



COPDEND Educators Conference 2021: Innovation and evolution in training

James Spencer

Andrew Dickenson



Welcome

This will be an
informative,
practical,
interactive
and
challenging
discussion.

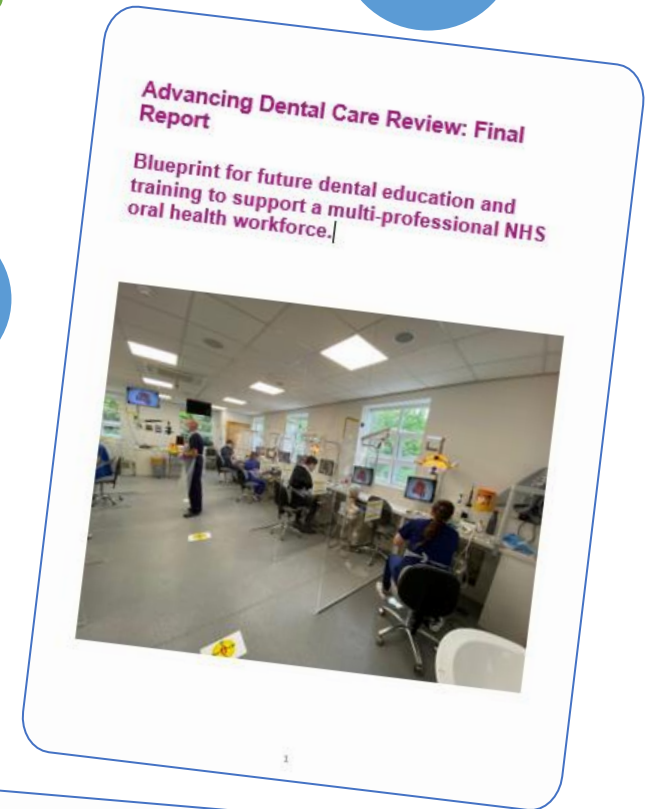
At the end of this session, you will better understand:



- The research behind the attitudes of the next generation of trainees
- What the upcoming professionals want from their training
- How we foster greater inclusivity and engagement with our future workforce
- What innovations can be introduced to enhance training

Looking forward...

- Advancing Dental Care review
- Government Policies (Scotland Oral Health Strategy)
- Learning from Covid-19
- Integration with STP/ICS
- GIRFT
- Education training reform
- GDC Curricula Review
- Changing commissioning landscape & workforce transformation
- Credentials and credentialling



Challenges with current Core and Specialty training

Specialty issues

- Limited numbers
- Geographical restrictions
- Lack of training capacity in certain specialties
- Destination
- Curricula changes

Core issues

- 3 indistinct years
- Outdated curriculum
- Primary focus in OMFS Units
- Widening participation
- Differential Attainment
- Is it meeting trainee learning needs?
- How does it link to specialty?
- How does it link to alternative career pathways?

What are we hearing from our trainees?

EDUCATION

Factors influencing dental trainees' choice of training programme and working patterns: a mixed-methods study

Francesca Thomson,^{*1} Richard Macey,¹ Lucy O'Malley¹ and Martin Tickle²

Key points

Part-time working patterns appeal to newly qualified dentists.

Trainees primarily choose training posts based on location.

Trainees can choose training posts they perceive to offer better training even in less popular locations.

Key points

Identifies how post-qualification dental training pathways prepare trainees for independent clinical practice and their future careers.

Highlights that training within different clinical settings appears to provide opportunities for skill development, career development and appreciation of patient care pathways.

Identifies that training within the wider healthcare team appears to play a major role with regards to trainee development and interprofessional collaboration.

EDUCATION

Post-qualification dental training. Part 1: perceptions of different dental foundation and dental core training pathways

Alexandra J. Coleman^{*1} and Gabrielle M. Finn²

Key points

Identifies current perceptions of dental foundation training, dental core training and longitudinal dental foundation training.

Reports the expectations of trainees and considerations when applying for post-qualification dental training.

Identifies aspects that can influence trainee choice when applying for post-qualification dental training such as recruitment process, peer opinion and service pressures.

The dental core training experience: the views of trainees and their postgraduate training leads

Alison Bullock,^{*1} Sophie Bartlett,¹ Jonathan Cowpe² and Andrew J. Dickenson³

Key points

Identifies three primary motivations for pursuing dental core training (DCT): to gain additional experience before working in general dental practice; as a step towards speciality training; and to explore different career options.

DCT offers exposure to conditions not typically encountered in general dental practice, which helps to build trainees' confidence by pushing them beyond their comfort zone.

There is regional variation and the need for more formal quality management of DCT.

There is a desire to expand access to DCT3 posts, community-based posts and to accommodate part-time posts.

OPINION

Oral healthcare workforce planning in post-Brexit Britain

Kenneth A. Eaton^{*1}

Key points

The UK's departure from the European Union (EU) seems highly likely to influence the number of dentists registering with the General Dental Council in the future. This factor will need to be taken into consideration by workforce planners.

Other potentially more important factors will include the oral healthcare needs and demands of the population, the extent to which many clinical tasks can be delegated by dentists to dental care professionals (DCPs) and the career aspirations of both dentists and DCPs.

At present, the terms for the UK's departure from the EU are being negotiated and, because of the current COVID-19 crisis, may not be clarified by the deadline of 31 December 2020. This makes any predictions of the impact of Brexit on the UK's oral healthcare workforce speculative.



Understanding the generations...

Silent Generation	1925-1942
Baby Boomers	1943-1960
Generation X	1961-1981
Generation Y	1982-1996
Generation Z	1997+



