



# RPAP | Health Workforce for Alberta



# Presentation Content

- What is RPAP | Health Workforce for Alberta?
- A Brief Look at RPAP's Planning and Evaluation Framework
- A Perspective on the Evolving Health Human Resources Landscape in Rural Alberta
- Dashboard Demonstration

# What is RPAP | Health Workforce for Alberta?

## Our Vision

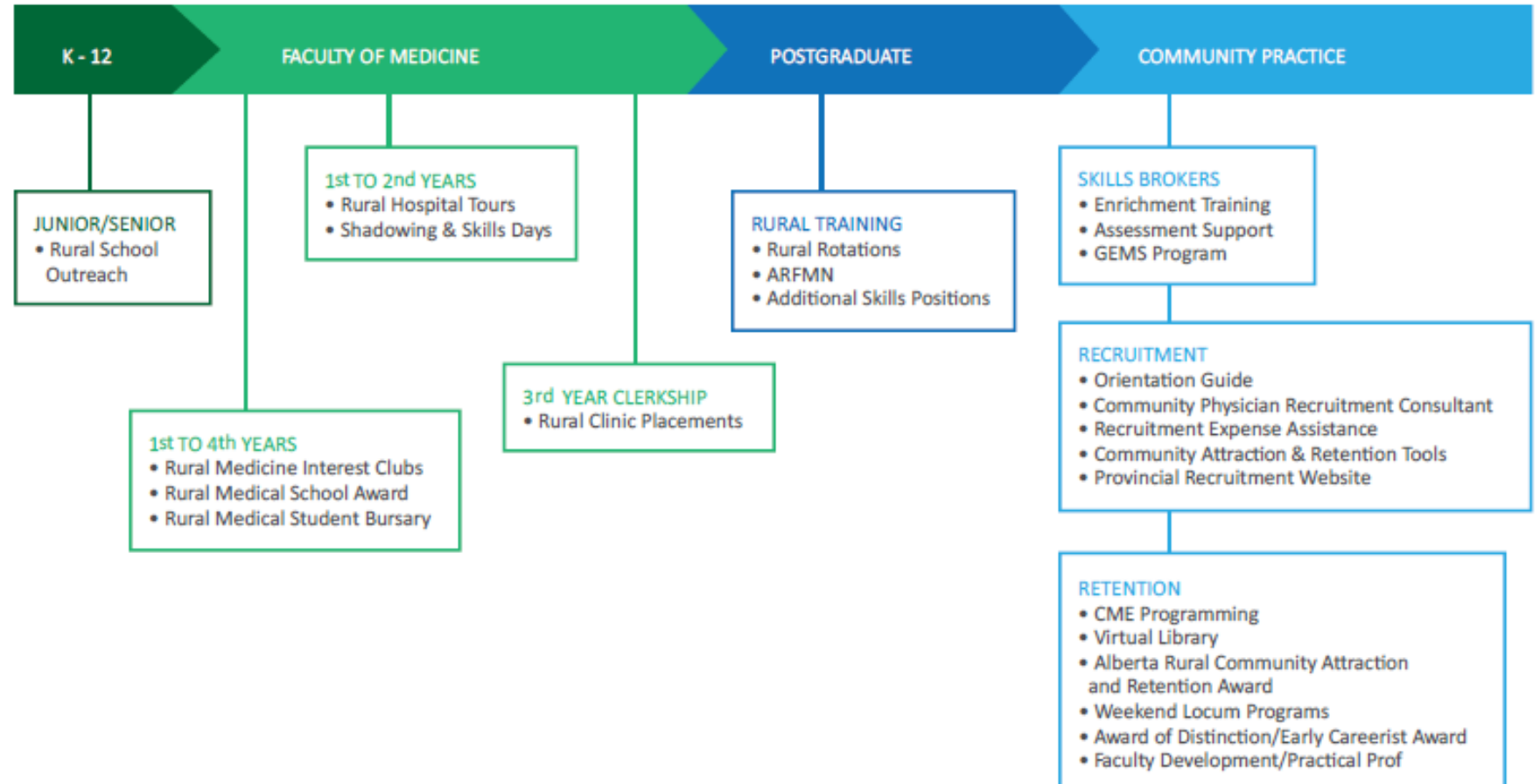
Having the right number of health practitioners in the right places, offering the right services.

## Our Mission

To support Alberta's rural/regional health practitioners, their families and communities in having access to quality health care by offering comprehensive, integrated initiatives to enhance health services training, attraction, recruitment and retention.



# Sequential Series of Initiatives





# This is RPAP | Health Workforce for Alberta

[https://www.youtube.com/watch?v=c5s9\\_l1Oczs&feature=youtu.be](https://www.youtube.com/watch?v=c5s9_l1Oczs&feature=youtu.be)

## Community Practitioner Attraction and Retention Committees

<https://www.youtube.com/watch?v=wRsHW7uKbbo>

## RPAP Medical Skills Events

[https://www.youtube.com/watch?v=Vl2oeZ5qjyY&list=PLjnnPOdiyGBhoeTOCM2xQ788ku\\_YHs4tp&index=4](https://www.youtube.com/watch?v=Vl2oeZ5qjyY&list=PLjnnPOdiyGBhoeTOCM2xQ788ku_YHs4tp&index=4)

