

Georgia Graduate Medical Education Exit Survey Report

Based on responses to the 2024 GME Exit Survey



Georgia Board of Health Care Workforce

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Executive Summary

This report is the Georgia Board of Health Care Workforce's 22nd annual report of physicians graduating from Georgia's graduate medical education (GME) programs. The purpose of this survey is to inform the medical education community and state healthcare workforce planners about the experiences of graduates and inform them about the supply and demand for new physicians in the state of Georgia. The survey offers insight into residents' demographic characteristics, compensation and debt levels, retention rates, practice plans, assessments of the job market, and training experiences.

Methodology

In 2024, 937 Georgia GME graduates completed the GME Exit Survey. This represents a 17.1% increase from the 800 responses received in 2023. The Georgia Board of Health Care Workforce (GBHCW) collected GME survey responses through an online form. The survey link was sent via email to all GME program Directors and Coordinators. The GBHCW data team then sent weekly reminders and status update emails to each school until the completion deadline of July 10th. Analyses presented throughout this report were conducted using Microsoft Excel.

The response rates for each question vary and are reported as the "total" for each question. All Georgia GME programs with graduates participated in the survey, and are as follows:

- AdventHealth Redmond
- Atrium Health Floyd Medical Center
- Atrium Health Navicent
- AU/UGA Medical Partnership-St. Mary's Healthcare
- Centers for Disease Control and Prevention
- Colquitt Regional Medical Center (SGMERC)
- Emory University School of Medicine
- Gateway Behavioral Health Community Service Board
- Hamilton Medical Center
- Houston Healthcare System
- Medical College of Georgia
- Memorial Health University Medical Center
- Memorial Satilla
- Morehouse School of Medicine
- Northeast Georgia Medical Center
- Northside Hospital Gwinnett
- Phoebe Putney Memorial Hospital
- Piedmont Athens Regional
- Piedmont Columbus Regional Midtown
- Piedmont Macon Medical Center
- St. Francis-Emory Healthcare
- Wellstar Health System

Table 1: Respondents and Survey Completion Rate by Program, 2024

Program Name	Completions	Percent of Total Respondents	Total Graduates	Survey Completion Rate
Emory University School of Medicine	419	44.7%	437	95.9%
Medical College of Georgia	155	16.5%	174	89.1%
Wellstar Health System	58	6.2%	71	81.7%
Morehouse School of Medicine	55	5.9%	60	91.7%
Memorial Health University Medical Center	39	4.2%	46	84.8%
Northeast Georgia Medical Center	38	4.1%	38	100.0%
Atrium Health Navicent	31	3.3%	32	96.6%
Piedmont Macon Medical Center	22	2.3%	24	91.7%
Northside Hospital Gwinnett	20	2.1%	22	90.9%
Hamilton Medical Center	18	1.9%	18	100.0%
Piedmont Athens Regional Medical Center	17	1.8%	20	85.0%
AdventHealth Redmond	12	1.3%	12	100.0%
AU/UGA Medical Partnership-St. Mary's Healthcare	11	1.2%	11	100.0%
Piedmont Columbus Regional Midtown	10	1.1%	12	83.3%
Atrium Health Floyd	8	0.9%	8	100.0%
Gateway Behavioral Health Community Service Board	6	0.6%	8	75.0%
St. Francis Emory Healthcare	5	0.5%	5	100.0%
Houston Medical Center	4	0.4%	5	80.0%
Colquitt Regional Medical Center (SGMERC)	4	0.4%	4	100.0%
Phoebe Putney Memorial Hospital	2	0.2%	7	28.6%
Memorial Satilla	2	0.1%	2	100.0%
Centers for Disease Control and Prevention	1	0.1%	1	100.0%
Totals	937	100.0%	1,017	92.2%

Key Findings from the 2024 Survey

Demographics

- 51.3% of respondents identify as female; 48.7% identify as male. This indicates an increase from the percentage of respondents identifying as female in 2023, when 49.4% identified as female.
- Female-identified respondents were more likely than male-identified respondents to be completing a primary care/core specialty in 2024 (55.9% versus 44.1%).
- Female-identified respondents made up 50.0% or more of the respondents in the following primary care/core specialties: family medicine (62.7%); OB/GYN (89.3%); psychiatry (57.6%); and pediatrics (72.5%).
- 67.4% of respondents are native-born US citizens, which is lower than the 72.6% reported in 2023.
- The percentage of respondents identifying as Black this year is 20.4%, which is an increase from 18.4% in 2023. Respondents identifying as Black show a steady increase from 2020 to 2024, with an average increase of 1.5% over 5 years.
- The percentage of respondents identifying as Hispanic this year is 8.6%, which is an increase from 7.9% in 2023.

Geography

- 27.4% of respondents graduated from a high school in Georgia, which is comparable to the 27.3% reported last year.
- 47.9% of respondents plan to be in Georgia for their primary activity after completion of their program, which is an increase of 0.9 percentage points from last year.

Medical School

- The percentage of respondents holding an osteopathic degree is 14.2%, which is lower than the 15.6% of respondents last year but higher than the percentages in 2020-2022.
- 23.2% of respondents attended medical school in Georgia. This is slightly lower than the 25.9% reported in 2023.

Debt and Salary

- 46.0% of respondents report having \$200,000 or greater in educational debt.
- 30.3% of respondents report having no educational debt. This is higher than the 29.4% reported last year.
- 30.6% of respondents anticipate a starting salary of \$200,000 a year or less, which is comparable to last year's percentage (30.1%).

Retention

- The primary care/core specialty with the highest percentage of respondents planning to stay in Georgia after graduation is internal medicine (44.1%). The primary care/core specialty least likely to stay in Georgia after graduation is general surgery (4.1%).
- 71.2% of respondents who went to high school in Georgia plan to stay in Georgia next year. This is higher than the 67.0% last year.
- 72.8% of respondents who went to medical school in Georgia plan to stay in Georgia next year. This is higher than the 60.9% last year.
- 59.1% of people who answered the question considered one or more job offers in Georgia. This is lower than the 63.0% last year.
- The most-selected reasons for leaving Georgia after GME are: proximity to family (20.1% selected); fellowship or additional medical training (17.5%); and better jobs in desired location outside Georgia (11.7% selected). These are the same three top choices as last year.

Practice Opportunities

- The average of respondents' overall assessments of practice opportunities in their specialty within 50 miles of the site where they trained is 3.2 on a scale where 1 is very few jobs and 5 is many jobs. This is about the same as the average reported last year.
- The average of respondents' overall assessments of practice opportunities in their specialty nationally is 3.8 on a scale where 1 is very few jobs and 5 is many jobs. This is about the same as the average reported last year.

Satisfaction with Training

- The average response to the statement "Overall, I am satisfied with the training I received" is 4.3 on a scale where 1 is very dissatisfied and 5 is very satisfied. This is about the same as the average reported last year.
- The average agreement with the statement "I would choose to train at the same site again," is 4.1 on a scale where 1 is strongly disagree and 5 is strongly agree. This is about the same as the average reported last year.

Demographic Analysis

Figure 1: Gender Distribution, 2024

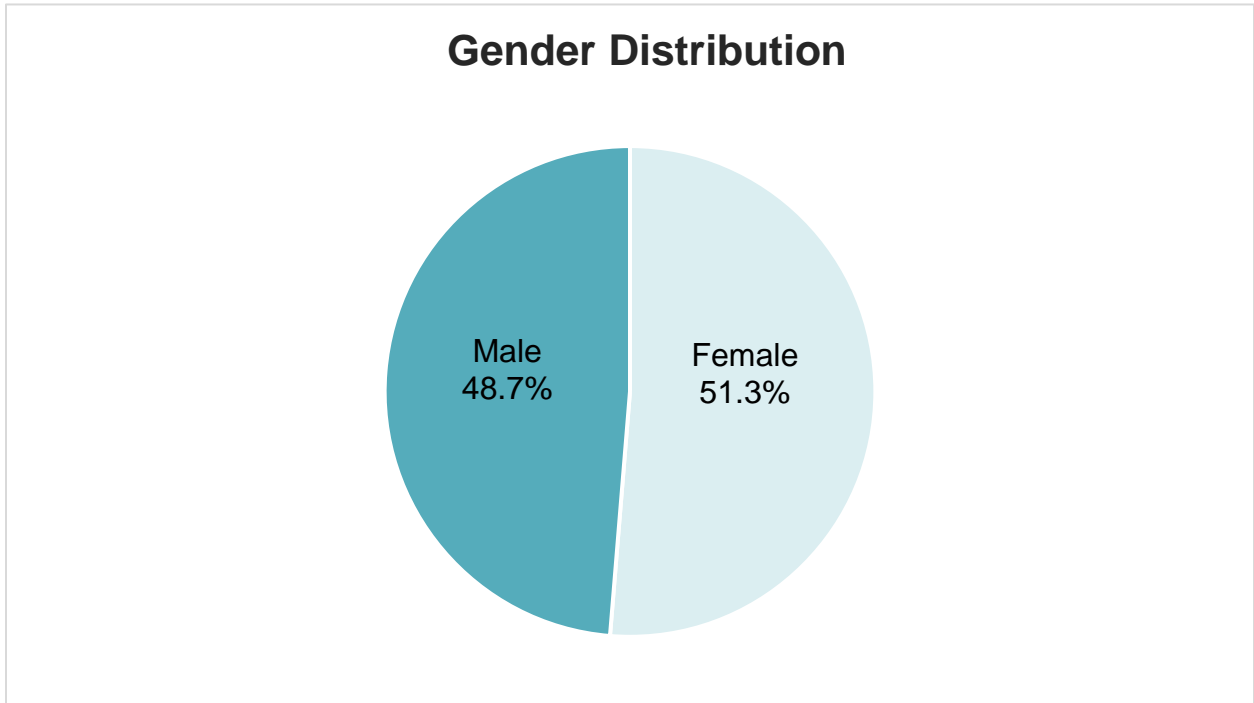


Figure 2: Percent Female, 2020-2024

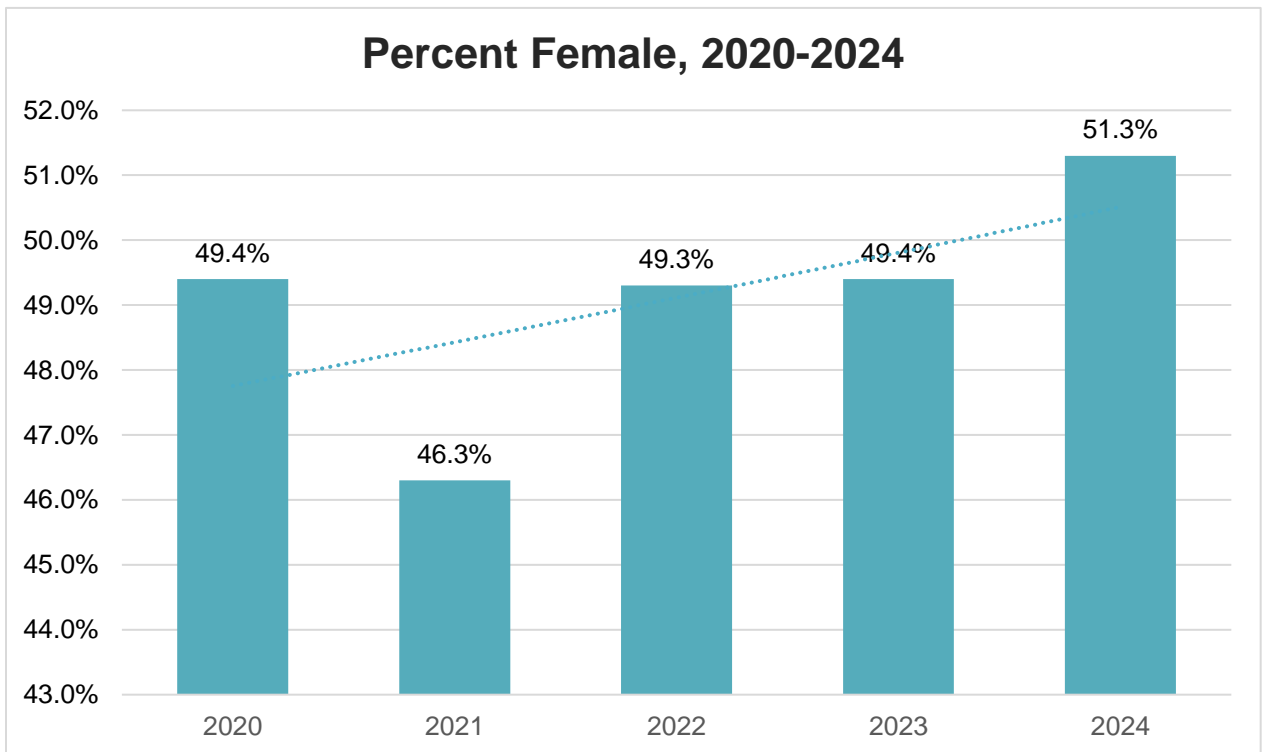


Table 2: Specialties Completing by Gender, 2024

Specialty Completing in 2024	Female		Male		Total
	Frequency	Percent	Frequency	Percent	
Internal Medicine	105	47.3%	117	52.7%	222
Family Medicine	69	62.7%	41	37.3%	110
Pediatrics	37	72.5%	14	27.5%	51
Emergency Medicine	18	45.0%	22	55.0%	40
General Surgery	18	48.6%	19	51.4%	37
Psychiatry	19	57.6%	14	42.4%	33
OB/GYN	25	89.3%	3	10.7%	28
Primary Care/Core Subtotal	291	55.9%	230	44.1%	521
All Other Specialties	189	45.7%	225	54.3%	414
Total	480	51.3%	455	48.7%	935

