



National  
Technician  
Development  
Centre  
for Higher Education

# Career Pathways Report

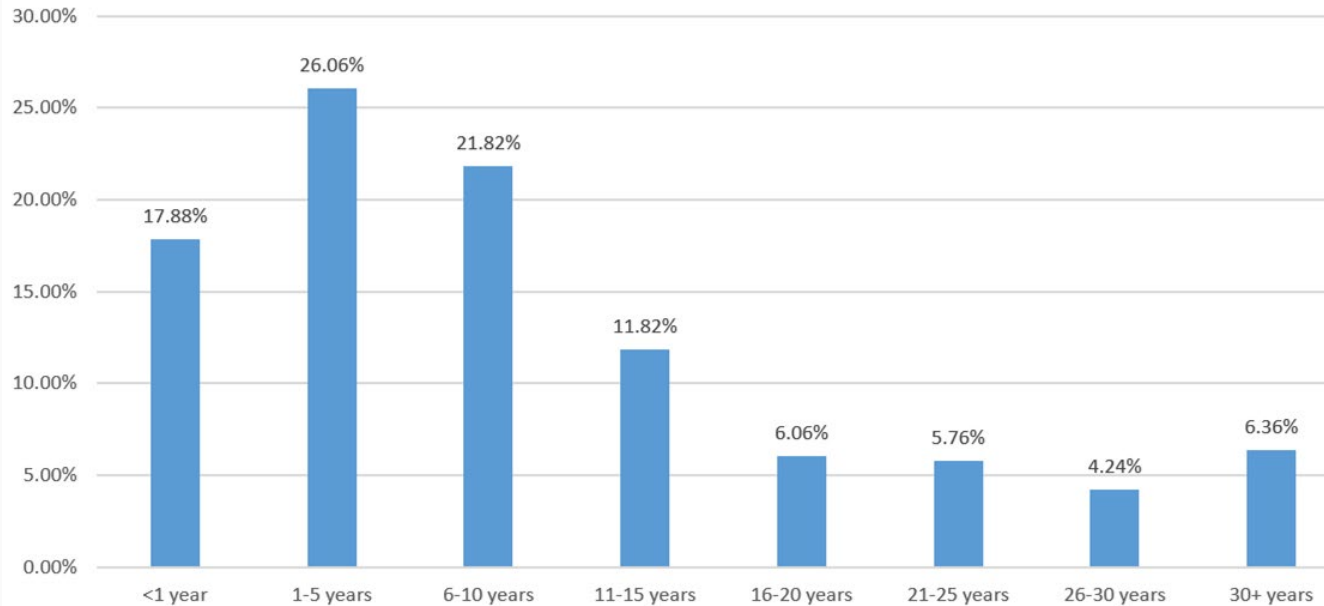
University of Liverpool



UNIVERSITY OF  
LIVERPOOL

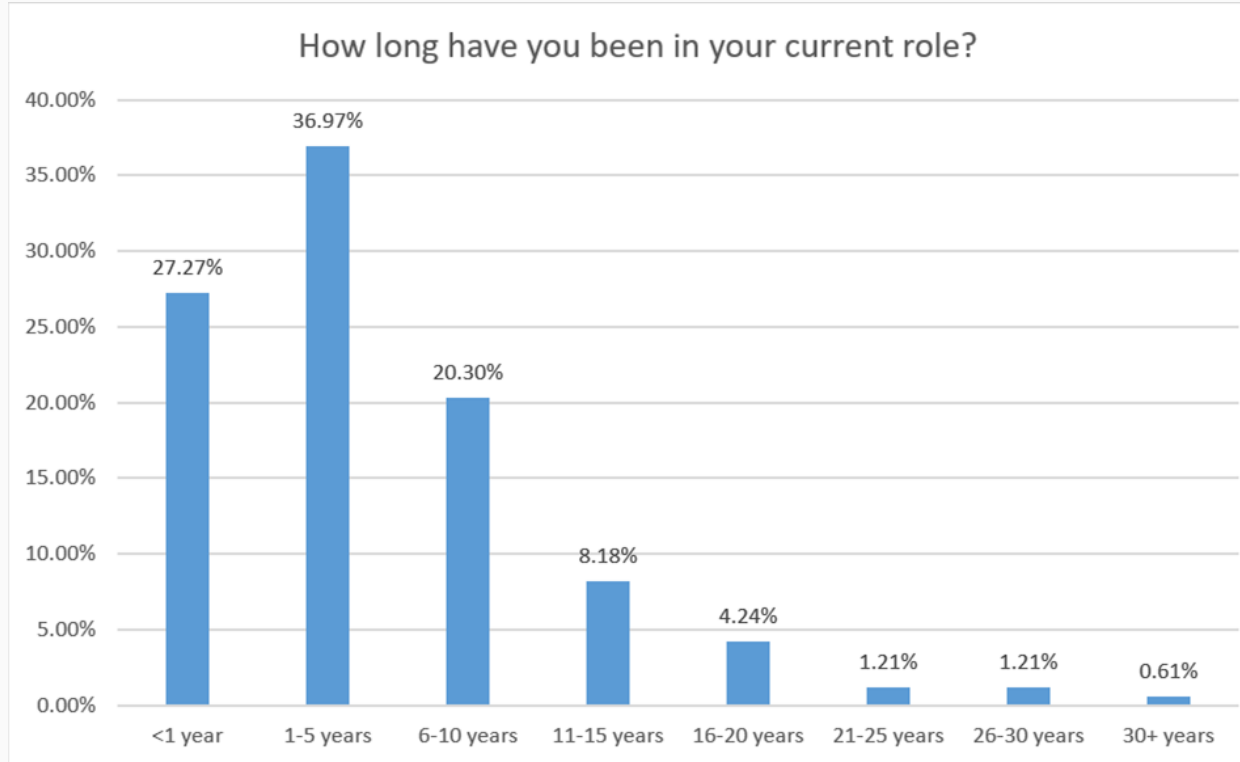
# Time at University of Liverpool

How long have you worked at The University of Liverpool?



Almost two thirds of respondents (65.76%) have been at the University 10 years or less. This may indicate an issue with retaining talent in the longer term.

