

Energy and utility companies urged to sign The Tomorrow's Engineers Code

Energy & Utility Skills and the Tomorrow's Engineers Code are working to build a secure and sustainable future workforce to increase the diversity and number young people entering engineering careers.

Why is signing up to the Code so important?

Energy & Utility Skills published a Workforce Renewal & Skills Strategy that identified that there will be approximately 277,000 job vacancies that need to be filled by 2030 in the industry. This means that it is essential that the industries work together to build a diverse workforce, and this is one of the reasons why Energy & Utility Skills signed up as a Supporter of the Code.

The Code provides the chance to share ideas and learn from others to improve the impact of your education outreach programmes for young people.

Energy & Utility Skills, SSE and EngineeringUK have partnered in an online conversation about the benefits of signing up to The Code. Take a look at the conversation code. tomorrowsengineers.org.uk/energy

"I'm particularly pleased to see that The Code provides a framework and commitment to make our work with schools inclusive and inspiring and to improve the impact of all of our efforts"

Phil Beach CBE, Chief Executive,
Energy & Utility Skills

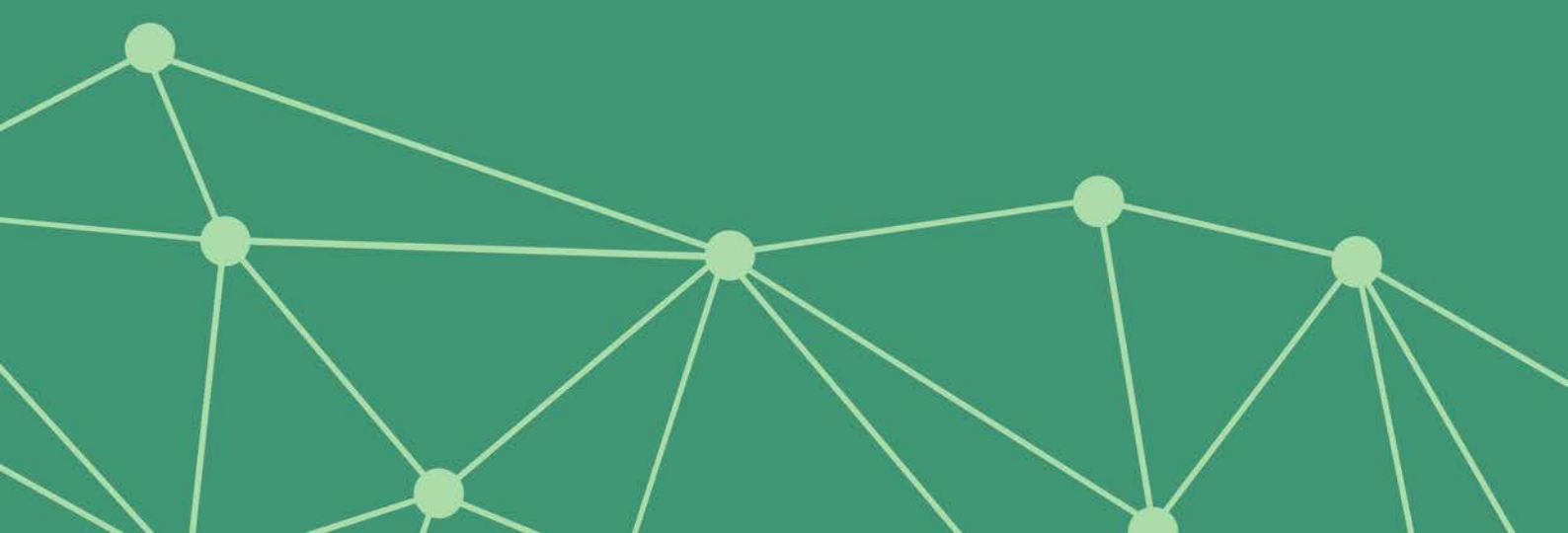
"Through the Tomorrow's Engineers Code, I was introduced to Jacobs, who are really leading the way in many respects and certainly 4 or 5 years ahead of where we're at. This morning, I had a really useful meeting with them to talk through their primary school approach and their programme called the butterfly effect.

And then I was able to take that to a meeting I had planned later on with Teach First to actually start that partnership relationship to build that. So, I can't tell you how often it's helped me"

Sam Greer, Education and Employability Manager,
SSE (Signatory of The Code)

"The Tomorrow's Engineers Code provides a way for organisations to show to each other that they are keen to work and learn from each other to improve the impact of their outreach activities"

Dr Hilary Leever, Chief Executive, EngineeringUK



Driving a new era of engagement

Engineering is a varied, stimulating and valuable career but we need to work harder than ever to ensure that it is accessible for this generation of young people – for their own life chances and so that we have a diverse and insightful workforce that enables the UK to thrive.

