

Session #0598-000355

Achieving the Social Accountability Mandate: PA Graduate Outcomes 2011-14

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Postgraduate Medical Education
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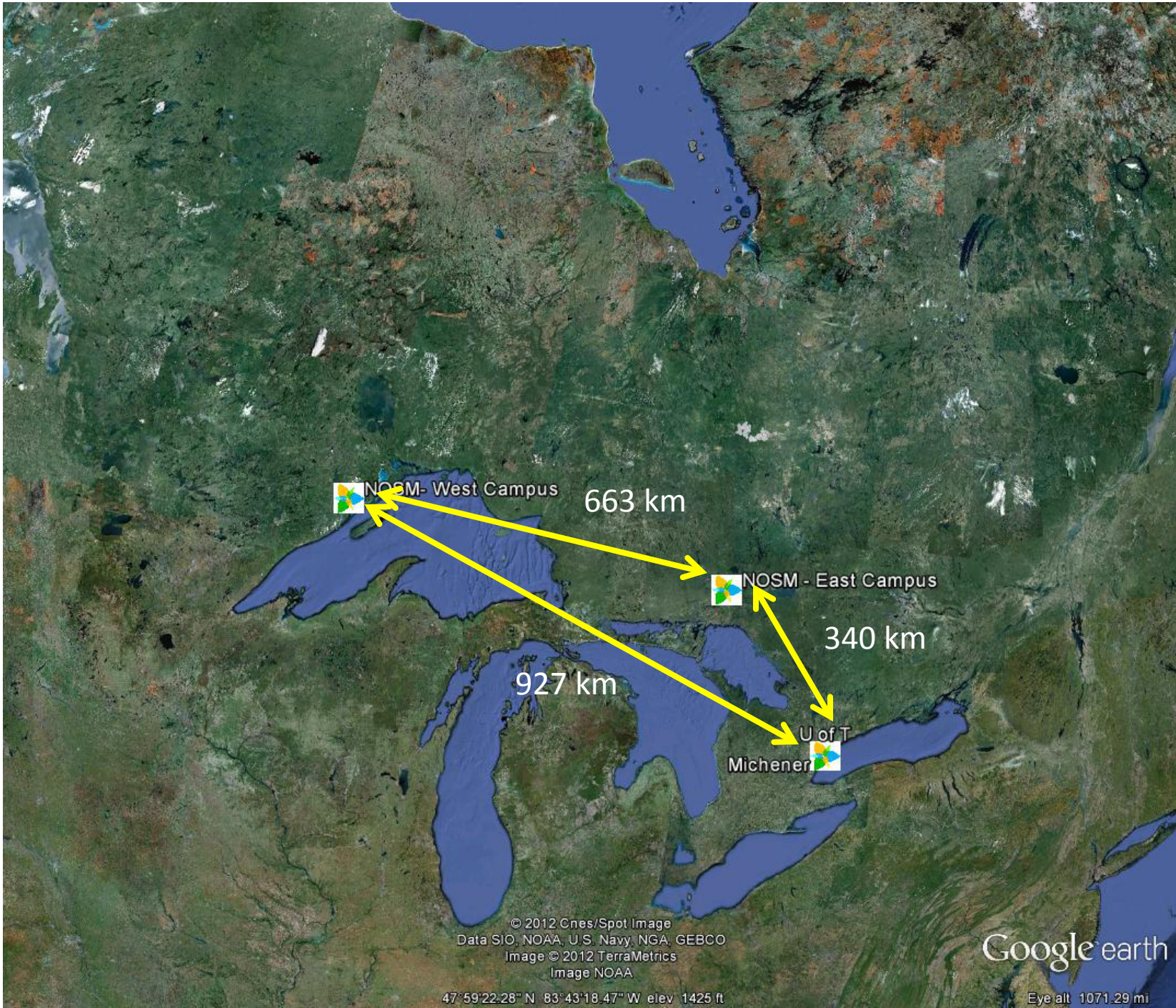


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PHYSICIAN ASSISTANT PROFESSIONAL DEGREE PROGRAM

- All our GRADS!

Disclosures

- I have no conflicts of interest to declare.



NOSM - West Campus

663 km

NOSM - East Campus

340 km

927 km

U of T
Michener

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Data SIO, NOAA, U.S. Navy, NGA, GEBCO
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Google earth

