

ENHANCING CAREER DEVELOPMENT IN PEDIATRIC RESIDENCY

A NEEDS ASSESSMENT

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INTRODUCTION

- Mentorship is a cornerstone of professional growth within medical training.
- The mission of the Calgary Pediatrics Residency is to guide academic growth, **professional development**, and excellence in patient care.
- Unclear to what extent career advising is occurring in the faculty advisor relationship, as this role was initially created to support academic transition to CBD.

OBJECTIVES

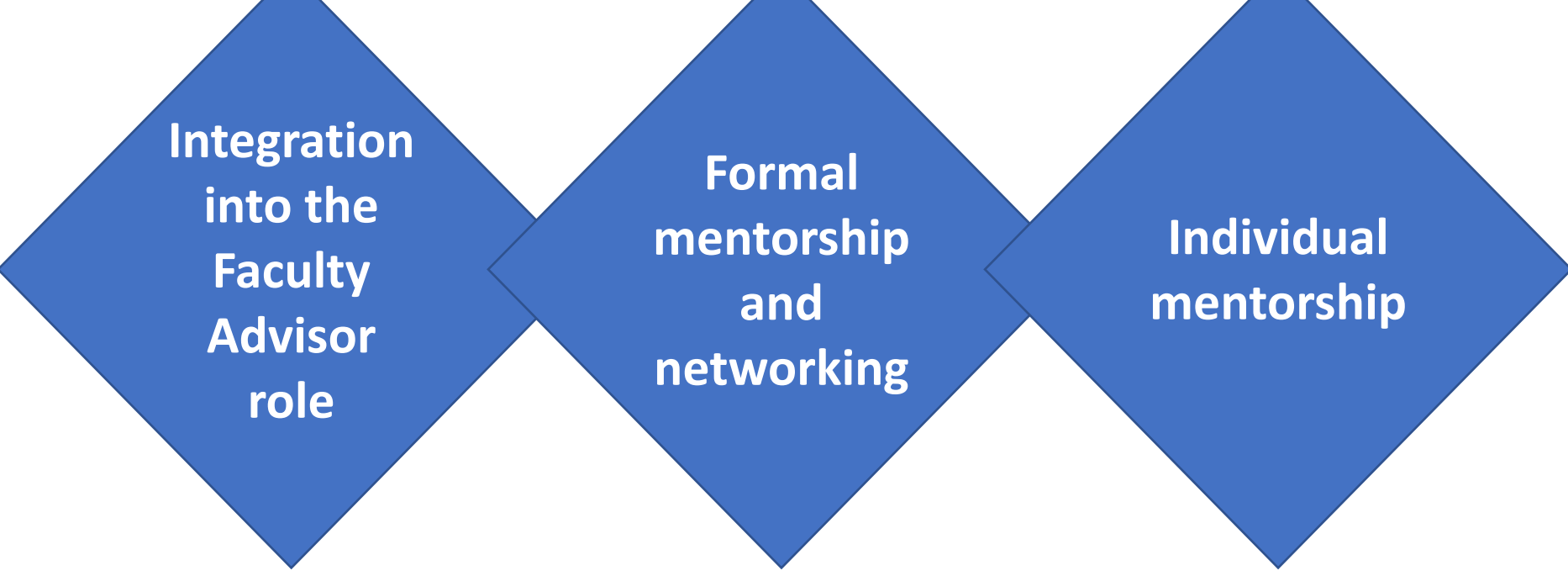
- The primary aim of this study was to **complete a needs assessment** for Pediatric residents to inform faculty advisor roles and responsibilities and effectively support pediatric residents in **career development**.
- Examination of the current state, identification of the ideal state, and a gap analysis.

METHODS

- Mixed methods approach using quantitative and qualitative survey methodologies delivered to n=59 Pediatric Residents.
- Thematic analysis of the qualitative content was completed by two investigators, utilizing the Braun & Clarke six-phase framework.

