

Realization of training and credentialing milestones of Canadians who study abroad and other IMG

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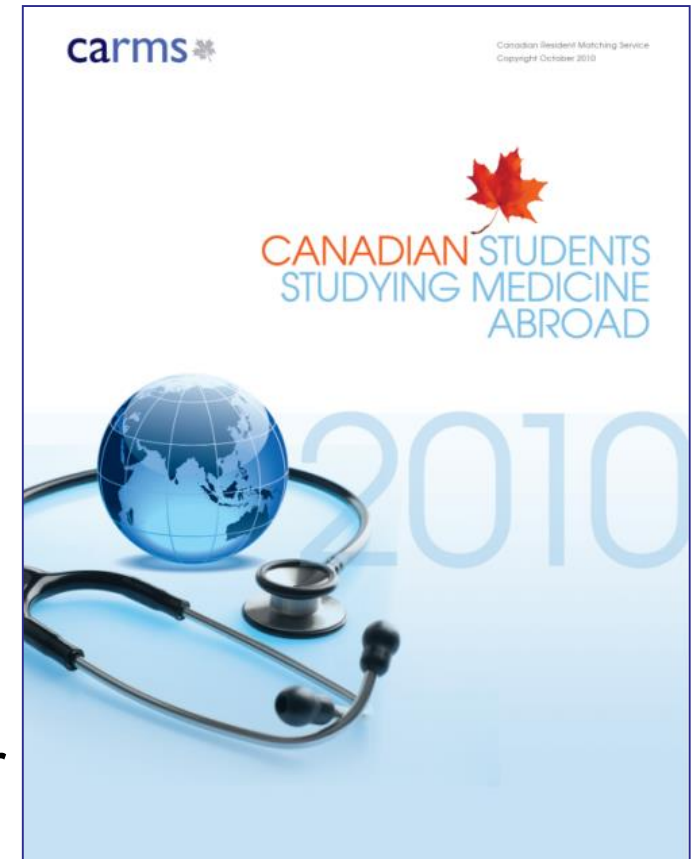


CIHR IRSC

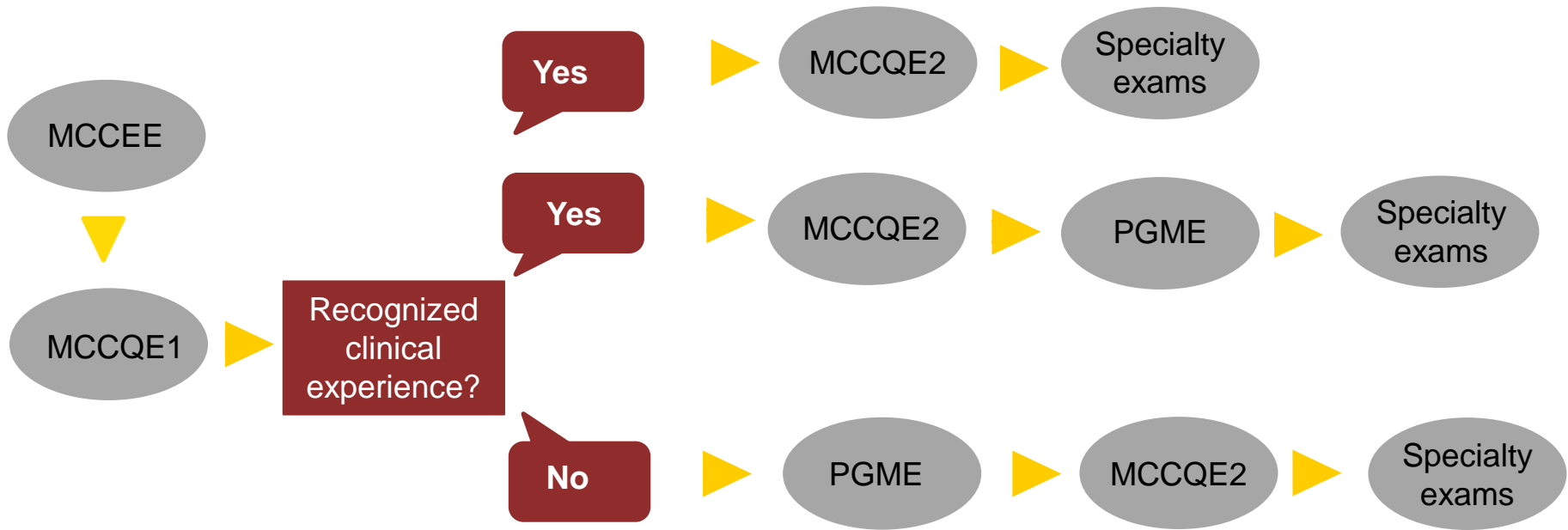


International Medical Graduates

- Physicians who graduated from medical school outside Canada
 - Includes Canadians who study medicine abroad (CSA)
- IMG must realize a number of milestones to acquire a full license
 - CSA advocates lobby for greater accommodation for CSA (e.g. residency positions)



