

TOMORROW'S
ENGINEERS

| **CODE**

The Code Check-in 2026

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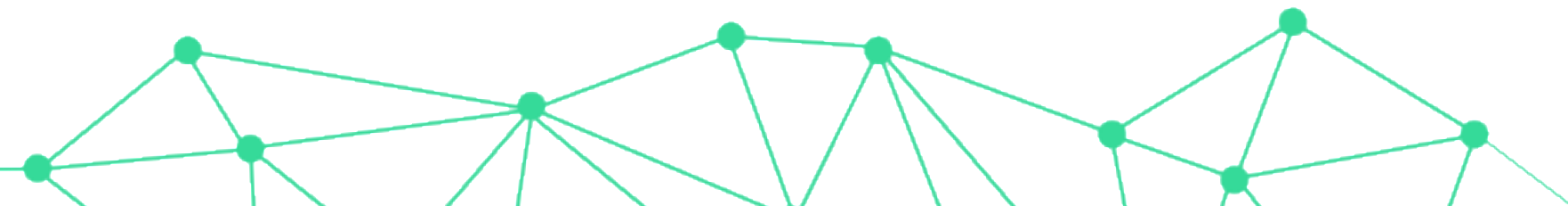
Summary

Progress against the pledges

For all 4 pledges we saw increases in most activities in the past year.

Highlights include:

- **79%** of respondents **collected feedback** on the delivery or content of their STEM outreach (**+9%** from 2025)
- **62%** **used evaluation findings to develop or improve** their STEM outreach (**+7%** from 2025)
- **77%** have delivered or funded activities which **target young people from groups underrepresented in engineering and technology** or schools with higher proportions or such young people (**+6%** from 2025)
- **50%** have **analysed the demographic data** of participants of their STEM outreach (**+12%** from 2025)



Summary

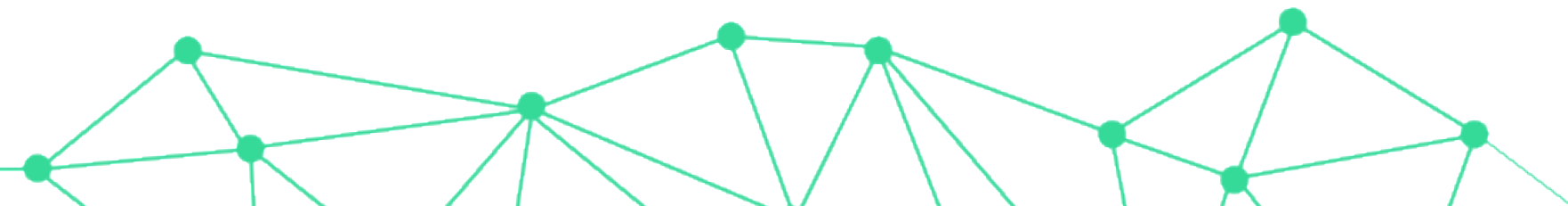
Perceived impact

When asked, "How likely is it that you'd recommend The Code to another relevant organisation?", Signatories on average gave a score of 8 (out of 10)

Across 10 areas that The Code aims to support with, Signatories reported improvements on 5, including:

- ✓ **64%** understand how its **activities relate to other STEM outreach activities**
- ✓ **62%** understand how to **include information** and/or imagery that shows engineering and technology's **diversity in terms of roles, opportunities and pathways**

Response data and Net Promoter Scores draw on all Check-in responses, while most other analysis focuses on responses from Code Signatories with a minimum of 6 months' membership



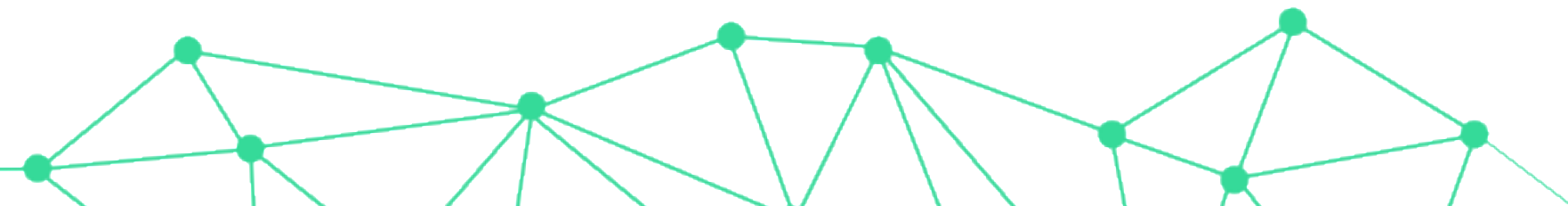
Summary

Differences by length of membership

- Response rates and NPS scores were **strongest among newer Signatories**
- At the same time, **participation across all 4 pledges has increased** while **reported support needs have declined**
- **As organisations become more established, they may rely less on external support**, which may contribute to more neutral scores among longer-standing Signatories – even where activity across the pledges remains strong

Spaces to collaborate

- **46%** of respondents reported having **connected with other Code Signatories** over the past 12 months, and many referenced activities such as the **Gender Pathways collective** and **Tomorrow's Engineers Live**



Next steps for The Code team

1. **Create more opportunities for Signatories to connect, collaborate and learn** from one another through a range of networking, peer learning and community engagement activities
2. **Strengthen links to wider strategic initiatives**, making sure The Code continues to offer value to all Signatories by connecting them with opportunities to collaborate, influence and contribute to sector-wide change, alongside access to resources and guidance
3. **Support continuous improvement across the community** by sharing practical insights, evidence and approaches in priority areas such as evaluation and sustained engagement

What's the Code Check-in?

