

Widening Access for Medicine: Overcoming the Challenges to Work Experience Provision for Medical Careers

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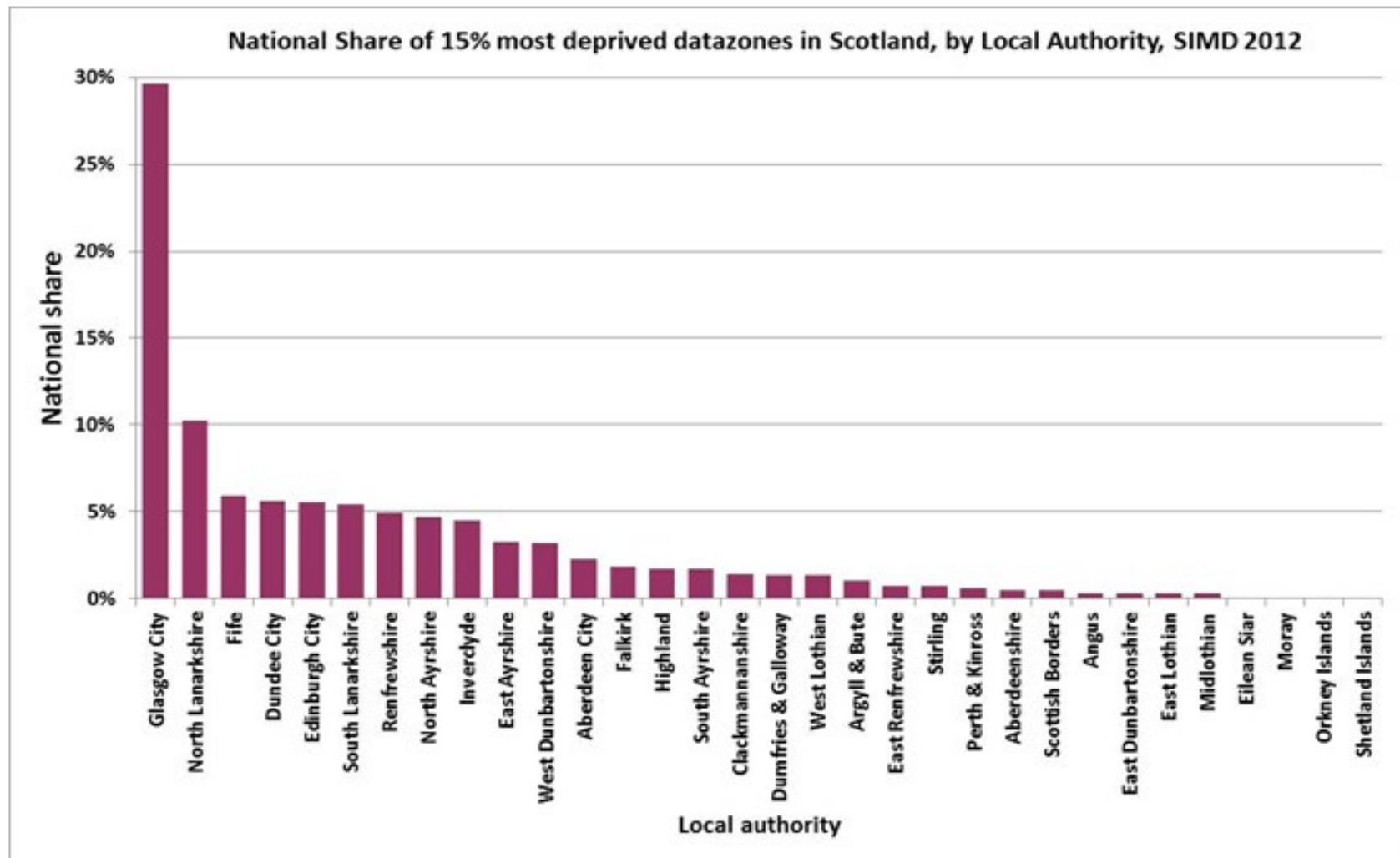
Session Outline

- Introduction
- Small group work
- Sharing the Lanarkshire experience
- Group discussion
- Future directions
- Close

Introductions

- Who we are
- Why we got involved
- Why are you interested in work experience and widening access?





