

Career Advising System

OFFICE OF LEARNER AFFAIRS (OLA)

Temerty Faculty of Medicine, University of Toronto

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Director, Career Advising Systems, OLA

Colleen O'Connor
Career Counsellor, OLA

What we do



COMMUNITY
OMA – PHP

CaRMS

UNIVERSITY
OF TORONTO

TEMERTY
FACULTY OF
MEDICINE

MEDICAL
EDUCATION

MAA

LEARNER
LEADERSHIP

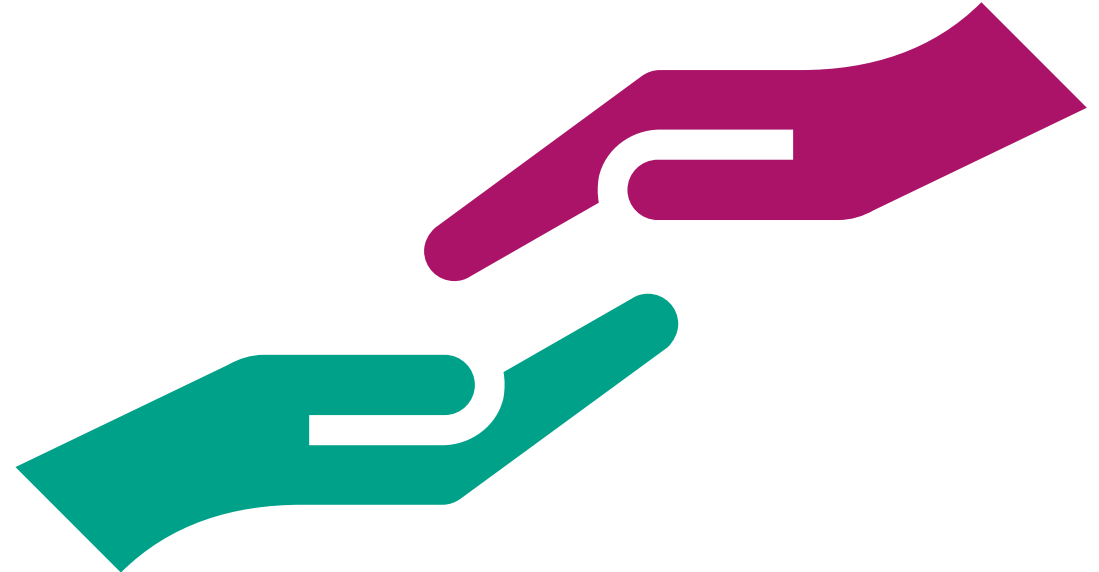
Integrated Career Supports

We currently support learners as they:

- Complete medical school
- Apply for residency
- Participate in the matching process
- Develop lifelong career management skills

Our career advising approach combines:

- Curricular Supports and Sessions
- Individual Career Counselling and Coaching
- Access to Career Resources
- Match Related Support



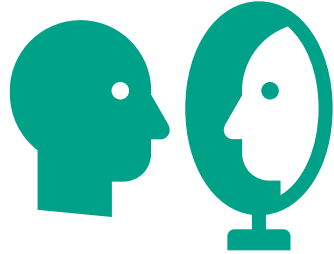
Elements of Career Advising

Integrative 4-year longitudinal Career Advising and Preparation (CAP) course/ curriculum

Individual services combine expertise of career counselling professionals and faculty physicians

Collaboration with the Electives Office, the academics and the Alumni Office to ensure student access to a comprehensive system

