

2017 TAE-Survey:

Supervision and Mentorship of Trainees in Europe

An international cross-sectional questionnaire survey by the Trainee
Association of ESCMID



Introduction:

To be a trainee means to be dependent:

The necessity of Supervision and Mentorship for the future of our specialties

Background: The TAE 's latest surveys:

“training systems and training adequacy” (2015)

“A large survey among European trainees in clinical microbiology and infectious disease on training systems and training adequacy: identifying the gaps and suggesting improvements” E. Yusuf et al. (04 September 2016)

“Personal life and working conditions of trainees” (2016)

“Personal life and working conditions of trainees and young specialists in clinical microbiology and infectious diseases in Europe: a questionnaire survey” A.E. Maraolo et al. (01 February 2017)

Conclusion from these surveys:

- ▶ Mentor/Supervisor should be more involved in helping with future career plans and practical skills
- ▶ Mentor/Supervisor should be more involved in daily work

Aim of our TAE survey:

Further and more detailed investigation of the current status of Supervision and Mentorship among European trainees

Core questions of our survey:

- ▶ How do young specialists and trainees in CM and ID perceive Supervision and Mentorship in clinical and laboratory settings?
- ▶ Are there differences in Supervision and Mentorship habits between European countries?
- ▶ Who contributes to the different aspects of Supervision and Mentorship of trainees and young specialists?

Preparation and Distribution of our Survey

- ▶ The questionnaire was prepared by the steering committee of TAE
 - ▶ It was online between 1st June to 30th September 2017 on SoSci-Survey platform
 - ▶ The web link was distributed by e-mail and promoted by ESCMID and TAE newsletters and on the ESCMID and TAE websites, reaching more than 10.000 members
 - ▶ Respondents were eligible when they were trainees or young medical specialists within 3 years after training completion in CM or ID



0% completed

TAE Survey on Supervision, Mentorship and Management

This survey is developed by the members of the Trainee Association of the European Society of Clinical Microbiology and Infectious Diseases (TAE) steering committee, and is intended for trainees and young specialists in clinical microbiology (CM) and infectious diseases (ID).

It will take about 10 minutes to answer the following questions. Your privacy is protected, the Data will be collected anonymously.

You can reply to the questionnaire on several occasions, incomplete questionnaires will not be analyzed.

Contents of the survey:

- ▶ The questionnaire included 19 demographic questions (gender, country....)
- ▶ 18 specific questions on supervision
- ▶ 16 specific questions on mentorship

Question characteristics:

Likert-scale questions

yes / no questions

multiple choice questions

The presented data does not include participants from outside Europe!

Participants:

▶ For Supervision 389 finished questionnaires were analyzed

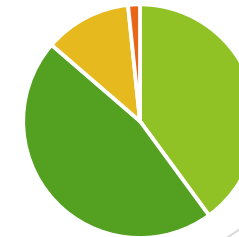
- ▶ 151 trainees/young specialists from CM
- ▶ 183 trainees/young specialists from ID
- ▶ 49 trainees/young specialists from both CM and ID
- ▶ 6 trainees/young specialists from another medical specialty



■ CM ■ ID ■ both CM and ID ■ other specialty

▶ For Mentorship 356 finished questionnaires were analyzed (33 incompletes questionnaires were excluded)

- ▶ 139 trainees/young specialists from CM
- ▶ 164 trainees/young specialists from ID
- ▶ 48 train trainees/young specialists from both CM and ID
- ▶ 5 trainees/young specialists from another medical specialty



