

The Agency for Health Care Administration

Graduate Medical Education Slots For Doctors Program

A Report to the Florida Legislature
For State Fiscal Year 2023-2024



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Background and History

Florida's Graduate Medical Education (GME) Slots for Doctors program was established by the Florida Legislature in 2023 by amending s. 409.909, F.S. The program is a response to findings documented in the *IHS Markit, Florida Statewide Regional Physician Workforce Analysis: 2019 to 2035*, which suggested, based on the physician supply and demand trends at the time of the writing, that "Florida's projected 2035 supply and demand could yield a shortfall of approximately 17,924 Full-Time Equivalent (FTE) physicians with supply sufficient to meet only 77 percent of the projected demand (Iacobucci, 2021)."¹ Additionally, the IHS Markit report also indicated that historically, 75% of Residents and Fellows trained in Florida, remain and practice in Florida at the completion of their residency period. Accordingly, the goal of the Slots for Doctors program is to increase the State's physician supply by providing new resident positions that will produce additional well-trained physicians across all regions of the state.

Only facilities with accredited programs that include physician specialties or subspecialties in a statewide supply-and-demand deficit were eligible for payments under the Slots for Doctors program in SFY 2023-24. The State allocated \$100,000 for each newly created, and previously unfunded, resident or fellowship position that was originally filled on or after June 1, 2023, to the hospitals and institutions that received accreditation from the Accreditation Council for Graduate Medical Education (ACGME), or the Osteopathic Postdoctoral Training Institution (OPTI).² This funding will remain available for each of these slots as long as the position remains occupied, or the program is terminated by the Florida Legislature.

The physician specialties and subspecialties in statewide supply/demand deficit that were eligible for funding under this new program, both adult and pediatric, were identified in the SFY 2023-24 General Appropriations Act and are listed in Table 1:

Table 1
List of Qualifying Specialties

Specialty	
Allergy or Immunology	Neurological Surgery
Anesthesiology	Obstetrics/Gynecology
Cardiology	Ophthalmology
Colon And Rectal Surgery	Orthopedic Surgery
Emergency Medicine	Pediatrics
Endocrinology	Physical Medicine and Rehabilitation
Family Medicine	Plastic Surgery/Reconstructive Surgery
Gastroenterology	Psychiatry
General Internal Medicine	Pulmonary/Critical Care
Geriatric Medicine	Radiation Oncology
Hematology	Rheumatology
Oncology	Thoracic Surgery
Infectious Diseases	Urology
Neonatology	Vascular Surgery
Nephrology	

¹ Iacobucci, Will, et al. "Florida Statewide and Regional Physician Workforce Analysis: 2019 to 2035." (2021).

² The ACGME accredits allopathic GME programs, while the OPTI accredits osteopathic GME programs.

The Slots for Doctors program utilized General Revenue to generate federal matching funds under Medicaid and distributed them to participating hospitals and qualifying institutions quarterly. Resident positions funded by this program were not eligible for concurrent funding under the Statewide Medicaid Residency Program.

Overview of Results

The Slots for Doctors program took effect on July 1, 2023, and in its first year:

- Created 255 resident positions
- Increased accessibility to care in all Florida Medicaid Statewide Medicaid Managed Care (SMMC) Regions
- Increased accessibility to 14 primary specialties and 15 subspecialties, with 26 unique primary/subspecialty combinations represented
- Distributed \$25.5 million to 31 participating hospitals

While all of the SMMC regions³ saw an increase in access to most of the covered specialties and subspecialties, there were seven approved specialties that saw no increase in initially filled resident or fellow positions during this year's the Slots for Doctors program. Partnering with the facilities across the state that provide Graduate Medical Education, the Agency for Health Care Administration will continue to look for ways to develop and support the seven specialties/subspecialties listed below.

- Colon and Rectal Surgery
- Neonatology
- Plastic Surgery/Reconstructive Surgery
- Radiation Oncology
- Rheumatology
- Thoracic Surgery
- Urology

Summary

New Resident Positions

255 newly created resident positions were first filled in SFY 2023-24 at 31 participating hospitals for an average of approximately 8.23 FTE per facility. The total funding distributed for this program was \$25.5 million in SFY 2023-24. The residents funded through this program covered 14 different primary specialties and 15 different subspecialties in a supply and demand deficit across all Florida Medicaid Regions in the state.