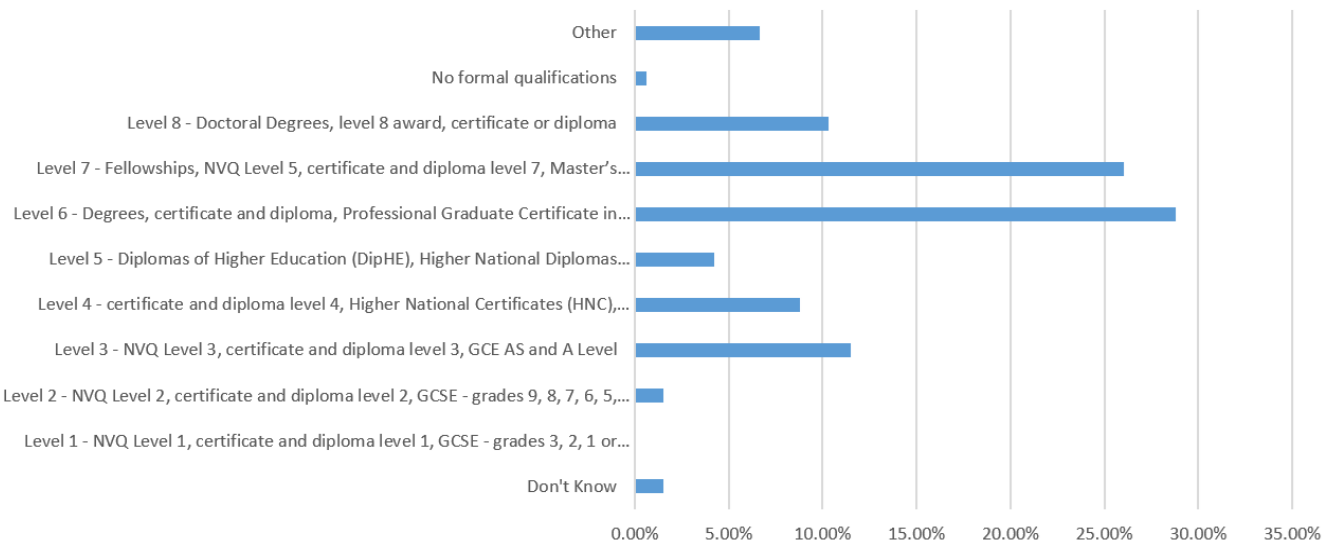
# Time in current role



Almost two thirds of respondents (64.24%) have been in their role 5 years or less, this could indicate that job rotation and staff development are strong.

# Qualifications

What is your highest qualification

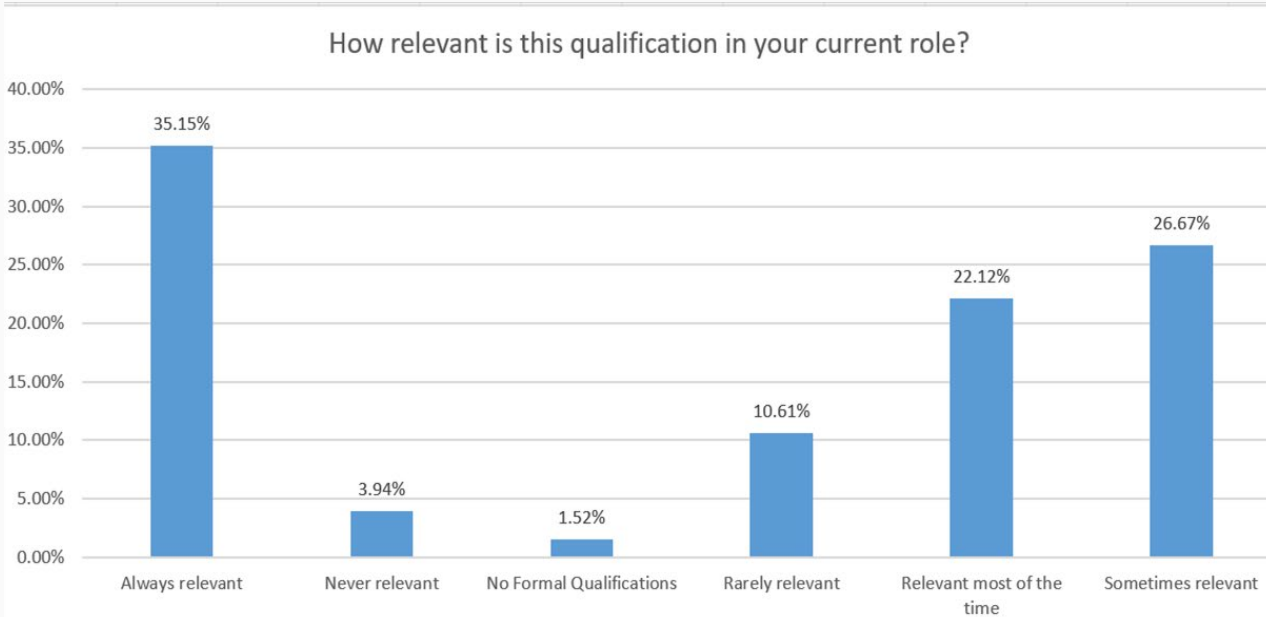


65% of respondents are educated to degree level or higher.

