

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

Rural Interest Group (RIG)

- 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.
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Rural Interest Group (RIG):

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

Rural Interest Group (RIG) Trip



Rural Interest Group (RIG) Trip



Rural Interest Group (RIG) Trip



Rural Interest Group (RIG) Trip



Rural Interest Group (RIG) Trip



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



PRAIRIE MOUNTAIN HEALTH

..ever thought about
becoming a doctor?



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