



Technicians Update Event

11 May 2022



Itinerary:

- Welcome (1200-1210)
- Group exercise for Technical Staff (1210-1235)
- Lunch (1235-1305)
- Update on Technician Commitment and TALENT (1305-1335)
- Feedback and priorities (1335-1350)
- General discussion, questions and close (1350-1400)



Group exercise

- Split into groups by number
- Paul to reveal all . . .



Our Technician Commitment



Overview

- What is the Technician Commitment
 - What has Warwick done
 - Midlands Innovation and TALENT
 - Research and Funders
 - What now and what next?
 - TALENT Opportunities
-

What is the Technician Commitment?

- Launched in 2017, supported by Science Council and Gatsby
- Warwick was one of 36 founding signatories
- Close to 100 signatories now, including funders
- Publish and work to an institutional action plan



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Technician Commitment

VISIBILITY

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

RECOGNITION

Support technicians to gain recognition through professional registration and external awards schemes

CAREER DEVELOPMENT

Enable career progression opportunities for technicians through the provision of clear, documented career pathways

SUSTAINABILITY

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

Our Action Plan 2018 - 2020

- 1** Increase visibility of technicians through regular campus-wide events.
- 2** Ensure effective delivery of Warwick's Technician Commitment by the Technicians Steering Committee, which is to be chaired by a Deputy Pro Vice Chancellor.
- 3** Provide a usable, informative and up-to-date online forum for the technician community at Warwick (www.warwick.ac.uk/research/technicians/).
- 4** Design, build and test an on-line skills directory, to enable increased inter-departmental technician collaboration and mentorship.
- 5** Continue to promote Fair Attribution across campus, with regard to the acknowledgement of technicians on research outputs and grants.
- 6** Continue to support technicians in gaining recognition through professional registration.
- 7** Recognition of technicians through nomination for internal and external prizes.
- 8** Develop Technician Job Family Profiles, to provide a framework which is transparent, fair and enables clear equality of opportunity for development and progression, through to Professorial-grade equivalent.
- 9** Establish work shadowing and secondment opportunities both within Warwick and across Midland's institutions.
- 10** Invest in, and grow the number of staff on, degree apprenticeship programmes at Warwick.

Published a 10 step action plan in 2018



**OUR TECHNICIAN
COMMITMENT**
YOUR FUTURE, OUR FOCUS

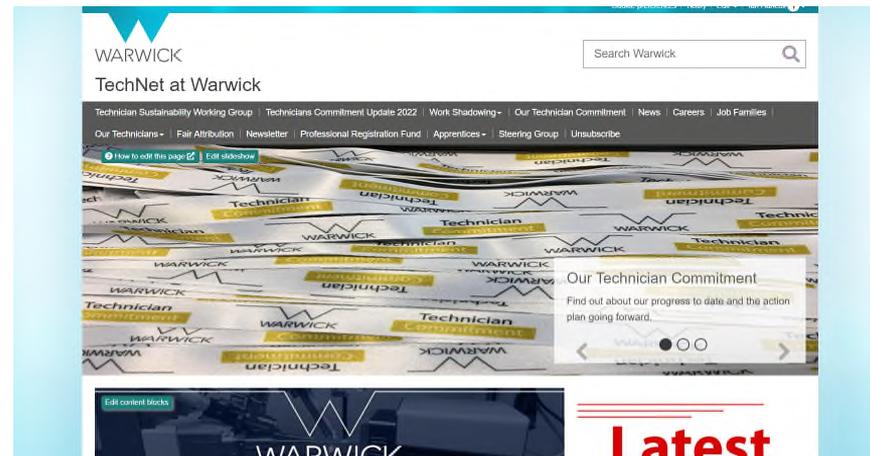
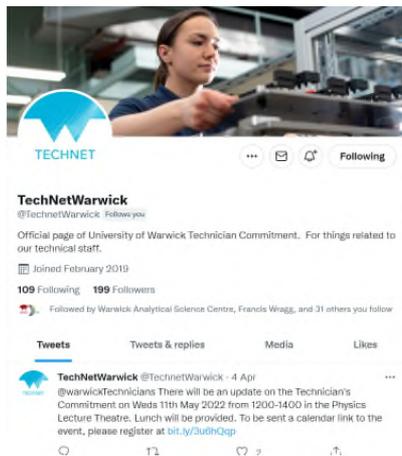
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Engagement

