



University of Colorado
Anschutz Medical Campus

A Career Readiness Curriculum for Allergy & Immunology Fellows in Training

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Background

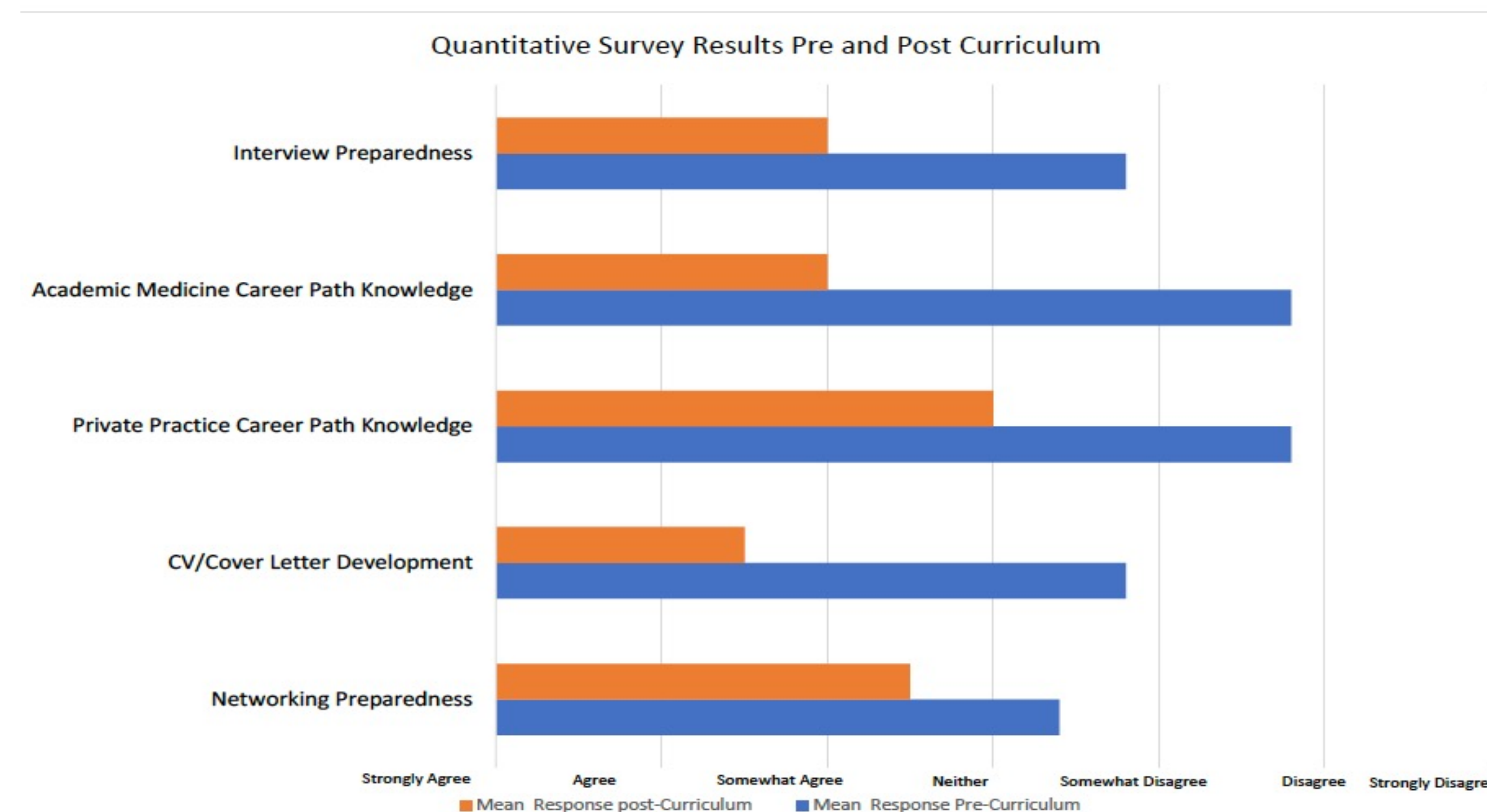
- National data from ACGME accredited Allergy & Immunology (AI) fellowship graduates in 2021 indicated 26% had difficulties in obtaining a position with 68% needing to apply to more than 4 positions¹.
- A gap analysis at Children's Hospital Colorado identified career readiness to be a more pressing unmet need than perceived deficits in medical knowledge or procedural competency².
- This deficit occurred despite 90% of our graduates attending career development sessions through local or national societies.
- A targeted needs assessment was obtained through a modified Delphi method which included individual interviews with prior/current fellows to identify a comprehensive list of potential career planning insufficiencies.
- A survey was completed to rank deficits by perceived significance/impact.
- Eight topics with career readiness were identified as maximum importance to be addressed at the program level which provided the framework for curriculum design².

Program Design

Session	Format/Content
1. Networking Skills/Job Application Timeline	<ul style="list-style-type: none">Networking examples (emails, in person) discussed in a small group setting between trainees and four faculty membersSuggested timeline for a job search provided based on feedback from prior trainees (i.e., timeline for distribution of CV/cover letters, interviews)
2. CV/Cover Letter Development	<ul style="list-style-type: none">Sample templates for CV and Cover letters provided prior to sessionFour faculty members individually reviewed and provided feedback on each trainee CV and cover letter(s)
3. Private Practice Career Paths	<ul style="list-style-type: none">Informational session with trainees and local private practice physicians with an interest in education through membership in local AI societyTopics covered included reimbursement models, partner/non partner tracks, key questions to ask
4. Academic Medicine Career Paths	<ul style="list-style-type: none">Informational session with trainees and section head of AI at CHCOTopics included promotion tracks within academic medicine, salary, contract negotiations
5. Q&A with Prior Graduates	<ul style="list-style-type: none">Panel discussion with recent graduates of our program (N=10) with 5 being in private practice and 5 being in academic medicineDiscussed salary ranges, contract negotiations, networking, key questions/red flags
6. Interview Preparedness	<ul style="list-style-type: none">Trainees participated in two mock interviews, one simulating private practice and one simulating academic medicine positions. Both scenarios were tailored to positions trainees were interested in.Each session had a faculty member playing the interviewer with another faculty member observing, totaling 4 faculty members providing feedback.

Evaluation Methods: Multimodal Assessment

- A quantitate survey was utilized to assess trainee comfort/knowledge pre (blue) and post (orange) completion of the curriculum via a 7-point Likert scale (strongly agree to strongly disagree)
- Agree responses indicating higher comfort/knowledge in the identified area.



Evaluation Continued

- Qualitative interviews revealed that while similar sessions attended through local or national societies provided a strong base of general knowledge, the success of the curriculum was due to it being customizable and providing individualized feedback. Sample quotes:
 - "I felt highly prepared for interviews. Questions that I received feedback on during my mock interview were asked and I was more prepared in my response."
 - "This curriculum was beneficial because it was customized to each trainee. It complemented the broader resources available in other settings."

IMPLICATIONS

- The success of our curriculum was due to its personalized nature.
- As the areas of deficit identified occurred despite our trainees attending career development sessions elsewhere, this curriculum is applicable to other AI programs as well as other residency and fellowship programs as many elements identified are not specific to AI.
- Career planning should be routinely incorporated into fellowship curriculums.

References

- American Academy of Allergy, Asthma & Immunology. Practice Management Committee. FIT Exit Survey Results 2021.
- Bauer M; Anderson WC; Dutmer C; Atkins F. Career Readiness Identified as Unmet Need in Fellowship Training. AAAAI National Meeting 2022. Poster Presentation.