

Unemployed physicians in Canada: Who are they and why is this happening?

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ROYAL COLLEGE
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COLLÈGE ROYAL
DES MÉDECINS ET CHIRURGIENS DU CANADA

**2015 Annual CAHSPR
Conference**



Medical Specialist Employment Study

- Update since the release of the Royal College Employment Study Report (October 2013)
- 2013 Cohort Survey results
- Next steps

➤ Longitudinal study

➤ Initial phase (2011-2012): Mixed method

- Qualitative: >50 key informant semi-structured interviews
- Quantitative: Short on-line survey to successful exam candidate

Reported findings—confirmed through:

- Saturation
- Evidence in literature
- Survey findings

➤ Ongoing:

- On-line survey to new certificants
- Cohort study: 2013 “unemployment”certificants



Survey of new certificants

Response rates

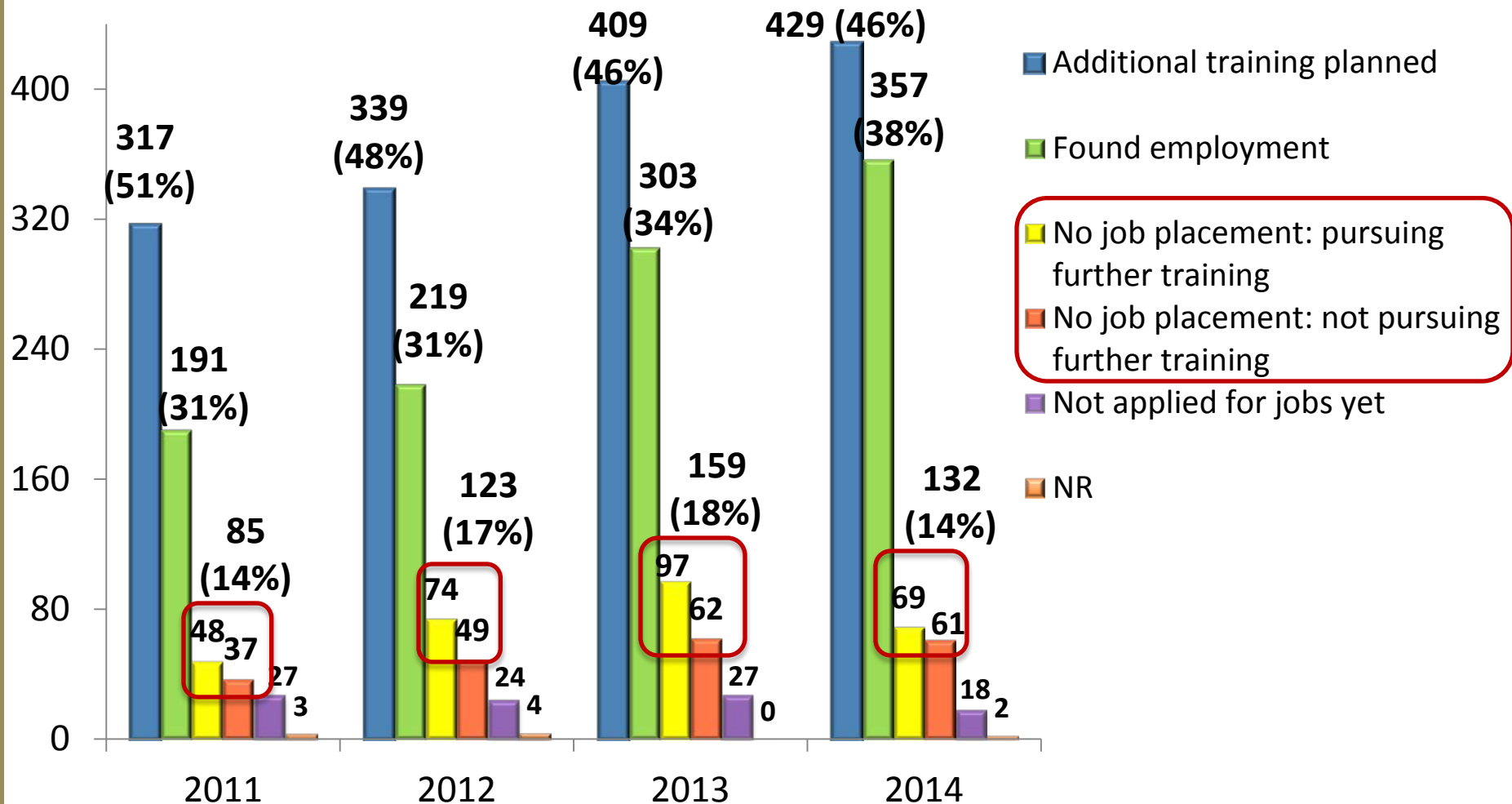


Percent Participation Rate 2011, 2012, 2013, 2014 Surveys



Source: Royal College Employment Study Survey 2011-2014

Respondents Employment Status (specialists and subspecialists combined)