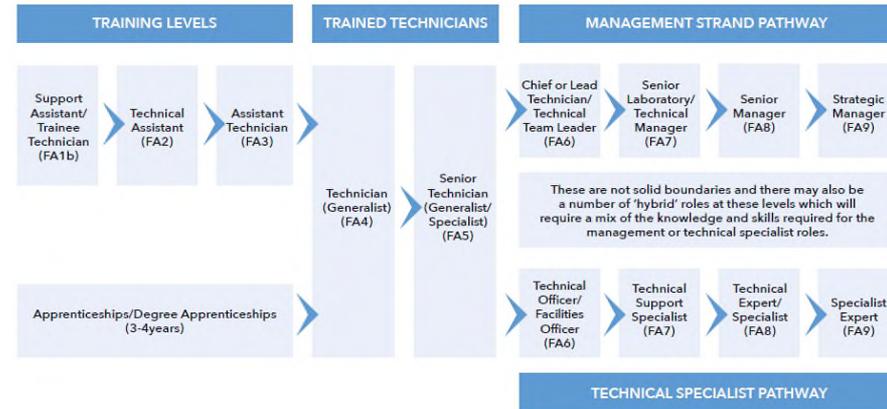
- Events
- Website
- Focus groups
- Twitter
- Lockdown coffee
- Newsletters

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Outcomes from initial action plan

- Introduction of the job family and career progression pathway
- Fair attribution
- Changes to recruitment process
- Newsletter/Twitter feed/TechNet website/informal meetings through lockdown aiming to increase networking and engagement
- Launch of Workshadowing scheme/commitment to 2 days development time
- Professional registration scheme
- Access to Technician awards
- Development programmes, placement schemes



Midlands Innovation



UNIVERSITY OF
BIRMINGHAM



UNIVERSITY OF
LEICESTER



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- Collaboration at VC, PVC and other levels
- Technical managers meetings
- Ran pilot sessions – placement programme and transferable skills
- Progress driven by Kelly Vere
- Led to Research England bid 'TALENT'



TALENT

- £ 3M of Research England Funding, £ 2M of in-kind contributions
- Dedicated training team, conference and placement funds



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Policy commission
(WP1)

Strategic insight into
technical skills of the
future

Culture change projects
(WP2)

Driving culture change
for the technical
community

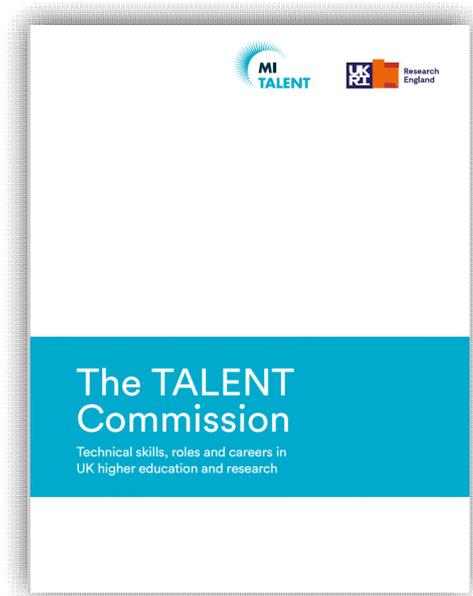
Training and
empowerment (WP3)

Career development for
technicians through
tailored technical training

TALENT Commission

- Chaired by Sir John Holman and released in February 2022
- 20 months of research
- Provided 16 overarching recommendations to the sector
- Covers place in policy, trends in workforce, funding, career pathways and progression, perception and recognition, emerging technologies, role in teaching, partnerships in UK

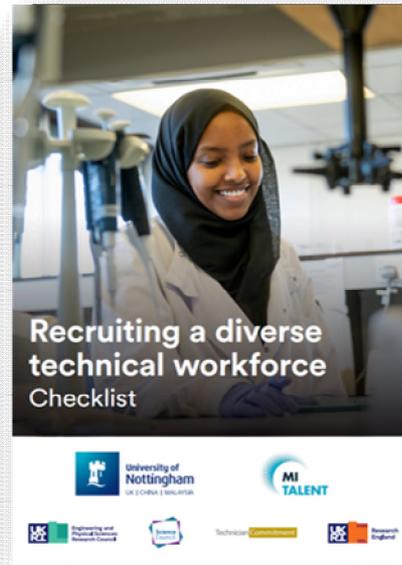
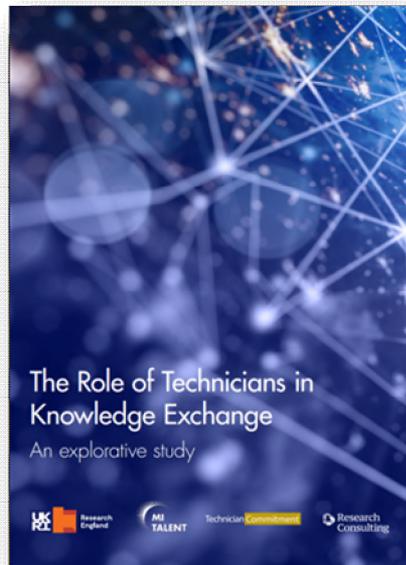
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Culture Change Work