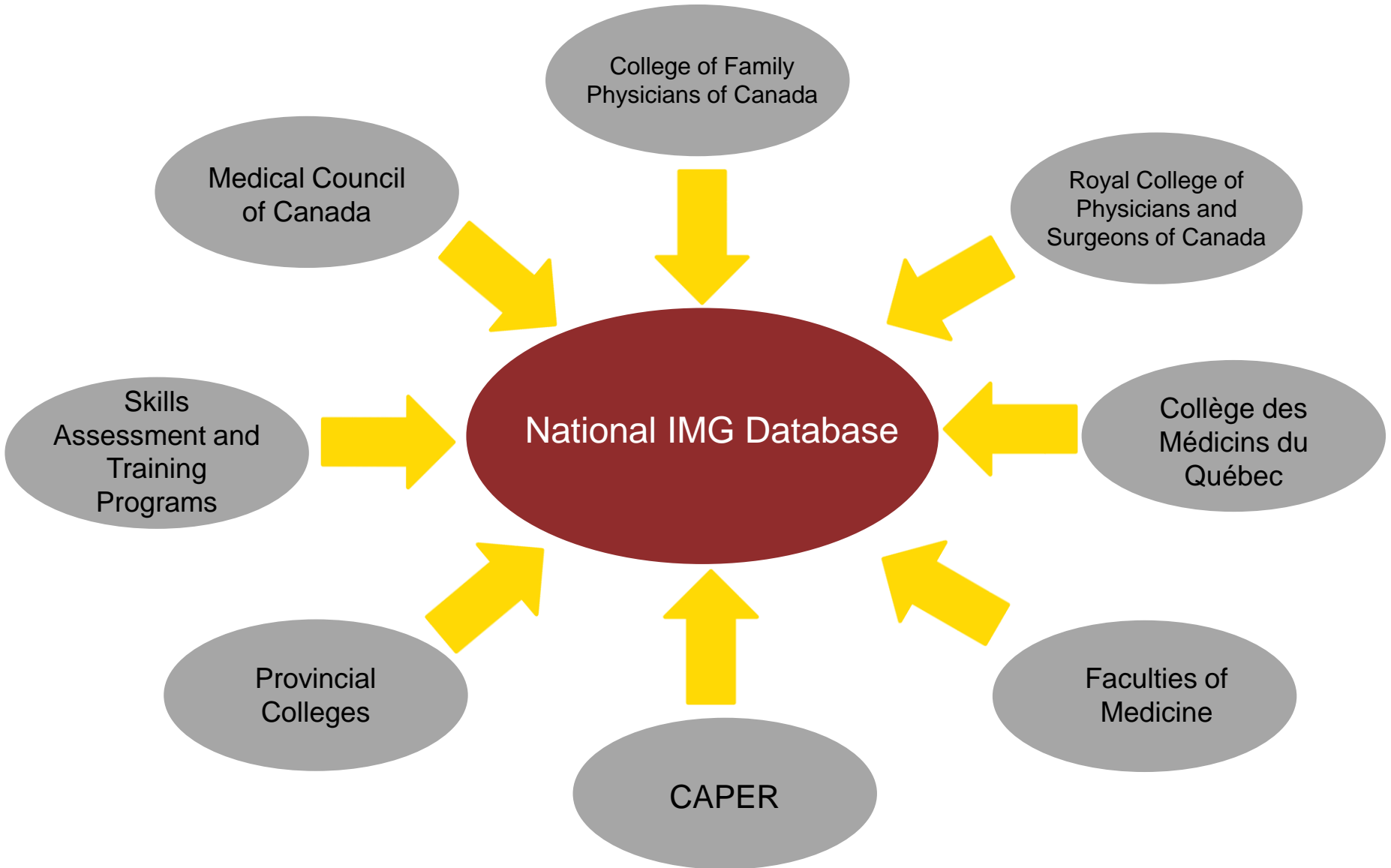
IMG Credentialing



Research Questions

- What proportion of IMG realize the entry-to practice milestones
 - obtaining a PGME position
 - passing the MCCQE2
 - obtaining a specialty designation (CCFP, FRCPC, FRCSC)?
- Are CSA more successful than non-CSA IMG in realizing these milestones?

Data Source



Longitudinal Studies using National IMG Database

National IMG Database

❖ 2005 – 2011

❖ positive events only



❖ Limitation: can not follow single cohort in Database time period

Family Medicine: 2 years (2005-2009 entrants)

Specialist: up to 5 years (2005-2006 entrants)

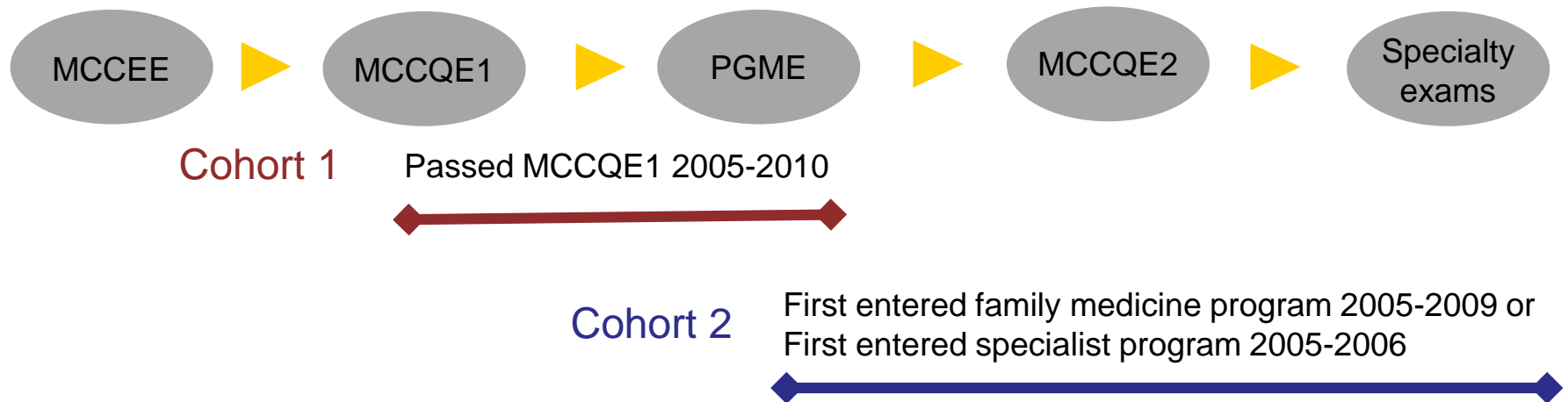
❖ Limitation: can not prospectively identify cohort

❖ Assumption: IMG who realize one milestone will attempt to realize next milestone

Study Cohorts

National IMG Database
2005 – 2011
positive events only

Exclude visa trainees and US medical graduates



Who is a CSA?

