

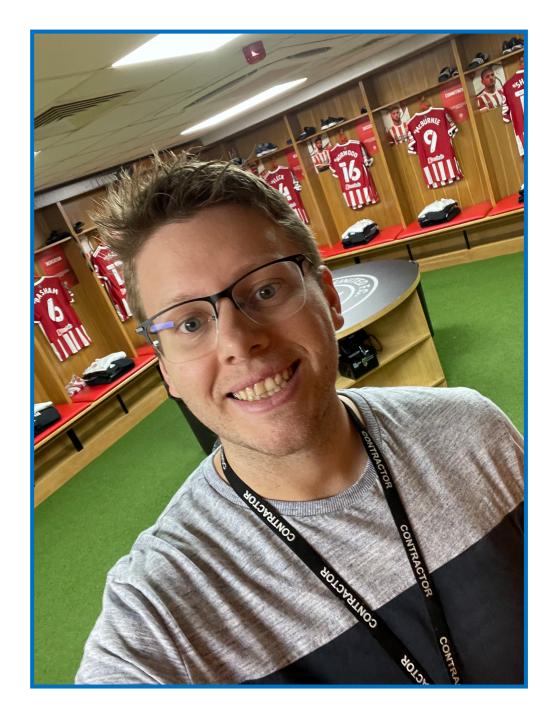
How To Be Transferable

JP Ashton-Kinlin, MIScT

Wednesday 14th September 2022

Introduction

- A bit about me
- The problem that we all have now
- Being strategically vague
- Statistics
- The Myth of the Sidestep
- The Solution
- Transferable Skills
- Your Steps
- Case Study: Finding the right paths



About me

Training and Qualifications

- BSc (hons) and MSc (Science related)
- Registered Scientist with the Science Council (CPD related)
- Pre-hospital Emergency Care Level 4
- Teaching and Education, Assessing and Mentoring

Experience / Previous Work

- Assistant Technician MVS Ltd
- Technician and Network Coordinator University of Sheffield
- Project Manager / Specialist Adviser NTDC
- Operations Officer and Registrations Manager IST

Current Role

- Director of HR and Finance Pro Vital Medical Services
- Managing Director Peacock Lettings

The Stats

On average - men hold **12.5** jobs in their lifetime - women hold **12.1** jobs in their lifetime

- Public Survey Data (2019)

The avg no. of Jobs worked within different age groups:

The length of service in 1 job compared to two age groups:

NO. of JOBS	5 4 3 2 1				
		25 - 34	35 - 44	45 - 52	2

Years

	Average Tenure
25 - 34	2.8
years	years
55 - 64	9.9
years	years

A

BAME Statistics Black, Asian and Minority Ethnic:

Been with same employer over a decade:						
• White	29%					
 Hispanic 	22%					
 Black 	23%					
Asian	26%					
Workers over the age of 55+:						
• White	23%					
Hispanic	15%					
Black	19%					
Asian	19%					

- BLS Report





Getting your foot in the door
 Preparing by side-stepping if necessary
 Home in on your Transferable skills

::::

Christopher

Morgan



Contact

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Email: christoper.m@gmail.com

LinkedIn: linkedin.com/christopher.morgan

Languages

Spanish – C2 Chinese – A1 German – A2

Hobbies

- Writing
- Sketching
- Photography
- Design

Summary

Senior Web Developer specializing i Experienced with all stages of the di dynamic web projects. Well-versed languages including HTML5, PHP OC Strong background in project managrelations.

Skill Highlights

Project management

 Strong decision maker
 Complex problem solver

Experience

Web Developer - 09/2015 to 05/20: Luna Web Design, New York

- Cooperate with designers to simple, intuitive interactions
 Develop project concepts an
- workflow. • Work with senior developer
- design projects for corporate
 Complete detailed programm for front end public and inte challenging back-end server
- Carry out quality assurance t optimize usability.

Education

Bachelor of Science: Computer Info Columbia University, NY

Certifications

PHP Framework (certificate): Zend, Programming Languages: JavaScript SQL, MySQL.

