Becoming and maintaining a board certified physician is an amazing journey that can take 7-14 years of formal training AFTER one graduates from college with appropriate prerequisite courses. Upon completion of each stage there are typically licensing/certification examinations and then on-going recertification.

**UME Medical Education**

**Medical School**
- Apply: Medical College Admission Test (MCAT) + grades + experiences + $35K Tuition/yr
- Typically 4 years - 18-24 mos of foundational courses + 18-24 mos of clinical experiences - Graduate with MD or DO
- EXAM: USMLE Step 1, 2CK & 2CS
- Accreditation: Liaison Committee Medical Education
- COCA: Commission on Osteopathic College Accreditation

**GME Graduate Medical Education**

**Residency**
- Apply: Select from 30 specialties, submit applications via NRMP’s “Match”, in March
- Training from 3-7 years requires curriculum, supervised clinical training, assessments linked to competency milestones in 6 areas (MK, PR, Prot, PC, PBLI, SBI)
- EXAM: USMLE Step 3 Med License Specialty Board Certification
- Accreditation: Program & Sponsoring Institution ACGME (Accreditation Council on Graduate Medical Education)

**GME Graduate Medical Education**

**Fellowship**
- Applications for advanced training within almost every speciality.
- Training Periods began AFTER residency - ranging from 1-5 years additional training still meeting 6 competency domains.
- EXAM: Subspecialty Board Certification
- Accreditation: Most by ACGME

**CME Continuing Med Education**

**Continuing Profess Develop**
- SPECIALTY BOARD (Re)Certification: Physicians are required to complete multiple activities including exams and CME Projects to maintain specialty certification (ABMS)
- STATE LICENSURE: Requirements vary by state but all require various forms of document continuing education by certified providers

**Internal Hire reduce fill time (loss of revenue)**

**Internal Hires more efficient with system Day 1**