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*The Rural Education Action Plan (REAP) is a collaboration between the Ministry of Health (MoH), the Doctors of BC (formerly BCMA), and UBC's Faculty of Medicine. It provides coordination and funding to attract, prepare, recruit, and retain physicians for rural BC communities. REAP carries out its work by using a variety of educationally-based strategies throughout the career continuum of a physician, from high school through to practice.*

### **Rural Physician Participation in Medical School Selection Program**

The purpose of this program is to ensure the ongoing presence of a practicing rural physician on the *Admissions, Admissions Policy and Northern Medical Program Admissions Committees* to help ensure that students of rural origin are seriously considered for admission into the medical training programs in BC.

### **Third Year and Fourth Year Undergraduate Rural Participation Programs**

REAP financially supports UBC undergraduate medical students who wish to gain rural practice experience. Students who undergo their mandatory 3<sup>rd</sup> year rural rotation in RSA Communities are eligible for REAP funding for 4-8 weeks. Fourth year students who complete rural electives in RSA Communities are eligible for REAP funding for up to 12 weeks.

### **BC Rural Interest Award**

The REAP British Columbia Rural Interest Award aims to support rural students in UBC Medical School by providing additional financial support during the years of training. It is known that students of rural origin or with strong rural connections and students who have repeated rural exposures during their training are more likely to consider rural locations for their medical practice. We hope that the Rural Interest Award will encourage these students to consider rural placements and allow ongoing contact with them as they progress through their training which will also enhance eventual rural recruitment.

### **Undergraduate Teacher's Stipend Program (Year 3 & Year 4)**

This program is designed to recognize and compensate rural physicians for their time spent teaching undergraduate medical students. This program provides a stipend for up to eight weeks to Rural Preceptors providing training to medical students during their *Third Year and Fourth Year Undergraduate Rural Participation Programs* in a Rural Community beyond the initial four weeks which is compensated by UBC through its Faculty of Medicine.

### **Mentorship**

This program gives students opportunities to link with rural doctors who are interested in supporting these students throughout their years of training. REAP has funding to support meetings and activities of the Rural Mentorship Groups in each of the UBC Medical Programs. Other mentorship activities beyond undergraduate may be supported in various ways.

### **Financial Sponsorship to Attend Conferences**

REAP sponsors medical students and residents to attend national and provincial rurally focused medical conferences. Students are selected from the *Family Medicine Interest Group* meeting and Residents are selected by various means including election by Site Directors or by lottery. REAP also supports other rurally relevant conferences and events such as the FMIG Rural Nights.

### **UBC Postgraduate Rural Rotation Support**

REAP funds UBC Residents enrolled in Specialty Residency and Family Practice Residency Programs who wish to spend elective time in Rural Subsidiary Agreement Communities.

### **Closer to Home CME**

This program provides funding to groups of rural BC physicians to offset the costs of accessing hands-on, rurally-relevant training in their communities. Courses and workshops supported by Closer to Home CME funding are ideally delivered on the front lines, based on community need, open to interprofessional participants and evaluated before and after the course.

### **Advanced Skills and Training Program (AST)**

The purpose of this program is to improve rural physician retention and skills by increasing opportunities to receive advanced training and skill enhancement. Training opportunities available under this Program are flexible in timing. Physicians who have been practicing in an RSA Community for nine months of the past year may apply for up to 60 days of funding per fiscal year.

### **Rural Skills Upgrade Program (RSUP)**

The Rural Skills Upgrade Program provides funding for upfront training of new rural physicians or members of the Rural GP Locum Program (RGPLP), Rural GPA Locum Program (RGPALP), or Rural Specialist Locum Program (RSLP) looking to prepare for the challenges of rural practice in BC. Training may be obtained prior to commencing work in an RSA Community or providing RGPLP, RGPALP, or RSLP service. Eligible physicians may apply for up to 20 days of funding per year. Participants are required to complete a return of service within one year of training.

### **Rural Locum CME Program**

The Rural Locum CME Program makes funding available to GP, GPA and Specialist locum physicians to take rurally-relevant courses. All participants must have been accepted into the Locums for Rural BC prior to course commencement.

### **Indigenous Cultural Competency Training Program**

The program offers funding to specialists, general practitioners, and UBC residents who work in RSA Communities who complete the Indigenous Cultural Competency Training. This training is a unique and facilitated on-line training program designed to increase knowledge, enhance self-awareness, and strengthen the skills of health care professionals who work directly or indirectly with Aboriginal people.

### **Specialty Training Bursary**

The purpose of this Program is to provide incentive funding to Residents or Rural Physicians completing focused postgraduate training in a FOM Specialty Training Program. Residents or Rural Physicians are eligible to apply if they: are enrolled in a Canadian Specialty Residency program and are entering their final two years of residency; and have been accepted to a specialty position by a hospital included in the RSA once they have completed their residency program. A one-year return of service requirement is attached to each year of funding that the successful applicant receives.

### **High School Strategy and the Healthcare Travelling Roadshow**

The REAP: High School Strategy provides rural high school students with the information, tools and role models they require to navigate their way towards becoming rural physicians. The goal is to inform students of the opportunities that exist in rural healthcare, and encourage them to pursue a medical profession. A multimedia presentation is delivered by rural physicians, residents, or medical students to rural high school students.

The Healthcare Travelling Roadshow was conceived as a grass roots initiative to address rural healthcare workforce shortages. It involves a multidisciplinary group of healthcare students travelling to a rural community to showcase career opportunities from the perspectives of the students training in those programs. REAP provides funding to support the Healthcare Travelling Roadshow.

### **Rural eMentoring BC**

Rural eMentoring BC (ReMBC) is an online program that connects rural youth with mentors in post-secondary programs across British Columbia. Mentees learn techniques to achieve personal, academic and career goals from trained mentors in university or college.