Preparing IMGs for residency training in Canada: A Novel orientation program

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Je n’ai aucune affiliation (financière ou autre) avec une entreprise pharmaceutique, un fabricant d’appareils médicaux ou un cabinet de communication.

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Date: September 27, 2013
Learning Objectives

• Difficulties facing IMG’s when transitioning to a Canadian Medical System
• Review the current Ontario orientation program
• Utility of a brief training program prior to commencing a Canadian residency training program
International Medical Graduates

**Definition:**

Foreign medical graduates and Canadians who studied medicine abroad (CSA’s)

**Growing population:**

17% of the 1st iteration residency positions in Ontario in 2012

499 IMG residents last year entered Canadian residency programs

Number of positions for IMG’s has doubled since 2004
Background

• There has been minimal research regarding assimilation of this group into the Canadian healthcare system

• Foreign medical school training is intrinsically different

• Canadian medical students gain the bulk of their clinical exposure during their clerkship years

• Clinical experience is often delayed until a post-graduation intern year in foreign programs.
CURRENT IMG ORIENTATION PROCESS

• Centre for the Evaluation of Health Professionals Educated Abroad (CEHPEA)

• 3-week mandatory course for PGY-1 residents in specialty programs in Ontario
  - Communication skills
  - Canadian medical system
  - Canadian culture
IMG Needs Assessment Survey 2011

- Presented at ICRE 2012
- Completed by IMG residents in a Canadian residency training program
  » Canadian medical graduates used as comparators
- Assessed IMG’s:
  » Preparedness for a Canadian residency
  » Comfort level with resident responsibilities
**IMG Needs Assessment Survey**

- Compared to their Canadian trained colleagues

<table>
<thead>
<tr>
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<th>IMG Residents</th>
<th>Canadian Graduates</th>
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<tbody>
<tr>
<td><strong>Preparedness for Residency</strong></td>
<td>17.9% felt that the CEHPEA program adequately prepared them</td>
<td>93% felt extremely well prepared</td>
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<tr>
<td><strong>Need for additional Training</strong></td>
<td>90% felt additional practical training would be beneficial</td>
<td>33% felt additional training would be helpful</td>
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IMG Needs Assessment Survey

Highest IMG Comfort Levels

- Communicating with patients: IMG's 4.3, CMG's 4.8
- Medical knowledge: IMG's 4.0, CMG's 3.9
- Understanding Responsibilities: IMG's 3.9, CMG's 4.1
- Navigating medical literature: IMG's 3.7, CMG's 3.7
- Procedural skills: IMG's 3.5, CMG's 3.9
Lowest IMG Comfort Levels

Lowest Comfort Levels

- Writing Orders: IMG's 3.2, CMG's 4.2
- Understanding Hospital dynamics: IMG's 3.1, CMG's 4.1
- Navigating electronic medical data: IMG's 3.1, CMG's 3.7
- Completing an admission: IMG's 3.1, CMG's 4.3
- Dictating: IMG's 2.8, CMG's 4.1
The International Conference on Residency Education

IMG Needs Assessment Survey

Areas needing additional training

- Resident Duties (i.e. Order writing, etc.): 4.1
- Clinical skills: 2.5 (IMG), 2.6 (CMG)
- Communication skills: 2.3 (IMG), 1.8 (CMG)
- Navigating Journals: 2.6 (IMG), 2.6 (CMG)
- Technical skills: 2.7 (IMG), 3.2 (CMG)
IMG Needs Assessment Survey

• Conclusion
  » IMG’s report high comfort levels with respect to communication skills
    • Focus of CEHPEA training program

  » IMG’s have lowest comfort levels with resident’s day to day responsibilities

  » Day to Day responsibilities highlighted as an area requiring additional training
McMaster IMG Transition Program

Objectives:

» Create a one day program that targets IMG learning needs

» Improve practical skill set to better prepare IMG’s for a Canadian residency training program
Methods

• Recruited volunteer resident IMG’s as facilitators (i.e. PGY 1-3)
  » Orthopedic Surgery, Internal Medicine, Pediatrics, Cardiovascular surgery, Pathology, Obs-Gyn

• 1 day course offered to incoming IMG residents
  » June 29th, 2 days before program commencement
  » Pre and post surveys filled out

• Approved and funded by McMaster Postgraduate Department
  » Approved by all program directors
**Methods**

- Focused on perceived deficiencies identified by our survey in individual modules
- 1 Hour interactive sessions led by IMG residents
- Specialty specific sessions
- USB Keys provided with modules and templates

<table>
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<th>Module 1</th>
<th>Dictations/Discharge Summaries</th>
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<td>Module 2</td>
<td>Consults/Progress Notes</td>
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<td>Module 3</td>
<td>Daily Expectations/Services available</td>
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<tr>
<td>Module 4</td>
<td>Orders/Prescribing Rules</td>
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<tr>
<td>Module 5</td>
<td>On call expectations</td>
</tr>
</tbody>
</table>
Methods

• Program piloted in 2012, repeated 2013

• 2012 = 27 participants
• 2013 = 30 participants  
  » 90% participation rate

• Identical modules used for both years
Results of Pre-Course Survey

15 countries represented
Results of Pre-Course Survey

- How prepared are you to start your residency program

![Bar chart showing survey results for 2012 and 2013. The categories are Very Unprepared, Neutral, and Very Prepared.]
Results of Pre-Course Survey

Highest Comfort Levels

1 = Very Uncomfortable  3 = Neutral  5 = Very Comfortable

- Communication
- History Taking
- Physical Exam
- Medical Knowledge
Results of Pre-Course Survey

Lowest Comfort Levels

1 = Very Uncomfortable  3 = Neutral  5 = Very Comfortable

- Being on Call
- Writing Orders
- Dictating
- Discharging
- Admitting
Results

• Following Completion of the Course...
Results Post-Course Survey

Change in Comfort Levels

1 = Significantly Worsened  3 = Neutral  5 = Significantly Improved
Results Post-Course Survey

Most Beneficial Aspects?

“*Individual teaching groups that were specialty specific*”

“*Clarification of day-to-day expectations*”

“*Dictation Logistics*”

“*Scenarios experienced by residents*”

“*Reassuring, Knowing we have resources, IMGs have done it before us*”

“*Gave me more confidence: The fact that it will get better despite the learning curve*”
Results Post-Course Survey

• Suggestions for improvements
  “Logistics for each individual hospital”
  “Spread out over more days”
  “1 on 1 shadowing of resident”
How Comfortable are you to start your residency program

1 = Very Uncomfortable  3 = Neutral  5 = Very Comfortable

Pre-Course: 2.53
Post-Course: 3.47

*p < 0.001
Results Post-Course Survey

Following completion of the program, I feel More Prepared to Start my Residency Program

- Strongly Agree: 52%
- Agree: 44%
- Neutral: 4%
Results

• Overall,

  » 100% of residents rated the course as useful to very useful (n=57)

  » 100% of residents feel this course should be repeated for next years incoming class (n=57)
Conclusion

• The majority of IMG residents do not feel adequately prepared to start their training program

• Practical skill sets and resident responsibilities are felt to be the primary area requiring additional training

• A brief, focused, IMG led program can significantly improve residents perceived level of preparedness
THANK YOU

Questions?

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Special Thanks to:
Dr. Azim Gangji
References


1. CaRMS National Match Results for Active IMGs, 2008-2011
