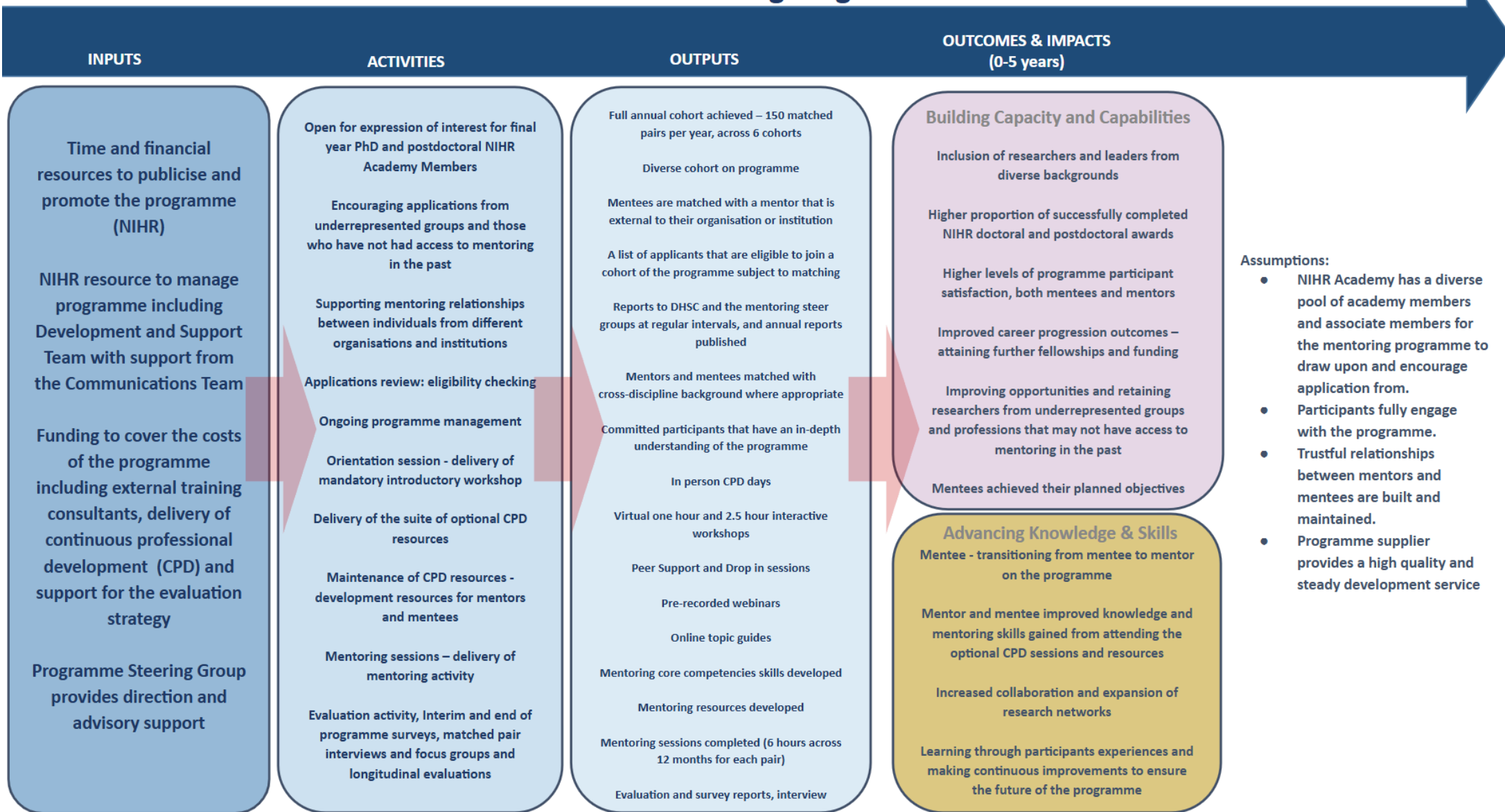


NIHR Mentoring Programme



NIHR Mentoring Programme Logic Model

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Introduction

The NIHR Mentoring Programme supports NIHR Academy members to mentor others and to seek a mentor. The programme is open to awardees from a broad range of professional backgrounds and disciplinary context across the diverse health and social care landscape. The programme is available via two streams, one for early career researchers, supporting mentees from final year PhD up to two years postdoctoral, and mid-career researchers, supporting mentees that are more than two years postdoctoral. The programme is a formal 12 month mentoring programme with key evaluation points throughout and designed to support interdisciplinary collaboration. The programme includes a full continued professional development offering and prioritises those from backgrounds and disciplines that may not have previously had access to mentoring.