Background

- Widening participation ongoing issue
- Traditionally successful medical school applicants from more affluent backgrounds
- Growing global recognition of need for social accountability

Background

- Barriers to work experience in medicine for children from lower socio-economic backgrounds
- Adversely affects aspiration to apply to medical school
- Adversely affects chances of successfully obtaining a medical school place

Admissions Process

- AAAAA or AAAABB in Highers by end of S5 AND AB or BBB in Advanced Highers
- UKCAT
- UCAS Personal Statement
- Interview

Interview

Interviews: You may be invited to attend an interview. Candidates receiving offers are those who not only achieve the academic standards required but who also show they have seriously considered the implications of a medical career and who display the characteristics desirable in a future doctor, as well as demonstrating a commitment, motivation and enthusiasm for a medical career. Although specific work experience in a hospital or general practice is not essential, it is important for all applicants to find out about the realities of a career in medicine. Meeting the minimum entry requirements does not guarantee an interview.

REACH

- University run widening access to professions
- Reduced entry grades
- 70% North Lanarkshire schools
- 35% South Lanarkshire schools
- 25% of all REACH schools in Scotland
- Fixed entry point
- Poor awareness of programme
- How do we engaged those who are not already engaged?

Small Groups

Work Experience

- What does work experience mean to you?
- What currently goes on in your area?
- What do you offer to S4/S5/S6?
- What barriers are there in your area to work experience provision?

The Lanarkshire Experience

- Not structured
- Variable opportunities in each hospital
- Informal/ unofficial
- Not regulated
- Sporadic
- Friends and family

Getting started

- Changing the policies
- Starting pilot clinical programme
- Amendments to policy
- Getting clinicians on board
- Starting engagement with local schools
- Inviting students in to evening meetings

Programme Evolution

- Engagement with schools and students
- What was needed and when?
- Tried various formats
- Programme developed over time
- Challenges to make programme self sufficient



NHS Lanarkshire are working along with North & South Lanarkshire Councils to offer a structured official work experience programme which meets NHSL policy whilst offering clinical placements to local school pupils from disadvantaged areas

Broad General Education S1-S3	Career Advice Evening
S3-S4	Medical Skills Day incorporating hands on skills stations (twice a year)
Senior Phase S4-S6	<div>Evening Sessions</div> <div>Held at METC, Kirklands Hospital Bothwell, G71 8BB</div> <div> June - Preparing for UKCAT July/Aug - UKCAT Practice Sept - Application Process Aug - Plan B (help with exam results and career choices) Oct/Nov - Interview Process Nov/Dec - Interview Practice </div>
	Medical Student for A Day - 1 day course simulating life as a 1st year Medical Student (25 places S6 with grades only)
	Junior Doctor for A Day - 1 day course simulating life as a Junior Doctor (25 places available for those who have preferably already completed Medical Student for a Day but not a mandatory requirement)
	Acute site Placement - 3 day set programme providing hospital experience - primarily only for 6th years achieving necessary grades or high flying S5 nominated by school

Process

- Pupil registers interest on Nextgen
- Application form completed by pupil & school supporting application
- Pupil is added to waiting list
- 3 alternate dates are offered for 3 day placement
- Paperwork completed by admin support
- Placement takes place

Policies

- One policy which covers S4/S5/S6
- S4 placements are non clinical/non patient facing
- S5/S6 clinical/patient facing placements in a variety of departments
- Old policy – departmental exclusions
- New policy – exclusions now require additional consideration around risk assessment






NextGen

Careers in Healthcare for the Next Generation

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NextGen - NHS Lanarkshire

Careers in Healthcare for the Next Generation

-  [Careers Advice](#)
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-  [Work Placements](#)



Welcome

NHS Lanarkshire Medical Education Department holds frequent careers advice, and medical skills introduction days for school pupils.

Visit the diary for forthcoming events and activities.

ON-SITE EXPERIENCE

We can provide customised on-site experience 3 day placements to suit your availability.

Contact us for further information.

:::: NEXT SCHEDULED EVENT :::

6th March 2017

Medical Skills Day S5 & S6 only

MEDICAL EDUCATION TRAINING CENTRE

----- TARGET GROUP -----

Senior Phase S4 -S6

Promoting Work Experience Access

- Easy access for both pupils and staff
- Raise profile of official programme
- Reduction in self found placements
- Positive, welcoming approach to pupils & schools
- Long term work force planning

School Engagement

- Buy in at Local Authority level
- Understand the requirements
- Bridge the gap
- Identify the key personnel within individual schools
- Promote the programme to school support staff



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Evening Sessions

- Preparing for UKCAT
- UKCAT Practice
- Application Process
- Plan B
- Interview Process
- Interview Practice

Acute Site Placement

- S4 non clinical placements
- S5 / S6 clinical placements
- Variety of opportunities

Morning	Afternoon
Radiology	Gastro Clinic
Theatre Session	A&E
Endoscopy	Minor Ops

