

# Training Plan



# Valdecilla

Instituto de  
Investigación  
Sanitaria

## IDIVAL

Ref: PL-GNR-005





## Training Plan

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## 1. INTRODUCTION

The Marqués de Valdecilla Research Institute (IDIVAL) is a foundation belonging to the regional public sector constituted under Law 50/2002, of 26 December, on foundations being its founding institutions are the Government of Cantabria and the University of Cantabria, according to the deed of incorporation of the Foundation of 18 June 2013.

The creation of the Foundation derives from the activity carried out by the Marqués de Valdecilla Training and Research Institute during the years 2004 to 2013, under the auspices of the Marqués de Valdecilla Foundation, an institution that granted it a legal framework to execute the activities of the management assignment for biomedical research of the Cantabrian Health Service. which the Government of Cantabria had legislated by Law 7/2002, of 10 December, on Health Planning in Cantabria.

In accordance with the Foundation's Statutes, IDIVAL carries out its activities mainly at the Marqués de Valdecilla University Hospital, under the Public Health System of Cantabria. Likewise, if its foundational purposes require it, the Institute could carry out activities outside the scope of the Public System of Cantabria, both nationally and internationally.

Among the aims of IDIVAL, reflected in Article 6 of its founding Statutes, the objective stands out "To develop and promote the development of research training programmes, with special attention to the scientific training of young researchers, training in research methodology and the needs of the field of primary care".

IDIVAL, in accordance with the model of Health Research Institutes, has been set up with the participation of the University of Cantabria, both in its governing bodies and in its research groups, and aims to promote research and the generation of scientific and technological knowledge as key tools for citizens to be properly cared for within the framework of a quality

Health System. IDIVAL is formed following the model of the Health Research Institutes, the result of the association with the teaching and research hospitals of the National Health System, Universities and other Public and Private Research Centers. Thus, it seeks to strengthen the hospital as a research center by providing it with the necessary instruments to solve the needs that arise in the relationship of the health professional with the patient and the population.

The main objective of the Health Research Institutes is to carry out translational research of the highest quality, translating the results of basic, clinical, epidemiological, health services and public health research into the National Health System, the Spanish Science and Technology System, the patient and society in general. Each institute is associated with a hospital of the National Health System that teaches and researches. Among its objectives, and as established in its lines of action in the 2022-2026 Strategic Plan, are:

- Establish a favourable environment for attracting talent and where to find the most important scientific and technological facilities.
- To establish a quality teaching and research space to which undergraduate students, training specialists and health professionals are exposed.
- To promote basic, clinical and health services research, in the context of translational research.

To achieve these objectives, it is essential to constantly prepare new talent for development in all its potential and to continuously update the knowledge of researchers. To this end, a Training Plan is key.

Currently, the "Agreement between the Government of Cantabria and the University of Cantabria for the use of health centers in university teaching and research." (BOC number 47 of June 18, 2015) currently in force, regulates the relations between the University of Cantabria and the Marqués de Valdecilla University Hospital, as far as training is concerned. This agreement, subsequent to the one signed by the University of Cantabria and the National Institute of Health in 1990, extended in 1993 to the University School of Nursing) sets the objectives of the relationship between the two parties at the organizational, teaching, care and research level.

Specifically, the general objectives set out in the first clause, which are listed below, are established.

### 1.1 Teaching Objectives

- a) To promote and facilitate the acquisition of undergraduate and postgraduate training skills in those degrees related to health sciences. (Medicine, Biomedicine, Nursing, Physiology, Dentistry).
- b) To promote and facilitate the optimal use of hospitals, primary care centres in the Autonomous Community of Cantabria, and other centres and institutions in the associated health areas, as well as their human and material resources for university teaching in health sciences.



- c) To promote and facilitate collaboration between the signatory institutions of the Agreement in the clinical and health training of the different university cycles in the degrees related to health sciences. In the case of postgraduate studies, the training will be extended to the methodology and techniques of health research, as well as to health management. To promote postgraduate studies through the direction and tutoring of Doctoral Thesis work.
- d) To promote and facilitate cooperation between the signatory institutions of the Agreement in maintaining the qualification of health professionals at their highest level, encouraging their continuous training and their incorporation into university teaching.
- e) To promote that undergraduate and postgraduate teaching activity provides added value to the healthcare activity, avoiding interferences that affect the normal development of the latter.

