

# Press release

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*FOR IMMEDIATE RELEASE*

## ***Improving Selection to the Foundation Programme*** **Final Report Published**

The ISFP Project Group announced today that the Improving Selection to the Foundation Programme (ISFP) Final Report has been published on the ISFP website at [www.isfp.org.uk](http://www.isfp.org.uk). This report has been submitted to the four UK health departments.

The report, comprising some 400+ pages, includes information on the case for changing the current selection methods, the results of the SJT pilots which have taken place over the past 18 months, the EPM framework and an FY1 job analysis. The results of the work to develop and pilot the two selection methods demonstrate that the use of the SJT and EPM in combination will make selection to the Foundation Programme more reliable, robust and cost effective. Within the report are also the recommendations for Foundation Programme (FP) selection in the future.

The main recommendations in the report are:

- Selection to the Foundation Programme should reflect the skills, knowledge and professional behaviours of the applicant, reflecting the integrated nature of the Foundation Programme as both education and employment
- Selection to the Foundation Programme from FP2013 onwards should be based upon:
  - An invigilated Situational Judgement Test (SJT) to assess aptitude for the Foundation Programme (to replace 'white space' questions); and
  - An Educational Performance Measure (EPM) to reflect educational performance at medical school up to the point of application to the Foundation Programme (to replace quartiles)
- Other aspects of the process of application to the Foundation Programme should remain unchanged, namely a national application process including applicant declaration of foundation school preferences, the use of a matching algorithm and eligibility checking
- There should be a full-scale shadow Parallel Recruitment Exercise (PRE) SJT and EPM 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

For more information on the ISFP project and to download the report, go to [www.isfp.org.uk](http://www.isfp.org.uk)

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### **Notes to editors**

1. In January 2009, the Medical Schools Council was commissioned by the Department of Health to lead the Improving Selection to the Foundation Programme Project Group to look at the best way of selecting medical students to the Foundation Programme.
2. After extensive research, Situational Judgement Tests (SJT) and Educational Performance Measures (EPM) were chosen as the best selection methods to pilot. These selection tools are designed to replace the current 'white space' application questions and academic quartile rankings for recruitment to FP2013.
3. More information, including some example SJT questions and the EPM Framework, can be found on the ISFP website: [www.isfp.org.uk](http://www.isfp.org.uk)
4. For more information please contact Will Riddington on [will.riddington@medschools.ac.uk](mailto:will.riddington@medschools.ac.uk) or Tel: 020 7419 5427.