

### **Project Summary for IAL Website**

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<b>Project Title:</b>	Proactive career planning and development for Singapore female health professionals
<b>Project Number:</b>	GA20-07
<b>Year of Approval:</b>	2021
<b>Funding Source:</b>	WDARF
<b>Objectives and intended outcomes of the project:</b>	<ul style="list-style-type: none"> <li>• Describe and quantify Singapore female health professionals' (SFHP) career development and planning behaviours;</li> <li>• Design a tool that will help SFHPs cultivate a life-long proactive role in planning and developing their career paths towards career satisfaction and success; and</li> <li>• Construct and validate a holistic multi-stakeholder assessment framework to evaluate the effectiveness of career planning and continuous learning initiatives for SFHPs.</li> </ul>
<b>Project Team</b>	
<b>Principal Investigator:</b>	Prof Helen Elizabeth Smith
<b>Summary of Project (up to 300 words)</b>	
<p>Findings from our previous study on Singapore female health professionals' (SFHPs) career decisions showed that SFHPs often take a passive approach to their career planning and development, and subsequently face challenges in their careers. They often have jobs and careers incompatible with their life aspirations and needs, poor levels of job and career satisfaction, and weak work engagement.</p> <p>This study investigates the career planning and development behaviours of SFHPs, designing a programme to help increase their proactivity in lifelong career planning, taking into account their personal needs and life plans. Subsequently we will construct an assessment tool to evaluate effectiveness of career planning and development initiatives for SFHPs. This mixed-methods study will be conducted in three phases: (1) developing a model describing SFHPs' career management behaviour from a representative quantitative survey and qualitative interviews; (2) designing and piloting a programme encouraging proactive career planning and development in SFHPs through co-design workshops with various stakeholders (healthcare employers, human resources professionals, and SFHPs); and (3) constructing an assessment tool to evaluate the effectiveness of career management programmes based on data from previous study phases and a scoping review of existing literature. This assessment tool will be validated using confirmatory factor analysis.</p> <p>The evidence and tools from this study will contribute to improved career guidance and lifelong learning resources for SFHPs. This study's findings will help Singapore healthcare employers and policy-makers better support in SFHPs' long- term career management with targeted support to achieve better SFHP retention and improved career and work satisfaction. This will help support Singapore's drive to future-proofing its professional workforce. We hope that the proactive career management programme we develop will be expanded to help female professionals, in other industries and countries with similar cultures, to shape their careers to better fit with their personal needs and life demands.</p>	