

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

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



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.



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

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

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.



Recommendations



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.

Recommendations

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.



Recommendations

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.



Recommendations

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.



Recommendations

Further recommendations

- A cross-funder review group led by HEE and NIHR be established to address career pathways for academic non-medical 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.



Next steps



- 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>