

Attachment 3: Cross-classification of barriers and drivers in the areas of career entry, role transition and retention

Barrier	Career Entry (Count)	Career Entry (Sources)	Role Transition (Count)	Role Transition (Sources)	Retention (Count)	Retention (Sources)	Driver	Career Entry (Count)	Career Entry (Sources)	Role Transition (Count)	Role Transition (Sources)	Retention (Count)	Retention (Sources)
Lack of support/ Isolation from team (n=19)	10 Mixed-methods studies (n=3), qualitative studies (n=7)	[6, 14, 30, 32, 40, 43, 49] (with transition programmes): [31, 38, 41]	8 Qualitative studies (n=6), observational studies (n=2)	[9, 19, 20, 27, 28, 37, 44, 45]	1 Observational study (n=1)	[35]	Support/ integration from team (n=16)	11 Mixed-methods studies (n=3), qualitative studies (n=7), quasi-experimental study (n=1)	[6, 8, 14, 32, 49] with transition programmes: [24, 25, 31, 38, 41, 53]	5 Qualitative studies (n=4), observational studies (n=1)	[9, 20, 28, 39, 44]	0	-
Fear of making mistakes/ self-doubt (n=15)	9 Mixed-methods studies (n=2), qualitative studies (n=7)	[10, 14, 30, 32, 40, 49] (with transition programmes): [1, 13, 41]	6 Qualitative studies (n=6)	[19, 20, 36, 39, 44, 45]	0	-	Acceptance of making mistakes (n=1)	1 Mixed-methods study (n=1)	[32]	0	-	0	-
Less reflection (n=1)	1 Qualitative studies (n=1)	[8]	0	-	0	-	Getting feedback /reflection (n=8)	7 Qualitative studies (n=3), mixed-methods studies (n=3), quasi-experimental study (n=1)	[6, 8, 32, 49] (with transition programmes): [13, 38, 53]	1 Qualitative studies (n=1)	[44]	0	-

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Lack of experience with complex cases/ new situations (n=2)	2 Mixed-methods studies (n=1), qualitative studies (n=1)	With transition programmes: [31,41]	0	-	0	-	Increasing experience (n=1)	1 Qualitative studies (n=1)	[8]	0	-	0	-
Lack of knowledge /less preparation through education (n=2)	1 Qualitative studies (n=1)	[43]	0	-	1 Observational studies (n=1)	[35]	Desire to train and learn (n=4)	2 Mixed-methods studies (n=2)	With transition programmes: [25,38]	2 Qualitative studies (n=2)	[20,37]	0	-
Lack of job satisfaction (n=2)	0	-	0	-	2 Qualitative studies (n=1), Observational studies (n=1)	[7,35]	Job variety and satisfaction (n=1)	0	-	0	-	1 Qualitative studies (n=1)	[34]
High workload/ overload (n=13)	12 Mixed-methods studies (n=3), qualitative studies (n=9)	[10,14,30,32,40,43,49] With transition programmes: [1,18,31,38,41]	0	-	1 Observational studies (n=1)	[35]	Integration into work environments (n=15)	11 Mixed-methods studies (n=5), qualitative studies (n=6)	[6,10,32,40,49] With transition programmes: [13,18,24,25,31,38]	4 Qualitative studies (n=4)	[19,37,39,45]		

Barrier	Career Entry (Count)	Career Entry (Sources)	Role Transition (Count)	Role Transition (Sources)	Retention (Count)	Retention (Sources)	Driver	Career Entry (Count)	Career Entry (Sources)	Role Transition (Count)	Role Transition (Sources)	Retention (Count)	Retention (Sources)
Tension with medical staff (n=6)	4 Mixed-methods studies (n=1), qualitative studies (n=3)	[6,14,32,49]	2 Qualitative studies (n=1), observational studies (n=1)	[28,44]	0	-	Support from mentors (n=13)	10 Mixed-methods studies (n=4), qualitative studies (n=5), quasi-experimental studies (n=1)	[6,10,14,32,40,49] With transition programmes:[13,25,31,53]	3 Qualitative studies (n=3)	[29,39,44]	0	-
Lack of time (n=6)	6 Mixed-methods studies (n=1), qualitative studies (n=5)	[6,14,32,40,43,49]	0	-	0	-							
Lack of staff (n=5)	3 Mixed methods studies (n=1), qualitative studies (n=2)	[6,14,32]	2 Qualitative studies (n=2)	[19,37]	0	-							
No say in organisation (n=4)	4 Qualitative studies (n=4)	[8,9,14,30]	0	-	0	-							

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Violence in organizations (n=2)	2 Qualitative studies (n=2)	[14,40]	0	-	0	-							
Lack of challenge (n=1)	0	-	0	-	1 Observational studies (n=1)	[35]							
Work-life-imbalance (n=1)	0	-	0	-	1 Observational studies (n=1)	[35]							