Capacity development, training and research uptake

PO - (8388) - THE PROFESSIONAL DEVELOPMENT SCHEME (PDS): CAPACITY DEVELOPMENT AND CAREER TRACKING FOR RESEARCHERS (WWW.GLOBALHEALTHTRAININGCENTRE.ORG/PDS)

Rapa, Elizabeth (United Kingdom)¹

1 - University of Oxford

Background

Health researchers need a free, online and reliable mechanism to record their skillset, track their career development, and identify gaps in their knowledge. Research teams also require ways to monitor and report their team’s capacity development over time. The Global Health Network, a trusted and respected digital platform, is now able to provide researchers with these tools.

Methods

The Global Health Network compared diverse data types and user feedback to create The Professional Development Scheme (PDS). In conjunction with The Special Programme for Research and Training in Tropical Diseases (TDR) a framework was developed and a list of the core competencies that a research team need to demonstrate in order to carry out a successful study was generated. A multi-functional dashboard was also designed for team coordinators to assess the capacity development of individuals and groups.

Results

The Professional Development Scheme (PDS) provides researchers with a step by step process for recording their career and core competencies. The core competency framework can be applied to any research study, regardless of the size of the team, place, disease focus and type of research. Team coordinators can quickly and easily produce visual records of the strengths and weaknesses in the competencies of their team and implement plans to address these gaps. Together with supporting tools in the PDS, research teams can plan staffing requirements for a study, carry out appraisals and guide the career development and training programme of research staff.

Conclusions

The Global Health Network has created a flexible method and set of tools called The Professional Development Scheme (PDS) to support researchers and teams to document their professional career and core competencies. It enables individuals and groups to easily identify and track capacity development; an essential requirement for conducting effective health research.