

Career Development Opportunities

Background

What are the issues?

Many technicians:

- Feel isolated in their area of work
- Rarely get opportunities to share experience and good practice
- Rarely have access to technician led activities or forums to support them in their work and development

Need to raise the profile of the technical community by increasing the visibility of the technician as a highly skilled individual.

Need to professionalise and promote technical careers as a sustainable career pathway

Our Work

We have developed guidance based on best practice, to signpost to and support career development opportunities.

This includes:

- **Networking (physical and virtual)**
- **Mentoring**
- **Secondments**
- **Work Shadowing**

There is lots of guidance out there already on these development schemes so our guidance aims to pull together best practice approaches with a specific focus on technicians and technical staff working in Higher Education. Our user-friendly guidance supports technical groups setting up networking and mentoring schemes as well as technicians looking to undertake mentoring, secondments or work shadowing.

Approach Taken

Networking:

- Guidance based on an existing technical networking model – TechNet, established at the University of Sheffield in 2013
- TechNet uses both physical and virtual networking

Secondments, Work Shadowing and Mentoring:

- Guidance is based on research of existing schemes at HEIs around the UK and using best practice from within and outside the HE sector