

HOW TO ... NAVIGATE SPECIALISED FOUNDATION PROGRAMMES FOR NEWLY QUALIFIED DOCTORS IN MEDICAL EDUCATION



Jun Jie Lim¹, Samuel Birks¹, Chris Roberts¹

¹Division of Clinical Medicine, University of Sheffield, Sheffield, UK

INTRODUCTION

- Investing in specialised programmes for newly qualified doctors offers a strategic approach to shaping the future of health professions education (HPE) internationally.
- This paper explores the design and impact of a nationally funded specialised foundation programme (SFP) in the UK. Drawing on previous literature and the experiences of local trainees, we offer practical guidance for newly qualified SFP trainees.

HOW TO ... EDUCATOR

- 1 Foster engagement with faculty**
 - active participation in student-staff meetings and collaboration in educational design
- 2 Cultivate a strong professional network**
 - forge close working relationships which paved way to future roles and curate own personalised career path in MedEd
 - 'I managed to secure a teaching role at the university as an anatomy teacher during my specialty training because of the connections I made during the SFP.'*
- 3 Pursuing formal qualifications**
 - PGCert

4 Adopt diverse teaching roles and utilise innovative educational methods

- protected and formally scheduled teaching time

5 Involvement in assessment, recruitment and selection

- standard setting for written exams, and serving as an examiner for clinical skills examination

5 Conferences - meeting the like-minded

- Interacting with attendees, delivering presentations, and engaging in scholarly discussion

After engaging in a passionate discussion with like-minded academics during a conference, we launched a project to establish the 'Global Classrooms for HPE Network' and we've successfully secured funding for this initiative.

6 Collaborating

- Leverage a community of practice to undertaking large-scale projects

HOW TO ... SCHOLAR

1 Finding a supervisor

- Mentorship from senior academics provides an opportunity for vicarious reinforcement & social learning

I had the opportunity to work with local professors who took me under their wing, without their mentorship, I would have had a hard time navigating the complexities of scholarly literature

2 Developing an educational research skillset

- Cultivate proficiencies in qualitative research & produce scholarly outputs.

3 Engaging with HPE literature

- Regularly read HPE journals/ listen to podcasts.

4 Contributing to scholarship

- Amplify students' perspectives in scholarship

'I suggest discovering your niche. Becoming an 'expert' in an area you're passionate about can leave a lasting impression, make you more memorable and enhance your employability.'

- Peer-reviewing of journal articles

'I joined the 'New Voices in HPE' programme, attending monthly meetings with journal's editors and fellow trainee peer reviewers.'

HOW TO ... CHALLENGES

1 **Imposter syndrome**

- feelings of inadequacy and self-doubt and encounters with rejection

2 **A balancing act**

- Balancing the demanding commitments of clinical work with the academic requirements
- Establish clear goals and develop a personal learning plan delineating teaching, research, and professional development objectives

CONCLUSIONS

- SFP in medical education is crucial in nurturing a pipeline of future educators to address the growing demands for healthcare professionals.
- We advocate for stakeholders to consider establishing higher training posts with protected teaching time to promote the sustainability of the clinician-educators pipeline.

HOW TO ... AFTER THE SFP

- Competitive applications to the National Institute for Health and Care Research (NIHR) Academic Clinical Fellowships in Clinical Education Research
- Undertake honorary roles alongside full-time clinical work
- Work in part-time educational roles while opting for less-than-full-time clinical training
- Take time out of clinical training to work as clinical teaching fellows

**SCAN FOR
REFERENCES**

