
TRAINING AND CAPACITATION PLAN

2026 2030

Training and Training Plan

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Contents

1. Introduction	5
2. Strategic vision	6
3. Training actions	8
3.1. Training actions of the INiBICA institutions (UCA and SAS)	8
3.1.1. Vocational training	9
3.1.2. UCA Degree	10
3.1.3. UCA Postgraduate Degree	10
3.1.3.1. Master's Degree	10
3.1.3.2. Doctorate	11
3.1.4. Training of SAS residents in the province of Cádiz	12
3.1.4.1. Hospitals	12
3.1.4.2. Primary Care	14
3.1.5. UCA and SAS continuing education	15
3.1.5.1. UCA	15
3.1.5.2. SAS	15
3.2. Methodology for the identification of training needs at INiBICA	15
3.3. INiBICA's own training offer	16
3.2.1. Permanent and transversal training actions	17
3.2.2. Dynamic actions based on the needs of research areas and groups	18
4. Objectives, actions and indicators	19
4.1. General objective	19
4.2. Specific objectives and actions	19
OE1: Develop a career and mentoring programs that promote the training, scientific leadership and inter-institutional mobility.	19
OE2: Ensure job stability and generational renewal through a plan progressive consolidation of personnel and support for emerging groups.	20
4.3. Indicators	20
5. Related Documentation	21
ANNEXES	22

Annex 1. Proposal for training activity by research staff.	22
Annex 2. Seminar and conference programme	23

1. Introduction

The training of INIBICA staff is an indispensable pillar to achieve the scientific objectives defined by the Institute in the [Agreement for the Creation and Development of INiBICA](#). INiBICA's research staff is made up of professionals with employment and educational links to the entities that constitute it, mainly the University of Cádiz (UCA) and the Public Health System of Andalusia (SSPA) in the province of Cádiz. As it does not have its own building, this staff is distributed among the different centres and buildings of the institutions that make up the Institute, as it is constituted as a multi-centre institute: the spaces of the public health centres of the province and the university spaces attached to the Institute.

The increase in the capacities of the staff that make up INiBICA is intuited not only as a means to achieve the improvement of its scientific production and innovative activity, but also as a tool to improve the quality of health care in the province. For this reason, the Institute proposes to promote and strengthen relations of knowledge exchange among all its staff. In the same way, INiBICA is nourished by collaboration with other external institutions, public and private entities, in order to strengthen the necessary alliances to carry out translational research, advocating for the exploitation of knowledge and results to achieve a positive impact on clinical activity and society, which justifies investment in research and innovation. All this in line with the strategies defined by regional bodies (Ministry of Health and Consumer Affairs, Ministry of University, Research and Innovation), national (Carlos III Health Institute) and European (Horizon Europe).

The INiBICA training plan is conceived based on the training history in biosanitary sciences already existing at the UCA and in the health centers/health management areas of the SSPA in the province of Cádiz, coordinated for the most part by research staff attached to the institute. The twelfth clause of the INiBICA Agreement contemplates that one of the functions of the Institute is **to develop and offer its own training program in biomedical research, as well as a range of specialized courses**, aimed at internal personnel, thus promoting their training and, therefore, the possibilities of attracting economic and human resources such as the development of the institute. Without prejudice to the fact that part of the Institute's training programme may be offered to external entities, and may constitute a source of funding for the Institute in the short-medium term. Both the Agreement and the Internal Regulations establish that the Research Training Commission will organise the INiBICA training plan, which will be approved by the Governing Council in each of its versions.

The initial training offer will be based, mainly, on a series of transversal courses in research methodology, innovation and dissemination, which will be complemented by a series of specialized courses related to the different lines of research of the Institute. On the other hand, intramural activities will be incorporated, such as scientific conferences or seminars linked to some of the areas, in order to promote the exchange of knowledge, staff training and clinical-university collaboration in the province of Cádiz. Once this first training plan for the 2023-2025 triennium has been approved, which includes for the first time the transversal and specialized courses for this period, the training commission will monitor the activities carried out within the Institute.

This first plan, therefore, annual training based on the training needs of INiBICA staff not covered by the signatory institutions. As this is the first training plan for the Institute, these needs will be identified in the first place through communication between:

1. The coordinators of the scientific programmes, who will request information from the groups that make up these programmes.
2. The Internal Scientific Committee, where these participate, and there is also representation from the innovation, training and clinical research commissions, as well as representatives of the research groups, UCAIB and INiBICA management staff.

The training committee will ratify and draw up an annual list of its own activities, with an associated budget (line of the own plan), which must be approved by the Scientific Directorate.

2. Strategic vision

Biomedical research and innovation requires the constant updating of knowledge and skills. The training facilitates awareness not only as an exercise in individual review, but also as an institutional one, to promote actions for improvement and change. This intangible is essential to guarantee the competitive sustainability of an R+I institution such as ours, based on the optimization of economic and human resources.