Source: Royal College Employment Study Survey 2011-2014

Most impacted disciplines reporting unemployment 2011-2014

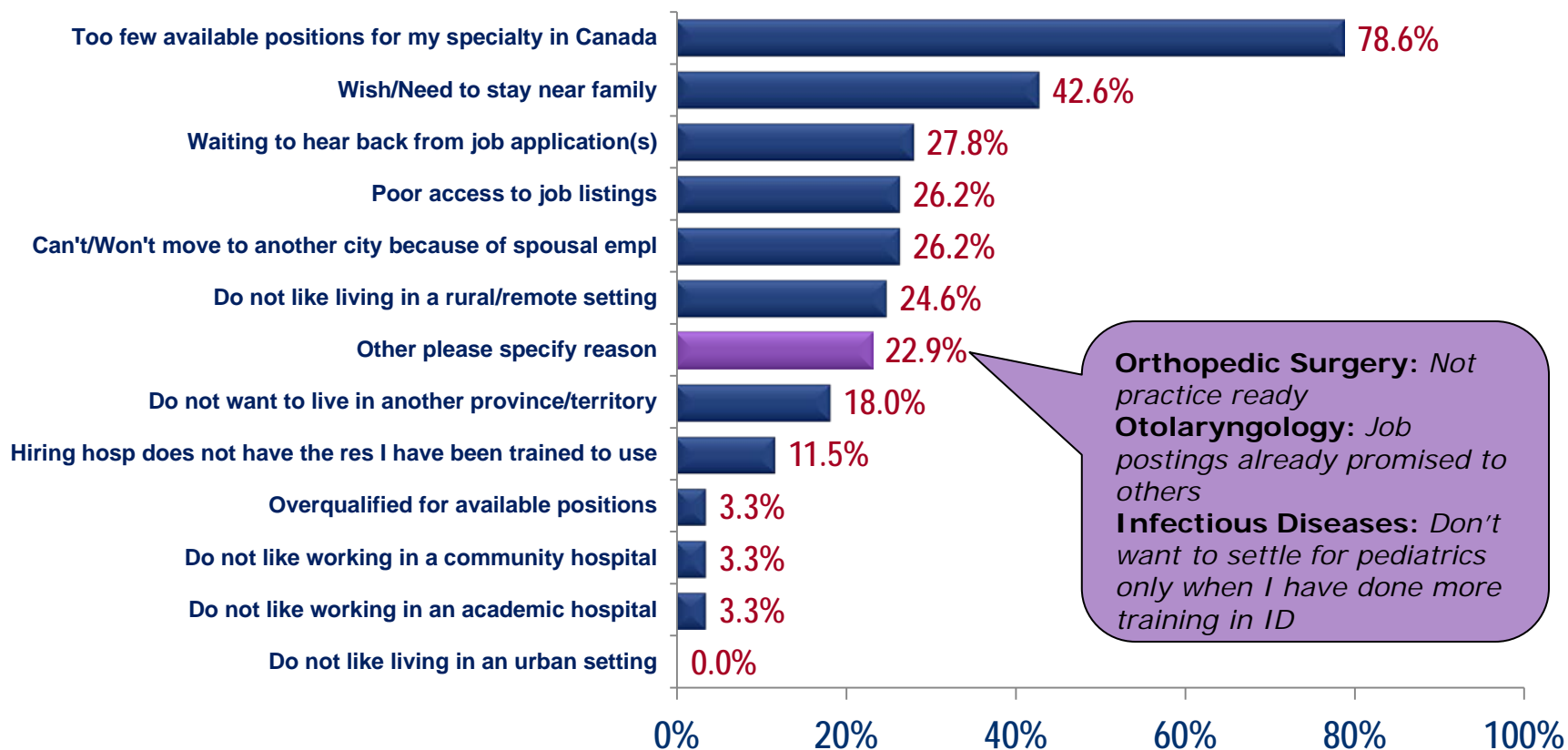
<i>Specialty</i>	<i>Year 2014</i>
Cardiac Surgery	66%
Hematological Pathology	40%
Nuclear Medicine	25%
Neurosurgery	29%
Orthopedic Surgery	38%
Otolaryngology	53%
Obstetrics and Gynecology	23%
Radiation Oncology	50%
Urology	40%

