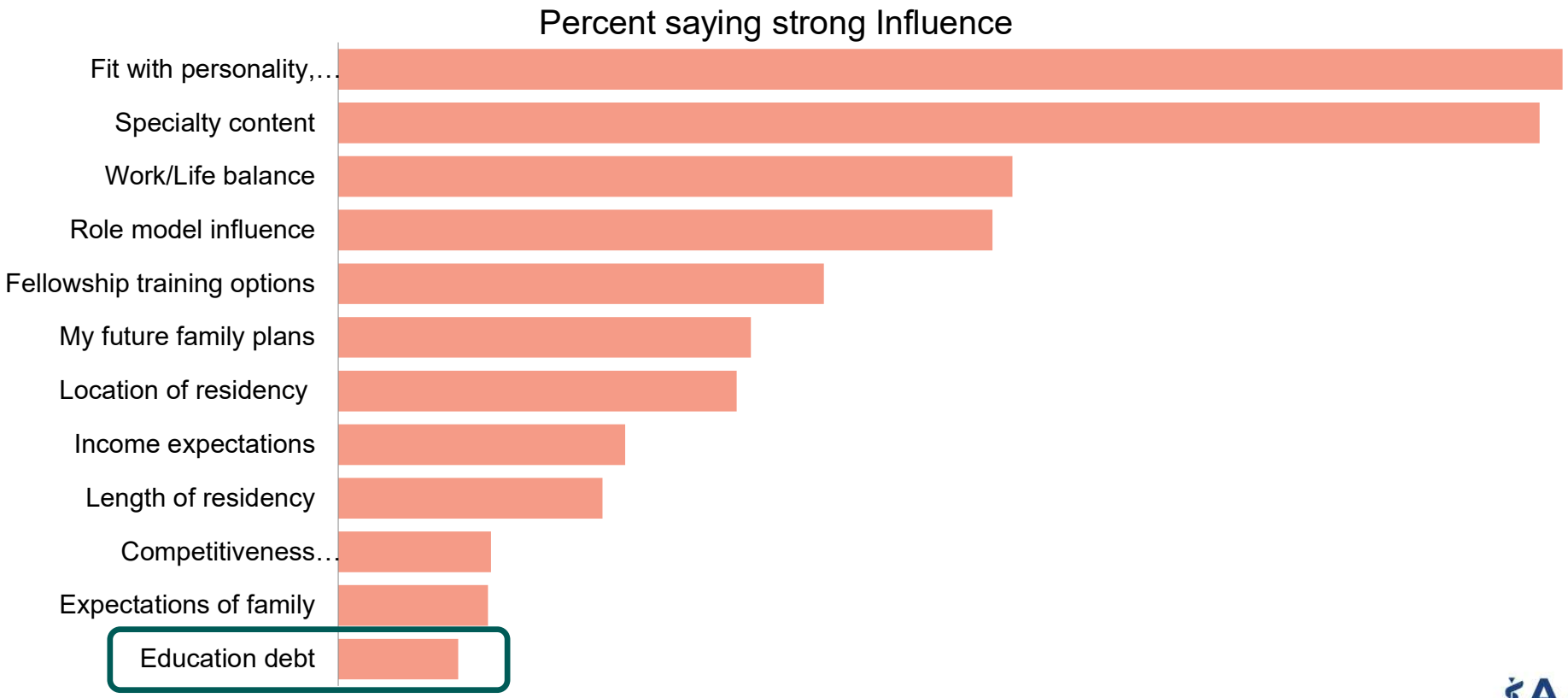
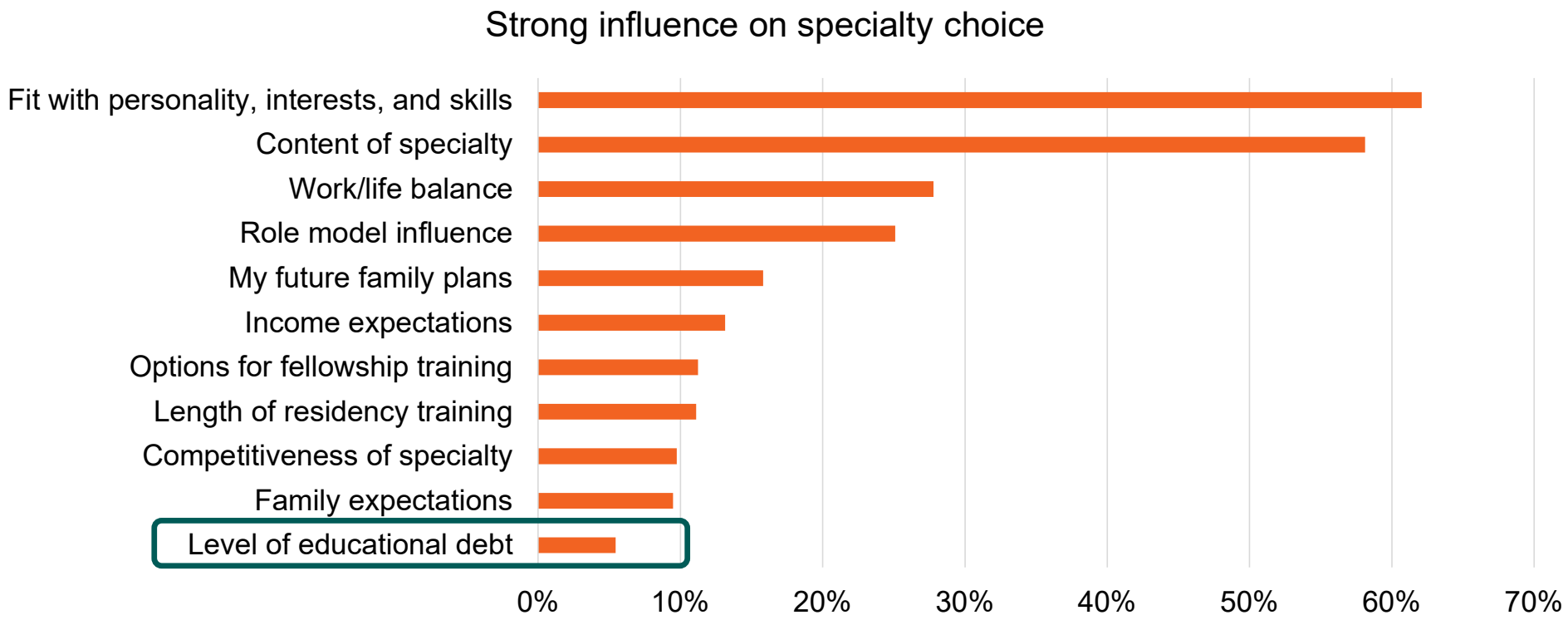
Source: AAMC NSSP 2022. Analysis excludes IMGs.

Fit and content matter most to graduating medical students



Source: AAMC Graduation Questionnaire, 2025, Q30

Fit and content mattered most to practicing physicians



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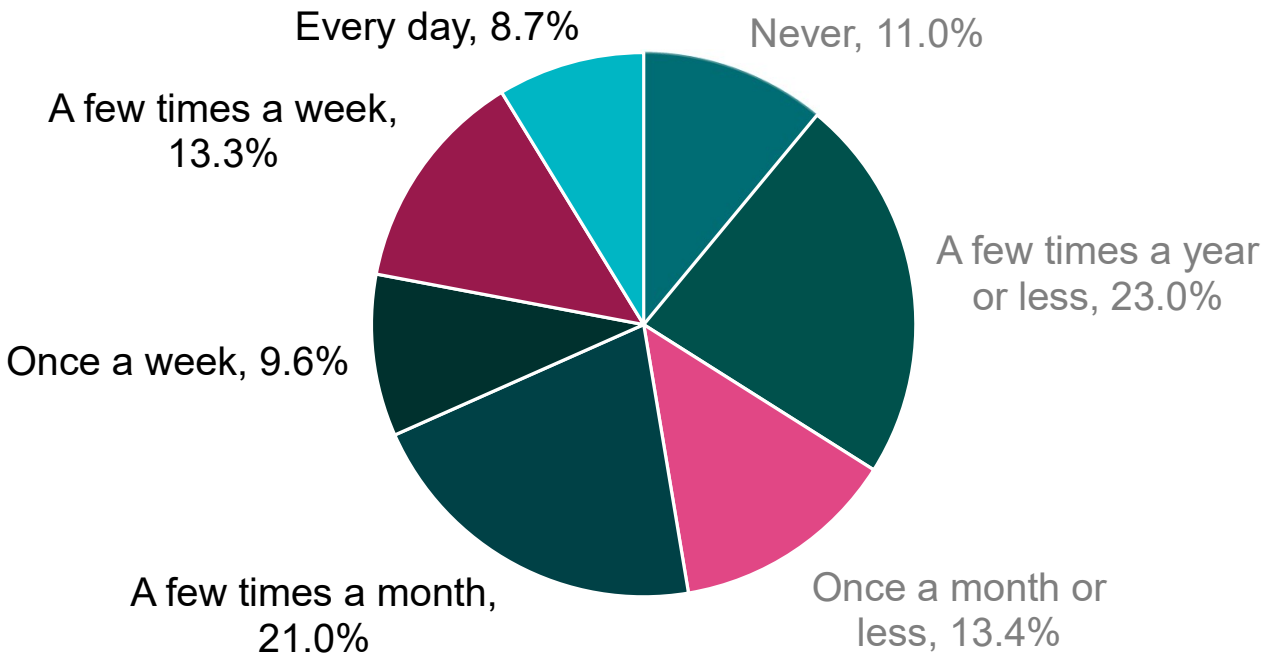
Source: AAMC National Sample Survey of Physicians, 2022.

