



# THE FINNISH SELECTION PROCEDURE FOR POSTGRADUATE MEDICAL TRAINING POSITIONS - IS THERE A STEERING EFFECT?

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# DISCLOSURE STATEMENT

## Conflicts of interest

- Specialising doctor (Physical and Rehabilitation Medicine), Helsinki University Hospital, HUS
- Research Director, Finnish Junior Doctors' Association
- Member of Profession Committee 2020-, Finnish Medical Association





# THE FINNISH SYSTEM OF POSTGRADUATE MEDICAL TRAINING (PGMT)



Five universities with medical faculties guide and organize PGMT including the admission process (study right)



The actual learning and working takes place in the healthcare system which serves as the employer



# BACKGROUND



A large PGMT reform took place in Finland between 2018 and 2020 with the aim to improve the quality of PGMT and provide even supply of all specialists



Prior the reform the application process for PGMT was just signing up for the professor by e-mail or maybe with an interview – no quotas for study rights and thus, the actual selection took place when the trainee positions in the healthcare system were fulfilled.



A more fair, transparent, and structured process was created including three phases

Starting points (work experience, scientific merits)

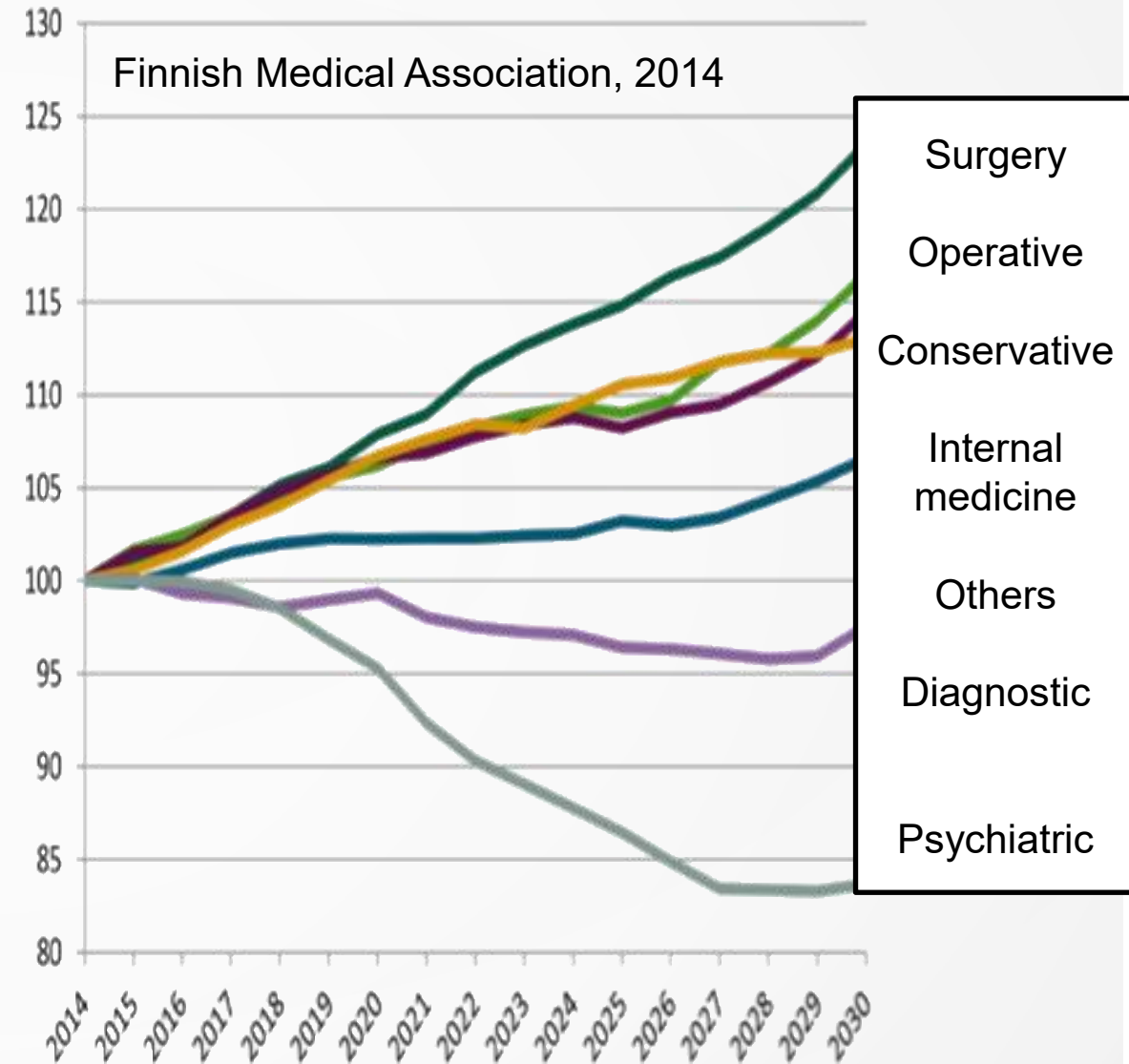
A structured interview

Trial period of six months



# BACKGROUND

- Evaluations and calculations were conducted to forecast the numbers of different specialists needed in the future and PGMT positions to be opened i.e. speciality-specific quotas were created until 2035.
- This involved allocating training positions particularly to specialties and regions experiencing already or upcoming shortage of specialists.





# THE AIM OF THIS STUDY

was to examine

- 1) what are the demand pressure, acceptance and occupancy rates in each specialty and
- 2) whether these specialty-specific quotas have any steering effect.