# Qualification raw data

Don't Know	5
Level 1 - NVQ Level 1, certificate and diploma level 1, GCSE - grades 3, 2, 1 or grades D, E, F, G	0
Level 2 - NVQ Level 2, certificate and diploma level 2, GCSE - grades 9, 8, 7, 6, 5, 4 or grades A*, A, B, C	5
Level 3 - NVQ Level 3, certificate and diploma level 3, GCE AS and A Level	38
Level 4 - certificate and diploma level 4, Higher National Certificates (HNC), Certificates of Higher Education (CertHE)	29
Level 5 - Diplomas of Higher Education (DipHE), Higher National Diplomas (HND), certificate and diploma level 5	14
Level 6 - Degrees, certificate and diploma, Professional Graduate Certificate in Education (PGCE), Graduate Diplomas, Graduate Certificates	95
Level 7 - Fellowships, NVQ Level 5, certificate and diploma level 7, Master's Degrees, Postgraduate Certificate in Education, Postgraduate Certificates	86
Level 8 - Doctoral Degrees, level 8 award, certificate or diploma	34
Other	22
No formal qualifications	2

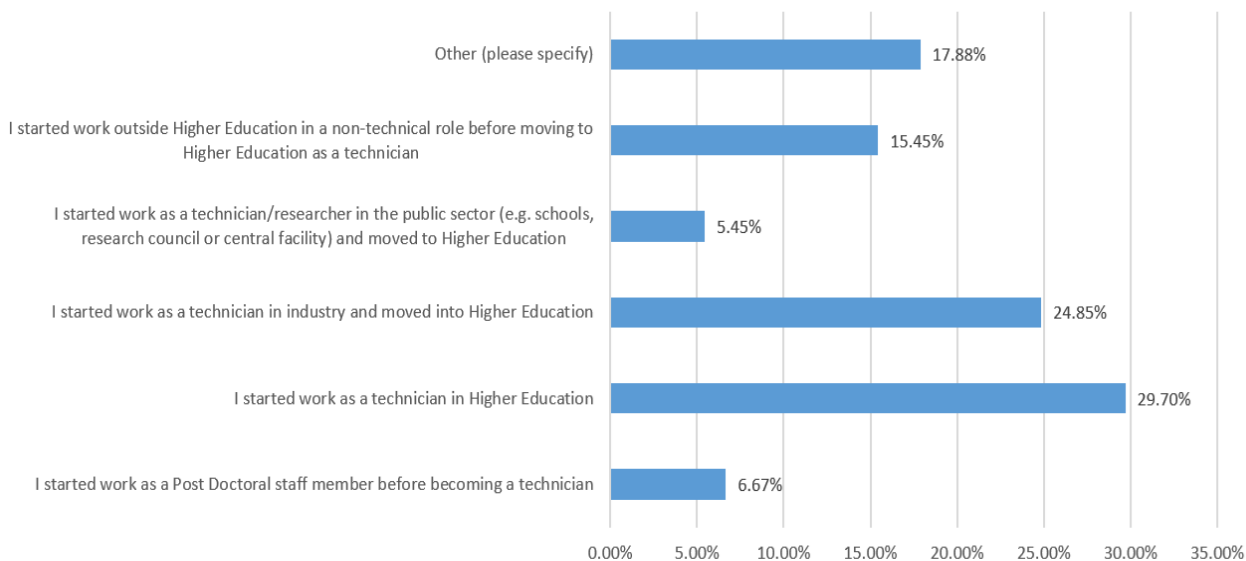
# Relevancy of qualification



44% of respondents use their qualification most or all of the time, indicating that people have continued to work in their specialisms.

# Career History

Which of these most closely describes your career history?



