EngTech: recognising your engineering talent

Guidance for employers:
- The benefits that EngTech delivers
- Job roles that are eligible
- How to get registration started
- Making EngTech core to your business
Introduction

These are exciting times for engineering in the UK. Growth in the manufacturing sector is outpacing the rest of the UK economy, while the construction industry is maintaining its post-recession recovery. This is why engineering and high-level engineering skills continue to be the driving force behind the UK’s economic recovery.

Technicians and engineers are the heart of every engineering project. They have the expertise to turn ideas into reality, making them critical to the engineering sector’s continued growth and ongoing resilience.

This is why it is so encouraging to see the importance that both the UK Government and the engineering industry have placed on internationally recognised benchmarks of engineering skills and experience – exactly the standard that EngTech represents.

In this guide you can read more about the benefits that EngTech registration can bring to you and your business.

For apprentices, gaining the EngTech title is a great way to show the skills, qualifications and professionalism gained while training. With long-serving engineers, EngTech can mark out the experience and commitment that have been developed during a career.

For businesses, making sure that your employees carry the EngTech title provides independently approved recognition of the quality and expertise of your staff. EngTech also offers opportunities to further develop employees’ skills, and foster even greater motivation and pride in your workforce.

Already, the construction project Crossrail, global defence company BAE Systems, civil engineering contractors BAM Nuttall, engineering and project management consultants Atkins, and engineering, IT and facilities firm NG Bailey have all committed to increase the number of registered EngTechs in their own workforce.

I urge you to join them in experiencing the benefits that EngTech delivers.

Blane Judd
BEng FCGI CEng FIET FInstLM
Chief Executive Officer, EngTechNow
The EngTechNow campaign

Raising awareness of the benefits of the EngTech title for individuals and employers

The aim of the EngTechNow campaign is to promote the vital contribution that technicians and engineers make in all aspects of the industry, and the value that professional EngTech registration gives them.

Between 2010 and 2020, there will be 1.86 million jobs in the UK for workers with engineering skills, but a review published by the Technician Council in 2012 has revealed an alarming skills gap. Around 450,000 new higher-skilled technicians are needed by 2020 to boost economic growth and ensure the UK maintains a competitive edge internationally.

Whether encouraging individuals to apply for EngTech registration, or getting employers to aid staff in becoming professionally recognised, EngTechNow’s goal is to get 100,000 world-class technicians registered as EngTech by 2020.

EngTechNow will be delivered by the UK’s professional engineering institutions through a variety of projects, including a joint project between the Institution of Civil Engineers (ICE), the Institution of Mechanical Engineers (IMechE) and the Institution of Engineering and Technology (IET), in conjunction with the Engineering Council. It is supported by the Gatsby Charitable Foundation.

For all the latest news about the EngTechNow campaign, follow us on Twitter: @EngTech_Now

“Technicians and engineers are unsung heroes in our industry. The EngTech title recognises the skills and value they bring”

Vaughan Meir BEng
Head of Engineering Function, BAE Systems Maritime Services
“EngTech is a guarantee of quality. It is a mark of an individual's competence and achievement that is recorded formally with a professional body”

Chris Sexton
Technical Director, Crossrail

“What is EngTech?”

EngTech registration recognises the engineering skills, experience and competence an individual has gained.

Having EngTech after a technician or engineer's name demonstrates that they can use experience and knowledge to identify and solve problems, employing the available resources efficiently.

It proves they can work using their own initiative, and work effectively with others. It also means that they meet professional industry standards and are committed to their career development by keeping their skills and knowledge up to date.

People within the engineering community – and the public at large – have a higher level of confidence when employing individuals listed on a professional register, or when contracting companies that can prove that their employees are professionally registered.

Individual technicians and engineers can gain the EngTech title by joining a professional engineering institution and applying for EngTech registration.

