

# **Five-Year Review of Graduate Medical Education (GME) Retention Outcomes, FY 2021-FY 2025**

Graduation, Retention, and Specialty Trends



January 2026

## Executive Summary

The Georgia Board of Health Care Workforce (GBHCW) provides funding to GME programs in Georgia. Every year, GBHCW collects data on the practice locations of graduates from funded GME programs. GBHCW derived the analyses in this report from the practice location data within the NPI Masterfile<sup>1</sup>. This report provides a high-level overview of graduates by fiscal year, retention of graduates by program, retention by specialty completed, and practice location state.

## Methodology

Every summer, GBHCW collects information on graduates from all funded GME programs. GBHCW uses this data to assess programs' compliance with the in-state retention rate outlined in program contracts. For the 2021-2025 period, the retention rate is 55.0%, meaning that 55.0% of graduates entering practice during the 5-year period must remain in Georgia in order for the program to be compliant.

This data powers GBHCW's annual GME 5-Year Outcome Report, which outlines programs' compliance with the retention rate for the 5-year period ending that June. The data collected in the spring of 2025 covers graduates during the 2021 to 2025 fiscal years.

GBHCW asks GME program administrators to provide the name, NPI number, specialty, practice status, and graduation date for all graduates during the prior five fiscal years. The analyses found below use a combination of NPI practice location and the graduates' reported status from the GME programs to determine retention and current status as of summer 2025.

For more information on NPI numbers and the data reported by the Centers for Medicare & Medicaid Services, please see the linked reports.<sup>2,3</sup> Health plans (Medicare, Medicaid, and private health plans) require health care providers to have NPI numbers for administrative and financial transactions<sup>3</sup> and any changes to NPI application information (such as practice location) must be provided within 30 days of the change<sup>3</sup>. For these reasons, GBHCW deemed NPI number to be a valid and standardized way of assessing practice locations for the physicians graduating from Georgia's GME programs.

---

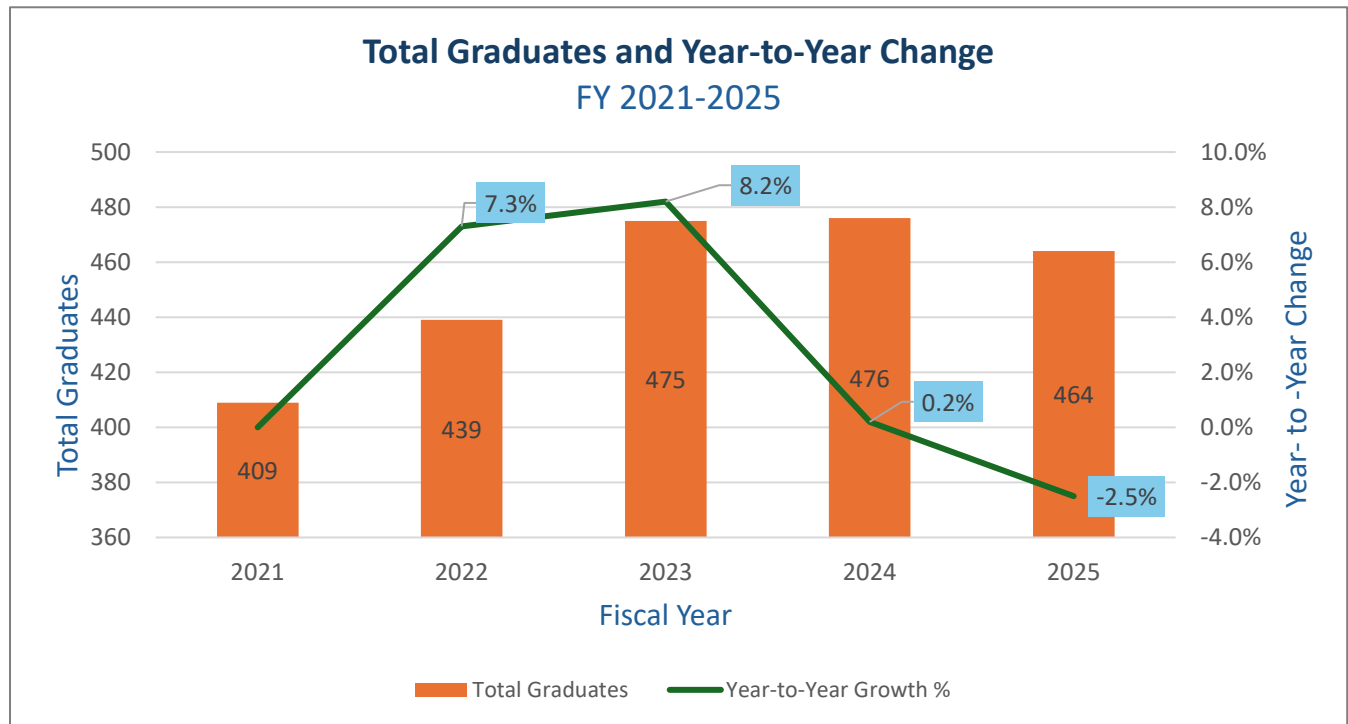
<sup>1</sup> Centers for Medicare & Medicaid Services. 2025. "NPI Files." [https://download.cms.gov/nppes/NPI\\_Files.html](https://download.cms.gov/nppes/NPI_Files.html)

<sup>2</sup> Centers for Medicare & Medicaid Services. 2025. "National Provider Identifier (NPI) Application/Update Form." <https://www.cms.gov/medicare/cms-forms/cms-forms/downloads/cms10114.pdf>

<sup>3</sup> Centers for Medicare & Medicaid Services. 2024. "NPI Fact Sheet." <https://www.cms.gov/files/document/npf-fact-sheet.pdf>

## Total Graduates by Fiscal Year

The total number of graduates from GBHCW-funded programs each year highlights the overall workforce pipeline trend.