Diagram 1. Value-added cycle of training.



INiBICA's teaching and training activity is proposed as a coherent and coordinated set of activities, planned by identifying the training needs of its staff, which:

- To update the skills and knowledge in biomedical research of the members of the Institute, also establishing a translational research culture in the province of Cádiz.
- Increase the professional competences of the staff and the transfer of results to clinical practice, improving the quality of health care and the satisfaction of citizens as the main mission of a translational health institute.

- It serves as a support for the correct compliance with regulations in its related areas such as, for example, ethics in biomedical research, experimental animal models, technology transfer and research with genetic resources, among others.

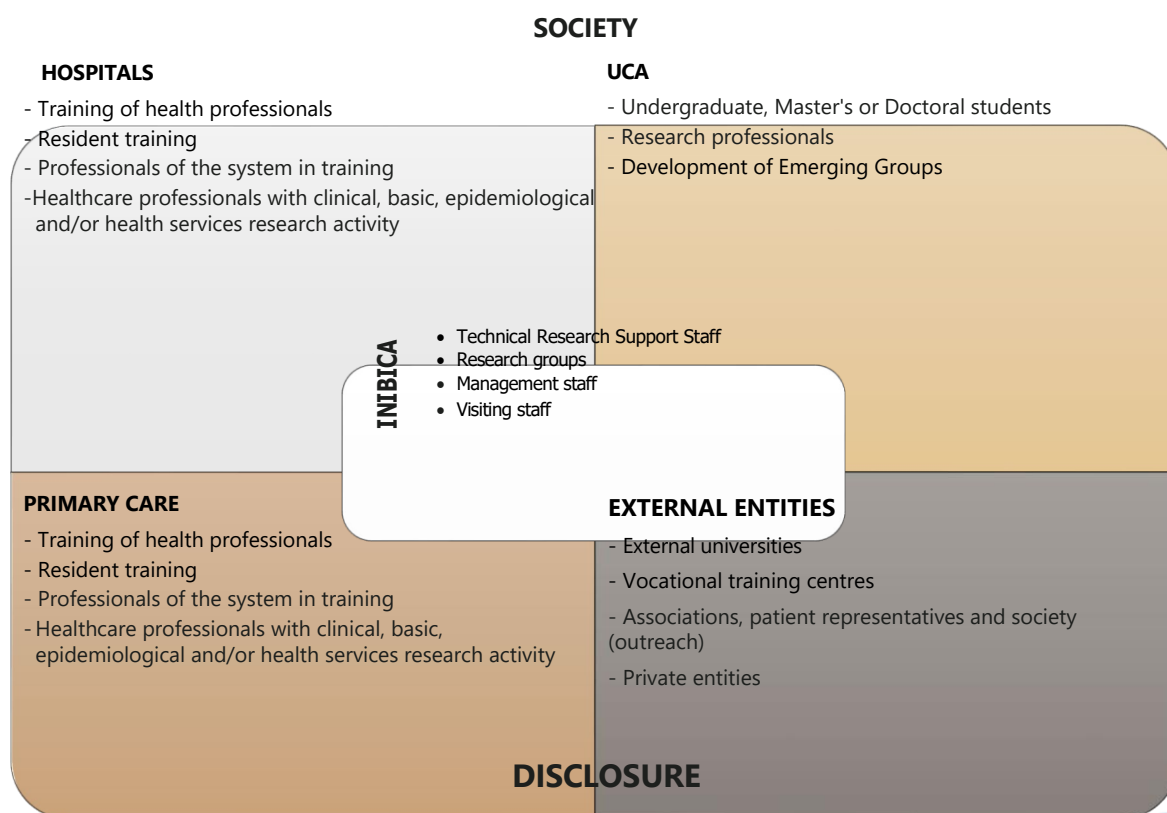
These activities will be constantly updated based on the evaluation of the teaching, scientific-technical and care quality by the relevant committees and commissions.

As there is no precedent and being the first training plan of INiBICA, this document not only brings together the training activities that have been taught by researchers from the institute, but also lays the foundations of the institute's own training program, first collecting the training needs of the personnel who make up the institute at all training levels. namely:

- INiBICA research groups, including research, technical and administrative staff.
- Students of Bachelor's, Master's or Doctorate university programmes, with links to an INiBICA group.
- Residents of the SSPA in the province of Cádiz.
- INiBICA research groups, in
- Primary Care Professionals in the province of Cádiz.
- Technical support staff (care and research support).
- Administrative staff.

It also contemplates scientific dissemination as a tool for social change in the province of Cádiz, with the aim of creating a scientific culture in the population that values the work of the institute, in terms of improving patient care and the creation of quality employment, based on the generation of knowledge; as well as the importance of investing in R+i.

