2025 Physician Recruitment Budget

February 25, 2025

City of Woodstock

2025 Budget

	2024 Budget	2024 Actual	2025 Budget
Recruiter Contract	$54,000	$58,605	$55,000
Marketing & PR	$31,400	$24,257	$23,500
Academic Supports	-	-	$9,500
Prof. Dev. & Networking	$2,000	$2,298	$2,500
Career Fairs & Travel	$31,600	$18,195	$26,500
Moving Allowance	$10,000	$5,000	$10,000*
Provision for Moving Allowance	$10,000	$10,000	$10,000
Forgivable Loan	$90,000	$0	$120,000*
Provision for Forgivable Loan	$30,000	$30,000	$0
	$259,000	$148,355	$257,000

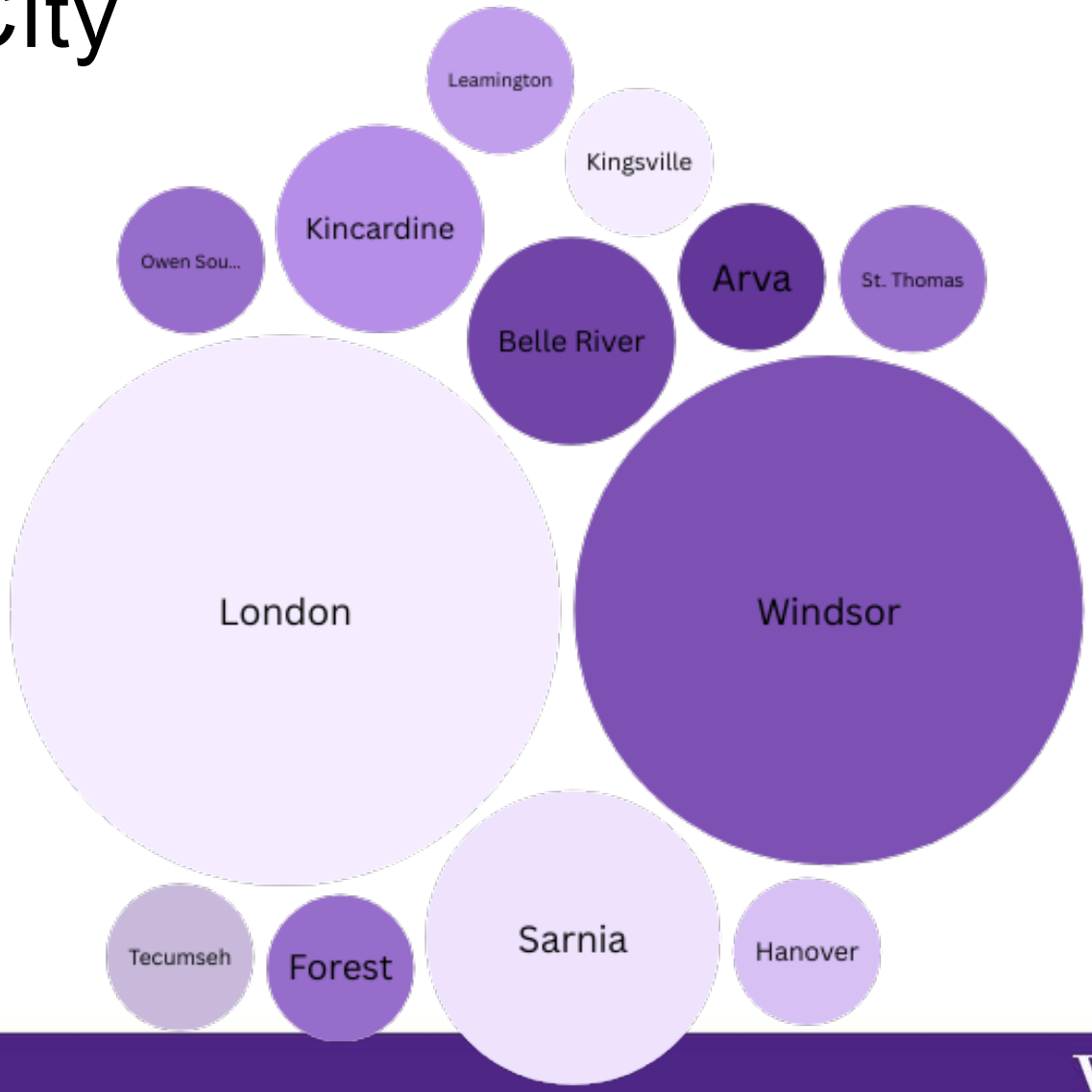
*Funded from reserve

City of Woodstock

Top sources for leads:

- Referrals from other doctors
- Local, ‘homegrown’ prospects
- Experience training/working in Woodstock medical community
- Other: career fairs, advertising, word of mouth, etc.

Class of 2028 - Southwestern Ontario Applicants High School City



City of Woodstock

Schulich MEDICINE & DENTISTRY

Western

SWO Pathway

22% of Meds 2028 are from Southwestern Ontario

- **38% -** Essex Academy
- **38% -** Elgin-Middlesex Academy
- **10% -** Sarnia-Lambton Academy
- **10% -** Huron-Perth Academy
- **2% -** Grey-Bruce Academy
- **2% -** Chatham-Kent Academy

Discovery Healthcare Camp

City of Woodstock

Scholarship Program

- $1000 scholarships for physicians in training.
- Awarded to a maximum of 5 individuals from Woodstock (or Oxford County).
- Currently enrolled in medical school or a family medicine residency training program.

Future Clerkship Program

- Small group of medical students from Schulich to complete their clerkship (3rd & 4th years of medical school) in Oxford County
- Proposed start 2026 or 2027
- Requirements: housing, administrative support, available physician preceptors

Ontario

27%

Percentage of the population not enrolled to a family doctor in Ontario

15,587,286 population Ontario
11,359,571 people rostered to patient enrollment models
4,227,715 population not enrolled to a primary care physician

Oxford County

32%

Percentage of the population not enrolled to a family doctor in Oxford County

133,234 population of Oxford County
91,083 people rostered to patient enrolment models
42,151 population not enrolled to a primary care physician

Woodstock

27%

Percentage of the population not enrolled to a family doctor in Woodstock

52,124 population of Woodstock
37,891 people rostered to patient enrolment models
14,233 population not enrolled to a primary care physician

Ontario
Physician Recruitment Alliance

Understanding the healthcare delivery landscape
Identifying the need for additional doctors
Solving system issues
Connecting doctors to practice opportunities
Increasing access to primary care

City of Woodstock

What are new physicians looking for?

- Based on a survey from August 2021 of Ontario 2nd Year **Family Medicine Residents**:
  - 36% of respondents planned on applying to an Enhanced Skills Program (additional training in anaesthesia, emerg, etc.).
  - 27% of respondents planned on ‘locuming’.
  - 15% of respondents planned on starting or taking over a practice.

Challenges to Recruitment

- Lack of interest in starting or taking over a family practice
- Barriers to joining a Family Health Organization (FHO)
- Available affordable, turn-key clinic space
- Limited support in community for on-boarding, start-up

Thank you

Questions?

Retirement Risk

	All FPs		FPs > 65			FPs > 60		
	# of physicians	# of patients	% of total physicians	# of patients	% of total patients	% of total physicians	# of patients	% of total patients
EZ-Tavistock	4	5,366	0%	0	0%	0%	0	0%
Ingersoll	10	10,410	20%	2,543	24%	30%	3,864	37%
Norwich	4	8,305	0%	0	0%	0%	0	0%
Tillsonburg	16	31,808	13%	5,301	17%	44%	15,032	47%
Woodstock	**25**	**39,499**	**16%**	**7,205**	**18%**	**40%**	**17,358**	**44%**
Zorra	1	1,135	0%	0	0%	0%	0	0%
Total	60	96,523	13%	15,049	16%	33%	36,254	38%

Source: PEM Rostered Data for Physicians 60+ provided by MOH- Health Analytics (January 2024)

City of Woodstock