47° 59' 22.28" N 83° 43' 18.47" W elev 1425 ft

Eye alt 1071.29 mi

Purpose of the Study

- To identify if the PA Program model is supporting graduate outcomes



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PHYSICIAN ASSISTANT PROFESSIONAL DEGREE PROGRAM



Northern Ontario
School of Medicine
École de médecine
du Nord de l'Ontario
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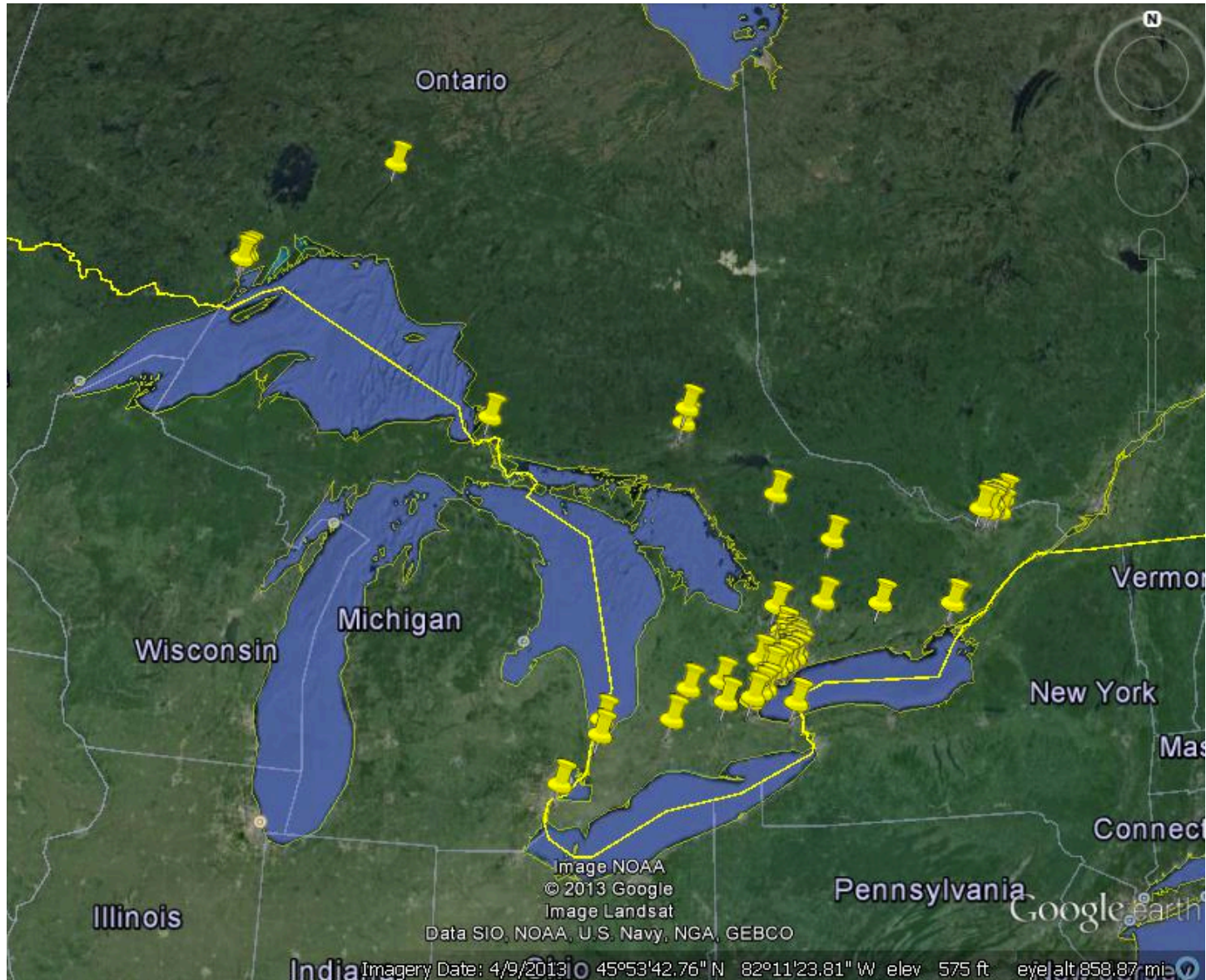
Family & Community Medicine
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Background: Program Mission

- to deliver PA education built on a foundation of social accountability, particularly to rural, remote and underserved communities.
 - Distance and distributed education:
 - eLearning curriculum
 - Diverse placements – Rural, Remote, Underserved
 - Geographically diverse – throughout Ontario

<http://www.paconsortium.ca>

Student HOME loc'ns: 2011-2014



North & south: Ontario clinical sites



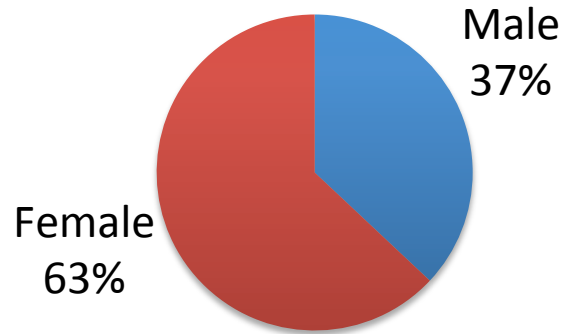
Methods

- Non-anonymous survey - attempted census
- 71 grads (2011-2014)
 - Program data for contact info
 - 2 week window, one reminder email

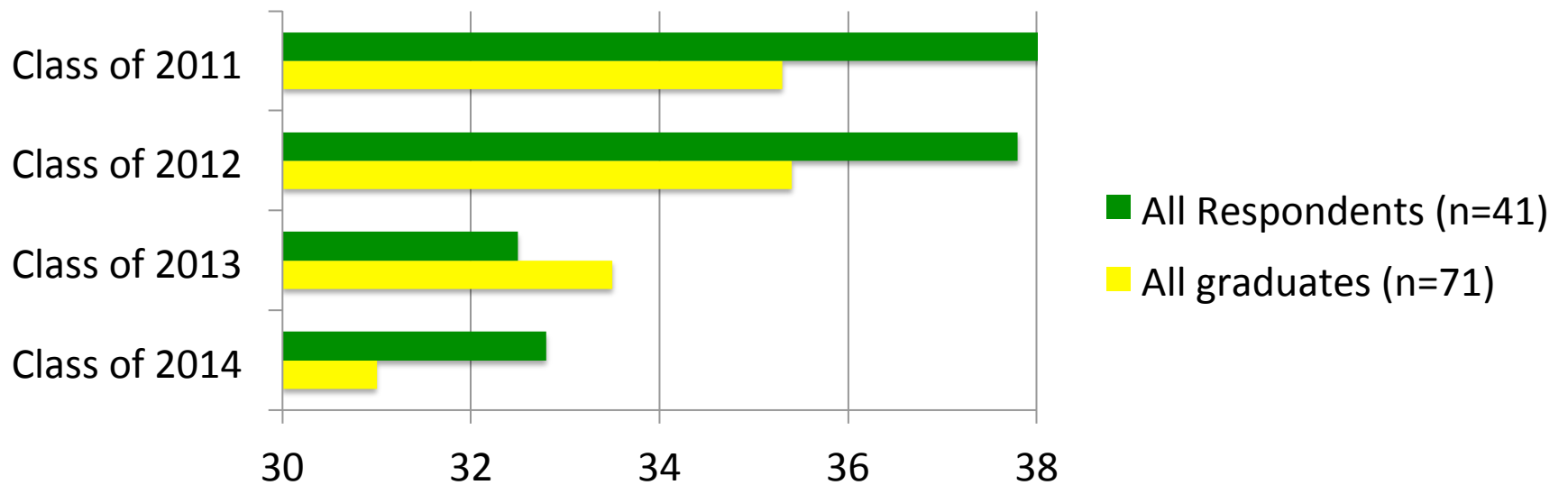
The Census Population

RESULTS

Gender of Graduates (ALL & Respondents)



