



Governance and Compliance

Planning and Organising

Professional Practice

Induction

Progression potential

Technicians' Development Framework

Grade A-C

Early Career

Experimentalist Grade D

Practitioner Grade E

Specialist Grade F

Expert Grade G

Clive Betts

(working with Jonathan Cresswell and Technical staff across the University)

Technical Forum

Coaching and Negotiation



Where did it come from?

The national picture

People



**Andrew
Ken Brodie**



Events

2003 HESDA dissolved

2005 IST CPD Award scheme launched

2006 HEaTED inception

2007 HEaTED/IST role profiles defined

2012 Professional registration launched

Exeter 2015

Institutional members of HEaTED

Corporate Affiliation with IST

We need more training tailored to our needs

What is it for?

Career development needs to be better defined

- **Provide structure and direction to your development**
- **Identify key strategic areas deemed vital for a Professional technician in HE and FE**

Technical staff deserve greater credit for their work

- **State what is expected of you at different levels in these areas**

There's no formal routes for development

Recognition for your development

- **Accredit your development to national standards**
- **Encourage growth and progression**

We are losing talent and experience

We need to be recognised as professionals

How does it work?



How does it work?



How does it work?



How does it work?

**Governance
and
Compliance**

**Planning
and
Organising**

**The
Student
Experience**

**Leadership
and
Management**

**Professional
Practice**

The five CATTs Modules

How does it work?

