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@HEaTEDtechs

STEM Learning Ltd operates the National STEM Learning Centre and Network, providing support locally, through Science Learning Partnerships across England, and partners in Scotland, Wales and Northern Ireland; alongside a range of other projects supporting STEM education.

This is made possible by the generous support of the Wellcome Trust, Gatsby Charitable Foundation, Department for Education, our partners in Project ENTHUSE and other funders of related STEM projects.

Welcome

Welcome to the first edition of the HEaTED magazine.

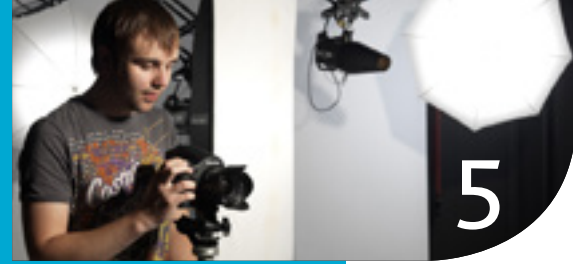


This brand new publication will cover the latest issues facing technicians across all disciplines, through insightful opinion pieces, interviews taking you behind the scenes, features on the latest news, and informative 'how to' articles. It also includes a CPD listing, packed with high-quality professional development activities, specially selected for you.

If your organisation is part of our rapidly growing community of member institutions, you can already gain access to exclusive discounts and a range of member benefits. If you're new to HEaTED, and interested in finding out more about how we can support you, why not come along to one of our free networking events? You can also explore the range of ways you can get involved with HEaTED through our route map on page 8 and our new website: www.stem.org.uk/heated.

We hope you enjoy your first edition of HEaTED magazine and would love to hear your thoughts. Watch out for the Autumn edition in September, and we hope to see you at a HEaTED network event soon.

DR KATHERINE FORSEY AND SUE CHURM, MEMBERSHIP AND NETWORKS MANAGERS



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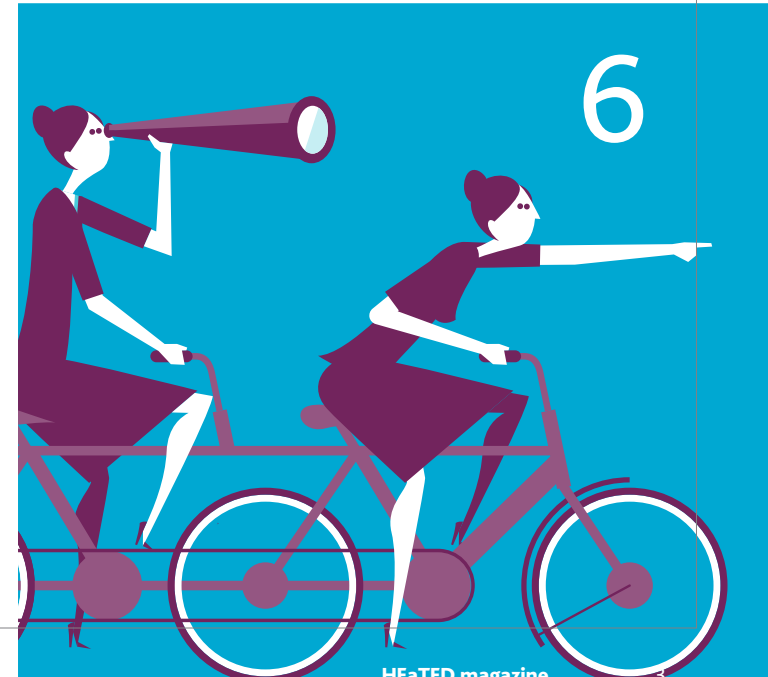
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It's a good time to be a technician

by **Jane Ginniver**  HR Manager, The University of Sheffield
@JaneGinniver

Is this a good time to be a technician? If you want investment in your career and personal development, are prepared to step out of your comfort zone and put some effort in yourself, then the answer is most definitely: yes.

