

Charlotte Kirby, HealthForceOntario Marketing and Recruitment Agency  
 Jay Orchard, HealthForceOntario Marketing and Recruitment Agency  
 Caroline Abrahams, Postgraduate Medical Education, University of Toronto  
 Loreta Muharuma, Postgraduate Medical Education, University of Toronto



# Practice Ontario @ U of T

A unique career-planning service for residents



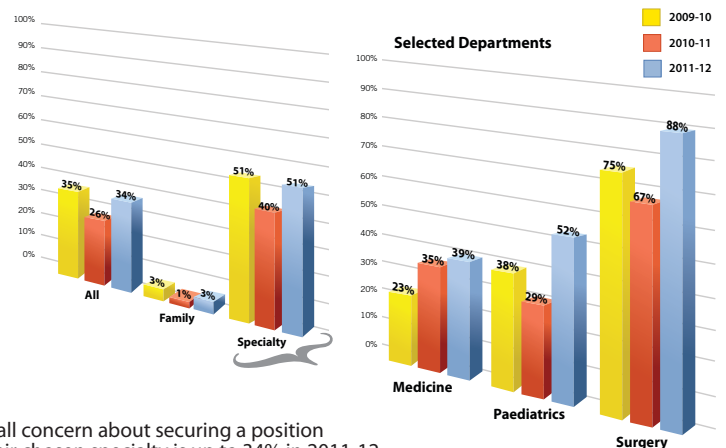
## The Challenge:

Residents at U of T have identified concerns with their overall preparation for practice including assistance in finding employment and career counselling. “Career uncertainty” is one of the top four reasons that learners visit the U of T Resident Wellness Office.

Data from the annual Resident Exit survey shows that preparation for practice consistently rates as an aspect of residency which requires improvement. In satisfaction ratings, it ranks well below other dimensions of residency education such as their overall education experience and their program director.

U of T Residents have also expressed concerns over securing a position in their chosen specialty. Despite a dip in 2010-11, recently approximately 35% of all respondents to the Resident Exit Survey had career concerns. In particular, over 50% of residents in RCPSC programs were concerned about job prospects.

### Concerns about Securing Employment in Chosen Specialty by U of T Exiting Residents (2008-09 — 2011-12)



Overall concern about securing a position in their chosen specialty is up to 34% in 2011-12. Half of exiting specialty residents say they are concerned.

The majority of surgery residents expressed concern (88%) about employment in 2011-12.



Postgraduate Medical Education  
**UNIVERSITY OF TORONTO**

Practice Ontario @ U of T:  
 Tel: 416-945-3697  
 Toll-free: 1-866-535-7779  
 Email: [practiceontario@healthforceontario.ca](mailto:practiceontario@healthforceontario.ca)  
[www.healthforceontario.ca/practiceontario](http://www.healthforceontario.ca/practiceontario)



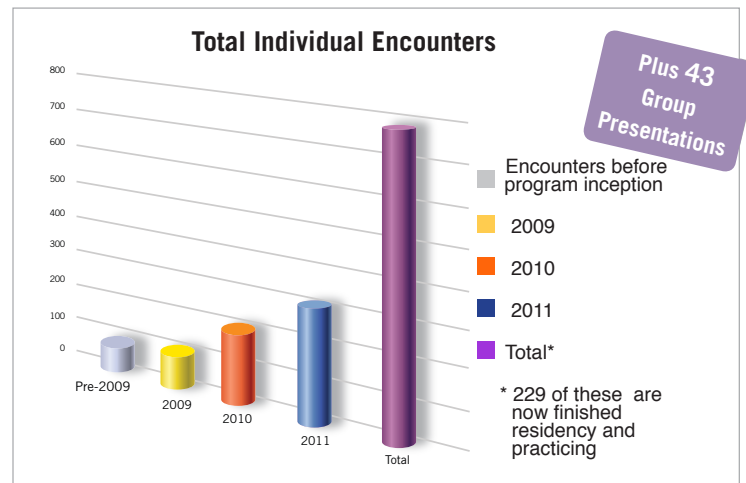
## The Intervention:

In 2009, HealthForceOntario Marketing and Recruitment Agency (HFO MRA) and the U of T PGME Office initiated a unique project entitled Practice Ontario @ U of T which links residents with provincial HFO MRA advisors. Career advice is provided through group presentations and one-on-one consultation sessions.

## Observations:

Follow-up surveys and unsolicited comments reveal high satisfaction for one-on-one personal assistance which considers residents' unique sets of interests, as well as professional goals and personal circumstances. The program also assists with IMG residents who are required to complete a Return of Service (for training).

Awareness of the service and planned usage is included in the annual Resident Exit Survey. Awareness of the service increased from 45% of exiting residents in 2009-10 to 71% of exiting residents 3 years later, while plans to use the services have remained steady at approximately 54%.



PRACTICE  
**ONTARIO**  
@UofT

### Practice Ontario Features:

- Provides individual career guidance to residents to match personal & professional interests and goals
- Provides information and counseling for smooth transition to practice with information on licensing, billing numbers, compensation, etc.
- Provides information on permanent and locum opportunities
- Assists with partner/spousal employment and family needs
- Reviews and provides assistance with CVs

“I really liked the personal attention I received through Practice Ontario. They were flexible in meeting with me and helpful in clarifying my practice goals and then finding the best opportunities that matched me as a person.

The individual interview was casual, friendly and gave me much needed information about the landscape of the job market for physicians in Ontario. I felt much more comfortable about my future after meeting with them.”

*PGY2 Family Medicine Co-chief Resident,  
North York General Hospital (2011-2012)*

“Thanks for advocating for me so strongly!”

*PGY2 International Medical Graduate at U of T  
after securing a practice opportunity for her return-of-service*

“Thank you for your help in organizing the presentation for our group! It was well received and the resources passed out were great.”

*Mount Sinai Hospital Chief Resident Family Medicine  
(2010-2011)*



Postgraduate Medical Education  
**UNIVERSITY OF TORONTO**

Practice Ontario @ U of T:  
Tel: 416-945-3697  
Toll-free: 1-866-535-7779  
Email: [practiceontario@healthforceontario.ca](mailto:practiceontario@healthforceontario.ca)  
[www.healthforceontario.ca/practiceontario](http://www.healthforceontario.ca/practiceontario)