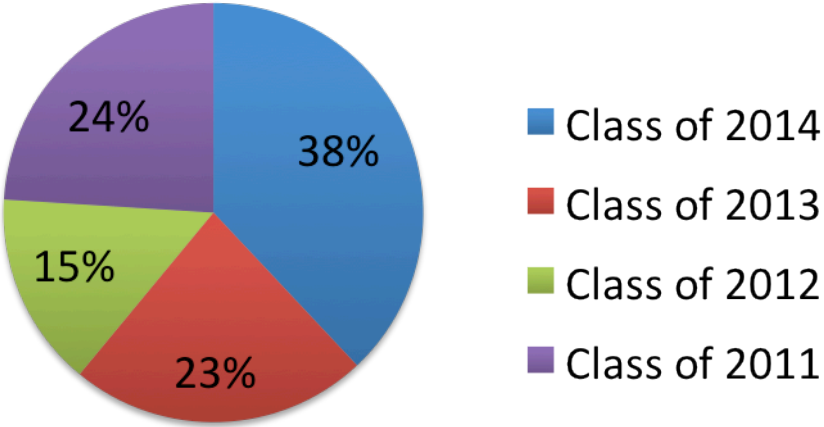
Mean Age in Years at Graduation



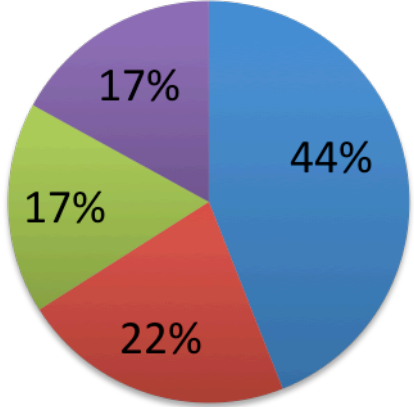
How this is an “attempted” census

Class of	Total # of Graduates	# of Respondents	Response Rate
2011	17	7	41%
2012	11	7	64%
2013	16	9	56%
2014	27	18	67%
TOTAL	71	41	58%

% of Graduates



% of Respondents



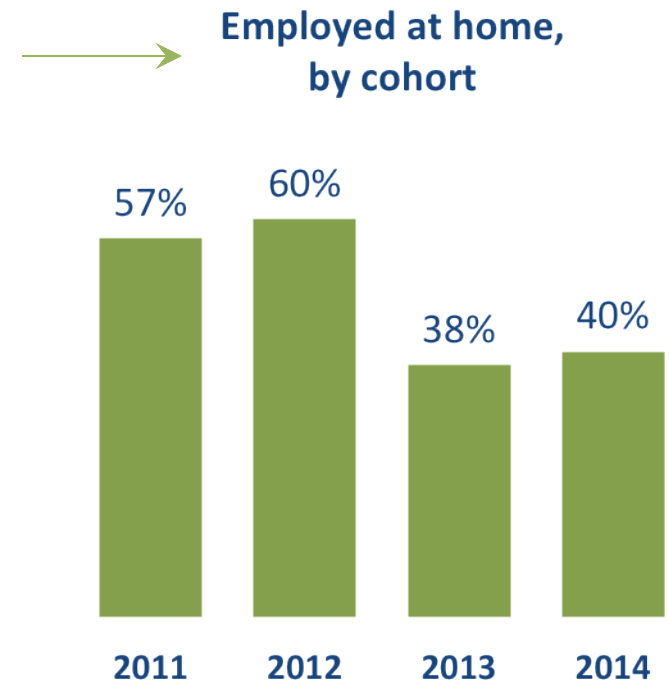
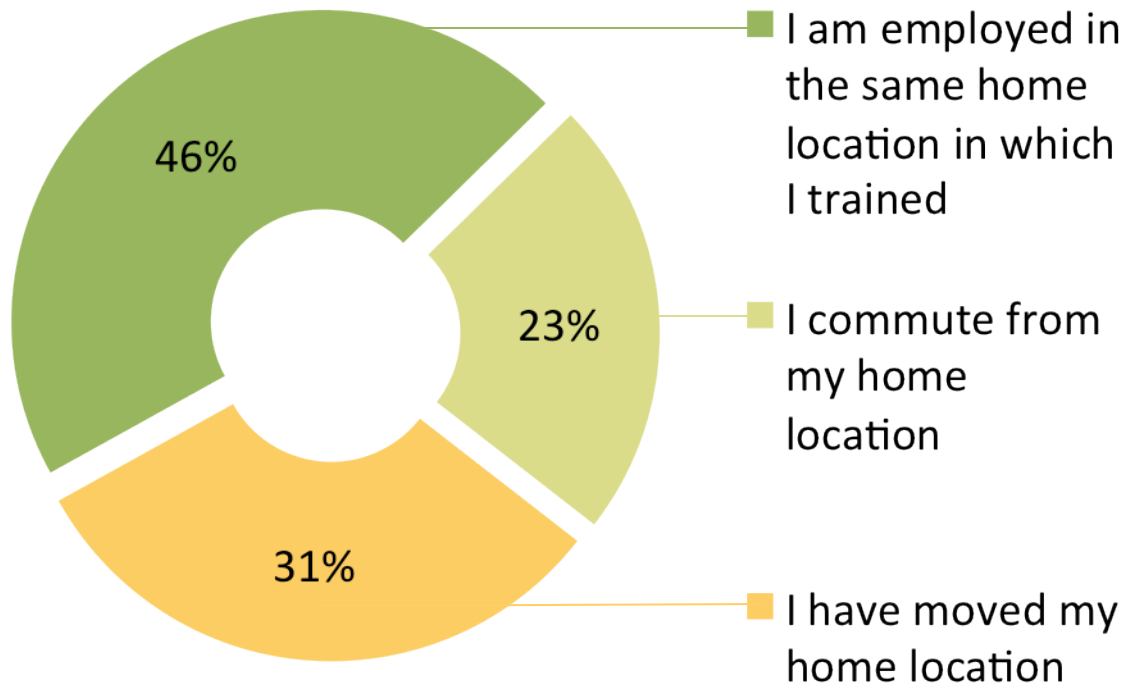
Current PA Grad Employment

- 10% not working as PA
 - Medical student
 - Practicing physician
 - Prev PA/non-medical job

Working at “home”

RESULTS

Comparison: current work location to original home location (as defined while a PA student)

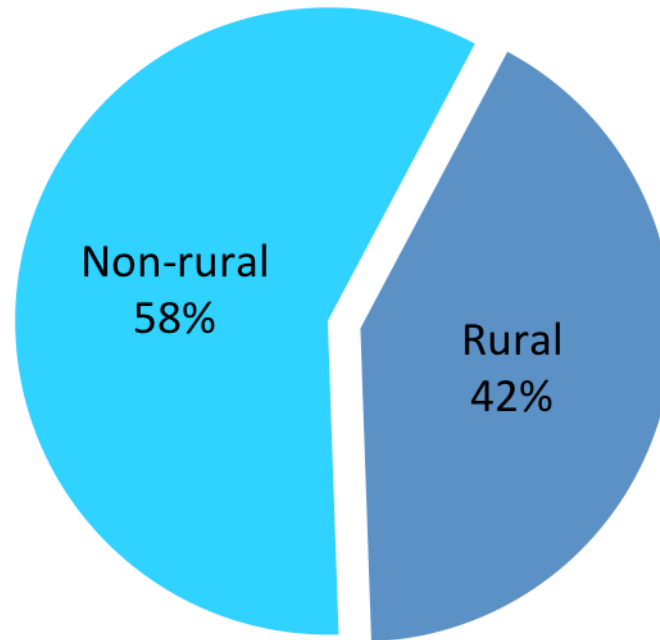


(n=35)