**Figure 1.** Total Graduates and Year-to-Year Change

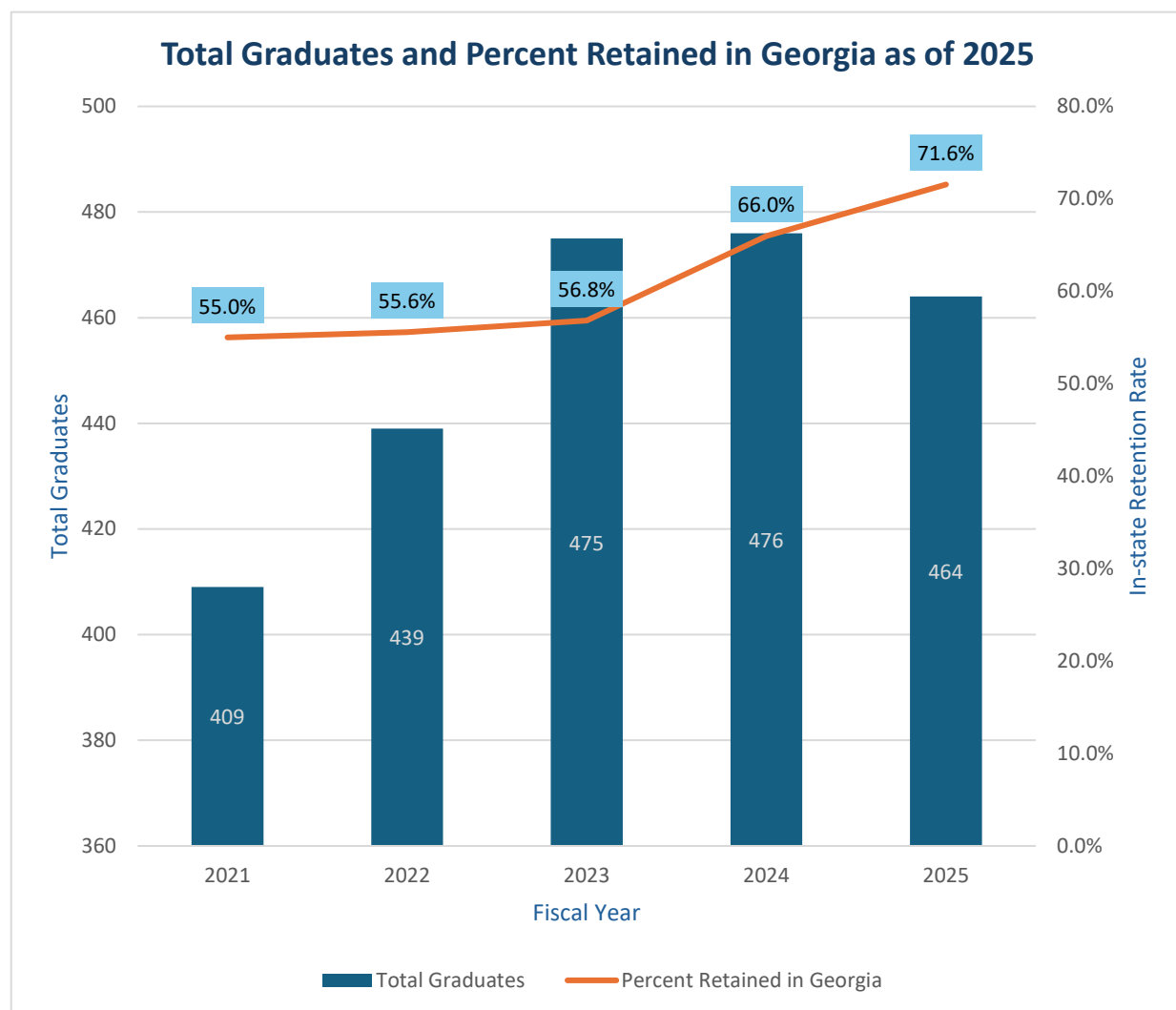
### Key Insights

The orange bars in the chart above display the total number of graduates reported to GBHCW each year. The green line shows year-to-year growth and declines in the total number of graduates across fiscal years.

- These data represent unduplicated totals; with each graduate counted only once per fiscal year.
- The total number of graduates entering practice gradually increased from **409** in 2021 to **476** in 2024, then slightly **decreased** to **464** in 2025.
- Year-to-year percentage change comes from sequential fiscal-year comparisons:
  - FY 2021 to FY 2022 +7.3% (growth)
  - FY 2022 to FY 2023: +8.2% (growth)
  - FY 2023 to FY 2024: +0.2% (plateau)
  - FY 2024 to FY 2025: -2.5% (slight decline)

## Total Graduates and Percent Retained in 2025

The following chart displays the total graduates and the percentage of graduates who are retained in Georgia as of November 2025.



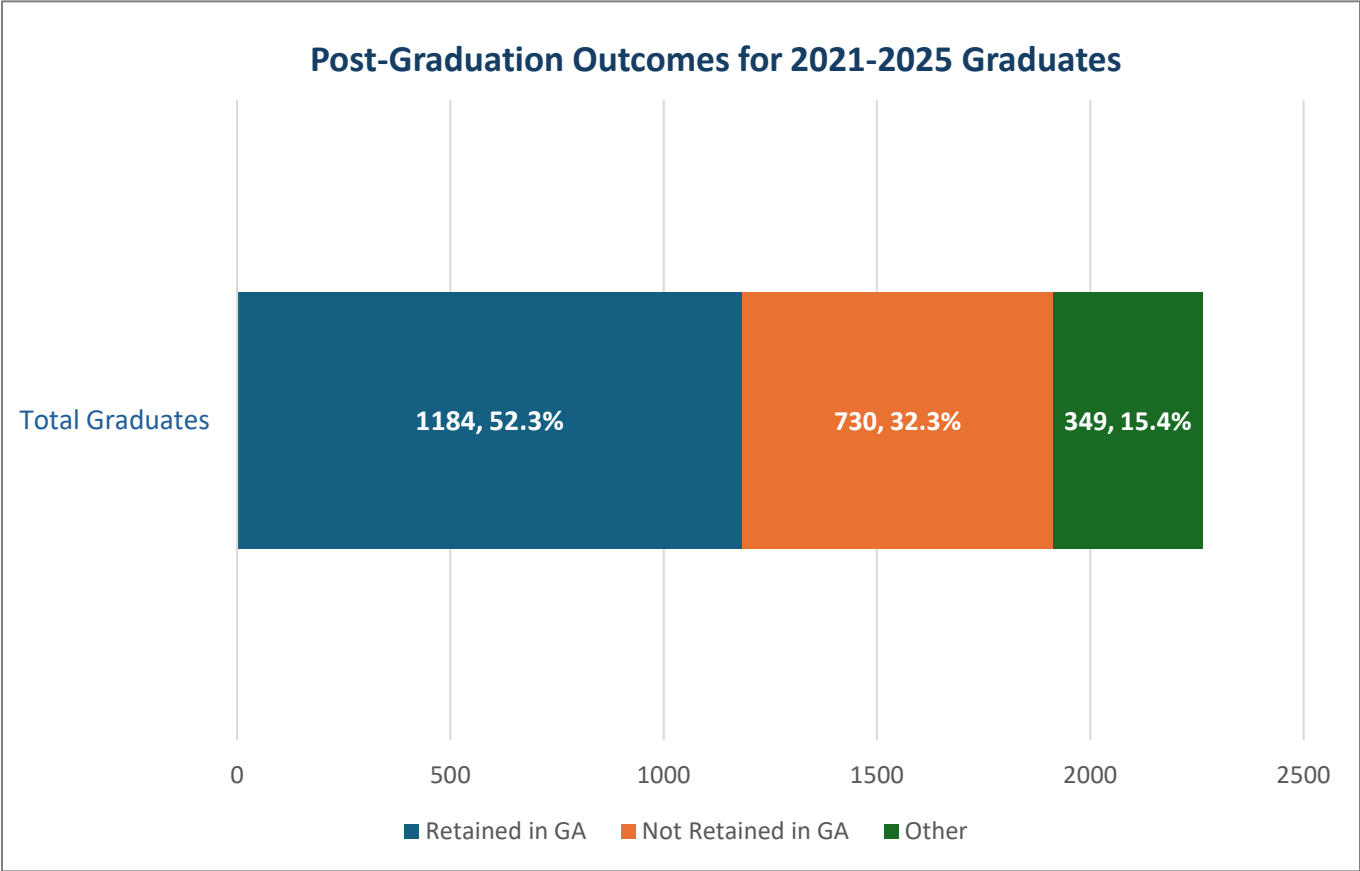
**Figure 2.** Total Graduates and Percent Retained in Georgia as of 2025

### Key Insights

As can be expected, the retention rate in Georgia decreases the earlier the physician graduated. This is why the orange retention rate line is generally lower the farther from 2025 the graduating class is. The retention rate line shows the retention rates for grads 4 years ago (2021), 3 years ago (2022), 2 years ago (2023), 1 year ago (2024), and this year (2025).

# Post-Graduation Outcomes in Georgia (2021-2025)

The chart below illustrates the total number of graduates from 2021-2025 and how they were distributed across three categories: retained in Georgia (blue), not retained (orange), and those entering additional medical training, Military service, or the National Health Service Corps (NHSC) (green) during the five-year period from 2021–2025.