When I started my career in higher education in 2007, there were very few formal development opportunities for technical staff outside the generic personal development courses that most universities offered. Since then, national organisations such as HEaTED, the Gatsby Foundation and HEFCE have provided funding and are focusing on improving the capabilities

“ Universities are world-leading institutions at the forefront of this change, with technicians at the very heart of ground-breaking research and teaching. ”

of technicians across higher education. This has already contributed to the growing profile of our technical staff and a heightened awareness of their contribution to our sector, and with over 20,000 technicians working in HE, this contribution is extremely significant.



The introduction of professional registration is an important milestone in raising this profile. For institutions it has provided a great opportunity to celebrate the achievements of technicians and to prove staff professionalism to students. For technicians, it highlights transferable skills, a commitment to continuous development and provides great possibilities for career development and progression.

And if that hasn't convinced you to take the plunge, consider this: universities are world-leading institutions at the forefront of this change with technicians at the very heart of ground-breaking research and teaching. If we are driving much of the change we see around us, we need to be able to prove our professionalism and our credibility, otherwise how do we convince the wider world to listen to our research and teaching?

Yes, this takes effort. Yet surely we need to take responsibility for our own careers and be prepared to make this effort. With the organisations out there eager to help and support, this is at least easier than it has ever been before.

EXPLORE PROFESSIONAL REGISTRATION

Find out more about the benefits of becoming professionally registered
www.stem.org.uk/mh/professional-registration

COME AND NETWORK

Attend one of our free networking events to share best practice with technicians in your area
www.stem.org.uk/mh/networks



Behind the scenes with...

Introduce yourself – what is your name, place of work and job title?
Phil Smith, Senior Workshop Manager, Leeds College of Art.

When did you decide to follow your profession?
Been working in photography for 29 years. Life changing events took me into education after working in various other sectors including retail management and finance.

What is the main focus of your work?

Day-to-day responsibility for ten workshops spread across further and higher education, as well as a commitment to the photography workshop which encompasses darkroom and studios predominantly for the FE sector, but with significant HE projects to support. I am fortunate to have an excellent photography team around me, which allows me to manage my full responsibilities across college.

Talk us through an average work day...
There isn't one, every day is different. Could be

teaching photography (also part of my role in addition to overseer of the workshops), responding to demands of the day, whether that be meetings, solving challenges or, most important of all, maintaining the standards and excellent reputation that students expect. Leeds College of Art consistently ranks as one of the highest regarded independent art colleges in the UK

What's the best thing about your job?

The students, my colleagues and the variety of work. I enjoy being part of the team that students consistently recognise as influential, supportive and significant in contributing to the students learning experience.

Proudest moment would have to be in 2014 when the college collected the 'What Uni' Student Choice Award for Best Facilities, which primarily recognises the staff and all the facilities at the college.

Is there anything you'd like to change?
Create a recognised professional register for art technicians as well as successful networking and events.

Are you professionally registered? If so, how important has this been to your career?
I am through my photographic facet with LBIPP, CPAGB, ARPS and BA (Hons).

What did you want to be when you were little?
Be a vet or a chef! I started out as a trainee chef, and still love creating in the kitchen.

JOIN THE CONVERSATION

Tell us about what you love about being a technician on Twitter @HEaTEDtechs

ARE YOU AN ARTS TECHNICIAN?

Join our dedicated community group for arts technicians to network and discuss the latest issues
■ www.stem.org.uk/mh/arts-network

A broad and bright future for Athena SWAN

Founded in 2005, the Athena SWAN Charter originated as a scheme to recognise commitment to advancing women's careers in science, technology, engineering, mathematics and medicine in higher education. There are three levels of award which are designed to encourage continuous progression.

The University of York was one of the first bronze award institutions in 2006.