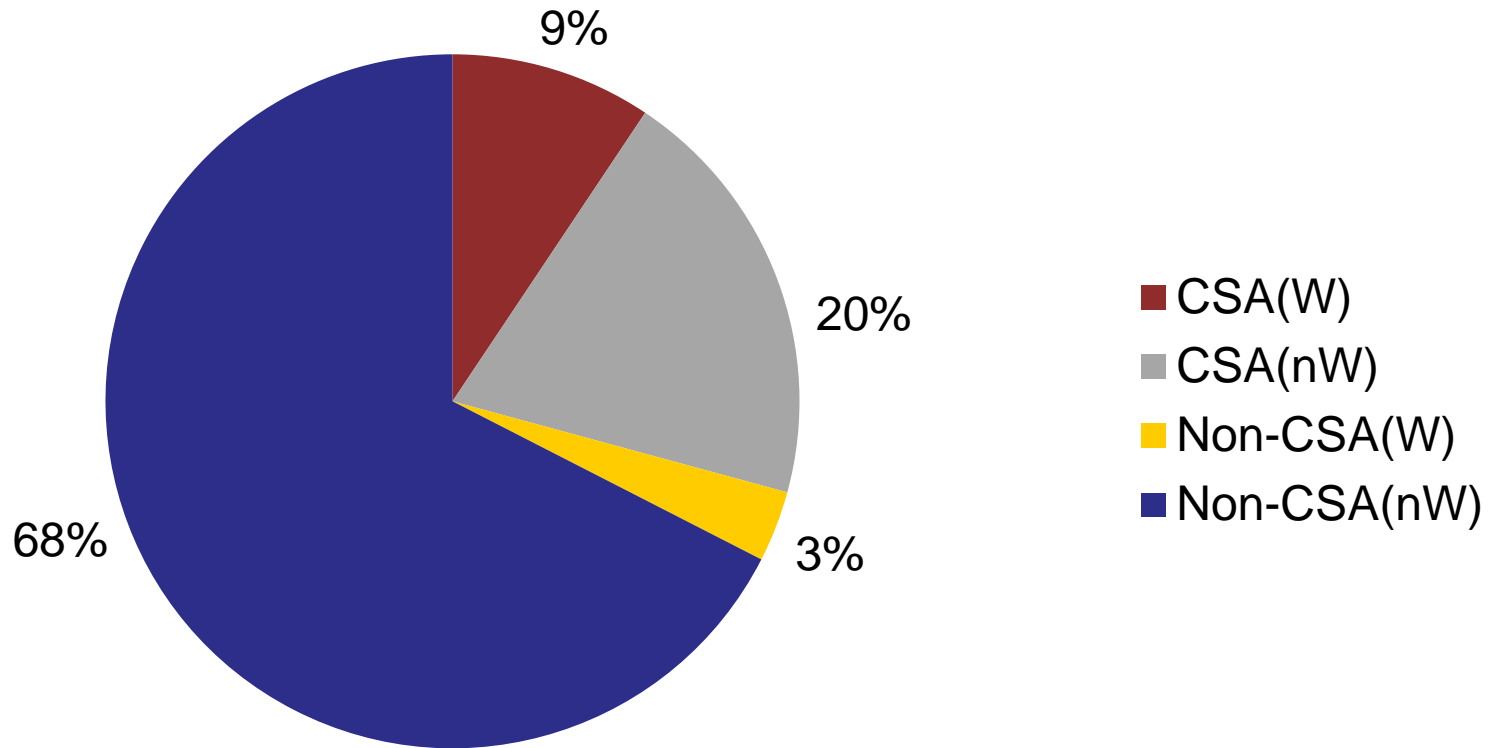
- Legal status in Canada - citizen, permanent resident before medical school
- Cultural competence - “Western” approach to medicine

		Citizen or Permanent Resident	
		Yes	No
Graduated from “Western” or Caribbean medical School	Yes	Group 1 CSA(W)	Group 3 Non-CSA(W)
	No	Group 2 CSA(nW)	Group 4 Non-CSA(nW)