They will have to fill out an application detailing their qualifications, their career to date, their skills or experience, and maybe a review of a project they have worked on. They may need to do a face-to-face or telephone interview as part of this.

To learn more, visit: engtechnow.com/engtech

“EngTech gives engineers recognition and a status to be proud of. It also gives our clients the confidence that our engineers are of the right quality”

Mark Jones
Head of Learning and Development, Atkins
Who is eligible for EngTech?

Individuals who are eligible for EngTech play a crucial role in all engineering sectors, and are vital to a project’s success.

The sorts of technicians and engineers who are eligible for EngTech work at the core of every engineering project. They are the people who turn engineering ideas into reality, playing a key, hands-on role in all aspects of the industry.

They are trained specialists, with a practical understanding of engineering skills and techniques, and the ability to solve engineering problems.

Tasks performed by potential EngTechs include:

- contributing to the design, development and manufacturing of products
- operation or maintenance of products, equipment and services
- technical and supervisory responsibility for projects

These technicians and engineers deliver the details that matter, which is why it is so important that they can demonstrate their expertise, knowledge and competence with a registration such as EngTech.

We have included a list of roles that are typically eligible for EngTech registration, but if you want to know more, contact us via the EngTechNow.com website. We would be happy to help.

Typical roles

<table>
<thead>
<tr>
<th>Avionics engineer</th>
<th>Marine engineer</th>
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<tbody>
<tr>
<td>BIM technician</td>
<td>Operations manager</td>
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<tr>
<td>Building technician</td>
<td>Pipe fitter</td>
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<tr>
<td>CAD designer</td>
<td>Processing engineer</td>
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<tr>
<td>CAD technician or modeller</td>
<td>Production engineer</td>
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<tr>
<td>Civil engineering technician</td>
<td>Project engineer</td>
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<tr>
<td>Control engineer</td>
<td>Quality assurance engineer</td>
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<tr>
<td>Construction manager</td>
<td>Quality analyst</td>
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<tr>
<td>Draughtsperson</td>
<td>Research technician</td>
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<tr>
<td>Electrician</td>
<td>Riveters</td>
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<tr>
<td>Electrical fitter</td>
<td>Safety supervisor</td>
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<tr>
<td>Electronic engineer</td>
<td>Shift supervisor</td>
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<tr>
<td>Engineering manager</td>
<td>Site surveyor</td>
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<tr>
<td>Facilities engineer</td>
<td>Site engineer</td>
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<tr>
<td>Field service</td>
<td>Site supervisor</td>
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<tr>
<td>General foreman</td>
<td>Support engineer</td>
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<tr>
<td>Geotechnics engineer</td>
<td>Systems engineer</td>
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<tr>
<td>Installation engineer</td>
<td>Temporary works technician</td>
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<tr>
<td>Joiner</td>
<td>Tool-makers</td>
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<tr>
<td>Laboratory technician</td>
<td>Valve technician</td>
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<tr>
<td>Maintenance engineer</td>
<td>Welders</td>
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<tr>
<td>Manufacturing engineer</td>
<td>Works manager</td>
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The criteria for EngTech registration

It is all a matter of demonstrating the right standard of professional skills, competence and commitment.

Individuals can apply for EngTech at any point of their career – whether they are newly qualified, or have worked in the engineering industry for some years.

In order to register as EngTech, they have to demonstrate that they have a suitable combination of knowledge, skills, commitment and experience that satisfy the UK Standard for Professional Engineering Competence (UK-SPEC).

Completion of either an Advanced or Modern Apprenticeship or an equivalent work-based apprenticeship that has been approved by a professional engineering institution can fulfil the majority of the competence requirements for EngTech.

Many other qualifications are acceptable, including Level 3 Vocational Qualifications, such as Level 3 BTEC Diplomas and NVQs in engineering, construction and the built environment, or those set from Level 3 in the Qualifications and Credit Framework (Level 6 in Scotland). Employees will also need to show that they’ve obtained the required competence through their work.