Table 3: Racial and Ethnic Distribution, 2024

Race/Ethnicity	Frequency	Percent
White	437	46.8%
Asian or Pacific Islander	243	26.0%
Black/African American	190	20.4%
Others	31	3.3%
Multi-Race	30	3.2%
Native American/Alaskan Native	2	0.2%
Total	933	100.0%

Figure 3: Racial Distribution, 2024

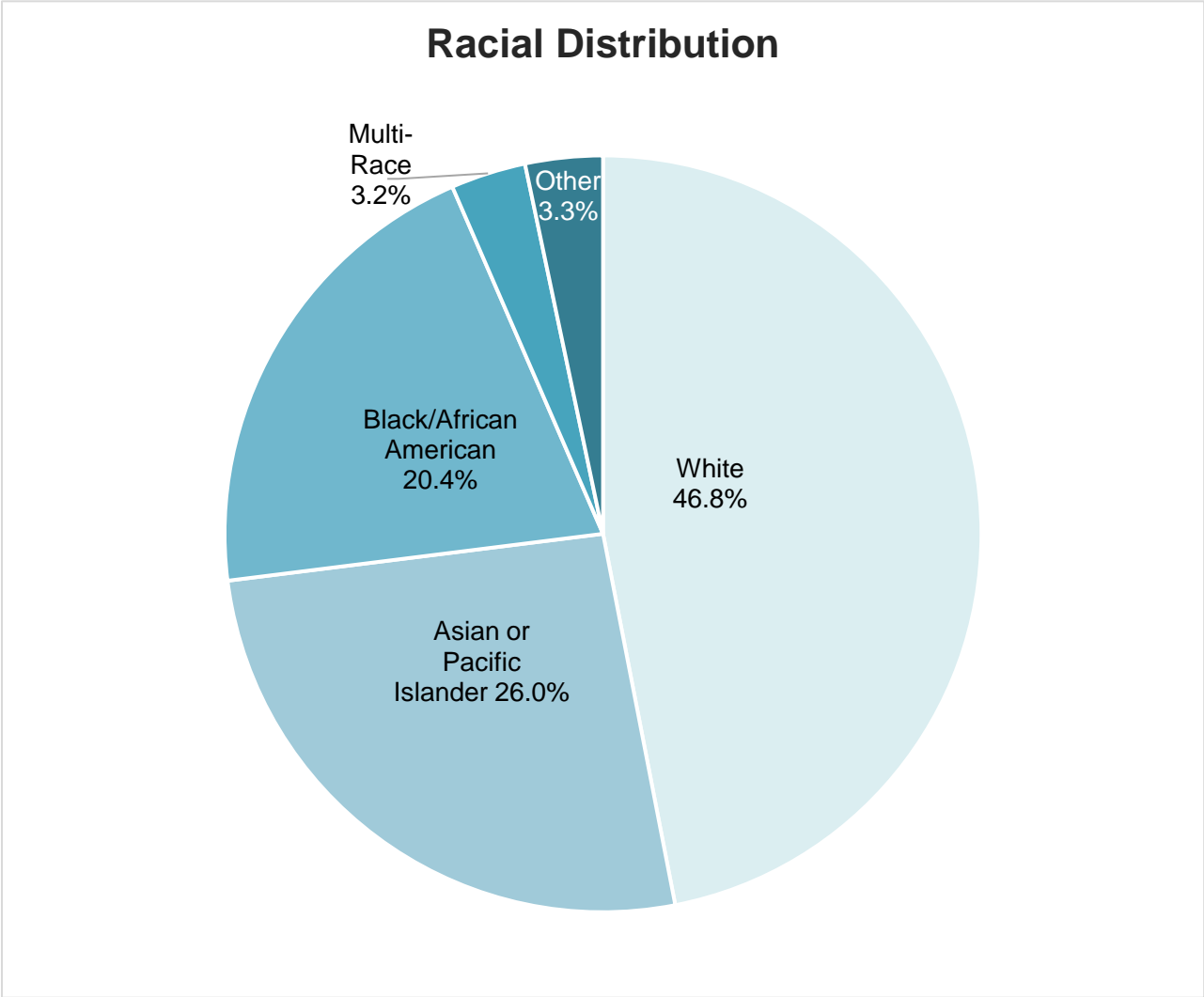


Figure 4: Percent Black Race & Percent Hispanic, 2020-2024

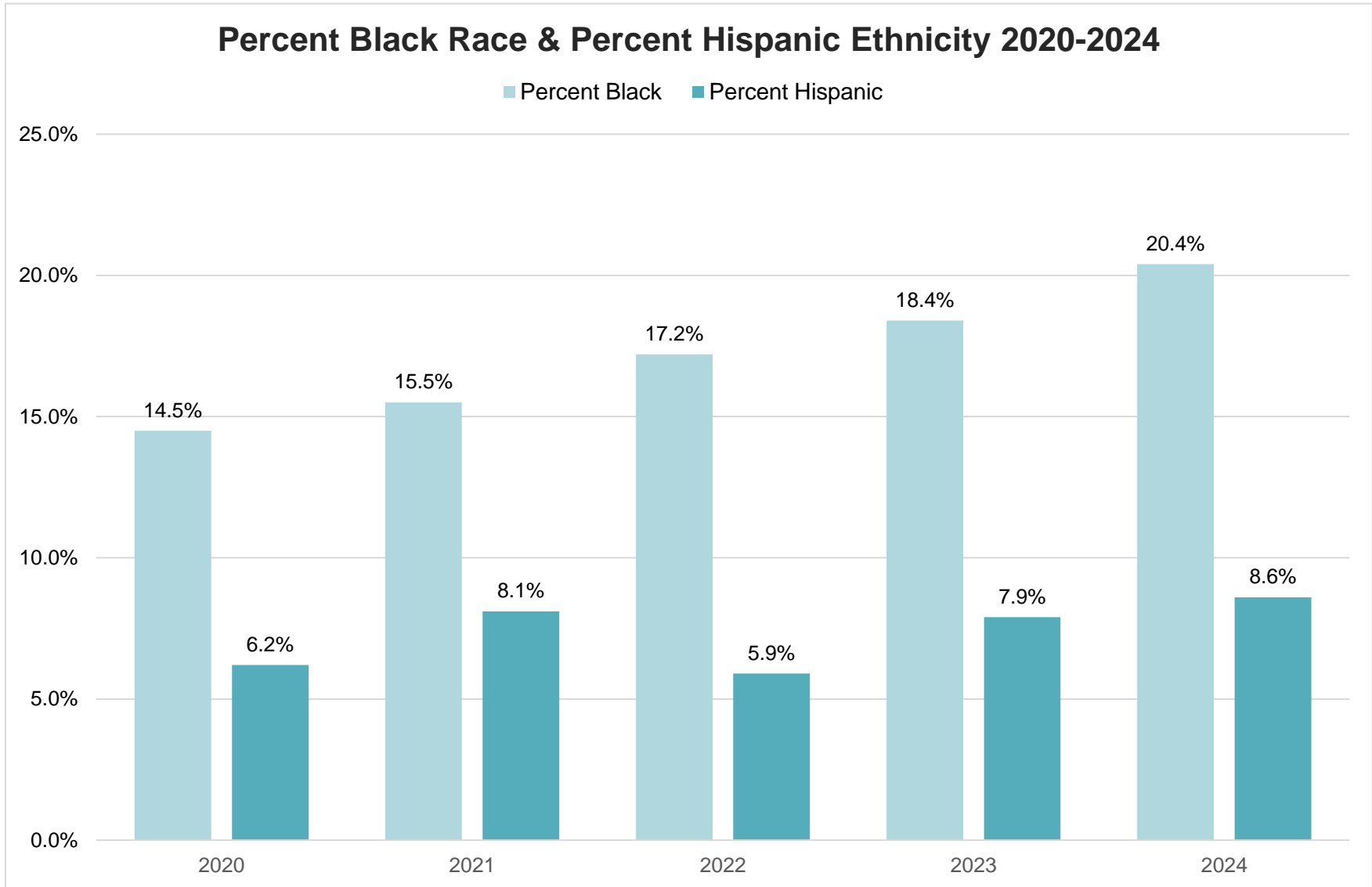


Table 4: Citizenship Distribution, 2024

Citizenship Status	Frequency	Percent
Native Born U.S.	632	67.4%
Naturalized U.S.	188	20.1%
J-1, J-2 Exchange Visitor	57	6.1%
Permanent Resident	34	3.6%
H-1, H-2, H-3 Temporary Worker	26	2.8%
Total	937	100.0%

