

WEST MIDLANDS

DEANERY

Careers choices and advice for junior doctors: Is there a gender difference?

29th July 2010

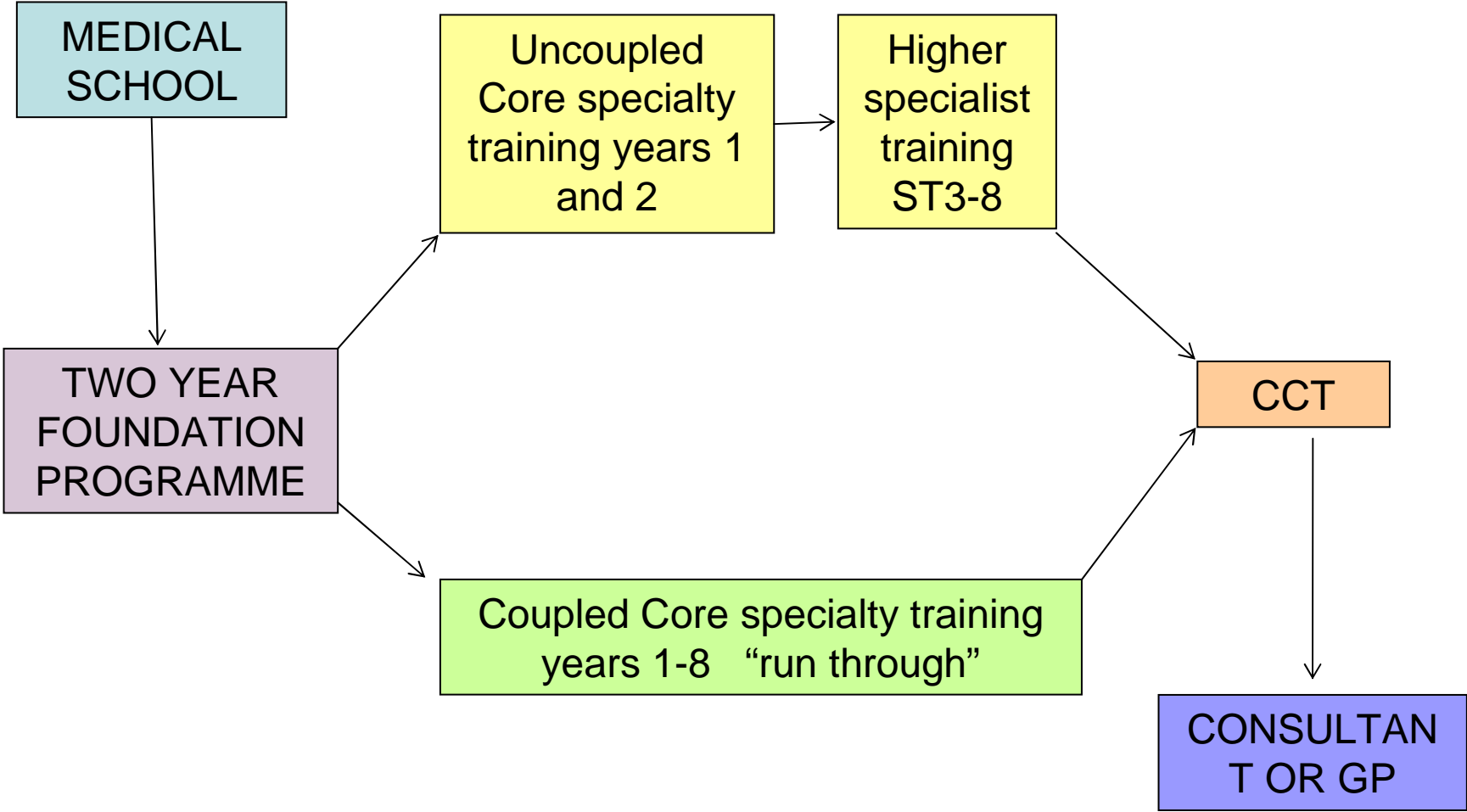
Dr Helen Goodyear and Professor David Wall