While there is more to do, it has had significant impact in driving change.



by **David Duncan** Registrar and Secretary, The University of York

Linda Whiting Equality Adviser, The University of York

Last year, the Equality Challenge Unit (the body that advises higher education institutions on equality and diversity issues) announced a revised framework for the Athena SWAN Charter. The revised framework has been expanded to include arts, humanities, social sciences, business and law departments. In addition, the awards now cover professional support and technical staff as well as trans staff. The Charter also now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

We have a good platform on which to build - we already have 13 Athena SWAN awards, including two golds (chemistry and biology) and two silvers. We also have some nationally acclaimed experts in this field who are happy to share their knowledge with others.

The scale of the challenge presented by the new Charter should not be underestimated

“ The revised framework has been expanded to include arts, humanities, social sciences, business and law departments. In addition, the awards now cover professional support and technical staff ”

but, at the same time, participating in the process will provide an opportunity for departments to reflect on their policies and practices; build on their strengths; and identify areas for improvement through developing actions and strategies to address them. Broadening out Athena SWAN to include wider groups of staff, such as technical and other professional support staff, will help to

recognise the contribution they make to their departments and institutions, raise their profile and ensure that changes made to policy and practice benefit all and recognise the talents of all.

At the University of York, we are responding to the new Charter with a completely new structure aimed at maximum engagement. In addition to appointing a full time Athena SWAN Co-ordinator this summer, we have a steering group chaired by our Pro Vice Chancellor for Research and including various other senior managers and representatives of the three faculties. Then there is a forum, which is intended as an open, inclusive space for raising awareness about gender equality issues. Thirdly, we have three faculty working groups to generate discussion among the main

discipline groups and to support individual academic disciplines when they submit for awards. We aim to have strong involvement from technical and other professional support staff in shaping the agenda and preparing the award submissions.

We will also continue to learn from other universities and from networks of academic, technical and administrative staff across the UK. I hope that this is the start of a broad and bright future for Athena SWAN, both in York and across the UK.

ATHENA SWAN
Find out more about the scheme:
■ www.ecu.ac.uk/equality-charters/athena-swan/



A way forward for simulation technicians

by **Jane Nicklin** Regional Clinical Skills Advisor, Health Education England
[@nicklin_jane](https://twitter.com/nicklin_jane)

How do we ensure sustainability and future proofing of healthcare learning environments? There are so many elements, but investing in the development of skills and simulation technicians is a positive way forward.

A report requested by the Modernising Scientific Careers (MSC) team in 2013, Clinical skills and simulation technicians in the United Kingdom, the current situation highlighted the key skills gaps for this crucial workforce including: information technology, equipment maintenance, and teaching skills.

Nationally, the provision of training and education for the clinical skills and simulation technician workforce is minimal. These speciality-driven technicians in universities and NHS Trusts have difficulty finding relevant CPD that is not only essential to fulfil their roles now, but to support any type of departmental or professional development.

Various projects, affiliations and events in the last three years have all contributed to making progress towards national recognition of the role and increased engagement, activity and networking of technicians across the United

Kingdom and United States. However, the serious need for delivery of CPD and training resources on a regular basis has not yet been met.

“ The serious need for delivery of CPD and training resources on a regular basis has not yet been met. ”

A new report covering similar questions to the 2013 survey, will provide an update on the facts and figures. Due to be published April 2016, this report will give the much needed evidence for work to continue towards a development program for simulation technicians. We are hopeful that this will

have an impact, and potentially contribute towards a route for professional registration for these specialist technicians through the Science Council.

