Family & Community Medicine
UNIVERSITY OF TORONTO

SEME SUPPLEMENTAL EMERGENCY MEDICINE EXPERIENCE

Annual Report 2025/26

Prepared By

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contributions from the SEME team

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From the SEME Team

The Supplemental Emergency Medicine Experience (SEME) program is pleased to provide this narrative report of our program's achievements for the year April 2025 to March 2026. We thank the Ontario Ministry of Health and the Department of Family and Community Medicine (DFCM) at the University of Toronto (UofT) for their continued support of the SEME program in equipping family physicians to provide improved access to high-quality emergency care to Ontarians.

Dr. Eileen Cheung
Program Director (Outgoing)

Dr. Indy Sahota
SEME Toronto Site Director
Program Co-Director (Incoming)

Dr. Shawn Lacombe
SEME Toronto Site Co-Director
Program Co-Director (Incoming)

Nancy Medeiros
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Dr. Jonathan Smith
SEME Thunder Bay Site Director

Dr. Taylor Bischoff
SEME Barrie Site Co-Director

Dr. Nick Tassone
SEME Barrie Site Co-Director

Dr. Nadia Incardona
Continuing Professional Development Lead

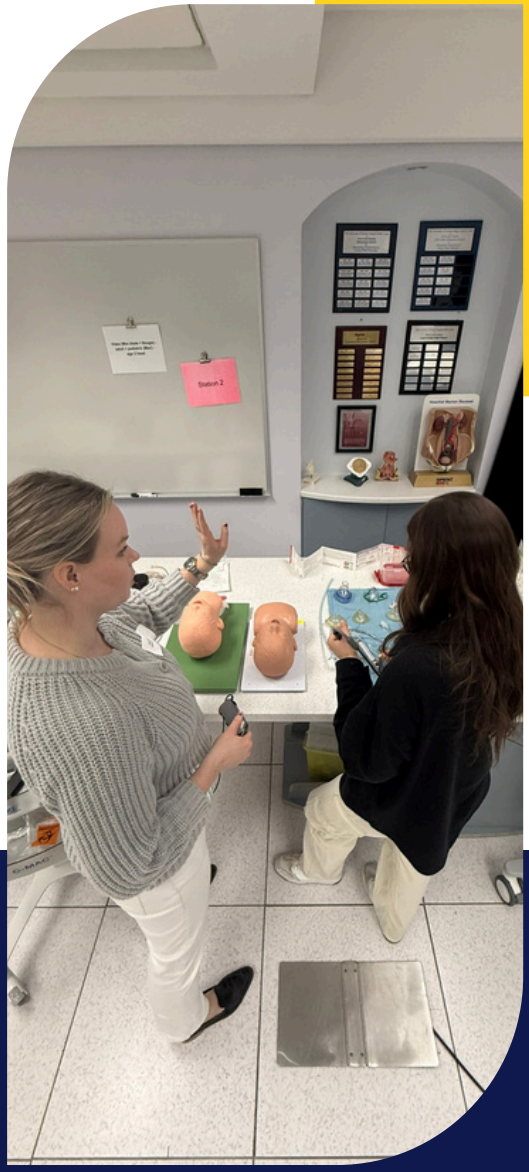
2025/26 At a Glance

2025-2026 brought both successes and challenges for the program.

The most exciting development was the official launch of our **third** program site, **SEME Barrie**, which welcomed its first cohort of learners in Fall 2025.

Delays in funding confirmation created some uncertainty and impacted promotion, recruitment, and onboarding timelines, resulting in lower-than-projected trainee numbers. As we look toward the 2026–2027 academic year, improved funding stabilization allows for more robust programming and improved target achievement. However, securing long-term, fully stabilized funding remains critical to unlocking the program's full potential and maximizing future enrollment capacity.

This year's achievements and our program's future outlook are detailed under three sections.



1. Core Program Achievements

In this section, we highlight this year's core programming including trainee numbers; learners' evaluations and testimonials; and program site activities.

2. Building Connections

This section details the SEME program's work to create collaborations with like-minded organizations and programs to support physicians providing emergency care in rural and remote communities.

3. Future Directions

Looking ahead, this section presents key priorities, investments and dates to guide the program's continued growth, innovation, and contribution to system and learner outcomes.