Many organisations are already doing important work to enthuse the next generation but there is evidence and widespread agreement that we must work better together to improve the quality, inclusivity, targeting and reach of activities designed to inspire young people.

The Code will improve collaboration between organisations that fund, design or deliver engineering-inspiration activities, to ultimately increase the diversity and number of those entering engineering.

Together, we can deliver a joined-up approach to drive change at scale.

The Code

The Code provides a robust approach to increasing our collective impact and our return on investment in engineering engagement. It will enable organisations to improve the impact of individual initiatives through collaboration with other Signatories.

Signatories of The Code make 4 pledges about their approach to funding, designing, delivering, and learning from engineering-inspiration activities.

Signatories have access to support that will empower them to meet the pledge areas including evidence-based summaries of what works, case studies, and ideas for developing engagement programmes.



The pledges

Inspiring connection

Ensure programmes contribute to a sustained and rich STEM journey for all young people.

It's well known that the more STEM-related influences and experiences a young person can gather, the more likely they are to feel comfortable with science and engineering and see them as useful and important, for themselves and society. There is a huge opportunity to maximise impact by working together to provide a sustained, connected STEM journey for young people from early years upwards.

Ambition of the pledge

See all young people experience a rich variety of connected engineering experiences.

Showcasing engineering

Promote a positive, compelling, and authentic view of engineering and showcasing the breadth of opportunities.

We need to tell rich, multi-faceted stories to capture the true essence of the opportunities engineering presents and how engineers use these skills to build a better world. Only by showcasing a broad range of pathways and job opportunities using our shared voice will young people encounter consistent messaging about what engineering offers and make it a career young people can identify with.

Ambition of the pledge

To showcase to young people the variety of pathways into engineering, the breadth of opportunities and the real-world impact a career in engineering can have.

Driving inclusion

Ensure all young people have opportunities to engage in engineering-inspiration activities, so that no one is left behind.

The provision of activities is not consistent across the UK meaning many young people don't benefit from accessing impactful programmes. Delivery of widespread, diverse and inclusive activities across the UK will make sure no young person is denied the opportunity of high quality, curriculum - relevant, impactful activities. We need to prioritise the funding, creation and delivery of activities to where needs have been identified or gaps exist to enhance support for under-represented groups in engineering.

Ambition of the pledge

For all young people to participate in impactful engineering-inspiration activities regardless of characteristics, socio-economic background, prior attainment or location.

Improving impact

Improve monitoring and evaluation of programmes and activities to develop a shared understanding of what works.

Only by building a better evidence base can we accurately identify the activities that deliver the greatest impact. An open and transparent data set will enable us to identify the activities that work, which activities best complement each other and measure impact.

Ambition of the pledge

Develop and share an understanding of what works to drive continuous improvement and increase investment in activities with proven, evidence-based impact.

The community

Central to The Code is its community, which is made up of Signatories and Supporters. This community 'owns' The Code and plays a vital role in growing, driving and shaping its development.

To explore the full list of Signatories and Supporters visit code.tomorrowsengineers.org.uk

We're excited to be part of a movement that will use the collective power of its members to help make engineering more diverse. The Code provides a robust approach to increasing our combined impact by focusing on areas that are most important to inspiring young people. Now more than ever, all young people need us to come together to offer them the very best quality learning experience and opportunities.

Ben Cartledge, CEO, 1851 Trust



As a significant engineering employer, we take our commitment to inspiring young people very seriously. Working towards Net Zero by 2030, we know we can only achieve it by attracting a diverse, passionate and driven workforce. We were delighted to work with the pledges in the Tomorrow's Engineers Code and use them to enhance our inclusive education outreach strategy to create curriculum aligned content underpinned by the principles of the Code.

Elaine McGinn, Head of Learning and Talent Development, SSE plc



The Tomorrow's Engineers Code provides a framework to build on the work so many of us are already doing. It is about sharing, learning from and building on best practice. With a better evidence base for identifying activities which can deliver the greatest impact, and by working across the community, we'll be able to achieve more without reinventing the wheel.

