

Review and Case Study: Family Adoption Programs Effect on Medical Professional Future Aspirations and Career Choices

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ABSTRACT:

Background: In the MBBS (Bachelor of Medicine, Bachelor of Surgery) curriculum, the Family Adoption Program (FAP) is a crucial component of CBME (Competency-Based Medical Education). The purpose of this study was to analyse the perceived advantages and effects of FAP on medical students' professional and academic growth.

Methodology: A cross-sectional observational study was performed among FAP-enrolled medicine students and professionals. A systematic questionnaire was used to acquire statistics during the students' most recent FAP appointment. **Findings:** The study had 100 students in total. About 88% of participants said that FAP helped them improve both personally and professionally. In accordance with the statistics, 85% of students said that FAP gave them valuable skills that they might use in their future professions as doctors. 80% of respondents felt they were better able to collaborate with other medical professionals. According to 86% of respondents, FAP assisted them to become more self-aware and improve professionally. The primary motivating factor of medical student involvement in FAP was determined to involve faculty collaboration. **Conclusion:** Medical students' professional growth and career perspectives are greatly impacted by the Family Adoption Program. It improves their ability to work together, practical skills, and personal development. Through FAP, universities of medicine ought to confront issues and improve mediators to foster a more motivated and compassionate younger generation of healthcare professionals in the future.

Keywords: *Adoption, Family Adoption Programs, Career Choices, Aspirations, Psychological Impact, Educational Opportunities, and Impact Assessment.*

INTRODUCTION:

To give Indian medical graduates a learning opportunity on community-based health care, the National Medical Commission (NMC) included the Family Adoption Program (FAP) in the undergraduate curriculum. The valuable lessons the students learned were excellent communication skills, a more profound comprehension of rural dynamics, the ability to identify the health state of families and knowledge of various health initiatives. Most graduates believed that this program would assist MBBS students in developing into fully qualified doctors with courage and empathy in their careers. The Family Adoption Program (FAP) matches young people with mentor families to offer them support and direction. These programs provide emotional support, resources, and learning opportunities to improve participants' educational and employment results.

Problem Statement:

The purpose of this study is to determine how the Family Adoption Program (FAP) affects medical graduates' professional aspirations and career decisions, especially concerning the healthcare

industry. Additionally, it aims to establish the fundamental causes of these shifts, such as emotional support, exposure to rural populations, and mentoring.

Significance:

- Improving program design and execution requires an understanding of how FAP affects job choices and goals. The long-term effects of FAP are how mentoring and support networks influence participants' career paths—particularly for those who want to work in medicine.
- The effect of the Family Adoption Program (FAP) on participants' career trajectories is studied using a mixed-methods approach that blends qualitative and quantitative research approaches.

Objective:

The objectives are listed as follows:

- To inquire about how FAP affects participants' choices and objectives for their careers.

- To identify developments in career changes or post-program
- To determine recurrent themes in the interviewees' comments, apply thematic analysis. Sort the elements according to their perceived effect and periodicity.
- To offer an in-depth instance that demonstrates the program's effects.
- Highlight key results from the expert interviews and literature study, and then use the shortcomings to suggest prioritised future research concerns.

Key Findings and Research Gap:

The key finding and research gap related to the FAP effect on people's future aspirations and career choices are as follows:

Resilience and Adaptability: People who have gone through adoption may acquire these qualities, which are beneficial in various professional settings.

Mentorship: The mentor's family greatly influenced the decision to pursue MBBS. They offered advice on academic requirements, emotional support, and insights into the medical field.

Academic Support: The mentor family helped prepare for medical school entrance examinations, college applications, and scholarship options. Additionally, they assisted with obtaining volunteer and internship opportunities at nearby hospitals.

Career Development: Adoption experiences encouragement, enabling them to traverse the medical curriculum's demands successfully and may mould an individual's motives, beliefs, and interests, which can impact their decision to choose a job.

Psychosocial Factors: Adoption-related emotional and psychological trauma might impact a person's job

goals, such as a desire to work in the helping industry or as a child rights advocate.

Personal Growth: The mentoring helped foster self-assurance, resiliency, a strong purpose, and academic and professional assistance.