Diagram 2. Dimension of training in the field of INiBICA.



The Institute has the structures for managing the teaching activity of the member entities, which will continue to manage and develop the pre-existing teaching activities included in the Training Plan. The development of the Institute's own training activities falls to the Training Commission, with the following responsibilities:

- Design, plan, develop and evaluate the Institute's own training activities, outlining a list of training activities on an annual basis.
- To ensure the correct development of the Institute's Training Plan, guaranteeing its overall coherence, coordinating its actions and ensuring the fulfilment of its general objectives.

3. Training actions

3.1. Training actions of the INiBICA institutions (UCA and SAS)

The institutions that constitute INiBICA and provide human resources to the Institute, UCA and SAS, offer a training offer that encompasses all levels of training in the biomedical field, as summarized in table 1, below.

Table 1. Training levels in the INiBICA-UCA-SAS field.

LEVEL	TARGET AUDIENCE	PROGRAMS
Undergraduate and Undergraduate	• Students Vocational Training • University Undergraduate Students (Medicine, Biotechnology, Nursing)	- Student internships in INiBICA's research laboratories - Training agreements with Universities - Conferences and conferences
Postgraduate	• Third-cycle university students • Healthcare professionals with research activity	- Doctoral and master's programmes at the UCA and other agreed universities - Research projects for the development of the doctoral thesis
Specialized Health Training	• Residents in Accredited Clinical Specialties(*)	- Health training programs for residents in accredited clinical specialties - Rotations by Laboratories IN - Research Training Program for Residents

LEVEL	TARGET AUDIENCE	PROGRAMS
Continuing Education	• INIBICA research professionals • Healthcare professionals with research activity • Residents in Accredited Clinical Specialties(*) • Technical support staff	- Continuing education programme for university hospitals - MIR training courses - UCA Teacher Training Courses
Research training	• INIBICA research professionals • Healthcare professionals with research activity • Residents in Accredited Clinical Specialties(*)	- Training courses on topics in accordance with INIBICA's lines of research - Internal seminars organized by INIBICA - General seminars organized by INIBICA - Congresses organized by INIBICA - Stays in external centres collaborating with INIBICA - Research Training Program for Residents

(*): The hospital, health centres and their healthcare units are accredited for specialised health training, in accordance with Royal Decree 183/2008, of 8 February, which determines and classifies specialities in Health Sciences and develops certain aspects of the specialised health training system and Law 44/2003 on the Regulation of Health Professions (amended article 26.3 by article 8 of Royal Decree-Law 16/2012, of 20 April, on urgent measures to guarantee the sustainability of the National Health System and improve the quality and safety of its services). Or the regulations in force on this matter, in the event of their repeal.

The accreditation will specify the care units, with the number of accredited teaching places

3.1.1. Vocational training

Neither the UCA nor the SAS have training programs in secondary education, known as vocational training (FP). However, **INIBICA (through the FCÁDIZ/SAS and the UCA) establishes agreements with centres that provide vocational training** so that students from different cycles of the biomedical branch can develop their **training practices** under the supervision of a principal investigator of the Institute. These students are offered comprehensive theoretical and practical training in biomedical research and innovation, through which they acquire skills related to the experimental techniques of the groups to which they are assigned.

This interaction is extended by facilitating **the organised visits of students and teachers** from vocational training centres to the INIBICA facilities, including the Biomedical Research Support Units (UCAIB).

INIBICA participates with the training and evaluation of the internships, therefore, in the updating of the training programs taught by the teachers of these centers, contributing to the

training of competent technical professionals in our environment, who will later be able to easily integrate into the Institute's research activities.

3.1.2. UCA Degree

The UCA has a wide range of University Degrees in Health Sciences, and others related to the scientific programs of INIBICA, which are taught on the different campuses and faculties/centers. The annual offer can be consulted on the <https://www.uca.es/grados/> website. As of the date of preparation of this training plan, for the 2022/2023 academic year, it includes the following:

- Bachelor's Degree in Medicine
- Bachelor's Degree in Nursing
- Bachelor's Degree in Biotechnology
- Bachelor's Degree in Chemistry
- Bachelor's Degree in Psychology
- Bachelor's Degree in Physiotherapy
- Bachelor's Degree in Sports Science
- Double Degree in Marine and Environmental Sciences.

The researchers **of the INIBICA groups participate by teaching in several of these Degrees, necessarily integrating the translational research culture** as part of their teaching activity. Likewise, INIBICA researchers actively participate in the **direction of Final Degree Projects (TFG)** to obtain the corresponding Degrees, in their different formats, related to research (theoretical-practical works, initiation to research projects, R+D projects, bibliographic searches, etc.). These activities represent a considerable boost to the promotion of research culture among students, and can be the first steps to maintain a relationship maintained over time with INIBICA, both to expand their training through Master's and Doctoral programs, and to join work through more senior research contracts. laboratory/animal facility technician or R+I project management technician, innovation technician, etc.