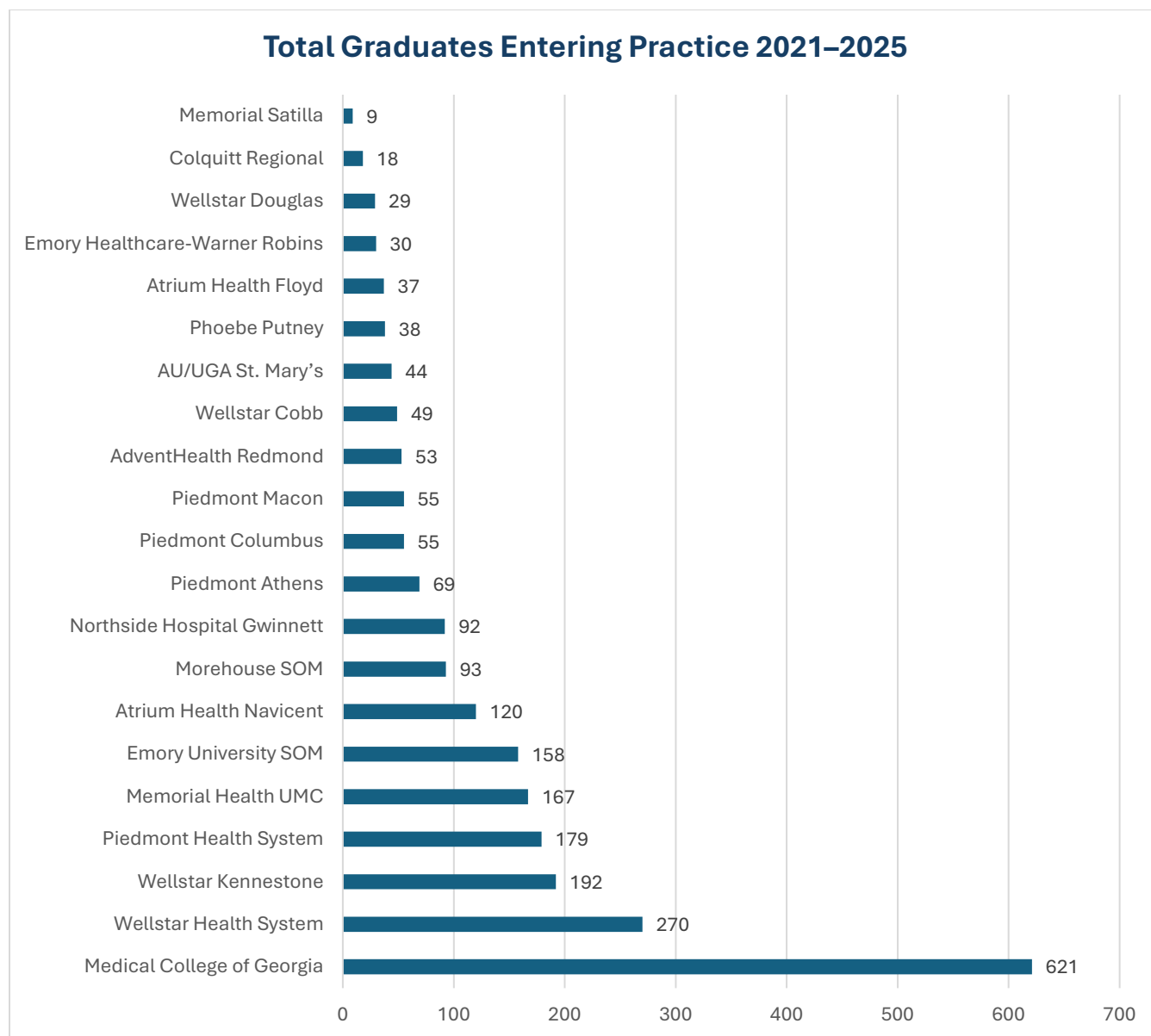
**Figure 3.** *Post-Graduation Outcomes for 2021-2025 Graduates*

## Key Insights

- During the years 2021-2025, Georgia GME programs funded by GBHCW graduated 2,263 physicians.
- Georgia retains just over half of its graduates:
  - 52.3% of graduates remain in Georgia
  - 32.3%, or nearly one-third, leave the state
  - 15.4% are categorized as “other” which includes graduates pursuing additional training, military service, or NHSC commitments

## Total Graduates Entering Practice 2021-2025<sup>4</sup>

The chart below illustrates the total number of graduates entering practice by program from 2021-2025. The relative sizes of the bars display the relative sizes of the Georgia GME programs.



**Figure 4. Total Graduates Entering Practice 2021-2025**

<sup>4</sup> Note: Emory University's total graduates (158) include only those training at Grady Memorial Hospital and in the specialties of Family Medicine, OB/GYN, Psychiatry, and Preventive Medicine.

## Key Insights

- The programs listed above graduated a total of 2,263 physicians. Of those, 1,914 entered practice as of 2025. The total displayed above reflects the 1,914 who entered practice.
- The Georgia GME programs funded by GBHCW vary widely in size and specialties offered. For instance, Memorial Satilla only provides training for Family Medicine graduates and only graduates 1 or 2 physicians per year. Medical College of Georgia, in contrast, trains physicians in numerous specialties and graduates more than 100 physicians a year.
- Programs also vary in the status of the training programs they offer, with some being long-established and others only beginning to graduate students during the years 2021-2025.

## Retention Rates by Program (2021-2025)

The charts below present retention rates by specialty over time and allow for a straightforward comparison of how effectively individual programs retain graduates within Georgia. This view highlights year-to-year changes, reveals emerging patterns or fluctuations, and helps identify programs with consistently strong or improving retention outcomes. The retention rates displayed below are derived from 2025 NPI practice location data. Some programs may not display retention rates for each year. This could be for a few reasons: 1) the program is newly funded by GBHCW and/or 2) the program only began having 5 years of graduates during the period 2021-2025.

If a program has a blank space for the year on the table below each chart, then that program and specialty had not reported a 5-year retention outcome at that time.

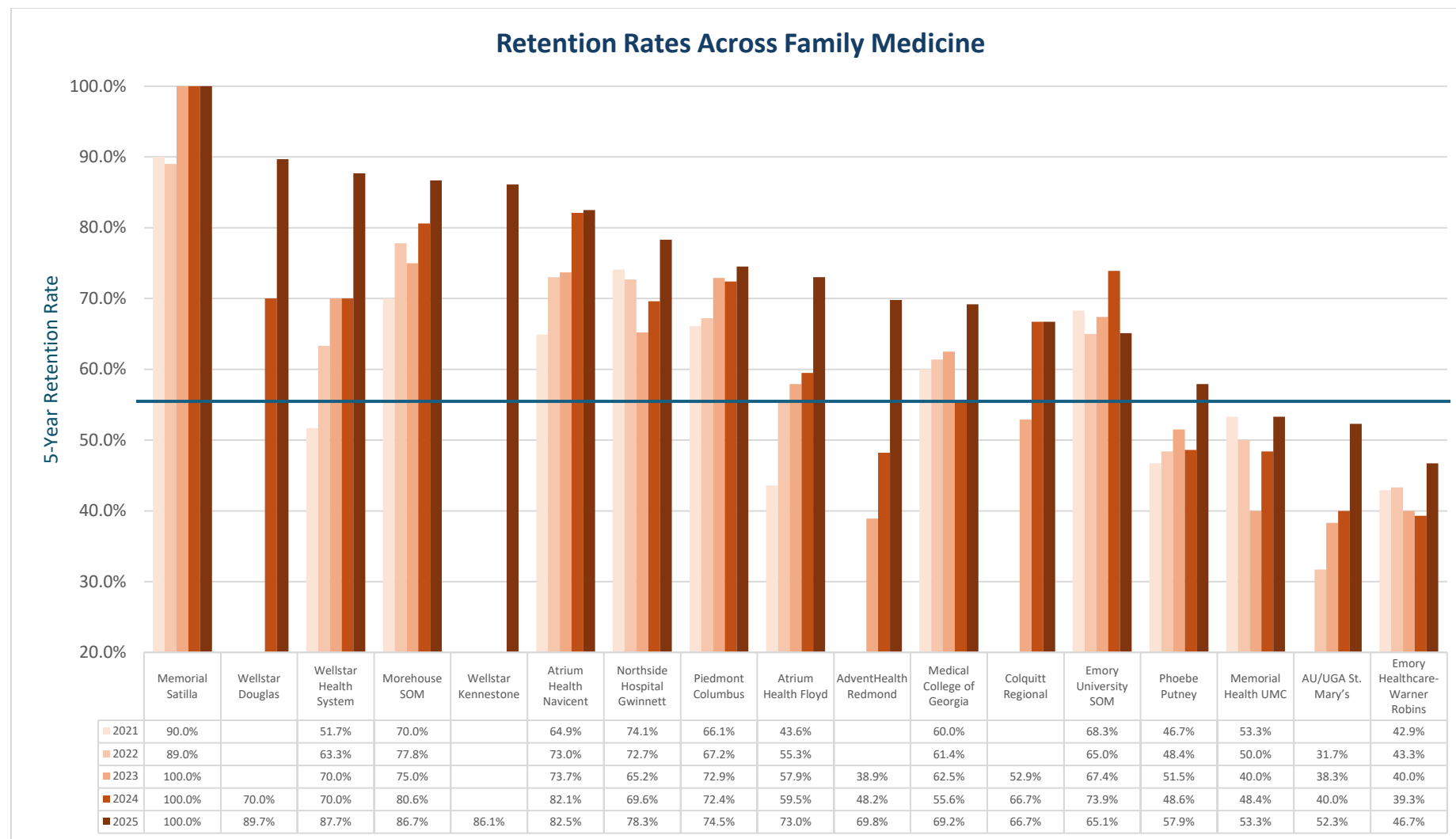
In the following charts, the 5-year retention outcome is listed under the ending year such that:

- 2021 includes graduates from 2017-2021
- 2022 includes graduates from 2018-2022
- 2023 includes graduates from 2019-2023
- 2024 includes graduates from 2020-2024 and
- 2025 includes graduates from 2021-2025.

Program retention rates are sorted by their 2025 retention rate, highest to lowest.



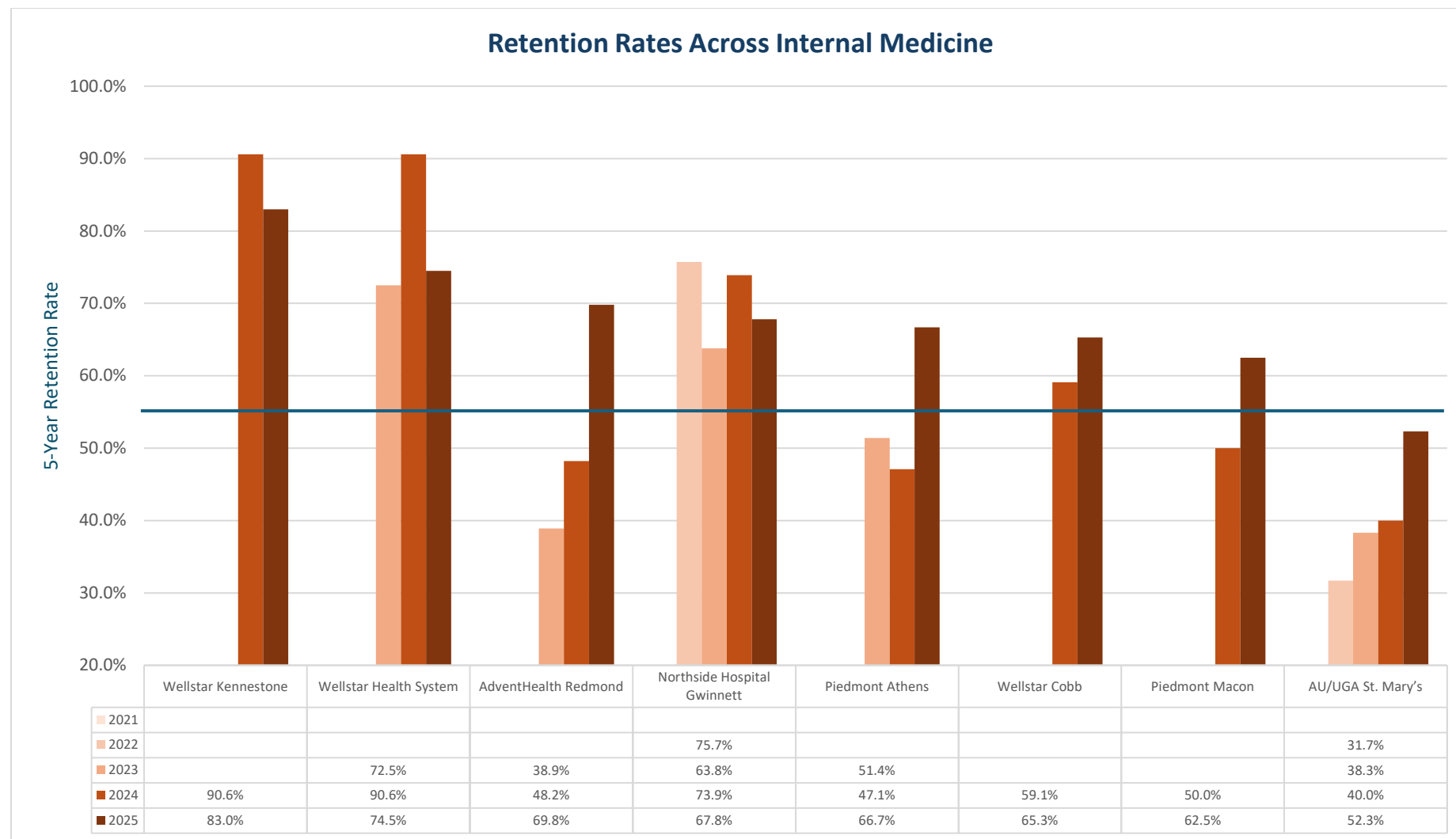
## Family Medicine Retention Analysis



**Figure 5. Retention Rates Across Family Medicine**

**Notes:** Wellstar Atlanta Medical Center closed in 2022. In subsequent years, Wellstar AMC residents completed training at Wellstar Cobb, Douglas, and Kennestone. The blue trend line shows the 2025 retention rate of 55.0%.