Governance
and
Compliance

Planning
and
Organising

The
Student
Experience

Leadership
and
Management

Professional
Practice

Your Grade/CATTS level

Apprentice

Grade A-C

Early Career

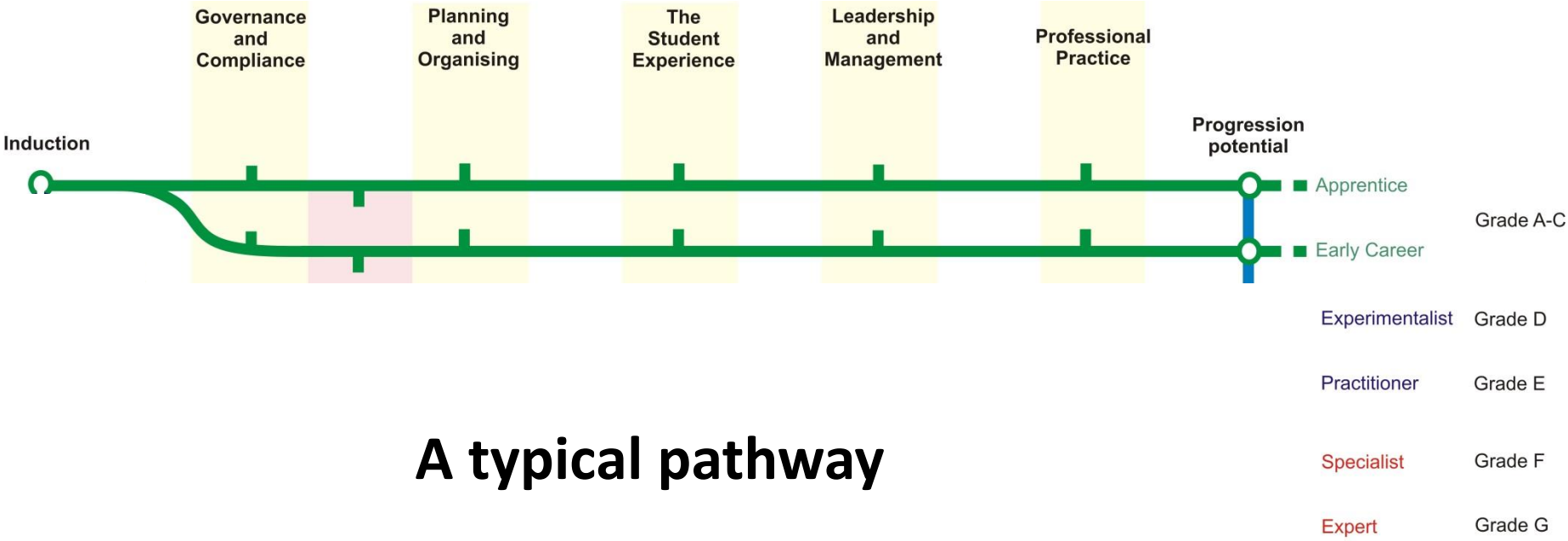
Experimentalist Grade D

Practitioner Grade E

Specialist Grade F

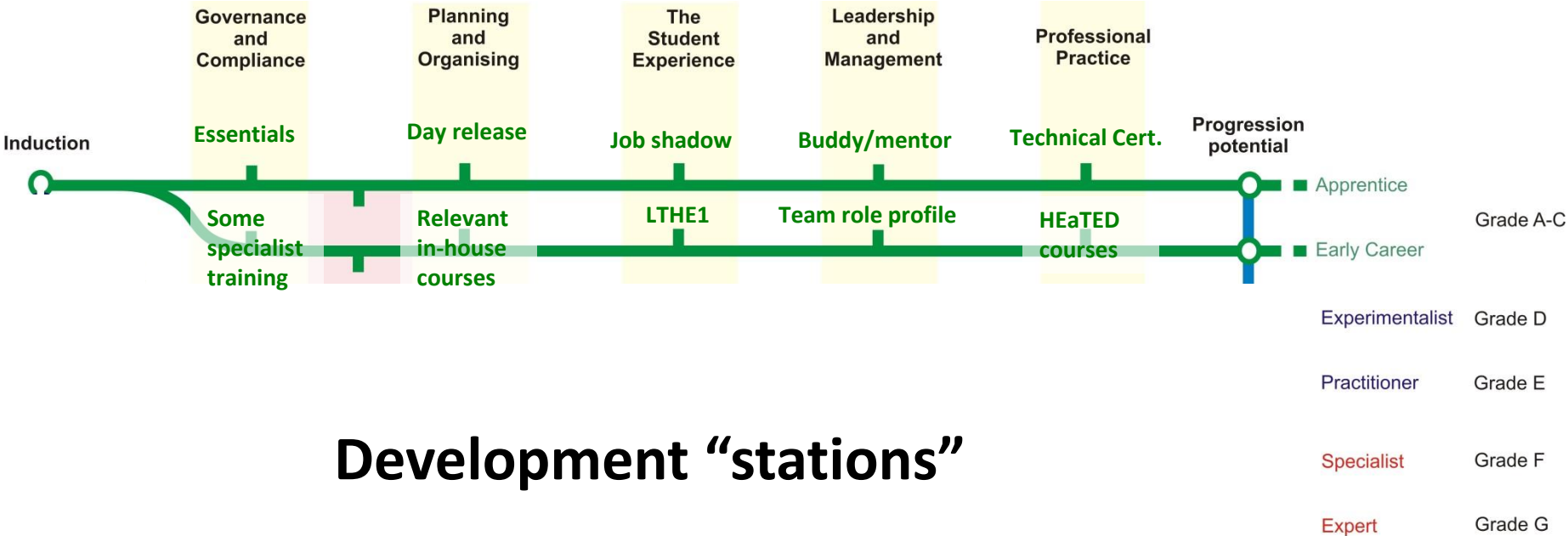
Expert Grade G

How does it work?



