

The following was presented at the Rural Alberta Innovation and Learning Commons 2015

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RPAP | Health Workforce for Alberta

Presentation: Attracting
and Retaining Physicians
to Rural Alberta



Health Workforce for
Alberta

Presentation Content

- What is RPAP | Health Workforce for Alberta?
- The Landscape of Healthcare in Rural Alberta
- Rural Community Support work
- Applying and Integrating Data to Inform Program Decisions
 - Example 1 - RPAP Use of Dashboards
<http://www.rpap.ab.ca/about/the-landscape-of-rural-health.aspx>
 - Example 2 (Time Permitting) - Choosing the Rural Route
- Q&A

RPAP | Health Workforce for Alberta

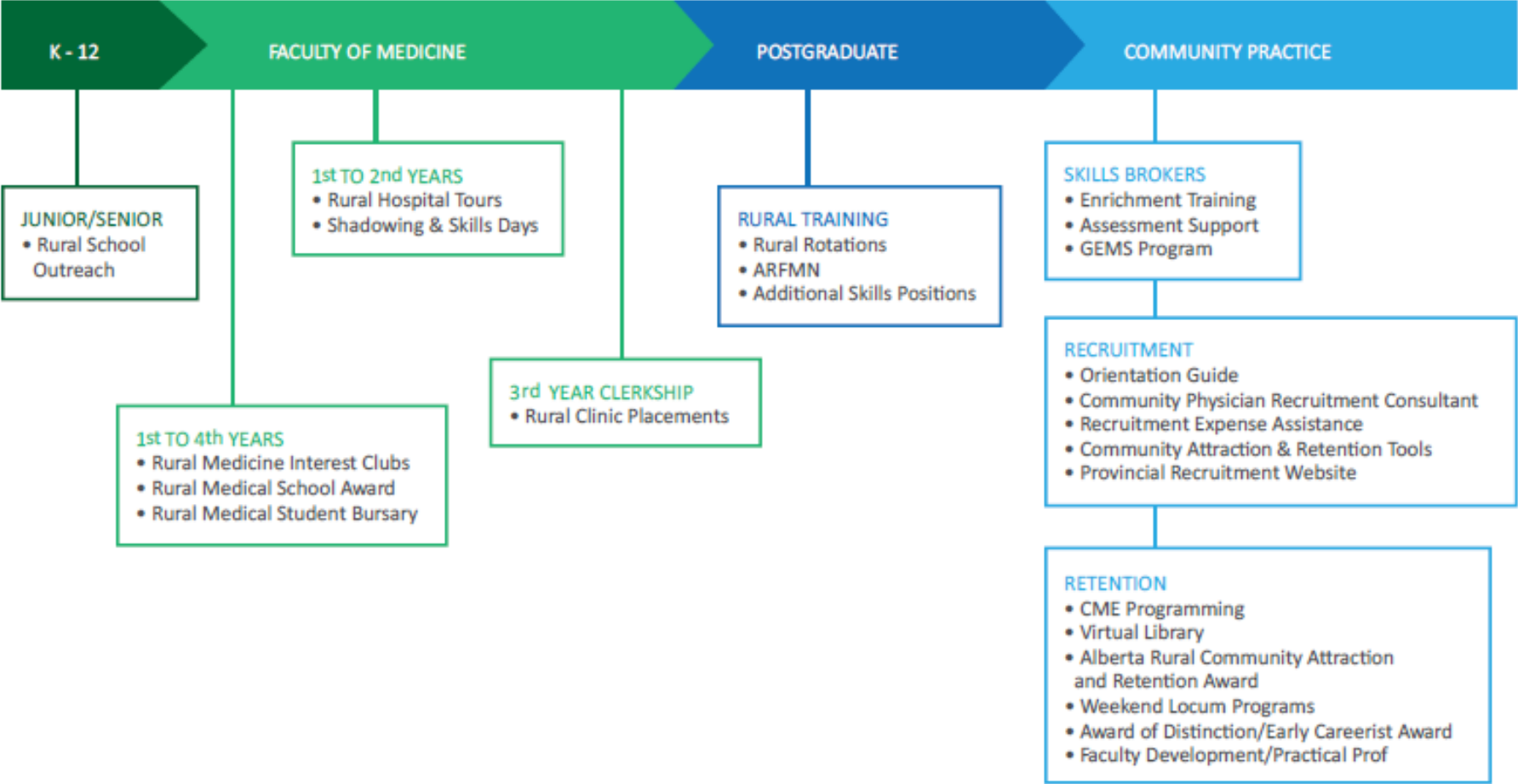
Our Vision

Having the right number of health practitioners in the right places, offering the right services.