Career counselling services



Self-assessment



Career exploration



CV Building



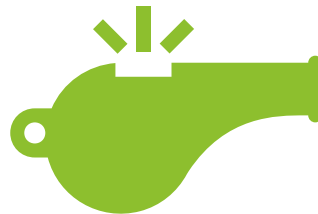
Decision making strategies



Hybrid career options



Residency application document reviews



Interview coaching



Referrals/resources



Work Search Strategies and Support

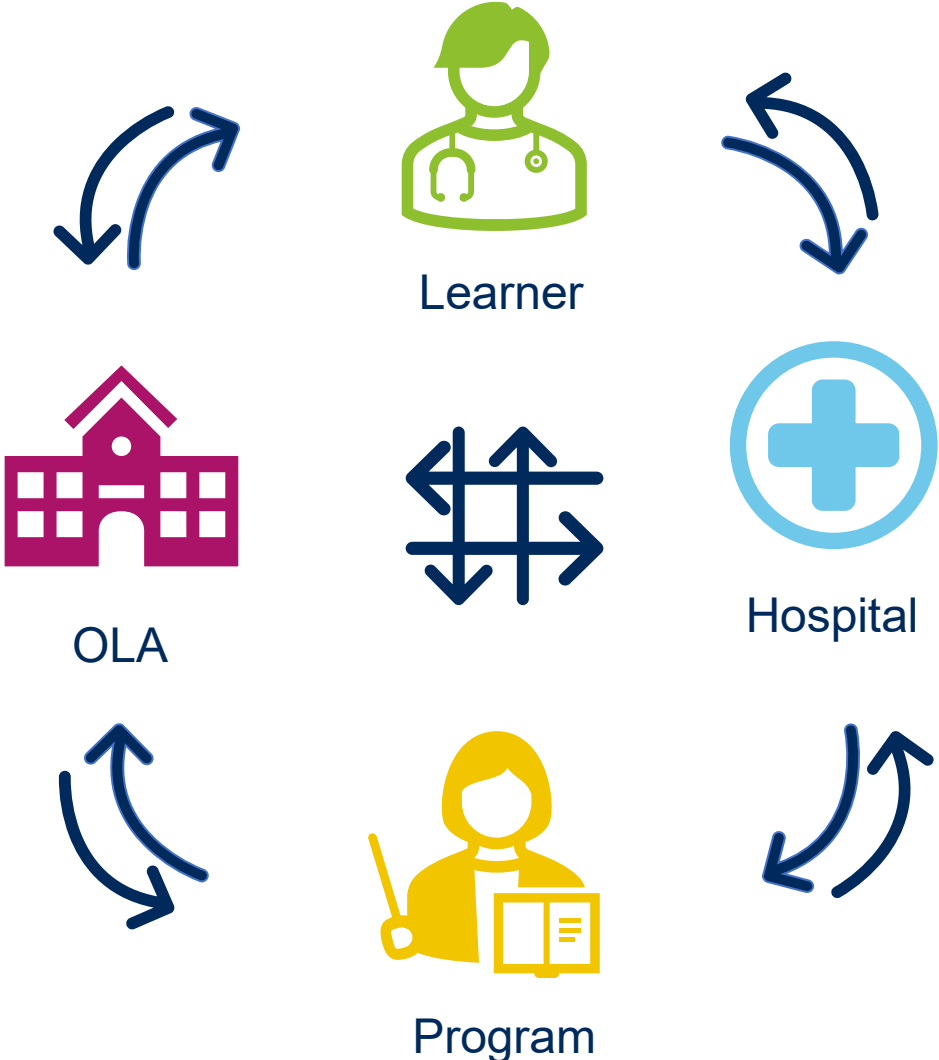
ICE: Career Advising & Preparation

Identify and explore	Personal and professional goals and priorities to inform career interests and specialty choices.
Reflect	Personality traits, evolving professional skills and clinical experiences.
Use	Networking, informational interviewing and shadowing skills to learn about various specialties and develop meaningful mentors.
Examine	The healthcare landscape and patient population needs and reflect on professional and social responsibilities when selecting a career.
Develop	CV writing skills for research, leadership and residency applications as well as future career applications.

ICE: Career Advising & Preparation

Explore	Careers through Enriching Educational Experiences (EEEs) and observership placements.
Develop	Knowledge of careers in medicine.
Understand	How to choose a specialty and how to prepare for CaRMS.
Participate in	Informational interviews with physicians/informal career discussions.
Hear	From physicians, upper year students, and industry experts on topics including entrepreneurship, labour markets, best practices for career exploration.

Working together



Can we achieve better alignment between programs and applicants using Career Advising Services?

Your feedback / insights in key areas to guide coaching / support related to residency application and interview processes

Key areas include:

- Academic criteria for consideration of interviews
- Research experience
- Extracurricular activities and soft skills
- CV, Personal statement and interview performance
- Other issues, including potential red flags

Specialty-specific context where and if possible.

