

# Technician Commitment: Impact so far & where do we go from here?

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## Agenda

### 1. Presentation:

What has the impact been at Imperial?

What should be in our next action plan?

### 2. Live online poll – Mentimeter

### 3. Small group discussions

### 4. Feedback & closing remarks

## Questions for reflection

1. What has been the **impact of the Technician Commitment**, if any, from your point of view?
  2. What do you think we should be focusing on in our **next action plan**?
  3. What can we do to **encourage more technicians to engage** with the opportunities created by the Technician Commitment?
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## What is the Technician Commitment?

- Initiative supported by Gatsby Foundation and Science Council
- Signatory universities and research institutes pledge action against the key challenges affecting technical staff
- Imperial became founding signatory in **May 2017** and submitted 24-month action plan to Science Council in **June 2018**

## Technician Commitment Action Areas

### VISIBILITY

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

### CAREER DEVELOPMENT

Enable career progression opportunities for technicians through the provision of clear, documented career pathways

### RECOGNITION

Support technicians to gain recognition through professional registration and external awards schemes

### SUSTAINABILITY

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

## Question for reflection:

**What has been the impact of the Technician Commitment, if any, from your point of view?**

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## What has the impact been?

### VISIBILITY

- Technicians' Network events
- Coverage of achievements of technicians
- Technicians' Network newsletter
- Technicians' Portal
- Science Museum Technician Gallery

### RECOGNITION

- Professional registration
- Internal awards
- Staff survey – feeling recognised and valued

## What has the impact been?

### CAREER DEVELOPMENT

- Participation in learning and development
- Uptake of external networking opportunities
- Staff survey – development & career progression
- Career support infrastructure
- Apprenticeships to support ongoing career development

### SUSTAINABILITY

- Engagement with plans for lab technician apprenticeship
- Retention of recent technician apprentice graduates



## Areas where work is still ongoing



Naming and acknowledgement of technical staff contributions to research outputs

Technical career pathways

Laboratory technician apprenticeship

Expanding the technical academy

# What do you think?

**Go to: [www.menti.com](https://www.menti.com) and  
use code 48 21 46 4**

**Answer 3 simple questions**

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# Technician Commitment at Imperial

**Where do we go  
from here?**

## Question for reflection:

What do you think we should be focusing on in our next action plan?

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## Next action plan – suggested new actions

### VISIBILITY

- We will engage with **social media** channels to celebrate and share news about, and for, our technicians.
- We will coordinate a **technicians' photography project** to build on the images of technical staff in our photo repository, reflecting the diversity of technical roles and technicians across the College.
- We will celebrate the contribution of **female technicians** at Imperial with an exhibition in our Blyth Gallery.

## Next action plan – suggested new actions

### RECOGNITION

- We will support technicians involved in teaching to engage with the **STAR Framework and Higher Education Academy**, to recognise their commitment to professional practice in teaching within higher education.
- We will **widen our offer of professional registration support** to include registration for IT technicians (RITTech) and environmental technicians (REnvTech).

## Next action plan – suggested new actions

### CAREER DEVELOPMENT

- We will actively support technicians to access **apprenticeship levy funding** to build new skills to support career development.
- Case studies on our Technicians' Portal will showcase a wide range of **technical career journeys**.

## Next action plan – suggested new actions

### SUSTAINABILITY

- We will have a technical staff representative on our institutional **Equality, Diversity and Inclusion Forum**.
- We will **encourage uptake of EDI and unconscious bias training** across the technical community, leveraging the extensive provision available through EDIC.
- There will be a **renewed focus on encouraging people from underrepresented groups to apply** for our established technician apprenticeship scheme and we will encourage technicians to engage in outreach work to encourage people from a range of backgrounds into technical careers.



# Have your say

## Small group sessions



## Small group sessions

1. What has been the **impact of the Technician Commitment**, if any, from your point of view?
2. What do you think we should be focusing on in our **next action plan**?
3. What can we do to **encourage more technicians to engage** with the opportunities created by the Technician Commitment?

# Small group sessions

*You are now going to be assigned to a breakout group*

*This may take a few moments*

*At the end of the small group session, you will  
automatically return to the main meeting*

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