CPD ACTIVITIES FOR SIMULATION TECHNICIANS
■ Browse our selection of CPD for simulation technicians at www.stem.org.uk/mh/sim-techs

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
- Sign up free on the HEaTED website and join in the online groups
- Go to a free network event every year
- Join a professional body
- Go on a CPD activity every year
- Make contact with your local network coordinator
- 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
- 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
- Become a HEaTED CPD provider
- Maintain professional registration annually
- Nominate colleagues for student led and national awards

50% of technical staff signed up with HEaTED

75% of technical staff signed up with HEaTED

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
- Invite HEaTED to run workshops for technical staff
- Ensure a member of the senior management team has a remit for technical staff development
- Include a technical showcase in open days and fresher's week
- Run departmental technical conferences
- Use CATTs to support performance review, staff development and succession planning
- Run a whole organisation technical conference
- Host a HEaTED network event
- 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
- Work with technical managers to set up an internal technical staff committee / network
- Conduct a training needs analysis
- Host HEaTED CPD activities
- Recognise technical staff in student feedback exercises
- Become a HEaTED CPD provider
- Establish a technical apprenticeship programme

10% of technical staff professionally registered

25% of technical staff professionally registered

50% of technical staff professionally registered

HEaTED

What HEaTED can do to support you

- TEACHING AND LEARNING SKILLS FOR TECHNICAL STAFF** (See page 13)
- HEaTED network coordinators support every part of the UK
- Provide support and information on professional registration
- More than 20 HEaTED network events held each year
- Over 250 HEaTED CPD activities available
- HEaTED welcome pack supplied to key contact
- HEaTED launch or update event available to all member organisations
- 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
- Provide an online community space for members across the UK to network and share best practice
- LEADERSHIP AND MANAGEMENT SKILLS FOR TECHNICAL STAFF** (See page 12)



Welcome to the HEaTED CPD listing

Our CPD listing is packed with practical and innovative CPD, selected especially for technicians.

In addition to those listed in the following section, we have hundreds more online - and we are adding new CPD activities to our website all the time.

We can also create bespoke CPD to fit your needs, and bring it to your institution.

Find out more by visiting www.stem.org.uk/heated/cpd

“ The course provided was excellent with a very professional and knowledgeable instructor. ”

Become a member

We offer both individual and institution memberships. If your institution is already a member, then all technical staff are automatically enrolled. This opens the door for staff to access a range of member benefits specifically aimed at meeting their specialist training and development needs.

■ Visit www.stem.org.uk/heated for more information.

CREATIVE ARTS AND MEDIA

CAPTIVATE 101: YELLOW BELT

Rapidly create powerful and engaging simulations, scenario-based training and robust quizzes without programming or multimedia knowledge.

- Activity fee: £597
- Member fee: £507.45
- Look for dates and venues online
- www.stem.org.uk/hc040

CINEMA 4D 301: YELLOW BELT

Cover how this intuitive 3D package can be used for creating amazing still images for print and breath-taking video for broadcast, TV, web and film.

- Activity fee: £597
- Member fee: £507.45
- Look for dates and venues online
- www.stem.org.uk/hc341

CREATIVE CLOUD FOR DESIGN

Learn the essential tools necessary to construct your own complex motion graphics and enhance your video projects.

- Activity fee: £597
- Member fee: £507.45
- Look for dates and venues online
- www.stem.org.uk/hc319

ILLUSTRATOR 101: YELLOW BELT

Produce an exciting graphic project using Illustrator and leave this class with the ability to create and incorporate vector graphics for different projects.

- Activity fee: £397
- Member fee: £337.45
- Look for dates and venues online
- www.stem.org.uk/hc059

DESIGN AND TECHNOLOGY

INTRODUCTION TO LASER PROFILING AND ENGRAVING

This one-to-one course is designed to give you fundamental knowledge and operating skills to laser profile and engrave a range of materials.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc246

HEALTH AND SAFETY

ABRASIVE WHEELS

Learn both the theory and practicalities needed to safely fit and manoeuvre hand held portable disc grinders.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc151

A COUNTER TERRORISM AWARENESS COURSE FOR STAFF IN EDUCATION

Build awareness of the threat from terrorism and how to implement simple, straightforward measures to improve safety and security in your workplace.