■ CM ■ ID ■ both CM and ID ■ other specialty

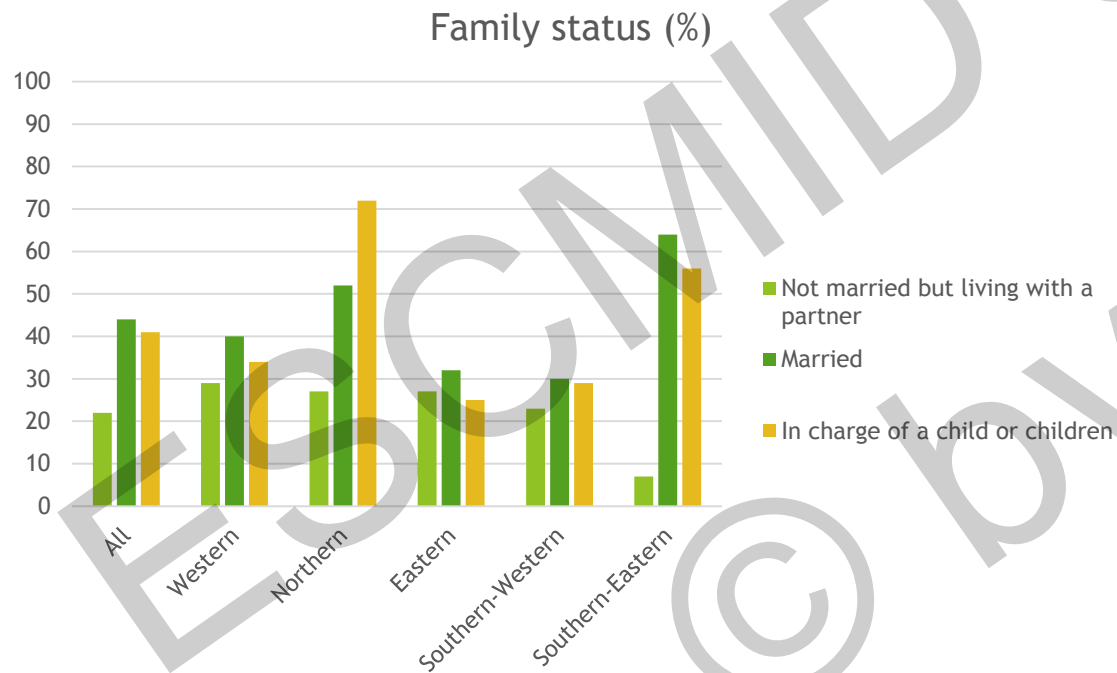
Demographic characteristics:

Gender: mostly female (about 60%)

Southern-Eastern Europe: 75% female

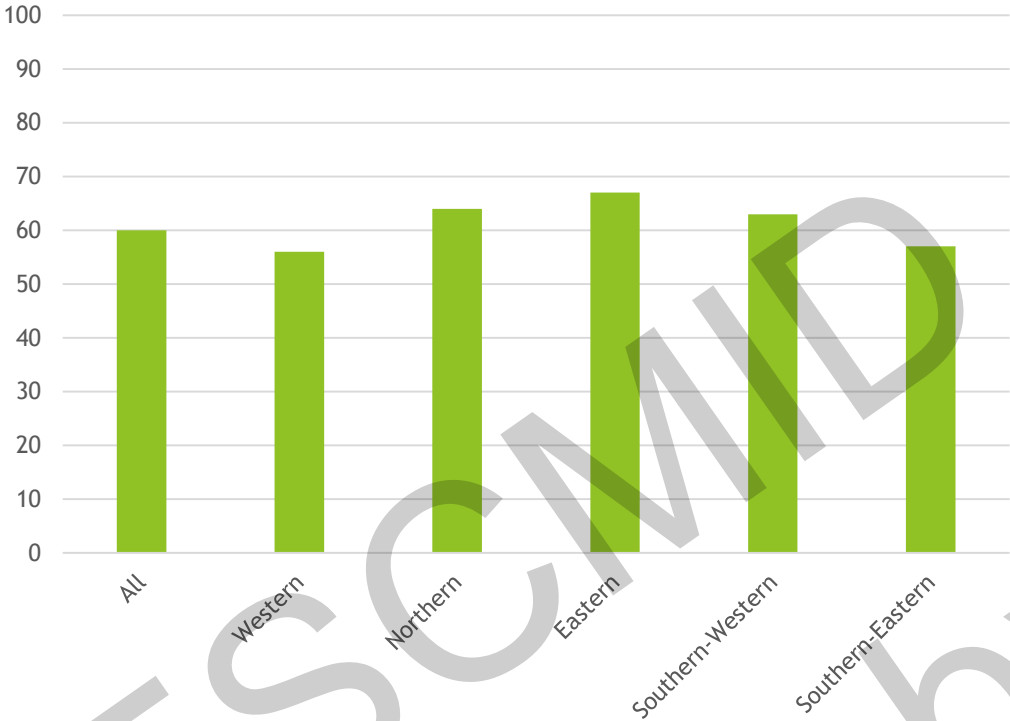
Median age: 32 years

Average age: 35 years



Demographic characteristics:

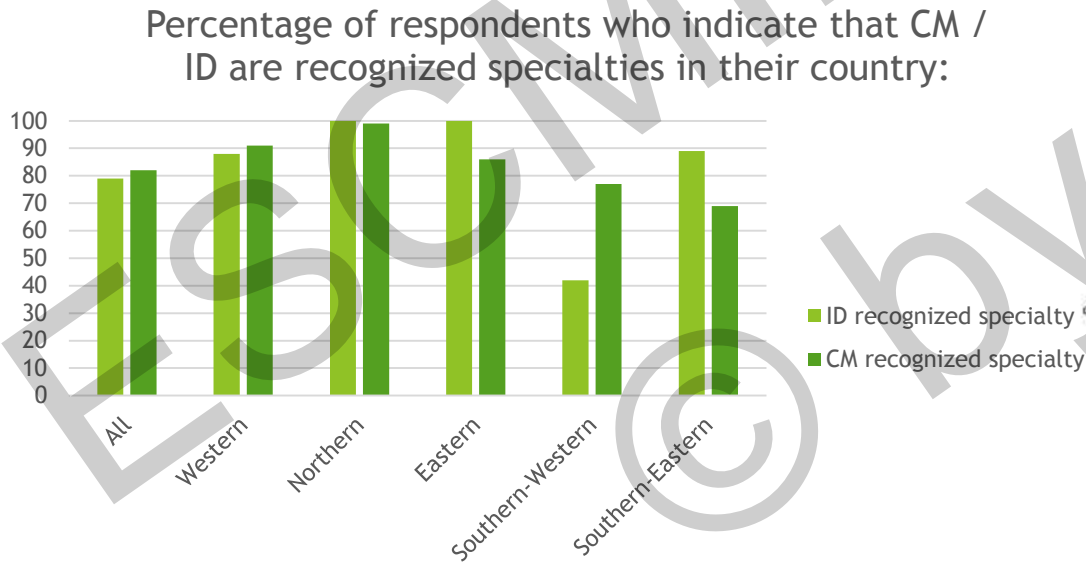
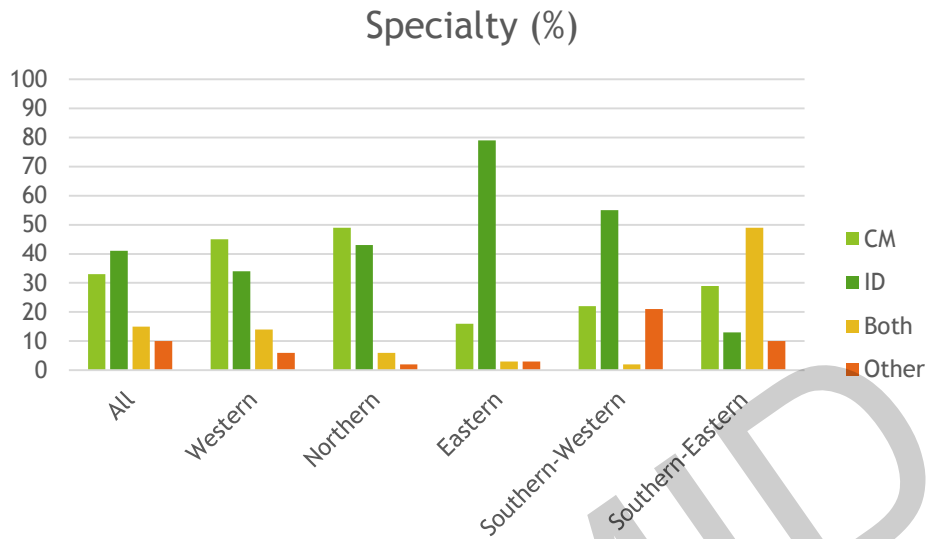
Respondents who indicate that there is a written plan for their specialty training (%)



- Region
- Western Europe
 - Northern Europe
 - Eastern Europe
 - Southwestern Europe
 - Southeastern Europe



Demographic characteristics:



Definition of Supervisor and Mentor:

▶ “Supervisor”:

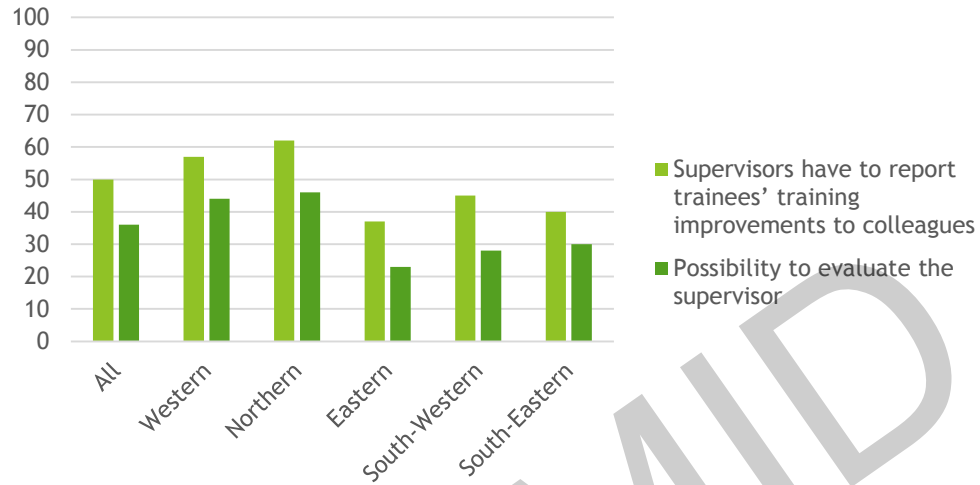
- ▶ Superior member of staff with same medical specialty as the intended one of the trainee
- ▶ Supervisor is directly concerned with the progress and evaluation of the trainee and has the responsibility for him/her