Employment in Rural, Remote or Underserved Communities

RESULTS

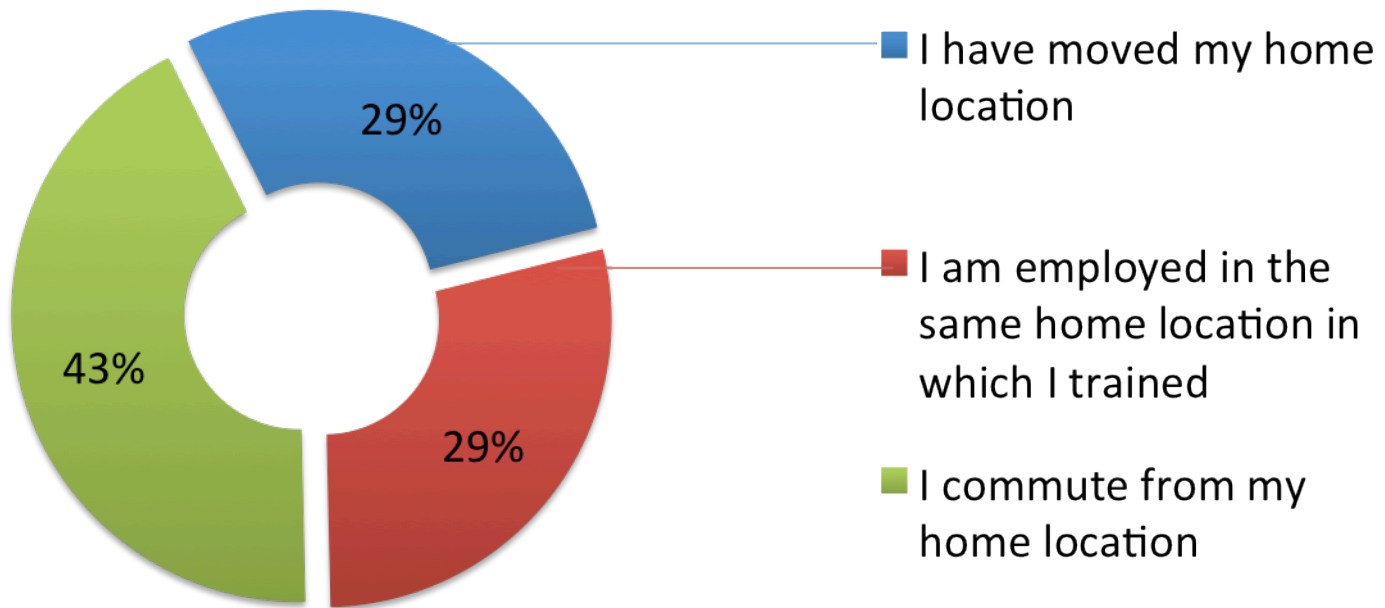
2011-14 Grads self-identified employment in Rural/Remote/Underserved areas (aka "Rural")



(n=36)

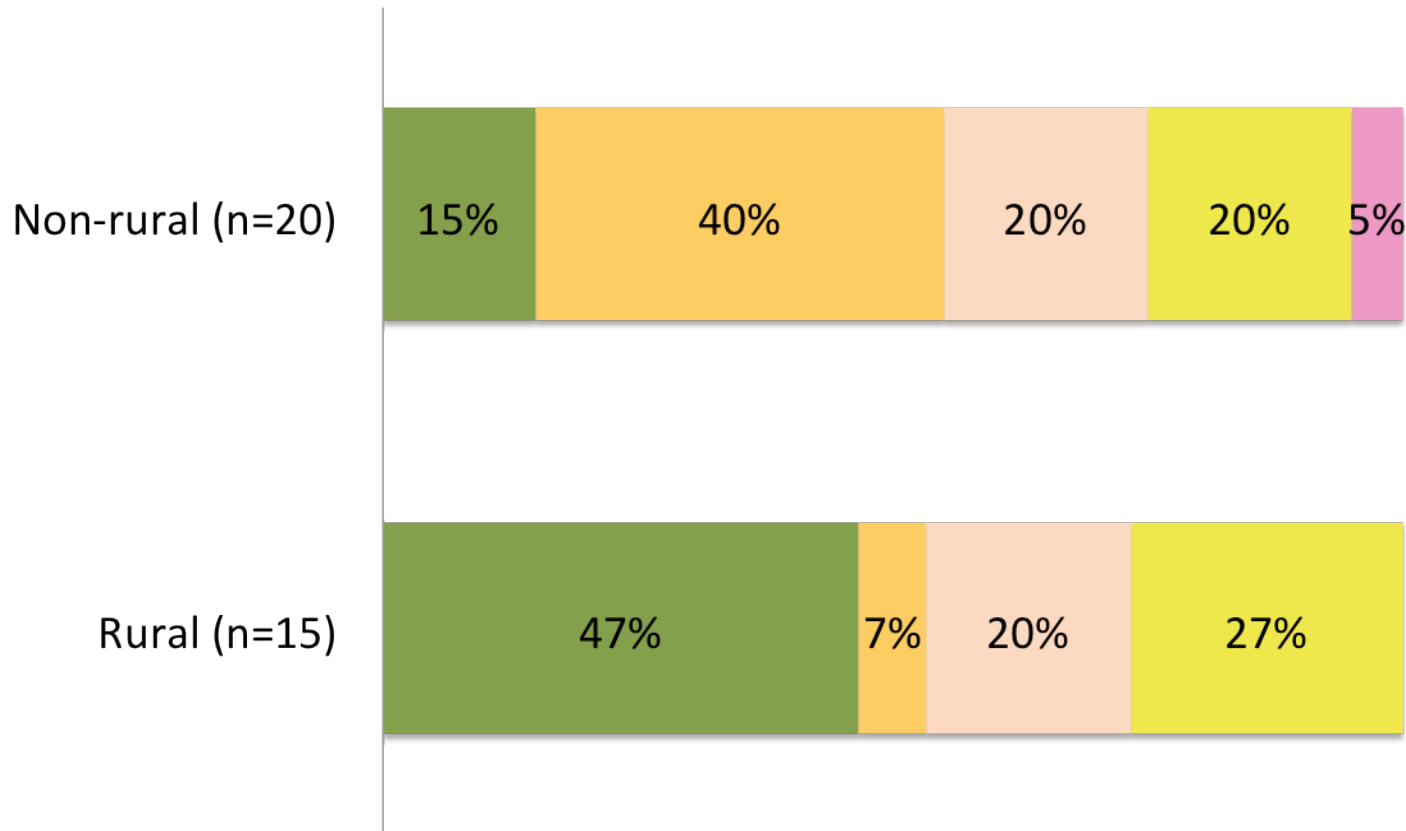
Rural employment at “home”

