



Agenda

- 10:00 Welcome & ACIT-Hub intro
- 10:15 Learning Journeys
 - Developing FAIR 4 Research Software Training
Tamora James (University of Sheffield)
 - A Journey to HPC in DevOps & Config Management
Dean Roe (University of Surrey)
 - Establishing the HPC Hardware Lab
Alastair Basden (University of Durham)
- 11:00 Discussions Training Content
- 12:30 Lunch
- 13:30 ACIT Hub Training and CPD
- 13:45 Learning Journeys
 - Building Career Pathways for RSEs
Romain Thomas (University of Sheffield)
- 14:00 Discussions Training methods and CPD
- 15:45 Closing thoughts
- 16:00 Close



UNIVERSITY OF
SURREY



TRAINING & CPD

Helen Cooper
Thursday 3rd July 2025
Sheffield CoDesign Day



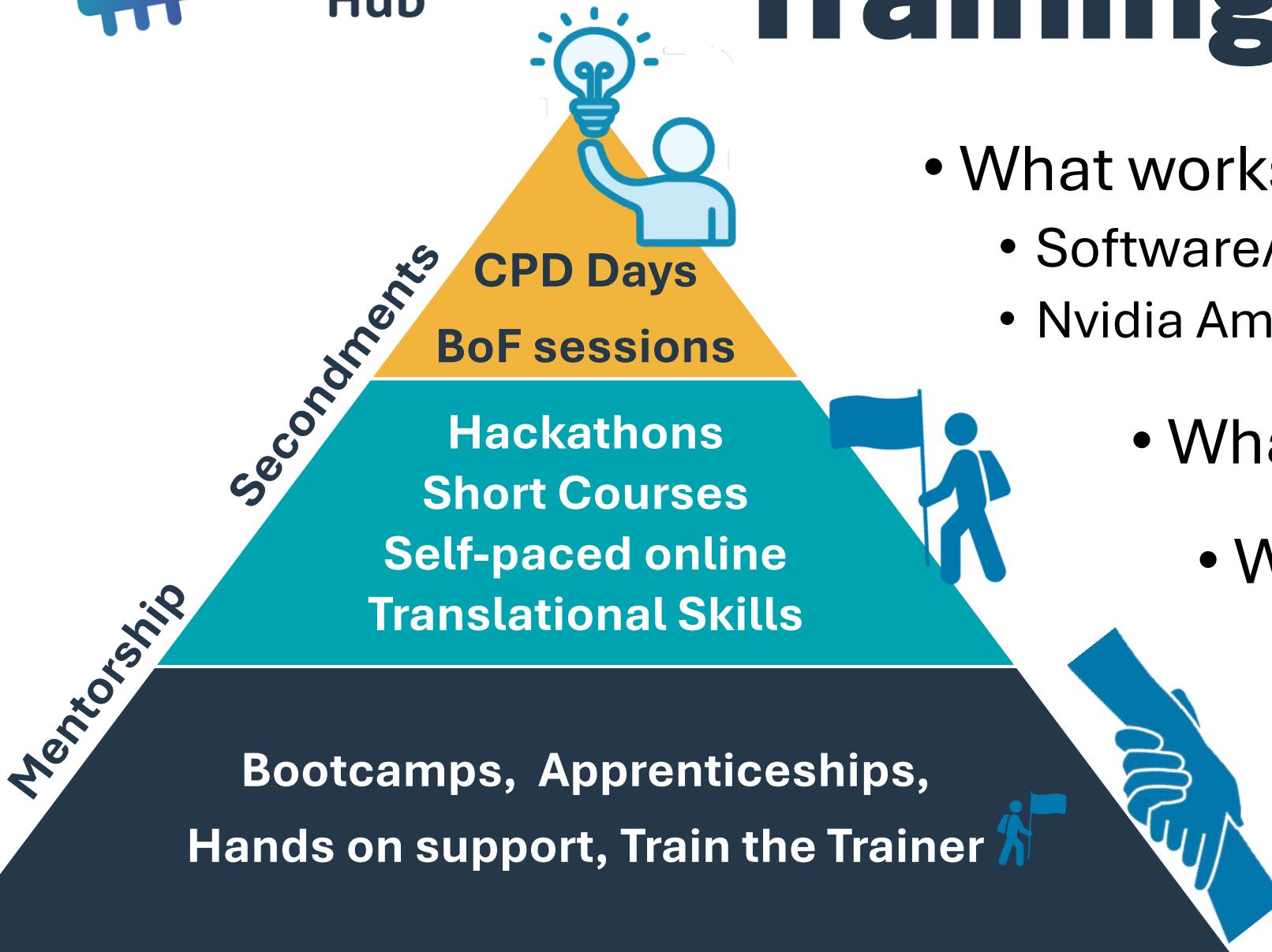
UK Research
and Innovation



Engineering and
Physical Sciences
Research Council



Training



- What works that we can imitate?
 - Software/Data Carpentry?
 - Nvidia Ambassador scheme?
- What are we missing?
- What do you need?
- What do you want?



