As Foundation trainees, taking time to consider your career plans is very important, however, recent surveys show that:
- only 55% of FY2's feel they have had sufficient careers support
- 88% of FY4's want careers support, but only 48% know how to get it
In fact, in the North Western Deanery there are many opportunities for career support - we’ve listed a few here which are most relevant to Foundation trainees.

Let’s talk...

Foundation Careers

Start Planning your career early
It’s a life long process. Here’s a timeline for your career planning in foundation

Start of FY1
Career Research
Audits, collect evidence
Career self-assessment

Midpoint of FY1
Career exploration
Audits, collect evidence
Educational / clinical supervisor meeting

End of FY1 / Start of FY2
Speciality tasks
Career exploration
Audits, collect evidence
Educational / clinical supervisor meeting

Midpoint of FY2
Speciality applications

Who to speak to for careers support

- Clinical & Educational Supervisor
- Trust Foundation Career Lead or Foundation Programme Director
- Specialty Clinical Tutors or College Tutors
- Speciality Career Lead
- Deanery Career Leads

Check out the Deanery’s online career management courses, including our self-coaching guide, on the e-induction portal at https://foundation.nwpgmd.nhs.uk/
Framework

4 Careers planning stages

• Self assessment, reflection on values and preferences
• Career exploration
• Decision making
• Plan implementation

Timeline

• 1st six months F1
• 2nd six months F1
• Late f1 early in F2
• F2
Why this structure?

• Not everyone is at the same place in career planning at the same time, but this timeline suits the majority.
• School wide and programme wide events need to be planned well in advance so are based on this timeline.
• Trainers need a structure as career pathways are very different today.
Career plans are as diverse as people.

Your career is in your hands – you need to seek out the resources that are useful for you.

The chart shows what the last 2 lots of NW foundation trainees did after they left the school.

Career support has to fit the majority whilst not losing the individual approach.

Exit plans for the last 2 batches of leavers from the NW foundation School
Who can help?

**Training programme**
- Educational supervisor
- Foundation programme director and admin staff
- Clinical supervisors

**Trust**
- Clinical tutors and speciality leads
- Trust medical careers leads
- Trainees in your chosen speciality

**Deanery**
- Regional speciality careers leads
- Heads of speciality schools
- GP careers leads
- Deanery careers team
What you can expect from your programme

• Signposting to people who can help you with your speciality choice.
• Help interpreting your portfolio—what are your strengths and weaknesses.
• Help with recruitment—interview practice, CV skills
What is available at my trust?

All trusts have some of these:

- Speciality leads and clinical tutors
- Trust career leads
- Windmills champions
- NW deanery careers champions
- Educators with a special interest in careers and mentoring

How do I find them?

- Director of medical education
- Foundation programme director
- Deanery website – lists of career leads
- Deanery careers email address
- Royal college websites
- Regional royal college reps and advisors
North Western Deanery resources

Online resources
- NW deanery website careers section
- Horus e portfolio resources – careers reflection forms
- Online courses in careers support for trainers and trainees.
- Foundation careers group – hosted on deanery virtual learning platform

People
- Dr Ella Checkley - North western foundation School Careers Lead
- Dr Shirley Remington – Associate dean with responsibility for careers
Specialist career counselling

- Available through the deanery.
- Only to those referred by their programme or an educational supervisor.
- You might need this if you have health problems, are planning a prolonged career break or if you are unsure about a continued career in medical practice.
How can I improve careers at my programme?

- Careers audits and surveys – could be a poster presentation. The online careers group or FPD may be able to advise.
- Evaluate group careers sessions with your FPD or careers lead – If they aren’t what you want what could improve them?
- Think about starting up a buddying system for F2’s to help f1’s.
- Produce your own careers who’s who for induction for next year’s F1’s
- Not all trusts do careers the same way – if you hear of good ideas elsewhere talk to your FPD and try to make them happen at your trust.
- Get involved with the foundation careers group on the deanery VLC.

“All animals are equal but some animals are more equal than others.”
George Orwell
Animal Farm’
Quick clicks

**Foundation careers group** – register for access to the VLC here: [https://vlc.nwpnpgmd.nhs.uk](https://vlc.nwpnpgmd.nhs.uk). There are also lots of online courses available here. Contact me to request access to the group. Ella.checkley@nw.hee.nhs.uk

**Careers enquiries**: nwd.careers@nw.hee.nhs.uk

For up to date **careers news** see the Foundation Careers choice section of the NWFS website: [http://www.nwpnpgmd.nhs.uk/careers-north-western-foundation-school](http://www.nwpnpgmd.nhs.uk/careers-north-western-foundation-school)

For general **NW careers resources** see the careers section of the NW deanery website: [http://www.nwpnpgmd.nhs.uk/welcome-careers-section-north-western-deanery](http://www.nwpnpgmd.nhs.uk/welcome-careers-section-north-western-deanery)
Previous NW foundation trainee
BMJ careers publications

Career support 11/8/10
How Stockport provides career advice 12/4/11
Careers guidance for foundation trainees – does it make the grade? 10/7/12
What happens to foundation trainees who don’t move straight into speciality training? 31/10/13

All available on the open access BMJ careers website
Medical careers is evolving – it is a new speciality born out of the fire of MMC in 2007.

The NW deanery was an early adopter with the foundation careers lead appointed in 2009.

The NW deanery has one of the best programs of support for foundation trainees in the UK.

Help us evolve!