- 42% of all PA grads working in RRU
 - 57% of them live in rural area (**lived at home during school** + **moved there**)



Commuting time to work

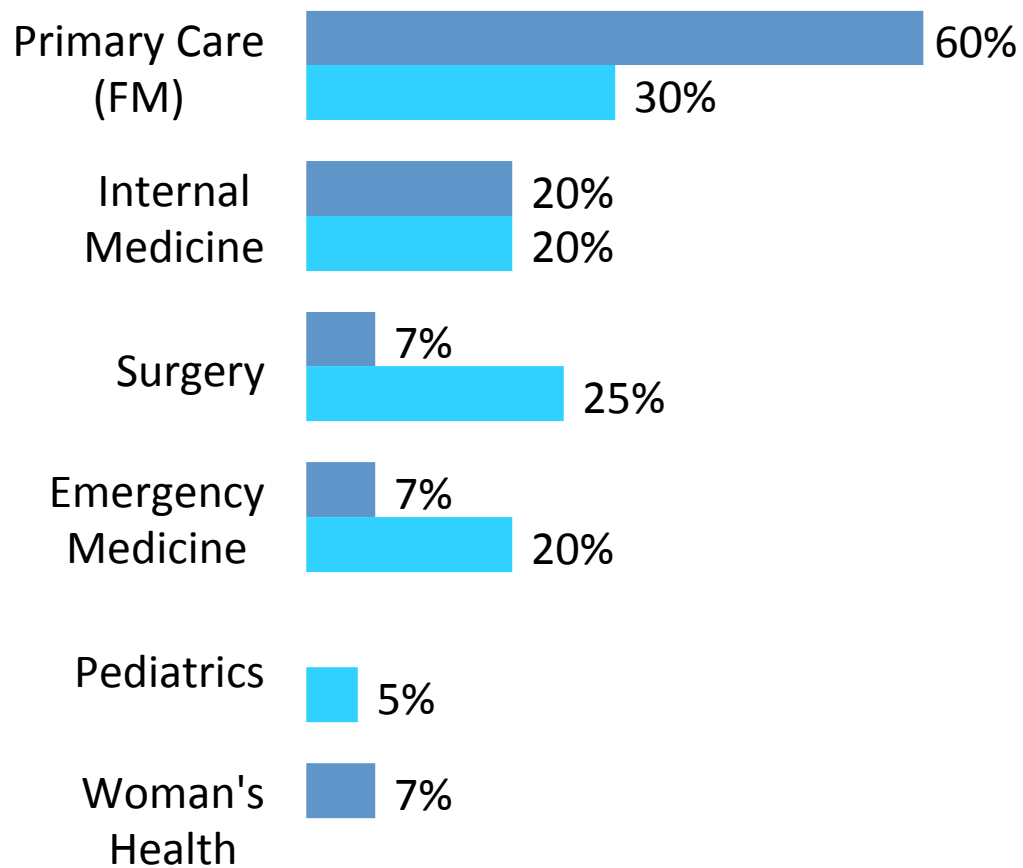
■ <15 min ■ 15-29 min ■ 30-59 min ■ 1 - 1½ hrs ■ 1½ - 2 hrs



Average commute time in Toronto = 65.6 minutes (2014 Canadian Index of Wellbeing)