Generational attitude to employment

Grandparents had: 1-2

Parents had: 3-4

Gen X will have: 7-8

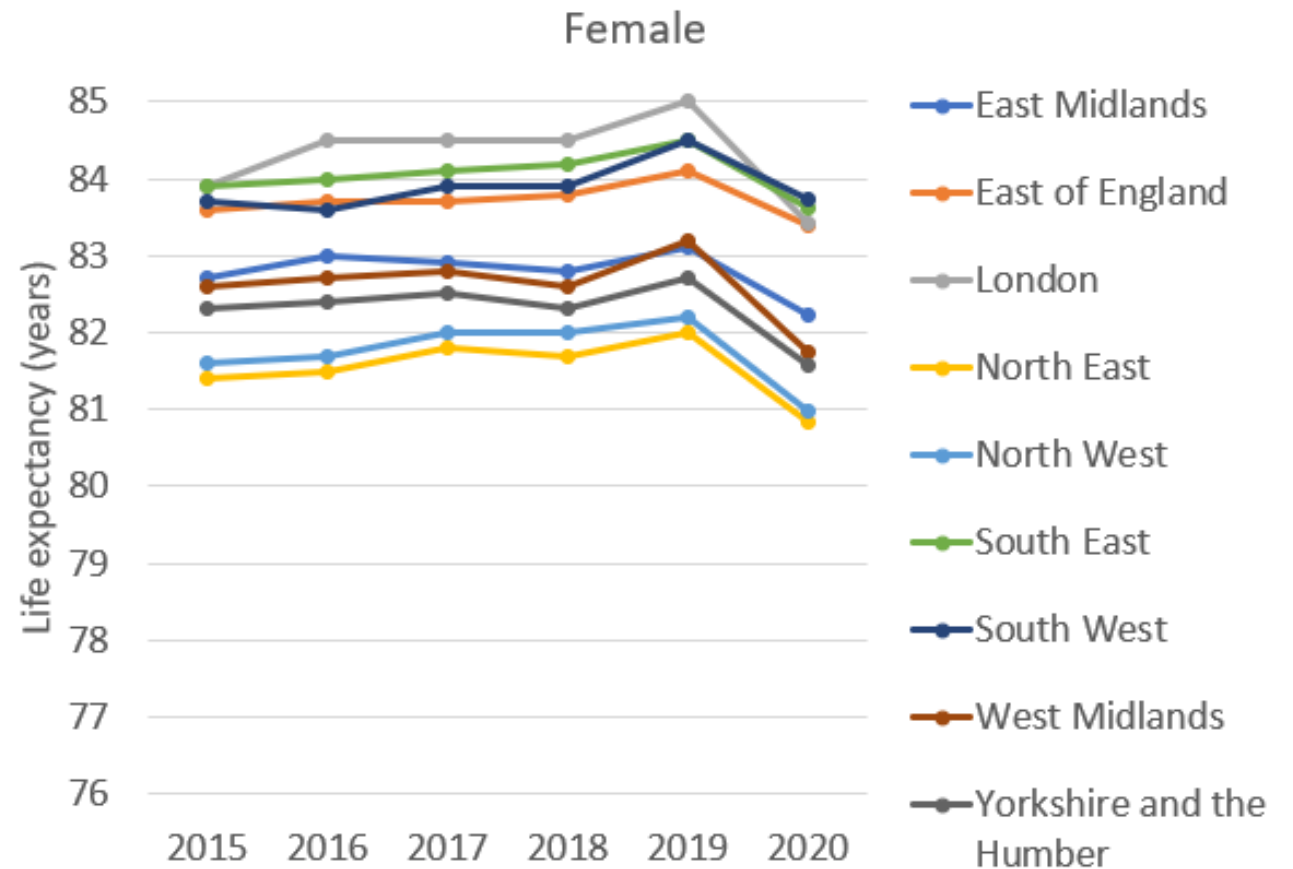
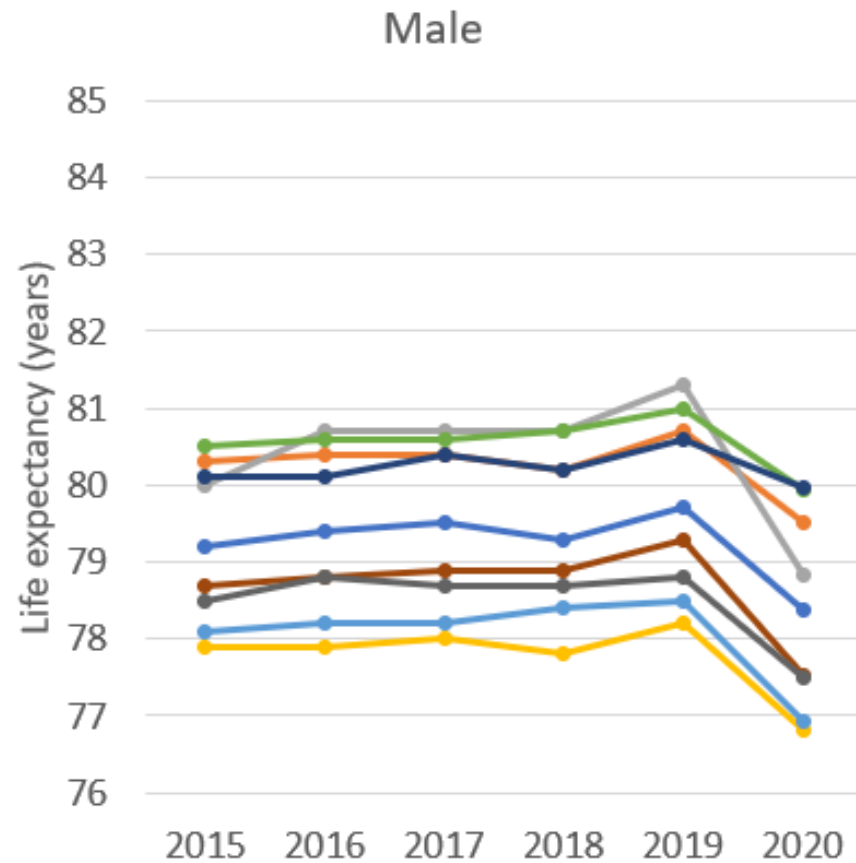
Gen Y will have: 15-16

Question: How many
employers will our
(grand)children have?

Life course

The provisional estimates show that life expectancy in England in 2020 was:

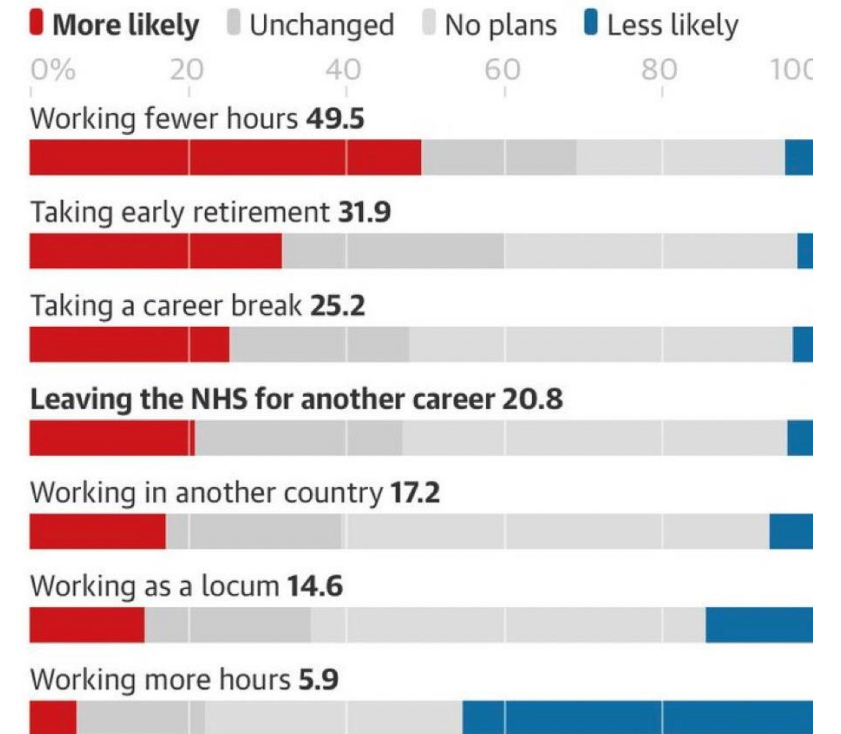
- 78.7 years for males
- 82.7 years for females (*Ave: 81.40 years*)



