

## BACKGROUND

Selection process for a family medicine residency program is complex and detailed, especially with the inclusion of International Medical Graduates (IMGs). Literature indicates that IMG's overall pass rate on the CFPC entrance exam has been significantly lower than Canadian Medical Graduates (CMG's), and continues to decrease. There seems to be a need for an individual approach and thorough assessment of IMG residents learning needs at the start of his/her training in order to provide the necessary skills to be prepared for the CFPC exam. To this end, a needs assessment of incoming International Medical Graduates was conducted.

## PURPOSE

To gain a better understanding of the confidence and competence, with respect to CANMEDS roles (clinical experience in the Canadian medical system, procedural skills, communication, collaborator, manager health advocate, scholar and professional) of IMGs as they enter their family medicine residency training.

## METHODS

At time 1, a needs assessment tool to identify confidence and exposure in various roles was distributed to 3 cohorts of IMG residents entering the Western Family Medicine Program in 2015 (N=27; 12M (44%), 15F (55.6%); mean age 32.7 years)

- 100 percent response rate (N=27)
- Domain scores created for each of the 9 CANMED-FM roles

## RESULTS

Residents surveyed at Time 1 were more confident and experienced in their roles as Collaborator and Communicator (78% and 71% respectively) (Table 2). IMG residents reported being least confident and experienced in their role as a Professional (34%) (Table 2). Those who graduated after 2009 showed a statistically significant difference in their confidence and clinical experience ( $p=.002$ ) than those who graduated prior (Table 3). There were also differences between those born in Canada as compared to other countries with respect to Clinical experience in the Canadian medical system ( $p=.001$ ) and their role as a Scholar ( $p=.004$ ) (Table 4).

