

NOSM Students' Intended Career Locations: Are They Still on the Path to Rural Practice?

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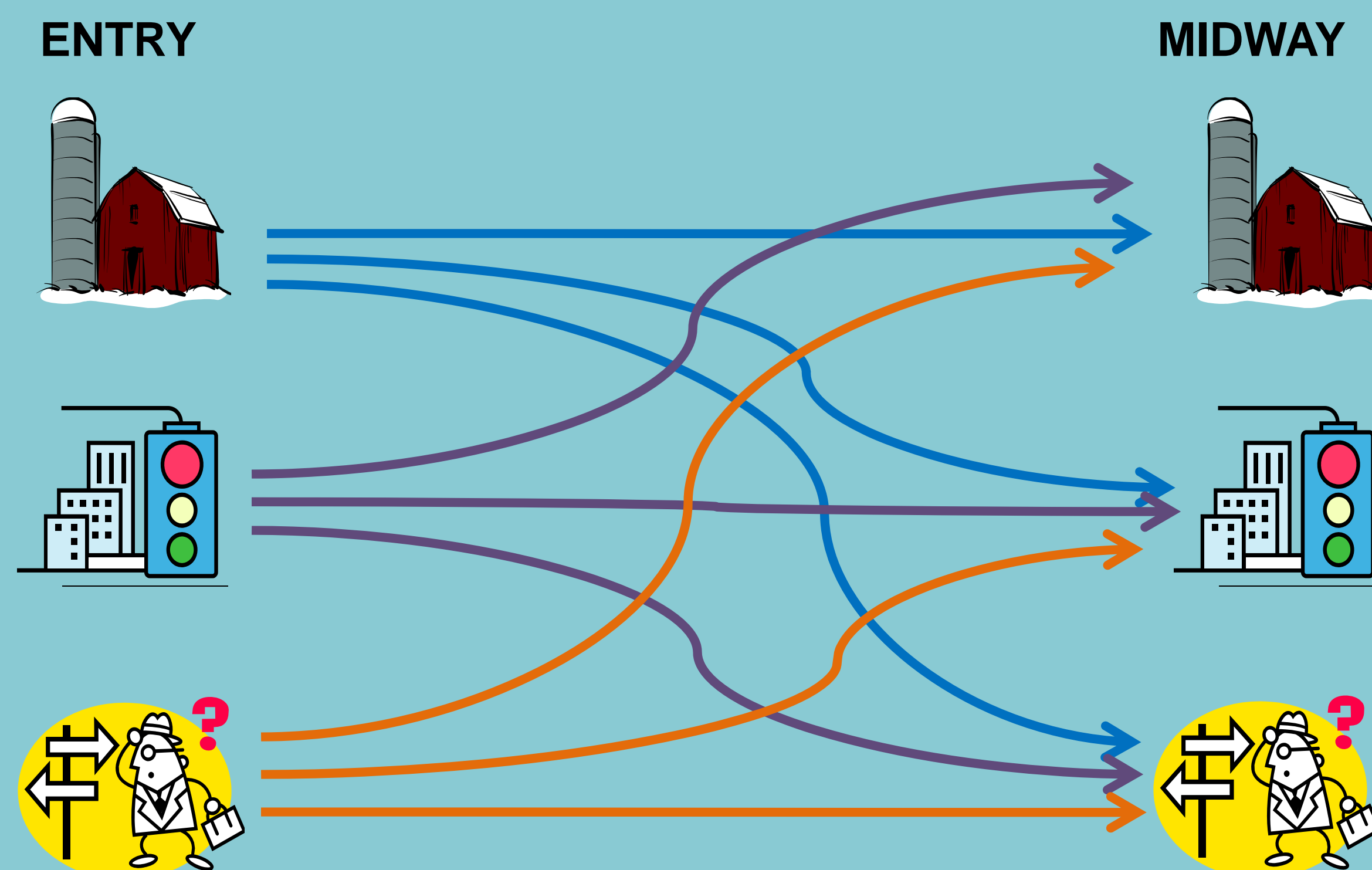
Survey Method

We surveyed 4 cohorts (2005-2008) a total of 224 NOSM students at the beginning of 1st year & the end of 2nd year.

Study sample size consisted of the 62% of students who completed **both** surveys (n=139).

The purpose of the study was to determine what factors are associated with choice of career pathways.

