

The background of the slide is a green-tinted collage. On the right side, there is a large, semi-transparent image of a medical syringe. At the bottom, there is a faint, semi-transparent ECG (heart rate) line. The overall aesthetic is clean and professional, typical of a medical or healthcare presentation.

Career advice workshop for Foundation year 1 trainees

Blackpool Teaching Hospital NHS Foundation Trust

Need for Career Advice Workshop

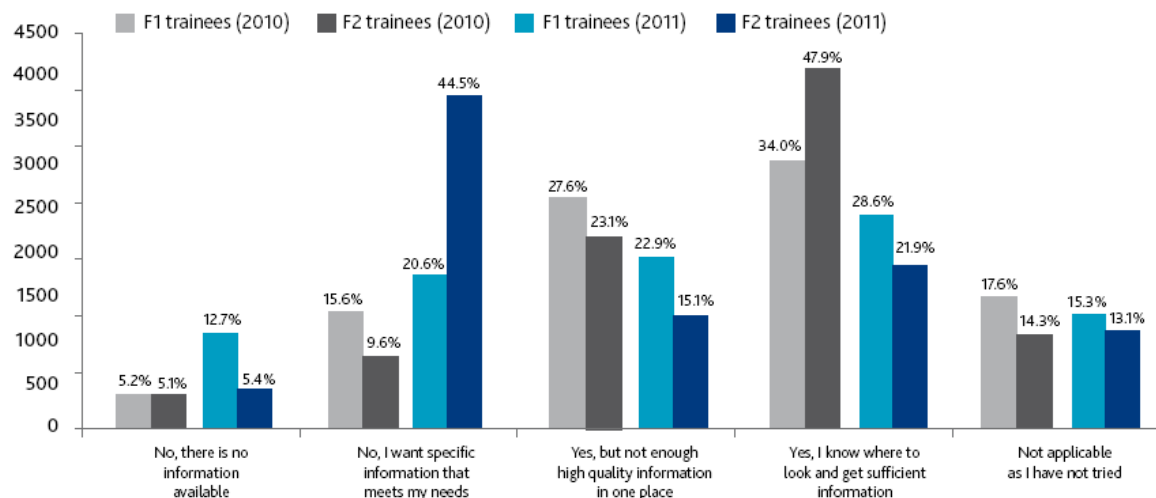
• GMC National Training Survey 2011 –

Fewer foundation trainees know where to find the information they need to help them plan their career

- 25.2% of all foundation trainees said they knew where to look to get sufficient information to help them with their career planning (Figure 4.2), compared with 40.9% in 2010.

- 32.5% of all foundation trainees – 44.5% of F2 trainees – said they wanted information specific to their needs, but it was not there.
- 9% of all foundation trainees said there was no information available, up from 5.2% in 2010.