Figure 5: Citizenship Status, 2024

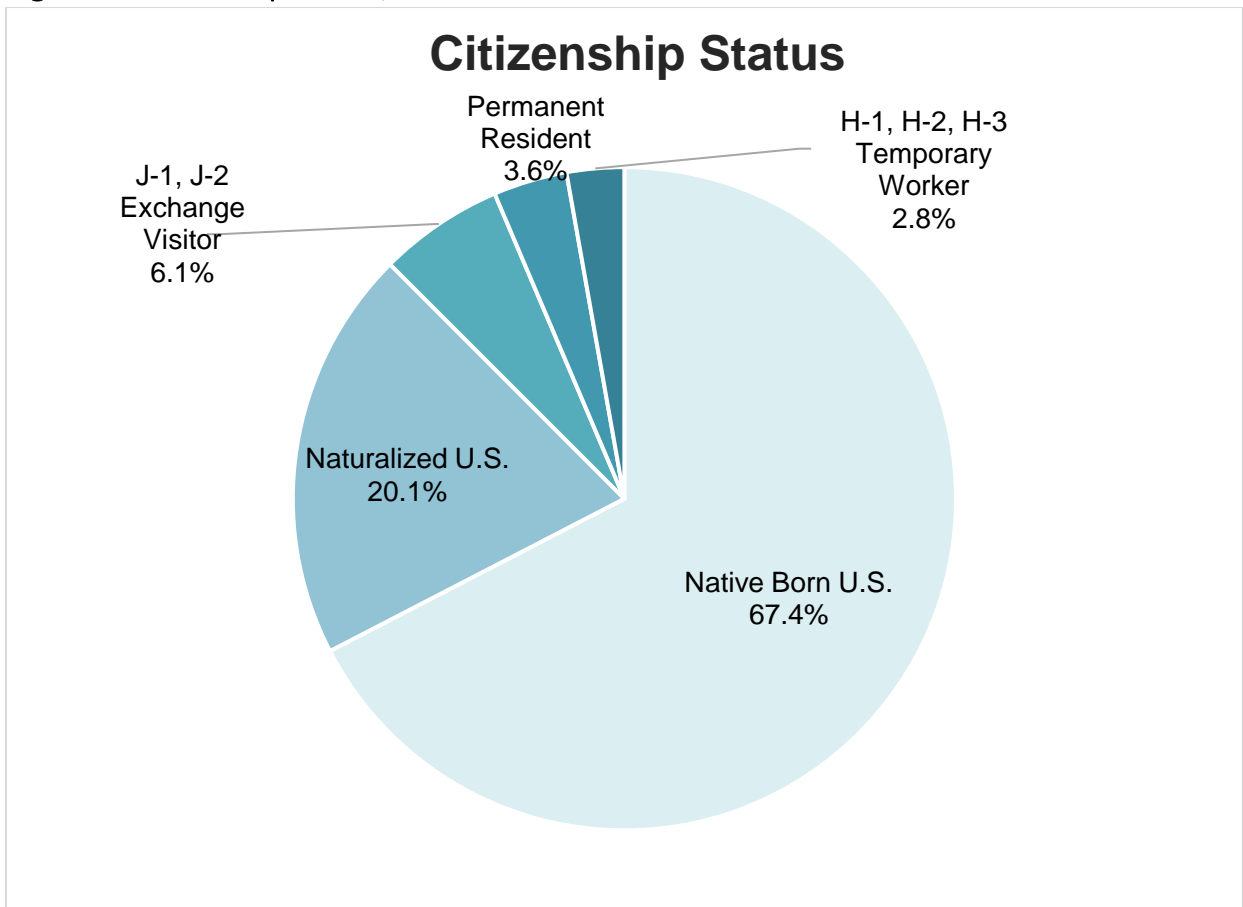
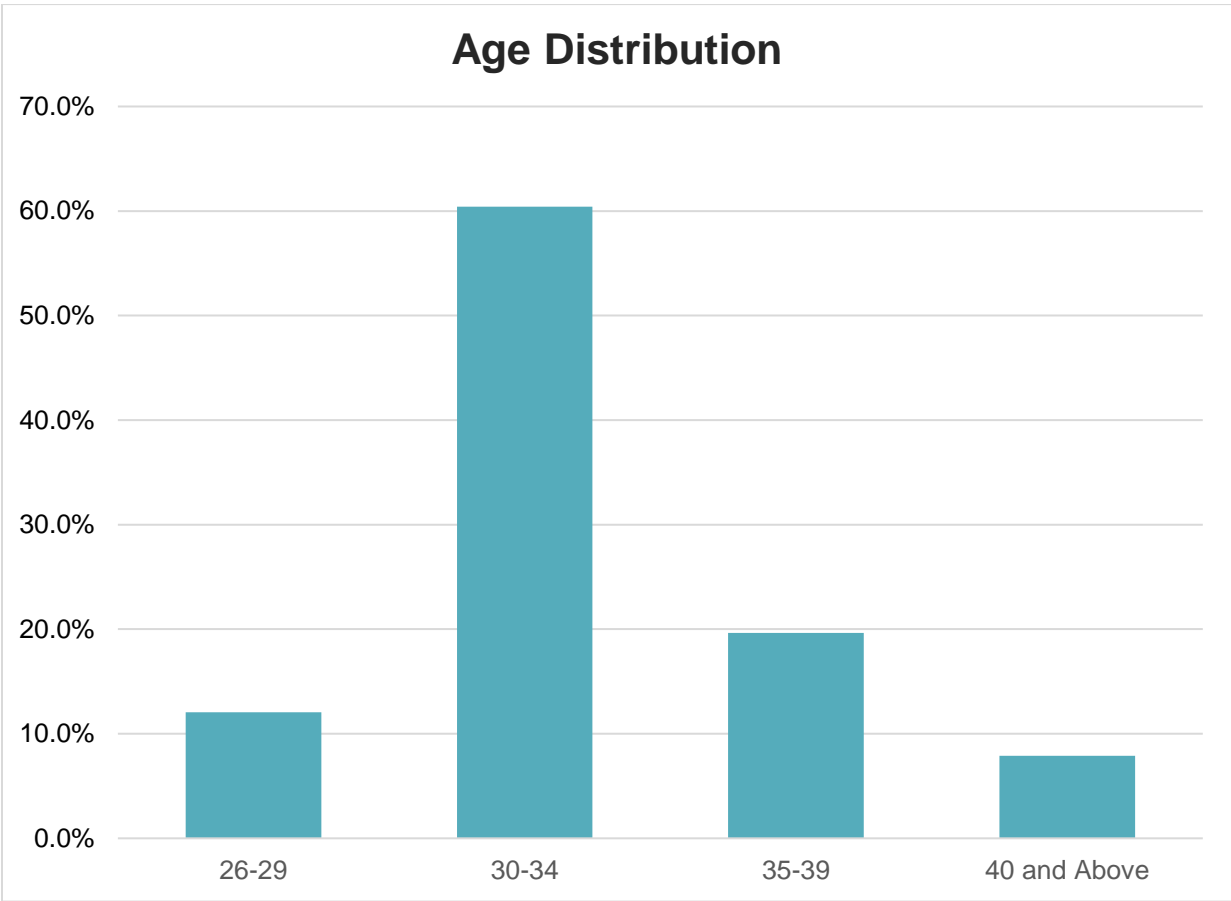


Table 5: Age Distribution, 2024

Age Grouping	Frequency	Percent
26-29	113	12.1%
30-34	566	60.4%
35-39	184	19.6%
40 and Above	74	7.9%
Total	937	100.0%

Figure 6: Age Distribution, 2024



Education

Table 6: Degree Type, 2024

Degree Type	Frequency	Percent
Allopathic (MD)	804	85.5%
Osteopathic (DO)	133	14.2%
Total	937	100.0%

Figure 7: Percent Osteopathic Degree, 2020-2024

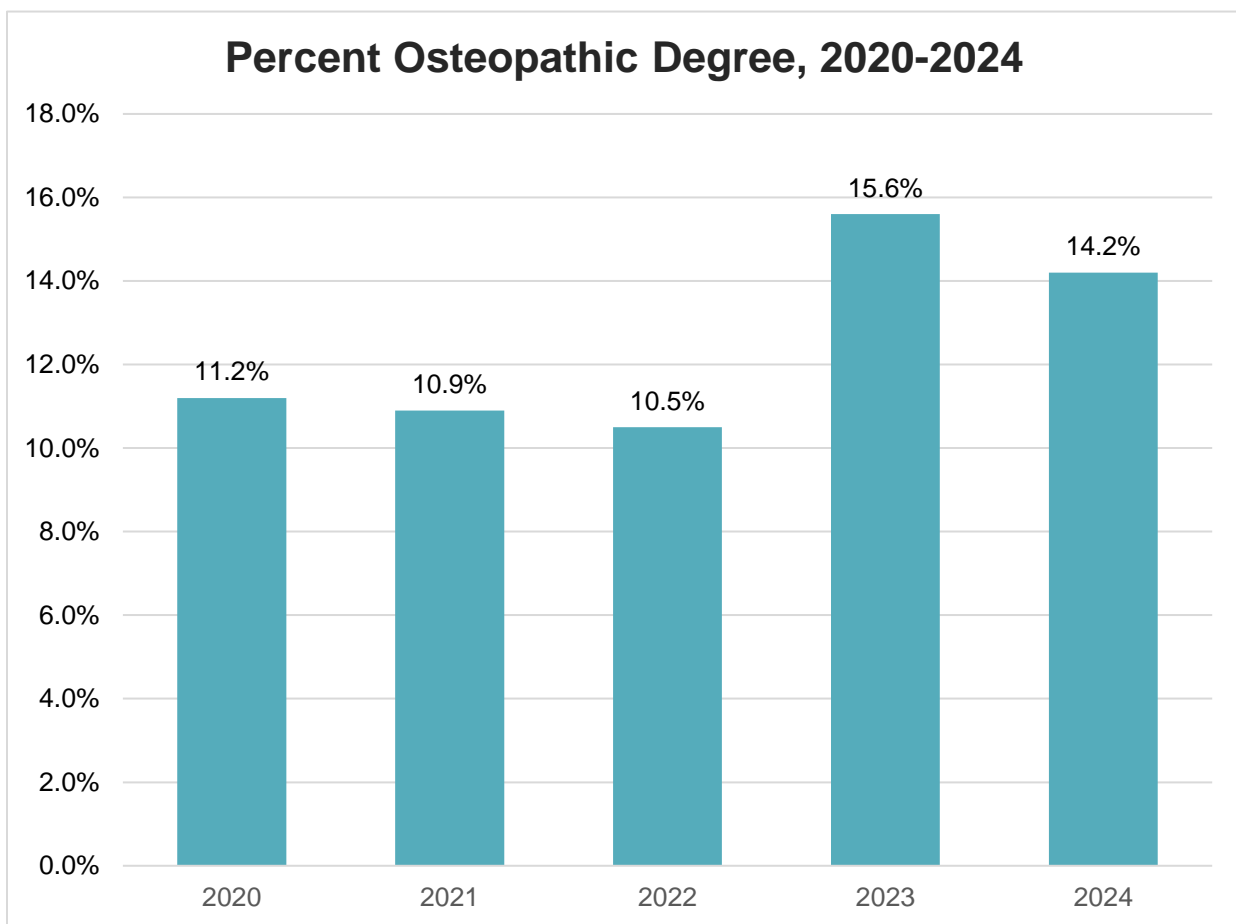


Table 7: Residence Upon Graduating from High School, 2024

Residence Upon Graduating from High School	Frequency	Percent
Other US State	503	53.7%
Georgia	257	27.4%
Other Country	177	18.9%
Total	937	100.0%

Figure 8: Residence Upon Graduating from High School, 2024

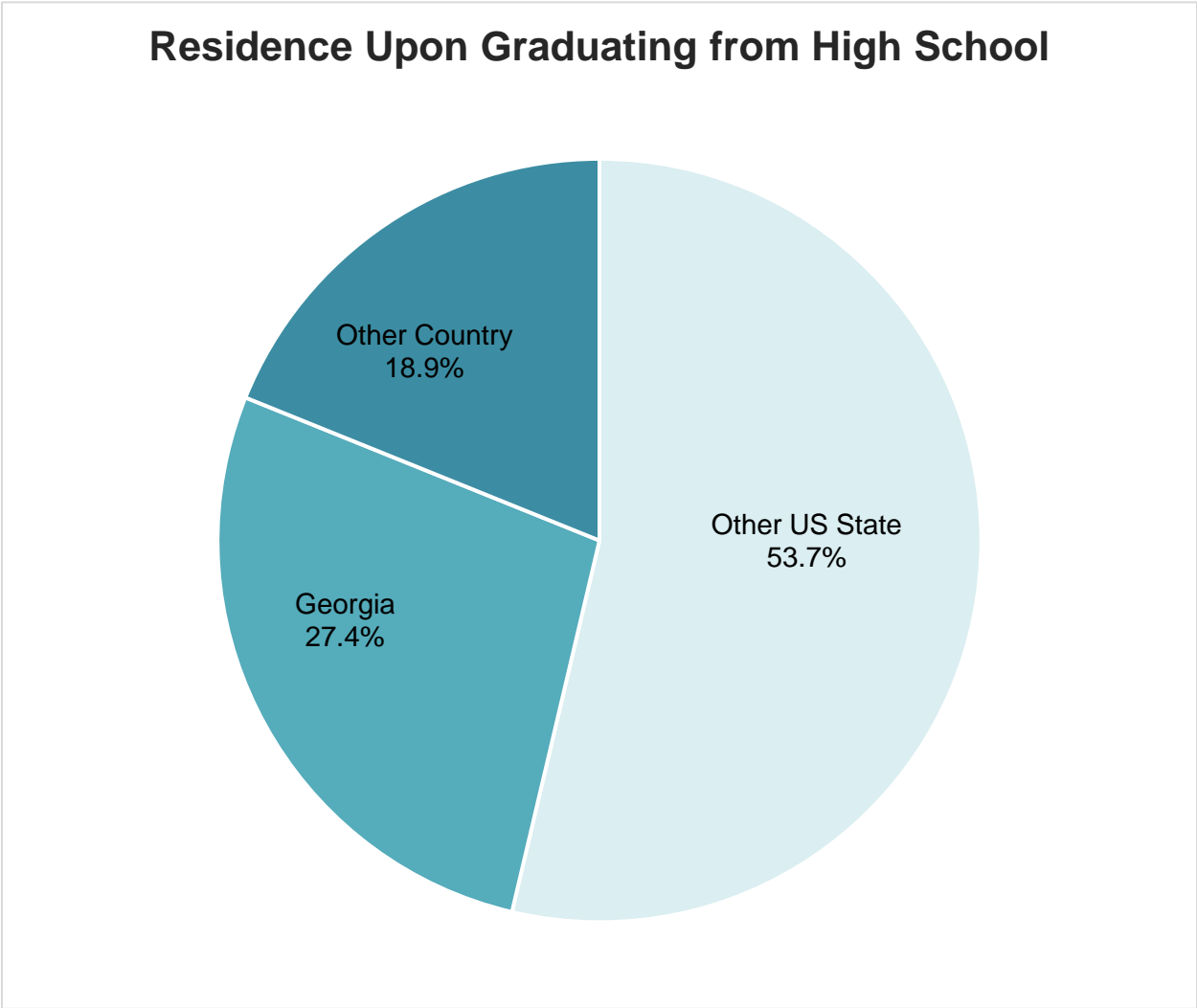


Table 8: Residence Upon Graduating from Medical School, 2024

Residence Upon Graduating from Medical School	Frequency	Percent
Other US State	445	47.5%
Georgia	217	23.2%
Offshore Island/Caribbean Medical School	116	12.4%
Other Country	159	17.0%
Total	937	100.0%