Burnout has been bad for a while



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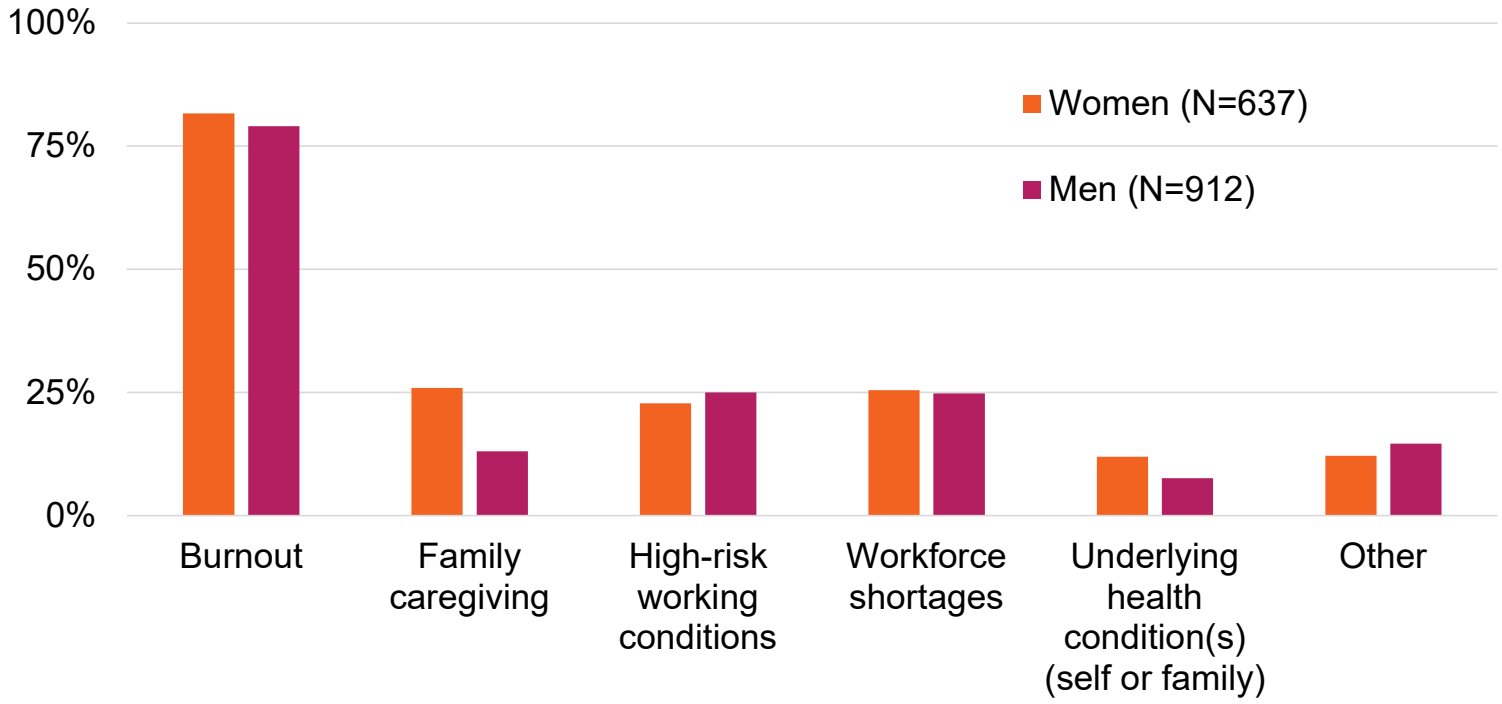
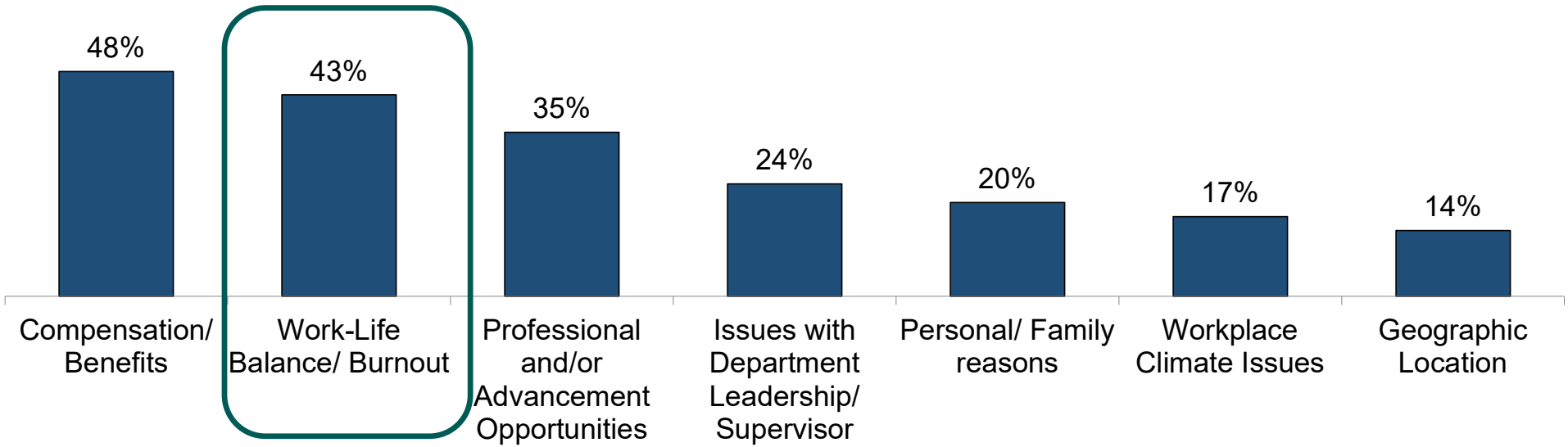
Source: AAMC National Sample Survey of Physicians, 2022.

Burnout is the reason most cited for having considered leaving medicine



Source: AAMC National Sample Survey of Physicians, 2022.

Work-life balance and burnout among the most frequently reported reasons among faculty for considering leaving their current institution



Source: AAMC StandPoint Faculty Engagement Survey, 2022-2025.

Burnout might be getting less bad

Burnout eases for doctors at every career stage as support rises

Jul 22, 2025

Work Remains, but Physician Burnout Rates Are Coming Down

PHYSICIAN HEALTH

U.S. physician burnout hits lowest rate since COVID-19

Exclusive AMA data shows doctor burnout has fallen below 45%, but the job isn't done. Health systems continue to work with the AMA to reduce burnout.

By **Sara Berg, MS**, News Editor

May 1, 2025 | 7 Min Read

Job stress down, satisfaction up

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Source: AMA; AHA; Physicians Foundation.

Good News

- Production
- Debt
- Well-being

Access

- Usual source
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Projections

- Shortage
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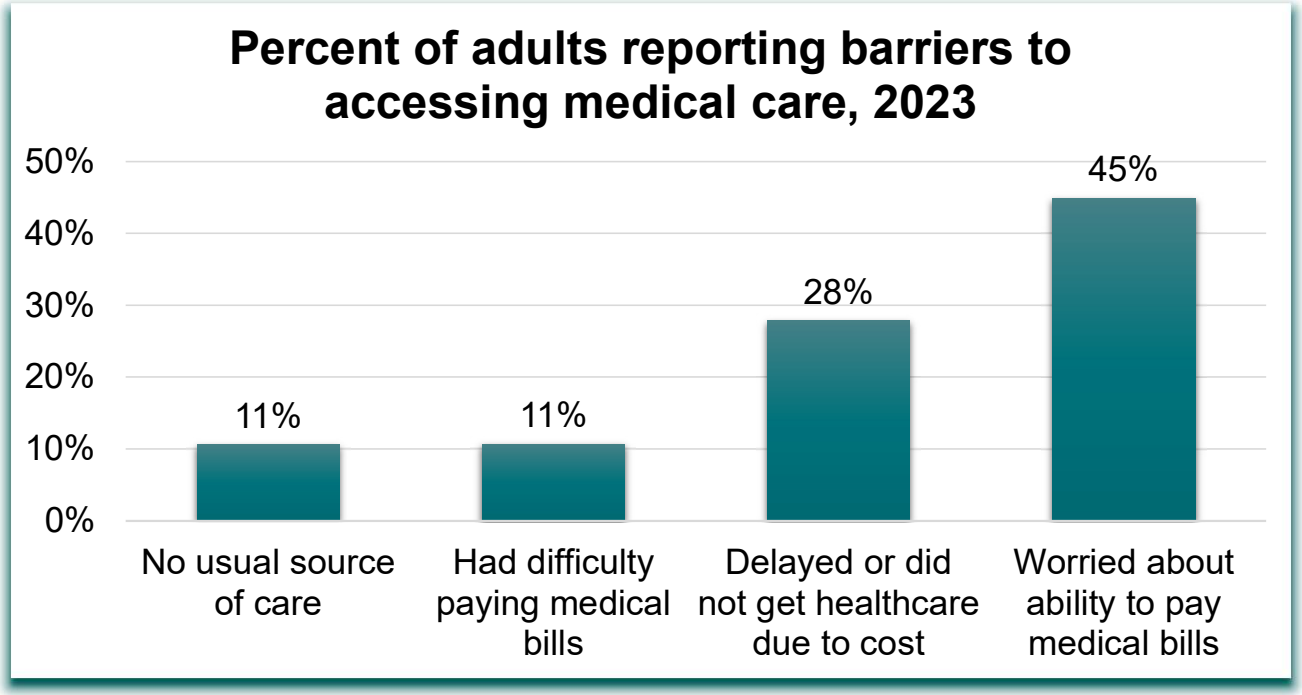
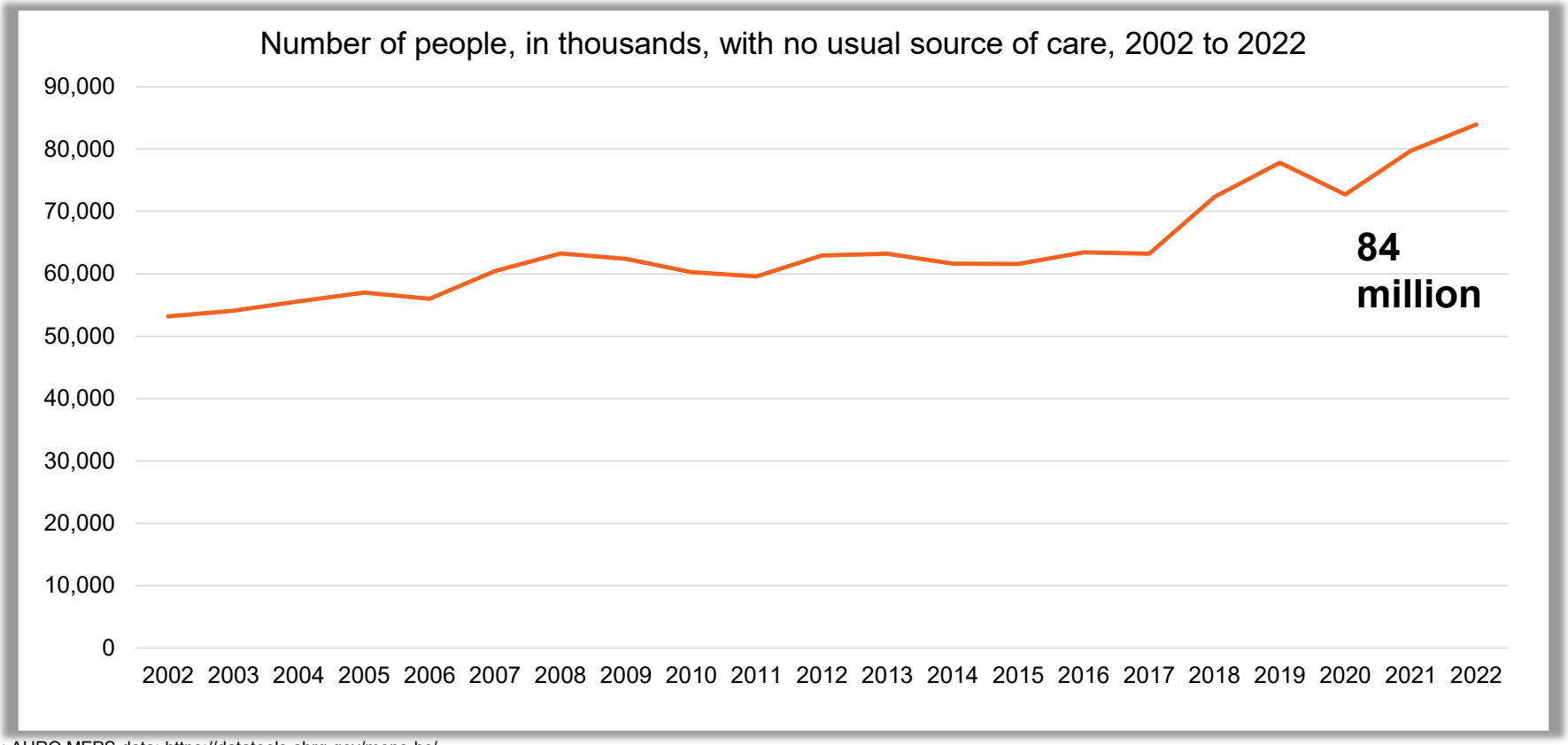
Access to care remains problematic