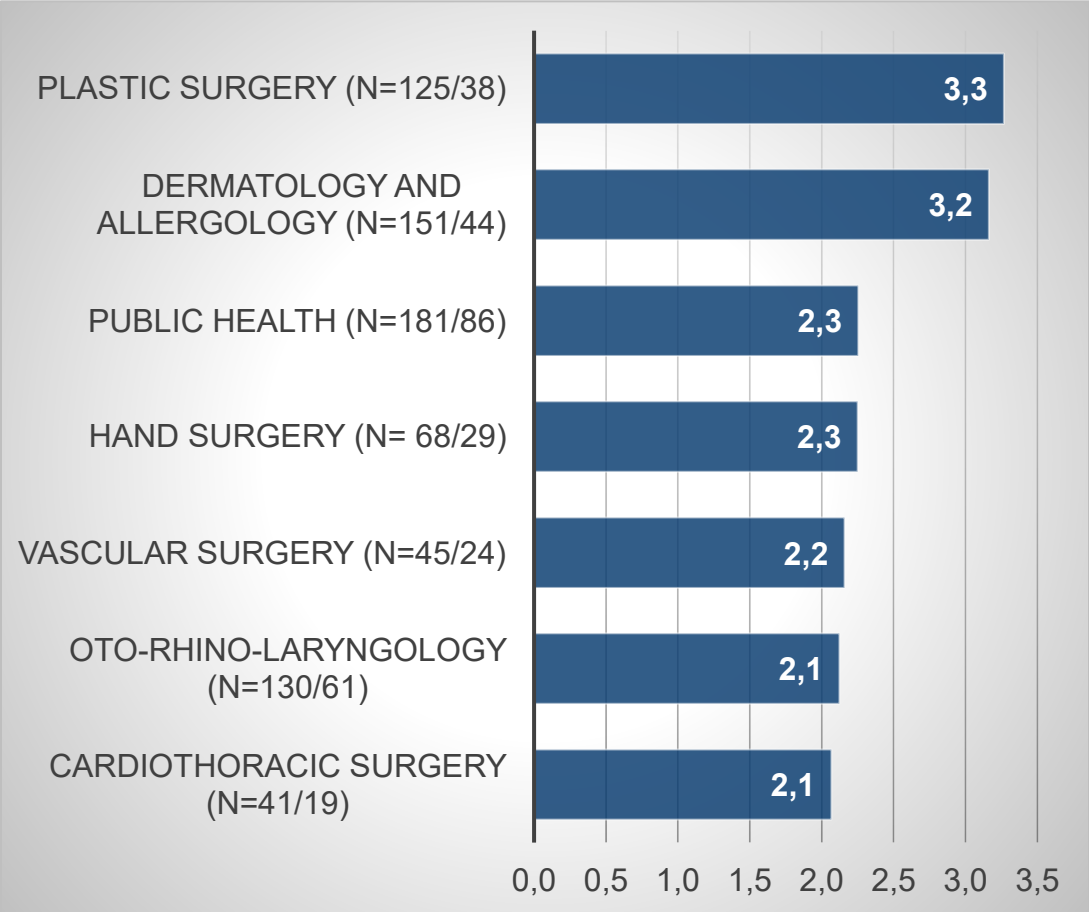
# SUMMARY OF WORK

- Number of open PGMAT positions, applicants and accepted trainees of all 50 medical specialties from all five medical schools were retrieved between autumn 2020 and 2024.
- Demand pressure, acceptance and occupancy rates were compared.
- Demand pressure = applicants/open positions
- Acceptance rate = approved trainees/applicants
- Occupancy rates = approved trainees/open positions