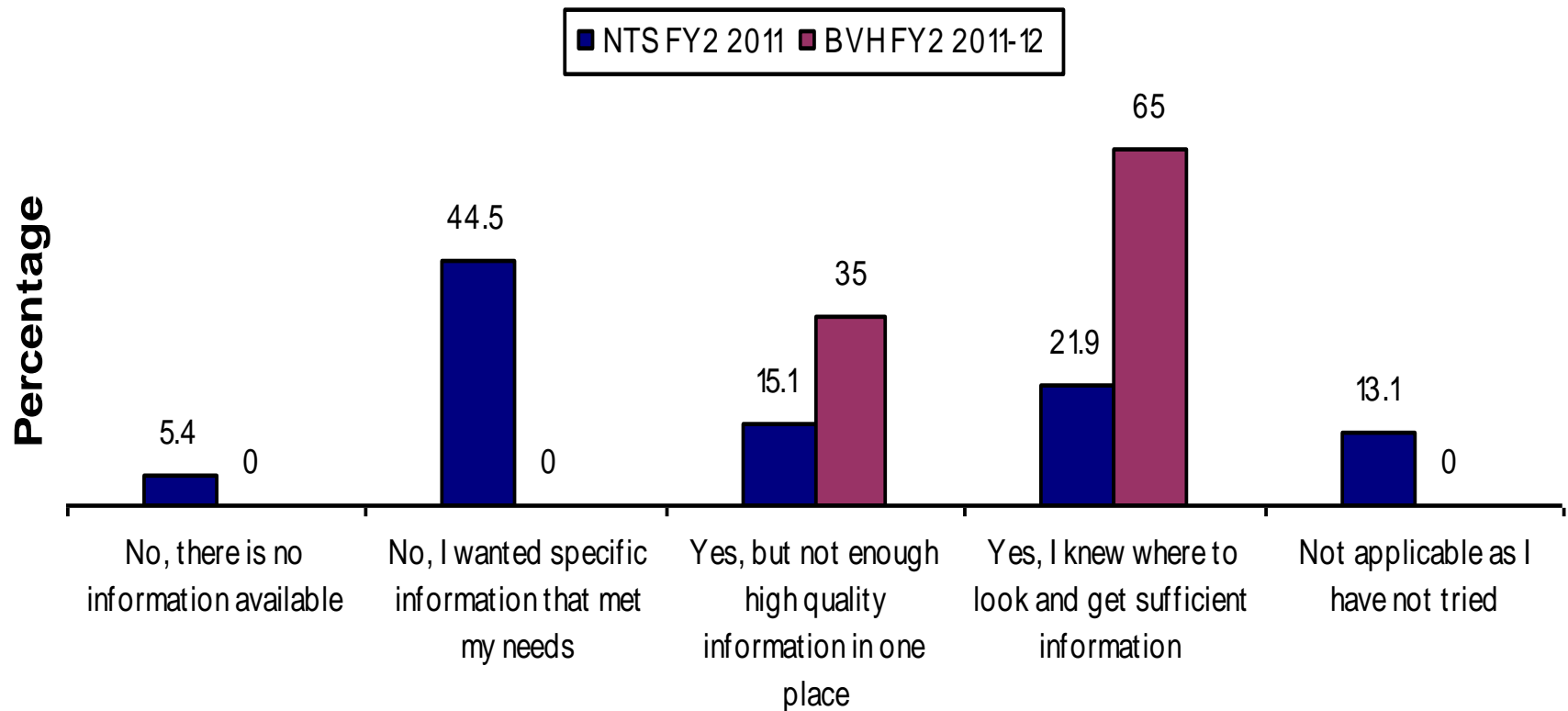
Figure 4.2 Can trainees access information to assist their career planning in their current post?



Need for Career Advice Workshop

- A foundation year one trainee survey (March 2011, pre-application process) at BVH found that –
 - Only 14% of trainees received careers advice
 - 36% of trainees were not aware of the application process
 - 30 out of 33 respondents felt career advice workshops would aid them in making their career decisions

Can trainees access information to assist their career planning?



An overview to job applications

- Background Information
 - Choosing a career
 - Competition ratios
 - Structure of training
- Shortlisting Criteria
- Application Process
 - Portfolio
 - Application timeline
 - Take home messages
 - Resources



Choosing a Specialty

- Self assessment
 - Personal influences
 - Careers values
 - Personality type
 - Environmental factors
 - Interests
 - Skills



