

Activity	Success criteria	Action Owner	2021				2022				2023				
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Technicians to engage and deliver "University for the Public Good" strategy by volunteering at careers fairs and similar events (local and national) demonstrating value of technical skills and technicians	Engagement with at least four events per year	FTSG													Visibility
Increase visibility institutionally through developing HR owned Technician career web pages including <i>find an expert</i>	Website developed and reviewed six monthly	FTSG/TechYork													
Establish an interactive TechYork network between departments and York St John University, eg. TechYork Slack	Slack channel, tech hub or equivalent has been established and there is evidence of usage	TechYork													
Promote technical careers to school leavers through increase in outreach activities: creation of a pool of technician ambassadors (similar to STEM ambassadors)	Wider community understanding of technical careers. Creation of <i>technician ambassadors</i>	SWB													
Further increase engagement with Arts & Humanities, IT and Estates technicians	Increased TechYork numbers and engagement with TechYork activities	TechYork													
Continued engagement with the VC and senior management	Senior management engagement at one TechYork event per year	TechYork													
Continue and build engagement with professional bodies including, but not limited to, IOP, RSB RSC through appointment of discipline specific technician champion	Evidence of engagement with societies: track applications and successes for society awards	FTSG												Recognition	
Reverse mentoring for senior management (UEB/HoD): senior member taking on a junior entry-level recruit and instead of imparting their wisdom, they listen and learn from their junior colleague	Two reverse mentorships per department in the period of the plan	LCH													
Continue to embed parity of esteem for technicians at York aligned to other PSS and academic colleagues including establishing grade eight/nine technical specialist/head of technical services	Equivalence of technical specialist/manager career pathways	FTSG													
Formalise annual budget for TC action plan delivery	Technicians can apply for funds to support professional registration/development	SWB													
University to become an employer champion with the Science Council	UoY becomes an employer champion	BRF												Career Development	
Set up CPD capability with UoY learning management system and assign CPD points to TechYork activity	CPD credit assigned to TechYork activities	TechYork/POD													
Allocate set hours for CPD and development within departments technicians are empowered to attend CPD and feel supported	Evidence of time taken for CPD	FTSG													
Formation of N8 technical exchange forum to facilitate training, shadowing, cross institutional mentoring	Biannual N8 Meetings and associated activities	SWB													
Development of clear documented career pathways for technicians at York building on work rolled over from the first TC action plan	Milestones of 1) Drafting 2) Agreeing 3) Review 4) Formal adoption and 5) Presentation	FTSG/HR													
Influence University strategy and policy by engagement with senior management structures	Technician representative on high level key groups	SWB												Sustainability	
Succession planning based on institutional/departmental learning from the skills survey, voluntary options programme and gap analysis	Departmental succession plans endorsed by DMT	FTSG													
Based on the departmental succession planning develop an institutional apprenticeship scheme to address medium and long term skills gaps	Delivery of an apprenticeship scheme	SWB													
Active engagement with both Departmental and Institutional Athena SWAN initiatives to address EDI challenges within the technical community	Inclusion of technicians in Athena SWAN actions and improved EDI statistics (milestone review)	SWB/FTSG													
Evolve the Technician Commitment delivery mechanisms to reinforce the principles, widen deeper engagement and embed delivery into business as usual	Restructured Technician Commitment delivery team	SWB													
Roadshows to feedback results/ development directly to Technicians	One roadshow plus update at TechYork event per year	FTSG/TechYork												Evaluating Impact	
Technician Voice - Assessment of delivery plan and event/roadshow impact	Collect and analyse feedback from all TC/TechYork events	TechYork													
Key Performance Indicators (KPI) data assessment (supports analysis of self assessment impact)	Definition of KPI, annual data provision and analysis	HR/AF													
Interim annual report on action plan delivery	Report to steering group who will issue summary														
Final report assessing delivery of action plan	Report including SWOT analysis approved by steering group and shared with the community														
Delivery of two national conferences alongside a number of activities around the centerpiece celebrating all things technician at York	Delivery of two national conferences				IST Confirmed								TBC	The Whole Shebang	