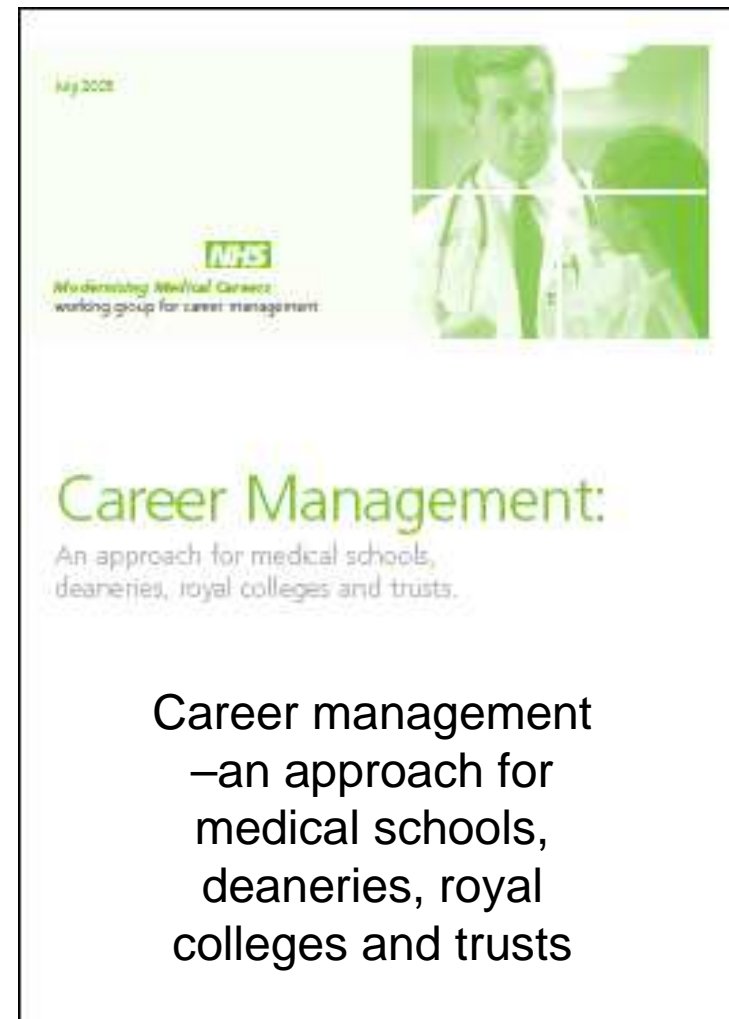
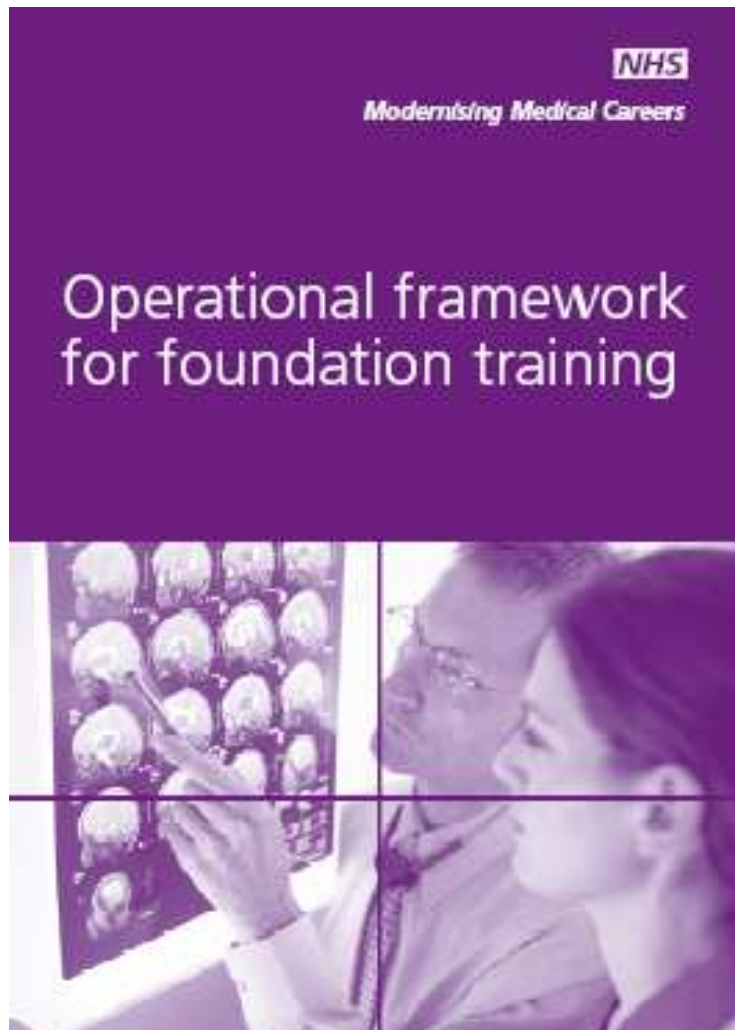