# Planning and Evaluation Framework



Access to  
healthcare  
for rural Albertans

RPAP  
Programs



Internal Data  
Data Partners  
Targeted Research  
External Evaluations





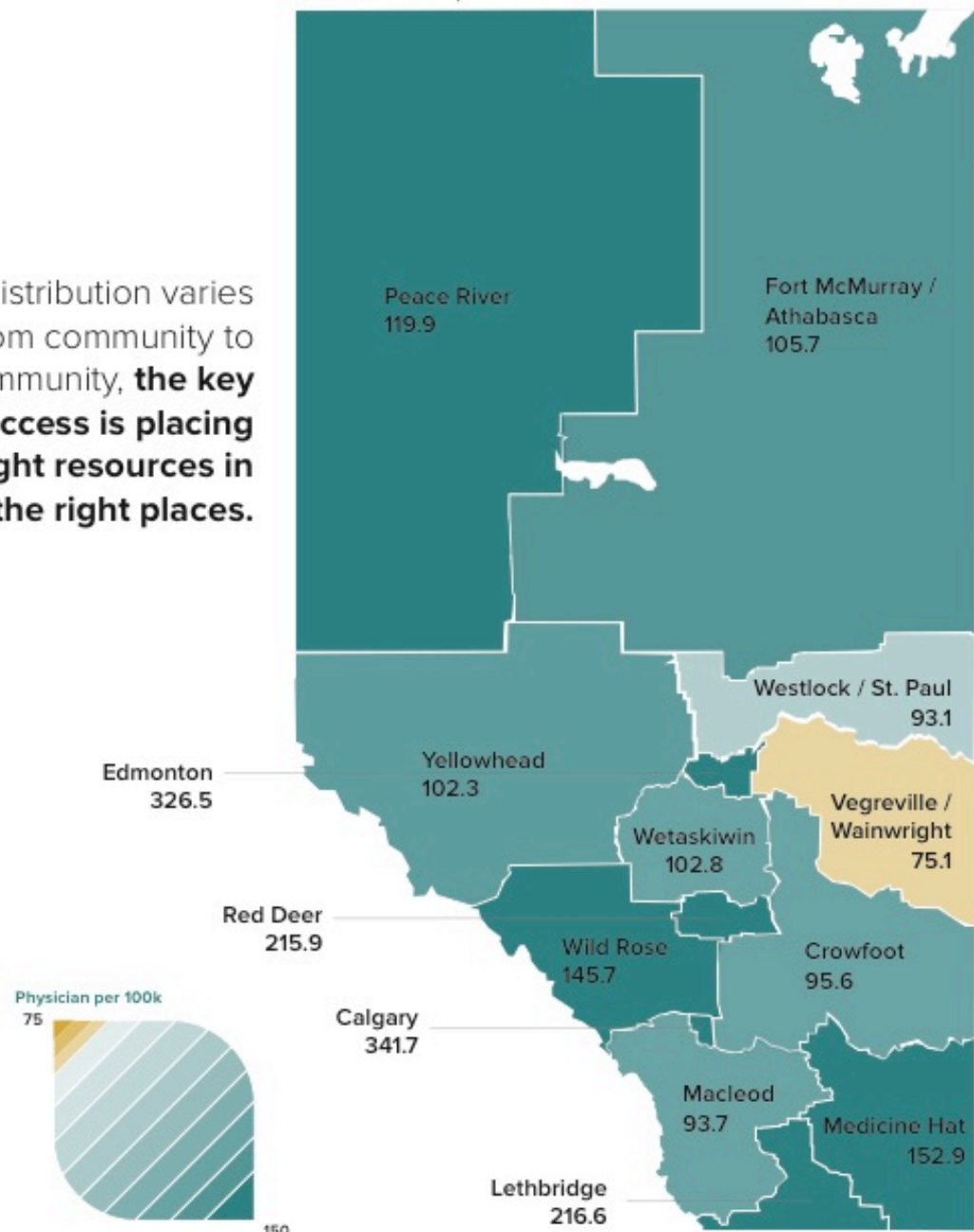
# A Perspective on the Evolving Health Human Resources Landscape in Rural Alberta

<http://www.rpap.ab.ca/media/133732/rpap-landscape-of-healthcare-in-rural-alberta.pdf>

<http://www.rpap.ab.ca/media/60979/choosing-the-rural-route-rpap-november-15-14.pdf>

Physicians per 100,000 Inhabitants (2013-2014)  
Distribution Map

As distribution varies from community to community, **the key to success is placing the right resources in the right places.**

