

Ten Years on: Adapting and evolving to new challenges in developing tomorrow's health research leaders



National Institute for

Background

- NIHR Strategic Review of Training:
 - Evidence based
 - Identifies new and evolving challenges through consultation
 - Sets out a vision and recommendations for the next 10-15 years
- Trainees are the next generation of health researchers
- 5,000 trainees across NIHR



TEN YEARS ON: ADAPTING AND EVOLVING TO NEW CHALLENGES IN DEVELOPING TOMORROW'S HEALTH RESEARCH LEADERS

NIHR TRAINEES COORDINATING CENTRE

JULY 2017



Key Findings

Mapping of Trainees

- Wide variation in funding, selection and on going support
- Confusion about terminology such as the terms 'fellowship' and 'trainee'

Feedback from consultation

- Good breadth and support for diversity
- Engagement and support for trainees
- Simplification and increased flexibility
- Need to address skill shortages and future challenges
- Support for under-represented groups





Key Findings

Application and success rates

 Success rates are equal for both sexes but as personal awards become more senior men become dominant

Portfolio

- Medical trainees are by far the largest group (40%), AHPs are well represented compared to nursing and midwifery but wide variation between the AHP groups
- Pharmacy is under represented
- NIHR Research Professors are predominantly male, medical and based in London.



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Key Findings

Barriers and Facilitators to Career Progression

- Next destination data for majority of IAT award holders is carrying straight on with a clinical academic track; for ICA progression from the Masters level to the doctoral level is disappointing, which improves with CDRF
- Common barriers to a clinical academic career included: organisational support, balancing clinical and academic commitments, personal, and financial areas.



Vision

NHS National Institute for Health Research

A modern NIHR academic faculty has/is:

- The key skills to meet future challenges
- Balanced in terms of discipline:
 - clinical profession
 - clinical discipline
 - non-clinical professions
 - research methods
- Balanced in terms of demographics
 - geography
 - gender



Vision

NHS National Institute for Health Research

A modern NIHR academic faculty has/is:

- Attractive, intelligent and genuinely flexible career opportunities
- Attracting outstanding individuals
- High quality training and support
- Clear routes for progression
- Working in partnership to benefit the health and care system.







Structure and Organisation:

- NIHR training activity should be coordinated under a new entity called the NIHR Academy to replace the NIHR TCC and the term 'NIHR Trainee' should be replaced with NIHR Academy
 Members. Research staff supported by the NIHR to contribute to studies will become Associates of the NIHR Academy
- TCC will become the Executive for the NIHR Academy and the Dean for NIHR Trainees will become the Dean for the NIHR Academy
- Bring SIs into the NIHR Academy as senior figures.





People and Careers:

- Personal awards will have three tiers: pre doc, doctoral and post doc
 - Further details of this due very soon.
 - Opportunities for partnership with industry and charities.
- Response mode for the majority of awards, but will also support strategic themes
 - eg leadership, entrepreneurship, economics and bioinformatics
- Allow NIHR CL posts (including badged/match-funded) to span CCT.

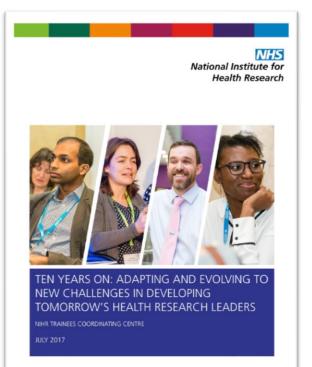




People and Careers:

- For **IAT**, modify the balance between the allocation of IAT posts via "formula" and "competition" which will be aligned to NIHR Strategic Priorities
- Develop IAT "research themes" linked to complex challenges rather than speciality
- Provide opportunities for working with/in or meeting the needs of **the life science industry** through partnership within the new Personal Awards Programme and the research themes of IAT.





People and Careers:

- Develop a small number of networking structures – 'NIHR Incubators' to support capacity building and multidisciplinary career development in priority areas where critical mass is low
- Provide targeted 'seed-corn' funding
- Explore a bridging scheme for Members who fall between schemes.





Further recommendations

- A cross-funder review group led by HEE and NIHR be established to address career pathways for academic nonmedical clinicians
- A working group be convened to draft a strategy for developing academic skills and realising research opportunity for clinicians
- Establish a cross-funder approach to address gender issues which build on evidence and understanding through a systematic review.

- Implementation Groups have been established:
 - Stakeholder representation including HEE and other funders
 - New structure being established inc Governance
 - Improved data collection working across NIHR and outside
 - Implementation plans will be published on the NIHR website
- New programmes will be launched in sequence with managed transition from legacy training programmes
 - New Fellowships Programme announcement coming soon

Further information

- Strategic Review of Training Report available online
- Implementation plans will be published here

https://www.nihr.ac.uk/srot