



# International Medical Graduate Applications to the University of Toronto's Community Medicine Residency Program

Health and Human Resources Conference:

Linking Education with HHR

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# Agenda

- Background
- CaRMS Match 2007 (with) definitions
- Interest from IMGs in fall 2006
- Applications
- Issues for Discussion
- Next Steps



# Public Health Human Resource Recommendations

- Revitalizing Ontario's Public Health Capacity, Final Report May 2006
- Recommendation #10: The Ministry of Health and Long Term Care should immediately address critical shortages for public health physicians ..by supporting on an annual basis the following new positions:
  - 5 direct and re-entry positions for community medicine training
  - 5 IMG positions



# IMG positions

- IMG-Ontario
- Second iteration of CaRMS
- Following a [2006 AFMC motion](#), in 2007 the 1st iteration of the Match was open for International Medical Graduates who meet the basic eligibility criteria



# CaRMS

- Canadian Resident Matching Service (CaRMS)
- CaRMS provides an electronic application service and a computer match for entry into postgraduate medical training throughout Canada
- <http://www.carms.ca/index.html>



# Match Iterations

- The match for entry level postgraduate positions in all 17 Canadian medical schools is offered in two iterations.
- The first iteration includes all graduating students and graduates from Canada, the US, and international medical schools (IMGs) who meet the [eligibility criteria](#) of CaRMS.



# Prerequisites

- 1) Canadian Citizen/Permanent Resident
- 2) Graduated from an accredited medical school from LCME/CACMS or from a school listed with the International Medical Education Directory (IMED)-published by Foundation for the Advancement of International Medical Education and Research (FAIMER)
- 3) Passed the [Medical Council of Canada Evaluating Examination \(MCCEE\)](#); OR must be registered for the September MCCEE exam



# Centre for the Evaluation of Health Professionals Educated Abroad

- **CEHPEA** opened April 2007 in Toronto and is part of the Ministry of Health and Long Term Care of Ontario's overall strategy to expand and enhance services provided in Ontario to internationally educated health professionals.
- Services previously offered through IMG-Ontario will be provided by **CEHPEA** and [HealthForceOntario's Access Centre](#) for Internationally Educated Health Professionals.
- **CEHPEA** will provide evaluation and orientation programs to Internationally Educated Health Professionals (IEHPs).



# Centre for the Evaluation of Health Professionals Educated Abroad

- **CEHPEA** will initially provide assessments for International Medical Graduates for direct entry training in Family Medicine or many of the direct entry specialties.
- Offer written and clinical assessments for candidates applying for PGY2 or Practice Ready Assessment (PRA) training.
- Continue to offer the Pre-Residency Program for Family Medicine for candidates who have successfully matched to a Family Medicine residency training program in the province of Ontario.

<http://www.cehpea.ca/index.html>

<http://www.healthforceontario.ca/>



# U of T CM Program Recruitment

- Anecdotal, word of mouth, local workplace
- Meeting with Program Director, Chief Resident
- Invitation to Community Medicine academic half day



# U of T IMG Selection Process

- 92 IMG applications
- Excluded: deadline, status
- Each application reviewed, filtered and selected for full file review and interview




# Criteria

- Medical School:
  - Year of graduation
  - School, country
- Post graduate medical training
- Graduate degree
- Canadian work experience
  - Health care
  - Public health




# Demographics

| Region                 | Number |
|------------------------|--------|
| Asia                   | 23     |
| Europe                 | 22     |
| Middle East            | 13     |
| Africa                 | 12     |
| Americas and Caribbean | 7      |

A vertical column of six hexagons is located on the right side of the table. From top to bottom, the colors are: green, light blue, red, light blue, dark blue, and light blue.

# Demographics

| Year of graduation | Number of Applicants |
|--------------------|----------------------|
| Prior to 1985      | 11                   |
| 1985-1989          | 8                    |
| 1990-1994          | 19                   |
| 1995-1999          | 19                   |
| 2000-2006          | 22                   |

A vertical column of five hexagons is located on the right side of the table. From top to bottom, the colors are green, light blue, red, light blue, and dark blue.

# Qualifications of applicants

- MCCEE

- Required to apply

- Completed: 1990-2007

- MCCQE1

- Not required

- Completed 2000-2006

- approximately half of applications



# Qualifications

- About 1/3 indicated PG training
- > 10 Rotating internship
- 5-10: Community Medicine
- < 5: Pediatrics, Internal Medicine, Family Medicine, Dermatology, Obstetrics, Occupational Medicine, Laboratory



# Public Health Experience of Applicants

- Masters: MHS<sub>c</sub>/MSc/MPH  
Approximately one third
- Doctorate: PhD/DCH/DEH  
< 10;
- Other: For example MBA
- Canadian Health Care  
Approximately 1/3
- Canadian Public Health  
< 10



# Continuing challenges

- Pool of skilled practitioners
- Vacancies continue across Canada

“Getting experience in Canada is difficult...unless you know someone, many preceptors are unwilling to take IMGs on, even for observerships. Just because you don't have Canadian experience doesn't mean you're not interested.”

“ There are always opportunities for IMGs to practice medicine in Canada in different ways, please don't give up.”



# Issues for consideration

- Number and distribution of training positions
- Recruitment, promotion for applicants
- Interest in community based primary care
- Common application, filter, selection criteria



# Future Directions

- UoT:
  - Orientation session held in October this year
  - Invitation to attend academic half day
- Ontario
- National
- International