Individuals without formal qualifications can apply for EngTech registration by demonstrating that they have acquired the necessary experience in their career.

The Engineering Council has a list of programmes and qualifications that it has approved at engc.org.uk/techdb. Or, contact us at EngTechNow.com to find out what is right for you.

UK-SPEC requirements for EngTech

<table>
<thead>
<tr>
<th>ENGTech Competency</th>
<th>What Reviewers Are Looking For</th>
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<tbody>
<tr>
<td>A. Use engineering knowledge and understanding to apply technical and practical skills</td>
<td>Evidence that a technician has the know-how to do the job, and is able to go beyond the immediate requirements and use their initiative and experience to solve a problem, or improve a process</td>
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<tr>
<td>B. Contribute to the design, development, manufacture, construction, commissioning, operation or maintenance of products, equipment, processes, systems or services</td>
<td>How an individual contributes to one or more of these activities</td>
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<tr>
<td>C. Accept and exercise personal responsibility</td>
<td>Examples of where an individual has had to accept personal responsibility for seeing a process through to completion, within agreed targets</td>
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<tr>
<td>D. Use effective communication and interpersonal skills</td>
<td>Instances where an individual has contributed to discussions, made a presentation, or read and synthesised different types of documents</td>
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<tr>
<td>E. Make a personal commitment to an appropriate code of professional conduct, recognising obligations to society, the profession and the environment</td>
<td>Commitment from an individual to become part of the profession and uphold the standards to which all members subscribe. Applicants need to show that they have read and understood their professional institution’s Code of Conduct</td>
</tr>
</tbody>
</table>

To download the full UK-SPEC requirements for EngTech, visit: engc.org.uk/ukspec
The benefits of EngTech for individuals

EngTech helps technicians and engineers to enhance their career prospects, and further develop their skills and knowledge

A mark of skills, competence and professionalism:
EngTech registration is a great way of marking – and quickly identifying – an individual’s qualifications, skills and expertise, as well as their commitment to engineering. This includes keeping their skills and knowledge up to date.

Recognition of an engineer’s career experience:
As skills and knowledge are key measures for EngTech, it highlights experience accumulated over a career – ideal for experienced engineers who have either older, less-recognised qualifications, or no formal qualifications at all.

Membership of a professional body:
The first step in registering as EngTech is to become a member of a professional institution. That delivers access to learning and knowledge benefits such as monthly magazines and journals, engineering libraries, seminars, networking events, and career development tools.

Opportunities for career development:
For those who want to develop their careers, EngTech can be the start of a clear route to Incorporated Engineer (IEng) or Chartered Engineer (CEng) status.

Better long-term job prospects:
EngTech has significant value when applying for internal or external job roles. It assures employers that an individual has the competence and experience expected in their profession, helping them stand out from their peers. It is recognised across most engineering sectors, and internationally.

Enhanced status and self-esteem:
Having EngTech after their name means that individuals gain greater respect and recognition for their skills and experience, giving them greater influence with people within their organisation and industry. This means increased confidence, motivation and pride in their profession.

A mark of skills, competence and professionalism

Recognition of career experience

Membership of a professional body

Opportunities for career development

Better long-term job prospects

Enhanced status and self-esteem
The benefits of EngTech for employers

Getting employees registered with EngTech is a great mark of a company’s expertise and commitment to staff development.

Win new contracts:
As EngTech is internationally recognised, clients from around the globe will quickly identify a business’s technical credibility and commitment to quality, helping them win new business and better contracts.

Recruit and retain the best people:
Making EngTech registration integral to apprenticeship schemes or employee development shows the top applicants that a company is committed to hiring the best and helping them grow.

Aid career development:
EngTech works with membership of an engineering institution, giving employees access to magazines, journals, libraries, seminars and networking events as well as learning opportunities that can work alongside – and boost – a company’s existing career development platform.

