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**Careersmart** is an independent and impartial careers website established by Prospect, union for professionals



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# Learn how to successfully manage every aspect of your career, from job hunting to moving up, with informative articles and podcasts...



**Careersmart** aims to help you be an informed and confident individual in your career choices and decision-making.

Our website uses official 'big data' sources to look at pay, hours, employment and equality data for all UK occupations.

The A-Z of industries analyses and compares working conditions for each industry, with a specific focus on the science, technology, engineering, maths and digital sectors.

Our industries directory looks at occupational data, like the highest and lowest average salaries, occupations with the most employment and the highest average hours.

Each occupation page shows data on average annual salaries, the average working week, the unemployment rate and future projected employment.

We also breakdown average pay, hours and employment levels for all the common occupations in any given industry.

A section dedicated to equality includes: the gender pay gap by occupation, unemployment rate variations between men and women and employment levels in all UK occupations by gender.

The site also contains a range of articles and podcasts on careers and workplace issues.



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**To: CORE**

**24 February 2015**

2015/00254

Dear Colleague

**Re: RegTech Progress Report**

The attached paper is for CORE consideration.

Yours sincerely

**RACHEL BENNETT**

RegTech Project Manager/Life Long Learning Officer

## **RegTech Project Progress Report – February 2015**

### **Background**

The purpose is to outline progress of the Prospect RegTech project. The Project has been in existence since November 2014 and comprises a small, dedicated team of:

Rachel Bennett – Project Manager

Lloyd Collier – Project Development Leader

Andrew Child – Communications Officer

### **Key themes to highlight are:**

#### **1. Prospect technicians in recognised workplaces**

The project will, initially, operate in a tiered approach across Prospect recognised workplaces, where the following features are present:

- an apprenticeship model to grow and identify their workforce talent
- “technicians” present in the workforce
- a positive commitment to learning and development

Tier 1 workplaces involved are DLS; CCFE and STFC. Proposals have been submitted to all 3 employers.

Our research would indicate that Prospect has within its membership in excess of 1300 technicians across a broad range of industries and undertaking a broad range of roles. The project believes this is an under presentation of the true picture – as many do not have the title of “technician” in their job title.

Other Prospect areas that have expressed an interest in being involved include:

- NPL
- Quotient
- Ortho Clinical Diagnostics
- Natural Resources Wales
- ALAE
- Flybe

#### **2. Employer and Key Stakeholder Engagement**

All key stakeholders have now been contacted and engaged with the Project at some level. The nature of the contact has been primarily:

- to raise awareness of the technician role and Project objectives and potential link with other Prospect campaigns and work based activities (e.g. YPN, Women in STEM and HPC ).
- develop a clearer understanding of professional bodies’ technician programmes and how we might work collaboratively – including cross promotional branding and technician support.
- contextualise the project “USP” to support organisational objectives.

### **3. Project Support**

The Project's proposal has been distilled to ensure that is complementary to the range of support from professional bodies, employer's context and current provision. The template offer is:

- mapping of the workplaces or lines of business
- workplace surgeries for technicians (involving professional bodies where appropriate)
- online helpdesk technician support via [regtech@prospect.org.uk](mailto:regtech@prospect.org.uk)
- ½ day (free) training programme for RegTech advisors
- Prospect RegTech advisors' network (to support their CPD and identify and share best practice)

### **4. Publicity & Promotion**

The Project has now established its own identifiable:

- Logo (and accompanying written promotional literature)
- Email account: [regtech@prospect.org.uk](mailto:regtech@prospect.org.uk)
- Currently working on its web presence via its open and responsive micro website – [www.careersmart.org.uk](http://www.careersmart.org.uk) .

A copy of the RegTech and Careersmart flyers are also attached.

Project also intends to guest blog across a number of union related sites, for example – [unionlearn](http://unionlearn.org), [unions 21](http://unions21.org).

### **5. Risk**

3 main characteristics have emerged:

- Cost – in these austere times, a number of employers either do not offer or have a limited offer of paying for staff professional membership (i.e. if core business).
- Supportive structures – very few offer supportive arrangements for current technicians to fulfil the registration process. Even organisations that are positively encouraging technician registration do not appear to have a structured or consistent, known, framework of support.
- Value – specific to time served technicians, especially if not linked to financial reward.

Rachel Bennett

**RegTech Project Manager/Life Long Learning Officer**

24 February 2015