Table 2 illustrates where access to services was increased, by how many FTEs, and in what primary specialties and subspecialties.

Top Specialties and Hospitals by FTE Count

The top five primary specialties, which account for 89% of the new specialties added, were Internal Medicine, Emergency Medicine, Psychiatry, Family Medicine, and Pediatrics. The five hospitals with the most FTEs added were Lakeland Regional Medical Center, Broward Health North, Memorial Hospital West, HCA Florida West Hospital, and HCA Florida Lawnwood Hospital.

³ See Appendix C for SMMC Region Map

**Table 2
FTE by Region and Specialty**

Florida Medicaid SMMC Region	New FTEs	Primary Specialties Added	Subspecialties Added*	Number of Participating Hospitals
A: Bay, Calhoun, Escambia, Franklin, Gadsen, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Madison, Okaloosa, Santa Rosa, Taylor, Wakulla, Walton, Washington	27	Obstetrics & Gynecology, Psychiatry, Internal Medicine, Physical Medicine & Rehab,	General	4
B: Alachua, Baker, Bradford, Citrus, Clay, Columbia, Dixie, Duval, Flagler, Gilchrist, Hamilton, Hernando, Lafayette, Lake, Levy, Marion, Nassau, Putnam, St. Johns, Sumter, Suwannee, Union, Volusia	45	Internal Medicine, Orthopedic Surgery, Anesthesiology, Psychiatry, Pediatrics, Emergency Medicine, Obstetrics & Gynecology, Neurology	General, Pulmonary Disease & Crit. Care Med, Cardiovascular Disease, Geriatric Medicine, Hematology & Oncology, Gastroenterology, Child & Adolescent Psychiatry, Pediatric Emergency Medicine, Child Neurology	6
C: Pasco, Pinellas	15	Internal Medicine, Psychiatry	Cardiovascular Disease, General,	3
D: Hardee, Highlands, Hillsborough, Manatee, Polk	63	Physical Medicine & Rehab, Internal Medicine, Emergency Medicine, Family Medicine	General, Cardiovascular Disease, Interventional Cardiology, Hematology & Oncology, Pulmonary Disease & Crit. Care Med	7
E: Brevard, Orange, Osceola, Seminole	4	Surgery, Pediatrics, Emergency Medicine	General Vascular Surgery, Endocrinology, Pediatric Hospital Medicine, General	2
F: Charlotte, Collier, DeSoto, Glades, Hendry, Lee, Sarasota	11	Internal Medicine	General	1
G: Indian River, Martin, Okeechobee, Palm Beach, St. Lucie	15	Internal Medicine	General	1
H: Broward	71	Psychiatry, Emergency Medicine, Internal Medicine, Ophthalmology, Anesthesiology, Obstetrics & Gynecology, Allergy & Immunology	General, Gastroenterology, Pulmonary Disease & Crit. Care Med, Nephrology, Cardiovascular Disease, Hematology & Oncology, Infectious Disease	5
I: Miami-Dade, Monroe	4	Internal Medicine, Orthopedic Surgery, Obstetrics & Gynecology,	Pulmonary Disease & Crit. Care Med, General	2
Totals:	255	14	15	31

* The numbers shown for subspecialties are a subset of the primary specialties.

