



## GW4 Joint Statement

### TALENT Commission endorsement

The GW4 Universities—Bath, Bristol, Cardiff, and Exeter—have long-standing commitments to the Technician Commitment as early signatories. In response to our shared vision to better support our technical teams, together we established the GW4WARD programme in 2020. This programme was designed to support the technical career development of staff that enable our facilities, infrastructure and capabilities to support our world leading collaborative research and innovation. This programme continues to evolve, through the leadership of the GW4WARD steering group.

The launch of the Research England-funded Midlands Innovation (MI) TALENT programme in July 2020 has further developed ambitions for technical staff, careers and facilities, and developed a programme of activity that is driving sector practice. The publication of the TALENT Commission Report in February 2022 challenged the sector to adopt its 16 recommendations to ensure that technical skills, roles, and careers are recognised, respected, aspired to, supported, and developed.

The GW4WARD Steering group have mapped our existing Technician Commitment action plans against the TALENT Commission recommendations to understand the relationship between both frameworks. The outcome of this mapping is a joint statement from GW4 universities endorsing the TALENT Commission recommendations and committing to ensuring they shape our long-term ambitions to support and enable our technical communities to thrive.

### Our commitment

Our Technician Commitment plans collectively show how our existing activities to support our technical staff cover the full spectrum of the TALENT recommendations, but we know that together we can achieve even more. We have, and will continually, monitor and progress activity that the TALENT Commission has promoted through our GW4WARD Steering group. We will develop opportunities that will give our collective technical capabilities the opportunity to excel in their careers, with our institutions individually committed to fostering that excellence. We will prioritise areas where collectively we can add value, and we will report our progress through annual review of our Technician Commitment action plans. Through our collaborative approach to enabling our technical capabilities, we will:

- Resource projects and programmes that will help us to better understand how we can work together to effectively respond to aspects of the TALENT Commission recommendations
- Deliver sector leading programmes and report to UKITSS, and the sector on how innovative approaches to career development can transform our technical skills and capabilities

We make this commitment as signatories of the Technician Commitment, partners in the delivery of UKITSS and as a university research alliance, with more than ten years of active collaboration, working together to enhance our research environment and enable research at scale. Change doesn't happen alone.