How you can help

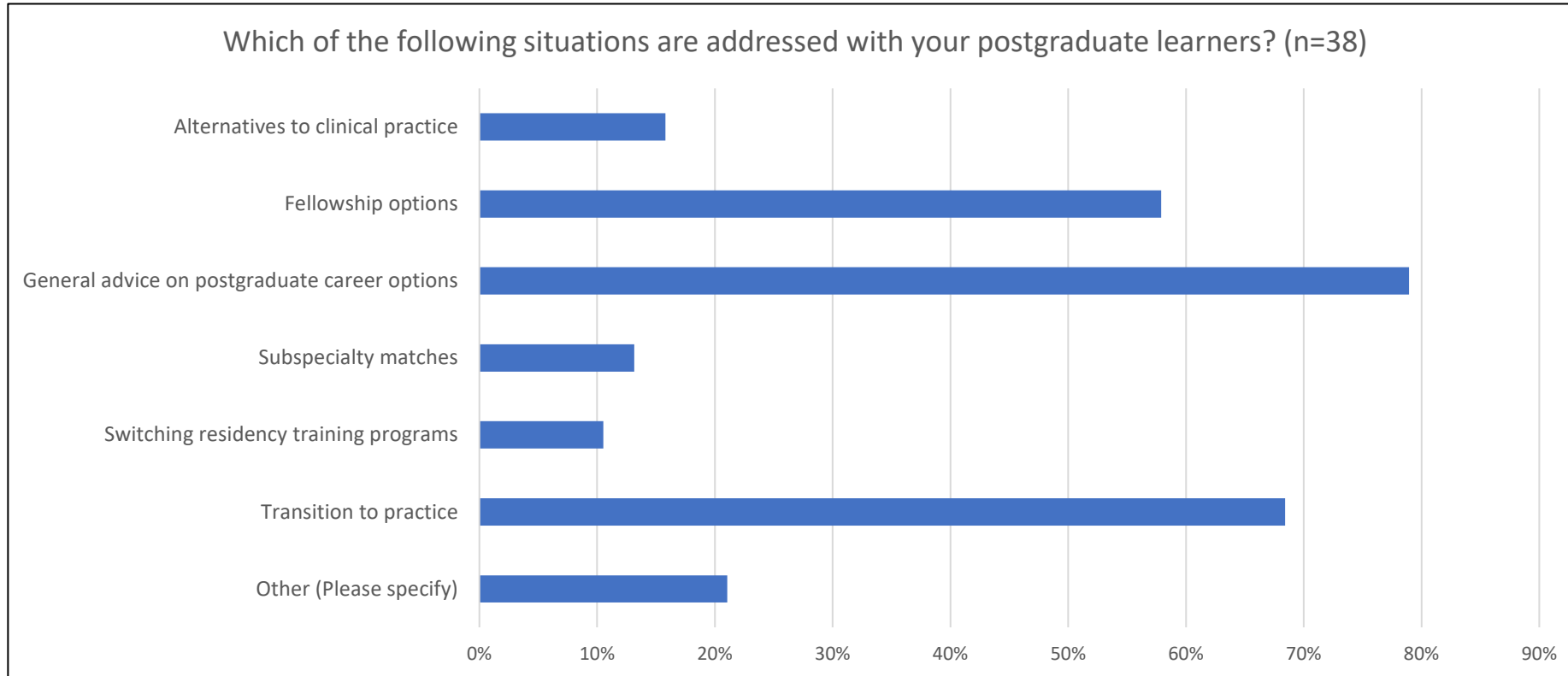
Surveys for us to better understand your needs for PG and processes for MD program students interested in your specialty

- Career advising needs assessment, **currently in circulation**
- Academic, extra curricular, ie. volunteer and research and elective expectations, **pending**
- CaRMs process inquiry, **pending**

“Central” and Program collaboration/synergies

Career Advising - Program Director (Short Survey)

Total number of respondents: 38

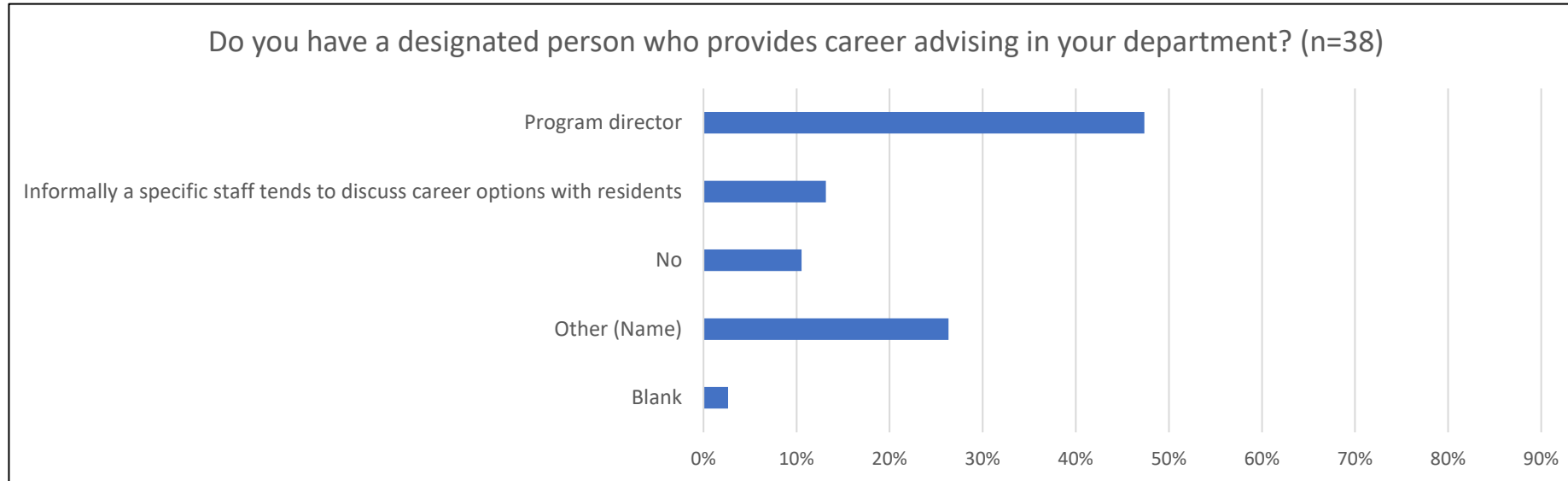


Other:

- Info on payment schemes, interview and CV preparation, info on various available positions
- Career day with community physicians, Half day on academic jobs, one on one career mentoring
- CFPC practice management resource modules, The DFCM has 3 practice management core days

