



Our approach to the Technician Commitment

Mrs Jane Hubble
6th November 2018



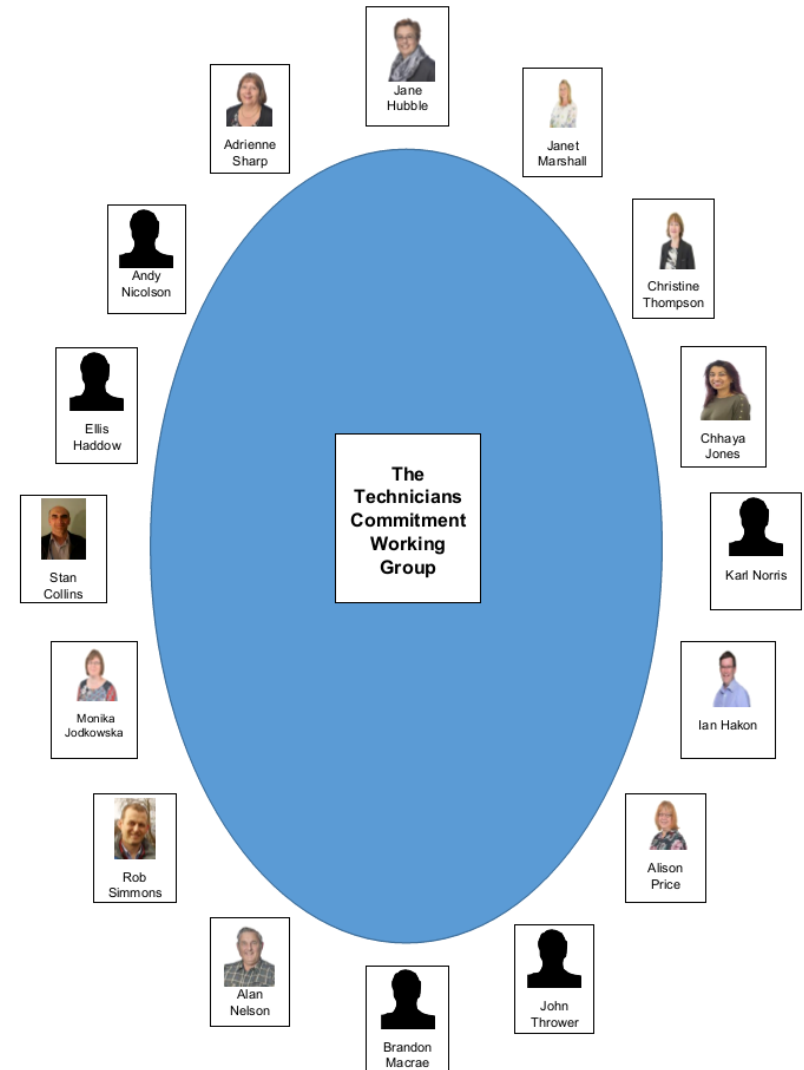
“Technician Commitment?
That’s just a HR thing isn’t it?”

“Errr, no....it’s a bit more than
that.....”



