

**THE COLLEGE OF  
FAMILY PHYSICIANS  
OF CANADA**



**LE COLLÈGE DES  
MÉDECINS DE FAMILLE  
DU CANADA**

Hello,

Thank you for everything you do for your patients, communities, and family medicine. We know that being a family doctor is tough right now as you try to work in a health care system that is close to the breaking point.

The CFPC is working hard to address the crisis in family medicine, advocating for fair remuneration and reduced administrative load. We are also working on intermediate and longer term solutions through our [Prescription for Primary Care](#). While primary care reform remains the priority focus of advocacy and meeting present practice needs, addressing education is the other critical piece of the puzzle. We'd like to offer more information about the Outcomes of Training Project and how curriculum renewal plans support longer term goals.

We know that there are concerns and questions, with some misinformation fueling those concerns. We are proceeding with caution and are still early in the planning stage. We are committed to collaboration and flexibility to find a responsible approach toward the implementation of these changes.

The CFPC supports a gradual transition to a three-year residency program beginning in 2027 with the first graduates in 2030. There will not be a gap year and we will work flexibly with universities and governments to determine a local approach.

Our goal is that graduates are prepared for practice anywhere in Canada, which supports national licensure. Our goal is that graduates function effectively as collaborative leaders in primary care teams, which supports the development of team-based primary care. And our goal is to increase skills in identified areas of societal importance that need attention including mental health and addictions, long-term care, and cultural safety and humility. We cannot continue to advocate for these system changes without ensuring that our training keeps up.

We want to continue to build understanding and direct you to accurate sources of information underscoring the extensive process leading into our recommendations. The [Outcomes of Training Project](#) is carefully researched to enhance and strengthen family medicine residency. It is the result of four years of in-depth and mixed methods analysis with interviews with more than 500 interest holders, including urban and rural family physicians, residents, and medical students, and evidence reviews of 25,000-plus articles.

We have heard from you that now is not the time to offer three-year residency training, that it will create more strain on the health care system. Yet, our implementation modelling indicates that there are opportunities created within a three-year residency

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program. We will see senior level residents provide care to areas in need, with a commitment to support underserved communities and unattached patients. The implementation modelling will also allow for mentorship, graduated autonomy, and the chance for residents to step into leadership roles including the teaching of other learners.

This approach will offset potential service gaps some have suggested will occur and will increase health care capacity.

Any changes to family medicine training will be met with questions and the CFPC welcomes ongoing dialogue.

With the Outcomes of Training Project, we are safeguarding family medicine for the present and for the future, acknowledging that as patient needs become more complex and as the health care system evolves, family doctors will continue to provide high-quality, comprehensive care for everyone in Canada.

Thank you for being a member of the CFPC.

Sincerely,

Dr. Nancy Fowler  
Deputy CEO for CFPC and FAFM