

IDSA Workforce Development Strategy

Approved by the IDSA Board of Directors - August 2023

Vision:

The infectious diseases workforce is a robust, diverse and innovative community that advances scientific discovery and protects and heals the world.

Goals: & Strategies

Goal	Strategy
<p>Inspire Interest in Infectious Disease</p> <p>Attract and inspire medical students, residents and fellows to pursue a dynamic and rewarding career in ID</p>	<ul style="list-style-type: none"> • Increase awareness and excitement about ID across all learners, with a focus on medical students and residents (i.e., developing a recruitment campaign that highlights the diverse breadth and scope of ID and “changes the narrative;” developing and enhancing mentorship and grant opportunities, facilitating attendance at IDWeek) • Develop and optimize innovative and effective educational strategies for medical students and residents (i.e., developing slide sets for team-based learning curricula, creating clinical cases to assist with clinical reasoning)
<p>Develop & Sustain Careers in ID</p> <p>Foster thriving careers for ID professionals that are evolving, rewarding and sustainable</p>	<ul style="list-style-type: none"> • Develop more individualized education, training and career development initiatives tailored to ID professionals across career stages, practice types and settings (i.e., expanding mentorship and grant opportunities for ID professionals in areas of particular interest and/or need; expanding clinical practice guidelines and guidance for different hospital/practice teams) • Increase recognition of ID as an indispensable resource to healthcare systems, policy makers and payers for optimizing infectious diseases prevention, care and services (i.e., advancing value-based payment arrangements, setting standards for ID professional supply, creating/improving health system metrics) • Provide a professional home for all in ID (i.e., increasing professional connections, community, and support for professionals by area of specialty, career stage and practice type) • Strengthen and expand ID-led interprofessional team-based care (i.e., creating standards delineating scope of practice and how to work together, developing business case scenarios to justify APP employment, creating education and training resources to onboard APPs)
<p>Expand & Promote Equitable Access to a Diverse ID Workforce</p> <p>Ensure the ID workforce is accessible to, and reflects the diversity of, the communities it serves</p>	<ul style="list-style-type: none"> • Mitigate barriers to careers in infectious diseases for IMGs (i.e., providing opportunities for community and networking, creating clinical rotations and partnerships with international medical schools) • Develop a diverse and culturally responsive ID workforce to better serve all communities (i.e., increasing the number of ID professionals from URM backgrounds, creating education and training on cultural awareness for ID professionals) • Secure access to ID expertise in underserved areas and populations (i.e., providing clinical support in areas without ID access via telehealth and other vehicles)