<i>Year 2013</i>	<i>Year 2012</i>	<i>Year 2011</i>
33%	0%	0%
50%	66%	0%
33%	66%	50%
24%	42%	30%
33%	29%	20%
31%	42%	0%
63%	27%	13%
70%	63%	31%
36%	45%	20%

% reporting employment challenges among response population

Reasons for not finding employment 2014 new certificants

Why do you feel you do not have a job placement? (n=61)

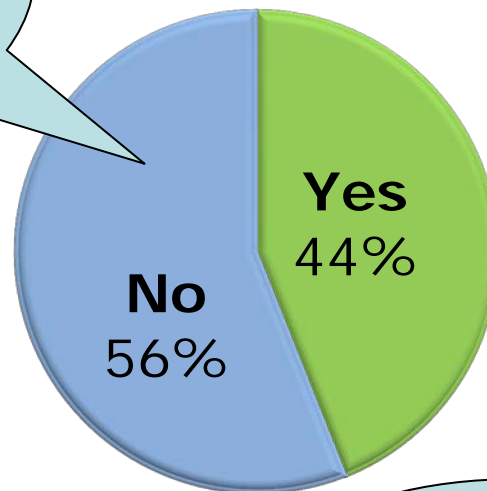


Source: Royal College Job Placement Survey 2014. Column totals may exceed 100% as this question allowed for multiple responses. The number n corresponds to the cohort who indicated that they had no job placement and were not continuing training.

Career Counseling 2014 new certificants



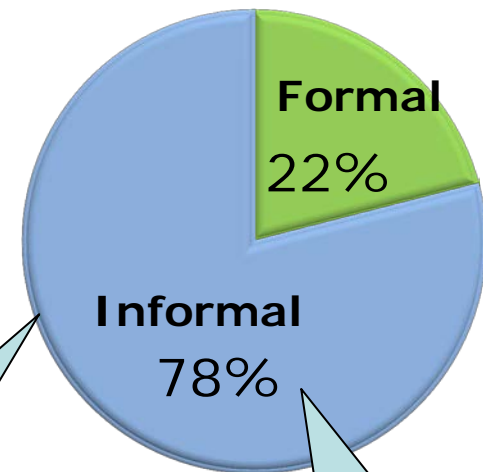
*Did you receive
Career Counseling
during training?*



"Compared to all the other specific teaching we receive, too little time and energy is put into counseling. Everyone just says 'it will work out' "

"Very very brief hallway conversations"

*Was it largely
formal or informal*



"Most counseling was through my clinical instructors and mentors."