Careers choices

- Over 60 different specialties
- Subspecialties eg within medicine, surgery, paediatrics etc
- Need to factor in life style choices
- Geographical considerations

Postgraduate Training in the UK





Guidance introduced in 2005

Career initiatives

- Variety of initiatives set up to look at careers in each UK Deanery
- Career management teams
- MMC monies given to each Deanery for careers

What do junior doctors think is needed?

- Aim of the study was to seek Foundation doctor views on careers advice, popularity of specialties and differences by gender

Careers Questionnaire

- All 841 Foundation doctors in WMD
- 17 item questionnaire
 - Sources and quality of previous careers advice
 - Knowledge of postgraduate training
 - Specialties interested in
 - Views on careers fairs
 - Demographic data on Foundation doctors

Where in your medical career to date have you received careers advice?

- At Medical School Yes No
- Clinical Tutors Yes No
- Educational Supervisors Yes No
- Books and leaflets Yes No

How good was the quality of careers advice from each of these sources?

	Not at all useful				Very useful	
	N/A	1	2	3	4	5
▪ At Medical School	N/A	1	2	3	4	5
▪ Royal College tutors	N/A	1	2	3	4	5
▪ Educational Supervisors	N/A	1	2	3	4	5
▪ Books and leaflets	N/A	1	2	3	4	5

Questionnaire distribution

- Postgraduate Clinical Tutors
- Associate Deans for the Foundation Schools
- E mail reminders
- 4 trusts with a zero response. Careers team went to F1 and F2 teaching, distributed it and collected questionnaires