Career Pathways



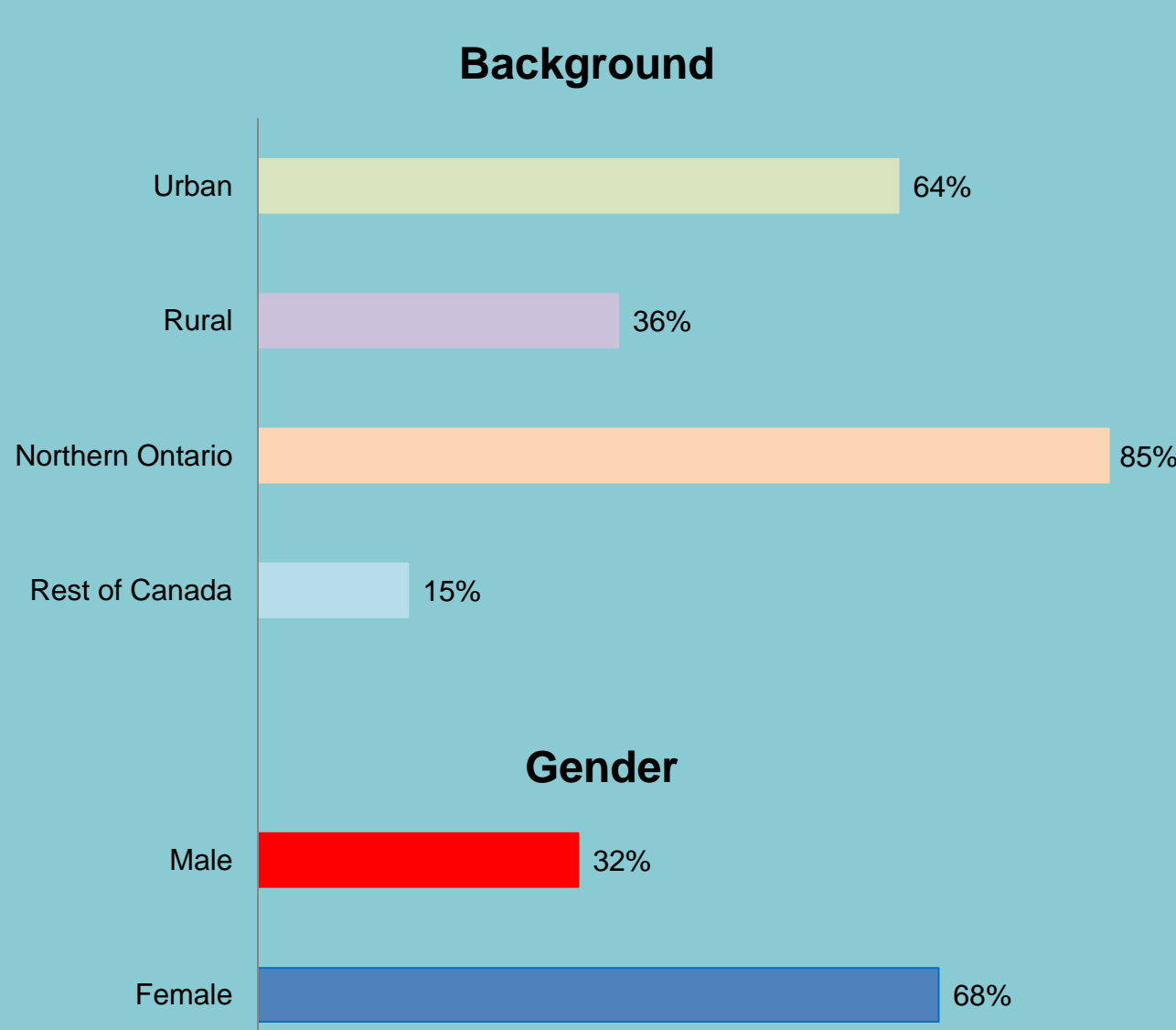
Definitions

Background: Self-reported locations where respondent lived during their high school years and classified as rural (rural small town) or urban (Census Metropolitan Areas and Census Agglomeration Areas).

Northern Ontario: Includes locations within the geographical boundaries of LHINs 13(NE) & 14 (NW).

(Approved by Research Ethics Boards at Laurentian and Lakehead Universities.)

Characteristics



❖ **First Choice of Specialty** was evenly split between CFPC Specialty or Royal College Specialty at Entry and Midway points.

❖ **Career Pathways:** There was a noticeable difference with Rural Career as it dropped 13 percentage points from Entry to Midway.

	ENTRY	MIDWAY
First Choice, CFPC Specialty *	49%	50%
First Choice, Royal College Specialty [§]	51%	50%
Practice Location – Northern Ontario	61%	59%
Urban Career Pathway	17%	24%
Rural Career Pathway	63%	50%
Undecided Career Pathway	21%	27%

* College of Family Physicians Canada
§ Royal College of Physicians and Surgeons of Canada

Profiles

Rural Career Pathway

	Stayed Rural	Changed OUT OF Rural	Changed INTO Rural
Number of Respondents	56	31	13
McNemar Test (All Rural Respondents compared to all Non-Rural, 2X2 test p=0.01)			
Female	64% ⁺	71%	77%
Northern Ontario Background	82%	90%	92%
Rural Background	56%	19%	46%
	Entry	Midway	
Married or Living with a Partner	54%	55%	26%
First Choice – CFPC Specialty	65%	73%	35%
Practice Location – Northern Ontario	75%	61%	71%

⁺Percentage of respondents with characteristics (values are mutually exclusive)

We focused on changes of 10 percentage points or more.

Small sample size, interpret results with caution.

Urban Career Pathway

	Stayed Urban	Changed OUT OF Urban	Changed INTO Urban
Number of Respondents	13	10	20
McNemar Test: All Urban Respondents vs all Non-Urban, 2X2 test p = 0.10			
Female	62% ⁺	80%	65%
Northern Ontario Background	92%	100%	80%
Urban Background	100%	80%	70%
	Entry	Midway	
Married or Living with a Partner	15%	15%	30%
First Choice – CFPC Specialty	17%	15%	33%
Practice Location – Northern Ontario	33%	46%	60%

⁺Percentage of respondents with characteristics (values are mutually exclusive)

Conclusions

More of the respondents who are staying on a Rural Career Pathway are inclined to practice Family Medicine (73%) than those who Changed out of (35%) or Changed into (46%) the Rural Career Pathway.

Respondents who are staying Urban are from Urban areas (100%), and those who are staying Rural tend to be from Rural areas (56%) **BUT** the percentage was much lower.

More females with a rural background were found to stay on a Rural Career Pathway than what the Hierarchal Log Linear Model predicted (51% versus 33%).