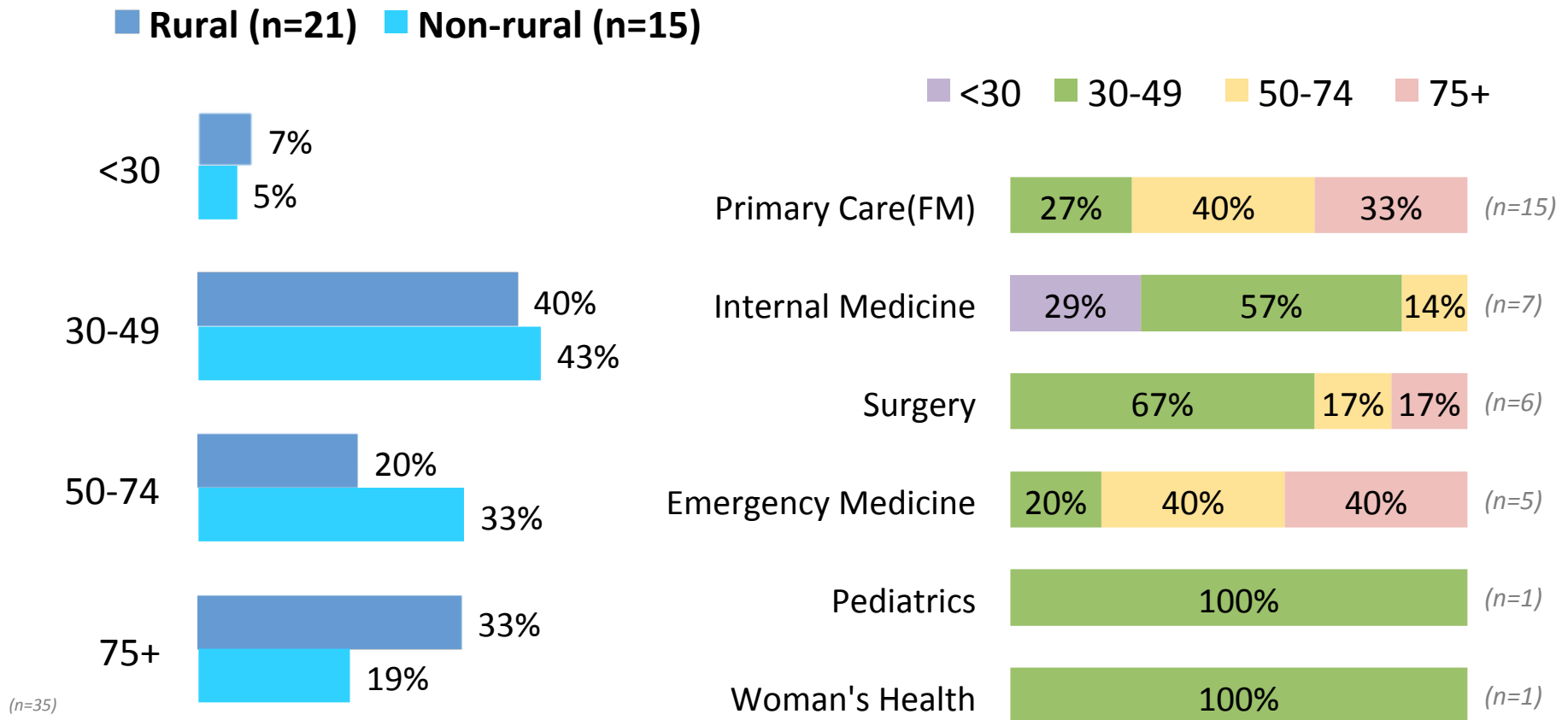
Employment by Specialty

■ Rural (n=15) ■ Non-rural (n=20)

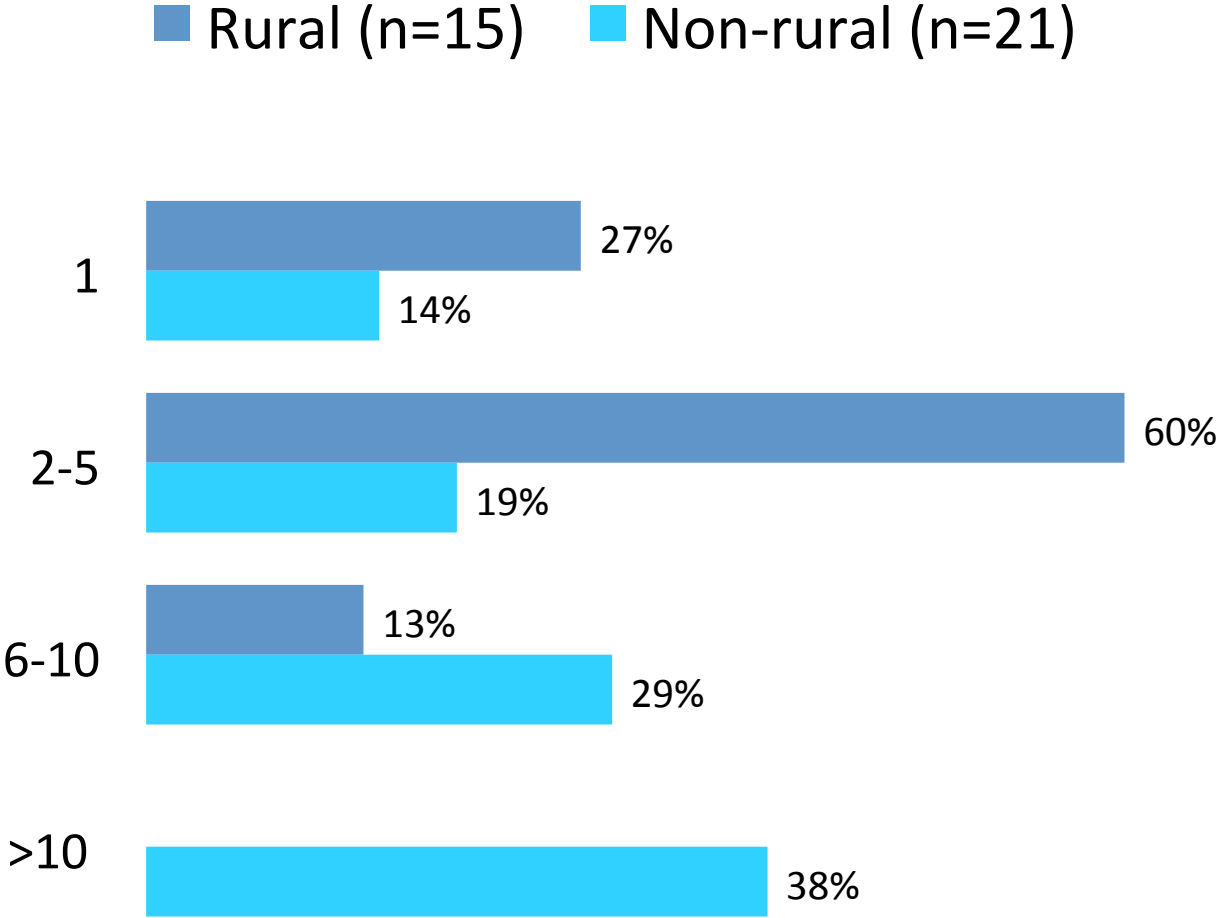


	2011 (n=7)	2012 (n=5)	2013 (n=6)	2014 (n=15)
Primary Care	86%	40%	50%	27%
Internal Medicine	--	20%	17%	27%
Surgery	14%	20%	17%	13%
Emergency Medicine	--	20%	17%	20%
Pediatrics	--	--	--	7%
Woman's Health	--	--	--	7%