Acute Sites



Medical Skills Days

- S3-S4
- Anyone interested in a medically related career









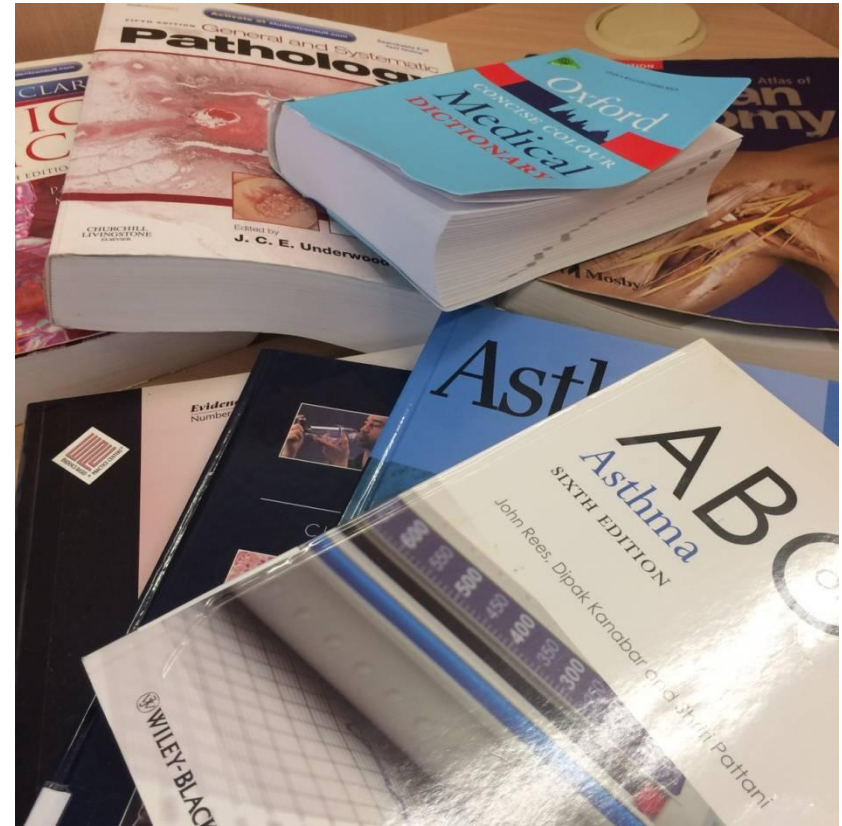


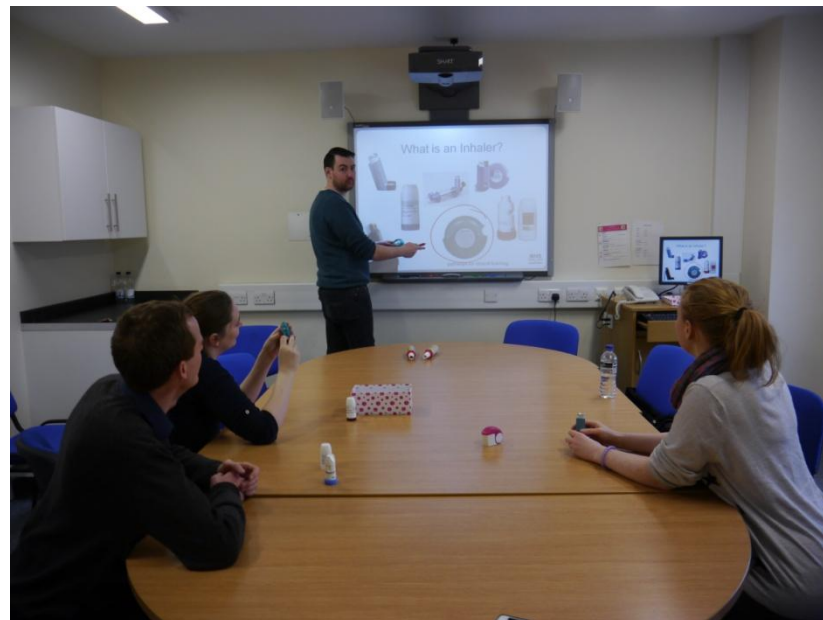
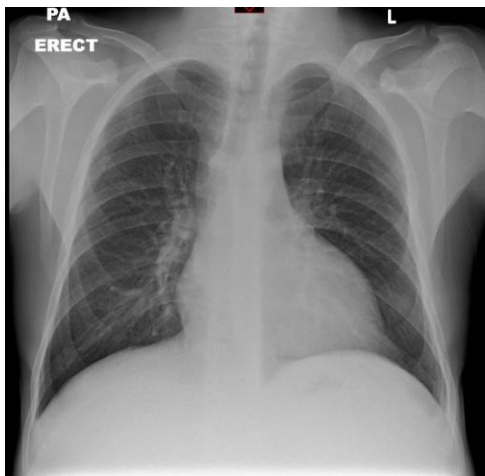
Simulation Programmes