An annual tool capturing insights into how successfully we, as a Code community of Signatories (launched in October 2020), are working towards meeting the 4 pledges and what support is needed to improve our collective efforts to inspire a diverse engineering and technology workforce.

The aim of the Check-in is to understand:

- What are Signatories' views of The Code and what do they perceive as the impact of being a member
- What have Signatories done to embed the 4 Code pledges in the last year?
- What are Signatories' plans for the coming 12 months?
- What additional support do Signatories feel they need in meeting the pledges?

Respondents – organisation types

Organisation type	Number of respondents	Percentage of respondents	Response rate
Company	58	33%	37%
STEM delivery	39	22%	51%
Charity	33	19%	79%
PEI	16	9%	64%
HEI	12	7%	50%
Statutory	12	7%	71%
Trade bodies and associations	4	2%	40%
School	1	1%	25%
Trust/foundation	1	1%	33%

- In 2026 there were 176 responses out of 361 Signatories, a response rate of 49%
- A third of respondents were companies (33%), with around a fifth of respondents coming from STEM delivery organisations (22%) and charities (19%)
- Although a third of all responses came from companies, their response rate was one of the lowest (37%)

Respondents – length of time as signatories

Length of time	Number of responses	Percentage of respondents	Response rate
Less than a 12 months	47	27%	96%
1 to 2 years	22	13%	41%
2 to 3 years	21	12%	46%
3 to 4 years	20	11%	38%
4 to 5 years	17	10%	33%
5 years or more	49	28%	45%

- Just over a quarter of responses came from Signatories at each end of the time frame – with 27% from those involved for less than 12 months, and 28% from those involved for more than 5 years
- While the overall response rate is 49%, this varies greatly by length of time
- Response rates were highest among newer Signatories, with 96% of those involved for less than a year responding.
- This compares with less than half (42%) of those who had been Signatories for 5 years or more, and a third of those involved between 4 and 5 years (33%)

Net Promoter Score

The Net Promoter Score (NPS) is a method widely used to evaluate whether users would recommend a product or service. It's calculated based on responses, in this case, to the question:

- “**How likely is it that you would recommend The Code to another relevant organisation?**” (0 = extremely unlikely, 10 = extremely likely)

The total NPS score is calculated by subtracting the percentage of detractors from the percentage of promoters (**% promoters** – **% detractors** = **Net Promoter Score (+-100)**)

- **Detractors** are those who gave a response **between 0 and 6**
- **Promoters** are those who gave a response of **9 or 10**
- **Passives** are those who gave a response of **7 or 8**

A NPS score can range from -100 to 100. A score above 0 is considered 'good'

Net Promoter Score

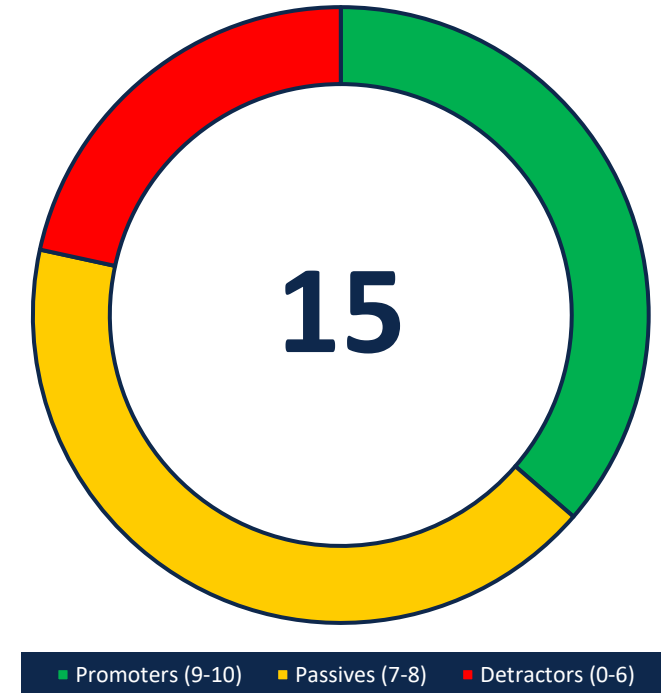
The Net Promoter Score for the Code is 15

This is a reduction on 18 last year

- **Promoters** (response 9 to 10) = 36%
- **Passives** (response 7 to 8) = 42%
- **Detractors** (response 0 to 6) = 22%
- Just over a third of respondents were promoters