Core Program Achievements

270
family physicians trained

In 2025-2026, we trained a total of **26** family physicians in the SEME program at our three training sites, with 20 participants in Toronto, 3 in Thunder Bay and 3 in Barrie. This brings the total number of SEME graduates to 270 family physicians trained since the program's inception.

67
SEME graduates have their CAC-EM

This year, a record **15** SEME graduates underwent our CCFP-EM exam preparation program as part of our Community of Practice. All were successful in obtaining their CCFP Certification of Added Competence in Emergency Medicine (CAC-EM). A total of 67 SEME graduates have now been successfully supported through our exam preparation process to obtain their CAC-EM, reflecting SEME's strong track record in developing family physicians committed to excellence and the practice of emergency medicine.

A CFPC Certified CPD Program

This year, the SEME program successfully renewed its ongoing certification as a continuing professional development program (CPD) through the College of Family Physicians of Canada (CFPC) Mainpro+ program. Upon successful completion of the program and a post-program reflection activity, participants receive **310** Mainpro+ credits. In recognition of the expanded structured formal academic program within SEME across all three sites, this has increased since our last application, when the program was accredited for 225 Mainpro+ credits.

Participants also receive recognition for up to 256 hours of emergency medicine practice towards their 400 hour/year minimum that is required for eligibility to sit the exam for the CCFP CAC-EM.

Strong hospital partnerships

A total of **17** partnering hospitals (affiliated with either UofT or NOSM) and **23** clinical departments and units hosted SEME learners across our 3 sites in 2025-2026. We are immensely grateful to those departments, clinical units and preceptors for hosting our learners and providing a fulsome clinical experience.

Emergency Medicine Rotations

Brampton Civic Hospital
Credit Valley Hospital
Etobicoke General Hospital
Humber River Health
Mackenzie Richmond Hill Hospital
Markham Stouffville Hospital
Michael Garron Hospital
Mount Sinai Hospital
North York General Hospital
Royal Victoria Regional Health Centre
Scarborough Health Network
St. Michael's Hospital
St. Joseph's Health Centre (Unity Health)
Thunder Bay Regional Health Sciences Centre
Vaughan-Cortelluci Hospital

Elective Rotations

ICU

Humber River Health
Oshawa Hospital
Royal Victoria Regional Health Centre
Scarborough Health Network
Thunder Bay Regional Health Sciences Centre

Anesthesia

Credit Valley Hospital
Sioux Lookout Meno Ya Win Health Centre

Trauma

St. Michael's Hospital

Other

Michael Garron Hospital - Pediatric ED
Mount Sinai Hospital - Point-of-care Ultrasound
Sioux Lookout Meno Ya Win Health Centre - ED

SEME Toronto

Over the years, SEME Toronto has been proud to pioneer and hone our academic programming to build the fundamental knowledge, procedural and communication skills that form the basis of high-quality acute care and share our experience with our sister SEME training sites as they launch their programs.

SEME Toronto site continues to host the program's largest cohort of learners. Due to the lower number of participants in the second cohort of this year, all Winter 2026 SEME participants who applied to both Toronto and Barrie sites were consolidated to train in Toronto for cost-effectiveness, though we were able to support one participant in completing two clinical rotations closer to home in Barrie. SEME Toronto also hosted an integrated foundational bootcamp for participants from both the SEME Toronto and SEME Barrie sites for the Fall 2026 cohort.

Collaborating to provide rural communities' healthcare needs

This year brought a new partnership between the SEME Toronto program and the Family Practice Anesthesia (FP-A) Enhanced Skills program at UofT. FP-As work in smaller centres where they are often called upon to cover ED shifts due to EM provider shortage. Yet, FP-As have long identified that while their anesthesiology training provides complementary skills, it is not the same skillset that is required for EM practice, with many feeling unprepared and hesitant to cover ED shifts. To build skill and confidence in these providers to extend their scope to emergency medicine, FP-A trainees at UofT now have the option of augmenting their year with additional EM training in the SEME program. This year, we welcomed two UofT FP-A residents to our Winter 2026 cohort.

The Winter 2026 SEME cohort. All 6 participants were either already engaged in rural practice prior to joining the SEME program, or are joining a rural practice upon program completion.