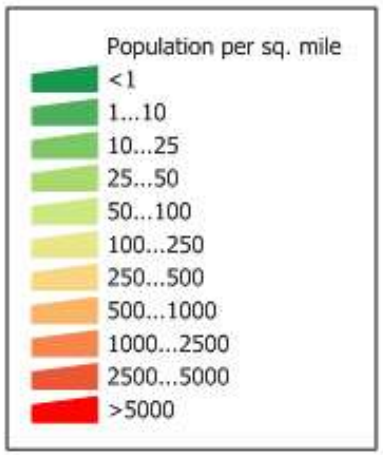
Source; KFF analysis of NHIS data.

Nowhere to go?



Source: AHRQ MEPS data: https://datatools.ahrq.gov/meps-hc/

Place does matter, of course



Source: US Census Bureau.

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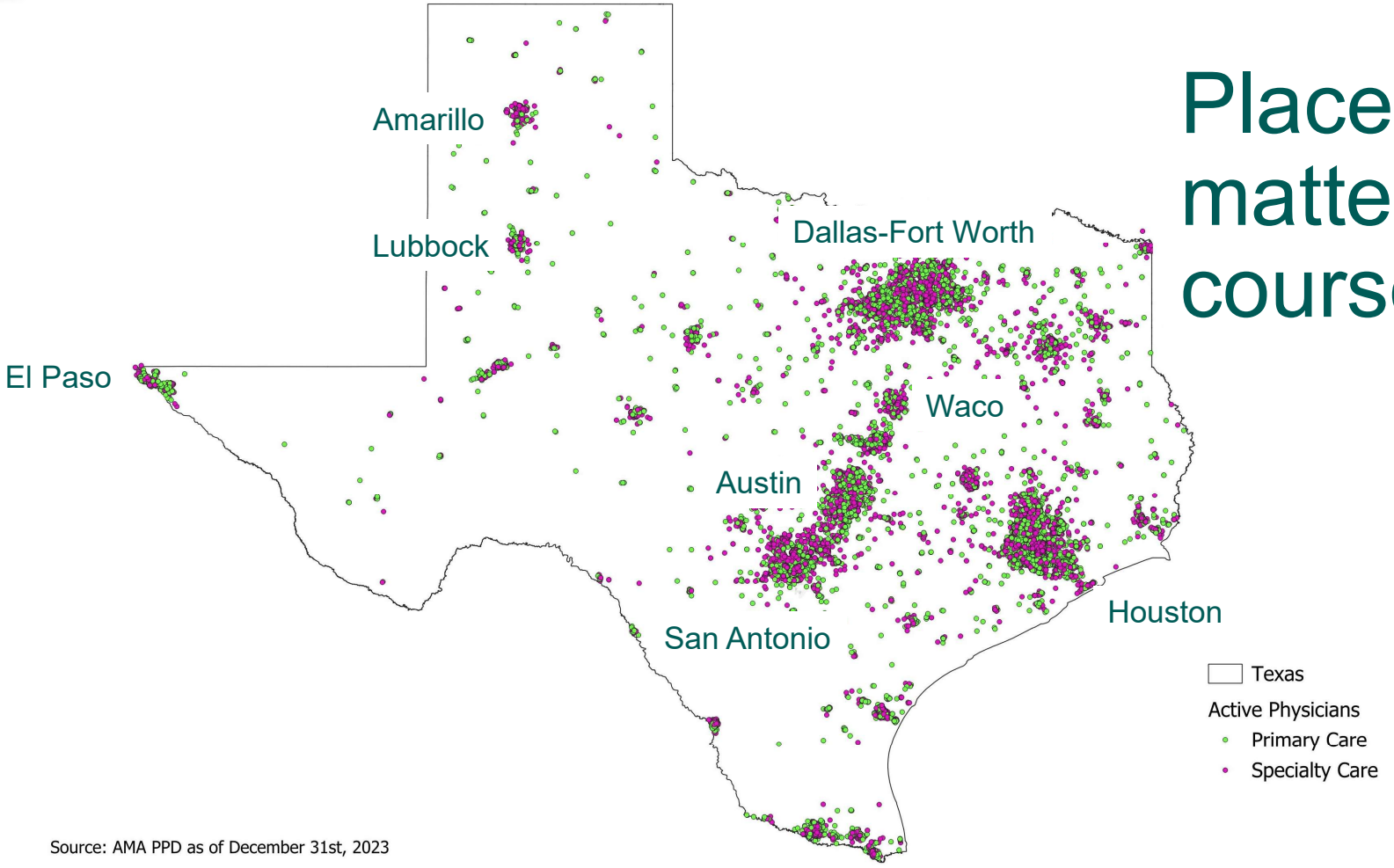
Place does matter, of course



Source: AMA PPD as of December 31st, 2023

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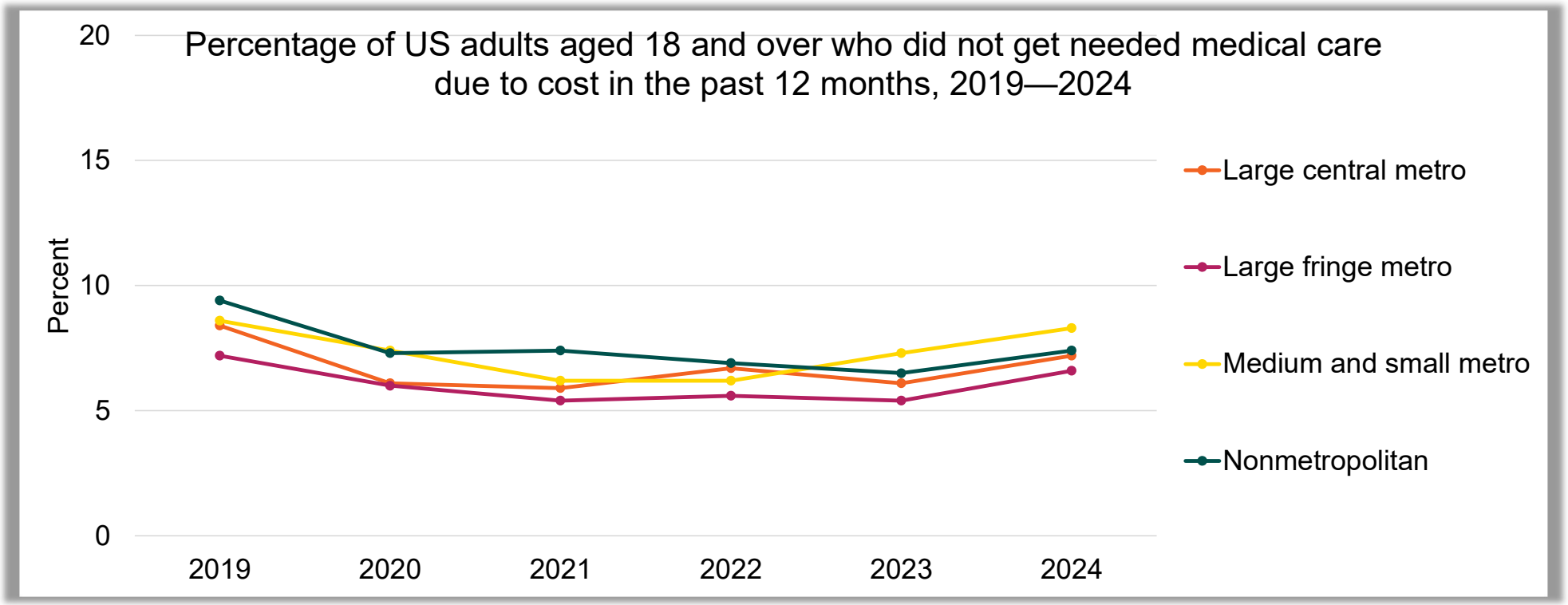
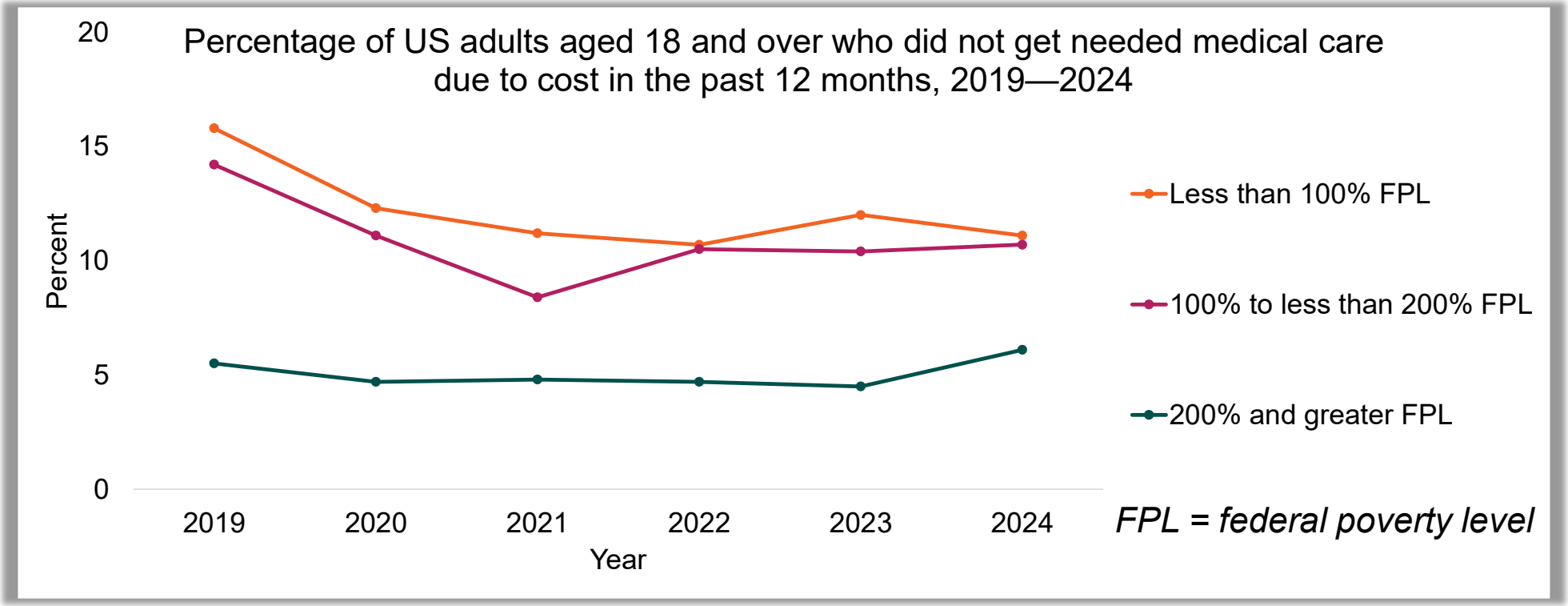
Cost barriers are everywhere



Source: https://wwwn.cdc.gov/NHISDataQueryTool/SHS_adult/index.html

Income makes a bigger difference than type of place?



