|  |  |  |  |
| --- | --- | --- | --- |
| **Visibility** | **Recognition** | **Career Development** | **Sustainability** |
| ● *Our Technicians’ Network will continue to hold an annual network event and a programme of termly Technical Managers’ Forums, working to increase levels of participation from under-represented departments such as Estates and ICT.*  *● Our Technicians’ Portal will build on its case studies to ensure that technicians across the organisation are visible on our website. Case studies will showcase a wide range of technical career journeys.*    *● We will continue to publicise the success of our technicians in news stories, our bi-monthly Technicians’ Network newsletter and Technicians’ Portal, increasing engagement with content across these channels.*  *●* ***NEW:*** *We will engage with social media channels to celebrate and share news about, and for, our technicians.*  *●* ***NEW****: 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.*  *•* ***NEW****: We will hold an exhibition to celebrate the diversity of our technical community and the broad range of technical roles at the College.* | *● We will continue to offer structured programmes of support and guidance for science and engineering technicians to gain professional registration.*  *● We will continue to recognise the contribution of technicians through internal award schemes, as well as introducing a mechanism whereby Imperial technicians are considered for external honours and awards.*  *● We will encourage departments to include registration as a desirable criterion in person specifications and include professional development in job descriptions.*  *● We will create a consistent policy to ensure that, where technicians have contributed to research outputs and grants, they are named as authors of publications.*  *●* ***NEW****: 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.*  *•* ***NEW****: We will widen our offer of professional registration support to include registration for IT technicians (RITTech) and environmental technicians (REnvTech).* | *● We will build awareness of, and engagement with, our mentoring scheme, increasing the number of mentors and mentees from the technical community.*  *● We will continue to promote training and development opportunities for technical staff available both internally, through our Learning and Development Centre, and externally, through our institutional memberships of HEaTED and the National Technician Development Centre.*  *● We will support technicians to attend relevant conferences organised by external bodies to encourage professional networking and cross-sector learning.*  *● We will create visible career pathways for technicians to support both increasing functional specialisation and the acquisition of transferable skills. These will be supported by training and development and documented job descriptions which are driven by agreed competencies.*  *● We will create and promote internal and external work shadowing opportunities for technical staff to support their career progression.*  *●* ***NEW****: We will support technicians to access apprenticeship levy funding to build new skills to support career development.*  *●* ***NEW****: We will actively promote existing career development support and resources, encouraging greater uptake from technical staff on fixed term contracts.* | *● We will establish a laboratory technician apprenticeship scheme, to complement our existing mechanical workshop and maintenance engineering schemes, leveraging the apprenticeship levy.*  *● We will introduce a mechanism to support informal, peer to peer learning across the technical community and develop structures for sharing of skills, resources and equipment across the College.*  *•* ***NEW****: We will have a technical staff representative on our institutional Equality, Diversity and Inclusion Forum.*  ***•NEW****: We will encourage uptake of EDI and unconscious bias training across the technical community, leveraging the extensive provision available through our Equality, Diversity and Inclusion Centre.*  *•****NEW****: 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.* |

**Actions Complete or in Business as Usual**

|  |  |  |  |
| --- | --- | --- | --- |
| **Visibility** | **Recognition** | **Career Development** | **Sustainability** |
| *● Our Technicians’ Network will receive a regular newsletter promoting development opportunities available for technicians.*  *● Our activities under the Commitment will be visible on our Technicians’ Portal.* | *●We will promote role models/champions within our technician community by means of our events, portal, and other communication channels.* |  | *● We will employ a full-time member of staff to implement, coordinate and manage activities under the Technician Commitment, including supporting technical staff through the professional registration process.*  *● We will monitor progress of our actions through quantitative and qualitative means, including surveys, tracking of professional registration, tracking of participation in training and development opportunities, measuring of progression and turnover and measuring of uptake of resources within the Technicians’ Portal.*  *• We will work with the Learning and Development Centre’s talent development and succession planning activities to ensure that technical roles are represented and involved in planned activity.* |