FRONTIER MEDICAL AND DENTAL COLLEGE ABBOTTABAD

Policy for Career Counseling of Medical Students

1. Purpose

The purpose of this policy is to provide structured guidance and support to medical students in exploring, developing, and pursuing career options within the medical profession. This includes helping students understand their strengths, interests, and goals, as well as providing access to resources and professionals who can assist in making informed career decisions.

2. Scope

This policy applies to all enrolled medical students, including those in pre-clinical and clinical years, and covers both academic and non-academic career paths in medicine, including clinical practice, research, healthcare administration, and specialized fields.

3. Objectives

- To assist students in identifying their strengths, interests, and career goals.
- To provide students with knowledge of various medical career pathways.
- To offer personalized advice on the choices available in specialties, postgraduate training, and professional development.
- To connect students with mentors, professionals, and networking opportunities within the medical field.
- To help students navigate the application and selection processes for residency programs and other medical career pathways.

4. Career Counseling Services

- **Individual Counseling:**
  Students will have access to one-on-one counseling sessions

with qualified career advisors, faculty mentors, or counsellors who specialize in medical careers. These sessions will focus on helping students assess their interests, values, skills, and long-term professional aspirations.

- **Group Workshops and Seminars:**
  Regular workshops on topics such as choosing a specialty, applying for residency, CV writing, and preparing for interviews will be organized. These group sessions will help students gain insights into various fields of medicine and the steps required to pursue them.
- **Mentorship Programs:**
  Each student will be paired with a faculty member or senior clinician in their field of interest to provide ongoing mentorship. Mentors will help guide students through decision-making processes, offer advice on career planning, and help navigate challenges.
- **Career Exploration Events:**
  Career fairs, networking events, and guest speaker sessions will be organized to expose students to different specialties and career paths. This will allow students to learn about opportunities in clinical practice, research, medical education, public health, and healthcare policy.

5. Roles and Responsibilities

- **Career Advisors:**
  Career advisors will be responsible for providing individual counseling, coordinating workshops, and facilitating mentorship programs. They will also assist students in identifying appropriate resources and offer support during key decision-making points (e.g., choosing a specialty or applying for postgraduate training).
- **Faculty and Mentors:**
  Faculty members and mentors are expected to provide advice on career development and help students connect their academic experience with their career goals. They would encourage students to explore diverse career paths and help them understand the demands and rewards of each field.

- **Medical Students:**
  Students are expected to actively engage in career counseling by attending workshops, participating in mentorship programs, and seeking advice from career counsellors. They would take ownership of their career planning and consider their personal strengths and interests when making decisions.

6. Specialized Support for Specific Areas

- **International Students:**
  Students from abroad will receive tailored advice on navigating the licensing and residency application process in different countries, understanding credentialing, and pursuing visas or work permits.
- **Research and Academic Career Paths:**
  Students interested in medical research or academia will have access to specialized counseling regarding research opportunities, pursuing advanced degrees (e.g., MD/PhD), and career paths in medical education.
- **Non-Clinical Careers:**
  For students interested in healthcare administration, policy, or public health, counseling will include exploring alternative career options and providing pathways for further qualifications or training.

7. Evaluation and Continuous Improvement

- Career counseling services will undergo regular evaluation to ensure they meet the needs of students. This will involve gathering feedback through surveys, focus groups, and individual assessments.
- Based on feedback, counseling services will be improved by updating resources, offering new programs, or adjusting strategies for advising students.

8. Confidentiality and Privacy

All career counseling services will be conducted in accordance with university policies on confidentiality and privacy. Student information and counseling outcomes will be kept confidential, except for situations where disclosure is required by law or when there is a risk of harm to the student or others.

9. Funding and Resources

Resources such as a career counseling website, library, and databases of residency programs and career opportunities will be made available to students. The institution will also provide financial support for students attending career fairs or other career development events.