Career Advising - Program Director (Short Survey)

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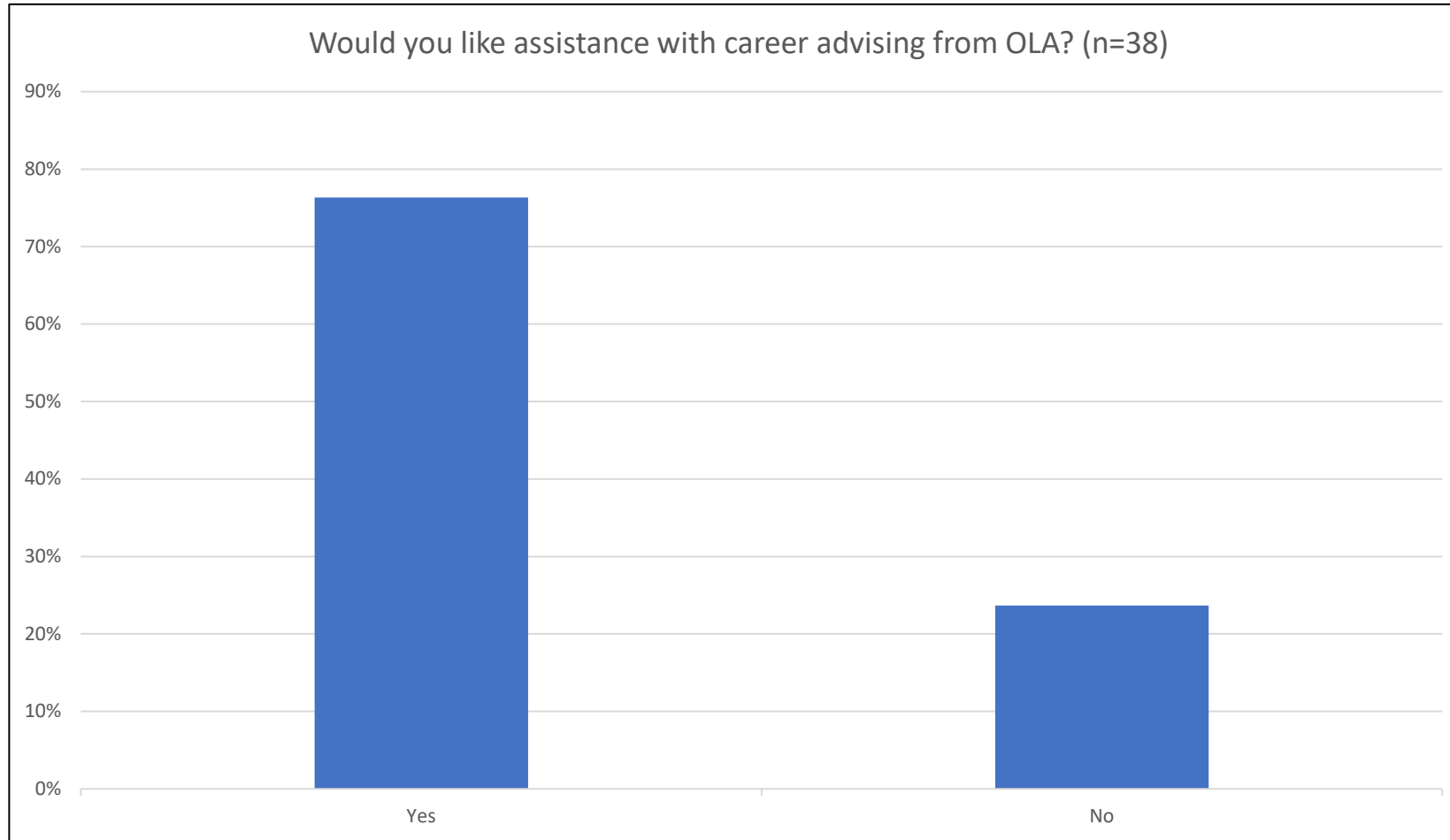


Other:

- Associate Program Director
- PD, Dept Chair, Division Chiefs
- We have a dedicated academic half day in addition to meeting one on one with PD to discuss career planning
- Program Director and Wellness Director
- Dr. Susan MacKenzie
- Mentorship Lead
- Faculty
- Assistant PD

Career Advising - Program Director (Short Survey)