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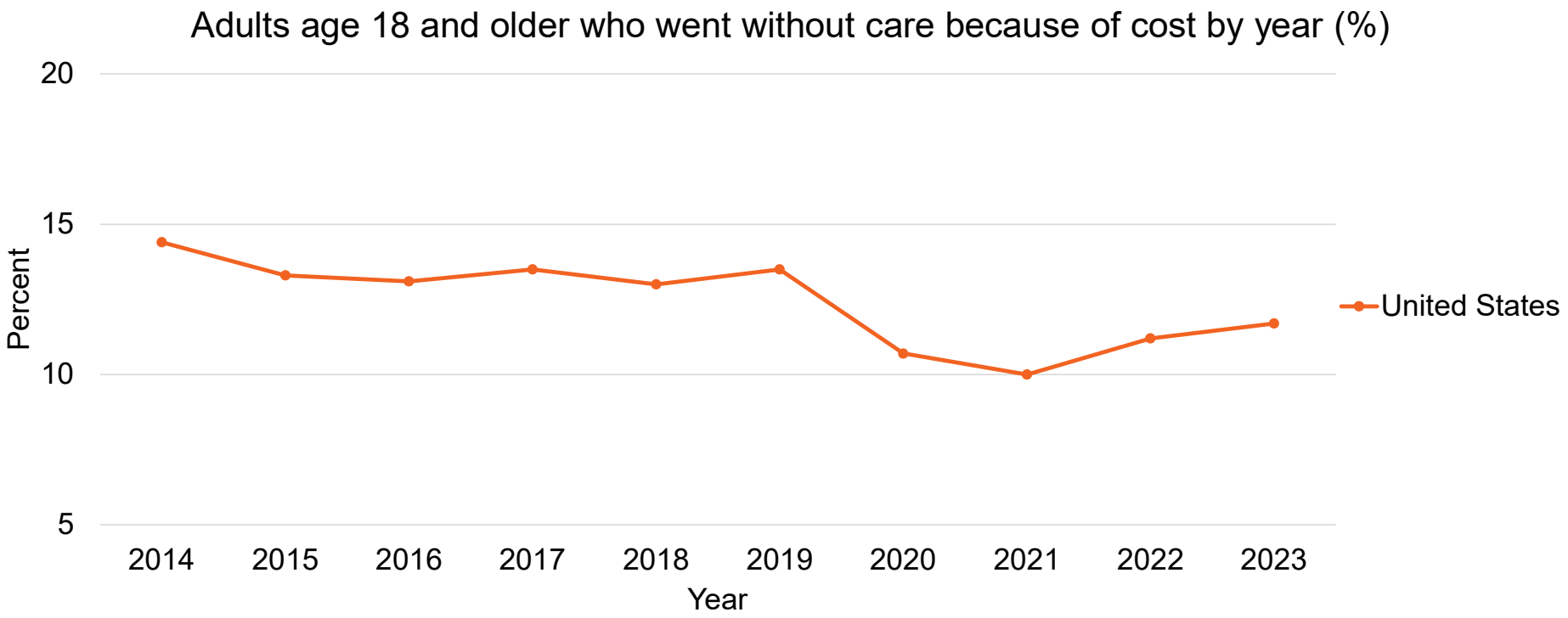
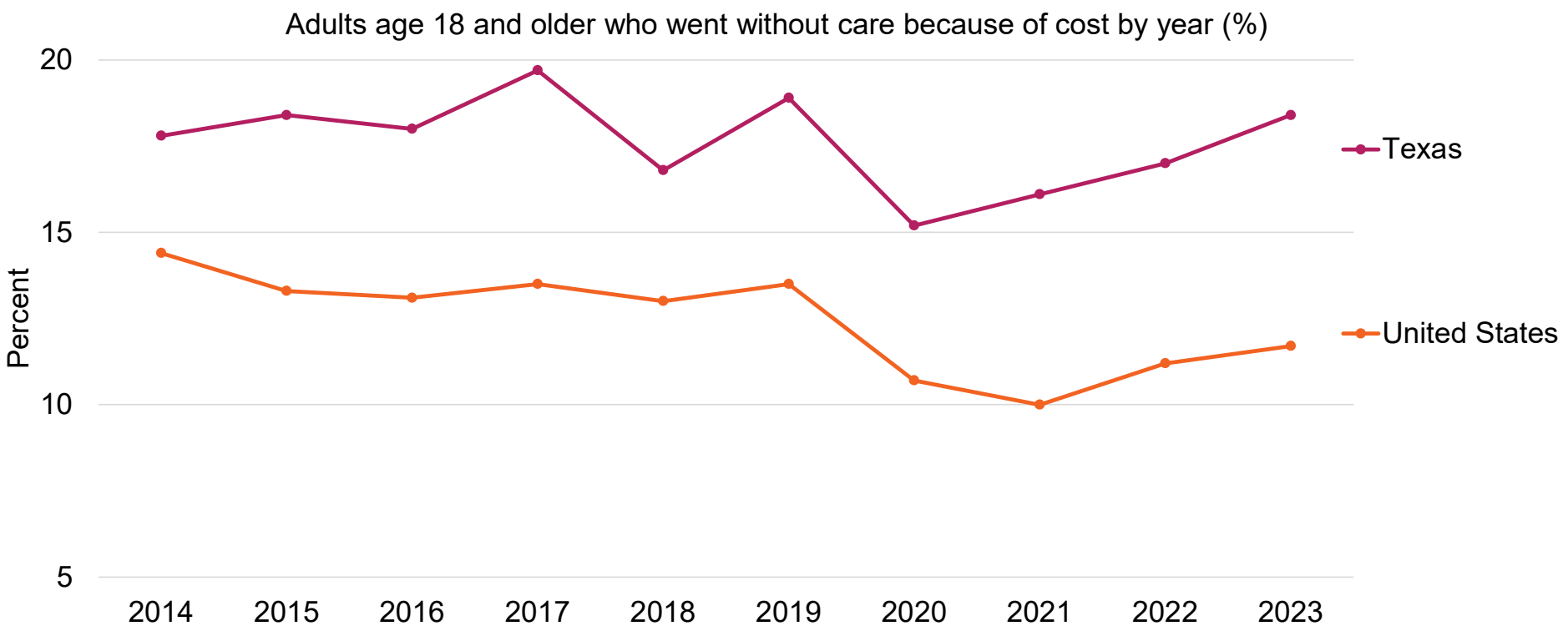
Source: https://wwwn.cdc.gov/NHISDataQueryTool/SHS_adult/index.html

Care remains cost prohibitive for more than 1 in 10



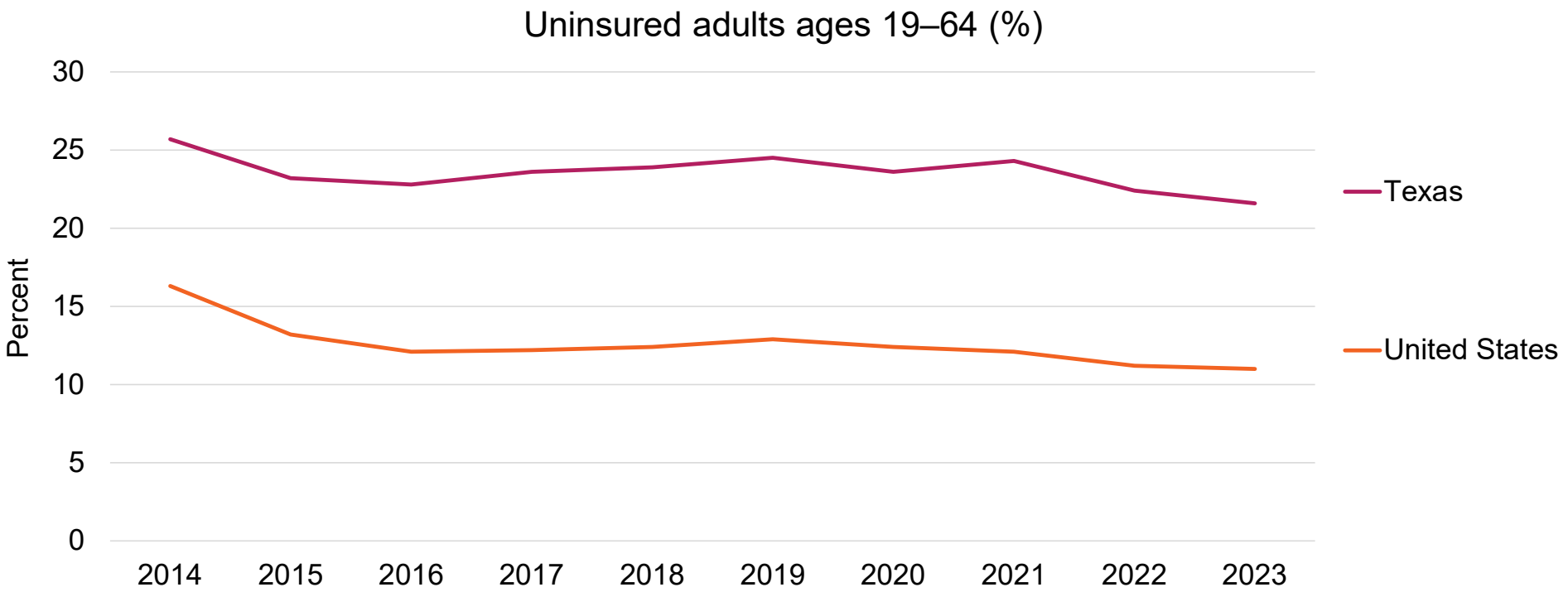
Source: https://www.commonwealthfund.org/datacenter/adults-who-went-without-care-because-cost