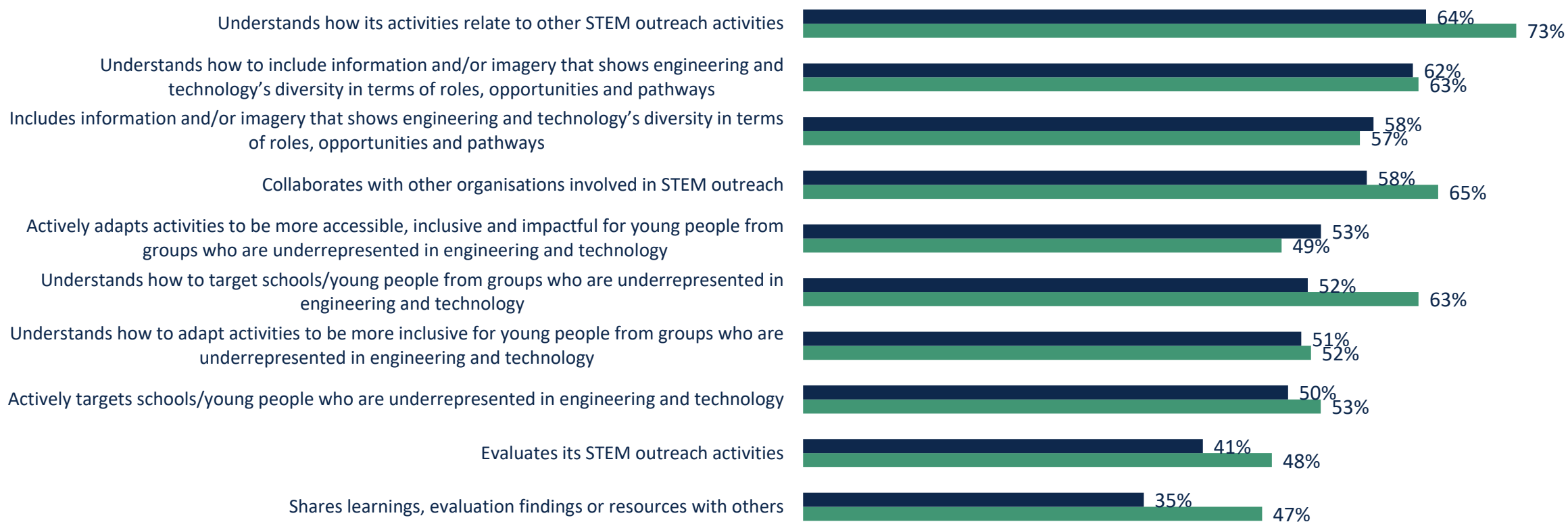
The **mean response** out of 10 was **8**

Organisations that joined The Code more recently are significantly more likely to be promoters, while longer-standing Signatories report lower NPS scores (2 years or less NPS: **36** vs 4 years or more NPS: **5**). Higher scores among newer Signatories may reflect an initial enthusiasm effect, with longer-standing organisations potentially developing higher expectations or perceiving less added value over time. **Among all groups the NPS is above 0, which is positive.**



Impact of being a Code Member

Being a member of The Code has improved the way my organisation:



■ 2026 (n=149) ■ 2025 (n=168)

Impact of being a Code member

- Around 1 in 5 respondents (19%) reported that The Code had improved their organisation across all 10 areas, down from 24% in 2025
- On average, Signatories reported improvements in 5 out of 10 areas, a slight decline from 6 areas the previous year
- Performance has weakened across most measures, with 8 of the 10 areas showing decreases
- The largest drops were in: **sharing learnings, evaluation findings or resources** (-12%p), and **understanding how to target underrepresented groups** (-11%p)
- However, there were small improvements in some areas, including **adapting activities to be more inclusive and impactful** (+4%p) and **using imagery to better reflect diversity** in engineering and technology (+1%p)

Impact of being a Code member

“The Code has been really helpful for our STEM outreach team, giving us a **clear and shared framework** to guide how we design and deliver our engineering activities. It has supported us to be **more consistent and purposeful in our approach**, while keeping a **strong focus on high- quality, inclusive experiences** for young people. Using The Code has also helped the team **reflect on what works well, strengthen our practice**, and clearly **demonstrate the value and impact** of our outreach. The **evaluation guidelines have been particularly useful.**”

“Connecting with The Code has **directly led to a new partnership** with a Code member, and we would hope to repeat this with other new partners in the future.”

“It's bolstered my general view and **understanding of the STEM outreach scene**, the roles that different organisations play within it and **where it is that our own organisation can perhaps help play the best part it can.**”

“Being a member of The Code has **strengthened our organisation's strategic focus and accountability** in delivering high-quality STEM outreach. Membership has created opportunities to understand and **apply good practice and learn from sector-wide insight**”

Impact of being a Code member

“We appreciate the Code's ability to **bring together stakeholders in engineering education and outreach**, helping us to **build partnerships** with likeminded organisations for the benefit of future engineers. The ability to bring together **different people with different interests in the STEM education space** has shaped what we do, how we do it, and crucially how we springboard off partnerships to enhance what our organisation does well, whilst supporting other organisations to grow and thrive.”

“[The Code] has been a **great intro to STEM outreach in the UK**. The **conference** was **incredibly useful**.”

“Really enjoyed the **short webinar/video series** around outreach and grateful that those **can be watched back**. Great learning and **great way to digest information/reports** from EngineeringUK around outreach.”

“It helps us **keep the promotion of STEM in the forefront**. In particular, it provides a **common thread that links our activities across several business areas** including, social activity, corporate sponsorships, partnering with schools, apprenticeships, gender pay gap activity, etc.”

