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| **NIHR Manchester BRC Training and Capacity Building****Training Needs Analysis Survey 2024 Results** **Thank you for your participation!**In 2024, the Manchester BRC Capacity Building Team conducted a comprehensive Training Needs Analysis Survey to assess the education and training gaps within the NIHR Manchester Biomedical Research Centre (BRC). The insights gathered from this survey have been helpful in guiding the development of future training programmes. Below is a summary of key feedback received and the actions the Manchester BRC Capacity Building Team will take to address these gaps. This is not an exhaustive list but highlights priority areas of focus.

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| What You Said | Our Response |
| Leadership and Management:* Professors, Healthcare Professionals and Project Managers emphasised the need for enhanced leadership capabilities, strategic decision-making and team management skills.
* Gap: Limited structured opportunities for building these competencies, especially for individuals in leadership roles.
 | * A focused session, *Pioneering Future Leaders*, will be delivered at the Northern BRC Conference in May 2025, hosted by the Manchester BRC.
* Signpost: [NIHR Leadership e-learning modules](https://www.nihr.ac.uk/career-development/senior-research-leaders-courses-and-support/leadership-development-webinars-and-workshops)are available on NIHR Learn, offering resources for both emerging and seasoned leaders.
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| Technical Skills: * Research Associates/Technicians, Healthcare Professionals and PhD Students reported a strong need for training in specialised technical methodologies and tools.
* Gap: Limited access to advanced technical training and support to address evolving industry demands.
 | * The Manchester BRC Training Seminar Series will include Clinical Trials and Digital Health training in 2025.
* Signpost: The [NIHR Research Support Service](https://www.nihr.ac.uk/support-and-services/research-support-service) offers advice and support through all stages of the research pathway.
* The [UoM Research Design Service](https://www.staffnet.manchester.ac.uk/rbe/rs/#:~:text=Research%20Services-,RBE,research%2C%20and%20exploit%20research%20outcomes.) offers resources on methodologies, impact, and knowledge translation.
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| Industry-Specific Knowledge: * Project Managers and Research Associates/Technicians require targeted knowledge to navigate industry trends, compliance standards and challenges.
* Gap: Training can lack a focus on practical applications and preparing staff to need the demands of dynamic industry landscapes.
 | * Signpost: The [Innovator Training Scheme](https://www.manchesterbrc.nihr.ac.uk/training/innovator-training-scheme/) e-learning package is available for all clinical and academic colleagues via the Lifelong Learning Platform.
* The [Masood Entrepreneurship Centre](https://www.entrepreneurship.manchester.ac.uk/what-we-do/researchers/) at The University of Manchester (UoM) offers workshops throughout the year.
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| Career Development Opportunities:* Career Transition Guidance, Grant Writing and Research Methodologies were highlighted as areas for growth by early-career researchers and transitioning professionals.
* Gap: There is a noticeable shortage of mentorship and structured support to facilitate career advancement.
 | * A Grant Writing Workshop will take place in January 2025, linked to the Clinical Research Investment Scheme (CRIS).
* Additional training in academic research skills will be offered through the major Manchester BRC schemes.
* Signpost: [NIHR](https://www.nihr.ac.uk/career-development) provide career development opportunities to support all professions at different stages of their careers.
* The [NIHR Academy](https://www.nihr.ac.uk/career-development/nihr-academy) supports healthcare researchers through tailored training for Academy members.
* [NIHR Learn](https://id.nihr.ac.uk/authenticationendpoint/login.do?RelayState=ss%3Amem%3A694f51afc9dab93f6912a269098322c638f0c4691b3b620144d513b21ad02543&commonAuthCallerPath=%2Fsamlsso&forceAuth=false&passiveAuth=false&tenantDomain=carbon.super&sessionDataKey=4a379b3c-3929-4ed5-ab10-607fc04867c0&relyingParty=learn.nihr.ac.uk&type=samlsso&sp=NIHR+Learn&isSaaSApp=false&authenticators=GoogleOIDCAuthenticator%3AGoogle%3BAttributeBasedAuthenticator%3ALOCAL) provides e-learning courses and many other learning programmes.
* UoM offers [Support For Researchers](https://www.bmh.manchester.ac.uk/research/support/#:~:text=Our%20research%20community%20is%20fully,University%20of%20Manchester%20login%20required).) through a wide range of training and development opportunities.
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| Interpersonal Skills: * Whilst the demand of training in interpersonal skills is lower overall, it’s seen as significant for PhD Students, highlighting their desire to improve their ability to collaborate and communicate effectively.
* Gap: Current training programmes under prioritise these essential soft skills, despite their importance for effective teamwork and professional growth.
 | * The annual Manchester BRC PhD Showcase Event offers PhD students a platform to enhance their presentation skills while fostering valuable networking opportunities to encourage collaborative working.
* PhD students benefit from a bespoke training programme designed to help them strengthen their interpersonal skills and develop professional competencies.
* As part of their training, all PhD students are invited to participate in a Team Research session, promoting teamwork and collaborative research practices.
* The Manchester BRC PhD Buddy Scheme facilitates peer to peer support and is designed to encourage interaction and collaboration among students.
* The Manchester BRC Training Seminar Series offers training sessions throughout the year which aim to encourage collaboration.
* Signpost: The [Team Research Programme](https://www.pankhurst.manchester.ac.uk/research/team-research/) at The University of Manchester provides resources and support for enhancing team-based research initiatives.
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We remain committed to supporting your professional growth and addressing these training needs. For more information or resources, please visit the relevant links or reach out to the Manchester BRC Capacity Building Team directly by emailing Lisa.Murray@mft.nhs.uk.