### Methodology

- **On-line survey fielded from March 20 to April 9, 2012**

- Exiting residents identified as those in final year of residency registered for a minimum of 2 years (CMGs, IMGs and Visas).

- Initial request plus 4 follow-up notices by email with incentive for completion.

- **Focus on:**
  - Quality of Education and readiness for practice
  - Resident Well-Being
  - Harassment/Intimidation
  - Job Concerns/Future Plans
  - Call Schedules (new)
  - Use of Technology (new)

### Response Rates

<table>
<thead>
<tr>
<th></th>
<th>05-06</th>
<th>06-07</th>
<th>07-08</th>
<th>08-09</th>
<th>09-10</th>
<th>10-11</th>
<th>11-12</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Respondents</td>
<td>93</td>
<td>110</td>
<td>205</td>
<td>224</td>
<td>227</td>
<td>215</td>
<td>282</td>
</tr>
<tr>
<td>Total Sample</td>
<td>332</td>
<td>341</td>
<td>339</td>
<td>380</td>
<td>366</td>
<td>408</td>
<td>482</td>
</tr>
<tr>
<td>Response Rate</td>
<td>28%</td>
<td>32%</td>
<td>60%</td>
<td>59%</td>
<td>62%</td>
<td>53%</td>
<td>59%</td>
</tr>
<tr>
<td>Margin of Error</td>
<td>9%</td>
<td>8%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>5%</td>
<td>4%</td>
</tr>
</tbody>
</table>
Demographics: General

- Average age: 32.3
- 97% are Canadian citizens, 1% permanent residents, and 2% Visa
- 64% are married or living with a partner
- 14% IMGs (excluding Visa)
- 6% had studied primarily in Canada before completing medical school abroad (Canadians Studying Abroad)

**Medical Degree Location**

- University of Toronto, 29%
- Other Canadian medical school, 19%
- Other Ontario medical school, 32%
- Canadian Studying Abroad, 6%
- Other, 36%
- Foreign Trained (Includes CSAs), 16%

**Training Level of Exit**

<table>
<thead>
<tr>
<th>PGY 2</th>
<th>PGY 3</th>
<th>PGY 4</th>
<th>PGY 5</th>
<th>PGY 6</th>
<th>PGY 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>36%</td>
<td>34%</td>
<td>32%</td>
<td>36%</td>
<td>39%</td>
<td>47%</td>
</tr>
</tbody>
</table>

- 2009-2010
- 2010-2011
- 2011-12
Quality of Education Ratings

Those that Rated their Residency Experience Positively (4 and 5 out of 5) by Overall Question

Overall Educational Experience 83% 87% 88%
Program Director Overall Performance 80% 81% 79%
Overall Learning Environment 76% 82%
Overall Work Environment 66% 76% 79%
Overall Preparation For Certification 75%
Overall Preparation For Practice 52% 45% 44%
When asked to think about their work/life balance and their role as a student and worker during their residency, almost half of respondents say they would not have wanted any changes to their call schedules in terms of length of shifts and frequency of calls.

There were no significant differences between Family Medicine and Specialty residents or males and females.
Interprofessional Education

- Interprofessional Education: “Occasions when 2 or more professions learn with, from and about each other to improve collaboration and quality of care”.

- 42% of respondents say they were exposed to interprofessional education (IPE) more than once a year during their residency. Family Medicine residents (52%) were significantly more likely to be exposed frequently than Specialty residents (37%).
Mobile Devices Currently used

- **iPhone**: 66.0%
- **iPad**: 46.1%
- **Blackberry**: 19.1%
- **Android**: 7.1%
- Other (please specify): 3.5%
- Other Tablet: 3.5%
- Playbook: 2.1%
- Other smartphone: 1.1%
- Galaxy Tablet: 1.1%
- Windows Phone: 0.4%

I currently do not use a mobile device: 5.0%

Value of Having PGME Resources and POWER available on Mobile Device During Residency.

- Extremely: 46.3%
- Somewhat: 40.7%
- Not at all: 13.1%
Over 7 years, awareness and use of U of T’s official reporting mechanism has grown.

