Technician Commitment (TC) - UoL 3- Year Action Plan 2021-2024

			Visibility	Recognition	Career Development	Sustainability	Evaluating Impact
Year 1 ------ August 2021 – July 2022							
Action	**Key Outputs/ Support Actions**	**Success Measures**					
Enhance sustainability of TC at UoL	▪ Confirm focus area leads in the TC working group ▪ Consider TC contributions as part of workload ▪ Fill TC working group vacancies ▪ Explore links with other UoL initiatives to create synergies	Full capacity of the TC Working Group is restored, and it can continue to drive and support delivery of UoL's actions towards the TC, drawing on synergies with other UoL initiatives.	√	√		√	√
Rebuild TechLinc (forum for UoL Technicians by UoL Technicians)	▪ Identify a new TechLinc Lead ▪ Identify a social media contact for CoA ▪ Continue to promote TechLinc as forum for UoL Technicians by UoL Technicians ▪ Canvas the technical community re needs of relevant activities ▪ Continue conversations with Technicians in ICT, Accommodation and Estates about TC opportunities and relevance	TechLinc is rebuilt, as a forum for the entire UoL technical community, and ready again to act as crucial platform for TC action based on community needs.	√	√	√	√	√
Year on Year ------ August 2021 - July 2024							
Continue to develop and maintain our website https://techniciansmakeithappen.blogs.lincoln.ac.uk	▪ Promote it as the 'go to' place for the technical community ▪ Add content as previously ▪ Consider adding video profiles	The website showcases UoL Technicians and their contributions internally and externally, and is crucial in supporting Technicians in their development, career progression, networking and access to resources.	√	√	√	√	√
Continue to develop and maintain TechLinc (forum for UoL Technicians by UoL Technicians)	▪ Implement consistent TechLinc labelling for activities in the technical community ▪ Reinstate and run TechLinc events regularly throughout the year	TechLinc is strengthened, recognised and recognisable at UoL (including via its social media presence), the Technician community identity is supported, and	√	√	√	√	√

	▪ Frame these TechLinc events around any of the 4 TC key areas and in support of other actions ▪ Enhance TechLinc visibility subject to budget (e.g. mugs/ lanyards with logo) ▪ Explore the possibility of having the TechLinc logo added as a selectable option in the institutional email signature generator ▪ Reinstate and run the Annual Technician Event ▪ Continue to develop and maintain social media activities ▪ Continue to promote and support of mental health and well-being (e.g. Mental Health First Aiders)	benefits as well as delivers towards all key TC areas. TechLinc continues to grow as a major hub of TC at UoL.					
Continue to strengthen visibility and recognition of the technical community and their contribution throughout UoL and externally	▪ Rotate displays of technician output in crucial buildings ▪ Display posters of technician profiles and their work in the buildings they are based ▪ Rollout best practice of general visibility (e.g. School brochures) ▪ Share/ rollout best practice of visibility to students (e.g. welcome week, VLE, technician attendance at graduation) ▪ Showcase Technicians on duty in practical sessions (e.g. profile poster) ▪ Continue to include Technicians on School or College staff lists and mailing lists ▪ Explore opportunities for 'Open Lab/Workshop/Studio' events ▪ Continue to promote and develop technician networks internally and with other HEIs ▪ Continue to seek Technician input into teaching planning ▪ Continue to explore how Technician input is captured in research grant bids and papers	Internal and external visibility of Technicians as individuals and community, and their contribution to every area of UoL is enhanced and strengthened, and can be recognised by all stakeholders. Internal and external Technician networks have been growing.	√	√	√	√	
Continue to promote professional recognition	▪ Continue to inform about and support professional registration/ charters, HEA recognition ▪ Display successful recognition (e.g. postnominal letters in email signatures, certificates in communal spaces ▪ Seek to utilise local champions	Technicians are well informed and supported in seeking recognition, and recognition is enhanced.	√	√	√	√	
Continue to support and strengthen skills base and development and	▪ Continue to annually survey skills and encourage more respondents ▪ Continue to encourage using the survey output for CPD planning and support	Technicians are well informed and supported in their skills development and CPD overall, engage with it, career	√	√	√	√	√

CPD of the technical community	▪ Consider creating a searchable skills directory (e.g. on OneDrive) based on survey output and also self-populated to identify 'go to' individuals (could be linked to profile posters above) ▪ Continue to support Technicians in aligning CPD with the Career Pathways ▪ Encourage applications for Aurora Programme and Inspire Programme, and to generally engage with institutional mentoring ▪ Enhance UoL's strategic awareness of technical skills institutionally and locally ▪ Providing feedback on the regrading process in support of its consistency ▪ Continue to promote and support Technicians to engage with external opportunities to support career development, e.g. RSC Technician Skills Development grant, Royal Institution Christmas Lecture placements	development is enhanced and the skills basis in the institution is sustained.					
Continue to promote nominations for internal and external award schemes	▪ Continue to circulate information on relevant schemes and deadlines ▪ Encourage and support nominations of colleagues or self ▪ Emphasise using LincOn more routinely for *ad hoc* recognition	Internal and external recognition of Technicians as individuals and community, and their contribution to every area of UoL is enhanced and strengthened.	√	√			
Enhance sustainability of TC at UoL	▪ Annual review at CLT and then SLT level ▪ Evaluate budget ▪ Link TC with Athena Swan, EDI and Research Concordat plans ▪ Add technical contacts on the internal Vitae Concordat portal page ▪ Fill any arising TC working group vacancies ▪ Prepare to include Technicians more specifically in institutional strategy and documentation ▪ Continue to include Technicians on committees	The TC Working Group continues to be in a position to drive and support delivery of UoL's actions towards the TC, drawing on synergies with other UoL initiatives.	√	√	√	√	√
Continue to direct TC action at UoL and evaluate impact	▪ Investigate implementing an anonymous virtual suggestion box for Technicians ▪ Continue to solicit feedback from Technicians colleagues on activities/ action points ▪ Continue to monitor award data ▪ Continue to monitor recognition data	The delivery of UoL's actions towards the TC is informed by the Technician voice, and impact can be evaluated. So the focus of activities and resources can be adjusted for maximised output. The next SED and action plan will be well					√

	▪ Continue to monitor website traffic ▪ Continue to monitor social media traffic	informed and supported by the Technician voice and data.					
Year 3 ------ August 2023 - July 2024							
Enhance sustainability of TC at UoL	▪ Draft new SED and 3y action plan	The new SED and 3y action plan is submitted on time and well received by the peer reviewers and the Steering Group.					√