Our Mission

To support Alberta's rural/regional health practitioners, their families and communities in having access to quality health care by offering comprehensive, integrated initiatives to enhance health services training, attraction, recruitment and retention.

Sequential Series of Initiatives



The Landscape of Healthcare in Rural Alberta

The Landscape of Healthcare in Rural Alberta (see handout) illustrates key information about the distribution of Physicians in our rural and remote communities.

Rural Alberta Community Support

RPAP provides Alberta's rural communities with information and resources to help attract, recruit and retain physicians in their local communities

Attract and Retain

RPAP offers a variety of resources to help people start and manage rural community physician attraction and retention committees

<https://www.youtube.com/watch?v=nmnSne0wMDI>

Toolkits

Toolkits cover a variety of topics including how to:

- Start and maintain a committee
- Manage committee meetings
- Physician appreciation and recognition
- Run a 'site visit' for prospective physicians

Workshops

RPAP Community Physician Recruitment Consultants conduct workshops to help community residents understand and gain awareness of challenges for both the new physician and the community.

<https://www.youtube.com/watch?v=wRsHW7uKbbo>

Grants

- Development of a formal Community Physician Attraction and Recruitment Plan
- Development and production of marketing materials
- Committee administrative supports
- Support for an attraction or retention event

Rural Alberta Community Physician Attraction and Retention Conference

- RPAP and NADC support
- Provincial in nature
- Sharing practices
- Session examples

<https://www.youtube.com/watch?v=RnT77g00600>

Applying and Integrating Data to Inform Program Decisions

Example 1 - RPAP Use of
Dashboards

[http://www.rpap.ab.ca/about/the-
landscape-of-rural-health.aspx](http://www.rpap.ab.ca/about/the-landscape-of-rural-health.aspx)

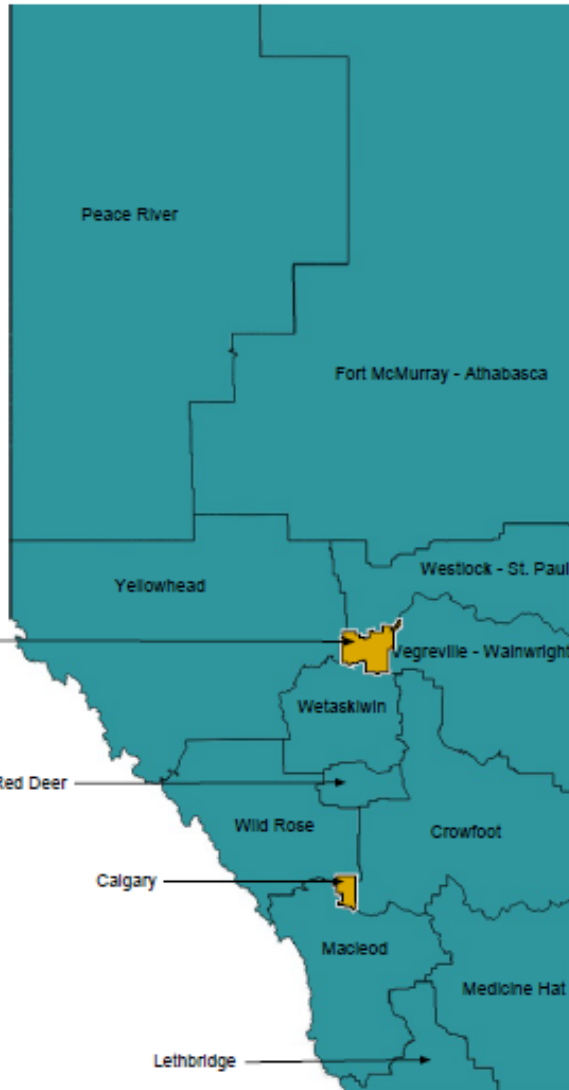
RPAP | Health Workforce for Alberta: Landscape of Rural Healthcare



