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# Sticking the Landing: Helping Graduates Find Their First Job

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# OBJECTIVES

1. Exchange ideas and strategies of attracting health profession students to rural communities
2. Review Learner Facing Activities
3. Discuss Market Facing Activities
4. Discuss and share our experiences at TTUHSC

# General Philosophy



Education focused on job attainment is important for learner success

- We want our learners to be successful in the market
- Good job placement is good for the learner, the program, and the community
- Most learners do not know how to get (MATCH WITH) a good job, and rely on questionable or informal recourses to educate themselves

Most of us come to healthcare out of a strong interest in helping others, it is also important that we put food on the table!

We take a multipronged approach to job placement assistance

- Learner focused activities
- Market focused activities

# Learner focused activities

## Group Based Activities

- Practice Management Education
- Education on Payor Models
- General Market Based Discussions
- Basics in Contract Negotiation
- Guest presentations from recruiters and hospital systems
- Discussions of common pitfalls (e.g., under or overselling oneself, over emphasis on income)
- Basic financial counseling can be helpful

# Learner focused activities

## One-on-one Activities

- Evaluation of learners values and priorities
- Evaluation of learners general goals
- Connecting learner to potential employers
- Moonlighting
- Contract reviews

## Market focused activities

- Establish relationships with community clinicians and healthcare systems - THECB service / Networking
- Keeping in touch with prior graduates - surveys / visits
- Creating corporate partnerships
- Offering academic appointments and teaching opportunities (e.g. rural residency rotations)
- Maintaining high board pass rates, and advertising this!
- Recruiting guest presenters/lectures from key market players
- Crafting a strong program reputation

# TTUHSC and Family Medicine Outcomes

- Outcomes: 10 year cohort study (120 former residents)
- Over 50% of our graduates practice in rural communities across Texas and the US
- Only 15% practice in urban areas
- Other 35% do hybrid work: rural/Urban/Suburban
- 95% of our rural doctors remain in those communities 10 years out
- Expanded learner opportunities for our medical students
- Expanding relationships with rural health administrators and hospital districts
- Better contracts and remunerations for our doctors



## Lessons Learned

- If a learner can stay with their first employer after their initial contract period (e.g., after a loan repayment agreement/program), this is good for everyone!
- Bad employee/employer match is bad for everyone, and can limit opportunities for future graduates
- Helping learners to have realistic and healthy expectations is key

# Questions and Discussion