"Overall, it was one of the best, if not the best, teaching experiences I had in my life. Please keep offering this program. I do not have enough words to describe the quality of the teaching and how grateful I am to everyone involved for facilitating this opportunity."
-Dr. J. Pimentel

SEME Thunder Bay

This year, the SEME Thunder Bay program accepted three learners. All three participants had interests in practicing rural emergency medicine. One fellow already practiced in Northern Ontario, while the other participants will be starting clinical practices in rural Southern Ontario and Indigenous Northern rural communities, respectively.

In its fifth year, highlights from the SEME Thunder Bay program include: 1) participation in a comprehensive bootcamp where learners are exposed to multiple simulation cases as well as receiving instruction in airway management and procedures, casting/splinting, and point of care ultrasound (PoCUS) teaching; 2) completion of formal PoCUS training with the aim for learners to achieve certification with CPoCUS for Core and/or Resuscitative Ultrasound, 3) and completion of a full set of online learning modules representative of core emergency medicine topics.

Future goals of the program include possible incorporation of lectures being offered by the SEME Toronto program for SEME learners in Thunder Bay and incorporating Ontario Health's Peer-to-Peer program by creating scenarios where learners will have the opportunity to use this service to gain experience and familiarity with the program. As part of faculty support by the SEME program, opportunities will be explored to participate in CME opportunities: the Thunder Bay faculty had the opportunity this February to participate in the CASTED Plastics course, offering best practices in management to hand injuries and wounds. It was a great success.

The Thunder Bay Emergency Group is committed to the SEME program and is thankful to be able to participate in this program to help enhance the knowledge and skills of our colleagues in Northern Ontario.

Site Highlights

SEME Barrie

"...the teaching culture at RVH was supportive, rigorous, and patient-centred. I left inspired, more confident, and grateful for an experience that exceeded expectations. I'd recommend this location to any SEME learner seeking high-yield, hands-on training"

-Dr. J. Gagnon

"RVH is an ideal setting for motivated, self-directed learners. With fewer learners in the department, staff were proactive in involving me whenever interesting or high-acuity cases arose, particularly in the trauma bay. Supervising physicians encouraged appropriate autonomy, often allowing me to run codes while remaining immediately available for support...during my two weeks in Anesthesiology, I performed approximately 40 intubations, significantly strengthening my airway skills."

- Dr. T. Lusvarghi

Previously associated with the SEME program as a rotation site through its emergency department and ICU, the Barrie site hosted our first cohort of three learners who completed the full twelve-week immersive training program. As a regional cardiac, stroke, cancer, and Level III trauma centre, Royal Victoria Regional Health Centre (RVH) provides a high-acuity clinical environment with a large and diverse patient population. Learners benefited from the department's high clinical volume, specialist support, and low learner-to-staff ratio, which allowed for a personalized and hands-on learning experience. The program included core emergency department training along with opportunities for exposure to related specialties such as anesthesia and critical care.

Multiple protected academic days built on fundamental emergency medicine competencies to help learners feel empowered to practice in their home settings. This was accomplished through high-fidelity simulation, hands-on procedural skills training, and expert didactic training sessions.

We look forward to welcoming the next cohort of learners into our brand new state of the art simulation centre, and continue to grow SEME at Royal Victoria Health Centre

Top two pictures: procedural teaching for the first cohort of learners on protected academic days in the SEME Barrie program. Bottom picture: the new state-of-the-art simulation centre at RVH.