- Activity fee: £25
- Member fee: Free
- Look for dates and venues online
- www.stem.org.uk/hc145

ACCIDENT, INCIDENT AND OCCUPATIONAL DISEASE TRAINING WORKSHOP

It is inevitable that someone in your workplace will have an accident. Get an overview of accident and incident management.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc374

BASIC PRACTICAL ELECTRONICS

Learn how to recognise and use basic electronics components and test equipment.

- Activity fee: £180
- Member fee: £144
- Look for dates and venues online
- www.stem.org.uk/hc387

BIOHAZARD TRAINING WORKSHOP

Understand the risks biohazards pose in the workplace and how to safely and effectively manage biohazards in the workplace.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc375

CARRIAGE OF BIOLOGICAL SUBSTANCES AND DRY ICE BY ROAD AND AIR CERTIFICATION COURSE

Get a thorough understanding of the process and knowledge needed to safely move biological substances and dry ice by road and air.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc491

CARRIAGE OF DANGEROUS GOODS BY AIR CERTIFICATION

Approved by the Civil Aviation authority, this CPD will equip you with the skills and knowledge to prepare shipments of dangerous goods for transport by air.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc154

CARRIAGE OF DANGEROUS GOODS BY AIR REVALIDATION COURSE

Refresh your skills and knowledge required to correctly prepare shipments of dangerous goods for transport by air.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc200

CARRIAGE OF DANGEROUS GOODS BY ROAD

Gain the knowledge and skills to safely move dangerous goods by road.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc155

CARRIAGE OF DANGEROUS GOODS BY ROAD AND SEA

Equip yourself with the skills and knowledge to prepare shipments of dangerous goods for transport by road and sea.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc488

CARRIAGE OF DIAGNOSTIC AND INFECTIOUS SUBSTANCES BY AIR

Based on International Air Transport Association regulations, you will cover packaging requirements, labelling and documentation of infectious substances.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc156

COMBINED LABORATORY AND CRYOGENIC GASES SAFETY AWARENESS FOR UNIVERSITIES

Comprehensively cover the safe use of gas cylinders, cryogenic liquids and associated equipment in a college or university environment.

- Price and member discount on request
- Look for dates and venues online
- This CPD is offered as a bespoke activity
- www.stem.org.uk/hc133

COSHH AWARENESS TRAINING WORKSHOP

Get straightforward guidance on understanding the COSHH Regulations.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc376

CRYOGENIC GASES SAFETY AWARENESS FOR UNIVERSITIES

This CPD comprehensively covers the safe use of cryogenic liquids and associated equipment.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc135

FIELDWORK FIRST AID COURSE (OUTDOORS)

Delivered by outdoor professionals who are members of mountain rescue, this session will help you apply first aid principles to real life situations in the outdoors.

- Activity fee: £130
 - Member fee: £115
 - Look for dates and venues online
- www.stem.org.uk/hc354

INTRODUCTION TO RISK ASSESSMENT

For those unfamiliar with the process of risk assessment this course will give you all you need to confidently approach the risk assessment process.

- Activity fee: £70
 - Member fee: £55
 - Look for dates and venues online
- www.stem.org.uk/hc357

LABORATORY GAS USER WORKSHOP

Safely manage and use gases in the potentially hazardous environment of the laboratory.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc159

LABORATORY GASES SAFETY AWARENESS WORKSHOP

Gain a comprehensive understanding of the safe use of gas cylinders and associated equipment.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc136

LIFTING AND SLINGING TRAINING WORKSHOP

Every year workers are killed or injured whilst using lifting equipment. This training provides practical, simple guidance to anyone involved in lifting operations.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc378

PAT TRAINING COURSE

Ensure that you understand the theory and practical aspects of testing portable electrical appliances safely.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc473

PPE AWARENESS TRAINING WORKSHOP

Get a straightforward overview of the use of Personal Protective Equipment (PPE) including how to select the correct PPE, and correct safety classification.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc380

RISK ASSESSMENT WORKSHOP

Apply key principles of the risk assessment process and how to evaluate the risks relating to your working environment.