Figure 9: Residence Upon Graduating from Medical School, 2024

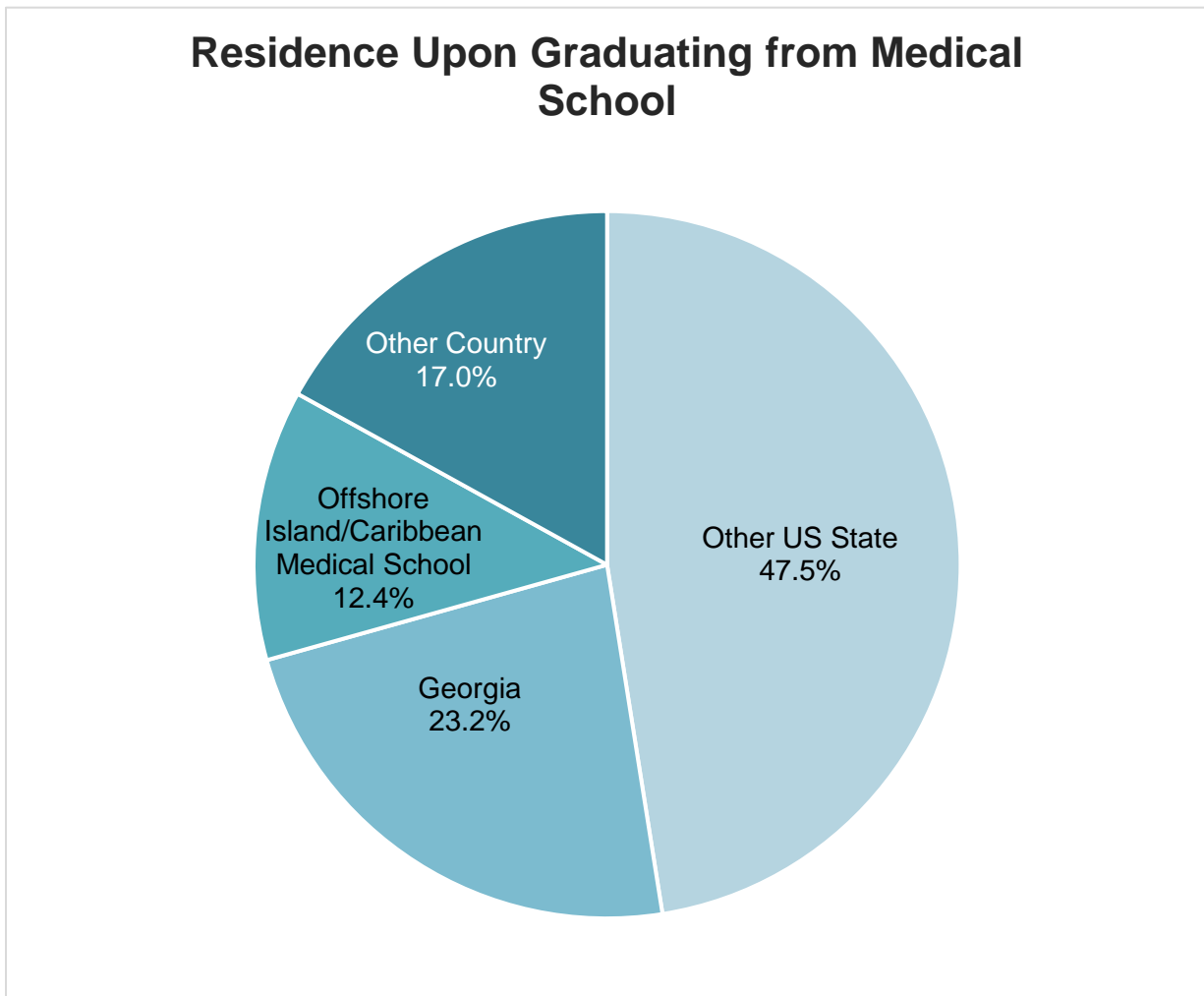


Figure 10: Respondents Attended Which Georgia Medical School, 2024

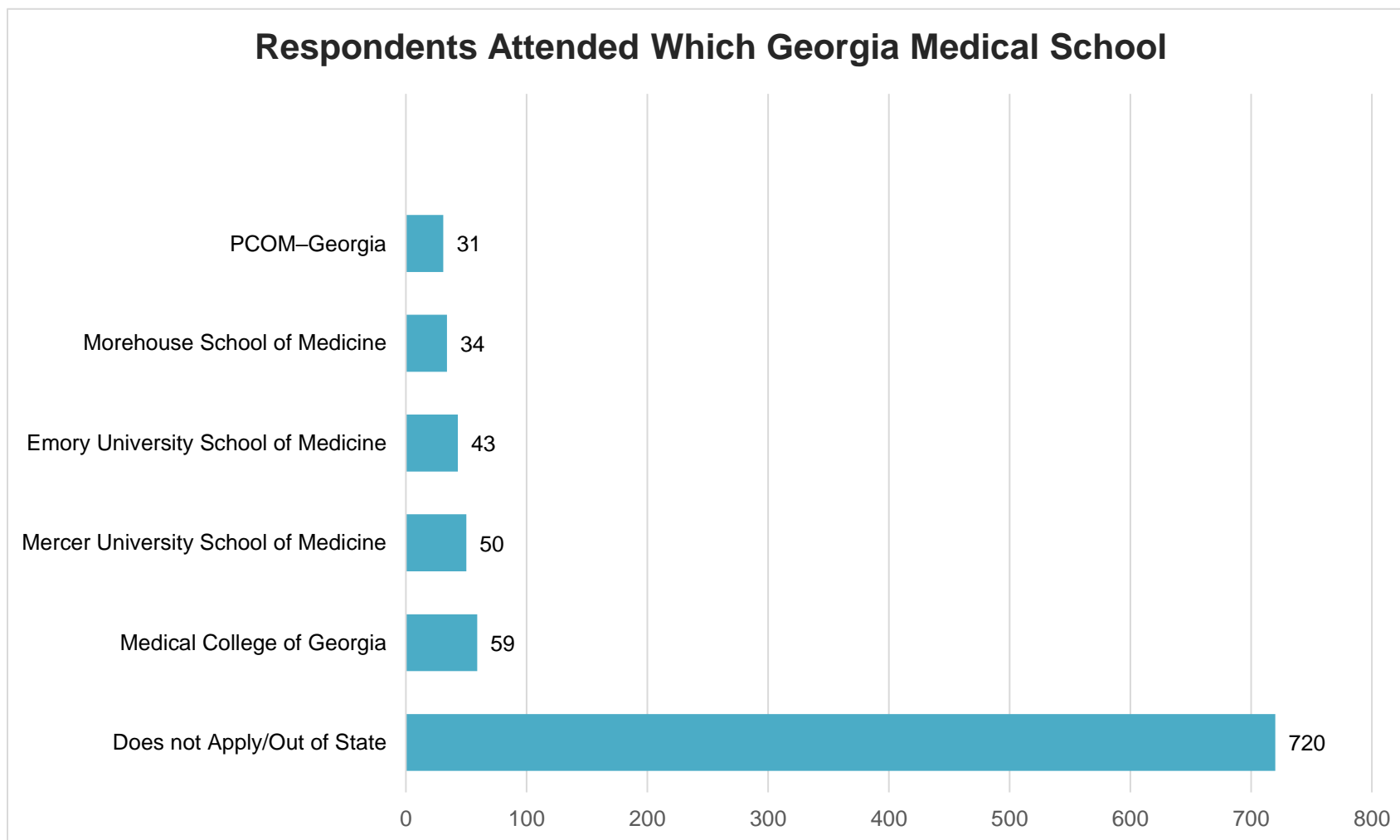
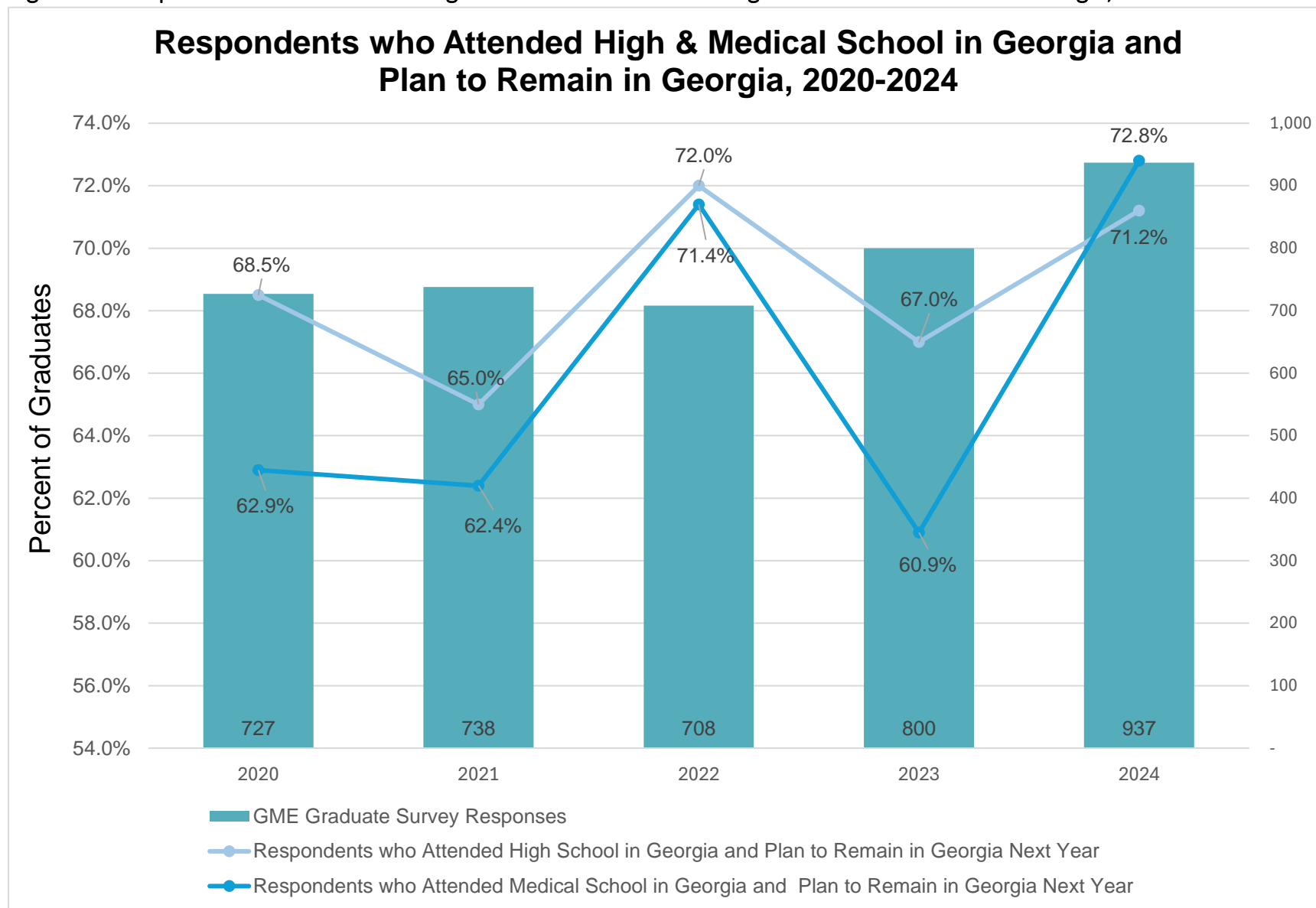


Figure 11: Respondents who Attended High & Medical School in Georgia and Plan to Remain in Georgia, 2020-2024



Financial Information

Table 9: Education Debt, 2024

Current Level of Education Debt	Frequency	Percent
\$0	284	30.3%
Less than \$100,000	82	8.8%
\$100,000-\$199,999	135	14.4%
\$200,000-\$299,999	202	21.6%
\$300,000-\$399,999	133	14.2%
\$400,000-\$499,999	71	7.6%
\$500,000 or Greater	30	2.6%
Total	937	100.0%