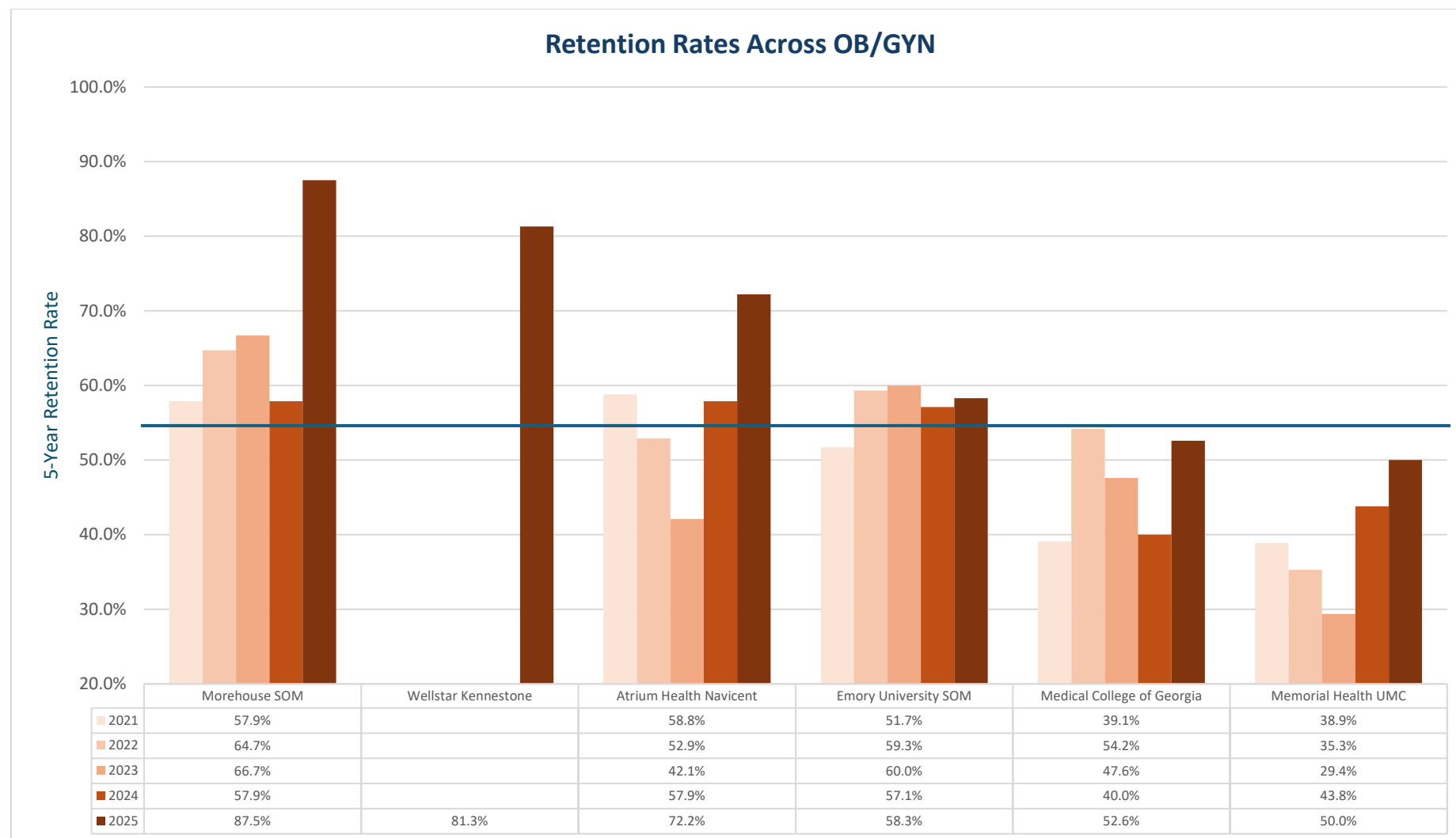
## Internal Medicine Retention Analysis



**Figure 6.** Retention Rates Across Internal Medicine

**Note:** GBHCW did not fund any Internal Medicine programs with 5 years of graduates during the 5-year period ending in 2021.