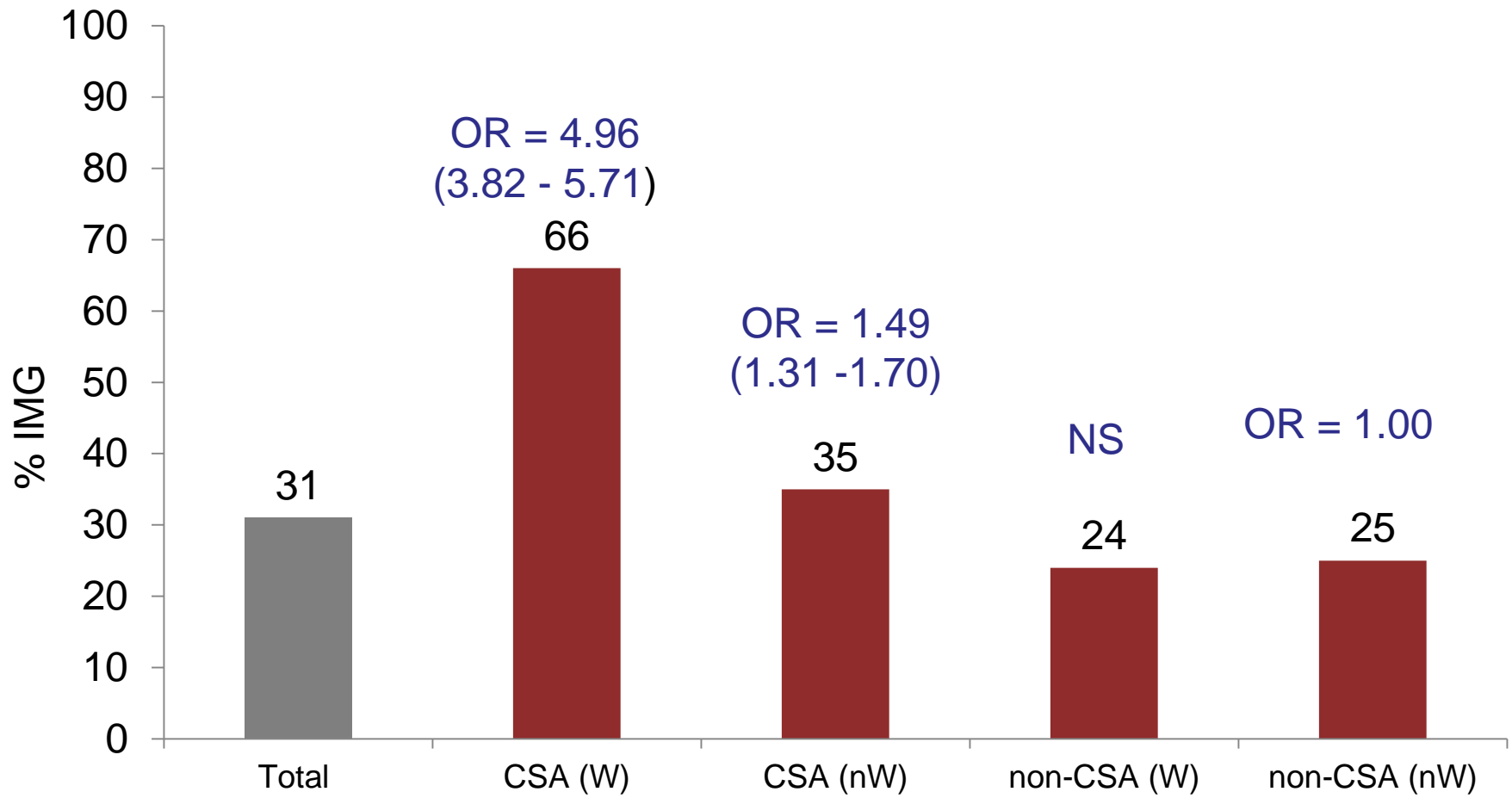
Cohort 1

6,925 IMG who passed MCCQE1 (2005-2010)

Types of IMG in Cohort



Obtain PGME Position (2005-2011) among 6,925 IMG who passed MCCQE1 (2005-2010)