### 1.2 Healthcare objectives

- a) To promote and facilitate cooperation so that research and university teaching related to health sciences are used for the constant improvement of health care, preserving at all times the healthcare functioning of health institutions.
- b) To promote the affiliation to university hospitals, as top-level centres, of the most qualified professionals and to facilitate their academic careers, including access to linked positions, in search of excellence in care, teaching and research tasks.
- c) To facilitate that university education related to health sciences is adequately incardinated in the health centres and institutions of the Health Administration, avoiding interference in care, motivating their professionals, contributing to the updating of their knowledge, to the constant improvement of health care and respecting the privacy of patients.
- d) To involve all professionals linked to teaching or care with the general objectives contemplated in this agreement.

### 1.3 Research objectives

- a) To promote research in the field of medicine, biomedicine, pharmacy, nursing, technical-professional disciplines related to health sciences and other disciplines that require it, coordinating the activities of the University of Cantabria, the Ministry responsible for health and its institutes and research centres, in order to achieve a better use of human and material resources. In turn, both institutions, in a coordinated manner, will also promote collaboration with other interested social agents, orienting health research in Cantabria to the benefit of patients and citizens of our Autonomous



Community. The joint institutional image of the University of Cantabria and the Ministry responsible for health will also be strengthened, either directly or through its related entities such as the Cantabrian Health Service, the "Marqués de Valdecilla" Research Institute Foundation (IDIVAL), the Marqués de Valdecilla Foundation and the Valdecilla Virtual Hospital S. L. in all publications made by professionals who are also university students.

- b)** To promote the incorporation of talent from the internal and external environment and to promote the formation of interdisciplinary research teams and groups that can address relevant health problems with guarantees, and to develop strategies for independent research, innovation and transfer of the results of basic research to clinical practice.
- c)** Coordinate health research policies with research actions in both institutions.

#### 1.4 Organizational Goals

- a)** To strengthen relations between the Health Administration and the University of Cantabria with a view to the collegiate adoption of decisions that facilitate the achievement of the objectives of this agreement.
- b)** To strengthen the administrative structure of the bodies necessary for the operation of the Agreement.
- c)** To promote adequate funding of the positions and associate professors of health sciences according to the care, teaching and research needs that exist at all times, with the aim that all permanent statutory staff with a doctorate degree, belonging to the areas of common interest for the two institutions, to become an associate professor.
- d)** To extend the network of health centres in which teaching and research can be carried out with accredited quality.
- e)** To share the budgetary effort involved in carrying out the actions that this agreement implies in the terms that are established in each case.

This Training Plan has been prepared based on the training actions offered by each of the entities that make up the Institute and which include the training levels of undergraduate, postgraduate, specialized health training and continuous training, in addition to the actions established by IDIVAL itself aimed at improving specific training in R+D+i management. scientific-technical training, the exploitation of results and protection of intellectual property, the preservation of bioethical principles and, in short, all strategic actions aimed at developing the research capacity of the Institute and its components.





## 2. OBJECT

IDIVAL, in order to promote and enable scientific training associated with research, carries out training and teaching activities that must be reviewed, ordered, and prioritized through a plan aimed at promoting knowledge in line with the lines and requirements of the Institute.

This training plan is therefore in line with IDIVAL's objective as a Health Research Institute to integrate quality basic and clinical research, establishing programmes that integrate basic, clinical, epidemiological and transfer aspects as an element of great relevance for the future of research.

The main objective of the Training Plan of the Marqués de Valdecilla Health Research Institute is to promote and enhance the capacity of its professionals in the field of biomedical research, through the recruitment and training of new researchers and the development of the skills of all professionals to achieve excellence in their environment.

The main objective of the IDIVAL Training Plan is to promote training to provide all research staff with the necessary skills to carry out translational research, through a training system based on basic, preclinical and clinical research methodology, as well as the creation of periodic common basic-clinical meetings (intracentre and intercentre). and the organization of training activities for research at all levels (students of medical and biomedical sciences, pre-doctoral, post-doctoral, Specialized Health Training and research management). Likewise, in addition to researchers, the Training Plan aims to provide new skills to the rest of IDIVAL's staff, including technical research support staff and management staff.

Among the training needs identified to which this framework Training Plan aims to respond are:

- To promote the mobility of research staff to other national and/or international groups.
- To promote the professional development of young researchers and emerging groups, promoting research through new doctoral programmes.
- To promote the training of researchers in transversal leadership skills, scientific communication and participation in research.
- To promote the training of the staff of the research support services and platforms and of the administrative and management staff that make up IDIVAL.
- To promote translational research and the transfer of multidisciplinary knowledge of all the research staff that make up the Institute.
- To promote the recruitment of young researchers and other talents.

The process of detecting training needs is described in detail in section 5. Training needs of this document.



