

**Examples of activities to meet identified Staff Development & Training needs**

- Acting as an external or internal verifier, examiner, assessor or consultant
- Coaching and mentoring programmes
- Committee attendance / observation
- Conferences
- Distance learning
- E-learning modules
- Feedback from customers / clients/ students
- Job shadowing / on the job learning
- Library resources
- Observation of others
- Peer advice / guidance or observation / review / assessment
- Presentations
- Professional or academic courses leading to an appropriate qualification
- Research – joint / individual
- Role play / skills practice
- Rotation of specific duties
- Secondments, placements, and/or visits - industrial, commercial or educational
- Secondments and/or placements within the University
- Seminars / Workshops / Events (internal and external)
- Specialist training
- Study leave
- Team development work
- Work based projects