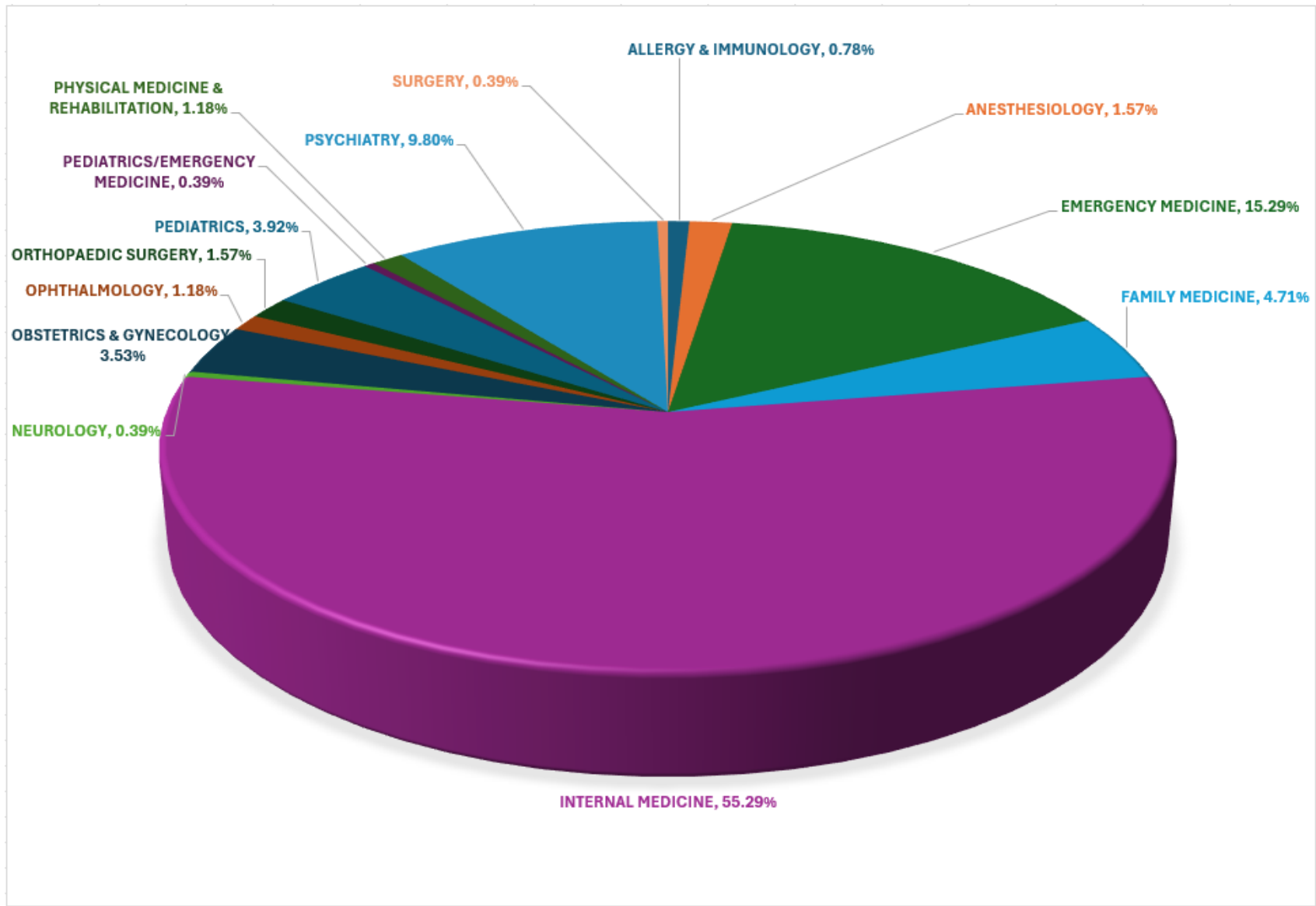
Table 3
Graduate Medical Education Slots for Doctors Program Distribution
SFY 2023-24