Figure 12: Current Level of Education Debt, 2024

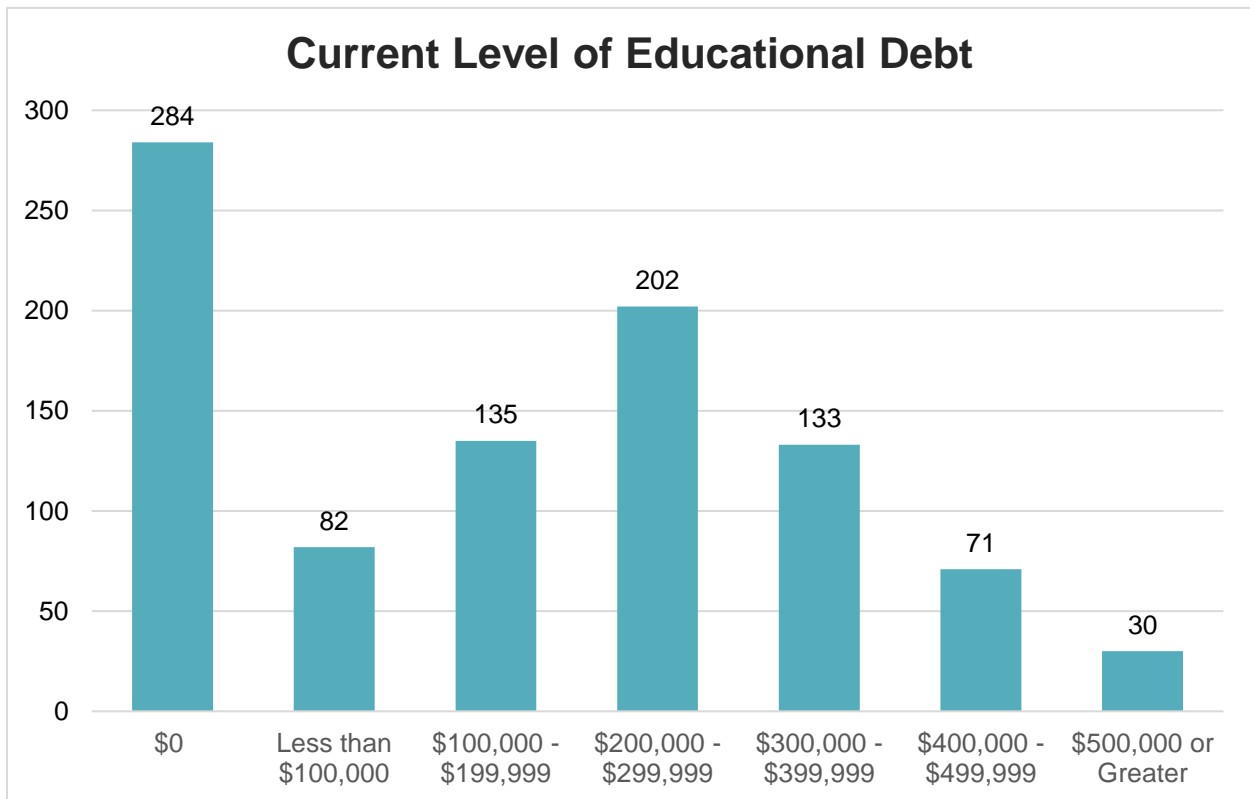


Figure 13: Percent Having no Education Debt, 2020-2024

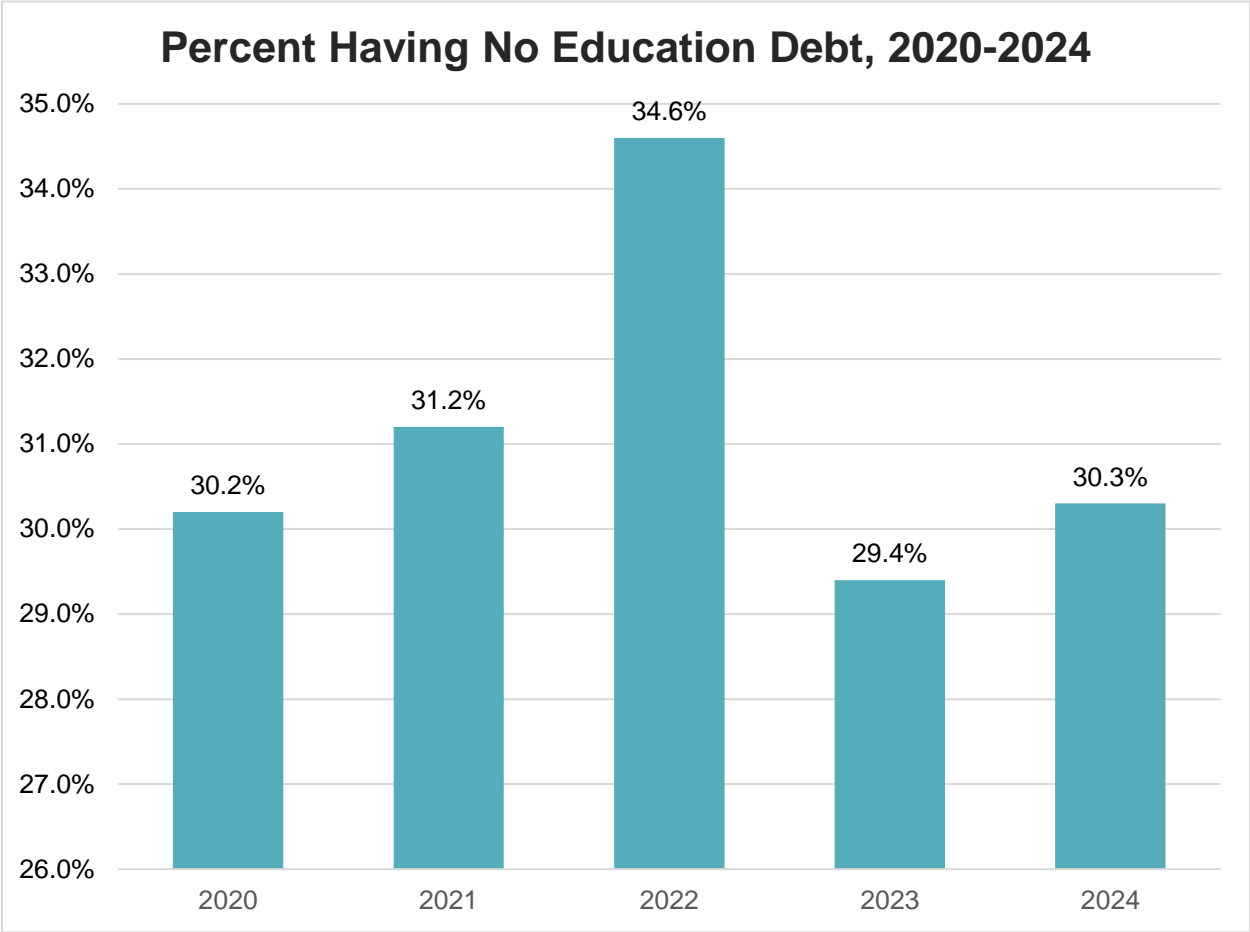


Table 10: Total Scholarship Money Received for Medical School, 2024

Scholarship Money Received for Medical School	Frequency	Percent
\$0	689	73.5%
Less than \$100,000	168	17.9%
\$100,000 - \$199,999	46	4.9%
\$200,000-\$299,999	21	2.2%
\$300,000 or Greater	13	1.4%
Total	937	100.0%

Figure 14: Total Scholarship for Medical School

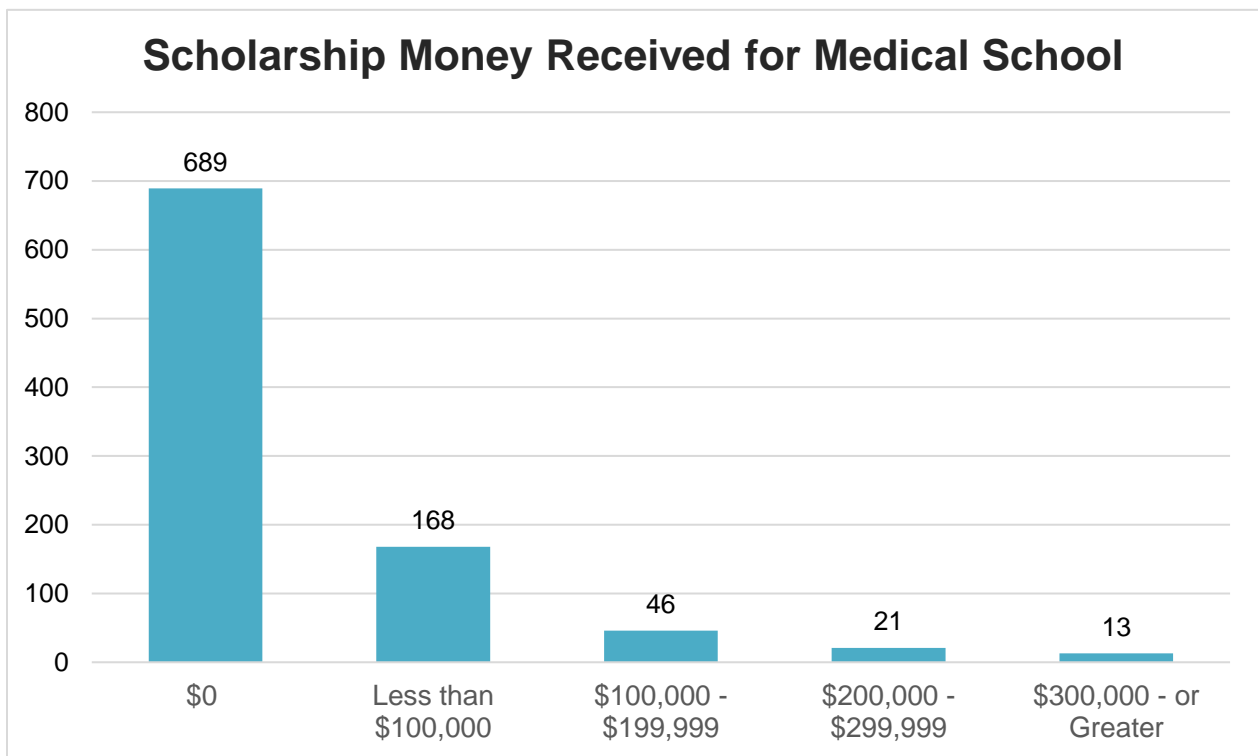
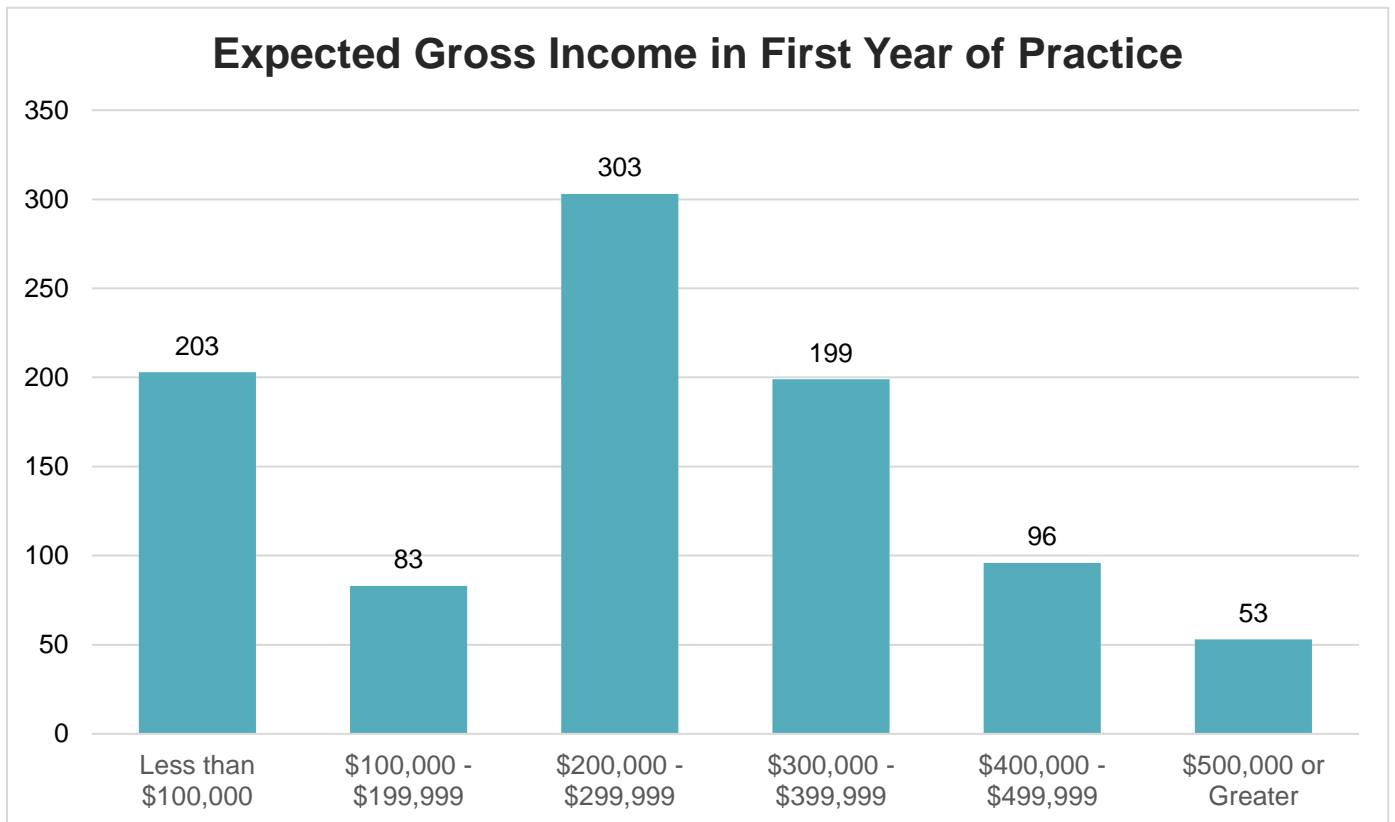