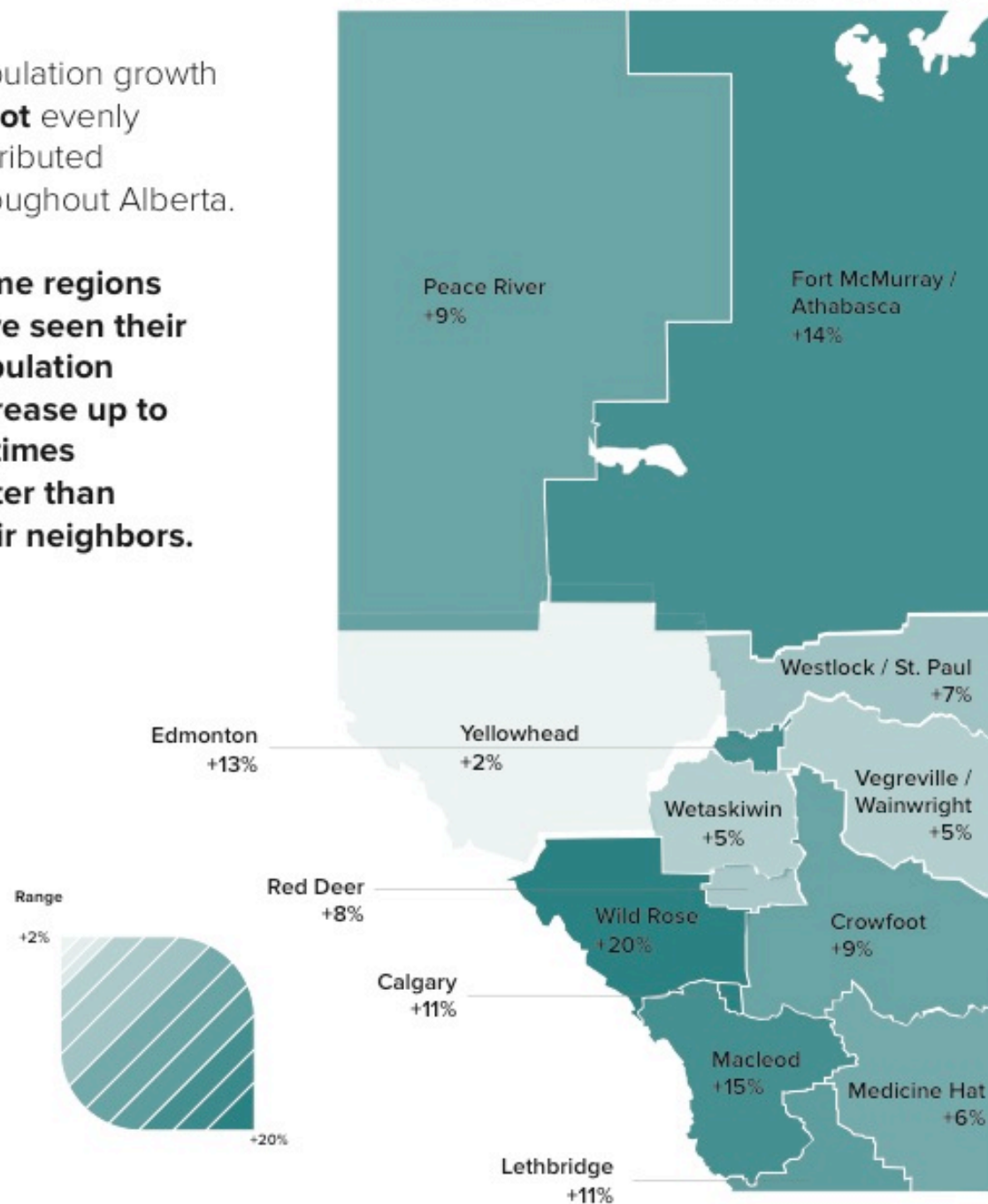


Map shows the number of physicians per 100,000 inhabitants in Alberta. Population was estimated using census data (Statistics Canada, 2011)

Population growth **is not** evenly distributed throughout Alberta.

**Some regions have seen their population increase up to 10 times faster than their neighbors.**

Population growth between census (2006-2011)