Medicaid ID	Provider	Region	GME Slots For Docs FTEs	Total SFY 23-24 GME Slots For Docs Program Distribution
010076500	Ascension-Sacred Heart Health System	A	1.00	\$100,000
010821900	Broward Health Imperial Point	H	5.00	\$500,000
010021800	Broward Health North	H	35.00	\$3,500,000
012037500	HCA Florida Aventura Hospital	I	1.00	\$100,000
011021300	HCA Florida Blake Hospital	D	4.00	\$400,000
011807900	HCA Florida Brandon Hospital	D	4.00	\$400,000
011980600	HCA Florida Capital Hospital	A	6.00	\$600,000
010219900	HCA Florida Citrus Hospital	B	13.00	\$1,300,000
011974100	HCA Florida Largo Hospital	C	1.00	\$100,000
011969500	HCA Florida Lawnwood Hospital	G	15.00	\$1,500,000
012007300	HCA Florida Oak Hill Hospital	B	6.00	\$600,000
010988600	HCA Florida Ocala Hospital	B	3.00	\$300,000
011174100	HCA Florida Orange Park Hospital	B	2.00	\$200,000
010138900	HCA Florida Osceola Hospital	E	1.00	\$100,000
011995400	HCA Florida Sarasota Doctors Hospital	F	11.00	\$1,100,000
010552000	HCA Florida Trinity Hospital	C	8.00	\$800,000
011321200	HCA Florida West Hospital	A	17.00	\$1,700,000
011230500	HCA Florida Westside Hospital	H	1.00	\$100,000
010042100	Jackson Health System/Jackson Memorial Hospital	I	3.00	\$300,000
010164800	Lakeland Regional Medical Center	D	47.00	\$4,700,000
010252100	Memorial Hospital West	H	28.00	\$2,800,000
001020000	Memorial Regional Hospital	H	2.00	\$200,000
012032400	Moffitt Cancer Center	D	1.00	\$100,000
010150800	Morton Plant North Bay Hospital	C	6.00	\$600,000
004087600	Nemours Children's Hospital	E	3.00	\$300,000
010067600	Shands Jacksonville Medical Center dba UF Health-Jacksonville	B	10.00	\$1,000,000
010097800	St. Joseph's Hospital	B	8.00	\$800,000
375270427	Tallahassee Memorial HealthCare	A	3.00	\$300,000
010099400	Tampa General Hospital	D	3.00	\$300,000
010003000	UF Health Shands	B	3.00	\$300,000
010169900	Winter Haven Hospital	D	4.00	\$400,000
			255.00	\$25,500,000

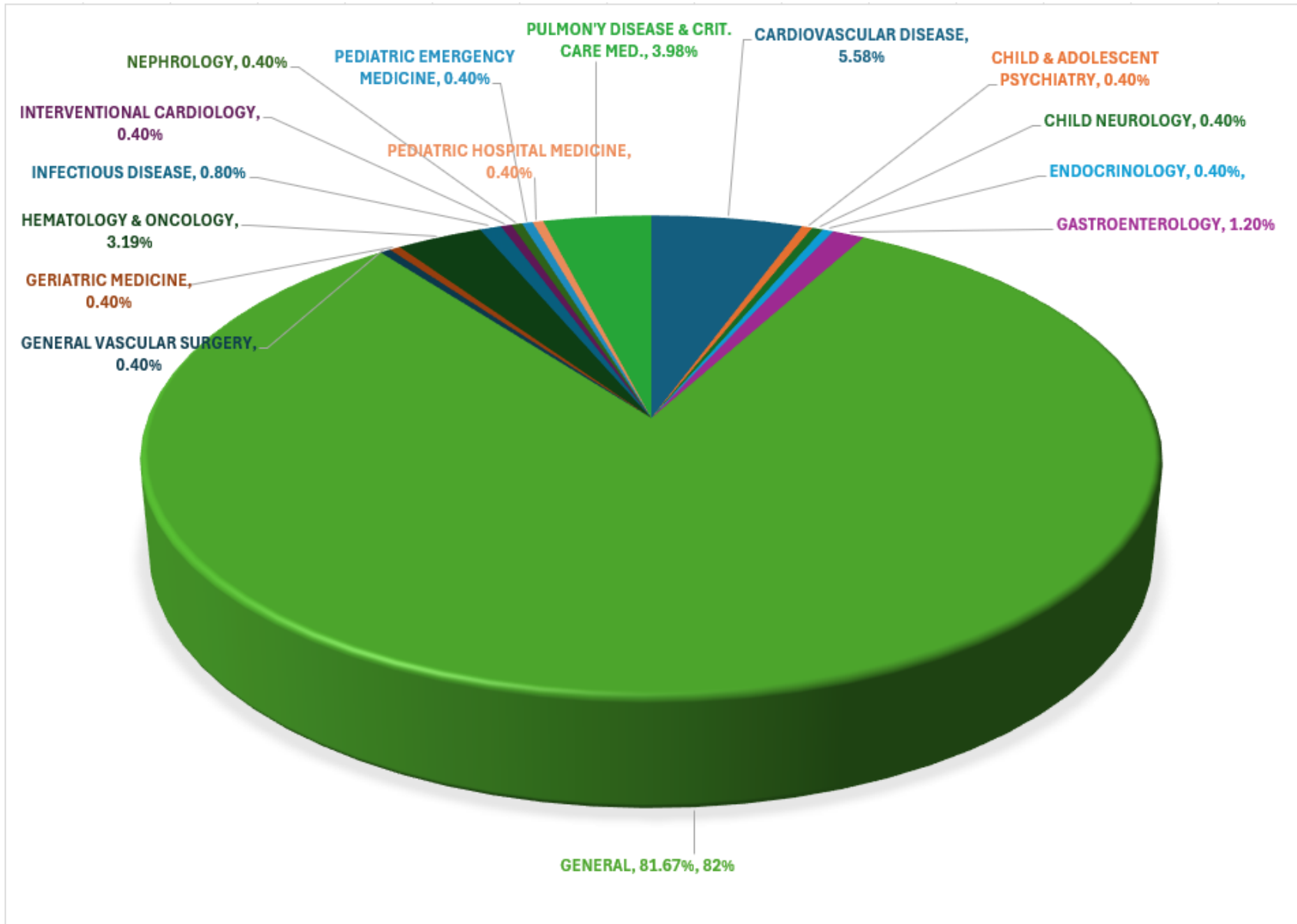
Table 4
SFY 2023-24 Graduate Medical Education – Slots for Doctors – Hospital Specialty and FTE
Detail

