

'New Generation of Academics' Programme: nGAP

	Phase 1 Development Programme			Phase 2 Induction and early career development		
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Employment	√ [reduced load]	√ [reduced load]	√ [reduced load]	√ [increasing load]	√ [full load]	√ [full load]
PhD/M study	√	√	√	Possibly still completing		
Mentoring	√	√	√	√		
Short courses on research & teaching development	√	√	√			
International mobility	The intention is to support one international mobility opportunity in this phase					
Infrastructure & equipment	Contributions towards costs (eg office, laboratory, computer)					