The NIHR uses logic models to visually represent how a programme or research award is expected to achieve the outcomes, and resultant impact, that are defined during the development process of a programme or research award. A logic model then becomes an important tool in the process of evaluating a programme or award, which in turn guides a learning process of how a programme can be altered to better achieve its aims. The logic model is a linear flow diagram that reads from left to right, and is divided into the following sections: inputs, activities, outputs, and outcomes and impact.

Inputs

The first section in the logic model for the NIHR Mentoring Programme is the 'inputs'. The inputs are the resources that are made available so that the programme can operate and achieve its defined goals. The inputs in this logic model are:

- Time and financial resources to publicise and promote the programme (NIHR)

- NIHR resource to manage programme including Development and Support Team with support from the Communications Team
- Funding to cover the costs of the programme including external training consultants, delivery of continuous professional development (CPD) and support for the evaluation strategy
- Programme Steering Group provides direction and advisory support

Activities

Following the logic model from left to right, the next part of this logic model is the activities section. These are the activities of the NIHR and the researchers who hold the awards, using the resources provided by the logic model inputs.

The activities to be undertaken by the NIHR are:

- Open for expression of interest for final year PhD and postdoctoral NIHR Academy Members
- Encouraging applications from underrepresented groups and those who have not had access to mentoring in the past
- Supporting mentoring relationships between individuals from different organisations and institutions
- Applications review: eligibility checking
- Ongoing programme management
- Orientation session - delivery of mandatory introductory workshop
- Delivery of the suite of optional CPD resources
- Maintenance of CPD resources - development resources for mentors and mentees
- Mentoring sessions – delivery of mentoring activity
- Evaluation activity, Interim and end of programme surveys, matched pair interviews and focus groups and longitudinal evaluations

Outputs

The next stage in the logic model, after the activities section, are the outputs. The outputs arise as a direct result of the previously defined activities. The outputs for this logic model are:

- Full annual cohort achieved – 150 matched pairs per year, across 6 cohorts
- Diverse cohort on programme
- Mentees are matched with a mentor that is external to their organisation or institution
- A list of applicants that are eligible to join a cohort of the programme subject to matching
- Reports to DHSC and the mentoring steer groups at regular intervals, and

- annual reports published
- Mentors and mentees matched with cross-discipline background where appropriate
- Committed participants that have an in-depth understanding of the programme
- In person CPD days
- Virtual one hour and 2.5 hour interactive workshops
- Peer Support and Drop in sessions
- Pre-recorded webinars
- Online topic guides
- Mentoring core competencies skills developed
- Mentoring resources developed
- Mentoring sessions completed (6 hours across 12 months for each pair)
- Evaluation and survey reports, interview

Outcomes

The fourth part of the logic model is the outcomes section. Outcomes are the measurable, often medium-to-long-term, changes that we expect to see as a result of the programme or award taking place. The outcomes for this model are divided into the following two different sub-sections: building capacity and advancing knowledge and skills. The outcomes within each of the sub-sections are listed here:

Building Capacity and Capabilities :

- Inclusion of researchers and leaders from diverse backgrounds
- Higher proportion of successfully completed NIHR doctoral and postdoctoral awards
- Higher levels of programme participant satisfaction, both mentees and mentors
- Improved career progression outcomes – attaining further fellowships and funding
- Improving opportunities and retaining researchers from underrepresented groups and professions that may not have access to mentoring in the past
- Mentees achieved their planned objectives

Advancing Knowledge and Skills:

- Mentee - transitioning from mentee to mentor on the programme
- Mentor and mentee improved knowledge and mentoring skills gained from attending the optional CPD sessions and resources
- Increased collaboration and expansion of research networks
- Learning through participants experiences and making continuous

improvements to ensure the future of the programme

Assumptions

The assumptions included within the logic model are underlying principles, ideas, and beliefs that we hold about how a programme will work. The assumptions may be about a number of different things, such as the external or internal environment of the award, relevant stakeholders participation, or the problem that it seeks to address. The assumptions included in this logic model are:

- NIHR Academy has a diverse pool of academy members and associate members for the mentoring programme to draw upon and encourage application from.
- Participants fully engage with the programme.
- Trustful relationships between mentors and mentees are built and maintained.
- Programme supplier provides a high quality and steady development service.

Contributions and acknowledgements

The NIHR supports the principles of open research, including full and appropriate recognition of the many varied contributions to the creation of knowledge. Those that have contributed to this work are listed alphabetically according to their surname.

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