

Technician's Commitment Plan 2020-2022

Start Date	Commitment Themes	Activity	Impact Measure	Completion Date
July 2020	Visibility	Continue to ensure web page presence is up to date	Engagement figures from corp comms	Ongoing
July 2020	Sustainability	Modern Apprentice Co-ordinator to continue to work closely with departments to recruit apprentices to departments	In line with Assessment Centre recruitment targets	Ongoing
July 2020	Career Development Sustainability	From 2020 onwards, we will work with local colleges to ensure that the apprentice levy is used in a more focused way than was previously done	Provision made available	August 2021
July 2020	Career Development Sustainability Visibility	To ensure continued work with HEaTED around CPD activities for technical staff	HEaTED information is made available via email directly to all technical staff. Hard copies also display in the OSDU offices	Ongoing
Autumn 2022	Recognition Career Development Visibility	Technical staff who have gained AFHEA will be recognised at Teaching and Learning Day and Staff Development Programme Award ceremony in October/November when other cohort programmes will be finished	Events held	Autumn 2022
September 2020	Career Development Sustainability Visibility	Technical staff will be included with Academic staff who are working towards membership of the Higher Education Academy. This will be advertised to Technical Staff		2021, 2022,

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		directly by email and as part of general engagement with Technical Staff		
September 2020	Career Development	Technical Staff Development programme to offered to all Technical Staff. Information sessions held and the programme offered beginning in summer 2021. This is offered by-annually, so will be offered again in 2023	Programme run	September 2021 September 2023
September 2020	Career Development Recognition	We will continue work with the Science Council to promote professional registration for technical staff. This will be offered as part of ongoing development opportunities	Increase the number of science technicians who have gained professional registration by 10%	August 2021 August 2022
September 2020	Career Development Recognition	We will engage with the Engineering Council to promote Professional Registration for Technical Staff	Increase the number of science technicians who have gained professional registration by 10%	September 2021 September 2022
October 2020	Recognition Career Development Visibility	Technical staff who have completed the relevant level of the Technical Staff Development programme will be awarded internal certificates which will be sent directly to them due to COVID restrictions	Certificates awarded Photos on the web page	October 2021
2020	Visibility Recognition	Nominate an appropriate Modern Apprentice for the	Apprentice/s nominated	2021

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	Sustainability Career Development	Scottish Apprenticeship Awards		
2020	Visibility Recognition Sustainability Career Development	Nominate a member of Technical staff for the Scottish Graduate Apprenticeship awards	Apprentice nominated	2022
2020	Sustainability Recognition Career Development	HR to look at staff turnover within the Technical workforce with a view to succession planning for the future	Succession plan developed and maintained	Ongoing