▶ “Mentor”:

- ▶ Experienced person who helps to guide a less experienced person who is in a learning process
- ▶ A Mentor may give psychosocial support, career guidance, role modelling, and/or informal communication usually face-to-face and during a sustained period of time

Supervision

Supervision of trainee and evaluation of supervisor (%)



Supervision of supervisor(s) (%)



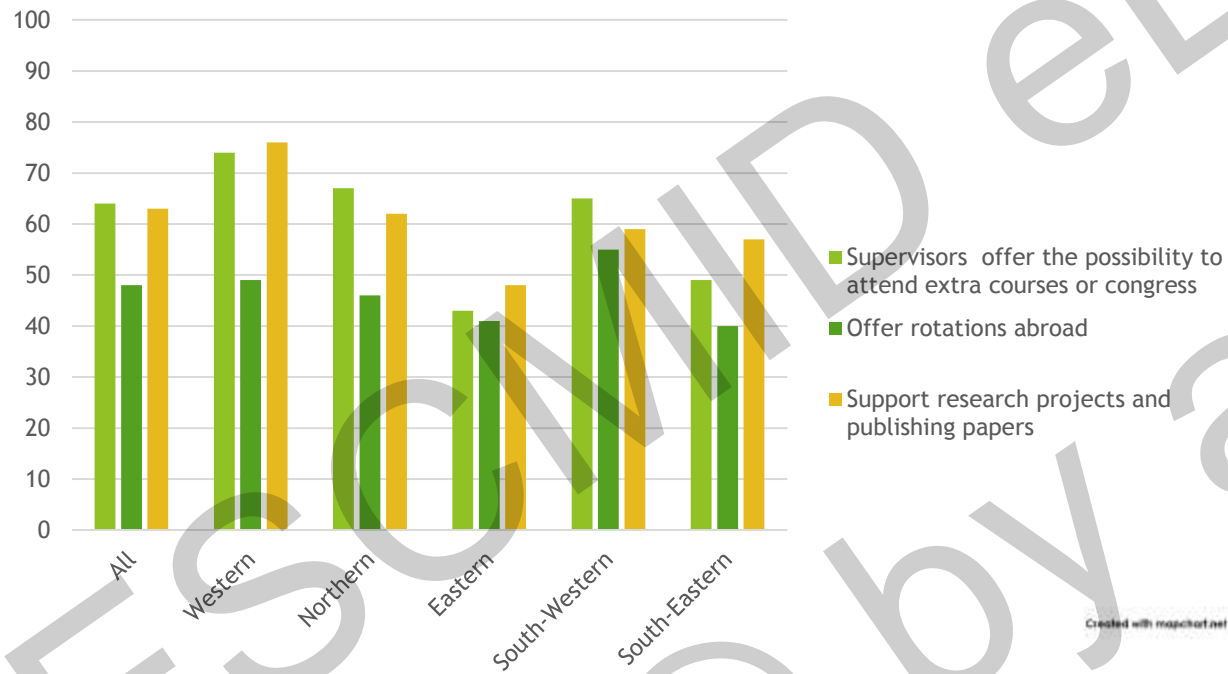
Average number of supervisors: 2 per week

Western and Northern: 1-3

Eastern, Southern-Western and Southern-Eastern: 1-2

Supervision

Supervisor(s) accompany the trainee's career (%)



Region

- Western Europe
- Northern Europe
- Eastern Europe
- Southwestern Europe
- Southeastern Europe