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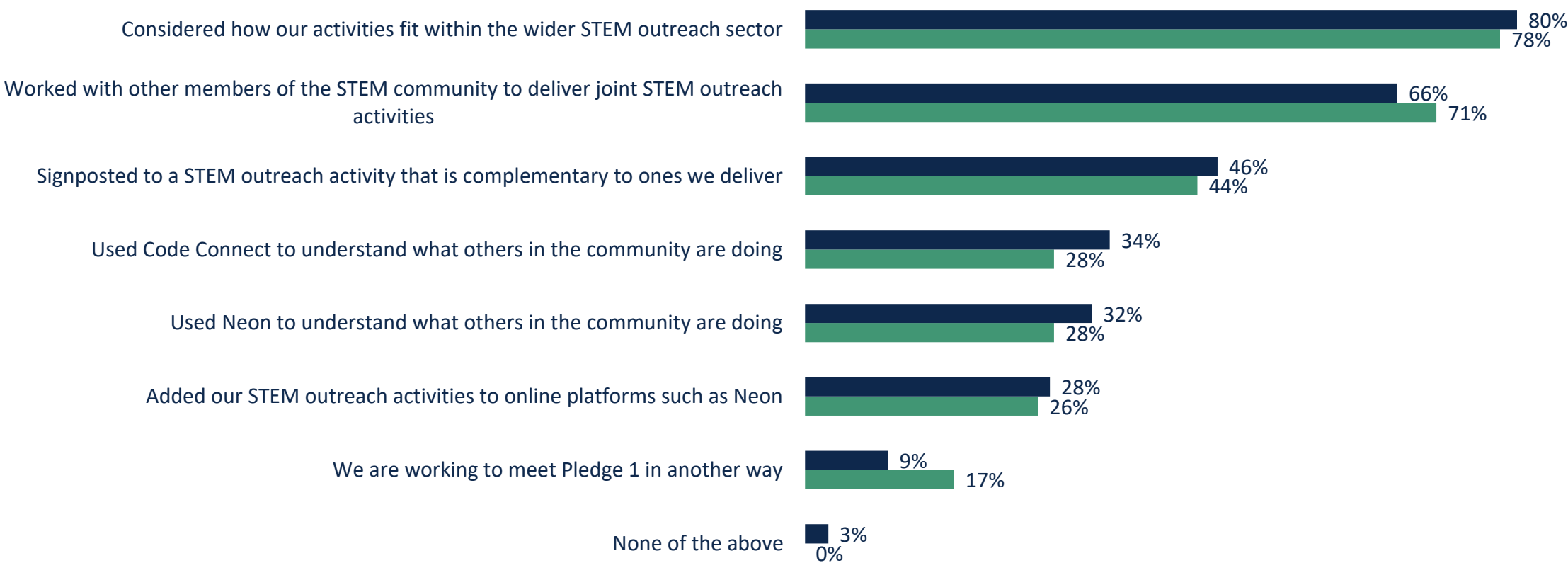
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Pledge 1 Inspire connection

In the last 12 months, has your organisation done any of the following towards meeting pledge 1 - Inspire connection?

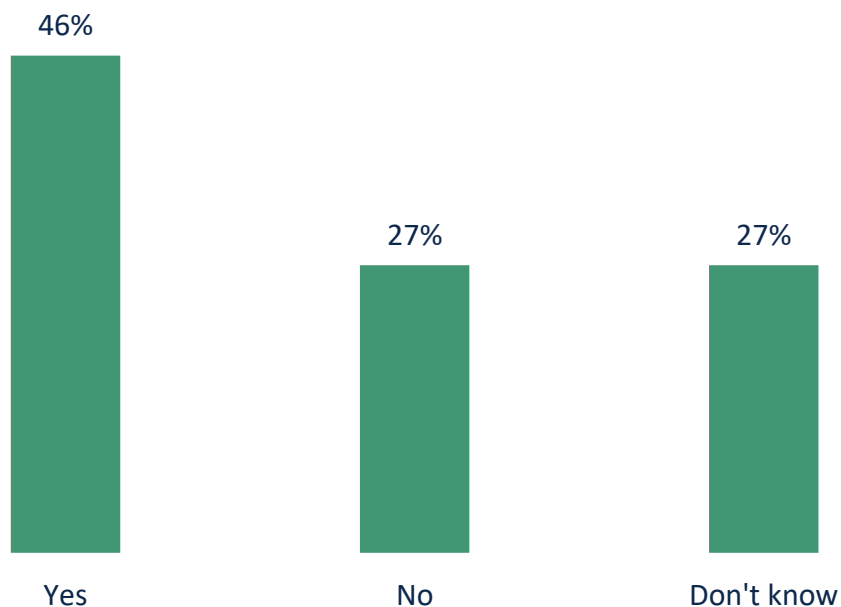


Pledge 1 Inspire connection

- Most activities relating to pledge 1 have increased between 2025 and 2026
- The largest increases were in use of Code Connect (+6%p) and Neon (+4%p), although uptake remains relatively low at around a third of respondents (34% and 32% respectively)
- However, the proportion of Signatories delivering joint STEM outreach activities with other organisations has declined slightly (-4%p from 71% to 66%), though it remains the second most chosen option

Pledge 1 Inspire connection

Have you connected with any other Code Signatories in the past 12 months?