### 3. REFERENCE FRAMEWORK: THE MARQUÉS DE VALDECILLA UNIVERSITY HOSPITAL AS AN ACTIVE TRAINING CENTRE

#### 3.1 The Marqués de Valdecilla University Hospital (HUMV) has an emblematic history as a health training institution.

In 1929, Mr. Ramón Pelayo de la Torriente Marqués de Valdecilla, inaugurated the Valdecilla Health House, being an innovative project and ahead of its time. The creation of the Medical Institute for Postgraduates (the first germ of medical specialization), the School of Nurses of the Valdecilla Health House (the root of which feeds the introduction in our country of the contemporary nursing model), and the "Marquesa de Pelayo" Library, are three pillars of the project with an obvious training vocation.

On the other hand, the selection of great professionals with recognized teaching and research activity to be part of the Casa de Salud, among which Dr. Téllez Plasencia, Dr. López Albo, Dr. Aguilar, Dr. Díaz Caneja, Dr. Guillermo Arce, Dr. Lamelas, and Dr. García Barón stood out, was key to the success of this project.

As historical examples of this spirit, it is worth highlighting the close collaboration with the Menéndez Pelayo International University, since 1933, and in force today and more recently, in 1969, the agreement with the University of Cantabria by which the Marqués de Valdecilla Hospital began to perform the functions of a university hospital, taking responsibility for the teaching and training of clinical subjects. Since the Faculty of Medicine was put into operation in 1972, the Hospital has served as a place of practice for medical students and has professors from the University of Cantabria. The "Agreement between the University of Cantabria and the National Institute of Health for clinical teaching in Health Sciences in Cantabria" (BOE number 211 of September 3, 1990) framed the aspects related to the relations that the students and professors of the Faculty of Medicine established with the Hospital and vice versa. An extension to this agreement made in 1993 extended its content to the University School of Nursing.

The relations in terms of training in Health Sciences between the University of Cantabria and the Marqués de Valdecilla University Hospital are regulated by the "Agreement between the Government of Cantabria and the University of Cantabria for the use of health centres in university teaching and research". (BOC number 47 of 18 June 2015), currently in force.

#### 3.2 The Marqués de Valdecilla University Hospital: training space.

The Marqués de Valdecilla University Hospital is, almost entirely, a training space. With this in mind, it is worth highlighting the existence of numerous spaces specifically dedicated to training, located in various places, such as the assembly hall of Pavilion 21, where the weekly General Sessions of the Hospital take place, equipped with about 100 seats. The Hospital has a teaching pavilion (Pavilion 16) where an Assembly Hall and eleven rooms equipped with the necessary means to provide training to a total of about 280 students are located, two of them with



complete computer systems for 32 students. The Marquesa de Pelayo library is also located in the Teaching Pavilion.

### 3.3 The Marquesa de Pelayo Library

Since it was inaugurated in 1929 and until then, thanks to the patronage of Mrs. María Luisa Gómez de Pelayo, the library has been considered a specialized library of reference in biomedicine in our country.

The library's functions include the dissemination, control and preservation of its bibliographic and documentary collection, the provision of the information necessary for the development of healthcare activities, support for bibliographic information on teaching programmes, documentary support for research and user training.

The library also serves as an aid to the teaching staff of the School of Nursing, to students of the degrees of Medicine, Biomedicine and Nursing and Primary Care Doctors, as well as to support the care work of the hospital's medical and nursing staff. Both the bibliographic collections and the different services available in this library are available to any clinician, teacher or researcher who needs to use them.

In addition to the more than 12,000 books and monographs and subscriptions to periodicals that began in 1929, the library has an online bibliographic collection that has more than 80,000 accesses per year.

The library has various physical spaces available for study, development of meetings and training delivery. Through the virtual library, training activities are also carried out. A specific program for all first-year residents of the hospital in training stands out, as well as continuing education courses for the management of biomedical databases and bibliometrics for all the staff of the Cantabrian Health Service, including the hospitals of Laredo and Sierrallana.

Likewise, the Library, through the Publications Service, publishes various books and material grouped into collections aimed at researchers and experts and readers interested in biomedicine, as a contribution to the strengthening of a scientific culture in society. It includes four collections dedicated to recovering historical texts and publishing medical bibliographies of authors related to the Valdecilla Health House and their institutions (Fuentemar and Enrique Menéndez Pelayo Collection, respectively), collecting catalogues of its own bibliographic collections (Mercedes Angermair Collection) and publishing guides, manuals and other training material (Technical Documents Collection, DoTe).