- Activity fee: £70
 - Member fee: £55
 - Look for dates and venues online
- www.stem.org.uk/hc383

RISK ASSESSMENT WORKSHOP: FIELDWORK ACTIVITIES

Do you have to prepare risk assessments for fieldwork activities? This course will equip you with all the skills you need to approach the task with confidence.

- Activity fee: £70
 - Member fee: £55
 - Look for dates and venues online
- www.stem.org.uk/hc356

WASTE MANAGEMENT AND CONTROL WORKSHOP

Learn effective and compliant waste management, including managing any associated bio-hazards.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc492

LEADERSHIP

COACHING AND MENTORING SKILLS FOR TECHNICIANS

Develop coaching and mentoring skills to support workplace development and contribute to the CPD cycle within your organisation.

- Activity fee: £250
 - Member fee: £200
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc008

DEVELOPING AN APPRENTICESHIP PROGRAMME IN HE

Be empowered to develop a cost effective apprenticeship scheme that will address your future technical skill shortages.

- Activity fee: £275
 - Member fee: £225
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc006

FACILITATION SKILLS FOR TECHNICIANS

Learn effective skills in facilitating learning and use classroom management techniques and effective questioning to create a student-centred learning environment.

- Activity fee: £250
 - Member fee: £200
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc009

LEADERSHIP AND MANAGEMENT SKILLS FOR TECHNICAL STAFF (MODULE ONE)

Explore theories of leadership and management alongside workplace experiences in this holistic and tailored learning experience.

- Activity fee: £250
 - Member fee: £200
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc002

LEADERSHIP AND MANAGEMENT SKILLS FOR TECHNICAL STAFF (MODULE TWO)

Module two expands on theories of leadership and management alongside workplace experiences in this holistic and tailored learning experience.

- Activity fee: £250
 - Member fee: £200
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc003

TEACHING AND LEARNING SKILLS FOR TECHNICAL STAFF (MODULE ONE)

Become equipped with the tools you need to teach and demonstrate and contribute effectively to the student experience

- Activity fee: £250
 - Member fee: £200
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc001

TEACHING AND LEARNING SKILLS FOR TECHNICAL STAFF (MODULE TWO)

Building on module one, you will master the skills need to teach and demonstrate effectively.

- Activity fee: £250
 - Member fee: £200
 - Look for dates and venues online
 - This CPD is also offered as a bespoke activity
- www.stem.org.uk/hc007

ONLINE

USING GAS CYLINDERS SAFELY WITHIN UNIVERSITIES

This comprehensive on-line safety training workshop introduces you to the safe use of gas cylinders.

- Activity fee: £27.25
 - Member fee: £24.75
 - Look for dates and venues online
- www.stem.org.uk/hc139

USING LIQUID NITROGEN SAFELY WITHIN UNIVERSITIES

This on-line workshop has been tailored to suit staff and students introduces you to the safe use of liquid nitrogen.

- Activity fee: £27.25
 - Member fee: £24.75
 - Look for dates and venues online
- www.stem.org.uk/hc141

SCIENCE

ADVANCED STATISTICS FOR SCIENTISTS

Designed for scientists involved in experimental design, decision making and process optimisation, you will learn to use analysis of variance, randomisation and manipulation of controllable variables.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc424

AN INTRODUCTION TO THE THEORY AND PRACTICE OF MOLECULAR BIOLOGY

Understand the principals of molecular biology and will be able to carry out basic experimental procedures.

- Activity fee: £600
 - Member fee: £533
 - Look for dates and venues online
- www.stem.org.uk/hc128

BASIC CHEMISTRY

Cover the underpinning chemical principles of solution-based and instrumental analytical science.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc422

BASIC LABORATORY SKILLS

Get introduced to the basic laboratory skills that many analysts utilise on a daily basis.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc421

BIOSCIENCE TECHNOLOGY INSIGHT DAY

A unique overview of key techniques and technologies in biology, providing a refresher or first introduction to the latest approaches.