Care is even more cost prohibitive in Texas



Source: https://www.commonwealthfund.org/datacenter/adults-who-went-without-care-because-cost

Much higher percentage of uninsured adults in Texas



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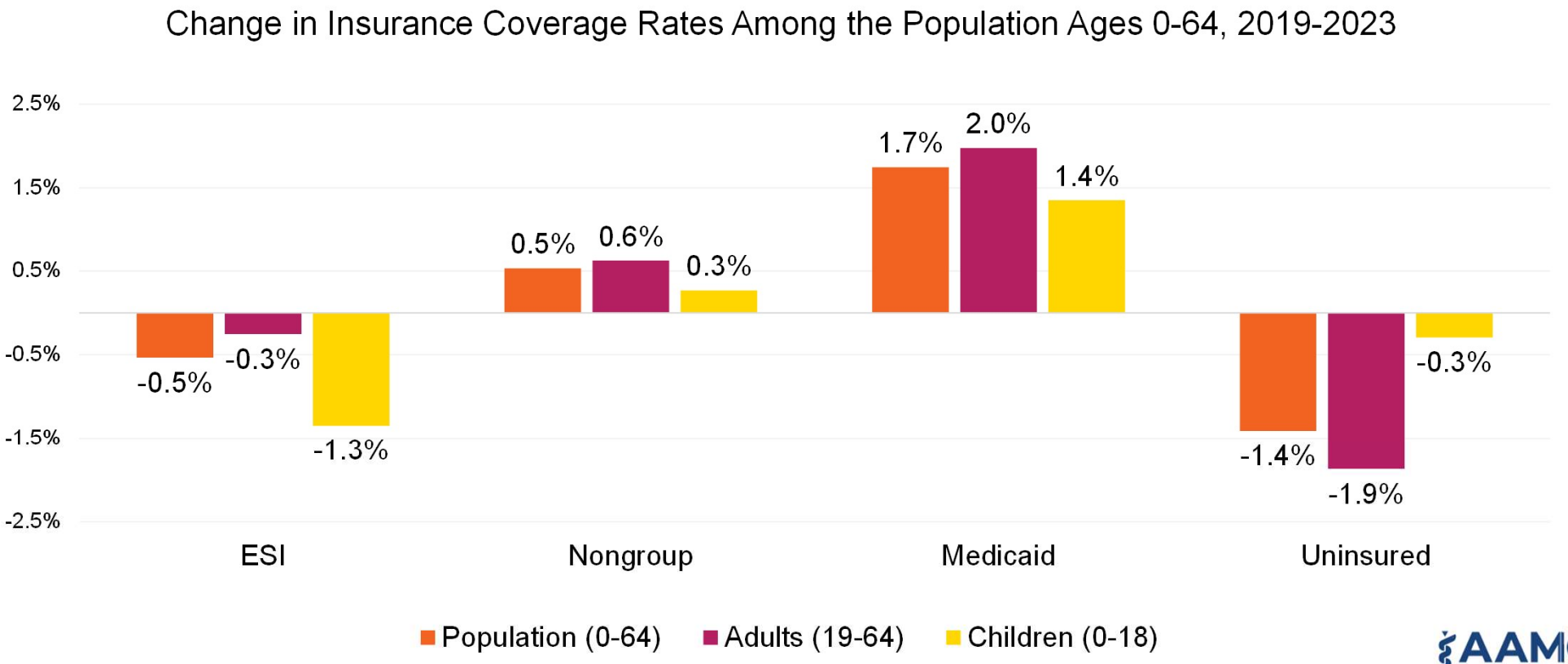
Source: https://www.commonwealthfund.org/datacenter/uninsured-adults?state=Texas

Insurance affects access, so what does the future hold?



Source: KFF analysis of 2019-2023 American Community Survey, 1-Year Estimates.

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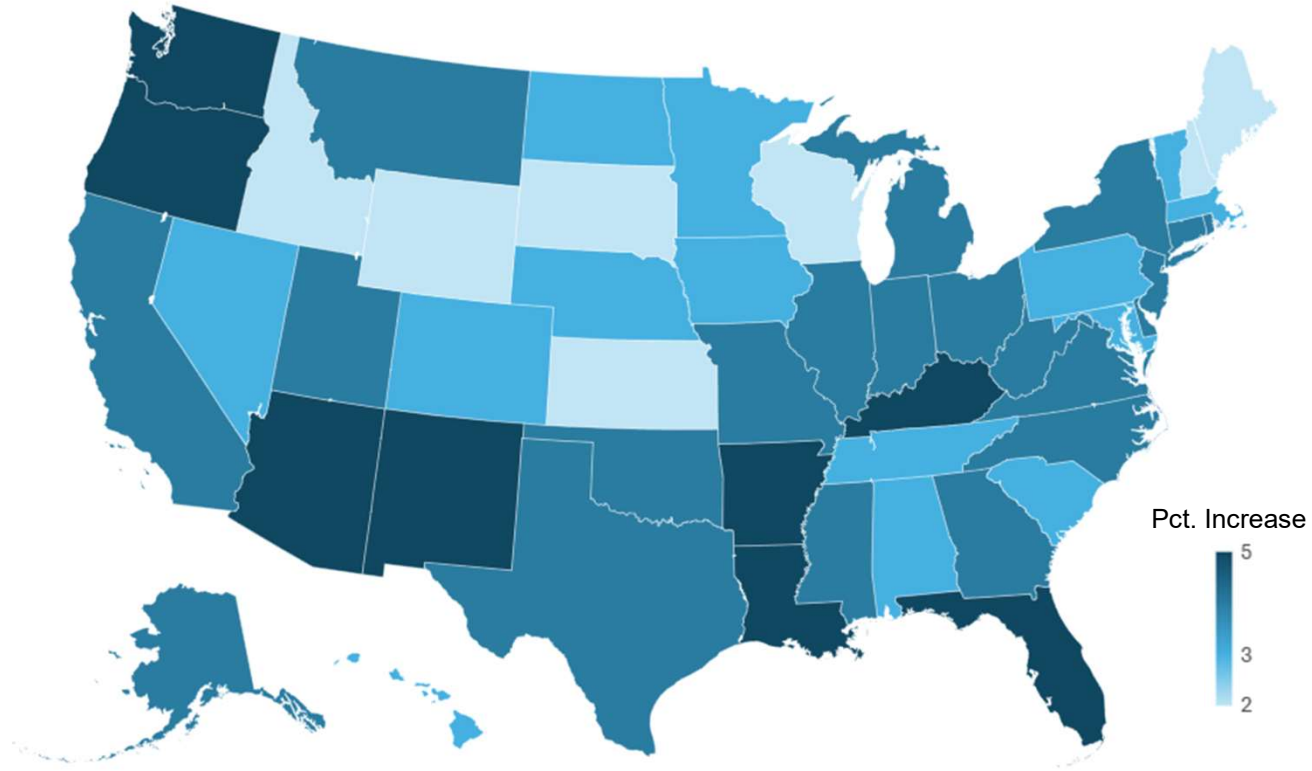
Pct Increase in Uninsured Population due to the Budget Reconciliation Package and Expiration of Premium Tax Credits Based on National CBO Estimates, by State



An Additional 14.2 Million People Could be Uninsured in 2034

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Source: KFF analysis of population data from Weldon Cooper Center for Public Service; estimates of uninsured pop growth by policy from CBO, KFF estimates of uninsured increase across states.

Good News

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Access

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The evidence is there

Where Have All The Doctors Gone? Addressing The Physician Shortage

By Alexa Kimball, Forbes Councils Member.
for Forbes Business Council, COUNCIL POST | Membership (fee-based)
Published Oct 08, 2025, 08:00am EDT

The physician shortage will worsen—unless Congress acts now

Congress has an opportunity to reverse the worsening physician shortage and bolster access to care for millions of people.

By **Bobby Mukkamala, MD**, President

Jun 16, 2025 | 5 Min Read

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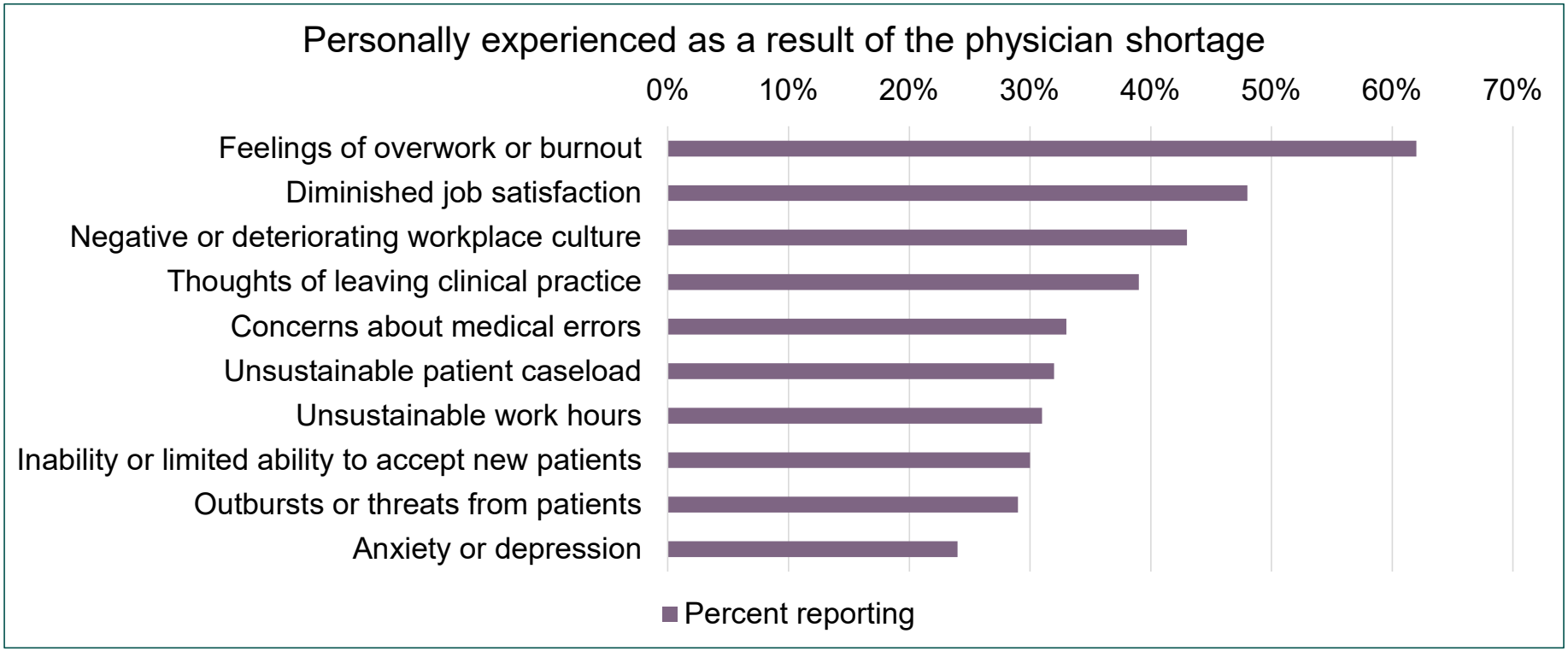
Everyone is feeling it