For this reason, it is proposed to promote the visits organized by INIBICA to students of the Degrees related to Biomedical Sciences and their attendance, as long as it is compatible with their schedules, to the conferences given by researchers of excellence at INIBICA. These activities will be offered to the Faculties and Schools of the UCA and/or will be accessed through specific programs.

Another issue that is promoted by the Institute is the interaction with the Schools of Engineering to promote the realization of joint TFGs, which promote the development of interdisciplinary research and innovation projects that, on the one hand, train students in a transversal system and, on the other, can serve as a starting point to establish synergistic relationships between groups of the Institute and the UCA in the longer term.

3.1.3. UCA Postgraduate Degree

3.1.3.1. Master's Degree

At present, official master's degrees directly related to Health Sciences are being developed at the UCA. The annual catalogue of courses can be consulted through the website of the Single District

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(https://www.juntadeandalucia.es/economiaconocimientoempresasyuniversidad/squit/?q=masteres&d=mo_catalogo_top.php) and through the UCA Postgraduate Office, by visiting the web address: <https://oficinadeposgrado.uca.es/>

As of the date of preparation of this plan, the UCA Master's programmes for the 2022/2024 academic year are as follows:

- Master's Degree in Physical Education and Health
- Master's Degree in Biomedicine
- Master in Biotechnology
- Master's Degree in Neurological Physiotherapy
- Master's Degree in Initiation to Research in Mental Health
- Master's Degree in Nursing Research and Advanced Professional Practice
- Master's Degree in General Health Psychology
- Master's Degree in Educational Psychology: Prevention and Psychoeducational Intervention in Developmental Contexts.
- Master's degree in Medicinal Chemistry.

As in the Bachelor's degrees, several **researchers from the INIBICA groups are responsible for and/or participate as teachers in the UCA Master's programs in the biosanitary branch**, where they tutor students and **direct their Master's Degree Final Projects (TFM)**.

Apart from the Master's programmes directly related to health, INiBICA has signed agreements with other UCA Master's Degrees and other universities at a national level for the completion of TFM or internships, through the UCA or INiBICA itself (mediated by FCÁDIZ as the managing entity). These internships are mostly tutored by principal investigators from among the INiBICA groups, which is sometimes a first step towards access to a doctoral programme and the beginning of a research career.

INiBICA has recently opted for collaboration with other Master's programmes in different areas, such as Social and Legal Sciences, under the supervision of the Institute's management staff. For example, in 2022 a student of the UCA Master's Degree in Business Creation, New Businesses and Innovative Projects (Masterup) was welcomed to carry out his Master's Thesis on the development of a commercial opportunity based on the exploitation of research results. Therefore, as stated in the Bachelor's Degree section, it is proposed to promote the visits organized by INIBICA to Master's students related to Biomedical Sciences and their attendance, provided that it is compatible with their schedules, to the conferences given by researchers of excellence at INIBICA, in addition to interaction with the Faculties and Schools of the UCA to give visibility to the Institute and increase the range of specialties with which the institute collaborates.

3.1.3.2. Doctorate

The UCA offers official PhD programs in Health. The annual list of degrees can be consulted electronically at the UCA Doctoral School, through the address: <https://escueladoctoral.uca.es/doctorado/oferta-doctorado/>. As of the date of preparation of this plan, the programs are as follows:

- Physical Activity and Sports Sciences

- Biomolecules
- Health Sciences

Several of the members of the INiBICA groups are coordinators or participate in the management of these doctoral programs. PhD students receive training opportunities through the UCA Doctoral Schools for specific areas, as well as to carry out stays in prestigious national and international centres. To this end, the UCA has its own Annual Plan for the Encouragement and Support of Research and Transfer, which includes several actions.

INiBICA currently contributes to the training of doctoral students through the cycle of seminars and the annual research conference. INiBICA also has its own Plan open to the Institute's staff, including doctoral students, which it has been launching biannually and which is subject to strategic priorities and availability of funds. The 2021 Own Plan contemplated a modality for training and the 2023 Own Plan, approved at the end of 2022, contemplates a modality for stays.

The Doctoral School offers two courses annually to research staff:

- Introduction to Doctoral Studies
- Search, management and communication of scientific information

Some doctoral programmes also have their own transversal training. For example, the Doctoral Programme in Biomolecules offers cross-cutting activities every year:

- Orientation Sessions on International Doctorates
- Scientific career at the UCA
- Professional deontology and research ethics
- Safety and best practices in the laboratory

Finally, both the School and the Doctoral Programme offer annual doctoral conferences, of which INiBICA researchers take an active part.

