

## Zone 4

# Developing the research leaders of the future

The NIHR is committed to attracting, developing and retaining a highly skilled health and care research workforce, a prerequisite for the nation's capability to undertake and attract world-class health research.

### NIHR Training and Development

Being part of the NIHR offers researchers the prestige of working in a national, globally unique, health research system. It offers career pathways in research and provides training and development opportunities.

### Meeting the needs of patients and the public

NIHR research training and career development programmes focus the talents of its trainees on health and social care research that meets the current and future needs of patients and the public, as well as developing and sustaining training routes for research skills to support the development of future leaders across all professions and disciplines.

### Developing the next generation of research leaders

Approximately **5,000 trainees** are supported by NIHR research training awards or based within the NIHR's infrastructure in the NHS. NIHR trainees are the **next generation of research leaders**, ranging from Masters Studentships through to Professorships, and trainees holding Doctoral awards in many parts of the NIHR's research infrastructure. Some NIHR trainees work closely with industry, developing a cadre of research leaders with combined academic, NHS and industry insight and experiences.

### A unique training model

The NIHR training model which integrates clinical academic practice, is unique and the envy of the world. The awards are offered at a variety of academic levels to suit different work arrangements, types of profession and career paths. They include both personal awards and those hosted and managed by academic institutions. NIHR training awards are both prestigious – with well-defined career paths for various clinical and non-clinical professions, and generous – including university fees, full salary, bespoke training opportunities and research costs.



**Building research capacity in the NHS infrastructure**

The NIHR's Biomedical Research Centres and Units, Collaborations for Leadership in Applied Health Research and Care, Patient Safety Translational Research Centres and the School for Primary Care Research are at the **heart of delivering research capacity in the NIHR's infrastructure in the NHS**. Each organisation has a named 'Training Lead'. The training leads work together to ensure that individuals receiving training in the NIHR infrastructure should be prepared for a longer term research career, and should come out with more than just an academic qualification.

**Leadership and mentoring**

The NIHR provides a range of leadership and mentoring programmes to complement its training programmes, as well as regular networking opportunities, bespoke workshops and events and personal advice and guidance on subsequent research funding opportunities.

Based on 2014/15 statistics for number of infrastructure trainees and number of NIHR trainees programme awards, the professional profile of our trainees is:

**53%** doctors and dentists

**17%** other healthcare professionals including nurses, midwives and AHPs and

**30%** non healthcare professionals

Over **5,000**

trainees are currently supported by NIHR research training awards or based within the NIHR's infrastructure

The number of eligible clinical professional groups able to benefit from the training programmes targeted at Allied Health Professionals and nurses has increased by **50%**

The number of trainees in the NIHR's infrastructure collaborating with industry has increased by **66%** in the last two years

The number of trainees in NIHR training programmes has **more than quadrupled** since 2006