



## A Home for HEATED

A project to develop a central home for a range of staff and professional development activities for UK Technical/Specialist HE staff

# Background

- 30,000 plus Technical/Specialist Staff working in HE
- HEATED report commissioned by LF for HE and published September 06
- Bid to HEFCE LGM stage 1 successful Dec 06
- LGM stage 2 bid work undertaken by consultant and successful June 07!
- Project to implement HEATED report and other associated recommendations

# What happened? The survey

- Biggest HEI survey
- 44 HEIs
- 3,239 responses
- 724 from HEIs not signed up (22%)
- Over 80 HEIs if you include the above
- Large research led 'traditional universities'
- Small 'specialist' institutions

# Report recommendations

- **To establish the proposed structure/organisation/association for HE Technical/Specialist staff which will be financially self-sustaining.**
- **To apply to HEFCE for ‘pump priming ‘ funding**
- **To conduct a survey on an annual basis**
- **To implement discipline specific skills programmes**

# Report recommendations

- **To survey non-participating HEIs**
- **To establish a web based networking and information exchange site for the UK HE technical and staff development communities.**
- **To develop and brand the skills database**
- **To re-brand the mailbase(s)**

# Report recommendations

- **To promote and further develop a national CPD Programme for Technical/Specialist Staff in HE.**
- **To develop and improve new links with key HE stakeholder organisations.**
- **To coordinate the organisation of a UK/Regional conference for Technical/Specialist Staff in HE**
- **To act on Survey themes described in section 3.7 of the HEATED report**

## How?

- Project team drawn from across the whole of the UK
- Project funded through LGM and supported by HEFCE
- Hosted by Manchester University
- Chaired by Professor John Perkins, Vice-President and Dean at Manchester University

# Project Team

- John Perkins - Chair
- Matt Levi – Project Manager
- Bob Hardwick – Project Consultant
- Tracy Allan - HEFCE
- Paul Dixon – Manchester
- Keith Barber – Manchester
- John Robinson – IST
- Debbie Greenwood – Leeds
- Carol Davison - Leeds
- Tracy Bell-Reeves – Canterbury Christ Church
- Alan Armstrong – Strathclyde
- Andrew Taylor – University College London
- Wendy Mason – LF for HE
- Mike Robinson – UNITY

# What the project hopes to address

- Loss of specialist skills
- Inadequate training and development across the sector
- No supporting career infrastructure
- Demographic ‘time bomb’
- No succession planning to keep what we have and skill the workforce for the future

# What the project hopes to address

- A relatively stable workforce
- Recruitment and retention issues
- Poor career development opportunities
- Little strategy for change
- No representative body for the sector

# Staff Development community involvement

- Full Staff Development Forum support
- Shared regional events/centres of excellence
- UK conference
- Partnership working
- Consider organising an event in your region

# Web site/VLE

- Vital if we are to be successful
- Important means of communicating and learning from each other
- Sections to be populated by specialists
- Hosted by the IS(&)T with project help from sector experts

# Services and subscription

- Graduated subscription fee to HEIs to cover
  - Institutional/Individual membership
  - Web and VLE with on-line resources
  - Mailbase
  - Biannual survey
  - Subsidised conference fees for members
  - Subsidised courses and workshops for members
  - Development of training providers and range of programmes

# Timetable for first 10 months

- Confirmation of IST as the organisation best placed to implement the projects aims and objectives Oct 07
- Web, mailbase and VLE development Dec 07
- New CPD programme Jan 08
- Launch of UK wide skills programme March 08
- UK conference May 08