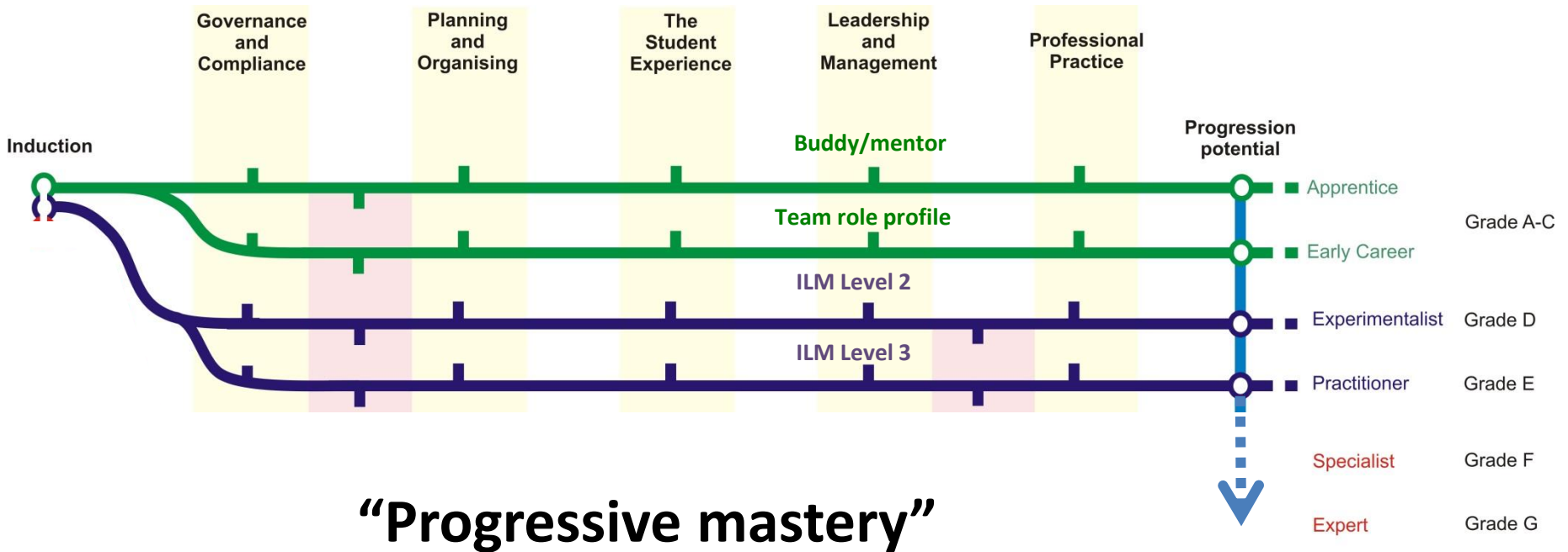
A typical pathway

How does it work?

