

Investing in Talent & People

People are at the core of SCP Health. Whether clinicians or corporate team members, together we are working to make a difference in the lives of patients. As an organization, we serve our people by striving to create a balanced and inclusive work environment and build a culture based on our core values of agility, collaboration, courage, and respect.

We believe talent management investment is key to our success; it's about what our people need – and how we can help them find balance, growth, and accomplishment.

We work to provide support and alignment at every stage of clinicians' careers, ensuring they are engaged and informed. We have invested in creating multiple communication channels such as our clinician portal, mySCP Connect app, and quarterly medical leadership meetings to ensure we are effectively communicating important information with our clinicians at all times.

We heavily invest in **clinician growth and development**, including regional medical conferences, flexible hybrid approach to CMEs, and the newly formed Medical Leadership Intensive. Investing in our talent also includes **active listening and feedback**. We conduct an annual survey to hear what our clinicians have to say. We also **formed feedback groups**, like our Clinician Engagement Committee and SCP Clinician Advisory Group, to deliver clinician perspective. These key initiatives influence our goals and drive us toward action and change.

SCP Health continues to make investments in our people, staying true to the belief that our clinicians and corporate employees, and by extension our patients, are always our highest priority.

2022 Workforce Highlights

34%

RACIALLY DIVERSE

57% >5 YEARS

TENURE; 32% >10 YEARS

72%

OF NEW HIRES WERE FEMALE

58,500+ HOURS

CONTINUING MEDICAL EDUCATION AWARDED

15,500+ HOURS

CORPORATE TRAINING DELIVERED

6,075+ HOURS

CLINICAL TRAINING DELIVERED



“If 2022 were an ice cream flavor, it would be Rocky Road. In spite of the bumps along the way, we have continued to invest in our clinicians, in their growth, education, and development. We have listened more and used what we learned to drive actions. As I look ahead, I am confident that we have the right team, both on the front lines and behind, to not just continue on, but improve every day.”

David Schillinger, MD, FACEP,
Chief Medical Officer

Diversity, Equity & Inclusion

At SCP Health, a critical focus remains on creating and driving a culture of inclusion. Inclusion is the idea that all identities matter and are embraced as a valued asset to our company. Inclusion is not simply about representation but about how we behave – being inviting and welcoming to all identities as respected colleagues.

Championing diversity, equity, and inclusion is inherent to our core values, and we want to continue striving for improvement for our employees and those we serve.

This past year we hired new leadership resources focused on building a formal DEI strategy, and relaunched our Diversity, Equity and Inclusion Advisory Council. The core goals for the year include increasing our partnerships with diverse organizations, enhancing our efforts in diverse recruiting and delivering continuous DEI training and education to both the corporate and clinician populations. We have a rich diversity of talent across our organization, reflecting the diversity of patients we serve nationwide and enabling us to engage different perspectives and ideas as we seek to innovate and improve the way we deliver care.



“As hospital medicine patients and their needs continue to evolve and grow, so must our hospitalists. Slowly, we are starting to see change when it comes to having more diverse representation in hospital medicine clinicians. Increasingly diverse backgrounds better enable us to bring unique strengths and perspectives to our patients and our field while deepening diversity of thought allows clinicians, patients, and teams to connect more meaningfully and offers more chances to solve the new challenges facing us all. The hospital medicine of today and tomorrow looks different than it has in the past, which is exactly where it needs to be.”

Noah Hoskins, MD,
Group Medical Officer

