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

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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


Source: Royal College Employment Study Survey 2011-2014
Respondents Employment Status (specialists and subspecialists combined)

<table>
<thead>
<tr>
<th>Year</th>
<th>Additional training planned</th>
<th>Found employment</th>
<th>No job placement: pursuing further training</th>
<th>No job placement: not pursuing further training</th>
<th>Not applied for jobs yet</th>
<th>NR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>317 (51%)</td>
<td>191 (31%)</td>
<td>85 (14%)</td>
<td>48 (17%)</td>
<td>37 (14%)</td>
<td>3</td>
</tr>
<tr>
<td>2012</td>
<td>339 (48%)</td>
<td>219 (34%)</td>
<td>74 (17%)</td>
<td>49 (17%)</td>
<td>24 (4%)</td>
<td>4</td>
</tr>
<tr>
<td>2013</td>
<td>409 (46%)</td>
<td>303 (34%)</td>
<td>62 (18%)</td>
<td>97 (18%)</td>
<td>27 (6%)</td>
<td>0</td>
</tr>
<tr>
<td>2014</td>
<td>429 (46%)</td>
<td>357 (38%)</td>
<td>61 (14%)</td>
<td>132 (14%)</td>
<td>69 (19%)</td>
<td>18</td>
</tr>
</tbody>
</table>

Source: Royal College Employment Study Survey 2011-2014
### Most impacted disciplines reporting unemployment 2011-2014

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Year 2014</th>
<th>Year 2013</th>
<th>Year 2012</th>
<th>Year 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiac Surgery</td>
<td>66%</td>
<td>33%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Hematological Pathology</td>
<td>40%</td>
<td>50%</td>
<td>66%</td>
<td>0%</td>
</tr>
<tr>
<td>Nuclear Medicine</td>
<td>25%</td>
<td>33%</td>
<td>66%</td>
<td>50%</td>
</tr>
<tr>
<td>Neurosurgery</td>
<td>29%</td>
<td>24%</td>
<td>42%</td>
<td>30%</td>
</tr>
<tr>
<td>Orthopedic Surgery</td>
<td>38%</td>
<td>33%</td>
<td>29%</td>
<td>20%</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>53%</td>
<td>31%</td>
<td>42%</td>
<td>0%</td>
</tr>
<tr>
<td>Obstetrics and Gynecology</td>
<td>23%</td>
<td>63%</td>
<td>27%</td>
<td>13%</td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td>50%</td>
<td>70%</td>
<td>63%</td>
<td>31%</td>
</tr>
<tr>
<td>Urology</td>
<td>40%</td>
<td>36%</td>
<td>45%</td>
<td>20%</td>
</tr>
</tbody>
</table>

% reporting employment challenges among response population

Source: Royal College Employment Study Survey, 2011-2014
Why do you feel you do not have a job placement? (n=61)

- Too few available positions for my specialty in Canada: 78.6%
- Wish/Need to stay near family: 42.6%
- Waiting to hear back from job application(s): 27.8%
- Poor access to job listings: 26.2%
- Can’t/Won’t move to another city because of spousal emplo: 26.2%
- Do not like living in a rural/remote setting: 24.6%
- Other please specify reason: 22.9%
- Don’t want to live in another province/territory: 18.0%
- Hiring hosp does not have the res I have been trained to use: 11.5%
- Overqualified for available positions: 3.3%
- Do not like working in a community hospital: 3.3%
- Do not like working in an academic hospital: 3.3%
- Do not like living in an urban setting: 0.0%

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.
Did you receive Career Counseling during training?

- Yes: 44%
- No: 56%

Was it largely formal or informal?

- Formal: 22%
- Informal: 78%

Source: Royal College Employment Study Survey, 2014

"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”

“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

Source: Royal College Employment Study Survey, 2014
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.
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

Source: Royal College Employment Study, 2013 Cohort Study
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)?

Yes  No

<table>
<thead>
<tr>
<th>Internal Medicine Subspecialists</th>
<th>Laboratory Medicine Specialists</th>
<th>Medical Specialists</th>
<th>Surgical Specialists</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 (38%)</td>
<td>5 (83%)</td>
<td>13 (42%)</td>
<td>17 (63%)</td>
</tr>
<tr>
<td></td>
<td>1 (17%)</td>
<td>1 (17%)</td>
<td>2 (10%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Which of the following factors do you think are responsible for your current employment situation. Select all that apply.

- Too few available positions for my specialty in Canada: 90%
- Positions not well advertised: 53%
- Don't like living in a rural/remote setting: 29%
- Waiting to hear back from job application(s): 29%
- Wish/Need to stay near family (parents/siblings/children): 24%
- Hiring hospital does not have the resources (technology/infrastructure) I have been…: 18%
- Can't/Won't move to another city because of spousal employment: 16%
- Don't like working in a community hospital: 11%
- Other, please specify: 11%

Source: Royal College Employment Study, 2013 Cohort Study
### Type of job placement

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>82%</td>
</tr>
<tr>
<td>Part-Time</td>
<td>13%</td>
</tr>
<tr>
<td>NR</td>
<td>5%</td>
</tr>
<tr>
<td>Clinical</td>
<td>92%</td>
</tr>
<tr>
<td>Non-clinical</td>
<td>8%</td>
</tr>
<tr>
<td>Permanent</td>
<td>82%</td>
</tr>
<tr>
<td>Temporary</td>
<td>13%</td>
</tr>
<tr>
<td>Locum</td>
<td>5%</td>
</tr>
</tbody>
</table>

### Satisfied at this time?

<table>
<thead>
<tr>
<th>Satisfied</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>74%</td>
</tr>
<tr>
<td>No</td>
<td>21%</td>
</tr>
</tbody>
</table>

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Study: Those with jobs

Setting of primary placement

<table>
<thead>
<tr>
<th>Setting</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large Urban Center</td>
<td>50%</td>
</tr>
<tr>
<td>Small to Mid-Size Urban Center</td>
<td>36%</td>
</tr>
<tr>
<td>Rural</td>
<td>8%</td>
</tr>
<tr>
<td>Remote</td>
<td>6%</td>
</tr>
</tbody>
</table>

Satisfied at this time?

<table>
<thead>
<tr>
<th>Satisfaction</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>81%</td>
</tr>
<tr>
<td>No</td>
<td>19%</td>
</tr>
</tbody>
</table>

Source: Royal College Employment Study, 2013 Cohort Study
2013 Cohort Survey: Those with Jobs

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

- **Surgical Spec.**
  - 6 (46%)
  - 2 (40%)
  - 2 (13%)

- **Internal Medicine Subspec.**
  - 3 (75%)
  - 3 (20%)
  - 3 (16%)

- **Medical Spec.**
  - 5 (38%)
  - 3 (60%)
  - 2 (25%)

- **Laboratory Spec.**
  - 1 (25%)

Source: Royal College Employment Study, 2013 Cohort Study
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

Source: Royal College Employment Study, 2013 Cohort Study
Next Steps

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

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Report available at: www.royalcollege.ca