Working in the NHS



One in five UK doctors say their changing career plans for the next year are now more likely to involve leaving the NHS for another career



Guardian graphic | Source: BMA survey April 2021

Forget The Stereotypes, Know The Data — Marketing To Millennials

- Gen Y is the first to grow up in a completely digital world.
- Formed opinions, relationships and identities during a time of unprecedented technological progress.
- Millennials do almost everything through technology.
- As such the world is small, tangible and highly accessible.
- Their values are linked with ambition, loyalty, “multicultural ease” and environmental awareness



Forget The Stereotypes, Know The Data — Marketing To Millennials

Negative stereotypes:

- distracted, self-promoting, and digitally scattershot
- protected and indulged generation

Positive elements:

- do-good, be-good generation
- more informed about national and global politics
- influenced by economic well-being and globalization
- spend big



Employment duration

A. 11+ years	5%
B. 6-10 years	5%
C. 3-5 years	53%
D. 1-2 years	37%

- 90% plan to leave within 5 years
- Over a third within 24 months!!





Most important factors in choosing an employer:

1st Work life balance

2nd Organizational culture

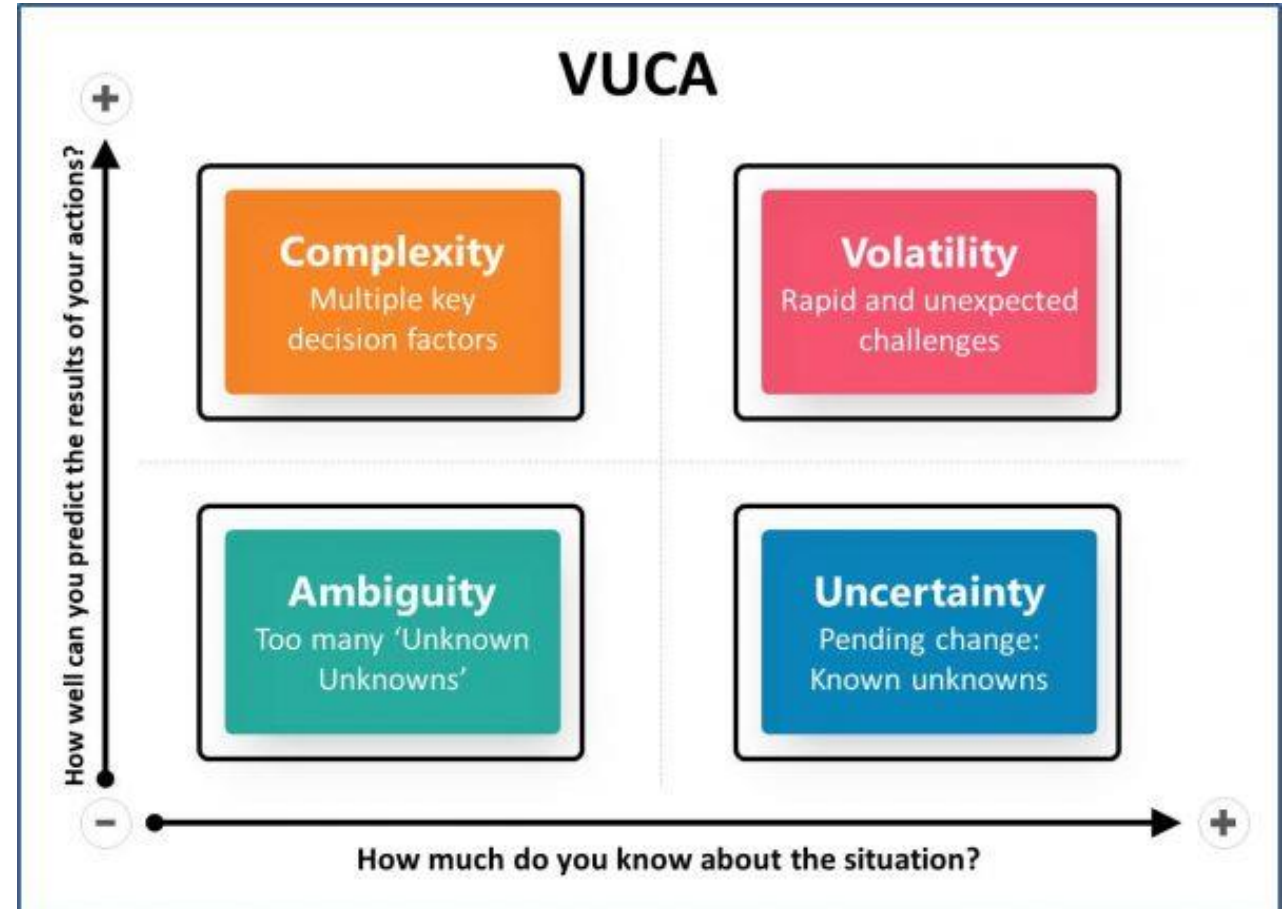
3rd Development opportunities

According to research at Princeton University more than 85% of young people say that the number one thing they will look for in a job is...

meaning, a sense of purpose.

