



# Improving Selection to the Foundation Programme **Parallel Recruitment Exercise**

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# Selection to the Foundation Programme – improving and evolving

- FP 2005**      Foundation Programme introduced
- FP 2006**      National timetable and application process
- FP 2007**      Online application – white space & quartiles
- 2009-2011**    *Improving Selection to Foundation Programme*
- FP 2012**      Full-scale Parallel Recruitment Exercise (PRE)
- FP 2013**      New selection methods implemented



# Options Appraisal

Stakeholder Steering Group

Academic literature reviews

International Expert Panel

Extensive consultation

Online survey

Independent Cost Benefit Analysis



HM TREASURY

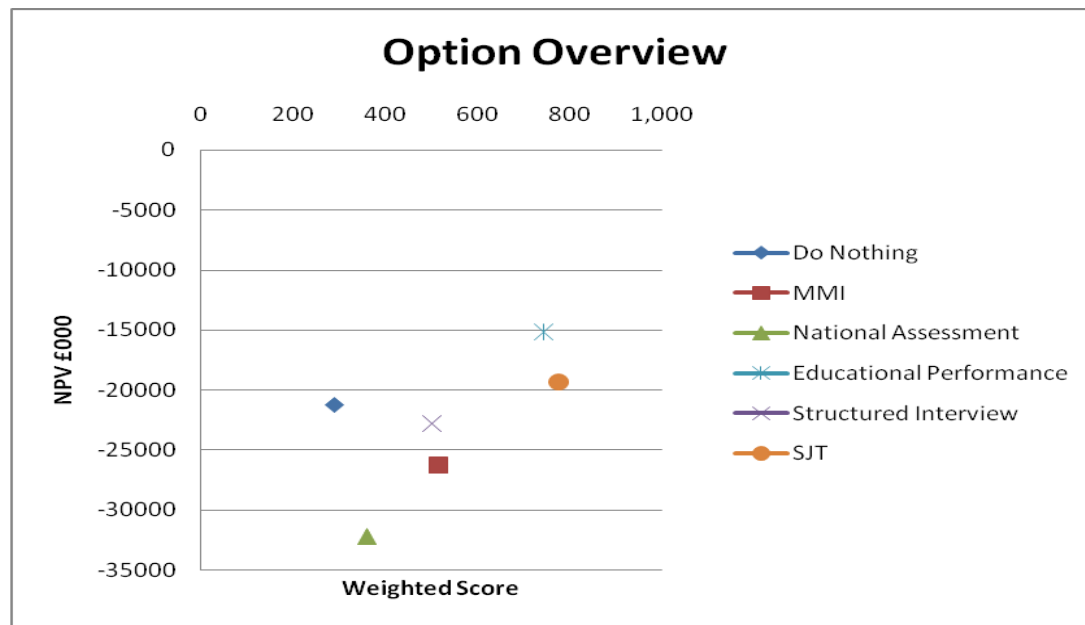
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## THE GREEN BOOK

Appraisal and Evaluation in Central Government



# Recommendations



To pilot:

- Situational Judgement Test (SJT); and
- Educational Performance Measure



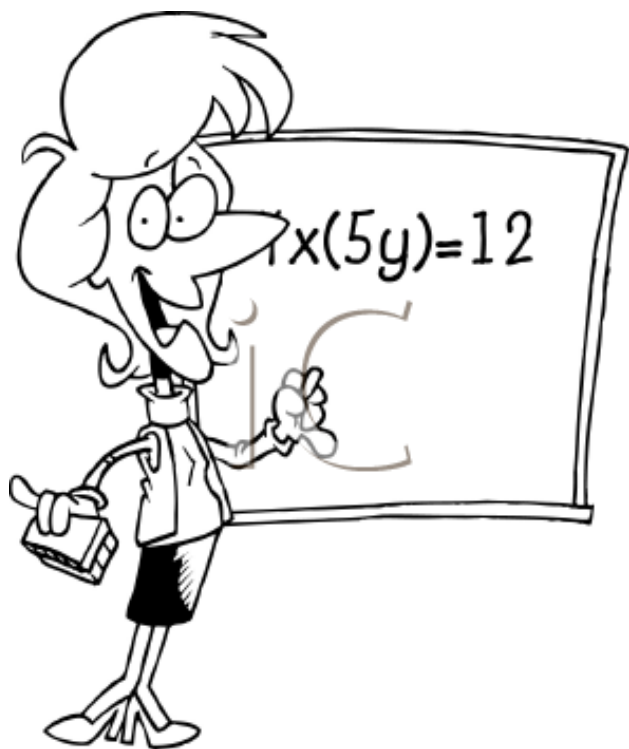
## ISFP Project 2010-11 (SJT)

- Literature review of use of SJTs
- Job Analysis of FY1 role
- Design of SJT specification
- 100+ trained SJT item-writers
- Defined standards for administration of the SJT
- Pilots with 1100 students from 17 medical schools
- Pilot results subject to psychometric analysis
- Item banking software developed and tested
- 200+ SJT items in the item bank





## ISFP Project 2010-11 (EPM)



- Two consultations with **all** UK medical schools around the type, timing & format of assessments
- A draft EPM framework piloted by 25 medical schools
- EPM Task and Finish Group convened
- Rules for the production of EPM scores defined and agreed



