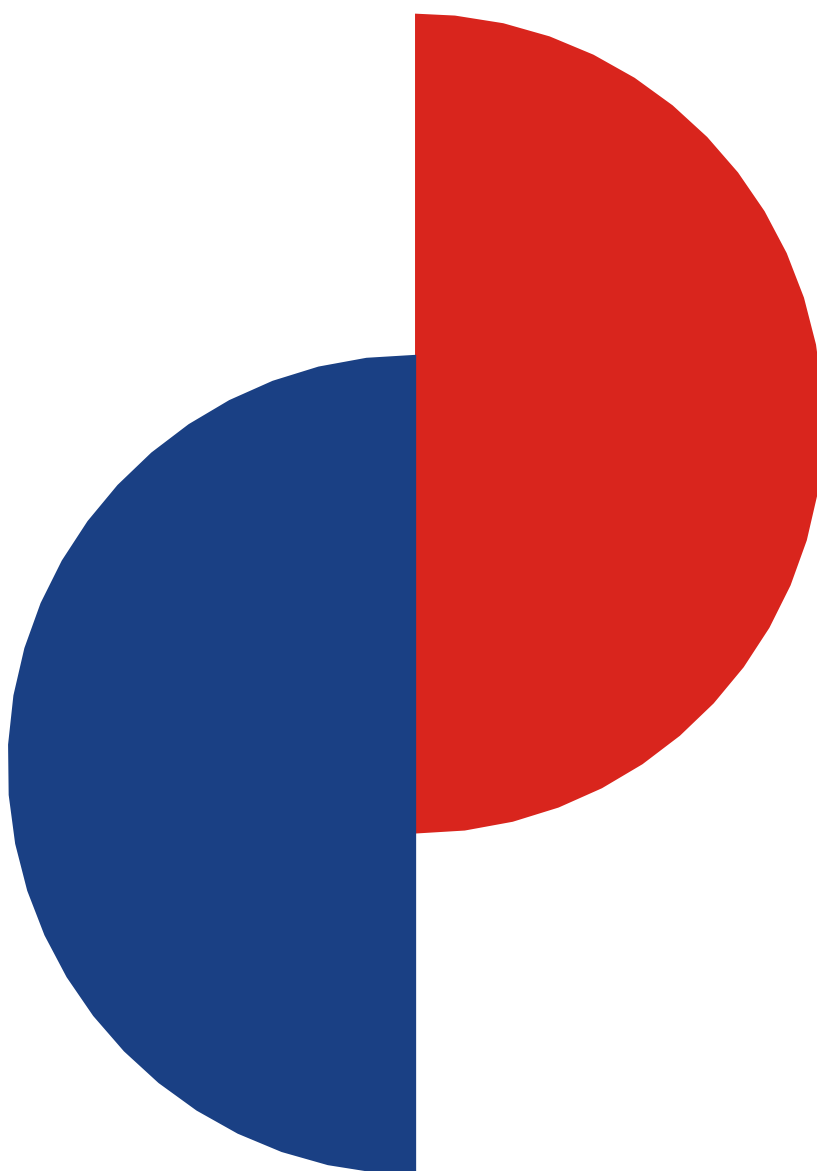




Training Plan

2026



DESCRIPTION SHEET –

IDENTIFICATION

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CODE	DRAFTED		REVISED		APPROVED	
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This document forms part of the evidence for:

- Reaccreditation 23–27

Siglas

CR: Governing Council; CCE: External Scientific Committee; CD: Executive Committee; CM: Joint Committee; CCI: Internal Scientific Committee; DC: Scientific Directorate; CG: Management Committee; CC: Quality Committee; CF: Training Committee; CINN: Innovation Committee; CIGLD: Equality Committee; CCIUD: Citizens' Committee; UTG: Technical Management Unit.

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1. INTRODUCTION

The organisations that make up the Institute have a well-established track record, including in the field of research training. The most important contribution made by the Health Research Institutes is to promote the integration of knowledge generation in basic research with that in clinical research, all of which is, in turn, patient-centred.