Table 11: Expected Gross Income in First Year of Practice, 2024

Expected Gross Income in First Year of Practice	Frequency	Percent
Less than \$100,000	203	21.7%
\$100,000-\$199,999	83	8.9%
\$200,000-\$299,999	303	32.3%
\$300,000-\$399,999	199	21.2%
\$400,000-\$499,999	96	10.2%
\$500,000 or Greater	53	5.7%
Total	937	100.0%

Figure 15: Expected Gross Income in First Year of Practice, 2024



Practice Information

Table 12: Top 5 intended Primary Activity after Current Year of Training, 2024

Top 5 Intended Primary Activities After Current Year of Training	Frequency	Percent
Patient Care/Clinical Practice	616	67.2%
Additional Subspecialty Training or Fellowship	255	27.8%
Chief Resident	21	2.3%
Undecided	16	1.7%
Teaching/Research	9	1.0%
Total	917	100.0%

Figure 16: Top 5 Intended Primary Activity After Current Year of Training, 2024

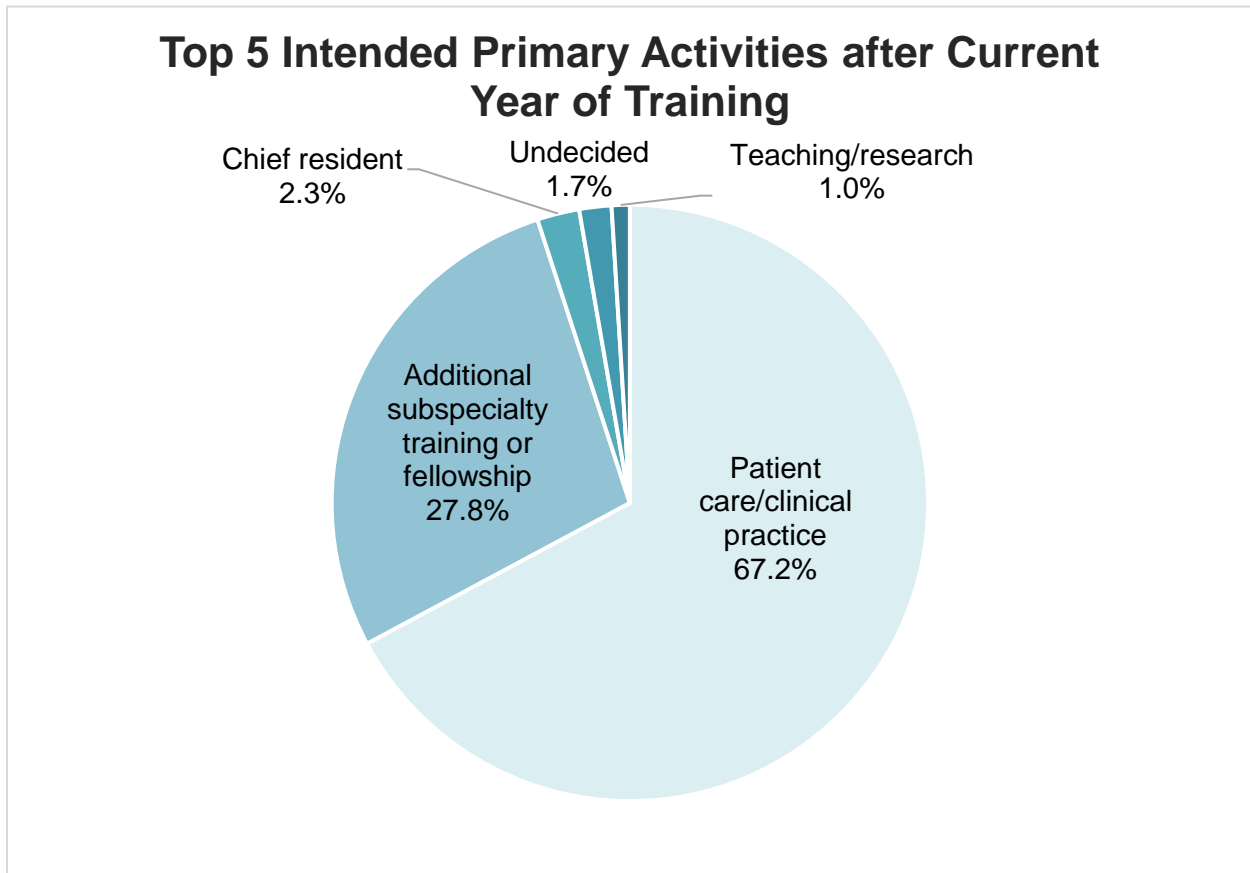


Table 13: Practice Setting, 2024

Practice Setting	Frequency	Percent
Academic Setting	335	37.7%
Hospital-Inpatient	182	20.5%
Group Practice-as Employee	177	19.9%
Hospital-Ambulatory Care	54	6.1%
Group Practice-as Owner/Partner	32	3.6%
Hospital-Emergency Room	27	3.0%
Freestanding Health Center/Clinic	25	2.8%
Other	20	2.3%
Military	19	2.1%
Solo Practice	9	1.0%
Partnership (2 Person)	5	0.6%
Private Practice	2	0.2%
Insurance	1	0.1%
Total	888	100.0%

Table 14: Expect to be at Principal Practice for 4 or More Years by Program, 2024

Program Name	Expect to be at Principal Practice for 4 or More Years				
	Yes		No		Total
	Frequency	Percent	Frequency	Percent	
AdventHealth Redmond	9	1.4%	3	1.0%	12
Atrium Health Floyd	6	0.9%	2	0.7%	8
Atrium Health Navicent	23	3.6%	8	2.7%	31
AU/UGA Medical Partnership-St. Mary's Healthcare	6	0.9%	5	1.7%	11
Centers for Disease Control and Prevention	1	0.2%	0	0.0%	1
Colquitt Regional Medical Center (SGMERC)	4	0.6%	0	0.0%	4
Emory University School of Medicine	307	48.0%	112	37.7%	419
Gateway Behavioral Health Community Service Board	4	0.6%	2	0.7%	6
Hamilton Medical Center	11	1.7%	7	2.4%	18
Houston Healthcare System	3	0.5%	1	0.3%	4
Medical College of Georgia	100	15.6%	55	18.5%	155
Memorial Health University Medical Center	24	3.8%	15	5.1%	39
Memorial Satilla	2	0.3%	0	0.0%	2
Morehouse School of Medicine	28	4.4%	27	9.1%	55
Northeast Georgia Medical Center	31	4.8%	7	2.4%	38
Northside Hospital Gwinnett	14	2.2%	6	3.3%	20
Phoebe Putney Memorial Hospital	2	0.3%	0	0.0%	2
Piedmont Athens Regional Medical Center	8	1.3%	9	3.0%	17
Piedmont Columbus Regional Midtown	6	0.9%	4	1.3%	10
Piedmont Macon Medical Center	13	2.0%	9	3.0%	22
St. Francis-Emory Healthcare	2	0.3%	3	1.0%	5
Wellstar Health System	36	5.6%	22	7.4%	58
Total	640	100.0%	297	100.0%	937

Table 15: Practice Location, 2024

Location of Primary Activity After Graduation Year	Frequency	Percent
Other State	479	51.1%
Georgia	449	47.9%
Outside of US	9	1.0%
Total	937	100.0%