Technician Commitment Working Group

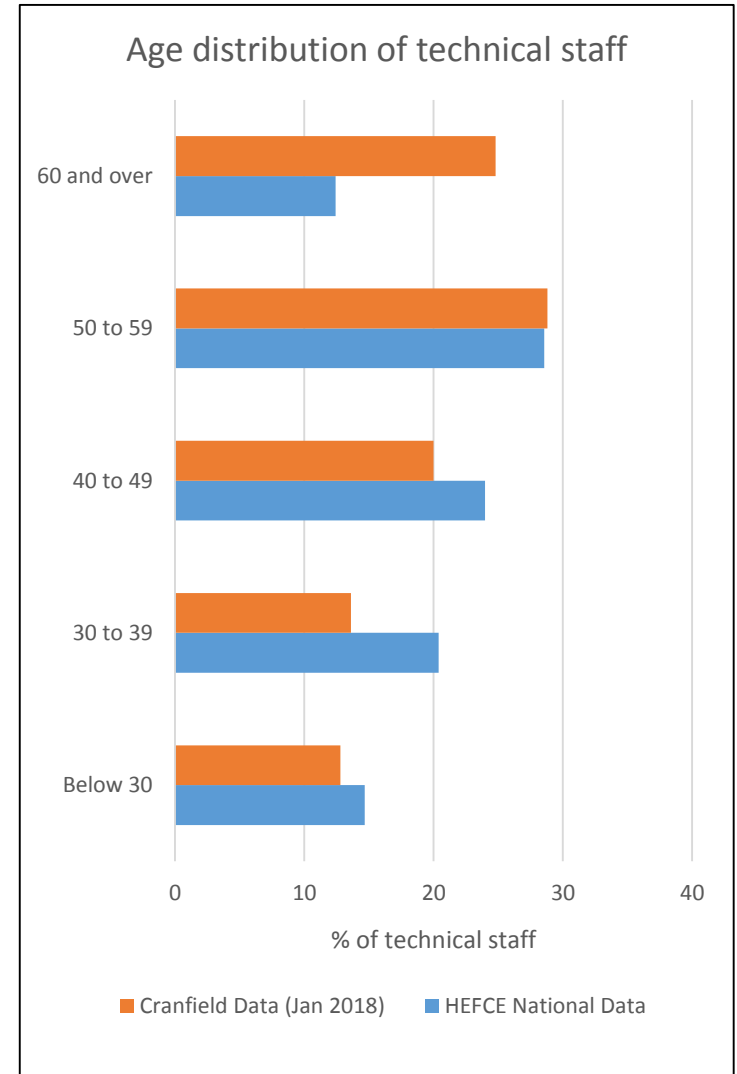
- Technicians (Schools and PSU)
- Technical Managers
- Apprentices
- Academics
- Human Resources & Development
- Research & Innovation Office
- Internal Communications





Formation of our Action Plan

- Sanity check – does Cranfield have a problem?
 - HR Records
 - Technicians Forum
 - “Leaky pipeline”
- University projects
 - Career pathways
 - Career development workshops
 - Mentoring





2 Year Action Plan

- Raising awareness
- Gathering baseline information
- Assessing/publicising findings and recommendations
- Clarifying technical careers
- Supporting technical staff to achieve
- Keeping technicians in the loop
- Acknowledging technical staff contributions
- Review

Cranfield University Technician Commitment Action Plan 2018-2020					
The themes of the Technician Commitment are:					
Viability (V)	Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution				
Recognition (R)	Support technicians to gain recognition through professional registration				
Career Development (CD)	Enable career progression opportunities for technicians through clear, documented pathways				
Sustainability(S)	Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised				
Evaluating Impact (E)	Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness				
Key:	SATM CDS SWEE L&D RIO	School of Aerospace, Transport and Manufacturing Cranfield Defence and Security School of Water, Energy and Environment Learning and Development Research and Innovation Office	TCWG SHRBP P&DR MI VC	Technician Commitment Working Group Senior/HR Business Partner Performance and Development Review Midlands Innovation Vice Chancellor	
Action No	Theme	Action	Responsibility	Timescale	Success Measures
Raising Awareness of the Technician Commitment					
1a	All	Event opened by the VC to launch the Technician Commitment in order to update/engage and promote awareness of the project	TC Working Group	September 2018 - October 2018	Event held with good engagement and attendance and receiving good feedback
1b	All	Raising awareness and engagement of Technician Commitment through attendance TCWG Chair at School Executive meetings	Chair/Director of Research	July 2018 - October 2018	i)Engagement of senior leaders. ii)Agreement of School Executives to support Technician Commitment through engagement with Action Plan and other relevant initiatives. iii)Agreement to participate in baseline surveys
1c	All	Raise awareness through internal communication methods - e)Bulletins/intranet/TV screens	TC Working Group	July 2018 - ongoing	Articles included in internal communication methods
Gathering Baseline Information					
2a	All	Analysis of HR system/database to identify technical roles across the University	Chair/Lead of TC working group	July 2018 - March 2019	Analysis has been carried out and the results prepared for inclusion into report (3a)
2b	All	Analysis of management structure of technicians within the University and seek to understand underlying reasons	Chair/Lead of TC working group	July 2018 - March 2019	Analysis has been carried out and the results prepared for inclusion into report (3a)
2c	All	Select appropriate survey methods to deliver 2d, 2e and 2f	Chair/Lead of TC working group	July 2018 - March 2019	Analysis has been carried out and the results prepared for inclusion into report (3a)
2d	All	Engagement survey of technical staff to provide baseline data	Chair/Lead of TC working group	July 2018 - March 2019	Analysis has been carried out and the results prepared for inclusion into report (3a)