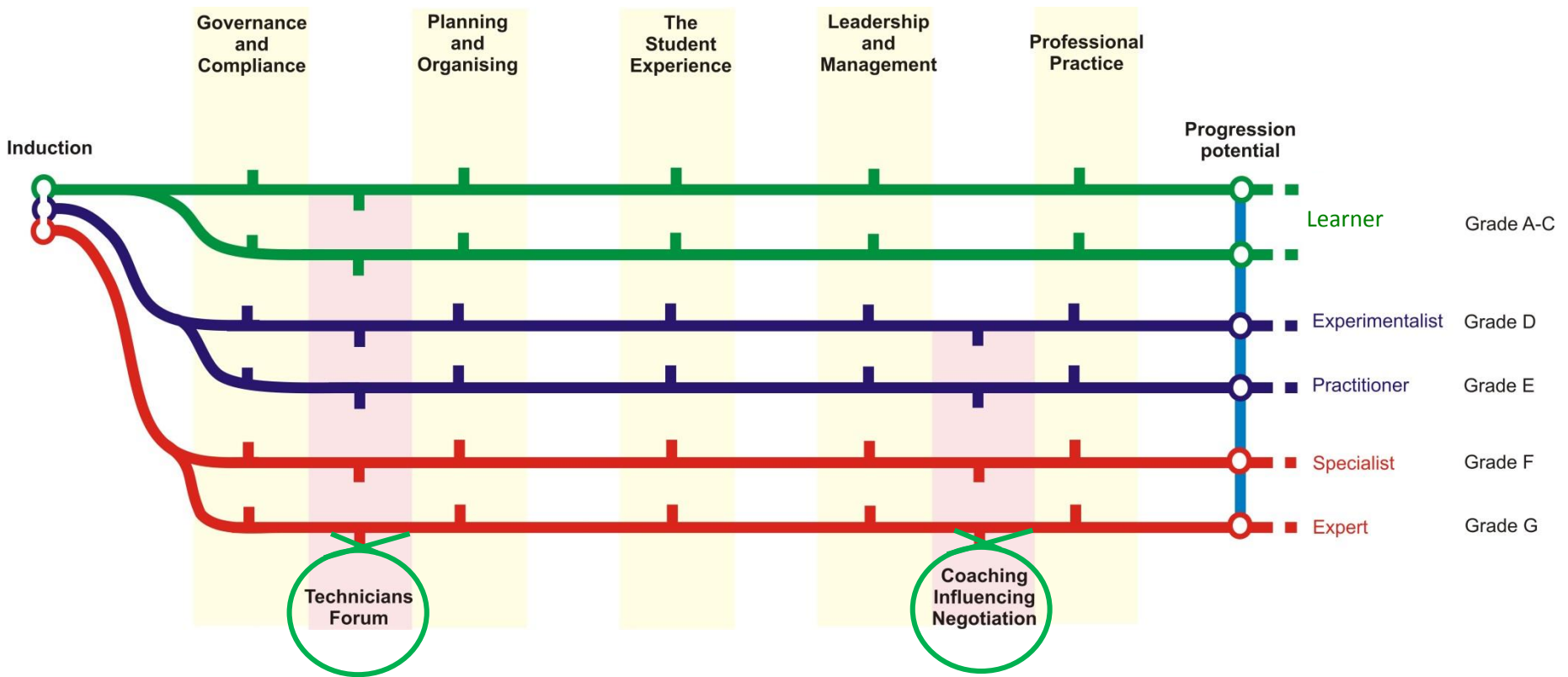


Development “stations”

How does it work?



Programme overview



What Level?

Use CATTs Behavioural Indicators

Professional Practice

Behavioural Indicators	Level 1 LEARNER	Level 2 EXPERIMENTALIST	Level 3 PRACTITIONER
USE INITIATIVE & PROBLEM SOLVE	<ul style="list-style-type: none"> ▶ Keeps a learning log of commonly occurring problems and the most appropriate solution(s) that have been found to work in practice and uses this as a reference guide. ▶ Is able to listen, record and then sift problems and identify when to refer problems to a more experienced member of the team. 	<ul style="list-style-type: none"> ▶ Is able to recognise and resolve commonly occurring problems without reference to team members. ▶ With problems that require a less obvious solution is able to apply theory or research appropriate theories and apply logic to attempt a resolution, checking with more experienced team members or testing out ideas before applying to day to day practice. 	<ul style="list-style-type: none"> ▶ Is able to solve straight forward and well defined problems requiring a specific skill set. ▶ Can analyse a scenario or problem and identify the cause of the problem.
RESPONSIBILITY FOR MACHINERY OR EQUIPMENT	<ul style="list-style-type: none"> ▶ Works alongside other technicians to operate fairly straightforward equipment. ▶ Undertakes recognized and required training before being able to operate more complex pieces of equipment or machinery. ▶ Helps team members to strip down equipment and carry out basic maintenance tasks on equipment or machinery. 	<ul style="list-style-type: none"> ▶ Operates equipment/machinery without the supervision of team members and is responsible for cleaning and first level maintenance. ▶ Provides demonstrations for others on set-up and running of equipment/machinery. ▶ Provides assistance and guidance to new users with equipment and machinery. 	<ul style="list-style-type: none"> ▶ Is able to operate specialist equipment or machinery. ▶ Trains and guides new users on the use of equipment and machinery.

How does this work?

Online questionnaire undertaken before PDR

Technician Competency Assessment Skip: <

Page 2: Professional Practice

Professional practice

Using the CATTs guide that lists the behavioural indicators for each level, please identify the level which you feel you most closely match now.