Help talent to grow:
For those who want to develop their careers, EngTech can lead to Incorporated Engineer (IEng) or Chartered Engineer (CEng) status, helping companies to develop talent and plug future skills gaps.

Increase loyalty, pride and motivation:
Backing EngTech registration demonstrates an employer’s investment in careers and the professionalism expected within an organisation, leading to increased pride, confidence, motivation and loyalty – right across the business.

Demonstrate quality and safety standards:
Professional registration is additional independent proof of commitment to quality and safety, helping to reduce risk and failure costs, and supporting standards such as ISO 9001:2008.

Show corporate and social responsibility:
EngTech registration shows your support for raising the profile of engineering – including the professional registration and apprenticeships that will foster the next generation of young engineering talent.
Every EngTech journey is unique

Technicians or engineers can register for the EngTech title at any point in their career, and often use the title in very different ways. Here are just a few stories.

“EngTech is what makes you a professional engineer”

Like many young technicians and engineers, Alex Sammut started his career with an apprenticeship. His EngTech title is an independent validation of the qualifications and training he received. “As I was on Atkins’ apprenticeship programme, I was able to get all the experience I needed,” he explains. “That made EngTech registration easy.”
Regina Tumblepot is using EngTech as a stepping-stone to Incorporated Engineer (IEng) status as part of her long-term career ambitions. “I wanted to start working my way towards IEng status with the Institution of Civil Engineers,” she says. “I was encouraged by my company to register as an EngTech. They gave me so much support.”

Regina Tumblepot EngTech Trainee Engineer, Morgan Sindall

Horace Campbell is helping me add knowledge to my skills

Royal Mail helped Horace Campbell to register for EngTech as part of his career development, marking his 34 years of experience. He is now using EngTech to gain even more knowledge. “Royal Mail pay the fees, so you know the registration is there,” he says. “You get access to training, study aids, seminars and can network with people in the industry.”

Horace Campbell EngTech Engineering Team Coach, Royal Mail

“I wanted to start working towards IEng status”

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Regina Tumblepot EngTech Trainee Engineer, Morgan Sindall

“EngTech shows the experience I’ve gained”

Kevin Lee left the Royal Navy with no formal engineering qualifications, but had gained a wealth of hands-on skills and experience in his 22-year career. EngTech registration acted as a validation of this knowledge. “EngTech is recognised, and that gets you in the door at a CV level,” he says. “An employer can instantly see what standard you are.”

Kevin Lee EngTech Principal Engineer BAE Systems Maritime Services

Stephen Pilling used EngTech as the first step towards Chartered Engineer (CEng) status. He is now encouraging his employer to get technicians EngTech registered, and acts as an EngTech advisor. “EngTech was crucial to my career,” he says. “It set the standard, and put me on a career path for progression.”

Stephen Pilling CEng Operational Excellence Manager, Meggitt Control Systems

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For an overview of the benefits of EngTech registration for individuals and employers, visit our YouTube channel: youtube.com/EngTechNow
The EngTech application process

It is really straightforward for technicians and engineers to apply for the EngTech title. Here’s how the process works:

**STAGE 1**
Find the right professional institution for the relevant engineering sector or discipline

Don’t know your institution?
Check p24, or contact us at EngTechNow.com for advice.

**STAGE 2**
Individual technicians or engineers should apply for membership, including the optional EngTech registration

Provide sponsors
Applicants need two registered engineers as sponsors, so get your registered engineers to be EngTech sponsors, providing support and advice.

**STAGE 3**
Applicants will be asked to fill out a form and provide evidence of qualifications, their career to date and examples of their skills or experience. They may also need to do a professional review interview

Easier for apprentices
If an individual has done an apprenticeship approved by the Engineering Council, this process will be even simpler.

