



National Technician Development Centre for HE

CREATING A SUSTAINABLE FUTURE
FOR TECHNICAL STAFF AND SERVICES

The National Technician Development Centre for Higher Education is available to universities across the UK and provides HE Institutions with access to information, expertise and tools that will enable them to create a sustainable future for their technical staff and services.

The expertise of the team at the new National Centre, based in Sheffield, will support HEIs in the delivery of high quality technical services across all areas including Arts, Science, Engineering and Medicine. The Centre will assist HEIs in managing the well-documented shortage of skilled and highly trained technicians (according to Gatsby, the UK needs 700,000 more technicians by 2020) both within HE and across all sectors.

The work of the National Centre includes the **HEI Technical Resources Toolkit**, a resource available to aid universities in understanding their technical staff and improving the sustainability of their technical services.

The National Centre will serve as a one-stop shop for both institutions and individuals, providing access to:

- *HEI Technical Resources Toolkit* (developed under the TDM project and with partner HEIs)
- Highly-developed expertise covering areas including Toolkit implementation, succession planning and organisation development
- Sharing of best practice from across the sector
- Engagement activities to support greater uptake of professional development
- Guidance to support talent recruitment and retention
- Training and development workshops to support strategic use of the Toolkit
- Career pathways advice, resources and support

By providing these services and support, the National Centre will support HEIs in meeting their 'Technician Commitment' requirements.

"We look forward to working with all HEIs across the sector to deliver a sustainable future for technical staff and services, which will sustain our internationally recognised teaching and research capabilities well into the 21st century."

- Terry Croft, Director of the National Technician Development Centre.

The National Centre is co-funded by HEFCE and Sheffield University and launched in January 2018.

HEI Technical Resources Toolkit

Creating a sustainable future for HEI Technical Staff and Services

Clarifying Career Pathways

Technician career progression in HE is hindered by the lack of consistency in job titles and bands within and across institutions, so we have developed a **HE Technical Taxonomy** of roles, a **Competency Framework** setting out key competencies for each role, and **Generic Job Descriptions** which align to both the Taxonomy and Framework.

Understanding Technicians

To allow HEIs to gain a better understanding of their current technical workforce and to support a strategic approach to workplace planning, we have created a **Technician Skills, Roles and Responsibilities Audit**. This will provide information on skills gaps to management as well as individual reports for technicians themselves.

Developing New and Existing Talent

We will support institutions in the recruitment of trainees, interns and apprentices with our **Technician Development Programme** framework. This is a how-to guide on strategic development and delivery of apprenticeships, traineeships and internships in HE.

Capturing Professional Development

To support continuing professional development (CPD) capture and E-learning for technical staff we have developed an open source **CPD Capture and E-learning tool (ASPIRE)** to log professional development and manage training. Most technician development programmes require software to support learning and CPD.

Career Development Opportunities / Sharing Good Practice

To address the fact that technicians have traditionally felt isolated and undervalued, we have developed tools and guidance to support sharing good practice and the collation of a **Career Development Framework** which includes mentoring and related development activities. This includes the TechNet networking model, formed at Sheffield in 2013, which is a well established example of best practice.



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