Having trouble with the format of this question? [View in tableless mode](#)

	Please identify your current level					
	Level 1 Learner	Level 2 Experimentalist	Level 3 Practitioner	Level 4 Specialist	Level 5 Expert	Please add comments and evidence on how you came to this decision.
Use initiative and problem solve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Responsibility for machinery or equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Use tools and instruments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Investigate, assay and research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Create an action plan

What

When

How

Date of next meeting
to review progress

The Plan-Do-Review cycle



Keeping a record

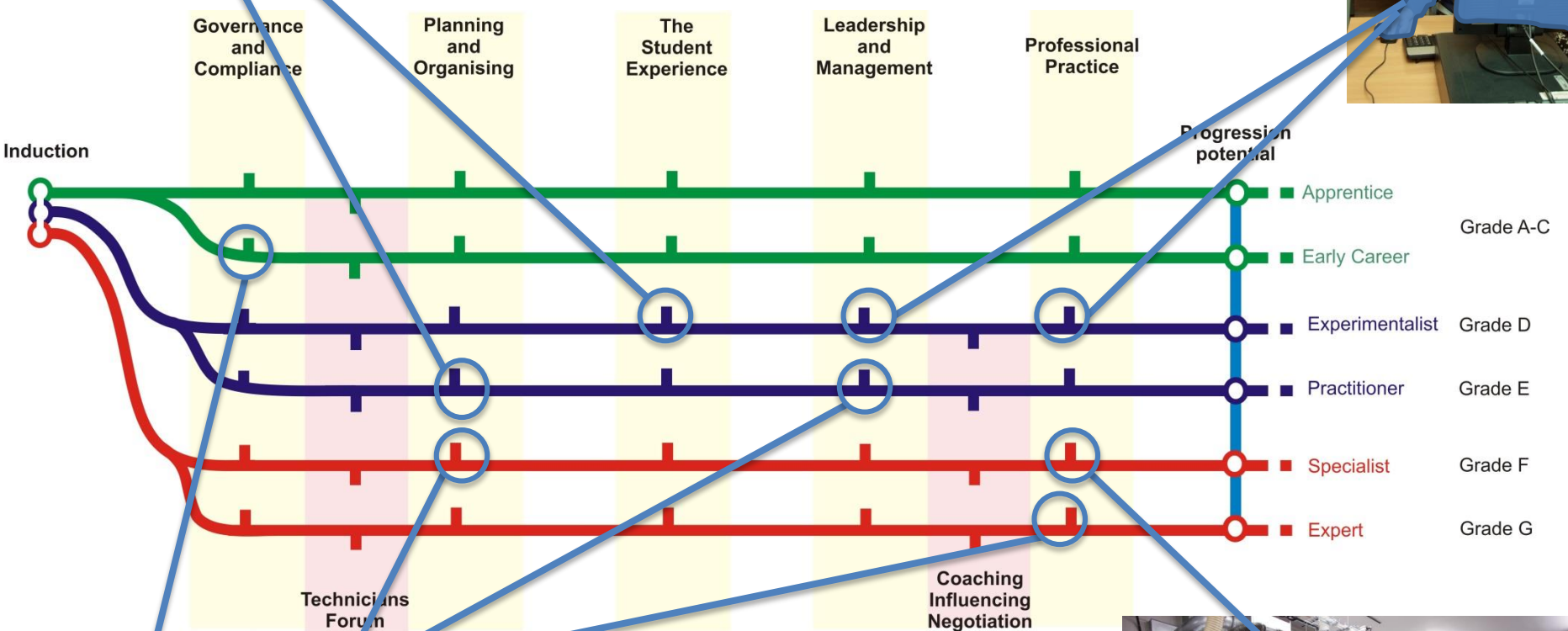
Use Trent (Career & Development, Add Personal Learning – then enter)

The screenshot shows a web browser window with the URL https://staff.exeter.ac.uk/tpgc_ess/ess/index.html#/summary/careerdev. The page header includes the EXETER logo and navigation links: My Details, My Holiday, My Pay & Benefits, My Employment, and Career & Development. A modal window titled "Personal learning event details" is open, containing the following fields:

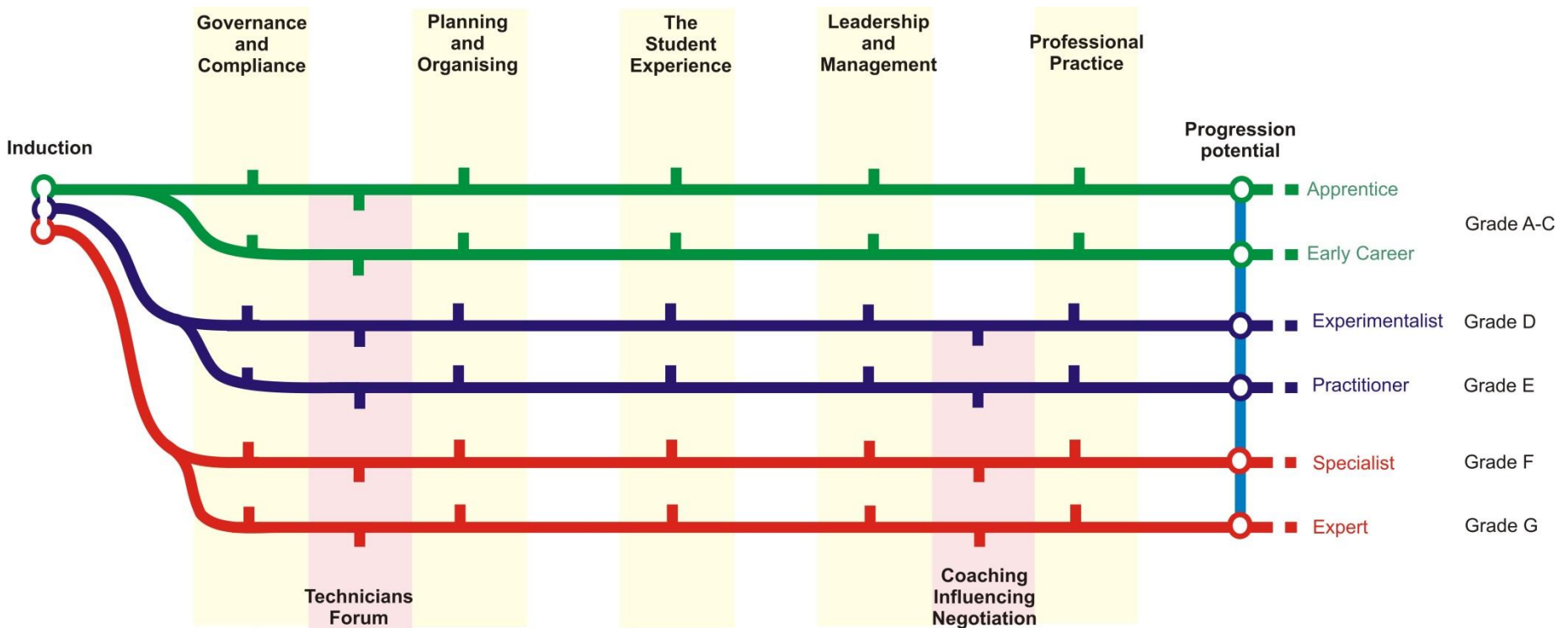
- Event title:
- Internal:
- Start date:
- End date:
- Duration:
- Learning hours:
- Renewal date:
- Completed:
- Score:
- Failed:

At the bottom of the modal are "Save" and "Cancel" buttons.

In practice...



CPD and IST accreditation



Completion of a pathway = IST Certificate

Credit accumulation towards AIST, MIST, FIST

Development towards R.Sci. R.SciTech, Chatered Scientist

What's in it for me?

- Clear, progressive routes to be a professional
- Enhanced networks
- Better training
- Recognition of achievement
- National Professional Registration

What next?

- Refinement of Competency Assessment
- IST accreditation of framework
- Mapping of development to IST CPD points...
- ...and to Professional Registration via HEaTED

**Most of the training is in place
and the framework exists:
please use it to your advantage!**



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Find out more: Web/Email/Phone

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Technicians Forum

Coaching