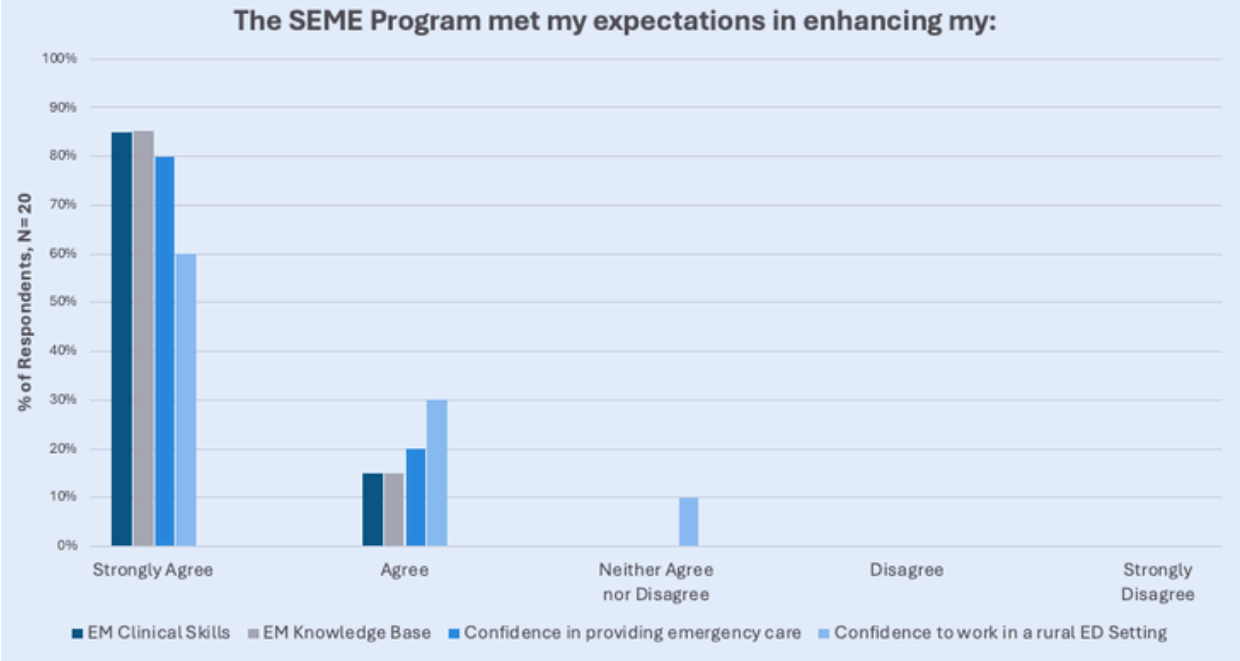
Course Evaluations

Supporting participants' practice-readiness for emergency medicine

SEME pairs clinical rotations with a rigorous **academic program** to rapidly increase practicing family physicians' knowledge, skill level and confidence in emergency medicine (EM) practice.

The academic program features an almost exclusively interactive model of learning with **hands-on procedural skills workshops, high-fidelity simulation scenarios and case-based discussions**, allowing for **deliberate practice and application** of knowledge and skills that translate directly to the clinical environment.

L**ow learner-to-teacher ratios** allow for direct observation, and just-in-time coaching and feedback to maximize learning. On clinical rotations, participants are precepted on a 1:1 basis.



100% of participants felt the program enhanced their **EM clinical skills**

100% of participants felt the program enhanced their **EM knowledge**

100% of participants agreed or strongly agreed that the program enhanced their **confidence in providing EM care**

90% of participants agreed or strongly agreed that SEME enhanced their **confidence to work in a rural emergency department** (ED) setting

Staffing Ontario's rural EDs

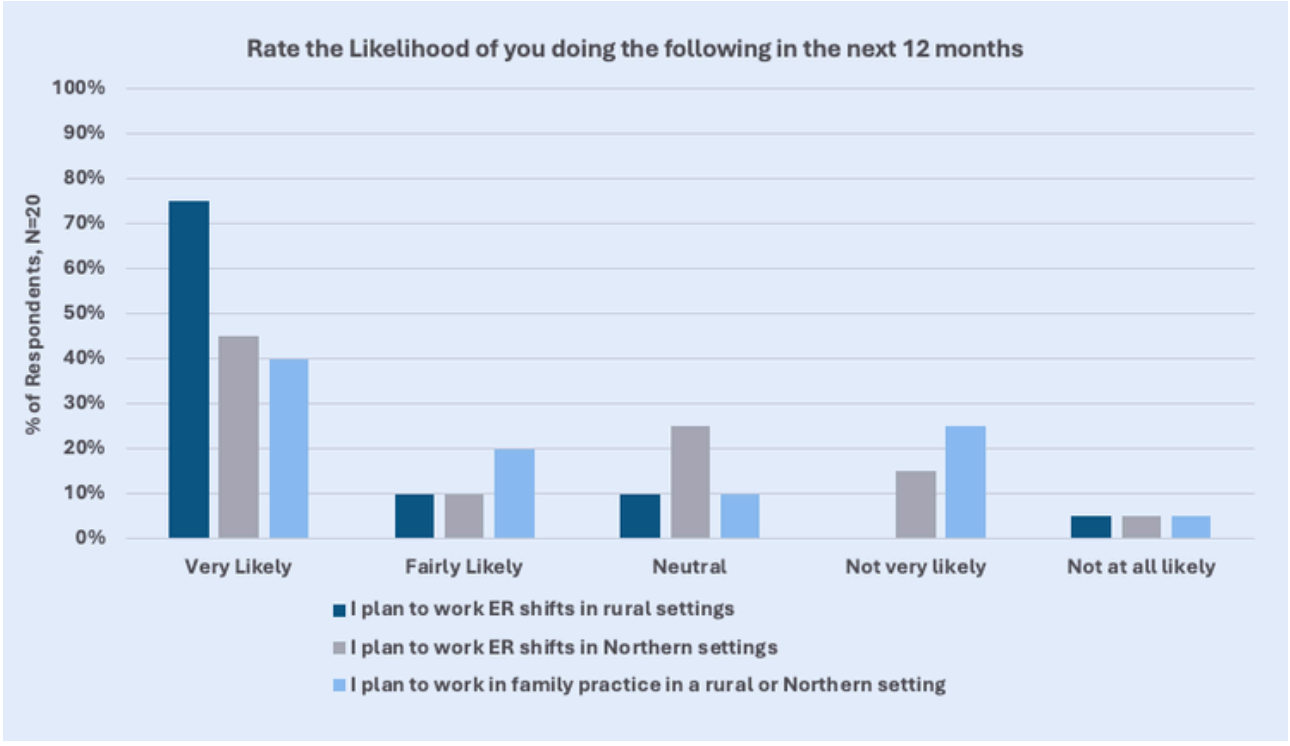
SEME continues to prioritize admission of participants to the program who have demonstrated interest and/or experience in working in Ontario's rural and remote communities whose emergency care needs are the most underserved. This is reflected in the higher than normal proportion of participants who plan to work in these communities (as compared to the general population of physicians providing care in Ontario).