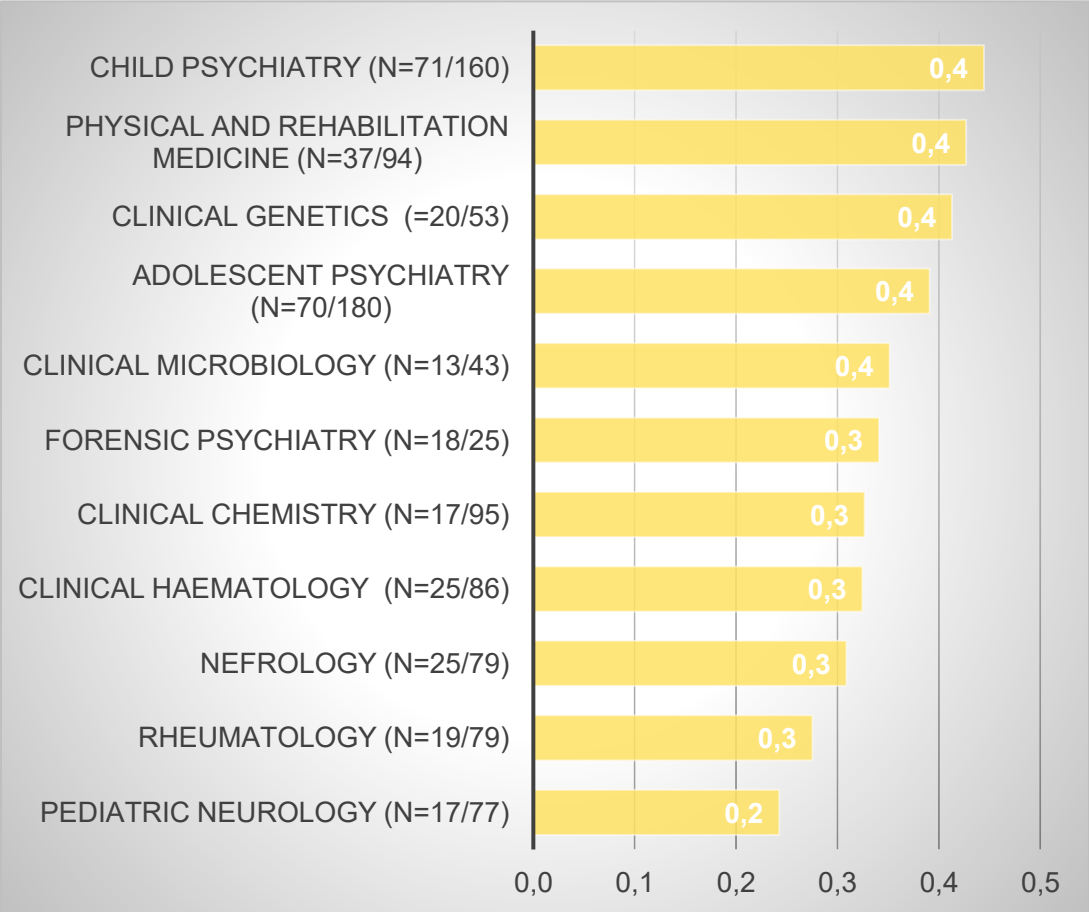


# DEMAND PRESSURE

## High-demand fields



