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IMG residency training- Setting the Stage for Success

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Summary:

Successful supervision of IMG residents involves bringing our optimal teaching skills to bear in a compressed time frame, in addition to understanding the documentation requirements for the first 12 weeks of IMG residency. Our own McMaster DFM experts, **Dr Inge Schabert and Dr Danielle O'Toole** have put together a remarkably comprehensive and concise two session series covering everything one needs to know in order to support our IMG residents. This series was recorded and is offered here along with the slides from each presentation (links below). While focusing on IMG residents, the detailed teaching suggestions will be valuable for preceptors of both IMG and CMG residents.

Take-Away Tidbits:

- 1- Connecting early and often, making our expectations “radically clear”, and discovering the strengths and experiences that each resident brings to this next step in their medical journey is essential for resident success.
- 2- Feedback provided from a place of curiosity and with a relaxed tone, seeking to normalize that we all have “gaps” and can celebrate these as opportunities for learning will support a smooth growth trajectory.
- 3- The IMG pre-residency program (session and clinic based) is for orientation with no expectation of assessment. The 12-week Assessment Verification Period (AVP) involves documented assessments at 2,8, and 12 weeks to ensure the IMG resident is able to practice with decency, integrity, honesty and in accordance with the law as well as function at the level of a graduated clinical clerk.
- 4- The AVP assessment differs from the ITAR assessments (which also need to be completed) in that the ITAR reference bar is for functioning as a PGY1 rather than a graduated clinical clerk. i.e. it is possible for an IMG resident to meet criteria satisfactorily for the AVP assessment but not meet criteria satisfactorily in all elements of the ITAR assessments (perhaps triggering enhanced educational plans).

References:

Session 1:

Recording: <https://www.youtube.com/watch?v=sanWi0d-kHM>

Slides:

[IMGs Setting the Stage for Success - Section 1, part 1](#)

[IMGs Setting the Stage for Success - Section 1, part 2](#)

Session 2:

Recording: <https://www.youtube.com/watch?v=VwXKzCXvjb8>

Slides:

[IMGs Setting the Stage for Success - Section 2, part 1](#)

[IMGs Setting the Stage for Success - Section 2, part 2](#)