- Just under half of respondents (46%) said they had connected with another Code Signatory in the past year
- When asked to describe how they had connected many referenced activities such as EngineeringUK's Gender Pathways project and Tomorrow's Engineers Live. This highlights the importance of in-person and facilitated spaces for creating connections

Pledge 1 Over the next 12 months

Code Signatories were asked what they would like to achieve toward pledge 1 over the next year

Key themes from these responses included:

- A desire to strengthen collaboration with other Code Signatories and continue existing partnerships
- Interest in developing and expanding joint programmes
- Some emphasis on increasing collaboration at a regional level, including in the devolved nations

Pledge 1 Over the next 12 months

“Over the next 12 months, we aim to strengthen sustained journeys into engineering by connecting our provision with wider local and national ecosystems. As part of the Code pledge network, we are keen to actively collaborate with Code Connectors local to us, co-delivering activities and creating more joined-up opportunities for young people to continue their engagement beyond a single programme.”

“I am working with other organisations local to us that have signed up to the code to deliver events. I hoping for this to continue but also to increase our engagement with others signed up to The Code.”

“We would like to connect to more Code signatories to see what collaborative opportunities there are.”

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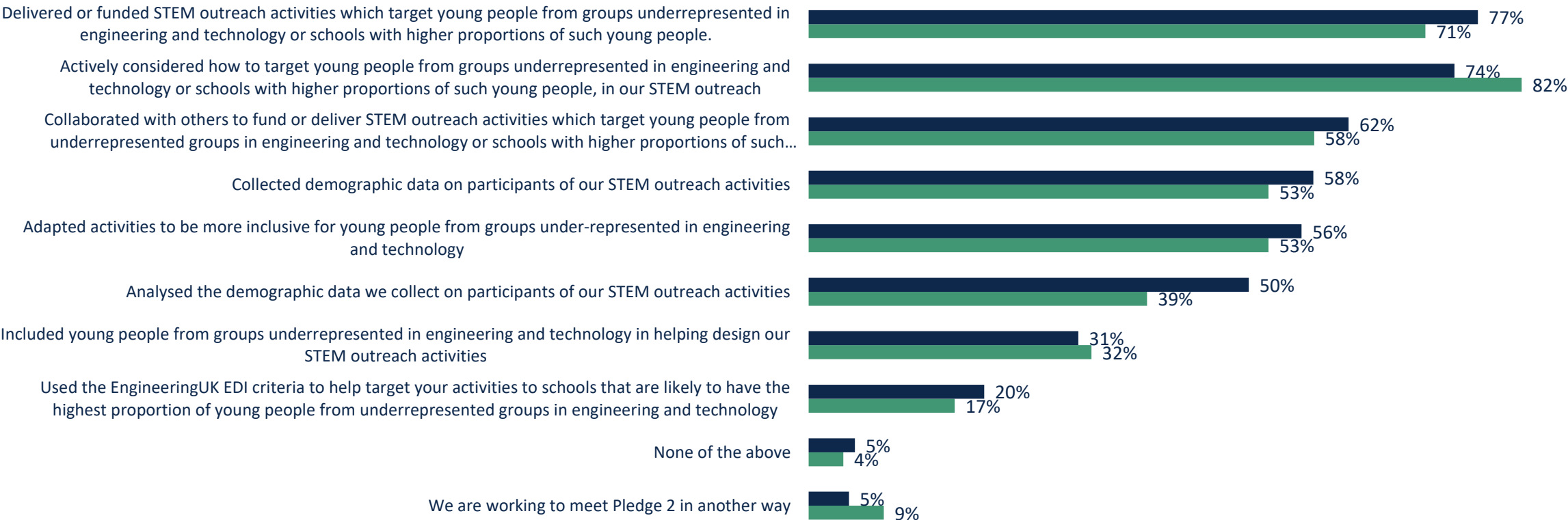
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Pledge 2 Drive inclusion

