



Educational Action Plan

April 2025

What?

In response to the current health system crisis with an extreme shortage of family physicians, and based on consultation with our educational community, the [College of Family Physicians of Canada](#) (CFPC) has developed an Educational Action Plan (EAP) based on four educational priorities:

1. **Optimize Family Medicine Training:** Better prepare family physicians for evolving roles and societal needs, as highly adaptive and expert generalists per the CFPC's [Goals of Training](#) guided by the [Residency Training Profile](#) (RTP).
2. **Re-energize Interest in Comprehensive Family Medicine:** Attract and recruit more learners and teachers committed to comprehensive family medicine care *for all*.
3. **Improve Support for and Certification of International Medical Graduates:** Expand, expedite, and simplify how the CFPC supports, assesses, and certifies international medical graduates (IMGs) in the specialty of family medicine.
4. **Educate & Advocate for Team-Based Care:** Better prepare family physicians to provide medical leadership in collaborative healthcare teams, improving care, access and attachment, and sustainability and job satisfaction.

The EAP will guide activities in the Division of Academic Family Medicine overseen by the Family Medicine Specialty Committee and is designed in the spirit of continuous improvement and social accountability with a plan to evaluate residency program and health system outcomes and influences which will inform future iterations.

So What?

The CFPC is stepping up to help solve the family physician recruitment, retention and capacity needs in Canada. Education matters!

The CFPC is the educational standard setting and certifying body for family medicine representing over 45,000 members. We support family medicine teaching and research and advocates on behalf of the specialty of family medicine, family physicians, and the patients they serve.

Through these roles, we help to shape the health workforce. The EAP is centred on **our purpose to prepare and certify the family physicians that Canada needs in support of the [Quintuple Aim](#) to improve patient experience, population health, provider well-being, value, and health equity.**

The need is great to improve the number, mix, distribution and capacity of family physicians in Canada and governments have expanded and opened new medical schools with the aim of addressing the shortage. But increased positions alone will not guarantee more family physicians. The CFPC seeks to work with its academic partners to improve the success of these initiatives.



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Now What?

We can't do it alone! We plan to engage with CFPC members and committees, universities, medical organizations, regulators, governments and patient partners in the following high-level activities aimed at improving recruitment, retention and capacity:

Priorities, Activities and High-Level Impact	Recruitment	Retention	Capacity
Priority 1. Optimize Family Medicine Training			
<ul style="list-style-type: none">• Monitor and support ongoing residency program (Triple C) curriculum renewal.• Establish a Policy Alignment Task Group to clarify and communicate expectations related to all CFPC educational frameworks.• Launch National Curriculum Collaborative supported by (Virtual) Learning Communities in areas targeted for curricular improvement.• Develop an Educational Evaluation Framework including revision of the Family Medicine Longitudinal Survey (FMLS)• Publish recent review of educational design evidence• Review and revise CanMEDS-FM based on CanMEDS 2026.• Complete the ReFACE Project to better align assessment with the Residency Training Profile and emerging new competencies.			✓
Priority 2. Re-energize interest in Comprehensive Family Medicine			
<ul style="list-style-type: none">• “Drive The Joy” through member-led initiatives across the educational continuum that engage teachers and learners.• Through the CFPC-led <i>Focus on Family Medicine</i> Taskforce, engage the Canadian Medical Forum (CMF) to develop joint strategy and actions on the CFPC’s <i>Prescription for Primary Care 2.0</i>.	✓	✓	
Priority 3. Improve Support and Integration of International Medical Graduates			
<ul style="list-style-type: none">• The CFPC’s Re-IMGine Project will examine how to better support, expand, expedite, and simplify the assessment, and certification of international medical graduates (IMG’s) in the specialty of family medicine.	✓	✓	
Priority 4. Educate and Advocate for Team-Based Care			
<ul style="list-style-type: none">• Use the redevelopment of CanMEDS-FM to define competencies related to the emerging role of family physicians as collaborative medical team leaders in a transformed health system	✓	✓	✓