



The UKRI-Research England funded TALENT programme: new research and engagement opportunities

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Overview

- Overview of MI TALENT
- Research Culture: A Technician Lens
- The Role of Technicians in Health and Safety
- Learning and development opportunities for technicians

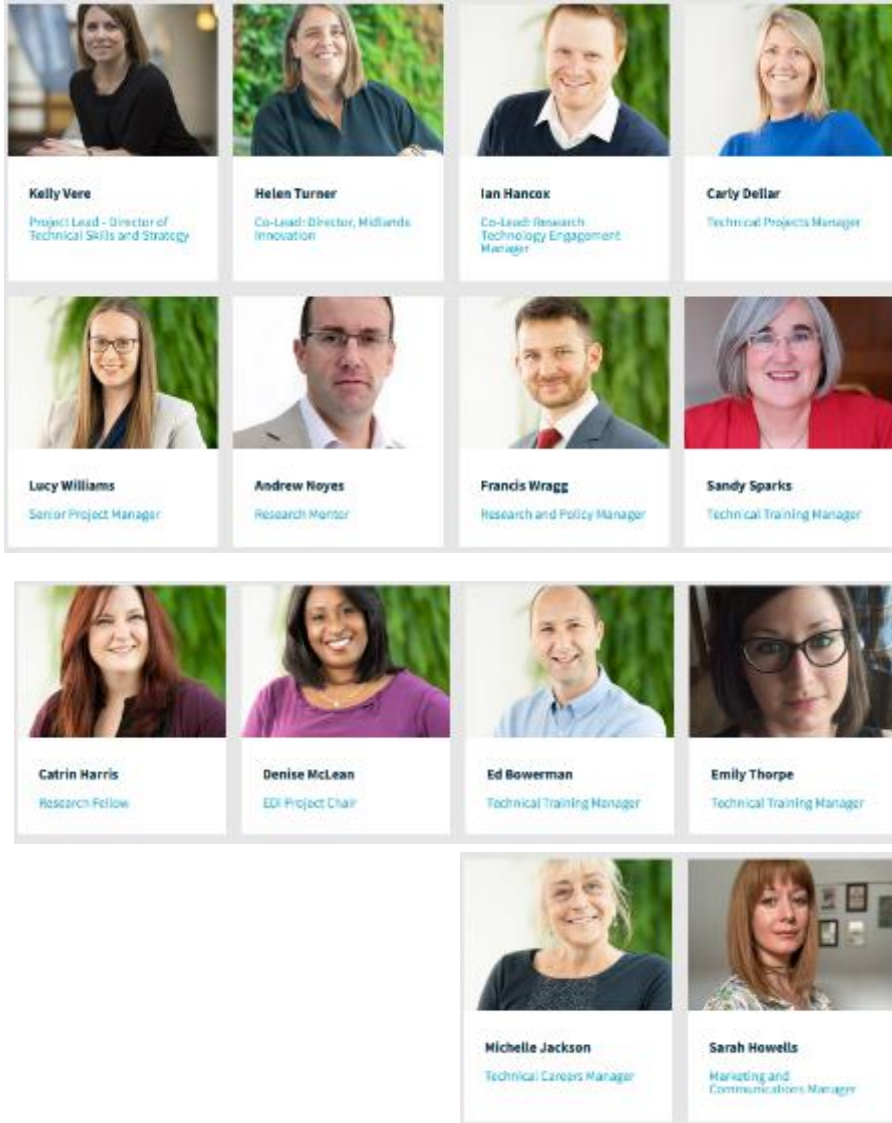


MI TALENT

Leading and influencing change to advance status and opportunity for technical skills, roles and careers in UK higher education and research.



MI TALENT: Advancing status & opportunity for technical talent



Research England



£5 million
2020-2024



MI TALENT: 3 main strands



Strategic insight into technical skills of the future

Driving culture change for the technical community

Career development for technicians through tailored technical training

Research Culture: A Technician Lens

The background of the slide is a complex, glowing network of blue and white lines and nodes, resembling a data structure or a lens. The lines are thin and connect various points, creating a web-like pattern. There are several bright, glowing nodes, some of which are larger and more prominent than others. The overall effect is one of high-tech, digital connectivity. The text is positioned on the left side of the slide, in a clean, white, sans-serif font.

Key themes

Perceptions of research culture

Value and recognition

Relationships and interactions with other staff

Team inclusion and wellbeing

Quality and integrity in research

Career progression and professional development

Grants and opportunities to contribute to research

Ideal research culture

Priorities for change



Perceptions of research culture



Key findings

Lack of value and recognition of contributions

Ingrained negative attitudes towards technicians and their work. “Us and them”

Reports of bullying, harassment and discrimination

Lack of inclusion, particularly in project planning – impact on technical aspects of projects

High workloads, unrealistic expectations, staffing levels, working hours.