3.1.4. Training of SAS residents in the province of Cádiz

3.1.4.1. Hospitals

The province of Cádiz has 4 university hospitals:

1. Puerta del Mar University Hospital (HUPM)
2. University Hospital of Jerez de la Frontera (HUJ)
3. University Hospital of Puerto Real (HUPR)
4. "Punta de Europa" University Hospital of Algeciras (HUPE)

In addition to this, the Hospital de La Línea de la Concepción (Campo de Gibraltar East Health Management Area – AGSCGE) is added.

The HUPM, the core hospital of the Institute according to the Agreement and which has all the specialties, has a high level of training activity for resident internal specialists. In 2022, the Unit

Docente welcomed a total of 269 residents from 40 different health specialties, who are distributed as follows:

- Clinical Tests: 4
- Pathological Anatomy: 4
- Anesthesiology and Resuscitation: 8
- Angiology and vascular surgery: 5
- Digestive System: 8
- Clinical biochemistry: 4
- Cardiology: 14
- Cardiovascular Surgery: 5
- General and Digestive System Surgery: 5
- Orthopedic Surgery and Traumatology: 10
- Plastic, Aesthetic and Reconstructive Surgery: 3
- Thoracic Surgery: 1
- Dermatology and Venereology: 7
- Endocrinology and Nutrition: 4
- Paediatric Nursing: 4
- Obstetric-Gynecological Nursing: 34
- Hospital Pharmacy: 8
- Hematology and Hemotherapy: 4
- Immunology: 4
- Physical Medicine and Rehabilitation: 5
- Intensive Care Medicine: 10
- Internal Medicine: 13
- Nuclear Medicine: 4
- Microbiology and Parasitology: 4
- Nephrology: 4
- Pneumology: 4
- Neurosurgery: 4
- Neurology: 5
- Obstetrics and Gynecology: 9
- Ophthalmology: 8
- Medical Oncology: 5
- Radiation Oncology: 4
- Otorhinolaryngology: 4
- Pediatrics and its Specific Areas: 16
- Clinical Psychology: 4
- Psychiatry: 4
- Radiology: 12
- Hospital Radiophysics: 3
- Rheumatology: 3
- Urology: 8

In the Teaching Commission of this hospital are responsible for the Provincial Unit of Obstetric Gynecological Nursing, with a total of 34 residents and who are distributed as follows:

- University Hospital of Jerez: 10
- Puerto Real University Hospital: 8
- "Punta de Europa" University Hospital in Algeciras: 6
- Hospital de La Línea de la Concepción: 2

For the 2024 call, we will also offer a place in Oral and Maxillofacial Surgery and another place in Mental Health Nursing.

Specialists who complete specialties in the field of nursing carry out a final research project that allows them to access the degree. This project is currently linked to the different teaching collaborators with a research profile, appointed by the Teaching Commission.

In addition, from the class of 2022, resident internal specialists receive transversal training in research and bioethics conveyed by the Ministry of Health and Consumer Affairs through its IAVANTE programme.

Among the objectives set by the Teaching Unit for the year 2023 is the integration of research within the individual annual planning of each year of residency, encouraging involvement in public and private projects through INiBICA. Since 2022, INiBICA has participated in the welcome day for residents held annually by the different centers in the province.

3.1.4.2. Primary Care

At the end of 2022, the province of Cádiz has a health district dedicated to primary care to which three areas of health management are added:

1. Bahía de Cádiz-La Janda Health District
2. Health Management Area of Jerez, Northwest Coast and Sierra de Cádiz (AGSJCNSC)
3. Campo de Gibraltar West Health Management Area (AGSCGO)
4. Campo de Gibraltar East Health Management Area (AGSCGO)

From 2023, first-year residents of all specialties, both Medicine and Nursing, must compulsorily complete a common Transversal Competences Programme (Royal Decree 589/2022, of 19 July), in which there is a course on Research Methodology. This program is carried out by the Andalusian School of Public Health.

As for the Bahía de Cádiz-La Janda Health District, since 2019 a Basic Research Methodology course has been held annually aimed at residents of both Family and Community Nursing and Family and Community Medicine. Subsequently, all the residents carry out a research project that they present at the Provincial Research Conference of the Teaching Units of Family and Community Care of the province of Cádiz. In these Conferences, the residents of Family and Community Medicine and Family and Community Nursing of the three Teaching Units (UD Campo de Gibraltar West and East Health Management Area, UD Jerez, Northwest Coast and Sierra de Cádiz Health Management Area, and UD Bahía de Cádiz-La Janda District), present the results of their research work (since 2001 Family and Community Medicine residents and since 2011 for residents of Family and Community Medicine and Family and Community Nursing).