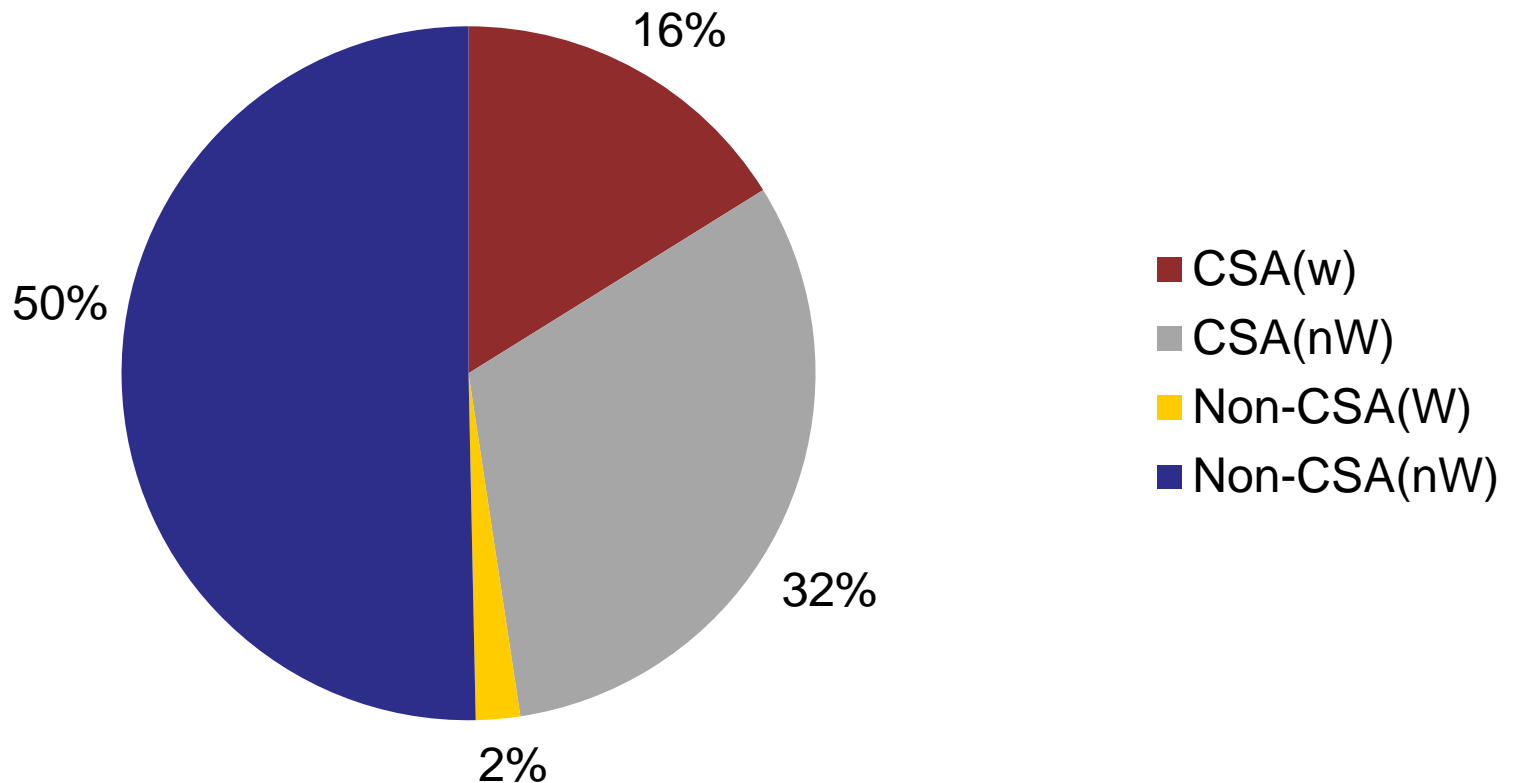


Controlling for gender, age, and skills assessment participation

Cohort 2

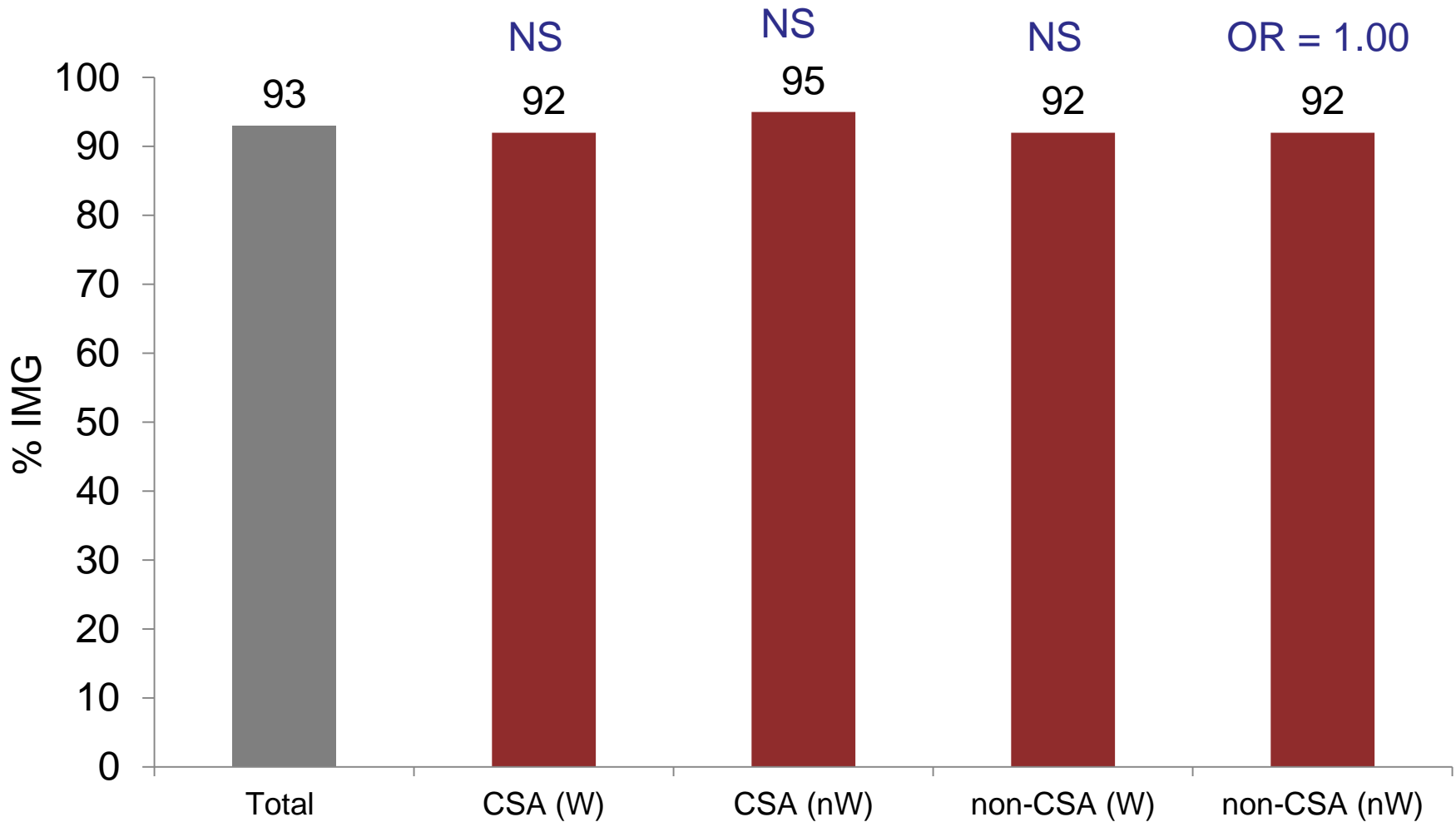
1,214 IMG who first entered family medicine program 2005-2009
or specialist program 2005-2006