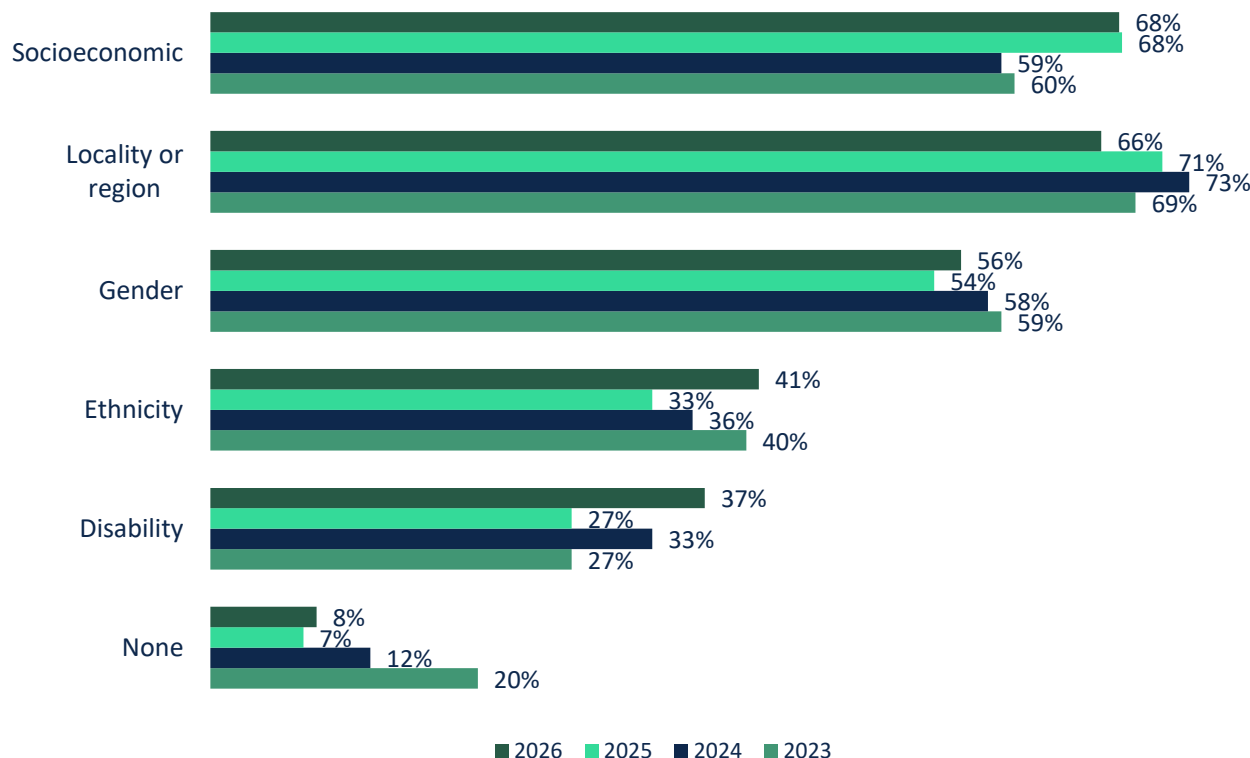
In the last 12 months, has your organisation done any of the following towards meeting pledge 2 Drive inclusion?



■ 2026 (n=149) ■ 2025 (n=168)

Pledge 2 Drive inclusion

In the last 12 months, has your organisation actively targeted schools or young people based on any of the following characteristics?



- 89% of Code Signatories said they actively target one or more of these groups
- Around two thirds (68%) said they target schools or young people based on socioeconomic characteristics and based on locality or region (66%)
- There has been an increase in targeting of schools or young people with disabilities (+10%p) between 2025 and 2026, from 27% to 37%

Pledge 2 Over the next 12 months

Code Signatories were asked what they would like to achieve toward pledge 2 over the next year

Key themes and responses included:

- Increasing activities or continuing their current activities relating to driving inclusion
- Particular focus on increasing and adapting activities to target different groups, in particular SEND learners and those from lower social economic backgrounds, or the schools that serve them
- Newer Signatories appear more likely to seek support from The Code as they develop their approach to meeting pledge 2

Pledge 2 Over the next 12 months

“We will continue to promote representation in engineering by highlighting colleagues from diverse backgrounds through talks, outreach, and campaigns.”

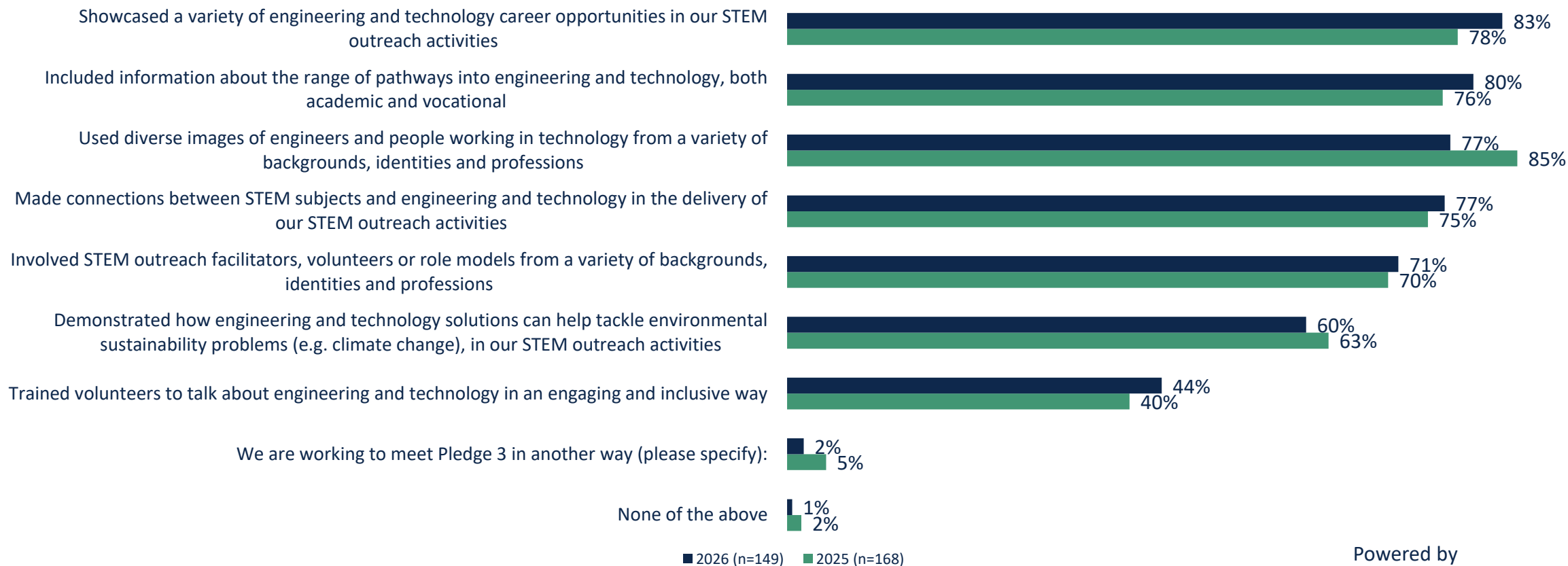
“Engage with members from underrepresented backgrounds in the development of our outreach programme and analyse qualitative feedback from outreach attendees.”