3.1.5. UCA and SAS continuing education

3.1.5.1. UCA

The UCA offers training courses to its staff through the FUCERA portal: [FUECA Training Portal](#). At the Faculty/Dean's level, specific courses are organized for staff assigned to Bachelor's, Master's and Doctoral programs, which are attended by INiBICA researchers

On the other hand, UCA PhD students are offered the participation of the INiBICA seminar cycle, where prestigious external speakers share their lines of research, innovation and latest advances. These seminars not only train assistant students in biomedical research, but also serve as a link and contact mechanism with researchers from national and international institutions where they can potentially train and work as part of their work and research career.

3.1.5.2. SAS

The Andalusian Health System has its own offer of continuous training that extends to health professionals in the centers of the province of Cádiz at three levels:

- IAVANTE, Ministry of Health and Consumer Affairs - Fundación Andaluza Progreso y Salud M.P. (<https://www.iavante.es/>), with several courses on healthcare and methodology in health research, accredited by the ACSA.
- The Andalusian School of Public Health (EASP) (<https://www.easp.es/formacion/>) offers health personnel courses where teaching is linked to research and with specialized diplomas in areas such as management.
- The Network of Foundations Managers of Research of Andalusia (<https://www.sspa.juntadeandalucia.es/fundacionprogresoysalud/es/i+i-en-salud/redfqi>) coordinated by the Andalusian Foundation for Progress and Health M.P., it offers annual seminars and courses in health research and innovation, as well as exhibitions on competitive calls, fundraising and training opportunities through its networks, as well as on the support services it extends to the staff of the SSPA centres and Andalusian biohealth institutes.

3.2. Methodology for the identification of training needs at INiBICA

The ambition of the First Training Plan of INiBICA is to conceive, develop and manage a training itinerary of the Institute, adapted to its strategic objectives and linked to the detection of training needs of the staff. The Institute will take advantage of the organisational teaching structures of the institutions that make it up (UCA, SAS) to provide the Training Plan with greater operability.

The **detection of new training needs** within the scope of INiBICA is one of the functions assigned to the Training Commission in the Internal Regulations. To carry out this function, **it is proposed to carry out, on an annual basis, an analysis of the training needs generated from internal factors, specific to the organization; and external, arising as a result of changes and trends in the environment.** This analysis will make it possible to identify the areas in which the training offer does not meet the expectations of professionals and to consolidate those

actions that have been well valued and are considered of interest for the development of INiBICA professionals.

The analysis of training needs will take into account the main trends and strategic lines of the Institute to adapt the training offer to external changes and the emergence of the need for new profiles and professional skills of INiBICA researchers. In this way, training becomes an important tool to adapt the strategic interests of the institute through the training of our professionals.

Procedure for detecting training needs

- **Detection of internal needs:** Annex 1 will be made available to the institute's staff, through which training activities can be suggested that will be prioritised by the Training Commission based on the interest of the groups, availability of staff and funds.
- **Satisfaction surveys:** after each course or training activity, once implemented, **satisfaction surveys and suggestion forms will be distributed** to all staff. Its subsequent analysis will be the function of the Institute's Training Commission, which will propose the actions to be carried out in order to redesign the training offer and adapt it to the demands of professionals. These surveys are extended to the teaching staff of the courses, who also contribute to dynamizing and adapting the Training Plan.
- **Detection of external needs:** in order to detect needs considered strategic and adapt the Training Plan to the new trends that appear in the environment, the **Training Commission carries out an update.**

INiBICA's training activities may be face-to-face, taught remotely (online) or hybrid. The activities will be promoted, preferably, by the Training Commission, and will be approved by the Scientific Directorate and the Internal Scientific Committee, and there will be management support staff designated by the Scientific Directorate. Notwithstanding the above, any member of INiBICA may propose the performance of any type of training activity. To this end, they will send a letter to the training coordinator (according to the model that appears in the annex) in which they will indicate the most relevant aspects of the activity, which, in any case, will include the title, a brief summary of the content, tentative list of speakers, date and place of delivery, audience to which it is addressed, potential interest of the same in the same and, when necessary, financial report and possible sources of financing.

3.3. INiBICA's own training offer

The INiBICA Training Plan 2026-2030 will continue to promote a series of activities of training interest for the staff of the I based on the needs detected by the members of the Training Commission during the previous five-year period and that require time to bring about a cultural change in the centers within the scope of INiBICA at the provincial level. with representation from all institutions and areas of interest, as well as from the Innovation and Transfer Commission and the Research and Clinical Translation Commission.

On the one hand, internal courses will be held to improve the training and scientific-technical updating of INiBICA staff, either by taking advantage of the structures of the institutions that make it up, or at the initiative of the institute itself and its staff.

On the other hand, the development of a series of courses that will be offered to INiBICA staff and that will differentiate them at the national level, offered to the external student and scientific-technical community, with rates that must be approved by the Governing Council. An example of a course introduced within the framework of the previous Training Plan is the **Course on Mathematical Modelling and Data Analysis in Oncology**, whose IP INiBICA is María Rosa Durán (MathMed Group), which is moving towards its third edition: [Mathematical Modelling and Data Analysis in Oncology - FUECA Training Portal](#).