Figure 17: Percent Staying in Georgia After Graduation Year, 2020-2024

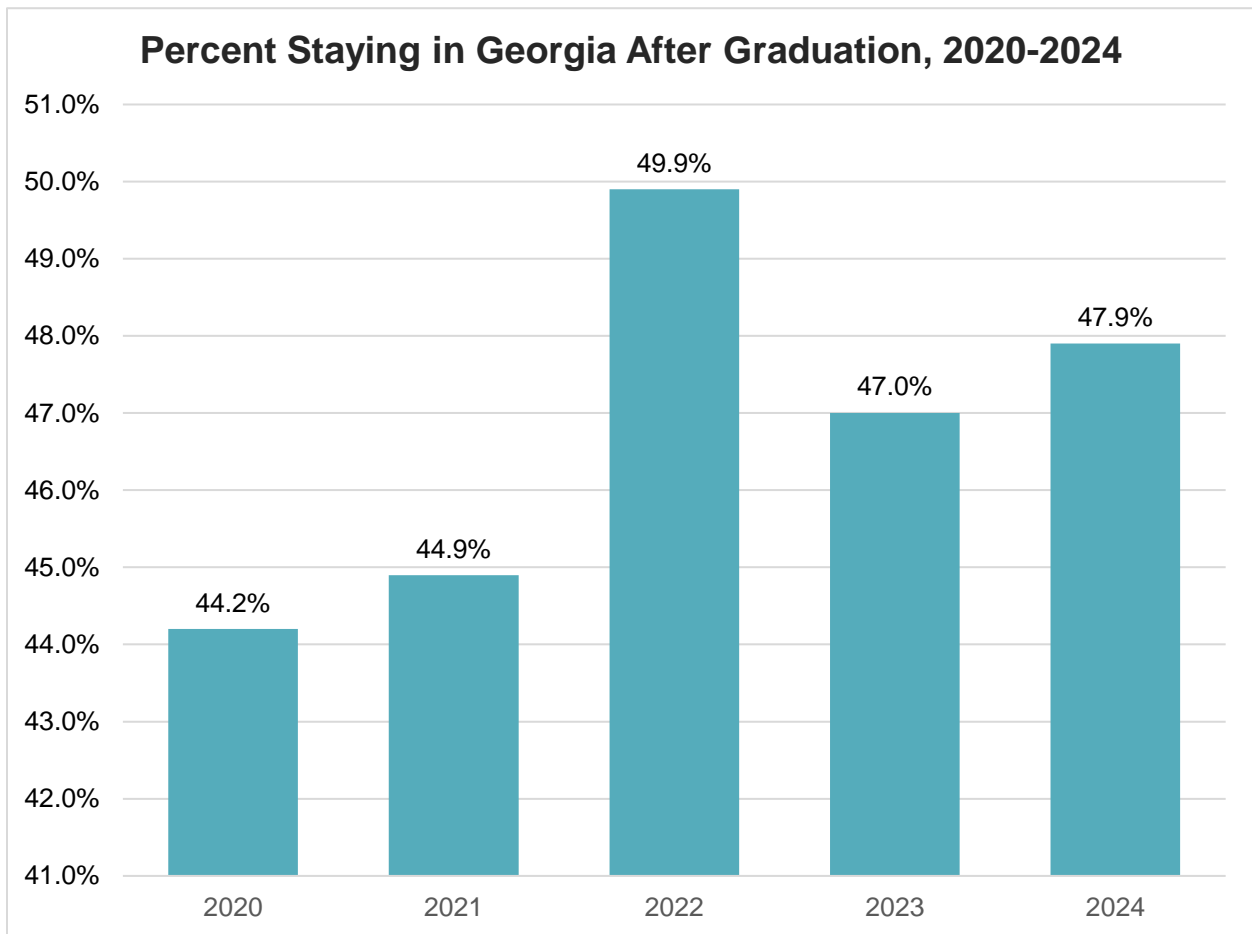
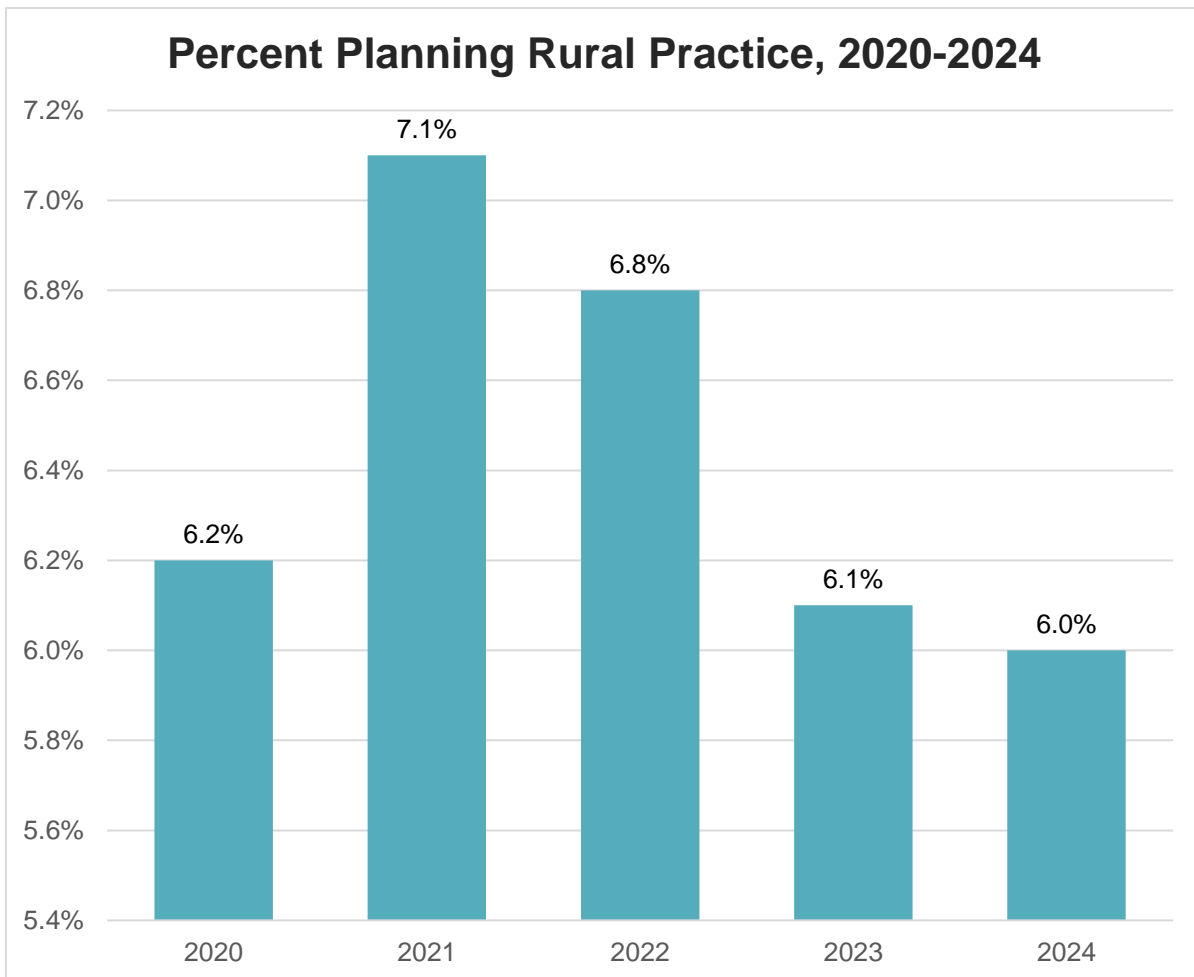


Table 16: Practice Area, 2024

Practice Area	Frequency	Percent
Inner City	279	29.8%
Suburban	256	27.3%
Other Area within Major City	251	26.8%
Small City (City Population Less than 50,000)	95	10.1%
Rural (County Population Less than 50,000)	56	6.0%
Total	937	100.0%

Figure 18: Percent Planning Rural Practice, 2020-2024

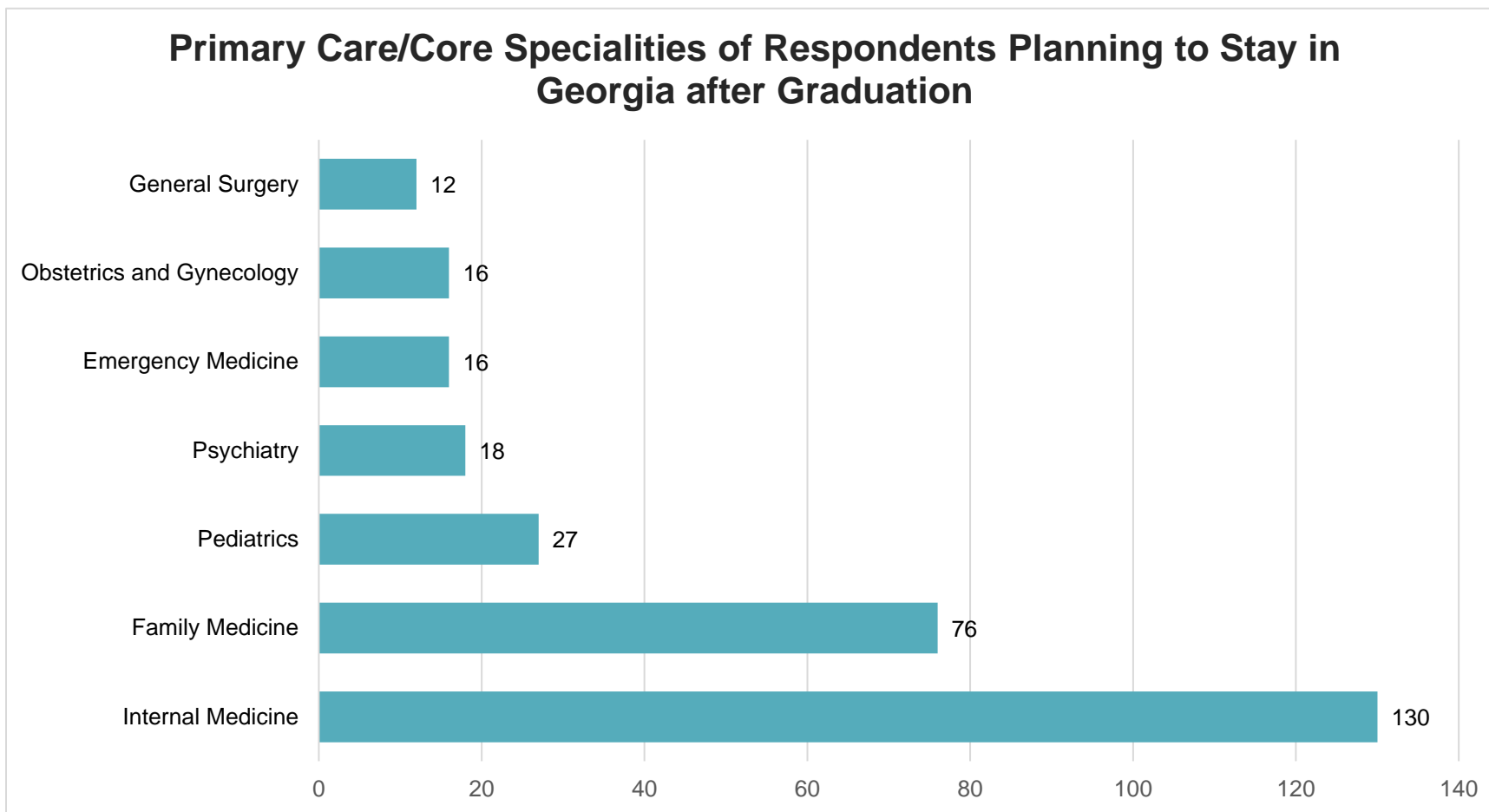


Specialty

Table 17: Specialties of Respondents Planning to Stay in Georgia after Completion of their Program

Specialty	Total Completing Specialty	Number Staying in Georgia	Percent Staying in Georgia
Internal Medicine	223	130	58.3%
Family Medicine	110	76	69.1%
Pediatrics	52	27	51.9%
Psychiatry	33	18	54.5%
Emergency Medicine	40	16	40.0%
OB/GYN	28	16	57.1%
General Surgery	37	12	32.4%
Primary Care/Core Subtotal	523	295	56.4%
All Other Specialties	414	154	37.2%
Total	937	449	47.9%

Figure 19: Primary Care/Core Specialties of Respondents Planning to Stay in Georgia after Graduation



Job Search

Table 18: Actively Job Searched, 2024

Actively Job Searched	Frequency	Percent
No	236	25.2%
Yes	701	74.8%
Total	937	100.0%

Table 19: Job Offers and Acceptance, 2024

Been Offered a Job	Frequency	Percent
Yes and accepted	685	73.1%
Not been offered	190	20.3%
Yes and declined	62	6.6%
Total	937	100.0%

Figure 20: Respondents Who Considered One or More Job Offers in Georgia, 2020-2024

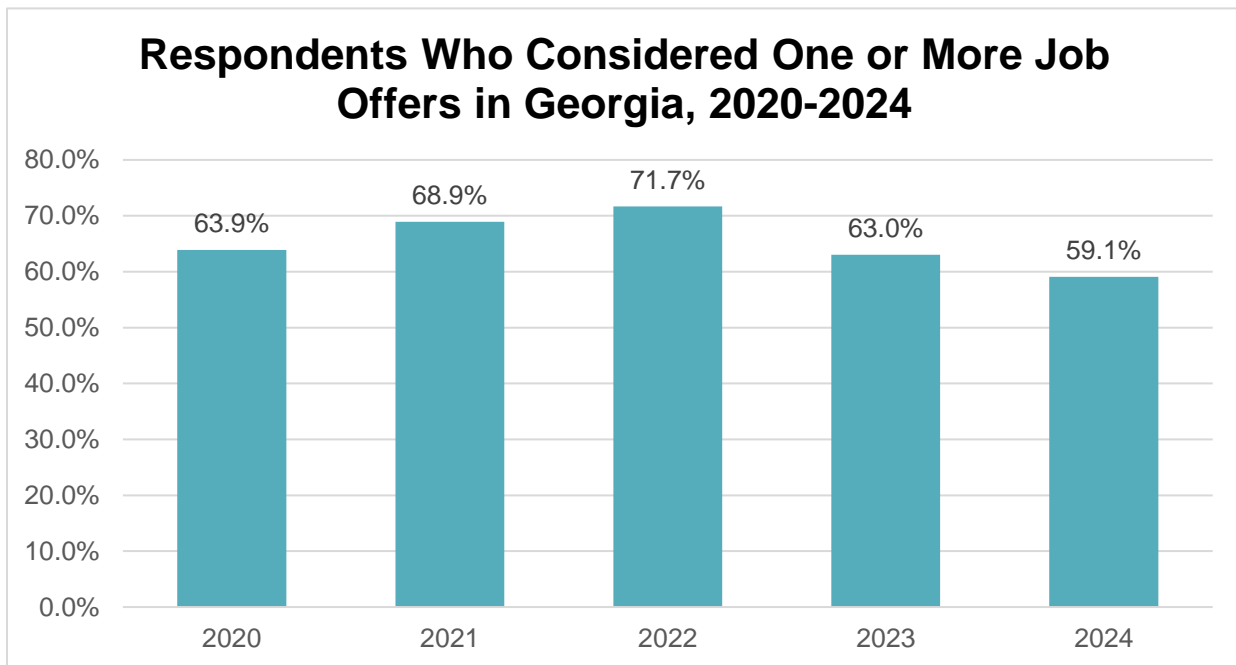


Table 20: Job Search Approaches, 2024

Job Search Approaches	Frequency	Percent
Peer or Colleague referral	339	27.9%
Independent online job search	287	23.6%
Word of mouth	225	18.5%
Recruiter contacted me	158	13.0%
Specialty-specific job boards	81	6.7%

Note: Respondents could select multiple job search approaches.