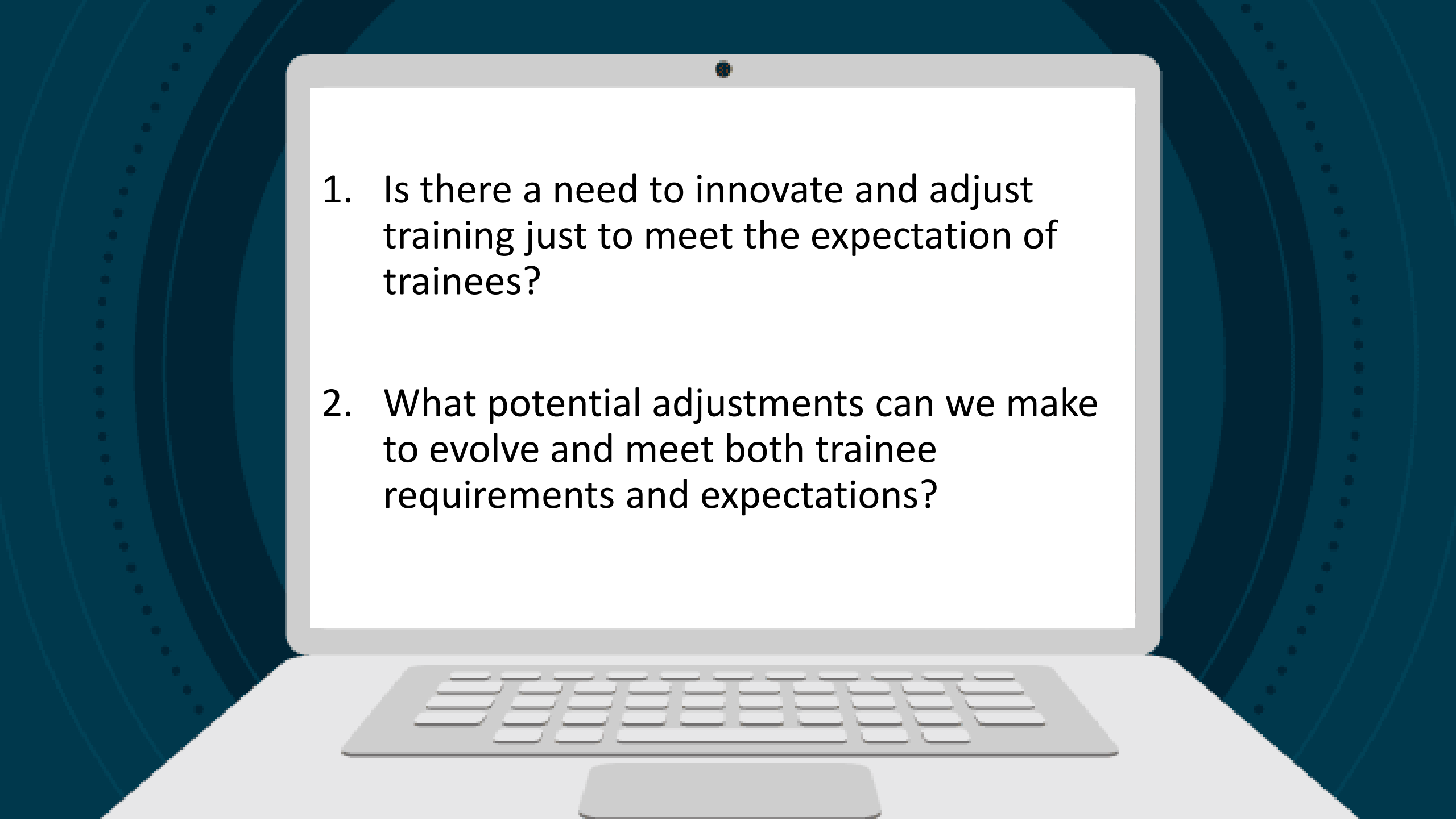
In a VUCA environment:

- It will be those purpose driven, human centred leaders who enable their organisations to navigate a turbulent world.
- Competitive advantage



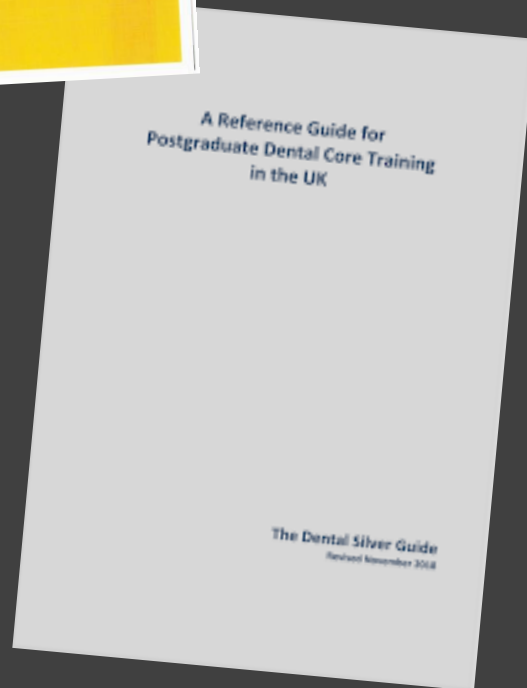
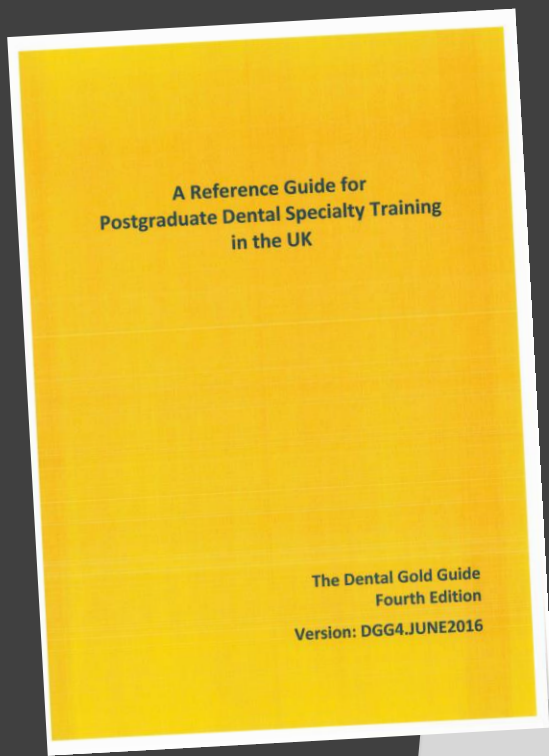


Virtual Workshops

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1. Is there a need to innovate and adjust training just to meet the expectation of trainees?
 2. What potential adjustments can we make to evolve and meet both trainee requirements and expectations?



Feedback



Clarify what training means...

Clinical Reasoning

Basic Clinical Skills

Advanced Clinical Skills

Team Involvement

Verbal/Non-verbal Communication

Written/Electronic Communication

Learning, Development and Professionalism

Organisation & Planning

Empathy & Sensitivity

Adaptability & Coping



What will be expected of the future specialist?