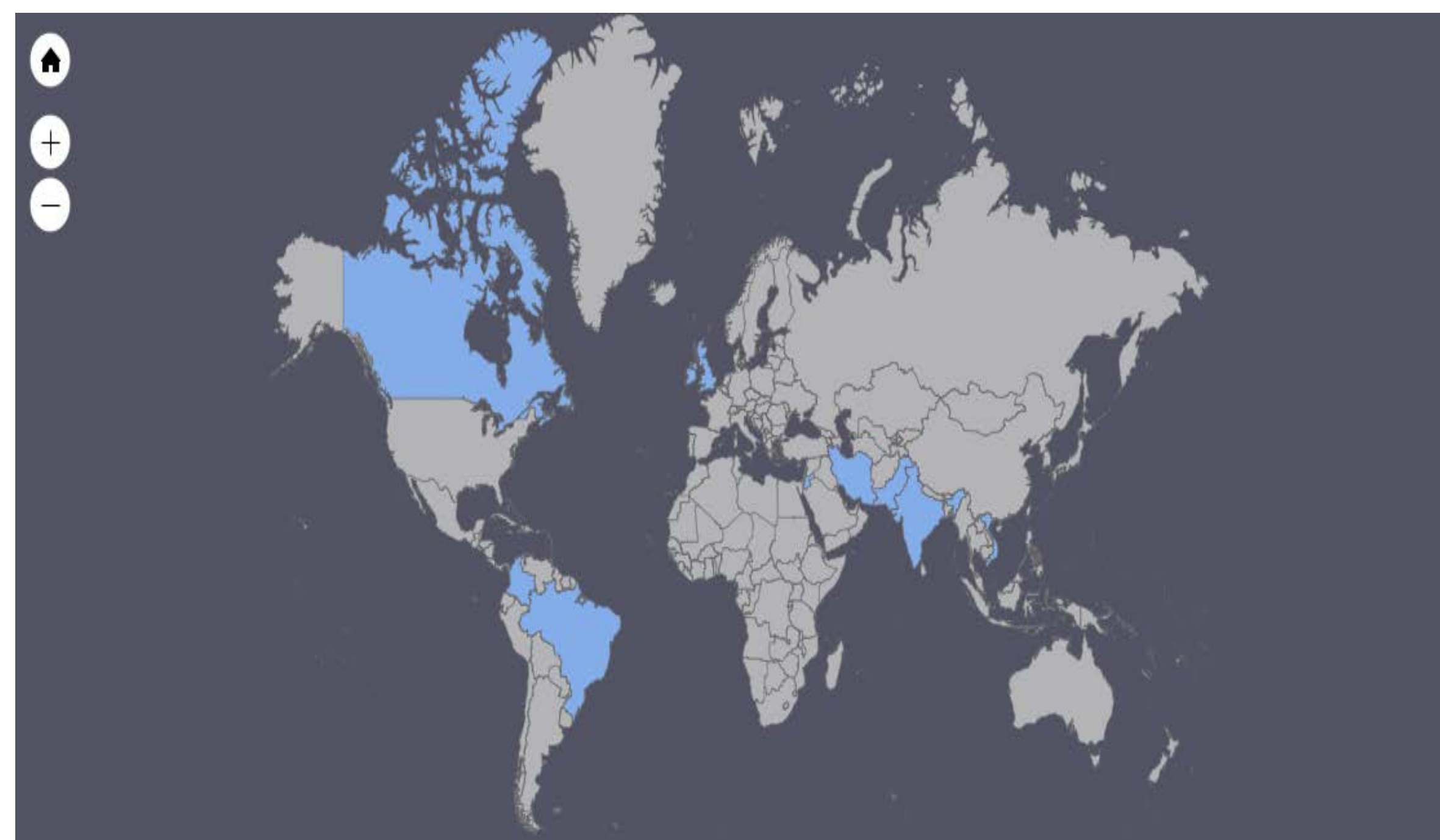


Figure 1. Residents' Country of Birth.

CanMED Domain	Most Confident Element	Least Confident Element
Clinical experience in Canadian Medical system	Writing Progress note (25.9)	Dictation (46.2)
Basic clinical skills	Taking patient history (74.1)	MoCA (22.2)
Procedural skills	Intramuscular injection (77.8)	Release subungual hematoma (65.4)
Communicator	Patient centered interview (70.4)	Travel medicine (11.1)
Collaborator		
Manager		
Health Advocate	Pap and Prostate (33.3)	Osteoporosis (3.7)
Scholar	Making oral presentation (22.2)	Continuous Quality Improvement (18.5)
Professional	Patient confidentiality (63.0)	Knowledge of CMA code of ethics (11.1)

Table 1. Most and least confident elements of each domain reported by residents.

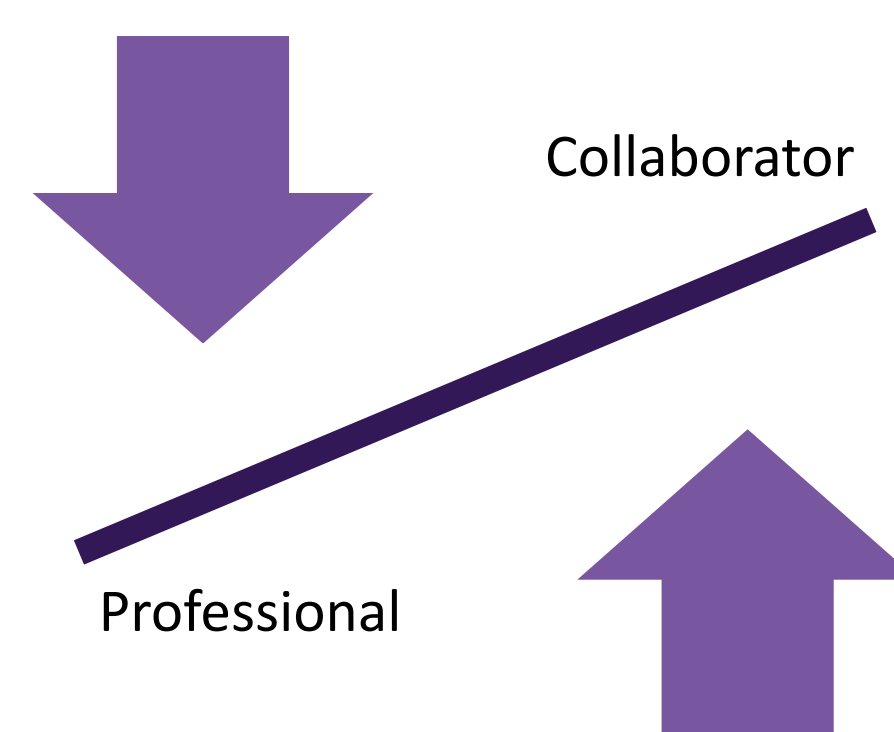


Figure 2. Residents reported higher levels of confidence and exposure in roles as collaborator versus professional.