VICTORIA COOPER PROFESSIONAL TITLE

CONTACT

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- hello@application.com
- New York, USA
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- % www.nicole-m.com

EDUCATION

Degree / Diploma Name | Major | Grade *University or College Name* 20YY – 20YY

Degree / Diploma Name

| Major | Grade University or College Name

20YY - 20YY

SKILLS

- List skill here

EXPERTISE

PROFILE

Your profile is one of the most important parts of your resume. This section should give a concise summary of your career to date (5 sentences max). This will be one of the first sections your future employer/recruiter will see, and you don't want it to be the only one! Your profile needs to capture their attention and get them to keep reading your whole CV. One final tip; It is usually easiest to write this part last!

WORK EXPERIENCE

Job title / Position

Company | MM/YY – MM/YY

Summary of your role in the position. Detail your role, responsibilities and, importantly, highlight your achievements. List your roles chronologically, starting with the most recent first. Use bullet points to summarise your accomplishments and key experience you want to highlight

- Bulleted job description
- Bulleted job description
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- Bulleted job description



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WORK EXPERIENCE

YOUR JOB TITLE (2017-2019)

NAME COMPANY

Lorem ipsum dolor sit amet, consectetur adipisel it. Proin consectetur scelerisque im perdiet.

YOUR JOB TITLE (2019-2020)

NAME COMPANY

Lorem ipsum dolor sit amet, consectetur adipisc ing elit. Proin consectetur scelerisque imperdi et. Vivamus consequat .

YOUR JOB TITLE (2021)

NAME COMPANY

Lorem ipsum dolor sit amet, consectetur adipis cing elit. Proin consectetur scelerisque imperdi et. Vivamus consequat fermentum venenatis.

SKILLS

ALES ••••••••

EAMWORK • • • • • • • •

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Lorem ipsum dolor sit amet

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Being Strategically Vague!







Position in Fashion

Position in General Corporate Marketing

Being Strategically Vague!





Position as a Manager in Restaurant

Position as a Sales Rep

The Myth of the 'Sidestep'

Usually viewed as a negative term.

"Leaving your current role for a similar role at a similar level in the same situation you're in at the moment"



The Myth of the 'Sidestep'

- Career = path (to the right)
- Reach a wall
- 1) Try and break through the wall?
- 2) Try and climb over the wall?
- 3) Dig under the wall?

Tried them all and nothing works?



Skills, Skills and more Skills!

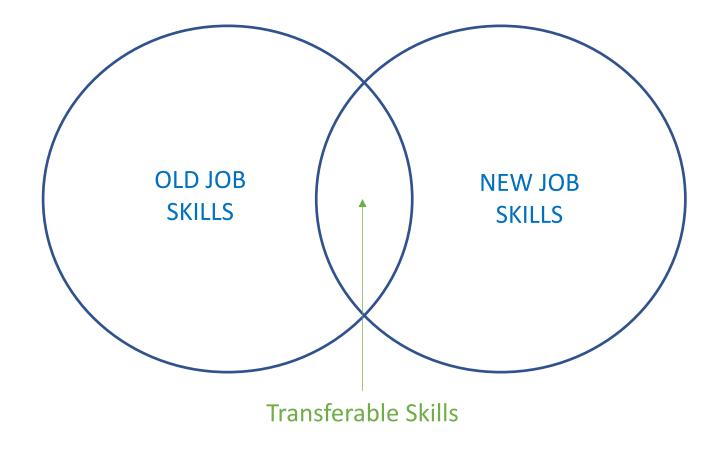
- Communication
- Teamwork
- Organisation
- Planning
- Computer skills
- Leadership
- Management
- Creative thinking
- Critical thinking

- Analytical skills
- Self-learning
- Problem solving
- Social presence
- Dependability
- Adaptability
- Business strategy
- Time management
- Work ethic

- Listening
- Providing feedback
- Relationship building
- Positive attitude
- Assertiveness
- Conflict resolution
- Empathy
- Depersonalization
- Taking responsibility

What are Transferable Skills?

• Strengths and qualities you can bring from one role to the next.



