



Training and Mentorship

Through the EPIC (*Early Professionals, Inspired Careers*) program, CC4 emphasizes the development of skills, ideas, teamwork, and relationship-building to train HQP to be industry, academic, and community leaders in the development and introduction of technology to the health system and marketplace.

Ongoing CC4 research aims to both evaluate the current training program and to inform future programming. Current research seeks to identify the specific competencies that HQP need to ensure success in the sectors that pertain to technology and aging.

Who are Highly Qualified Personnel (HQP)?



AGE-WELL HQP status is membership-based. HQP must be either hired onto a project by a supervisor or employers, funded through one of our competitive programs, or have applied for membership in our Affiliates program. HQP are trainees and research staff such as undergraduate and graduate students, postdoctoral fellows, research associates, research assistants, technicians, and summer students.

Why is HQP Training so Important?

HQP development is one of the five NCE program criteria on which AGE-WELL is assessed. As an NCE, AGE-WELL is mandated to provide added value to the formal training initiatives already available through the academic community.

AGE-WELL’s training program equips HQP for both academic *and* non-academic careers in the technology and aging sector. We have established training that 1) promotes multidisciplinary and multisectoral research approaches, and 2) encourages trainees to consider the economic, social, environmental, and ethical implications of their work.

How are HQP Engaged in AGE-WELL Projects?

AGE-WELL HQP are involved in all aspects of our funded projects – from early research proposal development to stakeholder engagement and from policy development and service delivery to commercialization. The training activities delivered by the network supplement this practice by supporting HQP to build capacity and enabling them to meaningfully integrate in all facets of the workforce.



HQP Training at AGE-WELL – Becoming an Innovator of Tomorrow

EPIC is an inquiry and competency-based 1 year certificate program that encourages trainees to build capacity in 4 core areas: knowledge and technology exchange and exploitation, transdisciplinary research, ethics, and understanding impact. We facilitate collaboration and mentorship, support experiential learning opportunities, offer courses, workshops, lectures, webinars, journal clubs, book clubs, and a summer institute.

HQP Requirements

1. AGE-WELL HQP must have [Forum Research Portal](#) accounts and keep their profiles, outputs, and outcomes updated. These accounts allow us to easily keep track of research outcomes and report to NCE while allowing you to apply for our funding programs.
2. Likewise, HQP are required to sign a [confidentiality and non-disclosure agreement](#) and a [declaration of conflict of interest](#). All HQP receiving AGE-WELL funds must also complete the [Appendix A to the Network Agreement](#).
3. HQP must complete an [Orientation](#) and should check their Forum EPIC tabs for personal training requirements. Program requirements differ by academic status and affiliation with AGE-WELL and are inherently flexible so HQP can participate in both relevant and interesting activities while building capacity across the four core competencies.



Who can I connect with for support in Training and Mentorship?

The Training team can be reached at: training@agewell-nce.ca



Resources:

1. EPIC Program, AGE-WELL Website - <http://agewell-nce.ca/epic-program>
2. HQP Resources Section, Members' Intranet - <http://members.agewell-nce.ca/hqp-nmo-resources/>
3. HQP Orientation, Members' Intranet - <http://blog.agewell-nce.ca/age-well-hqp-orientation/>
4. Events, Seminars, Webinars, Lectures, Members' Intranet - <http://members.agewell-nce.ca/events/>
5. NCE Program Guide - http://www.nce-rce.gc.ca/ReportsPublications-RapportsPublications/NCE-RCE/ProgramGuide-GuideProgramme_eng.asp