

# HEaTED PROFESSIONAL DEVELOPMENT ROUTE MAP

Technical staff engaged in professional development are more motivated, adaptable, efficient and more easily retained by their organisations, so how can individual technicians and organisations ensure technicians stay engaged? And what can HEaTED do to help?

## Technician

What you can do as an individual technician

- Discuss training needs with your manager and see how HEaTED can help meet your CPD needs
- Join a professional body
- Sign up free on the HEaTED website and join in the online groups
- Go to a free network event every year
- Go on a CPD activity every year
- Make contact with your local network coordinator

50% of technical staff signed up with HEaTED

- Deliver a workshop or a tour at a network event
- Become a HEaTED champion for your department / faculty
- Access free online training modules via HEaTED resources group
- Achieve professional registration
- Join an internal technical staff committee / network

75% of technical staff signed up with HEaTED

- Go to two free network events every year
- Share your success stories through the HEaTED network
- Help to host a network event at your organisation
- Nominate colleagues for student led and national awards
- Become a HEaTED CPD provider
- Maintain professional registration annually

100% of technical staff signed up with HEaTED

Always advancing subject knowledge and keeping up to date with developments in technology to support research

Ongoing commitment to personal development, adaptable and responsive to organisational demands and changes

## Organisation

What organisations can do to support technicians

- Meet with your local HEaTED network coordinator
- Support technical staff in attending network events and CPD
- Via technical managers ask technical staff to sign up to HEaTED website and emails
- Appoint a HEaTED key contact with a clear remit for technical staff development
- Put HEaTED information on staff development webpage
- Create a mailing list of your technical staff and cascade HEaTED information

10% of technical staff professionally registered

- Invite HEaTED to run workshops for technical staff
- Work with technical managers to set up an internal technical staff committee / network
- Ensure a member of the senior management team has a remit for technical staff development
- Conduct a training needs analysis
- Include a technical showcase in open days and fresher's week
- Run departmental technical conferences
- Host HEaTED CPD activities
- Recognise technical staff in student feedback exercises

25% of technical staff professionally registered

- Use CATTs to support performance review, staff development and succession planning
- Run a whole organisation technical conference
- Host a HEaTED network event
- Support internal technical network events
- Become a HEaTED CPD provider
- Establish a technical apprenticeship programme

50% of technical staff professionally registered

## HEaTED

What HEaTED can do to support you

**TEACHING AND LEARNING SKILLS FOR TECHNICAL STAFF**  
www.stem.org.uk/hc001

HEaTED welcome pack supplied to key contact

HEaTED network coordinators support every part of the UK

HEaTED launch or update event available to all member organisations

Provide support and information on professional registration

More than 20 HEaTED network events held each year

Over 250 HEaTED CPD activities available

**COACHING AND MENTORING AND FACILITATION SKILLS**  
www.stem.org.uk/hc008

Support members in setting up internal technical networks

69 online modules available free to members

Provide a range of workshops for member organisation's conferences and events:

- managing your own professional development
- technical staff and the student experience
- professional registration

Support members to become new training providers

Publish best practice articles across the HEaTED network

HEaTED Competency Assessment Toolkit for Technical Staff (CATTs)

Support member organisations with action planning

Provide training and support around technical apprenticeships

**LEADERSHIP AND MANAGEMENT SKILLS FOR TECHNICAL STAFF**  
www.stem.org.uk/hc002

Provide an online community space for members across the UK to network and share best practice