Satisfaction with elements of career counseling- 2014 new certificants

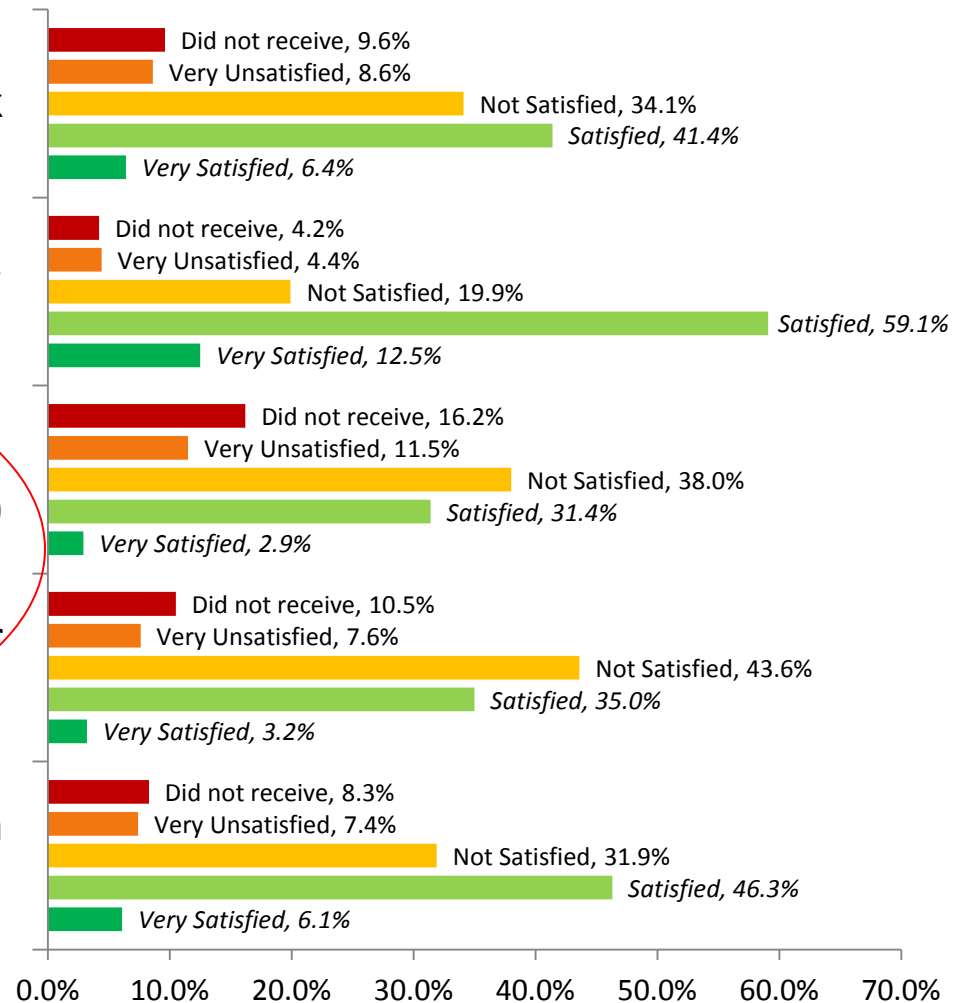
Information concerning work conditions/arrangements (e.g., work schedule, compensation)

Advice about practice setting (e.g., academic versus community)

Information on how to apply for a position (e.g., resume development)

Information on how to search for employment

Information on employment prospects in your specialty in Canada



So what has happened to those who said they had no job? 2013 Cohort Study

Online survey

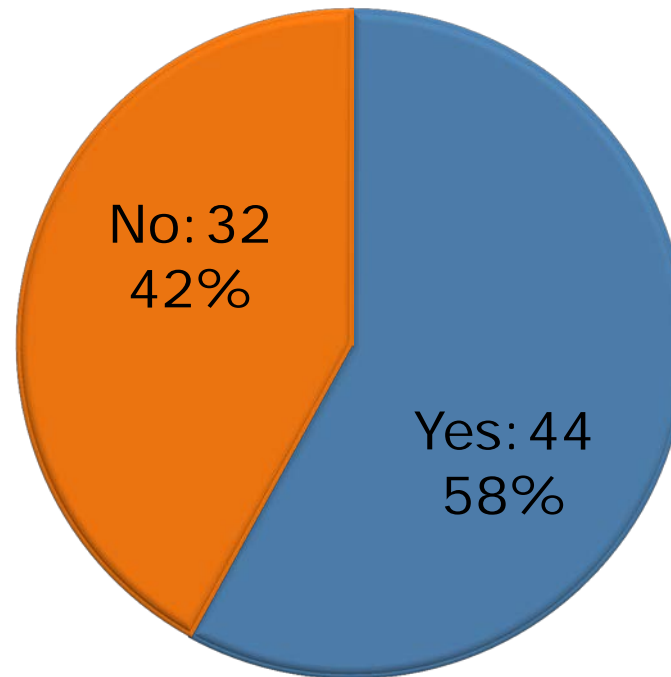
- ☐ Employment status
- ☐ Type of placement (Part-time/full-time, clinical/non clinical, Permanent/Temporary/locum/return of service)
- ☐ Setting (Academic/Community based, Urban/Rural/Remote)
- ☐ Factors contributing to current employment situation
- ☐ Future plans for those without employment'

Interviews

- ☐ Semi-structured
- ☐ Looking at issues highlighted above + delving deeper into work context, family situation etc.