**STAGE 4**
Once the application has been assessed and accepted, and the individual has been accepted on the EngTech register, they can use EngTech after their name. Annual fees need to be paid to maintain use of the title

Helping employees with fees
Paying an individual’s EngTech fees can be a small cost to a business, but will deliver big benefits in knowledge, pride and loyalty.

FAQs

**How can I get help or advice?**
Register at EngTechNow.com or follow us on Twitter @EngTech_Now. Here you can learn more about EngTech, contact us for support and sign up for EngTech updates.

**Which is the right engineering institution for my sector?**
There are over 30 professional engineering institutions. Turn to p25 for a guide to which ones are best matched to your engineering sector.

**What sort of qualifications does a technician need?**
An individual who has completed an Advanced or Modern Apprenticeship or an equivalent work-based programme, will usually fulfil the EngTech competence requirements. Other qualifications above Level 3 in the Qualifications and Credit Framework (Level 6 in Scotland) may also be suitable if the candidate can show competence at work. Turn to p10 for a full list of EngTech criteria.

**How much will it cost?**
EngTech applicants will need to pay membership fees for their professional institution, which are typically around £50–£120 per annum, but come with learning, networking and career benefits that ensure that membership effectively pays for itself (see p23). They will also need to pay an annual fee to maintain their EngTech status, which is around £15–£20.

**How long will it take?**
Membership applications for an institution and EngTech status typically take around eight weeks, depending on the readiness of the candidate.

**How do EngTechs maintain their title?**
Registered EngTechs will need to continue to pay annual fees for both their institution and their EngTech status (see above), and continue to provide evidence of their professional competence. This will also support their employer’s appraisal and career development process.
“EngTech will give me opportunities to network with other engineers. I can also attend events or courses that help further my career”

Alexandra Allsop
Maintenance Engineer,
Royal Mail

Professional engineering institution membership

The first step towards EngTech is membership of a professional engineering institution. This delivers a wealth of benefits.

Professional titles:
Alongside registration for the EngTech title, institutions have post-nominal titles that let fellow professionals know an individual’s area of expertise.

Magazines, journals and newsletters:
Up-to-date news, the latest industry developments, professional analysis and opinion – in print and online.

Knowledge resources and training:
Access to online engineering forums, libraries, training courses, seminars and webinars, often with substantial discounts.

Networking opportunities:
Regional events and conferences, and access to meeting rooms and business centres at national HQs.

Career development tools:
Access to online tools and advice that helps individuals to track their progress, set benchmarks and ultimately move towards Engineering Technician (EngTech), Incorporated Engineer (IEng) and Chartered Engineer (CEng) status, or Fellowship of the institution.

Jobs boards:
Many institutions have exclusive jobs boards that connect the best employers, with the best, most invested applicants.

Scholarships and awards:
Gain international recognition for engineering achievements, whether as an individual, or as a business.

Other services:
Institutions can often provide financial advice or support, with services such as insurance, legal services or credit cards.
Finding the right institution

Over 30 engineering institutions are licensed for EngTech registration. Let us help you find the ideal one for your sector.

The first step towards EngTech is membership of a professional engineering institution that has been licensed by the Engineering Council. This ensures that the threshold standards that need to be met are consistent across the profession.

The largest are the Institution of Civil Engineers (ICE), the Institution of Mechanical Engineers (IMechE) and the Institution of Engineering Technology (IET), but there are many other institutions which can include EngTech registration alongside membership.

You can get more information from the Engineering Council at engc.org.uk/institutions, or contact the EngTechNow team through EngTechNow.com.
Pay employees’ EngTech registration and membership fees:
According to an Engineering Council survey, 64% of registered engineers have their membership fees paid by their employer. Supporting employees with membership fees and EngTech registration costs demonstrates that your business values the commitment and investment of career development.

Get your apprenticeship scheme EngTech-approved:
Apprenticeship schemes can be approved by professional engineering institutions and mapped to EngTech’s UK-SPEC requirements. This often fulfils most registration criteria, helping EngTech applicants to be better prepared to proceed to professional review on completion of their apprenticeship.