I started work as a technician in industry and moved into Higher Education	82
I started work as a technician/researcher in the public sector (e.g. schools, research council or central facility) and moved to Higher Education	18
I started work as a technician in Higher Education	98
I started work as a Post Doctoral staff member before becoming a technician	22
I started work outside Higher Education in a non-technical role before moving to Higher Education as a technician	51
Other (please specify)	59

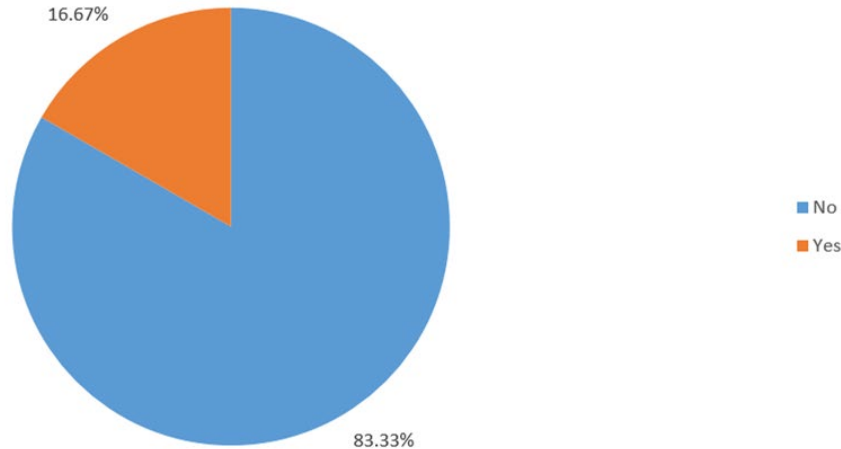
## Key Fact:

*The talent pipeline at Liverpool is quite diverse, with no one career path making up more than 30% of responses. This indicates a range of experiences within the technical community.*



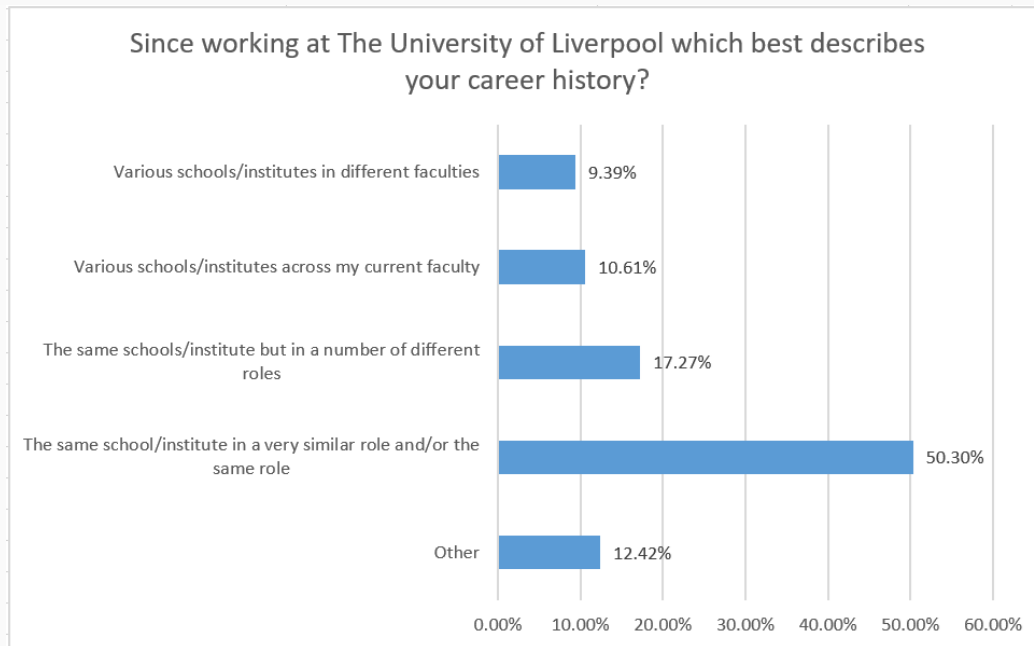
# Career History

Did you work as a technician in another University before working for your current University?



Over 80% of technical staff (83.33%) did not work in a University before working at the University of Liverpool, emphasising the diversity of experience within your technical workforce.