## 4. PRINCIPLES AND RECIPIENTS OF THE TRAINING PLAN

### 4.1 [Principles Governing Plan Development](#)

The main objective of the IDIVAL Training Plan is to promote training and provide the necessary skills to all research staff and is based on the translational research methodology and the organisation of training activities at all levels. Likewise, the Training Plan aims to provide new skills to the rest of IDIVAL's staff, including technical research support staff and management staff. .

The IDIVAL Training Plan is governed by the following principles:

- The plan must be developed according to the institutions that make it up and their objectives, seeking the best options and complementarity between the training activities of the different IDIVAL entities.
- The Institute's research and innovation are the aspects that must be promoted in the new training activities that are proposed.
- The plan must prevail over existing activities as long as they have a satisfactory degree of compliance with objectives. The development of new activities must be justified by an analysis of need and opportunity.
- The plan must consider all the training needs of all IDIVAL professionals (research groups, technical staff, management staff, etc.).
- The training plan must facilitate scientific communication to non-scientific actors.
- The plan, in order to promote translational research, should facilitate cooperation and communication between research groups, researchers and other professionals.

### 4.2 [Recipients of the training plan](#)

The main objective of the IDIVAL highlighted is the effective response to training needs at all levels. Thus, the Training Plan seeks to propose training offers to all IDIVAL professionals that respond to their needs.

The different stakeholders to which the Training Plan is aimed are listed below:

- Vocational training students (especially health branch) and undergraduate students (University of Cantabria: Medicine, Biomedicine, Nursing, Speech Therapy and Physiology).
- Postgraduate students (master's and doctorate).
- Professionals from the Marqués de Valdecilla University Hospital in training: MIR, BIR, FIR, etc.
- Healthcare professionals with clinical, basic, epidemiological and/or health services research activity.
- Technical research support staff (care, administrative-management and research support).
- Postdoctoral and consolidated researchers without healthcare activity.



- Teaching professionals from the UC.
- Emerging groups and new post-doctoral researchers.
- Primary Care Staff, IDIVAL's sphere of influence
- Nursing professionals from IDIVAL's sphere of influence.
- All staff external to the Institute interested in the training offer offered by the Institute.



## 5. TRAINING NEEDS

IDIVAL researchers must continuously seek to improve the quality and effectiveness of their research. As a result of the rapid development of science, technology and the speed of information flows, researchers need to update their scientific and technological knowledge so as not to become obsolete.

According to the objectives defined by IDIVAL and established in the Strategic Plan 2022-2026, the Training Plan must analyse the needs identified by the professionals who work in it, as well as the consideration of needs that promote training opportunities in accordance with changes in the environment.

The detection of training needs will be based on the following aspects:

- Detection of the training needs analysed by IDIVAL professionals (heads of research areas and groups, research support platforms and services, and management and administrative bodies in their field of action).
- Detection of opportunities based on perceived needs (strategic needs).

### 5.1 Detection of training needs by the professionals working at the Institute

For the revision and reformulation of the Training Plan, an analysis of the needs of both IDIVAL staff and the Institute itself is carried out. These needs are sought to be met through training activities, and they are detected through different sources of information:

- Strategic Plan of the Institute.
- Carrying out periodic surveys to detect needs in IDIVAL.
- Analysis and assessment of requests and needs by professionals of the Institute.
- Conducting surveys and evaluations at the end of an activity.
- Existence of a suggestion box on the IDIVAL website.
- Evaluation of results in the training received.

### 5.2 Detection of training needs considered strategic: strategic lines of the Institute

In order to identify the training needs considered strategic, an analysis of the internal and external factors of the Institute is carried out.

On the one hand, for the analysis of internal factors, the surveys carried out on IDIVAL professionals are taken into account. In addition, to allow researchers to constantly learn, scientific and technical research advances are also taken into account. On the other hand, in order to continue increasing the quality of scientific activities, innovation and the application of innovative techniques in accordance with the Institute's lines of research are considered.



The Institute encourages the mobility of research staff to other national and/or international groups, to establish new methodologies in IDIVAL, and establish new collaborations and, thus, cover many of these needs. IDIVAL belongs to a network structure with other Health Research Institutes to promote the flow of knowledge, information and data.

In this way, the Training Plan is constantly updated.

On the other hand, the plan must take into account the training needs external to the Institute. The Institute must develop, orient itself and adapt to its changing environment. Therefore, the plan must take into account the training needs external to the institution itself. For the analysis of external factors, the following aspects must be covered.

