

MI TALENT - Technicians & Technical Staff

Sandy Sparks
7 July 2021
11.30 – 12.00 with Q&A

For MSDP



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- Context
 - Technicians Commitment
- What is Midlands Innovation (MI) TALENT
- Opportunities for working with technicians & technical staff

- A sector-wide initiative led by the **Science Council**, supported by the Gatsby Foundation to help address key challenges facing technical staff working in research.
- More than 91 universities and research institutions from across the UK have backed a pledge to support their technicians.
- Target areas have been identified, which universities and institutions will work to improve to safeguard vital technical skills.

Technicians Commitment



- The commitment will ensure: greater visibility, recognition, career development and sustainability for technicians across all disciplines.



- Demand for technicians is increasing. More than 1.5 million technicians currently work in the UK, which is expected to rise by around 70,000 each year.
- Need to ensure sustainability by safeguarding technical skills across their organisations by utilising and developing expertise.

<https://sciencecouncil.org/employers/technician-commitment/>
<https://www.technicians.org.uk/technician-commitment>

- Project which leads and influences change to **advance status and opportunity for technical skills, roles and careers in UK higher education and research.**
- It is the largest ever investment into technicians in higher education, whose specialist skills often go unrecognised despite the crucial role they play in the success of universities and the growth of the UK economy.
- Consortium of eight universities in collaboration with key stakeholder and industry partners.

The Midlands Innovation (MI) TALENT



- TALENT is underpinned by a grant of more than £3 million from the Research England Development Fund. The rest of the funding will be provided by the consortium university members as well as key partners including the Science Council, Technician Commitment, Wellcome Trust, British Geological Survey, Manufacturing Technology Centre, Rolls-Royce Plc, Unilever, Thales Alenia Space, Cobra Biologics and Midlands Engine.
- Midlands Innovation is a collaboration between the eight research intensive universities in the Midlands. The Universities are: Aston, Birmingham, Cranfield, Keele, Leicester, Loughborough, Nottingham, Warwick

<https://www.mitalent.ac.uk/>

TALENT is a 4- year project which will:

- Build an understanding of the future requirements for skilled technicians in the UK HE sector through a national policy commission.
- Work collaboratively to advocate and deliver a change in culture that will raise the profile of technical careers, roles and contributions, enhancing career pathways and possibilities.
- Deliver a programme of training and development opportunities for the Midlands Innovation technical community of over 2100 FTE and share the learning with the sector.
- Advocate and develop opportunities for technicians in the HE sector, ensuring technical careers are supported, developed, respected and ultimately aspired to.

TALENT consists of three focussed themes:

- Theme 1 - Strategic insight into technical skills of the future
- Theme 2 - Driving culture change for the technical community
- **Theme 3 - Career development for technicians through tailored technical training / learning & development**

WP3 - Training & Empowerment

Career Development for Technicians through tailored technical training

- Soft Skills Tailored Training for Technicians
- Technical Placement Scheme
- Technicians Led Training Fund
- Technical Conference & Skills Fund
- Peer led Learning for Technicians
- UK Higher Education Technicians Summit (HETS) & HETSLite
- Papin Prize



The MI TALENT Career and Training Programme



- We offer inter-institutional development opportunities for technicians
 - In addition to those offered by your institution
 - Co-create L&D initiatives for and with technicians
 - Help facilitate an exchange of training opportunities between universities.
 - Share practice
- Themes and topics that we are looking at building into the programme:
 - Career Development
 - Leadership Skills
 - Communication Skills
 - Technical Skills for Technicians
 - Project Management Skills
 - Equality/ Diversity/ Inclusion
 - Wellbeing/ Stress/ Resilience

The MI TALENT Programme



Current offerings

- Soft Skills and Technical Skills training courses on our website
- Technician Monthly Training Newsletter
- MI TALENT Funded Opportunities
 - [Technical Placement Scheme](#)
 - [Technical Conference & Skills Fund](#)
 - [Technician Led Training Fund](#) now called the Collaborative Technical Training Fund.

