



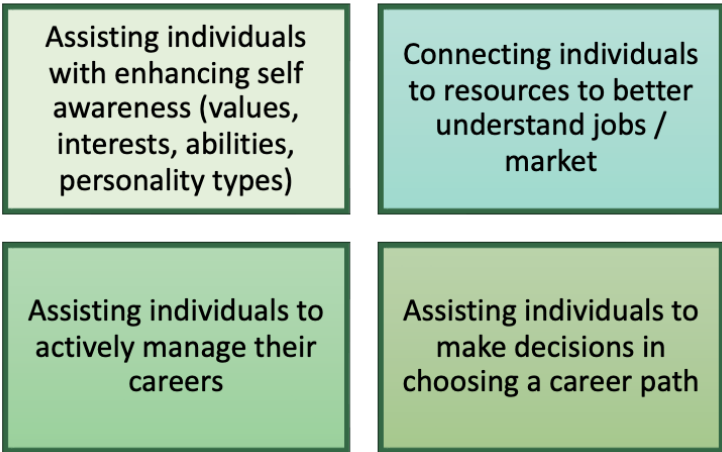
PGME Information Sheet

Career Counselling

Career Counselling refers to assisting individuals in exploration, making professional choices, managing job changes, lifetime career development, and dealing with various career-related concerns.¹ The goal is to make career-related decisions and resolve career-related problems.²

In Medicine, career selection and planning can be a complicated process. It requires learners to analyze information about themselves and information about the workplace they wish to enter.³ Throughout all stages of medical education, career counseling is important so that informed decisions can be made about career paths.

Career counselling has four aspects:⁴



Difficulties in career planning can arise for a variety of reasons. For example, through a lack of preparation, insufficient access to relevant information, access to conflicting information, misinterpretation of information,⁵ or if an individual’s psychological features interfere with decision-making activities.⁶

Various outcomes are associated with access to Career Counselling:

Effective Career Counselling	Ineffective or Lack of Career Counselling
<ul style="list-style-type: none"> ▪ Recognition of individual strengths.⁷ ▪ Focus on the future.⁷ ▪ Envision a particular lifestyle and identity.⁷ ▪ Set achievable goals.⁷ ▪ Positive impact on psychological variables (e.g., relevant to well-being).⁷ ▪ Helps individuals make informed decisions about their careers, leading to greater satisfaction and success. ▪ Bolsters career advancement 	<ul style="list-style-type: none"> ▪ Insufficient knowledge about the profession. ▪ Unsuccessful transition to practice. ▪ Unsatisfied with career choices. ▪ Decrease in overall wellbeing.

Career Counselling is Linked to the Following Accreditation Standard

Standard 6.1: The progression of residents through the residency program is supported, fair, and transparent.

Requirement 6.1.2: Support services are available to facilitate resident achievement of success.

Indicator: 6.1.2.1: The residency program provides formal, timely, career planning and counseling to residents thought their progress through the residency programs.

Career Counselling for Residents can be provided across three domains:^{8,9}

Personal Explore interests, values and skills to help develop a plan to pursue career goals (self knowledge).¹⁰
Explore the values and identity associated with a chosen field.
Work with learners individually (e.g., self-assessment, coaching, mentoring).

Resources:

- PGME Resident wellness: [Resources](#)
- Saskatchewan medical Association (SMA): [Physician Support](#)
- "On Demand" Faculty [Development programming \(e.g., coaching\)](#)

Academic Understand the relationship between education and career goals.
Provide general advice on postgraduate career options and education on switching residency training programs, program withdrawals, and subspecialty match support.
Provide programming and educational sessions to set learners up for success (e.g., CV development, interview coaching, etc.).
Understand different employment pathways and opportunities.
Develop lifelong career management skills.

Resources:

- Resident Doctors of Canada (RDoC): [Career Planning, Practice Management, Career Resources](#)
- Canadian Medical Association (CMA): [Canadian physician specialty profiles](#)

Professional Career Manage career transitions by providing support and guidance.
Overcome obstacles to career success by helping individuals identify and overcome barriers.
Help learners navigate the job market by educating them about different job options (e.g., alternatives to clinical practice, fellowship options).

Resources:

- College of Family Physicians of Canada (CFPC): [Resources for early-career physicians \(e.g., first five years in Family practice\), Tools for Doctors](#)
- Resident Doctors of Saskatchewan (RDoS): [Transitioning to Practice](#)
- Saskdocs: [Pathway to Practice](#)
- HealthForceOntario: [Practice Service Tool Kit](#)
- Canadian Medical Association (CMA): [Practice Management Curriculum](#)
- College of Physicians and Surgeons of Saskatchewan (CPSS): [Patient Care and Physician Billing](#)
- Royal College of Physicians and Surgeons of Canada: [Transition to practice](#)

See the [Top 10 TIPS](#) from Residents and Physicians on Navigating the job-finding landscape and transition to practice

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Transition to Practice

Every fall PGME hosts Transition to Practice sessions for all senior residents in Royal College programs. These sessions include information on:

- Resources for New Physicians
- Finance & Debt Management
- Basics of Investing & Incorporation
- Taxes & Accounting
- To do's When Starting in Practice
- Setting up a Practice, Including Staffing
- Understanding How to Bill & Get Paid
- Contracts & Negotiation

For more information, please contact Chastin Miller: chastin.miller@usask.ca

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