



The Future of Medicine is Here

Transitioning into Practice Evidence-Informed Career Planning

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The Learner Context

Learner Responsibility



Emerging Trends - CAIR 2013 Survey

Lack of Career Counselling

- 1 in 3 residents received **NO Career Counseling** during residency
- Only 16% residents receive formal career counselling

Finding employment post-residency

- 84 % not confident – SURGERY
- 15% not confident – FAMILY MEDICINE
- Residents don't know how to obtain a job

Delayed entry into the work force to pursue fellowships after residency

- 41% plan to pursue fellowships
- 2/3 Surgical specialty

Other Interesting Survey Points

- **67%** of residents would be willing to practice in an **inner city** location
- **52%** of residents would be willing to practice in a small town or **rural** location (**72%** of family medicine residents)
- **21%** of residents would be willing to practice in a geographically isolated or **remote** location (**36%** of family medicine residents)

What information will empower learners?



CAIR Activities on Physician HHR

TiPS – Transition Into Practice

- Started as a pilot in 2011 as an online service to help residents find positions across Canada
- Online form indicating preferred practice location, type of practice, specialty, partner employment etc.
- TiPS contacts recruiters across the country, on residents' behalf, to investigate what positions are available that fit with their criteria
- TiPS also helps with preparing graduating residents for entering job market – CV, contracts etc.



CAIR Activities on Physician HHR

Mentorship Fact Sheet

- What does it take to set up a successful mentorship program?
- What does it take to be a mentor?
- Current state of mentorship in residency
- Residency transfers

Recruitment Fact Sheet

- Highlights employment challenges faced by new graduates
- Transitional opportunities
- Information on areas of need, job trends, and job availability

Career Counselling Fact Sheet

- Fitting career counselling formally and informally into residency education

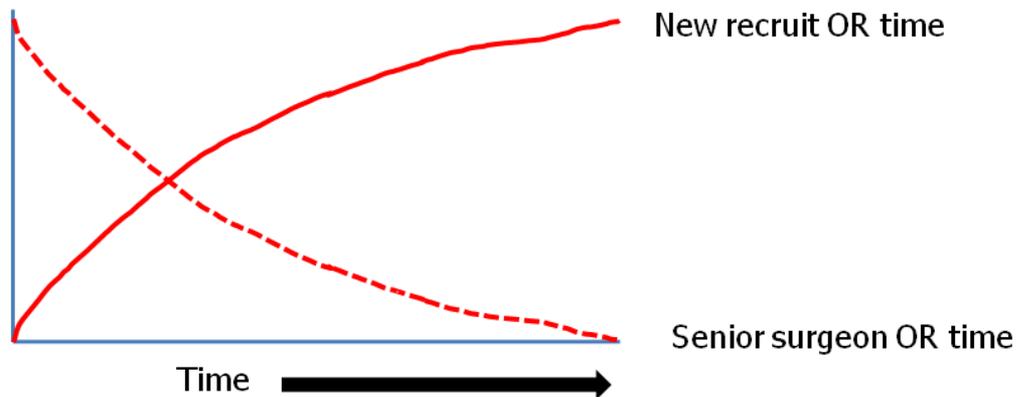
Practical Solutions to Physician HHR

Succession planning

Orthopedic program at Sunnybrook

- Transition strategy developed from both a manpower and educational point of view
- Over a period of six years, senior surgeons' OR time would transition to new surgeons with a mentor-mentee relationship
- Highlights: Job satisfaction, mentor-mentee relationship, optimal patient care succession and responsible hospital resources.

Operating Time Transition



Practical Solutions to Physician HHR

TiP-ToP (Transition into/out of Practice)

- Online matching based on practice/location
- Fully transition practice in 2-3 years
- Facilitate contracts



CAIR's Resident Principles on Physician Health Human Resources to Better Serve Canadians

1. Effective, evidence-based workforce planning for Canadian patients and physicians
2. Distribution/allocation of residency training positions that accords with population needs and job availability
3. Recruitment and retention of graduating physicians
4. Career counselling throughout medical training
5. Promotion of social accountability via changes to the formal curriculum and culture building
6. Succession planning and transition of retiring physicians' practices

http://cair.ca/u/elibrary/CAIR%20Principles%20on%20HHR_en.pdf

In Summary....

- Residents need reliable **DATA** to better inform them about actual Physician HHR trends in Canada
- As seen in the CAIR survey, Residents are **flexible** and want to provide care to all Canadians
- **Contradictory trends** underscore the need for better planning for the right number, mix and distribution of health professionals
 - Number of physicians has **increased** faster than population size, yet many communities face **shortages** of family doctors and specialists, particularly rural and remote areas, and many new specialists face a **lack of job** opportunities

Patient Care Not a Numbers Game – National Health Resources Plan Badly Needed

Ottawa, Dec. 6. 2012 CAIR-CMA-CFMS News Release

Thank you

Any Questions?

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