**CoPS Workforce Activities February 2020 for AMSPDC**

The Council of Pediatric Subspecialties has been actively engaged in pediatric subspecialty workforce over the last few years. Using our network of pediatric subspecialty organizations we worked to categorize concerns amongst pediatric subspecialists and then target actionable items that we felt were both of concern to the community and areas in which CoPS could take action. Therefore, in 2017, we developed four Workforce Action Teams to address these issues:

* **Workforce Surveys Action Team**
  + This group worked collaboratively with the AAP to develop a generic workforce survey that could be used by an individual subspecialty to gather information. The survey is almost complete and should be available soon.
* **Early Exposure of Pediatric Subspecialties Action Team**
  + Noting that early exposure is a key factor in recruitment, this group is working to improve how pediatric subspecialties reach out to students and trainees early on. Currently, they are working to define a survey to catalog the early exposure efforts that currently underway to define some best practices. Additionally, they hope to create a toolkit for subspecialties to help with early exposure and recruitment efforts.
* **Length of Training Action Team**
  + Working in close collaboration with the ABP, this group is exploring the current length of training for pediatric subspecialties. Efforts are underway to determine what metrics would be needed to petition the ABP to change the length of training for pediatric subspecialty fellowships.
* **Recruiting and Sustaining Fellows/Junior Faculty in Research**
  + This group is working to understand the challenges for developing and sustaining fellows and junior faculty in research. They are currently developing surveys of department chairs, physician scientist faculty and Fellowship Program Directors to best understand these challenges. Additionally, their work overlaps with the National Pediatrician-Scientist Collaborative Workgroup who has just gotten a white paper entitled, “Fixing the Leaky Pipeline: Identifying Solutions for Improving Pediatrician-Scientist Training During Pediatric Residency” into *Pediatric Research*. (Burns et al, *Pediatric Research*, in press)

Along with the ABP, CoPS has developed the **Virtual Pediatric Workforce Network** (VPWN). This group consists of numerous stakeholder groups (CHA, APPD, APA, AAP, AMSPDC, SPR, CoPS and the ABP) in pediatrics and convenes quarterly conference calls to discuss pertinent issues. Over the initial year, the group has shared relevant data and worked to prioritize issues. These topics have included the subspecialty pipeline, GME funding, Physician Scientists as well as planning for collaborative work amongst the network participants.

CoPS is working to put together a template for which an individual subspecialty can work to gather its workforce data. This would serve as a tool for which a subspecialty could collect workforce data from multiple sources such as the NRMP and the ABP. CoPS will consider hosting a webinar on this topic later this year.

Finally, CoPS has worked collaboratively with the APPD Fellowship Director’s Executive Committee to explore the challenges of pediatric subspecialty fellowship funding. A survey of Pediatric Subspecialty Fellowship Directors was performed revealing restrictions in program size and educational resources based on funding limitations. (Weiss et al. *Academic Pediatrics* 2019, Heyman et al. *J Peds* 2019, Weiss et al. *Ped Pulm* 2020.)