

Where do I want to be by the end of this period/year? What do I want to be doing? (Include as many learning needs as required to achieve agreed objectives)

What do I want/need to learn? Provide a specific description of the desired changes (e.g. skills to gain, knowledge to acquire, topics/themes/content to cover)	What do I have to do to achieve this? Some examples, a new/ongoing course, conference, self-development (like wider research or reading), coaching/mentoring, job shadowing	What resources or support will I need? Some examples, teaching staff support, library support, student advisor support, line manager, etc.	How will I measure success? Some examples, appraisals, course assessments, team feedback, tutor feedback	Target dates for review and completion Note that these need to be realistic/achievable
Technical: Cloud Computing and Infrastructure	Take online courses, obtain certifications (e.g., AWS, Azure), work on cloud-based projects.	Course fees, certification exam fees, access to cloud platforms. Shadow / mentorship from a senior colleague.	Increased knowledge, earning certifications, mentor feedback.	Obtain certifications within 6 months; review progress quarterly.
Commercial Awareness: Stay up to date with trends in technology.	Subscribe to and read industry blogs and journals. Examples: UK Tech News, TechCrunch, TechRadar, The Next Web, IT Pro, Wired.	Time, money if it is a paid subscription.	Success will be measured through increased knowledge, application of new technologies at work, and feedback from peers and supervisors.	Quarterly reviews to assess progress and adapt subscriptions as needed. First review will be December 2024.
Technical: Cybersecurity Fundamentals	Take cybersecurity course	Time, money if it is a paid course.	Completion of certificate.	Obtain certification within 9 months.
Technical: UI/UX Design Principles	Enroll in UI/UX design workshop.	Workshop fee, design software access (e.g., Adobe XD, Figma), time for reading and attending a workshop, shadow a senior designer at work.	Increased knowledge of UI/UX principles, successful application of design skills in projects.	Complete workshop and shadowing within 6 months.