



Background: (Local) Enablers to getting the right students and junior doctors

- End to end rural training will be attractive to the 'right' students
- Weighting the medical school application interview highly
- A written statement of rural intent as part of the interview shortlisting process
- Specific rural questions in the medical school application interview
 - Eg 'Describe what you enjoy about living in a rural community, and your connection to it?'
 - Eg 'Why do you want to join the rural medical workforce?'
 - Eg 'What makes you well suited to studying and living rurally rather than in a city?'
- Connection to community and social support from day 1 – including mentorship
- Strong orientation – cultural walks, well planned orientation events
- Vision of a lifelong journey – eg work of hub, training pathways after graduation, support for medical community



Background: (Local) Barriers to getting the right students and junior doctors

- Limited local training pathways in Northeast Victoria (currently General Practice, Rural Generalist GP, Psychiatry)
- Some applicants may lack true rural intent
- Supervision numbers and lack of supervision training
- Medical workforce issues / morale of under pressure rural health services / aging medical workforce
- Lack of local CPD events
- New training ideas cost money for staff and accommodation

GVRTH Projects Supporting Recruitment & Retention of Junior Doctors, Medical Student & Supervisors



Recruitment & Pathway Planning

- Hume Regional JMO Recruitment Tour
- MD3 & MD4 JMO Career Camp
- Medical Student Career Case Management & Training Pathway Mapping



Training and Development.

- RG Skills Workshops
- Emerging Supervisors Workshop
- Dr JuMP Mentoring Program
- On-line Supervisor Education Program



Health Service Facilitation.

- Shepparton Future Fair
- Student & Intern Orientation
- JMO Wellbeing Activities
- Small Rural Health Service HMO2/HMO3 Project