**Background**

- Local needs assessment found that early career pediatric hospitalists (ECPH) are:
  - Unsure of their academic trajectory
  - Seeking career development support & clearer career visions
- A yearlong cohort-based curriculum, “Steppingstones”, consisting of 6 seminars & professional portfolio creation, was implemented in 2021
- Seminar topics include: values clarification, academic promotions, career planning, career engagement, mentorship, & networking
- First cohort graduated in 2022

**Objective**

To describe our experience implementing a novel career development curriculum for ECPH & assess perceived efficacy of Steppingstones participation on career development competencies

**Methods**

- Case-control study with 9 cohort subjects & 8 controls (response rate 94.4%)
- Similar distribution of demographics for cohort & controls (response rate 94.4%)
- Cohort reported greater gains in all career development competencies, with 3 areas being statistically significant (Figure 1)

**Post-Intervention Survey:**

- 17 completed surveys—9 cohort subjects & 8 controls (response rate 94.4%)
- Similar distribution of demographics for cohort & controls (Table 1)
- Cohort reported greater positive gains in all career development competencies, with 3 areas being statistically significant (Figure 1)

**Results**

**Cohort Engagement:**

- Mean attendance rate: 0.93 (STD 0.08)
- Mean portfolio completion rate: 0.78 (STD 0.21)

**Post-Intervention Survey:**

- 17 completed surveys—9 cohort subjects & 8 controls (response rate 94.4%)
- Similar distribution of demographics for cohort & controls (Table 1)
- Cohort reported greater positive gains in all career development competencies, with 3 areas being statistically significant (Figure 1)

**Conclusions**

- Steppingstones participants were highly engaged in the curriculum
- Cohort reported greater gains in career development competencies, which we attribute to:
  - Increased knowledge of career development practices
  - Dedicated time to build these competencies
- Results limited by small sample size & recall bias

**Future Steps**

- Re-analyze data annually following graduation of subsequent cohorts to increase sample size
- Further assess curriculum impact with qualitative study (in process)
- Expand Steppingstones to early career faculty in other pediatric specialties

**References**


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**Figure 1:** Perceived Change in Career Development Competencies for Steppingstones Cohort and Control Group. The figure displays the dichotomized response scale ("Completely agree", "Agree quite a bit", and "Somewhat agree" compared to "Agree a little" and "Do not agree at all") for ease of interpretation; however, the p-values are based on analysis using the 5-point scale. Asterix denotes statistically significant differences.