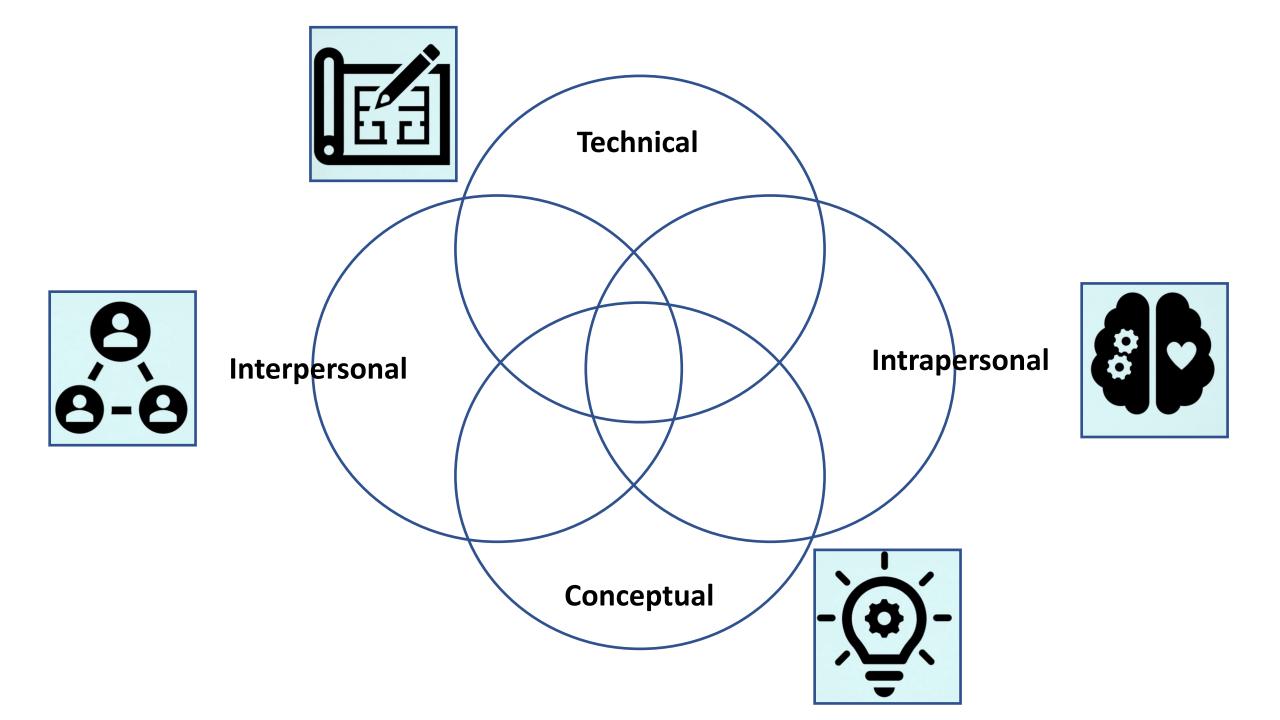
What are Transferable Skills?

- Strengths and qualities you can bring from one role to the next.
- Do <u>Two</u> things simultaneously:
 - 1. Increase your value to your organisation
 - 2. Decrease your competition



Better to Look at skills in 4 different sections

Technical	Conceptual	Interpersonal	Intrapersonal
Typing	Decision making	Communication	Your "why"
Computer Literacy	Critical thinking	Teamwork	Self esteem
Office Skills	Strategy	Negotiation	Self confidence
Reporting	Abstract reasoning	Influence	Self reflection
Data analytics	Problem solving	Empathy	Open mindedness
Coding/programming	Adaptability	Delegation	Motivation
Project Management	Breadth	Conflict resolution	Emotional awareness
Technical writing	Ideation	Motivation	Mindfulness
Marketing	Innovation	Coaching/mentoring	Values
Languages	Vison & mission	Leadership	Resilience



YOUR Steps:

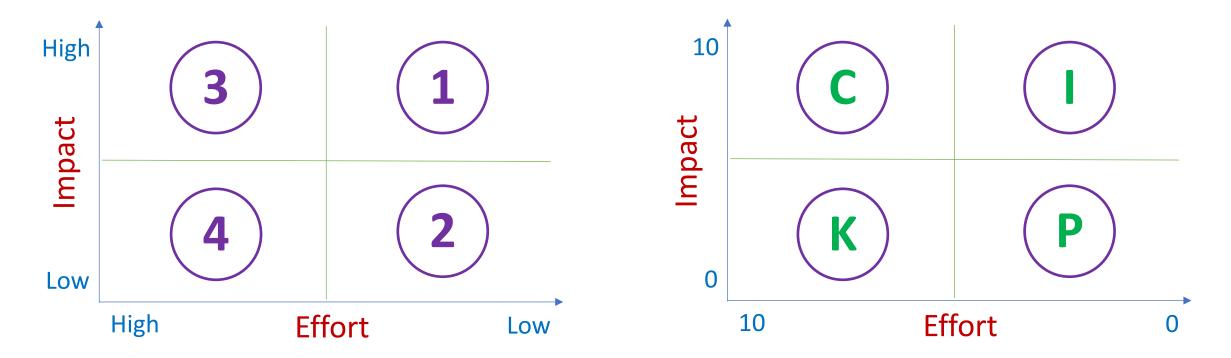
1. Assess YOUR skills (current + future)

