



FIRST Program

Providing a Value-Based Care Foundation Today for
Tomorrow's New Primary Care Physicians

Questions?

Contact Program Specialist, Asia Dugger Hudson, at first@aledade.com

FIRST Program

Info Sheet

The Aledade FIRST (Fostering Independence, Readiness, Sustainability, and Togetherness) program illuminates the primary care pathway by exposing new physicians to value-based care (VBC) and highlighting opportunities in Aledade FIRST partner practices and CHCs. This program is intended to welcome the curious and equip the committed with a robust set of value-based primary care skills and engagement. Participants move through the program in a stepwise fashion, laying the foundation for a successful, well-connected career in value-based primary care.

Our 15-month program sets residents up for success by providing:

- Asynchronous value-based care and general practice management online curriculum
- Physician-led group discussions and peer learning
- Opportunity for a subsidized clinical rotation
- Financial incentives up to \$60,000 that align with loan forgiveness programs
- Job Coordination in an Aledade partner practice or community health center

Physician eligibility requirements:



Must be currently enrolled in a US family medicine or general internal medicine



Must agree to actively participate in Aledade's value-based care curriculum.



Practice/CHC eligibility requirements:

- Must be a current Aledade practice partner willing to host a resident for an in-person clinical rotation of a duration of 2-4 weeks
- Must agree to provide a competitive base salary for duration of physician's job commitment (determined by market) as well as retention bonus of \$10,000 after year 3 if physician commits to stay until year 5

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Program Overview

Timing	Amount	Purpose / Requirement
<i>Stage 1: Curiosity</i>		
PGY-2	\$500/month for up to 4 months	<p>Purpose: Monthly stipend for initial engagement</p> <p><u>Monthly Requirements: (4hr)</u></p> <ul style="list-style-type: none"> Asynchronous review of VBC curriculum Participation in monthly virtual small group discussion At least one 1:1 interaction with an Aledade mentor
<i>Stage 2: Commitment</i>		
PGY-2 & PGY-3	\$1000/month for up to 11 months	<p>Purpose: Increased monthly stipend for commitment to Aledade post-completion of training</p> <p><u>Requirements: (4 hr/month, virtual retreat, and in-person rotation)</u></p> <p>Continued 4 hr/month</p> <ul style="list-style-type: none"> Asynchronous review of VBC/practice management curriculum Regular participation in virtual small group discussions Regular interactions with an Aledade mentor
	\$6,000	<p>Purpose: Support for rotation-related expenses (e.g. travel, lodging)</p> <p>Rotation in PGY-3: (2-4 weeks, spent at an Aledade partner practice or CHC providing direct patient care and interacting with the VBC team, which may include Aledade PTS, care managers, etc.)</p> <ul style="list-style-type: none"> Format flexible (e.g. 2-4 week block, shorter stints at varying practices, longitudinal half-day at single site)



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<i>Stage 3: Choice</i>		
PGY-3	\$25,000	Purpose: Signing bonus <u>Requirement:</u> Must finalize contract with Aledade partner practice or community health center
	\$6,000	Purpose: Support for transition-related expenses (e.g. legal support to review contracts, relocation assistance, etc.)
<i>Stage 4: Retention</i>		
3 full years after start of practice/CHC employment	\$10,000 provided by Employer	Purpose: Retention bonus <u>Requirement:</u> New physician must agree to stay for additional two years (for a total of five years from start of employment with practice/CHC.)
Total available (per resident):	\$60,000	

Program Staff

- Asia Dugger, Program Specialist
- Dr. Nita Walker, Physician Lead

Interested in getting involved? Complete the interest form [here](#).

Additional questions or feedback? Contact first@aledade.com

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FAQ

When was the program started?

Our initial cohort began in October 2022. Since then, the number of participants in the program has more than tripled, with representation across five states.

Is this a residency program?

No. FIRST is intended to augment a resident's current training with an ACGME-accredited program. Participation in FIRST requires the completion of approximately 4 hours of largely online asynchronous learning and is specifically intended to provide a deeper understanding of value-based care and general practice management.

Why physicians? Does this include DOs as well as MDs? Do you have plans to include other clinicians in the future?

For 2022, we are recruiting family or internal medicine residents in MD and DO programs. We are starting with physicians because of the number of Aledade practices and CHCs that are currently hiring for these roles. While we certainly acknowledge the need for pipeline programs that serve NPs, PAs and other clinicians, we do not yet have plans to expand in this way.

Will these residents/new physicians be employed by Aledade?

No. When a FIRST participant enters full-time practice, they will be directly employed by an independent practice or Community Health Center that currently partners with Aledade.

How would this work with the National Health Service Corps (NHSC)?

Our program is designed to complement NHSC and other state-based programs. It is the responsibility of the resident to communicate their commitment to other programs during the application process and throughout their participation in Aledade FIRST.