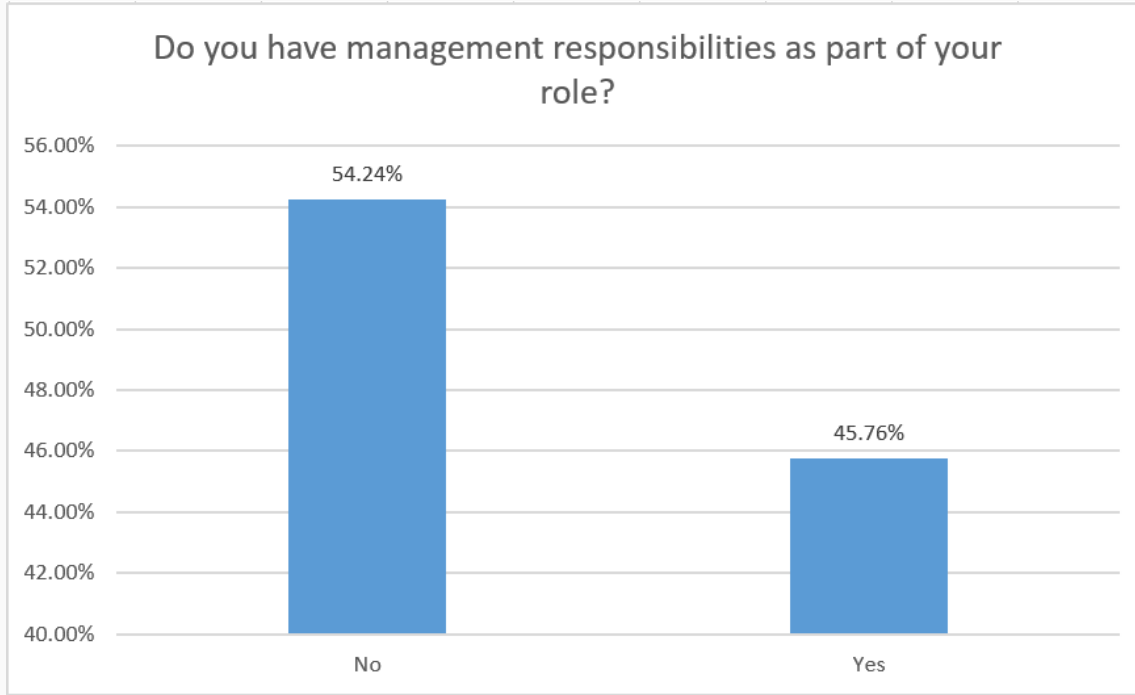
# Career History – Within the University



Over half (50.30%) of respondents have only worked in the same school in the same or similar role, potentially highlighting the need to provide more opportunities for technical staff to diversify.