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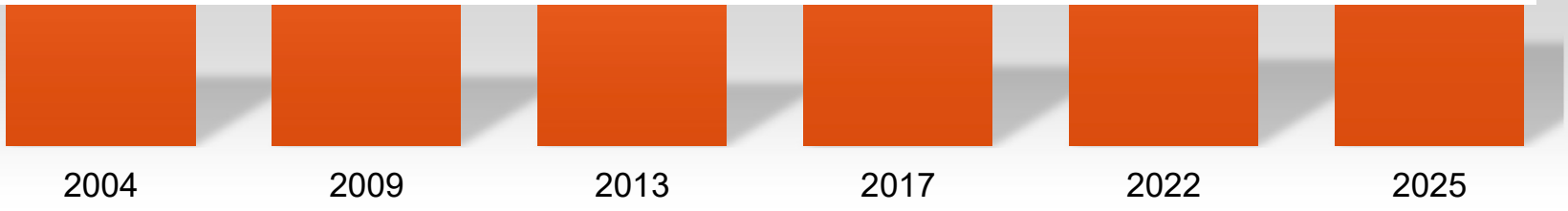
Source: Doximity Physician Compensation Report

Wait times are getting longer

“In some cases, researchers could not break through the various automated telephone sequences needed to reach a person able to schedule an appointment.”



Source: AMN Healthcare 2025 Survey of Physician Appointment Wait Times : https://online.flippingbook.com/view/83050962/ (selected specialties).

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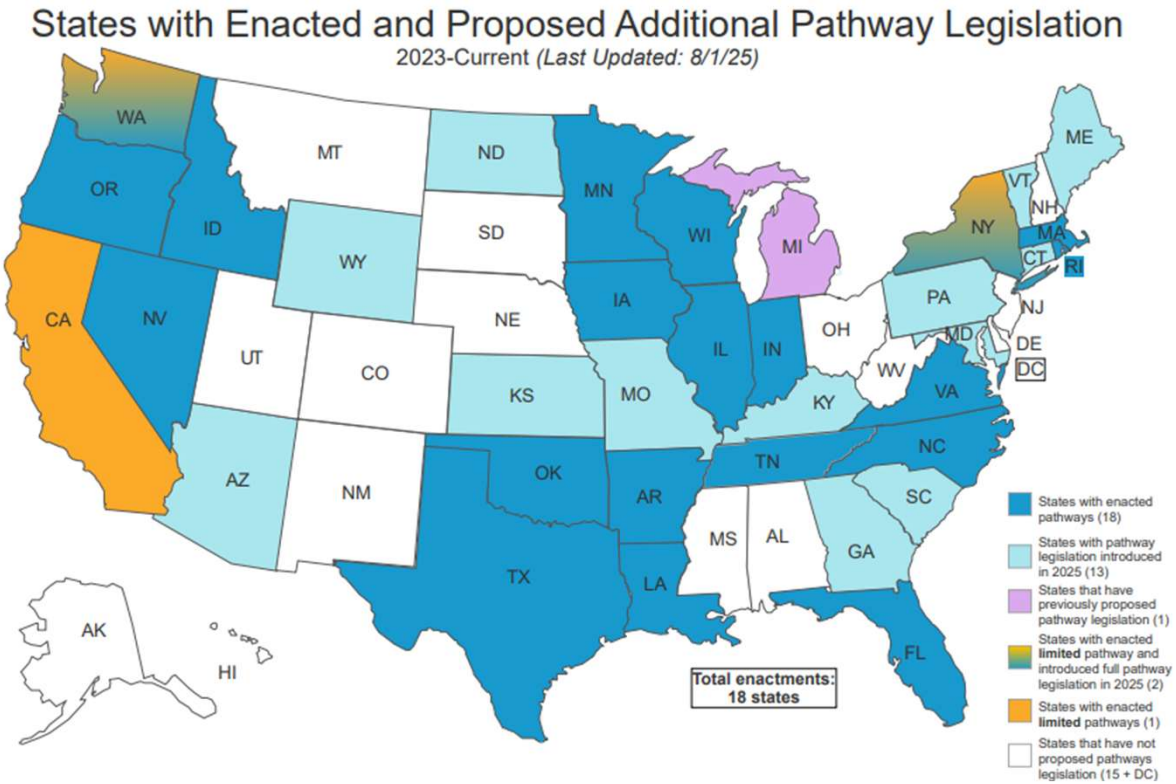
States seek strategies



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Source: https://www.fsmb.org/siteassets/advocacy/policies/states-with-enacted-and-proposed-additional-img-licensure-pathways-map.pdf

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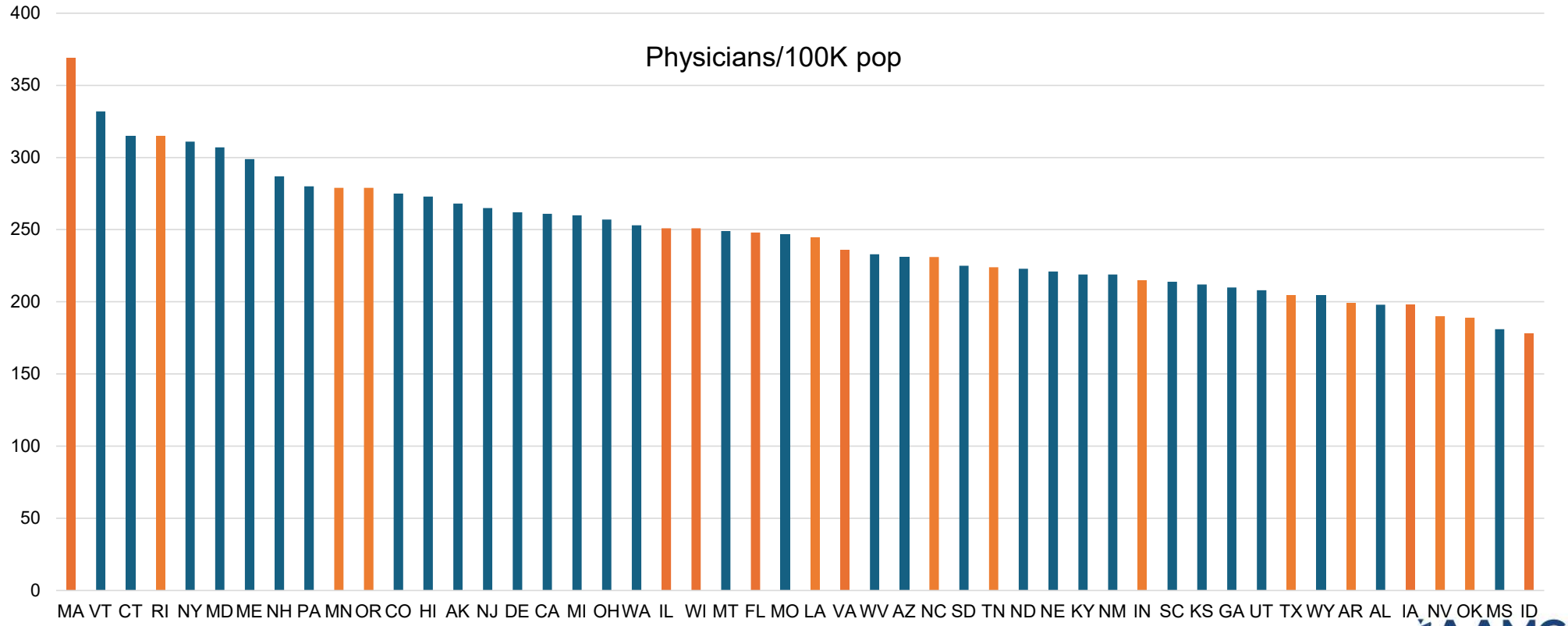
Where do we find enacted additional pathway legislation?



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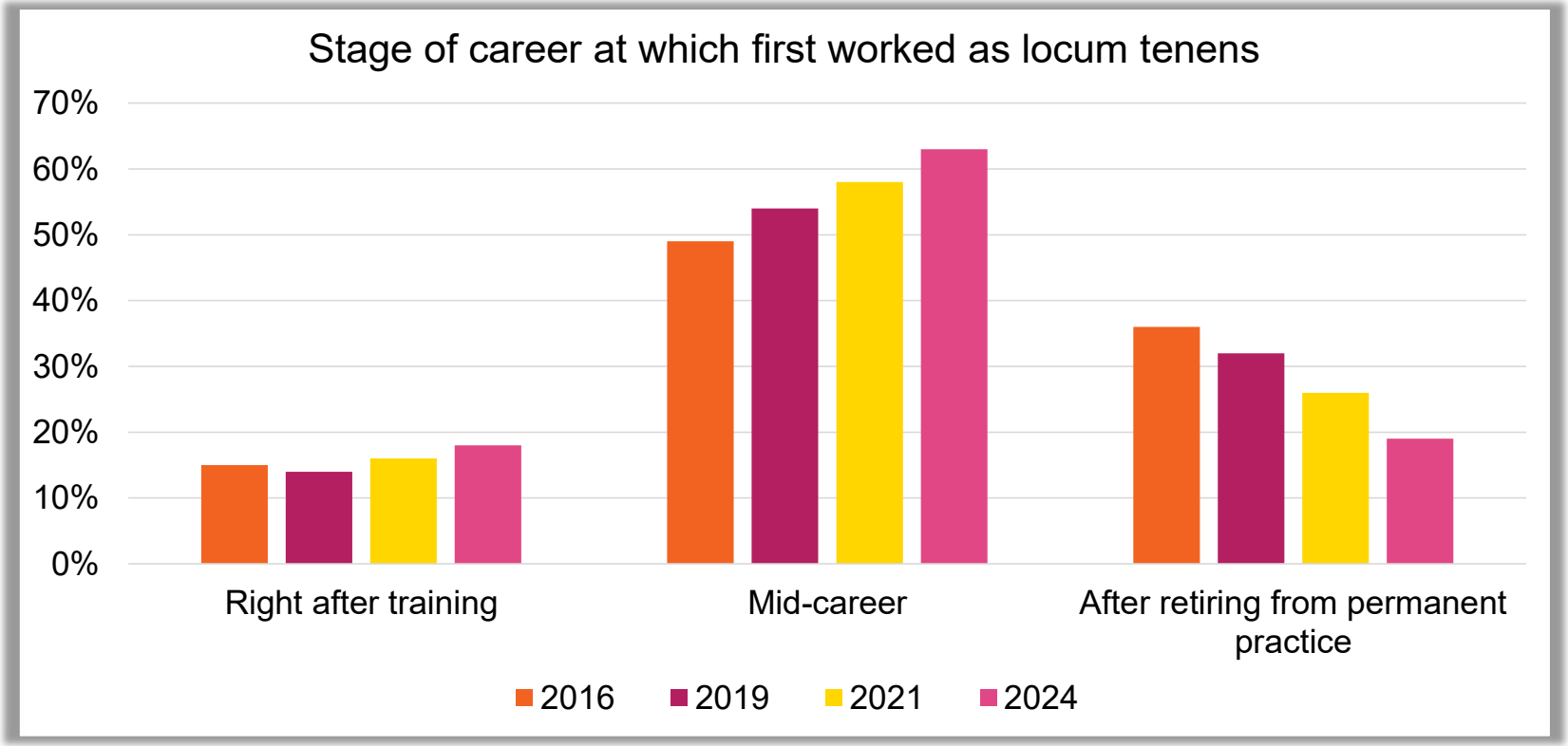
Source: AAMC analysis of AMA PPD Data, 2022; FSMB.

