EDUCATIONAL ARTICLE

Educational Opportunities for Nepalese Early Career Psychiatrists and Trainees

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INTRODUCTION

In Nepal, three years post-graduate psychiatry training started in 1997. There has been significant growth in psychiatry training opportunities over the past two decades and currently available in 16 institutes. There are five different post-graduate training programs, and the training curriculum and evaluation process is not uniform. Hence, there are some variations in available training opportunities. There are about 45 residents (trainees) currently training 'early term psychiatry. The psychiatrists' (ECPs) includes trainees in psychiatry and psychiatrists within seven years of graduation.1 Early career is a crucial stage in the professional trajectory of young psychiatrists to prepare themselves for future leadership roles in the rapidly changing current mental health care system. However, many ECPs encounter challenges during the transition from residency to independent professional such as training adjustment deficits, to new roles responsibilities, and developing skills to 'survive' and thrive the change.2-3 Acquiring skills in leadership, management and teaching were the unmet training needs identified in a survey of young psychiatrists in Asia.4 These concerns shared by ECPs in other countries are also commonly experienced by ECPs in Nepal. Recent studies from Nepal have shown that there are deficits in the training of psychiatrists which can pose challenges in the professional development as early-career psychiatrists.5-7 Therefore, there is a clear need to address these learning gaps by promoting participation of Nepalese ECPs in the educational and training opportunities available within and outside the country. The main aim of this article is to create awareness among Nepalese ECPs about such opportunities.

Furthermore, there is a substantial recognition of the role of national and international young psychiatrists' networks to promote collaborative frameworks to help ECPs achieve their full potential.8-9 Although there are no formal networks or associations of early career psychiatrists in the Nepal, Psychiatrists' Association of Nepal (PAN) has been instrumental in encouraging and facilitating participation of ECPs in academic and research activities. A substantial number of Nepalese ECPs have received various grants, fellowships, and awards to participate in international conferences and meetings. They have also become members of international ECPs associations/groups, actively involved networking programs and leading numerous collaborative projects across different cities and countries. 10-18 These achievements have further inspired and encouraged ECPs to represent Nepal and connect with international colleagues, share knowledge and experiences.

EDUCATIONAL OPPORTUNITIES

A discussion was held among the contributors to focus on the current educational needs of ECPs and opportunities. We explored across numerous opportunities offered by national and international psychiatric associations and related organisations to promote the

professional development of ECPs, offer mentorship, and enable global networks for further collaboration. Active engagement of ECPs in these opportunities opens the access to these benefits. To the best of our knowledge, the educational opportunities classified into:

- (a) Meetings, Associations and Networks
- (b) Fellowships, Travel Awards and Grants
- (c) Leadership and Professional Skills Course
- (d) Online Courses

A. Meetings, Associations and Networks

Table 1: Meetings, Associations, and Networks

(e) Training Courses

The opportunities are not limited to this list and ECPs are encouraged to explore further the already available and upcoming new avenues for their personal growth and career development. Interested ECPs can seek further information on the available references.

No.	Organisation	Notes
1.	Psychiatrists' Association of Nepal (PAN)	Representative body for psychiatrists in Nepal Membership provides academic and networking opportunities. https://psychiatrynepal.org.np/
2.	World Psychiatric Association (WPA) - Early Career Psychiatrists (ECP) Section	Worldwide network of collaboration for trainees and ECPs Short CV and motivation letter is required to join the section https://www.wpanet.org/early-career-psychiatrists
3.	European Federation of Psychiatric Trainees (EFPT)	Federation of national associations of psychiatric trainees in Europe. Membership is via being part of a member national association in Europe. Non-European trainees can collaborate in their working groups, research projects and the Overseas programme (see Table 2) http://efpt.eu/
4.	Young Psychiatrists Network (YPN)	Engages young psychiatrists for year-long networking and annual meetings. https://www.mhinnovation.net/organisations/young-psychiatrists-network
5.	Network of Early Career Professionals in Addiction Medicine (NECPAM)	Network of early-career professionals working in the field of addiction medicine. http://necpam.co/
6.	World Network of Psychiatric Trainees (WNPT)	Open network for individual trainees across the world, promoting global collaboration and the development of local, national, and international associations of psychiatric trainees. https://www.mhinnovation.net/organisations/world-network-psychiatric-trainees

B. Fellowships, Travel Awards and Grants

Table 2: Fellowships, Travel Awards and Grants

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Rai Y et al. Educational Opportunities For Early		ISSM Scholarship European Federation of Psychiatric Trainees (EFPT) Maintaining and Establishing Networks of Trainees Association	Medicine (ISSM) European Federation of Psychiatric	Invites selected non-European trainees to attend the EFPT Annual