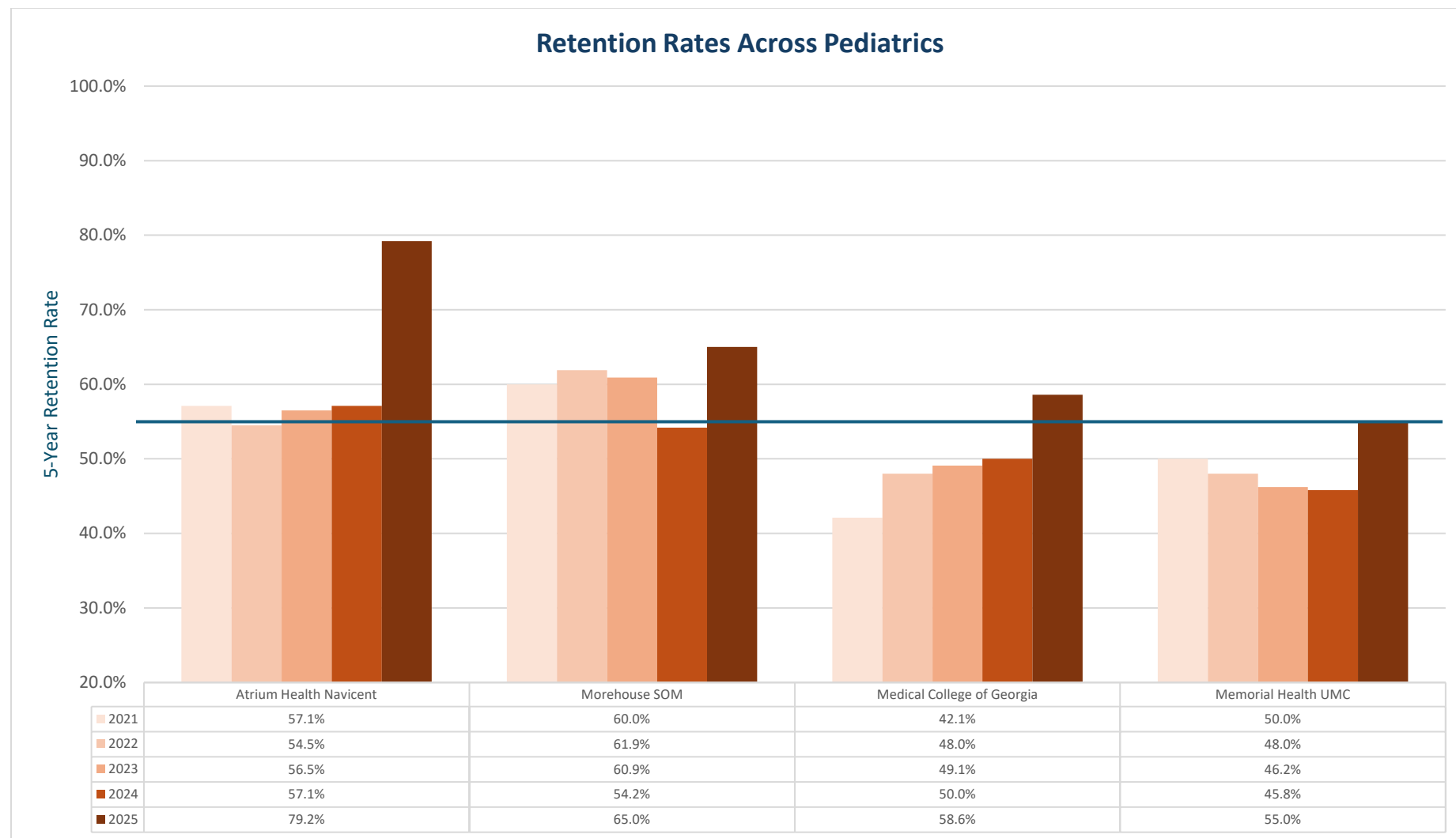
## OB/GYN Retention Analysis



**Figure 7.** Retention Rates Across OB/GYN

**Note:** Wellstar Kennestone began having 5 years of OB/GYN graduates in 2025.

## Pediatrics Retention Analysis



**Figure 8. Retention Rates Across Pediatrics**

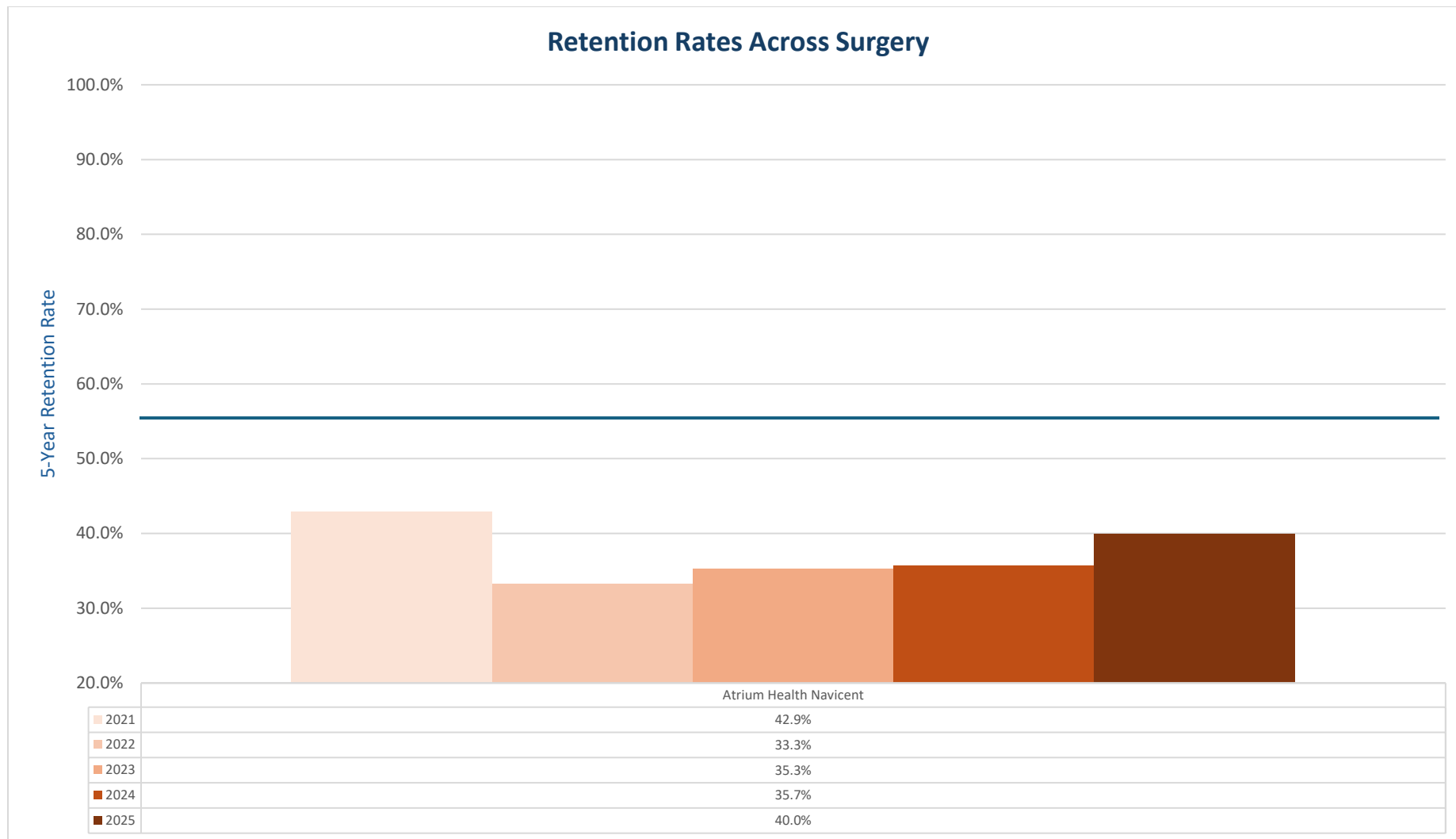
## Psychiatry Retention Analysis



**Figure 9.** Retention Rates Across Psychiatry

**Note:** Piedmont Macon began having 5 years of Psychiatry graduates in 2025. Piedmont Macon also had 5 years of Internal Medicine graduates starting in 2024.

