A Requirement for all IMGs
Background

- July 2004: first IMGs entering postgraduate training via direct entry ay PGY-1 level through CaRMS
- Medical schools and CPSO developed structure of AVP (based on existing PEAP)
- All IMGS since July, 2004 required to pass AVP to continue training
- Duration initially 8-12 weeks; since 2006 standardized at 12 weeks
Purpose of the AVP

- To determine if candidates can function at their appointed level of training prior to acceptance into the program.
- Allows program director to assess candidate’s basic skills in IM, OB/GYN, pediatrics, psychiatry, and general surgery (appropriate for practice in chosen discipline).
Purpose of the AVP

Opportunity for PD to ensure candidate...

- Is mentally competent to practice
- Has ability to practice with decency, honesty, and integrity in accordance with the law
- Has sufficient knowledge, skills, and judgment
- Communicates effectively
- Displays a professional attitude
AVP Supervision

- AVP must occur within appropriate, supervised clinical activity
- Supervision includes not only appropriate level of support, but also direct observation of clinical performance
Licensure

- Candidate must have valid certificate of registration: Pre-entry Program Certificate of Registration
- Once AVP completed, final assessment form needs to be sent to CPSO
- CPSO then issues postgraduate certificate
Important!

- AVP certificate will expire automatically after 12 weeks!
- Final report MUST be received to ensure transition to regular PG certificate from CPSO to allow continued training
- If unsure, ASK your program administrator (or the PGE Office) if the final report has been sent to CPSO
Status of AVP Candidates

- Not residents
- Paid
- Supported by PAIRO
- Training will count IF AVP successful
Assessment Format

- AVP may include several rotations
- Regular evaluations, written feedback
AVP: Process

- Documented face-to-face meetings and formal evaluations at 2, 8, 12 weeks
- May extend AVP if needed for remediation
Remediation

- 6 week period of remediation can be added with support of PG program
  - Requires a remediation plan and an extension of the AVP certificate from CPSO
- Extension of the AVP certificate to enable a further 6 week remediation period MAY be requested from CPSO
  - Approval of CPSO’s Registration Committee required
Outcomes of the AVP

Satisfactory
- Candidate continues in PG training program
- Training counts

Unsatisfactory
- Remediation

Withdrawal
- May impact ROS agreements
Appeals

- Unsatisfactory evaluations may be appealed on process issues
- PGE website has link to AVP Policy outlining appeals process
Consequences of Failure

If an AVP candidate is unsuccessful in the 12-week AVP AND performance remains unsatisfactory following 6-12 week remediation period...

- Training appointment is terminated and training does not continue
- Candidate cannot apply again to same specialty at same level of entry
- Candidate may apply to different specialty
Vacation

- Discouraged during AVP
Before the AVP

- Family medicine: candidates must complete FM-pre-residency program through CEHPEA
  - 13.5-15 weeks
  - Phase 1 – structured workshops in Toronto
  - Phase 2 – structured clinical placement orientation (at UWO)

- Specialties: Orientation to Training and Practice in Canada through CEHPEA
  - 4 weeks
  - Toronto
Program Responsibilities

- Careful supervision
- Well-informed assessment
- Regular feedback
- Meticulous documentation
What to Expect

- Regular feedback
  - 2, 8, and 12 weeks \textit{at a minimum}
  - Don’t be afraid to \textit{ask} for feedback

- Reasonable expectations
  - Preceptors know the environment is new and stressful
  - Don’t be afraid to discuss challenges with preceptors
Problems?

- Talk to your preceptor or program director \textit{early} if you are struggling
- Involve PGE Office at any time if you are concerned
- PG Dean (Dr. Watling) available to meet on request