



Franco Doc: Development of French-speaking medical human resources in Francophone minority communities in Canada

Canadian Health Workforce Conference
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Réalisé avec le soutien de Santé Canada



Historical Details

- Problematic
 - Access to health care services in French in francophone minority communities in Canada
 - Reduced accessibility of services
 - Lack of health human resources
 - Importance of language for the quality and patient safety of health care services

Historical Details

- 1995 – World Health Organisation defines the needs of social accountability of faculties of medicine
- 2002 - Foundation of Société Santé en français
- 2003 - Foundation of Consortium national de formation en santé

Historical Details

- 2001 – AFMC & Health Canada - Development of document : “Social Accountability: A Vision for Canadian Medical Schools”
- 2001 to 2007 – Various AFMC projects
 - Integration of Public Health
 - Francophone Minority Communities
 - Création of AFMC’s Francophone Minority Group
- 2010 – Future of Medical Education in Canada, Undergraduate & Postgraduate
 - Reinforcing the importance of social accountability

Lessons Learned

- Each of the 17 faculties of medicine in Canada welcome French speaking students, often times from francophone minority communities
- Importance of primary care, priority
- Importance of engaged individuals for “la francophonie”
- Necessity of increasing number of human resources

Lessons Learned

- Importance of early and ongoing support of learners in anglophone faculties to develop the skills needed to work within francophone minority communities
- Require networking and exchanges between health care professionals in those communities
- Need to increase connections between the faculties of medicine and their local francophone community
- Completion of clinical placement in francophone communities increase learner interest in responding to the needs of those communities