- Activity fee: £99
 - Member fee: £89
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc242

COLD CASTING AND MODEL MAKING FOR LIFE SCIENCES

This course will enable you to manufacture models or components out of various materials and is ideal for biological or workshop technicians.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc146

INTRODUCTION TO FLOW CYTOMETRY

Get a thorough introduction to the background and fundamentals of flow cytometry.

- Activity fee: £210
 - Member fee: £140
 - Look for dates and venues online
- www.stem.org.uk/hc281

INTRODUCTION TO FLOW CYTOMETRY THEORY

Explore the theory of flow cytometry instrumentation and experimentation. Compensation is also covered in great detail, including software demonstrations.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc482

INTRODUCTION TO IMMUNOHISTOCHEMISTRY

Work through the theory and principals of immunohistochemistry, including the staining, examining and studying of supplied sections.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc199

QPCR TRAINING COURSE

Become familiar with the theory and practice of real-time PCR and learn the most cost-effective way to set-up, run and analyse your gene expression experiments.

- Activity fee: £150
 - Member fee: £140
 - Look for dates and venues online
- www.stem.org.uk/hc465

SERVICING AND MAINTAINING ROUTINE OPTICAL MICROSCOPES (FULL DAY COURSE)

Get an in-depth insight into how to get the best results from your equipment by properly maintaining your microscopes.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc439

SERVICING AND MAINTAINING ROUTINE OPTICAL MICROSCOPES (HALF DAY COURSE)

Learn how to get the best results from your equipment by properly maintaining your microscopes.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc440

STATISTICS FOR SCIENTISTS

Explore the basic concepts and methods of statistics with applications in the field of analytical sciences.

- Price and member discount on request
 - Look for dates and venues online
 - This CPD is offered as a bespoke activity
- www.stem.org.uk/hc423

Get connected.

Our vibrant network connects technicians across the UK

Come to one of our inspiring free networking events or join one of our online groups and share knowledge, experience and best practice.

Find out more about how to get involved with our networks:

■ www.stem.org.uk/mh/network

Book onto your nearest free networking event:

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Competency Assessment Toolkit for Technical Staff

The Competency Assessment Toolkit for Technical Staff (CATTs) provides a comprehensive method to measure technician's current competencies, development areas, and future direction.

Available to purchase, there are significant discounts available for HEaTED member institutions.

■ Discover how CATTs can help your department: www.stem.org.uk/mh/catts



Become a member of HEaTED

Members of HEaTED are part of a growing community working to support and promote the skills and roles of technical staff across the UK.

Membership benefits include:

- discounts on CPD activities, including our bespoke activities
- exclusive online courses
- discounts on our Competency Assessment Toolkit for Technical Staff (CATTs) workforce development resource
- free access to a range of resources on soft skills and professional development
- a range of resources designed to enhance career progression

■ Interested in finding out more? Discover how becoming a HEaTED member could benefit your organisation:

www.stem.org.uk/mh/membership



Name: Liam
Job title: Facility Electrical Technician
Employer: RAL Space

"It's really exciting to be working on amazing projects everyday"



There are technicians in all walks of life doing a variety of interesting and important work.

Technicians help build the aircraft engines that fly people around the world. Technicians undertake lab research to help find a cure for cancer. Technicians like Liam work on cutting-edge space technology.

Technicians Make it Happen is a campaign to celebrate the vital role these individuals play in the UK. To get involved with the campaign and discover the amazing work that technicians do visit: technicians.org.uk

Technicians make it happen

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The encouragement and promotion of vital STEM technician roles in the UK is supported by The Gatsby Charitable Foundation. Find out more at: gatsby.org.uk



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www.stem.org.uk/heated