CONCLUSION

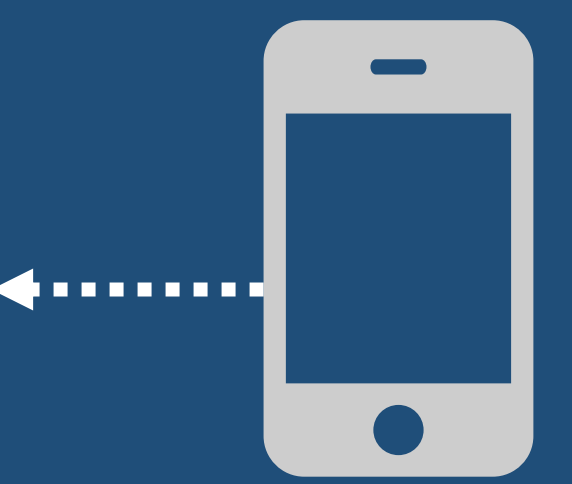
- Our findings affirm a **compelling need** for **enhanced career development and mentorship** within our Pediatrics Residency program.



NEXT STEPS

- Implement **career interest groups** per specialty both during and outside of formal academic half day.
- "Career check-ins" integrating into Faculty Advisor role.
- **Networking opportunities** within interest groups per discipline with interested mentors.
- **Formal** individualized **mentorship** - PEPP.

Career mentorship is currently unstructured and limited by time barriers in Residency.