Medicaid ID	Facility Name	IRIS SPECIALTY (PRIMARY DESCRIPTION)	IRIS SUBSPECIALTY (SECONDARY DESCRIPTION)	Count
010076500	Ascension-Sacred Heart Health System	OBSTETRICS & GYNECOLOGY	N/A	1
010821900	Broward Health Imperial Point	PSYCHIATRY	GENERAL	5
010021800	Broward Health North	EMERGENCY MEDICINE	GENERAL (SEE NOTE 4 IN HELP SCREEN)	13
010021800	Broward Health North	INTERNAL MEDICINE	GENERAL	14
010021800	Broward Health North	INTERNAL MEDICINE	GASTROENTEROLOGY	2
010021800	Broward Health North	INTERNAL MEDICINE	PULMON'Y DISEASE & CRIT. CARE MED.	3
010021800	Broward Health North	OPHTHALMOLOGY	GENERAL	3
012037500	HCA Florida Aventura Hospital	INTERNAL MEDICINE	PULMON'Y DISEASE & CRIT. CARE MED.	1
011021300	HCA Florida Blake Hospital	PHYSICAL MEDICINE & REHABILITATION	GENERAL	2
011021300	HCA Florida Blake Hospital	INTERNAL MEDICINE	CARDIOVASCULAR DISEASE	2
011807900	HCA Florida Brandon Hospital	INTERNAL MEDICINE	CARDIOVASCULAR DISEASE	3
011807900	HCA Florida Brandon Hospital	INTERNAL MEDICINE	INTERVENTIONAL RADIOLOGY	1
011980600	HCA Florida Capital Hospital	PSYCHIATRY	GENERAL	6
010219900	HCA Florida Citrus Hospital	INTERNAL MEDICINE	PULMON'Y DISEASE & CRIT. CARE MED.	3
010219900	HCA Florida Citrus Hospital	INTERNAL MEDICINE	GENERAL	8
010219900	HCA Florida Citrus Hospital	INTERNAL MEDICINE	CARDIOVASCULAR DISEASE	2
011974100	HCA Florida Largo Hospital	INTERNAL MEDICINE	CARDIOVASCULAR DISEASE	1
011969500	HCA Florida Lawnwood Hospital	INTERNAL MEDICINE	GENERAL	15
012007300	HCA Florida Oak Hill Hospital	INTERNAL MEDICINE	GENERAL	5
012007300	HCA Florida Oak Hill Hospital	INTERNAL MEDICINE	GERIATRIC MEDICINE	1
010988600	HCA Florida Ocala Hospital	ORTHOPAEDIC SURGERY	GENERAL	3
011174100	HCA Florida Orange Park Hospital	INTERNAL MEDICINE	GENERAL	2
010138900	HCA Florida Osceola Hospital	SURGERY	GENERAL VASCULAR SURGERY	1
011995400	HCA Florida Sarasota Doctors Hospital	INTERNAL MEDICINE	GENERAL	11
010552000	HCA Florida Trinity Hospital	INTERNAL MEDICINE	GENERAL	8
011321200	HCA Florida West Hospital	INTERNAL MEDICINE	GENERAL	13
011321200	HCA Florida West Hospital	OBSTETRICS & GYNECOLOGY	GENERAL	3
011321200	HCA Florida West Hospital	PHYSICAL MEDICINE & REHABILITATION	GENERAL	1
011230500	HCA Florida Westside Hospital	INTERNAL MEDICINE	NEPHROLOGY	1
010042100	Jackson Health System/Jackson Memorial Hospital	ORTHOPAEDIC SURGERY	GENERAL	1
010042100	Jackson Health System/Jackson Memorial Hospital	OBSTETRICS & GYNECOLOGY	GENERAL	1