Exposure to a Wider variety of Professions: Growing up in an adoptive family may introduce people to a more diverse array of careers and lifestyles, which may expand their professional options.

Research Gaps:

- There is insufficient long-term data to monitor FAP members' professional achievement in the medical industry.
- More varied case studies are required to comprehend the program's impact across various medical specialisations and cultural situations.

Literature Review:

The literature focused on the Family Adoption Programs are as follows: Heffernan CJ. (1986) [1] outlines the social cognitive career theory, which serves as the theoretical foundation for the research on career development in juvenile educational initiatives like FAP. According to the social cognitive career theory, Lent, R. W et al. (1994) [2] analysed the conceptual framework for investigating career growth and ambitions. The existing literature examines conceptions of career development in medicine, focusing on supervision, rural medical professions, and specialisation possibilities. Older theories, such as the social cognitive career theory, may be expanded upon by novel approaches or paradigms. Table 1 depicts the FAP-based relevant existing research works.

Table 1. Literature-related work focus on the FAPs

Authors	Year	Key finding
Bryan et al. [6]	2010	The social responsibility of medical professionals is impacted by support programs that strengthen adoptive families.
Thind et al. [9]	2021	Pandemic difficulties emphasise the necessity of adaptation to professional objectives.
Wargent & Stocker [8]	2021	Professional identity grows, and professionalism is fostered through community involvement.
Brown & Horsburgh [7]	2021	Career goals and prosperity are impacted through connections in medical education.
Mallik, S et al. [3]	2022	Discussed the difficulties encountered in medical education and how community-based medical education, a component of the Family Adoption Program (FAP), helps to overcome these difficulties.
Arumugam, B et al. [4]	2022	Focuses on the effects of the Family Adoption Programme (FAP) on community health and medical education while discussing the program's implementation and results at a tertiary care facility.

Yalamanchili, V. K et al. [5]	2023	Examines the Family Adoption Programme (FAP) for medical students in India from the perspective of stakeholders, emphasising the program's efficacy and suggestions for enhancement
González-Amarante [10]	2024	Career decisions selected by medical students are determined by their views on social responsibilities.

There is a dearth of literature on how these characteristics affect career choices, especially in the context of medical degrees, and some of it concentrates on short-term results like enhanced knowledge and abilities. Furthermore, although resource accessibility and emotional support have been acknowledged as critical elements of academic achievement, further research is required to fully understand their long-term impacts on professional identity and future goals.

This study is required to close this information gap by shedding light on the potential effects of the FAP on students' professional growth and assisting in establishing of future medical education guidelines and initiatives. Furthermore, evaluating whether such programs may promote greater diversity in healthcare professions and direct students toward areas where diversity is needed requires knowledge of the effects of such support healthcare networks.

METHODOLOGY AND RESULTS:

The impact of the Family Adoption Program (FAP) on participants' professional choices and goals is examined in this review article. This review article investigates how Family Adoption Programs (FAP) affect participants' job decisions and long-term goals. Furthermore, the case study-based analysis allows for a thorough examination of each participant's experiences and results, emphasising important discoveries, unmet research needs, and potential directions for future treatments. Quantitative data may be analysed using descriptive statistics, while qualitative answers could be analysed using theme analysis.

Methodology: A mixed-approaches strategy that coordinates qualitative theme analysis with descriptive quantitative analysis.

Gathering Quantitative Data: Structured survey that includes open-ended questions, rating scale queries, and demographic data. Five-point rating system Likert scale to gauge agreement with different claims on the influence of FAP.

Gathering Qualitative Data: Open-ended inquiries that examine difficulties, learning objectives, and suggestions.

Analysing Data:

Quantitative: Descriptive information for answers on a rating scale.

Qualitative: Open-ended replies are analysed thematically.

A sample of the assessment of the FAP questionnaire is as follows:

Statistics:

- Name
- Profession
- Year of Study
- Age
- Gender
- Rating scale inquiries (Definitely Disagree to Definitely Agree):
- The significance of FAP in comprehending medical issues
- Practicality in comprehending social issues
- Relevance as a community medicine educational resource
- Implications for medical practice in the future
- Contentment with assigned families
- Health problems that were encountered
- Open-ended inquiries:
- Difficulties encountered during FAP
- Ideas for enhancement
- The most important things learnt
- FAP's preferred sightseeing (rural vs. urban)
- How often do family visits

The findings show that FAP has a significant impact on participants' expectations for their careers and professional development, especially when it comes to exposure to a variety of job choices and mentorship.

