

AAFP Residency Ambassador Pilot Program

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States participating in the pilot: California, Pennsylvania, and Texas. We were asked to participate based on the numbers – both the number of residents and our retention of new physicians. As of December 2024, AAFP had 16,013 resident members and almost 24% of them were in one of our three states.

Basics

It is a three-year pilot. Each state selected Ambassadors who will be assigned 10-15 residency programs to visit and deliver both a didactic lecture and a presentation on AAFP/chapter resources for residents and new physicians. The didactic lectures come from an online resource [First Year Post-Residency Transition Education Package](#).

The residents who attend will be invited to join an online community that AAFP added to their communities. For each visit they make, the Ambassadors will be paid \$750 and that will include all expenses. AAFP will pay for up to 40 visits per state.

The Ambassadors had training in November and mine will begin presentations this spring. Texas is providing travel reimbursement for programs further away from the Ambassador as they'll involve more travel and expenses.

It will take years to see results in membership retention. AAFP will track participation in an online community and survey data from residents who attend a presentation from the Ambassadors as a way to measure success.

What I've learned so far

Residency programs vary in their willingness/ability to have outside speakers. Having a didactic lecture available to deliver helped with some. There is also variations in who plans their didactics.

AAFP shared analysis they did on those who completed residency in Texas in 2021, 2022, or 2023 regardless of where they are now. One datapoint was conversion as of September 2024. The average was 68.6%, but it was broken down by residency program and the rate ranged from 41.7% to 95%. We are using it to both target programs that have “room for improvement” and to spotlight the ones with the highest conversion to share best practices.

In addition to the analysis AAFP provided, I requested a data file of all residency graduates (regardless of membership status or current state chapter) for 10 years and did some of my own analysis.

- For the 10-year period, about 58.4% are members and 41.6% are no longer members.
- Approximately 10.4% went on to do a fellowship. Those who completed a fellowship are actually more likely to still be members – 72.2% are still members vs. 56.8% of those who did not complete a fellowship.
- At least 27% of residency grads have an address outside of Texas. It's probably higher as AAFP doesn't update former members consistently.