Types of IMG in Cohort



Pass MCCQE2

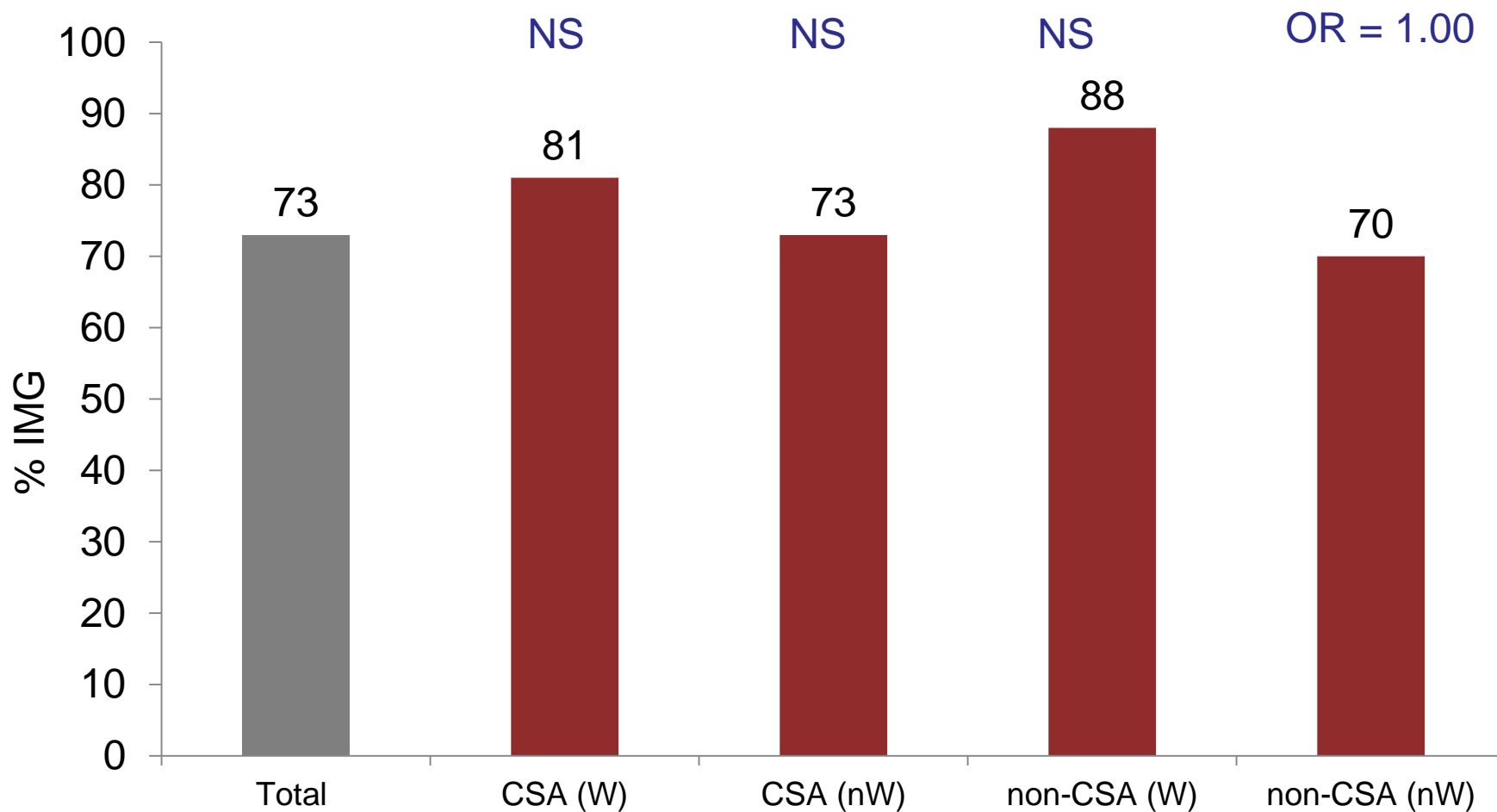
among 1,214 IMG who first entered family medicine program 2005-2009
or specialist program 2005-2006



Controlling for gender, age, skills assessment participation, and first rank

Obtain Specialty Designation

among 1,214 IMG who first entered family medicine program 2005-2009
or specialist program 2005-2006



Controlling for gender, skills assessment participation, specialty, and first rank

