

Additional file 2: List of codes after axial coding

Codes are listed in alphabetical order, numbers are referred to in Appendix C.

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| 1. Administrative) support / staff
needed | 17. Dedicated clerkship
coordinator/educator |
| 2. Advertising your own profession | 18. Dedicated individuals vs.
teamwork |
| 3. Aligning education and
healthcare | 19. Dedicated residency
coordinator/educator |
| 4. Aligning curriculum and practice | 20. Departmental culture |
| 5. Aligning education and
healthcare demands | 21. Departmental strategy |
| 6. Assessment | 22. Departmental structure |
| 7. Being invested in
learning/education | 23. District teaching hospitals' role
in education development |
| 8. Capacity | 24. Diverse role models |
| 9. Clerkships' image to students | 25. Duration of clerkships |
| 10. Collaboration | 26. Educator motivation |
| 11. Community based education | 27. Education of residents vs. of
medical students |
| 12. Community of educators | 28. Educator quality |
| 13. Continuity in supervision | 29. Exposure |
| 14. Coordination is needed | 30. Exposure to students |
| 15. Cross-pollination | 31. Facilities |
| 16. Curriculum is difficult to change | 32. Faculty development |

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| 33. Flexibility | 48. Opportunities for a culture change |
| 34. Flexible/personalized learning goals for students | 49. Opportunities for new or different types of healthcare |
| 35. Formal / informal learning | 50. Opportunities for practice based teaching/education |
| 36. Fragmentation in healthcare | 51. Opportunities of rich, authentic learning environments |
| 37. Funding structures | 52. Opportunities of smaller healthcare teams |
| 38. Increasing the number of learning environments offers more opportunities for learning | 53. Organizational aspects of the curriculum |
| 39. Involving new/different professionals in education is an opportunity for change | 54. Organizational culture |
| 40. Knowledge about the curriculum / learning goals | 55. Organizational strategy |
| 41. Learnability of students | 56. Organizational structure |
| 42. Learning climate | 57. Patient involvement in learning |
| 43. Learning goals / didactics | 58. Patients' role in education |
| 44. Logistical challenges | 59. Production / Efficiency |
| 45. Longitudinal workplace-based learning | 60. Professionalizing healthcare sectors/domains through educational involvement |
| 46. More/Broader opportunities for student development | 61. Quality assurance (curriculum) |
| 47. New types of workplace-based learning | 62. Recognition for educators |

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| 63. Relations UMC/distributed practices | 77. Timing within learning continuum |
| 64. Requirements for graduate physicians | 78. UMC / distributed practices |
| 65. Residents' role in medical students' education | 79. Views / perspective (on healthcare / education) |
| 66. Role description needed | 80. What do/should students learn where? |
| 67. Role integration | 81. Who can be an educator/assessor? |
| 68. Role model / Example | 82. Workplace-based learning |
| 69. Role of professionals associations | |
| 70. Sharing educational responsibilities/tasks within teams | |
| 71. Short lines of communication between students and educators | |
| 72. Short lines of communication within organizations/practices | |
| 73. Steering curriculum | |
| 74. Student selection | |
| 75. Student wellbeing | |
| 76. Students' experience in vs exposure to a certain topic | |