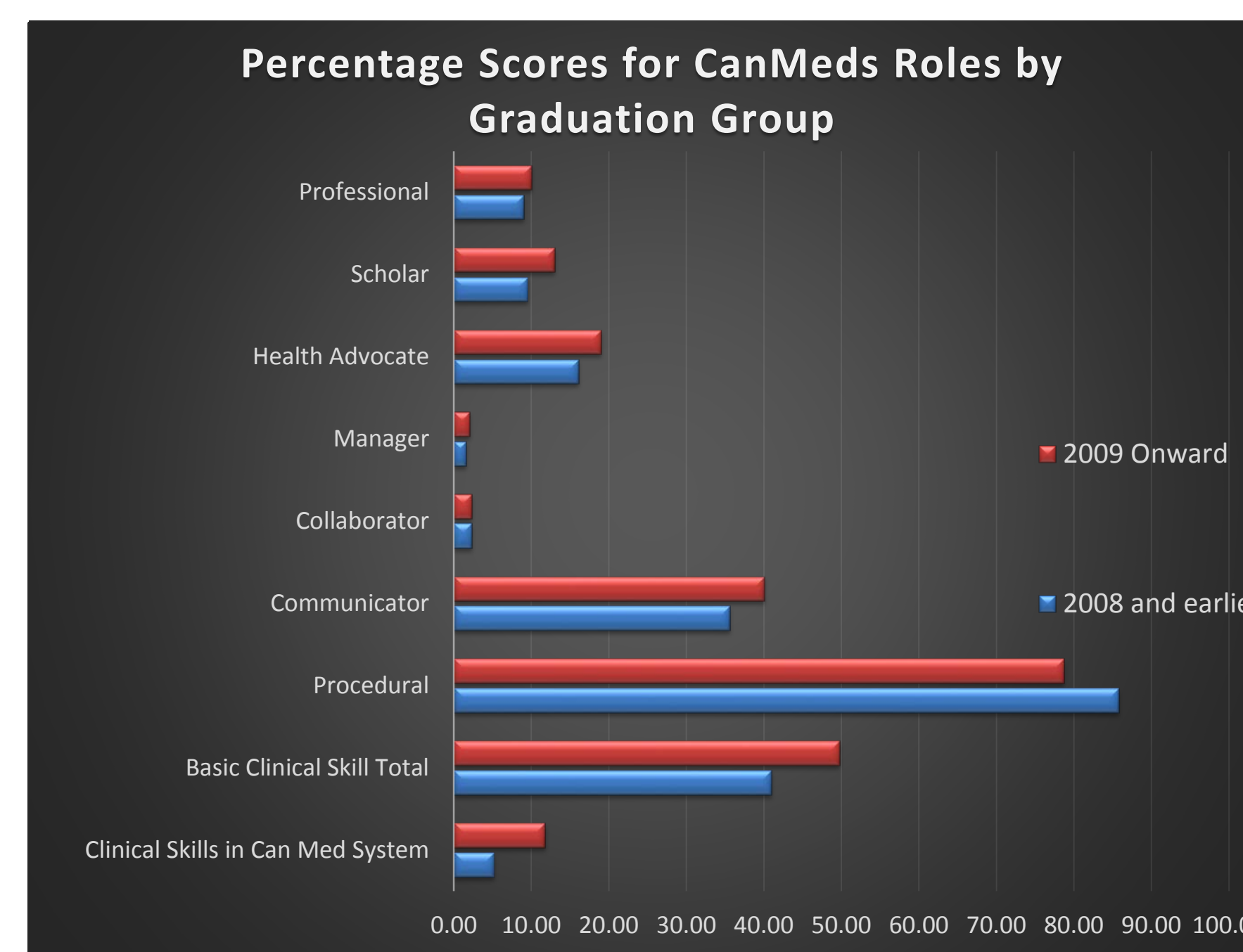
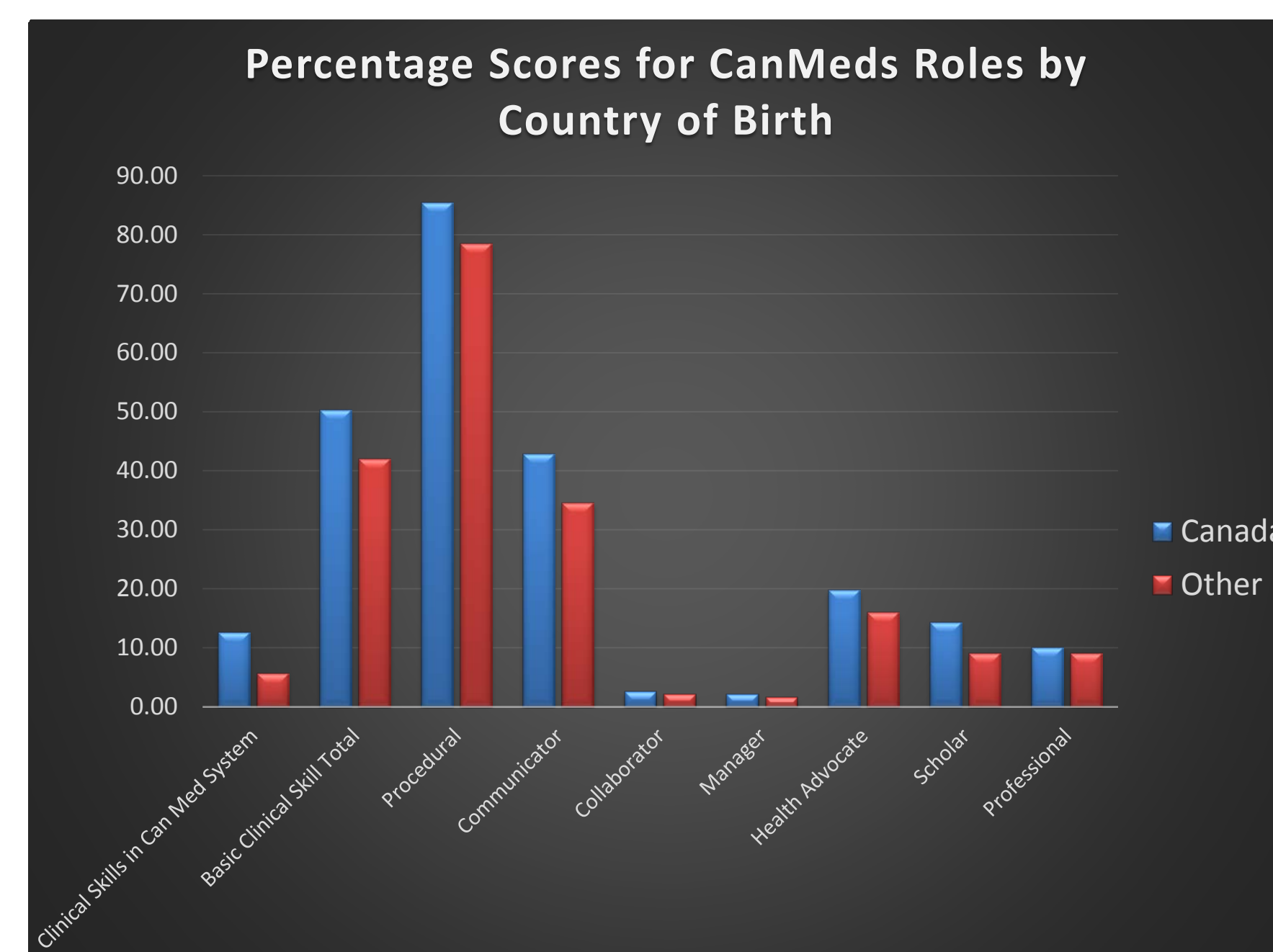
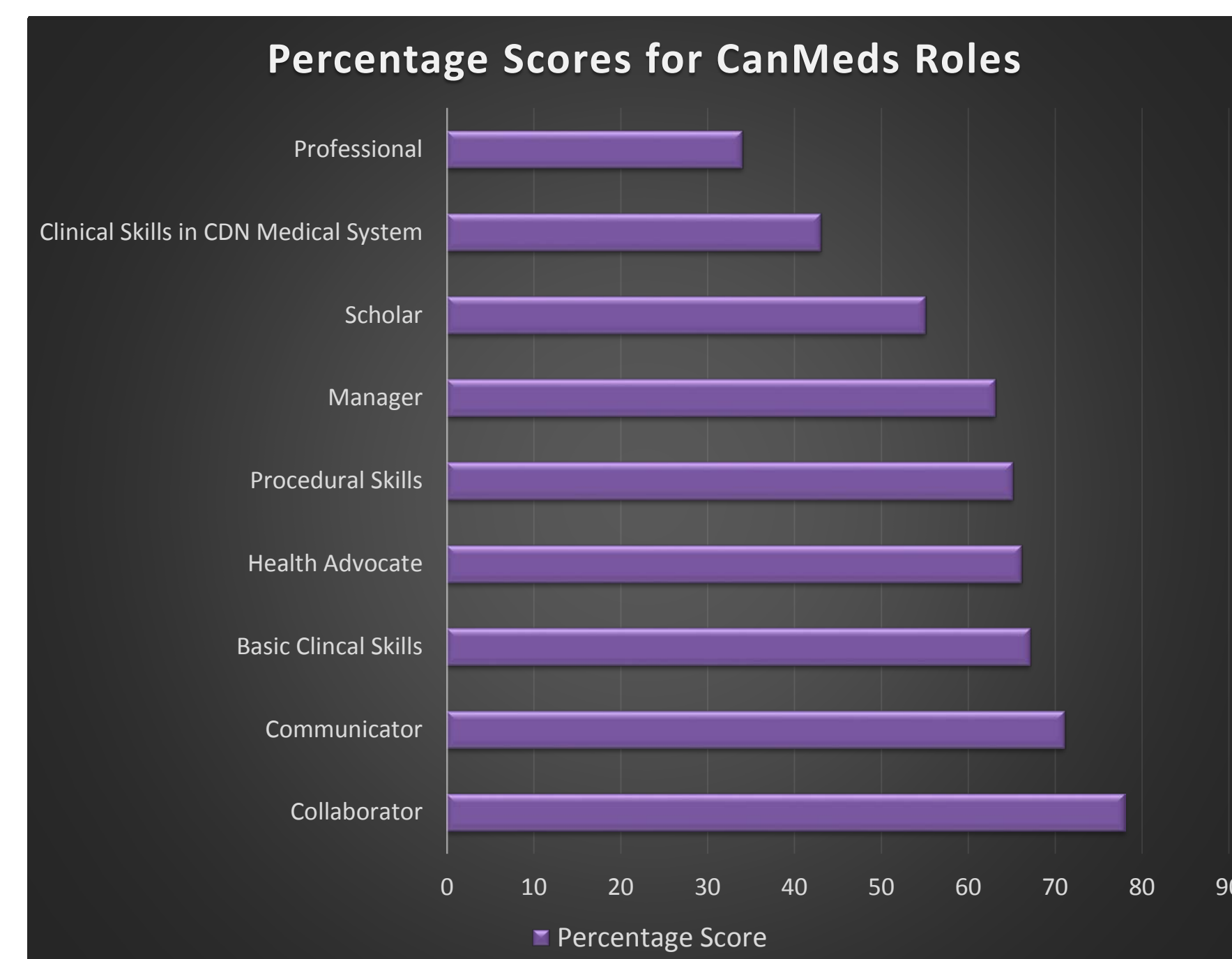


Table 2. (top) Self-reported confidence and exposure (percentage scores) for each of the 9 CANMEDS roles.

Table 3. (middle) Percentage scores for residents born in Canada or elsewhere.

Table 4. (bottom) Percentage scores for residents that graduated in 2009 or prior.

## DISCUSSION

Time 1 analysis indicates that IMGs at the beginning of their residency feel less confident in their clinical and professional roles, perhaps this confidence is due to a lack of exposure during medical school. Furthermore, the differences among IMG's based on year of graduation, and country of origin suggests that a more individualistic and tailored program be designed for IMG starting their program.

## CONCLUSION

As this was the first of 2 survey time periods the results provide a baseline understanding of IMGs entering our program, and it is therefore difficult to make any generalizations.

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