



“Go the Extra Mile”: The Importance of “Upskilling Programs” to Maintain Competitive Edge in Radiology

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Purpose

Discuss the concept of Upskilling for the radiology workplace.

Discuss how upskilling radiology staff can improve a physician's value in this digital transformative economy.

Background

Upskilling represents acquiring more skills through additional education and training. For radiologists, this encompasses training in various new technologies and improvement in systems to allow them to advance in their positions. With the current shortages in the radiology workforce, upskilling staff allows them to remain competitive in the workplace, stay current with technology, and artificial intelligence software, reskill in different jobs, and lead to increased employee engagement and value.

Method

In the current time of the "Great Resignation" during the COVID 19 Pandemic, which has also affected healthcare, institutions have to evolve and reinvent themselves. With additional layoffs and hiring freezes, institutions must institute new concepts to allow workflow to continue, and stay ahead technologically and maintain workflow. We discuss how upskilling existing staff allows methods to improve and retain employees adding value to their current position and upward movement.

Results

How can one go about and identify and develop these skills? Below is an example framework:

Assess the skills you have today

- Map the core competencies you currently have
- This can be done by taking self-assessment exams regarding what concepts or skills in radiology you need to improve on

Assess the skills you will need over the next 5 years

- Training in point of care ultrasound, being comfortable with AI programs, and proficiency in web-based enterprise imaging systems are likely trends

Set upskilling goals

- A one-size-fits all approach is impractical as each radiologist and their strengths/weakness are different
- Set specific goals with a realistic time frame to complete

Determine what learning format is most suitable for you

- The learning format you decide depends on your objectives
- Options include instructor-led training via online or in-person, with a mentor, peer-to-peer, or self-learning

Monitor progress

- Invest in a platform that helps you stay organized and tracks your progress over time

Match upskilled employees with new opportunities

- Once a radiologist has gained a new skill or built on existing ones, it opens the doors to apply for new positions that require these skills, leading to higher pay or higher leadership positions.

Upskilling of radiology staff is important for post pandemic workflow as well as increasing value of staff in lifelong learning. It allows them to invest in advancing their careers, providing them confidence and security in their radiology positions.

Training may include online learning, working with experts, or inhouse mentorship.

Conclusion

The concept of upskilling in radiology is very important in the post pandemic time staff needs to be flexible and fill gaps created in workflow in the department. To remain competitive in the workplace, upskilling allows staff to increase qualifications, advancement, and increased sense of value and engagement. We discuss these concepts and value of change for staff in the radiology workplace.

References

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