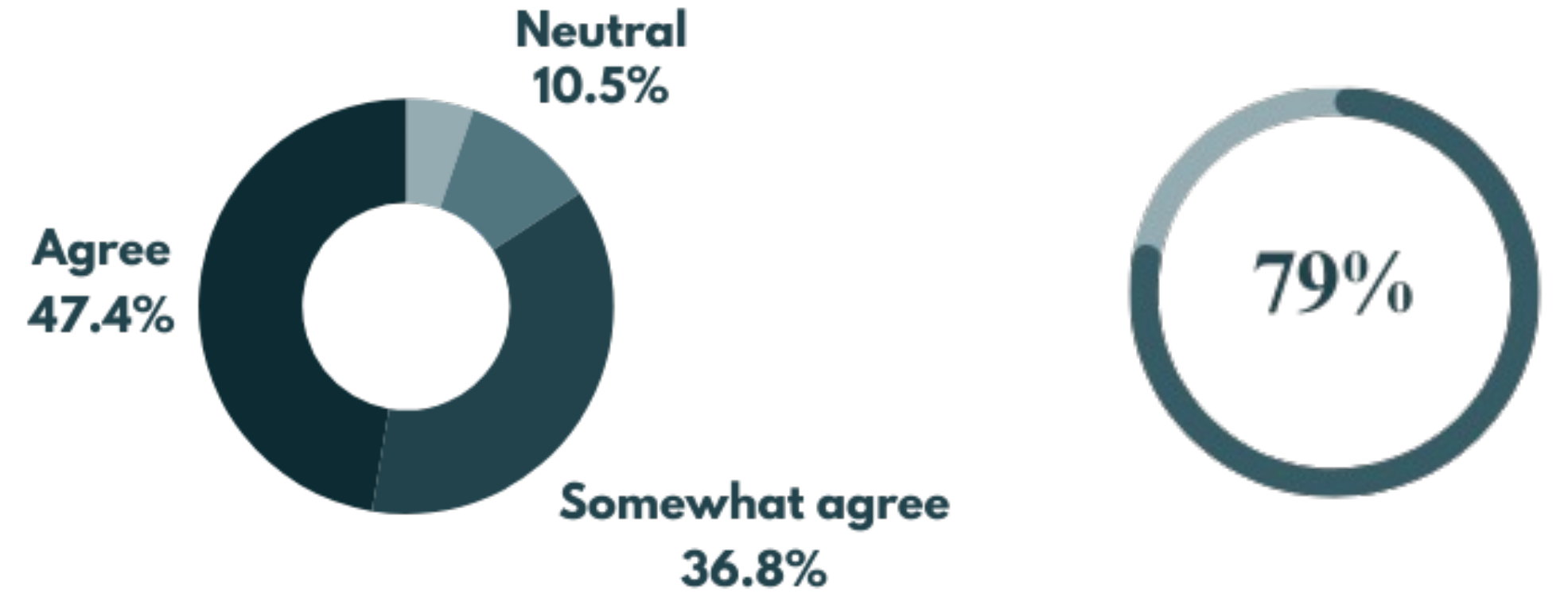
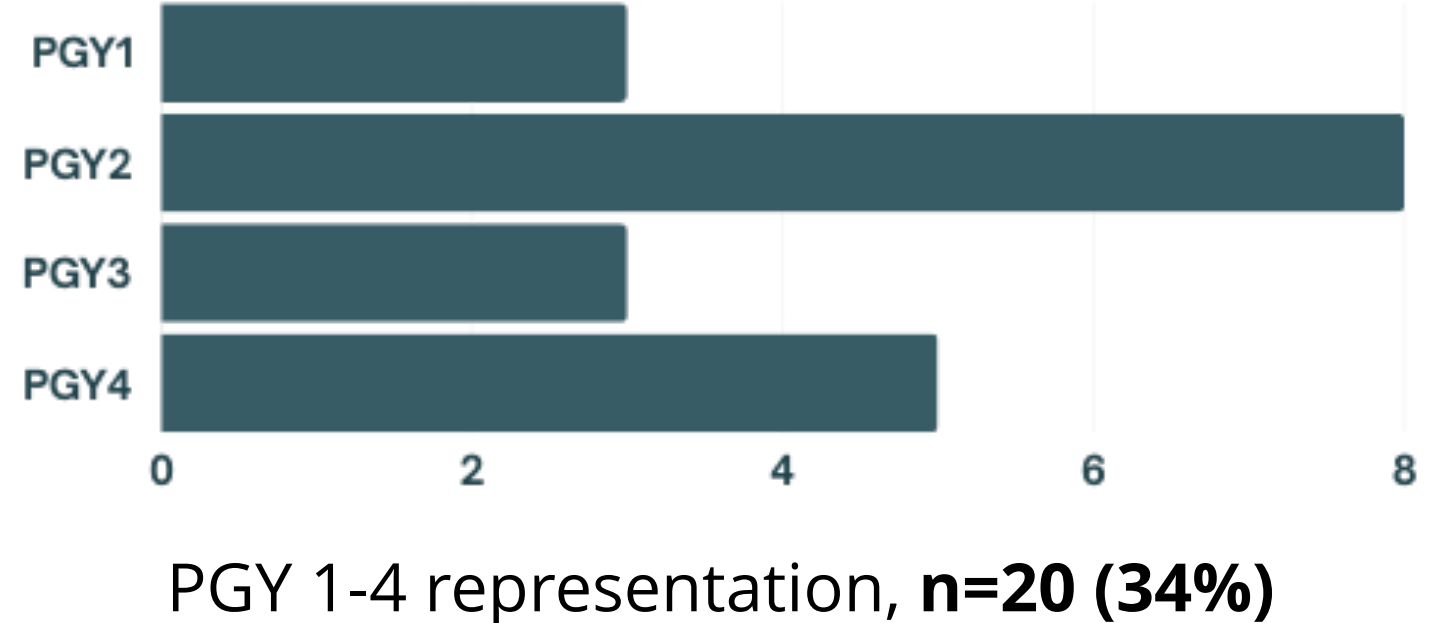


