



Advanced Practice Provider Training Program

Program Overview

The CutisCo Advanced Practice Provider (APP) Training Program is an intensive, 12 to 24-month, residency-style program designed for Physician Assistants (PAs) and Nurse Practitioners (NPs) who aspire to become expert dermatology clinicians. Trainees enter the program at either the PGY-1 or PGY-2 level, depending on their prior dermatology experience. Through structured clinical training, didactic education, and professional development, this program aims to cultivate highly skilled, well-rounded dermatology APP.

Upon successful completion of the program, graduates may be offered a permanent position as a fully trained APP at CutisCo Dermatology.

Program Details

- Duration: 12-24 months (July 2025 – June 2027)
 - PGY-1 Entry: APPs with limited dermatology experience, including recent graduates or experienced APPs transitioning into dermatology
 - PGY-2 Entry: APPs with a minimum of two years of full-time experience in a dermatology clinic
- Faculty
 - Program Director: Dr. Anh Pham, MD
 - Guest Lecturers: Experts from diverse specialties, including cutaneous lymphoma, dermatopathology, hematology/oncology, dermatovenereology, pediatric dermatology, and radiation oncology.

Program Goals

- Develop expertise in diagnosing, treating, and managing both common and complex dermatologic conditions.
- Effectively utilize diagnostic tools, including dermoscopy, office microscopy, histopathology, Wood's lamp illumination, patch testing, and clinical laboratory tests.
- Gain proficiency in a wide range of dermatologic treatments, including biologics, JAK inhibitors, photodynamic therapy, and phototherapy.
- Master procedural dermatology techniques such as cryotherapy, curettage, biopsies, incision and drainage, excisions, and layered repairs.

- Enhance clinical efficiency by developing skills in staff management, task delegation, and navigating healthcare barriers (e.g., insurance challenges) while maintaining a healthy work-life balance. Trainees will receive ongoing feedback from their preceptor to refine these essential skills.
- Build a strong foundation in the business of healthcare through hands-on experience in billing and coding, risk mitigation, and employment contract evaluation and negotiation to support long-term career success.

Training Structure

Year 1 (PGY-1)

- Eight half-days per week in a precepted continuity clinic
- One half-day per week for didactics and self-study
- One half-day per week for administrative tasks
- Moonlighting eligibility: After six months (see details below)

Year 2 (PGY-2)

- Six to seven half-days per week in a precepted continuity clinic
- One to two half-days per week in a precepted surgery and procedure clinic
- One half-day per week for didactics and self-study
- One half-day per week for administrative tasks
- Five additional paid time off (PTO) days for job searching, or for personal use if the trainee chooses to join CutisCo as a fully trained APP instead of seeking external opportunities.

Common Program Features & Requirements (PGY-1 & PGY-2)

- Daily case reviews with preceptors, emphasizing complex and high-value educational cases
- Monthly participation in CutisCo Dermatology Tumor Board
- Monthly participation in EVMS Dermatology Grand Rounds
- Quarterly progress evaluations
- Participation in after-hours call rotation (see details below)
- Fully funded attendance to the AAD Annual Meeting (odd years) or Maui Derm NP+PA Summer Conference (even years)

Resources Provided to Trainees

- Dermatoscope (new)
- Two embroidered white coats
- Figs® scrubs stipend (\$300)
- Textbooks:
 - *Review of Dermatology* (Alikhan)
 - *Comprehensive Dermatologic Drug Therapy* (Wolverton)
 - *Fitzpatrick's Color Atlas and Synopsis of Clinical Dermatology* (Saavedra)
- Access to CutisCo Dermatology's extensive library

Stipend & Benefits

2025–2026 Salaries

- PGY-1: \$66,368
- PGY-2: \$67,465

Additional Benefits

- Professional malpractice insurance
- One-time moving stipend: \$1,000
- Educational allowance: \$1,000 (PGY-1), \$1,500 (PGY-2)
- VA and DEA license reimbursement (upon program start)
- Medical, pharmacy, dental, and vision insurance available
- Employer-paid disability insurance
- Twenty (20) days of PTO per year
- Seven (7) paid holidays per year
- Reimbursement for dermatology-specific certification, such as:
 - *Diplomate of the SDPA*
 - *Dermatology Nurse Practitioner Certification (DNPCB)*

Note: Compensation and benefits are subject to change. Employment at CutisCo Dermatology is at-will and not guaranteed upon program completion.

General Application Information

Eligibility Requirements

Applicants must:

- Be graduates of an accredited PA or NP program
- Hold board certification through an accredited body by program start

Required Application Materials

1. Personal Statement – Explain your motivation for applying, professional goals, and where you see yourself in five years.
2. Updated CV – Include graduate school grades and dermatology experience (if applicable).
3. Three References – At least one from a current or recent supervising physician or APP.

Email applications to: APPTTraining@cutisco.com

Frequently Asked Questions (FAQs)

Why is the program two years long?

CutisCo is committed to training APPs who can provide exceptional dermatologic care with minimal physician supervision. For trainees with limited dermatology experience, we believe that achieving expertise in both medical and surgical dermatology requires at least two years of intensive and dedicated training.

Is the program accredited?

The CutisCo APP Training Program is currently seeking accreditation from the [Consortium for Advanced Practice Providers](#).

Will I see both pediatric and adult patients?

Yes. Trainees will treat patients of all ages (except neonates). *NP candidates should hold Family Nurse Practitioner (FNP) certification to ensure eligibility.*

Will I see patients in the hospital?

The program is designed to focus on outpatient clinical dermatology. Trainees will not have inpatient dermatology responsibilities.

Will I get to perform surgery?

