

Physician Recruitment Forum 2015

August 19, 2015



"Physicians are most likely to establish a rural practice if they have rural origins and medical training at rural centres."



Canadian data showed that students with rural backgrounds are under-represented in medical schools (2002).



Society of Rural Physicians of Canada Recommendations

- Rural high schools
- Rural universities
- Funding support
- Admission process changes



Brandon Medical Education Study

- Foreign trained physicians
- Rural exposures during medical training
- Return of service agreements
- Rural medical schools and rural satellite campuses



Physician Recruitment Strategy 2014: the purpose

Recruitment and retention of physicians is an ongoing struggle in rural Manitoba.



Physician Recruitment Strategy 2014: the process

- Developed in the summer 2014
- Research
- Three focus groups completed



Physician Recruitment Strategy 2014: the findings

- Medical students from rural areas
- Early engagement
- Promote rural Manitoba lifestyles
- Broad scope of practice

continued...



Physician Recruitment Strategy 2014: the findings

- Overhead, Turnkey, Electronic Medical Records
- Collegial Support
- Return of Service Agreements and Signing Bonuses



Physician Recruitment Strategy 2014: the plan

- Recruitment database of medical students
- Regular engagement with students
- Consistent RHA contact person
- Rural exposure opportunities
- Work with communities
- Provide organized site visits



University of Manitoba Medical School: eligibility criteria

- Canadian citizen or permanent resident
- Bachelor's degree
- Grade point average of 3.30 or higher
- University course completion: biochemistry, social sciences/ humanities
- Medical College Admission Test
- Proficiency in the English language



University of Manitoba Medical School: Four applicant pools

- Manitoba Applicant pool
- Bilingual (French/English) pool
- Aboriginal pool
- Out of province pool



University of Manitoba Medical School: Student selection process

- Applicants are interviewed and scored
- Rural attributes considered
- Multi Mini Interviews



University of Manitoba Medical School: Class of 2018 Entrance Statistics

Total applicants: 998

Actually eligible: 645

Offered interviews: 278

Offered positions: 134

Enrolled: 108

35% of the students were rural applicants



University of Manitoba Medical School: Upcoming changes in 2016

- New: Low Socio-economic pool to enhance the diversity of applicants.
- Out-of-province spaces will be reduced to 5%



University of Manitoba Medical School: rural medicine during training

- Rural medicine information sessions
- Rural Interest Group (RIG) trips to rural communities
- Rural Week
- Family Medicine Med 3 clerkship rural rotations
- Rural elective options
- Rural residency program option



- A student body that works to promote careers in rural medicine within Manitoba.
- To educate and provide opportunities to the student body at large for exposure to Rural medicine.



Rural Interest Group (RIG):

- RIG Trips
- RIG Lunches
- Rural Specialist Dinner
- Family Medicine Dinner
- Rural Residency Exposure Program





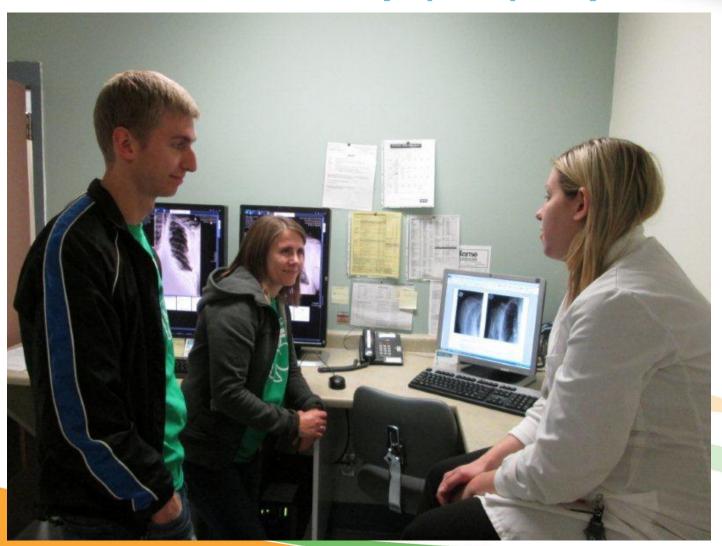
















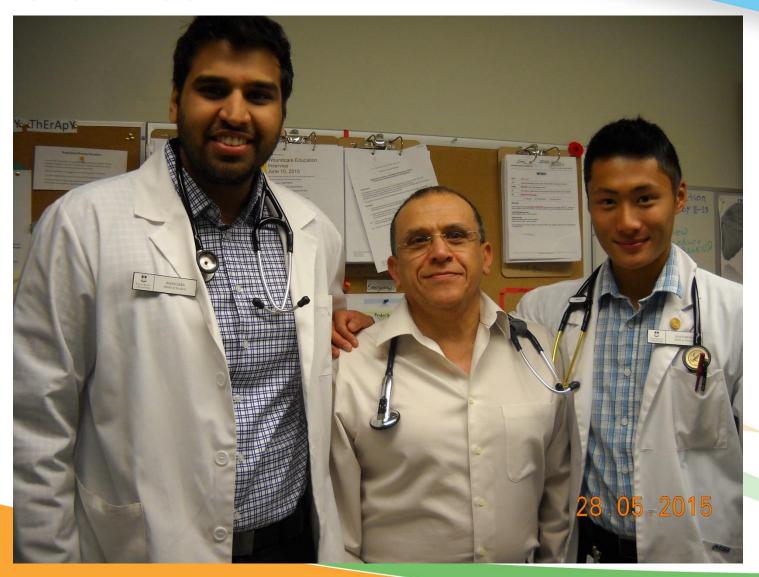


Rural week

- A 5 day medical exposure for first year medical students
- Groups of 2-4 students placed throughout Manitoba and Nunavut
- Allows students experience rural life and shadow rural physicians



Rural Week





Home for the summer

- Funding provided by Office of Rural & Northern Health
- Summer placements
- Student enrolled in health related programs
- 4-10 week placement in a rural community with physician(s)
- Hands on clinical experience



Home for the summer: From big city to country quiet

- Networking with multiple doctors in different specialties
- Opportunity to improve current skills and learn new skills
- exposure to diverse medical cases not necessarily seen in urban practice.
- opportunity to live rurally



Home for the summer: My experience in Brandon

- 10 weeks in Brandon each summer (2014 and 2015)
- Variety of clinical exposure and hands on experience
- Hands on experience
- Exceptional preparation for clerkship