Health adviser
and welfare
coach

Knowledge
navigator

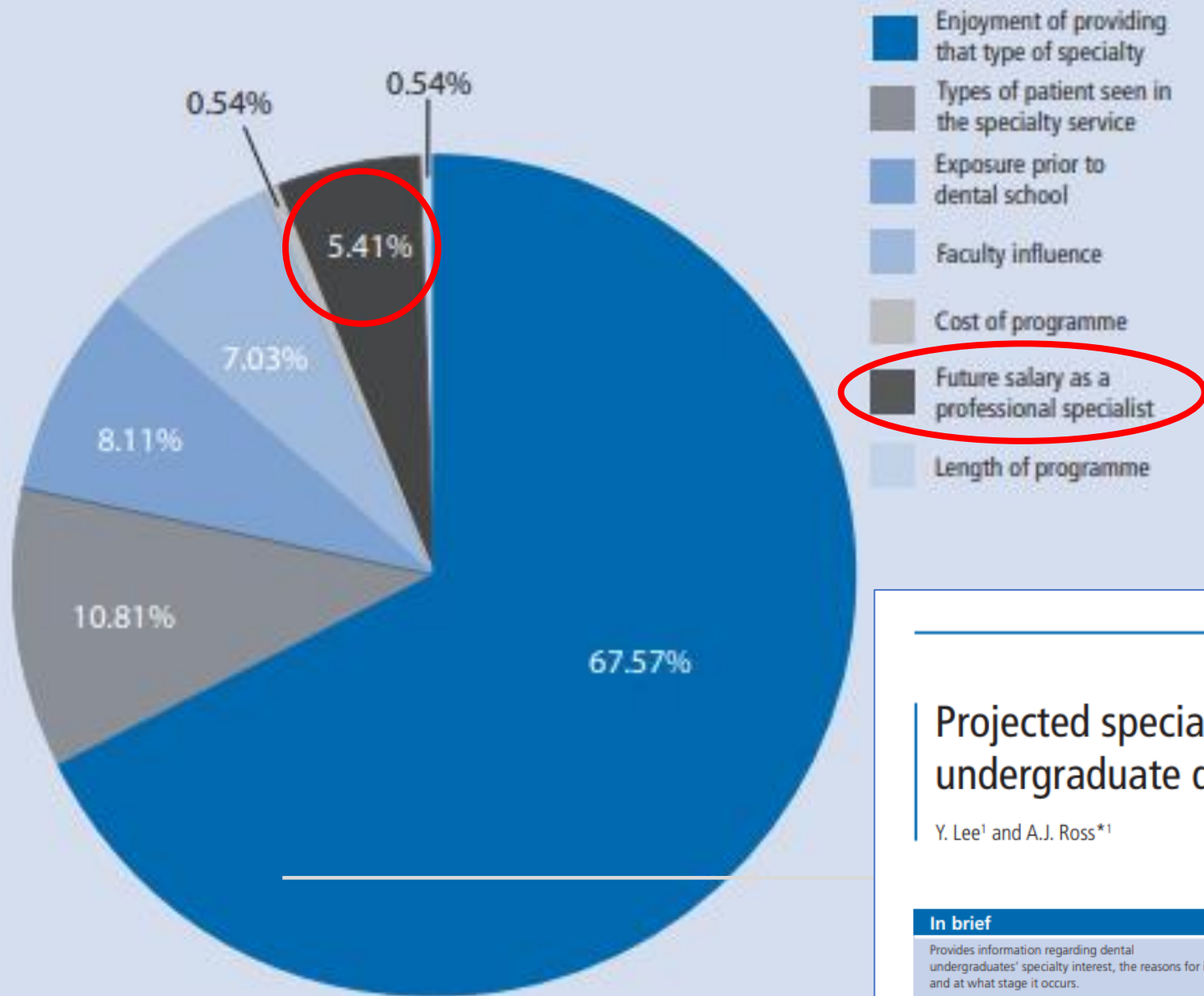
Diagnostician

Proceduralist

Team leader

Quality
assurance
specialist

Clinical data
collector



The Future Oral and Dental
Workforce for England
*Liberating human resources to serve the
population across the life-course*

7th March 2019

RESEARCH

Projected speciality career choices among undergraduate dental students in Scotland

Y. Lee¹ and A.J. Ross^{*1}

In brief

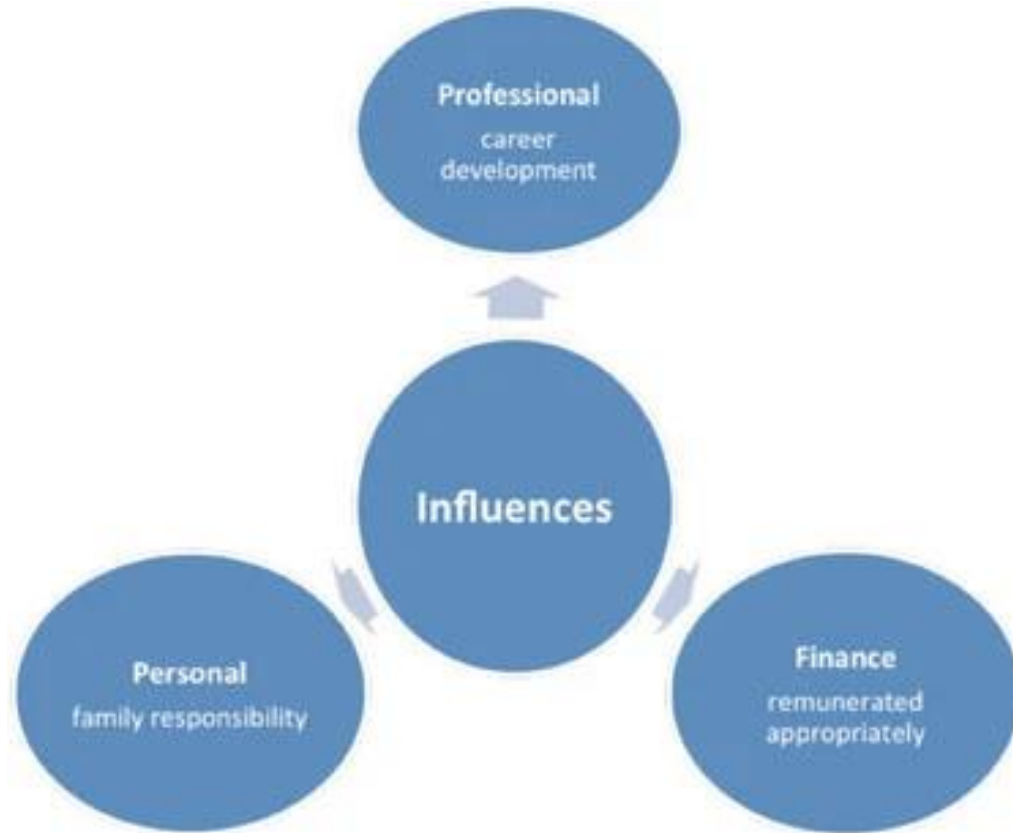
Provides information regarding dental undergraduates' speciality interest, the reasons for it and at what stage it occurs.

Informs undergraduate students regarding career pathways and options available.

Makes recommendations regarding curricular design and provides information regarding the stage students wish to be exposed to speciality information.

Career motivation, expectations and influences of trainee dental nurses

By **S. Sembawa**,* **K. L. Wanyonyi** and **J. E. Gallagher**



Motivational reasons for choosing dentistry as a professional career & factors affecting specialty choice among final year dental students[☆],

