

ONE PAGE SUMMARY

Roadmap to support IMGs as a valued part of the rural GP workforce



Origins of the roadmap

The roadmap was developed by GPSA using a 2025 Education Research Grant from the RACGP via Commonwealth funding under the AGPT program. Realist evaluation and participatory action research involved recurrent rounds of focus groups, interviews and feedback cycles exploring solutions to the contextual challenges for IMGs and how to promote their comfort, confidence, competence, belonging and bonding (established mechanisms in the literature). Participants included 41 people across rural GP training, including decision-makers, training teams, supervisors and IMGs. Overall, 68% of respondents were IMGs and most rural pre-vocational and vocational GP training pathways across all ruralities were included.

Landing on agreed strategies

The strategies became progressively more populated and nuanced until the research team felt saturation was reached and there was limited value in additional feedback. Strategies to build comfort including information and tailored advice were most critical at the point of migration. Strategies to promote confidence, competence and belonging to the community such as supportive supervised workplaces and opportunities to connect with other doctors' families and communities were needed when moving to new workplaces/communities. When training to become a specialist rural GP, strategies like equitable pathways building on IMG capabilities within family focused training were important to promote professional belonging and bonding.