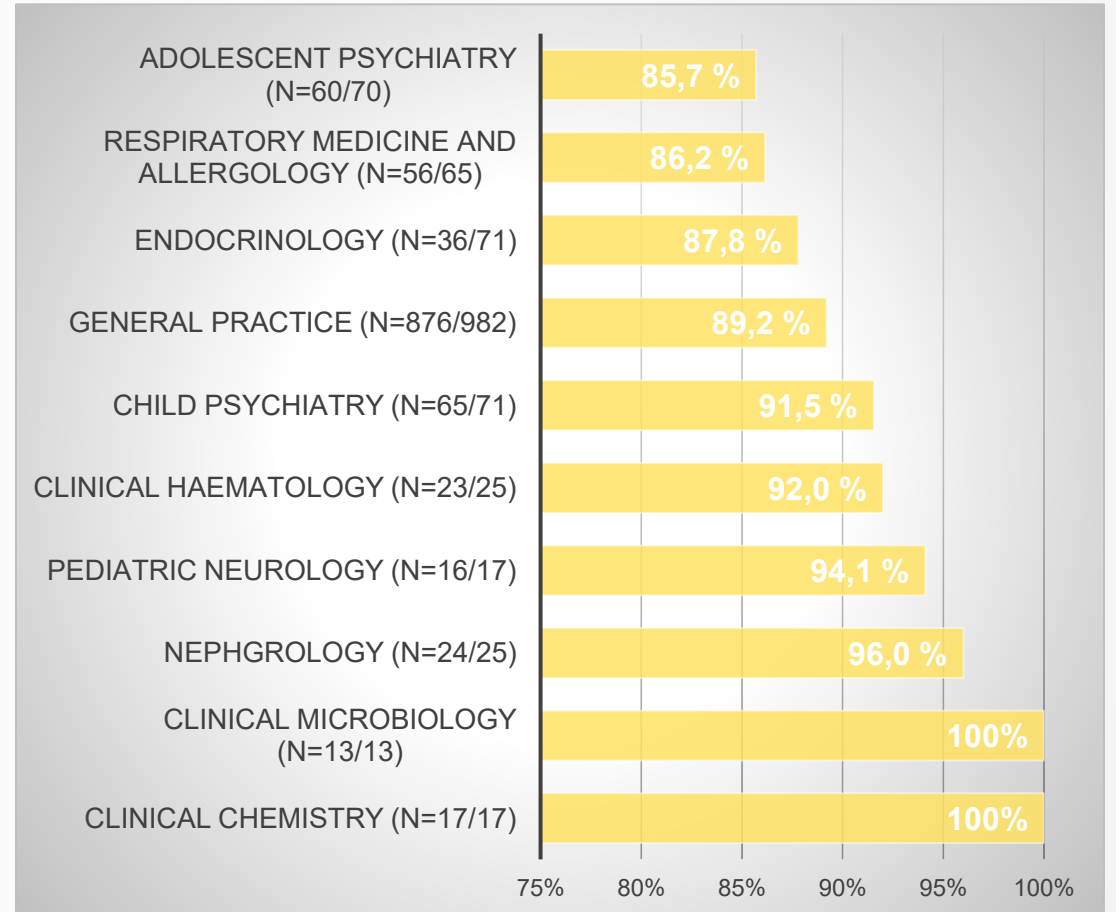
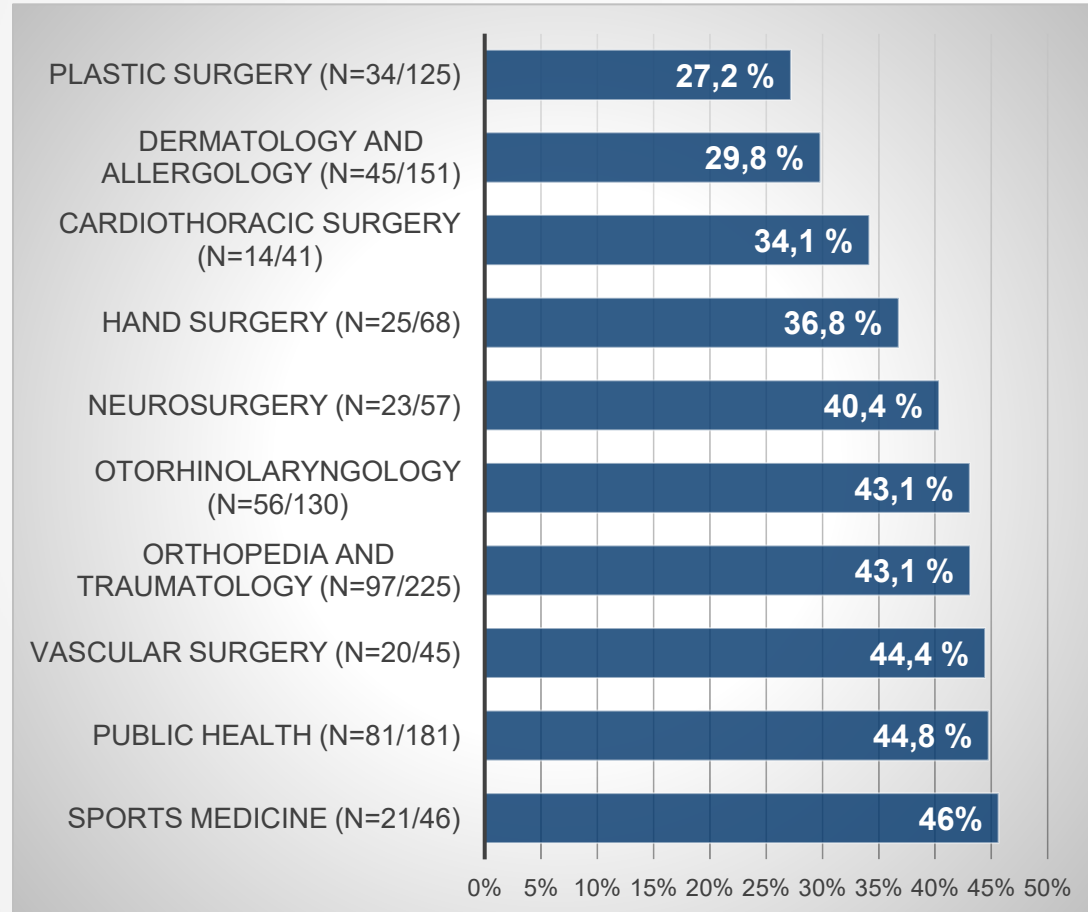
## Fields to be strengthened