Total number of respondents: 38

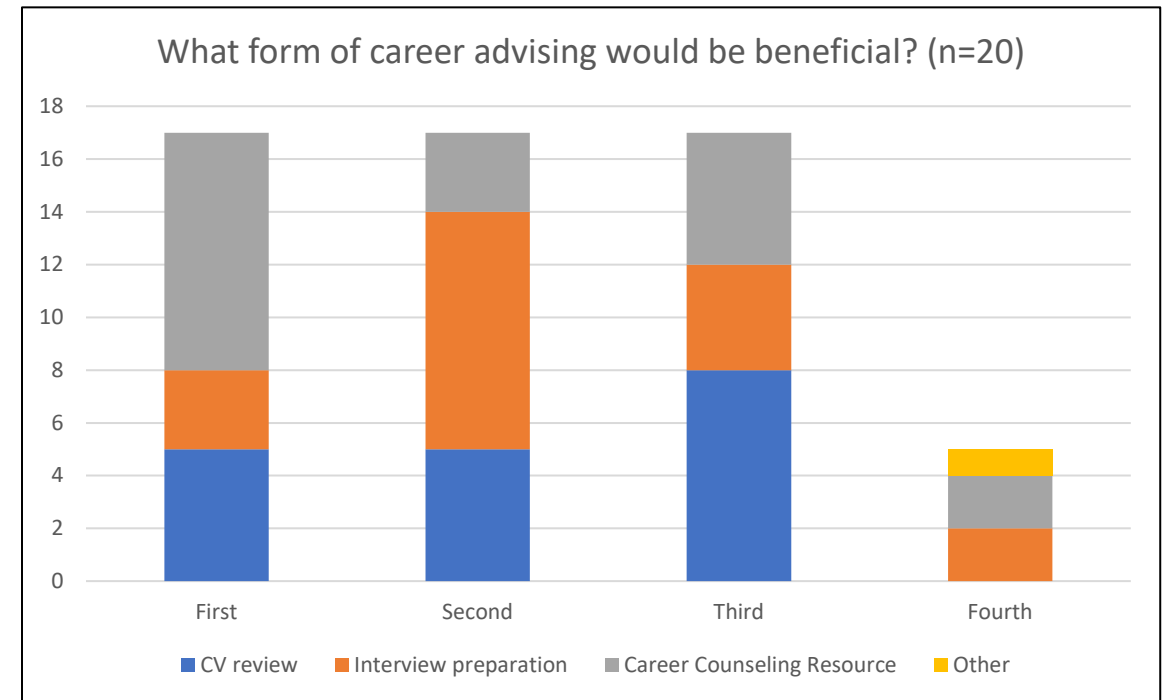


Career Advising - Program Director (Short Survey)

Total number of respondents: 20

What form of career advising would be beneficial?