- Identify and analyze the health needs of the population in the IDIVAL environment.
- According to the different R+D+i plans, analyse the national priorities, regional priorities and regional priorities of these.
- To study the training offer of the environment.
- Define the characteristics of the needs of the environment.

In order to respond to the needs of the Institute analyzed, the Training Plan seeks to implement the following actions.

- To promote the training of research staff in the Institute's lines of research, as well as in new techniques.
- Promote the participation of MIRs in research activities through their progressive incorporation.
- Promote the participation of Primary Care and Nursing in research activities
- To promote the mobility of the institute's research staff for stays in other prestigious national and/or international centres, especially in those that may lead to the incorporation of new technologies.
- To promote the improvement of the training of personnel related to the management of the Institute, in general and in specific areas of development.
- To promote the establishment of collaboration networks, the attraction of talent and the development of collaborative research and innovation projects through the training of professionals from other centres in our environment and vice versa.
- Promote unique training programmes in research, innovation and research management in the national environment to establish a leadership position in aspects that serve to attract talent.





## 6. ORGANIZATION

The entities that make up IDIVAL have different structures in charge of coordinating and planning their training activity. However, there is constant coordination between the entities for the correct development of the objectives of the plan. Likewise, IDIVAL has its own Training Unit whose main function is to design and coordinate all the Institute's training activities at all levels and is organised according to the strategic environment to which its activities are directed.

### 6.1 Structures involved in the coordination of training at IDIVAL

- Internal Scientific Council. This council is responsible for advising the Directorate in the development of its functions, supporting it in the preparation of the Strategic Plan, and, specifically, in the development of the annual operational programmes and in the annual reports of the Institute's activities.

### 6.2 Degree management structures in the HUMV

- Joint Commission University of Cantabria-Ministry of Health. It is made up of 16 members, including representatives of the Health Administration and the University. It seeks to frame the aspects related to the relationships that the students and professors of the Faculty of Medicine establish with the Marqués de Valdecilla University Hospital, and vice versa.

- To promote and facilitate the acquisition of undergraduate and postgraduate training skills in those degrees related to health sciences.
- To promote and facilitate the optimal use of hospitals, primary care centres in the Autonomous Community of Cantabria, and other centres and institutions in the associated health areas, as well as their human and material resources for university teaching in health sciences.
- To promote and facilitate collaboration between the signatory institutions of the Agreement in the clinical and health training of the different university cycles in the degrees related to health sciences. In the case of postgraduate studies, the training will be extended to the methodology and techniques of health research, as well as to health management.
- To promote and facilitate cooperation between the signatory institutions of the Agreement in maintaining the qualification of health professionals at their highest level, encouraging their continuous training and their incorporation into university teaching.
- To promote that undergraduate and postgraduate teaching activity provides added value to the healthcare activity, avoiding interferences that affect the normal development of the latter.

- Teaching Subcommittee. Composed of 14 members: seven members appointed by the head of the Ministry responsible for Health with representation from the Management Directorate of the Cantabrian Health Service, the Management Directorate of the Marqués de Valdecilla University Hospital and the Primary Care Management Directorate and seven representatives of the University, including the Vice-Rector responsible for Teaching Staff, the Rector's Delegate



for relations with the SCS, the Dean of the Faculty of Medicine, the Director of the University School of Nursing and three Directors of Clinical University Departments of the Faculty of Medicine and the University School of Nursing.

- Subcommittee of Inquiry. Composed of 8 members: four members appointed by the head of the Ministry responsible for Health, including members of the HUMV and IDIVAL, four representatives of the University, including the Vice-Rector responsible for Research, the Director of the IBBTEC and two PhD professors in the field of health sciences appointed by the Rector of the University of Cantabria.

### 6.3 Postgraduate management structures at the HUMV

- Medical Teaching Service. Teaching Commission of the Marqués de Valdecilla University Hospital. It is a body responsible for the management, organisation and supervision of postgraduate training activities. The Service must guarantee postgraduate teaching and continuous training, organising training, supervising its practical application and monitoring compliance with the objectives set out in the training itineraries of the different specialities.

- Specialized Training Tutors of the Hospital. They have a mentoring program. The tutor is the first person responsible and a reference for the resident's teaching and learning process, a natural interlocutor within the Service in which he or she participates and responsible for the formative assessment that will include those of the rotations carried out.

The figure of the tutor is key as a reference and first responsible for the teaching and learning process of the resident, a natural interlocutor within the Service in which he or she participates and responsible for the formative evaluation that will include those of the rotations carried out. The tutor must encourage and supervise the participation of residents in those teaching activities that may be of interest to their training and that are scheduled during the course of the resident's training period, including courses, conferences, etc. Especially in activities aimed at complementing the resident's training in those non-clinical aspects of their training but which are included in the speciality programme and which are common to the different specialities. This also includes encouraging the resident's research activity, advising and supervising the research work carried out by the resident.