Hold EngTech workshops:
Professional engineering institutions – and EngTechNow – can organise free workshops or seminars, which will help to raise interest in EngTech among your employees. If your apprenticeship scheme is approved by an engineering institution, then these workshops can be a regular part of the apprenticeship programme.

Tell everyone about the benefits of EngTech in your internal comms:
It is easy to create a buzz around EngTech. Post stories on your intranet that highlight employees who are EngTech registered, explaining the benefits that registration made to their career. Promote EngTech events and seminars, and provide stories, blogs and videos on your intranet for those who couldn’t attend, as well as who to contact for more information.

Get in touch with EngTechNow:
We are here to help your business fulfil its EngTech ambitions. We can provide:
- free training and advice for your EngTech mentors
- support tools such as posters or easy-to-follow EngTech guides
- help in identifying eligible EngTech candidates
- assistance in finding the right professional engineering bodies for your sector
- advice for finding further education colleges and training providers
- workshops to explain the benefits of EngTech to large groups of employees and support individuals through the registration process
- support at events such as National Apprenticeship Week and the Skills Show

7 easy ways to make EngTech part of your business

When encouraging EngTech registration, it is employers who carry the greatest influence. Let’s get your company on the right track

1. Appoint an EngTech advisor:
A company’s senior engineers are likely to be registered as EngTech, Incorporated Engineer (IEng) or Chartered Engineer (CEng). Appoint them as EngTech advisors to provide peer-to-peer support – they can help find eligible employees, explain the benefits, and sponsor applications. Professional institutions and EngTechNow can offer free training and support for this process.

2. Identify EngTech-eligible employees:
The types of employees eligible for EngTech could be early-career technicians who have completed an apprenticeship, or long-serving engineers with a wealth of practical experience. You can read more about the roles that are EngTech-eligible on p8, and check EngTech criteria on p10.

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Delivering EngTech through education

More employers are recruiting EngTech-ready individuals with apprenticeships. Training providers need to meet this demand.

The UK Government and the engineering industry are placing more emphasis on Advanced or Modern Apprenticeships to recruit the next generation of technicians and engineers, while an increasing number of 16 to 21-year-olds are choosing an apprenticeship as their route into employment.

This means that the benefits of being able to provide quality vocational training that can lead to an industry-recognised title are a real selling point for any education provider.

In order to make sure that your courses fit the needs of both employers and engineering technicians alike, it is worth checking the EngTech requirements in the UK Standard for Professional Engineering Competence (UK-SPEC), and ensuring that you can help trainee engineers fulfil these requirements. Download the latest version at engc.org.uk/ukspec.

96.5% of engineering apprentices agree that their apprenticeship should lead to professional registration as standard

Industry Apprentice Council (2013 survey)

89% of currently registered EngTechs would recommend professional registration to a colleague

Engineering Council (2013 survey)
When you are making a major financial investment in an engineering project, you want to be sure that your procurement process attracts the best suppliers. That means sub-contractors that can help guarantee the proper levels of quality and safety, making sure that the project is delivered on-time, on-budget, and minimising levels of risk.

To ensure this, your procurement team should give preference to firms that are actively supporting their employees with professional registration.

EngTech-registered technicians have a high degree of practical experience and knowledge for solving engineering problems efficiently, always meeting the best professional industry practice. Their title also indicates a commitment to quality and safety, supporting standards such as ISO 9001:2008.

Even if an engineering firm has Incorporated Engineers (IEng) and Chartered Engineers (CEng) leading your project, it is often the technicians who deliver the details that matter. EngTech-registered technicians complete a fully rounded workforce, so make sure your suppliers employ registered EngTechs today.

“Clients always look for properly qualified staff in contractors. Technicians and engineers are a key part of that picture, and EngTech guarantees their quality and competence”

Chris Sexton
Technical Director, Crossrail