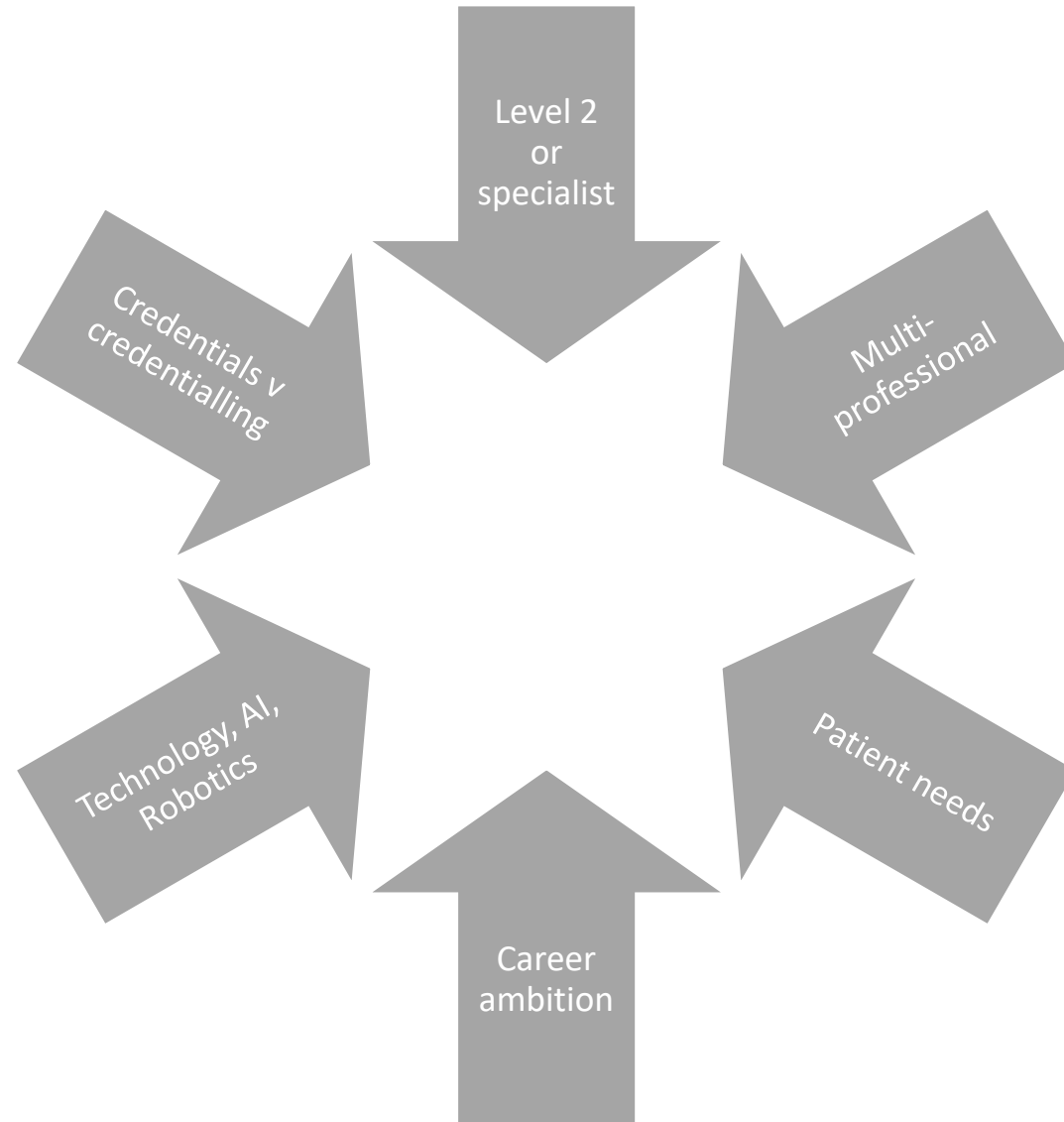
Noha S. Kabil^a, Gehan G. Allam^{b,*}, Ola M. Abd El-Geleel^b

^a Professor of Pediatric Dentistry & Dental Public Health, Faculty of Dentistry Ain Shams University, Egypt

^b Lecturer of Pediatric Dentistry & Dental Public Health, Faculty of Dentistry Ain Shams University, Egypt



Future vision



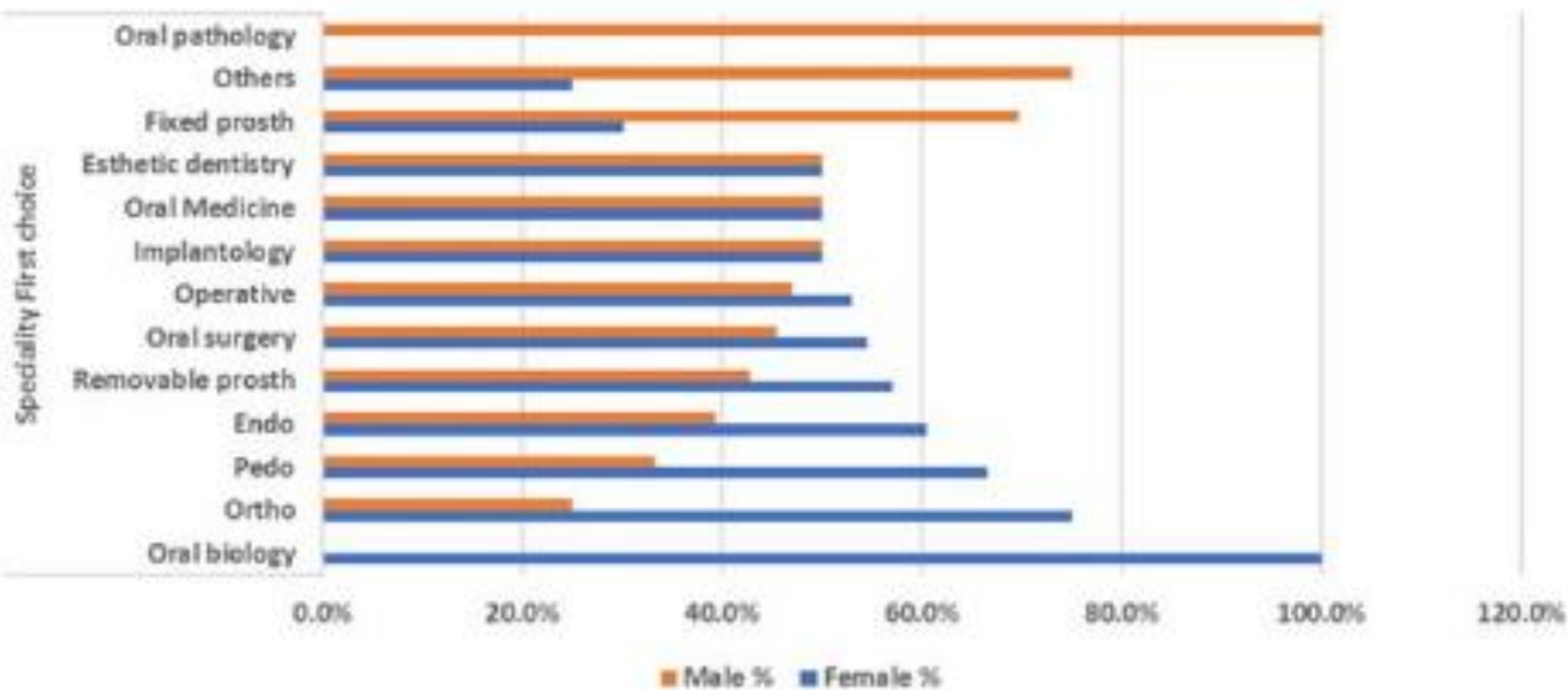
VISION 2030

Delivering Optimal Oral Health for All

Michael Glick, David M. Williams, Ihsane Ben Yahya, Enzo Bondioni, William W.M. Cheung, Pam Clark, Charanjit K. Jagait, Stefan Listl, Manu Raj Mathur, Peter Mossey, Hiroshi Ogawa, Gerhard K. Seeberger, Michael Sereny, Tania Séverin



