



Workforce Development and Capacity Building

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MCRF Strategic aim: Training

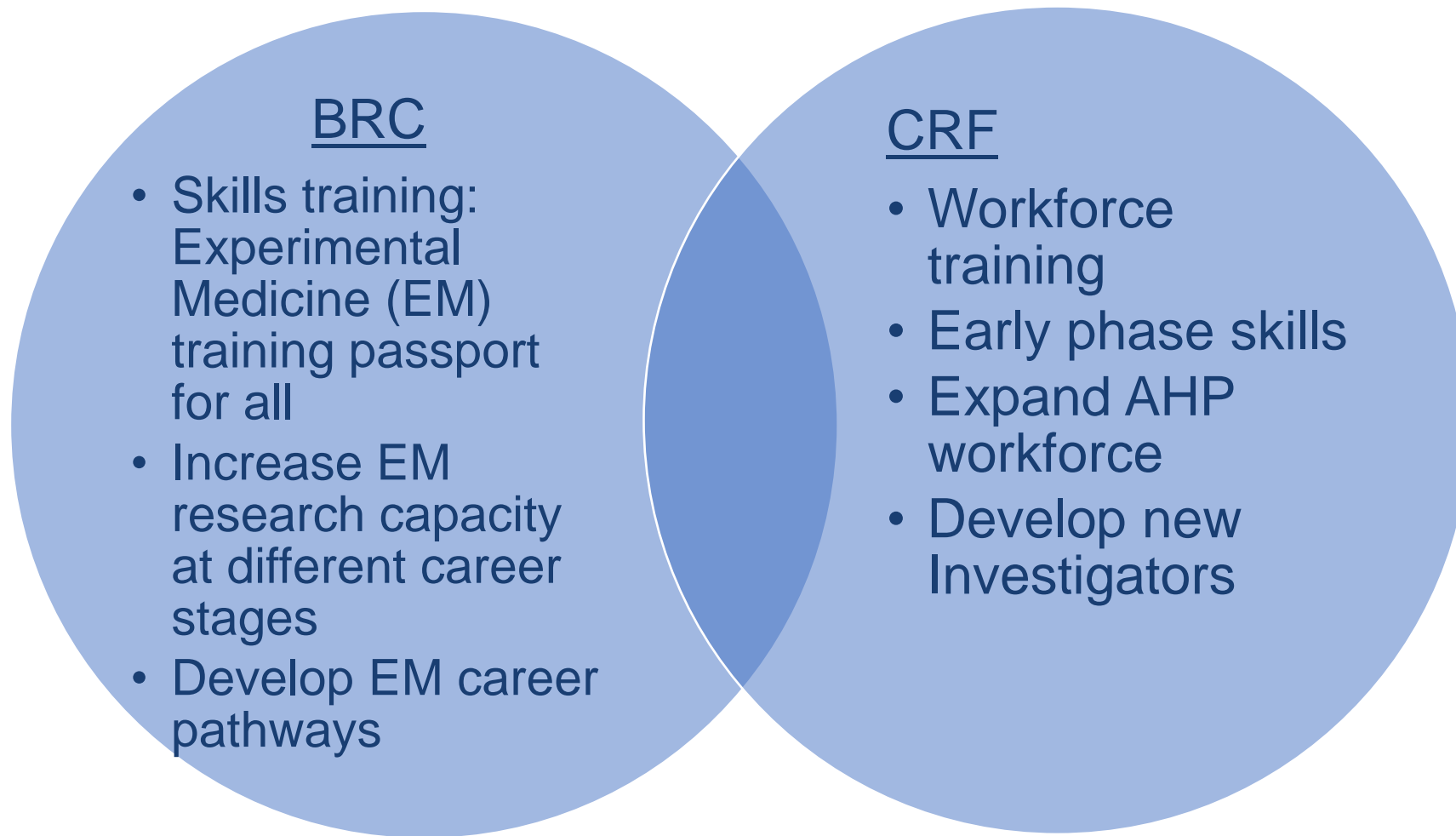
Increase the skills and capabilities of the workforce to safely deliver complex EM studies

- New specialties and investigators
- Enhanced training opportunities to equip staff to deliver more complex early phase research in new disciplines
- Deepening collaborations across GM and the NW
- Strengthen links with established local EM training schemes
- Develop workforce phase I skills through staff exchanges and bespoke training for investigators, nurses and AHPs
- We will attract and support new investigators
- Our cross site CRF co-operation will develop future leadership, and support/mentor new investigators across GM, with particular emphasis on increasing workforce diversity.

BRC Training and Capacity Building Strategy Pillars

Increasing Capacity and Capability	Flexible Online and F2F Learning	Careers and Community Building
<p>Innovative research &/or interdisciplinary training through:</p> <ul style="list-style-type: none"> • PhD & Fellows programmes <p>Flexible Short Term Placements for NMHAPS and others:</p> <ul style="list-style-type: none"> • Core research methods – link to QI & audit for nurses • Data Science/Informatics – Engineers in Scrubs • Clinical Trials (e.g., Associate PI programme) • Clinical Research Investment Scheme for Senior Clinicians 	<p>Training Needs Assessment</p> <ul style="list-style-type: none"> • Annual survey to be responsive to needs <p>EM Training Passport</p> <ul style="list-style-type: none"> • Series of workshops <p>Flexible online and F2F learning</p> <ul style="list-style-type: none"> • Repurposing materials and building on what we have • New content to be added throughout based on research • Seminar/training events 	<p>Build communities across research boundaries & organisations:</p> <ul style="list-style-type: none"> • Coaching and Mentoring scheme for rising stars and ECRs (peer-to-peer) • Active online communities of practice across GM and wider NIHR network • Supporting EM research for all – Team Research and Non-Academic Careers • Promotion of careers & communication of training opportunities
<p>Equality, Diversity and Inclusion & Inclusive Research</p>		

NIHR Manchester BRC and Manchester CRF: Co-development of training strategies



Example: establish North West CRF Alliance

- To facilitate personalised training plan for key staff, focussing on phase 1 and FIH studies
- Collaboration between Manchester, Liverpool and Lancaster
- MOU and objectives set 2022
- Staff exchange underway - bi-directional
- Support of studies (e.g. AGILE) and new investigators

Challenges and opportunities

- Capacity building in current NHS climate may limit:
 - New investigators
 - Expanded role for AHPs and nurses
- Competing for:
 - Workforce
 - Staff time
- Clear appetite of clinical teams to engage in research
 - COVID research and recruitment
- Clinical specialities and parts of GM with minimal research activity
 - Opportunities for patients to participate