

Career conversations



Supporting trainees with their career development
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By the end of the session:

- Be aware of current trends and key issues affecting medical careers today.
- Discussed a range of career challenges you and others have encountered.
- Have a greater understanding of models and resources that can help you support your trainees with career discussions.

Career related updates

- Run through [surgery training](#) paused for now in England.
- Potential changes to [allocation of foundation](#) positions.
- HEE merging to become NHS England tomorrow – came out of the [Harnessing digital technologies](#) for workforce development education and training.
- New [Educator Workforce strategy](#) published 22nd March 2023.
- [Medical Doctor Degree](#) apprenticeship approved for delivery however no training provider has yet been assigned

What are you seeing?

- What sort of career related challenges are you discussing with your trainees?

What is the GMC seeing?

‘...the risk of burnout is now the highest it has ever been since we began tracking it in 2018.’

- 66% - ‘always’ or ‘often’ worn out at the end of their working day
- 44% - regularly exhausted in the morning at the thought of another day of work, increase of 7% on last year

[National Trainee Survey 2022](#)

What are the GMC seeing?

'The wellbeing of doctors is vital because it is linked to a significant problem with retaining doctors.'

17% of secondary care doctors considering leaving the NHS

[Caring for doctors caring for patients](#) report, 2018

What am I seeing

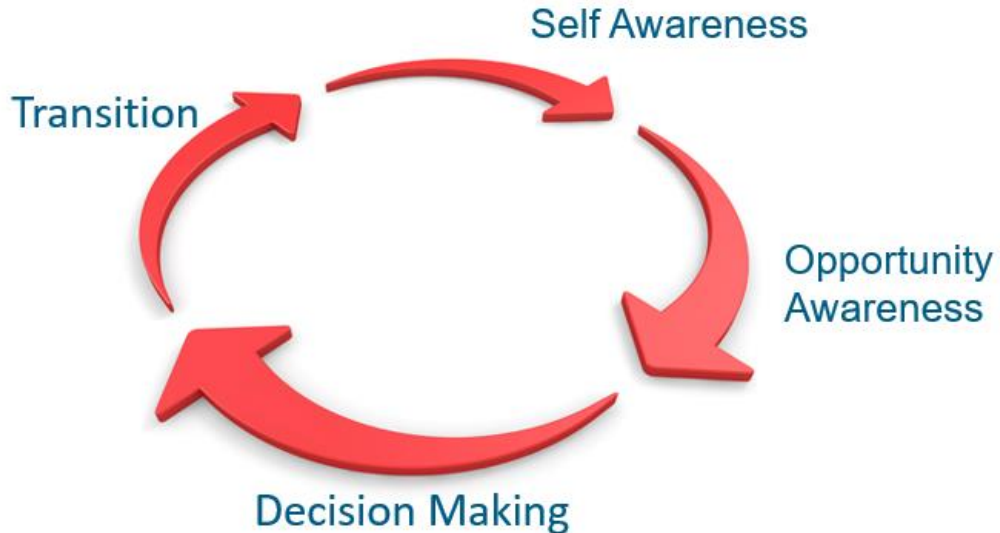
- 55-60 doctors a year
- Higher levels of stress, burnout, imposter syndrome, unsureness and general mental health related challenges.
- More interest in portfolio or alternative careers
- Of those talking about leaving there is more interest in completely different careers

How would you approach this?

- I've chosen the wrong specialty.
- I'm not sure I want to be a doctor anymore.
- I don't think I'm a good doctor so maybe I should leave?
- I want to do non-clinical things alongside my training.
- I think I like being a doctor but it is making me sick.

How do I decide?