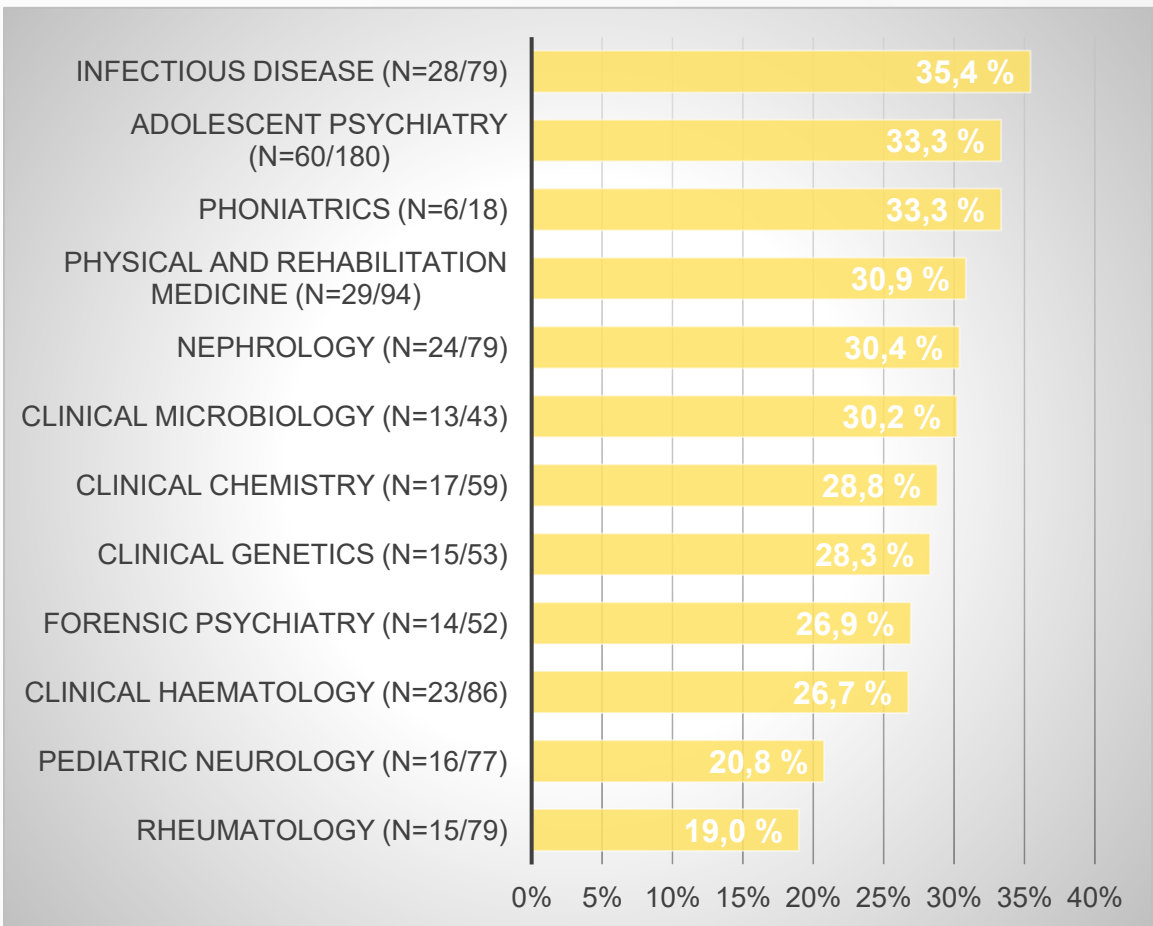