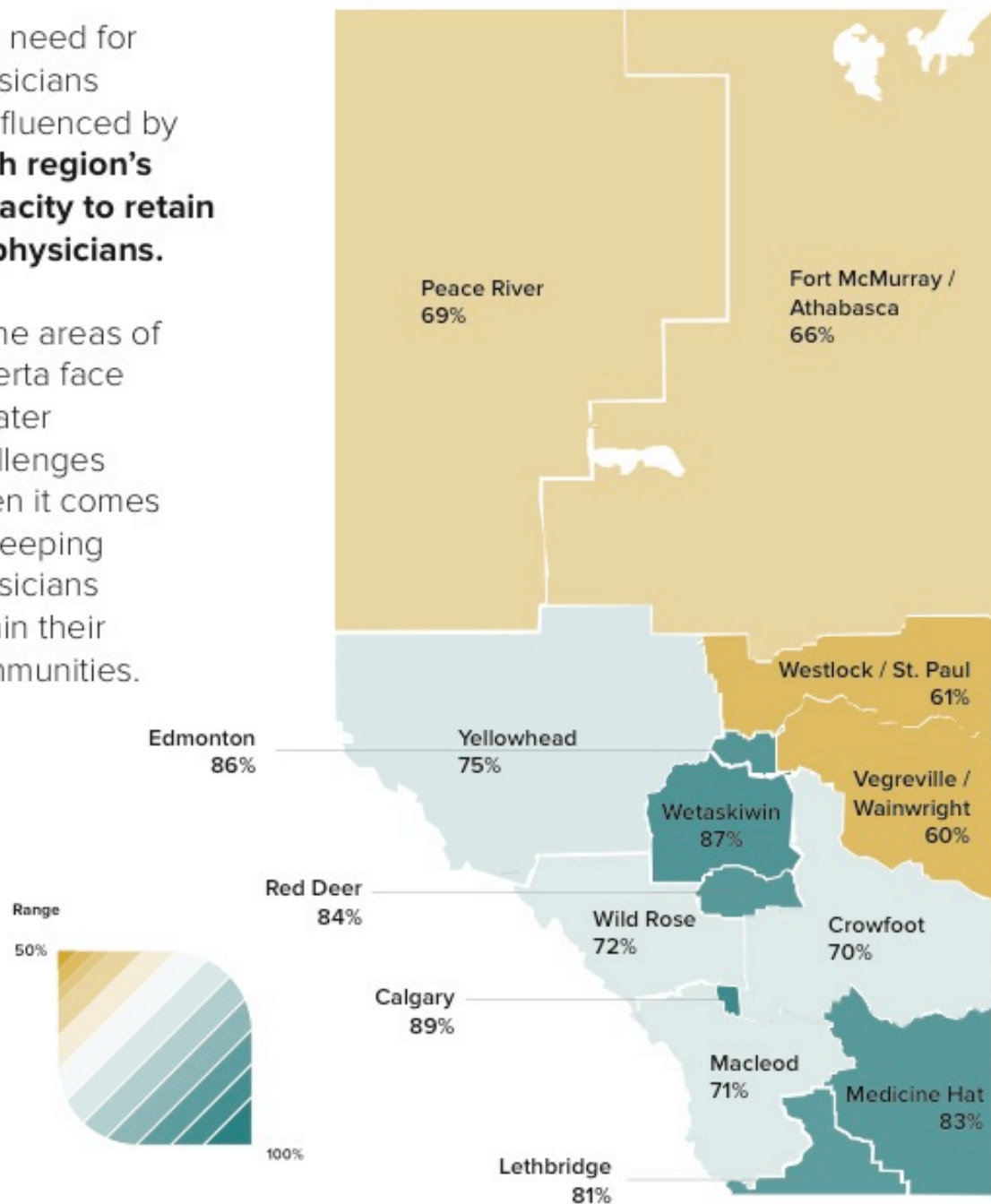




5 Year District Physician Retention (2009-2014)

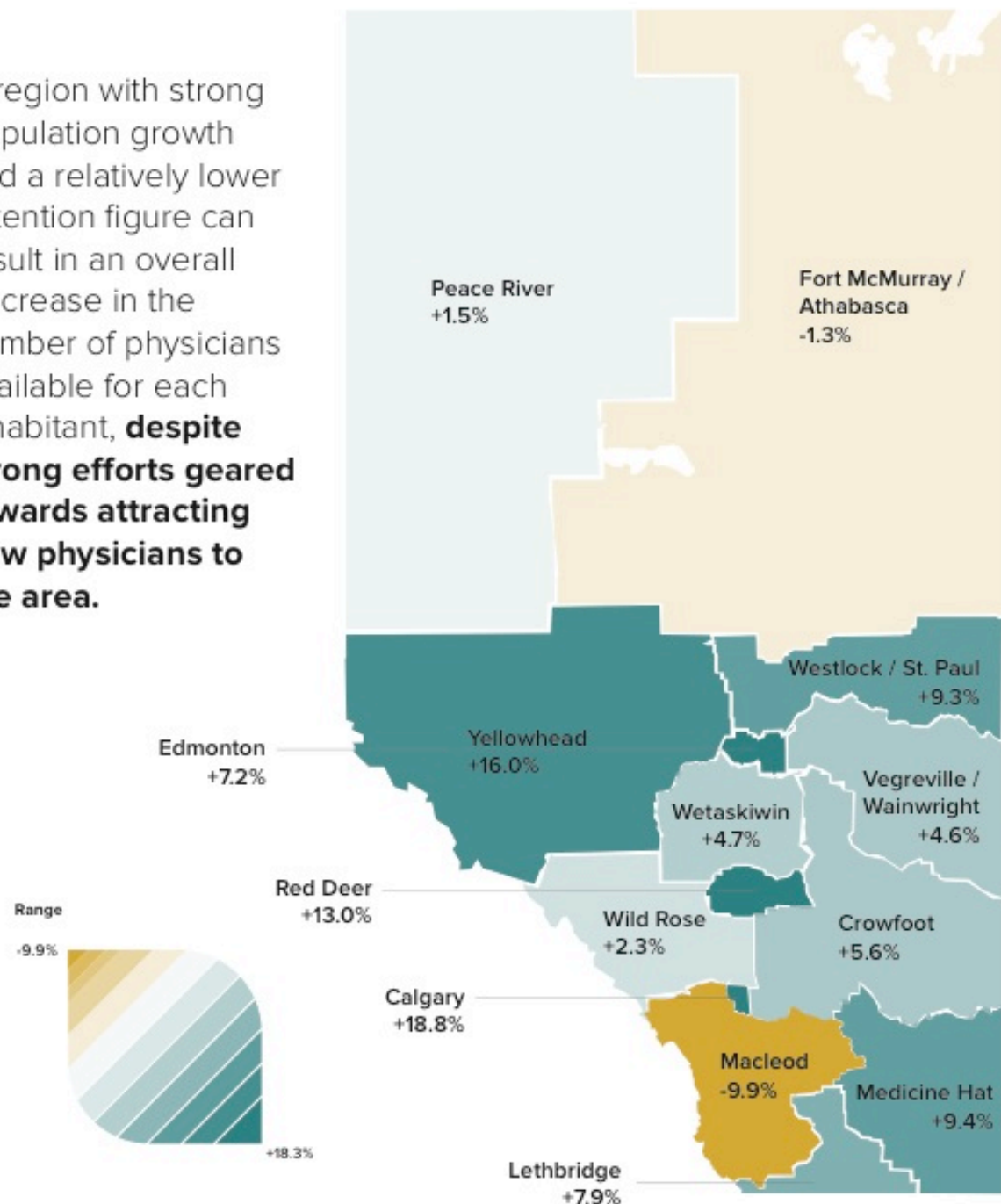
The need for physicians is influenced by **each region's capacity to retain its physicians.**

Some areas of Alberta face greater challenges when it comes to keeping physicians within their communities.

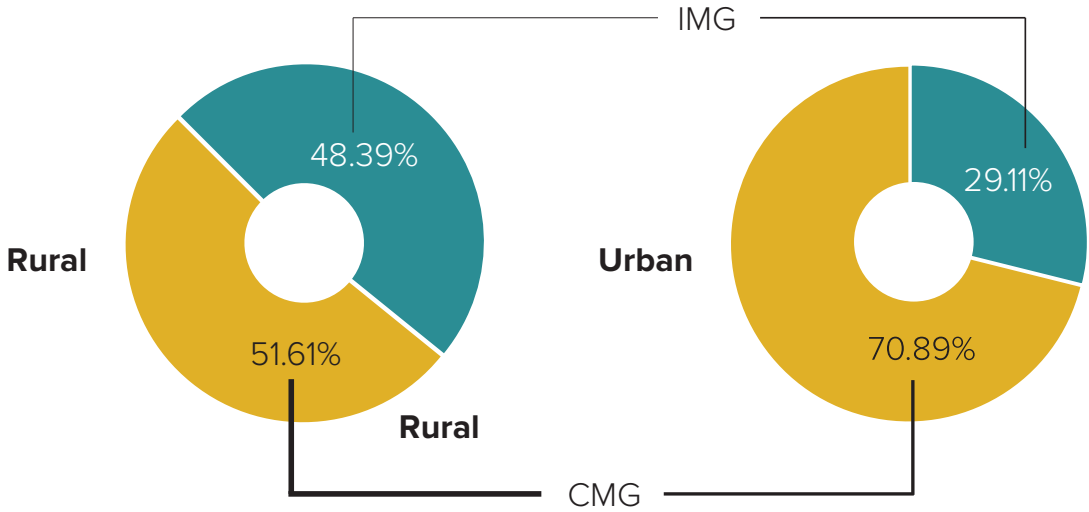


Physician per 100,000 Variation (2009-2014)