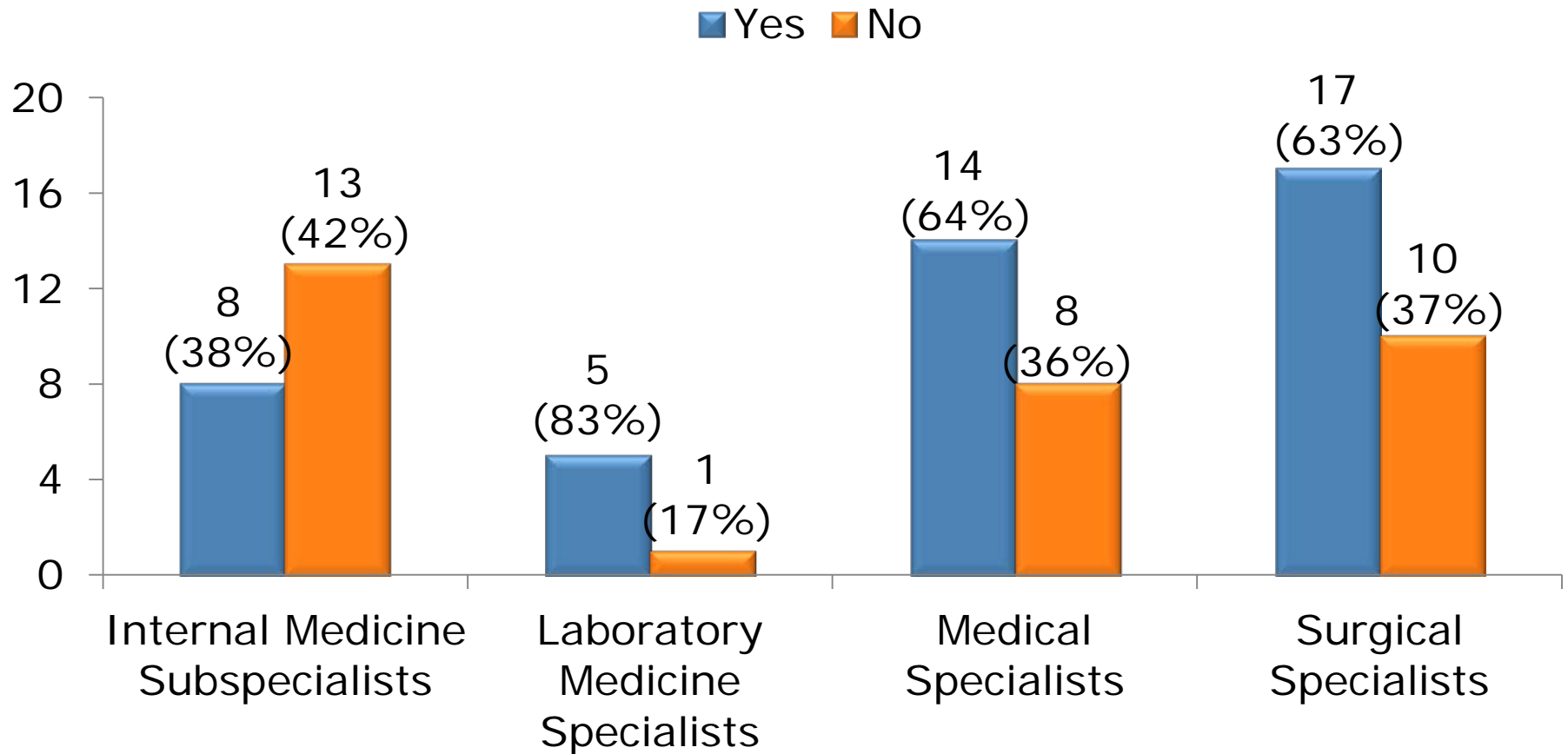
2013 Cohort Survey: Job?

