

Outcomes of Training Project (OTP) Key Messages

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Family physicians are the backbone of the health care system and leaders in primary care.

- Being a family doctor is hard—especially these days—and it’s not for everyone
- Family medicine is a rewarding career for someone who values relationships and wants to get to know their patients and communities; is a clinical leader who enjoys problem solving and who understands that complexity and uncertainty are natural and inherent features of primary care
- The changes proposed by the Outcomes of Training Project (OTP) support a strong professional identity for family physicians who are:
 - Capable of working and meeting the needs of communities anywhere in Canada
 - Able to respond to dynamic and ever-changing societal needs

Family medicine is a unique, extraordinary, and multifaceted specialty and family physicians are collaborative leaders in primary care. The OTP recommendations will provide graduates with the opportunity to train to the full scope of the profession and confidently transition to practice anywhere in Canada.

- Family physicians must cover all aspects of the human condition, take care of the whole family throughout all stages of life, and be grounded in a culture of compassion, continuity, and lifelong learning
- Family physicians are connected to communities and provide comprehensive continuous primary care over a lifetime

- Family physicians need to adapt to a transforming health care system —this will include new and optimized skill sets and a different approach to education and training
- The OTP will address this in two ways:
 - Changing the practice environment to support comprehensive practice
 - Strengthening residency training so that family medicine graduates are prepared to manage the comprehensive, complex, and evolving needs of people in Canada across diverse practice environments
- With the OTP graduates will have:
 - Optimized scope of competence (according to the [Residency Training Profile](#))
 - Skills to provide compassionate, coordinated, and personalized medical care

Family physicians make a difference as critical resources to patients and communities.

- The OTP will ensure physicians have the necessary tools to respond to societal needs such as:
 - Home and long-term care
 - Addiction and mental health
 - Emergency/acute care medicine
 - Indigenous health
 - Health equity and anti-racism
 - Virtual care and health informatics

Family physicians are facing alarming rates of burnout, many are reducing or modifying their clinical hours, retiring early, or leaving the profession altogether. Addressing this crisis in family medicine will require transformative health care system change, which calls for education reform.

- To help us address the crisis in family medicine, we need more comprehensive care physicians with the skills and knowledge to work in interprofessional teams and the Patient’s Medical Home (PMH) vision
- The OTP supports the PMH vision, which supports patient-focused care within a well-connected interprofessional team
- The PMH ensures patients receive medical care when and where they need it from the appropriate provider
- A team-based model:
 - Empowers family physicians to respond to the unique needs of patients and their families within the context of their environment
 - Increases health care capacity and improves access to care for all in Canada, including Indigenous people and those living in rural settings
 - Ensures profession sustainability

Team Primary Care (TPC) is an initiative that sets the foundation for health care transformation. It aims to train health care professionals to work in collaborative team-based models of care. This includes the OTP, which will strengthen residency training including helping family physicians learn how to work in interprofessional team-based primary care.

- This program, run by the FAFM, is funded by the Government of Canada’s Employment and Social Development Canada and co-led by the College of Family Physicians of Canada (CFPC) and the Canadian Health Workforce Network, in partnership with more than 65 health professional and educational organizations across Canada.
- It improves training for practitioners, supports for teams, and tools for planners and employers



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