- Developed to supplement acute site placement
- Unique to NHSL
- S5-S6
- Useful for making career decisions, UCAS and interviews

A Medical Student for the Day

- 'Day' in the life of a medical student
- Experience:
 - Lecture
 - PBL
 - Workshop
 - Tutorial
 - Clinical skills
 - Library





Background

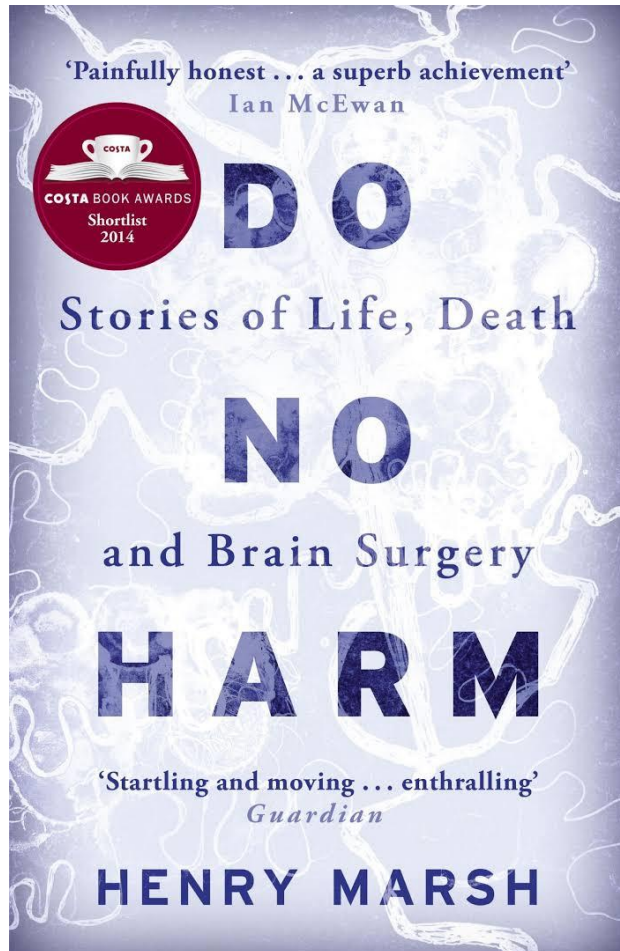
- Perceptions of medical school affect aspiration to apply
- Greenhalgh, Seyan and Boynton (2004)
 - Working class backgrounds saw medical school as 'distant, unreal and culturally alien'
 - Preconceptions that all medical students are 'posh' and very different from them
 - Medical school seemed unachievable for these academically bright children

Feedback

- Universally positive
- Invaluable
- Insightful
- Valued opportunity to talk to junior doctors
- Several pieces of research ongoing but highlighted schoolchildren's expectation of medical careers...

Career Aspirations

- Schoolchildren's career aspirations affected by experience
 - Role models
 - Peer support
 - Work experience
 - Family members
 - Personal experience
 - TV / Media / Books...



Work Experience

- Anecdotal preference for emergency and surgical specialties
- Difficult to gain work experience
 - Nature of specialty
 - Potentially dangerous
 - Need for supervision
 - Elective versus unscheduled care



A Junior Doctor for the Day



- A 'day' in the life of a junior doctor
- Experience:
 - Orthopaedic theatre
 - Laparoscopic theatre
 - Ultrasound
 - A&E assessment of polytrauma
 - Basic Life Support

Discussion

- Do you think the above strategies might fit into your organisation?
- If yes, how?
- If no, what are your suggestions?

Simulation in Widening Access

Benefits

- Early exposure to teaching methodology used as undergraduate
- 20-30 pupils / day
- Access to doctors in informal setting
- Wide range of activities possible
- Potential for future

Challenges

- Space!
- Need simulation suite / centre
- Cost
- Staffing
- Equipment

Future Directions

- Expansion of evening sessions
- Expansion of widening participation simulation programme
 - Allied Health Professional for the Day
 - A Nurse for the Day

Summary

- Work experience provision has evolved over time
- Diverse range of work experience opportunities available
- Supplementary programmes
 - Evening Sessions
 - Medical Skills Days
 - Simulation

- Thank you
- Any questions?