Another sign: the rise of locums



Source: AMN Healthcare 2024 Survey of Locum Tenens Physicians and Advanced Practitioners: Choosing an Alternate Practice Style in an Era of Provider Shortages and Burnout

Physician Workforce Projections

RAND

+ AAMC

= Innovation

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Old model left room for improvement

- Proprietary/Black Box
- Started projections *after* training
- Underestimated current shortage
- Based on linear equations

An Innovative, Dynamic Approach

- Structural, causal relationships
- Endogeneity
- Stakeholder engagement
- Partnerships

New & improved

- Includes medical education and training structures
- Begins projections in the past to validate
- Models retirement more accurately
- Includes feedback (e.g., population health and demand)
- Explicitly Includes PAs & NPs (APPs)

Before you even ask

Last published report:

- Based on old model
- Likely underestimates beginning shortfall
- Only looks out 15 years

Last presented results:

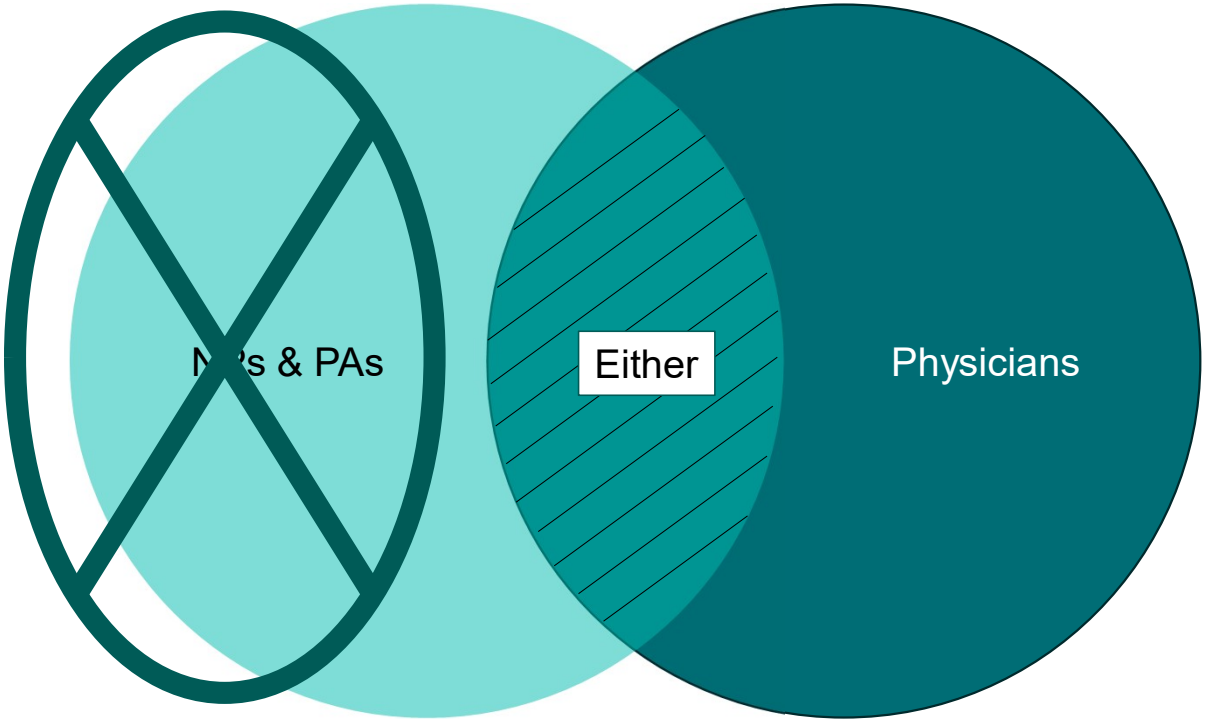
- Upgrades made to model since then
- That was a *very* rosy scenario

As a reference

Most recent HRSA projections (by 2037):

- “31 out of 35 major physician specialties are projected to have a shortage”
- Total physician shortage of 200,900

It's a *physician* workforce projections model, after all.



Scenarios: fiction & fact

Scenarios are not:

- Predictions

Scenarios are:

- A way to assess the systems level implications of changes (if -> then)
- A way to identify potential leverage points
- A way to identify areas for model improvement
- A learning process

1. Stagnation Scenario

Current underlying trends persist, like declining work hours for physicians

GME does not grow

Scope of practice does not expand, and willingness to shift tasks to PAs and NPs does not increase

Without GME growth or increased reliance on PAs and NPs, physician shortages in the US will continue to severely limit access to care through at least 2050

Content removed pending publication.

2. GME Expansion Scenario

Current underlying trends persist, like declining work hours for physicians

GME slots increase by 14,000 – as in the Resident Physician Shortage Reduction Act

Scope of practice does not expand, and willingness to shift tasks to PAs and NPs does not increase

With GME growth, but no increased reliance on PAs and NPs, the primary care and specialty care physician shortages will persist, but not to the degree they would without new GME

Content removed pending publication.

3. Increased PA & NP Reliance Scenario

Current underlying trends persist, like declining work hours for physicians

GME does not grow

Scope of practice continues to expand, and willingness to shift tasks to PAs and NPs continues to increase

With no GME growth, but with increased reliance on PAs and NPs, shortages in both primary care and specialty care could be less acute by 2050

Content removed pending publication.

4. GME Growth + Increased Reliance on PAs & NPs Scenario

Current underlying trends persist, like declining work hours for physicians

GME slots increase by 14,000

Scope of practice continues to expand, and willingness to shift tasks to PAs and NPs continues to increase

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With both GME growth and increased reliance on PAs and NPs, the physician shortage in the US could be significantly smaller in primary care and specialty care by 2050

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Even with growth in both GME and the role of PAs and NPs, the shortage of non-hospitalist specialist physicians in the US will continue to be grave through 2050

Content removed pending publication.

By the numbers: projected shortages by 2050

Content removed pending publication.

By the numbers: projected shortages by 2050

Content removed pending publication.

By the numbers: projected shortages by 2050

Content removed pending publication.

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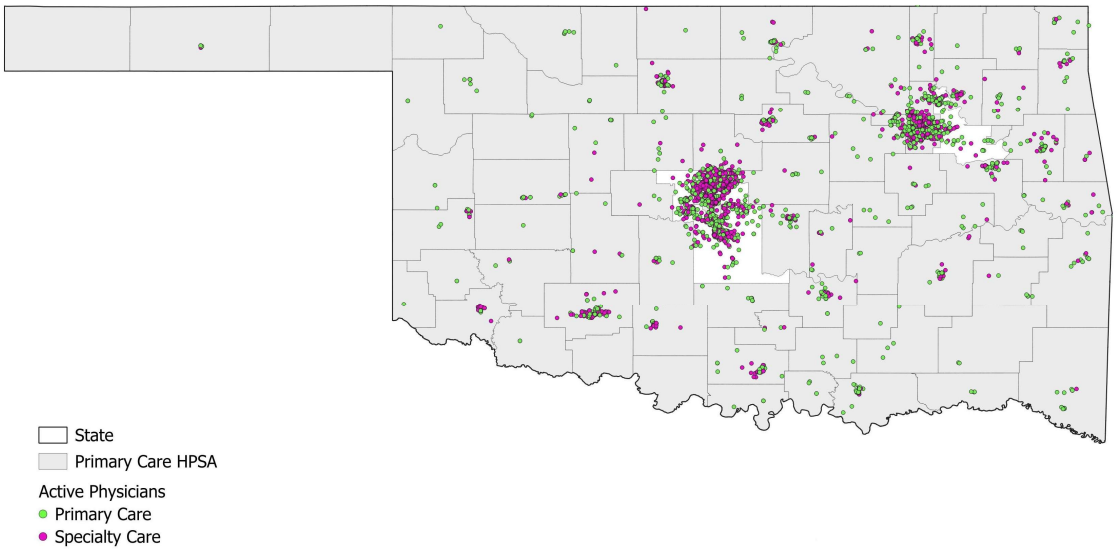
University of Oklahoma College of Medicine