- 2. Select skills to add / improve Impact Effort Matrix
- 3. Set yourself a GOAL + <u>Action Plan</u>



Impact Effort Matrix

- Prioritization Chart
- Initiatives, ideas, actions and more
- Improve Personal or Group Task Management





1. Remember - The Stats

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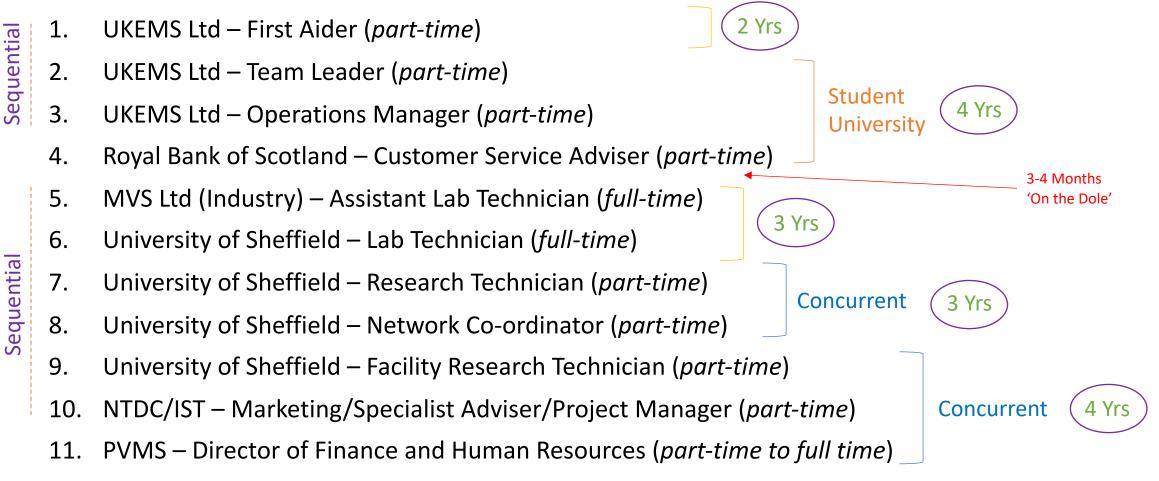
Remember - To Get your foot in the door
 Remember - The Myth of the 'Sidestep'
 Remember - Skills, Skills and Skills

Career Paths are Not Straight Forward

CASE STUDY: FINDING THE

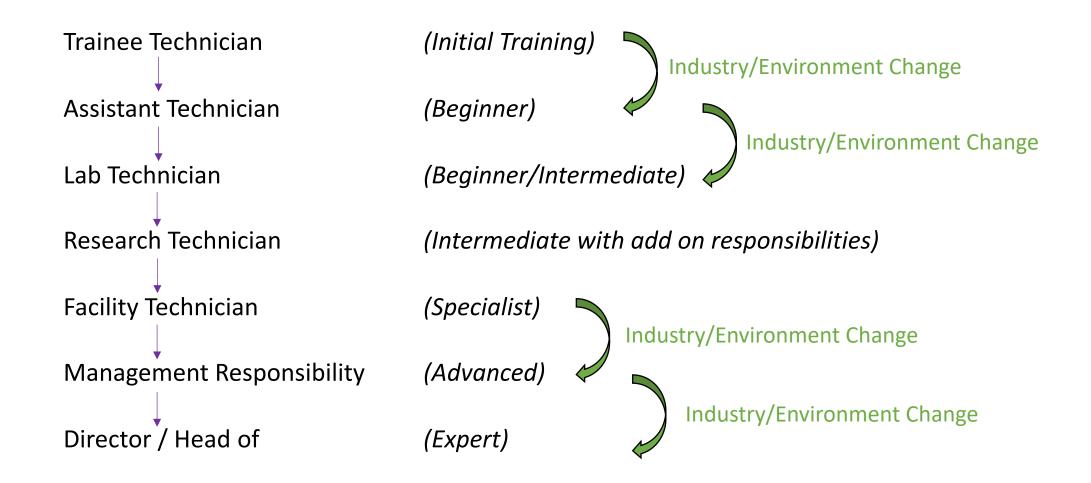


How Many Jobs have you held?