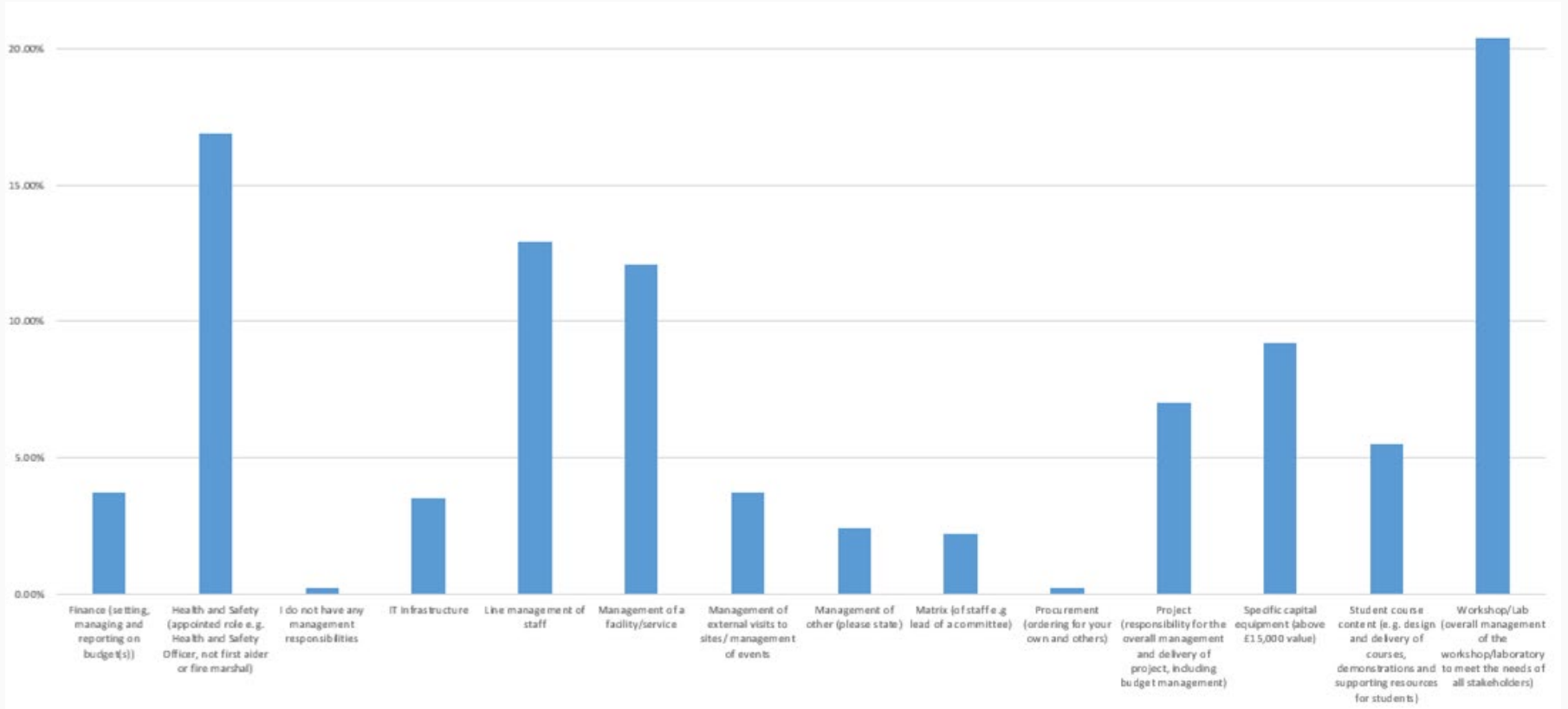
Various schools/institutes across my current faculty	Various schools/institutes across different faculties	The same school/institute in a very similar role and/or the same role	The same schools/institutes but in a number of different roles	Other (please specify)
35	31	166	57	41

# Management responsibilities



Almost half of technical staff have some form of management responsibility (45.76%).

