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INTERCEPT (INTERnational mediCal graduate comPrehensive inducTion) programme Evaluation study - Evaluating a bespoke comprehensive induction with a focus on integration of International Medical Graduates Beginning Work in the UK



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We use this protocol and it's working

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Keywords: International Medical Graduates, induction programme, clinical training, educational orientation, pastoral support, cultural competency, medical supervisors, healthcare integration, onboarding. , international medical graduate comprehensive induction, medical graduate comprehensive induction, integration of international medical graduates beginning work, international medical graduates beginning work, international medical graduate, comprehensive induction programme, multifaceted induction programme, programme evaluation study, international medical, clinical educator workshop, img trainee, programme individual session evaluation, integration into the healthcare system, mixed methods study, person simulation training session, educational methodology, comprehensive induction, feasibility mixed methods study, clinical practice, study, uk introduction, training, feasibility context the study, pastoral needs of img, including healthcare professional, overall wellbeing, programme for news, onboarding, individua

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Abstract

Introduction:

International Medical Graduates (IMGs) play a critical role in the support and delivery of healthcare services in the UK. However, their integration into the healthcare system poses significant challenges due to differences in clinical practices, educational methodologies, and cultural contexts. A comprehensive induction programme is crucial to facilitate the smooth transition of IMGs into their new professional environments. The following study outlines a multifaceted induction programme designed to address the clinical, educational, and pastoral needs of IMGs, aiming to enhance their competence, confidence, and overall wellbeing.

Methods and analysis:

This feasibility mixed methods study, as part of work package 1, will aim to recruit a total of n=58 participants in the evaluation of INTERCEPT (**INTER**national **medi**Cal graduat**E** com**P**rehensive induc**T**ion) programme for New to the UK IMGs. The intervention, INTERCEPT Programme, will include both asynchronous and synchronous online teaching, an individual wellbeing meeting and a one-day in-person simulation training session. In the feasibility context the study will be conducted across interconnected streams. The evaluation will be largely descriptive involving a pre-post comparative analysis against the baseline measures, in-programme individual session evaluation and a longitudinal qualitative exploration of impact via semi-structured interviews, stakeholder views and a log of resource utilisation.

Work package 2 will include an evaluation of clinical educator workshops called EQiT (Embedding Compassionate, Courageous, Cross-cultural Conversations into Training) Masterclasses for enabling educators in undertaking sensitive culturally aware conversations with their IMG trainees, based on existing work delivered to psychiatric supervisors.

Analysis in both the work packages will include descriptive statistics and framework analysis.

Impact and

Dissemination:

The dissemination plan aims to outreach to a wide audience including healthcare professionals, policymakers, educators and the IMGs themselves. The study proposes to promote effective integration practices

for IMGs through a comprehensive induction programme and influence policy changes to support the needs of IMGs.

Keywords: International Medical

Graduates, induction programme, clinical training, educational orientation, pastoral support, cultural competency, medical supervisors, healthcare integration, onboarding.

Attachments



INTERCEPT Programme

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391KB

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