## 7. TRAINING OFFER: PROGRAMMES THAT MAKE UP THE TRAINING PLAN

The IDIVAL Training Plan is structured in seven lines and the actions contemplated in each of these programs are described below.

### 7.1 [Undergraduate Training](#)

Both nursing and medical students at the University of Cantabria carry out their university internships to acquire some basic skills, in the different services of the Marqués de Valdecilla University Hospital. On the other hand, many HUMV professionals are also part of the teaching staff of the Faculty of Medicine and the University School of Nursing of the University of Cantabria.

IDIVAL offers different university courses in areas related to research, collaborating with different Universities (University of Cantabria, Menéndez Pelayo International University (UIMP), the University of Alcalá, Antonio Nebrija University).

IDIVAL offers an internship program in the research laboratories of its different groups. In addition, there is an offer of summer internships at IDIVAL aimed at university students of biomedicine and biotechnology, in order to promote their training in the laboratories of IDIVAL research groups.

### 7.2 [Postgraduate training](#)

IDIVAL has, through the University of Cantabria, several Master's and Doctoral programs aimed at promoting training for translational research (training in the methodology of basic, preclinical and clinical research) in which IDIVAL staff participate.

These programmes are aimed at increasing the visibility of the doctorate through its dissemination on the web (news and group activity) and coordination with other parts of the IDIVAL training programme (seminars, López Albo contracts). IDIVAL professionals actively participate in the development and supervision of an average of 20 doctoral theses per year. IDIVAL has more than a hundred R1 researchers who are enrolled in doctoral programs at the time of developing this plan.

In addition, IDIVAL offers a program of predoctoral contracts in which selected researchers will benefit from contracts for the completion of their doctoral thesis, complementary to other national and international competitive predoctoral programs.

IDIVAL has a specific programme for trainee researchers to present their progress in a tutored manner ("Progress-Report" Programme)



On the other hand, the offer of master's degrees at IDIVAL together with other university centres is very wide. All the information at UC Studies Official Master's Studies ([unican.es](http://unican.es)). The following stand out:

- Master's degree in molecular biology and biomedicine.
- Master's Degree in Genetic, Nutritional and Environmental Determinants of Growth and Development.
- Master's Degree in Initiation to Research in Mental Health.
- Master's Degree in the Study and Treatment of Pain.
- Master's Degree in Health Services Management and Management.

IDIVAL participates directly in the direction and organization of the Bachelor's Degree developed in collaboration with the Nebrija University of Management and Management of Innovation in Health (MINDS, [www.mindsmaster.com](http://www.mindsmaster.com)).

### 7.3 Research and Innovation Training Programme

- Joint intra-centre and inter-centre meetings. IDIVAL Sessions ("Santander Biomedical Lectures" programme). Participation of IDIVAL researchers or guests in monthly training sessions. These sessions serve both as training and as internal and external promotion for collaborations with other entities. As a measure for the promotion and development of IDIVAL, the participation of external professionals is encouraged. The focus will be on professionals who work in priority areas of IDIVAL, in international centers. Also, the participation of Primary Care and Nursing personnel will be valued.

- Training activities in Precision Medicine. IDIVAL aims to make Precision Medicine one of its priority fields of research, for which it has launched the International Forum on Precision Medicine as one of the reference activities in this regard. It is a meeting point for researchers to update knowledge in Precision Medicine, in which 17 different certified forums have already been scheduled at European level in which more than 3000 participants have registered at the time of writing this plan.

- Common and priority training: methodological and statistical foundations and digitalisation. The aim is to provide researchers with training in research methodology, writing scientific articles, searching for information, etc., as well as updating the technological knowledge of IDIVAL staff, including training in new digital skills, new technologies, statistical analysis, data science, etc.

- Training in translational research. Create common spaces, scientific communities, in order to promote communication and coordination between all researchers. This interaction is the basis of translational research, a key objective of the Training Plan. In addition, researchers from IDIVAL, the University of Cantabria and IBBTEC periodically organize joint seminars, providing them with more mechanisms for translation to healthcare practice and enriching them in turn with external alliances. To this end, the program called "Synergies" promotes communication between intra- and inter-institute research groups.