Ultimately, this integration represents a new dimension and a specific approach to facilitating the transfer of scientific advances into the field of healthcare. This specific approach, in turn, requires specific strategies for the training of researchers and dedicated training activities that foster collaboration and synergies between different perspectives on reality. And this specific training requires a plan for its implementation.

The main objective of the Annual Training Plan is to formalise the design of the set of training activities proposed by the IBSAL for the year, incorporating, in particular, the amendments proposed by the Institute's Training Committee. This is based on an analysis of the current situation and the training needs identified in the annual survey, and is carried out in coordination with the constituent bodies of the Institute.

As established by IBSAL's training management process, the Plan is structured as follows:

- Proposal and Approval of the Training Plan
- Implementation and Monitoring of the Training Plan
- Evaluation and Assessment of the Training Plan

2. PROPOSAL AND APPROVAL OF THE TRAINING PLAN

The following document has been drawn up following assessment by the Training Committee and the Scientific Management Team, and is hereby submitted to the Executive Committee for approval.

3. IBSAL'S OWN TRAINING PROGRAMME

In accordance with the above, IBSAL's proposed in-house training programme for 2026 consists mainly of IBSAL seminars (face-to-face) and face-to-face, blended and/or online research training courses, with other ad hoc training activities also available (e.g. online training content, conferences, workshops).

3.1. IBSAL Seminars 2026

IBSAL's internal or regular seminars will retain their format and focus throughout 2026, aimed at early-career researchers, preferably pre-doctoral students:

Introduction

With the aim of supporting young researchers – in this case, particularly pre-doctoral students and recent post-doctoral researchers – a series of seminars is being launched to encourage participation and interaction amongst researchers, thereby facilitating progression through the various stages of a research career.

Venue and timetable

The seminars will be held in person and will take place fortnightly, on the second and fourth Tuesday of each month, from 08:30 to 09:30.

The usual venue will be the Graduation Hall at the Faculty of Medicine.

Format of the regular seminars

The speakers will mainly be pre-doctoral researchers, with the exception of one special session per term, which will be presented by a senior researcher from the institute, on various aspects of methodology and specialised techniques developed at IBSAL.

Pre-doctoral researchers will present a session on their doctoral thesis in accordance with the attached timetable for the research groups.

If there is more than one pre-doctoral researcher in the group, the longest-serving researcher will present first, followed by the others in order from longest-serving to most recent.

Presentation guidelines:

Preferably, the doctoral thesis currently being undertaken should be presented, following the outline below.

1. Thesis title (or summary of the title) 2.

Introduction/rationale:

A brief introduction justifying the need for the thesis 3. Objectives:

Describe verbatim the objectives of the thesis and the hypotheses put

forward. 4. Methodology:

A detailed description of the methodology used, presented in an educational manner so that it may serve as a learning experience for the audience.

5. Results

Present the preliminary results or the findings of any published article, using tables and figures.

6. Discussion/conclusions:

Present a discussion following the outline below:

1. General summary of results (those available at that stage)

2. Comparison with other similar studies 3.

Limitations and strengths

4. Conclusions (if preliminary, include expected findings)

5. Implications and future lines of research

The seminars will be duly announced in the calendar and in the training section of the website www.ibsal.es, as well as on social media and through the Institute's established communication channels.

The table below lists the research groups that will be responsible for the IBSAL seminars throughout 2026.