Gender and Speciality



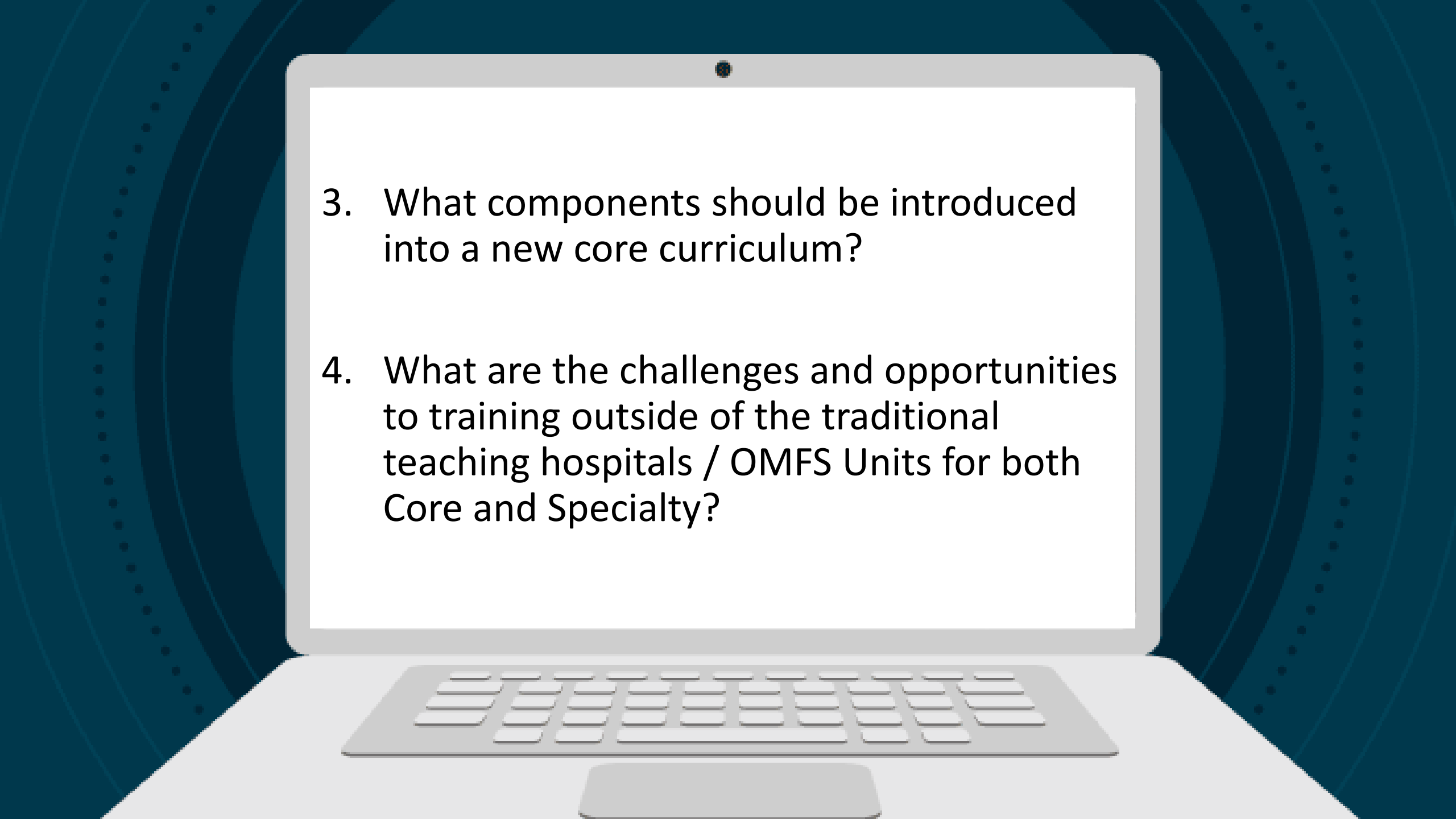


Where are all the specialists?

- Influence of rurality?
- Generalist v specialist?
- Access to colleagues, education, training *etc.*



Virtual Workshops

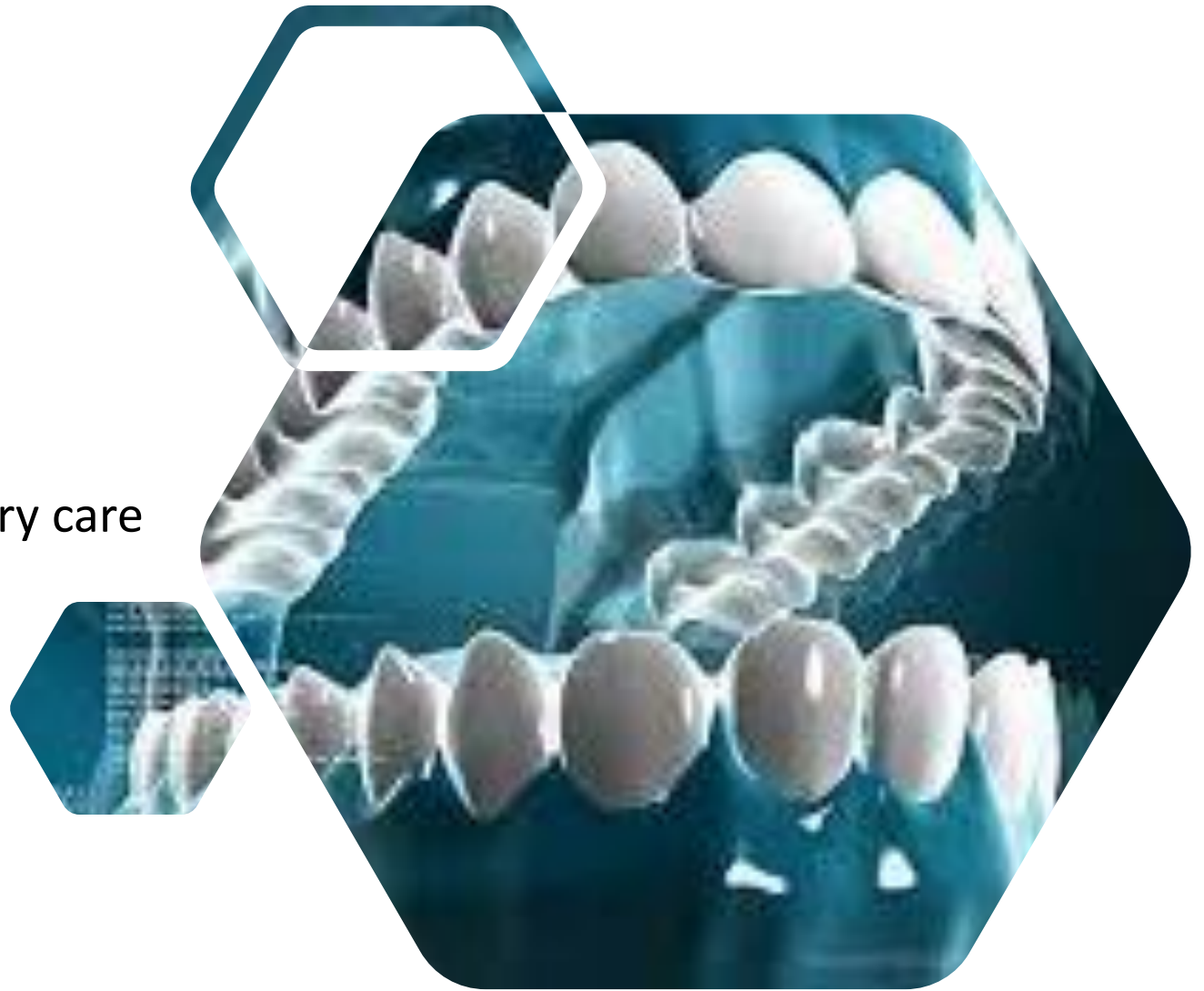
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3. What components should be introduced into a new core curriculum?
 4. What are the challenges and opportunities to training outside of the traditional teaching hospitals / OMFS Units for both Core and Specialty?