Do you have or will soon have a position (one or more) as an independent specialist consultant (i.e., not as a resident or Fellow)? 42.2% response rate



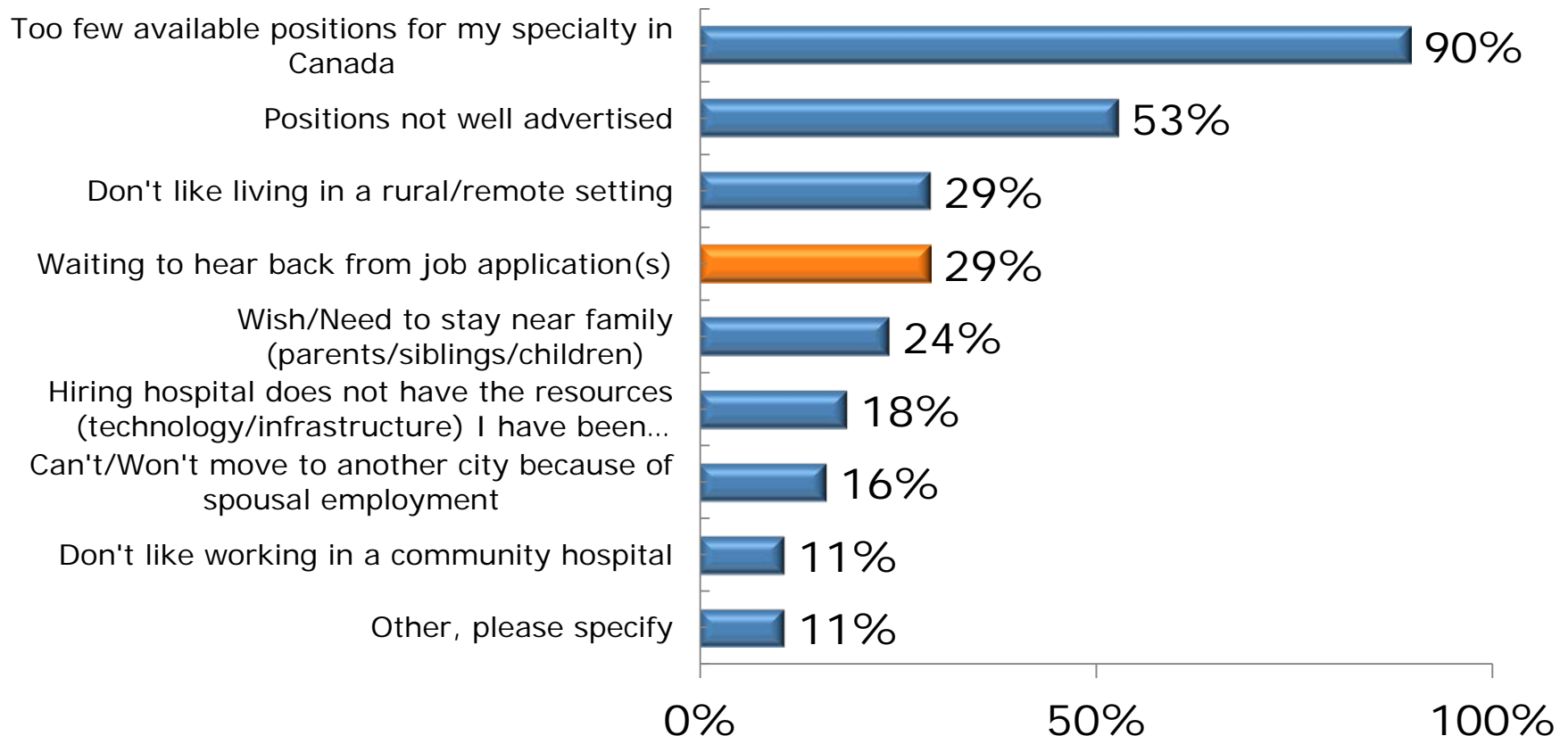
2013 Cohort Survey

Do you have or will soon have a position (one or more) as an independent specialist consultant (i.e., not as a resident or Fellow)?



2013 Cohort Survey: Those without Jobs

Which of the following factors do you think are responsible for your current employment situation. Select all that apply.