Dr Cristiana Pace, Director, Enovation Consulting



We're proud to support The Code and our involvement helps us to work with educators, government and other employers to collectively inspire young people from a variety of backgrounds to enter engineering careers. We hope that in working collaboratively we can share best practice and create high impact interactions which showcase the breadth of opportunities careers in STEM can offer. We're excited to see how our collective power can help to address one of the engineering sector's most challenging issues.

Melanie Clark, Recruitment & Development Manager – Early Careers, WSP



Meet the team

The Code was co-created by and for the engineering community and its governance model balances the desire for it to be led by the community, with the need to deliver it successfully and efficiently. As such, EngineeringUK has been chosen to manage and deliver The Code and its community, and has the responsibility to drive, co-ordinate and develop The Code.

Advisory Board

The Code's Advisory Board, which is a partnership of senior representatives, is tasked with considering and deciding how best the UK can increase the diversity and number of young people going into engineering through delivery of The Code.



Sir Julian Young
Chair



Carol Davenport
Director, NUSTEM



Hilary Leever
CEO,
EngineeringUK



Ian Menzies
Senior Education
Officer for
Sciences and
Learning for
Sustainability,
Education
Scotland



Jacqui Ferguson
Portfolio Non
Executive Director



Paul Kett
Director General,
Department for
Education



Nike Folayan
Co-founder
and Chair,
Association
for Black and
Minority Ethnic
Engineers



Nick King
Group Director,
Network Services,
Network Rail



Sinead Lynch
Country Chair,
Shell UK



Thinking Group

An informal Thinking Group, made up of representatives from a mix of organisations that have a collective passion and insight into delivering The Code, also exists to provide EngineeringUK with regular insight to facilitate delivery.



Amanda Dickins

Head of Impact and Development, STEM Learning UK



Zaheera Soomar

Head of Education, Anglo American



Gareth Thistleton

Head of Social Investment and Sponsorship, Shell UK



Janey Irving

STEM Education Officer, Education Scotland



Alex Fuller

Assistant Science Policy Advisor, Department for Education



Melanie Washington

Director of Engagement Projects



Shane McCracken

Director, Mangorolla CIC



Jo Trigg

Director of Communications and Engagement, Royal Academy of Engineering



Join us

Any organisation with UK operations that funds, designs and/or delivers engineering-inspiration activities is invited to become a Signatory. It's free to become and any organisation not meeting these criteria can join as a Supporter.

The Code is open to all organisations, big and small, and includes but is not limited to companies, engineering institutions, professional bodies, third sector and STEM enhancement and enrichment organisations, government, universities, and colleges.

Benefits

By signing The Code, you will join 140+ organisations who've committed to working together to make engineering careers accessible for a new generation.

In addition, you will:

- Become part of a community that learns and works together to address some of the most challenging issues
- Share and build understanding of what is working and delivering activities to young people who would most benefit
- Understand how your organisation can support its employees to deliver the most impactful activities for young people
- Use The Code's pledge areas to challenge your organisation's engineering-inspiration strategy and drive up the quality and impact of activities

Support

Signatories are responsible for making progress against the pledges, EngineeringUK will support by signposting to relevant information, tools, and resources. In addition, information, and guidance to help practitioners get the most from their engineering outreach, from across the STEM community, can be found at tomorrowsengineers.org.uk.

Collaboration is at the heart of The Code and is an area that will grow over time.

In spring 2021 Signatories came together to discuss how The Code Community could facilitate effective collaboration. Signatories used data to better understand where to focus activities to have the biggest impact. Clear themes and priorities emerged that will be implemented over the next few months.

New online events programme

Following on from the success of the collaboration workshop, an online events programme has been developed, allowing The Code Community to hear from other Signatories and experts on relevant topics to help you meet The Code's four pledges. Topics have included the Gatsby Benchmarks, how engineering can contribute to tackling climate change and the opportunities COP26 provides to communicate this, how to apply an impact framework to engagement activities and virtual working experience during the pandemic.



Next steps

- Visit code.tomorrowseengineers.org.uk
- Share this document with teams and leaders within your organisation
- Contact thecode@engineeringuk.com or email your regional business partnership manager to find out more

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Reach out to other Signatories and Supporters

 [@TheTECode](https://twitter.com/TheTECode)

 [showcase/tomorrow's-engineers-code](https://www.linkedin.com/showcase/tomorrow's-engineers-code)

We're grateful to our Partner Signatories who are helping to bring The Code to life through funding and in-kind support.



¹EngineeringUK (2020), Young people and Covid-19

²Royal Academy of Engineering (2019), Engineering skills for the future:

The 2013 Perkins Review revisited