

Table 2

Quotes from the Focus Groups.

<p>Staff Physician A</p>	<p>“Getting a job right now in Canada is a combination of the right training at the right time in the right set of circumstances. . . . It usually comes down to a little bit of luck, a little bit of hard work, and a little bit of people advocating for you. Those three things come together, then you sort of can get a job. One thing I think is that some [residents] don’t realize that they might not be able to get a job in the place that they want to work.”</p>
<p>Staff Physician B</p>	<p>“I can’t think of a single unemployed Otolaryngologist in the country. So if you want my perception of it, it’s that yes, this is an issue. It’s something to be concerned about. We need to plan on future employability for our residents, but I think the residents perceive it as a much bigger issue than maybe—and I think they perceive it as maybe a different issue than what staff do because I agree that there’s—I think if you ask. “Will I be able to get a job in the place that I want to live and have my family?”, that’s a much different question than the question of: “Will I be able to get a job?” I think everyone who graduates out of these programs will get positions in Canada. The question is: “Are they going to get the position they want in the spot that they want?”, and that is certainly more difficult now than it was when I came up.”</p>
<p>Resident C</p>	<p>“Between research and managing [the staff’s] clinical practice and working in their ORs, we have no time to devote to finding employment. Therefore, the staff owe it to us to prepare us and help us find job opportunities—not necessarily getting us set up with a job, but at least finding us the opportunity to compete for one.”</p>