1. Career Counselling
2. CV Review
3. Interview Preparation

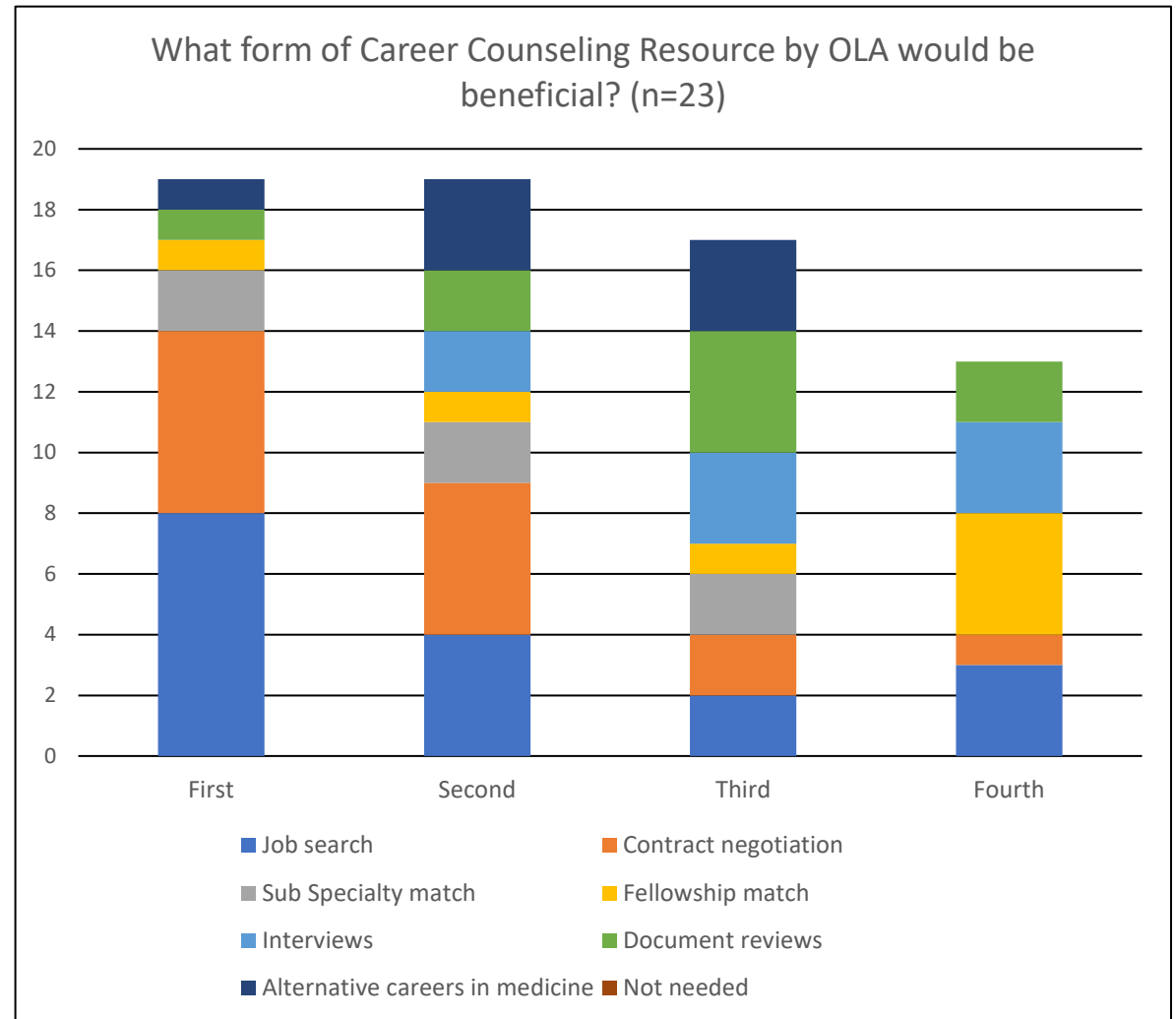


Career Advising - Program Director (Short Survey)

Total number of respondents: 23

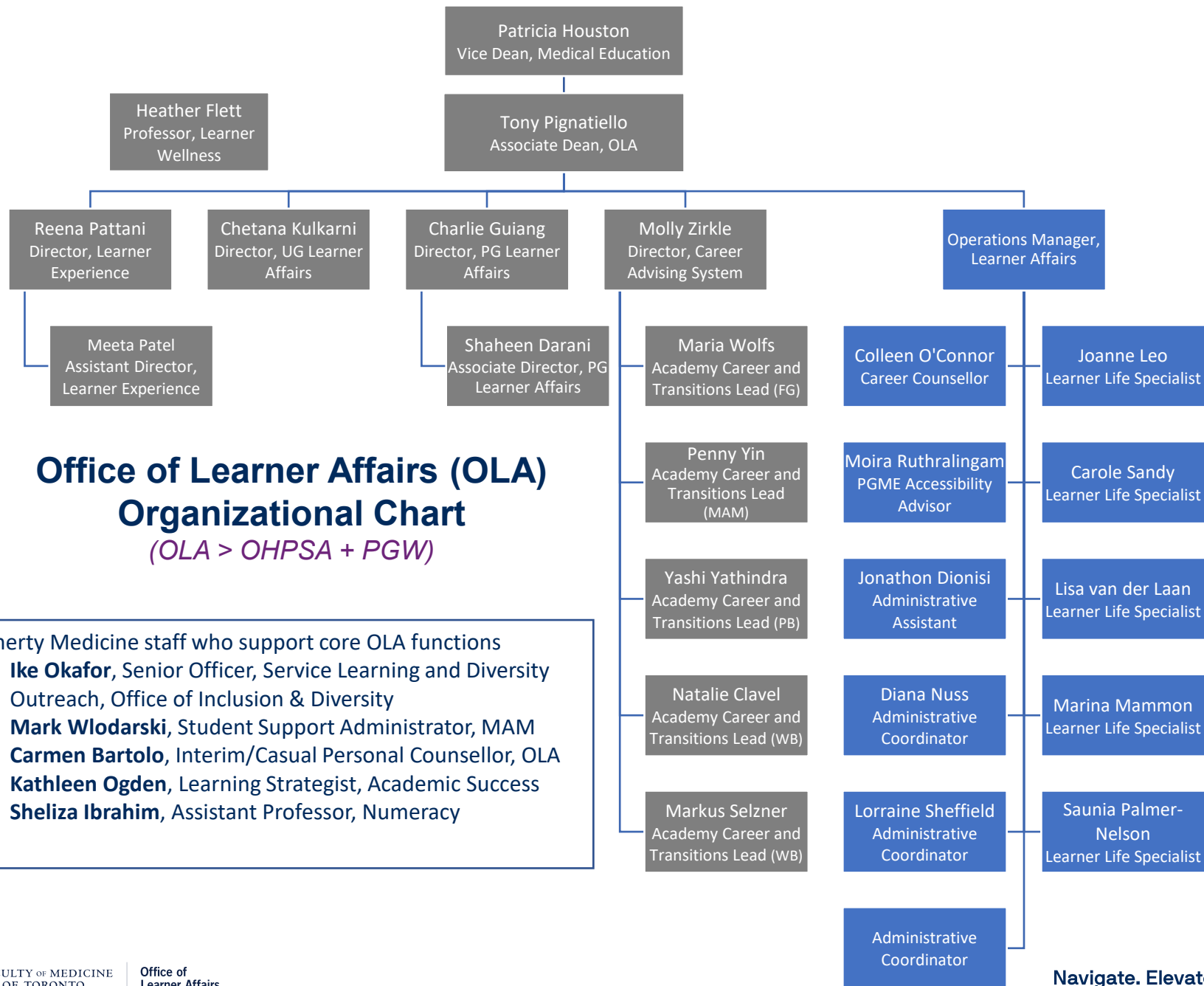
What form of Career Counseling Resource by OLA would be beneficial?