A region with strong population growth and a relatively lower retention figure can result in an overall decrease in the number of physicians available for each inhabitant, **despite strong efforts geared towards attracting new physicians to the area.**

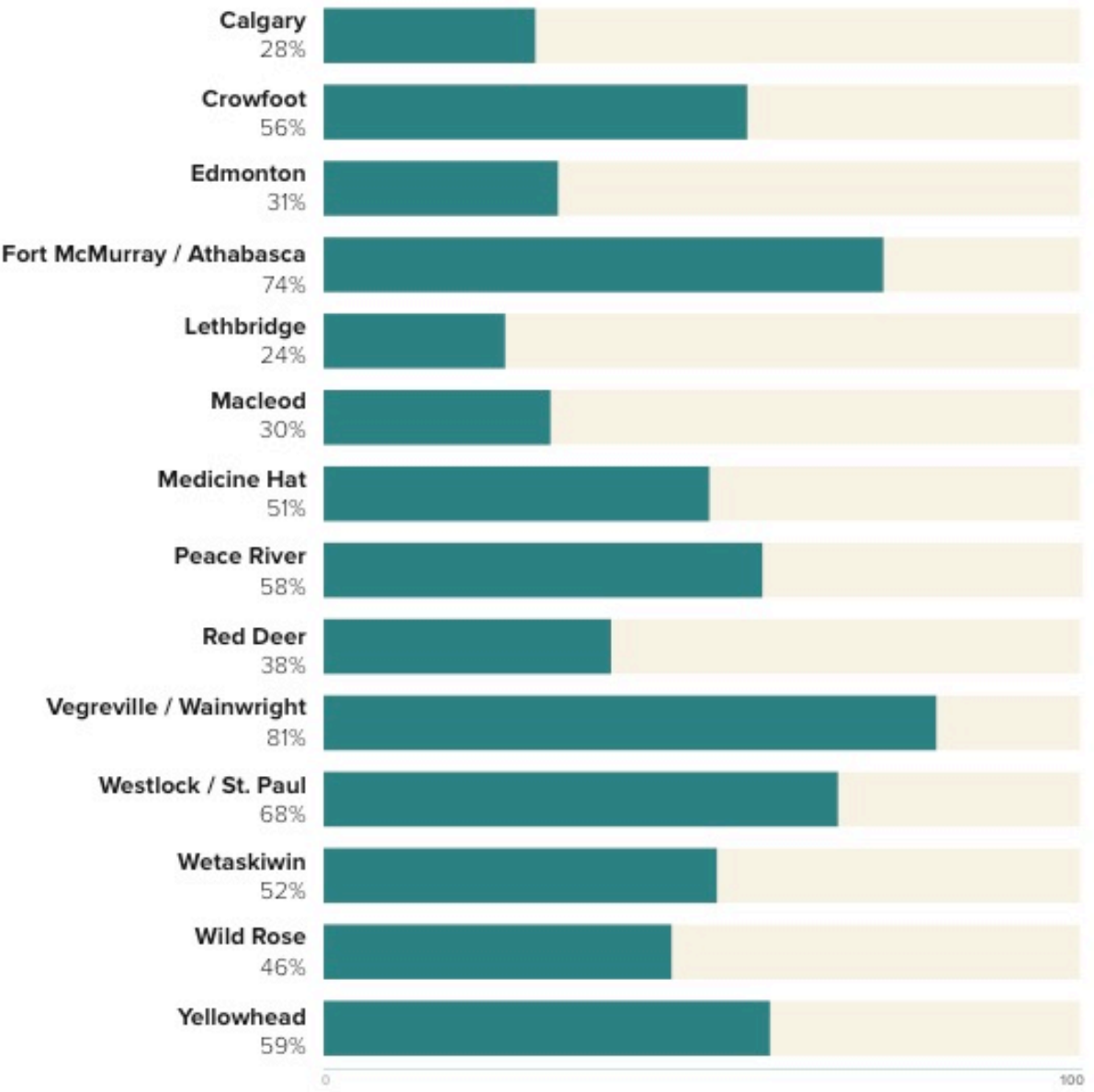


**International Medical Graduates / Canadian Medical Graduates in Alberta:  
Rural vs Urban Practise (2014)**

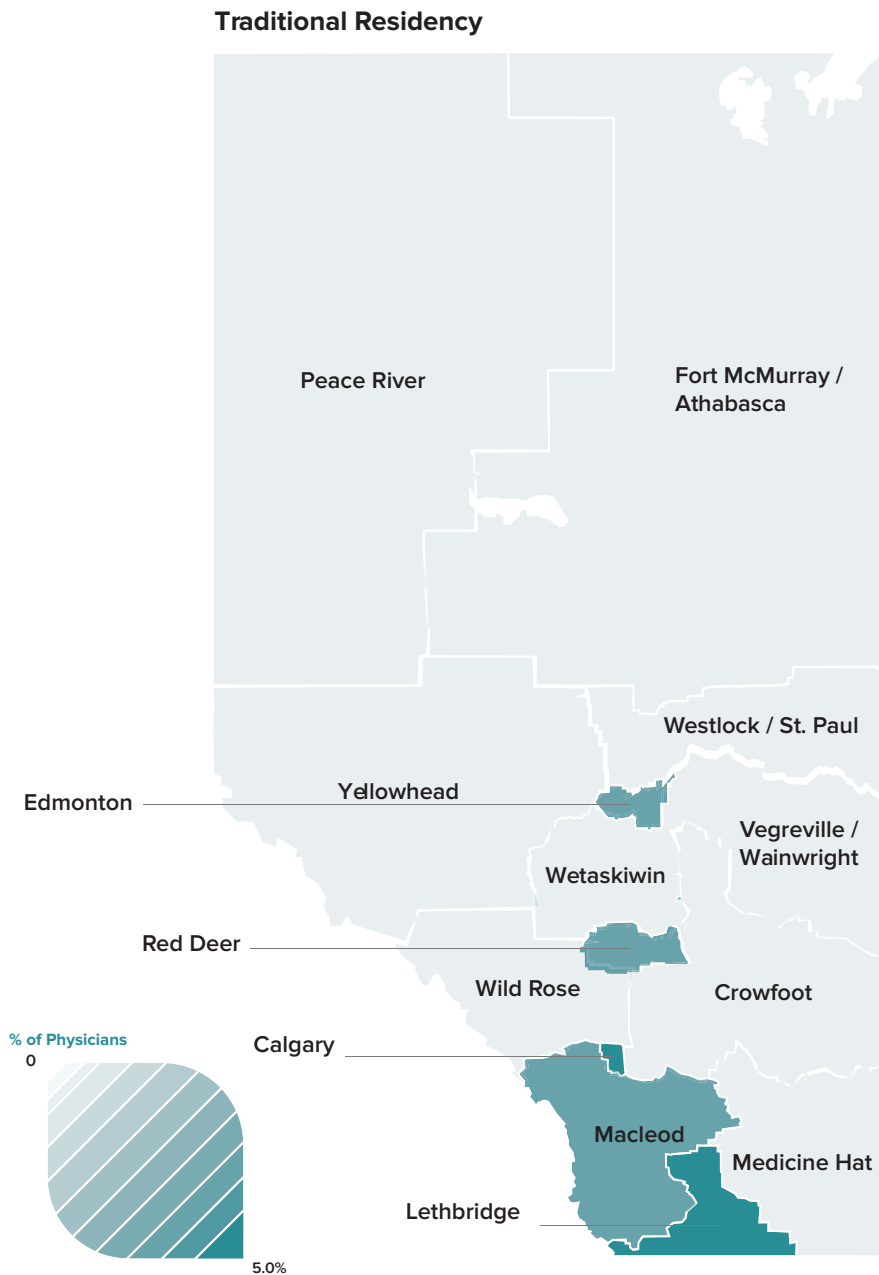


IMG physicians help fill the need for health care practitioners in those areas which face greater challenges in attracting Canadian medical graduates (CMG).