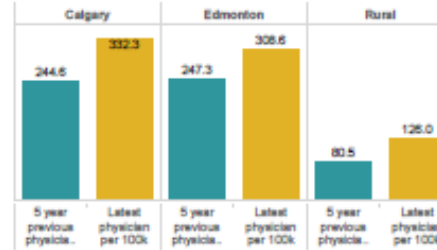
RPAP

Select District

- Alberta
- Calgary
- Crowfoot
- Edmonton
- Fort McMurray-Athabasca
- Lethbridge
- Macleod
- Medicine Hat
- Peace River
- Red Deer
- Rural
- Vegreville-Wainwright
- Westlock-St. Paul
- Wetaskiwin
- Wild Rose
- Yellowhead



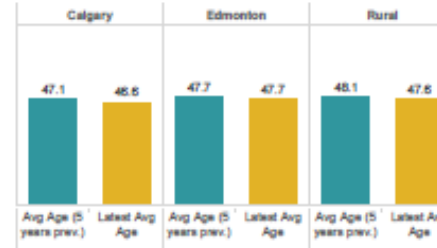
Physicians per 100,000 Inhabitants



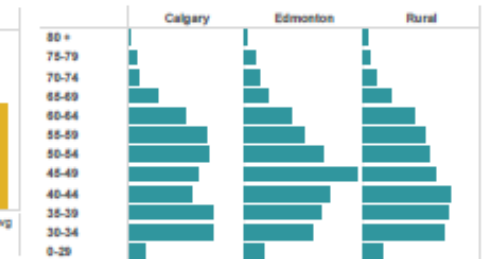
Physician Cohort

Names recoded	Physician count (5 years previous)	Latest physician count	Physician count variation
Calgary	2,626	3,952	+50%
Edmonton	2,591	3,642	+41%
Rural	1,170	2,006	+71%

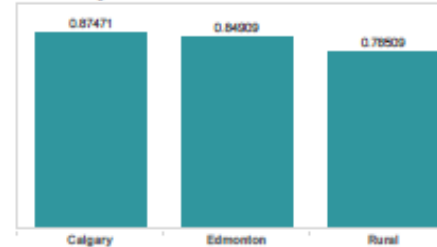
Average Physician Age (est.)



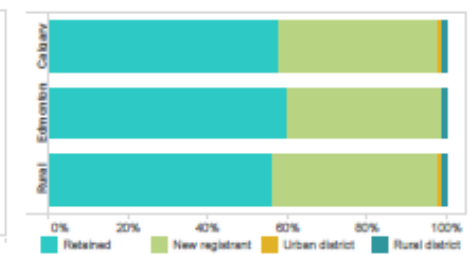
Distribution of Physician Cohort by Age (est.)



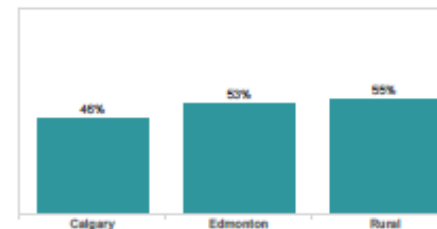
5-Year Physician Retention Rate



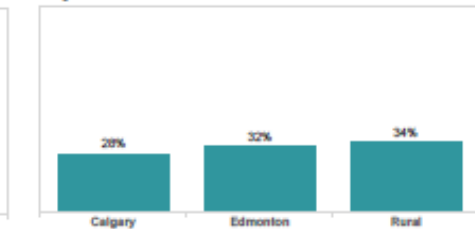
Origin of 2014 Physician Cohort (2009-2014)



Percentage of International Medical Graduates in Newcomers 2009-2014



Percentage of International Medical Graduates in Physician Cohort 2014



Applying and Integrating Data to Inform Program Decisions

Example 2 - Choosing the Rural Route (see handout)

Physicians who complete their residency with ARFMN's two branches, Rural Alberta North (RAN) and Rural Alberta South (RAS), are far more likely to settle in and remain in rural Alberta than their traditional residency counterparts.

Map of the Geographic Distribution of Physicians after Traditional Residency vs. after RAN/RAS Residency (April 2014)

Traditional Residency



RAN & RAS Residency



Q & A

Contact Us

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