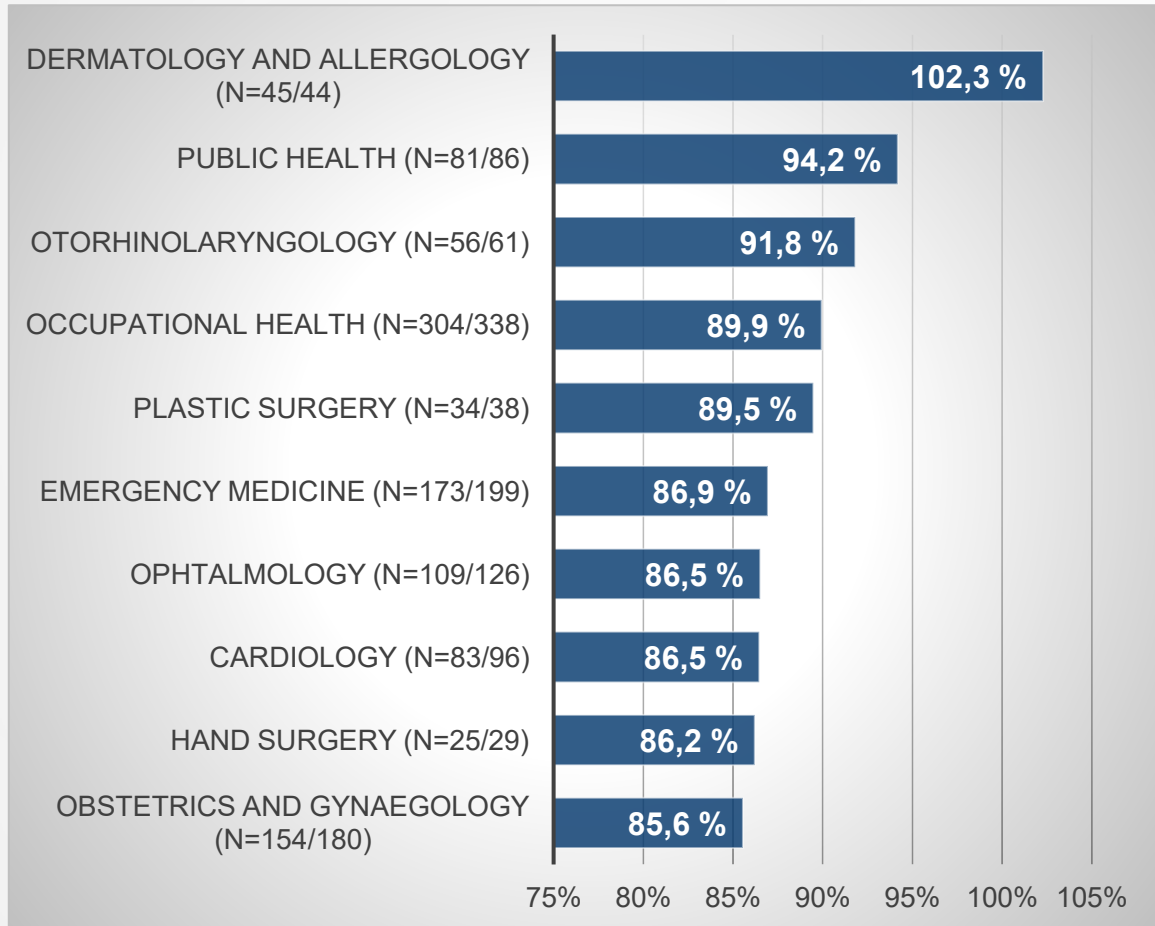