**Percent of International Medical Graduates in Region (2014)**



# Map of the Geographic Distribution of Physicians after Traditional Residency vs. after RAN/RAS Residency (April 2014)



# Dashboard Demonstration

<http://www.rpap.ab.ca/about/the-landscape-of-rural-health.aspx>



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# RPAP | Health Workforce for Alberta: Landscape of Rural Healthcare

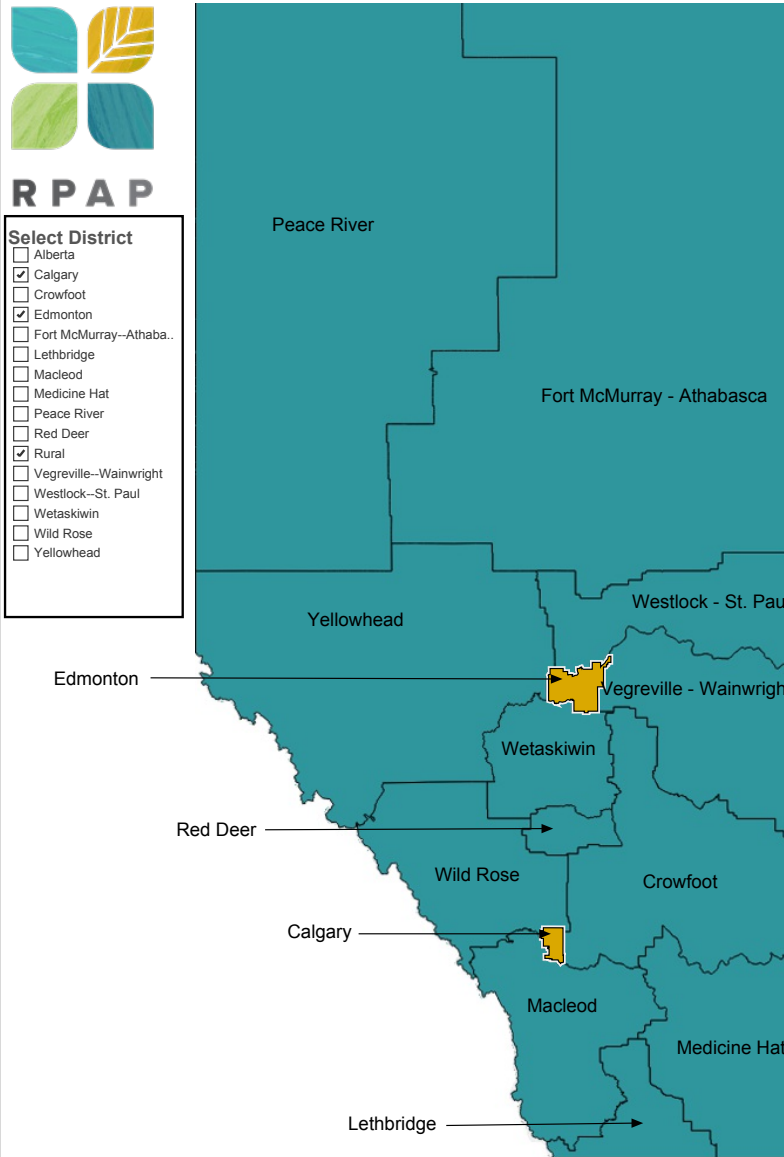
Specialty : Non - Family Medicine (Physicians who have not reported practicing family medicine)



