



**Stem Cell  
Network**

Powering  
Regenerative  
Medicine

**Réseau de  
Cellules Souches**

Propulsons  
la médecine  
régénératrice



## Highly Qualified Personnel (HQP) Education Plan Guide

SCN recognizes that trainees not only play a pivotal role in the success of a research project, where they are the primary workforce that conducts experiments, collects data, and performs detailed analyses, but that they are also the future research leaders and entrepreneurs of tomorrow. A HQP Education Plan is a critical component of a research funding application that describes the approach the research leaders will take to build methodological, technical and analytical competencies in trainees to ensure rigour and reproducibility for project outputs. A HQP plan should also go beyond bench competency to provide trainees with the education and experiences necessary to foster innovative thinking, develop leadership skills and enhance career prospects in academia, industry or other fields.

During the development of a HQP Plan, research leaders should ensure EDI principles are incorporated to foster an inclusive and accessible culture for participating trainees.

### KEY COMPONENTS OF A HQP EDUCATION PLAN

The following elements can be considered when developing a HQP Education Plan:

- **Learning objectives:** Clearly describe the learning objectives that will be delivered during the project, including an outline of the specific goals and outcomes for trainees in terms of skills, knowledge, and experience they are expected to gain. Describe how the training will forward the prospects of the trainee and enhance project outputs.
- **Skills development:** Describe any methodological, technical or data analysis/interpretation training that will occur, as well as opportunities for the development of transferable skills such as project management, process development, communication, problem solving or critical thinking.
- **Innovative training strategies:** Describe any training which goes beyond traditional academic-trainee supervision, such as leadership development, entrepreneurship, innovation bootcamps, exposure to interdisciplinary work or opportunities for building research independence.
- **Career development:** Highlight training, professional development and other experiences that will prepare HQP for careers in academia, industry or other fields.



**Stem Cell  
Network**

Powering  
Regenerative  
Medicine

**Réseau de  
Cellules Souches**

Propulsons  
la médecine  
régénératrice

- **Collaborative opportunities:** Describe collaborative exchanges or partnerships with other institutions/organizations/companies that can offer HQP diverse learning environments.
- **Implementation:** Explain how the HQP will be integrated into the project research activities, what specific roles they will play, and how these roles will contribute to their educational and professional growth.
- **HQP involvement and engagement:** Provide an estimate of the total number of trainees who will be engaged through the HQP plan for this project, and outline when training will be offered. Describe strategies to enhance HQP engagement in the activities and how training will be tailored/appropriate to the experience levels of participating HQP.