The implementation of these activities will be subject to the annual availability of funds, the human resources and infrastructures available to the institute and the interest shown by the staff to whom it is addressed. Although it is possible to outsource the delivery of the courses when the required knowledge is not available internally, the ideal would be for most of the courses to be taught gradually by the Institute's own staff, in order to generate a vision of a knowledge-generating agent at the regional and national level. and ensuring the sustainability of the Institute.

All training offers will be disseminated through the institute's channels; not only its own, but also all those that INiBICA receives through the basic and clinical research networks of which it is a part.

3.2.1. Permanent and transversal training actions

These activities are considered to be of strategic interest to the Institute and to all its staff. For this reason, they will be taught annually.

1. **Translational research methodology.** They will be divided into "basic methodology" and "advanced methodology". The focus will be on how to integrate university and clinical research to train staff, taking into account INiBICA's specialties or research areas. The Scientific Directorate and the Research and Clinical Translation Commission, with the support of the UCAIB of the IIS, will participate in its design to ensure that it meets its objective.
2. **Theoretical-practical training in innovation and knowledge transfer.** It will be carried out with the support of the Innovation and Transfer Commission. Topics include:
 - a. Protection of research results through industrial property. Transfer to the productive sector and commercialization of results.
 - b. Registration, transfer and commercialization of intellectual property: biological materials, questionnaires, audiovisual, databases, etc.
 - c. Clinical practice guidelines, protocols and consensus, as well as institutional documents. Transfer to clinical practice.
 - d. Software: Protection, transfer and commercialization.
 - e. Contracts and agreements: MTA, CDA, agreements, licenses.
 - f. Creation of technology-based companies.
3. **Communication and scientific dissemination. Co-creation.** It will be carried out with the support of internal and external staff, to improve the training of INiBICA professionals to be able to share the results of their research activity, as well as to be able to co-create with the impetus of key non-scientific agents, such as patients and companies.
4. **Awareness of equality and prevention of harassment based on sex, gender or any other kind. Implementation of the gender perspective in research.** It will be carried out with the support of the INiBICA Equality Commission and the HR UG, which will carry out annually

campaigns and training on the importance of equality and diversity, as well as awareness and prevention. Specific training will continue to be carried out on the implementation of the gender perspective in R+i activity.

3.2.2. Dynamic actions based on the needs of research areas and groups

These modalities will be carried out according to the need identified by the Institute's staff, through suggestions to the Scientific Directorate or Management, as well as through the surveys of training needs and evaluation of activities that will be passed on to the staff who attend.

Training in scientific methodology

- Courses on statistics applicable to translational research.
- Clinical research: epidemiology and public health.
- Workshop on the exploitation of data from medical records and medical records as a documentary basis for generating scientific hypotheses.
- Experimental animal welfare training course for the accreditation of the functions of animal care, euthanasia and performance of experimental procedures.

Technical training

UCAIB: Central Services HUPM-INiBICA Research Unit and Central Biomedical Research Services of the University of Cádiz.

- Prevention of occupational risks and waste management in research laboratories.
- Use of equipment and software for the acquisition of biological data, such as flow cytometry or genomics. Update of specific topics of interest to the Institute.
- Workshops on specific techniques for high-performance equipment that are installed in the Biomedical Research Support Services or in spaces attached to INiBICA by any of the institutions.

Continuous intramural training

- Monthly seminar series with the participation of internal speakers (INiBICA research and technical staff) and external speakers (national and international research institutions).
- Clinical sessions related to R+i, such as hospital 3D printing, oncology or neurosciences.
- Invited talks, events and thematic conferences of the Institute's Scientific Programs.
- Scientific papers and posters presented during the annual INiBICA research conference.

Scientific dissemination to society

- Talks and seminars attended by the general public, patients and patient associations. For example, Participation in the European Researchers' Night and events of the Science Week in Andalusia.

- Visits and talks aimed at educational centers in order to promote scientific-technical careers.
- Any other activity that is contemplated with the INiBICA Communication Commission on a regular basis, not contemplated in the annual training.

Equality and Diversity

- Any activity that is contemplated with the INiBICA Equality Commission on a regular basis, not contemplated in the annual training.

4. Objectives, actions and indicators

4.1. General objective

To develop a comprehensive policy for attracting, training and retaining research, technical and managerial talent, based on equality, stability and professional projection, which guarantees generational renewal and scientific excellence in all areas of the Institute

With this general objective, the following specific objectives are proposed, with the corresponding actions to achieve them:

4.2. Specific objectives and actions

This section describes the specific objectives (OE) of the INiBICA Training Plan for the 2023-2025 time frame, together with the actions, milestones and indicators corresponding to each objective.

