

## ISSUE BRIEF:

# CRITICAL ELEMENTS OF REENTRY EDUCATION

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## INTRODUCTION

The Physician Reentry into the Workforce Project is a collaborative effort that aims to address the wide range of issues related to the reentry of physicians into clinical practice after an extended leave from practice. This issue brief explores the critical elements of a reentry education program for physicians and is part of the Reentry Project's reentry education resources that also includes the [Physician Reentry Online Portal for Pediatricians](#).

Although each physician will have different educational needs depending on his or her specialty, practice setting, and other factors, there are several considerations for structuring an educational experience that transcends these differences. The following outline provides a general overview of the kind of content and questions that should be addressed in the formulation of any reentry education plan, whether you are reentering your former practice or joining a new one. Issues fall into the major categories of an initial needs assessment for the physician, the development of an individualized learning plan, the plan's cognitive and procedural content, and topics related to completion of the educational program, including post-educational evaluation of knowledge, skills, and behavior.

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## CRITICAL ELEMENTS: IDENTIFY YOUR NEEDS BASED ON THE PRACTICE YOU INTEND TO REENTER

**Analysis of the characteristics of the practice you are going to join or reenter**

1. *Type of patients seen*

2. *Most frequently seen illnesses*
3. *Procedures performed in the practice*
4. *Specific requirements for the geographic area and cultural needs*
5. *Specialty needs of the practice*
6. *Medical management issues related to the practice*

### **Updates in knowledge, skills, and behavior you will need to enter this practice successfully**

1. *New content since completion of training or since leaving the workforce*
2. *Requirements for this practice*
3. *Practice expectations*
4. *Management duties*
5. *Changes in the practice of medicine since residency or since leaving the workforce*
6. *Changes from your previous practice since you left*

### **Characterize your position in the practice: expectations of the physician, employer, and peers**

1. *Expectations of your role in the practice (your own and your associates')*
2. *Clinical/direct patient care*
3. *Teaching*
4. *Research, if applicable*
5. *Management*
6. *Leadership*

### **Think about your general interests in medicine**

1. *New topics that you would like to learn*

### **Emphasize the content and practices you will introduce**

1. *Special skills and knowledge you will bring to the practice*

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## **CRITICAL ELEMENTS: DEVELOP AN INDIVIDUALIZED LEARNING PLAN**

### **Consider how you like to learn: understand methods you use to learn successfully; ways you identify a learning need**

1. *Identify learning needs, how you will meet them*
2. *Determine how you will be able to assess whether or not you have fulfilled the learning need*
3. *Identify how you will apply new learning to the practice of medicine*

Contact your licensing board, prospective employer, and/or prospective hospital for information on requirements they might have for reentry into clinical practice

1. See [Are You Preparing to Leave, or Anticipating Going Back to Clinical Practice? 6 Reasons Why It's a Good Idea to Talk wit Your State Medical Board](#) for more information

Determine how you will schedule your learning

Identify how you will finance your learning

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## CRITICAL ELEMENTS: LEARNING PLAN CONTENT

**Prioritize the content you will learn**

1. *Information*
2. *Procedures*
3. *Practice*
4. *Elaboration on information and procedures as ongoing learning*

**Develop a “hard copy” learning plan**

1. *Topics, questions*
  2. *Sources*
  3. *Timeline*
  4. *Introduction into practice and the outcomes*
  5. *Discuss/approve learning plan with employer, peers and others as needed*
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## CRITICAL ELEMENTS: COMPLETION OF PROGRAM

**Completion of learning program**

**Exit exam/assessment to make sure needs identified at the beginning have been met and deficiencies remediated**

1. *Personal identification of learning needs met*
2. *Identify that learning needs are met by another person, group, or board*

**Maintenance of Certification: specialty boards**

**Maintenance of Licensure: state licensing boards**

**Self-study certification**

## RESOURCES

The Web site at [www.physicianreentry.org](http://www.physicianreentry.org) provides additional information on the Physician Reentry into the Workforce Project. The Web site also contains practical resources for both physicians seeking to reenter the workforce and others interested in the issue, including employers, educators, regulatory groups, and medical and specialty societies.

The [Physician Reentry Online Portal for Pediatricians](#) is a subscription-based online portal designed to assist and help guide physicians through the reentry process. This Portal was developed to meet the needs of pediatricians who are in the process of reentry, thinking about leaving clinical practice, or who have left clinical practice.

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