A larger proportion of respondents say they had satisfactory outcomes from reporting the intimidation or harassment and a small proportion “dissatisfied” or “not sure” about outcome of reporting.
Intimidation and Harassment: Types and Outcomes

- Verbal and emotional harassment continue to be the most frequent forms of harassment.
- The number of harassment incidents per trainee reported by individuals has been in on the decline.
Demographics: Those who say were harassed

- There is no significant difference between those who say were harassed and those who didn’t in:
  - age (33% vs. 32%)
  - gender (Female=55% vs. Female=59%)

- However, those who say were harassed are significantly less likely to be a:
  - Canadian citizen (93% vs. 98%)

- And significantly more likely to:
  - have completed their medical degree outside of the U.S. and Canada (29% vs. 13%)
  - be IMGs (excluding Visa) (25% vs. 12%)
Ratings of Education: Significant Differences in Scores for those who say were harassed vs. those who did not

- Those who say were harassed rated various elements of their education significantly lower than those who did not.
- Those who say were harassed rated ‘Availability of procedures’ significantly higher than those who did not.

<table>
<thead>
<tr>
<th>Category</th>
<th>Question</th>
<th>Yes (n=56)</th>
<th>No (n=226)</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUCATION EXPERIENCE</td>
<td>Amount of protected educational time</td>
<td>61%</td>
<td>76%</td>
</tr>
<tr>
<td></td>
<td>Amount of service work</td>
<td>54%</td>
<td>79%</td>
</tr>
<tr>
<td></td>
<td>Availability of procedures</td>
<td>75%</td>
<td>55%</td>
</tr>
<tr>
<td></td>
<td>Quality of teaching</td>
<td>77%</td>
<td>89%</td>
</tr>
<tr>
<td>WORK ENVIRONMENT</td>
<td>Educational clinical workload</td>
<td>70%</td>
<td>85%</td>
</tr>
<tr>
<td></td>
<td>Amount of &quot;scut&quot; service work</td>
<td>38%</td>
<td>64%</td>
</tr>
<tr>
<td>PREPARING FOR PRACTICE</td>
<td>Assistance in finding employment</td>
<td>21%</td>
<td>37%</td>
</tr>
<tr>
<td></td>
<td>Communication Skills</td>
<td>61%</td>
<td>72%</td>
</tr>
<tr>
<td></td>
<td>Information on Continuing Medical Education</td>
<td>30%</td>
<td>53%</td>
</tr>
<tr>
<td></td>
<td>Practice management seminar</td>
<td>32%</td>
<td>48%</td>
</tr>
<tr>
<td></td>
<td>Managing challenges to your wellbeing throughout your career</td>
<td>30%</td>
<td>47%</td>
</tr>
<tr>
<td>PREPARING FOR CERTIFICATION</td>
<td>OVERALL PREPARATION FOR CERTIFICATION</td>
<td>54%</td>
<td>69%</td>
</tr>
<tr>
<td>PROGRAM DIRECTOR</td>
<td>Advocate for program</td>
<td>71%</td>
<td>84%</td>
</tr>
<tr>
<td></td>
<td>Effectiveness of program leadership</td>
<td>68%</td>
<td>81%</td>
</tr>
</tbody>
</table>
Future Plans – Post-Residency  (Excluding Visa Trainees)

Post-Residency Plans

- Independent Practice: 35% (All), 40% (Family), 33% (Specialty)
- Locum: 33% (All), 20% (Family), 57% (Specialty)
- Clinical or Research Fellowship: 14% (All), 27% (Family), 33% (Specialty)
- Subspeciality training as a PGY (accredited training): 19% (All), 27% (Family), 15% (Specialty)
- Clinical Associate/Contract Position: 7% (All), 15% (Family), 19% (Specialty)
- Graduate Studies: 6% (All), 1% (Family), 8% (Specialty)
- Other: 3% (All), 1% (Family), 4% (Specialty)

Post-Residency Location

- Downtown Toronto: 44% (All), 39% (Family), 47% (Specialty)
- GTA (e.g., York, Peel, Durham or Halton): 38% (All), 33% (Family), 47% (Specialty)
- Other Ontario: 26% (All), 26% (Family), 41% (Specialty)
- Other Canada: 13% (All), 9% (Family), 16% (Specialty)
- U.S.: 1% (All), 13% (Family), 19% (Specialty)
- Outside Canada/U.S.: 2% (All), 1% (Family), 3% (Specialty)
Overall concern about securing a position in their chosen specialty is up to 2009-10 level (34%). Half of exiting specialty residents say they are concerned.

The majority of surgery residents expressed concern (88%).
Questions?