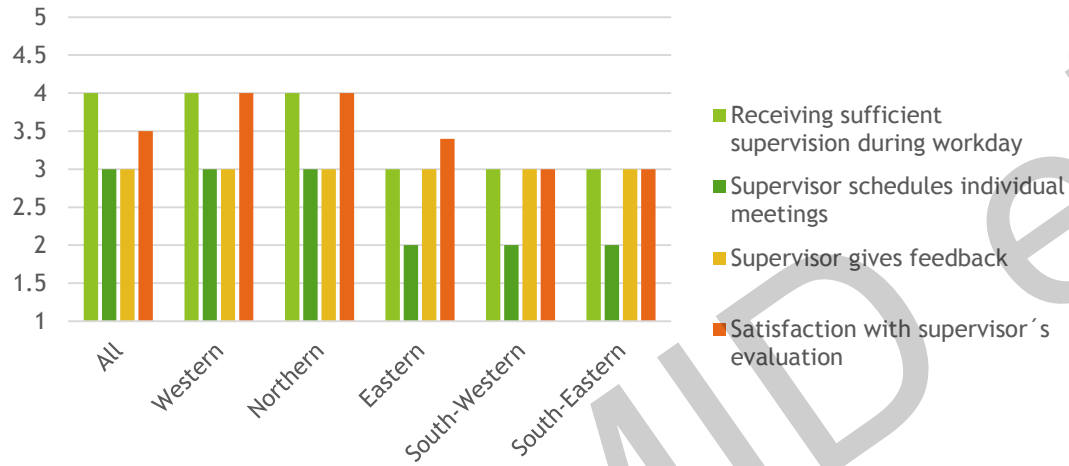
Created with mapchart.net

Supervision

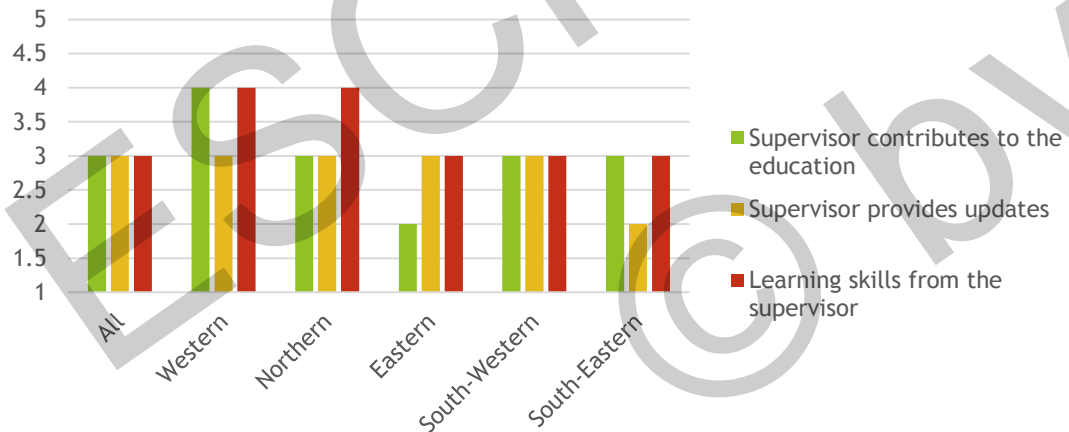
Likert-scale:

1: not satisfied at all → 5: completely satisfied

Supervisor's availability and feedback (likert-scale 1-5)

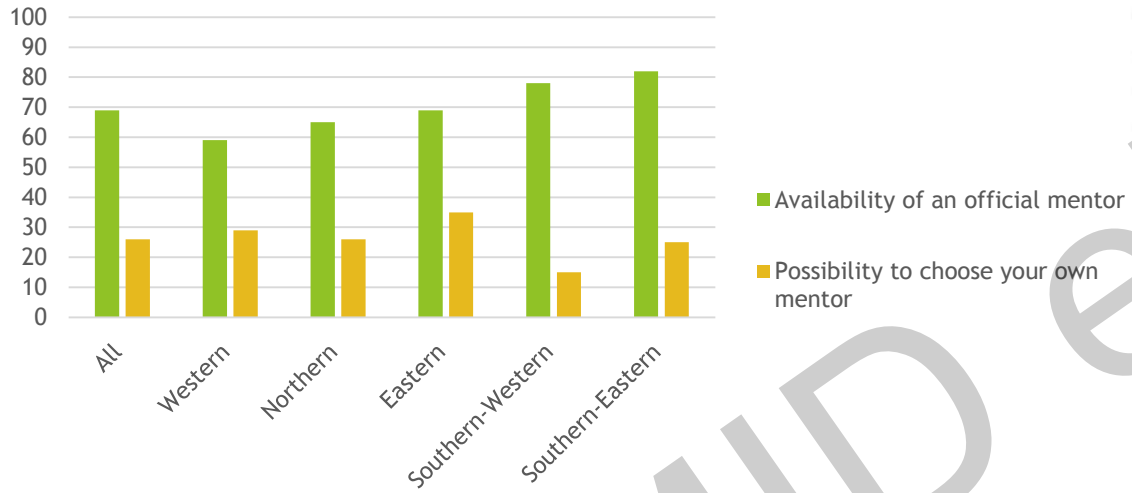


Supervisor's contribution to the trainee's education (likert-scale 1-5)