The balance

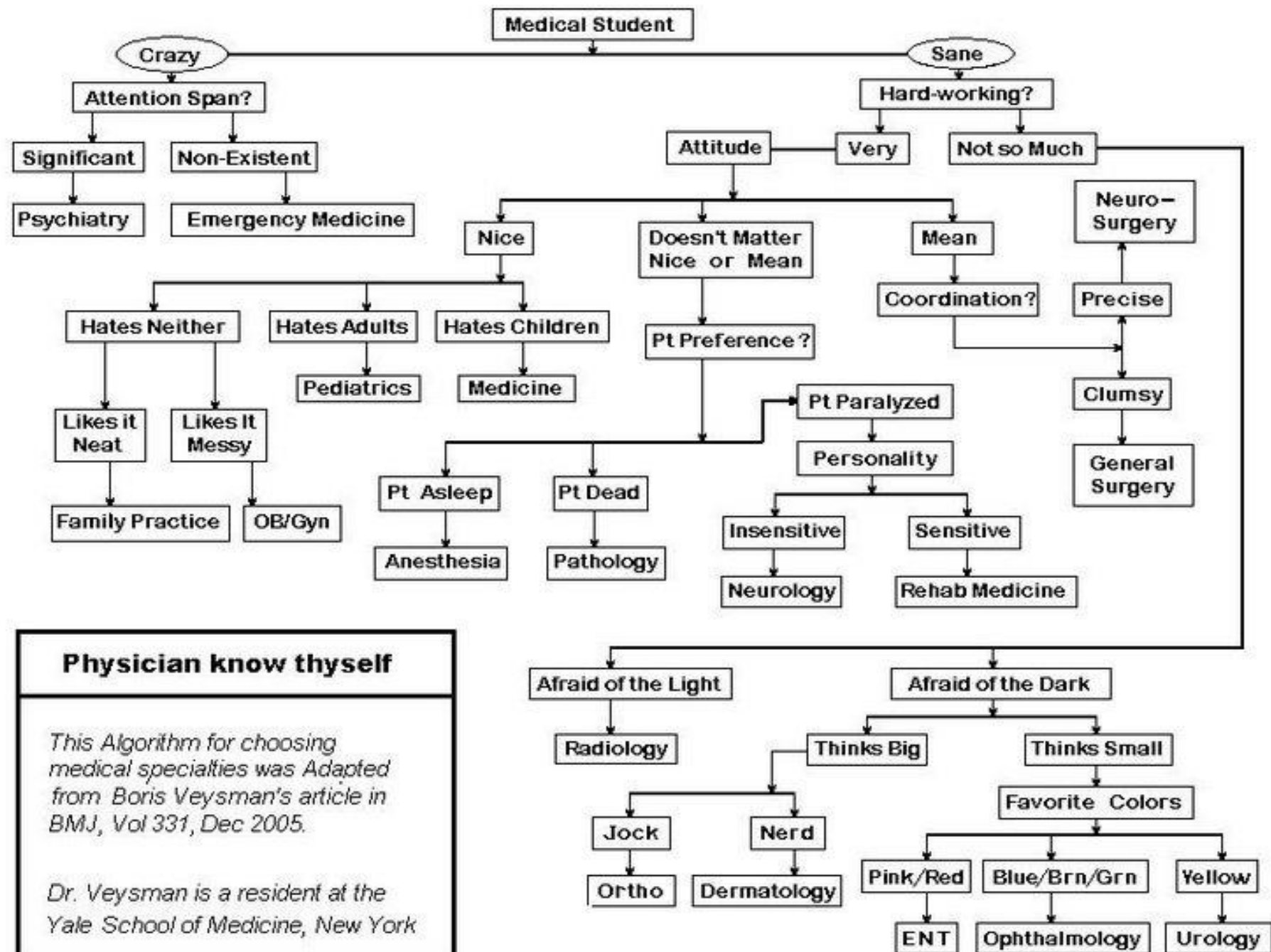
Work

**Friends
and Family**

Community

Self





Physician know thyself

This Algorithm for choosing medical specialties was Adapted from Boris Veysman's article in BMJ, Vol 331, Dec 2005.

Dr. Veysman is a resident at the Yale School of Medicine, New York

Choosing a Specialty

- Researching your options
 - Internet resources
 - Journals
 - Career fairs
 - Talk to senior colleagues
 - Organise taster sessions
 - Career tools (Myer Briggs, Sci59, Windmills)



Competition Ratios



COMPETITION RATIOS AFTER ROUND ONE OF SPECIALTY RECRUITMENT 2011 IN ENGLAND

Specialty	Posts	Applications	Applicants	Ratio of applications per post
Acute care common stem (all themes)	400	2388	1232	6
Anaesthetics	375	1806	937	5
Clinical radiology	183	588	588	3
Core medical training	1181	2464	2464	2
Core psychiatry training	478	753	753	1
Core surgical training	646	2680	1355	4
General practice ¹	3268	5577	5577	2
Histopathology	62	137	137	2
Medical microbiology and virology	14	236	80	16
Neurosurgery	18	184	184	4
Obstetrics and gynaecology	224	592	592	2
Ophthalmology	57	1208	232	19
Paediatrics	399	699	699	2
Public health	75	694	694	10
Totals	7380	19 381	15 524²	2.6

¹ UK-wide numbers.

² Total of numbers of unique applicants to each specialty, not the total number of unique applicants.

Competition Ratios 2012

	Applications	Ratio
ACCS EM	419	2.3
Anaesthesia & ACCS Anaes	1050	2.0
CMT & ACCS AM	2672	2.0
CST	2666	3.8
GP (England only)	5114	1.8
Histopathology	118	1.5
Neurosurgery	254	15.9
O&G	607	2.9
Ophthalmology	287	3.1
Paediatrics	736	1.9
Psychiatry	609	1.4
Public Health	616	10.4
Radiology	693	3.8
Total	16635	2.2

- 12033 applicants made 16308 applications
- 72.12% of applicants applied to only one specialty
- 44% were applying directly from foundation training