Launch Event

- Developed by the TCWG
- Aided by
 - Events Team
 - Communications & External Affairs Team
- Personal invites
- External speaker
- Interactive
- Nibbles & drink

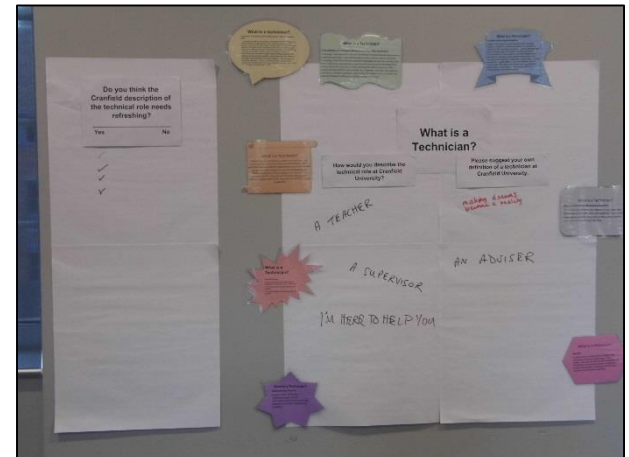




Key Features of the launch event

- **Pledge Cards**
 - Interactive
 - Statements of support/action
 - Will be posted on Intranet

- **What is a Technician?**
 - Interactive
 - Direct feed into Career Pathways project

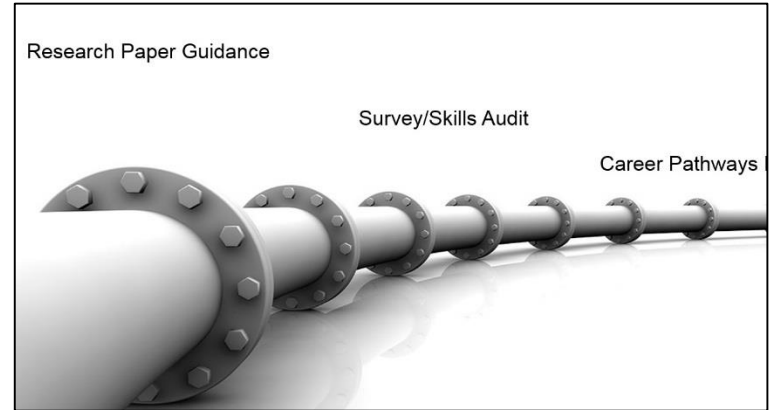




Key Features of the launch event

- **Clear messages**
 - Opportunities to get involved
 - Workshop dates
 - What's in pipeline

- **Student Involvement**
 - Launch Event included as part of Open Doors tours for new student intake





What's next?

- Gathering baseline data (TCWG/HR)
- Skills audit (TCWG)
- Professional registration workshops (L&D)
- Mentoring scheme (L&D)
- Paper authorship policy (RIO)
- Career Pathway project (HR)
- Publicising opportunities (Comms)
- Increasing visibility of technical staff (Comms)
- Fostering an inclusive and proactive approach (Everyone)



Technician Commitment

NOT just a HR thing!



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