

Career Planning for Foundation Doctors

Guidelines for E-Module Session
Version 2: 2019

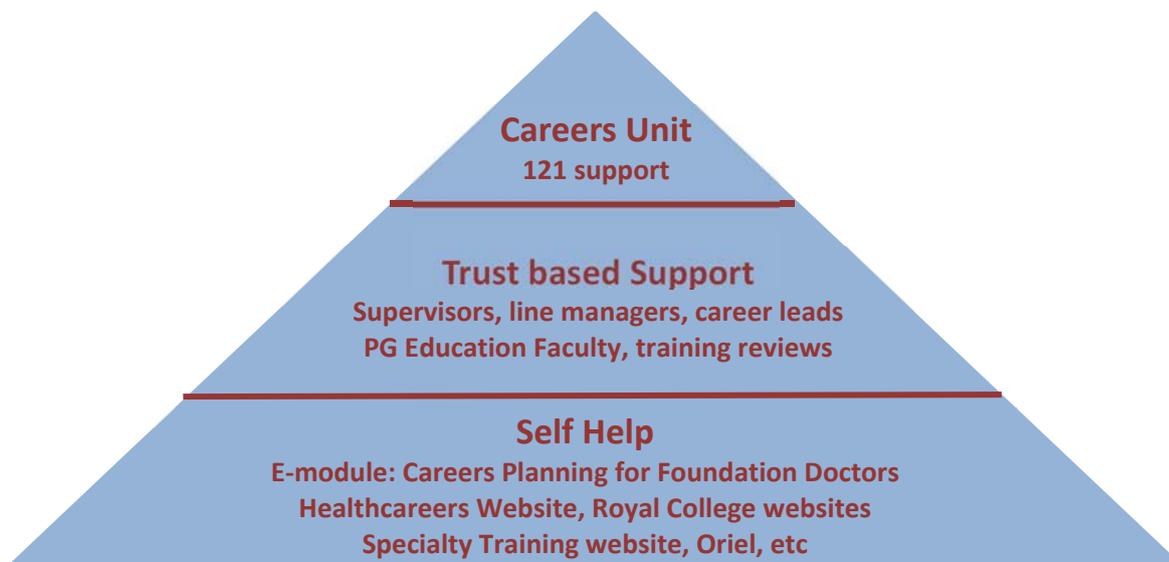
This e-module has been designed to support foundation doctors with their career planning during the process of making post foundation career decisions.

1.Supporting Foundation Doctors – Your role

Foundation doctors typically present a variety of concerns, anxieties and queries over their post Foundation career planning from identifying and choosing between speciality options, through to how best to show commitment to speciality and performing effectively at interviews.

Your role in supporting trainees with their career planning is critical in using your experience in being open, sensitive and impartial to their individual career concerns, as well as guiding and signposting them to key areas of more detailed and specialist support.

As you will note from the levels of careers support image below, the module and accompanying workbook should be promoted to foundation doctors as their *primary* career planning resource to inform further discussion/reflection within subsequent education supervision meetings. It should also be noted that the module regularly highlights to foundation doctors the benefit of further discussion/reflection with their supervisors around key questions emanating from preparation for or completion of each stage of the module.



2. Structured Career Planning – The benefits

We have found all too often that foundation doctors planning their careers will often jump straight to decision making without taking the time to subjectively review in detail what their core career needs and values are and how well they are met by the speciality options they are considering.

On completion of this module, foundation doctors will have gained a deeper level of understanding of how they can ensure their future career planning is informed, realistic and robust. In addition, they will have compiled a distinctive, thorough personal portfolio of research and reflections contained in a downloadable workbook, that can be utilised for job applications and interviews.

3. What to expect



The module follows the **SCAN** model of career planning, which is made up of following four consecutive **stages** to prepare foundation doctors for their next career step following their foundation training. Each stage contains key information, reflective questions and worked examples as well as links to workbook exercises to embed learning.

Self-Awareness- What type of doctor do I want to be? This stage allows foundation doctors to undertake a thorough examination of their individual values, work preferences, priorities, interests, personal qualities, skills, personality and potential stressors.

Career Exploration – What options are available to me? This stage enables foundation doctors to develop and structure a strategy to review and consider their current clinical experience, the clinical opportunities available, current specialty person specifications and competition ratios as well as key networking contacts. This will allow them to gain greater insight into their options and how they meet the needs and priorities revealed from the self-awareness stage.

Arriving at Your Decision – Which is the best choice for me? This stage lets foundation doctors reflect upon which decision-making styles have worked best for them in the past, the opportunity to undertake different decision making exercises as well as checking their decisions are both informed and robust.

Next Steps – When and what do I have to do to achieve my career goal? The final stage highlights the benefits to foundation doctors of setting smart action goals supported by a variety of career related resources to achieve their career priorities. Key sections on CV and evidence portfolio preparation, application forms and interview preparation will inform foundation doctors' planning.

Foundation doctors will also be regularly offered within the module the opportunity of booking a 1-2-1 appointment with a careers adviser to discuss any concerns or questions they have regarding results/outcomes/reflections from any content within the 4 stages.

4. Further Professional Support

Sometimes the career planning questions or queries raised by foundation doctors will require more in-depth specialist advice and guidance. Some examples may be:

- where a trainee is struggling to define their individual core values or specialties that may fit well with their core values, work or personality preferences
- where or who to research/contact in relation to acquiring key information to a speciality outside the scope of your own speciality knowledge or experience or;
- where a trainee's ability to make a decision on speciality choice is being hindered by other factors extraneous to career planning

Sometimes there may not be one clear answer to some career questions and the solution will ultimately sit with the foundation doctor themselves. In cases such as this foundation doctors should be advised to self-refer to further impartial and confidential specialist support from trained careers advisers and coaches through the Professional Support Unit;

(<http://www.lpmde.ac.uk/professional-development/careers-unit/what-we-do/contact-us>)

5. How to register for the Module

We have been working with our partners – **e-learning for Healthcare (eLfH)** - to develop this module and will continue to work with them to develop the other modules which will all be located on the **eLfH Hub**. **To register for the Career Planning for Foundation doctors e-module simply click on the link below and follow and follow the steps listed:**

<https://portal.e-lfh.org.uk>

- select **My Account**
- select **enrolment**
- scroll down to **Regional e-learning**
- select **LaSE Career Planning for Healthcare Professionals and Save changes.**
- select **Career Planning for Foundation doctors**
- select **Play** to view the **Introduction** before moving to the individual stages

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