

The Outcomes of Training Project – What’s Next?

Briefing Note | March 2023

In 2018 the College of Family Physicians of Canada (CFPC) commissioned the Outcomes of Training Project (OTP) as a critical review of family medicine residency training during dynamically changing times and challenges to the discipline. The purpose was to clarify the intended goals and outcomes of training, and to determine if and how training must evolve to meet societal needs. The project takes place in two stages with phase one focused on analysis and recommendations (now complete).

We are now in phase two, planning for implementation of the recommended changes, to take place no sooner than 2027. We recognize the complexity and challenge of implementing changes in the current environment. The CFPC is committed to a responsible, iterative, and collaborative systems approach, coupled with evaluation to guide ongoing efforts. The CFPC has convened an Education Reform Taskforce that includes multiple interested parties. It is governed by the Family Medicine Specialty Committee and CFPC’s Board of Directors. The task force meets regularly to help guide the curriculum and change processes.

The urgency to get started dovetails with the urgency of health care system reform. Additionally, the professional well-being of family physicians and the ability to optimize their role are vital to improving health workforce capacity. This is enabled by educational changes made known by the OTP recommendations. The CFPC’s primary responsibility is to maintain and uphold the high and rigorous standard of training that keeps up with the times and prepares the next generation of family physicians.

Here is a review of project activities and milestones:

Phase 1: Analysis and recommendations (September 2018 to January 2022). Complete.

Phase one is now complete and focused on analysis and recommendations. In January 2022 the CFPC released a report titled [Preparing our Future Family Physicians](#), which outlines our analysis and offers educational recommendations that support implementing of the [Residency Training Profile](#) (RTP) for both core and enhanced skill training.

Consultation with family medicine educational leaders tells us that the existing two-year curriculum cannot accommodate needed enhancements in key areas such as:

- Home and long-term care
- Addiction and mental health
- Emergency/acute care medicine
- Indigenous health
- Health equity and anti-racism
- Virtual care and health informatics

Time is a resource and longer training allows for:

- New and strengthened educational experiences
- An opportunity to consolidate core skills
- A supported transition into practice
- Preparedness to practice anywhere in Canada

The next phase of work will determine what a strengthened residency program will look like from an educational design perspective.

Findings are summarized in our project report and detailed in the project evidence summaries, which can be found at www.cfpc.ca/futurefp.

Phase 2: Curriculum renewal and change stewardship (spring 2022 to spring 2027)

We are now in phase two, focused on curriculum renewal and change stewardship. By March 2024—as part of the Employment and Social Development Canada-funded Team Primary Care: Training for Transformation—residency programs have been asked to develop a curriculum renewal plan based on the RTP and following CFPC curriculum renewal goals for graduates who are:

- Prepared and confident to begin comprehensive family practice **anywhere in Canada**, in keeping with the CFPC certification as a national credential [Preparedness, Mobility, Adaptability]
- Prepared for the **full scope** of the discipline as defined by the RTP [Comprehensiveness]
- Able to work more sustainably as part of an interprofessional team and across a variety of setting-based care as part of a commitment to **professional well-being** starting in residency [Professional well-being]
- Capable of **making a difference** in the lives of their patients and communities, effectively working with those who are systematically disadvantaged and underserved [Social accountability]
- Skilled to **meet changing societal needs** in specific areas of priority [Social accountability]:
 - Home and long-term care
 - Addiction and mental health
 - Emergency/acute care medicine
 - Indigenous health
 - Health equity and anti-racism
 - Virtual care and health informatics

To support residency programs, the CFPC has convened a series of educational design retreats and is developing a set of Curriculum Renewal Guides for the specific areas of priority. Programs have been provided with a Curriculum Renewal Planning Template and curriculum mapping tool. The next retreat is in June 2023. Concurrently, residency programs and academic departments have been asked to prepare a Change Readiness Assessment to indicate their ability to begin introducing a renewed three-year curriculum starting in 2027. They will examine a range of local factors including understanding, agreement, resources, capacity, risk and relationships related to the proposed changes.

Guided by the Education Reform Taskforce, the CFPC has initiated a national partner engagement strategy. This includes a feedback survey and meetings with a host of national organizations and groups including the Society of Rural Physicians of Canada, learners, regulatory authorities, other medical certifying colleges, specialty societies, and others. The CFPC has also initiated a Learner Advisory Group, which reports to the taskforce.

By March 2024 we will have a national snapshot of what a renewed curriculum will look like, and what is possible in terms of implementation. This will inform the CFPC's approach to implementing changes to educational standards between spring 2024 and spring 2027.