Table 21: Difficulty Finding a Job Rating, 2024

Difficulty Rating of Finding a Job	Frequency	Percent
Very easy	180	19.2%
Somewhat easy	251	26.8%
Neutral	331	35.3%
Somewhat difficult	141	15.0%
Very difficult	34	3.6%
Total	937	100.0%

Table 22: Specific Difficulties in Finding a Job, 2024

Difficulty in Finding a Job	Frequency	Percent
Not a favorable work/life balance	250	28.4%
Would not be satisfied with the job	192	21.8%
Other reason	125	14.2%
Lack of mentoring opportunities	103	11.7%
Did not have passion for the practice	65	7.4%
Practice did not communicate well	63	7.2%
Not enough challenge	41	4.7%
Practice was not collaborative	28	3.2%
Practice did not advocate for patients	14	1.6%

Note: Respondents could choose multiple options. The percentage shown is the percentage of respondents selecting that option.

Other Reasons for Difficulty in Finding a Job, 2024

In addition to the above answer options, respondents could give an open-ended answer choice. Their responses fell under the following categories:

Location: these include wanting a desirable location or proximity to a city.

Visa and Contractual Obligations: These include answers such as needing to find a job in a HPSA (Health Professional Shortage Area), positions that sponsor visas, and military obligations.

Position-Related Factors: These include employers' reluctance to hire new residency graduates, tedious employment processes, limited availability of positions in their specialty, and desiring practice opportunities without midlevel practitioners.

Pay-Related Issues: Some respondents mentioned that the pay was below the national average or otherwise inadequate to meet their expectations.

Minimal Availability of Jobs: Few respondents indicated that there are fewer jobs in Georgia.

Table 23: Ratings and Perception of Training, Educational Debt Repayment, Practice Opportunities, and Rural Practice, 2024

Question or Statement	Rating Scale	Number of Responses	Average
In your job search, how strongly did you consider practicing in a rural area (county population less than 50,000)?	1 = DID NOT CONSIDER 5 = STRONGLY CONSIDERED	937	2.4
If all of your medical school debt were forgiven, how likely would you consider a five-year obligation to practice in a rural setting (GA county population less than 50,000)?	1 = VERY UNLIKELY 5 = VERY LIKELY	937	3.0
What is your level of satisfaction with your salary/compensation?	1 = VERY DISSATISFIED 5 = VERY SATISFIED	937	3.7
what is the likelihood you will return to Georgia to practice when your training is complete	1 = VERY UNLIKELY 5 = VERY LIKELY	937	3.3
What is your overall assessment of practice opportunities in your specialty within 50 miles of the site where you trained?	1 = VERY FEW JOBS 5 = MANY JOBS	937	3.2
What is your overall assessment of practice opportunities in your specialty nationally?		937	3.8
Overall, I am satisfied with the training I received.	1 = STRONGLY DISAGREE 5 = STRONGLY AGREE	937	4.3
I would choose to train at the same site again.		937	4.1

Figure 21: Ratings and Perception of Training, Educational Debt Repayment, Practice Opportunities and Rural Practice, 2024

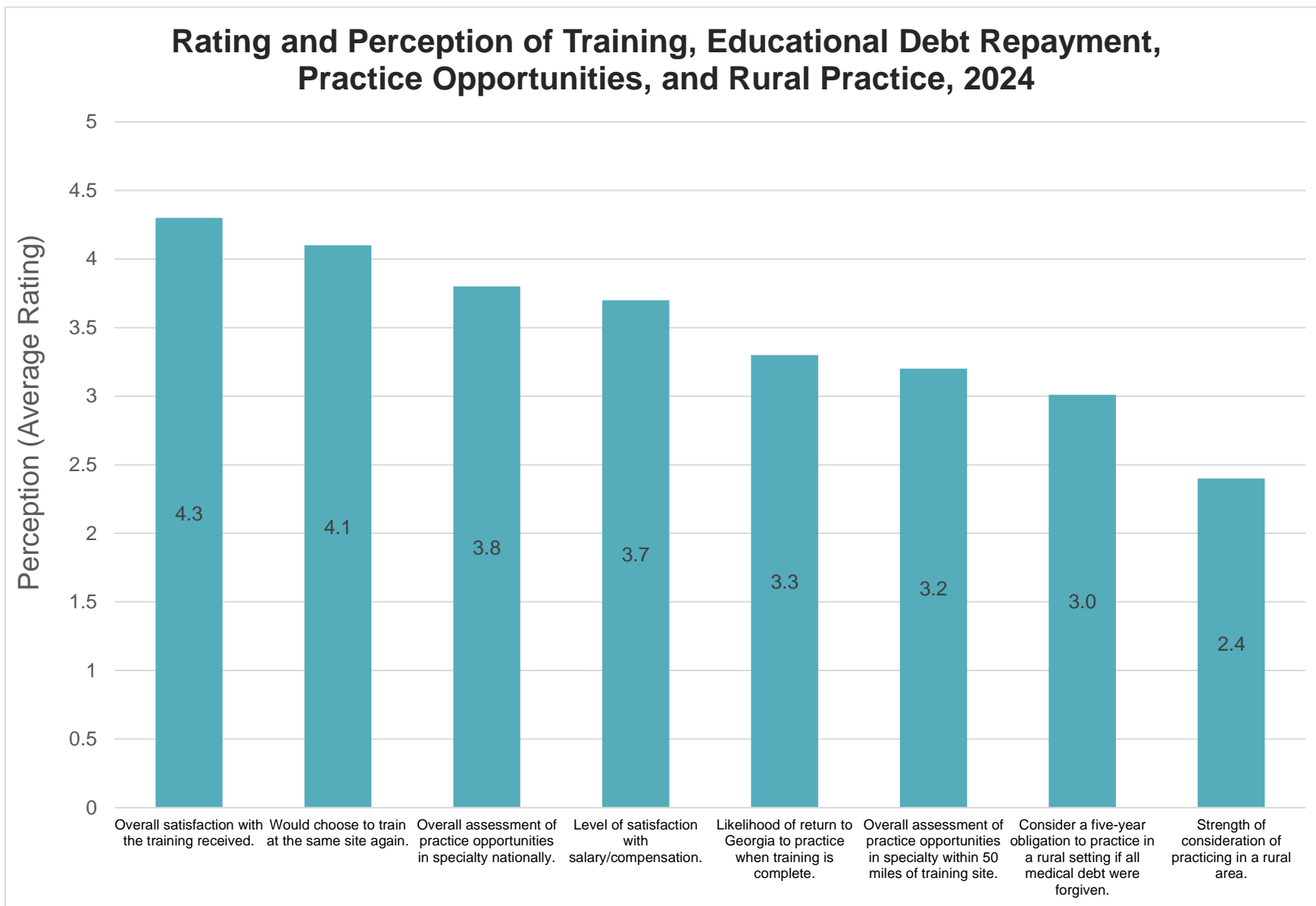


Table 24: Reasons for Leaving Georgia, 2024

Reason for Leaving Georgia	Frequency	Percent
Proximity to family	232	20.1%
Fellowship or additional medical training	200	17.5%
Better jobs in desired location outside Georgia	134	11.7%
Better salary offered outside Georgia	129	11.3%
Better jobs in desired practice setting outside Georgia	101	8.8%
Better job for spouse/partner outside Georgia	93	8.1%
Other reason	71	6.2%
Never intended to practice in Georgia	70	6.1%
Overall lack of jobs/practice opportunities in Georgia	43	3.8%
Other service obligation	39	3.4%
Better jobs outside Georgia that meet visa requirements	26	2.3%
Cost of starting a practice	5	0.4%
Cost of malpractice insurance in Georgia	4	0.3%

Note: Respondents could select multiple reasons for leaving Georgia. The percentage shown is the percentage of respondents selecting that option.

Other Reasons for Leaving Georgia, 2024

In addition to the reasons for leaving Georgia after the current year of training mentioned above, some respondents provided an additional reason in an open-ended format. The responses are organized into the following themes:

Fellowship-related: Respondents mentioned leaving to pursue additional training in a fellowship in other states where they were matched. And few of the respondents clarified that they intend to return to Georgia after completing all their training.

Family: Respondents reiterated that they were leaving Georgia for family reasons or to accommodate a spouse's job or medical training.

Political and policy related: Respondents mentioned the political climate (especially surrounding abortion and gun control) and policies such as Medicaid expansion and income tax burden.

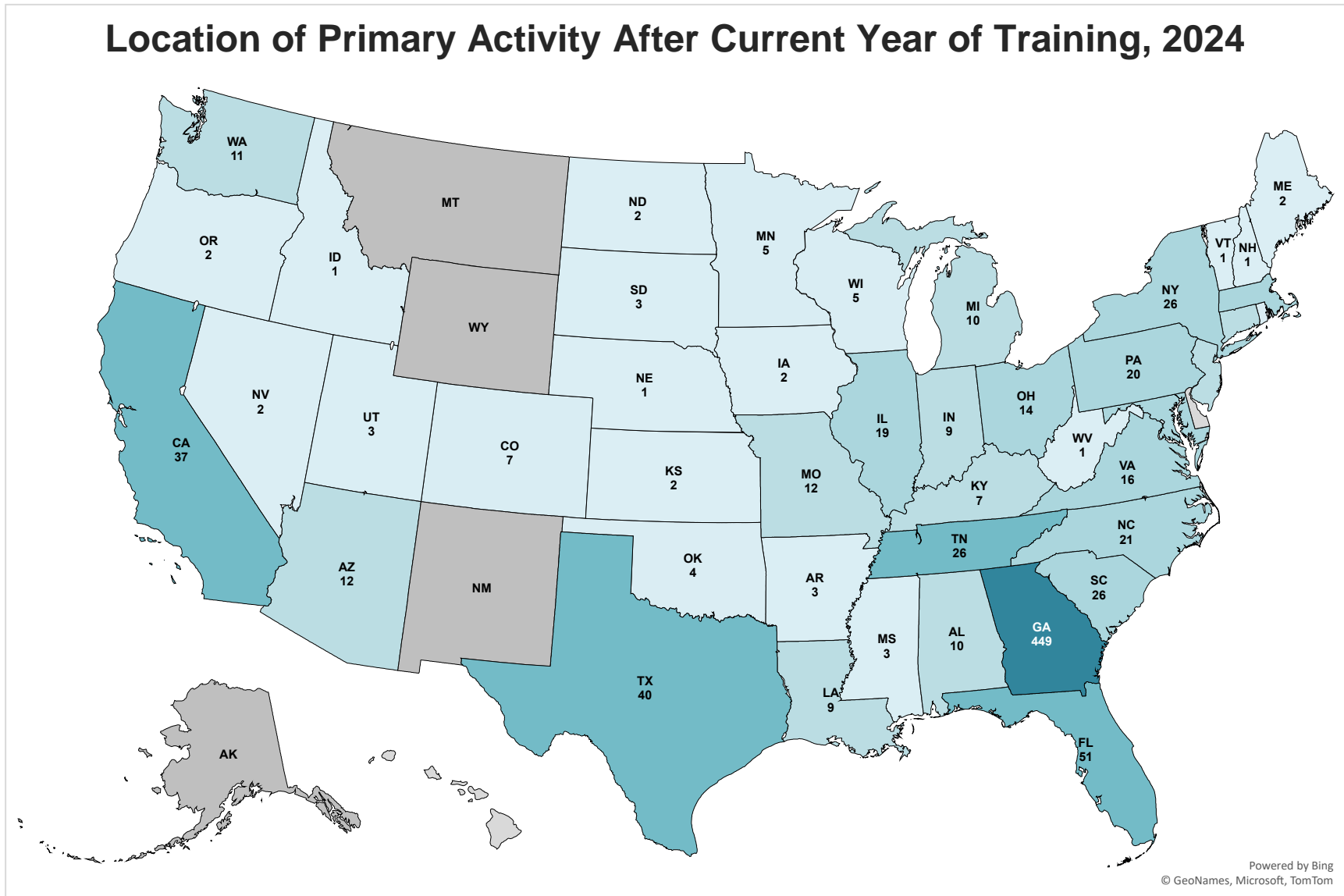
Change of Environment: Some respondents mentioned desiring to change their environment and live in another state, but they would likely return to Georgia.

Service: Respondents mentioned military service for themselves and their spouses.

Job-Related Considerations: A few respondents mentioned leaving Georgia to find better jobs.

Environmental Considerations: Few respondents mentioned unfavorable weather as their reason for leaving Georgia.

Map 1: Location of Primary Activity After Current Year of Training, 2024



Acknowledgments

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