



# NIH Training Needs Assessment SUMMARY



The 2024 NIH Training Needs Assessment (TNA) is a biennial survey the NIH Training Center (NIHTC) conducts to collect NIH training data. This year, all Institutes/Centers (ICs) participated including the Office of the Director (OD). One comprehensive response from each IC resulted in 28 responses. These responses were compiled and analyzed to produce this summary.

## Key Findings

### Classes: How are ICs' employees' training needs being met?



NIHTC **Open** Enrollments – Meeting ICs' training needs  
"Always" or "Often"  
**70%**



NIHTC **Closed** Enrollments – Meeting ICs' training needs  
"Rarely" or "Never"  
**70%**



Most Requested NIHTC Open Enrollment –  
**Administrative Systems and Policy**



Preferred Delivery Format of NIHTC classes –  
**Virtual**

### Future Planning: What are your IC plans?



ICs' top three highest priority/top training goals:  
**Leadership, DEIA, Project Management**



ICs' top three skills needed for career advancement:  
**Leadership, Communication, Conflict Management**



ICs' requests not being met in leadership development programs:  
**Mid-level Leadership Program (MLP)**

### Marketing: What programs or services need more marketing?



**ICs' stated Individual Development Plans (IDPs) and Coaching**

## NIHTC Future Actions



- Follow Up IC Discussions with Select ICs
- Conduct Train the IDP Trainer for ICs
- Offer recommendations of resources for IC Employee Development