Yes. Trainees follow a structured surgical curriculum to develop proficiency in excisions of benign and malignant skin tumors, including head and neck cases.

Will I receive training in cosmetic dermatology?

The program primarily focuses on medical and surgical dermatology. However, limited hands-on training in Botox® and basic laser treatments may be available during after-hours or administrative time.

What are the call duties like?

Trainees rotate after-hours call duties every 3-4 weeks. Patient calls are initially triaged by designated clinical support staff, who filter and relay only relevant and valid concerns to the trainee on call. The trainee then collaborates with the on-call dermatologist to address patient needs, gaining valuable experience in managing after-hours dermatologic care. Trainees are not required to go to the clinic after hours.

How is this program different from a medical residency?

- Your training and education are the top priority—there is no scut work.
- Trainees receive the same level of clinical support (medical assistants, scribes) as board-certified dermatologists and fully trained APPs. This ensures that trainees can focus on developing their clinical expertise rather than administrative tasks.
- Clinical hours range from 35-40 hours per week, significantly lower than the 60-80-hour weeks typical of medical residencies.
- The program mentors trainees to become well-rounded clinicians who are fully prepared to transition into practice, including learning to navigate the non-medical aspects of patient care and healthcare systems.

Why is the training stipend lower than the starting salary for PAs/NPs?

The CutisCo APP Training Program is a residency-style program designed to provide comprehensive, hands-on clinical training under the direct mentorship of board-certified dermatologists. Unlike many APP dermatology training programs, our model prioritizes intensive one-on-one mentorship to ensure

trainees develop the clinical expertise and procedural proficiency needed to deliver high-quality dermatologic care with confidence and minimal supervision.

The stipend reflects the substantial resources invested in this level of training and is benchmarked against the [Riverside Health Family Medicine Residency Program](#). APPs who train at CutisCo should see this program as an investment in their long-term career growth, gaining the specialized skills and experience that set them apart in the dermatology job market.

What are the moonlighting opportunities?

Trainees in good standing who demonstrate satisfactory progress in the program are eligible for moonlighting opportunities within CutisCo Dermatology.

- PGY-1 trainees may begin moonlighting after six months of training.
- PGY-2 trainees are eligible to moonlight at any time.

Trainees receive additional compensation for moonlighting activities, based on the productivity model of a fully trained APP. Opportunities may include:

- Providing after-hours telehealth services (i.e., virtual medical visits)
- Providing coverage for walk-in clinics during designated administrative time or occasional Saturday clinics

Trainees are not allowed to accept moonlighting positions outside of CutisCo Dermatology.

What are my career opportunities after graduation?

Graduates are highly competitive in the dermatology job market and may be offered a permanent position at CutisCo Dermatology as fully trained APPs.

About the Program Director



Anh Pham, MD

Dr. Pham is a dermatologist, dermatopathologist, and dermatologic surgeon. He began his medical journey at Dartmouth Medical School, followed by a dermatology residency at Dartmouth-Hitchcock Medical Center. To further specialize, he completed a dermatopathology fellowship at the University of Chicago Medical Center, where he gained expertise in diagnosing dermatologic conditions under the microscope.

Passionate about helping patients achieve healthier skin, Dr. Pham provides comprehensive care to individuals of all ages and complexities. Beyond patient care, he is dedicated to mentoring the next generation of clinicians, including medical students and residents.

Outside of work, Dr. Pham enjoys running, playing basketball, and spending quality time with friends and family.

Education and Training:

B.Sc. in Chemistry – University of Toronto

M.D. – Dartmouth Medical School

Dermatology Residency – Dartmouth-Hitchcock Medical Center

Dermatopathology Fellowship – University of Chicago Medical Center

Board certifications by the American Board of Dermatology:

Dermatology (2019)

Dermatopathology (2020)

Micrographic Dermatologic Surgery (2021)

Professional Memberships

Fellow of the American Academy of Dermatology

[Member of the Canadian Dermatology Association](#)

[Member of the International Immunosuppression & Transplant Skin Cancer Collaborative](#)

About CutisCo Dermatology

Our Mission and Vision

Founded in 2023, CutisCo Dermatology was built on the belief that everyone deserves healthy skin. This vision inspired the **CutisCo A.E.R.O. Mission**, which drives everything we do to help people achieve better skin health.

In the spring of 2024, we opened our first dermatology clinic in Hampton, VA, addressing the growing need for high-quality dermatologic care in Hampton Roads.

Whether as a patient or a team member, we welcome you to be part of the CutisCo journey.

The CutisCo Vision

To create a world where everyone has access to exceptional dermatologic care and can live with healthy skin.

The CutisCo A.E.R.O. Mission: Access, Education, Research, Outreach

At CutisCo Dermatology, we are guided by our mission to provide exceptional, accessible dermatologic care while advancing skin health through education, research, and community outreach. We are dedicated to breaking barriers by offering inclusive, patient-centered services to everyone.

Through education, we empower patients to make informed decisions about their skin health and equip trainees to become skilled, compassionate dermatology clinicians. Our commitment to research fuels innovation, allowing us to deliver cutting-edge treatments, provide evidence-based care, and advance the field of dermatology. Beyond our clinic, we actively engage in outreach initiatives to promote skin health, both in our local community and globally.

At CutisCo Dermatology, we believe everyone deserves healthy skin—and we're committed to making that a reality.

Our Ethos

- **Optimize Resources** – Minimize waste and maximize efficiency in everything we do.
- **Innovate Boldly** – Embrace unconventional solutions to drive continuous improvement.
- **Leverage Technology** – Utilize technological advancements to enhance patient care, efficiency, and outcomes.
- **Create Lasting Impact** – Ensure our work generates a positive ripple effect on our patients, team, and the world.