

FREQUENTLY ASKED QUESTIONS ABOUT THE ENCORE PHYSICIANS PROGRAM

What is the Encore Physicians Program?

The Encore Physicians program aims to match retired physicians with rewarding clinical roles in community health centers to deliver care to underserved populations throughout the Greater Bay Area. It is offered by the Encore Fellowships program, and supported by Kaiser Permanente Northern California Community Benefits.

Why has this program been created?

Community Health Centers in the Bay Area are frequently understaffed which limits the availability of health care to many underserved populations. Retired physicians often desire to work part time, especially in settings in which their expertise is appreciated. The program will reach out to retired physicians and match their skills with health centers to provide direct patient care and mentoring of young clinicians for a one year commitment.

How does the program work?

The program will match retired physicians, committed to work approximately two days per week for a year, with paid positions (a standard community health center salary) in community health centers in the Greater Bay Area. Encore identifies physicians interested in the program, sets up interviews to match physicians with health centers, and provides educational sessions and networking opportunities for members of the cohort. Community Health Centers provide the credentialing, develop work terms, pay the physicians a standard community health center salary directly, and arrange malpractice insurance and help onboard the physician.

What is the benefit to a clinic of having an Encore Physician?

Health Centers gain seasoned physicians to provide their clinical expertise to the community, and to mentor younger clinicians.

Why would retired physicians be interested in the program?

Many physicians are looking for a meaningful way to utilize their skills after retirement. With the Encore Physicians program, they can focus on taking care of underserved patients who appreciate their knowledge, helping more people in the community gain access to the medical services they need, while reducing staffing shortages. They may also mentor younger clinicians.

How do we find out more?

Contact Dr. Gerald Bourne, who is leading the Encore Physicians Program, at gbourne.encore@gmail.com

What is Encore.org?

The mission of Encore.org is to transform our longer lives into a force for social good – to spur innovation to engage millions of people in later life as a vital source of talent to create a better future for young people and for future generations.

**Encore
Fellowships**

What is the Encore Fellowships program?

The Encore Fellowships program brings new sources of talent to social purpose organizations by matching skilled, seasoned professionals to high impact, paid, transitional assignments. Since 2009, thousands of Encore Fellows have provided over 2 million hours of service, at a fraction of their market value, contributing the equivalent of more than \$200 million to not-for-profit organizations in over 50 metropolitan areas.