Accessibility

Pre-requisites



Timings



Locations



In Person/
Hybrid/Virtual



Online/self paced



Cost



Book vs hands-on





Accreditation



- Different levels
 - Short courses – e.g Tech10
 - Longer format – e.g Apprenticeships levels 3 or 7
- Requirements
 - Regular content review
 - Industry stakeholder involvement
 - Skilled trainers
 - Professional and employable skills
 - Promotes accessibility, inclusion and diversity
 - Range of learning techniques
- Enables industry alignment and mobility

Secondments



- Interested in non-traditional options
- Imperial's HPC/RTP experience programme
- Long thin option
 - Less burden on teams
 - Better for hybrid working
 - Structure round workloads
- Reciprocal
- Academia \leftrightarrow Academia
- Industry \leftrightarrow Academia



Mentoring

- Take up often low – why?
- Don't know what's involved
 - Define the expected commitment
- Don't know if the relationship will work
 - Prospective Mentee/Mentor events
- Worried about seniority gap/“Imposter syndrome”
 - Peer-mentoring
- Wrong career stage
 - Reverse mentoring

Translational Skills



- **Technology is only as strong as the team maintaining it**
- Tie into existing skills programs
 - University training
 - Technician's Commitment
 - Institute of Technical Skills Strategy (ITSS)
- Technical Project Management
- Sustainability
- Mentoring/Coaching
- Teaching/Training

Career Paths

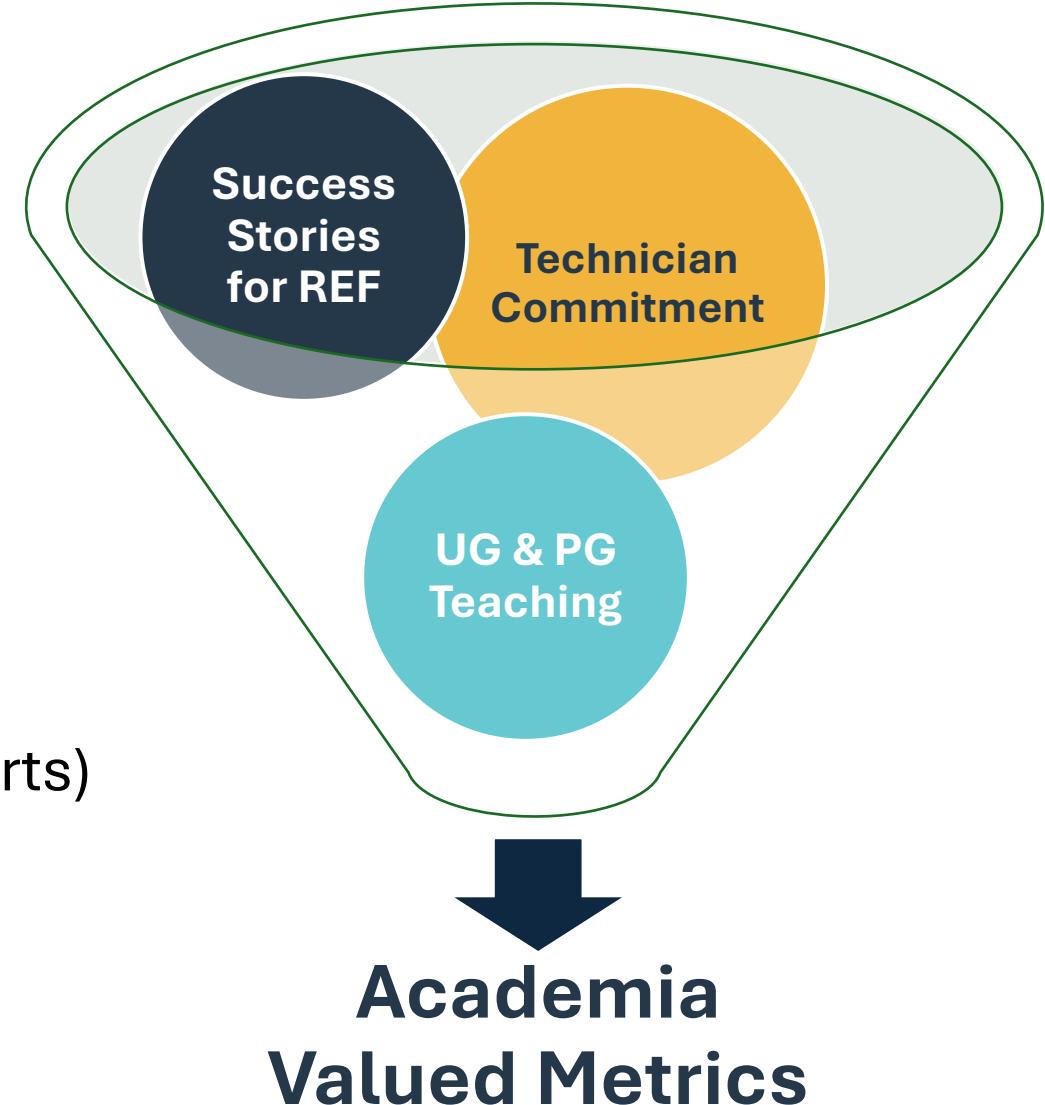


- Understand the existing career paths
 - Where do RIE's come from?
 - How do they get there?
 - Why do they stay?
 - What are the barriers to them advancing?
 - Which universities have good existing career paths?
- Develop good practice examples
- Tie into Technician commitment work
- Support universities looking to create paths



Values

- Who?
 - Universities
 - Funders
 - Industry
 - Researchers ☺
- Hidden REF – Non-traditional outputs
- Seminars for UG and MSc courses
 - (also a great option for encouraging new starts)
- Hackathons and co-workshops





Discussions

- **Career Paths & Value**

- What's working?
- What could work better?
- What are the opportunities?
- What are the barriers?

- **Translational Skills**

- What non-technical training have you valued?
- What non-technical do/don't you want?

- **Training/Learning Formats**

- What has worked well in your experience?
- How do you learn your skills?

- **Secondments & Mentoring**

- What stops you taking up mentoring/secondments?
- How can we make it more attractive?
- What do you want to gain from them?