1. Job search
2. Contract negotiation
3. Interviews
4. Document reviews
5. Alternative careers in medicine
6. Fellowship match
7. Sub-specialty match
8. Not needed



What we could offer PG Learners

- Subspecialty Match Support
- Program Transfers
- Program Withdrawals
- Career Options (Including What Else You Can Do with a Medical Degree)
- Health Workforce Information and Connections
- Transition to Practice Information
- CV Reviews
- Work search Strategies and Support
- Statement Reviews
- Interview Coaching and Tips
- Individual And Group Offerings



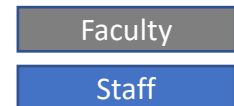
Office of Learner Affairs (OLA) Organizational Chart

(OLA > OHPSA + PGW)

Temerty Medicine staff who support core OLA functions

- **Ike Okafor**, Senior Officer, Service Learning and Diversity Outreach, Office of Inclusion & Diversity
- **Mark Wlodarski**, Student Support Administrator, MAM
- **Carmen Bartolo**, Interim/Casual Personal Counsellor, OLA
- **Kathleen Ogden**, Learning Strategist, Academic Success
- **Sheliza Ibrahim**, Assistant Professor, Numeracy

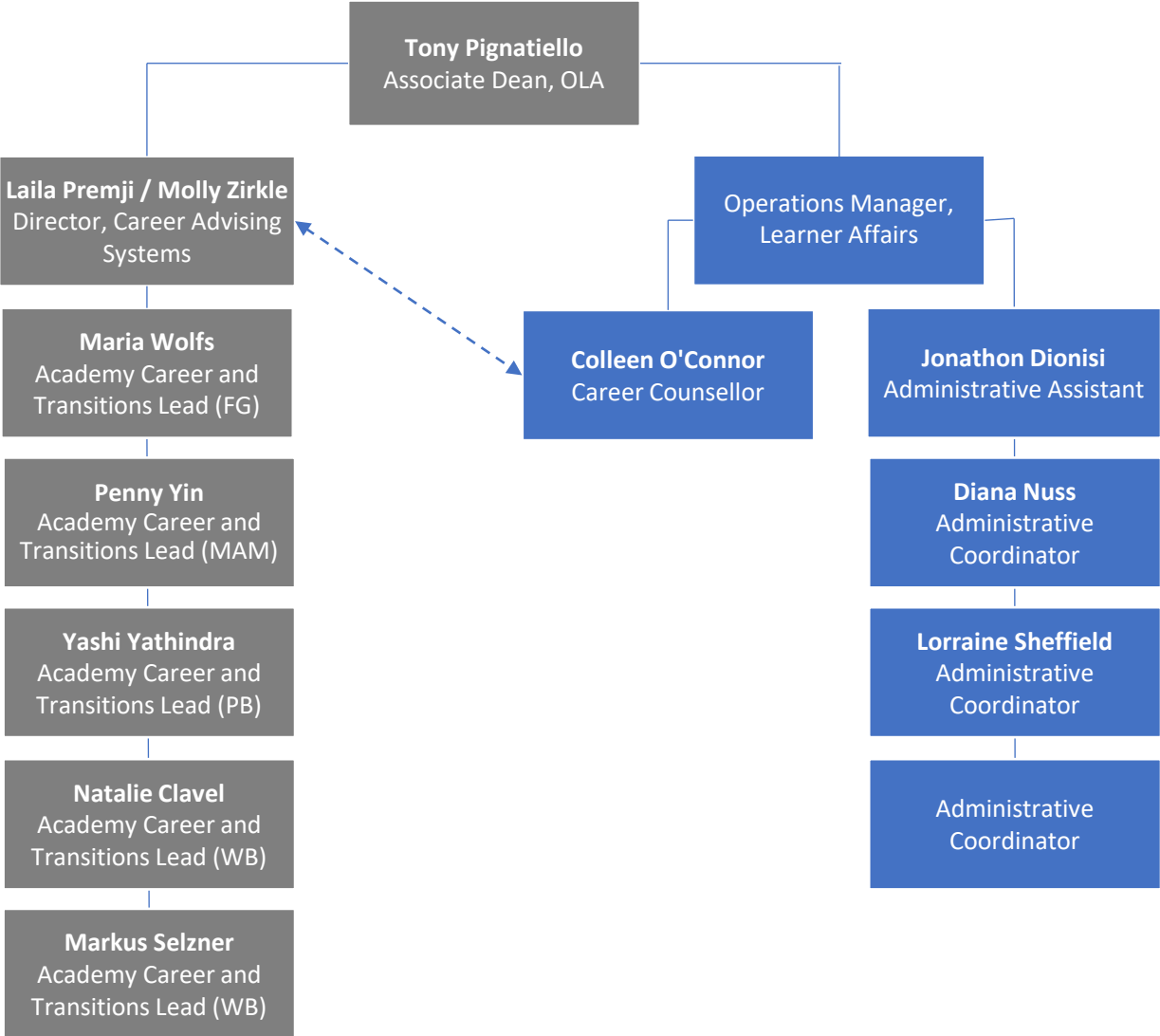
Legend:



Navigate. Elevate. Advocate.