Health and safety deprioritised for other tasks

No clear career progression pathway – loss of technical skills and expertise

Not included on grant proposals

Ideal research culture



A word cloud illustrating the components of an ideal research culture. The words are arranged in a roughly circular pattern, with 'collaborative' and 'inclusive' being the most prominent. Other significant words include 'supportive', 'valued', 'innovative', and 'friendly'. The colors used are dark blue, orange, and light blue.

creative friendly diverse
safe open funded exciting
collaborative fair organised
appreciative innovative
recognition inclusive
communicative dynamic
team rewarding supportive respectful
progressive valued positive
equal supported

Priorities for change

- Recognition for contributions.
- Better collaboration and communication.
- Inclusion in decision-making.
- Career development opportunities.
- Workload management and better job security.
- Better understanding of the technical role in research.



Recommendation 1



Employers of technical staff, funders, and sector bodies (e.g., professional associations and learned societies) should ensure that initiatives to improve research culture, from institution through to sector level, are inclusive of technical staff.

Committees, groups, and discussions should include technical representation to ensure they reflect the community they represent and to provide diversity of views and expertise.

Recommendation 2

Technical staff should be credited appropriately on research publications and outputs. Employers of technical staff, publishers, funders, and other sector bodies (e.g., professional associations and learned societies) should ensure the contributions of technical staff are visible and recognised.



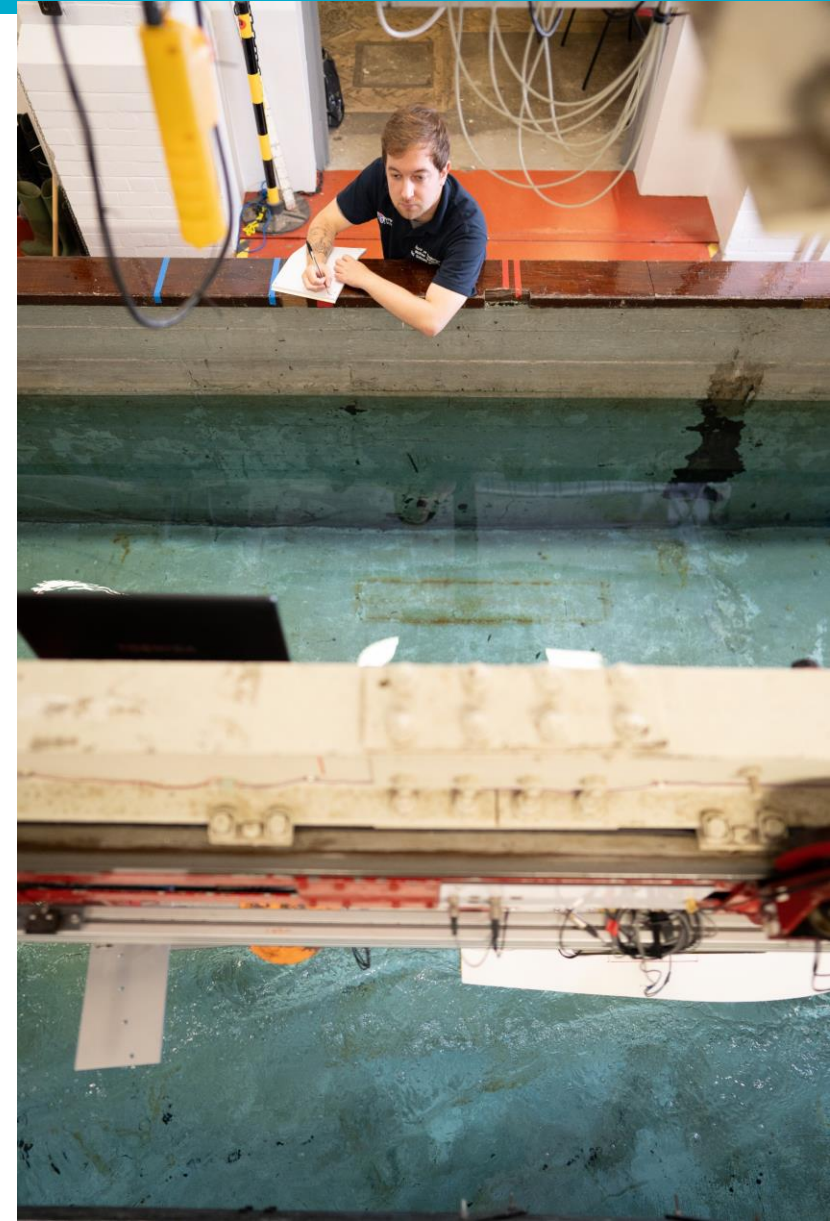
Recommendation 3



Project leads should understand and recognise the importance of technicians' contributions and expertise to projects, ensuring inclusion at all stages, for example, enabling input in the early planning phases.