# Management responsibilities

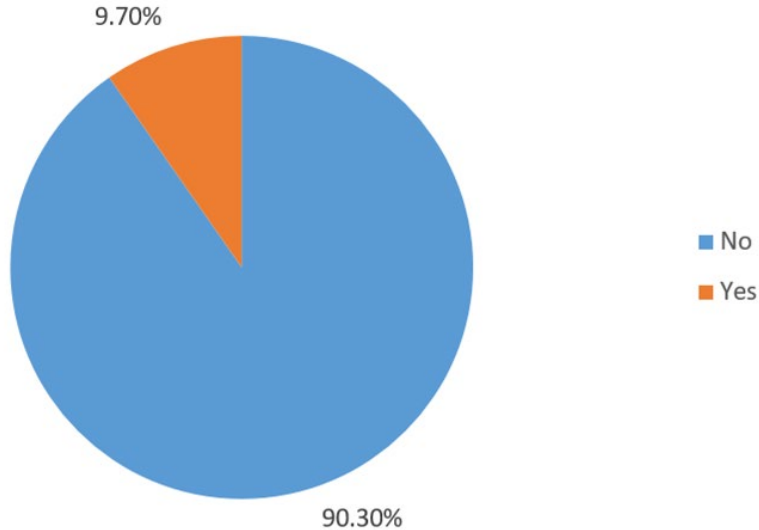


# Management responsibilities

Line management of staff	59
Matrix (of staff e.g lead of a committee)	10
Project (responsibility for the overall management and delivery of project, including budget management)	32
Workshop/Lab (overall management of the workshop/laboratory to meet the needs of all stakeholders)	93
Specific capital equipment (above £15,000 value)	42
Health and Safety (appointed role e.g. Health and Safety Officer, not first aider or fire marshal)	77
Student course content (e.g. design and delivery of courses, demonstrations and supporting resources for students)	25
IT Infrastructure	16
Finance (setting, managing and reporting on budget(s))	17
Management of external visits to sites/ management of events	17
Management of a facility/service	55
Management of other (please state)	11
I do not have any management responsibilities	1
Procurement (ordering for your own and others)	1

# Management Training

Have you received training to support you with your management responsibilities?

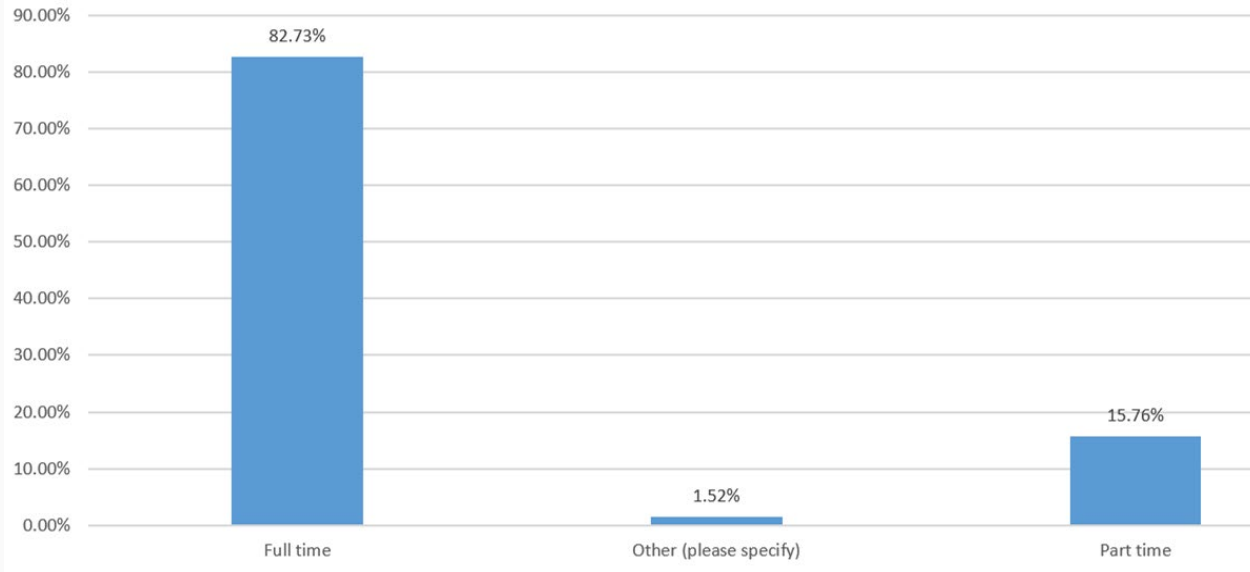


Yes	13
No	121

Over 90% of respondents have had no training to support them in their management responsibilities. This suggests an urgent need to address this.

# Working Pattern

What is your working pattern?



<b>Full time</b>	<b>273</b>
<b>Part time</b>	<b>52</b>
<b>Other</b>	<b>5</b>