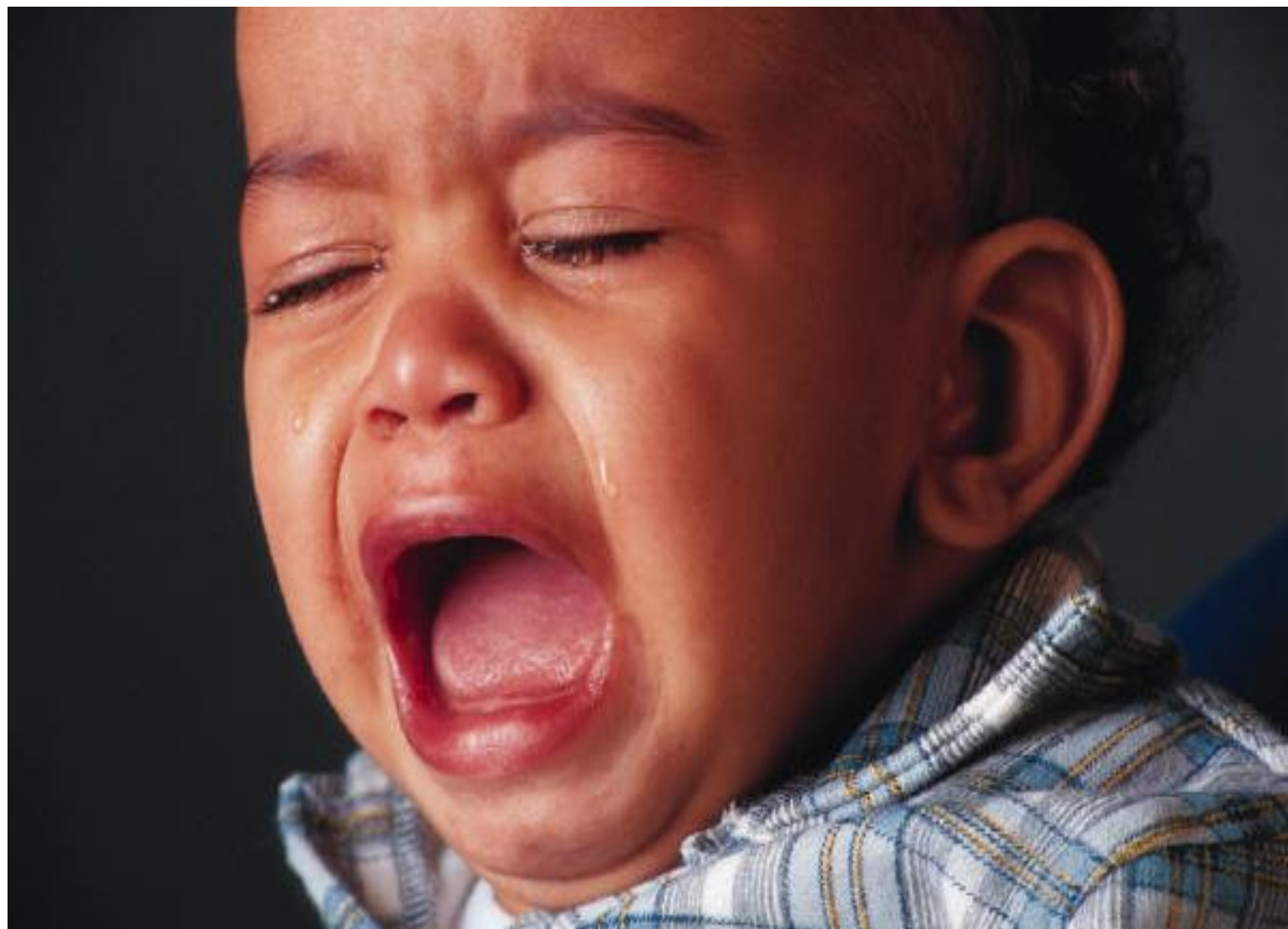


Surgical Residents' Perspectives of Employment Opportunities Post-Residency

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The Context

Graduating surgical residents worried about future employment

Surgical Discipline	Unable to find a job placement
General surgery	13/46 (28.3%)
Neurosurgery	8/21 (38.1%)
Ophthalmology	13/30 (43.3%)
Orthopedic surgery	15/60 (25%)
Otolaryngology	5/17 (29.4%)
Urology	6/15 (40%)
Cardiac surgery	5/5 (100%)

http://www.royalcollege.ca/portal/page/portal/rc/comm/comm/documents/policy/employment_report_2013_e.pdf

The Context

- Reports show that the number of physicians in Canada is at an all-time high since 2007, outpacing the Canadian population growth rate (CIHI, 2013)
- Surgical and resource intensive subspecialties are the greatest employment challenges (RC Employment Study, 2013)

CAIR 2013 National Resident Survey

- To determine Canadian residents'
 1. Confidence in finding a job in Canada after residency
 2. Perception of employment opportunities and
 3. Rationale for pursuing fellowship opportunities
- Methodology
 - Online survey sent to 8,650 CAIR members
 - March 19th – May 1st, 2013
 - 1,975 residents completed the survey (22.8%)
- The survey grouped 89 specialties into broad specialty groups:
 - Family Medicine
 - Medical Specialty
 - Surgical Specialty
 - Other Specialties

Confidence in finding employment

Confidence levels about job prospects in Canada were **lower among surgical residents**

National (aggregate)	43% confident	11% <u>not</u> confident
Family medicine	85% confident	1% <u>not</u> confident
Medical specialty	37% confident	10% <u>not</u> confident
Surgical specialty	16% confident	25% <u>not</u> confident

Plans to undertake a Fellowship after Residency Training

Many residents delay entry into the workforce to enhance employment prospects by undertaking **further training following residency**

	I am planning to undertake a fellowship	I am not planning to undertake a fellowship
National (aggregate)	41%	20%
Family medicine	4%	14%
Medical specialty	46%	21%
Surgical specialty	61%	15%

Plans to undertake a Fellowship after Residency Training

What prompted decisions to undertake further training?



Data implications

If residents knew at the start of residency there were limited jobs available within their chose specialty, would they still have chosen it?

	Would still have chosen my current specialty	Would have chosen a different specialty	Unsure
Family Medicine	29.1%	43.40%	27.50%
Medical Specialty	46.3%	25.30%	28.30%
Surgical Specialty	59.20%	17.40%	23.50%
Other Specialty	43.40%	31.40%	25.20%

Orthopedic Anecdote

- CaRMS 2010: 115 applicants, 75 positions
- 2013 Canadian Orthopedic Association Meeting:
 - Dr. Caroline Forsythe polled Canadian Orthopedic Surgery programs and estimates ~150 unemployed orthopedic surgeons by July 2014
 - Dr. E.J. Harvey (president) called for decreasing residency positions at each school by 50% in response to unemployment statistics
- CaRMS 2014: 73 positions, 7 unmatched spots first iteration
- MUN CaRMS committee number one student question:
Should I be worried about the job market?

Take-away Messages

- Surgical residents are concerned about finding post-graduate employment in Canada.
- **Fellowships are becoming the norm** as it is perceived that it allows physicians to be more marketable.
- Strong need for **reliable employment data**.
- Residency training programs should train according **to local, regional and national needs**.

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Thank You

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To read the CAIR Resident Principles on Health Human Resources, please visit:

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