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.

**Stages of physician education journey**

1. **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 (LCME)
     - COCA: Commission on Osteopathic College Accreditation

2. **GME (Graduate Medical Education)**
   - Residency
     - Apply: Select from 30 specialties, submit applications via NRMP “Match” in March
     - Training begins in July, 3-7 years required to complete training; assessments linked to competency milestones in 6 areas (MK, FC, Prof, IC, PBL & SBP)
     - EXAM: USMLE Step 3 Med License
     - Specialty Board Certification
     - Accreditation: Joint Commission on Graduate Medical Education (ACGME)

3. **CME (Continuing Medical Education)**
   - Fellowship
     - Applications for advanced training within almost every specialty.
     - 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

4. **Internal Hiring Develop**
   - Internal Hires more efficient with system
   - Day 1

**Key Points**

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

---

**Internal Hiring Process**

- **Internal Hiring reduce fill time (loss of revenue)**

---

**Benefits of Internal Hiring**

- More efficient with system
- Faster onboarding
- Lower costs

---

**Document Analysis**

This document outlines the stages of becoming a board certified physician, from medical education through continuing medical education. Each stage includes key requirements, examinations, and accreditations. The diagram visually represents these stages, highlighting the progression and necessary steps involved in the medical education journey.