DATE	AREA	GROUP CODE	GROUP COORDINATOR
13/01/2026	CARD-01	CARD-01 - Cardiology	Sánchez Fernández, Pedro Luis
27 January 2026	TGYC-02	TGYC-02 - Cell Therapy and Transplantation	López Corral, Lucía
10 February 2026	IIMD-17	IIMD-17 - Musculoskeletal Pathology	Blanco Blanco, Juan Francisco
24 February 2026	CARD-10	CARD-10 - Clinical research into respiratory diseases	Cordovilla Pérez, María Rosa
10 March 2026	TGYC-04	TGYC-04 - Plasticity, degeneration and regeneration of the visual system	Lillo Delgado, Concepción
24 March 2026	Platform		
14 April 2026	APSF-13	APSF-13 - Bone regeneration in oral surgery	López-Valverde Centeno, Antonio
28 April 2026	CANC-09	CANC-09 - Tumour genetics	Tabernero Redondo, María Dolores
12 May 2026	CARD-06	CARD-06 - Vascular	Lozano Sánchez, Francisco Santiago
26 May 2026	NEUR-12	NEUR-12 - Prevention and Early Intervention in Mental Health (PRINT)	Pérez Sánchez-Toledo, Jesús

9 June 2026	Platform		
15/09/2026	TGYC-07	TGYC-07 – Genomic editing and animal models	Sánchez Martín, Manuel Adolfo
29 September 2026	CANC-19	CANC-19 - Cell Cycle and Cancer	Moreno Pérez, Sergio
13 October 2026	APSF-05	APSF-05 - Design and Production of Bioactive Molecules (DOMOBIO)	Peláez Lamamie de Clairac Arroyo, Rafael
27 October 2026	Platform		
10 November 2026	IIMD-19	IIMD-19 – Human Reproduction Research Group	Hernández Hernández, María Lourdes
24 November 2026	CARD-05	CARD-05 - Pathophysiology of the Vascular Endothelium	Pericacho Bustos, Miguel
15 December 2026	Platform		

3.2. IBSAL Courses 2026

In planning the training activities, consideration has been given to basic research training and the training requirements of the Carlos III Health Institute, the IBSAL strategic plan, the accreditation guidelines, as well as the needs expressed by researchers in the surveys conducted.

The courses initially scheduled to take place in 2026, with their estimated number of hours, are as follows

Title	No. of participants	Teaching hours
Methodology		
Basic Course in Research Methodology	30	12
How to succeed in research projects: regional, national and European	24	12
Data management		
Data management (Data management plan, open science)	24	8

RED-CAP platform	24	4
Data Analysis		
Biostatistics with SPSS (two editions)	30	20
Biostatistics: Survival Analysis	30	20
Biostatistics in R	30	20
Introduction to Bioinformatics for Biomedical Research	24	12
Course on Artificial Intelligence in Research (BISITE)	24	12
Scientific communication		
Dissemination of results: Conferences and scientific articles	20	8
Scientific communication in English	25	8
Scientific communication aimed at key non-scientific stakeholders.	30	4
DORA criteria in scientific communication	30	4
Innovation and Transfer		
Bio-health Innovation and Industrial Property (2 editions)	30	4
Mechanisms for translating research into clinical practice	30	4
Other courses		
A Sex and Gender Perspective in Biomedical Research	50	4
Training in scientific leadership and team management	24	8
Good Clinical Practice Guidelines in Clinical Research	60	10
Participation and co-creation in scientific research by key non-scientific stakeholders.	30	6
Scientific integrity and good research practice	20	4
How to carry out a standard operating procedure	30	8
Mentoring Training	30	8
Support Structures		
Biobanks and tissue and tumour banks. How they work	50	10
Introduction to Microscopic Image Processing with Fiji/I	20	10
Practical workshop on pharmacokinetic monitoring	10	10
Scientific conferences and meetings		
5th IBSAL Scientific Conference <ul style="list-style-type: none"> Conference for Senior Researchers Young Researchers' Conference 	300	12

• Public Session		
2nd Course on Innovation, Translation and Transfer in Health (ITSAL)	100	4
Conference on Physical and Mental Health, Assessment and Affective Disorders	200	100

In addition to these scheduled courses, training proposals from the various departments of IBSAL, as well as from the internal Scientific Committee, will be incorporated.

