

Attention physicians!

Are you wanting to assist in enabling the retention of new family physicians in your rural community?

We interviewed 18 family physicians in their first 5 years of practice to understand what it was like to start their careers in rural areas.

Here is what we learned!

<p>1. Physicians valued formal and informal mentorships for clinical knowledge and debriefs.</p>	<p>2. ER support and backup are important for new grads working in the ER.</p>
 <p>Provide mentorship for new graduates by fostering supportive and trusting relationships.</p>	 <p>Provide committed, easily accessible ER backup to early-year physicians as part of their transition to practice.</p>
<p>3. New physicians sometimes experience challenges with the workload and generational differences in practice styles as they begin to practice.</p>	
 <p>Manage expectations for new graduates. Be mindful that they may be unable to see the same number of patients as a more experienced clinician, especially as they start out.</p>	
	<p>4. Familiarity and comfort with a community often influences location of rural practice.</p>
	 <p>Consider becoming a teaching site for residents. If they feel welcome and comfortable, they are more likely to consider long-term work there.</p>
<p>5. Locuming is an important way for new grads to check out a community and locums are an important source of potential physicians.</p>	
 <p>Be supportive and welcoming towards locums. They are the most likely future recruits!</p>	

Read full article here: [Starting out rural: a qualitative study of the experiences of family physician graduates transitioning to practice in rural Ontario](#)

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Infographic by K. Passi, NOSM U