2015 – CT1/ST1 Competition Ratios

Specialty	Applications received	Posts Available	Competition Ratio (Applicants per post)
ACC8 Emergency Medicine	881	363	2.43
Anaesthetics (Including ACC8 Anaesthetics)	1294	629	2.06
Broad Based Training	363	83	4.37
Cardiothoracic Surgery	68	8	8.50
Clinical Radiology	917	247	3.71
Community Sexual and Reproductive Health	100	2	50.00
Core Medical Training (Including ACC8 Acute Medicine)	2632	1550	1.70
Core Psychiatry Training	662	466	1.42
Core Surgical Training	1396	604	2.31
General Practice	5112	3612	1.42
Histopathology	189	79	2.39
Neurosurgery	169	30	5.63
Obstetrics and Gynaecology	999	238	2.52
Ophthalmology	374	95	3.94
Oral and Maxillo Facial Surgery	27	5	5.40
Paediatrics	801	446	1.80
Public Health	724	88	8.23
Total	16308	8646	

Structure of training

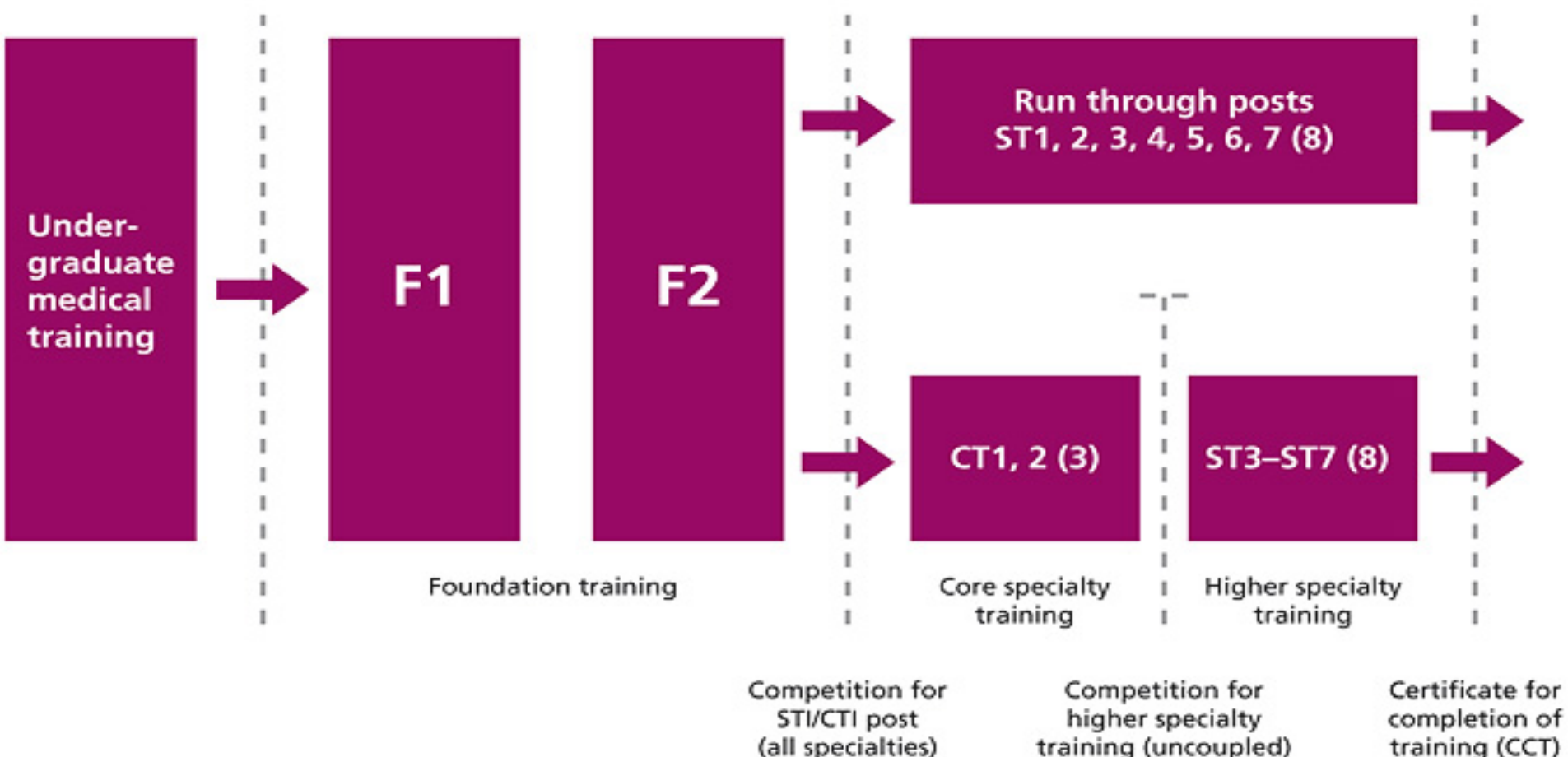


Check the career structure for your chosen specialty

Career structure for foundation and specialty training

The flowchart below outlines the career structure for foundation and specialty training. This is an overview only. There may be other

points of entry which aren't shown here, depending on which vacancies are available at different stages of training.