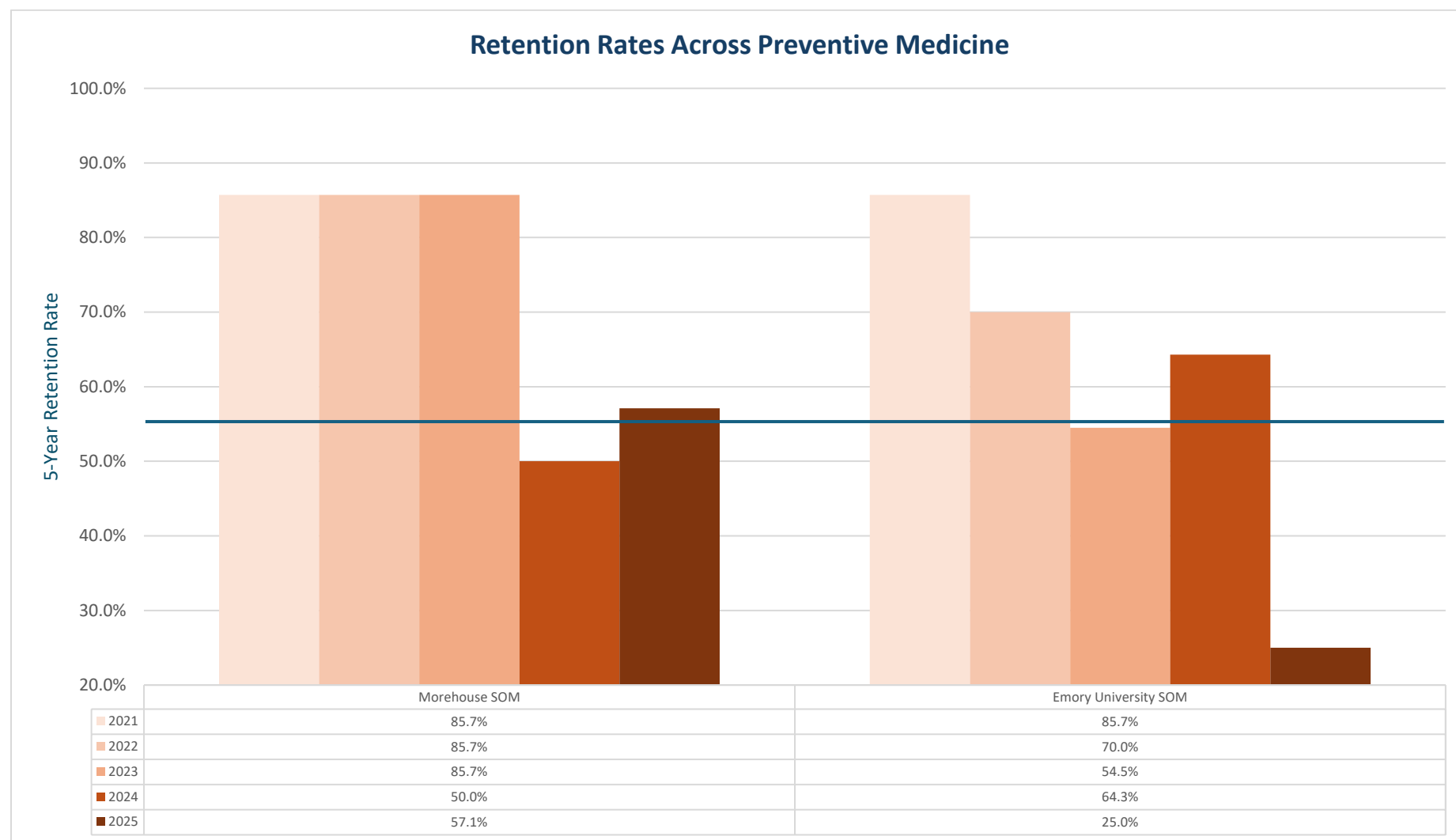
## Surgery Retention Analysis



**Figure 10.** Retention Rates Across Surgery

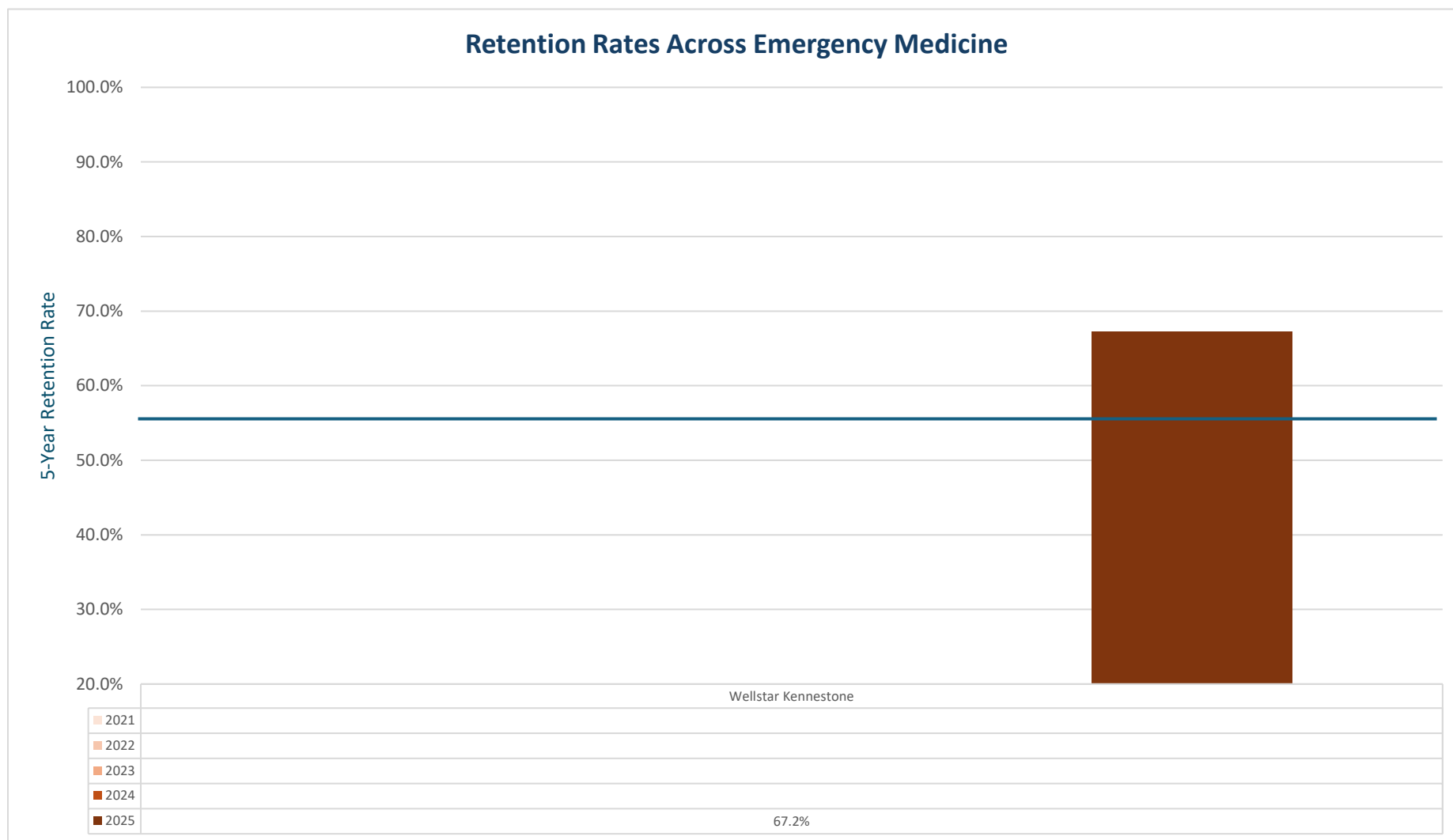
**Note:** Atrium Health Navicent is the only program GBHCW funds for Surgery that has had 5 years of graduates as of 2021.

## Preventive Medicine Retention Analysis



**Figure 11.** Retention Rates Across Preventive Medicine

## Emergency Medicine Retention Analysis

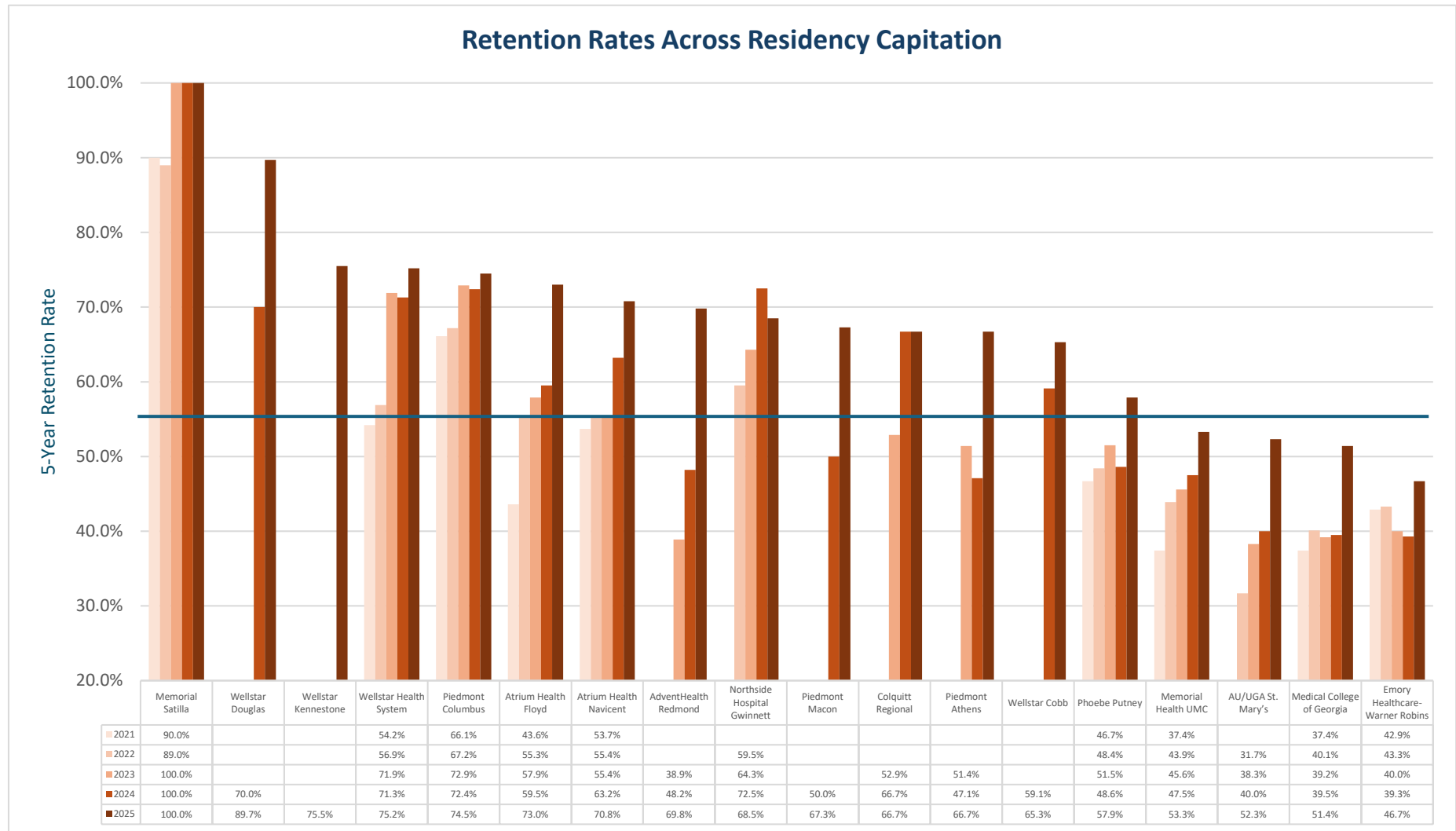


**Figure 12.** Retention Rates Across Emergency Medicine

**Note:** Wellstar Kennestone is the only program GBHCW funds for Emergency Medicine that had 5 years of graduates as of 2025.



## Residency Capitation Retention Analysis



**Figure 13. Retention Rates Across Residency Capitation**

## Key Insights

- **Strong Retention Programs:** Memorial Satilla Health, Morehouse School of Medicine (Psychiatry), and Atrium Health Navicent (Family Medicine).
- **General Trend:** Most programs show **net improvement** from 2021 to 2025.
- **Retention by Specialty:** Family Medicine generally retains the most graduates in Georgia; Psychiatry and Preventive Medicine are more variable.