- Work on technical voice, EDI and research culture in progress on top of:

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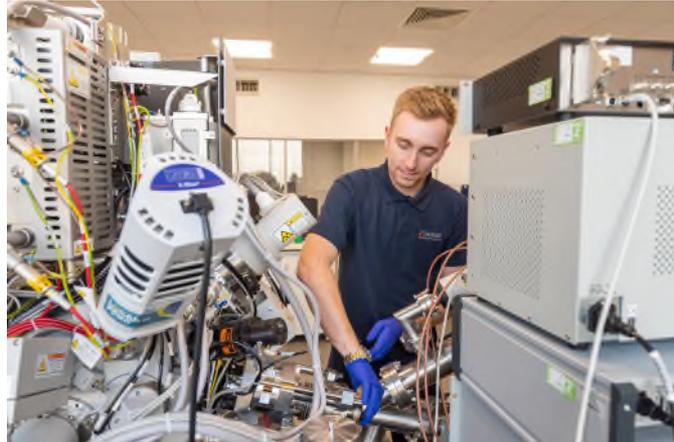


Research

- Technical representative on newly formed Research Culture Committee (Sarah Bennett)
- Work across UKRI, with funders very keen to support
- Led to opportunity to be CoI, PI and apply for fellowships
- At Warwick, seen technical staff submit bids as PI and success as Co-I
- Published work with UKRI and in Commission looking at how technicians are funded
- Benefitted from ~ £ 1M EPSRC funding with Research Technical Professional focus

Apprenticeships

- We have technical apprentices across the Faculty of Science, Engineering and Medicine
- Hear today from Tom Moore on his experiences, achievements and his next steps



Forward Look at our Action Plan – Key Themes

- Recruitment, progression and enhancing the skills of the TC (covering recruitment, development, career progression, admin tasks)
- Engaging with and recognising the Technical Community (research culture issues)
- Visibility of the technical community (Equipment sharing)
- Technicians voice in an HE Environment (covering both research and teaching environments)
- Support mechanisms for our technical community (TALENT)
- Career Development (introduction to careers adviser and support being offered)

WHAT DO YOU THINK ARE THE AREAS THAT SHOULD BE PRIORITISED?

Sustainability

- Technicians key to sustainability progress
- Technician Sustainability Working Group formed in Green Week
- Work across campus towards Laboratory Efficiency Assessment Framework (LEAF) in labs
- Collaborations are with sustainability champions





Personal Development Conversation



- Between 16th May and 29th July
- No formal documentation required – template available
- Support from TALENT team for opportunities available to all

Careers & Learning



WP3



MI TALENT Opportunities

Stand Alone Workshops



Uniquely TALENT offers workshops specifically designed with technicians in mind and the opportunity to work with other technicians across the MI consortium.

Visit the [MI TALENT website](#) to see our range of workshops.

Book on a workshop via the link.
OR
[Register your interest](#).

Put it in your calendar and ask your line manger to cover your work for this time.

A link will be sent to you to join via Zoom or Teams.
OR
We will visit/deliver in person.

MI TALENT Opportunities

Our Programmes



As with the stand alone workshops our programmes are designed for the technical community.

Our programmes run over a few weeks or months. Visit the [MI TALENT website](#) to find out about these and new programmes.

[Leadership](#)

#TechsCanLead

Leadership Focus Group
4 July 10 – 11am

[Project Management](#)

[Careers Mentoring](#)

Applications open June 2022.
Runs from Sept 2022 – March 2023

These will occur at different time of year and for some you must put in an application – keep your eyes open for when they occur.
OR
[Register your interest.](#)

Put the times in your calendar and ask your line manager to cover your work for this time.

A link will be sent to you to join via Zoom or Teams.
OR
We will visit/deliver in person.

Knowledge Cafés



Our technical ‘Knowledge Cafes’ act as communities of practice for technicians working on common research techniques or disciplines. These are peer networks that identify common training needs, enable knowledge and equipment sharing and stimulate collaboration. There are 5 Knowledge Cafes in a range of areas, each with a budget to deliver events and peer to peer learning for technicians, learn more [here](#). If you are interested in getting involved, please get in [touch](#).

[Apprenticeships](#)

For early career technician apprentices across the MI Institutions.

[Health and Safety](#)

Has the aim of bringing communities together to co-educate each other and co-create solution driven practice/opportunities in these areas.