Structure of Training

- **Run through**

- Paediatrics and child health
- Obstetrics and gynaecology
- General practice
- Public health
- Histopathology
- Clinical radiology
- Ophthalmology
- Chemical pathology
- Neurosurgery
- Medical microbiology/virology
- Academic Clinical Fellowship (ACF)

- **Coupled**

- Core Medical Training
- Core Surgical Training
- Core Psychiatry Training
- ACCS
 - Acute Medicine
 - Anaesthetics
 - Emergency Medicine

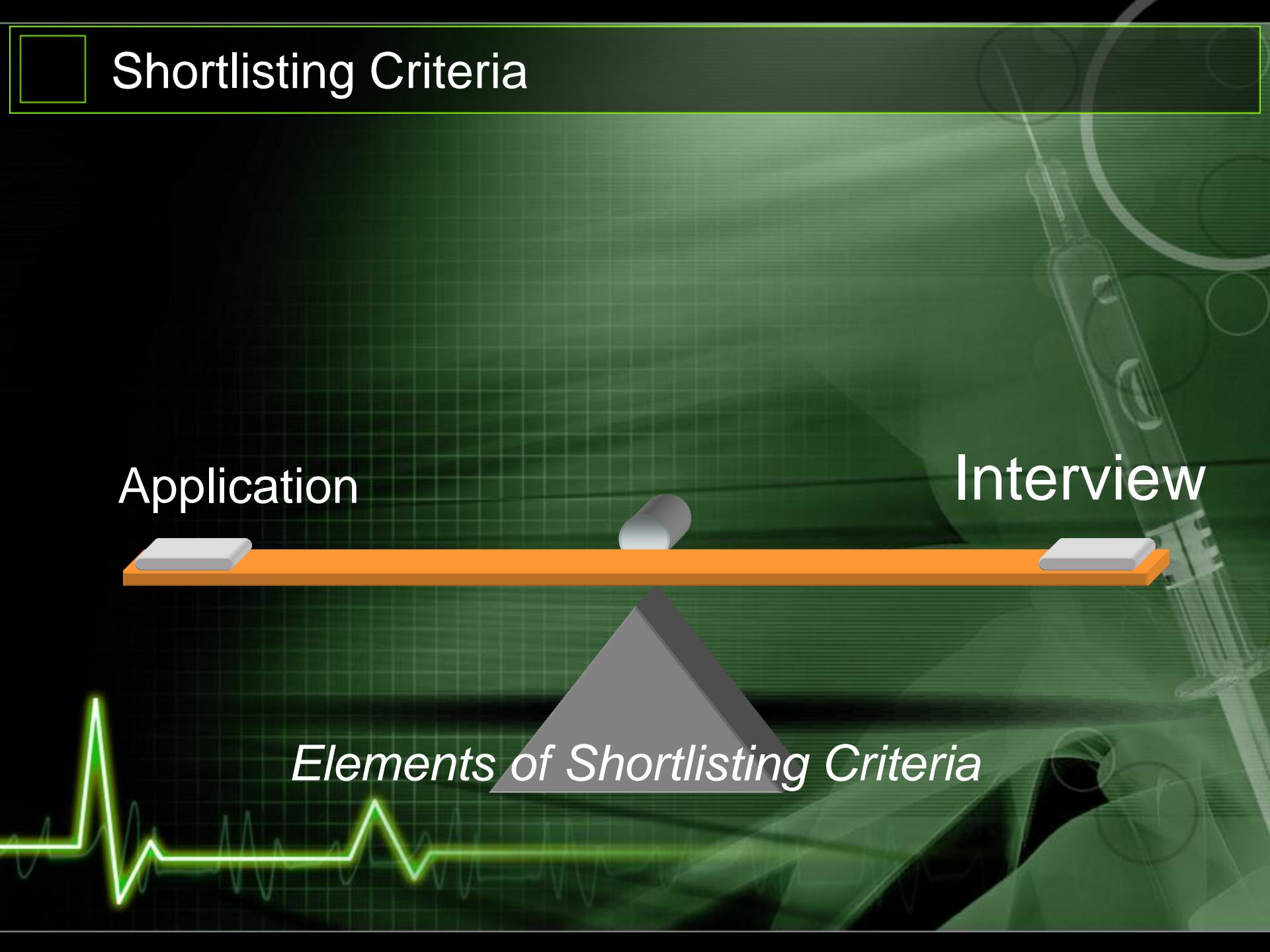


Shortlisting Criteria

Application

Interview

Elements of Shortlisting Criteria



Shortlisting Criteria

- Specialty dependent criteria
- Weightage for each criteria is different
- Not all specialities short list