12. Peacock Lettings – Managing Director (part-time to full time)

What degree of expertise or experience do you have?



<u>Assistant Lab</u> <u>Technician</u>

- Following prescribed protocols
- Attending meetings to plan weekly work
- Regular cleaning and testing
- Training and CPD
- Meeting targets
- Computer and Officer Skills
- Typing





Lab Technician

- Ordering consumables and equipment (Organisation skills)
- Maintaining and cleaning equipment (Work ethic)
- Assisting colleagues with experiments (Teamwork skills)
- Experiments/Analysis (Problem solving, Analytical skills)
- Keeping records and shared resources (Computer skills)
- Learning new methods and procedures (Technical skills)
- Aiding the merger of labs (Planning skills)
- Presenting research to lab group (Communication skills)
- Supporting Department events (Public speaking, Listening skills)

Research Technician

- Analytical Skills improved (Breadth)
- Attention to detail increased (Self reflection)
- More independence (Adaptability)
- Creating own experiments (Creative thinking)
- More emphasis on own work and results (Time management)

Facility Research Technician

- More specialised skill sets (Decision making)
- Wider network of working with groups (Strategy)
- Working in collaboration with a national business (Ideation)
- More involved with future running of facility (Leadership)





Network Co-ordinator

- Organizing National network meetings (Relationship building)
- Being welcoming and engaging (Positive attitude)
- Co-ordinating a project across the UK (Management)
- Website Development (Coding/programming)
- Enhancing social media networks (social presence)
- Monitoring finances, procuring (Reporting)
- Specialised research and publishing (Technical writing)
- Making quick decisions (assertiveness)
- More autonomy (Dependability)

'Jack of all Trades'

IST and NTDC Roles:

- Marketing
- Developing the Magazine/Podcast/Resources/Videos
- Project Management
- Organizing National Conference
- Leadership
- Networking and Influence
- Registrations management
- More responsibility and ability to delegate
- Coaching and mentoring
- Running and operations of Organisations



R

Supporting the technical workforce in the creative, digital, engineering and science technologies



National Technician Development Centre





The 'GAP' in the Market

- For private and licensed events with spectators, a complete medical team needs to be present during events.
- Ambulance Services (including privates) are currently inundated with NHS work.
- Therefore, the need for a medical team (first aiders, nurses, paramedics, doctors, event practitioners and managers) as well as medical risks assessments and medical management, along with consultancy and training is essential.

Other Company attempts

The previous companies responsible:

- 1. Struggle to retain staff and therefore struggle to meet clients demands.
- 2. Little communication with clients and no communication with agency companies working at the same events.
- 3. No records were being kept and few risk assessments were carried out.
- 4. Were not making any money!

...ALL of which is a recipe for disaster.

The Solution...

Using my skills built from my time as a technician I set up an:

- 1. Operations Department
- 2. Recruitment Department
- 3. Human Resources Department
- 4. Training Department
- 5. Finance Department
- 6. Marketing Department

...which is now a company with a £500,000 annual turnover.

In Summary

- There is no right or wrong path, only YOUR path.
- Find a way to get your foot through the door.
- Do not fear the possibility of sidestepping.
- Identify all your skills and the ones you want to develop.
- Carry out the Impact Effort Matrix.
- Map those transferable skills onto your future career path.
- ...and don't forget that even though work and careers and important.

Family, Friends and having time for YOU are <u>EVEN MORE</u> important!!!

Many thanks

- Joan, Terry, Helen and the whole IST Team
- Nat, Mel, Sara, Jared and the whole NTDC Team
- My colleagues at The University of Sheffield
- My husband
- To you

I dedicate this talk to my late Brother; Simon Peter Ashton, who was an extraordinary entrepreneur, ahead of his time, and my greatest ally.



THANK YOU!

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Director of Human Resources and Finance

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