Transitions in the medical education trajectory

Michiel Westerman MD, PhD
Barcelona March 15th 2017
once upon a time in a galaxy far far away
at that same time and not so far away
structure

- on the origin of transitions
- transitions in the medical trajectory
- opportunity or threat
terminology

- resident = registrar = specialty trainee
- hospital consultant = attending = specialist
on the origin of transitions
on the origin of transitions

- Flexner report 1908
- initiation preclinical and clinical phase
- first forms of postgraduate education
pre Flexner

Medical training  Medical practice

transition
post Flexner

preclinical training | clinical training | residency | medical specialist

transitions
preclinical training → clinical training → residency → medical specialist

transitions
the transition into residency

- preparedness
  - prescribing and medication
  - communication skills
  - ward management
  - prioritizing and time management

Westerman. Oxford Textbook of Medical Education 2013
the transition into residency

• role identification
  • nurses, supervisors, patients

• responsibility shift; learner to provider

• change in learning

Westerman. Oxford Textbook of Medical Education 2013
the transition to medical specialist
MiND THE GAP
The transition to hospital consultant
Michiel Westerman
why

Medical school — Residency — Specialist

me sister brother sister
why

there is an urgent need to conduct empirical research into the needs of new hospital consultants

Higgins et al 2005
why

1,000,000,000 €
The Netherlands
goal

- do we train the medical specialist for the work they have to do?
- how can we influence this transition?
methods

literature review
73 publications

2 interview studies
38 interviews

2 questionnaire studies
1469 participants
the transition

- educational factors
- psychological factors
- contextual factors
educational factors
medical vs generic

“I was trained to be a doctor but I have become a manager”

“I have been trained for 50% of the work I have to do”
medical vs generic

business case
change management
being effective within the organization
negotiation skills
financial issues
As a resident there was always a safety net. So therefore I thought Yeah a breach delivery! But now as a specialist I am that safety net and therefore it is no fun at all!
supervision

“Now, during on call supervision, I have to decide upon treatment for a patient I have not examined myself while relying on a resident I don’t know”
educational factors

medical expert supervision responsibility leadership management financial issues
792 new Dutch medical specialists (32%)
2007-2009

TRANSFER
Transition to Physician Experience Review

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<thead>
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<th>A: achieved level</th>
<th>B: required level</th>
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A: achieved level
poor → excellent

B: required level
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n= 792
so what?

gap in medical competencies

gap in generic competencies

burnout
so what?

- gap in medical competencies: no
- gap in generic competencies: yes

10% burnout
18% emotional exhausted
psychological factors

- coping
  - problem oriented
  - emotion oriented
- feedback seeking behaviour
- social support
coping & feedback
residency programs
comparison
comparison

better prepared
less intense transition
lower burnout scores
* p < 0.01

n = 792 (32%)
n = 677 (52%)

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n = 792 (32%)

n = 677 (52%)
differences
opportunity or threat

- transitions in medical education
  - interruptions
  - intense and stressful stages
  - avoided through better preparation
a transition is a phase in which we have cast ourselves adrift from the past, but cannot yet see the land of the future.

Levinson, the seasons of a men’s life, 1978
opportunity or threat

- transitions in medical education
  - interruptions
  - intense and stressful stages
  - avoided through better preparation

- transitions in transition psychology

- transitions in organizational socialization

opportunity or threat

- not merely interruptions and threats
- education, psychological, contextual factors
- opportunities for personal development
conclusions

• lens for merits and failings of medical education

• transitions => intricate interplay factors

• preparation, role identification, socialization

• opportunities for personal development
thank you

download: http://dare.ubvu.vu.nl