Section 5. Please provide a 24-month action plan, detailing future plans to ensure your organisations addresses the themes of the Technician Commitment and details of how impact will be evidenced

VISIBILITY

Ensure the technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution
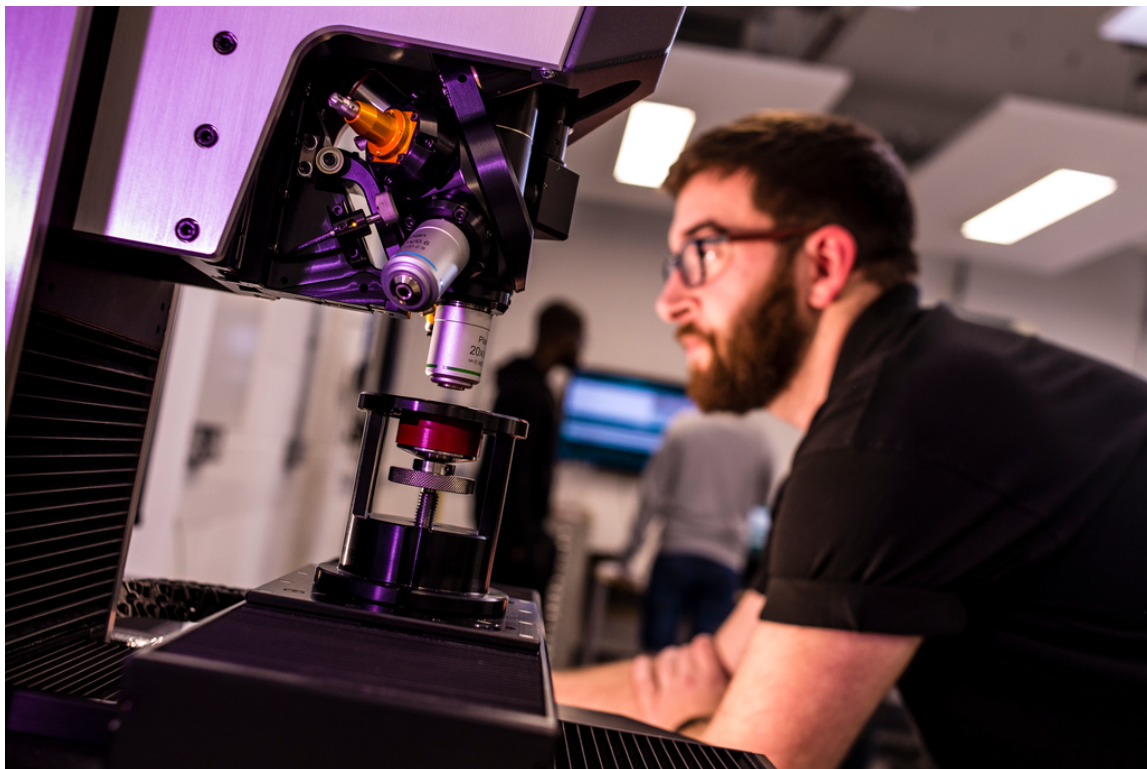
We commit to:

1. Inclusion of Technical representation on the University's deliberative committees.

2. Showcasing the contribution Technicians make to the University through internal and external communication channels including Technician staff profiles on the University website.

3. Featuring Technicians in University marketing materials and highlighting the applied and practical dimensions of taught provision, research activity and industrial engagement.

4. Extending the Science Technician Work Experience Week to a University-wide Technician Work Experience Week for Year 10 and Year 12 pupils across Derby and Derbyshire.

5. Reinstating the annual Technicians' Conference from 2021.

6. Further developing the collaboration between academic and technical staff in curriculum developments and research planning to strengthen student experience and research quality.

7. Technician involvement in University community projects.

8. Forming a Technical Services Change Group to work collaboratively towards embedding a positive culture of community within the Technical Service, being advocates for change and making a difference both locally and across the organisation.

RECOGNITION

Support technicians to gain recognition through professional qualification

We commit to:

1. Working with the Centre for Excellence in Learning and Teaching (CELT) to support Technicians in applying for Fellowship or Associate Fellowship to Advance HE.

2. Supporting Technicians professional development through engagement in relevant agencies, such as Higher Education and Technical Education Development (HEaTED), National Technician Development Centre (NTDC) and /or Institute of Science and Technology (IST).

3. To put appropriate colleagues forward for national recognition awards, such as the Times Higher Education awards for Technician of the Year.

4. Continue to encourage nominations to the University's Staff Excellence Awards from all areas of the Technical Services Team and inclusion in the Union of Student Education Awards.

CAREER DEVELOPMENT

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

We commit to:

1. Exploring opportunities for linked Technical grades with HR colleagues and to map Technical career pathways.

2. Make use of increasing apprentice opportunities to develop skills based and Technical management opportunities, for example:

   A) MP2/L8 Technical Manager: L6 Chartered Manager Degree, L7 Senior Leader, L7 Academic Professional (leading to Fellowship of Advance HE).

   B) MP1/L7 Technical Team Leader: L5 CMI Operations Manager, L6 Chartered Manager Degree, L7 Academic Professional (leading to Fellowship of Advance HE).

   C) L6 Technical Instructor/Senior Technician: L5 CMI Operations Manager, L6 Chartered Manager Degree, L5 Learning and Skills Teacher, L7 Academic Professional (leading to Fellowship of Advance HE).

   D) L5 Technician: L3 ILM Team Leader, L5 Learning and Skills Teacher. Inclusion of staff profiles on the University website to highlight Technical careers.

3. Inclusion of staff profiles on the University website to highlight Technical careers.

SUSTAINABILITY

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

We commit to:

1. Working with relevant agencies, such as the National Technician Development Centre (NTDC), to assure the Technical skills and standards across the University.

2. Establishing a Technician Commitment Steering Group including Technical, University Senior and Executive Management and HR colleagues, to guide the delivery of these commitments.

3. Undertake a skills audit to define training requirements for Technical colleagues across all grades.

4. Building in succession planning and training into the development of individual Technicians and Technical teams.

5. Assuring equality, diversity and inclusivity in all that we do.