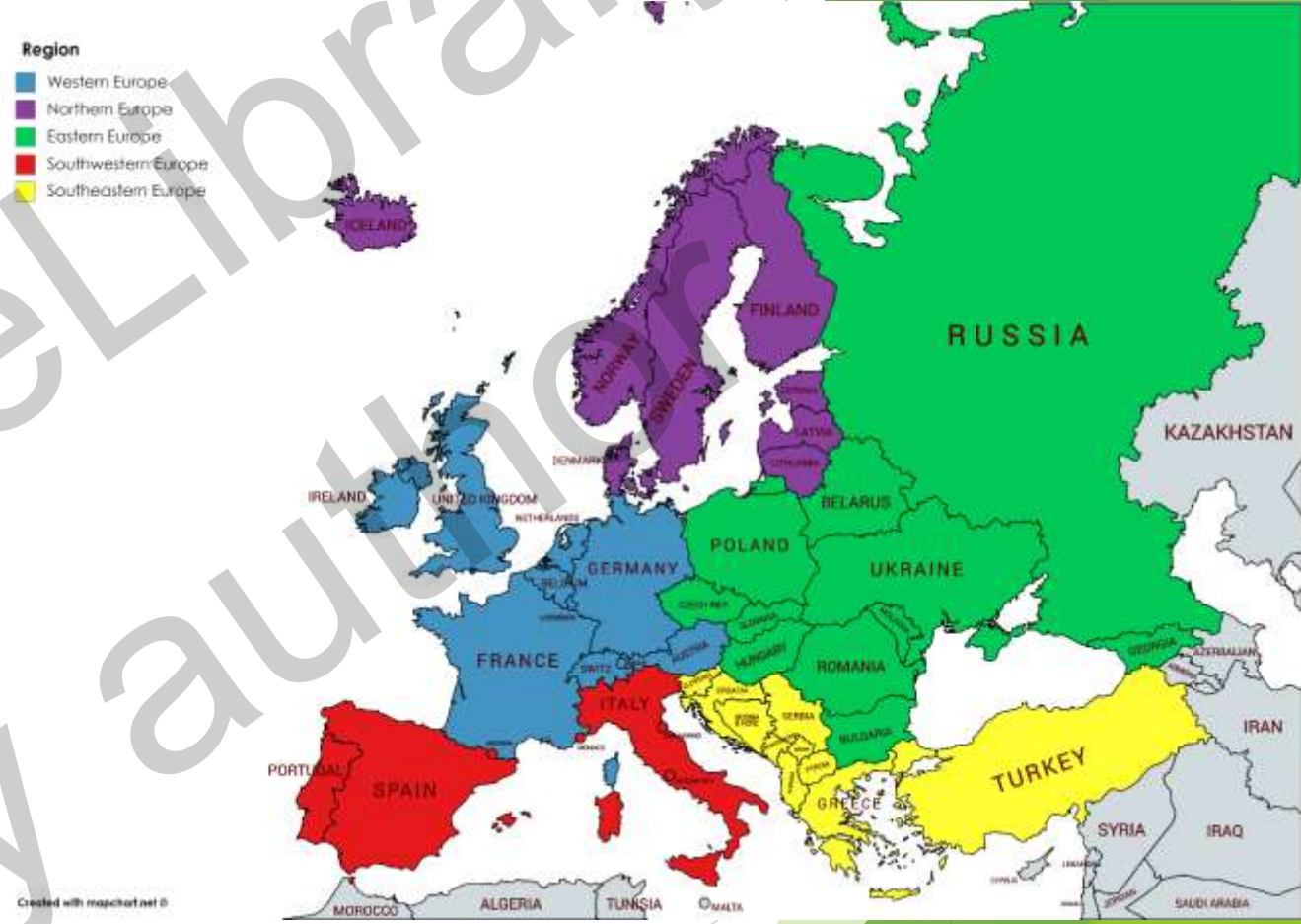
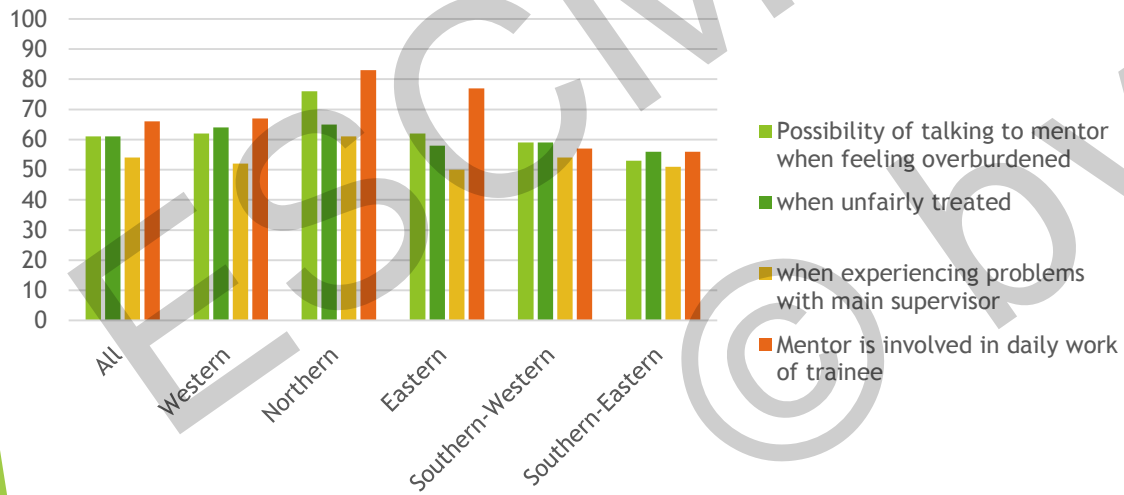