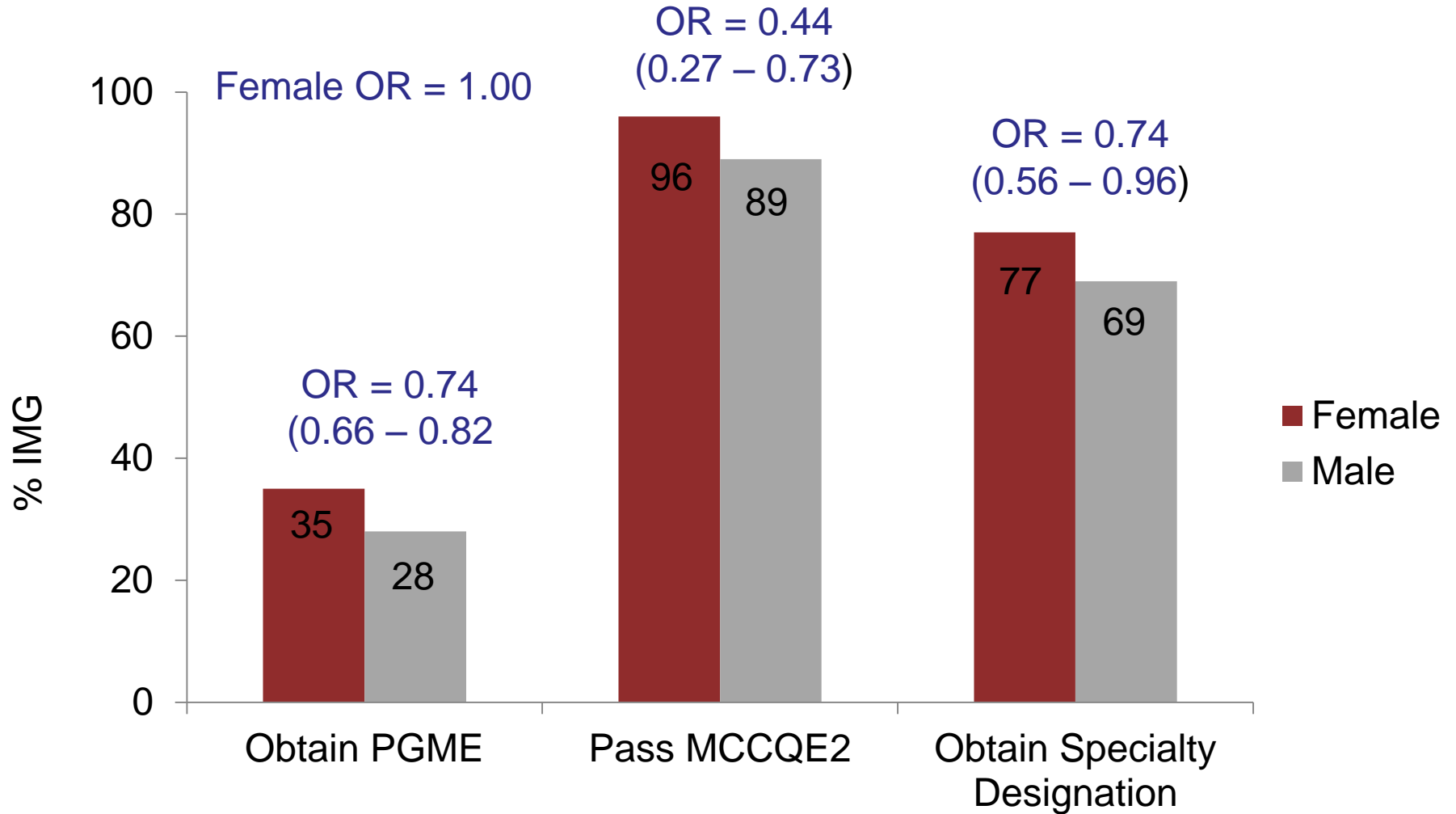
Milestone Realization Rates

- Milestone realization rates lower than Canadian medical graduates (CMG)
 - Reasons for lower IMG exam rates not known
- Among milestone-eligible IMG
 - 31% obtained PGME position (vs ~100% CMG)
 - Not all who pass MCCQE1 apply for PGME
 - 92.8% passed MCCQE2 (vs ~99% CMG)
 - IMG who write MCCQE2 before PGME may not be captured in database
 - 73.2% obtained specialty designation (vs >90% CMG family medicine)
 - 9.4% exited program after 2011(exam may not be captured in database)

CSA vs. non-CSA

- CSA more likely to obtain PGME position
 - CSA may enjoy ‘social capital’ to help obtain positions
 - Graduation from “Western” or Caribbean schools boosts chances for CSA, not non-CSA
- No differences between CSA and non-CSA on “post-PGME” outcomes