2013 Cohort Survey: Those with jobs

Type of job placement

Full-Time	82%
Part-Time	13%
NR	5%

Clinical	92%
Non-clinical	8%

Permanent	82%
Temporary	13%
Locum	5%



Satisfied at this time?	
Yes	74%
No	21%

Setting of primary placement



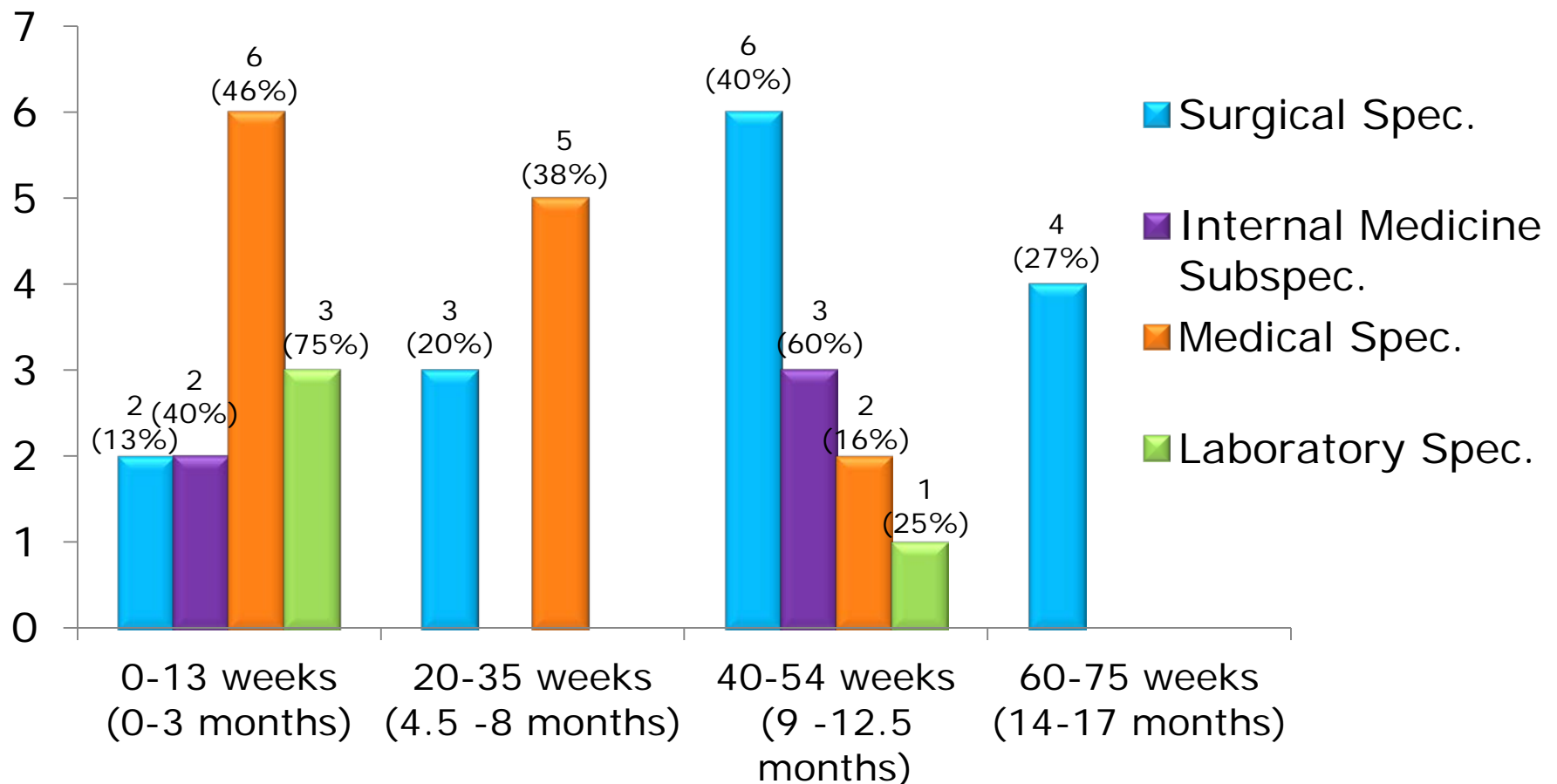
Large Urban Center	50%
Small to Mid-Size Urban Center	36%
Rural	8%
Remote	6%



Satisfied at this time?	
Yes	81%
No	19%

2013 Cohort Survey: Those with Jobs

How long did it take you to find employment after you received your Royal College certification? (in WEEKS)



What were the key factors that enabled you to find employment?

- ✓ Additional training
- ✓ Willingness to relocate (e.g. inter/intra-provincially, US, rural settings)
- ✓ Recruiters (e.g. agencies, University)
- ✓ Contacts

Next Steps

- On-going data collection & analysis
- Second National Summit (*Nov 2015*)
- Scope of Practice study



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Medical Specialist Employment Study



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Report available at:
www.royalcollege.ca