History

- Launch of the **Franco Doc** project in January 2015

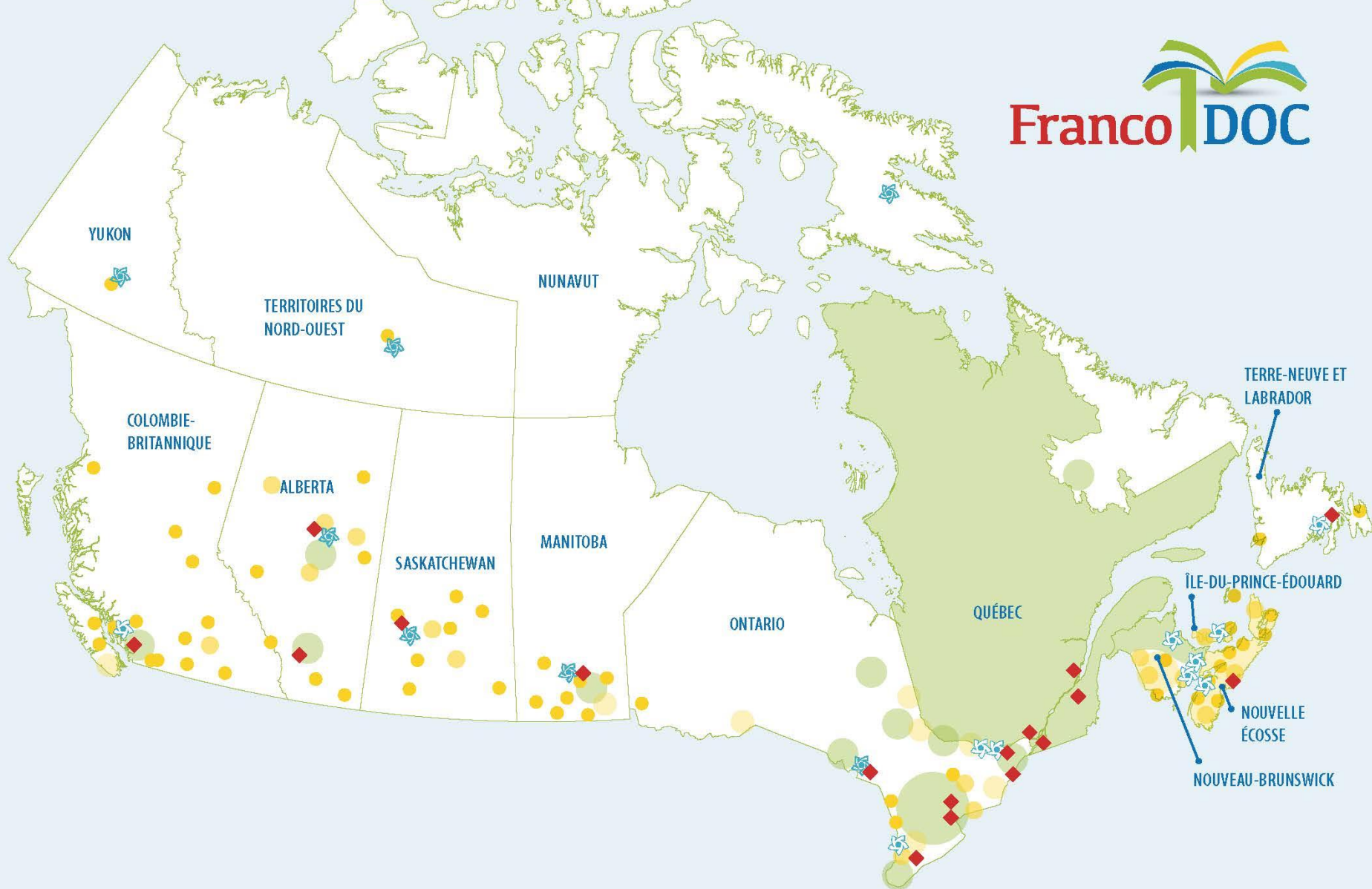
Franco Doc Project

- A project of the Association of Faculties of Medicine of Canada and its partners
 - Société Santé en français
 - Consortium national de formation en santé
 - Médecins francophones du Canada

Franco Doc Project

Goal

To develop and enhance French-speaking medical human resources by using an integrated interdisciplinary approach to identify students in English-language faculties of medicine that could meet the needs of Francophone minority communities.



PERSONNES QUI ONT LE FRANÇAIS COMME PREMIÈRE LANGUE OFFICIELLE PARLÉE



**LA SOCIÉTÉ SANTÉ
EN FRANÇAIS ET SES
16 RÉSEAUX-MEMBRES**

EMPLACEMENT DES FACULTÉS DE MÉDECINE ET DES SITES D'ÉDUCATION DISTRIBUÉ

◆ Campus principal

Project's Objectives

1. Establish a mechanism for identifying and mobilizing Francophone and Francophile students in English-language faculties of medicine in Canada.
2. Use an interdisciplinary approach to provide preparatory training for experiential activities.
3. Facilitate the mobility and placement of students in community-based experiential training (rotations or partnering programs) by creating a hosting structure and support framework in Official Languages Minority Communities (OLMCs)

Project's Objectives

4. Facilitate alliances among faculties of medicine, community health networks and MFdC (e.g., set up a liaison committee between the faculty and the community) to encourage them to maximize the recruitment and facilitate the integration of French-speaking health care professionals in these communities.

Successes thus far

- Creation of 14 faculty-community liaison committee
 - representation francophone communities in the catchment areas of the faculty (SSF networks)
 - faculty appointed lead member
- Engagement of learners as part of the liaison-committee and as a driver for access to learners at each faculty
- Over 550 Francophones and Francophiles learners identified across 13 faculties of medicine in 12 months.
- Solid engagement from the faculties toward the francophone communities in minority settings

Successes thus far

- Increased learner interest and engagement toward francophone communities.
- Learning activities took place across Canada on various subjects.
 - Service learning activities
 - French medical terminology exercises
 - Increase knowledge of realities of access to health care services in francophone community
 - Networking opportunities with Francophone clinicians
- Over 30 learning and networking activities conducted across faculties

Faculties	Number of francophone and francophile learners	Number of francophones activities 2015-2016
Memorial University of Newfoundland	34	3
Dalhousie University	20	5
McGill University	N/A	1
University of Ottawa*	8	1
Queen's University	14	1
University of Toronto	48	4
McMaster University	27	2
Western University of Ontario	178	2
Northern Ontario School of Medicine	64	1
University of Manitoba*	8	3
University of Saskatchewan	20	2
University of Calgary	17	4
University of Alberta	60	1
University of British Columbia	80	3
TOTAL	578	33
Note *In addition to existing francophones activities and learners of the bilingual or French program		

Franco Doc Tool Box

- Collection of resources available for learning medical French needed to improve linguistic and cultural skills.
- Database on learning opportunities in French
- <https://www.afmc.ca/medical-education/franco-doc/franco-doc-tool-box>

Conclusion

- The Franco Doc project is an important step in establishing connexions between Canadian faculties of medicine and francophone minority communities
- By creating close ties between the communities and the faculties of medicine, we create conditions that allows for a better understanding of the challenges facing patients and to better prepare learners respond to those challenges more efficiently.

Discussion

- How to solidify the success of the project to ensure it's sustainability?
- What could be added to facilitate recruitment in those communities?
- Could we increase the number of offered French services by those bilingual learners?

Discussion

- Could the Franco Doc model be duplicated for other groups of health care professionals?
- Could the Franco Doc model be duplicated for other linguistic minority groups?



Merci !

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