

Employers of Engineering Apprentices

Gender Diversity Forum

Introduction

We are a group of employers of engineering apprentices, who have decided to come together to try and tackle a common issue; recruiting sufficient females in order to achieve a gender diverse pool of apprentices. The majority of member organisations are now being tasked with reaching specific targets in terms of female apprentice hires as the focus on diversity grows.

It has always been a challenge attracting females to these types of roles, largely down to the low uptake of STEM subjects by females at school/college in the UK and the misconception that this type of work is for men only. The challenge is becoming even greater in the current climate, with ever-increasing competition for applicants from non-traditional apprentice sectors, e.g. the Finance sector, some of which might be more immediately attractive to females. This increase in competition is in large part due to the introduction of the apprentice levy.

Aim

The ultimate aim of the group is to improve gender diversity within the engineering apprentice sector.

Objectives

- To increase awareness among female school/college leavers of the range of different engineering roles available to them
- To increase the number of female applicants to each of the individual member organisations' apprentice schemes year on year
- To work in partnership with relevant organisations, e.g. EqualEngineers, WISE, to promote key messages
- To share knowledge/best practice between member organisations in order to achieve the common aim

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