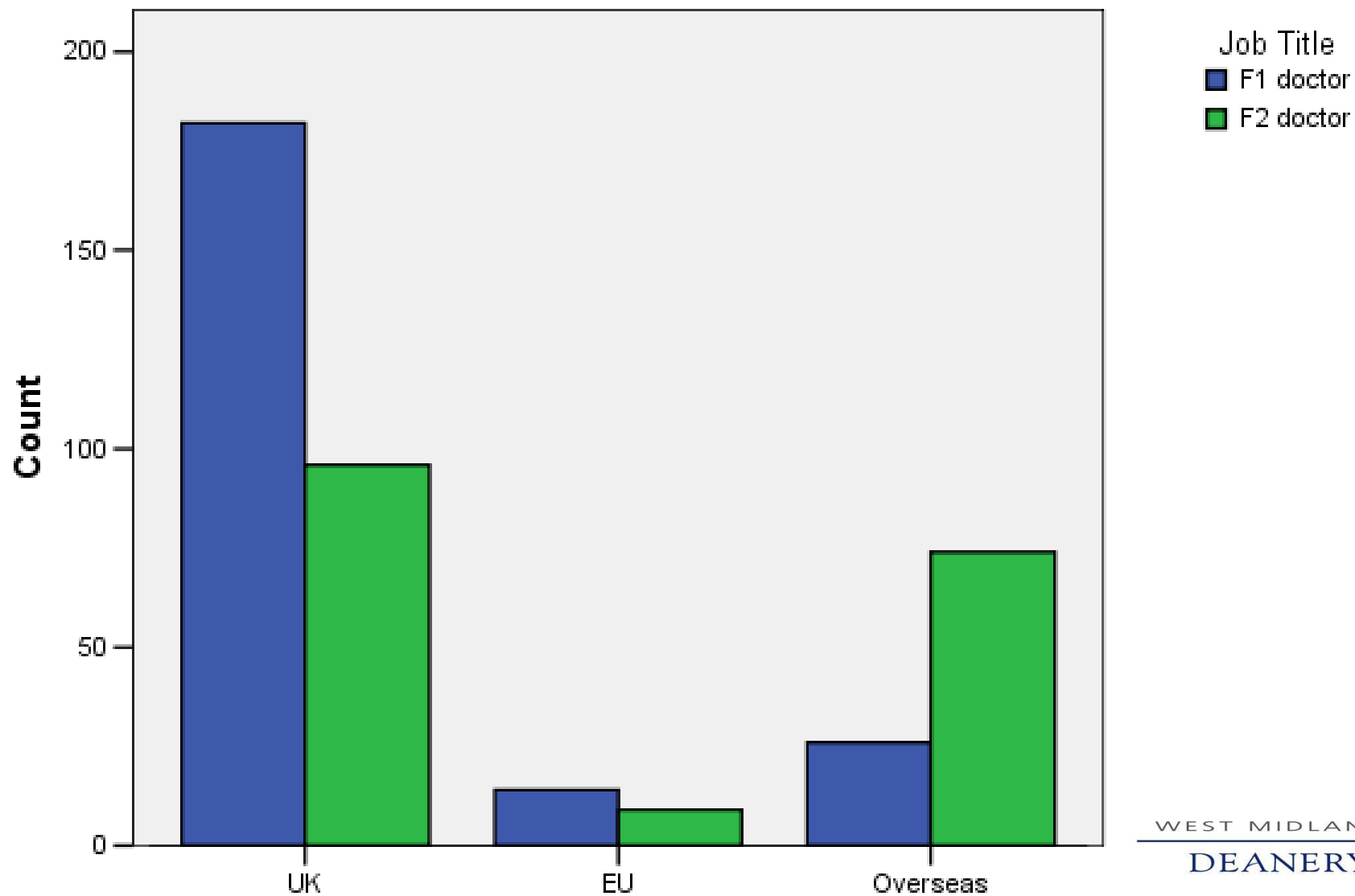
Data analysis

- Excel spreadsheet
- SPSS version 13.0
- N Vivo qualitative analysis software used for free text comments