Qualifications & Awards

- Prizes/awards/distinction
 - Undergraduate
 - Postgraduate
- Additional undergrad degree (+intercalated degree)
- Postgraduate qualification
 - PHD
 - Masters Qualification
 - PG Diploma
 - PG Certificate



Achievements outside medicine

- Relevance of the achievement to the specialty, addressing relevant person specification
 - Skills
 - Qualities



Teaching experience

- Training in teaching skills
- Organise and lead teaching programme
- Being a part of a teaching programme
- Occasional formal teaching
- Informal bed side teaching

Feedback

M
A
R
K
S

A
W
A
R
D
E
D



Audits

- Key Points –
 - Complete the audit cycle
 - Audit lead
 - Presenting the audit
 - Significance of the audit to specialty
 - Change in hospital policy
- Quality/service improvement project

Presentations/Posters

International
National
Regional
Local



M
A
R
K
S

A
W
A
R
D
E
D

Presenting an audit is not considered a '*Presentation*'
Important to distinguish b/w an audit and research



Presentations / posters

- Ask consultants for potential projects/ presentations
- Resources –
 - www.medical.theconferencewebsite.com
 - *BMJ*



Publications and/or research

Peer reviewed publication(s)

Abstracts

Case reports

Letters

M
A
R
K
S

A
W
A
R
D
E
D



Courses

- Relevant courses as per **Personal Specification** -
 - ALS
 - ATLS
 - Basic Surgical Skills
 - Medical Procedure(s) Course
 - APLS
- Working as a course instructor



Commitment to specialty

- Awareness of personal specification relevant to specialty of choice
- Provide evidence of personal skills and relevance to specialty
- Understanding of specialty
- Experience of specialty
- Discussion with existing trainees/consultants
- Relevant courses/exams /Royal College Meetings
- Reading relevant journals/ Royal College websites



Application Process



Application Process

- Varies across specialties
- Units of application
- Online process
- Aim –
 - to address as many of the shortlisting criteria as possible
 - to describe evidence of achievement of shortlisting criteria

Several drafts – to be reviewed by senior consultants



2015 application statistics

- 624 applications (representing 3.8% of the total) were submitted in the last 24 hours of the application window and 76 in the last 5 minutes
- 1362 applications (representing 8.4% of the total) were started in the last 24 hours of the application window; of these, 822 (60%) failed to submit

Specialty training applications for entry in 2016: competition ratios and the application process

Authors: Clare Kennedy

Publication date: 09 Nov 2015

2015 application statistics

- The average time taken to complete and submit an application in round 1 was 11 days
- Only 3% of applications completed and submitted in 60 minutes or less received a training offer
- Only 6% of applications submitted in the last 24 hours received a training offer

Specialty training applications for entry in 2016: competition ratios and the application process

Authors: Clare Kennedy

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Portfolio

- E-portfolio – relevance ??? →WBAs → **5.1 and 5.2**
- *What is a 'Portfolio'?*
 - Presented documented evidence of claims made in application
 - Other supporting documents
 - Log book
 - Reflection
 - Professional development plan(s)
 - Feed back

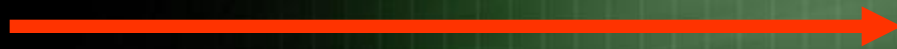
Examples of portfolios



Timeline

Time to achieve shortlisting criteria

12 months



Take home messages

- Start working towards achieving shortlisting criteria **NOW**
- Set *goals* and *timelines*
- *Work for yourself* with your goals in mind
- Maximise the time on unbanded jobs
- Ask for advice



Resources

- www.mmc.nhs.uk - Applicants Guide
- www.medical.theconferencewebsite.com
- www.medicalcareers.nhs.uk
- careersfair.bmj.com
- Royal College and Deanery websites
- www.nwpgmd.nhs.uk/careers
- Junior Doctors online forum - <http://www.bfwh.nhs.uk/discuss/bbpress>