## Programs Needing Additional Graduates to Reach 55.0% Retention (2025)

Several programs are slightly below the 55.0% retention target for 2025. Most gaps are small, with individual programs needing only 1–4 additional graduates to meet the goal. Notably, larger programs, such as Residency Capitation at the Medical College of Georgia, require a more substantial increase. Overall, these insights can guide program-specific retention initiatives to help achieve state-wide retention objectives.

Program	Specialty	2025 Additional Grads Needed to Reach 55.0%
Atrium Health Navicent	Surgery	3
AU/UGA Medical Partnership at St. Mary's	Internal Medicine	2
Emory Healthcare – Warner Robins	Family Medicine	3
Emory University School of Medicine	Preventive Medicine	4
Medical College of Georgia	OB/GYN	1
Medical College of Georgia	Psychiatry	2
Medical College of Georgia	Residency Capitation <sup>5</sup>	23
Memorial Health University Medical Center	Family Medicine	1
Memorial Health University Medical Center	OB/GYN	1
Memorial Health University Medical Center	Residency Capitation	3

**Figure 14.** Programs Needing Additional Graduates to Reach 55.0% Retention (2025)

<sup>5</sup> Residency Capitation refers to GBHCW's funding model that provides a residency program with a fixed amount of funding per resident, regardless of specialty.

## Practice States, 2025

The following table shows the practice states of graduates from 2021 to 2025. Practice data is as of November 2025 and uses the NPI master dataset<sup>6</sup>.

Practice State	Fiscal Year of Graduation					Total Graduates
	2021	2022	2023	2024	2025	
Total Graduates	409	439	475	476	464	2263
GA	225	244	270	314	332	1385
FL	29	20	34	30	16	129
SC	17	17	17	11	9	71
TX	16	25	5	8	12	66
CA	13	10	18	16	8	65
NC	8	9	15	12	9	53
TN	7	10	5	7	5	34
AL	9	11	6	6	1	33
PA	6	6	9	7	5	33
OH	7	5	8	9	3	32
VA	7	6	7	2	8	30
NY	4	10	4	4	7	29
IL	8	3	4	7	6	28
MD	3	6	4	5	4	22
NJ	2	3	7	2	5	19
AZ	6	2	0	5	3	16
MI	3	1	5	3	4	16
KY	4	6	3	2	0	15
WI	0	5	5	2	3	15
CT	2	7	2	1	1	13
IN	2	1	3	1	3	10
LA	0	1	4	3	2	10
MA	4	2	1	3	0	10
MO	2	0	3	4	1	10
Unknown Location	1	4	3	0	1	9
CO	1	1	3	3	0	8
KS	2	3	1	1	1	8
MN	3	1	4	0	0	8
UT	2	0	4	1	0	7
IA	0	3	0	2	1	6
MS	1	1	1	0	3	6
OK	1	1	4	0	0	6
WA	2	0	3	1	0	6
HI	1	1	1	0	2	5
NM	0	2	3	0	0	5

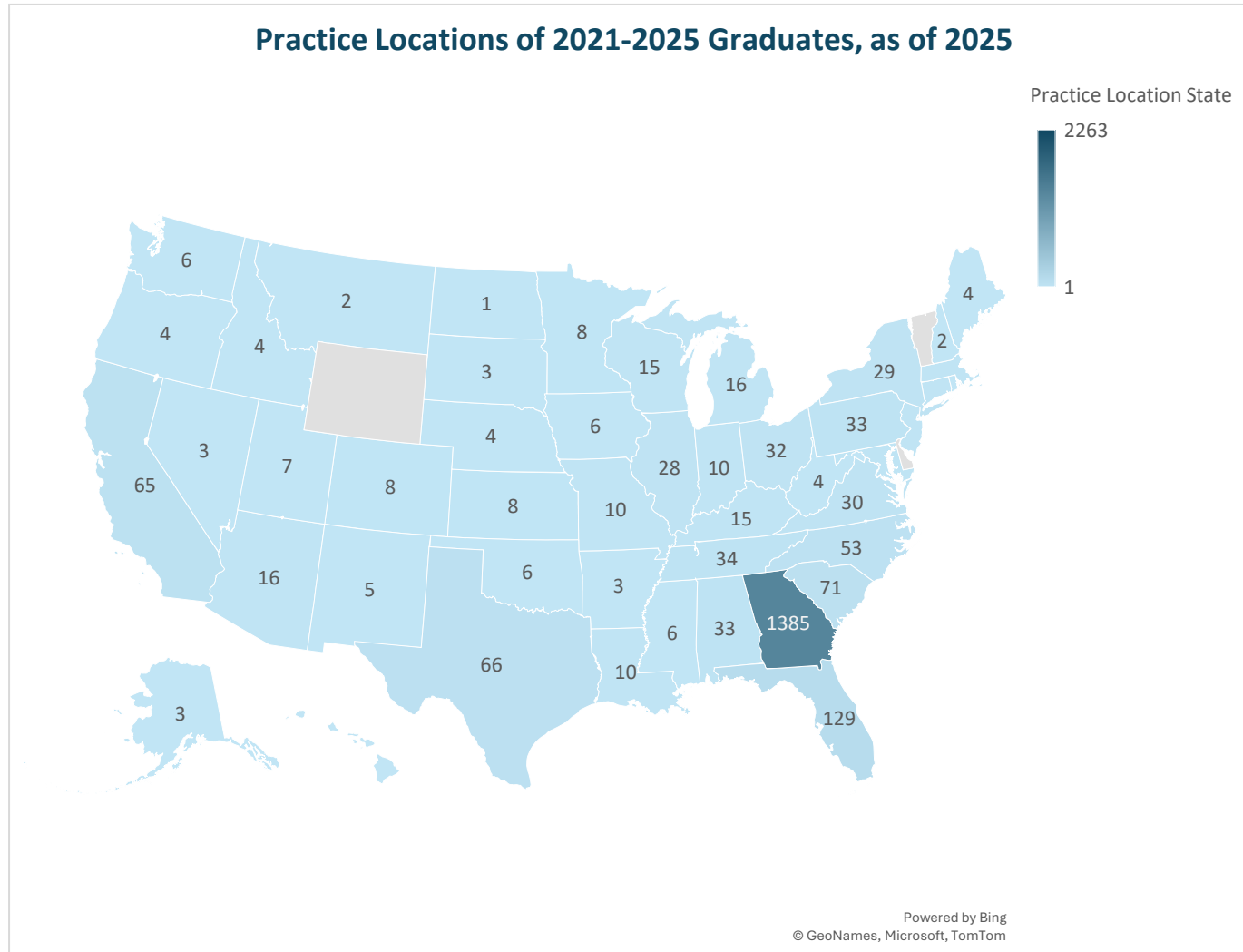
<sup>6</sup> Centers for Medicare and Medicaid Services. "NPI Files." [https://download.cms.gov/nppes/NPI\\_Files.html](https://download.cms.gov/nppes/NPI_Files.html)

Practice State	Fiscal Year of Graduation					Total Graduates
	2021	2022	2023	2024	2025	
DC	0	3	1	0	0	4
ID	1	0	2	0	1	4
ME	2	0	1	1	0	4
NE	0	2	0	0	2	4
OR	1	2	0	0	1	4
WV	1	1	1	0	1	4
AK	1	1	0	0	1	3
AR	0	1	1	0	1	3
NV	1	1	0	1	0	3
SD	2	0	0	1	0	3
MT	1	0	0	0	1	2
NH	0	1	1	0	0	2
PR	0	0	2	0	0	2
RI	1	0	0	1	0	2
ND	0	0	0	0	1	1

**Figure 15.** Practice States, 2025 (Graph cont'd from pp. 20-21)

## Practice Locations of 2021-2025 Graduates, as of 2025

The map on this page displays the practice locations of all Georgia GME graduates between 2021 and 2025, with data as of 2025. This map includes all graduates regardless of practice status (military, NHSC, or continuing education) during the years 2021-2025.



**Figure 16.** Practice Locations of 2021-2025 Graduates, as of 2025