Active Physician Workforce by Specialty Group and HPSA Designation in Oklahoma



Source: AMA PPD as of December 31st, 2023

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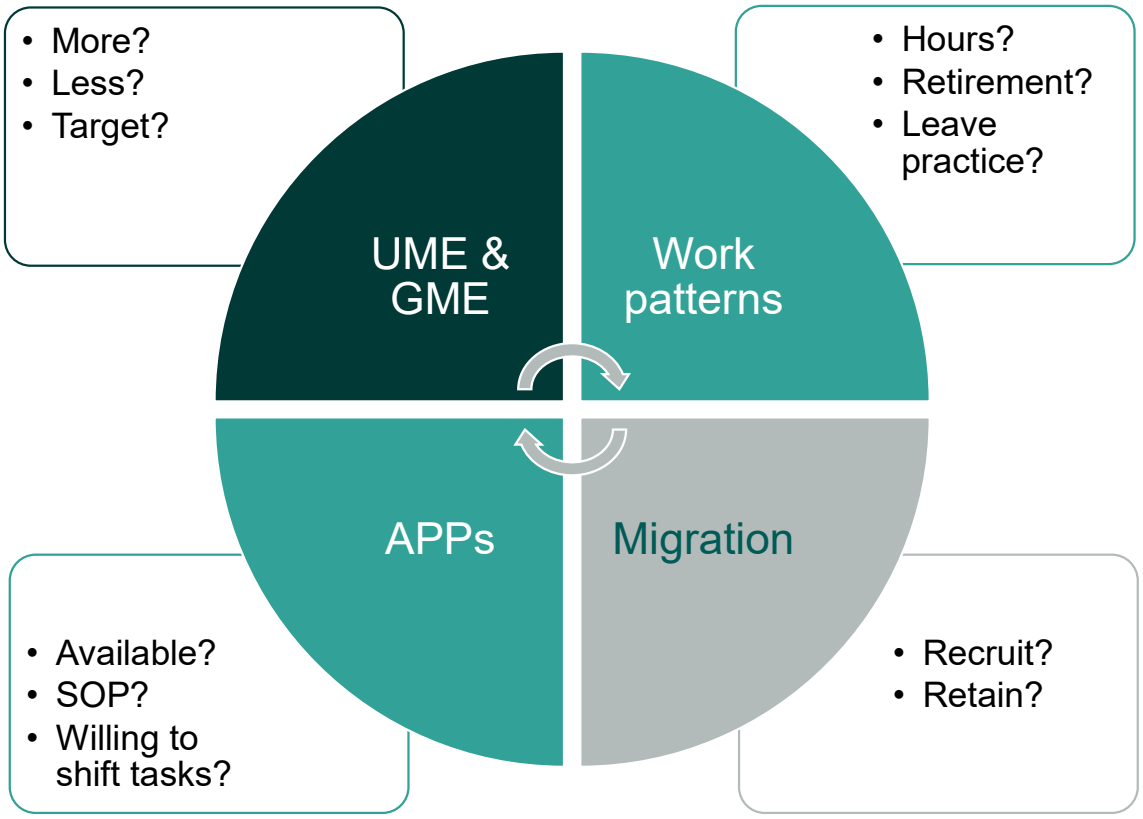
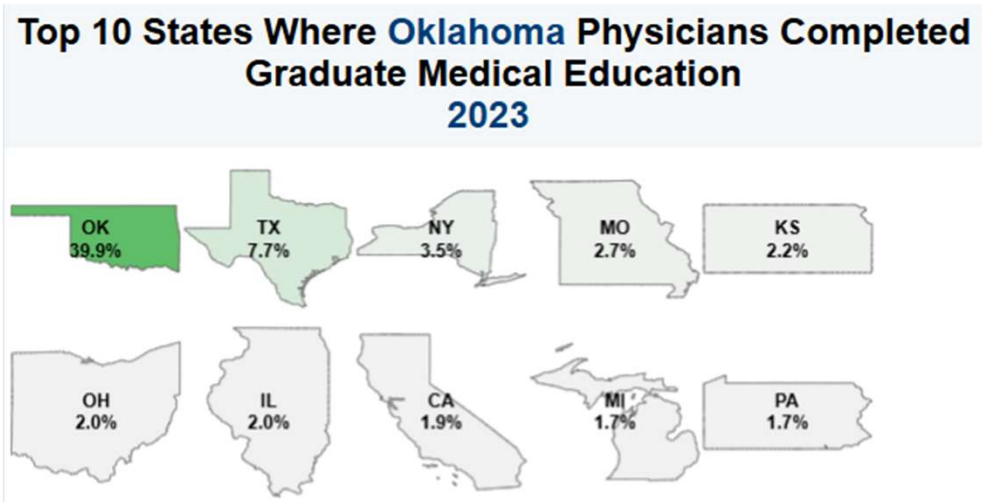
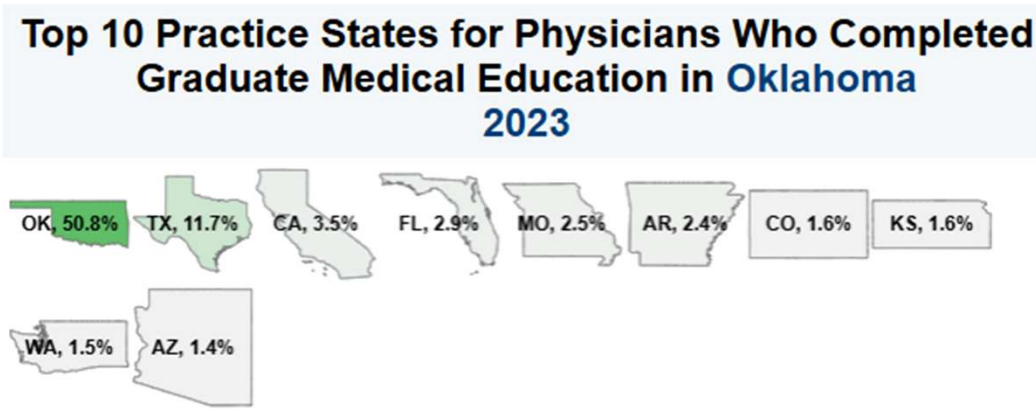
Different Context -> Different Scenarios



Inflow and outflow





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Model Validation

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Preliminary Outcomes - Oklahoma

Content removed pending publication.

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Want to stay up to date on the projections work?

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Did you catch all that?

Good News	Access	Projections
Production	Usual source	Shortage
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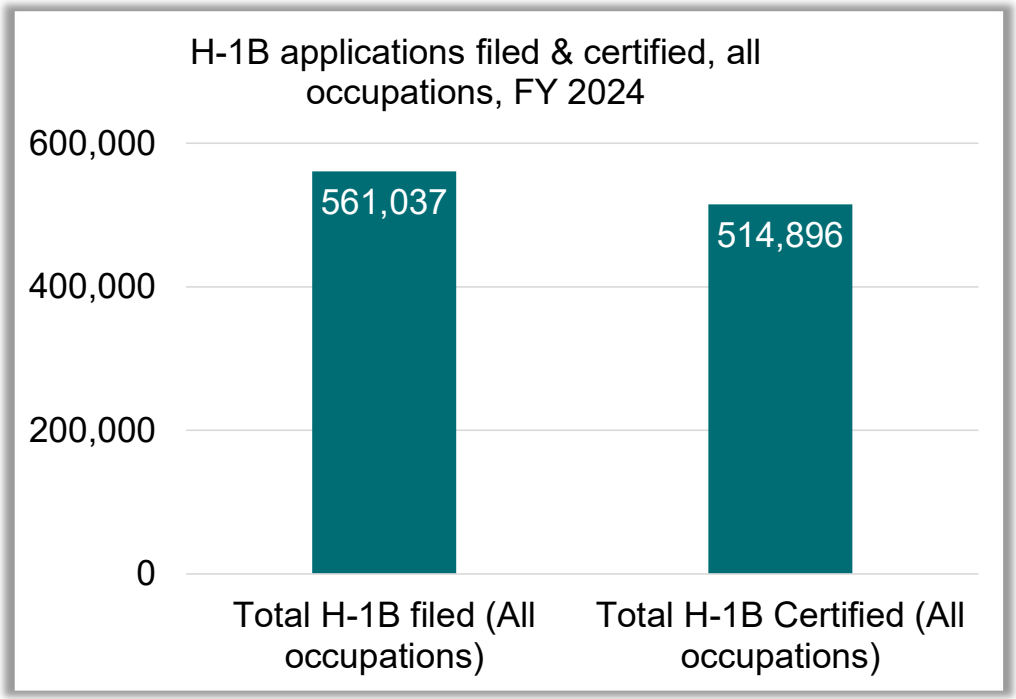
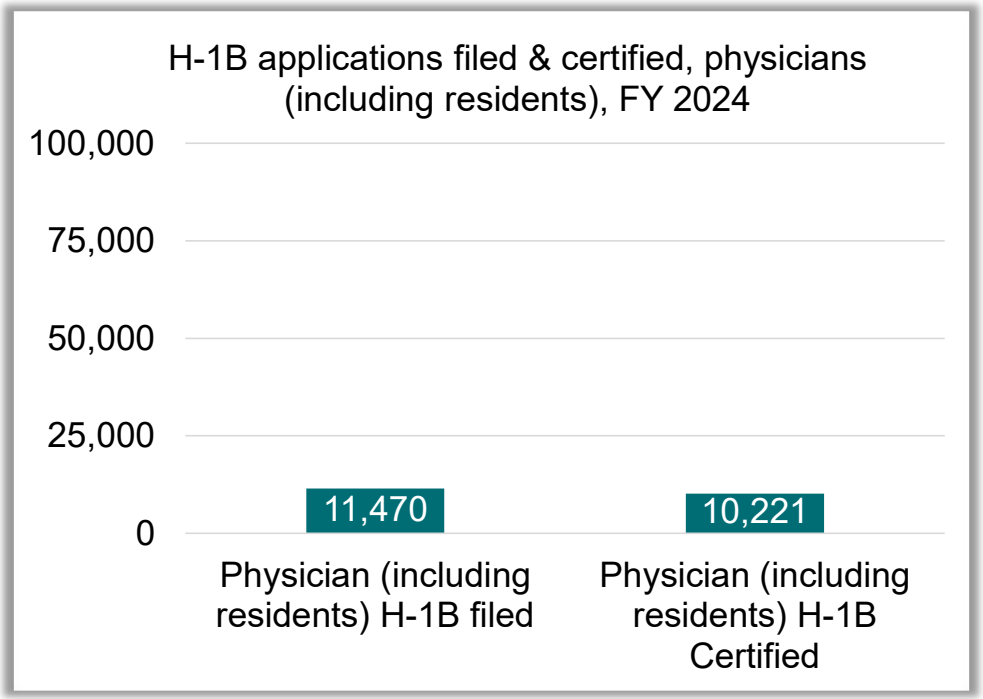
Coda

What about H-1Bs?





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Source: Labor Condition Application (LCA) Programs (H-1B, H-1B1, E-3) 2024 Q1-Q4.

aamc.org/workforce

Workforce @ LearnServeLead 2025

- Market Square Zone 3: Your Impact in Academic Medicine, November 2, 2-4 pm

- Collaborative Approaches to Building Sustainable Pathways to Meet Regional Healthcare Workforce Needs, November 3, 10:15
- Navigating Federal Immigration Policies: Supporting Academic Medicine and Strengthening the Health Workforce, November 3, 1:30pm
- Sustaining the Health Workforce: Global Perspectives (AAHCI), November 3, 1:45pm
- The Evolving Landscape for International Medical Graduates, November 3, 3:30

- Using Data to Improve Workforce Recruitment and Retention, November 4, 2:00pm
- Navigating the Impact of State-Level Abortion Restrictions on the Physician Workforce , November 4, 2:00pm
- Building and Sustaining the Future Biomedical Research Workforce, November 4, 3:30pm

Key points

1. Significant physician workforce shortages by 2050: up to 155,000 FTEs in primary care and up to 174,000 FTEs in specialty care.
2. Academic medicine has done much to address the physician shortage.
3. Too many Americans struggle to get medical care due to the shortage - and costs.
4. Data do not support the notion that medical education debt is a major driver of specialty choice.
5. Most physicians who have paid off their education debt did so in 10 or fewer years.
6. More work is needed, but burnout is less bad than it has been.

Questions?