

TRAINING NEEDS ANALYSIS

University of Cumbria Postgraduate Research Students

The Training Needs Analysis (TNA) is based on the [Researcher Development Framework \(RDF\)](#) 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 change 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

Student Name:				Institute:			
Start Year:		Current academic Year:		Mode of Study:	<i>Full Time/Part Time</i>	Supervisor Name(s):	
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					