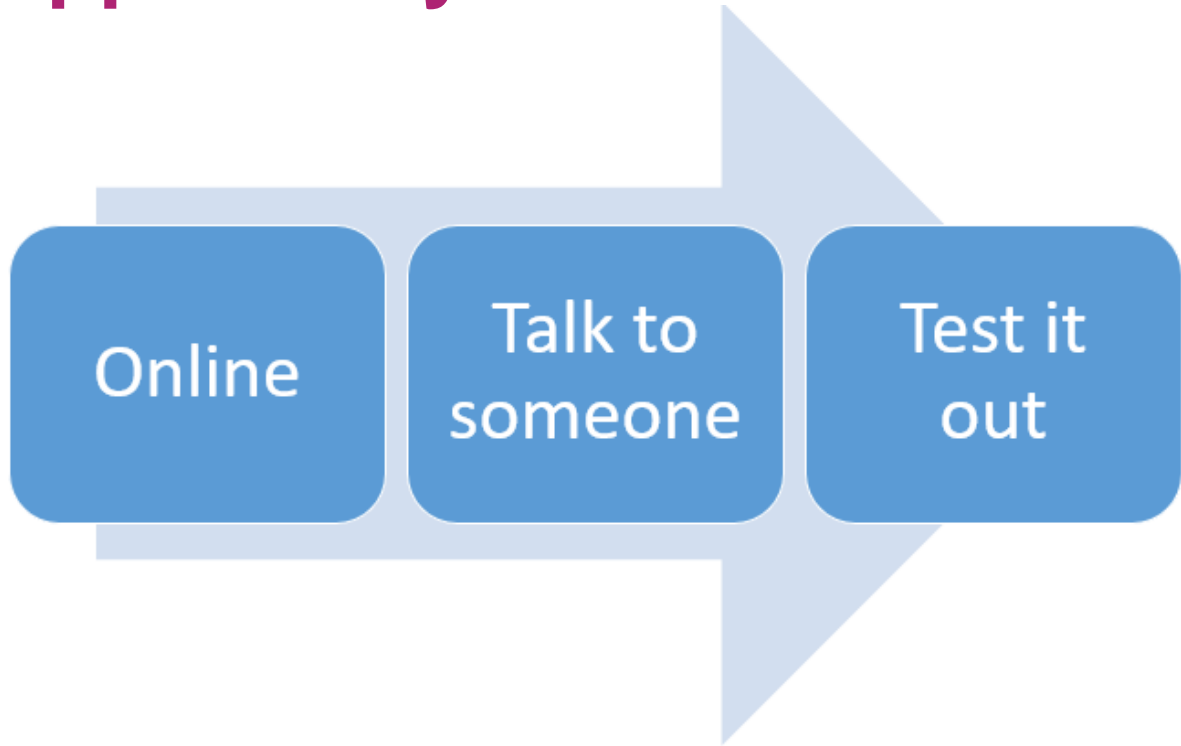
DOTS Career Planning (Law & Watts)



Self Awareness

"I'LL TELL YOU WHAT I WANT,
WHAT I [♥] REALLY,
REALLY WANT..."

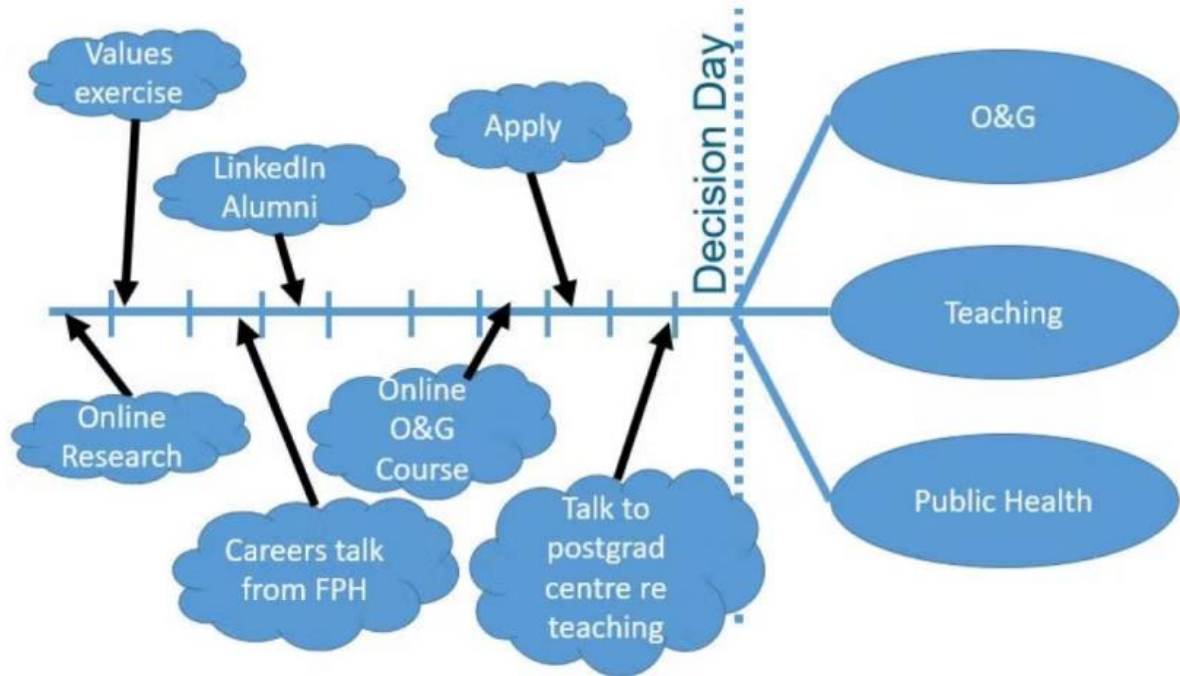
Opportunity awareness



Tips for exploring

- Treat online resources with the suspicion many of them deserve.
- Encourage a quick move from online to talking to people
- Consider online forums like doctors net or LinkedIn
- Use self awareness reflection to help create good questions for talking to people
- Accept testing it out may not always be possible