010042100	Jackson Health System/Jackson Memorial Hospital	INTERNAL MEDICINE	GENERAL	1
010164800	Lakeland Regional Medical Center	EMERGENCY MEDICINE	GENERAL (SEE NOTE 4 IN HELP SCREEN)	15
010164800	Lakeland Regional Medical Center	FAMILY MEDICINE	GENERAL	8
010164800	Lakeland Regional Medical Center	INTERNAL MEDICINE	GENERAL	20
010164800	Lakeland Regional Medical Center	PSYCHIATRY	GENERAL	4
010252100	Memorial Hospital West	ANESTHESIOLOGY	GENERAL	3
010252100	Memorial Hospital West	EMERGENCY MEDICINE	GENERAL (SEE NOTE 4 IN HELP SCREEN)	10
010252100	Memorial Hospital West	INTERNAL MEDICINE	CARDIOVASCULAR DISEASE	5
010252100	Memorial Hospital West	INTERNAL MEDICINE	HEMATOLOGY & ONCOLOGY	5
010252100	Memorial Hospital West	INTERNAL MEDICINE	INFECTIOUS DISEASE	2
010252100	Memorial Hospital West	OBSTETRICS & GYNECOLOGY	GENERAL	3
001020000	Memorial Regional Hospital	ALLERGY & IMMUNOLOGY	GENERAL	2
012032400	Moffitt Cancer Center	INTERNAL MEDICINE	HEMATOLOGY & ONCOLOGY	1
010150800	Morton Plant North Bay Hospital	PSYCHIATRY	GENERAL	6
004087600	Nemours Children's Hospital	PEDIATRICS	ENDOCRINOLOGY	1
004087600	Nemours Children's Hospital	PEDIATRICS	PEDIATRIC HOSPITAL MEDICINE	1
004087600	Nemours Children's Hospital	PEDIATRICS/EMERGENCY MEDICINE	GENERAL	1
010067600	Shands Jacksonville Medical Center Db	ANESTHESIOLOGY	GENERAL	1
010067600	Shands Jacksonville Medical Center Db	INTERNAL MEDICINE	CARDIOVASCULAR DISEASE	1
010067600	Shands Jacksonville Medical Center Db	INTERNAL MEDICINE	HEMATOLOGY & ONCOLOGY	2
010067600	Shands Jacksonville Medical Center Db	INTERNAL MEDICINE	GENERAL	1
010067600	Shands Jacksonville Medical Center Db	INTERNAL MEDICINE	PULMON'Y DISEASE & CRIT. CARE MED.	2
010067600	Shands Jacksonville Medical Center Db	INTERNAL MEDICINE	GASTROENTEROLOGY	1
010067600	Shands Jacksonville Medical Center Db	PSYCHIATRY	CHILD & ADOLESCENT PSYCHIATRY	1
010067600	Shands Jacksonville Medical Center Db	PSYCHIATRY	GENERAL	1
010097800	St. Joseph's Hospital	PEDIATRICS	GENERAL	8
375270427	Tallahassee Memorial HealthCare	INTERNAL MEDICINE	N/A	3
010099400	Tampa General Hospital	PSYCHIATRY	GENERAL	2
010099400	Tampa General Hospital	INTERNAL MEDICINE	PULMON'Y DISEASE & CRIT. CARE MED.	1
010003000	UF Health Shands	EMERGENCY MEDICINE	PEDIATRIC EMERGENCY MEDICINE	1
010003000	UF Health Shands	OBSTETRICS & GYNECOLOGY	GENERAL	1
010003000	UF Health Shands	NEUROLOGY	CHILD NEUROLOGY	1
010169900	Winter Haven Hospital	FAMILY MEDICINE	GENERAL	4
	Total			255