75%

% of participants who are "very likely" to work in rural EDs in the next 12 months

45%

% of participants who are "very likely" to work in Northern EDs in the next 12 months



Learner Testimonials

from the 2025/26 cohort

"ER was something I had contact (with) through my various training programs. I thought I had a fair grasp of most things and will 'figure out' or 'eventually be exposed to' missing concepts that are commonly seen in the ER. This experience reshaped my understanding and appreciation for this craft of medicine, provided me a mental model of how to function in and lead in an Emergency Department, provided me a really solid foundation on major core principles in ER medicine and equipped me with the tools so I can continue to learn. This experience allowed me to shape into a more mature Emergency Medicine Physician who is equipped to provide quality care to his community."

- Dr. P. Pryjda

"Completing SEME gave me more confidence to practice emergency medicine in busier/higher acuity rural sites than where I currently practice and gave me knowledge to deal with situations more confidently in very remote areas."

"SEME allows me to feel more confident with acute cases (in) the ED. I intend to do locum work in rural and smaller community hospitals where resources are limited. Having completed the simulations, workshops and course material, I feel more prepared to manage diagnoses which require immediate intervention and procedural skills."

"This program helped push me from (an) early practice years doctor to a more skillful rural generalist. I now feel much more confident about managing acute presentations in the ER."

Building Connections

Building Partnerships to Support Rural EM Providers

SEME holds a track record for providing a robust and rigorous program to train and build foundational knowledge and skills for emergency medicine practice. Simultaneously, we recognize the opportunity to collaborate with like-minded organizations and programs to create synergies through cross-promotion, to strengthen educational offerings, and to create wrap-around services to serve our shared target audience: the rural or remote emergency care provider.

To this end, in 2025-2026, SEME continued partnerships with three programs, and launched one new partnership. Our three ongoing partnerships include:

- **the Nightmares Course team.** Based at Queen's University, the Nightmares Course offers an approach to undifferentiated acute care presentations. Their curriculum and approach is incorporated into the foundational bootcamp which all SEME Toronto and SEME Barrie learners participate in.
- **Dynamic Simulation**, an educational company led by rural emergency providers based in Chatham, Ontario. Our collaboration with them is detailed further below under "SEME Community of Practice Events"
- **Ontario Health's Peer to Peer (P2P) Program.** P2P is integrated into the SEME program via Lunch and Learns and in simulation sessions to promote the use of the service to SEME participants in their future practice as a resource for on-demand clinical support and education.

Our newest partnership with UofT's FP-A program was previously detailed under SEME Toronto's site highlights.