Mentorship

Official mentor assigned to trainee (%)

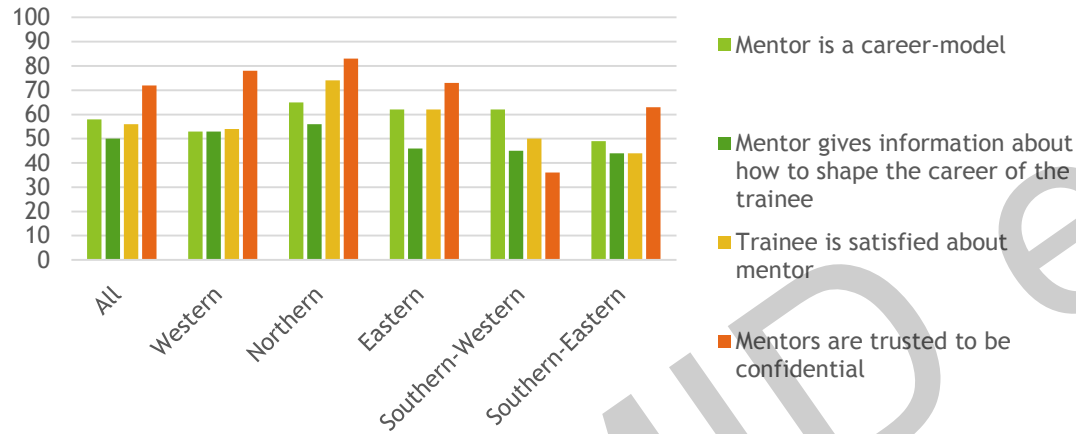


Personal and professional interaction with Mentor (% of satisfied trainees)

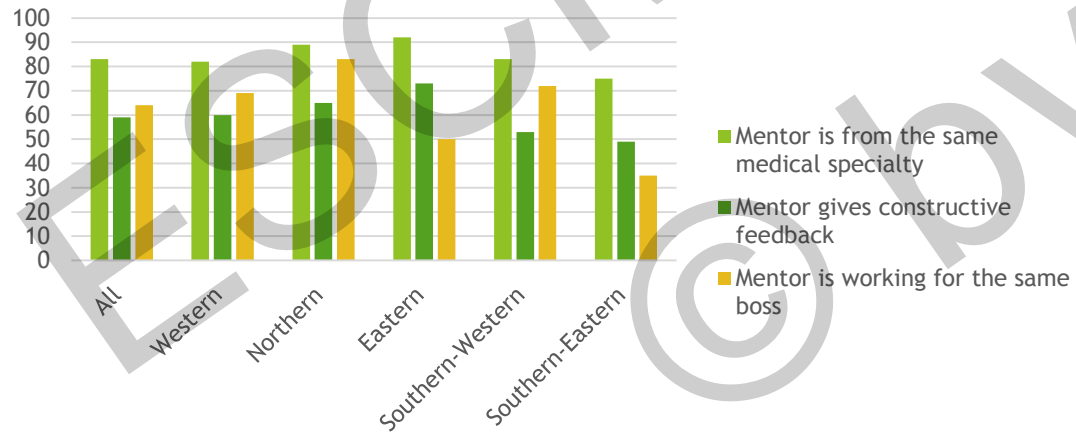


Mentorship

Benefit from having a Mentor (%)



Relationship characteristics between Trainee and Mentor (%)



Created with mapchart.net

Conclusion-demographic characteristics

- ▶ Age and gender of respondents:
 - ▶ 60% of respondents were female, between 32 and 35 years old, and married
 - ▶ In Eastern and Southern-Western Europe only 25% to 30% indicated to have a child / children
 - ▶ In Northern Europe 70% indicated to have a child / children
- ▶ Differences in specialty:
 - ▶ In Western and Northern Europe there were more respondents from CM (45%- 50%)
 - ▶ In Eastern and Southern-Western Europe the majority of respondents were from ID (80% and 55% respectively)
 - ▶ In Southern-Eastern Europe most respondents were from both specialties

Conclusion-Supervision

- ▶ Overall 60% of participants can talk to a Supervisor's superior about their supervisor
 - ▶ In Western and Northern Europe 75% of respondents have a superior contact person
 - ▶ In Southern-Western Europe only 45% of respondents have a superior contact person
- ▶ Overall only 36% of respondents can evaluate their Supervisor
- ▶ Overall the participants are undetermined or satisfied with the Supervisor's contribution to their education
- ▶ Overall about 60% of respondents receive support for publishing papers or carrying out research projects
 - ▶ In Western Europe 75% of respondents receive support
 - ▶ In Eastern Europe only about 45% of respondents receive support

