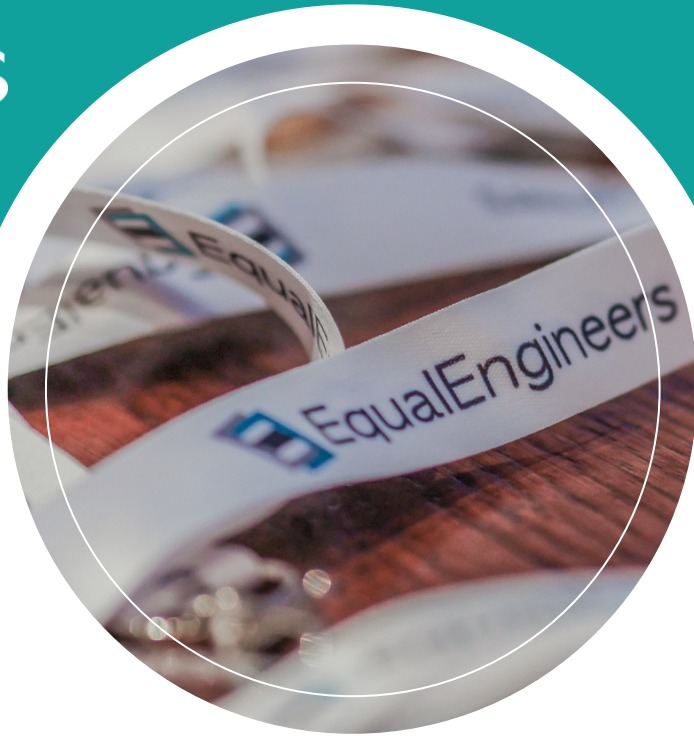
EqualEngineers



AWE PROPOSAL

EqualEngineers presents this proposal to AWE, a prominent enterprise that offers an extensive assortment of services to **cultivate diversity and inclusivity in the engineering sector**. Our team is dedicated to providing groundbreaking remedies to assist companies such as AWE in **building a workforce that is unbiased and equitable**. Our proposal encompasses a variety of services that have been meticulously designed to cater to AWE's distinctive requirements.

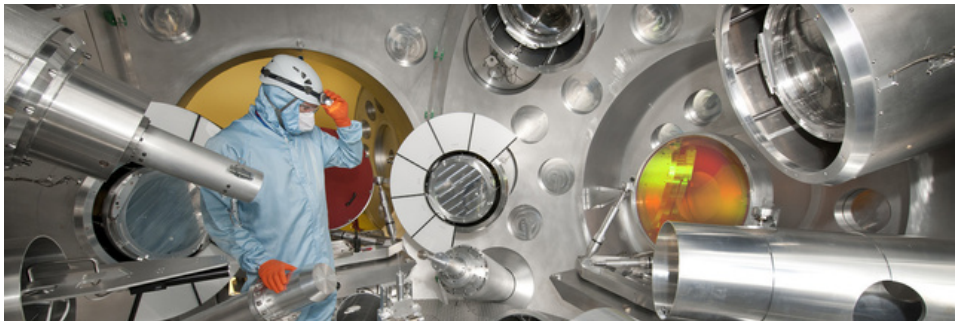
Prepared by **Dr. Mark McBride-Wright CEng**

Thursday 27th April 2023

AWE
Background

AWE, or the Atomic Weapons Establishment, is a UK-based company that specialises in the design, manufacture, and support of nuclear warheads for the country's defence programme. AWE has a **strong commitment to promoting equality, diversity, and inclusion** in all aspects of its operations. The company recognises that a diverse and inclusive workforce **fosters creativity, innovation, and improved decision-making**. AWE has implemented various initiatives to support these values, including training programs, mentorship opportunities, and a diversity and inclusion network.

The scope of work for this proposal is extensive and includes a range of services aimed at promoting diversity and inclusivity. These services include organising **careers fairs** across the UK, implementing a **pathways programme** to support underrepresented groups, hosting the **Engineering Talent Awards**, providing EqualEngineers **recruitment services**, and delivering **training** to employees on diversity and inclusion. By offering these services, we aim to create a more inclusive and diverse engineering industry that benefits everyone.



01

Careers Fairs Partnership

The mission of EqualEngineers is to **advance equality, diversity, and inclusion**. We suggest partnering with careers fairs in London, Bristol and Birmingham to help AWE attract a varied talent pool. EqualEngineers can support AWE's branding and promotion initiatives thanks to our **extensive contacts with nearby colleges, universities, and schools**. In the past, we've run more than 35 career fairs, introducing **more than 10,000 people** to engineering and technological opportunities.

Description	Cost per event (ex. VAT)
Headline Sponsor	£5,000
Premium Sponsor	£2,500
Regular Sponsor	£850

02

Pathways Programme Partnership

EqualEngineers offers a Pathways Programme to establish a talent pool for engineering recruitment campaigns and a Mentoring Programme for undergraduate students in engineering and technology. **AWE's participation in the Pathways Programme would demonstrate a commitment to diversity and provide access to a diverse talent pool.** It would also offer mentees the opportunity to gain insights and skills from experienced professionals.

Description	Duration	Total Cost (ex. VAT)
Package A - 1 Year Programme	1 Year	£15,000
Package B - 3 Year Commitment	3 Years	£30,000

This includes participation at our 2023 careers fairs as a regular exhibitor

We look forward to working with you to deliver this scope of work in our shared mission to create a diverse engineering and technology profession where everyone feels included.

EqualEngineers is working to a long-term plan to help organisations retain existing talent in the short-term, attract new talent in the near-term, and invest in widening participation for the longer-term appeal of our industry.

I hope this proposal meets your interest, and that we can use it as a basis to form a programme of work together through 2023, and beyond.

Thank you for your interest - we look forward to working with you.

EqualEngineers

Contact Us

Dr. Mark McBride-Wright CEng MIChemE,
Founder and Managing Director, EqualEngineers
Royal Academy of Engineering Visiting Professor
Inclusive Engineering Leadership, University College London

mark@equalengineers.com +44 (0)7877 089 036