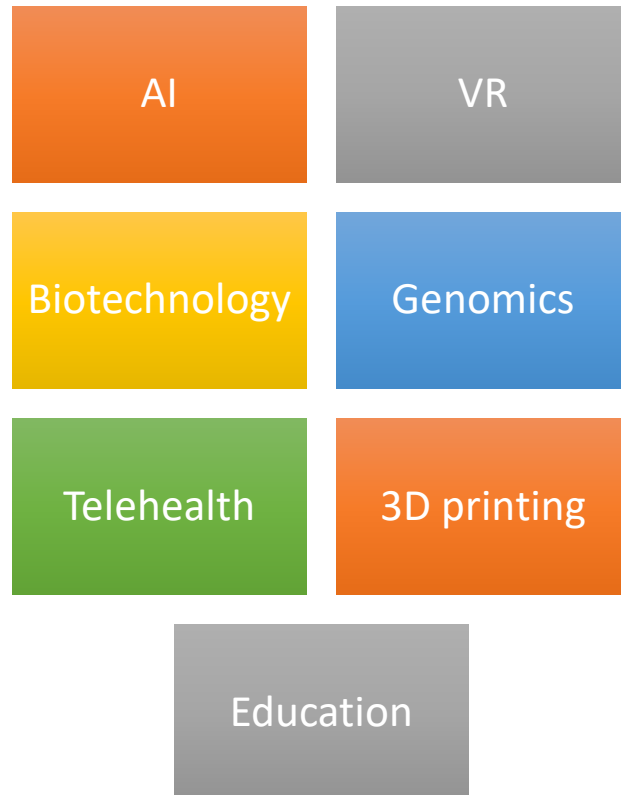
Feedback

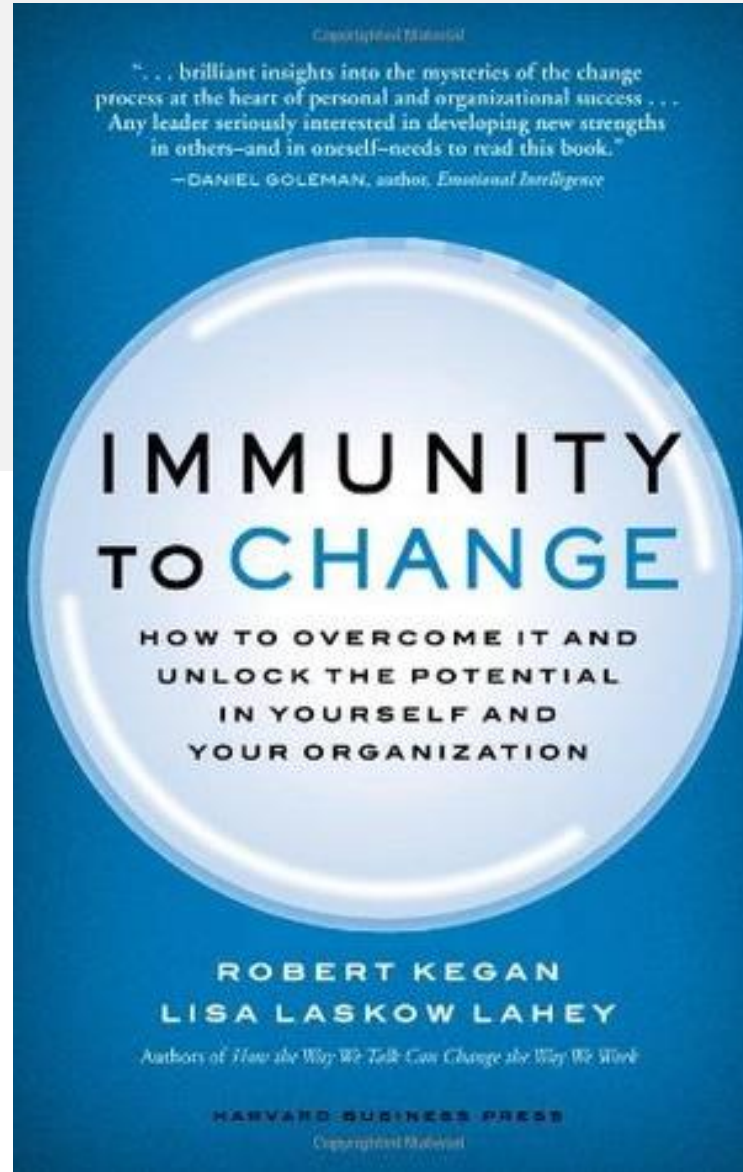
Some final thoughts...

- **Work/life balance**
 - OOP / LTFT
 - Flexible training
- **Training**
 - Primary – Community – Secondary care
- **Technology**
- **Leadership & management**



A technology-driven approach





Future patients

The next 30 years of dentistry won't be defined by its technology as much as the rapidity of its development and adoption.

“Computing power has increased more than a trillion-fold since the mid 1950's, but our brains remain unchanged”

Pulling it all together...

- Are Millennials really that different?

Yes

No

It's Complicated

- Live in a tech world
- They prefer a digital world
- Millennial dentists struggle to find the balance between personal social media and a professional identity.
- Millennials feel compelled to share everything — and that might be their most important asset.
- So, listen and learn....they are the future





Thank you



dental caries
detected

Northern Ireland
mdta
Medical & Dental Training Agency

NHS
Education
for
Scotland

 **GIG**
CYMRU
NHS
WALES

Addysg a Gwellu Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

NHS
Health Education England

AR
DENTIST

TMF
THE MEDICAL FUTURIST