



Technician Commitment Action Plan: October 2018 – October 2020

Action	Objective	Actions already taken	Planned Actions (October 2018 – October 2020)	Responsibility	Success Measure and Timeline
Visibility - Ensure that all technicians in the organisation are identifiable and that their contribution is visible within and beyond the institution Recognition - Support technicians to gain recognition through professional registration					
1.	Highlight and celebrate technicians being recognised for their contributions	Website, social media and mailing list established Some TSSG members have already completed professional registration	Develop a communications strategy for connecting communication channels - website, social media and mailing lists, to maximise opportunities to reach everyone in the technicians' community. Use Technician Support Steering Group (TSSG) communication channels to promote achievements e.g. technicians receiving awards, gaining professional registration etc. To consider: <ul style="list-style-type: none"> Moving website over to centrally managed resource Ways of working with school communication officers Developing a forum area for technicians to identify logistical problems and challenges they face in different areas. Shared and common experiences could be identified in different Schools and reflected back to students. 	Technician Support Steering Group	By March 2019 News items and events are regularly added and shared across different departments. Increasing number of tweets and retweets, number following and number of followers. Technicians are engaging in events and activities promoted.
2.	To highlight, celebrate and promote the technician community in UoE	Event booked and in plan.	Host an event to celebrate all of the activities that have taken place in the first year of signing the Technician Commitment, acknowledge the Steering Group's contribution, build engagement, publicise development opportunities and support available and	Technician Support Steering Group	In December 2018 Established key note speaker 200 technicians attend



	and acknowledge the role they play across the University		bring the technician community together for the first time. Confirm agenda and secure keynote speakers and senior sponsors to attend Confirm knowledge hubs to promote support and development available and how to access it		Feedback and evaluation from technicians is positive Senior sponsors maintain their support after the event
3.	Provide opportunity for technicians to meet regularly		Establish a calendar of TechNET meetings. Network meetings to be held every quarter for individuals to discuss practice, talk about CPD, gaining professional registration and share resources. Invite speakers from services and departments across UoE and from other universities. Establish quarterly for technical service managers, to share good practice and gain support as managers. Themes to include youth employment strategy, having career development conversations etc.	Technician Support Steering Group	From January 2019 Technicians consider it to be a valuable forum for the sharing of good practice, ideas and resources. Measured by attendance, feedback at meetings and different people volunteering to host meetings.
Career Development - Enable career progression opportunities for technicians through the provision of clear, documented career pathways					
4.	Provide opportunities for career development	Meetings taken place around CPD with technical service managers and PIs. Collaborating with other universities to offer cross university development opportunities.	Signpost learning and development opportunities available to the whole technician community Define a career development framework for technicians Create a career development programme for technicians Linked to the University Athena Swan action point on staff development secondment opportunities	Organisation Development & Institute for Academic Development	By September 2019: Career development support for technician community identified. Increase in technicians participating in programmes delivered by Learning and Organisation Development.



		Learning and development opportunities identified across the UoE			<p>Success measures to include an increasing proportion of technicians aspiring to or achieving promotion.</p> <p>Staff survey results for 2020 show an increase in satisfaction in career development opportunities available</p>
Sustainability - Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised					
5.	Build a sustainable talent pipeline for technicians into the University	<p>5 out of 20 of the 2017 Modern Apprentice cohort were technicians</p> <p>3 out of 21 of the 2018 modern apprentice cohort are technicians</p> <p>2018 – 1 Career Ready & JET mentor is a technician</p>	<p>HR Resourcing Team to provide support to promote to young people the careers available in technical services e.g. through high school work placements/visits, Career Ready mentoring, JET Academy, Foundation Apprenticeships and Modern Apprenticeships.</p> <p>Engage Technical Service Managers in youth employment initiatives. Gather case studies and invite Managers/MAs to speak at launch event; TechNet meetings for managers who have previous experience of the different initiatives.</p> <p>Promote youth talent initiatives to Technicians and Managers.</p>	Organisation Development	<p>By October 2020</p> <p>Technicians engage with the Youth Engagement programme to contribute to the University of Edinburgh achieving its target of 150 new apprentices by 2021</p> <p>A staff network for apprentices/young people and managers is established, to share experiences, organise joined-up work placements and communicate learning</p>
6.	Ensure that policies and practices support and enable the University's	Raised awareness at senior and University level of the issues and	Conduct OD review to establish development and succession planning priorities and associated risks and contingency plans	Organisation Development	By October 2020:



	ambitions for its technicians	challenges to be addressed Executive support and sponsorship for the Technician Commitment Action Plan	Highlight opportunities and make connections between strategic activities in the University (e.g. City Deal) and the Technician Commitment Action Plan. Explore ways in which the University can support professional registration		Implications and opportunities for technicians are considered in strategic activities Policies and practices support the recognition and professionalism of the technician community Numbers of technicians achieving professional registration are increasing.
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