Add structure



Common statements

- I need to make a decision
- I need to retrain
- I need to know all of my options first
- I don't have time
- I can't afford it

Self-Assessment tools

- An online priorities check list link can be found in the next slide.
- Card Sorts – The [Roads to Success](#) pdf contains a medically focused card sort that can be printed out and used. Pg's 15-18 with instructions on use following.
- There are many free personality or trait tests online. [16 Personalities](#) is one of the better free MBTI (or Myers Briggs) to consider how trainees like to work with other among other traits.
- The two main medically focused tests that match trainees to specialities based on their answers to a series of questions are:
 - [Sci-59](#) – there is a fee for using this tool
 - [BMA Specialty explorer](#) – free to BMA members
- [Example careers reflection templates](#) from the Medic Portal – while these are written for medical students/pre-entry, the process is the same for reflecting on any medical experience.

Self-Assessment Tools Links

- Priorities check list: <https://www.imperial.ac.uk/careers/plan-your-career/self-reflection/motivation/>
- Roads to Success: <http://cmec.info/wp-content/uploads/2011/07/Roads-To-Success1.pdf>
- 16 Personalities: <https://www.16personalities.com/free-personality-test>
- Sci-59: <https://www.healthcareers.nhs.uk/career-planning/career-advisers-and-teachers/training-and-teaching-resources-medical-studentsdoctors/information-educational-supervisors/sci59/sci59>
- BMA Specialty explorer: <https://www.healthcareers.nhs.uk/career-planning/career-advisers-and-teachers/training-and-teaching-resources-medical-studentsdoctors/information-educational-supervisors/specialty>
- Example careers reflection templates: <https://www.themedicportal.com/blog/how-to-reflect-on-your-work-experience/>

Career Exploration tools: Exploring specialities online

- <https://www.healthcareers.nhs.uk/explore-roles/doctors/roles-doctors> - Very basic starting point to find out about clinical specialities. Contains links to many other interesting and more specific websites.
- <https://www.aomrc.org.uk/about-us/academy-members/> - List of medical colleges which each may have careers related content
- Careers support from medical school careers – many universities in the UK offer access to their alumni for 2-3 years post-graduation. Some will have additional content on websites (such as alumni videos and case studies) plus events that trainees can attend.
- <https://specialtytraining.hee.nhs.uk/> - Information focusing on recruitment programmes into specialty training
- <https://www.aomrc.org.uk/#> - The Academy of Medical Royal Colleges hold a repository of publications related to workforce planning and often has reports on specific specialities and what changes can be expected within these in the future.
- [BMA and BMJ elearning modules](#) and webinars on career planning and choice. Many hospitals have a subscription to these elearning resources or if the trainee is a member they can access them directly.
- <https://www.bmj.com/careers/careers-articles/specialty-guides> - BMJ specialty guides with over 45 different specialities.

Career Exploration tools: Exploring portfolio careers

- <https://medicfootprints.org/alternative-careers-for-doctors-the-ultimate-list/> - While medic footprints has a focus on alternative careers, many of the non-clinical careers in their ultimate guide are very common elements of portfolio careers also. Each topic contains good links to other relevant websites.
- <https://www.healthcareers.nhs.uk/explore-roles/doctors/career-opportunities-doctors/alternative-roles-doctors> - A more basic list however the downloadable alternative careers for medical students also includes different clinical career options and ideas.
- <https://www.nottingham.ac.uk/careers/students/graduatejobs/typesofjobs/medicine/alternative.aspx> - Quite a big list of alternative careers but absolutely not all of them. Could be a useful starting point – some clinical, some not.
- www.prospects.ac.uk – Website designed for undergraduate students with info on a wider range of jobs with lots of links to help further exploration.
- Networking is key to explore portfolio careers as there is no one way to develop this. See the next slide for tips.

Career Exploration tools: Networking and talking to people

- <https://www.linkedin.com/home> - LinkedIn is a professional networking website used by millions and is growing in the users from the medical field. There is a lot of information on how to set up a profile and doctors can perform an alumni search by going to their old university and highlighting the Alumni tab.
- <https://www.sermo.com/> - originally an American online networking site for doctors but expanded now to include rest of the world. Has an interesting range of topic specific discussion forums.
- <https://www.doctors.net.uk/> - UK doctors networking site which allows users to ask open questions on a variety of topics.

Further reading

- To learn more about the mapping tool introduced: [Plan: Me, a practical tool for career decision making](#) or watch a short (non-medically) focused video on it via the [Imperial Careers Website](#).
- <https://www.nicejournal.co.uk/index.php/nc/article/view/353>
- <https://www.imperial.ac.uk/careers/plan-your-career/career-planning/>



Thank you