C. Leadership and Professional Courses

- 1. Leadership and Professional Skills Course for Early Career Psychiatrists: This project was initiated by Professor Norman Sartorius in 1994.19 More than two thousand early career psychiatrists from over hundred countries have participated in this course.²⁰ The aim of this course is to provide training in professional skills and establish collaborative network of young psychiatrists worldwide. This course takes place several times a year in different cities in the world. Dr Ramachandra N Moorthy Foundation for Mental Health and Neurological Sciences provides generous support to attend this prestigious course at the National Institute of Mental Health and Neurological Sciences (NIMHANS) in Bengaluru, India.
- 2. Leadership in Mental Health (LMH): This course was established in 2008 in Goa, India to develop leadership capacity among mental health professionals to scale up mental health programmes in low resource settings.²¹ Over 400 participants from around the world have participated in this course.
- 3. Course on Academic Development of Psychiatrists (CADP): This annual course is organised by Japanese Young Psychiatrists' Organisation (JYPO) with the aim to develop academic and leadership skills and establish international collaboration among early career psychiatrists.²²

D. Online Courses

- 1. AuthorAID training courses: AuthorAID offers regular, free online courses in research writing and grant proposal writing for researchers in developing countries.²³ Certificate is provided after completion of the training modules.
- 2. Electroencephalogram (EEG) course: The International League against Epilepsy's Virtual Epilepsy Academy (VIREPA) provides an interactive online course on EEG in the diagnosis and management of epilepsy.²⁴ The academy also offers bursary for participants from low- and middle-income countries (LAMIC).
- 3. Beck's Online CBT course: Beck's Institute offers online CBT training modules with supervision to mental health professionals.²⁵

- 4. EPA Online Course: EPA Committee on Education has developed training modules on Cognitive Behavioural Therapy (CBT), Motivational Interviewing and Depressive disorder. ²⁶. International EPA members also have free access to these modules.
- 5. The EFPT Online Psychotherapy Journal Club: EFPT Psychotherapy Working Group organises regular videoconference-based journal club and often invite renowned psychotherapists/authors for discussion on psychotherapy articles.²⁷
- eJCIndia: Electronic Journal Club of India was launched in 2015 and lead by Professor Chittaranjan Andrade. Members can participate and discuss in various review activities and numerous journal articles have been published.²⁸

E. Training Courses

No.	Program	Organisation	Notes
1.	Medical	RCPsych	Supports international
	Training		psychiatrists to work
	Initiative (MTI)		and train in the UK for
	Psychiatry		two years, and then
	Scheme ²⁹		return to their home
			countries
2.	Postgraduate	St Vincent's	Offers clinical training
	Overseas	Mental Health	fellowships in various
	Specialists	and University	psychiatric specialists
	Training (POST)	of Melbourne,	for overseas
	Program ³⁰	Australia	psychiatrists from the
			Asia-Pacific regions.
3.	Specialist	The Royal	Offers overseas
	Specified	Australian and	psychiatrists to
	Training (SST) ³¹	New Zealand	undertake short-term
		College of	supervised training in
		Psychiatrists	Australia
4.	CAPE (Clinical	East of England	Offers observership
	Attachment	Deanery	positions for overseas
	Programme for		psychiatrist in the
	East of		National Health
	England)32		Services (NHS)
5.	OMI-Salzburg	Open Medical	Supports the
	Medical	Institute (OMI)	attendance to their
	Seminars ³³		annual psychiatry
			seminars.

The Way Forward

- Residents Meeting: The inaugural National Residents Meeting was held in Dharan on 11th August 2018, organised by Department of Psychiatry, BPKIHS. Different sessions were organised targeting the educational needs of the trainees. Such meeting should be organised regularly at national level as it facilitates peer networks and promotes quality improvement of psychiatry training.
- Proposal of initiation of Residents Section in PAN: It will encourage participation and integration of trainees in the association at an earlier stage of career and promote their professional development. The section under guidance of PAN can actively organise educational events and assess training needs.
- Track 3. Dedicated for young psychiatrists/trainees in the National/Regional **PAN** Conference/Meetings to engage and facilitate their participation, present the results of their own research projects, share their experiences, and learn from each other.
- 4. Exchange opportunities: EFPT Exchange Program is a short-term observership program for European psychiatric trainees established in 2011 and offers placements in various subspecialities of psychiatry in 17 different European countries.³⁴ The EFPT Exchange Working Group has initiated developing exchange programs outside Europe. Interested host institutions in Nepal can collaborate and develop exchange programs. In addition to that, WPA ECP Section has also proposed worldwide psychiatry exchange programs and it would be a good opportunity for Nepalese ECPs to actively participate in this initiative.⁸
- 5. Research to address training needs: Research activities such as web-based surveys that explore further training needs of ECPs will enable systematic assessment of the training needs of ECPs in Nepal and help to bridge the gap of sub-specialist services. To sum up, ECPs are the working backbone and the future leaders of psychiatry, addressing their needs should be priority for all of us.

ETHICS STATEMENT: No prior ethical approval was required as there was no involvement of human participants

CONFLICT OF INTEREST: None

AUTHORS CONTRIBUTIONS: All authors were involved in conception, design, drafting, revision and final approval of the work

FUNDING: This research received no specific grant from any funding agency, commercial or not-for-profit sectors

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