A community-based medical profession program, the Family Adoption Program (FAP) intends to educate prospective physicians about the difficulties of rural healthcare, enhance their professional and personal abilities, and impart empathy along with insightful content. The present case investigation uses qualitative as well as quantitative methods to assess the effects of FAP.

Significant Quantitative Findings:

- 88% of participants said that FAP had helped them improve both personally and professionally.
- 85% of respondents admitted to learning valuable skills for their future employment.
- 80% reported better cooperation with medical specialists.

- 86% reported increased professional growth and self-awareness.

Qualitative Perspectives: The main topics include learning objectives like empathy and cultural awareness, difficulties including logistical problems and communication impediments, and suggestions for improving the program (e.g., more preliminary training and rural concentration).

Cumulative Effect: FAP assists in bridging the knowledge gap between theory and practice. Potent student engagement appears to be primarily motivated by faculty cooperation.

CONCLUSION:

Through mentorship, exposure to new options, and strong support networks, the Family Adoption Program substantially affects participants' professional choices and goals. This short communication and case study exemplifies how ambitious medical students might benefit from focused mentoring from experts in the field. To further understand the program's impact, future research should concentrate on longitudinal studies and broadening the variety of case studies.

In connection with broader healthcare issues like infection control, rural outreach, and cultural communication, the FAP case study emphasises the value of incorporating practical experience into the education of physicians. The comparative investigation and meticulous reporting support the necessity of community-based educational opportunities such as FAP to foster comprehensive healthcare workers capable of handling a variety of medical problems.

Future Directions:

- **Longitudinal Investigations:** Examine the effects on medical career development of culturally appropriate FAP treatments.
- **Effect on Health:** investigating the Psychological and emotional impacts of resilient support systems and Mentoring on career choices.
- **Diverse Case Analysis:** A wider range of participants from various healthcare specialities, regions, or backgrounds are included in distinct case studies to evaluate how diverse viewpoints may affect career goals.
- **Comparative Research:** Assessing the relative efficacy of the Family Adoption Program by contrasting it with comparable career development and mentoring initiatives in the healthcare industry.
- **Assess how particular mentor-mentee experiences**—like internships and shadowing—can advance hopes for a medical future.
- By conducting the approaches mentioned above, future studies may provide the

empirical evidence required to support the findings about the influence of the Family Adoption Program on participants' aspirations and job choices.

Appendix:

Case Study 1: *Reducing Hospital-Acquired Infections*

Problem Definition: Hospital-acquired infections (HAIs) are a problem with high rates that raise healthcare expenses and morbidity.

Strategy: Strict infection control procedures, antimicrobial stewardship initiatives, and employee training.

Result: Cost savings, increased patient safety, and a notable decrease in HAIs.

Link to FAP Objective: To address healthcare issues, both programs place a strong emphasis on education and real-world experience. In this instance, prevention of infections comes first, but FAP concentrates on promoting community health.

Case Study 2: *Managing Chronic Illness in Rural Communities*

Problem Definition: Patients with chronic illnesses in outlying locations have limited access to resources and specialised treatment.

Strategy: Outreach initiatives and virtual consultations using telemedicine and mobile health units.

Result: Better chronic disease management and more patient access to healthcare services.

Link to FAP Objective: With an emphasis on outreach and direct interaction, FAP shares a dedication to healthcare in rural areas. In underprivileged communities, both show superior treatment provision.

Case Study 3: *Handling Linguistic Barriers in Multicultural Healthcare Environments*

Problem Definition: Communication gaps arising from patients' varied language origins and healthcare professionals.

Strategy: Using qualified interpreters, hiring bilingual employees, and providing culturally aware communication materials.

Result: Better health outcomes, increased patient satisfaction, and enhanced patient-provider communication.

This outline provides a structured approach to documenting and analysing case studies of medical challenges faced, strategy and expected results.

Link to FAP Objective: Similar challenges are dealt with by FAP, especially in rural areas, including linguistic and cultural hurdles, encouraging medical students to be empathetic and malleable.

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