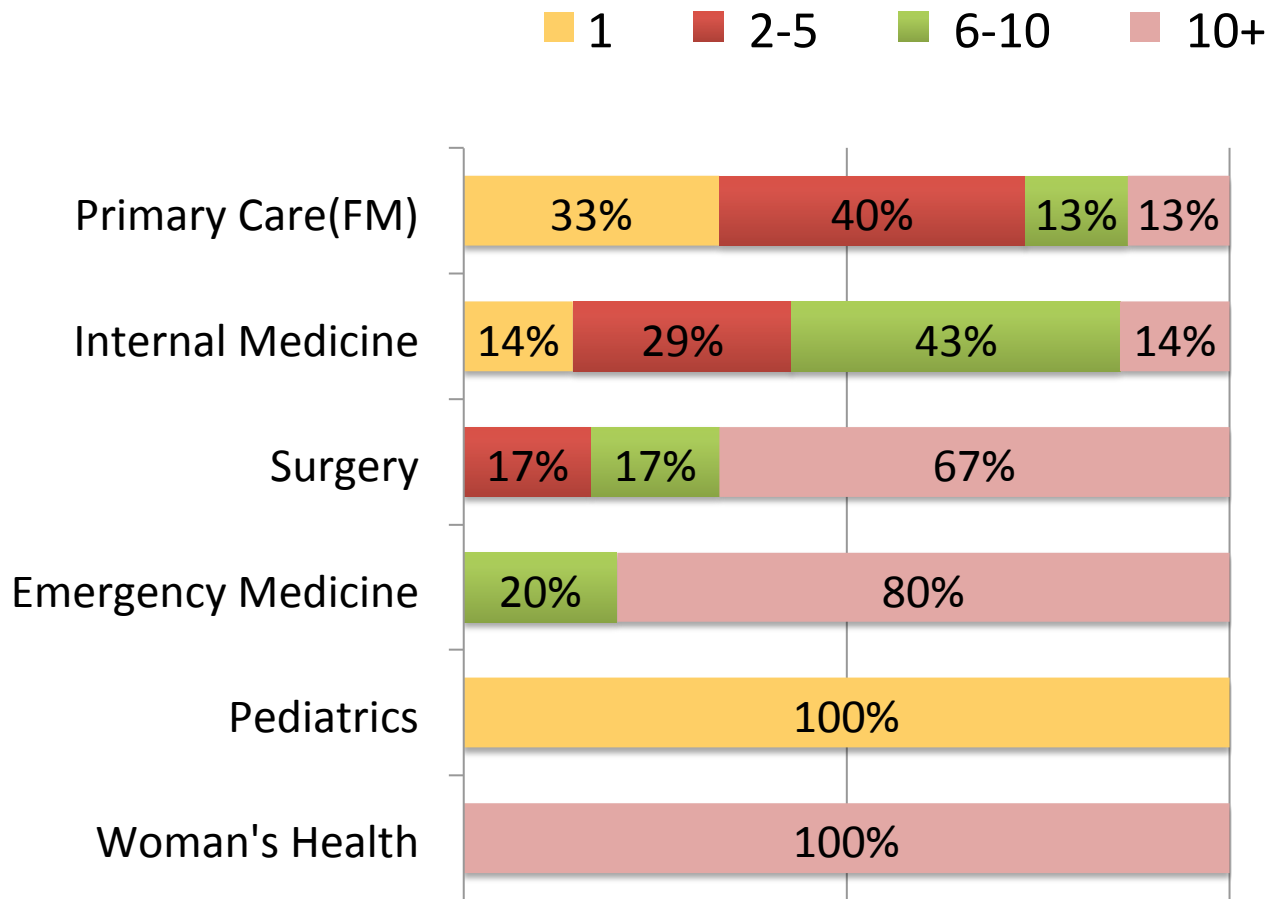
Av. # of Patients seen by PA Grad



of Supervising MDs by location

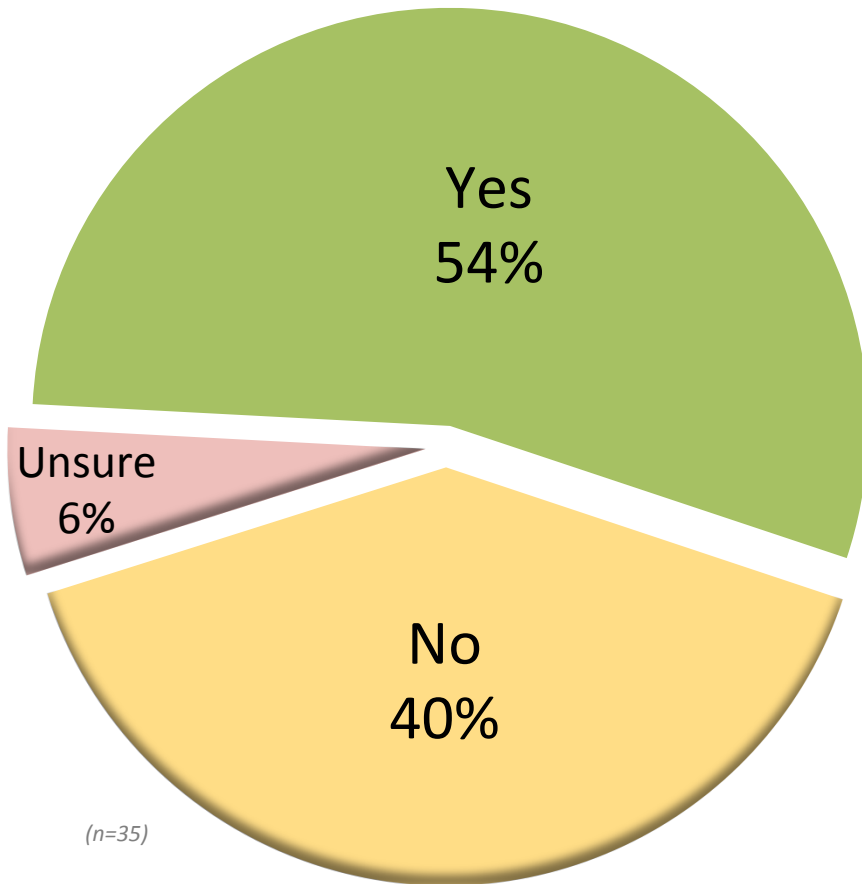


of Supervising MDs by discipline

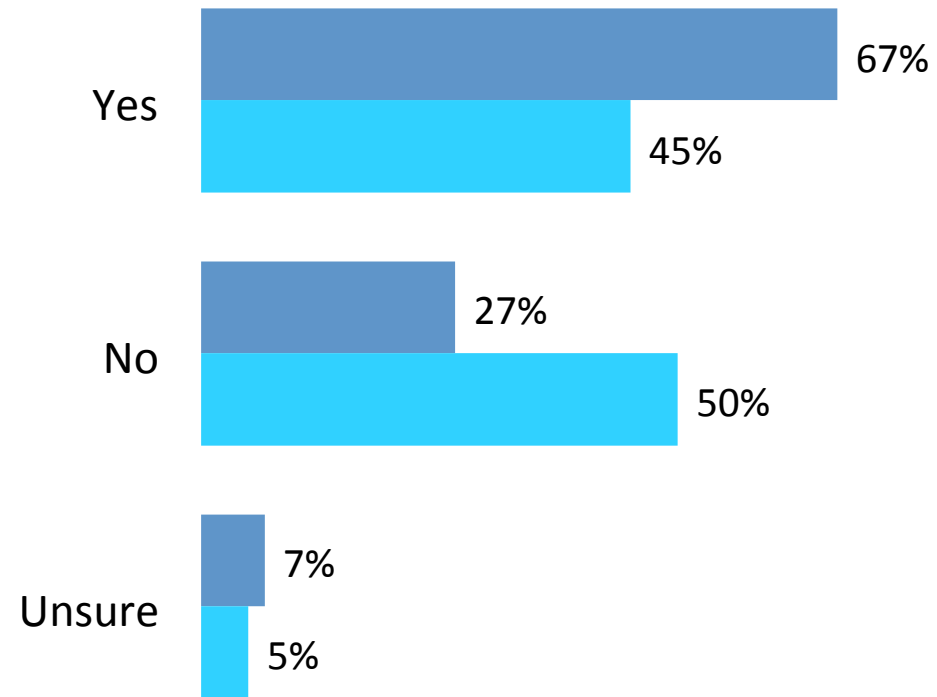


Working to full “PA potential”

% of all respondents



■ Rural (n=15) ■ Non-rural (n=20)



Comments: Working to full potential

YES

TRUST with SUPERVISING MD:

- *supervising physician allows me to use my clinical skill set to the fullest*
- *supervisor gives degree of independence, always reachable*

Medical directives are in use:

- *After initial assessment, able to work under established medical directives (3 years in development)*

NO

NEW ROLE:

- *Opposition from nursing union*
- *physicians still getting use to the role - some still choose to do their own minor procedures*

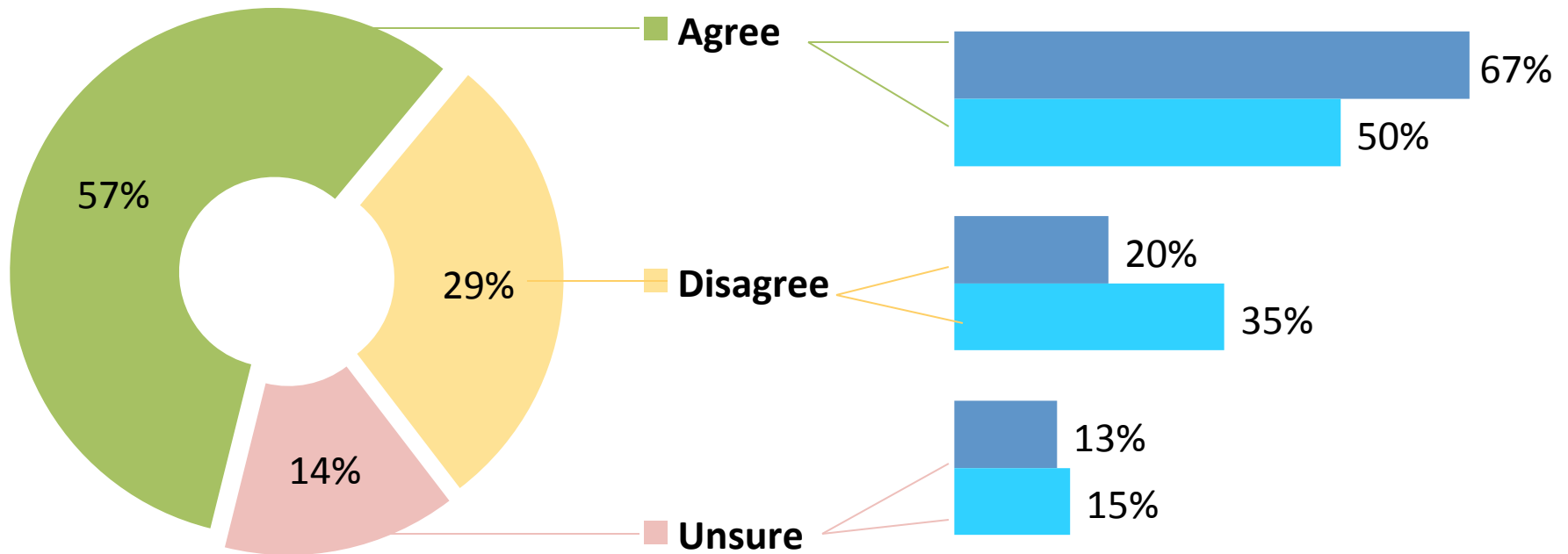
Medical directives are not in use:

- *take a long time to develop*
- *blocked by hospital administrn*
- *not yet implemented (MD has to sign off)*

Grad opinion: Format of Consortium PA Edn Prog assisting them to find job in area of need

% of all respondents

■ Rural (n=15) ■ Non-rural (n=20)



(n=34)

Comments: Edn Program assisted in finding employment in area of need

- Distance Education/Training at “home”
 - Personal: *“It was nice to do work from home... especially with my family”*
- \$:
 - *“Distant education made it possible for me to be financial secured when completing the program”*

Comments: Edn Program assisted in finding employment in area of need

- Job Market:
 - *“Clinical placements in NE ON directly led to me working in that region”*
 - *“Experience in rural ...helped me as a candidate”*
 - *“Exposed me to vast variety of clinical experiences...improved my understanding of the CDN healthcare system”*