OE1: Develop a professional career and mentoring programs that promote training, scientific leadership, and inter-institutional mobility.

[A1.1] Identification of the training needs of the different professional groups that make up the institute, through a training survey approved by the JRC (programme coordinators are represented in this body).

[A1.2] Annual programming of training activities in health research and innovation according to the needs detected. To maintain a stable annual programme of seminars, workshops, keynote lectures and scientific conferences aimed at INiBICA staff, especially aimed at emerging and new researchers, in order to enhance the capacities of the groups and to disseminate the research work carried out at the Institute.

[A1.3] Promote the official accreditation of the Agency for Healthcare Quality of Andalusia (ACSA) and/or the UCA at the discretion of the Training Commission, to encourage attendance by IIS staff.

[A1.4] Promotion of training courses on innovation and translation to the clinic and the productive sector, as well as scientific communication and co-creation, to incorporate key non-scientific agents into the activity of the IIS.

[A1.5] Promote the mobility of IIS research staff to national and international centres of excellence, among others, through INiBICA's own plan or by raising public or private funds for this purpose.

OE2: Ensure job stability and generational renewal through a progressive plan to consolidate staff and support emerging groups.

[A2.1] Actively collaborate in the UCA's health sciences training activities, promoting the supervision of doctoral theses, bachelor's and master's degree final projects, and specific work placements for vocational training students and related university students, which can reinforce the activity of research groups, UCAIB and Management Units.

[A2.2] Coordination between the Scientific Management and the continuing education areas of the health centres for the prioritisation of actions aimed at raising awareness among residents and professionals (Primary Care, Health Care) in the field of research and innovation (projects, trials and clinical studies, university-health centre collaboration).

[A2.3] Invite residents to INiBICA training activities and facilitate their integration into lines of research and postgraduate training, ideally favouring their continuity in a UCA Doctoral Programme, ideally through grants such as Río Hortega. Likewise, to support students and internship staff, who have an adequate profile and with an interest in translational research, to apply for grants and/or obtain funds for the completion of doctoral theses at the IIS.

4.3. Indicators

ID	Indicator	2026	2027	2028	2029	2030
PFC1.1	Annual Needs Survey Mailing training for IIS staff	Yes	Yes	Yes	Yes	Yes
PFC1.2	Number of IIS training actions accredited by the ACSA, UCA or similar, to promote assistance from the clinical and university staff.	2	2	3	3	3
PFC1.3	Number of seminars held in the framework of the INiBICA seminar programme	6	6	6	6	6
PFC1.4	Percentage of researchers (R1) at the IIS	≥10%	≥10%	≥10%	≥10%	≥10%
PFC1.5	Training for IIS staff on scientific communication aimed at key non-scientific actors and/or translation to the Healthcare practice	≥1	≥1	≥1	≥1	≥1
PFC1.6	Training for IIS staff on participation and co-creation in research Scientific	≥1	≥1	≥1	≥1	≥1
PFC1.7	Percentage of IIS researchers who have had a stay > 2 months in research centres other than those that constitute the IIS	>2%	>3%	>3%	>4%	>4%
PFC2.1	Number of students who take internships (university, vocational training, etc.) at the IIS	Follow-up	Follow-up	Follow-up	Follow-up	Follow-up
PFC2.2	Number of doctoral theses defended annually at the IIS	Follow-up	Follow-up	Follow-up	Follow-up	Follow-up
PFC2.3	Percentage of researchers in training (R1) with respect to the total number of IIS Research Staff	≥10%	≥10%	≥10%	≥10%	≥10%

5. Related documentation

This Plan is closely related to the following documents:

- III INiBICA Strategic Plan 2026-2030
- INiBICA Institutional Integration Plan 2026-2030
- INiBICA HR Plan 2026-2030
- INiBICA Talent Attraction and Retention Plan 2026-2030
- INiBICA Innovation and Knowledge Transfer Plan 2026-2030
- INiBICA Research and Clinical Translation Plan 2026-2030
- INiBICA Communication and RRI Plan 2026-2030

ANNEXES

Annex 1. Proposal of training activity by research staff

Title:

Proposer (name and means of contact):

Addressed to:

Place of Delivery:

Date of delivery:

Limit number of attendees:

Brief summary of the content/program:

Number of interested/benefited INiBICA groups:

Estimated budget:

1. Cost of speakers

a. Teaching (number of hours x euros/hour)

b. Displacement.

c. Accommodation

d. Diets

2. Other Expenses (breakdown)

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Annex 2. Seminar and conference programme

Title:

Rapporteur:

Type of Activity*:

Date:

Place of Delivery:

Brief Summary of Content: Estimated

number of attendees:

*Group seminar, invited lecture...