“In the next 12 months we will be using more of the resources from The Code to develop new and improve existing ways of working with young people in our local area.”

“Ensure that our outreach tool is inclusive and adaptable for all deliverers and participants. We would like to recruit more diverse role models and ambassadors to deliver our programme.”

Pledge 3 Showcase engineering and technology

In the last 12 months, has your organisation done any of the following towards meeting pledge 3 - Showcase engineering and technology?



Pledge 3 Showcase engineering and technology

- In terms of activities relating to pledge 3, most measures have seen an increase
- The largest gains were in showcasing a wider range of engineering and technology careers (+5pp) and training volunteers to communicate in engaging and inclusive ways (+4pp)
- However, the use of diverse imagery has declined notably (-8pp), but was still selected by over three quarters of respondents (77%)

Pledge 3 Over the next 12 months

Code Signatories were asked what they would like to achieve toward pledge 3 over the next year

Key themes included:

- Intentions to expand or continue their current efforts to showcase engineering and technology and all its various pathways
- Many plan to utilise role models and strengthen representation across diverse demographic groups and pathways, ensuring a fuller reflection of engineering and technology careers
- Several also highlighted a focus on positive societal and environmental contributions of engineering and technology

Pledge 3 Over the next 12 months

“Work with our school delivery partners to ensure that engineering is showcased in a more positive way, that is helping us, for example, to meet net zero.”

“We have recently used material from The Code’s website to produce our own content. It is our intention to mature in advertising our activities in the next 12 months and we feel The Code can really help us with this task.”

“Continue to break down barriers associated with accessing the engineering industry, by showcasing individuals from within our business who are typically underrepresented within the industry, with the aim of inspiring more young people into the sector.”

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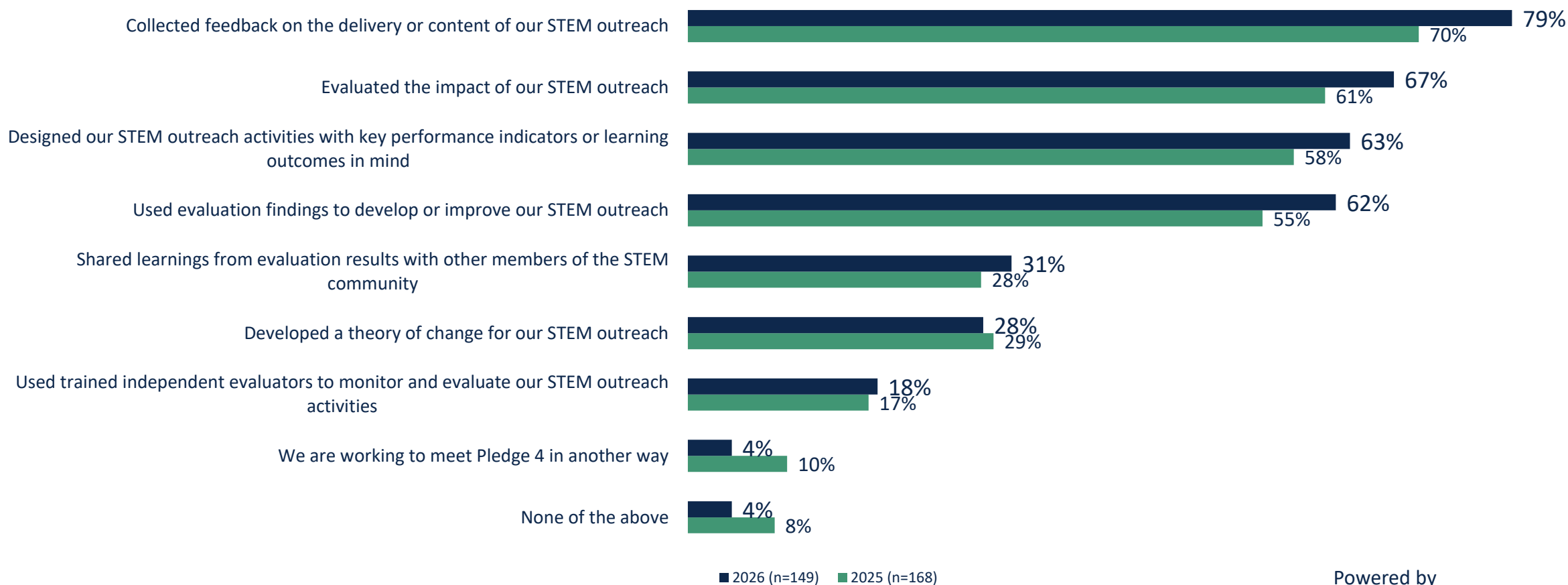
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Pledge 4 Improve impact

In the last 12 months, has your organisation done any of the following towards meeting pledge 4 - Improve impact?



