



# Technician Commitment: GuildHE Action Plan

Date: October 2025

For further information please email: [info@guildhe.ac.uk](mailto:info@guildhe.ac.uk)

## Summary:

GuildHE is proud to support the Technician Commitment. This is our first Action Plan, and it sets out the actions we will take over the next three years (2025 - 2028) to advocate for the vital role of technicians, promote their development, and encourage our member institutions to engage with and support the work of the Commitment.

*“GuildHE represents many of the UK’s most practitioner- and technical-focused higher education institutions. These specialist and distinctive institutions sit at the heart of what makes UK HE special and widely recognised for its quality and impact. GuildHE is a proud supporter of the Technician Commitment and, through this, will provide enhanced support to its members as they support, develop and showcase this critical staff community.”*

*Professor Ken Sloan, Vice-Chancellor & CEO  
Harper Adams University and Chair of GuildHE*

# An aligned vision

GuildHE is a formal supporter of the Technician Commitment. The initiative aims to make sure there is visibility, recognition, career development, and sustainability for technicians working in higher education and research.

GuildHE's members are principally focused on vocational and technical higher education. They include major providers of professional programmes in:

- Education and community service
- Healthcare
- Agriculture, food, and technology
- The built environment
- Business and law
- Creative arts

Our members offer diverse pathways into and through higher education. They are renowned for their practical, industry-relevant education, research, and innovation which meet critical skills needs. They make significant contributions to their regions, industries, and the national economy. The expertise of technicians is, therefore, an essential component in delivering a high quality and relevant learning and teaching environment, and in producing excellent research and innovation with real-world impact.

Supporting the Technician Commitment is wholly consistent with our vision for a diverse higher education sector, providing quality opportunities, vital skills, and insights for wider society and the economy. It is also an important statement of intent to value all roles in our communities that contribute to that vision. Below, we set out the actions GuildHE will take in supporting the aims and objectives of the Technician Commitment.

## Visibility

At GuildHE, we bring together staff from across our member institutions in a range of networks, events, and training sessions. We shall enable and support discussions on the importance of technicians as part of these engagement activities. This includes discussions as part of:

- **GuildHE Research** - our consortium for ambitious institutions forging new insights in specialist, vocational, applied, and practice research
- **Our networks** - focused on teaching and learning, knowledge exchange, innovation and place, HR, skills, and student support
- **GuildHE Creative** - our consortium for institutions specialising in creative and performing arts
- **Landex** - supporting land-based universities and colleges, and other external engagement activities
- **GuildHE conferences** - including, as appropriate, the GuildHE annual conference and the GuildHE Research Doctoral Festival.

We anticipate that technicians at our institutions will have a variety of roles, with technical support embedded into broader portfolios of work, and across teaching and research. In year one, we will therefore work with our community to identify staff in technical roles, include them in our communications, and engage them in discussions and events that highlight the Commitment. Over the next three years, we will gauge interest in creating a specific network for technicians to bring them together on a similar basis as our existing networks.

We will signpost the advocacy work of the Technician Commitment to our members through our newsletters and social media. We will also create opportunities for the UK Institute for Technical Skills and Strategy (ITSS), and similar organisations to present to Vice-Chancellors, to ensure visibility amongst senior leaders.

A number of our member universities and colleges have already signed the Commitment, and we will seek to support their activities through our work. We have a key role to raise awareness of the broad appeal of the Commitment for technicians that support learning and teaching as well as research, and for those that work outside of STEM. Through our communications activities, we will seek to raise the profile of the Commitment amongst our other members that have not yet signed, encouraging wider take-up to promote the importance and recognition of technical roles and skills.

# Recognition



We will work with the ITSS to bring the specific experiences and knowledge of our community of specialist providers to wider attention. The technicians supporting teaching, learning, and research at our institutions - particularly in performing arts, music, dance, and art and design - have useful insights to share about the importance of technical roles, skills, and careers in these specialist domains. Our engagement with GuildHE Creative will support this, alongside our longstanding relationships with sector groups such as Creative UK.

We will ensure that our work on addressing skills challenges and supporting talent recognises the essential role of technicians. We will include the role and perspective of technicians in our work on people, culture, and environment within research and innovation. This will include supporting our members' submissions to REF2029 and beyond, to highlight and articulate the vital contributions technicians make to research at our member institutions.

Through our advocacy work, we will highlight the benefits of professional registration for technicians, delivered through the Institute of Science and Technology. Registration options are broad - available for those in STEM, AI, and creative industries and technology - and therefore offer staff across our diverse institutions valuable opportunities to gain recognition for their contribution and skills.

# Career development



We will ensure that consideration of technicians' career development features as part of our HR network and the work of GuildHE Research and GuildHE Creative. We are supportive of the increased focus at the National Technician Development Centre (NTDC) on continuing professional development opportunities and their ongoing development for all technicians, including those supporting learning and teaching. We will work with NTDC to connect their work with the community of technicians at GuildHE members institutions, commencing with raising awareness of the NTDC amongst Vice-Chancellors.

GuildHE is a signatory of several sector-wide frameworks, including the Professional Standards Framework and the Concordat to Support Research Integrity. We will amplify the core messages of the Commitment's principles in these fora, and in sector leadership roles we take on as a representative body.

# Sustainability



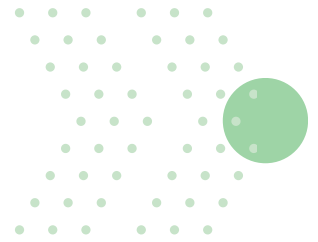
We will encourage GuildHE members to sign up to the Technician Commitment, raise awareness of the broad appeal of the Commitment for technicians that support learning and teaching, as well as research, and for those that work outside of STEM. We will stay informed of, and help drive developments relating to, technicians and the Technician Commitment. We are committed to convening and supporting active discussions, events, and workshops with GuildHE members on technicians and related topics.

Responsibility for this Action Plan will be allocated to senior staff members at GuildHE, working across research and education roles. In engaging with our diverse member communities on the Commitment, they will help ensure success against the actions we have pledged to deliver.

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