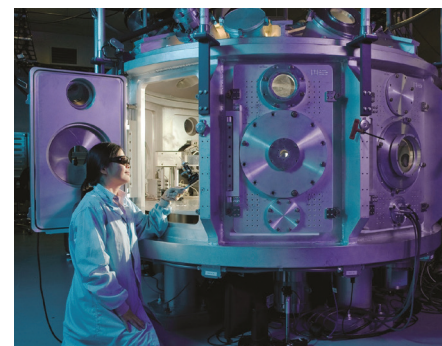


# IST

## Supporting the Technician Commitment





## Helping you to fulfil the Technician Commitment

The Institute of Science & Technology (IST) is the leading professional body for technicians, supporting and representing technicians from all areas of the higher education sector, across all disciplines. We are in a unique position to help your institution achieve the objectives of the Technician Commitment.

The Commitment aims to ensure visibility, recognition, career development, and sustainability for technicians working in higher education and research. We can offer a range of services and advice to supplement your support for technicians both within your organisation and externally. There are 5 key areas set out by the Science Council and we have schemes available for each part.



### Visibility

Many universities find it difficult to identify their technicians, let alone pinpoint their skill sets. We can use the IST's experience and a variety of tools to help you **identify who your technicians are**, their skills, and find the skills gaps present.

### Recognition

Our members have told us that they often feel they are not recognised for their contribution and skills within their workplaces. The IST has established pathways for technicians to gain recognition and status through **professional registration**. We have already seen how professional registration improves quality standards within technical workforces and how it **contributes towards REF, TEF, and has grant income impact**.

### Career development

Career development in universities is often a complex issue. Technicians can feel lost within a labyrinth of different systems. We can offer resources to help construct **potential career pathways**. Professional registration helps technicians to formulate their training needs and gives them a greater sense of fulfilment in their roles as part of the **professional technical community**.

### Sustainability

The technical workforce is vital to continuation of skills and knowledge across the HE sector. Loss of skills and competencies affects the **quality of teaching and research**. We can offer tools to help identify skills gaps and where skills gaps may appear in the future. This allows for succession planning and helps current technicians align with newly emerging technologies associated with academic research and teaching.

### Evaluating Impact

The Technician Commitment is all about impact. It is about engaging technicians within the HE sector and improving the service provided to students and other customers. The IST can provide **impact assessment tools** and hands-on practical help to ensure that your university **is recognised for its work** and achieves real benefits from the Technician Commitment.

## More about what the IST can offer

The IST has a 70-year history of promoting and developing the science and practice of laboratory science and technology. Whilst holding on to that tradition, we now reach out across science, engineering, industry, arts, government, and many more areas.

This broad remit, and understanding across many different sectors, puts us in an ideal position to help your institution implement the Technician Commitment.

**Visibility** - Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

- 1 Identify who your technicians are:** The IST has in-depth experience of working with HE organisations to help you identify your technicians.
- 2 Annual conference:** The IST's annual conference is a perfect opportunity for your technicians to make themselves visible, and feel part of the technical community. It is a place where technicians can meet technicians from other institutions; sharing their ideas and experiences. They can also present posters or give talks about their work and the work of their institution.
- 3 Publications:** The IST produce a regular electronic newsletter which gives information to, and about, the technical community. This publication gives your technicians a better understanding of the technical community. Your technicians can also contribute to the newsletter or to the IST's bi-annual publication The Journal. These are fantastic vehicles for technicians to share their ideas and opinions, helping them feel visible and recognised.

**Recognition** - Support technicians to gain recognition through professional registration

- 1 Mission statement:** Recognition is built into the IST's mission statement, "the Institute of Science & Technology exists to promote and enhance the professional status and development of technical staff by formal recognition of their skills and qualifications."
- 2 Professional registration:** The IST is firmly committed to enhancing professional development and recognition for technical and specialist staff at all levels. We believe that one of the best ways for technicians to gain recognition is through professional registration. We are the only organisation to offer professional registration specifically for technicians. We offer three routes: Chartered Scientists, Registered Scientists, or Registered Science Technicians. For those technicians who work outside STEM, we can offer the IST's own professional recognition by means of Registered Practitioner status.
- 3 Training for managers:** Technical managers are the key to ensuring your technicians feel recognised. The IST's Leading Your Technical Team Programme (LYTT) has a long and well-respected history. It delivers very high standard of technical management training via experienced HE managers. The programme links practical leadership theories to dynamic team leading in context with the reality of managing in a technical university environment.



IST annual conference



**IST -**  
supporting technical  
staff in science, technology,  
engineering, digital, arts, media



**Career development** - Enable career progression opportunities for technicians through the provision of clear, documented career pathways

- 1 Training:** The IST sees training as key for the career development of technicians. We run training courses for technical managers (see above) and technicians. The IST's Higher Diploma (HD) is a fantastic early-career scheme and can help upskill your technicians. We can also validate your in-house training and, if required, map them to the criteria for professional registration.
- 2 Professional registration:** Our schemes for professional registration help technicians to formulate their training needs and give them a greater sense of fulfilment in their roles as part of the professional technical community (see above).
- 3 TDM Toolkit:** We can assist your institution in using the TDM toolkit to find the links between roles and responsibilities of your technical staff, and facilitate progression by recognising knowledge and skills gaps.

**Sustainability** - Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

- 1 Identify skills gaps:** The IST offers first-hand experience in assisting in the use of the TDM toolkit to clearly highlight existing and potential skills gaps.
- 2 Membership:** When technicians join the IST they are making a public commitment to their professional development. Membership puts them in touch with technicians from across the UK and from all sectors.

**Evaluating Impact** - Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness

- 1 Impact assessment tools:** The IST is able to work closely with your institution to effectively audit and measure the impact of your steps taken in support of the commitment.

## Diversity, Equality and Inclusion (EDI)

The IST is committed to creating greater opportunity for individuals to fulfil their scientific potential, irrespective of background or circumstances. We will promote the principles of EDI throughout our communities and challenge prejudice and discrimination. We are committed to promoting and communicating the EDI vision to educators, employers, policymakers, opinion formers and throughout our membership.

## Summary

As the leading professional body for technicians the Institute of Science & Technology (IST) is uniquely placed to provide support for technicians and the organisations within which they work. It is thoroughly behind the principles defined within the Technician Commitment and will welcome opportunities to work with employers to help them fulfil their responsibilities and to develop the technical workforce across all disciplines and sectors.

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An organisation run by technical people for technical people