

Introduction of a Career Management Service for Foundation Doctors

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Careers support definitions

Career management – empowering trainees with the confidence, skills and knowledge to make and implement realistic, well informed career decisions and enabling them to review and adapt their plans in the light of changing circumstances.

Careers advice – interpreting information and clarifying actions. It includes referral, providing specific information, giving an informed opinion and offering suggestions for action. Provision should be based on diagnosed need and individually tailored.

Career counselling – helping a trainee resolve or manage underlying issues that prevent them from making progress in career planning. It includes facilitating self awareness, opportunity awareness, decision making and transition skills. Provision should be based on a negotiated contract with the trainee, be trainee focused, challenging but not directive or judgemental.

Strategy

Principles

- Holistic, life long process
- Enables trainees to determine their own definition of career success
- REDI model promotes self knowledge, equipping individuals to investigate and exploit the range of options and make sound decisions
- Facilitative approach enables trainees to take responsibility for decision making and self directed, reflective learning is an underlying principle of Modernising Medical Careers.
- Career management is a process which is different from, but complementary to, one to one careers advice and counselling
- Process should be informed by up-to-date information about the medical labour market and workforce planning

The beginning....

Trainees demonstrated:

- Lack of awareness of the range of opportunities
- Poor career decision making skills and lack of structured approach to career planning
- Great variability in the stage reached in career decision making
- Lack of appreciation of importance of contingency planning
- An expectation of a job in the specialty of their choice in the location of their choice
- Difficulty dealing with uncertainty
- Passive approach to career development

What influences the specialty career choices of foundation trainees?

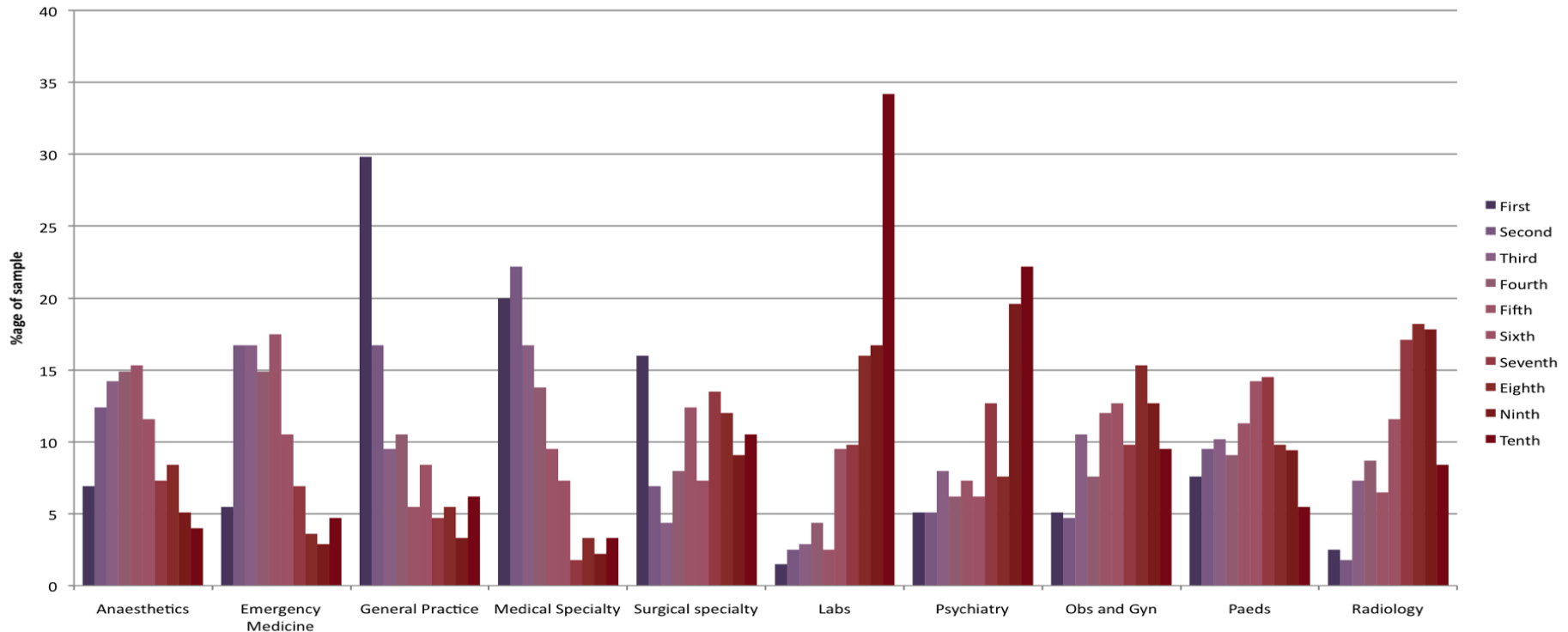
Royal College of Psychiatrists and NHS Education for Scotland

Aims

- To obtain a 'snapshot' of FYs specialty preference rankings at a pivotal time – as they apply for specialty training programmes
- To identify what factors attract and detract FYs in their choice of specialty, in particular in specialties that experience recruitment problems
- To examine if experience of a specialty in the foundation programme has an effect on its rankings

Ranking of Specialties in 275 FY2 trainees

Ranking of specialties as a career choice in 275 FY2 trainees



Some initial findings

- Most important **positive factors**: aptitude, interesting patients, undergraduate teaching, pace, encouragement from seniors, role models
- **Negative influences** dependent on specialty
 - Psychiatry** – prognosis of patients, comments made by other specialists about the specialty, scientific basis of specialty
 - Obstetrics & gynaecology** – length of working hours, shift work, perceived stress, work-life balance
- 2 factors particularly influential for top choices: role models and encouragement from seniors
- 4 month rotation in less popular specialties may improve view of specialty and therefore improve recruitment
- **Further research** into the degree to which identified factors work in combination with others such as exposure to specialty, could lead to development of targeted educational strategies to help address recruitment and retention amongst under-subscribed specialties

The future

- Focus on working with medical schools and university careers services to develop coherent career management support between undergraduate and postgraduate training and ensure that expectations are managed
- Proposal to undertake longitudinal research into specialty choice and career progression
- Embed career skills training for educational supervisors into their core training programme
- Work towards achieving 'matrix' quality standards for careers information, advice and guidance services
- Expand the service to other doctors in training