

**Learning and Development Needs Analysis**

This document supports the *technē* Researcher Development Certificate, and is intended to facilitate discussions between a doctoral student and their supervisory team about their learning and development needs. These needs might relate specifically to doctoral study or be related to the student’s longer term personal and professional development. The Learning and Development Needs Analysis is designed to be used in conjunction with the *technē* Learning and Development Log, but can be used independently. (If used independently, just insert a date in the final column to show an activity has been completed.) It is not necessary to identify a learning need in every section, only in those where the student and supervisor agree that development is desirable. The Learning and Development Needs Analysis should be updated by the student on an ongoing basis, and reviewed and agreed in discussion with the supervisory team at least once a year. Please insert additional rows as necessary. The document should be owned by the student, but *technē* will request a copy to facilitate appropriate AHRC reporting and to allow anonymised training needs to be drawn from it in order to develop its own training programme.

The Learner Needs Analysis is based on the Vitae Researcher Development Framework. For more information about this see [www.vitae.ac.uk/RDF](http://www.vitae.ac.uk/RDF)



 **Learning Needs Analysis**

**Template**

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| **A1 Knowledge Base:**  (subject knowledge, research methods: theoretical knowledge, research methods: practical application, information seeking, literacy and management, languages, academic literacy and numeracy) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **(insert row numbers from Development Log when completed)** |
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| **A2 Cognitive Abilities** (analysing, synthesising, critical thinking, evaluating and problem solving) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **A3 Creativity** (inquiring mind, intellectual insight, innovation, argument construction, intellectual risk) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **B1 Personal Qualities** (Enthusiasm, perseverance, integrity, self-confidence, self-reflection, responsibility) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **B2 Self Management** (Preparation and prioritisation, commitment to research, time management, responsiveness to change, work-life balance) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **B3 Professional and Career Development (**career management, continuing professional development, responsiveness to opportunities, networking, reputation and esteem) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
| **C1 Professional conduct** (health and safety, ethics, principles and sustainability, legal requirements, IPR and copyright, respect and confidentiality, attribution and co-authorship, appropriate practice) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **C2 Research Management** (research strategy, project planning and delivery, risk management) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **C3 Finance, Funding and Resources** (income and funding generation, financial management, infrastructure and resources) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **D1 Working with Others** (collegiality, team working, people management, supervision, mentoring, influence and leadership, equality and diversity, collaboration) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **D2 Communication and Dissemination** (communication methods, communication media, publication) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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| **D3 Engagement and Impact** (teaching, public engagement, enterprise, policy, society and culture, global citizenship) |
| **Date****Need Identified** | **Description of learning needs as identified by student and supervisor** | **Training/Development Plan** | **Insert row numbers from Development Log when completed)** |
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**Signature of Supervisor (the Supervisor should sign at least annually to show that the Needs Analysis has been agreed with the student)**

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| **Name** | **Signature** | **Date** |
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