

Selection of trainees for global health experiences: a literature review



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BACKGROUND

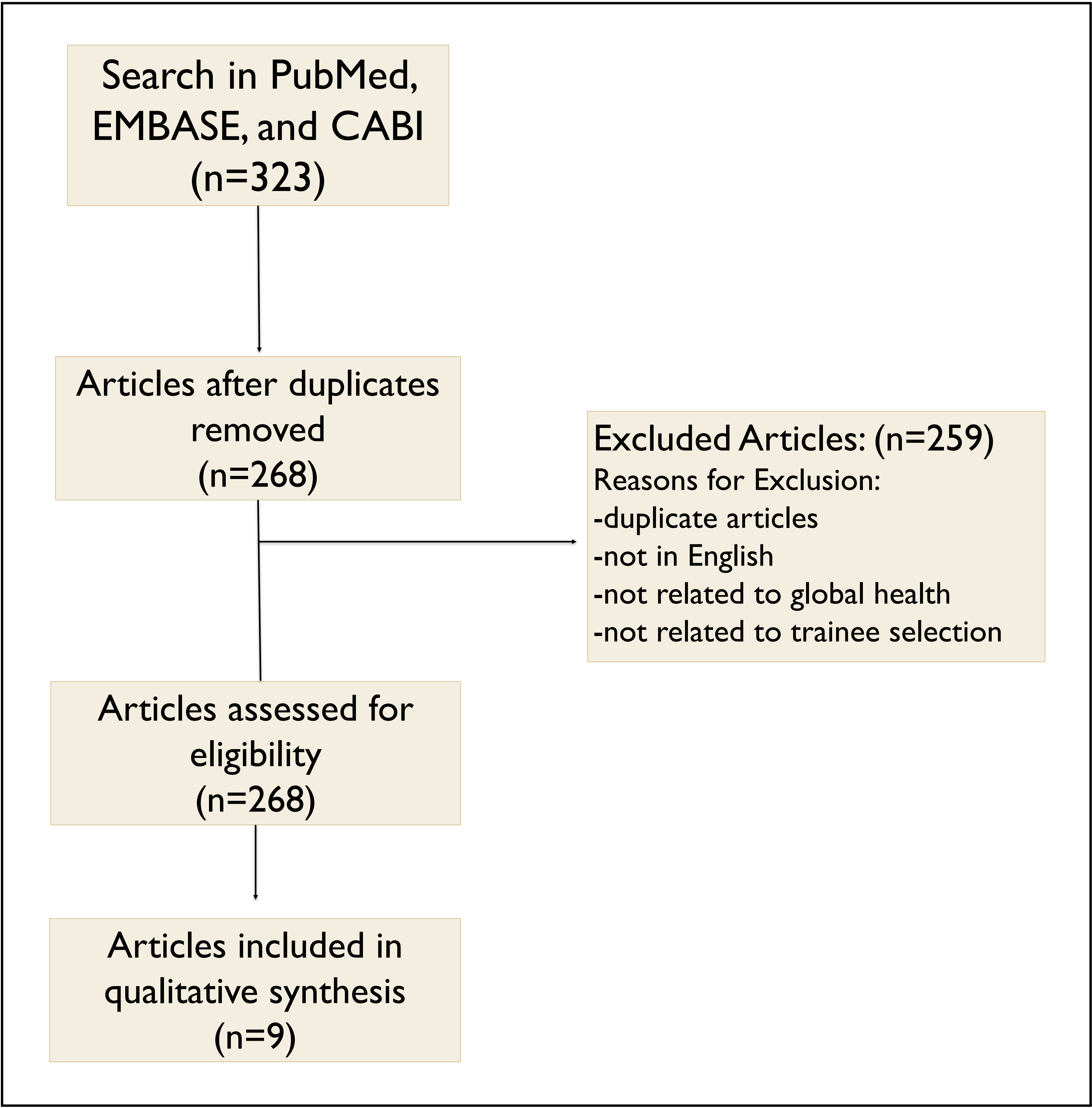
- Medical trainee participation in Global Health Experiences (GHEs) has increased dramatically in recent years
- Mutual partnerships are important to ensure that trainees, sending, and hosting institutions all benefit from GHEs
- Trainees on the ground play a key role in global health partnerships
- It is important to select suitable trainees for GHEs
- Best practice guidelines for selection of trainees for GHEs do not yet exist

OBJECTIVES

- Evaluate literature for current practices for selection of trainees for GHEs
- Investigate whether GHE programs involve host institutions in the selection of trainees

METHODS

- Systematic review of PubMed, CABI, and EMBASE.
- Search completed in July 2020
- Included articles from the past 5 years.
- Search terms included Mesh terms for “global health elective”
- Initial search yielded 323 articles
- After exclusion, 9 articles remained for review.



RESULTS

Recurring Themes in Student Selection

Criteria for selection	Procedures utilized
Academic Standing (n=3)	Written Application (n=5)
Clinical Qualifications (n=5)	Personal Interview (n=6)
Non-academic Tributes (n=4) (attitudes and behaviors)	Multiple Mini Interview (n=1)
Self selection/Ability to Pay (n=2)	Involvement of host input (n=3)

LIMITATIONS

- Investigation limited to programs that formally published selection processes.
- No clear way to assess outcomes of trainee selection

CONCLUSIONS

- Standardized guidelines for selecting trainees for GHEs do not yet exist
- In addition to academic standing and clinical skills it is important to assess trainees for non-academic attributes such as:
 - Cultural humility
 - Adaptability
- Trainees may be selected using written applications, personal interviews, or other styles of interview
- Only three articles mentioned the importance of involving host institution in trainee selection

FUTURE DIRECTIONS

- Develop standardized guidelines for best practices for selecting trainees for Global Health Experiences
- Investigate potential methods for involving host institution in trainee selection process
- Develop methodology for evaluating efficacy of trainee selection methods

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- None