# ACCEPTANCE RATE



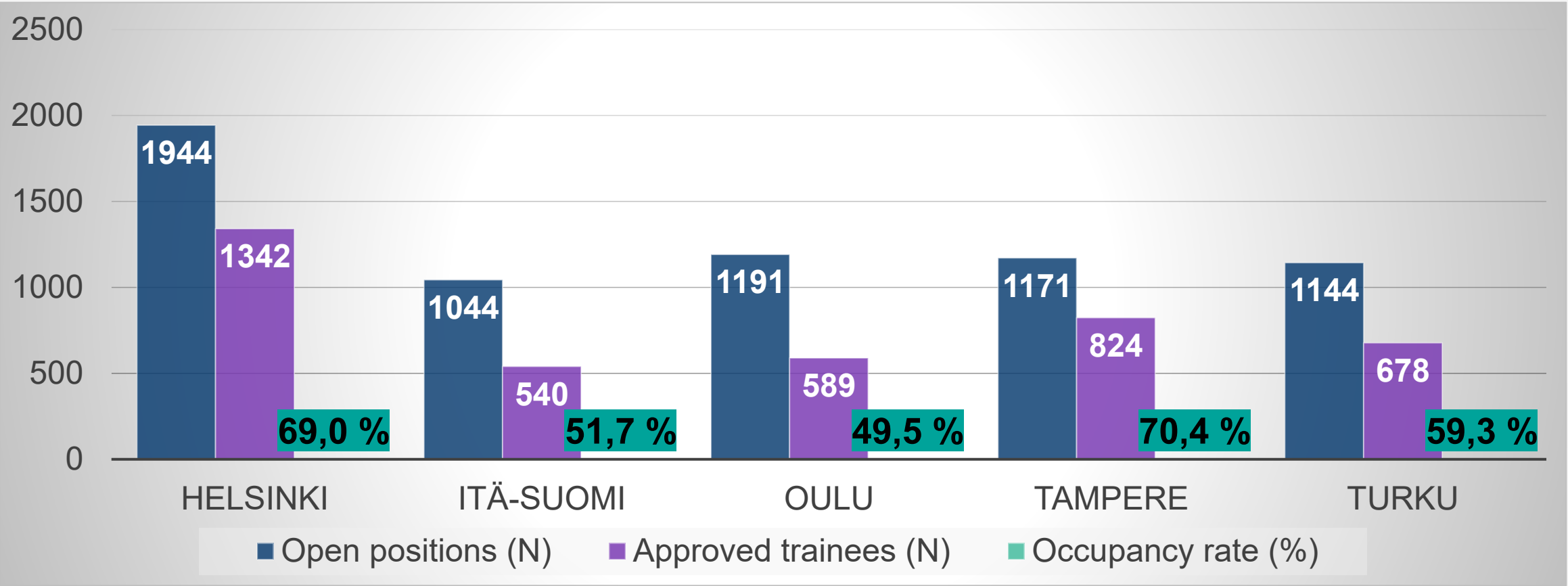


# OCCUPANCY RATE





# OCCUPANCY RATES - UNIVERSITIES





# DISCUSSION AND CONCLUSIONS

The specialty-specific quotas together with demand pressure, acceptance and occupancy rates allow us to identify specialties with high demand and fields to be strengthened.

Another benefit is that young doctors have access to objective information about entry into different specialties, which can influence their decisions.

However, the steering effect seems weak at least during the first four years.





# TAKE HOME MESSAGES

Specialty-specific  
quotas enhance  
the situational  
picture

Yet, quotas seem  
to have a weak  
steering effect at  
least in short term