 - *“The format of the program was a major factor (and an asset) ...for me...”*

Summary

- Majority of PA Grads agree the distance distributed format assisted them in finding a job in an area of need
- Over time, Grads are increasingly finding jobs at home
- PA Grads in rural employment are more likely to:
 - Work in Primary Care
 - See more patients per week
 - Have fewer supervising MDs
 - Work to their full potential

Future Directions

- Reduce “non-respondents”
 - use alternate sources of valid data
- Analyze relationship of training sites to employment sites
- Ask directly about achieving social accountability mission
- Consider impact of political landscape on job availability
 - funding, regulation, professional acceptance

Notable quotes...

- *under-serviced areas ... are desperate for highly skilled and qualified healthcare providers, that can provide real solutions to the existing health human resources shortages....*
- *This approach should remain a major focus of the program as it continues to establish relationships with various healthcare institutions, while penetrating the market to advance the objectives of PAs as a legitimate and highly valuable profession*

Notable quotes...

- *PA's work is really appreciated*
- *I feel well trained and prepared as a PA entering practice*
- *I currently love my job, however, the minimum pay needs to be stressed more among Family Practice...*
- *I feel like I have learned so much since graduation...I do feel the gap that needs to be solidified with regulation of our profession*
- *Thank you for sending out the survey!*

Contacts

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BScPA_UofT (@PA_Program)