Recommendation 4

The fundamental role that technical staff play in ensuring the health and safety of staff and students across UK higher education and research needs increased recognition. Their expertise and practice should be supported and respected to ensure a safe working environment for all. This should include the provision of dedicated time to ensure health and safety practices can be delivered in a judicious manner.



Recommendation 5



Employers and funders should enable opportunities for technical staff to be considered as principal and co-investigators, co-supervisors or named researchers on internal and external grants and projects.

Recommendation 6

Employers of technical staff should ensure visibility of clearly defined career pathways, both through managerial and specialist progression routes, and ensure provision and access to a range of professional development opportunities tailored to technical roles and careers.



The Role of Technical Staff in Health and Safety

Forthcoming report



Health and safety report



- Publication in June 2023
- Survey launch in early December

Health and safety report – key themes



- Activities in health and safety
 - including changes in recent years and time spent on activities
- Specialist roles and committee membership
- Levels of responsibility
- Training and qualifications
- Value and recognition for contributions to health and safety

Health and safety report – key themes



- Perceptions of non-technical staff of technicians' roles in health and safety
- Interactions with technical staff concerning health and safety
- How valuable non-technicians find the contribution of technical staff

Learning and development opportunities for technicians



MI TALENT: Career Development and Learning Opportunities



1. Self assessment – Who am I? Group Discussion

"It's so incredible to finally be"

Career Profile: Example Below

SARAH'S STORY

5 years 10 years 15 years Time (Years)



CHOOSE YOUR DEVELOPMENT THEME

Unable to attend any of the courses listed?
Register your interest

TALENT Roadshow - Keele University
6 Jul 2022, Harper & Keele Veterinary School
Join members of the TALENT team at the Keele University Technical Conference 2022 to hear more about the project and the opportunities for technicians.

Project Progress Reviews - Keeping Track of Your Work
6 Jul 2022
Learn how to check that you are on track to delivery

Writing a Great Application Form and CV
13 Jul 2022
This workshop is designed to enable candidates to gain information about the best way to fill in an application form and create a CV.

Registration for Technicians - an Introduction
13 Jul 2022
Learn about the different registration schemes for technicians and the benefits of registration.

Assertiveness for Technicians
20 Jul 2022
You will learn tips and techniques to deliver messages assertively to those around you, and have time to practice those tips and techniques

Introduction to Project Management for Technicians
26 Jul 2022
Refresh your understanding of project management; tools for creating teaching plans, ordering new equipment and planning a new workspace.

Teaching and Train the Trainer

Technical Skills

MI TALENT: Development programmes and events

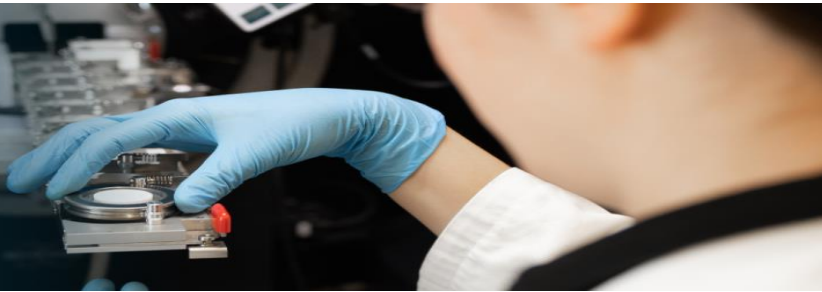
TECHNICAL CAREER MENTORING PROGRAMME



LEADERSHIP & MANAGEMENT PROGRAMMES



PROJECT MANAGEMENT FOR TECHNICIANS PROGRAMME



TEACHING AND TRAIN THE TRAINER



In-person learning



Roadshows



National programme contributions



Practical skills demos

MI TALENT: Feedback and progress so far

"The case study was very useful. It helped me identify what I need to improve on."

"The Preparing for Technical Management and Leadership course was personal, engaging...it challenged your mind thinking of solutions in different scenarios."

"This training provides confirmation that as technicians we use project management skills within our roles."

"This training on delegation skills has taught me to be clear and direct if needed. Don't doubt the position I hold."

"I was introduced to new risk techniques and methodology that I was unaware existed."

"Finally, careers advice from a fellow, personable technical expert."

MI TALENT: Coming soon

- More Roadshows
- New Train the Trainer and Teaching material
- 'Learning by Doing' workshops in development
- More Practical Skills workshops:
 - Mass Cytometry
 - Cell Culture
- More co-creation and interaction with out networks



WinterFest

9-20 JANUARY 2023

19 different events
workshops
networking opportunities
demonstrations
career guidance
wellbeing training



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