Conclusion-Mentorship

- ▶ Overall 70% of participants have a Mentor during their training
- ▶ Less than 30% of participants can choose their Mentor by themselves
- ▶ About 60% of respondents stated that their Mentor was considered as a career-model
- ▶ Overall more than 60% of respondents stated, that their Mentor is involved in daily work
 - ▶ In Northern Europe 80% of respondents have a Mentor who is involved in daily work
 - ▶ In Southern-Eastern Europe only 55% of respondents have a Mentor who is involved in daily work
- ▶ Overall 70% of participants trust their Mentor to be confidential
 - ▶ In Western and Northern Europe about 80% of respondents trust their Mentor
 - ▶ In Southern-Eastern Europe 60% trust their Mentor
 - ▶ In Southern-Western Europe only 35% trust their Mentor

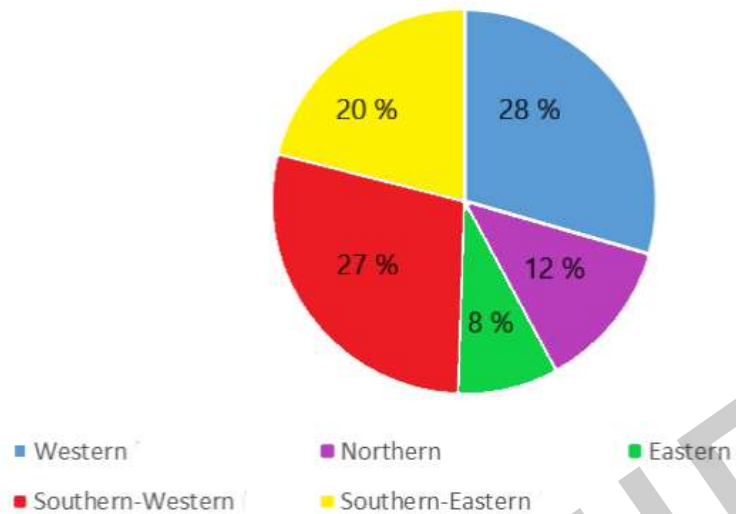
Take Home Message:

- ▶ CM and ID are not recognized as stand-alone specialties throughout Europe
- ▶ A written plan for specialty training is not mandatory everywhere
- ▶ Trainees can rarely evaluate their supervisor
- ▶ Trainees can rarely choose his / her Mentor
- ▶ Supervisors can contribute more to the trainee's education
- ▶ Mentors can contribute more in shaping the career of the trainee

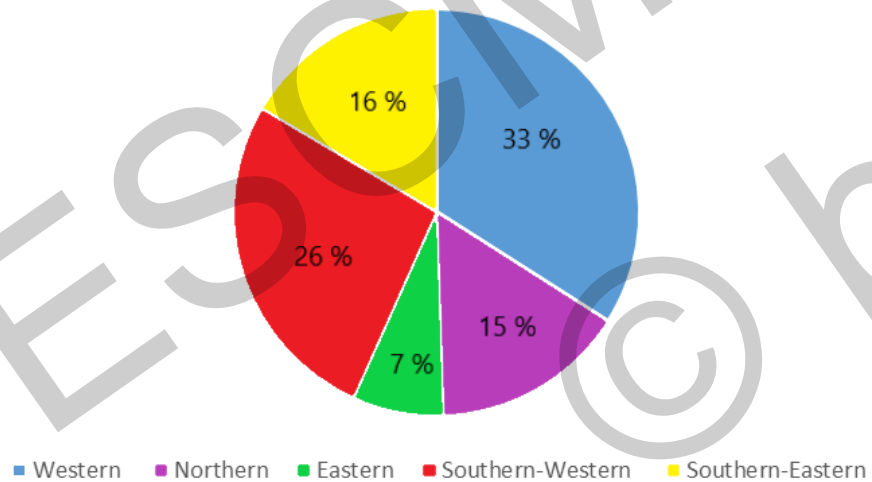
ESCMID eLibrary
© by author

Supplements

survey participants supervision



survey participants mentorship



Region
■ Western Europe
■ Northern Europe
■ Eastern Europe
■ Southwestern Europe
■ Southeastern Europe



Introduction:

The idea of a Common European Curriculum:

- ▶ Diverse training curricula in European countries for Clinical Microbiology (CM) and Infectious Diseases (ID)
- ▶ CM and ID are not recognized as medical specialties in all European countries

The UEMS:

The UEMS (Union Européenne des Médecins Spécialistes) developed a
“CORE TRAINING PROGRAMME FOR MEDICAL MICROBIOLOGY” (20 October 2017)

A new version of a Common European Curriculum for ID is in development
(latest Version April 2018)