# ISFP Project 2010-11

- Stakeholder Project Group
- Rules agreed for combining SJT and EPM scores
- Significant programme of consultation, stakeholder engagement and communications achieved





# ISFP Project 2010-11

The results of the work to develop and pilot new methods of selection demonstrate that the use of **the SJT and EPM in combination** will make selection to the Foundation Programme more **reliable, robust and cost effective**





# Summary of recommendations (I)

Selection to the Foundation Programme should reflect the skills, knowledge and professional behaviours of the applicant, reflecting the integrated nature of the Foundation Programme

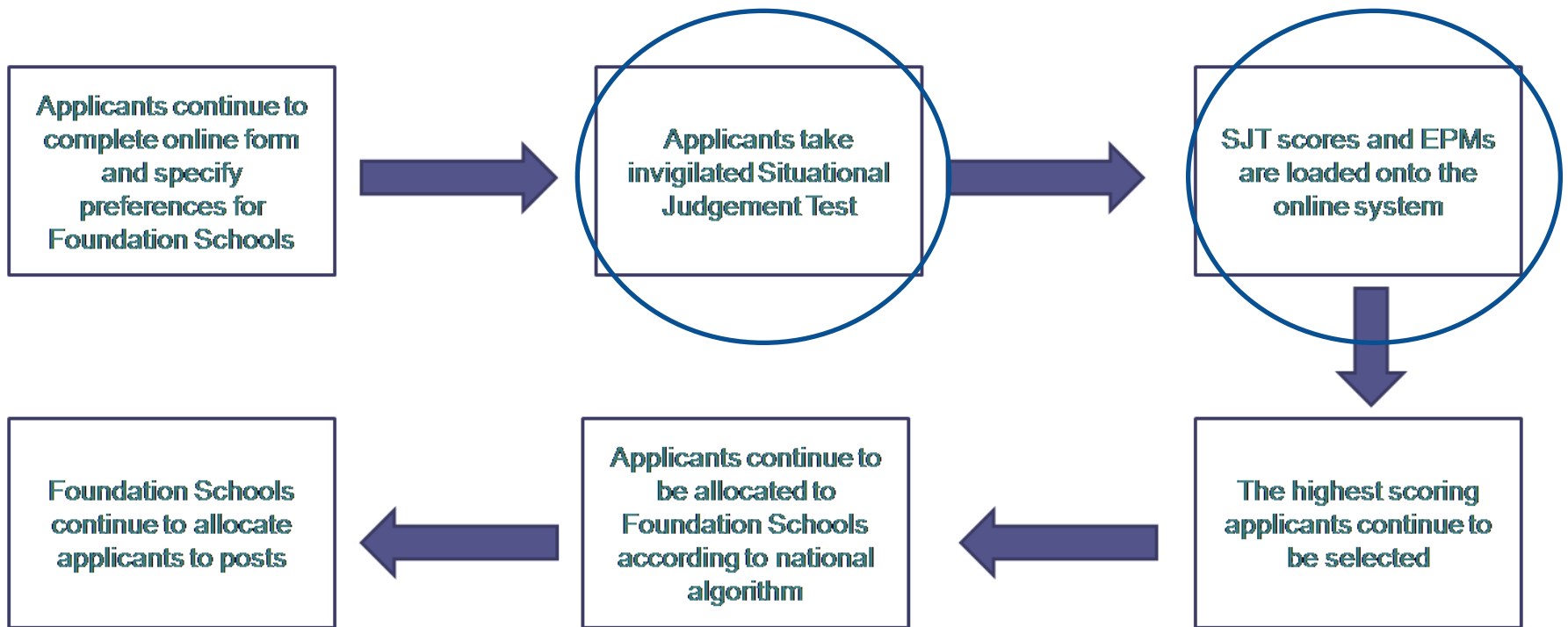
Selection to the Foundation Programme should be based upon:

- An invigilated Situational Judgement Test (to replace 'white space')
- An Educational Performance Measure (to replace quartiles)

The SJT and EPM should be worth up to **50 points each**



## Summary of recommendations (II)





## Summary of recommendations (III)

There should be a full scale **Parallel Recruitment Exercise**, run concurrently with the current application process for FP2012

Using data from tracking, there should be ongoing evaluation of the validity of the SJT and EPM as methods for selection to the Foundation Programme



# Selection to the FP2013 onwards

## Situational Judgement Test (SJT)

- SJTs will replace the 'white space' application form questions
- This is an invigilated, machine markable test in exam conditions
- The SJT will consist of around 70 questions in 2 hours 20 mins

## Educational Performance Measure (EPM)

- The EPM will replace the academic quartile scores. The EPM score is comprised of three elements:
  1. medical school performance in deciles
  2. additional degrees
  3. academic achievements

The SJT and EPM will each be worth 50 points from a 100 point application score



# Parallel Recruitment Exercise

- New selection methods will be trialled alongside the normal selection methods during this year's national FP recruitment round
- All final year medical students are expected to participate in the SJT, in addition to completing their FPAS forms
- The PRE is the final step in ensuring the selection methods can be consistently and robustly applied before implementation for FP2013



# Parallel Recruitment Exercise

- To be delivered as a live selection
  - Security of SJT items
  - Maximum participation for validity in analysis and logistics
  - Comms between students