Pie Chart 1
Primary Specialty Full-Time Equivalent Percentages
SFY 2023-24



Pie Chart 2
Secondary Specialty Full-Time Equivalent Percentages



Appendix A

Section 409.909(6), F.S.

(6) *The Slots for Doctors Program is established to address the physician workforce shortage by increasing the supply of highly trained physicians through the creation of new resident positions, which will increase access to care and improve health outcomes for Medicaid recipients.*

(a) *Notwithstanding subsection (4), the agency shall annually allocate \$100,000 to hospitals and qualifying institutions for each newly created resident position that is first filled on or after June 1, 2023, and filled thereafter, and that is accredited by the Accreditation Council for Graduate Medical Education or the Osteopathic Postdoctoral Training Institution in an initial or established accredited training program which is in a physician specialty or subspecialty in a statewide supply-and-demand deficit.*

(b) *This program is designed to generate matching funds under Medicaid and distribute such funds to participating hospitals and qualifying institutions on a quarterly basis in each fiscal year for which an appropriation is made. Resident positions created under this subsection are not eligible for concurrent funding pursuant to subsection (1).*

(c) *For purposes of this subsection, physician specialties and subspecialties, both adult and pediatric, in statewide supply-and-demand deficit are those identified as such in the General Appropriations Act.*

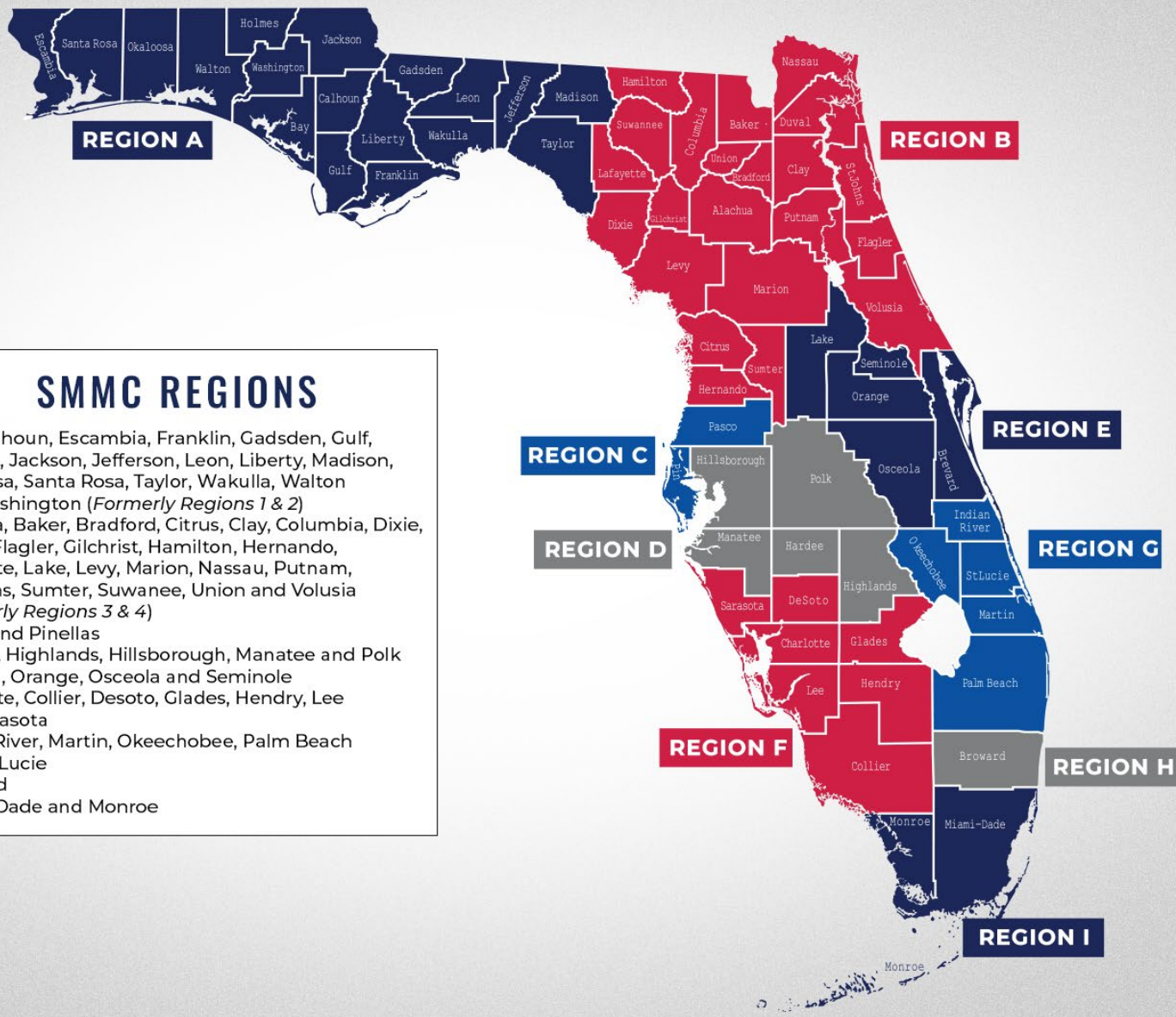
(d) *Funds allocated pursuant to this subsection may not be used for resident positions that have previously received funding pursuant to subsection (1).*

