

# Career Guidance In Medical Education: Is It Mandatory?

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## INTRODUCTION

According to Ivan Prvolesky “career guidance is recognized as training and motivating individuals and students to plan their education, training and work; to take responsibility for their own educational and occupational opportunities, providing help to students for further education, flexible professional development, career management, as well as professional promotion.”<sup>1</sup> It was also said that “career guidance refers to services and activities intended to assist individuals, of any age and at any point throughout their live, to make educational, training and occupational choices and to manage their career.” Such services should be provided at all institutes to enhance the job opportunities for the students and employees which is very much lacking in countries like India. There was no such system existing in Medical Colleges and universities providing continuous career support to the medical students.

## REVIEW OF LITERATURE

Medical council of India amendment 2010 says the guidelines for code of medical ethics, duties and responsibilities of physician, misconduct and punishment and disciplinary action,<sup>2</sup> but there was very least space given to the doctors and medical students to know their career future during their studies in Medical College Institutions. Even in the recently proposed vision 2015 lot of changes have been amended on medical curriculum and competencies to be acquired by a medical graduate during his career as a student, starting right from the foundation course to early clinical exposure, vertical and horizontal integration, competency based learning, emphasis on self-directed learning etc.<sup>3</sup> However, career guidance and counseling was not given a place as a part of the curriculum even by medical council of India Vision 2015 module booklet. It's a known fact that access to career guidance for both undergraduate students and postgraduate specialists has been restricted before. In general, the absence of suitable professional

direction has been well documented.<sup>4</sup> The most specialists report that they have never gotten any career direction or guidance.<sup>5</sup> In an overview of British medical association individuals, comprising of medical students and specialists 95% of respondents reported that they had unmet career guidance requirements.<sup>6</sup> So, the burden on the developing countries about the unmet career direction, and professional development skills will be very much high which was not yet completely known being like an iceberg phenomenon.

## EXPECTATIONS AND SUGGESTIONS

Realizing the pathways in the career that helps in enhancing professional orientation to plan, execute effectively and maintenance of competency is made possible by career information. Expecting career guidance alone does not make any sense. Self-realization of the skills, career pathways, current trends and situation, educational and job perspectives also nurtures your career. Career guidance must be administered by Career Advisors, Professors and senior students. The factors which have immense influence on the effectiveness of career guidance are professional qualifications of career advisors, quality standard information resources on career guidance, accessibility to the available resources and motivation of students with pertinent career education and guidance. Professional qualifications of the personnel's are a major concern. Individuals from different fields cannot guide the students in a proper channel. Career education amenable with curriculum promotes to explore the area of interest and competency assessment and mediates the student to pursue their aspiration.

## SUPPORTS PROVIDED TO STUDENTS TO ASSIST CARRIER GUIDANCE

### Information

1. Introduction to Career guidance to accentuate its importance

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- Orientation programs to be conducted to make certain that students are aware about the importance of the career guidance.

### Resources

Enlightening students with adequate knowledge, materials, staffs, and other aids to function effectively.

- Career Advisors should be invited periodically for guest lectures
- Printed materials must be issued to the students for their future references - like career guidance handbooks
- Accessibility teaching and learning support services that assists for further guidance regarding their career
- Conducting career conferences, forums, focus group discussions, online career programs and discussions.

### Activities

- The students can be encouraged to participate in activities (peer group activities) with relevance to their career interest
- Opportunities should be provided to visit or communicate with organizations and associations outside institution to obtain the information and experience (e.g.: Through research projects, workshops, conferences etc.)
- Motivating students to take responsibilities for their education and work.

At the same time, the career advisors and faculties should have the greater level of competency to assess the outcomes of effective career guidance (Table 1) by following them up in future and having a continuous rapport during professional development.

**Table 1: Outcomes of effective career guidance**

#### Outcomes of effective career guidance

Ability to Integrate and organize the information's obtained from various sources  
 The students must be equipped about their prospects of post-graduation  
 They must be competent to determine their future career and vocational choices  
 They must be able to assess critically about the future practice of medicine and develop the required skills

## CONCLUSION

The author being a member of medical education unit tries to emphasize on the importance of career guidance and counseling should be part of medical curriculum which could be implemented by the medical colleges at their own level with the available faculties and senior professors that will pave the way for our medical graduates to achieve with their maximum potential in the different fields of medical world which we did not get in the past.

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