We're with you

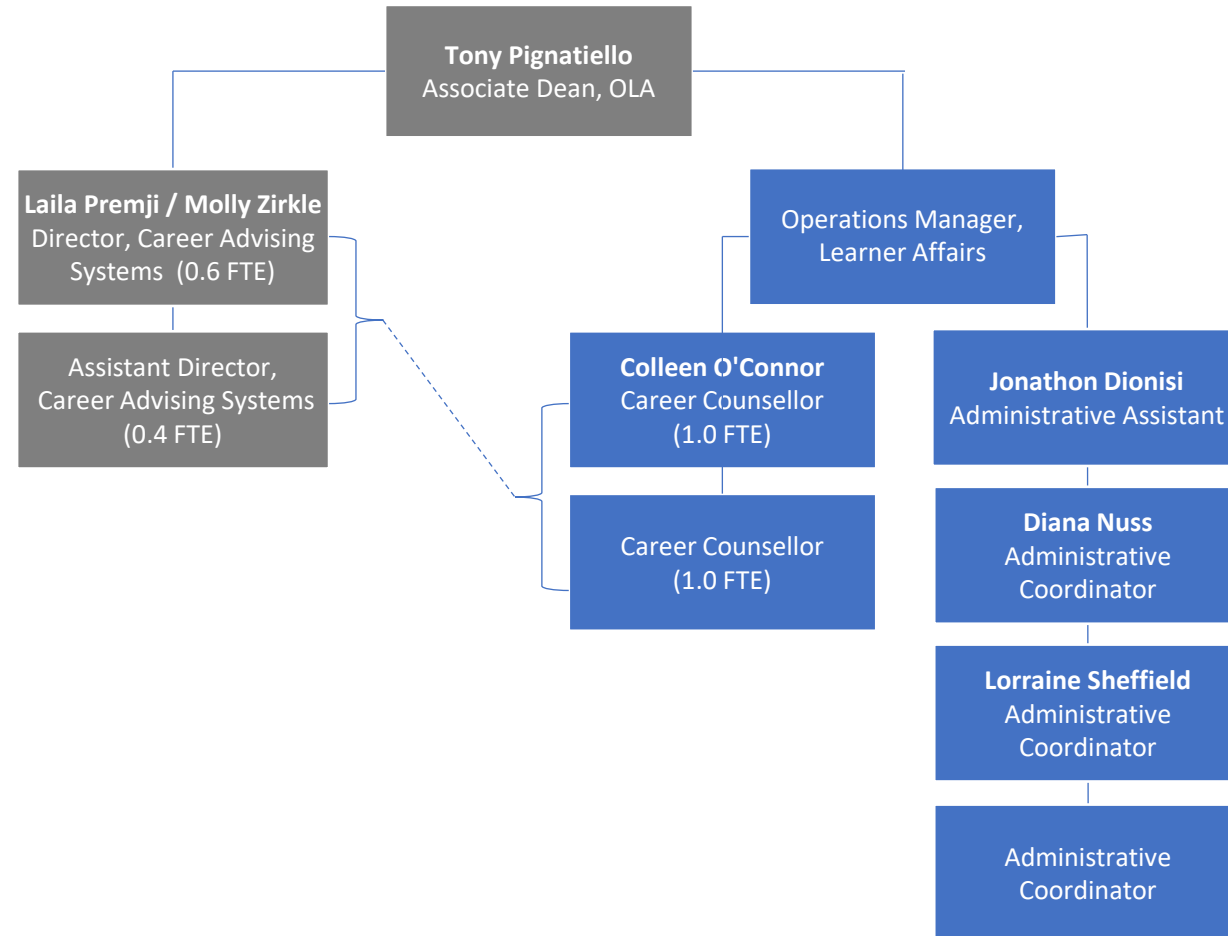
OLA Organizational Chart - Career Counselling (former state)



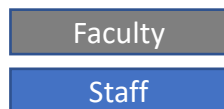
Legend:

- Faculty
- Staff

OLA Organizational Chart - Career Counselling (proposed state)



Legend:



Getting to OLA



St. George Campus



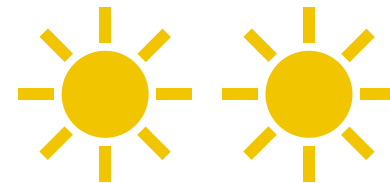
Mississauga Academy of Medicine



No door
is the wrong door



Appointments usually within
2 weeks



Response within
2 business days

Contact us



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/learner-mistreatment
/book-appointment](https://meded.temertymedicine.utoronto.ca/office-learner-affairs/learner-mistreatment/book-appointment)



ola.reception@utoronto.ca



416-978-2764 (MD/MRS/OS&OT/PA learners)
416-946-3074 (PGME learners/trainees)



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