

	Nov 2018 – Apr 2019	May 2019 – Oct 2019	Nov 2019 – April 2020	May 2020 – Oct 2020	
<b>Visibility</b> Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution	Add to website ( <a href="https://technicians_make_it_happen.sites.lincoln.ac.uk">https://technicians_make_it_happen.sites.lincoln.ac.uk</a> ): profiles of all technicians; technician stories (blogs/ vlogs); TechLinc communication area; links in support of other action such as careers, CPD, registration				
	Ensure profiles of Technicians as listed on the institutional Directory are listed within the respective School or College staff lists				
	Ensure Technicians are included in School or College mailing lists				
	Establish and launch TechLinc – the forum for UoL technicians by UoL technicians				
	Provide contact details for TechLinc in onboarding information for new starters				
		Technician Event (showcase, celebrate, network)		Technician Event (showcase, celebrate, network)	
	Enhance Technician representation on decision making Committees as appropriate				
		Produce guidance on costing of Technician time for grant applications; paper authorship	Implement and consider when allocating workload		
		Produce guidance on costing Technician time for income generation via external work	Implement and consider when allocating workload		
		Produce guidance on formalising Technician teaching contribution including pastoral care	Implement and consider when allocating workload		
	Recognition of Technician contribution via statements in UoA to REF ; to TEF; Prospectus, Open Day and Outreach marketing material				
			Prepare to include Technicians more specifically in institutional strategy and documentation		
		Enhance generic job descriptions to improve contextual fit (also use NTDC tools)			
	<b>Recognition</b> Support technicians to gain recognition through professional registration	Network and share practice with other HEIs			
Promote professional registration/ charters					
Promote HEA recognition and direct to LALT					
Include professional registration (or working towards) as desirable criteria on job descriptions for new Technician posts					
		Arrive at a consistent and transparent institutional basic approach re paying registration/charter fees, as well as potential add-ons within a College or a School	Implement		

	Share practice for School-level Awards, where technicians are eligible, and implement			
	Research external Award schemes that recognise technical staff (e.g. HE Bioscience Technician of the Year Award) and routinely consider nominations			
<b>Career Development</b> Enable career progression opportunities for technicians through the provision of clear, documented career pathways	Continue to project career pathways and mapping against grades			
		Provide career development guidance and training/ mentoring; including via institutional online platform and NTDC tools		
		Create and resource a mechanism through which Technicians can apply for funding to attend conferences etc	Implement	
<b>Sustainability</b> Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised	Produce guidance on secondment shadowing, rotation, sabbaticals towards maintaining and developing skills institutionally		Implement	
			Effectively plan Technician resource and succession based on captured skills	
			Explore creating apprenticeships for Technicians via the apprenticeship levy	
<b>Evaluating Impact</b>	Obtain institutional membership of the National Technician Development Centre for Higher Education			
	Develop and publicise survey with the NCTD (capturing potential)			
		Survey Technicians in context of baseline data		Survey Technicians in context of baseline data
	Monitor access to and use of website			
	Solicit feedback from Technicians on all activities/ action points			
				Draft and complete new self assessment and 24 month action plan