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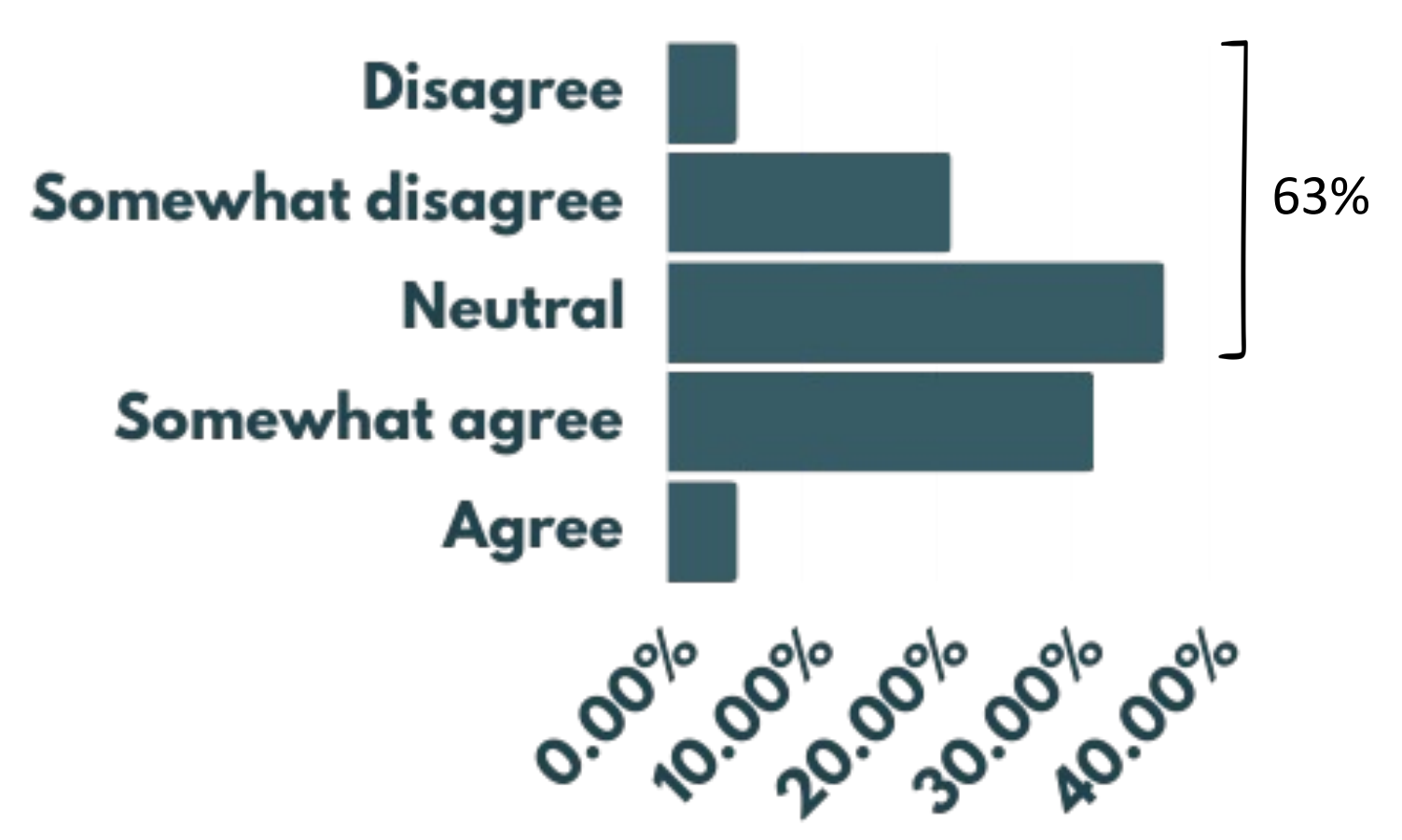
"Connecting and networking with residents/staff with similar interests and novel approaches to career development, developing relationships for mentorship and guidance."

"Ensuring my chosen career path is well-balanced and fits within the life I envision for my future."

RESULTS



84% expressed interest in regular career planning sessions. 79% expressed the importance of discussing life context in career mentorship.



Most residents (63%) did not have a well-defined plan for monitoring their career goals

Themes	Codes
Building Connections	<ul style="list-style-type: none"> • Developing relationships for mentorship and guidance, having the space to develop the relationship • Connecting with staff with similar interests and novel approaches to career development
Formal Career Exploration	<ul style="list-style-type: none"> • Building into scheduled time 2x/year during AHD • Scheduled regular check-ins with FA dedicated to career exploration • Goal setting • Discussion around personalization of career path • Exploring subspecialties with career days or groups
Networking	<ul style="list-style-type: none"> • Dedicated exploration opportunities • Opportunities to meet staff and discuss career paths • Exploration of job availability • Experience certain career paths and job prospects • Learning from others with diverse practice
Current challenges	<ul style="list-style-type: none"> • Time limitations • Self-directed process • Difficulty initiating conversations around compensation • Lack of understanding about career development • Lack of understanding about job availability • Limited long term mentorship opportunities

Resident Interest in Career Mentorship per Discipline

