

# Retaining physicians and healthcare workforce in Miami-Dade



The Live Healthy package added new residency positions for physicians training. This expansion provides the foundation to address the growing need for healthcare professionals, particularly in underserved areas. A solid strategy for retaining Medical Residents upon graduation, and healthcare workers at large, in Miami requires ongoing investment in both the individuals and the communities where they are placed, to achieve persistent improvements in healthcare access and quality.

## Recommended strategies and transformative interventions



Establish Medical Cities around local healthcare systems as integrated complexes that unite hospitals, research institutes, medical universities, biotech companies, and health-related services. These cities foster cross-sector collaboration, enhance research, education, innovation and healthcare delivery, while promoting work-life balance and encouraging **long-term retention**.



Provide financial assistance for homeownership or rentals near residents' workplaces and incentivize developers specifically in areas around local healthcare systems. This strategy fosters a sense of belonging, strengthens local economies, revitalizes neighborhoods, and ensures our healthcare **workforce stays in Miami** and engaged, helping our communities flourish.



Implement a loan forgiveness initiative to ease the financial burden on early-career physicians and secure a continuous and reliable supply of healthcare providers in underserved areas. By providing student loan relief, we create a powerful incentive for medical professionals to commit to and remain in the communities that need them most, ensuring **healthcare stability and access**.



Provide accessible and discounted transportation options and introduce microtransportation solutions on key routes to ensure that healthcare professionals commute seamlessly and remain focused on providing high-quality care to those who need it most. This strengthen and improve the **well-being of our vital workforce**.

### CONSIDER THIS:

A Resident ends medical school with 300K of debt. During Residency, salary is 50-60K and a family has been established.

Upon graduation, housing is the #1 factor considered when making the decision to leave the state and relocate.



A comprehensive and integrated retention strategy must be implemented. We urge legislators to take swift action to develop vibrant health cities, provide housing assistance, loan forgiveness programs, and transportation support for healthcare professionals. Miami can create an attractive environment for them, ensuring they remain engaged and dedicated to serving our community. Now is the time to act to **secure Miami's healthcare future**.

**PROPOSAL** • Reallocating a portion of the \$1.2 billion currently used to pay residents can strategically support this plan. A shift in funding to incentivize housing development and/or provide housing offers is a sustainable approach to revitalize our healthcare system and maximize the impact of available resources.



• Implementing a matching funds program to further support this plan amplifies these efforts and demonstrates a strong commitment to strengthening our healthcare infrastructure and ensuring long-term community health.

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