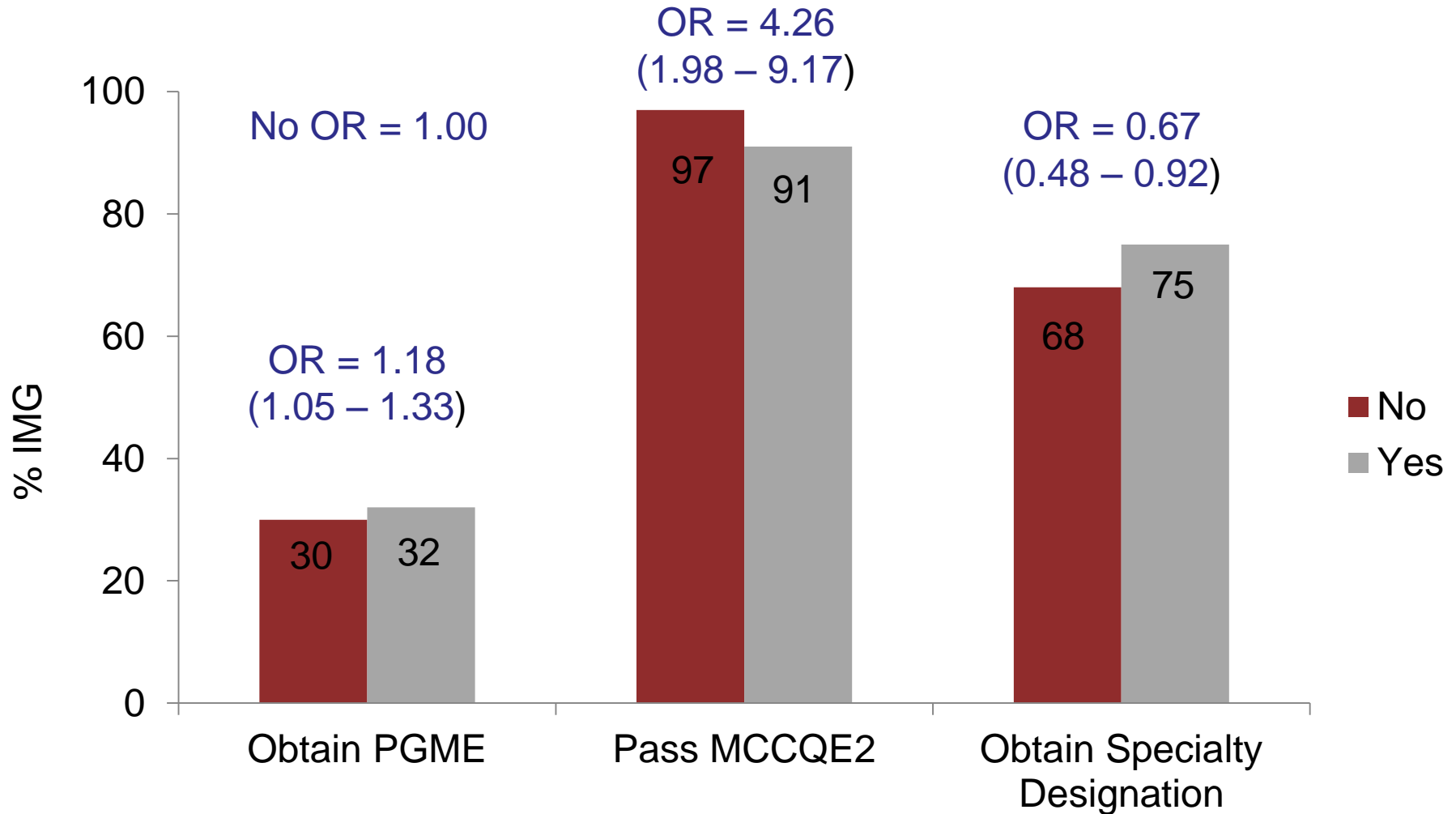
Gender



PGME: Controlling for age, skills assessment participation, IMG type
MCCQE2: Controlling for age, skills assessment participation, first rank
Spec Des: Controlling for skills assessment participation, specialty, first rank

Women outperform men

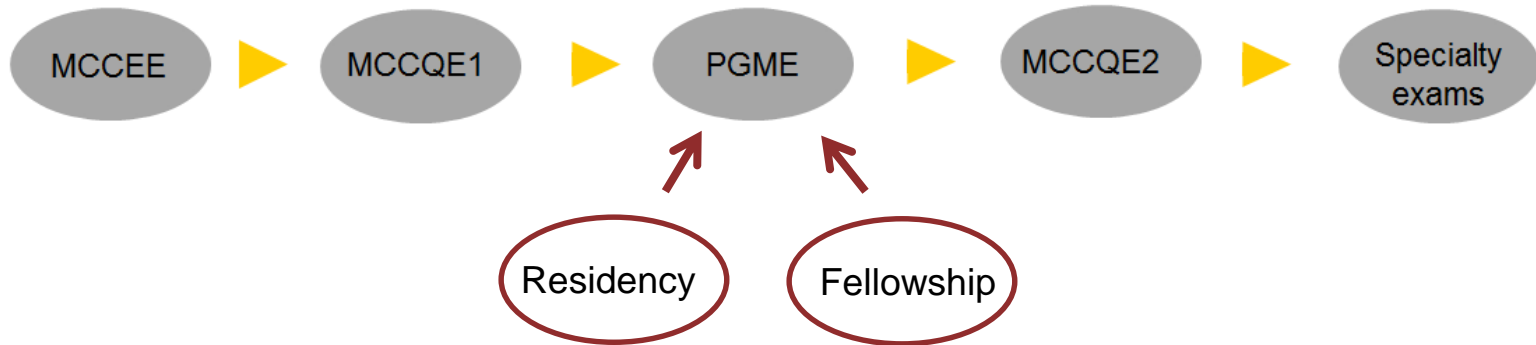
Skills Assessment Participation



PGME: Controlling for gender, age, IMG type
MCCQE2: Controlling for gender, age, first rank
Spec Des: Controlling for gender, specialty, first rank

Skills assessment not related to “long term” success

Fellowships



- May offer an alternate route for some IMG to qualify for licensure in Canada
- 91 (7.5%) fellows
 - 60.4% passed MCCQE2, 26.4% obtained specialty designation
 - less likely than residents to realize these milestones

Limitations

- Administrative data from 2005 to 2011
 - unable to analyze a single cohort from the start to end of the entry-to-practice process
- Only positive events recorded
 - Cannot proactively define eligible cohort
 - Do not know reason for non-event
- Limited information on CSA
 - No information of length of time in Canada

Conclusions

- Roughly 1 in 3 eligible IMG obtain PGME position
- Roughly 1 in 4 IMG who enter PGME program do not acquire credentials for full licence
- CSA more likely to obtain PGME position than non-CSA, but once in PGME, no difference in milestone realization
- National IMG Database valuable resource for IMG analyses

Next Steps

- 1st study in 4 part project
 - Retention and location study
 - Interviews with CSA
 - Interviews with PGME Deans, skills assessment program director
- In-depth workshop at the Canadian Health Workforce Conference, October 3-5, 2016; Ottawa

Questions?

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