**RPAP**

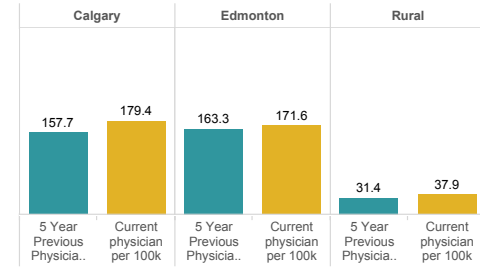
**Select District**

- Alberta
- Calgary
- Crowfoot
- Edmonton
- Fort McMurray--Athaba..
- Lethbridge
- Macleod
- Medicine Hat
- Peace River
- Red Deer
- Rural
- Vegreville--Wainwright
- Westlock--St. Paul
- Wetaskiwin
- Wild Rose
- Yellowhead



Data : July 2015 ; Source : CPSA Physician Database

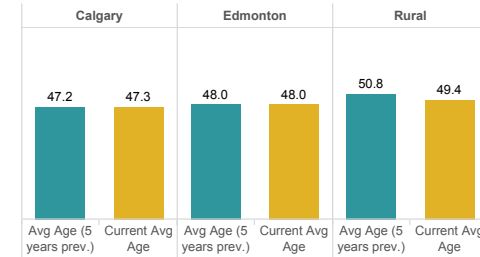
**Physicians per 100,000 Inhabitants**



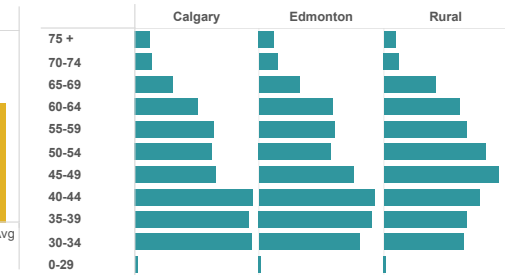
**Physician Cohort**

Names recorded	Physician count (5 years previous)	Current physician count	Physician count variation
Calgary	1,693	2,134	+26%
Edmonton	1,711	2,026	+18%
Rural	457	604	+32%

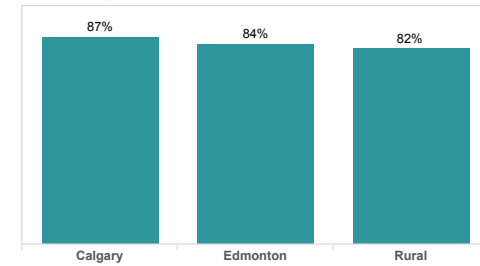
**Average Physician Age (est.)**



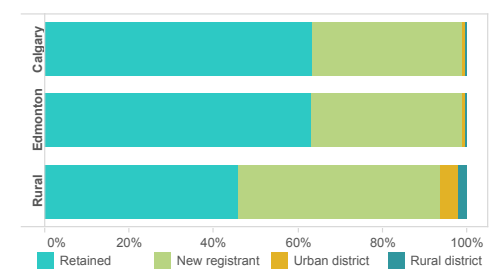
**Distribution of Physician Cohort by Age (est.)**



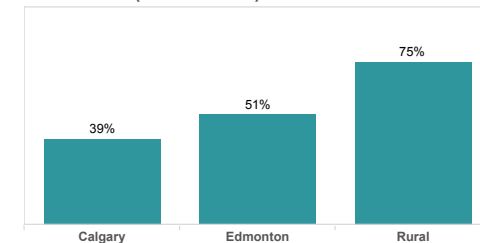
**5-Year Physician Retention Rate**



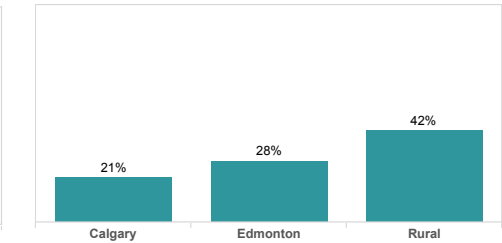
**Origin of 2015 Physician Cohort (Over 5 Years)**