Caption for photo above: Over a dozen SEME graduates over multiple cohorts attended the Emergency Medicine Update conference in Toronto in April 2026. Recognized as the premier EM conference in Canada, this speaks to SEME graduates' commitment to providing the highest level of EM care.

Building Connections

A CPD event for SEME alumni given by Dynamic Simulation

SEME Community of Practice events

To support ongoing emergency medicine skill development and retention amongst our SEME alumni, we offered two CPD events this year: a procedural skills refresher and, in partnership with Dynamic Simulation, a hands-on practical session on mechanical ventilation. These CPD events also serve as opportunities for SEME graduates to create connections as part of a rural and remote EM provider community.

Additionally, in partnership with Dynamic Simulation, we were again able to offer *in-situ* simulation learning to three emergency departments that are permanently staffed with a significant proportion of SEME graduates. *In-situ* simulation is shown to support improved team dynamics and systems to improve patient outcomes. Through our collaboration, we provided three full-day sessions of interprofessional health simulation education sessions to the emergency department teams in Milton, Port Perry, and Strathroy/Newbury. Physician participants rated the overall session quality at 4.88/5, and interprofessional participants at 4.90/5, citing improved confidence in clinical procedures and performance in high acuity low occurrence scenarios, as well as improved team communication.

SEME as a model program

SEME has garnered a reputation across Canada as a model for rapidly up-skilling family physicians to provide high-quality EM care in rural and remote communities. Currently, four Emergency Education Programs that were modelled after SEME exist in British Columbia. This year, leaders at Alberta Health Services and Memorial University (Newfoundland & Labrador) approached our leadership team in consultation as they consider starting similar programs in their provinces.

Future Directions

Leadership Transitions

After serving on the SEME leadership team since 2021, beginning as Assistant Program Director, Dr. Eileen Cheung has stepped down from her role as Program Director. During her tenure, she focused on shaping and growing SEME: expanding both the academic program and leadership team, and launching the program in Barrie and the Community of Practice. She has loved being a part of the SEME program and team.

Drs. Shawn Lacombe and Indy Sahota will step into the roles of Interim Program Co-Directors. Both bring deep experience and a strong connection to SEME, having served as Toronto Site Directors and as highly valued teaching faculty. The program is well positioned under their leadership. A search for a new Toronto Site Director will take place in the future, funding permitting.

We extend our thanks to Dr. Nadia Incardona, Continuing Professional Development Lead, who has completed her tenure with SEME. The responsibilities of the CPD Lead will now transition to the Program Co-Directors.

Impact of SEME on Emergency Department Staffing

Under the leadership of Dr. Lacombe, we are conducting a study on the current clinical practices of SEME graduates. We look forward to forthcoming data on the SEME program and its success in fulfilling its mission to staff emergency departments across Ontario, particularly in communities outside major urban centres.

Anticipated Challenges

Amid increasing numbers of medical learners and the expansion of medical schools, some community hospitals with whom we have been partnered face reduced capacity to accommodate SEME trainees due to new academic affiliations. Distributing SEME learners across 3 program sites has helped to mitigate this challenge. Sustaining high-quality clinical experiences will require maintaining strong existing partnerships across clinical departments and sites, alongside the development of new partnerships.

Early confirmation of funding for trainee spots additional to those currently funded will be vital to maintaining both clinical training opportunities for SEME participants and relationships with departments hosting our learners. **Ultimately, long-term, fully stabilized funding confirmation** ahead of deadlines required for intake processes of new participants will maximize future enrollment capacity and the full potential of the program.

Roadmap
2026-2027

March 2026

Intake process for Fall 2026 SEME cohort participants at all 3 program sites (completed)

July 1, 2026

Deadline for Ministry of Health to confirm funding of any additional SEME participant spots beyond the 18 currently funded for 2026/27. This allows the program to run a second cohort of learners from January-March 2027.

September 2026

Fall 2026 SEME cohorts for Toronto and Barrie start. SEME Thunder Bay 2026-2027 cohort (longitudinal) starts.

August 2026

Intake process for Winter 2027 cohort to be completed (pending confirmation to budget amendment for 2026-2027)

December 2026

Fall 2026 SEME cohorts for Toronto and Barrie sites end.

January-March 2027

Winter 2027 SEME cohorts for Toronto and Barrie to start, pending funding. An additional 13 participants can be accommodated, for a total of up to 31 physicians trained in 2026-2027.

Contact Us

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