Pledge 4 Improve impact

- Most activities relating to Pledge 4 have increased between 2025 and 2026
- There have been notable increases in the proportion of respondents saying they had:
 - collected feedback on the delivery or content of our STEM outreach (+9%p)
 - used evaluation findings to develop or improve our STEM outreach (+7%p)
 - evaluated the impact of our STEM outreach (+6%p)
- The only measure that decreased was the proportion saying they developed a theory of change for our STEM outreach (-1%p)

Evaluation

117 Signatories shared how they currently evaluate their STEM outreach activities:

- 81% said they conducted surveys, with some using them with young people, schools and/or other partners
- A fifth (20%) said they conducted pre and post surveys with participants
- Around a quarter used qualitative methods to gather feedback, ranging from focus groups with young people to verbal debriefs with delivery partners, schools and young people

“We collect feedback from participants, teachers, and schools through surveys delivered during and after our events. This ongoing data collection allows us to reflect on participant experiences and continuously adapt our workshops to better meet their needs.”

“We gather feedback through short participant surveys, parent/carer feedback forms, and informal interviews or conversations, particularly at the end of sessions or programmes.”

Pledge 4 Over the next 12 months

Code Signatories were asked what they would like to achieve toward pledge 4 over the next year

- Signatories want to strengthen how they collect, use and share evaluation data, with a focus on wider sharing internally, with partners and across The Code community
- Interest in introducing new elements to their feedback and evaluation work such as introducing pre- and post-intervention measures to better evidence impact
- Newer Signatories with less established feedback and evaluation approaches are particularly keen to draw on support from The Code to develop these

Pledge 4 Over the next 12 months

“Continuously learn from and improve our activities using evaluation data, as well as sharing learnings with the community.”

“We'll further embed a consistent evaluation framework across all programmes, ensuring that data on participation, engagement, and outcomes is systematically collected and reviewed. We will refine our use of pre- and post-engagement measures to better understand changes in young people's awareness, confidence, and aspirations in engineering and technology.”

“We will systematically collect and analyse feedback from participants, educators, and partners through pre- and post-engagement surveys, alongside qualitative insights gathered during workshops. This will enable us to identify what is most effective, where barriers remain, and how our programmes can evolve to better support diverse learners.”

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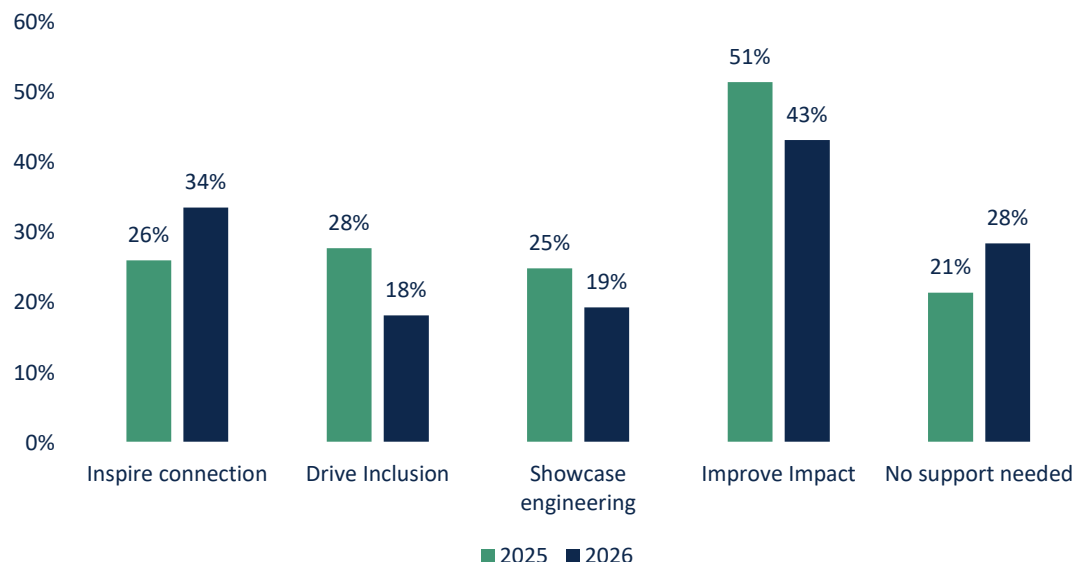
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Support needed across all pledges

Please indicate the pledges you feel your organisation needs the most support with



- The greatest demand for support is in 'Improve impact', with 43% of respondents highlighting this area
- 'Inspire connection' is the next most common priority, identified by 34% of signatories
- In most cases, support needs are focused rather than broad: 41% of respondents selected one pledge, while 23% selected 2

Summary

Next steps for The Code team

1. **Create more opportunities for Signatories to connect, collaborate and learn** from one another through a range of networking, peer learning and community engagement activities
2. **Strengthen links to wider strategic initiatives**, ensuring The Code continues to offer value to all Signatories by connecting them with opportunities to collaborate, influence and contribute to sector-wide change, alongside access to resources and guidance
3. **Support continuous improvement across the community** by sharing practical insights, evidence and approaches in priority areas such as evaluation and sustained engagement