Appendix B

SB 2500 – Chapter 2023-239 – SA 202 – General Appropriations Act (GAA)

From the funds in Specific Appropriation 202, \$12,156,000 from the General Revenue Fund and \$17,844,000 from the Medical Care Trust Fund are provided to fund the Graduate Medical Education Slots for Doctors Program in accordance with section 409.909(6), Florida Statutes, and are provided for the following physician specialties and subspecialties, both adult and pediatric, that are in statewide supply/demand deficit: allergy or immunology; anesthesiology; cardiology; colon and rectal surgery; emergency medicine; endocrinology; family medicine; gastroenterology; general internal medicine; geriatric medicine; hematology; oncology; infectious diseases; neonatology; nephrology; neurological surgery; obstetrics/gynecology; ophthalmology; orthopedic surgery; pediatrics; physical medicine and rehabilitation; plastic surgery/reconstructive surgery; psychiatry; pulmonary/critical care; radiation oncology; rheumatology; thoracic surgery; urology; and vascular surgery. The Agency for Health Care Administration shall annually submit a Graduate Medical Education Slots for Doctors report on the number of newly created resident full-time equivalent (FTE) positions by each eligible hospital and qualifying institution, including the physician specialty or subspecialty in statewide supply/demand deficit associated with the newly created FTE. The agency shall submit the report to the Governor's Office of Policy and Budget, the chair of the Senate Appropriations Committee, and the chair of the House Appropriations Committee by April 1, 2024. This section of proviso is contingent upon passage of Senate Bill 2510, or similar legislation, becoming a law.

Appendix C Medicaid SMMC Region Map



SMMC REGIONS

REGION A: Bay, Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Madison, Okaloosa, Santa Rosa, Taylor, Wakulla, Walton and Washington (*Formerly Regions 1 & 2*)

REGION B: Alachua, Baker, Bradford, Citrus, Clay, Columbia, Dixie, Duval, Flagler, Gilchrist, Hamilton, Hernando, Lafayette, Lake, Levy, Marion, Nassau, Putnam, St. Johns, Sumter, Suwanee, Union and Volusia (*Formerly Regions 3 & 4*)

REGION C: Pasco and Pinellas

REGION D: Hardee, Highlands, Hillsborough, Manatee and Polk

REGION E: Brevard, Orange, Osceola and Seminole

REGION F: Charlotte, Collier, Desoto, Glades, Hendry, Lee and Sarasota

REGION G: Indian River, Martin, Okeechobee, Palm Beach and St. Lucie

REGION H: Broward

REGION I: Miami-Dade and Monroe