- Innovation training programmes. IDIVAL seeks to enhance the capacities of its researchers in terms of innovation in products, processes and useful organizational practices, as well as in terms of protection of results and transfer mechanisms to the productive sector. IDIVAL also carries out activities to disseminate and promote innovative culture. The activities include dissemination days in this field (patents, companies) and creativity workshops that try to promote the culture of innovation and facilitate public-private collaboration and transfer.
- Training activities in Open Science and creation of Data Management Plans (DMPs). IDIVAL aims to train its researchers in the development of PGD and in the obligations and options for publication in Open Access, copyright, Creative Commons licenses, etc.
- Encourage mobility. With the aim of developing new methodologies, fostering relationships with other researchers and discovering different techniques, the Institute seeks to promote training stays for researchers in other national and foreign research centres. IDIVAL has launched an external stay programme (Ext-Val) as part of its grants.
- To promote specific training actions for researchers in Primary Care, Nursing and other areas of biomedical research. The Institute seeks to promote training for Primary Care and Nursing professionals, as well as those professionals in transversal areas of biomedical research, such as biostatisticians, bioinformaticians, etc. In all its training programs, the participation of these areas is prioritized.

#### 7.4 Training actions for emerging groups

- Specific training for emerging research groups and young researchers. One of the priority objectives of IDIVAL is to promote the development of emerging groups, for which it must include specific training activities on an annual basis.
- Tutoring program. A mentorship program for researchers and emerging groups is proposed.
- Wenceslao López Albo Contracts. Contracts of 2 years are provided, dedicated to the research training of specialists in the health field, in centers of high international prestige that must apply this knowledge in the environment of the Institute, in a second phase of their contract. Recruitment is carried out by the HUMV and researchers are part of the staff of the service for recruitment purposes. A good part of these researchers are hired by the HUMV at the end of these contracts.
- Mentoring Program (Ment-Val). Mentoring program for HUMV residents that seeks to attract new clinical professionals in training for the beginning of their research career during their specialized training. Mentoring begins from the second year for those residents with an interest in research and good performance during the residency.

All the actions for the protection of emerging groups, in addition to these training activities, can be consulted in the Plan for the Protection of Emerging Groups.



### 7.5 Training programme for technical support staff

- Actions to promote specialised technical training aimed at professionals from research support units. Specific activities are proposed in which the competencies of research support professionals are developed, such as training in good research practices, clinical trials, cytometry, microscopy, handling of biological samples and biobank.
- TECVAL contracts. The purpose of this program is to promote the professional practice and training of technicians in aspects related to research support in the field of IDIVAL's various support service platforms.

### 7.6 Management staff training programme

- Specific training for administration and management staff. The objective of IDIVAL with this type of training is to increase the capacities of its management staff, with the aim of providing more and better services to the Institute's researchers and thus promoting their activity.
- Contracts for the training of research managers (Ges-Val). Scholarship program launched in 2015 for the development of a plan of training activities in IDIVAL in research management in health sciences and technologies (for a period of two to three years). This programme aims to promote the creation of a mass of project managers through the training of technicians in this field, through learning aspects related to the management, monitoring and evaluation of IDIVAL's research promotion actions, as well as internationalisation and innovation activities in the field of health sciences and technologies.
- Meeting of R+D+i managers. An annual forum for joint reflection and promotion of collaboration that brings together professionals from the different R+D+i management entities, together with heads of ISCIII management areas and other health R+D+i professionals.

### 7.7 Cross-cutting training programmes

- Valdecilla Virtual Hospital. Valdecilla Virtual Hospital is a public company that, through a collaboration agreement, is affiliated with the Center for Medical Simulation in Cambridge (CMS; Boston, USA) is a world-leading center for medical training with simulation techniques. This collaboration allows the training of the instructors of the Valdecilla Virtual Hospital in the CMS, and the development of joint training activities. It is planned to advance in the coordination in a single joint HVV-IDIVAL innovative training program, for the promotion of the culture of innovation in the Valdecilla environment from IDIVAL and the joint dissemination of the training activity of the HMV.
- Training of researchers in communication activities aimed at key non-scientific actors. It seeks to encourage the participation of IDIVAL researchers in scientific communication activities



aimed at society, as well as to increase their capacities in terms of participation and co-creation in research or other ways of opening participation in research to key non-scientific actors.

- Updating of knowledge in relation to IDIVAL support services. IDIVAL services offer training in both technological services and management support for researchers. The implementation of new IDIVAL infrastructures or services must be accompanied by new specific training and dissemination activities that update the knowledge of researchers, collaborators and technicians and at the same time inform about the capacities of these services.