Wednesday 21 April 2021	Getting started with coaching skills	Emily Thorpe	13.30-15.00 (90 min)
Friday 23 April 2021	Effective Networking for Technicians (Face to face & online networking, different mediums, being able to share what you do and the contribution you make, increasing your confidence in networking situations.)	Sandy Sparks	10.30-12.00 (90 min)
Monday 26 April 2021	Standardisation and Following Instructions for Technicians (Know what a standard is, understand the benefits of applying a standardised 'factory' process to your workplace.)	Ed Boweman	14.00-16.00 (120 min)
Wednesday 28 April 2021	Increased Confidence in Meetings (Increasing your confidence in meetings, meeting tips and techniques, meetings success, getting your point across.)	Sandy Sparks	14.00-15.30 (90 min)
Friday 30 April 2021	Beginners guide to personality preferences	Emily Thorpe	10.00-12.00 (120 min)
Thursday 6 May 2021	Building Networking Confidence (How to use networking tools effectively, an opportunity to practice your networking.)	Sandy Sparks	10.30-12.00 (90 min)
Friday 7 May 2021	Scheduling and timetabling work (Different methods of accepting, queuing, prioritising and completing your work.)	Ed Boweman	10.00-12.00 (120 min)
Tuesday 11 May 2021	Getting your message across well (Sharing what you do, explore different tools / ideas i.e., presentation skills, communicating your message effectively.)	Sandy Sparks	11.00-12.30 (90 min)
Wednesday 12 May 2021	Introduction to Unconscious Bias	Emily Thorpe	10.00-11.30 (90 min)
Thursday 13 May 2021	Identifying your learning and development needs	Emily Thorpe	14.00-15.30 (90 min)
Monday 17 May 2021	Making the most of your appraisal	Emily Thorpe	10.00-11.30 (90 min)
Wednesday 19 May 2021	Coaching practice session	Emily Thorpe	14.30-16.00 (90mins)
Friday 21 May 2021	Risk Management for Technicians Part 1 - Business Risk Basics (An introduction into how organisations manage risks and how this could apply to you. Living with risk and making your workplace more sustainable.)	Ed Boweman	10.00-12.00 (120 min)



Technician Training Monthly Newsletter July 2021



Welcome to another Technician Training newsletter, this month guest-edited by Michelle Jackson.

In this newsletter, I will be focussing on our TALENT Careers and Training Summer Programme of workshops and 1-2-1 sessions, as well as letting you know about the launch of our new dedicated Technical Careers Mentoring Programme.

The Careers and Training Team would really like to hear from you about training you would like to receive as part of our 2021-2022 programme, so please get in touch if there is anything you think we could usefully be offering.

We would also love to have your input to future editions of this newsletter so feel free to get in touch if you have any ideas of how you could contribute.

Plus, in this issue we will be highlighting some feedback from our Festival of Learning, information about the HETS Lia conference for technicians, and how to submit a proposal to host a workshop at the HETS conference (10 November 2021).



TECHNICAL CAREER MENTORING PROGRAMME

Applications are now open for our new TALENT Technical Career Mentoring Programme!

On 9 June 2021, our brand-new Career Mentoring Programme for technicians was opened for applications. The programme is a unique learning and development opportunity for technicians, to help you explore your career goals and identify the development and training needs to achieve those aspirations.

There are 12 spaces available for the six-month programme which is open to technicians of all roles, levels and disciplines. The deadline to apply is 9 July 2021.

Successful applicants will join a cohort of technicians across Midlands Innovation universities, led by Michelle Jackson, a technical expert with more than 20 years' experience, as part of the TALENT programme. [Find out more and how to apply here.](#)



The MI TALENT Programme



Past

- Festival of Learning – 24 May to 11 June 2021
 - Offering online opportunities and workshops
 - Learning cafés
 - Online self-directed learning
 - An opportunity to have an input into the provision for 2021/22
- UK Higher Education Technicians Summit 2021 (HETS)
 - HETS lite – 23 June 2021
- Summer Programme 2021



MIDLANDS INNOVATION TALENT Career Mentoring Programme	
1. Introductory group session - 30 mins	<ul style="list-style-type: none">• Establish 'rules' confidentiality, respectful behaviors• Talk through how the programme will work• Introduction to the 'team'• Chance for questions and feedback
2. Pre-first 1-2-1 meeting workshops	<ul style="list-style-type: none">• Personality type workshop and motivating factors• Skills audit workshop
3. First 1-2-1 meeting	<ul style="list-style-type: none">• Individual to send prework around personality, motivators and skills audit prior to meeting• Establish rules of the meetings/conversations• Talk through the motivators, personality types and skills audit and what has identified for the individual

Upcoming

- Technicians Careers Mentoring Programme
- HETS – 10 November 2021
- 2021/22 Programme



- Funding
- P.I.
- Collaboration
- Attribution
- Skills, Knowledge, Experience
- Roles / Careers

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

Useful links:

- MI TALENT

<https://www.mitalent.ac.uk/>

[@MI_TechTalent](#)

mitalenttraining@midlandsinnovation.org.uk

- Technician Commitment

<https://sciencecouncil.org/employers/technician-commitment/>

<https://www.technicians.org.uk/technician-commitment>

- What systems / process need to change or be amended to include technicians?
- How to achieve sustainable?
- More than just a tick box exercise?
- Develop the technician & technical community?
- What two things are you doing to support technician & technical staff?

Thank you

Q&A's

<https://www.mitalent.ac.uk/>
mitalenttraining@midlandsinnovation.org.uk