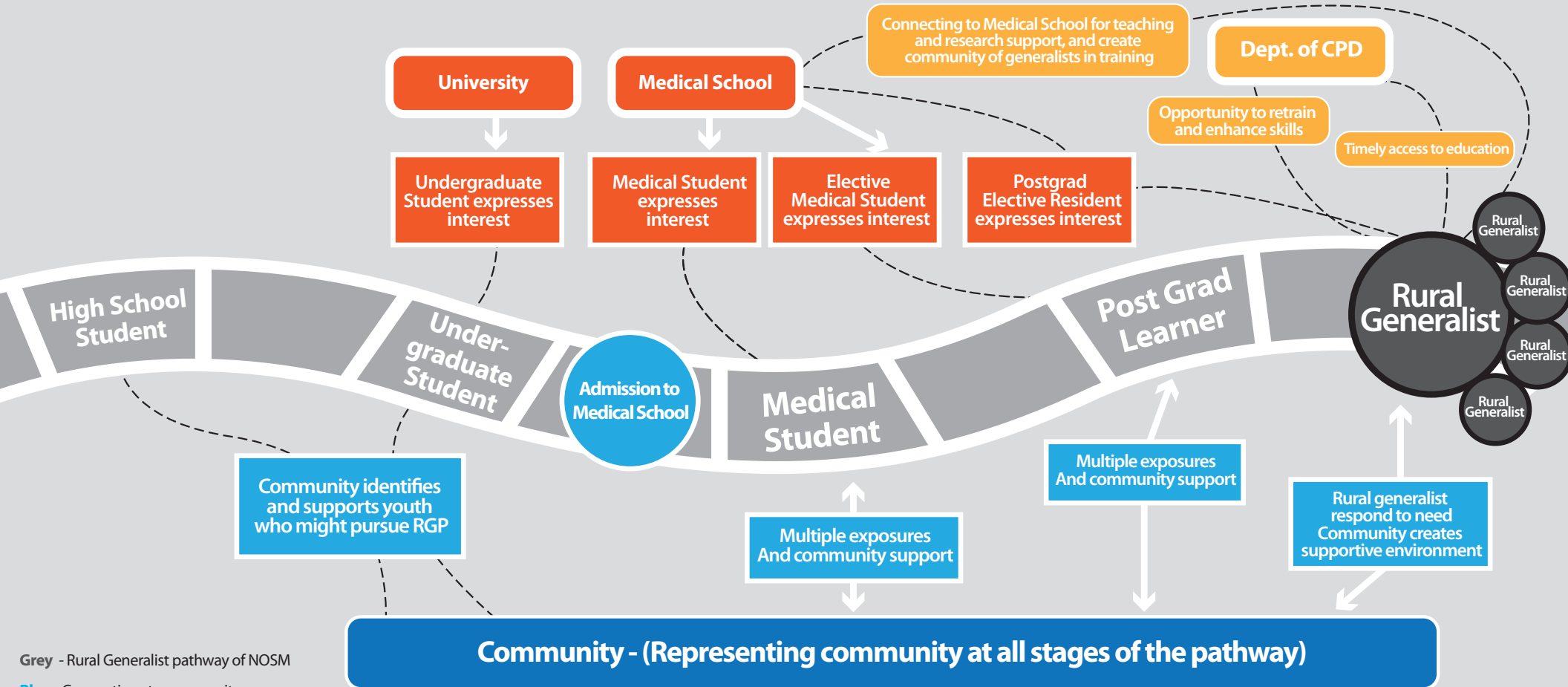




Typical timeline from highschool to entry to practice - 10 years

2-40 years as rural generalist



Grey - Rural Generalist pathway of NOSM

Blue - Connections to community

Yellow - Connections of the rural generalist in practice to medical school

Red - Points of potential entry to rural generalist pathway

Why the Rural Generalist Pathway

The communities of Northern Ontario have long struggled with sustainable physician resources. Recognizing the ongoing need to effectively train a “fit for purpose” workforce to move rural health systems from fragile to flourishing, the Rural Generalist Pathway builds on the successes in Queensland Australia, and is a way of aligning training with community need and building and supporting a robust Rural Generalist family physician workforce.

What is the goal

The goal of NOSM’s Rural Generalist Pathway is to identify learners at any stage who have a passion to practice medicine in a rural community – from high school through to post grad - and to welcome and support them in a variety of ways to develop the skills, attitudes and courage of the Rural Generalist family physician, networked with others and supported by faculty mentors, so that they can confidently embark on a Rural Generalist career in Northern Ontario.

What it is

A pathway attracting learners from high school and undergrad programs into medicine at NOSM. Once in medicine, the Rural Generalist Pathway will support them through their undergraduate and postgraduate training, to culminate in an attractive clinical and academic career in a rural community, well-supported through meaningful contracts and resources and ideally, with a faculty designation that acknowledges the breadth of the Rural Generalist family physician role. The Rural Generalist family physician faculty of NOSM will be supported to be “joined up” in ways that support mentorship, leadership, and resilience of the clinical communities of rural Northern Ontario.

What it is not

It is not an exclusive path to rural practice and there will be excellent physicians who enter rural practice not having undertaken the Rural Generalist Pathway at NOSM. It is not an added competency designation through any College. It welcomes learners through points of entry at admission to medical school, following admission to medical school and at entry to postgrad training recognizing that learners will be “sparked” by rural interest at many stages.

The Stages

A learner expressing interest in the Rural Generalist Pathway will be encouraged to step onto the training path. The NOSM undergraduate portion of the pathway is called Rural Generalist Collaborative Specialization. NOSM’s undergraduate learners in the Rural Generalist Collaborative Specialization will be prioritized for rural learning experiences, supported through targeted skills development, mentored by faculty, and supported to network as a group. Once in practice, the Rural Generalist family physicians will have targeted continuing professional development in community, opportunity to work within networks that support resilience in practice, and have opportunity to access mentorship and coaching through networks of peers. As NOSM faculty, they will be supported as teachers of Rural Generalism to ensure that the next generation of learners is prepared for work in rural communities.

The community

The physician resource needs of the communities of NOSM’s “campus” – all of Northern Ontario – will be identified in a robust way that encourages matching training “fit for purpose” to the needs of the communities and ensures that there is ongoing capacity for that training at NOSM.