**Percentage of International Medical Graduates in Newcomers (Over 5 Years)**



**Percentage of International Medical Graduates in Physician Cohort (Current Physician Cohort)**



HEALTH  
WORKFORCE  
FOR ALBERTA

**RPAP**

# RPAP | Health Workforce for Alberta: Landscape of Rural Healthcare

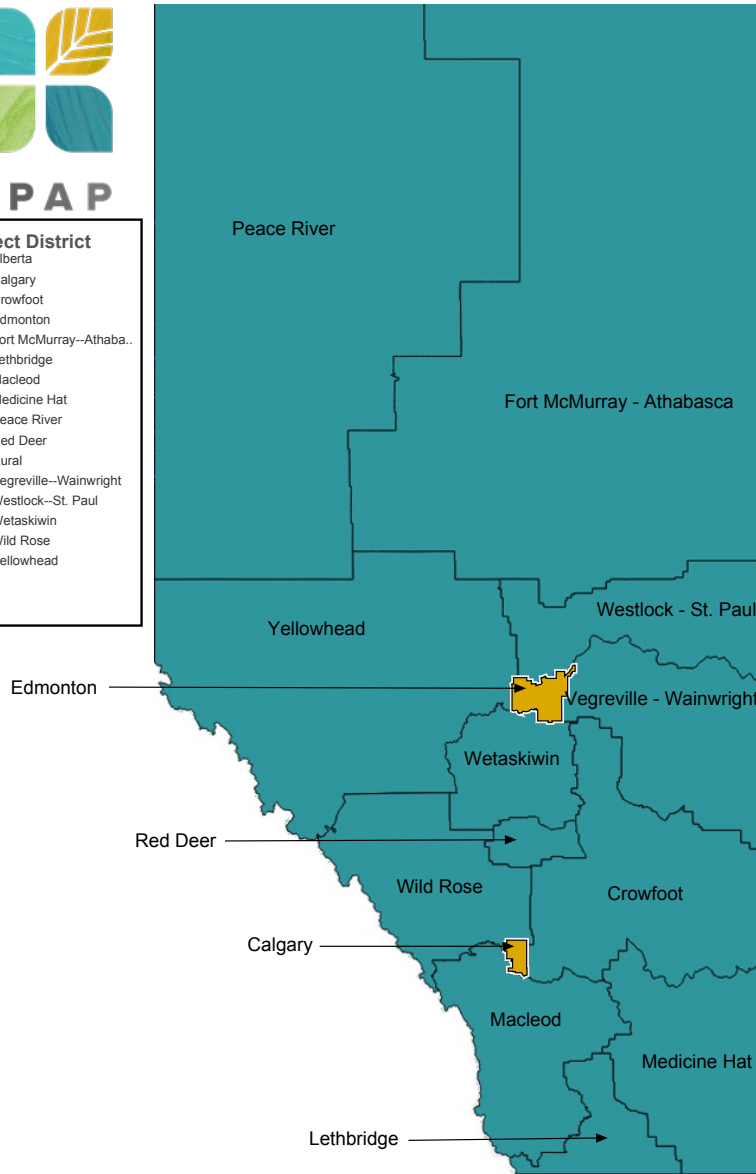
Specialty : Family Medicine (Physicians who have reported family medicine as one of their specialties)



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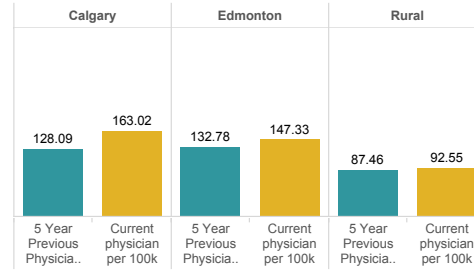
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Data : July 2015 ; Source : CPSA Physician Database

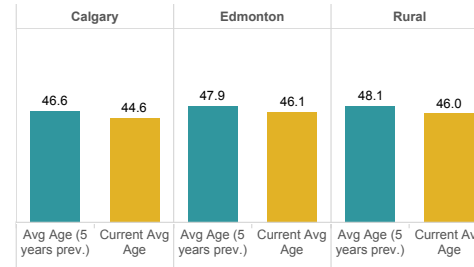
### Physicians per 100,000 Inhabitants



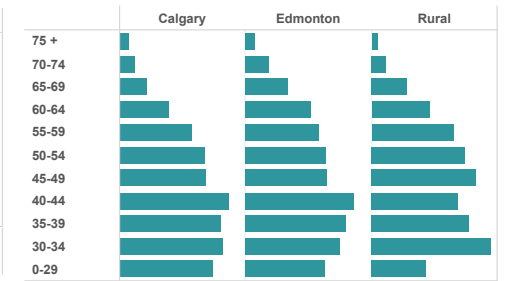
### Physician Cohort

Names recoded	Physician count (5 years previous)	Current physician count	Physician count variation
Calgary	1,375	1,939	+41%
Edmonton	1,391	1,739	+25%
Rural	1,271	1,474	+16%

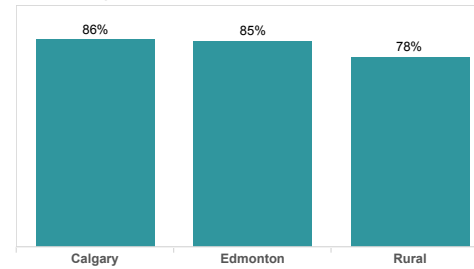
### Average Physician Age (est.)



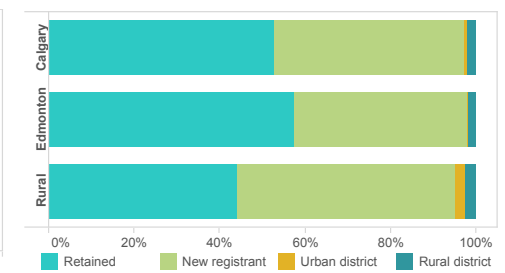
### Distribution of Physician Cohort by Age (est.)



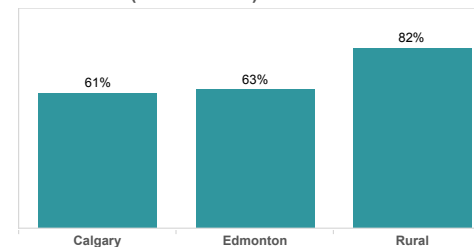
### 5-Year Physician Retention Rate



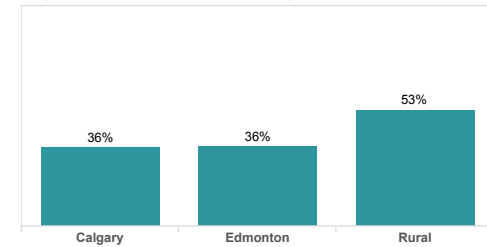
### Origin of 2015 Physician Cohort (Over 5 Years)



### Percentage of International Medical Graduates in Newcomers (Over 5 Years)



### Percentage of International Medical Graduates in Physician Cohort (Current Physician Cohort)



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# Thank You!



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