Introduction
Career planning and guidance is an important component of medical student personal and professional development. Although Medicine is a vocational course medical students require career advice and support. Experience and exposure to different medical careers as an undergraduate is not sufficient preparation. Students need to acquire the skills to develop and manage their career aspirations in a realistic and proactive manner. Career development should start early in the medical school curriculum, it should be integrated into the curriculum and should be built up incrementally, building on the experiences of the individual, in conjunction with supported skill development. It should be available in a number of different formats based upon current understanding and experience. One to one counselling should be available to those who need it.

Regulatory background
Promoting Excellence: standards for medical education and training (GMC 2016) states that:

R3.2 Learners must have access to resources to support their health and wellbeing, and to educational and pastoral support, including:
   a) confidential counselling services
   b) careers advice and support
   c) occupational health services.

R3.5 Learners must receive information and support to help them move between different stages of education and training. The needs of disabled learners must be considered, especially when they are moving from medical school to postgraduate training, and on clinical placements.

R3.8 Doctors in training must have information about academic opportunities in their programme or specialty and be supported to pursue an academic career if they have the appropriate skills and aptitudes and are inclined to do so.

R3.16 Medical students who are not able to complete a medical qualification or to achieve the learning outcomes required for graduates must be given advice on alternative career options, including pathways to gain a qualification if this is appropriate.

Leicester Medical School Career advice and support Strategy

General
While it is unrealistic to expect that the majority of medical students will have decided on a speciality career before graduation, changes to the structure of postgraduate medical training have meant that specialty choices are often made early in a trainee doctor’s career and competition for postgraduate training in some specialties has increased. The implications of the Shape of Training review which recommend broad-based training after the 2-year Foundation Programme, are that the balance between general practitioners, generalists and specialists will be different in the future as the review seeks to reshape the medical workforce to meet the changing needs of patients and health services. Medical students will need to plan a proactive and educational approach to their career.
development, while adopting a more flexible approach to their postgraduate training aspirations. The introduction of the undergraduate NHS e-portfolio to Leicester medical students in 2014 and re-organisation of the personal tutor system provided an opportunity to re-evaluate the school’s approach to career guidance in the light of changes to postgraduate training and NHS workforce planning.

Leadership and Management
A Lead for Career Development appointed by Leicester Medical School will be a member of the Student Support Team (currently Dr Judith West) responsible for:

- Leading and coordinating career development and guidance for students
- Implementation of the Career Development and Guidance strategy
- Liaison and collaborative working with the medicine-specific link Career Development advisor to include annual review of the Education Partnership Agreement (EPA) with the University Career Development Service
- Support and development of clinical teachers with responsibility for career development in Local Education Providers (LEPs)
- Liaison with Specialty Educational Leads, College and Clinical Tutors, Foundation Programme Directors and Health Education East Midlands (HEEM) Career Development Lead
- Direct provision of career development activities.

Engagement and Faculty Development
Careers information should be accessible and there will be dedicated staff to facilitate this. Many students will be influenced by senior doctors who teach them on clinical attachments and senior doctors have an important role in offering career advice and support. The Leicester Medical School LDA with LEPs specifies the requirement for career development of medical students (0.5PA) delivered during the Phase 2 blocks and SSCs, and during the Preparation for Professional Practice period before graduation.

Experienced clinicians can be offered workshop training by the school to improve their career support skills with support from the HEEM Career Development Lead. The school has established working relationships with the HEEM Career Development Lead and the University Career Development Service and together have developed a range of career development learning opportunities for medical students, including web pages and other e-resources.

Curriculum development
The educational objectives are to:

- Gain insight into self and interpersonal skills and their impact on career choice.
- Develop career management skills using a range of career planning tools and resources.
- Know where to access impartial and expert advice from advisors with detailed knowledge of medical training.
Take responsibility for managing one’s own career as a professional development responsibility throughout medical training.

Leicester Medical School Career Curriculum

**General**
The following career advice support is offered throughout the Programme;

- **Speciality Contact List** provides the contact details of Consultants who are keen to provide career advice to Medical Students
- **Academic Champions** are keen to provide career advice to students as well as advice on research and academic careers
- Personal Tutors in Phase 1 and Mentors in Phases 2, 3 and 4 will provide career advice
- There are numerous student societies, all of whom provide career talks and advice
- University of Leicester award
- Generic competencies to support career development. These include CV preparation, interview preparation etc...
- All students who leave the course receive verbal and written advice Course Leavers Advice

- The Leicester Medical School Day contains a career development component

**Year specific career advice/development**

**Year 1**
- Induction week – an explanation of the careers advice/development available at Leicester Medical School/University/HEEM
- Career planning (Judith West), including BSc, diversity issues, strategies for careers other than Medicine
- Career Development Workshops, Including Primary Care
- Role model talks to include careers advice

**Year 2**
- Talks on BSc
- Talks on Academic careers to include research, education, the Academic Foundation Year and the NIHR Clinical Academic Training pathway.
- Role model talks to include careers advice

**Year 3**
- Specific GP career advice during the Primary Care Apprenticeship block
- Specific Surgery career advice during the Surgical Care Apprenticeship block
- Specific Medicine career advice during the Medical Care Apprenticeship block
- Medical Careers Fair. Student led with Medical School support
- Career focused SSCs
- Academic showcase

**Year 4**

September 2017
- A careers talk during each Specialty block
- Medical Careers Fair. Student led with Medical School support

Year 5
- Foundation Year Planning. See Foundation Year