Appendix A - Stage 2 (3 Year) Action Plan 2020/23 RAG

Actions

VISIBILITY

The approval and implementation of a updated 3 year institutional Technical Strategy

Continue to operate the Strategic Technical Leaders Group

New set of case studies celebrating technical careers/apprenticeships

Continue to support all staff inductions through the staff welcome fairs

Creation and publication of a 'Technical Matters' newsletter, that goes to all technical staff and Faculty Managers

Continue to run the annual Technical Staff Conference

Maintain our institution wide Technical Leaders Community through meetings, networking, projects, training/development and direct c

Develop the new Institution wide 'Technical Staff and Services' SharePoint site

Continue to support local community careers events

RECOGNITION

Continue to recognise Technical Staff at our Professional Services Staff Excellence Awards

Meet our obligations as 'Employer Champions' with the Science Council by continuing to encourage and support professional registratic

We will continue to include professional recognition as 'desirable' in the SKE section on all new technical job roles

Technical staff will continue to be engaged in decision making in Faculties, Schools and the Divisions

Technical Expertise is recognised in our career framework and with specific technical specialist/expert career job roles defined and avai

We will continue to seek ways to recognise technical teaching excellence and promote HEA (professional) accreditation

CAREER DEVELOPMENT

Maintain our career framework with technical roles identified at all levels in the organisational structure - this framework will be refinec

Our technical career framework will continue to support a mix of career progression pathways for technical specialist/experts as well as

Our technical career framework will continue to help clarify and identify the role types to inform individual career planning

Continue to run needs driven technical leader training and development activities on a range of topics; to equip our technical leaders in

Continue to provide career development and professional registration workshops and support

Continue to provide a mix of technical staff focussed training provision as well as opportunities for learning with other staff groups

SUSTAINABILITY

Continue to provide focussed training and development opportunities around people and skills resource planning and on building effect

Continue to engage with the local community to raise the awareness of technical careers at Bristol, including Apprenticeships (apprentic

Continue to embed technical resource planning into the University Integrated Planning Processes

Continue to provide central support, advice, and guidance for Technical Apprenticeships

Continue to identify potential future leaders in the technical family and providing opportunities to develop

Continuer to develop resources, tools and processes for reporting and analysis of technical job family demographics to support successi

Continue to support the national work around HE Apprenticeship HE Trailblazer Consortium and specific HE technician apprentice stand

EVALUATING IMPACT

The review the implementation of a updated 3 year institutional Technical Strategy

Continue to monitor and review the Technical Career Framework job roles through a 'light touch' review process to ensure compliance

Monitor and respond to the feedback of technical staff in our full staff surveys

Continue to review technical strategy implementation with the University Faculty Managers Group

The Strategic Technical Leaders Group will continue to monitor and review the operational implementation of the technical strategy

The Technical Leaders Group will continue to feedback on the local implementation of the technical strategy

The Registrar and University Secretary engages with technical leads/representatives to review the implementation and effectiveness of

The Chief People Officer and with the Director of People and Organisational Development engages with technical leads/representatives

RAG 2023

	2020/21				2021/22				2022/23			
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2

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to review the implementation and effectiveness of the strategy

Career Insights

and the Bristol teaching Aw

BILT

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PSCDP/CDP