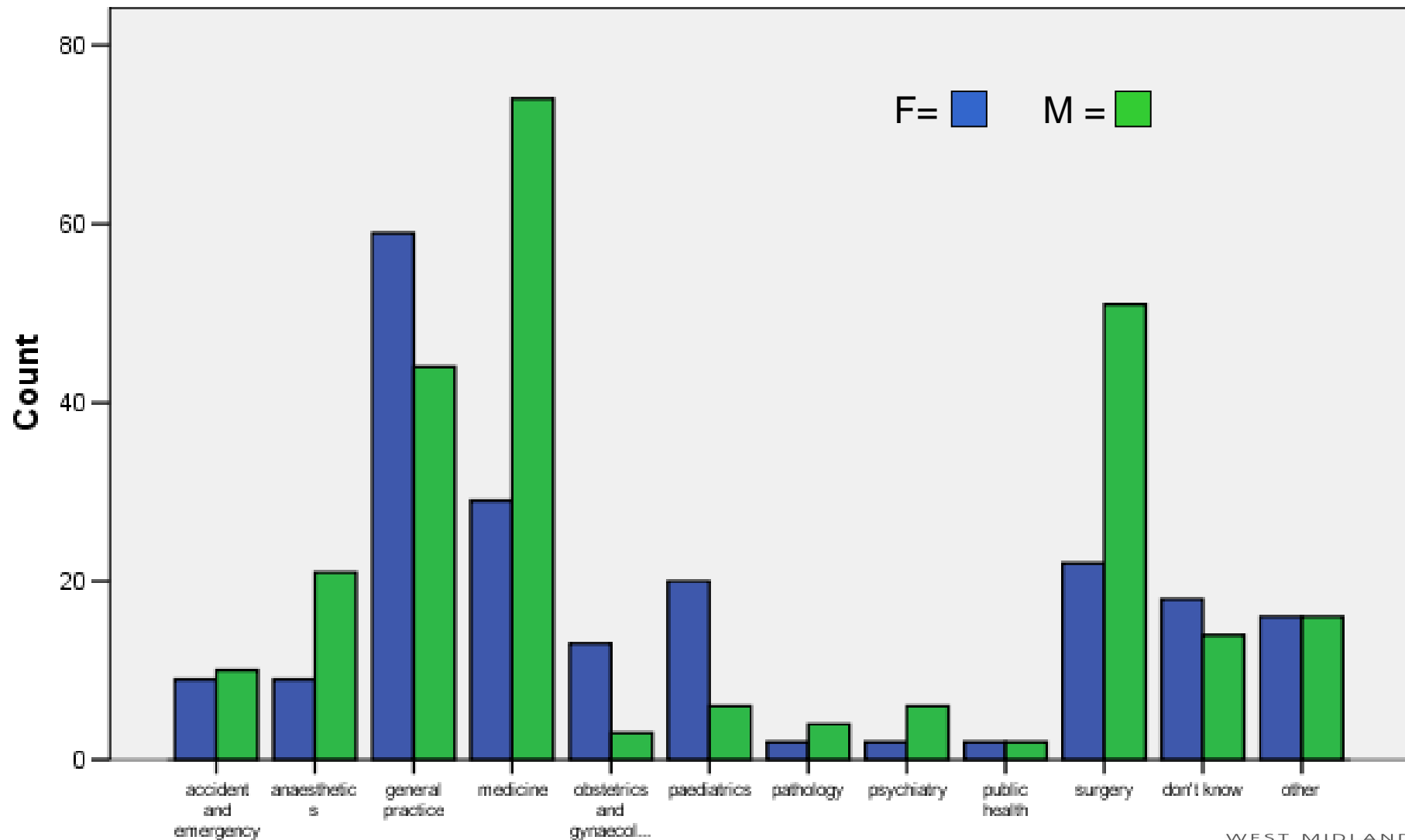
Results

- Response rate 60% (508/841)
- F1:F2 274:219
- Gender Male :Female 266:226

University of Qualification



Specialty most interested in



Sources of careers advice

	No	Mean score of quality of advice
▪ Other sources	3%	3.88
▪ Informal	93%	3.74
▪ Ed supervisor	67%	3.65
▪ Postgrad clin tutor	55%	3.48
▪ National careers body	43%	3.29
▪ Careers fair	27%	3.19
▪ Books/leaflets	45%	3.18
▪ Medical school	51%	3.08
▪ Royal college tutors	22%	3.06
▪ MMC Deans	22%	3.03

Source of careers advice

- No significant difference in careers advice from any source for male and female trainees ($p < 0.05$)

Unsure of career choice

- 11% F1 doctors
- 3% F2 doctors

Themes about careers advice

- **Trainees wished to have specialty information**

‘For those of us who have a specific career in mind it would be useful to have specific session in paediatrics, psychiatry, GP, surgery, medicine and to identify a doctor who could act as a career mentor’

Conclusions

Careers advice

- Foundation doctors received careers advice from a number of sources.
- No difference in that advice between male and female trainees
- **Need for appropriately trained and accessible careers advisors**

Conclusions

Specialty choice

- GP more popular than 1995 BMA cohort
- Career aims of male and female Foundation trainees differed
- Similar to previously published data

Conclusions

Careers information and advice

- Freely available but some trainees do not use websites eg MMC
- Career planning needed including self management skills
- Targeted advice is needed
- Need to start with careers planning at medical school

Careers choices – is there a gender difference?

- Already present by F1
- Could we change this by looking at careers planning in the first and second years at medical schools?
- How do we attract women into more specialties especially some of the medical specialties and surgery?

Women in medicine

Women doctors: making a difference

Report of the Chair of the
National Working Group on Women in Medicine

Presented to Sir Liam Donaldson,
Chief Medical Officer

October 2009



Women and medicine

THE FUTURE

A report prepared on behalf of the Royal College of Physicians

by

Mary Ann Elston
Emeritus Reader in Medical Sociology
Department of Health & Social Care
Royal Holloway University of London

June 2009



Thank you

- References

Goodyear HM, Kennedy C, Wall D. Career choices: foundation year trainees' views on careers advice and information. British Journal of Hospital Medicine 2007; 68:211-215.

Goodyear HM, Jones M. Maximising your career potential. British Journal of Hospital Medicine 2010; 71(3): M44-7.