## 8. MONITORING AND EVALUATION OF THE PROGRAMME

The monitoring and evaluation of the Programme includes, on the one hand, the annual satisfaction evaluation (opinions, suggestions and surveys) of the community that makes up IDIVAL (researchers, technical and management staff) and, on the other hand, the responses to the satisfaction questionnaires of the participants in the different activities offered.

The Training Area of the institute will be the body responsible for the monitoring and annual review of the Training Plan

IDIVAL establishes a series of monitoring indicators of the Training Plan in order to identify possible deviations and establish the corrective and corrective actions if necessary.

The indicators for monitoring activity and training results of the plan itself are reflected below:

Training Activities	Indicators
Types of activities: Seminars, courses, workshops, forums, conferences...	<ul style="list-style-type: none"> <li>• Number of training activities programmed by IDIVAL, which are carried out during the year.</li> <li>• Number of people following an accredited training course (whether residents or professionals) / Number of places offered.</li> <li>• Number of attendees at the Research Forum seminars.</li> <li>• Number of training activities offered on research methodology, statistics and digitalisation.</li> <li>• Number of training activities specifically aimed at Primary Care and Nursing researchers.</li> <li>• Number of training activities specifically aimed at management staff.</li> <li>• Number of training activities specifically aimed at research support staff.</li> <li>• Number of training activities on science communication aimed at key non-scientific actors.</li> <li>• Number of training activities on participation and co-creation in scientific research or other ways of opening up</li> </ul>

	<p>participation in research to key non-scientific actors (at least 1 per year).</p> <ul style="list-style-type: none"> <li>• Number of researchers of the Institute who participate during one year in Courses and Seminars organized by the Institute</li> <li>• Number of training activities on the mechanisms for translation to healthcare practice, innovation and transfer to the productive sector.</li> <li>• Number of tutelage actions aimed at emerging research centres and groups.</li> <li>• Number of innovation training programmes.</li> <li>• Number of scholarship holders who take a training course of more than 30 hours every 2 years/total number of scholarship holders every 2 years.</li> <li>• Number of theses read at the Institute and number of researchers at the R1 Euraxess level.</li> <li>• Number of researchers from the institute who participate in the supervision of doctoral theses.</li> <li>• Quality mentions of the doctorate of the Ministry of Education.</li> <li>• Number of training activities on data management, Open Science and legal plans (obligations, OA publication options, copyright or Creative Commons licenses, etc.).</li> <li>• Number of stays carried out in other centres by IDIVAL researchers.</li> </ul>
Job offer	<ul style="list-style-type: none"> <li>• Number of post-MIR López Albo contracts / Number of candidates presented.</li> <li>• Number of López Albo contracts incorporated into the Hospital's staff after its termination.</li> <li>• Number of candidates presented and contracts won Río Hortega, Juan Rodés, Sara Borrell.</li> </ul>
International offer	<ul style="list-style-type: none"> <li>• Number of foreign students on internships</li> <li>• Number of specialised technical training activities aimed at professionals in the area of European project management</li> </ul>
Financial offer	<ul style="list-style-type: none"> <li>• Impact of training on the ability to attract funding: The number of hours of training given/net income from R+D+i activities will be used as an indicator*1,000</li> </ul>
Training offer in Primary Care	<ul style="list-style-type: none"> <li>• Researchers in the field of Primary Care who attend training activities.</li> </ul>
Nursing training offer	<ul style="list-style-type: none"> <li>• Researchers in the field of Nursing who attend training activities.</li> </ul>
Training offer for technical and administrative staff.	<ul style="list-style-type: none"> <li>• Number of specialised technical training activities aimed at professionals from the support and administration units.</li> </ul>





The annual results obtained will serve as the basis for the revision of the Plan and the incorporation of the corresponding corrective, preventive or improvement actions. The reformulated document will be transferred to the External Scientific Advisory Committee and to the governing bodies of the institution.

After the approval of the reformulation, it will be prepared and disseminated among the members of IDIVAL through the channels reflected in the following section. Likewise, the scheduled IDIVAL training offer will be prepared, which will be disseminated through the institution's website.



## 9. DISSEMINATION

The dissemination of the IDIVAL Training Plan will be the joint responsibility of the institutions that compose it, and the joint realization of courses will be sought.

In this sense, the dissemination of the Training Plan will mainly be carried out through the communication channels that reach the following recipients:

- Internal and External Scientific Committee.
- Different centres that make up IDIVAL.
- IDIVAL associated centres.
- Research groups and the rest of the scientific and healthcare community.

The communication channels will be reviewed and modified according to the characteristics and needs of the different companies.



