**TRAINING NEEDS ANALYSIS**

University of Cumbria Postgraduate Research Students

The Training Needs Analysis (TNA) is based on the [Researcher Development Framework (RDF)](https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework/developing-the-vitae-researcher-development-framework) which is a nationally recognised framework that provides training needs starting with your PhD studies and continuing with your future career. The RDF consists of four domains:

**Domain A:** Knowledge and intellectual abilities

**Domain B:** Personal Effectiveness

**Domain C:** Research Governance and Organisation

**Domain D:** Engagement, influence and impact

This form should provide you with a framework to assess and identify your training needs during your research degree, and establish a list of training priorities.

**How to use this form**

You should use this form to plan your activities for the upcoming year and subsequent years of your PhD. At your first meeting with your supervisor you may discuss initial training needs for your research project and your supervisor may recommend further training needs. Please complete this form as well as you can and organise a meeting with your supervisor during your first term. Do not worry if any areas are unclear to you at this stage, as your supervisor can advise.

This should be a ‘live’ process and you can discuss your training needs identified in this form with your supervisors at any time and update your TNA as new needs are identified.

Your Researcher Development priorities will changes as you complete your research studies, and you should complete this process on an annual basis. This is something you should continue to discuss with your supervisor to ensure your training and skills need are addressed effectively allowing your research degree to progress.

**TRAINING NEEDS ANALYSIS**

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| Student Name: | | | | Institute: | | | |
| Start Year: |  | Current academic Year: |  | Mode of Study: | *Full Time/Part Time* | Supervisor Name(s): |  |

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| --- | --- | --- | --- | --- | --- |
| **RDF Sub-domains** | **Experience/ training already undertaken** | **Areas for development** | **Action – how will this be addressed?** | **Priority level (high, intermediate or low)** | **Review date** |
| **Domain A: Knowledge and Intellectual Abilities** | | | | | |
| A1 Knowledge Base |  |  |  |  |  |
| A2 Cognitive Abilities |  |  |  |  |  |
| A3 Creativity |  |  |  |  |  |
| **Domain B: Personal Effectiveness** | | | | | |
| B1 Personal Qualities |  |  |  |  |  |
| B2 Self-Management |  |  |  |  |  |
| B3 Professional and Career Development |  |  |  |  |  |
| **RDF Sub-domains** | **Experience/ training already undertaken** | **Areas for development** | **Action – how will this be addressed?** | **Priority level (high, intermediate or low)** | **Review date** |
| **Domain C: Research Governance and Organisation** | | | | | |
| C1 Professional Conduct |  |  |  |  |  |
| C2 Research Management |  |  |  |  |  |
| C3 Finance, Funding and Resources |  |  |  |  |  |
| **Domain D: Engagement, Influence and Impact** | | | | | |
| D1 Working with others |  |  |  |  |  |
| D2 Communication and Dissemination |  |  |  |  |  |
| D3 Engagement and Impact |  |  |  |  |  |