[Outreach and Public Engagement](#)

To shine a light on the work done by technicians and explore opportunities.

[Remote Teaching](#)

Bringing those technical colleagues involved in creating content for remote teaching together to share best practice.

[Sustainability](#)

Focussing on key issues such as the sustainability of technical operations.

Equipment Sharing Initiative



This initiative is allowing technical staff to drive the equipment sharing agenda, to support access to the best facilities for research across universities.

You can find out about the available equipment and facilities in the [Equipment sharing brochure](#).

Equipment sharing fund

The fund is for technicians to gain access to the knowledge and technologies that are not already available at their own institution. The fund can be used to gain access to any of the facilities in the TALENT: Equipment Sharing Brochure. If a facility is identified that is not in the brochure, we would need the facility to submit details for inclusion in future revisions, before payment. Find out more [here](#) and view our FAQs [here](#).

Events and Activities



TALENT team members are involved in organising and contributing to various other Midlands Innovation and national events. Find out more about the TALENT project.

HETS - Higher Education Technician Summit



4 July 2023
University of Warwick

[TALENT Roadshows](#)

The TALENT Careers and Training team visit all the Midlands Innovation partner universities to speak to technicians and line managers about the learning and development opportunities that TALENT offers

#TALENTOnTour

22 June 2022
University of Warwick

[Herschel Programme for Women in Technical Leadership](#)

A new national programme designed to elevate and advance opportunities for current or aspiring technical leaders.

Funding Opportunities



There are 3 funds available for you to apply for. See [here](#) for FAQs.

[Collaborative](#)

This fund enables collaborative groups of technicians to bid for training, run on a competitive basis.

[Conference and skills](#)

Technical colleagues can competitively apply to attend appropriate conferences and courses to develop their technical skills, disseminate their own activities and develop networks in their area of expertise.

[Placement](#)

The Placement Scheme is an ideal opportunity for professional development ranging from learning new specialist skills from leading experts, to getting a greater understanding of how other institutions operate and make strategic decisions.

These open for applications for a month in

- October
- January
- April
- July

Publications

[The TALENT Brochure](#)

Find out more about the TALENT project.

[The Role of Technicians in Knowledge Exchange](#)

Find out how technicians contribute to knowledge exchange.

[The TALENT Commission Report](#)

The report sets out a vision for the future of the UK's technical talent and includes 16 overarching recommendations to guide delivery of this vision, as well as a series of targeted recommendations for specific stakeholder groups.

[The EDI Recruitment checklist](#)

TALENT has published a [best practice recruitment checklist](#) for recruiting managers responsible for appointing technical roles in higher education and research.

Find out about these and more [here](#).



Let's Keep in Touch!



Save the date

- **Leadership Programmes**
<https://www.mitalent.ac.uk/Leadership-Programmes>
- **2021-2022 Careers and Development Programme**
<https://www.mitalent.ac.uk/Career-and-Training-Autumn-Programme>



Get the latest training opportunities directly to your inbox. Subscribe by emailing mitalenttraining@midlandsinnovation.org.uk



Join the conversation [@MI_TechTalent](https://twitter.com/MI_TechTalent)
Use the hashtag #MITechTalent and tell us what you think



Tell us...

- What training sessions would you like to see?
- Share contributions for the technician training newsletter
mitalenttraining@midlandsinnovation.org.uk



<https://www2.aston.ac.uk/staff-public/hr/development/organisational-development-orgdev@aston.ac.uk>



<https://www2.le.ac.uk/offices/organisational-development/organisation-development-orgdev@leicester.ac.uk>



<https://intranet.birmingham.ac.uk/staff/development/Index.aspx?pod@contacts.bham.ac.uk>



<https://www.lboro.ac.uk/services/org-dev/od@lboro.ac.uk>



Your development (cranfield.ac.uk)
Learninganddevelopment@cranfield.ac.uk



<https://www.nottingham.ac.uk/hr/services/professional-development.aspx>



<https://warwick.ac.uk/research/technicians/technicians@warwick.ac.uk>

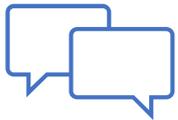


Next task

- Boards outside have themes
- Write suggestions / comment / thoughts on each either as groups or on your own
- We will collate and use these to help inform / update our action plan
- Come back together for wrap up

Close

- Thank you for your ideas / thoughts
- Next steps to take these away and discuss with Steering
- Update action plan and look out for communications
- Feel free to contact us or TALENT team on links below



technicians@warwick.ac.uk
mitalenttraining@midlandsinnovation.org.uk



[@TechnetWarwick](https://twitter.com/TechnetWarwick)
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