3.3. IBSAL Courses for Technicians

IBSAL is planning a specific training programme for technicians, consisting of theoretical and practical training courses, which are expected to include, amongst others, the courses listed in the table below:

Title	No. of participants	Teaching hours
Microscopy Techniques	10	8
Cytometry techniques	10	8
Molecular genetics techniques	25	7.5
Cell therapy and culture techniques	20	6
Proteomics techniques	25	8

3.4. Continuing Professional Development in Animal Experimentation

Throughout 2026, Continuing Professional Development courses – which form part of the legal requirements for maintaining official accreditation in animal experimentation for functions B and C – will continue to be offered to all interested researchers. The courses and proposed dates for 2026 are currently being drawn up by the Director of the Animal Experimentation Service.

3.5. Online training resources

IBSAL has a Virtual Campus: www.formacion.ibsal.es

The **Zoom** platform is made available to researchers so that they can deliver and attend their classes or training sessions live online using a tool specifically designed for teaching.

Similarly, the **Moodle** platform is available; this is a learning management system (LMS), more specifically a Learning Content Management System (LCMS), from

open-source software, written in PHP.¹ This tool is designed to help institutions and teachers create online learning communities for distance learning. Moodle is based on courses as its basic unit. The administrator must create the course, configure it, enrol students and set up the activities. There are several course formats to choose from: Weekly, Topic-based, Social, Discussion-based.

4. TRAINING PROGRAMME OF THE ORGANISATIONS COMPRISING IBSAL

Through its member organisations, IBSAL offers a **range of training programmes covering all levels of education in the biomedical field**, as set out in the IBSAL Training Plan:

- Undergraduate degree programmes.
- Postgraduate education (PhD, Master's and institution-specific qualifications).
- Specialised healthcare training.
- Continuing professional development.

4.1. Training programme of the Salamanca University Healthcare Complex

At the time of submitting this proposal to the Scientific Directorate, the Salamanca University Healthcare Complex (CAUSA) is awaiting approval of its Annual Training Plan for 2026. However, the courses proposed for inclusion in the CAUSA Training Plan include the following training activities which are of interest to IBSAL's research or which will be carried out in coordination with the Institute:

Title	Proposed number of participants per session	Total hours per session
Introduction to Research	40	12
Research Methodology	50	15
Nursing Care Research	20	20
Preparation of research projects	25	20
Basic Biostatistics with SPSS	28	20
Research Methodology Level 0: searching for references in the VHL and citing in APA style	150	10
Workshop: Search engines and citation managers as tools in biomedical research	28	8
	80	6

The step-by-step review article. Starting with the research question		
Critical reading seminars. Critical evaluation skills	50	15
Evidence-based medicine: critical reading of scientific articles	30	12

These courses may be available to IBSAL staff under the terms of the agreement establishing the institute, with enrolment for research-oriented courses being coordinated with the Training Unit of the Salamanca University Healthcare Complex.

4.2. Training programme offered by the Salamanca Primary Care Management

At the time of submitting this proposal to the Scientific Directorate, the Salamanca Primary Care Management Unit (GAP) is awaiting approval of its Annual Training Plan for 2026.

4.3. Other training programmes

The Institute, through the University of Salamanca, offers undergraduate and postgraduate training as set out in the IBSAL Training Plan. The full range of degree programmes and master's courses can be consulted in its most up-to-date form on the USAL repository at http://www.usal.es/webusal/los_estudios. The University of Salamanca also publishes an annual Teacher Training Plan aimed at university lecturers (the 2019 programme can be viewed at <http://iuce.usal.es/formacion/>)

The INCYL, IBMCC and IBFG, in addition to contributing to the University of Salamanca's postgraduate programmes, organise regular scientific seminars, available at <http://www-incyl.usal.es/> and <http://www-cicancer.org/es/eventos>, <http://ibfg.es/es/seminarios> respectively, and which are publicised in the IBSAL Weekly Newsletter.

5. DISSEMINATION OF THE TRAINING PLAN

The IBSAL Training Programme is publicised through various communication channels:

- **The Institute's website**, which provides information on the Institute's range of training programmes, at <http://www.ibsal.es/es/formacion>
- **Emails** sent to Institute staff
- **Benchmark:** a platform on which activities can be designed, delivered, assessed and optimised.