Action planning for union reps on technician registration

Step 1: Find out where the technicians are in your workplace

When carrying out a mapping exercise the following data is useful to collect with a survey, for instance:

- Number of technicians
- Where they work
- What they do
- Which union organises them in multi-union sites
- Registered or not registered
- Existing awareness of registration
- Information needs (which professional bodies are relevant for them, process, cost)
- Barriers and benefits of registration
- Is the apprenticeship programme accredited and are apprenticeships encouraged to register

Step 2: Raise technician registration through the appropriate channels

Work jointly with other reps and union negotiators

- Raise technician registration at your branch meeting
- Find out if the employer has a training plan for technicians
- Raise registration with management to find out are they already paying for registration and for which employee groups
- Encourage members to raise registration in their appraisals and personal development planning meetings with line management
- Present the list of benefits to the employer if they are not aware of registration
- Find out which professional body or bodies are most appropriate and whether the technicians would be eligible for EngTech (engineering), RSciTech (science) or RITTech (IT).

Step 3: Work with the employer to support technician staff members to achieve registration

- agree with the employer the level of contribution to the fees of professional membership and registration
- both partners make every effort to encourage under-represented groups (women, BME groups) to work on achieving the technician registration status
- agree that the staff have access during working hours to union learning reps (ULRs) for information and advice on learning and training
- technician registrations are a permanent discussion and review topic in the joint learning committee meetings
- ensure employer training and development offer is benchmarked against the competencies so that technicians can apply and maintain their registration
- where an apprenticeship programme is in place, find out if they are accredited and encourage employer to do so if not

Step 4: Work with professional bodies

- share information on registration with members
- encourage technicians to take part in registration workshops run by professional bodies or organise one with them
- find out what technicians' support needs are with completing the application and demonstrating the competencies and signpost them to further advice, help and information

www.unionlearn.org.uk/technician-pathways